

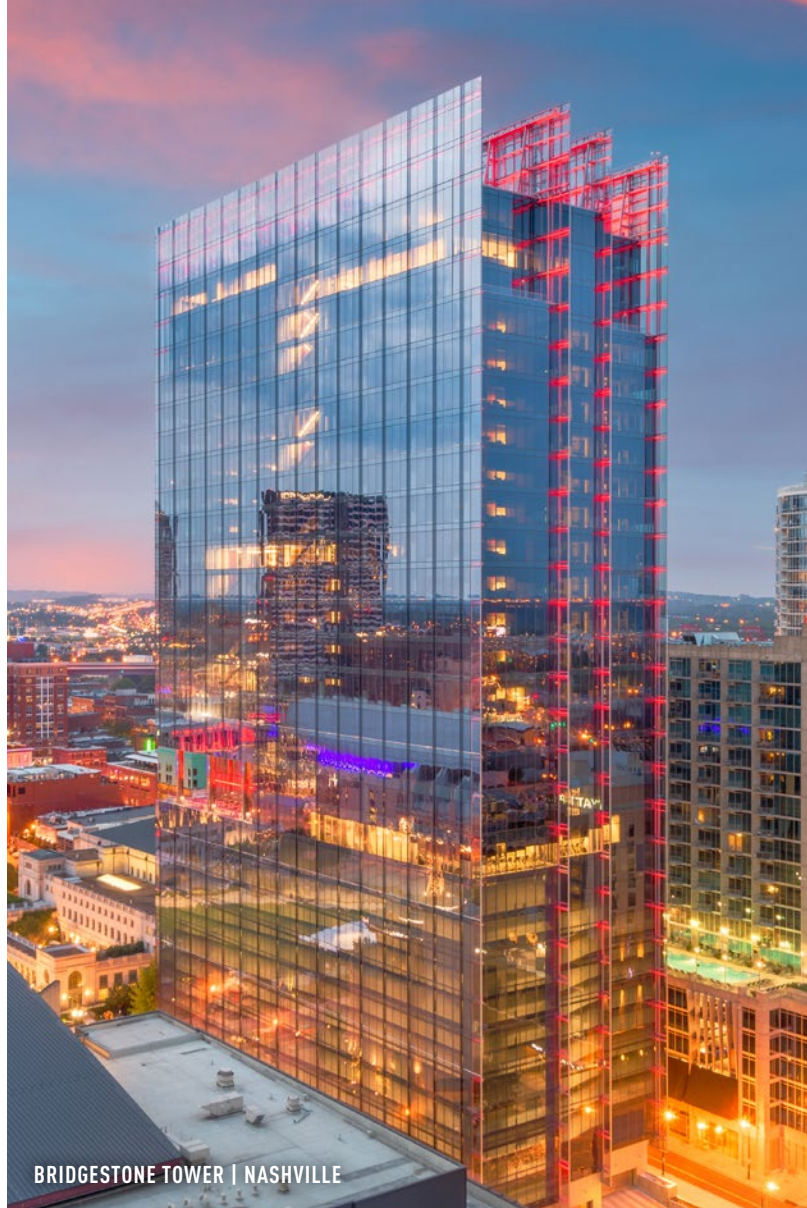
RESILIENCY DRIVEN BY OUR CORE VALUES



BANK OF AMERICA TOWER | CHARLOTTE



ATLANTA WOMEN'S FOUNDATION | ATLANTA



BRIDGESTONE TOWER | NASHVILLE



MIDTOWN EAST TOPPING OUT | TAMPA



MCKINNEY & OLIVE | DALLAS



NAIOP BUS TOUR | RALEIGH



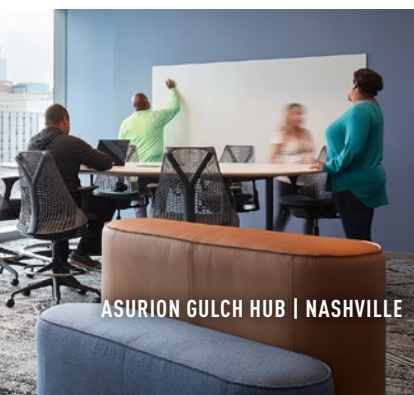
EARTH DAY CLEANUP | RALEIGH



US HUNGER VOLUNTEERS | ORLANDO



RIVERWOOD 100 | ATLANTA



ASURION GULCH HUB | NASHVILLE



#BETTERTOGETHER

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LETTER FROM THE CEO

I am pleased to present our 2024 Corporate Resiliency Report. Over the last year, we have remained committed to our mission of owning and operating a resilient, high-quality Class A office portfolio that thrives in all economic cycles. Our Strategic Plan and resiliency strategy drive our confidence in the future and the enduring strength of our portfolio.

We continue to strengthen our resiliency strategy in response to evolving market risks. Our annual resilience assessment, utilizing our proprietary Asset Resilience Index and enterprise risk modeling, enables us to proactively identify and mitigate enterprise risk. Findings from this process inform decisions on continually improving the quality of our assets and anticipating and meeting the demands of our customers, all the while creating long-term value for our shareholders.

Our commitment to our coworkers, our customers and our communities is reinforced by our vision, our mission and our core values. Our vision is to be a leader in the evolution of commercial real estate for the benefit of our customers, our communities and those who invest with us. Our mission is to create environments and experiences that inspire our teammates and our customers to achieve more together.

Our core values serve as our foundation. We believe our culture makes the difference in this highly competitive, ever-changing commercial real estate industry. Our core values guide day-to-day decision-making and shape our culture.

INTEGRITY: We are committed to doing the right thing, being honest and straightforward, saying what we can when we can and supporting our words with timely and consistent action.

COLLABORATION: We believe we are better together, offering help, asking for help, sharing our knowledge, engaging with each other and being valued partners.

COMMUNICATION: We strive to make it clear, being curious, asking questions early and often, providing simple and actionable information and giving feedback and being open to receiving it.

SOLUTIONS: We seek to bounce forward by being flexible and creative, working through obstacles, anticipating needs, providing options, owning our results, sharing our wins and growing from our losses.

Our coworkers, customers and communities are at the heart of everything we do. The “Heart of Highwoods” program continues to be an authentic, down-to-earth 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. In 2024, we refined and expanded our annual REALM Mentorship program with coworker input and welcomed our second class of 28 participants. Demonstrating our dedication to improving the health and vitality of our coworkers, we received Cigna’s Gold Level Healthy Workforce Designation for the second year in a row, improving our recognition from Silver in 2022. In our communities, we supported over 50 non-profit organizations through our Highwoods Helps community service initiative and provided coworkers additional volunteer time off to get more involved in their communities.

In 2024, we refined and expanded our dedicated Customer Experience department through our Highwoods Customer Journey Initiative. Formalized into a playbook, this initiative outlines a customer roadmap with targeted engagement points to proactively meet our customers’

needs, improve satisfaction and foster greater collaboration. Additionally, our #BetterTogether initiative continued to enhance the customer experience by organizing curated customer events across our markets that are innovative, distinctive, collaborative and meaningful.

As a result of our ongoing commitment to sustainability and portfolio resiliency, we achieved the following recognition in 2024:

We earned the **GRESB GREEN STAR RATING** for the fifth consecutive year, demonstrating continuous improvement year-over-year.

We earned recognition from industry leading frameworks, including:

- Sustainalytics: Ranked as “**LOW ESG RISK PROFILE.**”
- ISS: Earned the highest **ISS GOVERNANCE QUALITY SCORE OF 1** and earned an **ESG PRIME BADGE.**

We achieved **LEED** and **FITWEL** certifications for all new, wholly owned developments.

We achieved **ENERGY STAR** certifications for 64% of our portfolio gross floor area.

We also continued to demonstrate progress towards our expanded portfolio-wide energy and GHG emissions reduction goals through continued investments in energy efficiency projects to further decarbonize our portfolio.

The dedication and resilience of our team are a source of immense pride. Their commitment to our core values and strategic vision has positioned Highwoods for continued success. Looking forward, we remain committed to creating exceptional workplaces where the best and brightest can achieve together what they cannot apart.



Ted Klinck
President and Chief Executive Officer

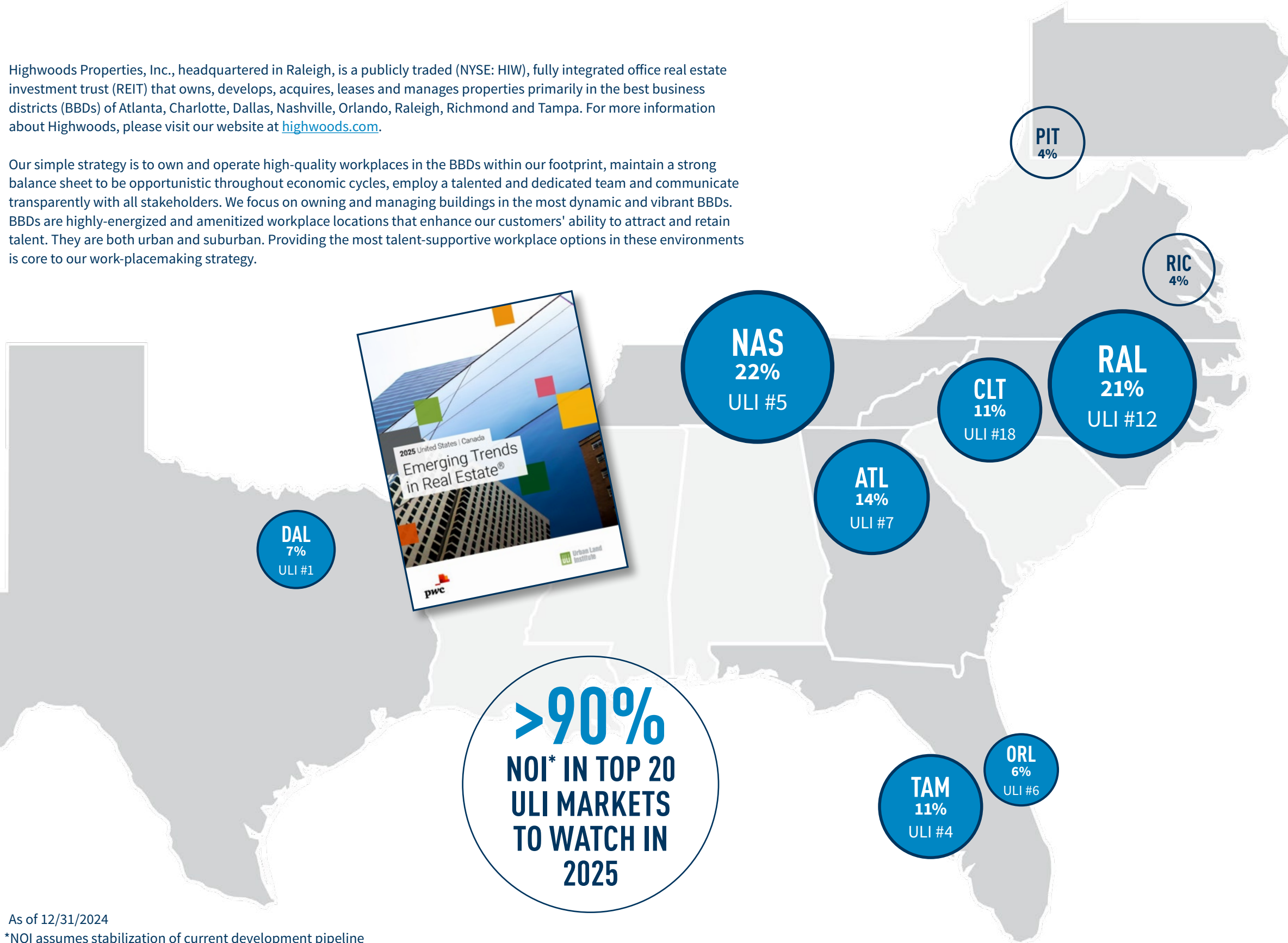


PICTURED (R-L): CEO TED KLINCK, DIRECTOR OF CUSTOMER EXPERIENCE MELISSA BESSLER, BOARD OF DIRECTORS MEMBER DAVID GADIS, EVP & COO BRIAN LEARY

HIGHWOODS AT-A-GLANCE

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

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



>90%
NOI* IN TOP 20
ULI MARKETS
TO WATCH IN
2025

As of 12/31/2024
*NOI assumes stabilization of current development pipeline

IN-PROCESS DEVELOPMENT

As of 12/31/2024



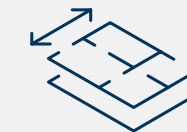
\$514M
INVESTMENT



4
MARKETS



6
BUILDINGS



1.6M
SQUARE FEET



~\$40M
STABILIZED
GAAP NOI

OUR FOUNDATION

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

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

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

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



OUR VISION

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

OUR MISSION

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

OUR VALUES

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



RESILIENCY THROUGHOUT OUR ORGANIZATION

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

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

INTEGRATION OF OUR CORE VALUES—integrity, collaboration, communication and solutions—to guide our day-to-day decision making and shape our culture.

