



BETTER
BLUEPRINT
REPORT

2025

Contents

INTRODUCTION	4
About Us.....	4
Better Blueprint™	5
Vision and Goals	5
About This Report	6
Memberships and Awards	8
PORTFOLIO EXCELLENCE	10
Quality Assets.....	10
Environmental Sustainability.....	11
Climate and Energy.....	11
Scope 1 and 2 GHG Emissions	11
Scope 3 GHG Emissions	14
Waste, Water and Biodiversity	16
Zero Waste	16
Water and Biodiversity	17
Social Impact	19
Tenant Engagement.....	19
Events and Programming	19
Health and Wellness	20
Vibrant Communities	21
Charitable Giving	21
Volunteering	22
MANAGEMENT EXCELLENCE	23
People and Culture	23
Talent Attraction	23
Employee Engagement	24
Business Practices.....	25
Ethics and Compliance	25
Risk Management	25
Supply Chain.....	27
Corporate Governance	27
Better Blueprint Governance	28
APPENDICES	30
Appendix A: Data Tables	30
Appendix B: Reference Tables	34
Appendix C: Ernst & Young Independent Accountants' Report	43

A Letter to Hudson Pacific's Stakeholders

In 2025, our focus for our Better Blueprint program was clear: it should not only reflect our values, but also continue to drive positive business impact by strengthening asset performance, reducing operating costs, enhancing leasing competitiveness, and supporting a culture that attracts and retains top talent.

This report is organized to demonstrate how we leverage Portfolio and Management Excellence to create meaningful value across all aspects of our business.

Portfolio Excellence means delivering high-performing, future-ready assets in the most dynamic markets. Our sustainability initiatives are increasingly tied to operational efficiency and financial performance. Through energy reduction programs, building optimization, and capital-light renewable energy solutions, we continue to reduce utility consumption and operating expenses across the portfolio. These efforts not only lower costs but also help insulate our properties and tenants from energy price volatility.

At the same time, high-performance buildings are a competitive differentiator. Tenants are prioritizing energy-efficient, low-carbon space that supports their own sustainability commitments. Our industry-leading LEED certification rate, EV charging infrastructure, and measurable emissions reductions strengthen our leasing narrative and help position our assets at the forefront of market demand. Case in point: our Sunset Pier 94 Studios development, a joint venture with Blackstone and Vornado, is one of the most sustainable projects in our history and is close to 90% leased within the first quarter of operations.

Management Excellence reflects our commitment to people, culture, and integrity. We recognize that attracting and retaining exceptional talent requires an environment where individuals feel valued, included, and aligned with a company that stands for something meaningful. Through social impact initiatives like our Employee Resource Groups and Hudson Helps, Sunset Serves and Quixote Cares volunteer programs, we are fostering engagement, collaboration, and a shared sense of purpose across the organization. Employees who are empowered to contribute beyond their day-to-day roles demonstrate higher morale, stronger connection to our mission, and deeper commitment to our success.

Additionally, our continued focus on corporate governance, risk management, ethical business practices, and strong partnerships ensures we operate with transparency and accountability across every facet of our business.

Together with our tenants, employees, investors, and partners, we will continue building vibrant, future-ready urban spaces—designed for efficiency, built for longevity, and positioned to thrive in a rapidly evolving marketplace.



Sincerely

A handwritten signature in black ink, appearing to read 'Vic Coleman', with a long horizontal flourish extending to the right.

Victor Coleman
CEO & Chairman of the Board
of Directors



Sincerely

A handwritten signature in black ink, appearing to read 'Natalie Teear', written in a cursive style.

Natalie Teear
SVP, Innovation, Sustainability
& Social Impact

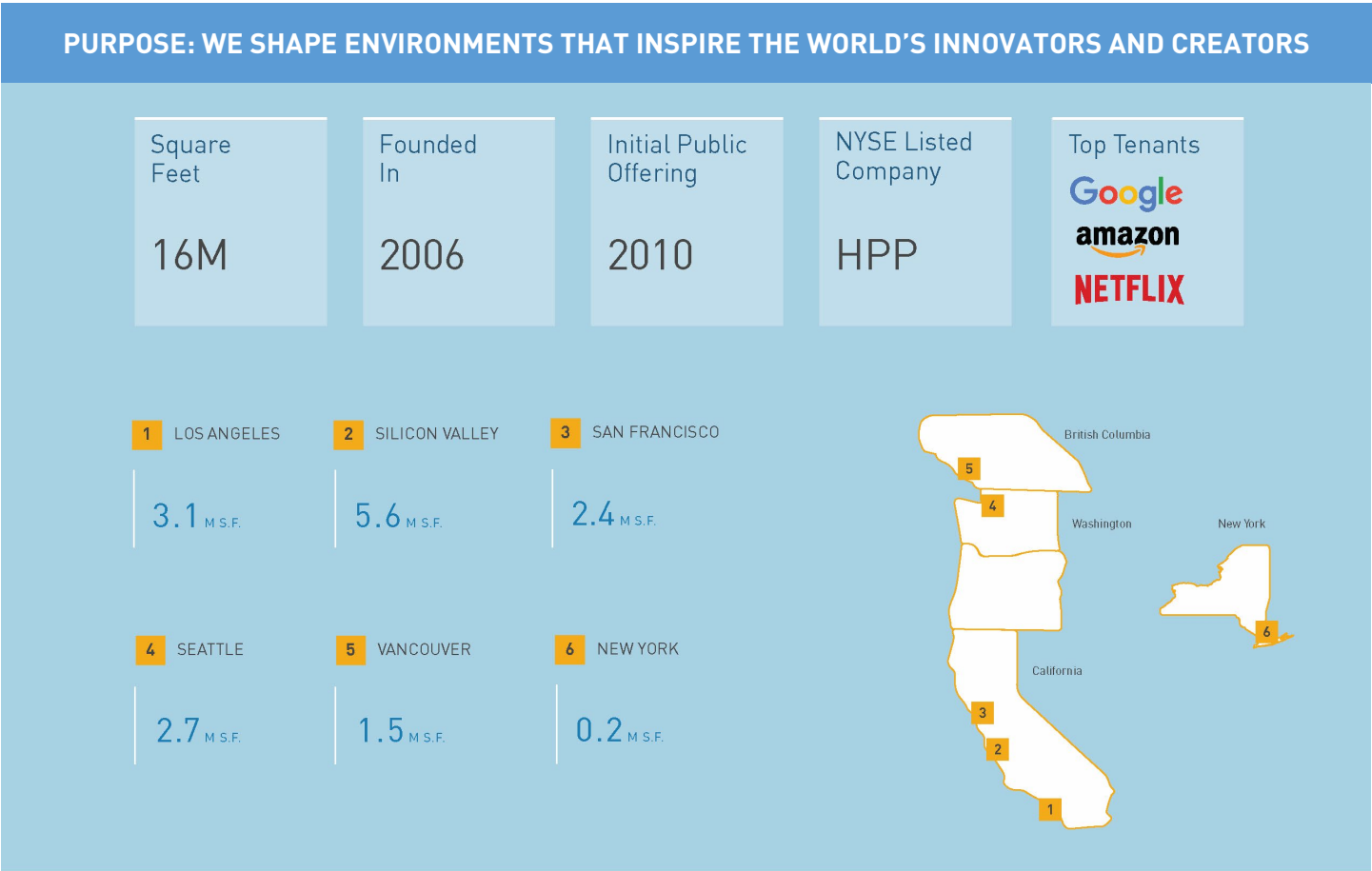
INTRODUCTION

About Us

Hudson Pacific Properties (NYSE: HPP, “Hudson Pacific” or “Company”) offers end-to-end real estate solutions for dynamic tenants in the synergistic, converging, and secular growth industries of tech and media.

We are a premier West Coast landlord with 16 million square feet of office and studio space across Los Angeles, the San Francisco Bay Area, Seattle, New York, and Vancouver, British Columbia.¹ We are a leading owner and operator of independent studios through Sunset Studios and Quixote, offering sound stages and an array of production services assets.

Our top-tier portfolio combined with our management expertise have enabled us to cultivate a tenant base of premier blue-chip and growth companies, like Google and Netflix. Our strategic focus is value creation through less capital- and time-intensive repositionings and (re)developments, although our deep in-house expertise allows us to execute on a full range of office and studio opportunities—from incremental lease-up to cutting-edge new construction. We are at the forefront of reimagining outdated real estate to deliver marquee, creative workplaces where the most forward-thinking companies and their employees can thrive—today and in the future.



Our Better Blueprint program is informed by deep expertise across every aspect of real estate.

Vision and Goals

Better Blueprint brings to life our vision of vibrant, thriving urban spaces and places built for the long term. These principles and objectives provide a common thread that authentically guides our work and relations with customers, employees, investors and partners. Our Better Blueprint program is oriented around a set of long-term (2030) goals, all of which exist in support of our broader corporate strategy. The table below summarizes how we performed against each goal during 2025.

2030 GOALS	PERFORMANCE AGAINST GOALS DURING 2025
SCIENCE-BASED CLIMATE TARGET Reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions across all operations by 50% by 2030, from a 2018 baseline	ACHIEVED At year-end 2025, we had achieved our science-based target five years early by reducing absolute Scope 1 and 2 GHG emissions—excluding unbundled renewable energy credits (RECs) and offsets—by 50% from baseline.
CARBON NEUTRALITY Maintain 100% carbon neutrality (Scope 1 and 2 GHG emissions) across all operating properties	ACHIEVED / ON TRACK We achieved 100% carbon neutrality in all operations in 2020 and have successfully maintained that status every year since.
SCOPE 3 GHG EMISSIONS Measure all material Scope 3 GHG emissions annually—including but not limited to embodied carbon in all (re)development and major repositioning projects, require all (re)development projects to set project-specific embodied carbon reduction targets, help 100% of our Tier 1 critical suppliers measure and disclose their Scope 1 and 2 GHG emissions by 2030, and reduce absolute Scope 3 GHG emissions from our fleet by 50% by 2030, from a 2022 baseline	ACHIEVED / ON TRACK We measured and disclosed our organization’s material Scope 3 GHG emissions for 2025 and continued to conduct project-specific embodied carbon reduction strategies for each of our (re)development and major repositioning projects. Of our 31 Tier 1 critical suppliers, 7 currently disclose their Scope 1 and 2 GHG emissions. As of year-end 2025, we had reduced Scope 3 GHG emissions from our fleet by approximately 87% from our 2022 baseline.
RENEWABLE ENERGY Maintain 100% renewable electricity across all operating properties	ACHIEVED / ON TRACK We maintained 100% renewable electricity across all operating properties in 2025.
ENERGY EFFICIENCY Reduce energy consumption by 50% by 2030, from a 2019 baseline	ON TRACK Energy consumption in our like-for-like portfolio decreased by 3.5% from 2024 to 2025, and our 2025 energy consumption was approximately 25% below our 2019 baseline.

WATER CONSERVATION Reduce water use by 50% by 2030, from a 2019 baseline	ON TRACK Water use in our like-for-like portfolio decreased by 0.7% from 2024 to 2025, and our 2025 water use was approximately 39% below our 2019 baseline.
WASTE Achieve net zero waste (i.e. landfill diversion rate of 90% or higher) across all operations by 2030	ON TRACK Our landfill diversion rate at the end of 2025 was 47%.
LEED Obtain LEED certification for 100% of (re)developments—Gold or higher for office projects, Silver or higher for studio projects—and maintain LEED certification at 90% or more of the in-service office portfolio	ACHIEVED / ON TRACK We had one development actively under construction during 2025: Sunset Pier 94 Studios. This project, which was completed in early 2026, is LEED Gold certified. Within our in-service office portfolio, approximately 94% was LEED certified at year-end 2025. Of this LEED-certified space, 100% is at the Gold or Platinum level.
ENERGY STAR Achieve ENERGY STAR certification at 75% of the in-service office portfolio by 2030	ON TRACK At year-end 2025, over 76% of our in-service office portfolio square footage was ENERGY STAR certified.
HEALTHY BUILDINGS Achieve Fitwel certification at 80% of the in-service office portfolio by 2030	ON TRACK At year-end 2025, approximately 52% of our in-service office portfolio square footage was Fitwel certified.
COMMUNITY IMPACT Donate at least 1% of net earnings (adjusted for gains and impairment losses) annually and invest \$20 million in innovative housing and homelessness solutions in our core markets	ACHIEVED / ON TRACK In 2025, we donated over \$500,000 to charitable causes, exceeding our 1% commitment, and had deployed over \$13M towards our \$20M housing target.

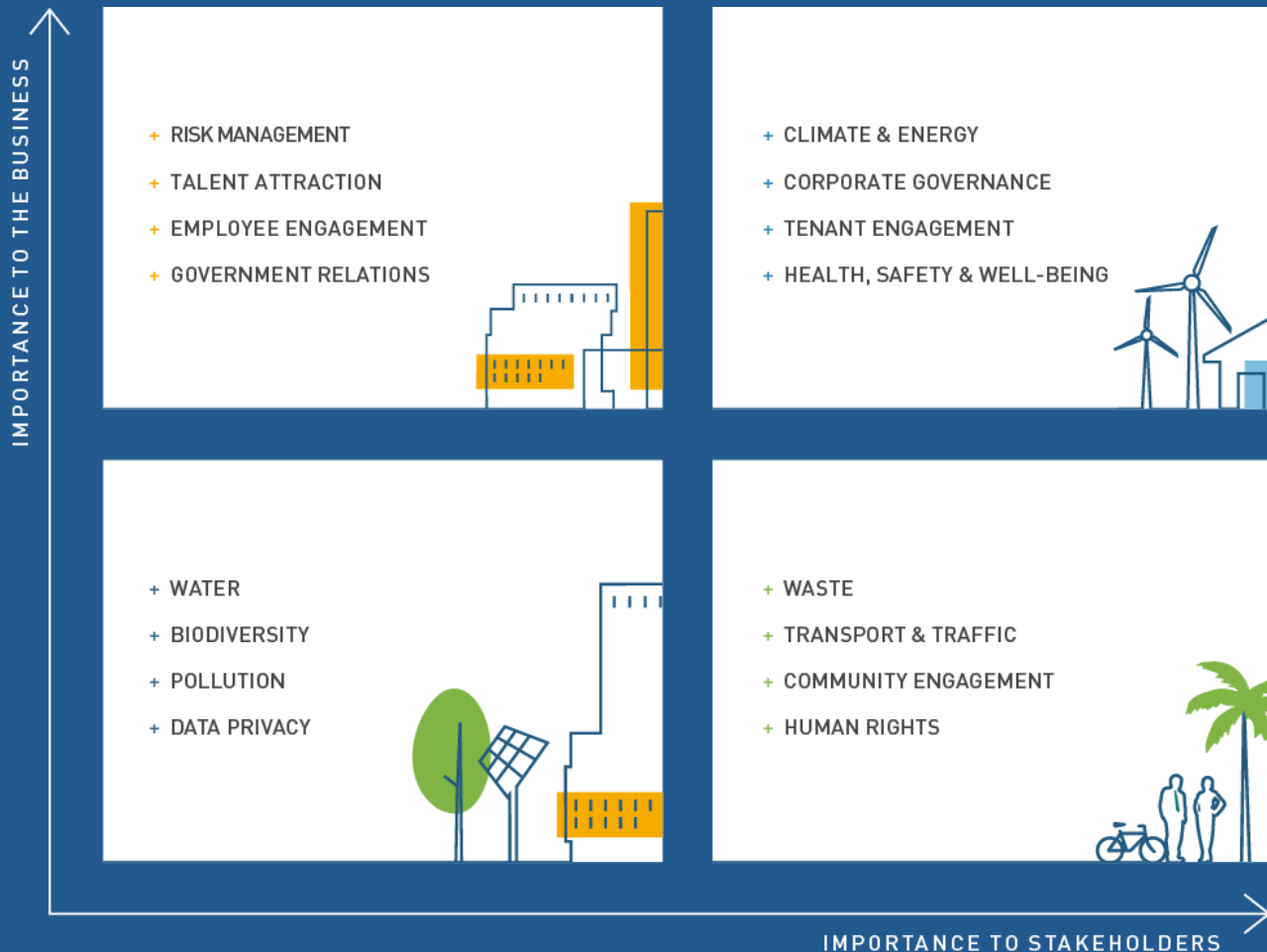
About This Report

This report describes how we implemented Better Blueprint across our business in the 2025 calendar year. A summary of key 2025 performance details can be found in Appendix A. We leveraged several sustainability reporting frameworks during the preparation of this report, including the Global Reporting Initiative (GRI) Sustainability Reporting Standards, the Sustainability Accounting Standards Board (SASB) Sustainability Accounting Standards, and the Task Force on Climate-related Financial Disclosures (TCFD) framework. More details can be found in Appendix B.



