CORPORATE RESPONSIBILITY REPORT 2022

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A Letter to Hudson Pacific's Stakeholders

Hudson Pacific's Better Blueprint corporate responsibility platform has been pushing the envelope for four years now—from being the first large real estate company to achieve carbon neutrality, to our industry-leading response during the pandemic, to our commitment to finding solutions to the housing and homelessness crises facing our cities. In 2022 we continued this momentum, ranking first amongst office companies in the Americas in the Global Real Estate Sustainability Benchmark (GRESB) Real Estate Assessment, winning Nareit's Office Leader in the Light Award and being included in the Bloomberg Gender-Equality Index.

The dynamic market conditions facing our industry are further highlighting the importance of a strong corporate responsibility program, and the leadership position we have established is a key differentiator for Hudson Pacific that creates real value for our stakeholders. In the office market, the frequently cited "flight to quality" is not only to modern and highly amenitized buildings, but also to those properties being operated sustainably with a focus on employee wellness and social impact. In the studio business, clients are seeking partners to help make their productions more sustainable and advance diversity, equity, and inclusion.

Meanwhile, new regulations on topics like climate disclosure, building decarbonization, and vehicle electrification continue to emerge across our markets. We anticipate these customer preferences and regulatory trends playing a larger and larger role moving forward, which is why we are doubling down on our Better Blueprint commitments.

This year's report reflects a refreshed view of Hudson Pacific's long-term sustainability, health and equity priorities. As always, our past accomplishments and ambitious goals for the future are only possible because of the dedicated employees moving these initiatives forward throughout every facet of our organization. We are proud to share our 2022 Corporate Responsibility Report and look forward to continuing this critical work for many years to come.

Sincerely,

Victor Coleman
CEO & Chairman of the Board of Directors

Sincerely,

Natalie Teear
SVP, Innovation, Sustainability & Social Impact

About Us

Hudson Pacific Properties (NYSE: HPP 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 office landlord with 15.9 million square feet of office space across Los Angeles, Silicon Valley, San Francisco, Seattle, and Vancouver. We are also one of the largest independent owners and operators of studios in the US through Sunset Studios and Quixote, which collectively comprise 35 owned sound stages across 1.5 million square feet, 26 leased sound stages and an array of production services, including but not limited to, a fleet of production vehicles and other transportation 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.

Square Feet	Founded In	Initial Public Offering	Investment Grade Company	Top Tenants
21M	2006	2010	NYSE: HPP	Google amazon NETFLIX

1 LOS ANGELES

6.1 M S.F.

2 SILICON VALLEY

6.5 M S.F.

3 SAN FRANCISCO

2.6 M S.F.

4 SEATTLE

2.7 M S.F.

5 VANCOUVER

2.0 M S.F.

6 LONDON

1.2 M S.F.

As of 12/31/22. Represents 100% of consolidated and unconsolidated joint ventures including land assets. Land square footage represents management's estimated of developable square feet, which may be subject to entitlement approvals not yet obtained.

Better Blueprint™

Our environmental, social and governance (ESG) platform, Better Blueprint, is informed by decades of experience and best practices across every aspect of real estate.

BETTER BLUEPRINT™
SUSTAINABLE · HEALTHY · EQUITABLE

Vision and Strategy

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 tenants, customers, employees, investors and partners. Through this program, we aim to foster the growth of sustainable, healthy and equitable cities—vibrant cities, today and in the future.

SUSTAINABLE

Climate and Energy
Waste, Water and Biodiversity

HEALTHY

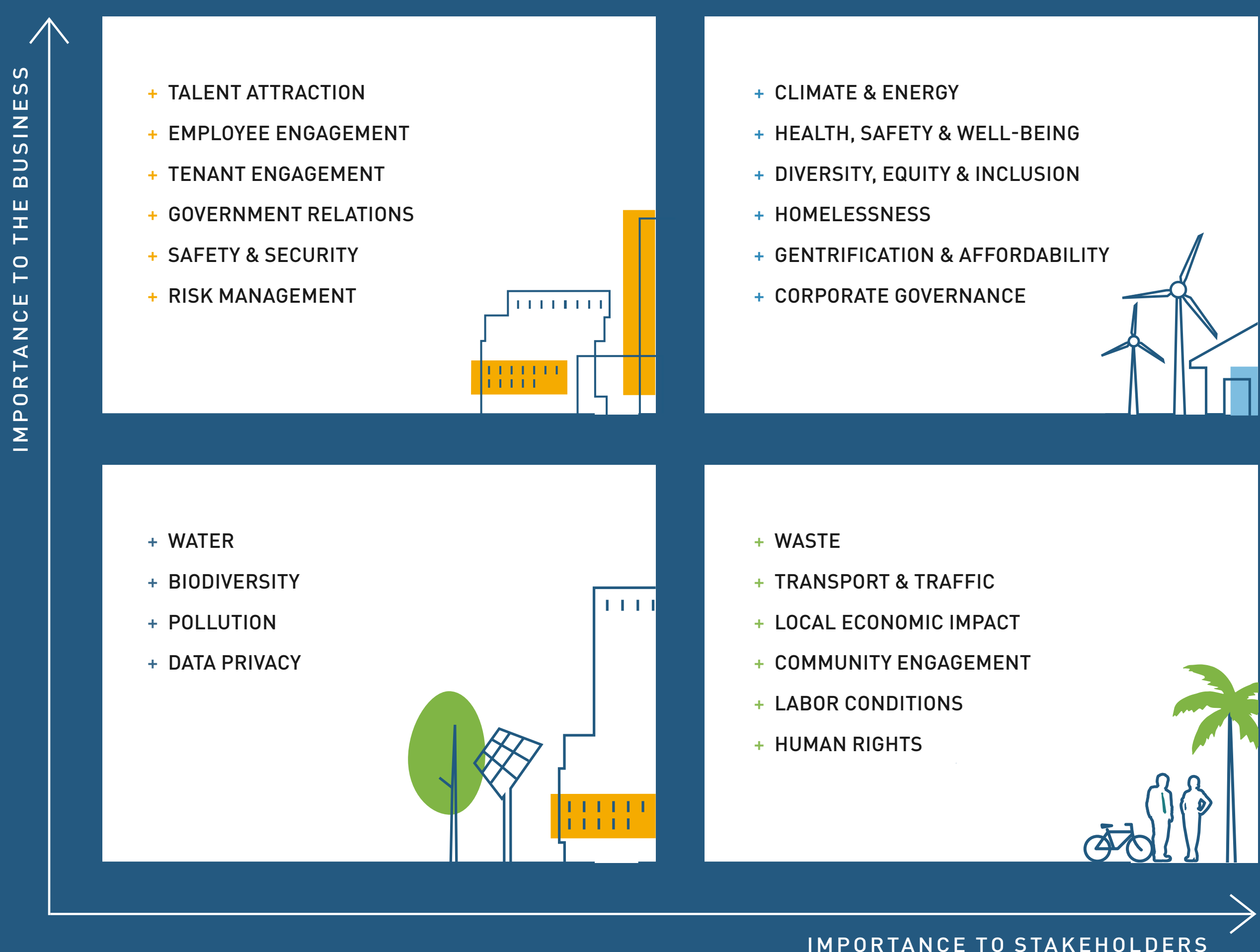
Health and Safety
Welness and Wellbeing

EQUITABLE

Diversity, Equity and Inclusion
Community Impact

SPOTLIGHT ON:
OUR MATERIALITY ASSESSMENT

Better Blueprint is grounded in our understanding of the ESG issues that matter most to our business and stakeholders. Our seasoned leadership team developed this perspective in 2019 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, Sustainability Accounting Standards Board (SASB) Real Estate Sustainability Accounting Standard, local government sustainability plans and investor and tenant surveys, among others. Since then, our ESG leadership team has revisited the results of this materiality assessment on an annual basis and made adjustments accordingly. For example, as our studio production services business has expanded, through the acquisitions like Quixote, we have developed new Better Blueprint priorities focused on the decarbonization of related vehicles and equipment. However, we view these new priorities as a sub-topic within the overall "climate and energy" issue, and therefore have concluded that our high-level material issues—climate and energy; health, safety and well-being; diversity, equity and inclusion; homelessness; gentrification and affordability; and corporate governance—have not changed.



Better Blueprint Goals

This year we have streamlined our goals to align around a new HPPx2030 vision.

HPPx2030	
100%	carbon neutral & 100% renewable electricity in operations for 10 consecutive years
50%	absolute reduction in Scope 1 and 2 GHG emissions from operations, without offsetting instruments[1]
50%	absolute reduction in energy and water used in operations[2]
Zero	waste—meaning a 90% or higher landfill diversion rate—in operations
90%	LEED, 80% Fitwel, 75% ENERGY STAR in-service office portfolio
50%	absolute reduction in Scope 3 GHG emissions from production vehicles and other transportation assets[3]
50%	of the production services business will come from the “Verde” offering of green production vehicles and other transportation assets
>1%	of adjusted net earnings donated annually for 10 consecutive years
$20+	million invested in innovative solutions to homelessness and housing affordability
Equal	representation of women in Management (Director & Above) and 100% increase in representation of Black Hispanic/Latino, and/or Asian employees in Management[4]
15%	of contractors on-site at all (re)development projects diverse and/or local

1. From a 2018 baseline
2. From a 2019 baseline
3. From a 2022 baseline
4. From a 2021 baseline

Better Blueprint Goals (cont.)

The table below summarizes our performance against the goals we laid out in our 2022 Corporate Responsibility Report and provides more context on the adjustments we made to these goals to develop the HPPx2030 vision.

PREVIOUS GOAL(S)	PERFORMANCE AGAINST GOAL DURING 2022	NEW GOAL(S)
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	**ON TRACK** At year-end 2022, we had reduced absolute Scope 1 and 2 GHG emissions—excluding unbundled renewable energy credits (RECs) and offsets—by approximately 14% from our 2018 baseline.	Continue to maintain and progress toward previously outlined goals
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.	Continue to maintain and progress toward previously outlined goals
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, and help 100% of our Tier 1 critical suppliers measure and disclose their Scope 1 and 2 GHG emissions by 2025	**ACHIEVED / ON TRACK** We used the GHG Protocol's Scope 3 Evaluator to measure our organization's Scope 3 GHG emissions in 2022, engaged deeply with each of our (re)development and major repositioning project teams to take a bottom-up approach to set project-specific embodied carbon baselines and reduction targets, and confirmed that 19% of our critical Tier 1 suppliers (6 of 31) publicly disclose their GHG emissions and developed a strategy to engage the other critical Tier 1 suppliers on this important topic. However, because the addition of the Quixote fleet significantly changed the nature of our Scope 3 footprint, the 2030 Scope 3 goals outlined at right reflect two new goals specific to our production services business.	Continue to maintain and progress toward previously outlined goals, and: New Goal: Reduce absolute Scope 3 GHG emissions from production vehicles and other transportation assets by 50% by 2030, from a 2022 baseline New Goal: Grow our "Verde" offering of green production vehicles and other transportation assets to be 50% of the production services business by 2030
RENEWABLE ENERGY Maintain 100% renewable electricity across all operating properties	**ACHIEVED / ON TRACK** We maintained 100% renewable electricity across all operating properties in 2022.	Continue to maintain and progress toward previously outlined goals

Better Blueprint Goals (cont.)

PREVIOUS GOAL(S)	PERFORMANCE AGAINST GOAL DURING 2022	NEW GOAL(S)
ENERGY EFFICIENCY Reduce energy consumption by 10% by 2025, from a 2019 baseline	**ON TRACK** Energy consumption in our like-for-like portfolio decreased by 2% from 2021 to 2022, and our 2022 energy consumption was approximately 34% below our 2019 baseline. Because we have far surpassed our 2025 energy goal, the 2030 goal outlined at right reflects a significantly higher level of ambition.	Revised Goal: Reduce energy consumption by 50% by 2030, from a 2019 baseline
WATER CONSERVATION Reduce water use by 5% by 2025, from a 2019 baseline	**ON TRACK** Water use in our like-for-like portfolio decreased by 3.3% from 2021 to 2022, and our 2022 water use was approximately 39% below our 2019 baseline. Because we have far surpassed our 2025 water goal, the 2030 goal outlined at right reflects a significantly higher level of ambition.	Revised Goal: Reduce water use by 50% by 2030, from a 2019 baseline
WASTE Achieve net zero waste (i.e. landfill diversion rate of 90% or higher) across all operations by 2025	**ON TRACK** Our landfill diversion rate at the end of 2022 was 44%, up from 41% in 2021. Because achieving our zero waste target is extremely challenging and we are not on track to achieve it by 2025, the 2030 goal outlined at right gives us five more years to get there.	Revised Goal: Achieve net zero waste (i.e. landfill diversion rate of 90% or higher) across all operations by 2030
LEED Obtain LEED Gold or Platinum certification for 100% of office (re)developments and achieve LEED certification at 90% of the in-service office portfolio by 2025	**ACHIEVED / ON TRACK** All active (re)development projects are on track to achieve LEED Gold or Platinum certification, or equivalent. At year-end 2022, we obtained LEED certification at 90% of our in-service office portfolio square footage (98% at the Gold or Platinum level), up from 82% in 2021. While we hit our 2025 LEED goals three years early, we do not believe it is possible to achieve LEED certification at more than 90% of our in-service office portfolio—this understanding is reflected in the new 2030 goal outlined at right.	Revised Goal: Obtain LEED Gold or Platinum certification for 100% of office (re) developments and maintain LEED certification at 90% of the in-service office portfolio

Better Blueprint Goals (cont.)

PREVIOUS GOAL(S)	PERFORMANCE AGAINST GOAL DURING 2022	NEW GOAL(S)
ENERGY STAR Achieve ENERGY STAR certification at 75% of the in-service office portfolio by 2025	**ON TRACK** We obtained ENERGY STAR certification at 72% of our in-service office portfolio square footage, up from 71% in 2021. While we are on track to hit our 2025 ENERGY STAR goal, we do not believe it is possible to achieve ENERGY STAR certification at more than 75% of our in-service office portfolio—this understanding is reflected in the new 2030 goal outlined at right.	Revised Goal: Achieve ENERGY STAR certification at 75% of the in-service office portfolio by 2030
HEALTHY BUILDINGS Achieve Fitwel certification at 50% of the in-service office portfolio by 2025	**ON TRACK** We obtained Fitwel certification at 40% of our in-service office portfolio square footage, up from 33% in 2021. We are well ahead of schedule to hit our 2025 Fitwel goal and believe there is plenty of room to continue to expand Fitwel certification to more than 50% of our in-service office portfolio—this understanding is reflected in the new 2030 goal outlined at right.	Revised Goal: Achieve Fitwel certification at 80% of the in-service portfolio by 2030
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 by 2025	**ACHIEVED / ON TRACK** In 2022 we donated over $1 million dollars, approximately 7% of net earnings adjusted for gains and impairment losses, to charitable causes. We have also made progress towards our $20 million housing innovation goal by investing $6 million in a California supportive housing fund and donating more than $2 million since 2020 to non-profits addressing homelessness in our core markets.	Continue to maintain and progress toward previously outlined goals
DIVERSITY, EQUITY AND INCLUSION (DEI) Achieve equal representation of women in Management (Director & Above) by 2026 and double representation of Black, Hispanic/Latino, and/or Asian employees in Management (Director & Above) by 2026, from a 2021 baseline	**ON TRACK** At year-end 2022, our Management population was 39% female, down from 40% at year-end 2021, and 27% Black, Hispanic/Latino and/or Asian, up from 22% at year-end 2021. However, because the Quixote acquisition almost tripled the size of our employee base and the integration process was still on-going at the end of 2022, we have extended the timeline for our DEI goals from 2026 to 2030.	Revised Goal: Achieve equal representation of women in Management (Director & Above) by 2030 and double representation of Black, Hispanic/Latino, and/or Asian employees in Management (Director & Above) by 2030, from a 2021 baseline

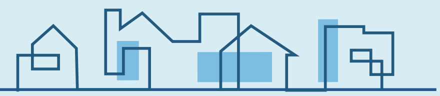
Better Blueprint Goals (cont.)

PREVIOUS GOAL(S)	PERFORMANCE AGAINST GOAL DURING 2022	NEW GOAL(S)
SUPPLIER DIVERSITY Increase use of diverse and/or local contractors on-site at (re) development projects to 15% by 2025	**ACHIEVED / ON TRACK** Both of our current development projects, Sunset Glenoaks and Washington 1000, are on track to exceed the 15% target.	Continue to maintain and progress toward previously outlined goals

Memberships and Awards

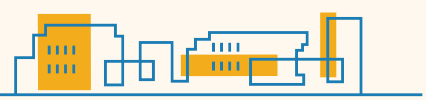
Ensuring that our work fosters the growth and resilience of sustainable, healthy and equitable cities requires exceptional teamwork and collaboration. We engage actively with partners who share our vision, including local community groups seeking to improve the vitality of our core markets, as well as industry groups seeking to advance ESG performance in the real estate sector.