FOCUS ON THE BBDs OF HIGH-GROWTH MARKETS ACROSS THE U.S. SUN BELT that consistently outperform national averages.

MAINTAIN A STRONG BALANCE SHEET with ample liquidity that positions us to capitalize on potential growth opportunities in the coming years.

MITIGATE FUTURE RISKS through diversification of markets, customers, industries and lease size.

STRENGTHEN OUR LONG-TERM CASH FLOWS by growing net effective rents and being efficient with our capital expenditure spending.

CAPITALIZE ON THE ACCELERATED “FLIGHT TO QUALITY” TREND through the acquisition and development of high-quality assets and the disposition of non-core assets.

MAINTAIN A DISCIPLINED INVENTORY OF WELL-LOCATED LAND for future office and mixed-used development.

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

BUSINESS RESILIENCY GOALS

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

CLIMATE RESILIENCY GOALS

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

PEOPLE RESILIENCY GOALS

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



BUSINESS RESILIENCY

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

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

The following principles are fundamental to our resiliency management system:

- Coherence
- Adaptiveness
- Reliability
- Agility

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

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



CLIMATE RESILIENCY

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

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

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

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

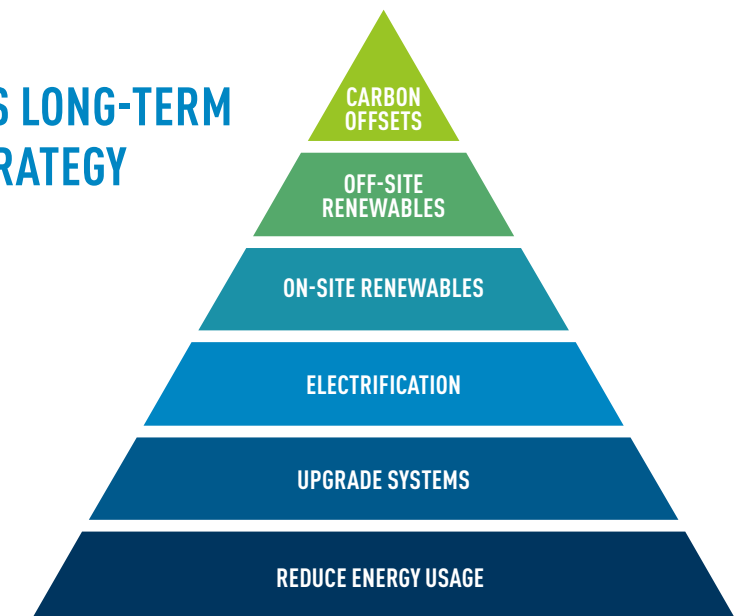
climate-related issues and opportunities and review impacts of recent acquisitions and divestitures.

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

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



HIGHWOODS LONG-TERM CARBON STRATEGY



ASSET RESILIENCY INDEX AND CLIMATE RISK MODELING

We firmly believe that a resilient portfolio must consider both financial and non-financial risks. In 2023, our Corporate Resiliency Team, with oversight from our Investment Committee, developed a comprehensive Asset Resilience Index that included a blended score of financial and sustainability metrics. We combine traditional financial key performance indicators (KPIs) for each asset with material climate related KPIs including historical GHG emissions and susceptibility to climate physical risks, such as sea level rise, storm intensity, flooding and other physical characteristics.

In 2024, we refreshed our Asset Resilience Index with updated climate projections and market risks, which provided our leadership team additional insight into the resiliency of our assets to inform their investment decisions, including determining which assets are non-core.

TIER (QUARTILE)	RESILIENCY
1ST	HIGHLY RESILIENT
2ND	RESILIENT
3RD	MODERATELY RESILIENT
4TH	VULNERABLE
OVERALL	RESILIENT

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

CAPITAL PLAZA | ORLANDO CLIMATE RESILIENCY

Our annual resiliency assessment process identified vulnerability of Capital Plaza One and Two to potential water damage from heavy rainfall and flooding in the Orlando area. In response, we invested in waterproofing improvements to minimize moisture intrusion and air infiltration, strategies that also improve building energy performance. This project demonstrates the tangible benefits of integrating climate resiliency assessments into strategic decision-making, contributing to long-term asset protection and operational efficiencies.



CAPITAL PLAZA ONE | ORLANDO



CAPITAL PLAZA TWO | ORLANDO

PEOPLE RESILIENCY

Ours is a people business. We are firmly committed to supporting the resiliency of our people—those who work for our company, our customers and our vendors and others with whom we live, work and play. In small and big ways, we believe our efforts will help lead to strengthening the overall fabric of our communities.

Highwoods is re-imagining the workplace, for itself and for its customers and their employees, by creating innovative workplace 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, our coworkers and the communities in which we all live, work and play. Guided by our core values, we believe that our culture sets us apart. Owning and shaping our culture is the job of each teammate and is driven by our individual behaviors, attitudes and actions.

The “Heart of Highwoods” program continues to be a cornerstone of our commitment to caring for our coworkers,

our customers and our communities. We created the program 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 that we are willing to make the necessary investments to keep them safe, healthy and productive.

IN 2024, HIGHWOODS WAS ONCE AGAIN RECOGNIZED BY THE NATIONAL COUNCIL ON COMPENSATION INSURANCE (NCCI) AS BEING “BEST-IN-CLASS” IN HAVING A LOW OCCUPATIONAL INCIDENT RATE.



HEART OF HIGHWOODS WALL | CORPORATE

BUSINESS CONTINUITY

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

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

TAMPA

WEATHERING BACK-TO-BACK HURRICANES

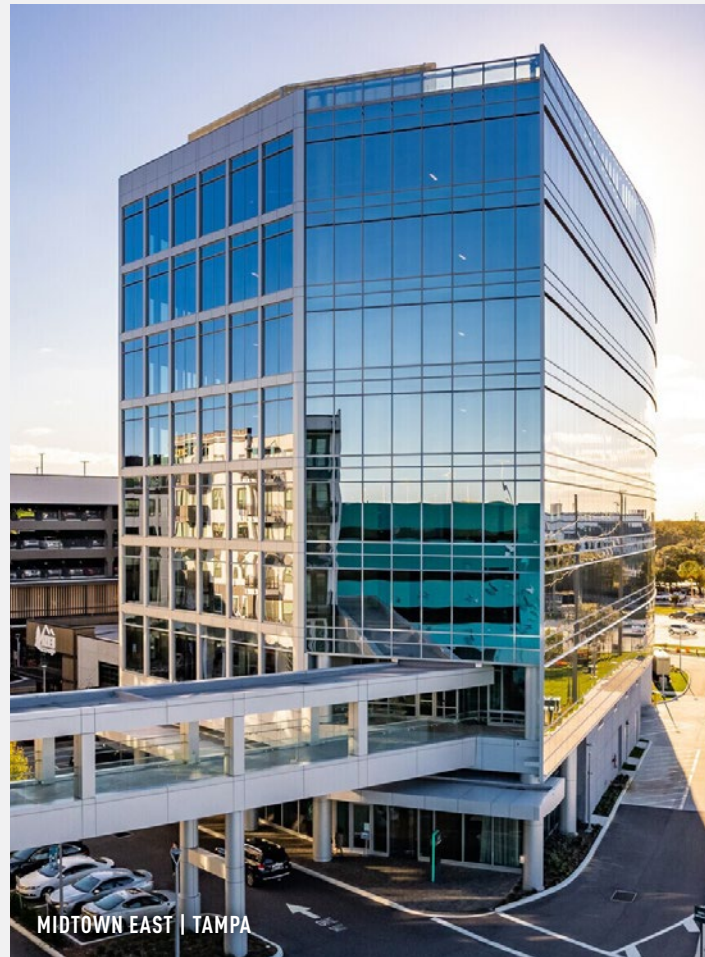
In late 2024, the Tampa Bay area was impacted by two hurricanes in quick succession. First, Hurricane Helene unleashed record-breaking storm surges in September, inundating coastal communities with flooding. Before the region could fully recover, Hurricane Milton arrived in early October, bringing high winds and widespread power outages. Despite the storm impacts, strategic investments in operational resiliency and business continuity planning helped our Tampa portfolio successfully weather the storms with minimal damage, no loss of power and no business interruption. These climate risk mitigation measures include:

PRE-PLANNING: Days in advance, we strategically began preparation for the storms by identifying critical systems and infrastructure.

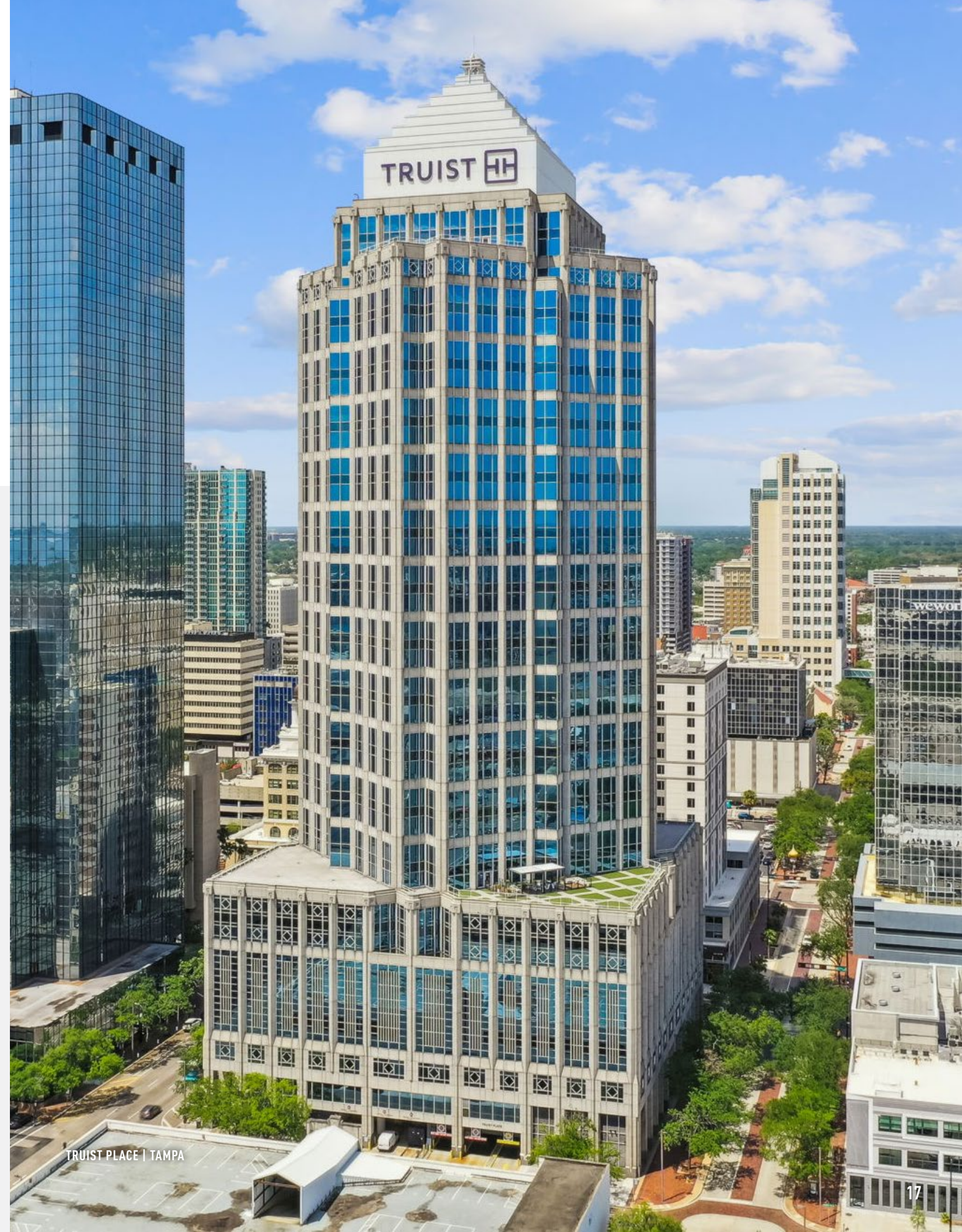
PROACTIVE SHUTDOWNS: Following established emergency shutdown procedures, our team mitigated risk and potential damage to building infrastructure.