SPOTLIGHT ON: OUR MATERIALITY ASSESSMENT

Better Blueprint is grounded in our understanding of the social and environmental topics that matter most to our business and stakeholders. Our seasoned leadership team developed this perspective when we launched Better Blueprint in 2020 with direct feedback from employees across a variety of functional areas, as well as a comprehensive review of the most pressing issues for external stakeholders. This review assessed data from a range of sources, including the Global Real Estate Sustainability Benchmark (GRESB) survey, SASB Real Estate Sustainability Accounting Standard, local government sustainability plans and investor and tenant surveys, among others. Our leadership team revisits the results of this materiality assessment on an annual basis and adjusts accordingly.



Memberships and Awards

Advancing our Better Blueprint vision requires exceptional teamwork and collaboration. We engage actively with partners who share our vision, including local community groups seeking to improve the vitality of our core markets, as well as industry groups seeking to advance social and environmental performance in the real estate sector.

COMMUNITY ENGAGEMENT



- | | |
|---|--|
| + Alliance for Pioneer Square | + Hollywood Chamber of Commerce |
| + Central City Association of Los Angeles | + Hollywood Partnership |
| + Downtown Seattle Association | + Los Angeles Chamber of Commerce |
| + Downtown Vancouver Business Improvement Association | + Los Angeles Sports & Entertainment Commission |
| + Friends of the Hollywood Central Park | + San Francisco Bay Area Planning and Urban Research Association |
| + Greater Vancouver Board of Trade | |

INDUSTRY ENGAGEMENT



- | | |
|--|---|
| + Building Owners and Managers Association (BOMA) | + University of California Los Angeles Ziman Center for Real Estate |
| + Commercial Real Estate Women | + Urban Development Institute |
| + Fisher Center for Real Estate & Urban Economics | + Urban Land Institute (ULI) |
| + National Association of Real Estate Investment Trusts (NAREIT) Advisory Board of Governors | + University of Southern California Lusk Center for Real Estate |
| + National Association of Industrial and Office Properties (NAIOP) | |

INDUSTRY COLLABORATIONS



- | | |
|--|--|
| + BOMA SF Energy & Environment Committee | + Seattle 2030 District |
| + BOMA Water & Waste (W2) Challenge | + ULI Greenprint |
| + Canada Green Building Council | + US Department of Energy Better Buildings Alliance |
| + Fitwel Champions Program | + US Environmental Protection Agency ENERGY STAR Program |
| + Global Real Estate Sustainability Benchmark (GRESB) | + US Green Building Council |
| + Los Angeles Better Buildings Challenge | + World Green Building Council |
| + NAREIT Real Estate Sustainability Council, Social Responsibility Council, Corporate Governance Council | |

Memberships and Awards (cont.)

We are proud to be honored for our superior performance in relation to our Better Blueprint goals and objectives.

ENTERPRISE AWARDS



GRESB

Global Sector Leader,
Office, Americas 2021-2025
5-star Rating 2019-2025



ENERGY STAR

Partner of the Year 2019-2024
Sustained Excellence 2021-2024



NAREIT

Leader in the Light Award,
Office Sector 2022, 2023
Operations 2025

FITWEL

Fitwel Champion 2019-2025

GREEN LEASE LEADER

Silver Leader 2019-2025

NEWSWEEK

America's Most Responsible Companies 2022-2025

S&P SUSTAINABILITY YEARBOOK

2022 - 2025

REGION / PROJECT AWARDS

- + **Better Buildings, Better Plants Summit 2025** – 505 First
- + **BOMA-LA** – 2024 Regional TOBY Awards: Renovated Building Award (11601 Wilshire)
- + **BOMA-PSW** – 2024 Regional TOBY Awards: Office Category Over 1 Million Square Feet (1455 Market)
- + **CA Sierra ASLA Design Awards 2025** – Merit: Metro Plaza
- + **Canada's Top 100** – BC's Top Employers 2021 – 2025
- + **Commercial Property Executive** – 2025 Influence Awards: Most Effective Repositioning/Redevelopment (Bentall Centre – Gold), Property Management Program (Seattle Portfolio – Silver)
- + **CoStar Impact Awards** – 2025 Commercial Development of the Year: Sunset Glenoaks Studios & Washington 1000
- + **Global Production Awards** – 2024 Studio of the Year (Sunset Studios)
- + **Greater Vancouver Board of Trade Business Distinction Awards** – Employer of the Year, 2025
- + **Los Angeles Business Council** – 2024 Architectural Awards: Community Impact (Sunset Glenoaks Studios)
- + **Los Angeles Business Journal** – 2024 Commercial Real Estate Awards: Mixed Use (Sunset Glenoaks Studios – Bronze)

PORTFOLIO EXCELLENCE

Premier solutions for innovators and creators

We focus on acquiring, transforming, developing, leasing and operating premier real estate and related services demanded by tech and media companies

Quality Assets

Our business strategy leverages our expertise in providing top-tier real estate solutions for the world's most innovative, forward-thinking companies. Our office portfolio—which is centered in high-growth, innovation-centric sub-markets like Silicon Valley and Hollywood—is mostly comprised of Class A assets that are new or recently modernized and offer a competitive suite of amenities. Our studio portfolio offers high-quality purpose-built and conversion sound stages in prime locations as well as a range of production services that enable us to uniquely meet the end-to-end needs of our film and TV production clients. By investing in design features and amenities that are important to tenants and customers, we seek to increase tenant retention, drive new leasing, and ultimately create significant value within our office and studio portfolios.

Office Portfolio Attributes & Amenities ¹	
80% CLASS A AS DETERMINED BY CBRE	82% BUILT OR SUBSTANTIALLY RENOVATED IN 2010 OR THEREAFTER
96% FEATURE EV CHARGING STATIONS	95% FEATURE END-OF-TRIP FACILITIES (BIKE STORAGE, SHOWERS, LOCKERS)
94% FEATURE FUNCTIONAL OUTDOOR SPACE	74% FEATURE THE MY HPP OFFICE MOBILE APP
74% FEATURE FITNESS CENTERS	67% FEATURE CONFERENCE CENTERS

Studio Portfolio Attributes & Amenities ²	
73% PURPOSE-BUILT STUDIO LOTS	86% >20 FT HIGH SOUND STAGE CEILINGS
86% >2,400 AMP SOUND STAGE POWER	73% HIGHLY AMENITIZED STUDIO LOTS
73% FEATURE EV CHARGING STATIONS	>100 SOLAR-ELECTRIC PRODUCTION TRAILERS

¹ Measurements reflect the percentage of in-service office square footage as of 12/31/25 that fits the defined criteria, except for fitness and conference center metrics which are measured as a percentage of in-service multi-tenant office square footage.

² Measurements reflect the percentage of in-service studio square footage as of 12/31/25 that fits the defined criteria, except for the solar-electric production trailer metric which is an absolute number.

Environmental Sustainability

Climate and Energy

Scope 1 and 2 GHG Emissions

We have had 100% carbon-neutral operations since 2020 through a combination of energy efficiency, on-site and off-site renewables and high-quality carbon credits. Because we take a “whole building” approach to GHG accounting, this means that all spaces within our buildings—including all landlord-controlled common areas as well as all spaces rented to customers—technically have zero Scope 1 and 2 GHG emissions. We issue carbon-neutral attestation letters upon customer request, and we have noticed a significant uptick over the years in the number of tenants at Hudson Pacific office buildings as well as production clients at Sunset Studios and Quixote sound stages who seek out this service.

In 2021, we went a step further and set a science-based target to reduce absolute operational GHG emissions—excluding all offsetting instruments such as carbon credits and unbundled renewable energy credits (RECs)—by 50% by 2030, from a 2018 baseline. This target has been validated by the Science-Based Targets Initiative (SBTi) and is aligned with SBTi’s highest ambition level, a 1.5°C global warming scenario. It is also aligned with the climate goals set by many of our largest customers as well as the building performance standards that are increasingly being adopted by cities and states across North America, including Vancouver, Seattle, San Francisco, and New York. At year-end 2025, we had formally achieved this target, with a 50% reduction from baseline.¹ We are currently in the process of reassessing our long-term decarbonization strategy and may potentially set a new target next year.

2025 Scope 1 and 2 GHG Emissions

50%

BELOW BASELINE

ACHIEVED 2030 TARGET 5 YRS EARLY

To track progress against our climate goals, we have invested in a robust and conservative approach to measuring our Scope 1 and 2 GHG emissions that adheres to the Greenhouse Gas Protocol published by the World Business Council on Sustainable Development and World Resources Institute (see Appendix A for more details). We work with our financial auditors, Ernst & Young, to secure limited third-party assurance over our Scope 1 and 2 GHG inventory and carbon-neutral operations claim each year (see Appendix C for more details). We also calculate our Scope 3 GHG emissions and report the details of this methodology in our publicly available response to the annual CDP questionnaire.

The first priority of our building decarbonization strategy is energy efficiency, since reducing energy use helps minimize energy-related operating expenses in this era of escalating utility prices. We strive to integrate energy efficiency into every aspect of the real estate process:

- + **Design and Construction:** Our *Sustainable Design Vision* policy outlines expectations for all (re)development and major repositioning projects to ensure new buildings are designed to modern energy standards. Smaller construction projects adhere to property-specific *Construction Rules and Regulations* and our *Tenant Improvement Sustainability Checklist*.
- + **Capital Planning:** At existing assets, which make up most of our portfolio, building engineers maintain 10-year capital plans covering roof and window replacements, equipment upgrades, and other efficiency projects. Our *Energy Management and Climate Change Policy* requires teams to engage in retro-commissioning and/or conduct an energy audit every five years to ensure equipment continues to operate as planned over the long term.
- + **Building Operations:** We use energy monitoring software at most properties, and building engineers are required to log in weekly and address material issues immediately. We have instituted multiple checkpoints throughout the year for engineering and property management teams to come together and review key energy efficiency opportunities at each property, including during budgeting season, annual operational audit, and year-end process of updating each property’s *Better Blueprint Action Plan*.

¹ The methodology we use to track progress against our science-based target involves manually removing the impact of any carbon credits and unbundled RECs from the current-year market-based Scope 1 and 2 GHG emissions figures, calculated using contract/utility-specific GHG emissions factors in accordance with the GHG Protocol. The baseline for our 2030 goal is 2018, per SBTi guidance. To calculate our baseline, we use 2018 market-based Scope 1 and 2 GHG emissions data, then make adjustments to allow for acquisitions, dispositions, and other portfolio changes, but not for the addition of ground-up developments that were not in existence at the time of the baseline.

- + **Leasing:** We use ‘green leases’ with various sustainability criteria in the standard terms and conditions—including but not limited to a cost recovery clause for efficiency-related capital expenses—and we have been named a Green Lease Leader by the Institute for Market Transformation and the U.S. Department of Energy’s Better Buildings Alliance.
- + **Acquisitions:** We use a *Sustainability Due Diligence Checklist* to screen for key energy- or climate-related risks that might jeopardize a deal or materially impact the underwriting.
- + **Innovation:** Our corporate innovation team scans the market for promising energy efficiency and decarbonization solutions. For example, we were an early investor in Crown Electrokinetics, a smart glass technology company, exiting that investment in 2024 with a ~12% IRR. We are also investors in Loop, an EV charging company, Merlin Solar, a manufacturer of lightweight solar panels, and the Fifth Wall Climate Technology Fund, the world’s largest venture fund focused specifically on investing in technologies to decarbonize the built world.

As a result of these initiatives, by year-end 2025 we had successfully reduced energy use 25% from baseline and 3.3% below prior year levels.¹ Additionally, approximately 94% of Hudson Pacific’s in-service office portfolio square footage was LEED certified (all at the Gold or Platinum level) and over 76% was ENERGY STAR certified, while 91% of annualized base rent (ABR) came from LEED and/or ENERGY STAR certified buildings.²

2025 Energy Use		2025 Green Building Certifications	
25%	BELOW BASELINE	94% OF OFFICE PORTFOLIO IS LEED CERTIFIED	100% OF LEED CERTIFIED SPACE IS GOLD OR PLATINUM
3.3%	BELOW PRIOR YEAR	76% OF OFFICE PORTFOLIO IS ENERGY STAR CERTIFIED	91% OF 2025 ABR CAME FROM CERTIFIED BUILDINGS

CASE STUDY

Reducing energy use even with more employees in the office

5th & Bell is a 197,000-square-foot Class A office building in Seattle’s South Lake Union neighborhood, one of the city’s most dynamic innovation hubs and home to some of the world’s leading technology companies. The six-story, LEED Gold-certified property—which features large floorplates, a modern lobby, an expansive outdoor deck, ground-floor retail, and an end-of-trip facility with showers, lockers and bike storage—is majority leased to a leading technology company. When the tenant issued return-to-office mandates that significantly increased occupancy at the property, most building teams would have seen a corresponding spike in energy consumption. But at 5th & Bell, the team implemented a real-time commissioning program in partnership with outside consultants that was able to systematically identify and address inefficiencies such as out-of-range setpoints and suboptimal HVAC scheduling. The result: a 17% reduction in energy use intensity (EUI), dropping from 64 to 53 kBtu per square foot, even as the building hummed with increased activity. The benefits extended beyond the energy meter. By proactively monitoring and tuning building systems, the team also meaningfully reduced tenant HVAC complaints—a tangible improvement in day-to-day comfort for the thousands of employees working in the building. In recognition of these achievements, 5th & Bell received Hudson Pacific’s 2025 Better Blueprint Award for energy efficiency.