COMMUNITY ENGAGEMENT



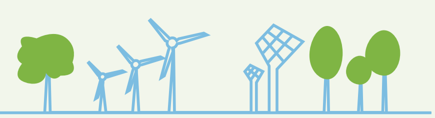
+ Alliance for Pioneer Square
+ Central City Association of Los Angeles
+ Downtown Seattle Association
+ Downtown Vancouver Business Improvement Association
+ Friends of the Hollywood Central Park
+ Greater Vancouver Board of Trade
+ Hollywood Chamber of Commerce
+ Hollywood Partnership
+ Los Angeles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

INDUSTRY ENGAGEMENT



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

INDUSTRY ESG COLLABORATIONS



+ Building Transparency's Owners Carbon Action Network
+ BOMA Water & Waste (W2) Challange
+ BOMA SF Energy & Environment Committee
+ Canada Green Building Council
+ CEO Action for Diversity and Inclusion
+ Chief Executives for Corporate Purpose
+ Climate Group's RE100 and EP100
+ Fitwel Champions Program
+ Global Real Estate Sustainability Benchmark (GRESB)
+ Los Angeles Better Buldings Challenge
+ NAREIT Real Estate Sustainability Council, Social Responsibility Council, Corporate Governance Council, Dividends Through Diversity, Equity & Inclusion CEO Council
+ Seattle 2030 District
+ ULI Greenprint
+ US Deparment of Energy Better Buildings Alliance
+ US Enviromental Protection Agency ENERGY STAR Program
+ US Green Building Council
+ World Green Building Council

Memberships and Awards (cont.)

We are proud to be honored for our accomplishments in delivering superior ESG performance.

ENTERPRISE AWARDS

GRESB
#1 in Office, Americas 2022 (Standing Investment)
#1 in Office, U.S. Listed 2021 (Development)
Global Sector Leader, Office, Americas 2021, 2022
5-star Rating 2019, 2020, 2021, 2022

ENERGY STAR
Partner of the Year 2019, 2020, 2021, 2022
Sustained Excellence 2021, 2022

NAREIT
Leader in the Light Award, Office Sector 2022

BLOOMBERG GENDER-EQUALITY INDEX
Member 2023

FITWEL
Fitwel Champion 2019, 2020, 2021, 2022
Fitwel Best in Building Health Award 2020

GLOBE ST. REAL ESTATE FORUM
Best Places to Work 2019, 2022

GREEN LEASE LEADER
Silver Leader 2019, 2020, 2021, 2022

NEWSWEEK
America's Most Responsible Companies 2022

NAIOP
Developer of the Year 2021

S&P SUSTAINABILITY YEARBOOK
2022, 2023

Memberships and Awards (cont.)

REGIONAL AWARDS

LOS ANGELES BETTER BUILDINGS CHALLENGE
Industry Leadership Awards 2021, 2022

CANADA'S TOP 100
BC's Top Employers 2022
Top Small & Medium Employers 2021

U.S. GREEN BUILDING COUNCIL – LOS ANGELES
Corporate Sustainability Award 2021

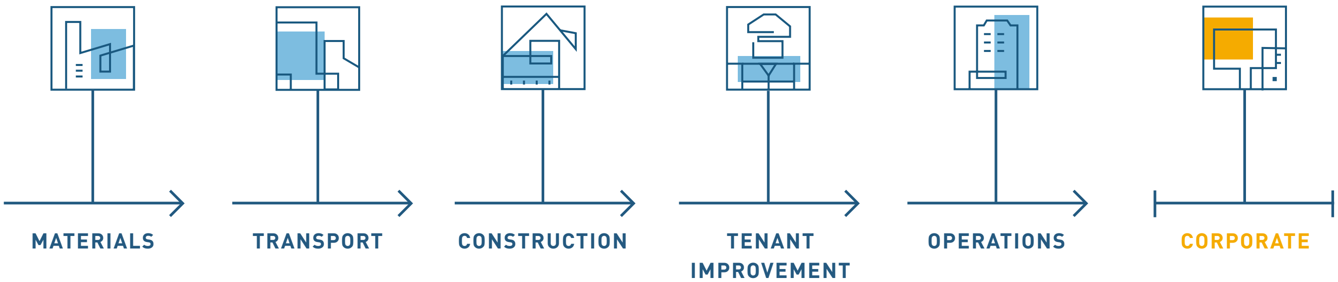
DOWNTOWN VANCOUVER BUSINESS IMPROVEMENT ASSOCIATION
Outstanding Organization Award 2022

PROJECT/PROPERTY AWARDS

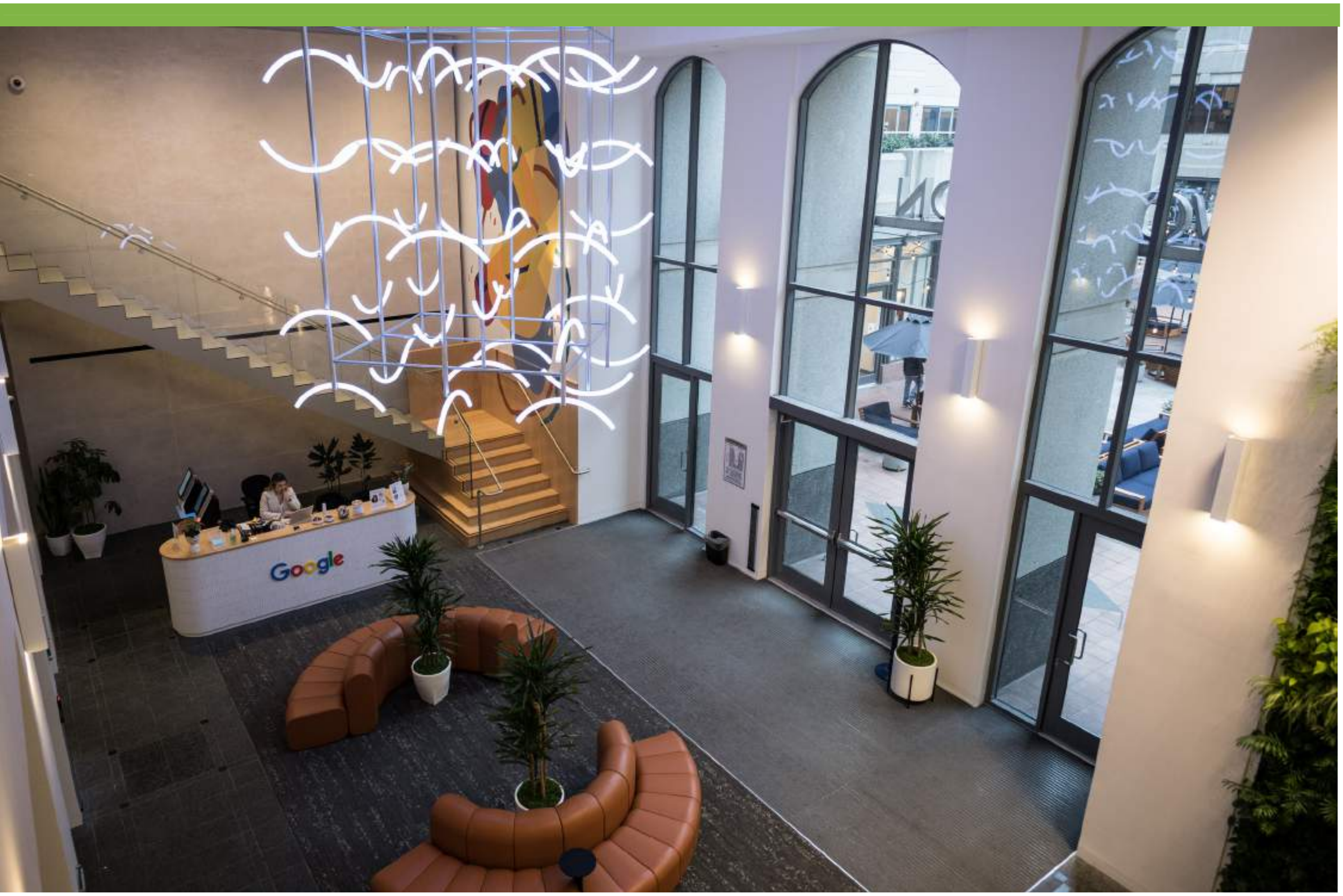
+ **American Institute of Architects** - Architectural Awards: Adaptive Reuse/Renovation/Historical Preservation (One Westside - Honor Award)
+ **Canada Green Building Council** - Existing Building Operations Award (Bentall Centre)
+ **Commercial Property Executive** - Influence Awards: Most Effective Repositioning/Redevelopment (One Westside – Gold), Unbuilt (Washington 1000 - Bronze)
+ **Engineering News Record** - Regional Best Projects: Best Project (One Westside)
+ **Los Angeles Business Council** - Architectural Awards: Commercial Office Buildings or Headquarters (One Westside)
+ **Los Angeles Business Journal** - Commercial Real Estate Awards: Redevelopment (One Westside - Gold)
+ **NAIOP SoCal Awards** - Redevelopment (One Westside)
+ **NAIOP Vancouver** - Commercial Real Estate Awards: Tenant Improvement (Hudson Pacific Properties' Vancouver Office)
+ **Southern California Development Forum** - Design Awards: Adaptive Reuse (One Westside)
+ **ULI Americas** - Awards for Excellence: Project (EPIC)

About This Report

This report describes how we implemented Better Blueprint across our business in the 2022 calendar year. It addresses ESG activities and performance related to both our real estate and production services businesses.



We leveraged several ESG 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). Further information about our adherence to these frameworks can be found in Appendix B.



SUSTAINABLE

Minimizing Our Footprint

We are committed to leadership in sustainability—whether designing a new property, reimagining a dated building, or managing our existing portfolio.

Climate and Energy

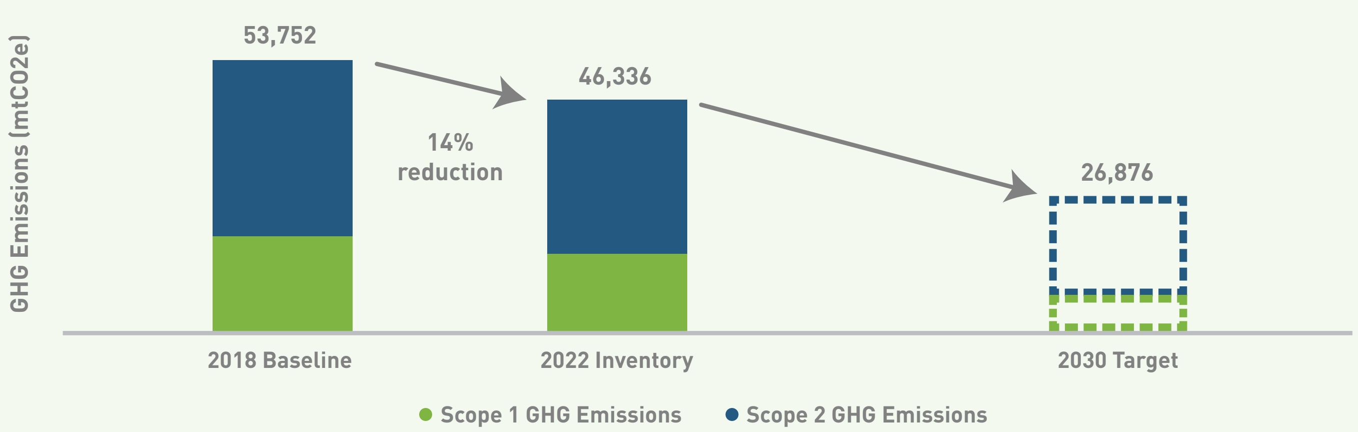
Our Climate Strategy

The cornerstone of our climate strategy is a science-based target to reduce absolute operational GHG emissions 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.

We set this target in 2021 after converting to 100% carbon-neutral operations in 2020 as a way of formalizing our commitment to driving absolute GHG reductions and transitioning away from offsetting instruments. As a result, we intentionally exclude all offsetting instruments like carbon credits and unbundled renewable energy credits (RECs) from the methodology we use to track progress against our science-based target.

At year-end 2022, we had reduced absolute Scope 1 and 2 GHG emissions by approximately 14% from the 2018 baseline. This is a smaller reduction than we saw last year, which we attribute to the addition of new GHG emissions sources to our 2022 inventory (see "A Note on our 2022 GHG Performance" section for more information). However, with eight years left in this journey, we are confident we are still on track to achieve the 2030 target.

PERFORMANCE AGAINST OUR SCIENCE-BASED CLIMATE TARGET*



*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. To calculate our 2018 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.

SPOTLIGHT ON:

OUR APPROACH TO CARBON NEUTRALITY

All operations across our business—including all in-service Hudson Pacific office buildings, Sunset Studios lots, and Quixote production services businesses—have 100% carbon neutral (Scope 1 and 2) operations.

We use a four-part strategy to maintain carbon neutrality:

Energy efficiency. We have invested hundreds of millions of dollars over the years into various capital projects designed to help us reduce energy use in our real estate portfolio, including but not limited to: lighting retrofits, roof and window replacements, and upgrades of major equipment. We also use interval monitoring and energy management software to gain further insights into potential energy reduction opportunities.

On-site renewables. We generate renewable energy on-site wherever possible and have a requirement that all office developments and major repositioning projects deploy at least one form of on-site renewable power. We have rooftop solar at three properties and building integrated photovoltaics (solar panels built directly into the façade of the building) at a fourth property.

Off-site renewables. Many of our properties purchase green power directly from local utilities such as CleanPower SF, Hetch Hetchy Power, Peninsula Clean Energy and Silicon Valley Clean Energy. To convert the rest of our portfolio to 100% renewable electricity, we purchase source-specific, Green-e certified unbundled RECs from North American renewable energy facilities in an amount equivalent to the non-green electricity used by our assets in the reporting year. In 2022, our unbundled RECs came from a wind farm in Texas.

Carbon offsets. We purchase Verified Carbon Standard (VCS) certified emission reduction credits to offset any GHG emissions that are not eliminated through any of the above strategies. In 2022, our carbon offsets came from two US landfill gas-to-energy projects and were used to offset 100% of our Scope 1 GHG emissions.

To track progress against our climate goals, we have invested in a robust and conservative approach to measuring our GHG emissions, and we work with our financial auditors, Ernst & Young, to secure third-party verification 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. This year, because our business now includes not just real estate assets but also a large production services fleet, we have broken out our GHG emissions by use type (real estate and fleet) and business segment (office and studio) and provided additional detail on how we define our boundaries.

