

SL Green Realty Corp.

2025 ESG REPORT



Marc Holliday
Chairman & Chief Executive Officer

At SL Green, our mission remains consistent – to deliver superior, long-term value for shareholders by owning and operating New York City's highest-quality office properties. In 2025, we continued to execute on that mission with focus and discipline, while advancing our ESG strategy that strengthens our portfolio, supports tenant success, and enhances operational performance.

We operate in one of the most dynamic and complex urban real estate markets in the world. Over the past year, New York City's office sector has continued to evolve, shaped by hybrid work trends, capital market volatility, political change, and shifting tenant demands. Amid this environment, SL Green has remained agile, leasing over 2 million square feet, identifying a major new development site with the acquisitions of 346 Madison Avenue and 11 East 44th Street, raising over \$1 billion with our Opportunistic Debt Fund, completing a \$1.4 billion refinancing at 11 Madison Avenue, and acquiring Park Avenue Tower to add to our assemblage of high-quality assets along the Park Avenue spine including 500 Park, 450 Park, 280 Park, 245 Park, 125 Park, and 100 Park.

We submitted a comprehensive proposal for a gaming license, which included extensive community benefits including improved public safety and security, publicly accessible restrooms, sanitation, mental health services, and enhancements to the Times Square area more broadly. While we are disappointed not to have advanced in the State's process, we remain focused on the future of the site and will continue exploring adaptive reuse opportunities with the potential to deliver some of these meaningful benefits to the public realm.

As we advance our business plan, we recognize that ESG performance is not separate from business performance. It is fundamental to it. We view sustainability as a driver of operating efficiency and asset competitiveness. This year, we continued to invest in decarbonizing our portfolio, not only to meet the mandates of Local Law 97, but also to ensure our buildings remain premier destinations for top-notch tenants.

Message from Our CEO

Flagship properties such as One Vanderbilt and One Madison have set a new standard for high-performance, transit-oriented assets, achieving LEED Platinum and Gold and other top-tier environmental certifications while commanding premium rents and near-full occupancy.

Our ESG initiatives are increasingly integrated into our leasing strategy. We have expanded green lease provisions, secured green bonds for 11 Madison Avenue, developed energy-use benchmarking tools for tenants, and further aligned our reporting with GRESB and other frameworks that institutional tenants value.

In today's office environment, the tenant experience is a key driver of value. We have continued to invest in amenities, enhanced cleaning, wellness features, air quality, security, and building technologies that deliver this value. These enhancements directly support tenant retention, occupancy, and long-term cash flow.

Our people remain our most important asset. In 2025, we focused on building a performance-driven, inclusive culture that attracts top talent and supports growth at every level of the organization. Through ongoing succession planning, leadership development, training, education, and engagement, we ensure that our team is aligned with the company's strategic priorities and they are empowered to execute.

As always, we are guided by strong corporate governance. ESG oversight is embedded in our risk framework, and our disclosures are aligned with global best practices. In an increasingly regulated landscape, our proactive governance ensures we stay ahead of compliance while maintaining investor confidence.

We believe the future of office real estate in New York City requires us to continue operating with discipline, innovating with purpose, and executing with excellence. Our ESG strategy is not a separate effort. It is embedded in how we operate, invest, and deliver value. As we look to 2026 and beyond, we will continue to align our sustainability goals with our long-term business performance.

Thank you to our shareholders, employees, tenants, and partners for your continued support. Together, we are not only navigating change – we are shaping our future!