¹ The methodology we use to track progress against our energy target involves summing the electricity and natural gas used to power our real estate portfolio in 2025 with the fuel used by our employees and/or contractors to transport or operate our production services fleet assets and comparing it to the goal’s baseline year. The baseline for our energy goal is 2019, which is the first year for which HPP has third party assured data. To calculate our baseline, we use 2019 energy data, then make adjustments to allow for acquisitions, dispositions, and other portfolio changes, but not for the addition of ground- up developments that were not in existence at the time of the baseline. To calculate reductions in energy use from the prior year, however, we look only at the “like-for-like” portfolio—meaning all buildings and/or assets that were in scope for 100% of both the current year and the prior year.

² LEED and ENERGY STAR certification rates reflect the percentage of in-service office square footage that is certified as of 12/31/25. It excludes properties under development or held for sale as well as the entire studio portfolio since the LEED and ENERGY STAR frameworks are not applicable to that asset type. The LEED revenue rate reflects the percentage of 2025 annualized base rent (ABR) from the office portfolio that came from LEED certified buildings (note that 2025 ABR from the office portfolio was \$536M and total Company revenue was \$831M).

The second piece of our building decarbonization strategy is renewable energy. We use 100% renewable electricity at all operating properties, across our Hudson Pacific office buildings and our Sunset Studios and Quixote studio lots. Because we are concentrated in West Coast regions with relatively clean electric grids, and many of our properties are required to purchase carbon-free electricity directly through green power plans provided by local utilities like CleanPower SF, SFPUC Hetch Hetchy Power, Peninsula Clean Energy and Silicon Valley Clean Energy, approximately 60% of our annual electricity use is from carbon-free sources. To convert the remaining 40% of our electricity use to renewable sources, we purchase source-specific, Green-e certified unbundled RECs from North American renewable energy facilities. In 2025, all our unbundled RECs came from a wind farm in Texas. Our intention is to steadily reduce our reliance on these unbundled RECs as our local grids continue to decarbonize and the green power options offered by our local utilities continue to expand and become more cost-competitive with time.

Increasing on-site renewable energy is another priority, even though the opportunity to install rooftop solar in an urban office portfolio is relatively limited given much of the rooftop space is needed for mechanical equipment and/or rooftop amenities. We currently have five renewable systems installed in our operating real estate portfolio, with several projects in the pipeline. All new solar projects are using creative financing techniques that allow them to be revenue-generating and/or NOI-positive from day one.

Renewable energy projects	
Property	System Size (kW)
EPIC	31.3
Metro Plaza	272
Sunset Las Palmas	230
Washington 1000	12.7
Total	604

The third and final piece of our building decarbonization strategy is fuel switching. Most of our Scope 1 GHG emissions come from natural gas used to heat many of our buildings, and switching out gas-powered heating systems for cleaner electric alternatives is often extremely expensive and not always feasible due to local code requirements and/or physical constraints of currently available technology. However, we anticipate that these challenges will abate with time, especially because many of our local jurisdictions have implemented (or are currently considering) building performance standards that require large office buildings to eliminate gas usage altogether. We are in the process of completing detailed building decarbonization plans at our most gas-intensive buildings, outlining costs associated with electrifying key pieces of equipment as they reach the end of their useful life, so that we can adequately prepare for this process.

CASE STUDY

Bringing clean energy to Manhattan’s newest studio

Sunset Pier 94 Studios is Manhattan’s first purpose-built film and television production campus—a 232,000-square-foot facility situated on the Hudson River in Midtown. Developed in a joint venture with Vornado Realty Trust and Blackstone, and partnering closely with the New York City Economic Development Corporation, the six-stage campus was designed from the ground up to meet the demands of today’s leading content creators, with 36-foot ceiling heights, state-of-the-art production infrastructure, and a deep commitment to sustainability. The LEED Gold-certified facility has 25,000 square feet of waterfront open space, plentiful EV charging, and all-electric heating and cooling systems that eliminate any onsite fossil fuel usage. Additionally, the headhouse hosts one of the largest solar deployments in all of Manhattan—a 723 kW rooftop solar system that is projected to offset approximately 28% of the site’s total electricity load. The result is a landmark facility that raises the bar for sustainable studio development worldwide.



Scope 3 GHG Emissions

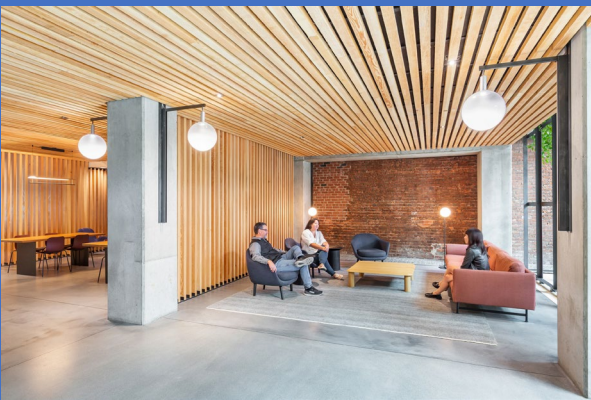
Our largest Scope 3 category is the embodied carbon associated with concrete, steel and other building materials. While science on this topic is still emerging, we are seeing early indicators that our tenants prefer lower-carbon developments and that policymakers are considering ways to regulate embodied carbon in the future.

To get ahead of this trend, our construction teams, which manage projects ranging from small move-in-ready suites to large custom tenant fit-outs, have looked for quick wins that reduce embodied carbon with minimal impact to project cost or schedule. For example, our Northern California team selected a new preferred carpet tile in 2023 that is 70% recycled content with a carbon footprint of <2 kg CO₂e per square meter. This Interface product is a major improvement over one of our most used previous products that was <20% recycled content with a carbon footprint of almost 14 kg per square meter. In addition to being almost seven times less carbon-intensive, the new Interface product also has zero VOCs, an easier installation system, and zero cost premium.

However, the bulk of our embodied carbon emissions come from our large (re)development and repositioning projects, even though we have only a small number of these projects in the pipeline at any given time. To address these emissions, we require each large project to measure its embodied carbon footprint and set project-specific embodied carbon reduction targets. Project teams are encouraged to ask about embodied carbon capabilities as part of the partner selection process, incorporate low-carbon principles into design plans, and request embodied carbon data as part of the materials procurement process.

Embodied Carbon of Recent Development Projects			
Project	Washington 1000	Sunset Glenoaks Studios	Sunset Pier 94 Studios
Status	Delivered	Delivered	Delivered
Baseline	24 kg/sq ft CO ₂ e	44 kg/sq ft CO ₂ e	64 kg/sq ft CO ₂ e
Scope	546,000 sq ft high-rise office project in Seattle. No foundation or parking garage in scope as the project utilizes an existing convention center platform.	241,000 sq ft studio project in Los Angeles with seven sound stages. No parking garage in scope, only surface lots.	232,000 sq ft studio project in New York City with six sound stages. Limited foundation in scope as the project utilizes an existing pier structure.

Beyond our own projects, we actively support industry efforts to advance embodied carbon reduction efforts through participation in forums like Building Transparency’s Owners Carbon Action Network, and we share learnings and best practices with tenants through a *Low Embodied Carbon Tenant Fit-Out Guide*, among other resources.



CASE STUDY

A first for the Living Buildings movement

505 First, a 288,000-square-foot Class A office building in the Pioneer Square neighborhood of Seattle, is the first existing building to obtain the highly rigorous Living Building Challenge certification from the International Living Future Institute (ILFI). The building was already LEED Gold, ENERGY STAR, and Fitwel certified, but when our construction team initiated a major repositioning effort, they saw an opportunity to push our sustainability commitment even farther. The ILFI Living Building Challenge has seven imperatives—place, water, energy, health and happiness, materials, equity, and beauty—and Living Buildings must demonstrate actual, rather than modeled or anticipated, performance on each one. To achieve the materials imperative, the project team had to source 20% of all materials locally and ensure 50% of all wood products were reclaimed/salvaged, drastically lowering the embodied carbon footprint of the project. In exchange for achieving ILFI certification, the City of Seattle granted the building extra floor area ratio (FAR) that allowed for the addition of a new rooftop amenity.

The second largest category of Scope 3 GHG emissions for our business is fuel-related emissions from the production services fleet. This consists of the GHG emissions generated when customers are operating Quixote trailers, trucks, motorhomes, generators, lighting, and other equipment. Traditionally this equipment is powered by diesel fuel, but in the last three years we have responded to increased customer demand for greener solutions on set by adding a significant number of clean, electric alternatives to our inventory, including solar-electric production trailers, electric vehicles, and mobile batteries. For example, Quixote's most popular solar-electric trailer model—the all-electric two-room trailer—is fully powered by 3.8 kW of lightweight solar panels and 40 kWh of battery storage. With no gasoline or diesel on board, this model produces zero GHG emissions, zero fumes and zero noise. It can last a full production week without needing to be plugged in and weighs the same amount as a traditional trailer, meaning crews need no new equipment to transport or operate. We are seeing significantly higher rental and utilization rates for these new products compared to the traditional alternatives, which along with an industry slowdown following the 2023 Hollywood labor strikes, has contributed to the 87% reduction in Scope 3 GHG emissions we achieved in 2025 (compared to a 2022 baseline).

CASE STUDY

Powering a decarbonizing production industry

Our Quixote production services business has a growing offering of electric vehicles, including “Shorty 40” cargo trucks, Ford e-Transit vans, and Ford F-150 Lightning pick-up trucks. These vehicles are popular with film and TV production clients looking to decarbonize their operations. In addition, our Sunset Studios portfolio—four studio lots in Los Angeles with a collective 42 sound stages between them—has an extensive EV charging network, including 127 parking stalls equipped with standard Level 2 chargers as well as four parking stalls equipped with more powerful chargers designed specifically to serve the new electric trucks entering the market. While it takes 12 hours or more to recharge an electric truck or van with a typical Level 2 charger (7 kw), it can take four to five hours with a Level 2 fleet charger (19 kw) and under two hours with a Level 3 DC Fast charger (50-150 kw). We see these investments as critical ways to maintain the reputation of both Quixote and Sunset Studios as sustainability leaders and innovative partners to our production clients.



CASE STUDY

Finding clean alternatives to diesel generators

When production clients shoot at off-site locations, they typically use diesel generators to power their equipment. In addition to being noisy, smelly, and costly to set up and operate, this “base camp” power accounts for approximately 15% of a film’s total carbon footprint. Our Quixote business offers several green base camp solutions, ranging from small 9 kWh batteries that can replace small, hand-held generators up to large 250 kWh batteries that can replace the “tow plant” generators typically used as primary base camp power sources. We also joined the Clean Mobile



Power Initiative (CMPI), a collaboration initiated by Netflix and The Walt Disney Company to help advance clean alternatives to diesel generators in the production industry, and have provided CMPI with over 100 hours of technical advisory services and helped host a “Cleantech Demo Day” for nearly 700 attendees.

Waste, Water and Biodiversity

Zero Waste

Commercial office buildings can contribute over half of all municipal waste, and in many cities across North America, most municipal waste ends up in landfills. Landfilling not only harms the health of natural ecosystems, but it also contributes significantly to climate change. We estimate that GHG emissions associated with waste from our properties account for approximately 2% of our total carbon footprint (Scopes 1, 2 and 3).

Some of our local jurisdictions, including San Francisco and British Columbia, have already enacted zero waste legislation, and others will likely pass similar rules in coming years. Our goal to achieve net zero waste—defined as a landfill diversion rate of 90% or higher—by 2030 aligns with the priorities of our local cities and counties, not to mention the concerns of many employees and tenants.

As of year-end 2025, 100% of our operating properties have recycling services and 88% have composting services. Each property has a “zero waste champion” responsible for implementing the expectations and best practices outlined in our *Zero Waste Policy*, including but not limited to: implementing waste audits as appropriate, improving signage, conducting waste sorting trainings, and updating property procurement practices. As a result of these initiatives, we had achieved a 47% landfill diversion rate at year-end 2025.¹



CASE STUDY

Using a landmark property's platform to model new possibilities for waste reduction

The Ferry Building is one of San Francisco's most beloved landmarks, welcoming thousands of visitors, tenants, and farmers market shoppers through its doors each week. As a high-traffic, mixed-use destination with over 50 artisan merchants and food vendors, it also generates a significant and complex waste stream—one that presents both a meaningful challenge and an equally meaningful opportunity. In 2025, the Ferry Building team took two bold steps to reduce the amount of waste the property sends to landfill. First, in partnership with the city's environmental agency and technology company

Intuitive Robotics, the team piloted AI-powered waste sorting bins throughout the building. The first-of-its-kind system helps educate visitors on how to properly sort items into compost, recycling, and landfill streams in real time—addressing one of the most persistent barriers to high diversion rates in public-facing spaces: user error. Second, the team launched one of the largest edible food recovery program's in the city, establishing a dedicated collection and redistribution operation for surplus food generated by the building's many food and beverage vendors. In just the first three months of the program, the team collected more than 3,700 pounds of food across 52 pickups, redistributing it to community partners including after-school programs and homeless shelters throughout the city. Together, these initiatives reflect the kind of creative, community-centered approach to waste reduction that we believe is essential to achieving our zero waste goal.

¹ The methodology we use to track our landfill diversion rate involves summing the amount of waste generated by our real estate portfolio in 2025 that went to recycling or composting and dividing it by the total amount of waste generated during the year.

Water and Biodiversity

Commercial office buildings typically use less water per square foot than residential or industrial buildings, but we are still committed to reducing water use across the portfolio. Most of our properties are located in water-scarce California where drought remains a top concern not just for us, but also for local regulators, businesses and other stakeholders.

We have invested in many water stewardship initiatives, including but not limited to: making low-flow fixtures a core component of all construction projects, installing weather-dependent irrigation controllers in all outdoor landscaping areas, replacing campus lawns with native landscaping, and implementing water recycling systems at several of our largest buildings. We have installed leak detection devices and water shut-off valves in all (re)development projects since 2017 and are in the process of executing a long-term capital plan to roll these devices out across our entire existing building portfolio, in both landlord-managed common areas and tenant buildouts. These sensors are tied to building management or cloud-based notification systems and can send automatic alerts and/or automatically shut off water systems if a leak is detected in kitchen areas, water heaters, restrooms, or janitorial closets. We find this technology typically has an extremely low payback period—for example, one of our properties recently spent \$30,000 to install leak detection that caught three leaks in the first two months, saving us an estimated \$45,000 in water damage costs.

Water Use	
29%	BELOW BASELINE
0.7%	ABOVE PRIOR YEAR

As a result of these initiatives, by year-end 2025 we had successfully reduced water use 29% from baseline, even though a one-time methodology adjustment at one of our largest properties increased our overall like-for-like water use by approximately 0.7% above prior year levels.¹ Without this methodology adjustment, like-for-like water use would have been down approximately 1% from prior year levels.

CASE STUDY

Reimagining the landscape to conserve every drop

Clocktower Square is a premier office campus located in the heart of Palo Alto, one of the most water-stressed communities in California. Like many of our Silicon Valley properties, the campus sits in a region where drought conditions and municipal water restrictions have become an ongoing reality—making thoughtful water stewardship not just a sustainability priority, but a business imperative. In 2025, the Clocktower Square team undertook a comprehensive overhaul of the property’s landscaping strategy from the ground up. The team replaced invasive plant species throughout the campus with native and drought-tolerant alternatives that are naturally suited to the local climate and require significantly less irrigation to thrive. To further reduce watering needs, the team added compost amendment and mulch across all landscaped areas, improving soil health and moisture retention. They also expanded the property’s drip irrigation system to ensure that every plant receives precisely the water it needs—and nothing more. Together, these improvements represent a meaningful and lasting reduction in the property’s potable water consumption, while also enhancing the visual appeal of the campus and supporting local biodiversity. In recognition of these achievements, Clocktower Square received Hudson Pacific’s 2025 Better Blueprint Award for water conservation.