Use Type	Business Segment	Emissions Source	Full Portfolio		Like-for-like Portfolio	
Scope 1 and 2 GHG Emissions			2021	2022	2021	2022
Scope 1 Emissions						
Real estate	Office	Natural gas used at our owned office buildings[1]	8,788	8,870	8,584	8,750
Real estate	Studio	Natural gas used at our owned studio lots and fleet support spaces[1]	260	274	259.5	274
Real estate	Office	Diesel and refrigerant leakage at our owned office buildings[1]	--	2,156	--	--
Real estate	Studio	Diesel and refrigerant leakage at our owned studio lots and fleet support spaces[1]	--	338	--	--
Fleet	Office	Fuel used by employees/contractors operating our owned production service vehicles[2]	--	2,099	--	--
		Sub-total:	9,048	13,737	8,843	9,024
Scope 2 Emissions (Location-Based Method)						
Real estate	Office	Electricity used at our owned office buildings[1]	38,235	39,888	36,339	36,982
Real estate	Studio	Electricity used at our owned studio lots and fleet support spaces[1]	2,238	2,789	2,238	2,777
		Sub-total:	40,473	42,677	38,576	39,760
Scope 2 Emissions (Market-Based Method, Excluding Offsetting Instruments)						
Real estate	Office	Electricity used at our owned office buildings[1]	30,835	29,300	29,044	27,523
Real estate	Studio	Electricity used at our owned studio lots and fleet support spaces[1]	2,846	3,298	2,846	3,284
		Sub-total:	33,680	32,598	31,890	30,807
		Total Scope 1 and 2 GHG Emissions (Location-Based Method):	49,520	56,415	47,419	48,783
		Total Scope 1 and 2 GHG Emissions (Market-Based Method, Excluding Offsetting Instruments):	42,728	46,336	40,733	39,831
Scope 3 GHG Emissions			2021	2022	2021	2022
Real estate	Studio	Electricity and natural gas used at our leased studio lots and fleet support spaces[1]	--	700	--	--
Fleet	Studio	Fuel used by customers operating our owned production service vehicles[2]	--	14,010	--	--
Real estate	Both	Embodied carbon in our (re)development and construction projects[3]	233,610	205,690	--	--
Both	Both	All other material Scope 3 GHG emissions[4]	64,250	80,420	--	--
		Sub-total:	297,860	300,820	--	--
		Total Scope 1, 2 and 3 GHG Emissions (Location-Based Method):	347,380	357,235	--	--
		Total Scope 1, 2 and 3 GHG Emissions (Market-Based Method, Excluding Offsetting Instruments):	340,588	347,156	--	--

1. We take the GHG Protocol's financial control approach to boundary-setting, but because we are both a lessor and a lessee of various assets, our boundaries vary depending on the nature of the lease and degree of operational control. For our owned real estate assets, we are a lessor with operating leases and so we take a "whole building" approach and consider GHG emissions from building operations—including those from both tenant-controlled and landlord-controlled spaces—to be within our Scope 1 and 2 boundaries. We include 100% of "whole building" data for all consolidated entities where HPP has financial control, but an equity share approach for unconsolidated joint ventures where HPP does not have financial control. At real estate assets that we do not own but rather lease from third parties—which is a common structure for our Quixote studio lots and fleet support spaces—we consider all building operations to be in our Scope 3 boundary, specifically in Category 8: Upstream Leased Assets. We calculate these types of GHG emissions using utility invoices and internal tracking mechanisms, with some minor supporting assumptions.
2. For our owned fleet assets, we are a lessor with operating leases, but we only have operational control over the assets when our employees/contractors are driving them and we lose operational control once customers transport the assets off our property. Therefore, in accordance with the GHG Protocol, we consider fuel used by employees/contractors operating these vehicles—for example, driving van shuttles at our studio lots or driving trucks to service the mobile bathrooms offered through our Location Services business—to be within our Scope 1 boundary, but fuel used by customers to be in our Scope 3 boundary, specifically in Category 13: Downstream Leased Assets. We calculate these types of GHG emissions using a combination of fuel invoices, mileage data, and assumptions.
3. We consider embodied carbon in our (re)development and construction projects to be in our Scope 3 boundary, specifically in Category 2: Capital Goods. Other material categories we include in our Scope 3 boundary include: Category 1: Purchased Goods and Services, Category 3: Fuel and Energy-Related Activities, Category 5: Waste Generated in Operations, Category 6: Business Travel, and Category 7: Employee Commuting. We take a spend-based approach to calculating these emissions, using the GHG Protocol's Scope 3 Evaluator tool.

A NOTE ON OUR 2022 GHG PERFORMANCE

Our total location-based Scope 1 and 2 GHG emissions in 2022 were 56,414 metric tonnes of carbon dioxide equivalent (mtCO2e), or 13% greater than in 2021. We attribute this increase primarily to the fact that our 2022 inventory reflects new categories of GHG emissions that were not included in the 2021 inventory, specifically: Scope 1 GHG emissions associated with the production services fleet we added to the business in 2022 and Scope 1 GHG emissions associated with diesel-powered back-up generators and refrigerant leakage at our real estate assets (these emissions had been excluded from prior year inventories due to a lack of available data). We also attribute some of this increase to scope-related differences between 2021 and 2022. For example, we added two large office properties—5th & Bell in Seattle and EPIC in Los Angeles—to our operating portfolio in 2021 which means our 2021 carbon inventory included only partial-year data for those buildings whereas our 2022 carbon inventory included full-year data.

However, when we adjust for those types of scope-related differences and look just at our like-for-like portfolio—meaning only properties where we had twelve full months of data for both 2021 and 2022—our location-based Scope 1 and 2 GHG emissions were only 3% higher in 2022 than in 2021. We attribute this not to an increase in energy use at our buildings—in fact, our like-for-like energy performance decreased 2% during this period—but rather to a decrease in the underlying cleanliness of the electric grid. The location-based GHG accounting method for calculation Scope 2 GHG emissions uses "eGrid" emissions factors published by the US Environmental Protection Agency to translate electrical consumption into GHG emissions, and the eGrid factors used in 2022 for California and British Columbia increased by 13% and 47%, respectively.

This dynamic emphasizes the importance of sourcing renewable electricity, which we strive to do wherever our local utilities offer competitive green power plans. For this reason, we believe the market-based GHG accounting method, which uses contract/utility-specific emissions factors instead of eGrid factors, is a more accurate reflection of our actual GHG performance and a better way to track performance against our science-based target. As noted previously, 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. After excluding all offsetting instruments, market-based Scope 1 and 2 GHG emissions in our like-for-like portfolio decreased 2% between 2021 and 2022.

Energy Efficient Buildings

As a vertically integrated REIT with a dedicated development arm and a deep bench of in-house building engineering talent, we are an industry leader in our ability to drive energy efficiency through every aspect of the real estate process:

BUILDING DESIGN	Our development team partners closely with the corporate engineering and sustainability teams to ensure new buildings are designed to the highest energy standards. We are committed to achieving LEED Gold or higher on 100% of office projects.
CAPITAL PLANNING	Our building engineers develop and manage 10-year capital plans for all existing properties, ensuring we have a long-term strategy to continue making our buildings more efficient. These projects range from major roof and window upgrades or HVAC system replacements to smaller retrofits of existing equipment. Teams prioritize efficiency when evaluating and selecting equipment for these upgrades/retrofits.
PROJECT IMPLEMENTATION	Building engineers oversee implementation of all items outlined in the capital plan, hiring vendors as needed and ensuring projects are completed on time and to our quality standards. To ensure equipment continues to operate as planned over the long term, teams are required to engage in retro-commissioning and/or conduct an energy audit at least once every five years.
BUILDING OPERATIONS	We use real-time energy monitoring software at most of our office and studio properties. Our building engineers are required to log in at least once per week and address any material issues immediately. This monitoring technology also helps building engineers understand usage trends and flag additional opportunities for improvement. 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, during the annual operational audit, or during the LEED and/or ENERGY STAR certification process, where applicable.
FINANCING	We issued a $350 million Green Bond in 2022 and allocated 100% of net proceeds immediately (see separate Green Finance Framework and Green Bond Allocation Report for more information). We have also tied our revolving credit facility to two key green building metrics: LEED and Fitwel certification coverage across the portfolio.

Energy Efficient Buildings (cont.)

TENANT ENGAGEMENT

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 that benefit tenants and a requirement that tenants share their energy data with us as needed. We have been named a Green Lease Leader by the Institute for Market Transformation and the US Department of Energy's Better Buildings Alliance. We also run regular sustainability-oriented tenant events, both in person and virtually through our mobile app, to promote awareness on how to reduce energy use and address climate change.

INNOVATION

Our corporate innovation team monitors emerging building technologies and partners closely with our building engineers to manage a property technology ("proptech") program. One of the main goals of this program is to pilot promising energy efficiency and decarbonization solutions like window film, smart windows, and energy optimization software. The innovation team also manages our investment in the Fifth Wall Climate Fund and any additional direct investments we make in early-stage companies with potential to advance building energy efficiency and decarbonization.

More information on our **Energy Management and Climate Change Policy** can be found in the **ESG Policies** document available on our website at the following location: https://investors.hudsonpacificproperties.com/leadership-and-governance/charters-and-policies.

Energy Efficient Buildings (cont.)

Through the initiatives outlined above, 72% of Hudson Pacific's in-service office portfolio square footage is ENERGY STAR certified and 90% is LEED certified. Our total 2022 energy consumption was approximately 34% below our 2019 baseline, meaning we are on track to achieve our target of reducing energy use 50% by 2030. Within our like-for-like portfolio, energy consumption decreased 2% from 2021. This level of performance improvement would be notable in a normal business environment but is even more impressive when considering physical occupancy rebounded significantly in 2022 as people continued to return to the office after the COVID-19 pandemic.

2022 ENERGY PERFORMANCE

34% LESS THAN 2019* (FULL PORTFOLIO)

2.0% LESS THAN 2021 (LIKE-FOR-LIKE-PORTFOLIO)

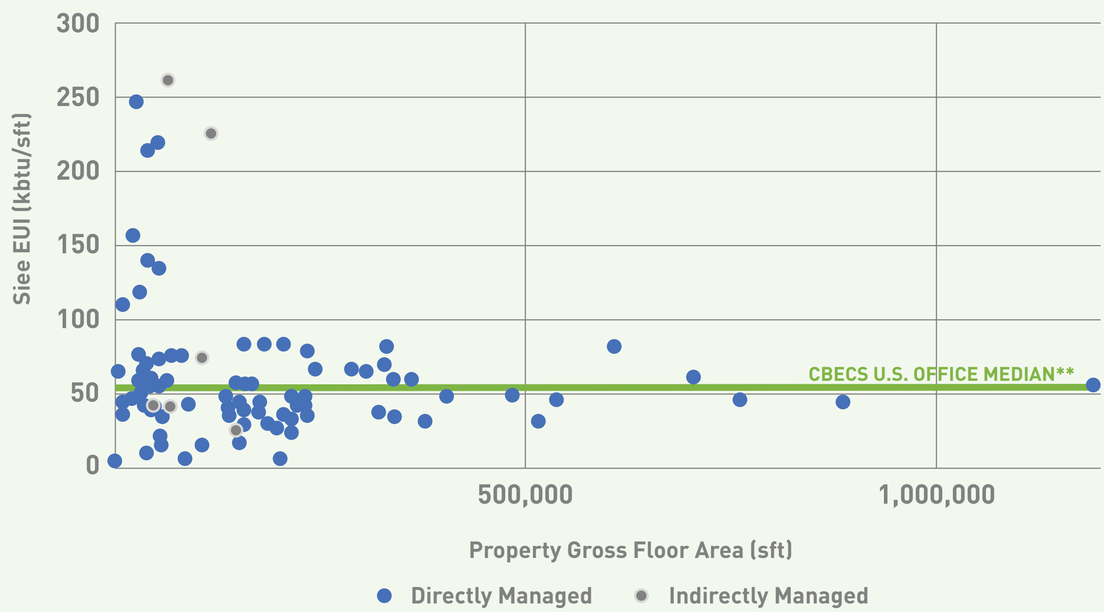
OF OUR IN-SERVICE PORTFOLIO

90% LEED CERTIFIED

72% ENERGY STAR CERTIFIED

Our continued focus on energy efficiency means that almost 60% of the office and studio properties included in our 2022 energy inventory have site energy use intensities (EUIs) below the national CBECS average. All the outliers are small buildings with tech and/or media tenants running unusually energy-intensive operations such as post-production services, video gaming engines, or technology research and development.

ENERGY USE INTENSITY OF THE HPP PORTFOLIO



*In alignment with the GHG Protocol, we make adjustments to our 2019 baseline 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
**Energy Star Portfolio Manager Technical Reference: US Energy Use Intensity by Property Type, April 2021

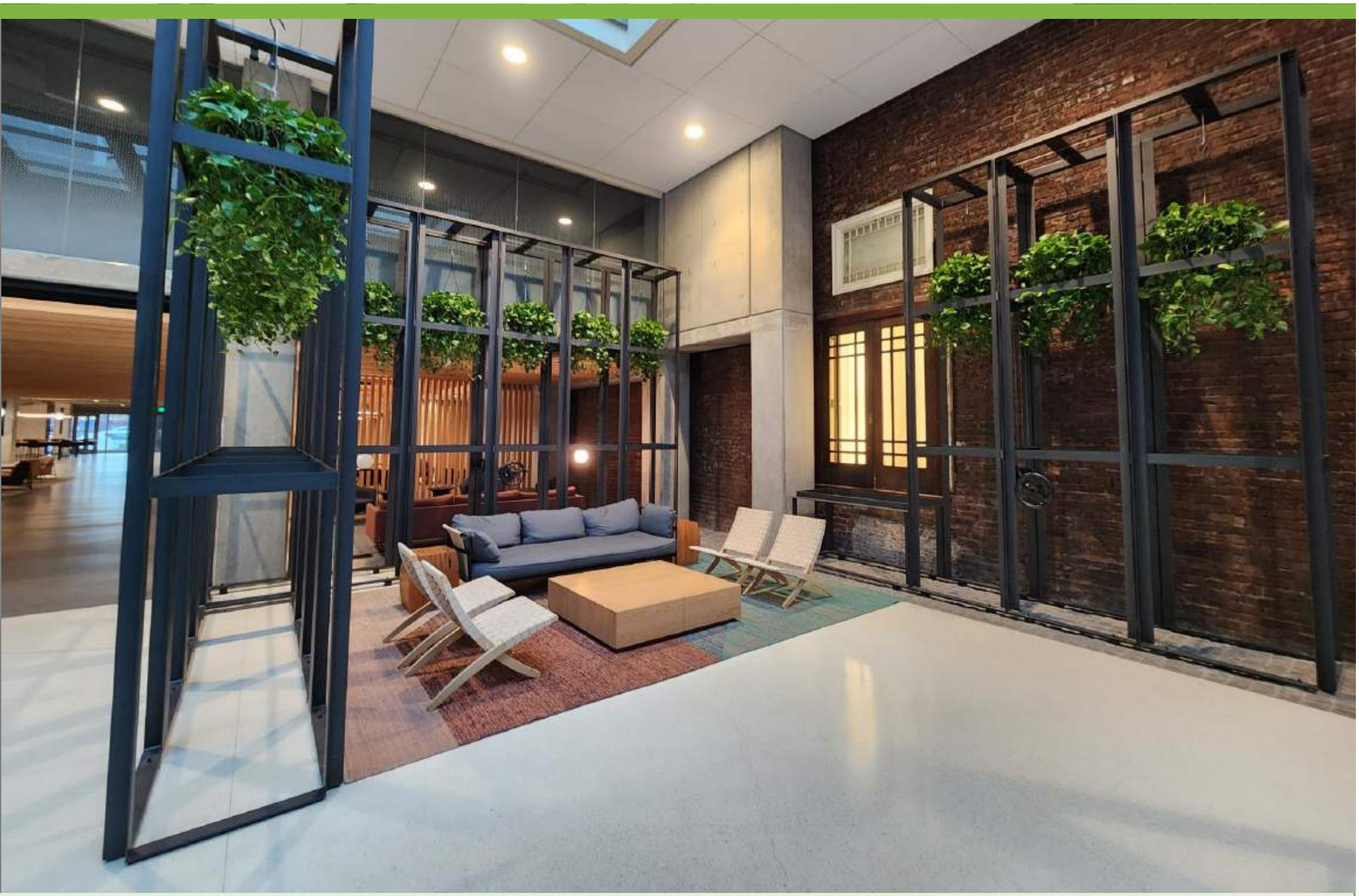
Energy Efficient Buildings (cont.)

We strive to share learnings and advocate for increased energy efficiency in the real estate industry through partnerships with groups like EP100, ENERGY STAR, and our local and national Green Buildings Councils. We are proud to have received numerous awards in recent years recognizing us for our energy efficiency work, including ENERGY STAR Partner of the Year from the US EPA, as well as a Corporate Innovation Award from the Los Angeles Better Buildings Challenge and a Corporate Sustainability Award from the US Green Buildings Council Los Angeles chapter.

CASE STUDY

FRIENDLY COMPETITION IS OFTEN THE BEST MOTIVATOR

Our building engineering team ran an energy competition in 2022 to recognize and reward teams with continued commitment to finding energy efficiency opportunities. To be eligible for the competition, teams were required to complete an ENERGY STAR Treasure Map outlining recent initiatives and outstanding opportunities at their properties, then winners were selected by reviewing which properties saw the largest drop in weather- and occupancy-adjusted EUI from 2019 through 2022. A total of five engineering teams shared our $150,000 prize pool, and the first-place team was from Metro Center, a 725,000-square-foot, LEED Gold certified commercial office property in Foster City, California. The Metro Center team drove a 15% EUI reduction across the performance period through a combination of initiatives, including but not limited to: installing variable frequency drives on key motors, swapping old light fixtures for LEDs with lighting controls, cleaning coils and fan blades, replacing pneumatic controls with direct digital controls, sealing gaps in the building envelope, adding weather stripping, installing window film, and upgrading to a reflective roof. With an ENERGY STAR score of 93, Metro Center is one of the most efficient properties in our portfolio.