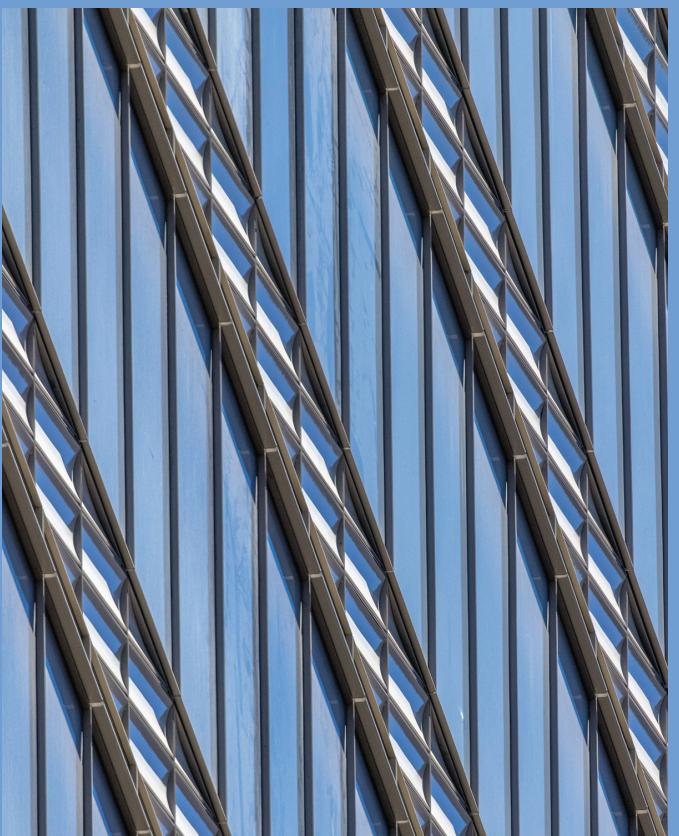
Sustainability Achievements

<p>Newsweek America's Greenest Companies 2026</p>	<p>USA Today America's Climate Leaders 2025</p>	<p>Great Place to Work® Certified March 2022 - February 2025</p>
<p>Green Lease Leaders Platinum 2023 - 2026</p>	<p>ENERGY STAR® Partner of the Year Sustained Excellence 2018 - 2024</p>	<p>NYC Service Mayoral Service Recognition Program 2025</p>
<p>Cigna Well-Being Award 2022 - 2025</p>	<p>GRESB Sector Leader for Mixed Use Real Estate Score: 90</p>	<p>CDP Climate Change Questionnaire Score: B</p>
<p>State Street R-Factor Score Leader Top 10% Ranking in Real Estate Score: 72</p>	<p>S&P CSA 2025 Sustainability Yearbook Member Score: 70</p>	<p>MSCI Top 25% in Opportunities in Green Building Score: BBB</p>
<p>Sustainalytics Top Rated ESG Companies List</p>	<p>ISS Top 10% Corporate ESG Performance Ranking</p>	<p>ENERGY STAR® 37% Certified</p>
<p>LEED 91% Certified</p>	<p>BOMA 360 90% Certified</p>	<p>WELL Core & HSR 91% Rated</p>

ESG Governance

Our Board of Directors and the Board's Nominating and Corporate Governance Committee (NCGC) hold ultimate responsibility for monitoring ESG activities and climate-related risks. The NCGC provides strategic oversight of social responsibility and environmental sustainability, makes recommendations to the Board, evaluates ESG-related risks and the company's social and environmental goals, and reviews SL Green's full corporate social responsibility efforts. The Board reviews the effectiveness of our risk management processes for economic, environmental, and social topics.

The Chief Executive Officer, Chief Operating Officer, Senior Vice President of Sustainability & Hospitality, and Vice President, Director of Sustainability provide management oversight and direction for ESG, Operations, and People Experience. They review climate risks and opportunities, and progress toward goals. The ESG team delivers updates to executive leadership and the Board, covering sustainability strategy, performance, and progress. Our Chief Financial Officer oversees finances and investor relations and provides updates to shareholders on climate risks and opportunities.



About SL Green

SL Green Realty Corp., Manhattan's largest office landlord, is a fully integrated real estate investment trust, or REIT, that is focused primarily on acquiring, managing and maximizing the value of Manhattan commercial properties. As of September 30, 2025, SL Green held interests in 53 buildings totaling 30.7 million square feet. This included ownership interests in 271 million square feet of Manhattan buildings and 2.7 million square feet securing debt and preferred equity investments.



SL GREEN'S 2024 ANNUAL REPORT

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Reporting Properties

As of December 31, 2024 unless otherwise noted

The environmental data in this report includes office and residential properties located in New York City in which SL Green maintained ownership interest and/or direct operational control during all or part of the 2024 calendar year. This boundary excludes properties under development, non-managed office properties, standalone retail, non-managed residential, and non-real estate assets. Unless otherwise noted, the properties included are consistent with the boundary used for SL Green's latest CDP Report and GRI Content Index, and the approach is aligned with the GHG Protocol operational control methodology.

As of December 31, 2024

#	Reporting Properties	Square Footage ¹	Ownership Interest
1	One Madison Avenue	1,385,484	25.5%
2	One Vanderbilt Avenue	1,657,198	60%
3	2 Herald Square	369,000	95%
4	7 Dey Street / 185 Broadway	190,588	100%
5	10 East 53rd Street	354,300	100%
6	11 Madison Avenue	2,314,000	60%
7	100 Church Street	1,047,500	100%
8	100 Park Avenue	834,000	50%
9	110 Greene Street	223,600	100%
10	125 Park Avenue	604,245	100%
11	215 Park Avenue South	324,844	0%
12	220 East 42nd Street	1,135,000	51%
13	245 Park Avenue	1,782,793	50.1%
14	280 Park Avenue ²	1,219,158	50%
15	304 Park Avenue South	215,000	100%
16	420 Lexington Avenue	1,188,000	100%
17	450 Park Avenue	337,000	25.1%
18	461 Fifth Avenue	200,000	100%
19	485 Lexington Avenue	921,000	100%
20	555 West 57th Street	941,000	100%
21	711 Third Avenue	524,000	100%
22	810 Seventh Avenue	692,000	100%
23	885 Third Avenue	218,796	100%
24	919 Third Avenue	1,454,000	51%
25	1185 Avenue of the Americas	1,062,000	100%
26	1350 Avenue of the Americas	562,000	100%
27	1515 Broadway	1,750,000	56.9%
28	1568 Broadway	379,426	0%

24M SQUARE FEET IN REPORTING BOUNDARY

As of December 31, 2024

#	Non-Reporting Properties ³	Square Footage ¹	Ownership Interest	Reason for Exclusion
1	11 West 34th Street	17,150	30%	Retail
2	15 Beekman Street	221,884	20%	Non-Managed
3	19 East 65th Street	14,639	100%	Development
4	85 Fifth Avenue	12,946	36.3%	Retail
5	115 Spring Street	5,218	51%	Retail
6	650 Fifth Avenue	69,214	50%	Retail
7	690 Madison Avenue	7,848	90%	Retail
8	719 Seventh Avenue	10,500	0%	Retail
9	750 Third Avenue	780,000	100%	Development
10	760 Madison Avenue	22,648	100%	Development
11	800 Third Avenue	526,000	60.5%	Non-Managed
12	825 Eighth Avenue	2,048,725	25%	Non-Managed
13	1552-1560 Broadway	57,718	50%	Retail
14	Landmark Square	862,800	100%	Non-Managed

¹ Represents rentable square footage at the time the property was acquired.