¹ The methodology we use to track progress against our water target involves summing the water used in 2025 by our real estate portfolio and comparing it to the goal’s baseline year. The baseline for our water goal is 2019, which is the first year for which HPP has third party assured data. To calculate our baseline, we use 2019 water data, then make adjustments to allow for acquisitions, dispositions, and other portfolio changes, but not for the addition of ground- up developments that were not in existence at the time of the baseline. To calculate reductions in water use from the prior year, however, we look only at the “like-for-like” portfolio—meaning all buildings and/or assets that were in scope for 100% of both the current year and the prior year.

One co-benefit of our water stewardship program is our impact on local biodiversity. Many of the turf replacement and native plant projects we have implemented across the portfolio play an important role in supporting local wildlife. All LEED-certified properties have integrated pest management programs in place to minimize exposure to pesticides. We have approximately 100 vertical aeroponic gardens at several of our Los Angeles properties, obtained Salmon-Safe certification at our recent Washington 1000 development project, and manage 12 beehives at seven different properties across the portfolio. The bees play an important role in pollinating the urban flora surrounding our properties, and many properties offer “Meet the Beekeeper” workshops throughout the year where tenants can learn about beekeeping and the important role it plays in local ecosystems. Properties also work with our beekeeping partners to harvest the honey and share it with our tenants and employees at the end of the season.



CASE STUDY

A roof-to-table partnership

Not all rooftops are good candidates for solar panels, so at some of our Los Angeles properties we have partnered with local woman-owned organization LA Urban Farms to install over 100 vertical aeroponic gardens. This approach uses 90% less water than traditional gardening, with zero chemicals. Some properties use the fresh produce directly—for example, the canteen at Sunset Gower Studios incorporates vegetables and herbs from fourteen on-site gardens into the meals it serves our clients and employees—while other properties donate the produce to local charities. At our headquarters building, 11601 Wilshire, we have thirty gardens on the roof and partner with the Westside Food Bank to deliver each week’s harvest to homeless veterans across the street at the West Los Angeles Veterans Administration (VA) campus. We see this “roof-to-table” partnership as a win-win that engages tenants and employees, supports local communities, and demonstrates a new model for how commercial office companies can optimize under-utilized spaces.



Social Impact

Tenant Engagement

Events and Programming

In today's office market, a hospitality mindset helps differentiate Class A assets and transform them from workplaces into destinations where employees are excited to spend their days. Some of our office properties are public landmarks with dedicated events programming teams that have been delivering world-class activations for years.

The iconic Ferry Building in San Francisco, for example, is located in the center of the city's financial, banking and transportation district. The building has been a gathering space since it first opened in 1898, serving as a transportation hub with four active ferry terminals, providing 266,000 square feet of office space on the second and third floors, and maintaining a ground-floor Marketplace with over 50 artisan merchants and local food providers. The Ferry Building hosts a renowned farmers market three times a week as well as various cultural and recreational programs open to tenants and the community, including yoga classes, outdoor film screenings, live music, educational culinary classes and more. It also offers versatile on-site event and meeting spaces that tenants and outside guests can rent for meetings, conferences and social gatherings.

Similarly, the Bentall Centre in downtown Vancouver is a beloved 1.5 million-square-foot campus with four office towers, multiple open plaza spaces, and over 60,000 square feet of restaurants, shops and services located both at street-level and in a below-grade retail concourse that connects directly to one of the city's main Skytrain stations. The asset has world-class amenities including conference facilities, an Athletic Centre and Wellness Studio, end-of-trip facility with bike storage and shower facilities, car share and EV charging stations, dog lounge, and extensive year-round programming. In 2025, Bentall Centre had 134 days of activations through 46 unique events including a public disco, marathon block party, jazz festival, and Oktoberfest celebration. Together these events saw over 15,000 attendees and elevated the Bentall Centre experience for tenants, retailers, and community members alike.

Each year we continue to improve our events and programming capabilities so that we can bring similar experiences to other strategic assets such as Rincon Center and 901 Market in San Francisco or Washington 1000 and 450 Alaskan in Seattle. These programs enhance the foundational tenant engagement activities we have long offered at all multi-tenant properties, including but not limited to regular tenant appreciation events, a mobile app to enable easier tenant-landlord communications, and annual tenant satisfaction surveys. Collectively, these offerings draw tenants and facilitate leasing by improving the quality of life for tenants, creating a vibrant community atmosphere, and making our properties more desirable places to work. Case in point: both the Ferry Building and Bentall Centre have averaged an over 90% leased rate since the pandemic.



Health and Wellness

The underlying quality of our tenant base implies that they expect their office environments to support a healthy, happy workforce. Approximately 52% of our in-service office portfolio square footage was Fitwel certified at year-end 2025, and most of our buildings have key health and wellness features like drinking water stations, healthy food, natural light, functional outdoor space, and on-site fitness centers.

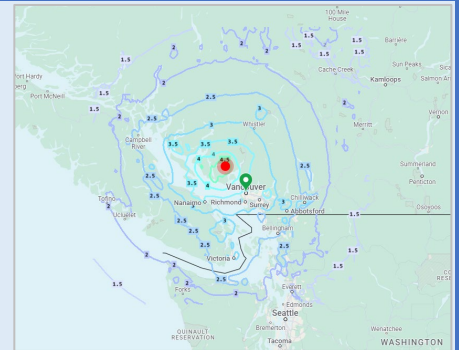


We also maintain a robust health and safety program, with oversight from a Safety Leadership Team consisting of our People & Culture and Engineering leaders. This team maintains the Company's *Safety Handbook*, which is accessible to all employees and outlines general safety rules for the workplace, key elements of our injury and illness prevention program, our accident reporting and investigation plan, and our approach to employee-wide emergency communications. We develop standard operating procedures (SOPs) to codify our safety expectations and conduct an annual operational audit of all properties to confirm these SOPs are implemented across the organization. The Safety Leadership Team also partners with our Operations leaders to maintain a detailed *Emergency Response Guide* that provides guidance and resources to help our property teams prepare for and respond to building emergencies. We have a fire life safety system impairment process to ensure fire sprinklers and smoke alarms are returned to service daily, and our properties conduct fire drills and other scenario-based preparedness events regularly. We maintain emergency communications systems that send text messages, emails or phone calls alerting employees, customers and vendors in case of an incident that would affect the normal day-to-day operations of our organization. The employee-facing communications system has a response feature that allows employees to respond back with their status.

CASE STUDY

Using real-time data to inform our earthquake response strategy

Many of our cities offer a Building Occupancy Resumption Program (BORP) to help shorten wait times for post-earthquake inspections and speed re-occupancy of buildings. We have enrolled all assets in these jurisdictions in the local BORP and instituted voluntary BORP for all the remaining assets across our portfolio. We have also rolled out a fully automated earthquake notification and damage estimation system across the office portfolio to help prioritize post-earthquake inspections, retained six structural engineering firms to be on notice for post-earthquake inspections, and installed over 100 sensors to provide real-time data on the local impact of any earthquake. With instant access to real-world risk assessment data for each building after an earthquake, we can prioritize where to send our engineering teams to inspect potential damage. The system is also useful during light-to-moderate earthquakes that are not catastrophic yet occur frequently and are often felt by occupants. Withing the past year, over a dozen of these earthquakes hit the West Coast within the vicinity of our assets, and our sensor system enabled us to quickly conclude that there was minimal impact on our buildings and no need to send engineers out for inspections.



In addition to our workplace safety and emergency response programs, we maintain a library of supplemental policies, including an *Earthquake Response Policy*, *Water Intrusion Response Policy*, and *Indoor Air Quality Policy* that outlines baseline requirements for our real estate portfolio—including smoke-free policies at all buildings and the use of MERV-13+ air filters wherever possible—and provides guidance on topics like proper appliance installation, housekeeping best practices, and use of low-emitting materials. We also require all employees to undergo mandatory annual training on the workplace safety expectations included in the *Safety Handbook* and provide supplemental training for construction, engineering, and development teams to ensure safety at construction sites when managing projects. We also require operations teams—including both our own employees and third-party vendors—to undergo annual emergency response training on nine emergency situations: earthquakes, elevator entrapment, power outages, water intrusion, civil disturbance, hazardous materials release, bomb threat, fire, and violence in the workplace. We deliver approximately 1,500 hours of safety training annually across these programs.

Vibrant Communities

Charitable Giving

Our real estate portfolio is located in some of the most attractive markets for innovative and creative companies on the West Coast. Investing in these communities and striving to address and resolve challenges facing adjacent neighborhoods helps preserve what makes them so desirable. We have a long history of giving back to our communities and are committed to ensuring our annual charitable donations meet or exceed 1% of net earnings (adjusted for gains and impairment losses). In 2025, we exceeded this goal by donating over \$500,000 to charitable causes.

Homelessness is a top priority of our community impact program, given how acute this crisis is in many of our markets, and in 2021 we pledged to invest \$20 million into innovative solutions for homelessness and housing challenges in our core markets, through a combination of both charitable giving and impact investing. To date, we have deployed over \$13 million towards this goal by:

- + Investing \$6 million with SDS Capital Group's SDS Supportive Housing Fund, which is on track to complete 1,800 units of permanent, supportive housing three times as fast and at half the average per-unit cost in California.
- + Loaning \$3 million to the San Francisco Housing Accelerator Fund, a leader in housing innovation that has brought new units to market for 30% less than the regional average by pursuing creative financing solutions, prioritizing low-cost conversion projects, and strategically implementing new construction techniques.
- + Making a \$1 million pledge to support the nation's largest supportive housing community for U.S. veterans, which is being built directly across the street from our headquarters. Our pledge includes a \$500,000 monetary donation and a \$500,000 in-kind contribution to be delivered over five years.
- + Donating \$500,000 to Union Rescue Mission, one of the largest organizations on Skid Row in downtown Los Angeles providing vital emergency and long-term services to adults and children experiencing homelessness.
- + Donating a cumulative total of almost \$3 million to various organizations addressing homelessness in our core markets, including: Hollywood 4WRD in Los Angeles, People Assisting The Homeless and North Beach Citizens in the San Francisco Bay Area, Wellspring Family Services in Seattle, and Covenant House in Vancouver.



CASE STUDY

Standing with Los Angeles when it mattered most

In January 2025, wildfires tore through communities across Los Angeles, displacing tens of thousands of residents and stretching the city's emergency response resources to their limits. For the hundreds of Hudson Pacific employees who call the city home, standing on the sidelines was never an option. Our Quixote team moved quickly to donate trailers to the Los Angeles Fire Department so that first responders could find rest and reprieve as they battled the fire. Meanwhile, our People & Culture team established the HPP Employee Relief Fund to provide direct financial support to employees facing wildfire-related hardship,

and our Hudson Helps Champions organized multiple volunteer activations so employees could come together to show up for their neighbors in a moment of profound need. In the subsequent weeks, our Quixote team converted vacant sound stage space into a donation distribution hub for local nonprofits collecting supplies for those impacted by the fires and provided free production equipment to the LiveNation benefit concert organized to raise funds for affected individuals. In January 2026, for the one-year anniversary of the fires, Quixote donated facilities and equipment to the Ashes to Films organization and hosted the Ashes to Films Wildfire Summit at the Quixote West Hollywood Studios campus. The effort was, in many ways, a reflection of who we are: a company made up of people who care deeply about the communities they work in and rise to the occasion when called upon.

Volunteering

We strive to engage both employees and tenants in our community impact programs. We provide every employee with 32 hours of paid volunteer time off annually and a generous charitable donation match program. We have designated champions for our community impact program—known as Hudson Helps, Sunset Serves, and Quixote Cares—in each of our sub-markets who spearhead frequent giving drives and volunteering events. This group organized 65 unique events across our core markets in 2025, and our employees provided almost 1,600 volunteering hours to support these events. In total, this equated to almost 3 hours per full-time employee (FTE).

Examples of Employee-Supported Organizations in 2025		
Los Angeles	San Francisco Bay Area	Pacific Northwest
American Red Cross	Alameda County Community Food Bank	A Better Life Foundation
A Place Called Home	American Breast Cancer Foundation	Canadian Blood Services
Baby2Baby	Boys & Girls Club of SF	Covenant House
Children’s Hunger Fund	Chinatown YMCA	Habitat for Humanity
Habitat for Humanity	City of Dreams	Rainier Scholars
Hollywood Food Coalition	City of Hope	Ronald McDonald House
LA Urban Farms	Loaves and Fishes	Shoreline Cleanup
People Assisting the Homeless	Meals on Wheels SF	Sound Foundations NW
The People Concern	Neighborhood Hands	The Bloom Group
West Los Angeles VA	San Francisco Aids Foundation	Wellspring Family Services
West Side Food Bank	San Francisco-Marin Food Bank	YWCA Metro Vancouver
	Second Harvest	
	St. Anthony Foundation	
	Toys for Tots	
	Veggielution	

CASE STUDY

Cooking up connection in the Downtown Eastside

In Vancouver’s Downtown Eastside—one of the most underserved urban neighborhoods in Canada—access to dignified, nourishing dining experiences is far from guaranteed for many residents. It is precisely this gap that Plenty of Plates was created to address, bringing together volunteers and community members around the simple but powerful act of sharing a meal. In 2025, 13 members of our Vancouver team spent the evening as chefs and hosts for a Plenty of Plates dinner event, cooking and serving a three-course meal to 80 guests from the Downtown Eastside. The team prepared and plated each course from scratch then sat down alongside guests to share in the experience, creating an evening that was as much about human connection as it was about the food on the table. For the guests in attendance, it was a chance to enjoy a unique dining experience in a welcoming, respectful environment. For our employees, it was a chance to show up for their community in a deeply personal way. The event reflects what we believe volunteering should be: not just a day of labor, but an opportunity to build genuine relationships with the people and neighborhoods that make our cities worth investing in. It is also a testament to the character of our Vancouver team, who brought the same care and attention to this dinner that they bring to everything they do.