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 on track to become 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 in 2022, they saw an opportunity to push our sustainability commitment even farther. According to the ILFI, Living Buildings are regenerative buildings that connect occupants to light, air, food, nature and community, while creating a positive impact on the human and natural systems that interact with them. The 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 energy imperative, for example, 505 First must demonstrate a 50% reduction in energy use and phase out fossil fuels entirely. So far, our teams have made significant equipment upgrades, engaged in an ongoing monitoring-based commissioning exercise, and developed a three-year plan to eliminate the property's gas-fired boiler as well as several diesel back-up generators. These efforts are expected to improve the EUI from 77 to less than 45 kbtu/sft and have been key to enabling 505 First to achieve this industry-leading milestone.

CASE STUDY

INVESTING IN CRITICAL CLIMATE TECH SOLUTIONS

After years of implementing energy efficiency upgrades through the annual capital improvement process, our teams have captured much of the "low-hanging fruit" available at our properties. One of the key mandates of our corporate innovation program is to help identify new technologies that we haven't yet tested or rolled out at scale, and we strive to cast a wide net in our effort to find potential partners and solutions. However, sometimes we recognize a need that the market has yet to fill, and we invest to help scale promising solutions. For example, we are an investor in the Fifth Wall Climate Technology Fund, the world's largest venture fund focused specifically on investing in technologies to decarbonize the built world. We were also an early investor in Crown Electrokinetics, a smart glass technology company that produces solar-powered smart window inserts that allow users to transition windows from clear to dark in seconds, driving up to a 26% reduction in energy consumption. While similar smart window products exist on the market, most are aimed at new developments or major building envelope replacements, whereas these inserts can be retrofitted to existing window frames. We see investments like these as key ways for us to deliver on our energy and climate goals.

SPOTLIGHT ON:

OUR GREEN BUILDING CERTIFICATIONS

LEED and ENERGY STAR are the primary certification frameworks used in North America to designate a building's "green" status. We have a long partnership with the US and Canada Green Buildings Councils as well as with the US Environmental Protection Agency, and we are proud to say that as of year-end 2022:

+ **72%** of our office portfolio* is ENERGY STAR certified
+ **90%** of our office portfolio* is LEED certified
+ **87%** of 2022 annualized base rent was from LEED and/or ENERGY STAR certified buildings
+ **98%** of LEED-certified square footage is LEED Gold or Platinum
+ **100%** of projects in our development pipeline** will be LEED certified

*In-service office portfolio as of December 31, 2022. Excludes properties under development or held for sale. Does not include studio portfolio as the LEED framework is not applicable to our three existing studio properties.

**All new developments (greenfield) and/or redevelopments (brownfield) will be LEED certified. US office projects will be LEED Gold or higher, and US studio projects will be LEED Silver or higher. Projects in other countries will adhere to these standards but may use applicable local certification schemes in lieu of LEED.

Renewable Energy

We use 100% renewable electricity at all operating properties, across our Hudson Pacific office buildings and our Sunset Studios lots and Quixote sound stages. Because we are concentrated in West Coast regions with relatively clean electric grids, and because many of our properties have long traditions of purchasing carbon-free electricity directly through green power plans provided by local utilities—for example, 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 renewable energy credits (RECs) from North American renewable energy facilities. In 2022, all our unbundled RECs came from a wind farm in Texas.

We are committed to maintaining 100% renewable electricity on an annual basis going forward, but as we measure progress towards our science-based climate target, we intentionally exclude all offsetting instruments including unbundled RECs. As a result, we closely monitor the green power plans offered by our local utilities, with an expectation that we will transition more properties to these plans in the coming years.

Increasing on-site renewable energy generation across our portfolio is another decarbonization strategy, 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 four renewable energy systems installed in our operating portfolio, with several other projects in the pipeline, and a requirement that all new office developments and major repositioning projects deploy at least one form of on-site renewable power. We also have many Quixote products that incorporate solar, and we are currently rolling out a strategy to make solar a key component for all new trailers being manufactured.

Renewable energy projects in our real estate portfolio:

Property	System Size (kW)
EPIC	31.3
Metro Plaza	272
One Westside	58
Sunset Las Palmas Studios	230
Total	**591.3**

CASE STUDY

CLEANTECH DEFINES A NEWLY REPOSITIONED OFFICE CAMPUS

As a large mid-rise office campus located in sunny San Jose, California, with few surrounding buildings and foliage, Metro Plaza offered a unique opportunity to deploy rooftop solar within the Hudson Pacific portfolio. We completed a major repositioning project in 2022 that overhauled the entire property and incorporated a rooftop photovoltaic system as part of the project scope. By designing the system to sit on top of an existing trellis structure on the roof of the parking garage, the team saved costs and time, bringing the estimated payback period for the project down to eight years. The system is now generating almost 400,000 kWh of electricity annually, offsetting roughly 10% of the property's current electricity use. Other sustainable components of the project included reclaimed water for outdoor landscaping, low-flow water fixtures and appliances, and window film that reduces solar heat gain inside the building.

CASE STUDY

PROVIDING GREEN TRAILERS TO HOLLYWOOD'S TOP TALENT

Quixote's Verde line has long been the gold standard for green production trailers, providing a comfortable respite for Hollywood's biggest stars while being eco-conscious through use of energy-efficient appliances, repurposed materials, low-emissions fuels, and a tree-planting program that ensures ten trees are planted in California for every Verde trailer or motorhome rental. In 2022, we took the next step in the Verde journey by debuting the first all-electric production trailer. With no gasoline or diesel on board, this trailer is distinct from almost all others in the industry by ensuring there are no fumes or noise next to a production set. Powered instead by batteries, the trailer can last up to a few days without needing to be plugged in. In 2023, we will be extending and improving this line of green trailers by adding even more electrical capacity and renewable energy generation to new and refurbished old trailers.

Embodied Carbon

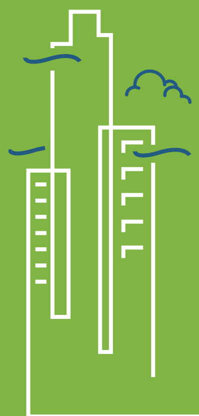
Our largest Scope 3 category is the embodied carbon associated with concrete, steel and other materials used in real estate development. We have implemented numerous programs to improve our understanding of this embodied carbon footprint and to drive reductions wherever possible. Our Sustainable Design Vision outlines ESG expectations and aspirations for all our (re)developments and major repositionings and now includes multiple criteria aimed at reducing embodied carbon, including requirements to deploy adaptive reuse whenever possible, achieve LEED certification, measure each project's embodied carbon footprint, and set project-specific embodied carbon reduction targets. Teams also ask about embodied carbon capabilities as part of the partner selection process, incorporate low-carbon principles into the initial design plans, and ask for embodied carbon data as part of the materials procurement process.

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.

More information on our **Sustainable Design Vision** can be found in the **ESG Policies** document available on our website at the following location:
https://investors.hudsonpacificproperties.com/leadership-and-governance/charters-and-policies.

SPOTLIGHT ON:

PROJECT-SPECIFIC EMBODIED CARBON TARGETS



We require all (re)developments and major repositioning projects to conduct embodied carbon baselines and to set project-specific reduction targets. We have evaluated the possibility of setting a corporate embodied carbon reduction target, but have found that project-specific targets give us more flexibility to seek the deepest embodied carbon reductions possible for each project given how much variation there can be in project scope, design, materials, construction approach and data availability. For example, at One Westside, a recent adaptive reuse project that converted a large mall in West Los Angeles into a creative office campus for Google, the project achieved an impressive 33% reduction from industry averages, largely by reusing most of the steel and concrete from the previous mall structure. Meanwhile, at Washington 1000, a current ground-up development project in Seattle, we are estimating a 14% reduction from industry averages. However, the embodied carbon intensity of Washington 1000 (~20 $kgCO_2e$/sft) is approximately three times lower than One Westside (~65 $kgCO_2e$/sft), which we believe is a function of key project and regional differences as well as discrepancies in the underlying data and methodologies. These insights reinforce the importance of groups like Owners Carbon Action Network, through which we are advocating for more industry standardization and awareness on this important topic.

CASE STUDY

GIVING MATERIALS A SECOND LIFE

Our Northern California construction team embeds sustainability in everything they do, from market-ready suites built as part of our Vacant Suite Prep program to the custom fit-out projects implemented for tenants. The team's top priority is to optimize reuse of existing materials. By working with design partners to be creative in the implementation plans for 23 key projects executed in 2022, our team was able to reuse 420 light fixtures, 127 doors and/or door frames, 3,348 square feet of glass, 25,975 square feet of wall partitions, and 259 linear feet of millwork. Wherever possible, materials that could not be reused were donated or picked up by manufacturer take-back programs. And when new materials were needed, our team selected low-carbon alternatives. For example, our new preferred carpet tile is an Interface product that is 70% recycled content with a carbon footprint of <2 kg CO_2e per square meter, a major improvement over one of our most commonly-used products previously 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 product also has zero VOCs, an easier installation system, and zero cost premium.

CASE STUDY

INNOVATING WITH LOW-CARBON MATERIALS

Burrard Exchange, a planned 450,000 square foot hybrid mass timber office and retail development at our Bentall Centre campus in downtown Vancouver, is an example of our commitment to lowering our embodied carbon footprint. At 260 feet, totaling 16 stories, the tower would be one of the tallest exposed mass timber office buildings in North America. Mass timber is emerging as a key embodied carbon solution for the built environment, as wood has a relatively low manufacturing carbon footprint compared to other materials like steel or concrete. Other sustainable features of the project include biophilic design to emphasize the wood structure, approximately 21,000 square feet of outdoor terrace and loggia space, plentiful natural light throughout enabled by floor-to-ceiling glazing, and multiple new public amenities on the ground level.

Sustainable Behavior

Other ways we strive to address Scope 3 GHG emissions beyond our direct control are by promoting sustainable behaviors among employees, customers, and visitors to our buildings. To facilitate biking to work, for example, almost all our properties offer secured bike storage with accompanying showers and lockers. Many properties also offer site-specific resources to help people get out of their cars, such as bike-share stations, shuttles, and carpool incentives. For those employees who need to drive to work, we strive to provide plentiful electric vehicle (EV) charging—at year-end 2022, more than 500 parking stalls, approximately 2% of all parking stalls across our portfolio, were supplied with EV charging. We make EV charging free to all employees at our corporate headquarters and set market-competitive rates at other properties. We promote these sustainable transportation amenities and benefits through our mobile app, employee intranet and other tenant- and employee-facing communication channels.

We also strive to maintain green office space across our corporate, regional and property management offices. Our internal HPP Office Standards outlines this commitment, including but not limited to: using LED lighting, buying ENERGY STAR certified appliances, optimizing recycled content in all paper products, striving for plastic-free kitchens, and offering composting and recycling wherever possible. Our office managers ensure employees have reusable water bottles and coffee mugs, and many emphasize plant-based offerings in our employee lunch programs. At properties where we have tenant-facing green teams, our employees share learnings and best practices with tenants who are also seeking to improve sustainability within their office operations.

Of our in-service office portfolio:

98% has secured bike storage

89% has showers and lockers

89% has EV charging

Finally, we see both water and waste as key components of our Scope 3 footprint. Our programs to address these impact areas are outlined in the next chapter.

CASE STUDY

POWERING A DECARBONIZING PRODUCTION INDUSTRY

Sunset Bronson Studios—a historic landmark with nine sound stages, 150,000 square feet of support space, and two large office buildings that serve as the Hollywood home base for Netflix—has one of the most extensive EV charging networks in our portfolio. The property currently has 39 chargers powering a total of 73 parking stalls. In 2022, the property team started exploring how to add more powerful chargers to serve the new electric production vehicles that our sustainability-focused clients are starting to use. We started by installing temporary fleet chargers in one of our staging areas and are in the process of adding two permanent Level 3 DC Fast chargers. 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 three to four 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 this infrastructure as a critical amenity that will help decarbonize the production industry and maintain the reputation of Sunset Studios as a sustainable, world-class production destination.

CASE STUDY

USING OUR PLATFORM TO PROMOTE SUSTAINABLE BEHAVIORS

In Vancouver, the Bentall Centre Green Team continuously develops creative ways to engage tenants on sustainability topics. They host frequent sustainability-themed events, including climate change lunch and learns, shoreline clean-up days, spring bulb sales, e-waste recycling days, and beekeeping and edible garden workshops with the beehives and farm beds we keep on-site at the property. They also run an annual Sustainable Action Challenge that aims to inspire and empower everyone in the Bentall Centre community to take action in their homes and workplaces. Run through the My HPP Office app, the challenge encourages participants to take three sustainable actions each month and submit photos as supporting evidence. For example, this year participants were challenged to eat plant-based meals, switch from single-use plastic to reusable items, close the blinds in the office, and ride a bike to work. Winners of each month's challenge were eligible for cash prizes worth up to $350 per month, and the overall winner across six months won the grand prize—a brand new e-bike!

Waste, Water, and Biodiversity

Our climate commitment goes beyond energy and extends to other key issues that are deeply interconnected to climate change, as well as critical environmental issues in their own right. We are striving to achieve zero waste operations and to be good water stewards across our portfolio—especially in our water-scarce California markets.

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, 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 (Scope 1, 2 and 3).

Of our in-service office portfolio:

100% has recycling

79% has composting

Some of our local jurisdictions, including San Francisco and British Columbia, have already enacted zero waste legislation, and we think others will 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.

Expectations and best practices for our zero waste program are outlined in our Zero Waste Policy and brought to life by "zero waste champions" at every property. Key initiatives rolled out by these champions in 2022 included: implementing waste audits at most properties, adding composting services at several properties that didn't have it already, improving signage, and updating property procurement practices. As a result of these initiatives, as well as some underlying methodological changes in how we collect and process waste data, we had achieved a 44% landfill diversion rate at year-end 2022, a significant increase from the 41% diversion rate we reported for 2021.

2022 Waste Performance:

44% diversion rate (full portfolio)

More information on our **Zero Waste Policy** can be found in the **ESG Policies** document available on our website at the following location: https://investors.hudsonpacificproperties.com/leadership-and-governance/charters-and-policies.

CASE STUDY

HAND-SORTING WASTE TO GET THE REAL PICTURE

We maintain a network of "zero waste champions" across our portfolio to ensure there are designated individuals implementing waste reduction initiatives at each property and maintaining compliance with our Zero Waste Policy, which among other items, requires every property to complete at least one waste audit per year. Typically, a waste audit consists of a quantitative assessment and compositional analysis of the operational waste streams collected over a typical 24-hour period, with specially-trained auditors coming on-site to hand-sort and weigh the waste to develop a snapshot perspective of the property's landfill diversion rate (pre-sort) and potential diversion rate (post-sort) that day. Because many waste haulers do not provide actual weight-based data on our invoices—instead the charges often reflect the number of pick-ups performed in a month, regardless of how much or what type of waste was in each pick-up—we see these audits as an imperative way for us to understand how we are truly progressing towards our zero-waste goal. The auditors also do site walks to identify opportunities for us to improve our bin placement, signage, bag colors, and other waste management strategies.

CASE STUDY

COLLABORATING WITH CUSTOMERS ON THE PATH TO ZERO WASTE

At the end of 2022, we were thrilled to give our annual "Biggest Loser: Waste Project" award to the zero waste champions at Sunset Gower Studios. One of the oldest and largest studio lots in Los Angeles, the 14-acre property has twelve sound stages and over 300,000 square feet of support space. The Sunset Gower team conducted a waste audit in the first half of the year and then promptly implemented the audit's top recommendations, including reorganizing dumpsters and distributing 3-stream waste bins to provide consistent and equal access to compost, recycling, and trash throughout the studio lot. The teams also added a centralized location for all hazardous waste collection, such as batteries and paint from productions, as well as a permanent e-waste drop-off site. Next the Operations and Stage Management teams started offering production clients customized zero waste support, for example, by providing rolling compost bins to reduce barriers to composting, implementing food donation programs, working together to refine waste messaging and signage, and integrating key waste information into the production onboarding process. The teams even coordinated with one tentpole production to do a deep dive analysis on catering waste during the lunchtime crew feed. We plan to do a follow-up waste audit in 2023 to measure the year-over-year impact of these zero waste efforts.

Water and Bodiversity

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.

2022 Water Performance:

39% less than 2019* (full portfolio)

3.3% more than 2021 (like-for-like porfolio)

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, installing interior leak detection sensors, replacing campus lawns with native landscaping, and implementing water recycling systems at several of our largest buildings.

Our total 2022 water consumption was 39% below our 2019 baseline, meaning we are on track to achieve our long-term target to reduce water use 50% by 2030, but when we adjust for scope-related differences and look just at our like-for-like portfolio, our 2022 water consumption was 3.3% higher than in 2021. We believe this increase is driven almost entirely by higher rates of physical occupancy in our buildings as people continued to return to the office in greater numbers after the COVID-19 pandemic. In fact, seeing this large of an increase in like-for-like water consumption despite the many water efficiency projects our teams implemented in 2022, such as a water reuse project at 1455 Market that is driving approximately 2 million gallons of savings per year, reinforces the importance of physical occupancy to the water performance of our buildings.