² 280 Park Avenue is managed under a third-party operating agreement, but is included in the reporting boundary based on GHG protocol guidelines, which define operational control as the organization having full authority to introduce and implement operating policies.

³ 315 West 33rd Street, 346 Madison Avenue, and 500 Park Avenue are not listed because they were acquired in 2025.

Sustainable Development

SL Green has a distinguished track record as one of New York City's most successful and visionary real estate developers. Our goal is to deliver complex, high-impact projects that redefine urban placemaking, create long-term value, and respond to the evolving needs of our tenants, investors, and community. From ground-up skyscrapers to adaptive redevelopment and repositioning of legacy assets, our portfolio reflects a disciplined approach to development, grounded in market insight, design excellence, and operational expertise.

We continue to prioritize sustainable development, consistently integrating high-performance design, energy efficiency, and wellness-focused strategies across our portfolio. Our proven development strategy, deep local expertise, and strong relationships across public and private sectors help shape the future of New York City's built environment.

One Vanderbilt Avenue
Completed in 2020



One Madison Avenue
Completed in 2023



13M SQUARE FEET DELIVERED

15 Beekman Street

Completed in 2023



27 PROJECTS COMPLETED

760 Madison Avenue

Completed in 2024



1552-1560 Broadway

Completed in 2014



\$8B DEVELOPMENT VALUE

280 Park Avenue

Completed in 2014



Sustainable Development

Office to Residential Conversion at 750 Third Avenue

The conversion of 750 Third Avenue aims to set a new benchmark in adaptive reuse, combining thoughtfully planned residential units, world-class amenities, and distinctive architectural and interior design. The development dedicates 25% of its 678 planned units to affordable housing, with the remaining 75% offered at market rate. Spanning approximately 480,000 square feet across 32 floors, 750 Third Avenue features a carefully curated suite of amenities that enhance the resident experience while balancing exclusivity with community engagement. Designed to promote wellness, connection, and convenience, the building integrates programs that serve both its residents and the broader neighborhood.



KEY FEATURES

- \$800M+ Investment
- 25% Affordable Housing Units
- 678 Units Across 32 Floors
- 70,000 Square Feet of Mixed-Use Programming

ECONOMIC IMPACT

- Stimulates Construction Jobs and Related Economic Activity
- Supports Urban Revitalization through Adaptive Reuse
- Brings Full-Time Residents to Support Local Businesses

COMMUNITY BENEFITS

- Provides Access to Affordable Housing
- Aligns with City Initiatives to Convert Surplus Office Space into Housing
- Encourages Safer, More Active Streets through Mixed-Use Presence

ENVIRONMENTAL SUSTAINABILITY

- Designed to Achieve WELL Certification
- Electrified Residential Units
- Improved Windows and Envelope
- Upgraded Controls and Metering



Sustainable Development

Redevelopment of 245 Park Avenue

The redevelopment of 245 Park Avenue represents a bold transformation of one of Midtown Manhattan's premier office towers. Highlights of the project include a striking new lobby, reimagined plazas, updated storefronts, and a distinctive terracotta overclad that enhances the Park Avenue podium facade with a jewel-like finish. The building also features brand-new windows, improving both aesthetic appeal and energy efficiency. Tenants will enjoy exclusive access to a suite of luxury amenities, including a state-of-the-art wellness center, an elegant golf lounge, and an upscale café curated by Michelin-starred chef Daniel Boulud. Crowned by a unique rooftop garden with sweeping views of the city skyline, the redeveloped tower also offers proximity to Grand Central Terminal, blending convenience with world-class design.

KEY FEATURES

- Redevelopment of a 1.8 Million Square Foot Commercial Office Tower
- Luxury Tenant Wellness Center
- Rooftop Garden with Skyline Views
- Modernized Lobby and Elevators
- Proximity to Grand Central Terminal

ECONOMIC IMPACT

- 570 Construction Jobs Created
- Reaffirms the Desirability of the Park Avenue Corridor



COMMUNITY BENEFITS

- Plaza Redesign and Improvement of Privately Owned Public Space
- Enhanced Beautification and Expanded Tree Plantings
- Activation of Ground-Floor Retail
- Revitalization of East Midtown Central Business District

ENVIRONMENTAL SUSTAINABILITY

- LEED v4.1 O+M Gold Certified
- WELL Health-Safety Rated
- BOMA 360 Certified
- Envelope Improvements
- New Upgraded Windows
- Upgraded Controls and Metering



Environmental

Creating value through environmental sustainability involves integrating best practices into business operations to achieve long-term benefits. By focusing on sustainability, SL Green reduces costs, enhances brand reputation, and drives innovation. These efforts not only contribute to environmental protection but also create a competitive advantage and drive long-term value.

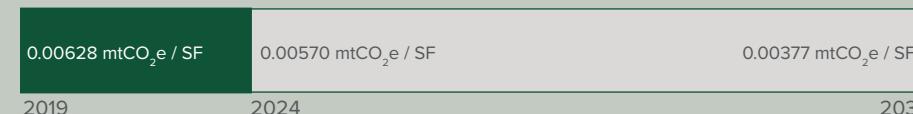


Progress on Environmental Goals

EMISSIONS REDUCTION (CARBON INTENSITY)

GOAL 50.4% reduction in absolute Scope 1 and Scope 2 GHG emissions by 2031 from a 2019 baseline, and a 30% reduction in Scope 3, Category 2 (Capital Goods) emissions over the same period. We are also targeting a 40% reduction in carbon intensity, which is aligned with New York State's goal of reducing carbon emissions 40% by 2030.