MANAGEMENT EXCELLENCE

Running a best-in-class business



We optimize value creation with competitive human capital management strategies and a robust governance approach

People and Culture

Talent Attraction

We attract and retain top talent by creating safe and inspiring workplaces where people feel valued. We offer competitive compensation and wellness benefits, including, but not limited to:

- + Multiple Medical plans offering full or partial coverage for: routine preventive care, office visits, outpatient diagnostics, complex imaging, chiropractic, ambulance and emergency room services, urgent care support, inpatient hospital stays, outpatient surgery, retail pharmacy, and mail order pharmacy
- + Multiple Dental plans offering full or partial coverage for: preventive services, basic services, major services, and orthodontia
- + Vision plan offering full or partial coverage for: exams, glasses, and contact lenses
- + Multiple flexible spending accounts (FSAs) for health care expenses
- + Employer paid Basic life / accidental death and dismemberment insurance, with supplemental options available through the same provider
- + Employer paid Short-term and long-term disability insurance
- + Additional voluntary benefits for accident, critical illness, and hospital insurance
- + Employee assistance program that can help with: mental health, relationships or marital conflicts, child and eldercare, substance abuse, grief and loss, and legal or financial issues
- + 401(k) Retirement plan with employer match
- + Paid vacation and sick days, with additional 32 hours of paid time off for volunteering
- + Supplemental parental pay: 16 weeks of paid maternity leave to birth mothers and up to 12 weeks of paid parental leave to biological parents, spousal equivalents, and new adoptive parents
- + FSA for dependent care expenses
- + FSA for commuter expenses (transit and parking)
- + Discount employee shopping program
- + Employee lunch program, with abundant free healthy snacks and beverages
- + Ergonomic office equipment and collaboration areas
- + Free or highly subsidized fitness centers at some properties
- + Employee referral bonus program
- + Employee recognition and awards program
- + Milestone / Tenure awards program
- + Paid summer internship program
- + Professional development program
- + Mentorship experience
- + Charitable giving program, with generous employee match

Employee Engagement

We aim to foster both personal and professional growth for employees at all levels of the organization. All employees (except the CEO) receive annual performance development reviews and optional mid-year check-ins, while key leaders receive 360-degree reviews and 1:1 executive coaching. We have a robust training and development program that delivered over 3,100 hours of training, approximately five hours per FTE, in 2025 through initiatives such as:

- + Mandatory training for 100% of employees on topics such as health and safety, anti-harassment, and ethics and compliance
- + Customized and role-specific training for key employee groups—for example, budget and contract training for operations team members, safety training for employees who work closely with construction job sites, and various software trainings to meet each team’s unique needs
- + Customized learning experiences through sponsored subscriptions to LinkedIn Learning, which provides unlimited access to a wide variety of topics relevant to professional interests and goals for all employees

Leaders strive to demonstrate an “open door policy” and employees are invited to participate in intimate gatherings with our CEO and other members of executive management, regional and all-employee town halls, and periodic employee appreciation events. We conduct engagement surveys to ensure we give all voices an equal opportunity to be heard, and we track both participation and engagement rates closely. We also empower and support employee-led groups—known as Employee Resource Groups (ERGs)—designed to connect employees with similar backgrounds and experiences with the goal of celebrating shared traditions and fostering strong communities. We currently have a total of six ERGs: *Asian-Pacific Islanders*, *Black Enterprise*, *Halawa Society*, *Pride*, *Unidos*, and *Women@HPP*.



CASE STUDY

Recognizing employees who embody Hudson Pacific’s values

Hudson Pacific’s Excellence Awards is a company-wide employee recognition program designed to recognize employees who go above and beyond in their role and truly embody our values: Reimagine the Possibilities, Build it Together, Act Like You Own It, Adapt with Purpose and Lead with Humanity. At year-end 2025, 40 Values Awards were presented as well as an additional six Special Awards in the categories of Vision, Experience, Impact and Rising Star. Employees were awarded based on peer and manager submissions. Awards offered meaningful compensation and an opportunity for recognition both regionally and company-wide.

CASE STUDY

Finding connection through shared culture and history

The *Black Enterprise* ERG aims to foster a sense of belonging, connection, and professional empowerment for Black employees and allies, while celebrating the richness of Black culture and history. Through a calendar of meaningful events and experiences, the group creates space for employees to come together, share their stories, and support one another—both personally and professionally. In 2025, the ERG organized one of its most memorable events to date: a behind-the-scenes tour of United Recording, a historic recording studio located on the Sunset Gower Studios lot. With a legacy stretching back decades and walls that have witnessed the making of some of the most iconic recordings in American music history, United Recording offered a uniquely resonant setting for the group. The tour gave employees a firsthand connection to a piece of Black musical and cultural history housed within the Company’s portfolio—a powerful reminder of the deep roots that link the entertainment industry, creative expression, and the Black community.



Business Practices

Ethics and Compliance

Our directors and management conduct themselves in accordance with the highest moral and ethical standards, informed by a robust *Code of Business Conduct and Ethics* (*Code of Conduct*) that reflects our values and promotes honesty, transparency, integrity, and accountability. Our *Code of Conduct* is designed to deter wrongdoing and to promote fairness and accountability. Among other matters, it describes what honest and ethical conduct means to our organization, provides guidance for identifying and disclosing potential conflicts of interest, prohibits employees from making inappropriate use of corporate opportunities or Company assets, specifies the expectations we have for employees to safeguard confidential information and maintain accurate and reliable records, summarizes our approach to competition and fair dealing, and describes our approach to political involvement and contributions. We encourage employees to participate in the political process as individuals and on their own time but prohibit them from using any Company funds or assets for political purposes unless prior approval has been given by the General Counsel. In 2025, Hudson Pacific made a total of \$174K in political contributions across our markets. All transactions were pre-cleared by our General Counsel.

Our *Code of Conduct* also outlines our approach to dealing with known or suspected violations, including providing details of our independent 24/7 Ethics Helpline that provides an anonymous method of reporting suspected compliance violations, and describes the Company's process for handling any reported incidents or concerns. All employees are required to review and sign the *Code of Conduct* once upon hiring, and to review again on an annual basis thereafter. We had zero breaches or waivers of our *Code of Conduct* in 2025. In addition to our internal *Code of Conduct*, which outlines ethics and compliance expectations for our employees, we also have a *Vendor Code of Conduct* that outlines similar expectations for the partners with whom we do business. This document is described in more detail in the Supply Chain Management section of this report.

Risk Management

We strive to take a cross-functional, multidisciplinary, non-biased approach to risk management. The risk management function is structurally independent of the business lines, as the EVP, General Counsel & Chief Risk Officer reports directly to the CEO and is independent of all other departments within the Company. She leads our Risk Committee, which includes our Chief Financial Officer, EVP, Business Affairs, Internal Audit team members, and external risk management consultant.

Each quarter, the Risk Committee refreshes our risk profile, including financial, compliance/legal, operational, and strategic risks. The committee bases this update process on a combination of qualitative insights and quantitative modeling conducted by subject matter-specific teams. For example, to supplement the Risk Committee's ongoing assessment of climate risks, the corporate sustainability team conducts an annual scenario analysis to quantify the worst-case financial impact of the top three climate risks identified by the committee. Similarly, a cross-functional group spearheaded by our corporate engineering team keeps the Risk Committee informed on periodic updates to our Earthquake Preparedness and Response Program.

The Risk Committee presents quarterly reports and key findings to the Board of Directors' Audit Committee, which has ultimate responsibility to consider and discuss our major risk exposures and the steps our management has taken to monitor and control these exposures, including guidelines and policies to govern the process by which risk assessment and management is undertaken. Other Board committees are responsible for addressing risks specific to their respective areas of oversight. For example, the Governance Committee monitors the effectiveness of our Corporate Governance Guidelines, including whether they are successful in preventing illegal or improper liability-creating conduct, and the Compensation Committee assesses and monitors whether any of our compensation policies and programs has the potential to encourage excessive risk-taking. Additionally, we offer risk management educational opportunities for all non-executive directors, including paying for registration to attend an annual conference that includes various risk management-focused sessions.



SPOTLIGHT ON: OUR APPROACH TO CLIMATE RISK

Our approach to managing climate risk is aligned with the TCFD. We have included insight on how we address TCFD priorities, as summarized in the TCFD reference guide in Appendix B.

Key climate-related risks and opportunities for our organization include:

Category	Risks	Timeframe	Exposure
Physical Risk: Wildfires	+ Property damage due to fires at our physical locations + Higher operating costs to mitigate poor air quality during wildfires + Higher property insurance costs	Short-to-medium term (0-5 years)	Entire portfolio
Physical Risk: Severe Storms, Flooding and Sea Level Rise	+ Property damage due to flooding at our physical locations + Higher energy costs as utilities pass higher operating costs on to customers + Power grid limitations and interruptions + Critical infrastructure and public transit interruptions + Higher property insurance costs + Increased cost and complexity of physical risk mitigation measures		
Physical Risk: Extreme Heat and Drought	+ Water restrictions as utilities manage supply limitations + Higher energy costs to accommodate greater cooling needs + Higher water costs as utilities use pricing to manage supply limitations + Reduced demand due to demographic shifts away from hotter, drier climates	Long-term (>5 years)	California properties
Transition Risk: Decarbonization Regulations	+ Higher operating and construction costs to comply with regulations + Higher material costs as suppliers pass increases through to the customer + Higher energy costs as utilities pass higher operating costs on to customers + Potential penalties for exceeding carbon tax or equivalent	Short-to-medium term (0-5 years)	Entire portfolio
Transition Opportunity: Decarbonization Regulations	+ Lower operating costs due to energy / water efficiency measures + Lower compliance costs and/or penalties relative to peers + New or increased revenue from solar or other sustainability programs + Increased tenant demand as companies prioritize green buildings		
Transition Opportunity: Market Trends	+ Increased investor demand as investors prioritize sustainable companies + Better ability to secure entitlements and support for key local issues + Better ability to attract, retain and engage talent		

To understand the potential implications of these risks on our business, we completed a climate risk assessment modeling the worst-case financial impacts of four scenarios. Specifically, we examined two physical risk scenarios (severe wildfire events at all properties in moderate- to high-risk fire zones and severe flooding events at all properties in moderate- to high-risk flood zones) and two transition risk scenarios (electrification mandates requirements for all properties and a carbon tax on all properties). All four scenarios used assumptions aligned with the International Panel on Climate Change (IPCC) Representative Concentration Pathway (RCP) 4.5, which represents an intermediate pathway between the IPCC's extreme "business-as-usual" RCP 8.5 and the IPCC's Paris-aligned" RCP 2.6, in which global temperatures do not warm by more than 2°C. None of the risks were deemed to have a material financial impact on the business, although these risks might have a material impact on the financial performance of a single asset, or a cluster of assets concentrated in the same market.

Supply Chain

We understand that our commitment to good governance, risk management, and sustainability require buy-in and participation from the partners with whom we do business. Our *Vendor Code of Conduct* outlines the expectations we have for partners around key topics like ethical business practices, labor and human rights, health and safety, and environmental sustainability.

In addition to expecting our partners to adhere to the *Vendor Code of Conduct*, we also conduct regular vendor assessments to identify key risks and opportunities in the supply chain. We have thousands of unique vendors (also referred to as “Tier 1 suppliers”) in our system, but this exercise helps us identify the critical vendors with whom we spend the most and/or on whom our business depends the most. Our most recent assessment identified 32 critical Tier 1 suppliers that collectively comprised over 50% of our total spend over the last five years. Narrowing our broad vendor base to this smaller group enables us to conduct tailored research into the risk exposure associated with each organization and to develop a highly customized strategy for the supply chain. For example, we have a Better Blueprint goal for 100% of critical Tier 1 suppliers to report Scope 1 and 2 GHG emissions publicly by 2030. Currently 7 of our 32 critical Tier 1 suppliers measure and disclose their Scope 1 and 2 GHG emissions, and we are conducting direct outreach to the others to encourage them to adopt similar practices in the coming years.

Corporate Governance

We have an effective and highly skilled Board of Directors. Five standing committees provide high-level guidance on matters affecting our business: Audit, Compensation, Nominating and Corporate Governance, Investment and Sustainability. Ninety percent of our directors are independent, and all directors are elected for a one-year term, maximizing their accountability to our shareholders. Additionally, our Bylaws ensure that directors in uncontested elections must receive a majority of votes to be elected. We prohibit the pledging or hedging of securities and have strict stock ownership guidelines for both directors and executive officers, aligning their interests with the interests of our shareholders.

We are committed to diversity and recognize the benefits of having a diverse Board of Directors. Not only does Board diversity promote the inclusion of different perspectives and ideas and ensure that we benefit from all available talent, but it also makes prudent business sense and leads to better corporate governance. We believe that a truly diverse Board will include and make good use of differences in skills, regional and industry experience, background, race, gender, cultural and other distinctions between directors. We consider these differences in determining the optimum composition of our Board. All Board appointments are based on merit, in the context of the skills, experience, independence and knowledge which the Board requires to be effective. Our Nominating and Corporate Governance Committee regularly reviews and assesses Board composition and recommends the appointment of new directors. We will continue our commitment to diversity by annually assessing our Board’s size, composition and operations, as well as recommendations of candidates for Board appointment or nomination based on independence, skills, qualifications, experience and diversity considerations.

For additional information on our corporate governance practices, please visit the Corporate Governance section of our website at www.HudsonPacificProperties.com.

Better Blueprint Governance

We strive to embed our Better Blueprint priorities in every aspect of our business:

- + **Property Operations:** At our existing properties, which make up most of our portfolio, property teams work together to maintain Better Blueprint Action Plans that outline ongoing and planned projects to drive environmental and social improvements at each property. Each year we recognize leading properties through our annual Better Blueprint Awards program. To monitor progress, we include sustainability criteria in our annual operational audit process, use a third-party environmental management system to aggregate property-level environmental data and report energy performance regularly to the ENERGY STAR program as well as many of our local jurisdictions. We also have topic-specific operational policies for key sustainability priorities, including but not limited to: Energy Management and Climate Change Policy, Zero Waste Policy, Green Cleaning Policy, HPP Office Standards, Emergency Response Guide, and Viral Response Plan.
- + **Development and Construction:** We use our office- and studio-specific Sustainable Design Visions to guide the social and environmental objectives for every (re)development and major repositioning project. For ground-up projects, we also complete in-depth environmental impact reports or the local equivalent. Smaller construction projects adhere to property-specific Construction Rules and Regulations as well as any tenant-specific terms laid out in our green leases.
- + **Acquisitions:** We integrate sustainability criteria into the acquisition process through property condition assessments, phase 1 environmental site assessments, and our customized Better Blueprint Due Diligence Checklist which we use to screen for key social and environmental risks that might jeopardize a deal or materially impact the underwriting.
- + **Business Management:** Our Code of Conduct and Employee Handbook provide guidance to employees on key issues ranging from ethics and compliance to benefits and paid leave options. We have numerous supplemental policies to guide employee behavior, including but not limited to: Insider Trading Compliance Policy, Non-Harassment Policy, Safety Handbook, Charitable Giving Policy, and Benefits Guide(s). Externally, our Human Rights Policy and Vendor Code of Conduct provide more information on our expectations for the partners with whom we do business.

We have a Board-level Sustainability Committee that meets at least twice a year and is responsible for providing oversight and strategic direction for our Better Blueprint program, including but not limited to our climate risk assessment and management approach. The committee includes our CEO and Chairman, Victor Coleman, as well as two independent Board directors. For the past five years, as part of a strategy to incentivize sustainability, social impact, and governance excellence at all levels of leadership, we have integrated key Better Blueprint objectives into our executive pay framework. Specifically, in 2025, measurable and objective goals in these areas were incorporated into the framework used to establish the cash bonus program for executives. These targets accounted for 20% of the total cash bonus package.