Of our in-service office portfolio:

100% has low-flow fixtures

89% has interior leak detection

76% has native landscaping (or 98% of properties with outdoor landscaping)

68% has interior irrigation timers (or 100% of properties with outdoor landscaping)

31% has beehives

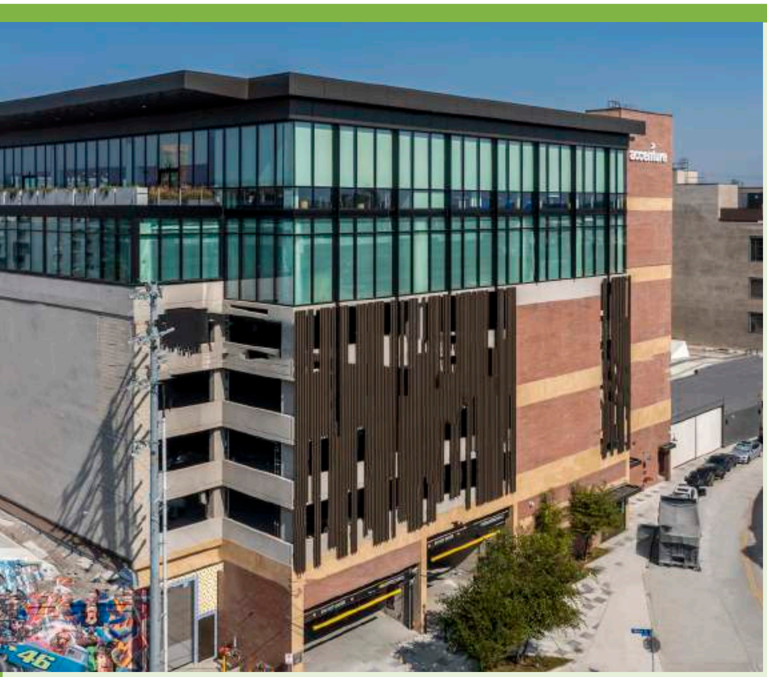
One co-benefit of our water stewardship program is our impact on local biodiversity. Many of the turf replacement and native plant projects we have implemented across the portfolio play an important role in supporting local wildlife. All LEED-certified properties have integrated pest management programs in place to minimize exposure to pesticides. Additionally, we have installed 21 beehives at 12 different properties as well as over 50 farm towers at several of our Los Angeles properties. We have also obtained Salmon-Safe certification for Washington 1000, a planned development project in Seattle.

*In alignment with the GHG Protocol, we make adjustments to our 2019 baseline 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

CASE STUDY

CAPTURING AND REUSING EXCESS WATER

When our engineers at 1455 Market faced challenges with groundwater intrusion, they identified a way to capture, treat and redirect this water into the building's cooling system as process water, rather than sending it as wastewater to the City's storm and/or sewer system. 1455 Market's water reuse system has been able to capture 5,500 gallons per day, amounting to over 5 million gallons since it came online in November 2020. With this project we are able to utilize recycled water to offset almost 15% of the potable water that was previously used for the building's cooling system. We are proud of our Chief Engineer, Matt Skelly, who was named BOMA San Francisco's 2021 Engineer of the Year due to his hard work on this project and many others that have significantly improved operational and sustainability performance at this approximately 1 million square foot property!



CASE STUDY

USING TECHNOLOGY TO ENSURE EFFICIENT WATER USE

We utilize various water monitoring technologies to track consumption, respond to leaks, and identify opportunities to minimize use. Landscaped areas feature native vegetation, drip irrigation, and reclaimed water where available, and we avoid over-watering by installing irrigation controllers that ensure watering schedules align with plants' needs and seasonal weather. To minimize water loss and damage inside our buildings, we have installed leak detection devices and water shut-off valves in all (re)development projects since 2017. We are also 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 Los Angeles properties spent $30,000 in 2022 to install leak detection that caught three leaks in the first two months, saving us an estimated $45,000 in water damage costs.

CASE STUDY

HYPER-LOCAL CANDLES AND HOT TODDIES

We currently have 21 beehives at 12 different properties across our portfolio. The bees play an important role in pollinating the urban flora surrounding our properties, and many properties offer "Meet the Beekeeper" events throughout the year where tenants can learn about beekeeping and the important role it plays in local ecosystems. They also organize "Name the Queen" contests when it is time to replace the queen bee, and work with our beekeeping partners to harvest the honey and share it with our tenants and employees at the end of the season. At our Hill7 property in Seattle, we hosted beeswax candle-making workshops and gave tenants hot toddy kits with rooftop honey as holiday gifts.

CASE STUDY

A ROOF-TO-TABLE PARTNERSHIP FOR GOOD

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 30 gardens on the roof and partner with the Westside Food Bank to hand deliver each week's harvest to homeless veterans across the street at the West Los Angeles Veterans Administration 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.

HEALTHY

Healthy Buildings, Healthy Lives

We set our properties apart by providing safe environments that promote wellness and resiliency for our employees, tenants and neighbors.

Health and Safety

We maintain a robust health and safety program, with oversight from a Safety Leadership Team consisting of our Human Resources 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. 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. In addition to these core safety resources, we maintain a library of supplemental policies, including our Earthquake Response Policy, Indoor Air Quality Policy, Green Cleaning Policy, and Water Intrusion Response Policy.

We 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.

Of our in-service office portfolio:

100% has fire life safety systems

99% has MERV-13+ air filters

68% has the mobile app

65% has earthquake sensors

31% has real-time indoor air quality quality monitoring

To ensure compliance with our safety policies, 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. We have a fire-life safety system impairment process throughout the portfolio 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 emergency situation or any 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 so that we can follow up appropriately.

Health and Safety (cont.)

Our approach to health and safety is always evolving to stay current and relevant. For example, during the COVID-19 pandemic, we developed a detailed Viral Response Plan outlining key SOPs that touched on everything from enhanced cleaning to indoor air quality. We deployed thousands of new pieces of signage, implemented hundreds of safety-focused capital improvements, upgraded to MERV-13 or higher filters at 99% of our properties, and expanded our real-time indoor air quality monitoring program. We also accelerated the roll-out of our mobile app, so that by the end of May 2020 it was operational at all our multi-tenant properties, allowing us to communicate with tenants in real-time about key safety changes and operational procedures. Collectively, these initiatives enabled us to be one of the first North American landlords to achieve Fitwel Viral Response certification over our operational response to the pandemic.

CASE STUDY

USING REAL-TIME DATA TO INFORM OUR EARTHQUAKE RESPONSE STRATEGY

Cities like San Francisco and San Jose 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 already proving useful. For example, when a 5.1 magnitude earthquake hit Northern California in August 2022, we were able to quickly review the data and conclude that the event had minimal impact on our buildings, helping us save time and resources by making the informed decision not to send engineers out for inspections.

"One of the features that I value the most is automatic notifications, because it's very reassuring to know that after an earthquake we can get a list of our properties showing what's high risk or low risk to help focus our inspection priority."
– Belinda Li, Director of Corporate Engineering & Sustainability

CASE STUDY

MAINTAINING CLEAN AND HEALTHY AIR INSIDE OUR BUILDINGS

Prevention is the most important way to manage indoor air quality, and our safety program emphasizes procedures that will avert an incident before it occurs. All properties have smoke-free policies in place and are required to adhere to the guidance laid out in our Indoor Air Quality Policy on topics like proper appliance installation, housekeeping best practices, and use of low-emitting materials. To eliminate the possibility of mold growth, we require leak detection devices and water shutoff valves in all new development and tenant improvement projects. We also have implemented a comprehensive water intrusion policy and training across the portfolio. Even with the best prevention techniques in place, however, managing air quality inside a large commercial building is a complicated exercise requiring skill and experience. Our on-site building engineers provide active heating, ventilation, and air conditioning (HVAC) during regular hours, with after-hours HVAC or additional filtration available upon request. They ensure we use MERV-13+ air filters wherever possible and adhere to a stringent preventive maintenance program that requires regular HVAC system inspection, timely replacement of worn parts, and annual filter changes at minimum. They optimize ventilation as much as environmental conditions will allow, with a goal to flush all buildings with outside air for two hours every morning. At many properties they use real-time indoor air quality monitoring to scan for and resolve issues promptly and thoroughly. These efforts have always been critical to our business, but never more so than in recent years, as the COVID-19 pandemic and increasingly severe Western wildfires have heightened tenant focus on indoor air quality. We are proud of the important work our building engineers do on this front, and plan to continue to invest in the resources they need to keep our tenants and employees healthy and safe.

Wellness and Wellbeing

Humans spend approximately 90% of their lives indoors, and the quality of our indoor environment can have a huge impact on both our physical and mental wellbeing. Most of our buildings have key wellness features like drinking water stations, healthy food, natural light, functional outdoor space, and on-site fitness centers. We continue to add new amenities like rooftop terraces and dog lounges as our tenants' needs change. Our tenant engagement platform provides extensive wellness programming, in both virtual and in-person formats. These events include fitness classes, mindfulness training, cooking classes, pet costume contests and crafting sessions. We are proud members of the Fitwel Champion network, with 40% of our in-service office portfolio square footage Fitwel-certified and a goal to increase this figure to 80% by the end of 2030.

Of our in-service office portfolio:

100% has drinking water stations

93% has functional outdoor space

58% has an on-site fitness center

40% is Fitwel-certified

In addition to promoting wellness and wellbeing among our tenants and employees, we also strive to advance wellness in our local communities. Wherever possible, we partner with retail tenants that share our vision for equitable access to fresh, healthy, affordable food—from our local food truck program at Bentall Centre in Vancouver to the famous Ferry Plaza Farmers Market at the Ferry Building in San Francisco.

CASE STUDY

FOSTERING COMMUNITY AT A MULTI-TENANT PROPERTY

Techmart, a 285,000-square foot property in Santa Clara, California, has a diverse tenant base with a range of office habits and priorities. Many are small-to-medium sized organizations without the resources to invest in their own employee engagement programs. To meet this need, the Techmart team invested in developing a holistic set of amenities and programming that help make employees excited to come into the office. At the center of the building's light-filled atrium lobby, an on-site café provides a social gathering space, while around the corner the property offers a fitness center, locker room, and secured bike storage area. The property team activates these shared spaces with frequent events and programming. In 2022, these events included outdoor yoga, a summer picnic, a blood drive, a smoothie day, a "de-stress" event, pumpkin carving at Halloween, and professional photo shoots for Mother's Day and Father's Day.

CASE STUDY

THE FERRY PLAZA FARMERS MARKET

For decades, the Ferry Building has played an anchor role in the locally sourced, organic food movement in San Francisco. Back in 1992, the Ferry Building hosted what was intended to be a one-time Ferry Plaza Harvest Market. Its success led to the establishment of a weekly California Certified Farmers Market, and in 2003, the Ferry Building debuted the Ferry Building Marketplace. Today, the Ferry Building and its merchants continue to celebrate local food culture. During the pandemic, the Ferry Building quickly adapted to safely continue to provide critical food access to the community. In addition to enhanced cleaning, face covering requirements and hands-free entries, the Ferry Building team pivoted to offer online ordering for Marketplace merchants through Mercato, and curbside pick-up/home delivery through its Farmers Market partner, Foodwise, formerly known as CUESA.

CASE STUDY

PROVIDING A SENSE OF COMMUNITY IN A HECTIC PRODUCTION ENVIRONMENT

Quixote manages seven sound stage properties serving a diverse set of clients ranging from popular TV productions to one-day commercial or photo shoots. One thing that unites many of these diverse properties is a commitment to an excellent client experience and fostering a fun and collaborative work environment. In addition to essential amenities like Wi-Fi, designated parking, and closed-set capabilities, Quixote offers coffee bars and even ping-pong tables in some cases, all in comfortable common areas that are accessible to anyone on the lot. This allows clients from multiple productions to relax, catch up with colleagues, and make new connections. Regulars know that these spaces are often bustling with conversation and laughter, and that they can be one of the best places for a young, early-career production professional to bump elbows with an established director or cinematographer. It's serendipitous moments like these that makes the now-global entertainment industry still feel like a small town.

EQUITABLE

Vibrant, Thriving Cities For All

We seek to create and cultivate communities that champion diversity and inclusivity and afford opportunity for everyone to succeed.

Diversity, equity, and inclusion (DEI)

Diverse Workforce

Our commitment to DEI starts with our own employees. We embrace and value diversity in all its forms, whether gender, age, ethnicity, sexual orientation, or cultural background, as we recognize that perspectives from a variety of backgrounds will strengthen performance and promote long-term shareholder value.

At year-end 2022, we had 885 employees across our office and studios business units, including our Quixote production services business. We are proud that our employee base represents a broad cross-section of racial and ethnic backgrounds that reflects the diverse talent available in our markets. Like many organizations, our management (Director and above) and executive management (SVP and above) teams have lower rates of traditionally under-represented groups, but one of the goals of our internal DEI program is to continue our investments in leadership development, succession planning and innovative recruitment initiatives aimed at ensuring our commitment to employee diversity and equitable representation extends to all levels of the organization.

OUR DEI COMMITMENT

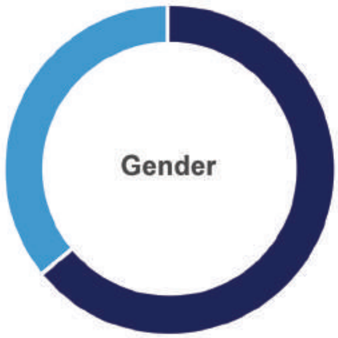
We unapologetically believe that diversity, equity, and inclusion is an evolving journey. We acknowledge the need for systemic change through self-awareness, education, and accountability. Here at Hudson Pacific Properties that means championing a deep sense of belonging for our people, and partnering with our communities, to lead the evolution of the industry through equitable access.

We commit to:

1. Boldly Championing **Belonging**
2. Engaging and Partnering with **Communities**
3. Evolving the **Industry**

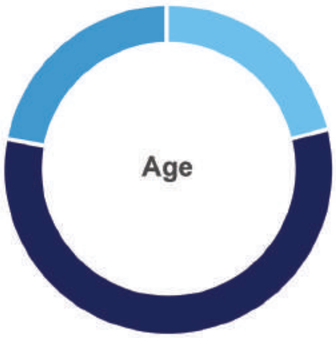
Diverse Workforce (cont.)

ALL EMPLOYEES



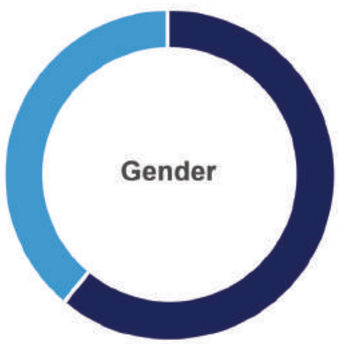
64% Male
36% Female

40% Hispanic or Latino
38% White
10% Asian
7% Black or African American
5% Two or More Races / Other



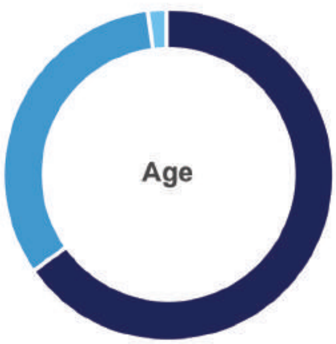
57% 30-50
22% Over 50
21% Under 30

MANAGEMENT (DIRECTOR & ABOVE)



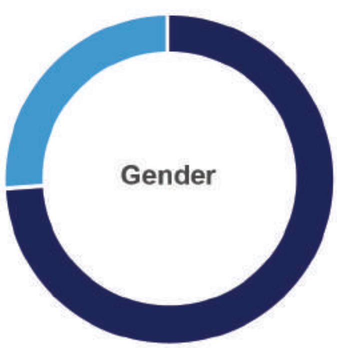
61% Male
39% Female

66% White
12% Hispanic or Latino
12% Asian
7% Two or More Races / Other
3% Black or African American



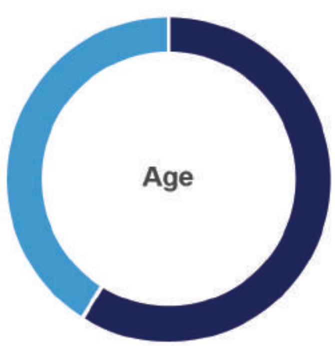
65% 30-50
33% Over 50
2% Under 30

SENIOR MANAGEMENT (SVP & ABOVE)



74% Male
26% Female

74% White
9% Asian
9% Hispanic or Latino
6% Two or More Races
3% Black or African American



59% Over 50
41% 30-50

Equitable and Inclusive Culture

We believe the full value of diversity can only be realized through equitable systems and inclusive cultures. Our DEI program— led by a VP, Diversity and Inclusion and enabled by a cross-functional, cross-regional DEI Council—includes numerous initiatives aimed at driving DEI awareness and building a culture of inclusion with structures and norms that enable everyone's contributions to be understood and recognized.