STATUS Achieved Scope 3, Category 2 (Capital Goods) goal; a revised Scope 1 and Scope 2 GHG emissions reduction goal to be developed in 2026.

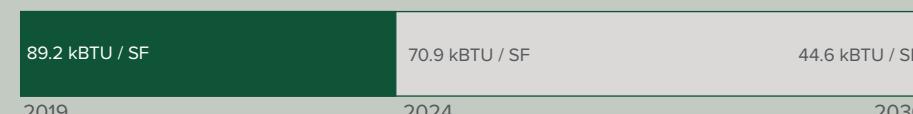


SL Green will shift away from SBTi-validated targets to focus on a more locally tailored decarbonization strategy. While SBTi offers a global framework, its methodology does not fully align with New York City's specific regulatory landscape. Shifting our focus allows us to prioritize investments, meet compliance requirements more effectively, and accelerate emissions reductions in a way that is performance-driven.

ENERGY USE INTENSITY (EUI)

GOAL 50% reduction in portfolio-wide EUI by 2031 from a 2019 baseline year.

STATUS In Progress



Our focus on reducing EUI is centered on efficiency improvements that directly support long-term carbon reduction goals. Progress on EUI is highly dependent on the cooperation and partnership of our tenants, whose engagement is critical to achieving lasting efficiency gains.

WASTE DIVERSION

GOAL 50% diversion from landfill by 2030 measured from a 2019 baseline year.

STATUS In Progress; 45% Diversion Rate achieved in 2024 with a drop to 33% in 2025 attributable to increased data coverage; Waste Audits to be conducted in 2026 to validate baseline.



We are establishing the infrastructure and providing training for building staff and tenants. We are also focusing on vendor contracting requirements, tracking, and ongoing communication to support recycling and composting programs. These efforts are aimed at ensuring consistent material separation and reducing landfill disposal, in line with long-term waste diversion goals.

WATER USE INTENSITY (WUI)

GOAL 17% reduction in portfolio-wide WUI by 2030 from a 2019 baseline.

STATUS 100% Achieved; Revised goal to be developed in 2026.



SL Green incorporates water efficiency improvements as part of major building upgrades, ensuring each investment drives measurable reductions in use. For larger developments, particular emphasis is placed on high-impact strategies such as water reclamation and reuse systems, which deliver meaningful long-term savings and resilience benefits.

Carbon Reduction

Emissions Management Strategy

OPERATIONAL EFFICIENCY

Engineers perform preventative maintenance to maximize equipment efficiency and extend its useful life. We supplement our in-house expertise with consultants and conduct retrocommissioning, ensuring all systems operate as designed. We also leverage technologies such as real-time energy management, fault detection, and automation platforms to optimize operations. Data-driven insights allow us to adapt to changing occupancy, weather, and grid demands.

ENERGY DEMAND MANAGEMENT

We manage energy in real time, optimizing building performance based on occupancy, weather, and indoor environmental conditions. We also support the electrical grid through active participation in demand response, contributing to grid stability through the following curtailment programs:

- ➔ Commercial System Relief Program (CSRP)
- ➔ Distribution Load Relief Program (DLRP)
- ➔ New York Independent System Operator (NYISO)

TENANT ENGAGEMENT

Tenants consume over 90% of a building's energy and play a key role in achieving carbon reduction. NYSERDA subsidizes the cost of identifying energy opportunities, developing implementation plans, and installing energy monitoring systems in tenant spaces through the following programs:

- ➔ Real-Time Energy Management (RTEM) + Tenant
- ➔ Flexible Technical Assistance (FlexTech)

SUPPLY CHAIN MANAGEMENT

SL Green's environmental footprint is impacted by our supply chain. We aim to partner with qualified vendors, source environmentally responsible materials, and collaborate with tenants on the topics defined within this policy. Please refer to our Vendor Code of Conduct for more information on supplier partnership requirements.

CAPITAL IMPROVEMENTS

We evaluate our capital plans semiannually, ensuring each building has a tailored strategy aligned to its unique systems, age, and operational profile. We prioritize investments that advance efficiency, automation, carbon reduction, and tenant comfort. We simultaneously leverage incentives and rebates offered by utilities and state programs, allowing us to enhance returns on capital projects while advancing long-term decarbonization and operational resilience.

TRAINING & DEVELOPMENT

Our partnership with Aetos allows us to maintain an internal training platform that leverages 3D mapping and system-specific education modules. This supports onboarding and continuous education, equipping teams with tools to solve problems faster and more accurately. These trainings preserve institutional knowledge and ensure that future workforces are equipped with the skills needed to operate and optimize building systems.