RESPONSE TEAM: Our local team successfully staged equipment and contractors that enabled quick response after the storm.

RECOVERY: In collaboration with our supply chain partners, our assets resumed normal business functions within 24 hours of the storm.



MIDTOWN EAST | TAMPA

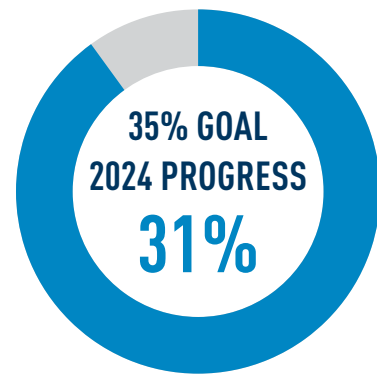


TRUIST PLACE | TAMPA

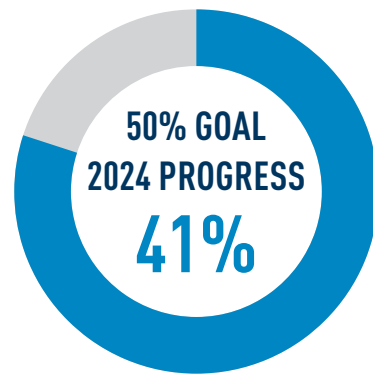
SUSTAINABILITY KEY PERFORMANCE INDICATORS

We expanded our portfolio-wide energy and GHG emissions reduction goals in 2024 and transitioned our energy, GHG and water goals to an intensity-based metric. As part of expanding our portfolio-wide goals and transitioning to intensity-based metrics, we re-established our 2016 baseline to include properties owned in 2016 that were still owned in 2024.

SUSTAINABILITY GOALS FROM A 2016 BASELINE



2030 GOAL
ENERGY USE REDUCTION
(kBtU/SF)

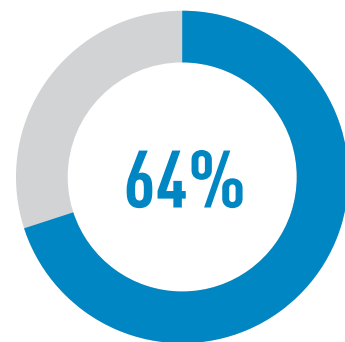


2030 GOAL
CARBON EMISSIONS REDUCTION
(CO2e/SF)

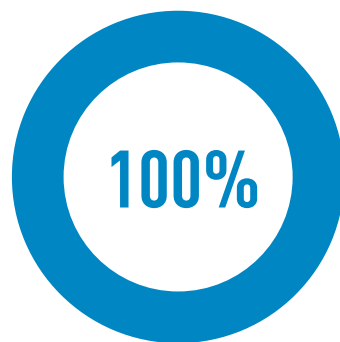


2026 GOAL
WATER USE REDUCTION
(Gals/SF)

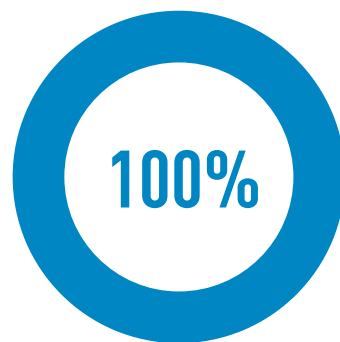
ENVIRONMENTAL KEY PERFORMANCE INDICATORS



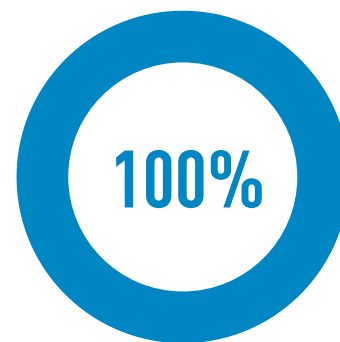
GFA
CERTIFIED
ENERGY STAR
(SF)



Managed Buildings
Benchmarked
ESPM



New Development
Office Portfolio
LEED
Since 2013



New Development
Office Portfolio
FITWEL
Since 2021

RESILIENCY BENCHMARKING

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

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

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

Leveraging these standards provides global context and ensures our efforts are responsive to changing market conditions, global initiatives and the needs and desires of our stakeholders. Validating this commitment, we received the following recognition in 2024:

- Sustainalytics: Ranked as “LOW ESG RISK PROFILE.” 2024 score =11.7
- GRESB: Achieved GREEN STAR for the 5th consecutive year.
- IMT: Achieved GOLD recognition from GREEN LEASE LEADERS.
- ISS: Earned highest ISS Governance QUALITY SCORE OF 1, achieved an ESG PRIME BADGE.



ALIGNMENT WITH GLOBAL INITIATIVES

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

3 GOOD HEALTH AND WELL-BEING

ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL

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

4 QUALITY EDUCATION

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

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

5 GENDER EQUALITY

ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

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

6 CLEAN WATER AND SANITATION

ENSURE AVAILABLE AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL

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

7 AFFORDABLE AND CLEAN ENERGY

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

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

8 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

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

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

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

10 REDUCED INEQUALITIES

REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES

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

11 SUSTAINABLE CITIES AND COMMUNITIES

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

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

12 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

13 CLIMATE ACTION

TARGET URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

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

17 PARTNERSHIPS FOR THE GOALS

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

- ACHIEVED** • Create and maintain a Resiliency Committee

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

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

POLICIES AND PRACTICES

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

ENVIRONMENTAL POLICIES AND PRACTICES

- Environmental
- Biodiversity and Habitat
- Energy Management
- Climate Change
- GHG Emissions
- Climate Resiliency
- Material Sourcing and Procurement
- Indoor Environmental Quality
- Waste Management
- Water Management
- New Developments
- Renewable Energy

SOCIAL POLICIES AND PRACTICES

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

GOVERNANCE POLICIES AND PRACTICES

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

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



MCKINNEY & OLIVE | DALLAS

STAKEHOLDER ENGAGEMENT

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

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

BOARD OF DIRECTORS

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

SHAREHOLDERS

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

CUSTOMERS

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

INDUSTRY

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

COWORKERS

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

COMMUNITIES

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

VENDORS

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



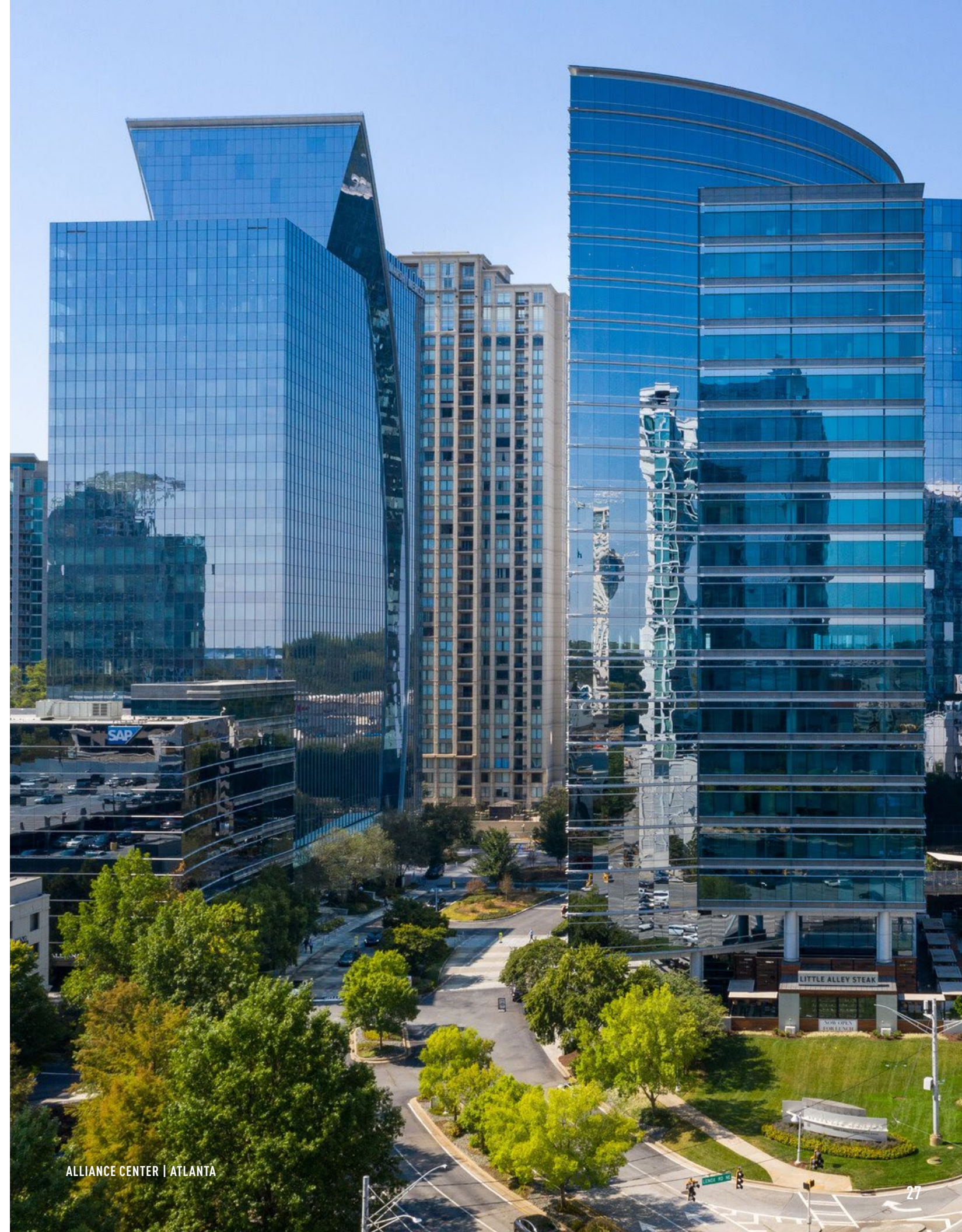
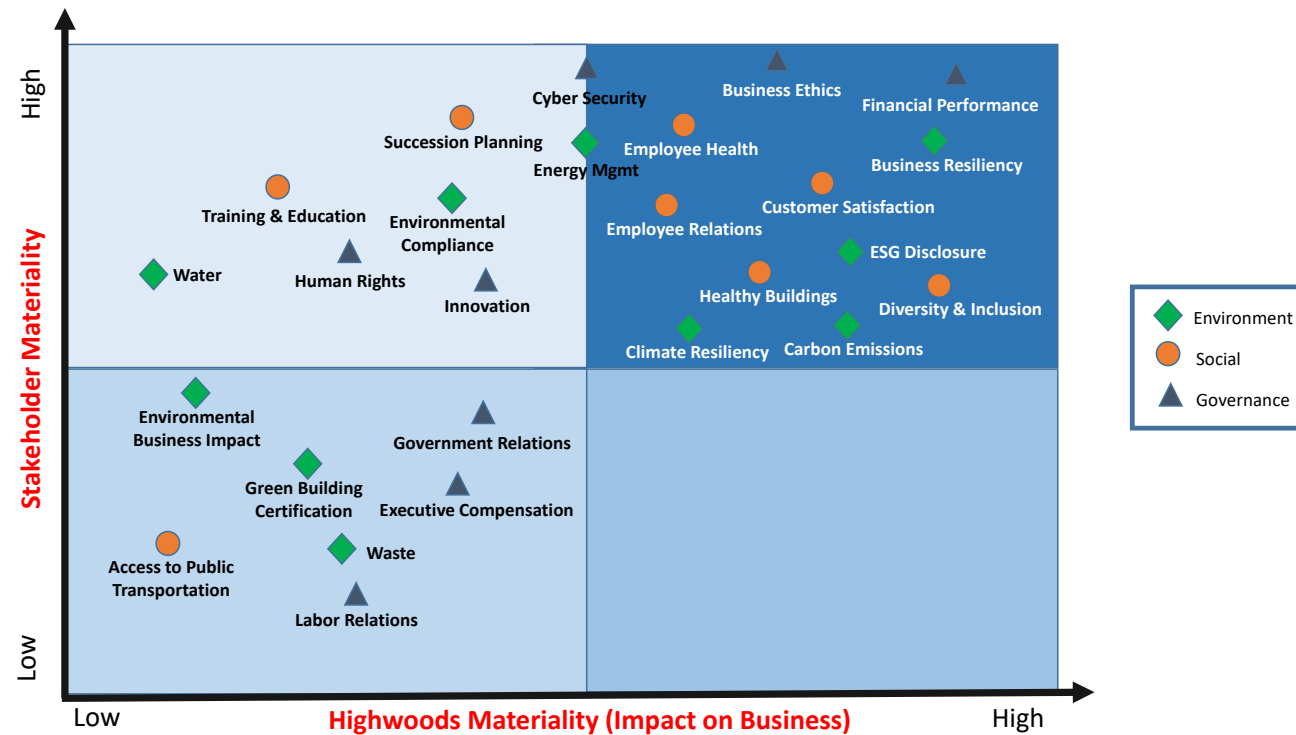
MATERIALITY ANALYSIS

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

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

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

ESG MATERIALITY ASSESSMENT ALIGNING HIGHWOODS BUSINESS DRIVERS WITH STAKEHOLDER PRIORITIES



ENERGY AND CARBON

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

We measure our GHG emissions as Scope 1 or 2 emissions. GHG sources include the on-site combustion of natural gas and fuel oil for heating and back-up power generation (Scope 1) and the generation of electricity and district heating and cooling off-site by local utilities (Scope 2). We utilize the ENERGY STAR Portfolio Manager online platform to monitor GHGs from our on-going operations and to track progress towards meeting our goals. While our properties are not currently in areas with local building performance mandates, we continue to monitor

the evolving regulatory landscape and how our operations may be impacted in the future.