+ **DEI Training:** We require all employees to undergo foundational DEI training aimed at educating and empowering teams to build an inclusive organizational culture of trust, respect and belonging. The program introduces DEI concepts and tools in safe group environments, resulting in co-created learning and collaboration. By the end of 2022, all legacy Hudson Pacific employees had gone through the program, and training is planned for our new Quixote team members in 2023. We also maintain a DEI Learning Library that interested employees can use to go deeper in the DEI learning journey.

+ **Employee Resource Groups (ERGs):** ERGs are employee-led groups that provide a safe place for employees with similar backgrounds and shared experiences to come together, share best practices and ensure that we support each other across our communities. ERGs also advise the Company on connecting with employees, promoting career development, and increasing cross-company connections and programming. We currently have a total of four ERGs: **Asian-Pacific Islanders**, **Black Enterprise**, **Unidos**, and **Women@HPP**.

+ **Inclusive Hiring:** We use Textio, an augmented writing tool, to screen our job descriptions for biased language and Jopwell, a diverse hiring start-up, to broaden the reach of our job postings to traditionally under-represented groups. We are also a Gold Sponsor of REAP (the Real Estate Associate Program), an organization that seeks to advance DEI in the commercial real estate industry through education, mentorship, and partnerships. We partner with REAP on our "NextGEN" summer internship program and have been proud to welcome several REAP alumni back as full-time employees.

+ **Equitable Systems:** In 2022, we conducted a pay equity analysis to understand the pay differential between male and female employees at the Company. The survey's learnings form the foundation for our teams to build a strategy to achieve true pay equity across gender lines. This important work has earned Hudson Pacific recognition on Bloomberg's 2023 Gender-Equality Index (GEI), confirming that the Company has scored above Bloomberg's GEI Score threshold for measuring and reporting gender data.

+ **Feedback and Accountability:** As part of Hudson Pacific's commitment to creating an equitable workplace where everyone feels valued, the Company conducts an annual engagement survey to ensure we allow all voices to be heard. A dedicated section of Hudson Pacific's engagement survey focuses on DEI, which is used to measure employee sentiment and ensure we continue to improve our performance in this area over time.

CASE STUDY

BUILDING A COMMON DEI UNDERSTANDING ACROSS OUR CULTURE

We implemented an in-depth cohort-based DEI training program in 2020 aimed at educating and empowering teams to build an inclusive organizational culture of trust, respect and belonging. The program consisted of five 2-hour sessions, with an optional sixth session, all led by independent third-party facilitators. We launched this initiative by thoughtfully designing two diverse cohorts as pilot groups, and from that feedback we modified and altered the program to be as effective and meaningful as possible. For example, initial participants suggested that we speak directly to the historic US real estate policies that disenfranchised certain groups and led to systemic inequality, so we added that history into the program. We also invited senior leaders to join the first session of each new cohort to demonstrate the Company's commitment to DEI and share their own personal learnings from participation in the program. The goal for this training program was to provide all employees with a foundation in key DEI topics and provide a common language and understanding of DEI concepts and tools in safe group environments. By year end 2022, the program had engaged a total of 359 employees, including our entire senior leadership team.

Supplier Diversity

Supplier diversity is a key component of our supplier engagement program (see Supply Chain Management section of this report for more information on our broader supplier engagement program).

Our initial priority was to build a data baseline that enables us to understand how much of our own spend goes to diverse businesses. We did direct outreach to understand the diversity status of all critical Tier 1 suppliers identified by our supplier engagement program and adjusted our vendor set-up process to ensure we track the diversity status of every new vendor, regardless of contract size. We have thousands of vendors in our system, so to date we have collected the diversity status of just 10% of vendors in our system. Based on this information, we estimate that less than 5% of our spend is currently going to diverse businesses.

OUR DEFINITION OF A DIVERSE BUSINESS

HPP considers a vendor to be diverse if it is at least 51% owned, operated and controlled by individuals or organizations that fall into one or more of the following categories:

1. Minority Business Enterprise (MBE) with the following subcategories: Asian-Indian, Asian-Pacific, Black, Hispanic, Native American
2. Women Owned Business Enterprise (WBE)
3. Veteran Owned Business Enterprise (VET)
4. Service Disabled Veteran Business (SDV)
5. Disabled Owner Business
6. Small Business Enterprise (SBE)
7. Lesbian, Gay, Bisexual, and/or Transgender (LGBT)

To increase our use of diverse businesses, we decided to focus on our development pipeline, where most of our spend occurs. Because many large construction and development organizations—general contractors, for example—have sophisticated supplier diversity programs focused on their own supply chain, which we consider our Tier 2+ suppliers, we decided to set a supplier diversity target aimed specifically at our development pipeline, but inclusive of both Tier 1 and Tier 2+ vendors. Our official target is for 15% of vendors and sub-contractors on-site at our (re)development and major repositioning projects to be with diverse and/or local businesses. So far, all our projects are already meeting or exceeding this target. For example, at our recently completed One Westside project, our general contractor directed over 20% of the total trade work to diverse and/or local vendors, and at our in-progress Washington 1000 project, our general contractor is on track to direct over 70% of the total trade work to diverse and/or local vendors.

Industry Engagement

We are working to do our part to make our industry and communities more diverse, equitable and inclusive. We participate in Nareit's Dividends Through Diversity, Equity and Inclusion CEO Council and have joined more than 900 companies in signing the CEO Action for Diversity and Inclusion, which outlines a specific set of actions companies will take to cultivate a trusting environment where all ideas are welcomed, and employees feel comfortable and empowered to discuss diversity and inclusion. We have a long history of providing financial support to initiatives aimed at diversifying the commercial real estate industry, like REAP and Commercial Real Estate Women (CREW), and in 2022 our Sunset Studios business launched a $300,000 partnership with Ghetto Film School, an organization that aims to help a more diverse generation of young talent thrive in the creative and media industries.

CASE STUDY

SUPPORTING THE NEXT GENERATION OF STORYTELLERS

The Ghetto Film School is a nonprofit that offers educational programs and early career support free of cost to youth who are traditionally underrepresented in media, with the goal of developing their storytelling skills and creating meaningful job opportunities in creative industries. In 2022, our Sunset Studios business, in partnership with Blackstone, pledged a three-year, $300,000 donation to cover the cost for four Ghetto Film School students to go through the Sunset Studios Fellowship program, which includes everything from tuition to travel expenses to actual film making experience. Part of the experience will include unique access to our Sunset Studios lots and customized mentorship from the talented teams working there. This win-win strategy engages our employees while leveraging our financial resources, physical assets, and professional expertise to help advance diversity in the production industry.

Community Impact

Charitable Giving and Impact Investing

Our real estate portfolio consists of the most attractive markets for creative media and tech companies on the West Coast. This includes neighborhoods like the Arts District and Hollywood in Los Angeles, SoMa and Mid-Market in San Francisco, Pioneer Square and Denny Triangle in Seattle and the central business district in Vancouver. These neighborhoods are vibrant and exciting places for our tenants, but they are also navigating difficult social challenges including gentrification, affordability and homelessness. As a major landlord in these communities, we have a responsibility to find solutions to these challenges, and we strive to be creative in how we mobilize resources and facilitate innovation for the social good.

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 2022 we exceeded this goal by donating approximately $1 million, or 7% of net earnings, to charitable causes. We also successfully directed over 70% of this charitable giving to organizations advancing our strategic Better Blueprint priorities of sustainability, health, and equity.

Homelessness is the top priority of our community impact program, given how acute this crisis is in most of our communities, and in 2021 we pledged to invest $20 million over five years 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 $8 million towards this goal by:

+ Investing $6 million with SDS Capital Group's SDS Supportive Housing Fund, which is on track to complete 1800 units of permanent, supportive housing three times as fast and at less than half the average per-unit cost in California. As of year-end 2022, the fund had eight projects underway across South Los Angeles and the East Bay region of the San Francisco Bay Area.

+ 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 and oldest organizations on Skid Row in downtown Los Angeles providing vital emergency and long-term services to adults and children experiencing homelessness. Our donation supported the building of Angeles House, a 72,000-square-foot family center that provides 370 beds for single women, parents and children, along with mental health services, medical and dental care, day care, and case management.

+ Donating a cumulative total of over $1 million since 2020 to various organizations addressing homelessness in our core markets, including: Hollywood 4WRD and The Center in Hollywood in Los Angeles, People Assisting The Homeless and North Beach Citizens in the San Francisco Bay Area, Wellspring Family Services and Bread of Life in Seattle, and Covenant House and Mackie's Place in Vancouver.

More information on our **Charitable Giving Policy** can be found in the **ESG Policies** document available on our website at the following location: https://investors.hudsonpacificproperties.com/leadership-and-governance/charters-and-policies.

CASE STUDY

SERVING THOSE WHO SERVED OUR COUNTRY

In December 2021, we announced a $1 million donation to U.S. VETS, a non-profit spearheading the development of the nation's largest veteran housing community directly across the street from our headquarters at the West Los Angeles VA campus. The project will ultimately create more than 1,600 units of supportive housing and services, including a career center, transit plaza, mental health and substance abuse treatment, kitchen, gardens, and athletic and social spaces. The neighborhood will house more than 2,000 veterans and their families and offer services and programs to veterans across Los Angeles County. Our pledge, which will be delivered over five years, includes a $500,000 monetary donation and a $500,000 in-kind contribution, which so far has included the provision of free office space at our headquarters building, the donation of over 10 tons of fresh produce from our rooftop farm towers, and over 120 hours of cost estimation support from our development team.

CASE STUDY

INVESTING IN INNOVATION AND OUT-OF-THE-BOX THINKING

SDS Capital Group, a Los Angeles-based impact investing firm, has established a highly innovative approach to building permanent, supportive housing for individuals experiencing homelessness. Like many groups in the affordable housing industry, SDS Capital finances new ground-up projects ranging in size from 40 to 100 units, with each one-bedroom apartment averaging 500 square feet and accompanied by on-site amenities and support services. However, whereas it is not uncommon for supportive housing developers to pursue up to a dozen funding sources to capitalize their projects, the first-of-its-kind SDS Supportive Housing Fund, in which we are a founding investor, is designed to serve as the sole source of capital on each project. This model dramatically streamlines the financing process, cutting administrative costs and speeding up the process, while also allowing construction to proceed without any public-sector subsidy. The results speak for themselves—while currently it takes an average of six years and costs over $500,000 to build one unit of supportive housing in Los Angeles (in the San Francisco Bay Area, the per unit cost exceeds $700,000), the SDS model delivers each unit in an average of two years and at an average cost of $225,000 per unit.

Giving Drives and 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 51 unique events across our core markets in 2022, and our employees provided over 1,400 volunteering hours, approximately 3.6 hours per FTE. Additionally, our employees took 400 hours of paid time off to volunteer for organizations they care about personally. While this is more volunteering than we have done in any recent year, our employee count jumped significantly in 2022 with the acquisition of Quixote Studios, so our normalized volunteering rate dropped from 4.6 hours per full-time employee (FTE) to approximately 2 hours per FTE.

Organizations supported through our community impact program in 2022:

Los Angeles	San Francisco Bay Area	Seattle / Vancouver
American Red Cross	All Tied Up	Bread of Life Mission
Assistance League of LA	Antoine's Cookies Shop	Canadian Mental Health Association
Empowering Latino Futures	Boys & Girls Club SF	Covenant House
Extraordinary Families	Boys & Girls Mission Clubhouse	Downtown Eastside Women's Clinic
Habitat for Humanity	Family Giving Tree	Great Canadian Shoreline Cleanup
Hope in a Suitcase	Habitat for Humanity	Greater Vancouver Food Bank
LA Regional Food Bank	Meals on Wheels SF	Habitat for Humanity
LAUSD Student Support Services: Homeless Education Office	People Assisting the Homeless	Rainier Scholars
People Assisting the Homeless	Second Harvest Food Bank	Ronald McDonald House
Ronald McDonald House	Toys for Tots	Wellspring Family Services
School on Wheels		

CASE STUDY

INTERNAL PARTNERSHIPS FOR THE GREATER GOOD

The local champions who spearhead our community impact program implement giving drives and volunteering events on a quarterly basis and often join forces to implement a company-wide campaign. For Black History Month in 2022, the Hudson Helps and Sunset Serves champions partnered with our Black Enterprise ERG to facilitate a company-wide giving drive to support All Tied Up, a mentoring program that works to promote positive outcomes in underserved boys of color between the ages of 13-21. They also partnered with our Asian-Pacific Islander ERG to participate in a Lunar New Year 5K/10K run to support San Francisco's Chinatown YMCA and with our Unidos ERG to collect books for Empowering Latino Futures, an organization dedicated to removing barriers to educational and professional success for Latinos, Latinas, and other underserved communities. These cross-regional, cross-functional collaborations are valuable ways we bring both our volunteering and DEI initiatives to life.

CASE STUDY

DONNING HARD HATS WITH HABITAT FOR HUMANITY

Habitat for Humanity is an important organization working to develop affordable housing in all our markets, and in 2022, all five of our regions implemented an all-volunteer Habitat for Humanity build day. The Vancouver team volunteered at a site in Mission, approximately 70 kilometers east of the central business district, that is developing 19 town homes for low-to-middle income families, and the Seattle team helped to build six homes in North Bend, Washington. The Northern California team pitched in at an urban infill project building eight homes on one lot in the Diamond Heights neighborhood of San Francisco, while the Southern California and Sunset Studios teams each spent a day slinging hammers at an eight-home project in South Los Angeles. Collectively, 85 employees spent a total of 569 hours volunteering their time and expertise for this important organization.

GOVERNANCE

We view sound management and corporate governance as essential to creating and preserving shareholder value as well as to delivering on our Better Blueprint objectives.

Human Capital Management

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

+ Multiple medical plans that offer 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
+ Dental plan that offers full or partial coverage for: preventive services, basic services, major services, and orthodontia
+ Vision plan that offers full or partial coverage for: exams, glasses, and contact lenses
+ Multiple flexible spending accounts (FSAs) for health care expenses
+ Basic life / accidental death and dismemberment insurance, with supplemental options available through the same provider
+ 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
+ Retirement plan with 401(k) 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 abundant collaboration areas
+ Free or highly subsidized fitness centers at some properties
+ Employee referral bonus program
+ Paid summer internship program
+ Professional development program
+ DEI and Employee Resource Group program (see previous sections for more information)
+ Charitable giving program, with generous employee match (see previous sections for more information)

At Hudson Pacific, we listen to the priorities and concerns of our employees, as we know that comprehensive feedback makes us stronger as an organization. Our leaders strive to demonstrate an "open door policy" and employees are invited to participate in calls with our CEO and other members of executive management, regional town halls, and periodic employee appreciation events.

Human Capital Management (cont.)

We also conduct an annual engagement survey to ensure we give all voices an equal opportunity to be heard. The 2022 survey had an 88% response rate and was followed by team discussions about results, including both strengths and opportunities for improvement.

We also aim to foster both personal and professional growth for employees at all levels of the organization. In 2022, our training and development initiatives included:

+ Annual performance development reviews for all employees (except the CEO), optional mid-year check-ins, and 360-degree reviews and 1:1 executive coaching for key leaders
+ 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
+ In-depth cohort-based DEI training, facilitated by a third-party consulting firm
+ Off the Cuff, a webinar series designed to inspire and inform employees with access to leading figures across industries related to our business.
+ 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
+ Hudson University, a multi-session orientation and training program during which new hires meet each other, learn the history of the Company and discuss our culture, and hear directly from our CEO, President and senior team.
+ Foundations of Leadership, an interactive, cohort-based leadership development program for newer leaders focused on providing business insight and fostering leadership skills
+ Engaging Your Full Potential, an interactive, cohort-based, six-month leadership development program for more experienced leaders who are poised to have a significant impact on the organization.

We delivered over 3,000 hours of training through these programs in 2022, almost 3.5 hours per FTE.