EMBODIED CARBON REDUCTION

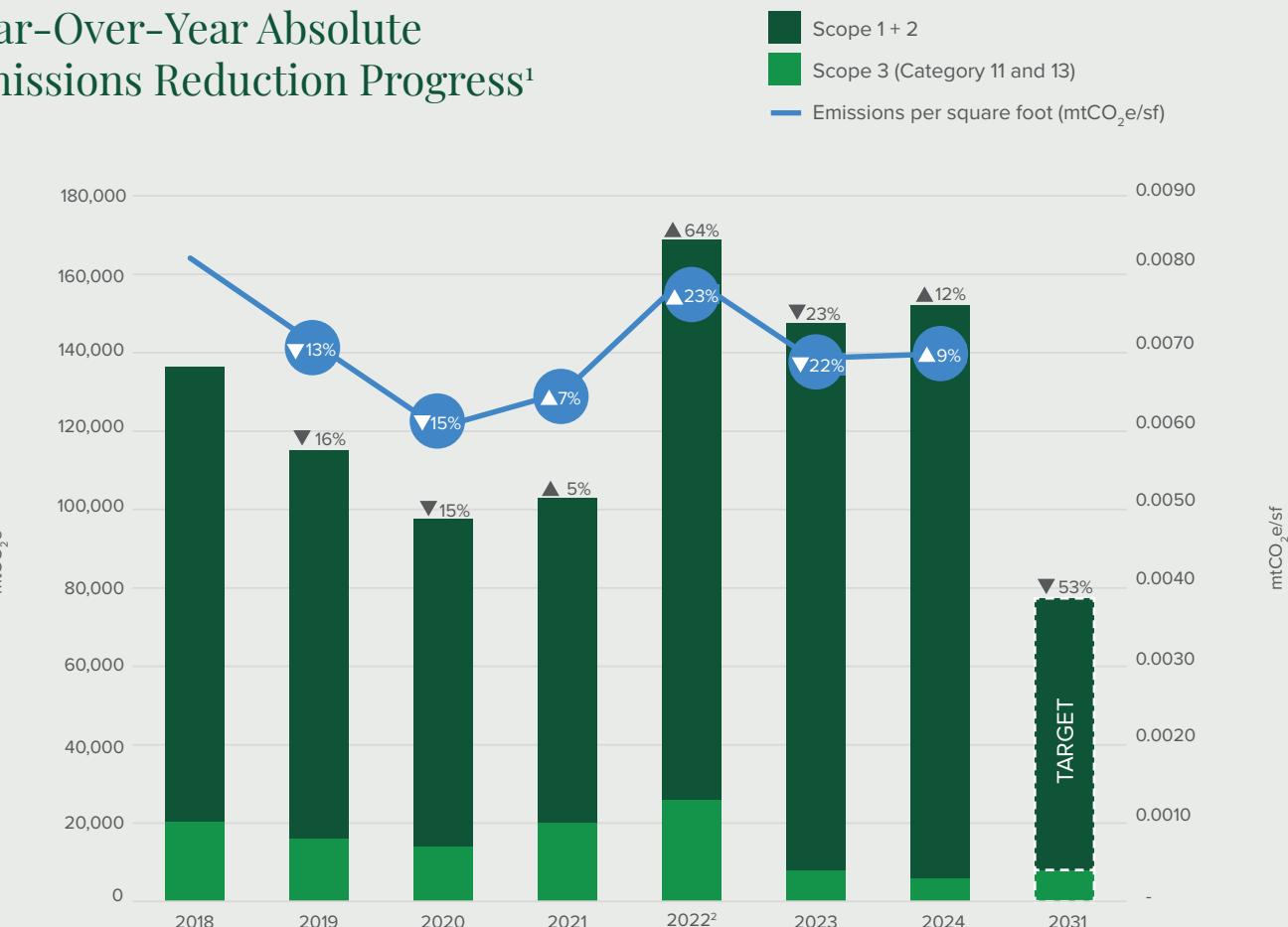
For construction and development, we aim to reduce emissions generated from the production and transportation of building materials.

- ➔ **Brownfield Development** — All of our redeveloped properties are on previously developed land
- ➔ **Reuse of Existing Building Infrastructure** — We aim to retain equipment and infrastructure to avoid the use of virgin resources

RENEWABLES, CREDITS, AND OFFSETS

After capitalizing on all opportunities to reduce carbon in the most responsible manner, we consider purchasing renewable energy credits (RECs) or offsets. As part of our existing energy contracts, 100% of our Scope 2 emissions for landlord-controlled spaces are covered by RECs.

Year-Over-Year Absolute Emissions Reduction Progress¹



¹In 2026 we will be shifting our emissions reduction targets from absolute to intensity-based to account for changes to our operating portfolio.

²In 2022, the electrical grid emissions factor increased 22%. This is outside of SL Green's control and is driven by electrical generation sources on the NYISO (e.g., natural gas, solar, nuclear). Total emissions increased 58%, but emissions per square foot (i.e., carbon intensity) only increased 19%.

Decarbonizing Our Buildings

We take a phased and strategic approach to decarbonization by developing tailored plans for each asset in our portfolio. These individualized plans assess building-specific emissions profiles, current operational efficiency, and the potential for targeted retrofits, all with the goal of aligning with our long-term climate and sustainability objectives.

By prioritizing high-impact upgrades such as partial electrification, energy efficiency improvements, and integration of renewable energy, we ensure that each property transitions toward net zero in a cost-effective and strategic manner. This asset-level focus enables us to optimize performance, manage risk, and drive measurable carbon reductions across our portfolio.

Energy Management & Optimization

Achieving carbon reduction requires more than a single tool or platform. Instead, it demands an integrated, adaptive approach. No single technology can deliver everything our portfolio needs, so we built a strategy around interoperability and collaboration.