To deploy innovative energy efficient technologies, we pilot specific solutions, prove the concept, then reinvest the utility savings to expand adoption across our portfolio. In 2024, we continued to invest in energy efficiency projects across our portfolio including LED lighting retrofits, building management system (BMS) upgrades and heating, ventilation and air conditioning (HVAC) system upgrades.

In 2024, we achieved ENERGY STAR certifications for almost two-thirds of our portfolio square footage, which was accomplished in part through a concerted effort in recent years to expand energy data coverage for customers with triple-net leases. Additionally, we have achieved LEED certification for all new, wholly-owned development

projects since 2013 to ensure high-performing, energy efficient systems are in place and commissioned pre-occupancy.

Demonstrating our ongoing commitment to decarbonization, we expanded our portfolio-wide energy and GHG emissions reduction goals in 2024 to target 35% energy intensity and 50% GHG emissions intensity reductions by 2030 from a 2016 baseline. As part of expanding our portfolio-wide energy and GHG goals, we re-established our 2016 baseline to include properties owned in 2016 that were still owned in 2024.

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

150 FAYETTEVILLE | RALEIGH ENERGY PERFORMANCE

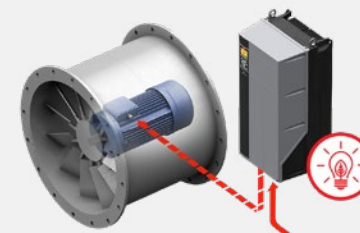
To improve the energy performance of 150 Fayetteville, we began replacing inefficient HVAC self-contained units (SCUs) and upgrading the building management system (BMS) in 2024.

To date, we have replaced five SCUs with alternatives that are 35% more efficient and plan to replace nine additional units by 2026. The modernization of the BMS controls will enable enhanced control sequences including optimum start/stop, demand-controlled ventilation (DCV), advanced occupancy scheduling and will provide thermographic floor plans to help detect operational deficiencies like air infiltration and moisture intrusion.

As part of this initiative, we also commissioned the closed-loop condenser water system, which is estimated to reduce system energy usage by 80%, representing 600,000 kWh and \$70,000 saved annually.



SELF CONTAINED HVAC UNIT



DEMAND CONTROL VENTILATION



150 FAYETTEVILLE | RALEIGH

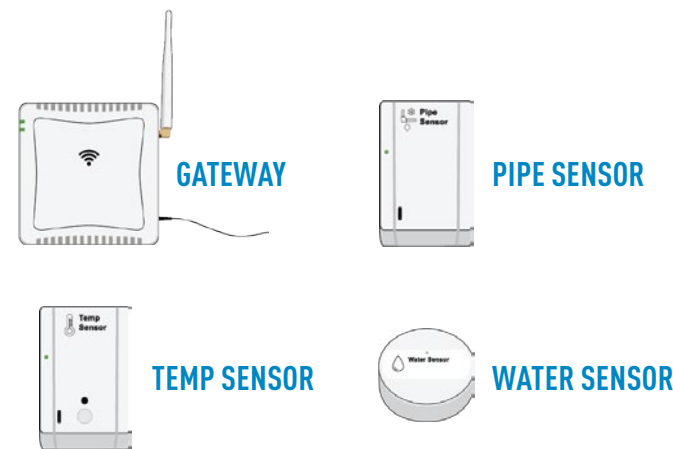
ENVIRONMENTAL
CONTRIBUTING TO THE RESILIENCY OF OUR CLIMATE

WATER

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

In 2024, we continued to install water leak detection sensors across our portfolio that use Internet of Things (IoT) technology to alert team members of potential water leaks. To date, we have installed over 10,000 sensors, increasing our portfolio coverage to 100%. We install smart irrigation controllers at properties with expansive landscapes to better align irrigation schedules with local weather conditions and plant moisture requirements. Additionally, we provide training to our engineering team on water efficiency best practices, including cooling tower optimization, leak detection and condensate recovery.

In 2024, we transitioned our water goal to an intensity-based metric based on the re-established 2016 baseline. While our water reduction goal remains at 10%, we are assessing water performance in 2024 and 2025 to understand how current usage levels are affecting water consumption.



701 CORPORATE CENTER | RALEIGH AVOIDED LOSSES FROM IOT WATER SENSOR INSTALLATIONS

The deployment of IoT water leak detection sensors resulted in the prevention of at least a dozen water loss events in 2024. A notable incident at 701 Corporate Center in Raleigh, NC highlights the potential water loss and property damage that could have occurred in the absence of leak detection. Just after 8 PM on a Thursday, team members received a sensor alert indicating a leak in a women’s restroom. After receiving the alert, they investigated the area and found a running faucet and an overflowing sink. Without leak detection, the issue likely would not have been discovered until the next morning. The sensor prevented the loss of over 1,000 gallons of water and potential moisture damage to the property.



MATERIALS AND WASTE

COMPANY-WIDE E-WASTE RECYCLING EVENTS

In 2024, we hosted electronic waste (e-waste) recycling events in multiple markets including Tampa, Orlando, Atlanta, Raleigh, and Charlotte to provide customers a convenient and responsible way to dispose of outdated electronics. Typically sent to landfills, e-waste contributes to groundwater pollution through the leaching of heavy metals. Electronics collected at these events included cell phones, disk drives, tablets, laptops, monitors, printers and USB drives. Given the success of these events, we plan to expand this initiative to new markets in 2025.



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

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

As part of this effort, we cooperate with our customers and vendors to implement waste management best practices. To increase individual participation in our recycling efforts, we provide single-stream recycling options when available, organize e-waste recycling drives and provide education and guidance on best practices. Through coordination with our waste management partners, we continue to develop more efficient ways to access waste performance data and optimize hauls, which reduces carbon emissions and waste management costs. Additionally, we are actively monitoring the waste performance of many of our properties and are collaborating with our vendors with the goal of increasing our waste data coverage to 100% by 2026.



BIODIVERSITY AND HABITAT

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

When selecting sites for new developments, we strongly consider greyfields and brownfields to reduce development

pressure on natural habitats. When sites are contaminated, we remediate the soil and water according to local and national environmental standards. Whenever possible, we preserve mature trees and native soils to maintain canopy coverage and reduce the heat island effect. To minimize the impact of artificial lighting on wildlife, we design site lighting to minimize light pollution and trespassing. We utilize environmentally sensitive products for pest management, landscaping, snow and ice removal and cleaning activities to prevent harmful chemicals from entering the environment and the potential loss of biodiversity and habitat. Recent property-specific efforts to promote biodiversity and habitat protection include:

INNSBROOK | RICHMOND: Redesigned the Innsbrook Trail System to support the health and well-being of our customers, coworkers, and the surrounding community. The trail system includes 5 miles of pedestrian-only trails and 37 acres of lakes surrounding our Innsbrook properties and various apartment communities.

TEN GLENLAKE | ATLANTA: Completed water quality improvements and stocked native fish in Lake Glenn to support a community of North American river otters residing in the lake.

ORLANDO AND DALLAS: Maintained beehives at properties across our markets to help preserve local biodiversity by supporting pollinators.

DEVELOPMENT STRATEGIES THAT PROMOTE BIODIVERSITY AND CREATE HABITAT:

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



INNSBROOK TRAIL SYSTEM | RICHMOND



LAKE GLENN | ATLANTA



CAPITAL PLAZA BEEHIVES | ORLANDO



MCKINNEY & OLIVE BEEHIVES | DALLAS

NEW DEVELOPMENTS

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

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

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



GLENLAKE THREE | RALEIGH



MIDTOWN WEST | TAMPA



**30 PROPERTIES LEED CERTIFIED
SINCE 2010**



**7 FITWEL CERTIFICATIONS
COMPLETE OR IN PROGRESS**



1.6M SF IN DEVELOPMENT PIPELINE



CROOKED HAMMOCK | RALEIGH



GLENLAKE THREE | RALEIGH

GLENLAKE THREE | RALEIGH NEW DEVELOPMENT SPOTLIGHT

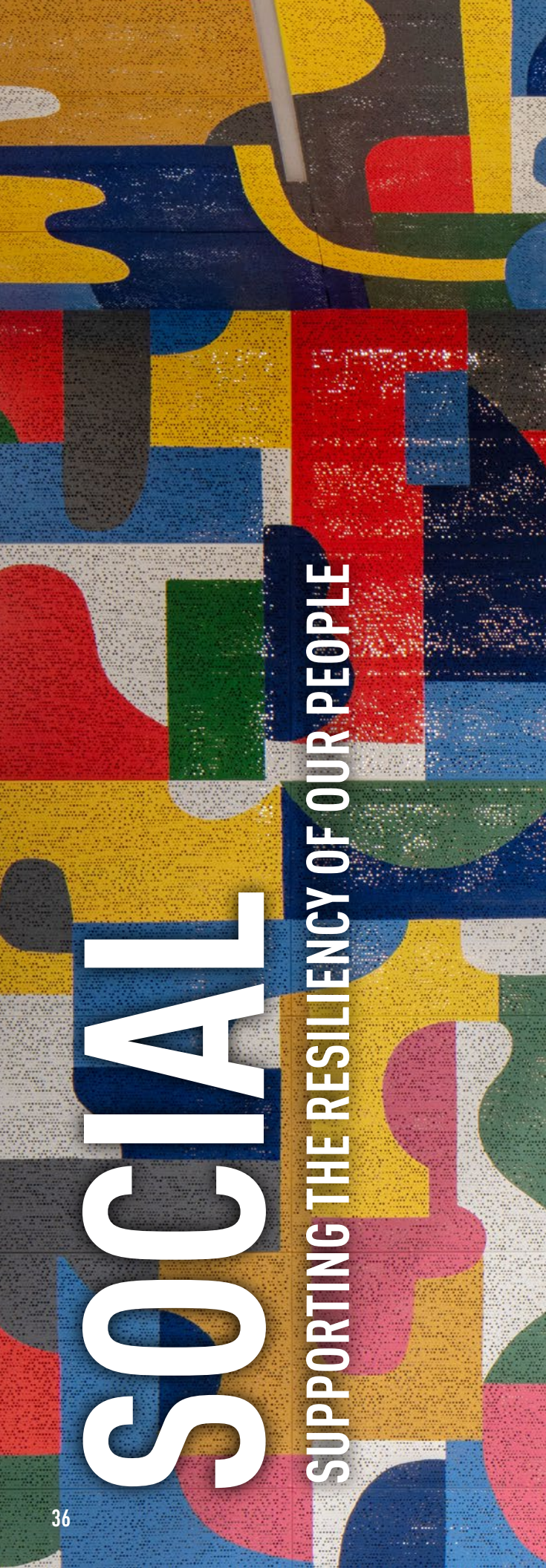
As the newest addition to the GlenLake Park in Raleigh, GlenLake Three is a 205,000 sq. ft. Class A office building that recently achieved both LEED and Fitwel certifications. Designed to promote health and well-being, the building features floor-to-ceiling windows providing natural light to brighten work areas, an on-site café, fitness center, training center, several occupant lounges and abundant outdoor amenity space that seamlessly blends indoor and outdoor environments. In 2025 and 2026, we will welcome Wong's Taco and the Crooked Hammock Restaurant and Brewery to GlenLake Three to activate the property after work hours and welcome the broader community.