Day-to-day leadership and implementation of our Better Blueprint is the responsibility of our Senior Vice President, Innovation, Sustainability and Social Impact. This individual reports to our Chief People Officer and is a member of our Better Blueprint Leadership team, a group of senior executives from Engineering/Operations, People & Culture, Legal, and Investor Relations that guide our strategy and progress. The Senior Vice President, Innovation, Sustainability and Social Impact also meets bi-annually with a cross-functional, cross-regional Sustainability Council to execute key initiatives and continue to evolve the Better Blueprint program.

BETTER BLUEPRINT AWARD WINNERS



CASE STUDY

Recognizing and rewarding great performance

Our sixth annual Better Blueprint Awards program showcases and recognizes property teams across our portfolio that go above and beyond to drive Better Blueprint initiatives at their properties. In 2025, we recognized teams for their unwavering efforts to further sustainable operations, implement innovative technologies, and engage tenants and communities. 2025 winners included:

- | | |
|--|----------------------------------|
| + EFFICIENCY HERO: ENERGY PROJECT
<i>Most impactful energy reduction project</i> | <i>5th & Bell</i> |
| + EFFICIENCY HERO: WATER PROJECT
<i>Most impactful water reduction project</i> | <i>Clocktower Square</i> |
| + EFFICIENCY HERO: WASTE PROJECT
<i>Most impactful waste reduction project</i> | <i>Ferry Building</i> |
| + BEST COMMUNITY ENGAGEMENT STORY
<i>Best example of how to engage and inspire tenants and community members around the Better Blueprint pillars</i> | <i>Bentall Centre</i> |
| + BEST INNOVATION STORY
<i>Best showcase of innovation to improve client experience</i> | <i>LA Region</i> |
| + BEST BETTER BLUEPRINT ACTION PLAN
<i>Leading example of an action plan that addresses our Better Blueprint pillars</i> | <i>Sunset Las Palmas Studios</i> |

As part of the Awards program, teams are asked to submit Better Blueprint Action Plans detailing completed and planned initiatives at the property. Each year, we are thrilled to learn about the myriad projects taking place across the portfolio and to see the dedication and excitement surrounding these efforts at the property level.

APPENDICES

Appendix A: Data Tables

Financial and Operational Data			
	2023	2024	2025
FINANCIAL PERFORMANCE			
Revenues (thousands USD)	\$952,297	\$842,082	\$831,105
Net income attributable to common stockholders (thousands USD)	(\$192,181)	(\$364,143)	(\$572,245)
Funds from operations (FFO) attributable to common stockholders and unitholders (thousands USD)	\$129,523	(\$41,196)	(\$193,506)
OPERATIONAL PERFORMANCE			
Number of office properties owned	46	45	41
In-service office square feet	13,853,005	13,550,348	13,178,041
In-service office % leased	81.9%	78.9%	77.0%
In-service office % occupied	80.8%	78.3%	76.3%
Number of studio properties owned	5	5	5
In-service studio square feet	1,231,278	1,452,168	1,447,966
In-service studio % leased	80.4%	73.8%	67.1%
Annualized base rent per square foot for in-service office portfolio	\$55.43	\$54.71	\$53.27
SUSTAINABILITY ACROSS THE REAL ESTATE PORTFOLIO			
Percent of portfolio that is 100% carbon neutral in operations	100%	100%	100%
Percent of portfolio that uses 100% renewable electricity	100%	100%	100%
Percent of office portfolio that is LEED certified ^{1,3}	92%	95%	94%
Percent of office portfolio that is ENERGY STAR certified ¹	75%	78%	76%
Percent of office portfolio that is Fitwel certified ^{1,3}	43%	47%	52%
Percent of office portfolio with functional outdoor space ¹	95%	94%	94%
Percent of office portfolio with on-site fitness centers ¹	63%	65%	65%
Percent of office portfolio served by bike storage ¹	95%	95%	95%
Percent of office portfolio with showers and/or lockers ¹	89%	88%	88%
Percent of office portfolio with recycling services ¹	100%	100%	100%
Percent of office portfolio with composting services ¹	82%	88%	88%
Percent of office portfolio with low-flow fixtures ¹	100%	100%	100%
Percent of office portfolio with interior leak detection sensors ¹	96%	98%	98%
Percent of office portfolio using native vegetation in outdoor landscaping ²	97%	97%	97%
Percent of office portfolio using irrigation timers for outdoor landscaping ²	100%	100%	100%

1. As a percentage of HPP's in-service office real estate portfolio, by square footage.

2. As a percentage of HPP's in-service office real estate portfolio, by square footage, with outdoor landscaping.

3. Data included in the third-party limited assurance provided by Ernst & Young.

Appendix A: Data Tables (cont.)

Environmental Data	Entire organization ¹			Like-for-like portfolio ²	
	2023	2024	2025	2024	2025
DATA COVERAGE					
Size of portfolio covered by the data (sq. ft.)	15,570,800	15,188,800	15,187,923	14,419,269	14,419,269
ENERGY CONSUMPTION³					
Fuels (MWh) ⁴	57,001	49,649	51,066	47,859	49,365
Natural gas used at owned real estate assets	47,088	38,377	39,822	36,589	38,121
Diesel used in back-up generators at owned real estate assets	493	542	1,146	541	1,146
Fuel used by employees/contractors operating our owned production services vehicles	9,420	10,730	10,098	10,730	10,098
District Heating & Cooling (MWh)	0	0	0	0	0
Electricity (MWh)	157,180	148,377	139,257	138,873	131,239
Total energy consumption (MWh) ¹¹	214,181	198,026	190,323	186,733	180,604
Energy intensity of the real estate portfolio (MWh/sq. ft.)	0.0131	0.0123	0.0118	0.0122	0.0118
GHG EMISSIONS					
Scope 1 emissions (mtCO ₂ e) ^{5,7,11}	13,272	11,652	10,440	11,227	10,131
Natural gas used at owned real estate assets	8,546	6,967	7,228	6,643	6,920
Diesel used in back-up generators at owned real estate assets	125	139	294	139	294
Refrigerant leakage at owned real estate assets	2,360	1,874	405	1,774	405
Fuel used by employees/contractors operating our owned production services vehicles	2,240	2,672	2,513	2,672	2,513
Scope 2 emissions - location-based (mtCO ₂ e) ^{6,7,11}	38,470	34,073	28,729	31,920	27,164
Scope 2 emissions - market-based (mtCO ₂ e) ^{6,7,11}	0	0	0	0	0
Total gross/absolute emissions (mtCO ₂ e) ⁸	51,742	45,725	39,169	43,148	37,295
Total net emissions (mtCO ₂ e) ^{9,11}	0	0	0	0	0
Absolute GHG intensity (mtCO ₂ e/sq. ft.)	0.0033	0.0030	0.0026	0.0030	0.0026
Net GHG intensity (mtCO ₂ e/sq. ft.)	0	0	0	0	0
Scope 3 emissions (mtCO ₂ e) ¹⁰	247,954	182,042	144,982	N/A	N/A
WATER WITHDRAWALS					
Water withdrawals (kgal) ¹¹	171,163	189,633	190,091	182,318	183,664
Water intensity (kgal/sq. ft.)	0.011	0.012	0.013	0.013	0.013
WASTE					
Landfill Diversion Rate ¹¹	47%	46%	47%	47%	49%

1. Data covers 100% of HPP's business during the relevant reporting period, including: (1) HPP's real estate portfolio (in-service office and studio properties owned by HPP plus properties held for sale during the calendar year reporting period, except properties that are held for sale and 100% vacant; note that for properties that came out of repositioning, redevelopment or development during the reporting period and became in-service, data begins during the month of occupancy, and for properties acquired or disposed of during the reporting period, data has been adjusted to reflect only the period of ownership), and (2) HPP's production services business, which has fleet assets such as trucks, motorhomes, trailers, generators, lighting, and other equipment rented by production clients as well as real estate assets such as warehouses, offices, parking lots, and other support space (note that fleet data is considered in scope when HPP employees/contractors have operational control but out of scope once customers take operational control, and real estate assets are considered in scope when they are owned by HPP's production services business but out of scope when they are leased from third parties; for any "out of scope" data that is excluded from HPP's energy, water, waste and Scope 1/2 GHG inventory, the associated GHG emissions are included in HPP's Scope 3 inventory).

2. Data covers only those properties and/or energy/emissions sources that were considered in scope for two full consecutive reporting periods (2024 and 2025).

3. Data follows the GHG Protocol's financial control approach to boundary-setting and covers 100% of building operations within HPP's operational real estate portfolio, including spaces controlled by HPP and by tenants (the "whole building" approach), for all consolidated entities where HPP has financial control. Data reflects HPP's equity share for unconsolidated joint ventures where HPP does not have financial control.

4. Fuels data reflects natural gas used for heating HPP's operational real estate portfolio, diesel used in back-up generators at HPP's operational real estate portfolio, as well as diesel, gasoline, and propane used by HPP employees/contractors operating vehicles owned by HPP's production services business.

5. Scope 1 GHG data reflects GHG emissions associated with natural gas used for heating HPP's operational real estate portfolio, GHG emissions associated with diesel used in back-up generators and refrigerant leakage from air conditioning equipment at HPP's operational real estate portfolio, as well as GHG emissions associated with diesel, gasoline, and propane used by HPP employees/contractors operating vehicles owned by HPP's production services business. Scope 1 GHG data does not reflect emissions reductions related to HPP's carbon offset procurement strategy, which has been in place since 2020. If HPP's carbon offsets were to be taken into account, Scope 1 GHG emissions would be zero for all three reporting periods.

6. Scope 2 GHG data reflects GHG emissions associated with electricity purchased to power HPP's operational real estate portfolio. Location-based Scope 2 data does not reflect emissions reductions related to HPP's 100% renewable electricity procurement strategy, which has been in place since 2019. Market-based Scope 2 data, however, does reflect renewable electricity procurement and is therefore zero for all three reporting periods.

7. HPP does not present all GHG emissions separately and instead converts all emissions to carbon dioxide equivalents for reporting. CO₂ is the only significant GHG source for the Company, making up over 95 percent of total emissions. Other gases, including CH₄, N₂O, and refrigerants make up the remainder.

8. Reflects the sum of Scope 1 GHG Emissions and location-based Scope 2 GHG emissions.

9. Reflects the sum of Scope 1 GHG Emissions and market-based Scope 2 GHG emissions, less the value of HPP's carbon offsets.

10. Scope 3 GHG data reflects upstream and downstream GHG emissions deemed to be material to HPP's business. For both periods reported in the table, this includes:

Category 1: Purchased Goods and Services, Category 2: Capital Goods, Category 3: Fuel and Energy-Related Activities, Category 5: Waste Generated in Operations, Category 6: Business Travel, and Category 7: Employee Commuting.

11. Data (entire organization, not like-for-like) included in the third-party limited assurance provided by Ernst & Young.

Appendix A: Data Tables (cont.)

GHG Emissions Breakdown			Entire organization			Like-for-like portfolio	
			2023	2024	2025	2024	2025
SCOPE 1 AND 2 GHG EMISSIONS (MTCO2E)							
SCOPE 1 GHG EMISSIONS							
Real estate	Office	Natural gas used at our owned office buildings ¹	8,248	6,611	6,858	6,335	6,631
Real estate	Studio	Natural gas used at our owned studio lots and fleet support spaces ¹	298	356	370	308	289
Real estate	Office	Diesel and refrigerant leakage at our owned office buildings ¹	2,382	1,966	678	1,865	678
Real estate	Studio	Diesel and refrigerant leakage at our owned studio lots and fleet support spaces ¹	103	47	21	47	21
Fleet	Studio	Fuel used by employees/contractors operating our owned production services vehicles ²	2,240	2,672	2,513	2,672	2,513
Sub-total:			13,272	11,652	10,440	11,227	10,131
SCOPE 2 GHG EMISSIONS (LOCATION-BASED METHOD)							
Real estate	Office	Electricity used at our owned office buildings ¹	35,924	31,441	26,541	30,972	25,178
Real estate	Studio	Electricity used at our owned studio lots and fleet support spaces ¹	2,546	2,632	2,188	2,460	1,986
Sub-total:			38,470	34,073	28,729	33,432	27,164
SCOPE 2 GHG EMISSIONS (MARKET-BASED METHOD, EXCLUDING OFFSETTING INSTRUMENTS)							
Real estate	Office	Electricity used at our owned office buildings ¹	24,945	9,534	10,038	9,086	8,486
Real estate	Studio	Electricity used at our owned studio lots and fleet support spaces ¹	2,710	2,641	2,553	2,470	2,315
Sub-total:			27,655	12,175	12,591	11,556	10,801
Total Scope 1 and 2 GHG Emissions (Location-Based Method):			51,742	45,725	39,168	44,660	39,168
Total Scope 1 and 2 GHG Emissions (Market-Based Method, Excluding Offsetting Instruments):			40,927	23,827	23,030	22,783	23,030
SCOPE 3 GHG EMISSIONS							
Real estate	Studio	Electricity and natural gas used at our leased studio lots and fleet support spaces ¹	1,236	1,138	889	---	---
Fleet	Studio	Fuel used by customers operating our owned production services vehicles ²	4,603	2,784	1,804	---	---
Real estate	Office + Studio	Embodied carbon in our (re)development and construction projects ³	171,927	111,256	79,945	---	---
Real estate + fleet	Office + Studio	All other material Scope 3 GHG emissions ⁴	70,188	66,864	62,208	---	---
Sub-total:			247,954	182,042	144,846	---	---
Total Scope 1, 2 and 3 GHG Emissions (Location-Based Method):			299,696	227,767	184,014	44,660	37,295
Total Scope 1, 2 and 3 GHG Emissions (Market-Based Method, Excluding Offsetting Instruments):			288,881	205,869	167,876	22,783	20,932

A NOTE ON OUR SCOPE 1 AND 2 GHG PERFORMANCE

Our total location-based Scope 1 and 2 GHG emissions in 2025 were 39,168 mtCO₂e, approximately 14% lower than in 2024. We attribute this decrease both to an approximately 4% year-over-year decrease in our energy usage (3.3% in our like-for-like portfolio) and to the steady greening of our West Coast grids. For example the “eGrid” emissions factors published by the US Environmental Protection Agency—which are used to translate electrical consumption into Scope 2 GHG emissions under the location-based GHG accounting method—decreased 14% in California this year.

Our total market-based Scope 1 and 2 GHG emissions, excluding all offsetting instruments such as unbundled RECs and carbon credits, were 23,030 mtCO₂e. This is a 3.3% reduction from 2024 levels and a 50% reduction from the 2018 baseline we use in our 2030 science-based climate target, meaning we have achieved this target five years early. We attribute this achievement to the energy reductions and gradual grid greening noted previously as well as to a strategic effort to enroll as many properties as possible into green power plans with emissions factors even lower than standard grid power. As of year-end 2025, over 40% of our electricity was from these “above standard” green power plans.

Appendix A: Data Tables (cont.)