We implemented a pilot program, which introduces four distinct technology platforms to identify the right suite of solutions that will help us meet our long-term energy and carbon targets. One of the key requirements of this program is ensuring vendors coordinate with one another so their systems connect seamlessly rather than operate in silos. This approach fosters innovation, drives accountability, and allows us to create a best-in-class energy management ecosystem tailored to the complexity of our buildings. Below are the required capabilities of the pilot technologies:

- Compatibility & Integration
- Cybersecurity & Compliance
- User Interface & Usability
- Core Energy Management & Monitoring
- Financial & Budgeting Tools
- Assets & Maintenance Management
- ESG Reporting
- Training Support
- Energy Procurement & Compliance

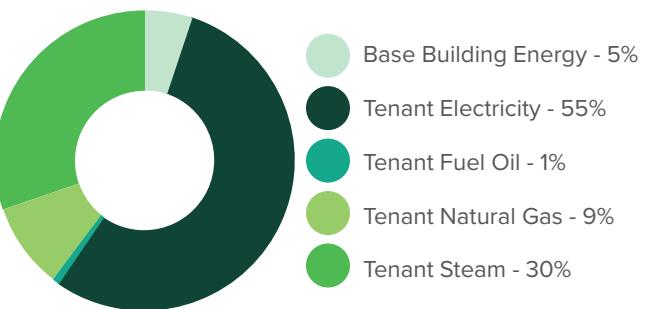
NYSERDA Partnerships

SL Green participates in two programs sponsored by the New York State Energy Research and Development Authority (NYSERDA), each designed to directly support our decarbonization and workforce development goals. Through these initiatives, we gain access to cutting-edge training, technical resources, and industry best practices that enhance our ability to implement high-impact energy strategies across the portfolio. Participation also fosters collaboration with other market leaders, helping to drive innovation and elevate performance standards. These programs play a vital role in strengthening our internal capabilities, ensuring we are well-equipped to meet aggressive carbon reduction targets while cultivating a skilled, future-ready workforce prepared to navigate the evolving energy landscape.

11,131 KW SAVED THROUGH DEMAND RESPONSE
95% ENERGY CONSUMPTION TIED TO TENANT OPERATIONS

Portfolio Energy Use

The bulk of our energy demand is tied directly to tenant operations. This underscores the importance of collaboration with tenants to reduce consumption and achieve long-term carbon goals.



ON-SITE ENERGY MANAGER (OSEM)

OSEM enables SL Green to integrate dedicated energy management expertise across our portfolio to identify efficiency opportunities, optimize building systems, and implement carbon reduction strategies at the asset level. OSEM funding has accelerated the development of asset-specific carbon roadmaps, supporting operational improvements and regulatory compliance.

WORKFORCE TRAINING PROGRAM

Workforce Training delivers customized programs for our engineers, property managers, and operations staff. By investing in hands-on education on topics such as steam systems, cooling towers, functional testing, and emerging technologies, we equip teams with the knowledge and skills needed to deliver lasting energy savings, improved reliability, and safer building operations.

Energy Efficiency Planning

SL Green takes a tailored, asset-specific approach to energy management. Each building is guided by a customized roadmap aligned with overall portfolio objectives. These roadmaps include ASHRAE (American Society of Heating, Refrigerating, and Air-Conditioning Engineers) audits and implementation plans that ensure regulatory compliance while supporting long-term planning and integrated capital investments. Workforce Training is a key focus, with new courses in development to enhance team capabilities. Delivering meaningful results requires targeted retro-commissioning, in-depth analysis, advanced technologies, and, most importantly, the expertise of our people. Our engineering staff is equipped with critical tools that allow them to develop insights and showcase technical skills necessary to translate plans into performance.

ENERGY AUDITS

Uncovering Opportunities through Analysis

Comprehensive ASHRAE-level audits identify building inefficiencies and enable us to prioritize cost-effective upgrades, guiding our strategic energy planning. They support energy savings, regulatory compliance, and enhance sustainability and asset value.

INCENTIVE PROGRAMS

Leveraging Funding to Accelerate Performance

Incentive programs, including NYSERDA's, help reduce upfront costs for energy-efficient upgrades, speeding adoption of advanced technologies. Leveraging these resources enables us to maximize returns, meet regulations faster, and achieve long-term savings.

ENERGY DASHBOARD

Real-time Insights, Smarter Decisions

Our centralized energy dashboard delivers transparent, real-time insights into building performance, empowering data-driven decisions, enabling effective benchmarking, and supporting continuous optimization for improved efficiency and sustainability.

CAPITAL PLANNING

Integrating Efficiency into Every Investment

Energy management is integrated into our long-term capital planning enabling us to reduce energy use, extend asset lifespan, and lower operating costs. This approach drives value, resilience, and sustainability, creating efficient, adaptable buildings built to last.

CASE STUDY

Workforce Training in Action: 450 Park Avenue

After acquiring 450 Park Avenue in 2022, SL Green implemented the following improvements:

- Resolved unmetered retail steam usage, resulting in improved accuracy in utility tracking and billing.
- Focused on steam management, resulting in optimal peak performance in the 2024-2025 heating season, ensuring efficiency, reliability, and cost control during high-demand periods.
- Refined startup sequences, resolved air infiltration issues, and optimized control logic to prevent freeze-ups.
- Adjusted cellar air handling units, tested variable frequency drives, reprogrammed control systems, and deployed new sensors, significantly improving lobby comfort and reducing stack effect-related energy loss.

Water & Waste Management

SL Green is committed to reducing environmental impact through comprehensive water and waste management strategies. By implementing high-efficiency plumbing fixtures, monitoring water consumption, and optimizing irrigation systems, we actively conserve water resources in our operations. In parallel, SL Green prioritizes waste reduction through robust recycling programs, tenant education, and strategic partnerships that divert materials from landfills. These efforts reflect our broader sustainability goals and dedication to responsible property management in an urban environment.

Water Management & Efficiency

→ Leak Detection

Engineers visually inspect water systems throughout the building to ensure they are operating under the most efficient conditions.

→ Daily Water Logs

Water logs are maintained daily to verify trends and identify any irregularities that may point to leaks or potential conservation opportunities.

→ Data Tracking

Water consumption is tracked through ENERGY STAR Portfolio Manager and shared with NYC DOB in accordance with Local Law 84 reporting requirements.