HEART OF HIGHWOODS

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

THE HEART OF HIGHWOODS



HEALTHY AND RESILIENT COWORKERS

We firmly believe that resilient coworkers are the foundation of a resilient portfolio. We understand that our ability to attract, serve and retain customers relies on the welfare and productivity of our coworkers. For us, coworker well-being extends beyond physical health and safety; it encompasses the overall person. At Highwoods, we adopt a “Total Worker Health” approach, addressing factors that contribute to poor health outcomes, allowing individuals to thrive. Our commitment to realizing this vision is guided by:

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

CIGNA HEALTHY WORKFORCE DESIGNATION GOLD

For the second consecutive year, Cigna Healthcare selected Highwoods as a recipient of its 2024 Gold Level Healthy Workforce Designation for our continued dedication and strong commitment to improving the health and vitality of coworkers through a robust workplace well-being program. The designation evaluates organizations based on the core components of their well-being program, including leadership and culture, program foundations and execution, and policies and accommodations. We are proud to achieve this designation and will continue to champion coworker well-being and our engagement programs in 2025 and beyond.



DIMENSIONS OF WELL-BEING

EMOTIONAL

Belonging	Essentials
Purpose	Flourishing

PHYSICAL

Fuel	Movement
Sleep	Energy

CAREER

Training and Development	Engagement and Performance
Work Flexibility	Recognition and Achievements

SOCIAL

Network	Friends
Family	Coworkers

FINANCIAL

Prepare	Protect
Plan	Preserve

COWORKER WELLBEING PROGRAM

Our coworker well-being program epitomizes our unwavering dedication to fostering a culture of health and wellness that is inclusive and accessible to all coworkers. Through a diverse array of resources, we encourage the adoption of healthy habits and the maintenance of optimal well-being. Central to the success of our program are our esteemed wellness champions, who serve as advocates and implementers of our well-being initiatives in each of our markets.

WELLNESS CHAMPIONS

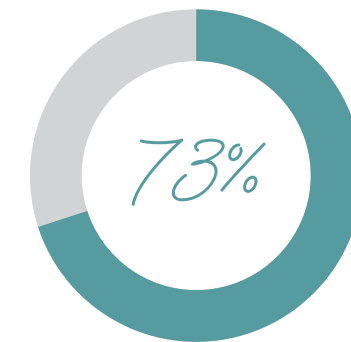
Through our bi-monthly wellness meetings, our wellness champions orchestrate a series of impactful initiatives aimed at enhancing the overall well-being of our workforce. In February 2024, our wellness champions organized the Heart Health – Know Your Numbers live session in partnership with WakeMed to recognize American Heart Month. This initiative encourages participants to better understand health metrics related to cholesterol, blood pressure, blood sugar, weight and body mass index to improve health outcomes and recognize the warning signs of chronic diseases. Our Raleigh team also partnered with WakeMed, a local health system, to provide coworkers with the opportunity to undergo annual physical appointments conveniently on-site, promoting proactive health management and preventive care. And for the second year in a row, our champions organized a successful water drinking challenge, encouraging hydration as a cornerstone of health and well-being. These initiatives stand as a testament to the dedication of our wellness champions, whose commitment to fostering a culture of well-being has positively impacted the lives of our coworkers across our organization.

FINANCIAL WELLNESS

In collaboration with CAPTRUST, the financial advisor for our 401(k) plan, we organize group and individual sessions to improve coworker understanding of 401(k) investments and explore available financial wellness resources. We also continued to leverage resources provided by Charles Schwab, our trusted 401(k) record keeper, including webinars focused on financial literacy and retirement investment strategies. As of December 31, 2024, 94% of coworkers were contributing to our 401(k) Plan.

WELLNESS INCENTIVES PROGRAM

In collaboration with Cigna, Highwoods offers a Wellness Incentives Program that empowers coworkers to enhance their physical and mental health, leading to improved morale and overall well-being for both individuals and Highwoods. Incentives are offered for taking healthy actions including preventative care screenings, in-person and online health coaching, and completing a personalized health assessment.



In 2024, 73% OF ENROLLED COWORKERS COMPLETED PREVENTATIVE SCREENINGS, an increase from 66% in 2023 and almost double the Cigna business average of 38%.

HIW WELLBEING
HAPPY PROSPEROUS HEALTHY

TAKE ACTION AND GET REWARDED WITH OUR
Wellness Incentives

To get started, log into myCigna.com and click the **Wellness** tab. Then **Wellness and Incentives** to see the list of activities you can complete to earn incentives. Employees enrolled in the Cigna Medical Plan can redeem up to **\$150.00** in gift cards by completing the following wellness-related goals:

PREVENTIVE CARE \$50

Complete your annual physical or OB/GYN exam. Annual check-ups are covered at 100% under Cigna Medical when received from an in-network health care provider.

HEALTH COACHING BY PHONE \$40

Work with a health coach to either better manage a long-term health condition such as congestive heart failure, depression, diabetes, low back pain and/or to identify and work towards a personal goal. These phone sessions are one-on-one and strictly confidential.

ONLINE HEALTH COACHING \$25

A series of online self-paced coaching programs available at any time convenient for you including Balance Your Diet, Enjoy Exercise, Cope with the Blues, Keep Stress in Check, Lose Weight, Quit Tobacco (28 Day or Three Month) and Control your Asthma.

COWORKER ENGAGEMENT

COWORKER ENGAGEMENT SURVEY

In 2024, we continued to act upon improvement opportunities identified in our recent coworker engagement surveys. These included increasing communication frequency from senior leadership, expanding career growth and development opportunities and enhancing the efficiency of our coworkers by streamlining or discontinuing processes that have become cumbersome or obsolete.



REALM MENTORSHIP PROGRAM

Introduced in September 2023, REALM (Reinforce, Encourage, Advise, Listen, Motivate) is a mentorship program offered to Highwoods coworkers by Highwoods coworkers. This year-long program provides mentors and mentees an opportunity to establish a mutually beneficial relationship while expanding their professional network and invigorating their careers.

In 2024, we refined and expanded the mentorship program based on feedback from our inaugural class and interest across our organization. Program enhancements included more frequent facilitator check-ins with both mentors and mentees, providing enrichment opportunities on a regular basis and sharing successes among the group. In August 2024, we commenced the second year of the program with 28 participants—14 mentors and 14 mentees.

The REALM program offers benefits for both mentors and mentees, including:

- The opportunity to broaden skills and knowledge through mentoring and receiving feedback
- Gain satisfaction by sharing experiences with others
- Energize career opportunities and goals
- Build personal and professional networks
- Grow and develop from experiences
- Gain an ally in promoting Highwoods culture
- Learn more about other areas within the organization
- Receive new perspectives on current roles at Highwoods
- Enhance cross-generational and diverse communication and collaboration



HEALTHY AND RESILIENT BUILDINGS

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

To promote health and wellness in new development and renovation projects, we incorporate amenities and design elements like outdoor terraces and cafes that encourage activity and connections with the outdoors, healthy eating and collaboration. Many of our properties include 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, the BBDs in which our properties are primarily located offer rich amenities and strong connections to our local communities.

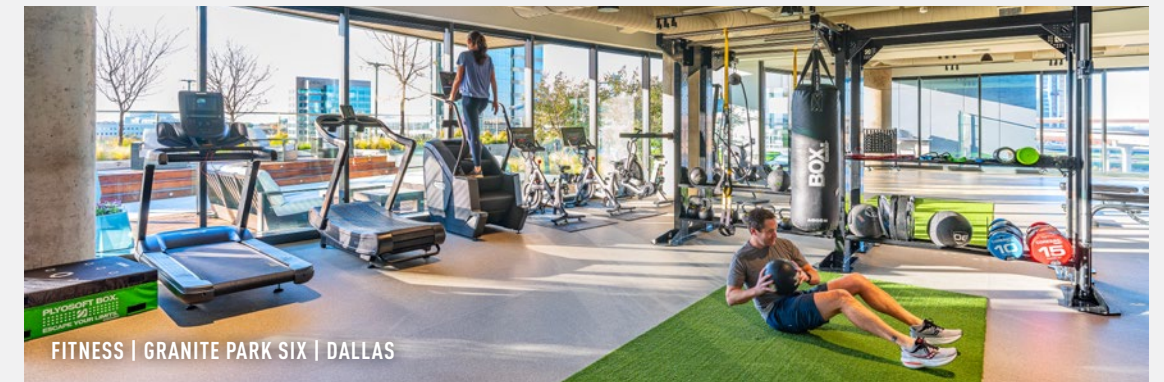
We maintain healthy workplaces by implementing a variety of operational strategies that prioritize occupant comfort and health. We have implemented a comprehensive Indoor Air Quality (IAQ) Policy across our portfolio that includes the optimization of outside air ventilation rates, high efficiency air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

We have committed to pursuing Fitwel certification for 100% of our wholly-owned development projects. We believe that the real estate sector can play a key role in meeting public health demand for championing health and well-being in our development projects.



GRANITE PARK SIX | DALLAS WELLNESS AND TECHNOLOGY

Delivered in 2023, Granite Park Six is a new 19-floor, 422,000 square foot, Class A office tower in the 90-acre Granite Park campus in Plano, Texas. The property was designed to promote wellness and technology, fulfilling customer desires for sustainability, walkability, state-of-the-art amenities and work environments that improve productivity. This was accomplished through integrating a host of modern amenities, including a two-story hospitality-inspired lobby with a café, electric vehicle (EV) charging stations in the parking garage, customer lounge with a golf simulator, a top-tier fitness studio with locker rooms and showers, a lecture hall with seating for 100+ guests and an expansive outdoor amenity deck with a kitchen and fireplace. A high-efficiency HVAC system with continuous air purification was installed to provide optimal indoor air quality without compromising energy performance. These efforts to champion customer wellness and environmental sustainability at Granite Park Six were recently recognized through achieving both LEED and Fitwel certifications.



THE HIGHWOODS CUSTOMER EXPERIENCE

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

Embracing our #BetterTogether mindset, we partner with our customers to create curated experiences that are innovative, distinctive, collaborative and more meaningful as a group. While tailored to the needs of our markets and customers, these experiences typically focus on customer wellness. In 2024, our market teams organized yoga classes, walking challenges and health fairs.

ENGAGING CUSTOMERS THROUGH SUSTAINABILITY

We developed our Customer Sustainability Guide to encourage customers to incorporate energy- and water-saving technologies and environmentally friendly materials inside their spaces. We utilize green lease language to promote sustainability best practices, prioritize capital improvements, encourage behavioral

change and reduce operating costs, ultimately creating healthier and more productive workspaces for our customers. In 2024, Highwoods was selected as a Green Lease Leader at the Gold level by The Institute for Market Transformation (IMT) and the U.S. Department of Energy's (DOE) Better Buildings Alliance, improving our recognition level from Silver in 2022. Further, we have achieved WiredScore certification for three of our properties, demonstrating our commitment to enhancing the user experience through outstanding digital connectivity and smart building technologies.

CUSTOMER ENGAGEMENT SURVEY

To ensure we are continuously improving the customer experience, we distribute a customer engagement survey that seeks feedback on the physical building, amenities, experience and performance of our team in helping them meet their objectives. In 2023, we received over 600 customer responses, far exceeding our expectations. Based on the survey results, we implemented several actions to enhance the customer experience, including signing leases with multiple restaurant groups to improve on-site food options and installing amenities like pickleball courts and upgraded fitness equipment. In 2024, we acted upon the survey results, and in 2025, we plan to refine and redistribute the survey to assess the success of our customer engagement initiatives and identify new opportunities to enhance our customer experience.

CUSTOMER EXPERIENCE DEPARTMENT

In 2023, we took significant strides in elevating the customer experience through the creation of our customer experience department and hiring of our first ever Director of Customer Experience. Rooted in our foundational principles of agility, proactivity and exceptional service, this department has become integral to our mission of exceeding customer expectations. During the department's inaugural year, we launched the Customer Journey Initiative to create customer engagement roadmaps with targeted touch points with Highwoods' team members at all levels of the organization. This initiative will be formalized into an operational excellence "playbook" for company-wide implementation.