CASE STUDY

BUILDING A COHESIVE CULTURE FROM DAY ONE

Our onboarding process begins with a 1:1 welcome call followed by a virtual session held quarterly where new hires receive an introduction on our Company culture, a high-level overview of Hudson Pacific and the opportunity to meet other new hires from across the organization. Three times a year, we welcome our new employees to Hudson U, an orientation and training program designed to engage new hires and connect them to our culture as well as the foundations and strategic direction of our business. New hires from across the Company come together to better understand how they contribute to the larger Hudson Pacific team and get to know our leaders in a new way. Our senior executives, including Hudson Pacific's CEO, present on topics such as: the Hudson Pacific Story; Collaboration and How We All Support Each Other; Our REIT Status; Sunset Studios Portfolio; Better Blueprint Initiatives; and Our Culture and Values. Each leader engages in post-presentation Q&A that leads to conversations about career path and leadership in addition to business topics. This program empowers employees to build relationships that extend beyond their own teams from the beginning of their employment. According to feedback, attendees find the time engaging, inspiring, and typically comment afterwards how it was great to see our culture come to life. On average, new hires rate Hudson U as 4.6 out of 5.

CASE STUDY

INVESTING IN OUR FUTURE LEADERS

In addition to traditional employee development programs like annual performance reviews and role-specific training programs, we offer two customized leadership development programs for leaders at all levels of the organization. Foundations of Leadership is an interactive, instructor-led program designed for newer leaders who have been selected through an application and interview process. The six-month program includes thoughtful assignments and group learning exercises designed to cultivate self-awareness, leadership skills and business knowledge of these newer leaders. Engaging Your Full Potential is a similar program for more experienced leaders who are poised to have a significant impact on the organization. Participants in both programs have provided overwhelmingly positive feedback, attributing the programs with fostering learning and relationships that have helped them become more effective at work.

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 2022, HPP made a total of $2.1 million 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 2022.

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 Task Force on Climate-related Financial Disclosure (TCFD). We have included insight on how we address TCFD priorities—governance, risk management, strategy, and metrics and targets—throughout this report, as summarized in the TCFD reference guide in Appendix A.

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

Category	Risks	Timeframe	Exposure
Physical Risk: Wildfires[1]	Higher operating costs to mitigate poor air quality during wildfires	Short-to-medium term (0-5 years)	Entire portfolio
Physical Risk: Severe storms, flooding and sea level rise[2]	Higher energy costs as utilities pass through to the customer their own higher operating costs Power grid limitations and interruptions Critical infrastructure and public transit interruptions Higher property insurance costs Increased cost and complexity of physical risk mitigation measures	Short-to-medium term (0-5 years)	Entire portfolio
Physical Risk: Extreme heat and drought[3]	Higher energy costs to accommodate greater cooling needs Higher water costs as utilities use pricing to manage supply limitations Reduced demand for our real estate 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 energy efficiency, building decarbonization and/or emissions-reporting regulations Higher material costs as suppliers pass through to the customer their own higher operating costs Higher energy costs as utilities pass through to the customer their own higher operating costs OR as properties are required to switch to green power Potential penalties for exceeding carbon tax or equivalent building decarbonization regulations	Short-to-medium term (0-5 years)	Entire portfolio

SPOTLIGHT ON:
OUR APPROACH TO CLIMATE RISK (CONT.)

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

Category	Opportunities	Timeframe	Exposure
Transition Opportunity: Decarbonization regulations	Lower operating costs due to energy efficiency and water efficiency measures at our properties	Short-to-medium term (0-5 years)	Entire portfolio
	Lower compliance costs and/or penalties relative to peers who are exposed to similar energy efficiency, building decarbonizations and/or emissions-reporting regulations		
	New or increased revenue from renewable energy, energy storage, EV charging and/or energy efficiency incentive programs		
Transition Opportunity: Market trends	Increased tenant demand for our real estate as companies seek green buildings	Short-to-medium term (0-5 years)	Entire portfolio
	Increased investor demand as investors seek sustainable companies for ESG funds and JV partnerships		
	Better ability to secure entitlements and support for key local issues due to reputation as a sustainability leader		
	Better ability to attract, retain and engage talent as employees seek sustainable employers		

1. We do not believe there is material risk of direct wildfire damage to our portfolio due to our focus on urban locations and our extensive fire protection measures.
2. We do not believe there is material risk of direct damage to our portfolio from storms, flooding or sea level rise due to our extensive storm hardening, flood mitigation, and back-up emergency power measures.
3. We do not believe there is material risk of physical water shortage at our properties since our water comes from major utilities with long-term supply plans in place and commercial real estate is not a water-intense business.
4. We do not believe there is material risk of any health or safety incident at our properties due to our extensive health and safety program, including but not limited to our COVID-19 pandemic response program.

To understand the potential implications of these risks on our business, we completed a climate risk assessment modeling the worst-case financial impacts of three scenarios: a prolonged period of bad air quality due to wildfires, a portfolio-wide requirement to enroll in local green power plans, and a carbon tax on all our operational buildings. All three 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 with cost implications ranging from $0.06/sft to $0.68/sft prior to recoveries, 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. More information on this assessment is available in our annual, publicly-available CDP response.

Supply Chain Management

We understand that our commitment to ethics and compliance, risk management and ESG 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, vendor diversity and inclusion, 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 31 critical Tier 1 suppliers that collectively comprised 51% of our total spend over the last four 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 ESG strategy for the supply chain:

1. GHG emissions disclosure: Our first vendor-related ESG goal is for 100% of our critical Tier 1 suppliers to report Scope 1 and 2 GHG emissions publicly by 2025. Currently only 19% of our critical Tier 1 suppliers (6 of 31) measure and disclosure their Scope 1 and 2 GHG emissions via CDP or other channels, but we know through our direct outreach to these organizations that many more are planning to do so in the coming years. We plan to continue engaging with our critical Tier 1 suppliers on this topic as we work towards our 2025 target.

2. Supplier diversity: None of our 31 critical Tier 1 suppliers are certified diverse-owned businesses, but after reviewing the results of our initial vendor assessment, we recognized that most of these organizations support our development pipeline, where the bulk of our spend occurs. We also knew that most large construction and development organizations—general contractors, for example—have sophisticated supplier diversity programs focused on their own supply chain, which we consider our Tier 2+ suppliers. As a result, we decided to set a supplier diversity target aimed specifically at our development pipeline, but inclusive of both Tier 1 and Tier 2+ vendors. Our official target is for 15% of vendors and sub-contractors on-site at our (re)development and major repositioning projects to be with diverse and/or local businesses. Early indications are that many of our projects are already meeting or exceeding this target (see Supplier Diversity section of this report for more information).

Finally, because we ultimately aim to drive these ESG priorities throughout our vendor base, we have also updated our vendor acceptance process to track key ESG information—namely, GHG emissions disclosure and diversity status—for all new vendors.

More information on our **Vendor Code of Conduct** can be found on our website at the following location:
https://investors.hudsonpacificproperties.com/leadership-and-governance/charters-and-policies.

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. We view increasing diversity at the board level as essential to maintaining our competitive advantage and supporting the attainment of our strategic objectives. 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. Several years ago, the committee identified a need to identify qualified female candidates for appointment. We have since added three independent female directors to our board, and Hudson Pacific was recognized as a Winning "W" company by 2020 Women on Boards (2020WOB). In addition, the Company is striving to achieve other types of diversity, namely of underrepresented communities; we currently have three directors who fall into this category, positioning the Company ahead of most of its peers in diversity on boards. 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.

ESG Integration and Governance

We strive to embed ESG 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 ESG 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 ESG 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 ESG 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 ESG criteria into the acquisition process through property condition assessments, phase 1 environmental site assessments, and our customized ESG Due Diligence Checklist which we use to screen for key ESG 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 ESG 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. Our independent board member, Christy Haubegger, serves as Chairwoman.

ESG Integration and Governance (cont.)

For the past four years, as part of a strategy to incentivize ESG excellence at all levels of leadership, we have integrated key Better Blueprint objectives into our executive pay framework. Specifically, in 2022, we included LEED and Fitwel targets as part of the framework used to establish the cash bonus program for executives as well as annual Performance Units (PSU) package awarded to our Named Executive Officers. Together, these targets accounted for 10% of the total PSU award package.

Day-to-day leadership and implementation of our Better Blueprint is the responsibility of our SVP, Innovation, Sustainability and Social Impact. This individual reports to our Chairman and CEO, Victor Coleman, and is a member of our ESG Leadership team, a group of senior executives from Engineering/Operations, Human Resources, Legal, and Investor Relations that meet regularly to guide our ESG strategy and progress. The SVP, Innovation, Sustainability and Social Impact also meets bi-annually with two cross-functional, cross-regional councils—the Sustainability Council and the DEI Council—to execute key initiatives and continue to evolve the Better Blueprint program.

CASE STUDY

RECOGNIZING AND REWARDING GREAT PERFORMANCE

Our fourth annual Better Blueprint Awards program showcases and recognizes property teams across our portfolio that that go above and beyond to drive ESG initiatives at their properties. In 2022, we recognized teams for their unwavering efforts to further sustainable operations, implement innovative technologies, and engage tenants in a virtual world. 2022 winners included:

+ Biggest "Loser:" Energy Project – Metro Center
+ Biggest "Loser:" Water Project – 1455 Market
+ Biggest "Loser:" Waste Project – Sunset Gower Studios
+ Best Tenant/Community Engagement Story – Bentall Centre
+ Best Innovation Story – 505 First
+ Best Better Blueprint Action Plan – 875 Howard

As part of the Awards program, teams are asked to submit Better Blueprint Action Plans detailing completed and planned ESG 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 ESG efforts at the property level.

APPENDICES

Appendix A: Data Tables

Financial and Operational Data	Entire Organization[1]		
FINANCIAL PERFORMANCE	2020	2021	2022
Revenues (thousands USD)	$804,965	$896,835	$1,026,224
Net income attributable to common stockholders (thousands USD)	$383	$6,064	($56,499)
Funds from operations (FFO) attributable to common stockholders and unitholders (thousands USD)	$283,638	$293,686	$270,423
FFO per common stock/unit—diluted	$1.84	$1.92	$1.86
OPERATIONAL PERFORMANCE			
Total number of properties	64	66	64
Office properties	53	54	52
Studio properties	3	4	5
Land properties	8	8	7
Total portfolio square feet	19,962,414	20,188,840	20,966,082
Office properties	15,550,750	15,769,031	15,850,233
Studio properties	1,224,403	1,465,403	1,532,260
Land properties	3,187,261	2,954,406	3,583,589
In-service office portfolio square feet	14,530,261	14,746,779	14,649,221
Percent of in-service portfolio leased	93.5%	92.8%	89.7%
Percent of in-service portfolio occupied	92.7%	91.8%	88%
Annualized base rent per square foot for in-service office portfolio	$49.33	$51.85	$54.43
ESG ATTRIBUTES ACROSS THE PORTFOLIO			
Percent of portfolio that is 100% carbon neutral in operations[1]	100%	100%	100%
Percent of portfolio that uses 100% renewable electricity[1]	100%	100%	100%
Percent of office portfolio that is LEED certified[2,4]	80%	82%	90%
Percent of office portfolio that is ENERGY STAR certified[2]	71%	71%	72%
Percent of office portfolio that is Fitwel certified[2,4]	23%	33%	40%
Percent of office portfolio with functional outdoor space[2]	0.88	90%	93%
Percent of office portfolio with on-site fitness centers[2]	59%	62%	58%
Percent of office portfolio served by bike storage[2]	97%	97%	98%
Percent of office portfolio with showers and/or lockers[2]	84%	87%	89%
Percent of office portfolio with recycling services[2]	100%	100%	100%
Percent of office portfolio with composting services[2]	73%	74%	79%
Percent of office portfolio with low-flow fixtures[2]	88%	88%	100%
Percent of office portfolio with interior leak detection sensors[2]	0.45	42%	89%
Percent of office portfolio using native vegetation in outdoor landscaping[3]	86%	87%	98%
Percent of office portfolio using irrigation timers for outdoor landscaping[3]	1	100%	100%

1. Data covers 100% of HPP's business during the relevant reporting period. For all three periods reported in the table, data reflects HPP's entire operational 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). Additionally, data for the 2022 reporting period also reflects HPP's production services business.
2. As a percentage of HPP's in-service office real estate portfolio, by square footage.
3. As a percentage of HPP's in-service office real estate portfolio, by square footage, with outdoor landscaping.
4. 2022 data (entire organization, not like-for-like) included in the third-party limited assurance provided by Ernst & Young.

Appendix A: Data Tables (cont.)

Environmental Data	Entire Organization[1]			Like-for-like properties[2]	
	2020	2021	2022	2021	2022
DATA COVERAGE					
Size of portfolio covered by the data (sq. ft)	15,754,664	15,906,579	16,089,232	15,170,233	15,170,233
ENERGY CONSUMPTION[3]					
Fuels (MWh)[4]	52,082	49,916	61,197	48,786	49,713
Natural gas used at owned real estate assets (MWh)	52,082	49,916	50,377	48,786	49,713
Diesel used in back-up generators at owned real estate assets (MWh)	--	--	1,719	--	--
Fuel used by employees/contractors operating our owned production services vehicles (MWh)	--	--	9,102	--	--
Electricity (MWh)	179,467	182,678	181,292	175,104	169,692
Total energy consumption (MWh)[11]	231,549	232,595	242,489	223,890	219,405
Energy intensity of the real estate portfolio (MWh/sq. ft)	0.0147	0.0146	0.0144	0.0148	0.0145
GHG EMISSIONS[3]					
Scope 1 emissions (mtCO2e)[5,7,11]	9,440	9,048	13,737	8,843	9,024
Natural gas used at owned real estate assets (mtCO2e)	9,440	9,048	9,144	8,843	9,024
Diesel used in back-up generators at owned real estate assets (mtCO2e)	--	--	435	--	--
Refrigerant leakage at owned real estate assets (mtCO2e)	--	--	2,059	--	--
Fuel used by employees/contractors operating our owned production services vehicles (mtCO2e)	--	--	2,099	--	--
Scope 2 emissions - location-based (mtCO2e)[6,7,11]	41,039	40,473	42,677	38,576	39,760
Scope 2 emissions - market-based (mtCO2e)[6,7,11]	0	0	0	0	0
Total gross/absolute emissions (mtCO2e)[8]	50,479	49,520	56,414	47,419	48,784
Total net emissions from operations (mtCO2e)[9,11]	0	0	0	0	0
Absolute GHG intensity of the real estate portfolio (mtCO2e/sq. ft)	0.0032	0.0031	0.0035	0.0031	0.0032
Net GHG intensity of the real estate portfolio (mtCO2e/sq. ft)	0	0	0	0	0
Scope 3 emissions (mtCO2e)[7,10]	--	297,860	300,820	--	--
WATER WITHDRAWALS[3]					
Water withdrawals (kgal)[11]	188,363	176,537	193,531	170,978	176,537
WASTE[3]					
Landfill Diversion Rate[11]	-- --	41%	44%	41%	44%

Appendix A: Data Tables (cont.)

1. Data covers 100% of HPP's business during the relevant reporting period. For all three periods reported in the table, data covers HPP's entire operational 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). 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. For properties acquired or disposed of during the reporting period, data has been adjusted to reflect only the period of ownership. Additionally, the 2022 reporting period also includes data for HPP's production services business; full-year data is included for Star Waggons and Zio Studio Services, which HPP acquired in late 2021, and partial-year data is included for Quixote Studios, which HPP acquired in September 2022. The production services business has two types of assets: (1) fleet assets including trucks, motorhomes, trailers, generators, lighting, and other equipment rented by production clients, and (2) real estate assets including warehouses, offices, parking lots, and other support space. 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 (note: while "out of scope" data 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 (2022 and 2021).
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 (note: historically HPP data reflected 100% of unconsolidated joint ventures so 2020 and 2021 figures have been adjusted from prior disclosures to reflect this change in methodology, which aligns with the GHG Protocol's financial control approach).
4. For all three periods reported in the table, fuels data reflects natural gas used for heating HPP's operational real estate portfolio. For the 2022 reporting period, data also includes diesel used in back-up generators at HPP's operational real estate portfolio (this source was assumed to be immaterial prior to 2022) as well as diesel, gasoline, and propane used by HPP employees/contractors operating vehicles owned by HPP's production services business.
5. For all three periods reported in the table, Scope 1 GHG data reflects GHG emissions associated with natural gas used for heating HPP's operational real estate portfolio. For the 2022 reporting period, data also includes GHG emissions associated with diesel used in back-up generators and refrigerant leakage from air conditioning equipment at HPP's operational real estate portfolio (these sources were assumed to be immaterial prior to 2022) 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. For all three periods reported in the table, 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 (inclusive of all offsetting instruments).
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. The 2022 reporting period also includes Category 8: Upstream Leased Assets (i.e. direct and indirect GHG emissions occurring at real estate assets leased from third parties, which is the typical structure for the production services business) and Category 13: Downstream Leased Assets (i.e. diesel used by customers operating vehicles owned by HPP's production services business).
11. 2022 data (entire organization, not like-for-like) included in the third-party limited assurance provided by Ernst & Young.