→ Advanced Metering Infrastructure (AMI)

We have aligned our water management strategy with the DEP by introducing real-time water consumption monitoring technologies within our portfolio.

→ Water Usage

Over 50% of base building fixtures are low-flow and, as we retrofit existing toilets, urinals, faucets, and showers, they are replaced with low-flow fixtures. The specifications are aligned with the LEED v4 standard and retrofits perform more than 20% better than code requirements.

WATER AND WASTE DATA IS INCLUDED IN THE GRI CONTENT INDEX AT WWW.SLGREEN.COM



Waste Management Strategy

→ Employee Education

Waste collection training is offered to Local 32BJ janitorial employees with training materials available in multiple languages.

→ Data Tracking

Monthly waste data is provided by our haulers and benchmarked in ENERGY STAR Portfolio Manager's WasteTracker tool.

→ Waste Audits

Our portfolio will be audited annually by a TRUE Certified Waste Advisor to educate tenants, reduce contamination, and improve diversion rates.

→ Tenant Engagement

Annual tenant recycling trainings cover Department of Sanitation New York rules, site walkthroughs, and diversion tips. Tenants also receive waste data to track consumption and support ESG reporting.

→ Composting

Spaces over 8,000 square feet that offer food service are required to compost, and all tenants are encouraged to add composting to waste programs.

→ Construction Waste

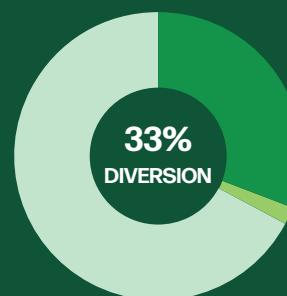
Demolition and construction contractors report waste data including recycling tonnage and disposal methods to ensure compliance with our Waste Management Plan.

→ E-Waste

Tenants are provided with year-round e-waste pickup services free of charge.

2024 Waste

- Landfill - 67%
- Recycling - 31%
- Compost - 2%



Commitment to Biodiversity

Urban Farming

→ SL Green designs and maintains urban gardens and green roofs across the portfolio featuring native plants that create vital habitats for pollinators, birds, and other wildlife. These green spaces help enhance biodiversity within dense city environments while also improving air quality and providing visual relief. We also preserve significant tracts of natural land as offsets, balancing urban development with conservation and making biodiversity a cornerstone of our sustainability strategy.

Beekeeping

→ Beekeeping is a key part of SL Green's commitment to urban ecology. By hosting on-site beehives at several properties, they actively nurture pollinator populations critical to ecosystem health. These hives boost pollination rates for native plants, support the genetic diversity of urban flora, and serve as living examples to engage tenants and the community in biodiversity awareness and conservation efforts.



Social

Creating value through social impact involves implementing strategies that positively affect our society while aligning with SL Green's business goals. By prioritizing the areas of workforce development, community relations, volunteerism and philanthropy, diversity, and supply chain transparency, we create social value that benefits all stakeholders. This approach not only enhances our corporate social responsibility efforts, but also drives our long-term business success.

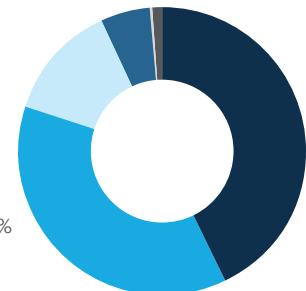
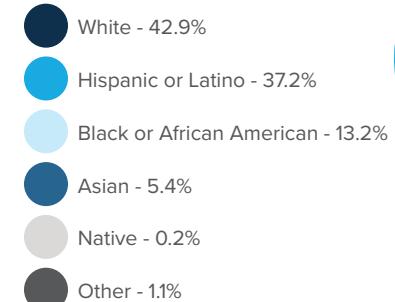


Workforce Diversity

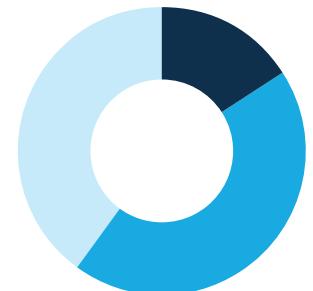
Data as of December 31, 2024 unless otherwise noted

TOTAL WORKFORCE
1,262

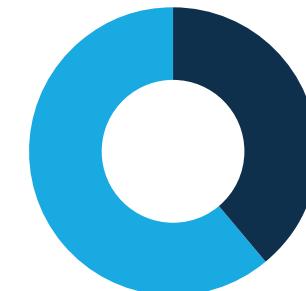
Racial Identity



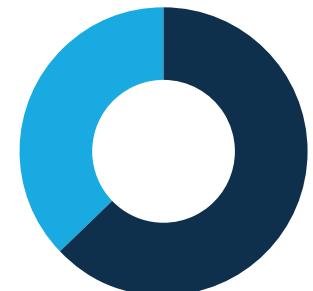
Age



Gender



Union Status



Diversifying New Hires

SL Green is committed to expanding access and opportunity for underrepresented groups by cultivating early-stage talent pipelines through New York City's SYEP and Ladders for Leaders programs, which have brought 84 diverse interns into the firm and set a goal of converting at least four into full-time roles. While we do not maintain formal diversity quotas, these partnerships intentionally widen our candidate pool, reduce bias in hiring, and create meaningful pathways into long-term careers in real estate and the private markets industry.