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



WELCOME AMBASSADORS



SPORT COURT



IN-HOUSE MAINTENANCE TEAM



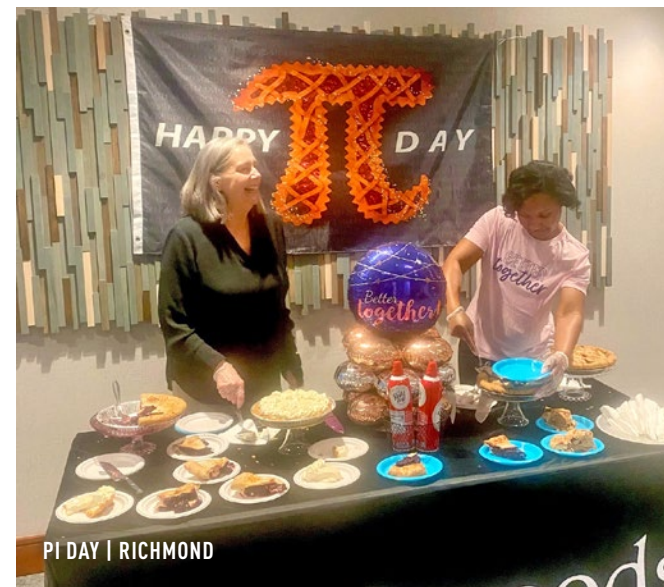
FOOD & BEVERAGE



ICE CREAM SOCIAL | NASHVILLE



SPRING FESTIVAL | CHARLOTTE



PI DAY | RICHMOND

#BETTERTOGETHER

GROWING CONNECTIONS THROUGH COMMUNITY AND CARE

At Highwoods, our #BetterTogether events are more than just gatherings—they are an opportunity to strengthen our connections with customers while making a positive impact on the communities we serve. These events bring people together, fostering relationships that extend beyond the workplace and our buildings.

In Richmond, our team embraced this spirit in their Earth Day celebrations, recognizing the powerful role nature plays in well-being:

- **BUILDING COMMUNITY:** At Highwoods One, our team came together to start a community garden where people can relax, unwind and enjoy nature. Tended by our team, the garden fosters a sense of belonging and care.
- **BRIGHTENING DAYS:** We hosted a flower giveaway event, sharing bouquets with customers as a simple way to bring joy. Studies show that receiving flowers can elevate mood, reduce stress and create a lasting sense of happiness.
- **SPREADING GROWTH:** We distributed flower seeds to our customers, encouraging them to plant something new. Flowers help support pollinators like bees and butterflies, which are essential to biodiversity and a healthy ecosystem.

Through initiatives like these, we continue to blend customer experience with community care, reinforcing our belief that when we invest in both, we build something greater than ourselves. At Highwoods, we do not just create places to work – we create spaces where people can connect, grow and thrive together.

BETTER
together

DIVERSE AND INCLUSIVE CULTURE

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

We created the Heart of Highwoods program to advance diversity and inclusion and community service in our workforce, our industry and our communities. As part of this program, we created a Diversity and Inclusion Group (DIG) that is a council of coworkers tasked with advancing diversity and inclusion initiatives.

In 2024, our DIG championed the following initiatives:

- Continued partnerships with the Cristo Rey Work Study Program, and the UNC Kenan Flagler Real Estate Diversity Initiative and NAIOP Atlanta internship programs.
- Launched the second year of the REALM Highwoods Mentorship Program with 28 participants.

- Participated in the Raleigh Chamber DEI Conference.
- Distributed educational content to coworkers celebrating diversity in the workplace.
- Heather Lamb, Senior Vice President and Atlanta Market Leader, delivered a presentation to over 1,600 people on behalf of Atlanta Women’s Foundation, encouraging support to empower women and girls in the metro Atlanta area to reach their goals and break the cycle of generational poverty.

DIVERSITY & INCLUSION GOALS

- Foster an inclusive culture and sense of belonging
- Manage talent and foster career growth for all coworkers
- Promote supplier diversity throughout the commercial real estate industry by formalizing tracking of diverse and inclusive vendors using a state-of-the-art tracking platform.

Coworker well-being at Highwoods focuses on the overall person. Our approach provides all individuals with positive work experiences and opportunities to achieve their professional goals.



CRISTO REY GOTCHA DAY | CORPORATE



DEI CONFERENCE | CORPORATE

COMMUNITY AND VENDOR PARTNERSHIPS

We partner with local and diverse vendors, as well as local schools, colleges and universities, to ensure we are providing opportunities for small businesses and students seeking to start a career in commercial real estate. In 2024, we formed a multidisciplinary team to help identify underrepresented small businesses in our markets and connect them with relevant bidding opportunities. Supporting our communities through an inclusive culture will continue to strengthen our blend of expertise, passion and purpose.



RICHMOND RIVERSTONE PARTNERSHIP

Our Richmond in-house construction team partnered with Riverstone CEO, Amanda Wheeler, to provide general contractor support for customer buildouts and building improvements at our Richmond properties. We have since collaborated with Riverstone on many successful construction projects, including customer buildouts at multiple buildings. When looking for a new headquarters location last year, Amanda and her team began their search at Highwoods and were drawn to a beautiful lakefront suite in our Innsbrook Business Park. As a long-standing partner and now customer, Riverstone has long embraced the “Highwoods Way” and utilized this approach to guide the buildout of their new headquarters. We are excited to welcome Riverstone to Innsbrook and look forward to future collaborations.



“SUCCESS IN COMMERCIAL CONSTRUCTION ISN’T JUST ABOUT DELIVERING PROJECTS—IT’S ABOUT BUILDING STRONG PARTNERSHIPS, FOSTERING COLLABORATION AND DRIVING INNOVATION. OUR RELATIONSHIP WITH HIGHWOODS IS A TESTAMENT TO HOW TRUST, SHARED VALUES AND A COMMITMENT TO EXCELLENCE CREATE REAL OPPORTUNITIES FOR GROWTH. HIGHWOODS HAS BEEN MORE THAN JUST A CLIENT OR LANDLORD—THEY’VE BEEN A TRUE PARTNER, CHAMPIONING INTEGRITY AND FORWARD-THINKING SOLUTIONS. EXPERIENCING THE ‘HIGHWOODS WAY’ AS BOTH A SERVICE PROVIDER AND A CUSTOMER HAS GIVEN ME A UNIQUE PERSPECTIVE, AND I’M PROUD TO WORK ALONGSIDE A TEAM THAT ALIGNS PERFECTLY WITH OUR DEDICATION TO SETTING NEW INDUSTRY STANDARDS.”

—Amanda Wheeler, Owner/CEO, Riverstone



COMMUNITY ENGAGEMENT

As part of the Heart of Highwoods program, our Highwoods Helps community service initiative provides our coworkers with additional opportunities to make a difference in the lives of others. We encourage our employees to give back to the community on Martin Luther King, Jr. Day and offer full-time coworkers an additional eight hours of paid time off annually to volunteer. In 2024, 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.



FREE BIKES 4 KIDZ | ATLANTA



MURRELL AT GLENN SCHOOL | NASHVILLE



MEALS ON WHEELS | RALEIGH



DESIGNED FOR JOY | RALEIGH



FEEDING TAMPA BAY | TAMPA

ORGANIZATIONS HIGHWOODS SUPPORTED IN 2024

- 9/11 Meal Pack
- American Cancer Society
- Antiques & Garden Show of Nashville
- Artplosure
- Asurion Compassion Fund
- Atlanta Women's Foundation
- Atlanta Commercial Board of Realtors

- The Boy Scouts of America
- Cats Cradle of Greater Richmond
- CCIM
- Chamber of Commerce Economic Development
- Circle of Love Center
- Citizens for a Safe and Secure Raleigh
- CREW
- Cristo Rey High School
- Cystic Fibrosis Foundation
- Designed For Joy
- Dix Park Conservatory
- Downtown Orlando Partnership
- Downtown Raleigh Alliance
- FeedMore

- Feed America First
- Feeding Tampa Bay
- First Tee of the Triangle
- Food Bank of Central and Eastern NC
- Free Bikes 4 Kidz
- Friends of Riverwalk
- Friends of Warner Parks Inc.
- GRACRE
- Greater Raleigh Chamber of Commerce
- Hands on Atlanta
- Haven House
- Healing Transitions
- JDRF
- Junior Achievement

- LifePath Hospice
- Made4Me
- Marbles Kids Museum
- Meals on Wheels
- Morning Star Catholic Church
- Multiple Sclerosis Foundation
- Murrell at Glenn School
- NAIOP
- Nashville Firefighters Association
- Neighbor To Neighbor
- North Carolina Chamber
- North Carolina Museum of Art
- North Carolina Museum of History
- North Carolina Symphony

- Oak City Cares
- PEDIGREE Foundation
- Powhatan Volunteer Fire Department
- Project Linus
- REIC
- Rik Sharp Alzheimer's Foundation
- Rotary Club of Buckhead
- The Salvation Army
- Saving Grace
- Second Harvest
- Special Olympics
- The Spring of Tampa Bay
- St. Joseph's Villa
- The Steward School

- Storefront for Community Design
- Stough Elementary
- TRAOBA
- Triangle Spokes Group
- Urban Land Institute
- UNC Real Estate
- United Animal Nations
- US Hunger
- Wake Tech Community College HVAC Program
- Ignite
- Women Lead NC
- Wreaths Across America
- YMCA

REVITALIZING FAYETTEVILLE STREET

A COMMITMENT TO THE HEART OF RALEIGH

In 2024, we continued our investment in the heart of downtown Raleigh, leading the revitalization of Fayetteville Street. We successfully leased additional ground floor retail space, bringing a total of 15 restaurants to the district. A key milestone in this effort was our partnership with LM Restaurants to bring Birdie's Barroom & Kitchen to our headquarters at 150 Fayetteville. Opening its doors in Fall 2024, Birdie's has quickly become a go-to destination for business meetings over coffee, team gatherings and casual outdoor games on a warm afternoon. Newcomers like Primo Hoagie, DICED and Insomnia

Cookies have helped round out the 150 Fayetteville block, while Chido Taco and Sir Walter Coffee Kitchen & Craft have energized the arts district, providing vibrant destinations for every part of the day.

Our vision for Fayetteville Street is one of energy, connection and community, a place where businesses thrive and people gather. This transformation reflects our ongoing commitment to shaping a downtown that is as dynamic and engaging as the people who bring it to life.



“OUR FIRM’S DECISION TO EXTEND OUR LEASE AT 150 FAYETTEVILLE AND INCREASE OUR SPACE BY TWO ADDITIONAL FLOORS IS ABOUT MORE THAN JUST OFFICE SPACE, IT REFLECTS OUR ONGOING COMMITMENT TO THE FUTURE OF DOWNTOWN RALEIGH. AS ONE OF THE LARGEST PRIVATE EMPLOYERS IN THE DOWNTOWN AREA, WE’RE PROUD TO CONTRIBUTE TO THE CITY’S POST-PANDEMIC REVITALIZATION. HIGHWOODS’ INVESTMENT IN THE BUILDING AND SURROUNDING BLOCK SUPPORTS A VISION WE’RE PROUD TO HELP REALIZE — A VIBRANT, RESILIENT DOWNTOWN THAT THRIVES AS A HUB OF BUSINESS, INNOVATION, AND COMMUNITY.” —Byron Kirkland, Managing Partner, Smith Anderson



BIRDIE'S BARROOM & KITCHEN: A PARTNERSHIP BUILT FOR COMMUNITY

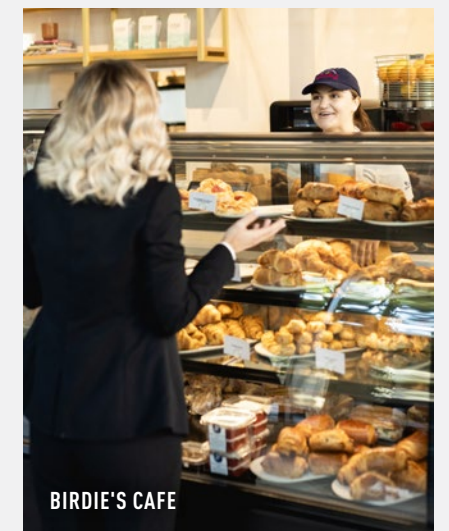
When Highwoods and LM Restaurants came together, we set out to create something more than just another restaurant – we envisioned a vibrant gathering place that would energize Fayetteville Street throughout the day. LM Restaurants, a family-owned hospitality group with over 45 years in the Triangle, shared a deep passion for exceptional dining that naturally supported our vision of creating dynamic spaces for people and businesses to connect.

“We believe that if we can stimulate talent at the start with a great cup of coffee, nourish it at noon with lunch, and hydrate it at happy hour with a drink or two, they will keep coming back and be better together,” said Brian Leary, Executive VP and COO of Highwoods.