Social Data			
	2023	2024	2025
DIVERSITY / REPRESENTATION			
Total number of Board members	10	10	8
% male	80%	80%	88%
% female	20%	20%	12%
% African American/Black	10%	10%	0%
% Asian	10%	10%	12%
% Caucasian/White	70%	70%	88%
% Hispanic/Latino	10%	10%	0%
Total number of employees	758	740	615
% male	64%	63%	60%
% female	36%	37%	40%
% under 30	19%	16%	16%
% 30-50	56%	58%	60%
% over 50	25%	26%	24%
% African American/Black	7%	6%	7%
% Asian	9%	9%	12%
% Caucasian/White	39%	36%	36%
% Hispanic/Latino	40%	40%	42%
% Two or more races	5%	9%	3%
HUMAN CAPITAL MANAGEMENT			
Turnover rate	30%	20%	32%
Training hours per employee	33.7	8.1	5.0
CHARITABLE GIVING			
Total amount of charitable giving (USD) ¹	\$849,675	\$849,269	\$512,281
Volunteering hours per FTE	3.2	3.8	2.6

1. Data included in the third-party limited assurance provided by Ernst & Young.

Appendix B: Reference Tables

GRI Reference Table

This report has been prepared in accordance with the GRI Sustainability Reporting Standards: Core option. The following table outlines the locations of key information requested by the GRI standards. Note: “BB Report” refers to this document, our Better Blueprint report for the performance year ended December 31, 2025. “Annual Report” refers to our Form 10-K filed with the U.S. Securities and Exchange Commission for the fiscal year ended December 31, 2025. “Supplemental” refers to our Supplemental Information (Q4 2025) report. “Proxy” refers to our 2025 Proxy Statement. “Code of Conduct” refers to our Code of Business Conduct & Ethics. “Human Rights Policy” refers to our Human Rights Policy.

GRI INDICATOR	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
ENVIRONMENTAL DATA				
1. ORGANIZATION PROFILE				
102-1	Name of the Organization	Annual Report	Explanatory Note	3
102-2	Description of the organization’s activities; primary brands, products, and services, including an explanation of any products or services that are banned in certain markets	Annual Report	Part I, Item 1. Business	7-11
102-3	Location of organization’s headquarters	Annual Report	Part I, Item 1. Business	7-11
102-4	Location of operations: Number of countries where the organization operates, and names of countries where it has significant operations and/or that are relevant to the topics covered in the report	Annual Report	Part I, Item 1. Business	7-11
102-5	Nature of ownership and legal form	Annual Report	Cover Page	1
102-6	Markets served, including geographic breakdown, sectors served, and types of customers/beneficiaries	Annual Report	Part I, Item 1. Business Part 1, Item 2. Properties	7-11 30-36
102-7	Scale of the reporting organization	Annual Report	Part I, Item 1. Business	7-11
102-8	Total number of employees by employment contract (permanent and temporary) by region; Total number of employees by employment type (full-time and part-time) by gender; Whether a significant portion of the organization’s activities are performed by workers who are not employees; Any significant variations in the numbers reported above (such as seasonal variations)	Annual Report BB Report	Part I, Item 1. Business Appendix A: Data Tables	7-11 30-33
102-9	Describe the organization’s supply chain	Annual Report	Part I, Item 1. Business	7-11
102-10	Significant changes regarding the organization’s size, structure, ownership, or its supply chain	Annual Report	Part I, Item 1. Business	7-11
102-11	Whether and how the organization applies the precautionary approach or principle	BB Report	Better Blueprint: About this Report	6-7
102-12	List externally-developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	BB Report	Better Blueprint: About this Report	6-7
102-13	Memberships in industry or other associations, and national or international advocacy organizations	BB Report	Better Blueprint: Memberships and Awards	8-9
2. STRATEGY				
102-14	Statement from the most senior decision-maker of the organization	BB Report	A Letter to Hudson Pacific’s Stakeholders	3
102-15	Description of key impacts, risks, and opportunities	BB Report	Better Blueprint: Vision & Goals	5-6

Appendix B: Reference Tables (cont.)

GRI Reference Table

3. ETHICS AND INTEGRITY				
102-16	Describe the organization ´s values, principles, standards and norms of behavior	Code of Conduct Human Rights Policy	Honest and Ethical Conduct <i>Entire document</i>	4 1-3
4. GOVERNANCE				
102-18	Report the governance structure of the organization, including committees of the highest governance body and committees responsible for decision-making on economic, environmental and social impacts.	BB Report	Better Blueprint Governance	28-29
5. STAKEHOLDER ENGAGEMENT				
102-40	List of stakeholder groups engaged by the organization	BB Report	Better Blueprint: About this Report	6-7
102-41	Collective bargaining agreements			Better Blueprint: Memberships and Awards
102-42	Basis for identification and selection of stakeholders with whom to engage			
102-43	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group			
102-44	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting			
6. REPORTING PRACTICE				
102-45	List all entities included in the organization ´s consolidated financial statement; report whether any entity is not covered in the report	Annual Report	Explanatory Note	3
102-46	Process for defining report content and topic boundaries; explain how the organization has implemented the Reporting Principles for defining report content	BB Report	Better Blueprint: About this Report	6-7
102-47	List the material topics identified in the process for defining report content	BB Report	Better Blueprint: About this Report	6-7
102-48	The effect of any restatements of information given in the previous reports, and the reasons for such restatements	--	N/A – No restatements	--
102-49	Significant changes from previous reporting periods in the list of material topics and topic Boundaries	--	N/A – No significant changes	--
102-50	Reporting period for information provided	BB Report	Better Blueprint: About this Report	6-7
102-51	Date of most recent previous report	--	April 2025	--
102-52	Reporting cycle (annual, biennial, etc.)	--	Annual	--
102-53	Contact point for questions regarding the report or its contents	--	Natalie Teear - SVP, Innovation, Sustainability & Social Impact nteeear@hudsonppi.com	--
102-54	Report the "in accordance" option	--	This report has been prepared in accordance with the GRI Sustainability Reporting Standards: Core option.	--
102-55	The GRI content index	BB Report	Appendix B: Reference Tables	34-42
102-56	External assurance	BB Report	Appendix C: Ernst & Young Independent Accountants' Review Report	42-45

Appendix B: Reference Tables (cont.)

GRI Reference Table

TOPIC-SPECIFIC STANDARDS				
GRI 200: ECONOMIC				
201: Economic Performance				
103-1	Explanation of the material topic and its Boundary	Annual Report	Part 1, Item 1. Business	7-11
103-2	The management approach and its components		Part 1, Item 2. Properties	30-36
103-3	Evaluation of the management approach		Part 2, Item 5. Market for Hudson Pacific Properties, Inc.'s Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities	37-39
201-1	Direct economic value generated and distributed		Part 2, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations	40-59
			Part 4, Item 15. Exhibits, Financial Statement Schedules	65+
205: Anti-corruption				
103-1	Explanation of the material topic and its Boundary	BB Report	Business Practices: Ethics and Compliance	25
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
205-2	Communication and training about anti-corruption policies and procedures			
205-3	Confirmed incidents of corruption and actions taken			
GRI 300: ENVIRONMENTAL				
302: Energy				
103-1	Explanation of the material topic and its Boundary	BB Report	Environmental Sustainability: Climate and Energy	11-15
103-2	The management approach and its components		Appendix A: Data Tables	30-33
103-3	Evaluation of the management approach		Appendix C: Ernst & Young Independent Accountants' Review Report	42-45
302-1	Energy consumption within the organization			
302-3	Energy intensity			
302-4	Reduction of energy consumption			
303: Water and Effluents				
103-1	Explanation of the material topic and its Boundary	BB Report	Environmental Sustainability: Waste, Water and Biodiversity	16-18
103-2	The management approach and its components		Appendix A: Data Tables	30-33
103-3	Evaluation of the management approach		Appendix C: Ernst & Young Independent Accountants' Review Report	42-45
303-3	Water withdrawal			
305: Emissions				
103-1	Explanation of the material topic and its Boundary	BB Report	Environmental Sustainability: Climate and Energy	11-15
103-2	The management approach and its components		Appendix A: Data Tables	30-33
103-3	Evaluation of the management approach		Appendix C: Ernst & Young Independent Accountants' Review Report	42-45
305-1	Direct (Scope 1) GHG emissions			
305-2	Energy indirect (Scope 2) greenhouse gas emissions			
305-4	GHG emissions intensity			
305-5	Reduction of GHG emissions			

Appendix B: Reference Tables (cont.)

GRI Reference Table

308: Supplier Environmental Assessment				
103-1	Explanation of the material topic and its Boundary	BB Report	Business Practices: Supply Chain	27
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
308-1	New suppliers that were screened using environmental criteria			
GRI 400: SOCIAL				
401: Employment				
103-1	Explanation of the material topic and its Boundary	BB Report	People & Culture: Talent Attraction	23
103-2	The management approach and its components			
103-3	Evaluation of the management approach		Appendix A: Data Tables	30-33
401-1	New employee hires and employee turnover			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees			
404: Training and Education				
103-1	Explanation of the material topic and its Boundary	BB Report	People & Culture: Employee Engagement	24
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
404-2	Programs for upgrading employee skills and transition assistance programs			
404-3	Percentage of employees receiving regular performance and career development reviews			
405: Diversity and Equal Opportunity				
103-1	Explanation of the material topic and its Boundary	BB Report	Appendix A: Data Tables	30-33
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
405-1	Diversity of governance bodies and employees			
414: Supplier Social Assessment				
103-1	Explanation of the material topic and its Boundary	BB Report	Business Practices: Supply Chain	27
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
414-1	New suppliers that were screened using social criteria			
416: Customer Health and Safety				
103-1	Explanation of the material topic and its Boundary	BB Report	Tenant Engagement: Health and Wellness	20
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
416-1	Assessment of the health and safety impacts of product and service categories			
417: Marketing & Labeling				
103-1	Explanation of the material topic and its Boundary	BB Report	Environmental Sustainability: Climate and Energy	11-15
103-2	The management approach and its components			
103-3	Evaluation of the management approach		Appendix A: Data Tables	30-33
CRE – 8	Type and number of sustainability certification, rating and labeling schemes for new construction, management, occupation and redevelopment			

Appendix B: Reference Tables (cont.)

SASB Reference Table

This report has been prepared in accordance with the SASB Real Estate Sustainability Accounting Standard. The following table outlines the locations of key information recommended by the SASB standard. Note: “BB Report” refers to this document, our Better Blueprint report for the performance year ended December 31, 2025. “Annual Report” refers to our Form 10-K filed with the U.S. Securities and Exchange Commission for the fiscal year ended December 31, 2025. “Supplemental” refers to our Supplemental Information (Q4 2025) report.

SASB CODE	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
ACTIVITY				
IF-RE-000.A	Number of assets, by property subsector	Annual Report	Part 1, Item 2. Properties	30-36
		Supplemental	Existing Portfolio Summary	16
		BB Report	Appendix A: Data Tables	30-33
IF-RE-000.B	Leasable floor area, by property subsector	Annual Report	Part 1, Item 2. Properties	30-36
		Supplemental	Existing Portfolio Summary	16
		BB Report	Appendix A: Data Tables	30-33
IF-RE-000.D	Average occupancy rate, by property subsector	Supplemental	Existing Portfolio Summary	16
		BB Report	Appendix A: Data Tables	30-33
ENERGY MANAGEMENT				
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector	BB Report	Appendix A: Data Tables	30-33
IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	BB Report	Appendix A: Data Tables	30-33
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	BB Report	Appendix A: Data Tables	30-33
IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	BB Report	Appendix A: Data Tables	30-33
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	BB Report	Environmental Sustainability: Climate and Energy	11-15
WATER MANAGEMENT				
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	BB Report	Appendix A: Data Tables	30-33

Appendix B: Reference Tables (cont.)

TCFD Reference Table

This report has been prepared in accordance with the TCFD framework outlined in the Recommendations of the Task Force for Financial-Related Disclosures document published in 2017. The following table outlines the locations of key information recommended by the TCFD framework. Note: “BB Report” refers to this document, our Better Blueprint report for the performance year ended December 31, 2025.

TCFD DISCLOSURE	HPP RESPONSE FOR CALENDAR YEAR 2025
GOVERNANCE	
Describe the Board’s oversight of climate-related risks and opportunities	The Board’s Sustainability Committee is responsible for providing oversight and strategic direction for our Better Blueprint program, including but not limited to our climate risk assessment and management approach.
Describe the management’s role in assessing and managing climate-related risks and opportunities	The Company’s Risk Committee—which includes our EVP General Counsel & Chief Risk Officer, Chief Financial Officer, Internal Audit team members, and external risk management consultant—is responsible for assessing the organization’s financial, compliance/legal, operational, and strategic risks. The committee assesses key risks and refreshes the Company’s comprehensive risk profile on a quarterly basis. Climate-related risks are assessed as part of this process.
STRATEGY	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	The Company has identified key climate-related risks and opportunities for the organization over the short, medium, and long term. These risks and opportunities are outlined on page 26 of the BB Report.
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	<u>Risks:</u> The Company employs numerous strategies to minimize the impact of climate-related risks, including physical building hardening practices and a comprehensive property and casualty insurance program. While the Company has concluded that the individual climate-related risks identified on page 26 of the BB Report are unlikely to have a material financial impact on the business as a whole, it recognizes that these risks might have a material impact on the financial performance of a single asset, or a cluster of assets concentrated in the same market. As a result, the Company factors these risks into capital planning, underwriting, and other strategic processes on an asset-by-asset basis. <u>Opportunities:</u> The Company sees sustainability leadership as an important part of its commitment to building and operating high quality real estate solutions for innovators and creators. It has invested in a market-leading sustainability program that helps capture value from the climate-related opportunities identified on page 26 of the BB Report.
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	The Company’s corporate sustainability team conducts an annual scenario analysis to quantify the worst-case financial impact of the top climate risks faced by the organization. For example, the team examined two physical risk scenarios (severe wildfire events at all properties in moderate- to high-risk fire zones and severe flooding events at all properties in moderate- to high-risk flood zones) and two transition risk scenarios (electrification mandates requirements for all properties and a carbon tax on all properties). All four scenarios used assumptions aligned with the International Panel on Climate Change (IPCC) Representative Concentration Pathway (RCP) 4.5, which represents an intermediate pathway between the IPCC’s extreme “business-as-usual” RCP 8.5 and the IPCC’s Paris-aligned” RCP 2.6, in which global temperatures do not warm by more than 2°C. None of the risks were deemed to have a material financial impact on the business, validating the resilience of the Company’s long-term business strategy.
RISK MANAGEMENT	
Describe the organization’s processes for identifying and assessing climate-related risks	As noted above, the Company’s corporate sustainability team conducts an annual process to identify and assess key climate risks faced by the organization.

Appendix B: Reference Tables (cont.)