Appendix A: Data Tables (cont.)

Social Data	Entire Organization[1]		
	2020	2021	2022
DIVERSITY, EQUITY & INCLUSION			
Total number of board members	11	10	10
% male	73%	70%	70%
% female	27%	30%	30%
% African American/Black	--	10%	10%
% Asian	--	10%	10%
% Caucasian/White	--	70%	70%
% Hispanic/Latino	--	10%	10%
Total number of employees	375	383	885
% male	43%	44%	64%
% female	57%	56%	36%
% under 30	15%	8%	21%
% 30-50	62%	69%	57%
% over 50	23%	23%	22%
% African American/Black	7%	9%	7%
% Asian	15%	17%	10%
% Caucasian/White	53%	50%	38%
% Hispanic/Latino	17%	17%	40%
% Two or more races	7%	7%	5%
Total number of employees (Director-level and above)	91	87	137
% male	58%	60%	61%
% female	42%	40%	39%
% under 30	0%	0%	2%
% 30-50	66%	62%	65%
% over 50	34%	38%	33%
% African American/Black	3%	5%	3%
% Asian	11%	11%	12%
% Caucasian/White	76%	72%	66%
% Hispanic/Latino	4%	6%	12%
% Two or more races	5%	6%	7%
HUMAN CAPITAL MANAGEMENT			
Turnover rate (entire organization)	11%	19%	18%
Training hours per employee	12.1	18.6	3.4

Appendix A: Data Tables (cont.)

Social Data	Entire Organization[1]		
	2020	2021	2022
CHARITABLE GIVING			
Total amount of charitable giving (USD)2	$1,033,901	$1,190,244	$1,041,331
Giving as a % of net earnings, adjusted for gains and impairment losses (USD)	5%	3%	7%
Volunteering hours per FTE	--	4.6	2.0

1. Data covers 100% of HPP's business during the relevant reporting period. All three reporting periods include data for the Hudson Pacific real estate business. The 2022 reporting period also includes data for HPP's production services business; full-year data is included for Star Waggons and Zio Studio Services, which HPP acquired in late 2021, and partial-year data is included for Quixote Studios, which HPP acquired in September 2022.
2. 2022 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: "CR Report" refers to this document, our Corporate Responsibility report for the performance year ended December 31, 2022. "Annual Report" refers to our Form 10-K filed with the U.S. Securities and Exchange Commission for the fiscal year ended December 31, 2022. "Supplemental" refers to our Supplemental Information (Q4 2022) report. "Proxy" refers to our 2023 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	7-9
102-3	Location of organization's headquarters	Annual Report	Part I, Item 1. Business	9
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	9
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	7-9
102-7	Scale of the reporting organization	Annual Report	Part I, Item 1. Business	9
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 CR Report	Part I, Item 1. Business Appendix A: Data Tables	13 71-72
102-9	Describe the organization's supply chain	CR Report	Introduction: About this Report	15
102-10	Significant changes regarding the organization's size, structure, ownership or its supply chain	Annual Report	Part I, Item 1. Business	39
102-11	Whether and how the organization applies the precautionary approach or principle	CR Report	Sustainable: Minimizing our Footprint	16
102-12	List externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or endorses	CR Report	Introduction: About this Report	15
102-13	Memberships in industry or other associations, and national or international advocacy organizations	CR Report	Introduction: Memberships & Awards	12

Appendix B: Reference Tables (cont.)

2. STRATEGY				
102-14	Statement from the most senior decision-maker of the organization	CR Report	A Letter to Hudson Pacific's Stakeholders	**3**
102-15	Description of key impacts, risks and opportunities	CR Report	Introduction: Better Blueprint	**5-6**
3. ETHICS AND INTEGRITY				
102-16	Describe the organization's values, principles, standards and norms of behavior	Code of Conduct	Honest and Ethical Conduct	**4**
		Human Rights Policy	Entire document	**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.	Proxy	Corporate Governance	**27-38**
		CR Report	Governance: Corporate Governance	**64**
			Governance: ESG Integration and Governance	**65-66**
5. STAKEHOLDER ENGAGEMENT				
102-40	List of stakeholder groups engaged by the organization	CR Report	Introduction: Better Blueprint	**5-6**
102-41	Collective bargaining agreements	Human Rights Policy	Entire document	**1-3**
		Annual Report	Part I, Item 1. Business	**13**
102-42	Basis for identification and selection of stakeholders with whom to engage	CR Report	Introduction: Better Blueprint	**5-6**
102-43	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	CR Report	Introduction: Better Blueprint	**5-6**
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	CR Report	Introduction: Better Blueprint	**5-6**
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	CR Report	Introduction: Better Blueprint	**5-6**
102-47	List the material topics identified in the process for defining report content	CR Report	Introduction: Better Blueprint	**5-6**
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	--	Sustainable: Minimizing our Footprint — Carbon & Energy	**18**

Appendix B: Reference Tables (cont.)

102-50	Reporting period for information provided	CR Report	Introduction: About this Report	**15**
102-51	Date of most recent previous report	--	May 2022	**--**
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 nteear@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	CR Report	Appendix B: Reference Tables	**73-78**
102-56	External assurance	CR Report	Appendix C: Ernst & Young Independent Accountants' Review Report	**81-83**

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	**7-10**
103-2	The management approach and its components		Part 1, Item 2. Properties	**32-41**
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	**42-44**
			Part 2, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations	**45-64**
201-1	Direct economic value generated and distributed	Annual Report	Part 4, Item 15. Exhibits, Financial Statement Schedules	**70-76**
		Supplemental	Executive Summary	**4**
			Financial Information	**9-25**
			Operational and Portfolio Information	**26-53**
		CR Report	Appendix A: Data Tables	**68**
201-2	Financial implications and other risks and opportunities due to climate change	CR Report	Governance: Risk Management	**60-62**

Appendix B: Reference Tables (cont.)

205: ANTI-CORRUPTION

103-1	Explanation of the material topic and its Boundary	Code of Conduct	Entire document	1-17
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	CR Report	Governance: Human Capital Management	55-58
			Governance: Ethics and Compliance	59
205-3	Confirmed incidents of corruption and actions taken	CR Report	Governance: Ethics and Compliance	59

GRI 300: Environmental

302: ENERGY

103-1	Explanation of the material topic and its Boundary	CR Report	Sustainable: Climate and Energy	16-32
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
302-1	Energy consumption within the organization	CR Report	Appendix A: Data Tables	69-70
			Appendix C: Ernst & Young Independent Accountants' Review Report	81-83
302-3	Energy intensity	CR Report	Appendix A: Data Tables	69
302-4	Reduction of energy consumption	CR Report	Appendix A: Data Tables	69

303: WATER AND EFFLUENTS

103-1	Explanation of the material topic and its Boundary	CR Report	Sustainable: Waste, Water and Biodiversity	33-37
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
303-3	Water withdrawal	CR Report	Appendix A: Data Tables	69
			Appendix C: Ernst & Young Independent Accountants' Review Report	81-83

305: EMISSIONS

103-1	Explanation of the material topic and its Boundary	CR Report	Sustainable: Climate and Energy	16-32
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
305-1	Direct (Scope 1) GHG emissions	CR Report	Appendix A: Data Tables	69
			Appendix C: Ernst & Young Independent Accountants' Review Report	81-83

Appendix B: Reference Tables (cont.)

305-2	Energy indirect (Scope 2) greenhouse gas emissions	CR Report	Appendix A: Data Tables	69
			Appendix C: Ernst & Young Independent Accountants' Review Report	81-83
305-4	GHG emissions intensity	CR Report	Appendix A: Data Tables	69
305-5	Reduction of GHG emissions	CR Report	Appendix A: Data Tables	69
308: SUPPLIER ENVIRONMENTAL ASSESSMENT				
103-1	Explanation of the material topic and its Boundary	CR Report	Governance: Supply Chain Management	63
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	CR Report	Governance: Supply Chain Management	63
GRI 400: Social				
401: EMPLOYMENT				
103-1	Explanation of the material topic and its Boundary	CR Report	Governance: Human Capital Management	55-58
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
401-1	New employee hires and employee turnover	CR Report	Appendix A: Data Tables	71-72
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	CR Report	Governance: Human Capital Management	55-58
404: TRAINING AND EDUCATION				
103-1	Explanation of the material topic and its Boundary	CR Report	Governance: Human Capital Management	55-58
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	CR Report	Governance: Human Capital Management	55-58
404-3	Percentage of employees receiving regular performance and career development reviews	CR Report	Governance: Human Capital Management	55-58
405: DIVERSITY AND EQUAL OPPORTUNITY				
103-1	Explanation of the material topic and its Boundary	CR Report	Equitable: Diversity, Equity, and Inclusion	43-49
103-2	The management approach and its components			
103-3	Evaluation of the management approach			

Appendix B: Reference Tables (cont.)

405-1	Diversity of governance bodies and employees	CR Report	Equitable: Diversity, Equity, and Inclusion	**43-49**
			Governance: Corporate Governance	**64**
			Appendix A: Data Tables	**71-72**

414: SUPPLIER SOCIAL ASSESSMENT

103-1	Explanation of the material topic and its Boundary	CR Report	Governance: Supply Chain Management	**63**
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	CR Report	Governance: Supply Chain Management	**63**

416: CUSTOMER HEALTH AND SAFETY

103-1	Explanation of the material topic and its Boundary	CR Report	Healthy: Health and Safety	**38-40**
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	CR Report	Healthy: Health and Safety	**38-40**

417: MARKETING & LABELING

103-1	Explanation of the material topic and its Boundary	CR Report	Sustainable: Climate and Energy	**16-32**
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
CRE-8	Type and number of sustainability certification, rating and labeling schemes for new construction, management, occupation and redevelopment	CR Report	Sustainable: Climate and Energy	**16-32**
			Appendix A: Data Tables	**68**

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:** "CR Report" refers to this document, our Corporate Responsibility report for the performance year ended December 31, 2022. "Annual Report" refers to our Form 10-K filed with the U.S. Securities and Exchange Commission for the fiscal year ended December 31, 2022. "Supplemental" refers to our Supplemental Information (Q4 2022) report.

SASB CODE	DESCRIPTION	DISCLOSURE SOURCE(S)	SECTION(S)	PAGE(S)
ACTIVITY				
IF-RE-000.A	Number of assets, by property subsector	Annual Report	Part 1, Item 2. Properties	**32-41**
		Supplemental	Operational and Portfolio Information	**26-53**
		CR Report	Appendix A: Data Tables	**68**
IF-RE-000.B	Leasable floor area, by property subsector	Annual Report	Part 1, Item 2. Properties	**32-41**
		Supplemental	Operational and Portfolio Information	**26-53**
		CR Report	Appendix A: Data Tables	**68**
IF-RE-000.D	Average occupancy rate, by property subsector	Supplemental	Operational and Portfolio Information	**26-53**
		CR Report	Appendix A: Data Tables	**68**
ENERGY MANAGEMENT				
IF-RE-130A.1	Energy consumption data coverage as a percentage of total floor area, by property subsector	CR Report	Appendix A: Data Tables	**69**
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	CR Report	Sustainable: Climate and Energy	**16-32**
			Appendix A: Data Tables	**69**
IF-RE-130A.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	CR Report	Appendix A: Data Tables	**69**
IF-RE-130A.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	CR Report	Sustainable: Climate and Energy	**16-32**
			Appendix A: Data Tables	**69**
IF-RE-130A.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	CR Report	Sustainable: Climate and Energy	**16-32**
WATER MANAGEMENT				
IF-RE-140A.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	CR Report	Appendix A: Data Tables	**69**

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:** "CR Report" refers to this document, our Corporate Responsibility report for the performance year ended December 31, 2022. "Annual CDP Response" refers to our response to the annual CDP questionnaire; our response is publicly available on the CDP website.

TCFD DISCLOSURE	DESCRIPTION	SOURCE(S)	SECTION(S)	PAGE(S)
GOVERNANCE				
A)	Describe the board's oversight of climate-related risks and opportunities	CR Report	Governance: ESG Integration and Governance	65-67
B)	Describe the management's role in assessing and managing climate-related risks and opportunities	CR Report	Governance: Risk Management	60-62
STRATEGY				
A)	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	CR Report Annual CDP Response	Governance: Risk Management Additional details are disclosed in our annual CDP Response.	60-62 --
B)	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning			
C)	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario			
RISK MANAGEMENT				
A)	Describe the organization's processes for identifying and assessing climate-related risks	CR Report Annual CDP Response	Governance: Risk Management Additional details are disclosed in our annual CDP Response.	60-62 --
B)	Describe the organization's processes for managing climate-related risks			
C)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management			
METRICS AND TARGETS				
A)	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	CR Report	Appendix A: Data Tables Specifically, we rely on the following metrics to assess climate-related risks and opportunities: GHG emissions, energy consumption, LEED certifications, ENERGY STAR certifications	68-70
B)	Disclose Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, and related risks	CR Report	Appendix A: Data Tables	69

Appendix C: Ernst & Young Independent Accountants' Report

EY
Building a better working world

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, 2022 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 Control 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.

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 Corporate Social Responsibility 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, 2022 in order for it to be in accordance with the Criteria.

Ernst + Young LLP

Los Angeles, California
April 25, 2023

A member firm of Ernst & Young Global Limited

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

HUDSON PACIFIC PROPERTIES

Appendix A: Schedule of Select Sustainability Metrics
For the year ended December 31, 2022

Indicator Name	Unit	2022 Value[1]	Criteria
Scope 1 Greenhouse Gas (GHG) Emissions[2, 3]	Absolute metric tons carbon dioxide equivalent ($mtCO_2e$)	13,737	The World Resources Institute ("WRI") / World Business Council for Sustainable Development's ("WBCSD") Greenhouse Gas ("GHG") Protocol Corporate Accounting and Reporting Standard
Scope 2 GHG Emissions, location-based-method[3, 4]	$mtCO_2e$	42,677	WRI/WBCSD GHG Protocol Corporate Standard, GHG Protocol Scope 2 Guidance
Scope 2 GHG Emissions, market-based-method (MBM)[3, 5]	$mtCO_2e$	0	
Energy consumption[3]	kBtu	827,407,857	Total energy consumption within the organization as defined in Global Reporting Initiative (GRI) Standard 302-1e[10]. Significant contextual information necessary to understand how the data have been compiled have been disclosed.
Water withdrawal[3]	Kgal	193,531	Total water withdrawal, presented as the total of surface water and groundwater, as defined in GRI Standard 303-3a[11]. Significant contextual information necessary to understand how the data have been compiled have been disclosed.
Charitable giving[6]	$ USD	$1,041,331	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[7]	Percentage (%)	44%	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[8]	Percentage (%)	90%	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[9]	Percentage (%)	40%	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.

Adjusted "Net Zero Operations" GHG Emissions
For the year ended December 31, 2022
($mtCO_2e$)

Scope 1 GHG Emissions	**13,737**
Scope 2 GHG Emissions (MBM)	**0**
"Operational" GHG Emissions	**13,737**
Less: Carbon credits	**(13,737)**
	0

HPP defines "Operational" GHG Emissions as the summation of its Scope 1 and Scope 2 (MBM) GHG emissions. HPP utilizes the WRI/WBCSD's GHG Protocol Corporate Standard's definition for Scope 1 and Scope 2 (MBM) GHG emissions. "Operational" GHG Emissions exclude Scope 3 GHG emissions which is defined by the WRI/WBCSD's Corporate Value Chain Standard. HPP calculates its Adjusted "Net Zero Operations" GHG Emissions as its "Operational" GHG Emissions less carbon credits purchased during the reporting period (for the year ended December 31, 2022). Carbon credits are validated under the Verified Carbon Standard ("VCS"). All carbon credits are retired on a public registry at the amount listed above.

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

[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, 2022 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, diesel and refrigerants use 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 December 2022) 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 2022) for Canada. Refrigerant emissions are calculated using survey data obtained from chief engineers at HPP's properties. Gallons of gasoline and diesel consumed by the Zio Studio Services, Star Waggons, and Quixote Studios acquisitions are estimated using 2022 financial data. Fleet emissions are then calculated by applying emission factors per the EPA to the estimated fuel consumed.

[3] HPP's natural gas, electricity consumption, waste and water withdrawal data are collected 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 December 2022) based on the EPA's 2020 eGRID emission factors for the U.S. (dated January 2022) and the 2019 electricity emission factor from the 2021 National Inventory Report (dated April 2022) for Canada.

[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).

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

[7] 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.

[8] 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. 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.

[9] 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. 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.

[10] 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.

[11] 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.