Birdie's has quickly become a staple in downtown Raleigh. The atmosphere blends modern design with warm,

welcoming touches, featuring floor-to-ceiling windows that reveal the city's energy and Birdie's Backyard, an outdoor space perfect for live music, games and casual conversation. Vibrant murals by renowned artists were commissioned to bring the restaurant to life. Inside, Raleigh native Autumn Cobeland's work reflects the energetic street life and community spirit of the Fayetteville corridor. Outside, Alex Brewer (HENSE) contributed a striking and colorful mural that enlivens the downtown Raleigh outdoor seating area.

At Highwoods and LM Restaurants, we believe that when great hospitality meets thoughtful placemaking, something special happens. Birdie's is more than just a restaurant, it's a cornerstone of community, connection and the continued revitalization of downtown Raleigh.



GOVERNANCE STRUCTURE

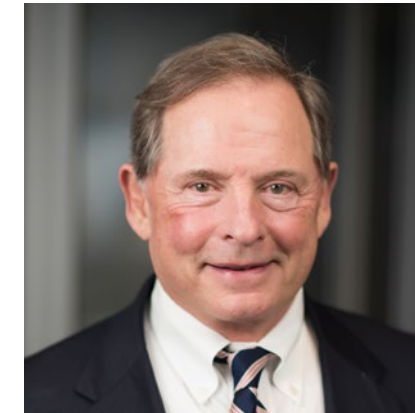
Strong corporate governance is a foundational component for achieving our business objectives. Highwoods is committed to corporate governance practices that promote long-term value creation, accountability and transparency to our stakeholders. In 2024, our Board consisted of nine directors, eight of whom met the independence requirements of the NYSE. The Board is led by our independent Chair.

The principal responsibility of our Board is to exercise their business judgment to act in what they reasonably believe to be in the best 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 resiliency strategy. As part of this process, the Board regularly evaluates internal and external risks that could impact the achievement of our strategic goals and adversely affect the long-term outlook for our stockholders.

BOARD OF DIRECTORS



CHUCK ANDERSON



GENE ANDERSON



TOM ANDERSON



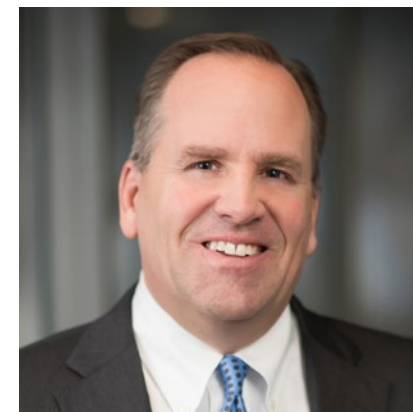
CARLOS EVANS



DAVID GADIS



DAVE HARTZELL



TED KLINCK



ANNE LLOYD



CANDICE TODD

GOVERNANCE AT-A-GLANCE

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

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

GOVERNANCE HIGHLIGHTS

- Directors serve one-year terms
- Majority vote director resignation policy
- Vigorous cash and equity clawback policy
- No employment contracts
- Double trigger change-in-controls contracts
- No poison pill
- 88% independent directors
- Shareholders can amend bylaws
- Shareholder-aligned compensation philosophy
- Anti-hedging and anti-pledging policy
- No related party transactions
- Simple corporate structure
- Ethical business conduct
- Leadership development
- Coworker engagement



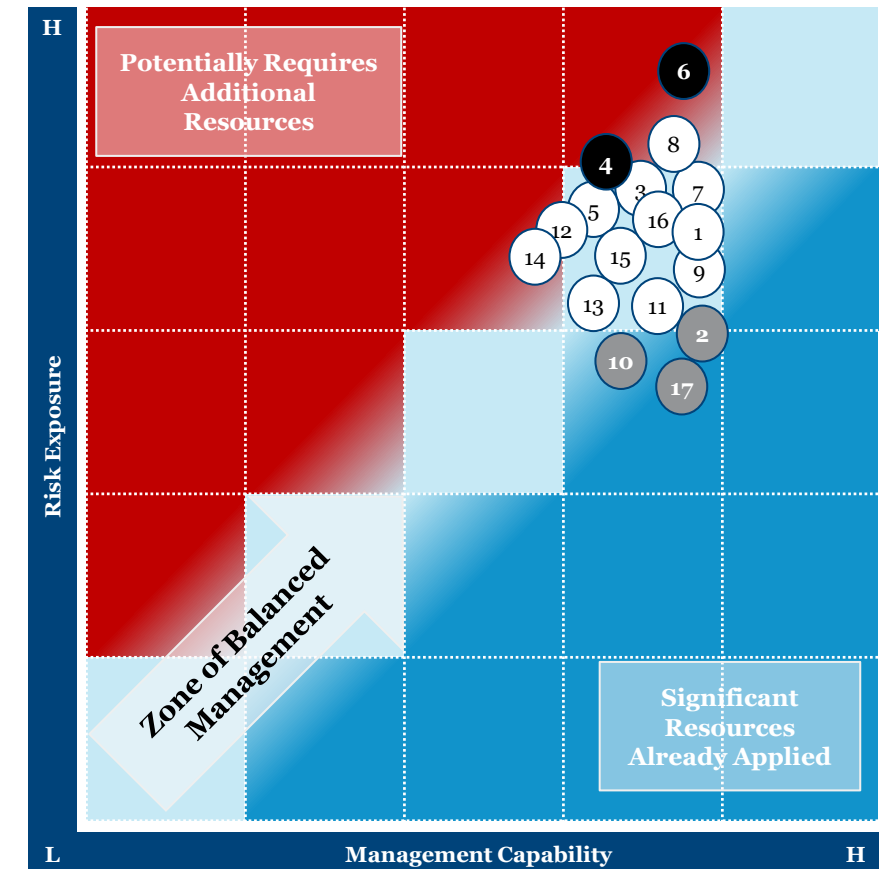
BOARD OF DIRECTORS

ENTERPRISE RISK MANAGEMENT

Throughout 2023 and 2024, our senior leadership team underwent a thoughtful and systematic process for analyzing strategic priorities, gathering risk information and prioritizing these risks based on the likelihood, impact and management capabilities with respect to each identified risk. This process led to the classification and stratification of over a dozen important risks and opportunities that are routinely discussed with the Board.

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

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



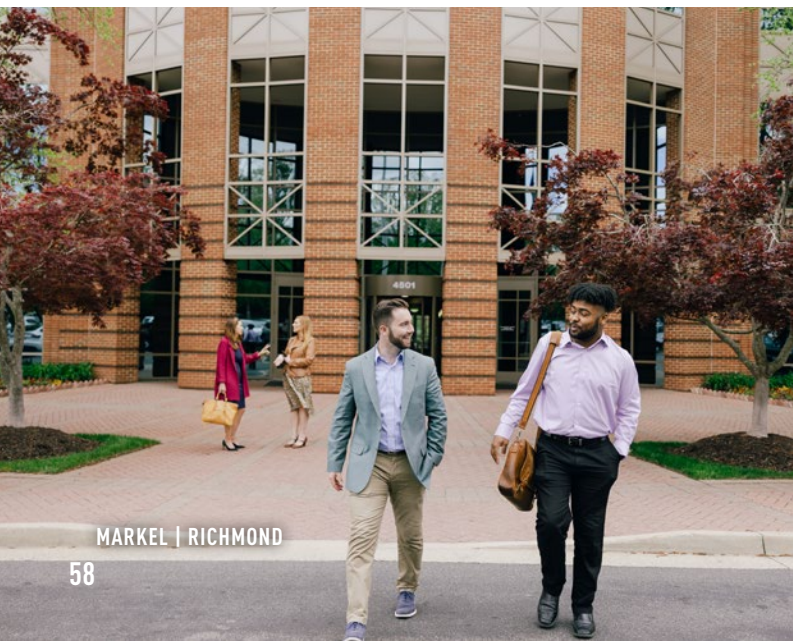
CORPORATE RESILIENCY TEAM

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

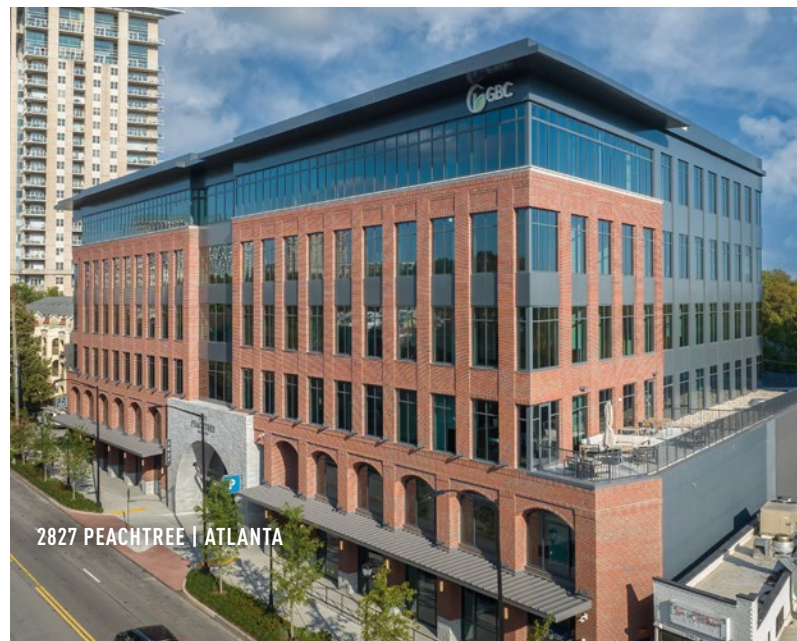
The Corporate Resiliency Team continues to lead our efforts on sustainable building design and operations through partnerships with our architects, engineers, coworkers, customers, local utilities and others. To leverage their broad experience and market knowledge, our Corporate Resiliency Team meets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

CORPORATE RESILIENCY COMMITTEE GOALS

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



MARKEL | RICHMOND



2827 PEACHTREE | ATLANTA

INVESTOR ENGAGEMENT AND INDUSTRY PARTNERSHIPS

INVESTOR ENGAGEMENT

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

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

INDUSTRY PARTNERSHIPS

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

We have participated in the voluntary GRESB survey since 2020 and have achieved five consecutive Green Stars. To validate the environmental performance of our assets, we partner with ENERGY STAR and LEED to obtain asset-level green building certifications for eligible properties. 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.