TCFD Reference Table

RISK MANAGEMENT	
Describe the organization's processes for managing climate-related risks	The Company integrates best practices for climate risk management into the full real estate process: • <u>Design and Construction</u>: Our <i>Sustainable Design Vision</i> policy outlines expectations for all (re)development and major repositioning projects to ensure new buildings are designed to modern standards and prepared to withstand severe weather events. • <u>Capital Planning</u>: Each property maintains a ten-year capital plan covering key upgrades, including but not limited to physical hardening projects needed to prepare for severe weather events. • <u>Building Operations</u>: Each property monitors building energy use, air pressure, indoor air quality, and other key performance indicators closely in order to proactively address and resolve any issues related to severe weather events. Our robust emergency response program—which includes preparedness training, equipment testing, and emergency communications systems—helps teams manage through these events safely and effectively. • <u>Acquisitions</u>: We use a <i>Sustainability Due Diligence Checklist</i> to screen for key climate-related risks that might jeopardize a deal or materially impact the underwriting.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	The results of the Company's annual climate risk assessment are documented and shared internally with multiple stakeholders, including but not limited to the Risk Committee. The Risk Committee factors these findings into its quarterly refresh of the organization's risk profile.
METRICS AND TARGETS	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	The key metrics the Company uses to track progress on its climate strategy are Scope 1 GHG emissions, Scope 2 GHG emissions (location- and market-based), Scope 3 GHG emissions, and certification coverage (LEED, Fitwel, ENERGY STAR). It does not track any risk- or opportunity-specific climate metrics.
Disclose Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, and related risks	The Company's Scope 1, Scope 2, and Scope 3 GHG emissions are disclosed on page 31 of the BB Report. Related risks are disclosed on page 26 of the BB Report.
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	The primary way the Company tracks progress on its climate strategy is with its science-based target to reduce Scope 1 and 2 GHG emissions—excluding all offsetting instruments such as carbon credits and unbundled RECs—by 50% by 2030, from a 2018 baseline and with its certification coverage targets (LEED, Fitwel, ENERGY STAR). It does not have any risk- or opportunity-specific climate targets.

Appendix B: Reference Tables (cont.)

AB-1305 Reference Table

The following table provides the disclosures required by The California Voluntary Carbon Market Disclosures Act, or Assembly Bill 1305 (AB 1305).

AB-1305 REQUIREMENT	HPP RESPONSE FOR CALENDAR YEAR 2024
The name of the business entity selling the offset and the offset registry or program.	3 Degrees Group, Inc.
The project identification number, if applicable.	274789; 274790
The project name as listed in the registry or program, if applicable.	Clinton Landfill Gas Collection and Combustion Project in DeWitt County, Illinois
The offset project type, including whether the offsets purchased were derived from a carbon removal, an avoided emission, or a combination of both, and site location.	All verified emission reduction credits, or carbon offsets, used by HPP in 2024 came from landfill gas projects located at Clinton Landfill in DeWitt County, Illinois. Emission reductions are achieved through the collection of methane gas from the decomposition of waste in the closed landfill and subsequent combustion of that methane gas in the on-site power generation engines and/or in an open candlestick flare. In the absence of the Project, the methane gas would have been vented to the atmosphere.
The specific protocol used to estimate emissions reductions or removal benefits.	Verified Carbon Standard
Whether there is independent third-party verification of Company data and claims listed.	HPP's carbon neutral operations claim is independently assured by Ernst & Young. See Appendix C for more details.

Appendix B: Reference Tables (cont.)

CMBS Reference Table

The following table provides the disclosures required by our 2025 CMBS offering:

	11601 Wilshire	Element LA ¹	1740 Technology	275 Brannan	450 Alaskan	5 th & Bell
CERTIFICATIONS						
LEED certification status, as of 12/31/25	Certified	Certified	Certified	Certified	Certified	Certified
ENERGY STAR certification status, as of 12/31/25	Certified	Not certified	Certified	Certified	Certified	Certified
Fitwel certification status, as of 12/31/25	Certified	Not certified	Not certified	Not certified	Not certified	Not certified
ENERGY CONSUMPTION						
Total energy consumption (MWh)	5,685	7,321	3,459	705	1,874	3,222
Energy intensity (MWh/sq.ft.)	0.0113	0.0258	0.0160	0.0123	0.0109	0.0163
GHG EMISSIONS						
Scope 1 emissions (mtCO ₂ e)	32	216	121	40	55	6
Scope 2 emissions - location-based (mtCO ₂ e)	1,075	1,196	545	95	453	919
Scope 2 emissions - market-based (mtCO ₂ e)	-	-	-	-	-	-
Total gross/absolute emissions (mtCO ₂ e)	1,106	1,412	665	134	508	925
Total net emissions (mtCO ₂ e)	32	216	121	40	55	6
Absolute GHG intensity (mtCO ₂ e/sq. ft)	0.0022	0.0050	0.0031	0.0024	0.0030	0.0047
Net GHG intensity (mtCO ₂ e/sq. ft)	0.0001	0.0008	0.0006	0.0007	0.0003	0.0000
WATER WITHDRAWALS						
Water withdrawals (kgal)	1,390	4,844	3,706	341	1,590	1,456
Water intensity (kgal/sq. ft)	0.0028	0.0171	0.0172	0.0060	0.0093	0.0074
WASTE						
Landfill Diversion Rate	55%	24%	17%	50%	70%	33%
EV CHARGING						
Number of electric vehicle (EV) charging stations	Yes	Yes	Yes	Yes	Yes	Yes

1. Element LA was sold subsequent to the CMBS offering. Numbers reported here have been adjusted to reflect the effective disposition date of December 4, 2025.

Appendix C: Ernst & Young Independent Accountants' Report



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Independent Accountants' Review Report

To the Management of Hudson Pacific Properties, Inc.

We have reviewed Hudson Pacific Properties, Inc.'s ("HPP") Schedule of Select Sustainability Metrics (the "Subject Matter") included in Appendix A for the year ended December 31, 2025, in accordance with the criteria also set forth in Appendix A (the "Criteria"). HPP's management is responsible for the Subject Matter included in Appendix A, in accordance with the Criteria. Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform our review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be in accordance with the Criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. As such, a review does not provide assurance that we became aware of all significant matters that would be disclosed in an examination. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent of HPP and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review engagement. Additionally, we have complied with the other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Management Standards established by the AICPA.

The procedures we performed were based on our professional judgment. Our review consisted principally of applying analytical procedures, making inquiries of persons responsible for the subject matter, obtaining an understanding of the data management systems and processes used to generate, aggregate and report the Subject Matter and performing such other procedures as we considered necessary in the circumstances.

Appendix C: Ernst & Young Independent Accountants' Report (cont.)



As described in Appendix A, the Subject Matter is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

The information included in HPP's 2025 Better Blueprint Report, other than the Subject Matter, has not been subjected to the procedures applied in our review and, accordingly, we express no conclusion on it.

Based on our review, we are not aware of any material modifications that should be made to the Schedule of Select Sustainability Metrics in Appendix A for the year ended December 31, 2025 in order for it to be in accordance with the Criteria.

Ernst & Young LLP

April 9, 2026
Los Angeles, California

Appendix C: Ernst & Young Independent Accountants' Report (cont.)



Appendix A: Hudson Pacific Properties Inc. Schedule of Select Sustainability Metrics For the year ended December 31, 2025

Indicator Name	Unit	2025 Value ¹	Criteria
Scope 1 Greenhouse Gas (GHG) Emissions ²	Absolute metric tons carbon dioxide equivalent (mtCO ₂ e)	10,440	World Resources Institute (WRI)/World Business Council for Sustainable Development's (WBCSD) The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition (GHG Protocol), and WRI WBCSD GHG Protocol Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard
Scope 2 GHG Emissions, location-based-method (LBM) ^{3,4}	mtCO ₂ e	28,729	
Scope 2 GHG Emissions, market-based-method (MBM) ^{3,5}	mtCO ₂ e	0	
Total Scope 1 and Scope 2 GHG Emissions, location-based method ^{2,3,4}	mtCO ₂ e	39,168	
Total Scope 1 and Scope 2 GHG Emissions, market-based method ^{2,3,5}	mtCO ₂ e	10,440	
Energy consumption ³	kBtu	649,409,125	Total energy consumption within the organization as defined in Global Reporting Initiative (GRI) Standard 302-1e ⁶ . Significant contextual information necessary to understand how the data have been compiled have been disclosed.
Water withdrawal ³	Kgal	190,091	Total water withdrawal, presented as the total of surface water and groundwater, as defined in GRI Standard 303-3a ⁷ . Significant contextual information necessary to understand how the data have been compiled have been disclosed.
Charitable giving ⁸	\$ USD	\$512,281	Custom criteria defined by management: HPP's charitable giving includes all donations, including employee match donations, made to 501(c)3 organizations in the United States, to Registered Charities in Canada, and any donations to other tax-exempt organizations (e.g., professional 501(c)6 groups).
Percentage waste diversion ⁹	Percentage (%)	47%	Custom criteria defined by management: HPP's percentage waste diversion metric is defined as the total weight of non-hazardous waste diverted from landfill disposal divided by the total weight of non-hazardous waste generated.
Percentage of the in-service office portfolio that is LEED certified ¹⁰	Percentage (%)	94%	Custom criteria defined by management: HPP's percentage of the company's in-service office portfolio square footage that is Leadership in Energy & Environmental Design ("LEED") certified as of the last day of the reporting period.
Percentage of the in-service office portfolio that is Fitwel certified ¹¹	Percentage (%)	52%	Custom criteria defined by management: HPP's percentage of the company's in-service office portfolio square footage that is Fitwel certified as of the last day of the reporting period.

Note 1: Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Appendix C: Ernst & Young Independent Accountants' Report (cont.)



Net Residual Operational GHG Emissions For the year ended December 31, 2025 (mtCO₂e)

Scope 1 GHG Emissions	10,440
Scope 2 GHG Emissions (MBM)	0
"Operational" GHG Emissions	10,440
Less: Carbon credits	(10,440)
	0

HPP defines "Operational" GHG Emissions¹² as the summation of its Scope 1 and Scope 2 (market-based method (MBM)) GHG emissions. HPP utilizes the WRI/WBCSD's GHG Protocol Corporate Standard's and Scope 2 Guidance definition for Scope 1 and Scope 2 (MBM) GHG emissions. "Operational" GHG Emissions excludes Scope 3 GHG emissions which is defined by the WRI/WBCSD's Corporate Value Chain Standard. HPP calculates its Net Residual Operating GHG Emissions as its "Operational" GHG Emissions less carbon credits purchased during the reporting period (for the year ended December 31, 2025). Carbon credits are validated under the Verified Carbon Standard ("VCS"). All carbon credits are retired on a public registry at the amount list above.

¹ All HPP leases are operating leases and HPP management applies the financial control approach for calculating its environmental metrics. Properties under development or redevelopment as of December 31, 2025, are excluded from HPP's footprint. Properties that are in-service but not yet occupied are excluded from the footprint until occupied. Acquisitions and divestitures are accounted for within one fiscal year following the acquisition or divestiture date. Percentage metrics are rounded to the nearest whole percent.

² Scope 1 emissions represent direct energy emissions resulting from natural gas and diesel use and refrigerant leakage at properties, and fleet-related diesel, gasoline and propane used by HPP in its operations. Natural gas emissions are calculated using factors from the ENERGY STAR GHG Emissions Technical Reference Guide (dated August 2025) which are drawn from the EPA's Mandatory Reporting of Greenhouse Gases; Final Rule (dated October 2009) for the U.S. and the National Inventory Report (dated April 2025) for Canada. Global warming potentials applied to Scope 1 emissions are from the 2014 IPCC Fifth Assessment Report. Refrigerant emissions are calculated using survey data obtained from chief engineers at HPP's properties. Gallons of gasoline and diesel consumed by the Quixote acquisitions are estimated using 2025 financial data. Fleet emissions are then calculated by applying emission factors per the EPA to the estimated fuel consumed.

³ HPP's actual natural gas, electricity consumption, waste and water withdrawal data are collected from utility invoices and tracked by third-party utility management companies within ENERGY STAR's Portfolio Manager. When actual data is not available for energy consumption or water withdrawal, HPP estimates the data utilizing an intensity factor based on property consumption from the previous 12 months and square footage.

⁴ Scope 2 location-based method emissions represent indirect emissions resulting from HPP's purchased electricity use and are calculated using factors from the ENERGY STAR GHG Emissions Technical Reference Guide (dated August 2025) based on the EPA's 2023 eGRID emission factors for the U.S. (dated January 2025) and the 2023 electricity emission factor from the National Inventory Report 1990-2023 (dated April 2025) for Canada. Global warming potentials applied to Scope 2 location-based emissions are from the 2014 IPCC Fifth Assessment Report.

⁵ For the Scope 2 market-based-method emissions calculation, in accordance with guidance issued by the Center for Resource Solutions (<https://resource-solutions.org/wp-content/uploads/2017/10/Corporate-and-Voluntary-RE-in-State-GHG-Policy.pdf>) and in alignment with the Greenhouse Gas Protocol, HPP claims the benefits of specified purchases and delivery of renewable energy delivered through utility specific Renewable Portfolio Standard (RPS) percentages as documented within utility Power Content Labels. The remaining electricity consumption from non-renewable sources is the basis for applying HPP's purchased and retired Renewable Energy Credits (RECs). Global warming potentials applied to Scope 2 market-based emissions are from the 2014 IPCC Fifth Assessment Report.

⁶ HPP reports GRI Disclosure 302-1e in kBtu, using a conversion factor of 1,055,060 kBtu / joule. Other criteria included in GRI Disclosure 302-1 (e.g., total fuel consumption within the organization from non-renewable sources, total fuel consumption within the organization from renewable sources, consumption and sold amounts of electricity, heating, cooling, and steam) are excluded.

⁷ HPP reports GRI Disclosure 303-3a in Kgal, using a conversion factor of 3.785 Kgal / megalitres. HPP does not withdraw seawater or produced water and as a result those sources are excluded. Other criteria included in GRI Disclosure 303-3a (e.g., the breakdown between surface water and groundwater) and in GRI 303-3 (e.g., total water withdrawal from all areas with water stress and water withdrawal by dissolved solid content) are excluded.

⁸ The charitable giving metric includes donations from HPP's consolidated entities as well as unconsolidated entities in relation to the Company's Bental Centre joint venture.

⁹ The waste diversion metric is calculated by taking the total weight of non-hazardous waste diverted from landfill disposal (waste that is recycled or composted), divided by the total weight of non-hazardous waste generated. The underlying data for the waste diversion metric is obtained from invoice or tonnage data provided by waste management service providers, evidencing the number of pick-ups conducted during the reporting period. In order to calculate total waste, HPP estimates that waste bins are at full capacity at the point of pick-up. HPP's weight per cubic yard of waste for each property and waste stream is calculated using factors embedded within ENERGY STAR Portfolio Manager. This factor calculates the total weight of waste for any property that receives waste data in volumetric units.

¹⁰ The LEED certification metric is calculated by taking the square footage of the in-service office portfolio that is LEED certified and dividing it by the total square footage of the in-service office portfolio, excluding studio properties, land, repositioning, redevelopment, development and held for sale properties. The square footage used in the LEED calculation is estimated consistently with the methodology used for building square footage disclosed in HPP's financial statements. All LEED certifications, including but not limited to the LEED Building Operations and Maintenance certification, LEED Interior Design and Construction certification, and the LEED Building Design and Construction certification, qualify for inclusion in the percentage.

¹¹ The Fitwel certification metric is calculated by taking the square footage of the in-service office portfolio that is Fitwel certified and dividing it by the total square footage of the in-service office portfolio, excluding studio properties, land, repositioning, redevelopment, development and held for sale properties. The square footage used in the Fitwel calculation is estimated consistently with the methodology used for building square footage disclosed in HPP's financial statements. All Fitwel certifications, including but not limited to the Fitwel Existing Building certification and the Fitwel New Construction certification, qualify for inclusion in the percentage.

¹² HPP refers to its net residual operational GHG emissions as carbon neutral operations within the HPP Better Blueprint Report.