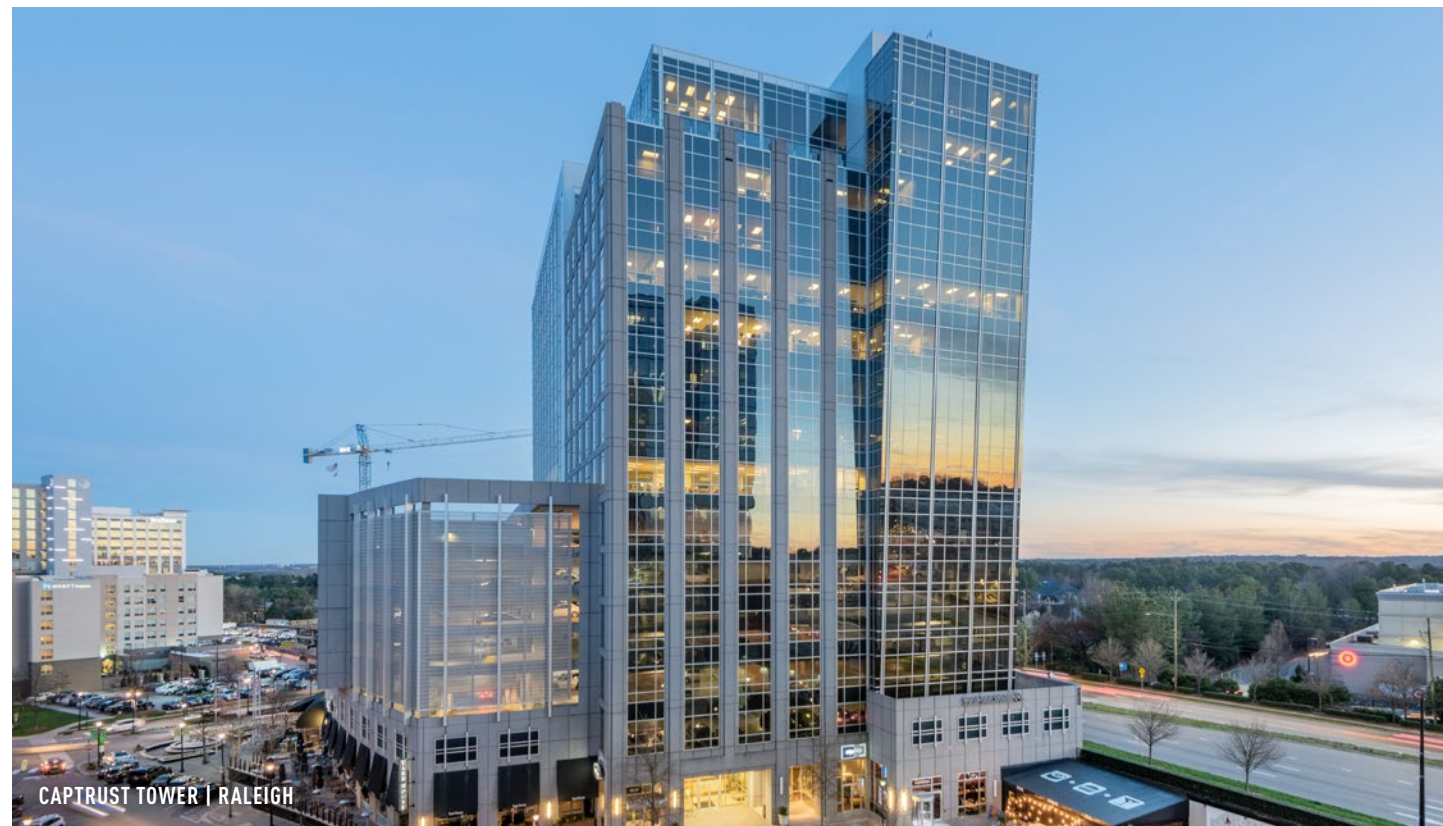
ETHICS AND INTEGRITY

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

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

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

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



CAPTRUST TOWER | RALEIGH

CYBERSECURITY

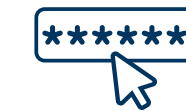
At Highwoods, cybersecurity is an integral part of our enterprise risk management program. We strive to continually strengthen our digital risk posture and mitigate the risk of security compromises or breaches. To this end, we have implemented a robust cybersecurity risk mitigation program that is designed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

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

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

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

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



TWO-FACTOR AUTHENTICATION



SECURED PAYMENT



DATA PROTECTION



CYBERSECURITY TRAINING



SOFTWARE UPDATES



VIRTUAL PRIVATE NETWORK

ENERGY STAR CERTIFICATIONS

BUILDING NAME	CERTIFICATION YEAR(S)
10 Glenlake North	2024
10 Glenlake South	2024, 2023, 2020, 2019, 2018, 2017, 2016, 2014, 2012
150 Fayetteville	2024
201 South Orange	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2009
1800 Eller Drive	2024
11000 Weston Parkway	2024, 2023, 2022, 2021
11800 Weston Parkway	2024, 2023, 2022, 2021, 2020, 2019
3322 West End	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2013, 2012, 2011, 2009, 2008
3401 West End	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2013, 2012, 2011, 2009, 2008
3600 Glenwood Avenue	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2015, 2014, 2012, 2008
3737 Glenwood Avenue	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2014
4800 North Park	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2015, 2014, 2013, 2012, 2011, 2009, 2008
701 Corporate Center	2024, 2023, 2020, 2018, 2017
751 Corporate Center	2024, 2023, 2022, 2021, 2020, 2019
801 Corporate Center	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2014, 2023, 2012, 2011
Avion	2024, 2023
Bank of America Plaza	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2009
Bank of America Tower	2024, 2023, 2022
Capital Plaza I	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2012, 2011, 2010
Capital Plaza II	2024, 2023, 2022, 2021, 2018, 2017, 2016, 2014, 2013, 2012, 2011, 2010
Capitol Towers – North Tower	2024, 2023, 2022, 2021, 2020, 2019
Capitol Towers – South Tower	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017
CentreGreen Five	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2014, 2012, 2011
CentreGreen One	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2012, 2011
CentreGreen Three	2024, 2023, 2022, 2021, 2020, 2019, 2018
CentreGreen Two	2024, 2023, 2020, 2018, 2014, 2012, 2011, 2010, 2009
Charter Square	2024, 2023, 2022, 2021, 2020, 2019, 2018
Colonnade	2024, 2023, 2018, 2017
EQT Plaza	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014
Five PPG Place	2024, 2023, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013
Forum I	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2015, 2014, 2012, 2011
Forum III	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017
Forum IV	2024, 2023, 2022, 2021, 2020
GlenLake Five	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016
GlenLake Four	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013, 2012, 2010, 2009, 2008
GlenLake One	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2012, 2011, 2010, 2009
GlenLake Seven	2024, 2023, 2022
GlenLake Six	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2012, 2011

BUILDING NAME	CERTIFICATION YEAR(S)
Highwoods Bay Center I	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013, 2012, 2011, 2010
Highwoods Plaza Two	2024
LakePointe One	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2013, 2012, 2011
LakePointe Two	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2012, 2011
Landmark Center One	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2014, 2013, 2012, 2011, 2010
Landmark Center Two	2024
Markel 4600	2024, 2023, 2022, 2021
McKinney & Olive	2024, 2023
Meridian One	2024, 2023, 2021, 2018, 2017, 2012, 2011
Meridian Two	2024
Metlife I	2024, 2023
Metlife II	2024, 2023
Monarch Plaza	2024, 2023, 2022, 2018, 2017, 2016, 2015, 2014, 2011
Monarch Tower	2024, 2023, 2022, 2020, 2018, 2017, 2016, 2015, 2014, 2009, 2002
North Shore Commons I	2024,
One City Plaza	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016
One Harbour Place	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014
One Morrocroft Center	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017
One PPG Place	2024,
Riverwood 100	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2011, 2010, 2009, 2008
Riverwood 200	2024, 2023, 2022, 2021, 2020, 2019, 2018
Seven Springs I	2024, 2023, 2020, 2019, 2018, 2017, 2016, 2014, 2013, 2012, 2010, 2009
Seven Spring II	2024, 2023, 2021, 2020
Six Forks Center I	2024
Six Forks Center II	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013
Six Forks Center III	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2015, 2014, 2013
Six PPG Place	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014
SIX50 at Legacy Union	2024, 2023
Southpointe	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013, 2012, 2010
Stony Point III	2024
Symphony Place	2024, 2023, 2018, 2017, 2016, 2014, 2012
Three Morrocroft Center	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013
Tower Place	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013, 2012
Truist Place	2024, 2023, 2022, 2021, 2020, 2018, 2017, 2015, 2014, 2011, 2010
Two Alliance Center	2024
Two Morrocroft Center	2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013
Virginia Springs I	2024, 2023, 2022, 2021, 2020
Winner's Circle	2024

ENVIRONMENTAL PERFORMANCE

LIKE-FOR-LIKE

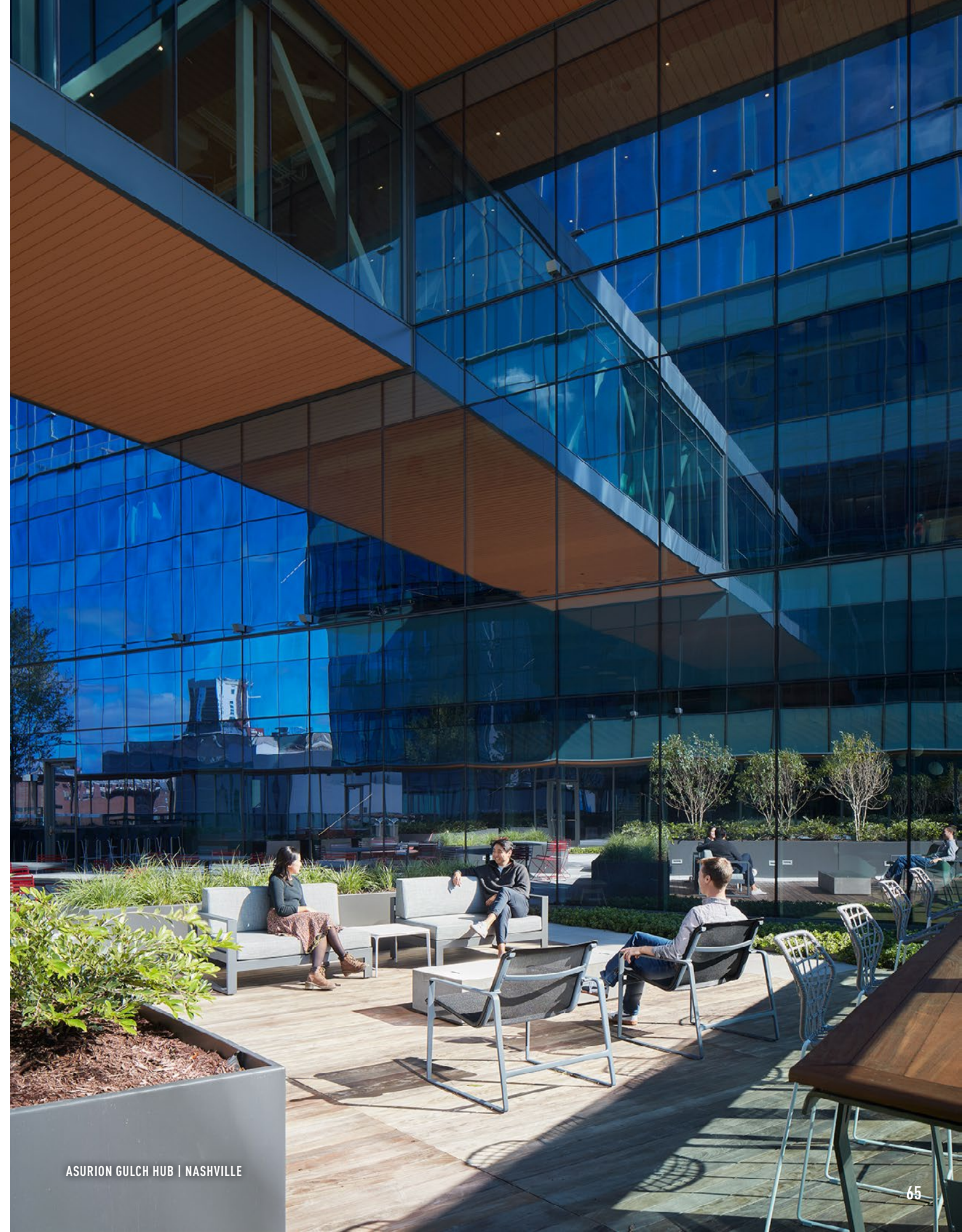
DIRECTLY MANAGED ASSETS	vs 2023			Year Ending Dec 2016	Year Ending Dec 2024	8-Year % Change
	Year Ending Dec 2023	Year Ending Dec 2024	1-Year % Change			
Number of Buildings	164	164	—	131	164	25%
GFA	27,281,760	27,281,760	—	21,760,490	27,281,760	25%
Average Occupancy	89%	88%	-1.4%	87%	88%	1%
ENERGY						
Site Energy Use (kWh)	348,157,800	348,096,596	-0.02%	401,686,849	348,096,596	-13%
Average Site EUI (kWh/SF)	12.8	12.8	-0.02%	18.4	12.7	-31
GHG EMISSIONS						
Total Emissions (tonnes)	126,176	123,985	-1.7%	168,039	123,985	-26%
Scope 1 Emissions (tonnes)	2%	2%	—	2%	2%	—
Scope 2 Emissions (tonnes)	98%	98%	—	98%	98%	—
Average GHG Emissions Intensity (kg/SF)	4.6	4.5	-1.7%	7.7	4.5	-41
WATER						
Water Consumption (kgal)	341,251	373,264	9.3%	415,939	373,264	-10%
Average WUI (gal/SF)	14.7	13.5		20.1	14.7	-27

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

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

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

*Property groups adjusted annually due to acquisitions and dispositions.



GRI CONTENT INDEX

STATEMENT OF USE

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

GRI 1 USED

GRI 1: Foundation 20217

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

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ABOUT THIS REPORT



This 2024 Corporate Resiliency Report includes corporate resiliency and sustainability policies, initiatives and goals implemented by Highwoods that are considered material to our stakeholders and is organized by category: [ENVIRONMENTAL, SOCIAL AND GOVERNANCE](#).

This report was developed to align with key disclosures of the Global Reporting Initiative (GRI) Standards, United Nations (UN) Sustainable Development Goals (SDGs), International Financial Reporting Standards (IFRS) S2 and the Sustainability Accounting Standards Board (SASB). The reporting scope generally includes 100% of our owned and managed assets comprising 27.2 million square feet in 2024. The environmental data in this report was externally verified by our consultant brea according to GRESB standards using the ISO 14063 standard.

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

RESILIENCY DRIVEN BY OUR CORE VALUES