62% OF NEW HIRES IN 2025 IDENTIFIED AS DIVERSE

50% OF NEW HIRES IN 2025 IDENTIFIED AS WOMEN

Diversity Blueprint

- ➔ Workforce Diversity Policies
- ➔ Workforce Diversity Training & Education
- ➔ Diversity-Focused Recruitment
- ➔ Senior Level Oversight of Diversity Efforts
- ➔ Career Opportunities for Underrepresented Communities
- ➔ Collaboration with Educational Institutions Serving Underrepresented Communities
- ➔ Supplier Diversity & M/WBE Targets
- ➔ Outreach & Support for Underrepresented Communities

Workforce Development

Employee Resource Groups

Based on employee feedback, SL Green is exploring Employee Resource Groups to foster connection by supporting diversity, professional growth, and a sense of belonging across the Company. Our Women's Leadership Group focuses on empowering our female employees.

Employee Recognition

We proudly recognize and celebrate the commitment of our employees by honoring milestones in tenure. This tradition reflects our appreciation for the valuable contributions our team members make to the company's long-term success.

25% OF EMPLOYEES HAVE 10+ YEARS OF TENURE

Employee Training & Education

SL Green recognizes that our employees are essential to the company's long-term success, and we are committed to fostering a supportive workplace. We seek to enhance employee engagement through training and career development opportunities. Our efforts lead to low turnover rates, increased productivity, professional fulfillment, and positive collaboration across our business.

- **Safety & Compliance**
OSHA standards, CPR/AED, Regulatory Compliance
- **Finance & Accounting**
Financial Principles, Accounting Standards, Budgeting
- **Technology & Data Science**
Cybersecurity, AI, Programming, Software Tools
- **Leadership & Communication**
Leadership Development, Emotional Intelligence, Communication Skills, Team Management
- **Professional Development**
Personal Growth, Workplace Etiquette, Career Advancement
- **Certifications & Associations**
Professional Certifications for AIA, BOMA, BOMI

Internships

SL Green's internship program covers multiple departments including Finance, Investments, Leasing, Construction, Operations, Engineering, People Experience, Technology, and more. The program provides students and emerging professionals with hands-on experience in commercial real estate. We invest in developing future industry leaders by offering mentorship, meaningful project work, and exposure to our core business functions.

Succession Planning

SL Green is committed to ensuring long-term leadership continuity through proactive succession planning. We identify and develop high-potential talent across the organization, aligning future leaders with our values, strategic goals, and commitment to responsible growth.

The Academy Program

Employees with at least two years of full-time service who are in good performance standing are eligible to receive a 50% reimbursement of costs to complete a certificate obtained through either New York University's or Columbia University's professional certification programs. Certificates must be for programs outside of the normal scope of employees' roles at the Company, but relevant to an area of practice within the Company.

12,594 EMPLOYEE TRAINING HOURS IN 2024

Employee Benefits

SL Green offers a comprehensive benefits package designed to promote physical, mental, and financial well-being. This includes competitive healthcare coverage, retirement planning options, generous paid time off, an employee stock purchase plan, and wellness programs. SL Green also invests in professional development opportunities to support career growth and employee engagement. These initiatives reflect our commitment to attracting and retaining top talent while cultivating a resilient and motivated workforce.

Insurance

- 4 Medical and 3 Dental Plans
- 100% SL Green Paid Premium for Vision
- Employer Paid and Supplemental Life & AD&D
- Short-Term and Long-Term Disability
- Discounted Medical Concierge through One Medical
- Auto & Home Insurance
- Prepaid Legal Insurance
- Pet Insurance

Financial Benefits

- Company-Matched 401(k) Plan
- Paid Vacation, Sick Time, and Holidays
- Flexible Spending Account
- Health Savings Account
- Pre-Tax Commuter Account
- Employee Stock Purchase Plan (NYSE: SLG)
- 529 College Savings Account
- Mobile Phone Reimbursement
- Employee Referral Bonus

Work-Life Balance

- 8 hours of Paid Volunteer Time
- Summer Fridays
- Corporate Gym Membership
- Fitness Reimbursement
- Maternity: SL Green Salary Continuation
- Maternity: Paid Disability Leave
- Paternity: New York Paid Family Leave
- Private Lactation Accommodation
- Fertility Service
- Mental & Behavioral Health Resources
- Employee Assistance Program
- Employee Discount Program



Employee Engagement

We conduct annual employee engagement surveys to gather feedback and evaluate overall employee satisfaction. These surveys provide valuable insights into employee satisfaction, motivation, and areas for growth, enabling leadership to make informed decisions that support staff well-being and professional development.

96% OF EMPLOYEES FEEL OPTIMISTIC ABOUT THE FUTURE OF SL GREEN

90% OF EMPLOYEES HAVE STRONG CONFIDENCE IN LEADERSHIP

Employee Experience & Workplace Culture

Executive Fireside Chats

As part of our commitment to fostering a transparent and inclusive workplace, we hosted a series of Fireside Chats with members of our executive team. These sessions were designed to create open dialogue with leadership.

- **Enhance Transparency:** Executives shared updates on company strategy and key business developments.
- **Encourage Two-Way Communication:** Employees were invited to ask questions, offer feedback, and share ideas in a candid, supportive environment.
- **Build Connections:** These sessions helped humanize leadership, foster trust, and strengthen our shared commitment to the organization's purpose and values.

SLG Athletics

The People Experience team proudly launched SLG Athletics, a new wellness and engagement initiative inspired by direct employee feedback. This program is a clear example of how survey insights are transformed into meaningful actions, shaping our company culture, influencing policy, and driving programs that truly matter to our people.

- SLG Run Club
- Green Team Softball League
- Green Team Volleyball League
- Pickleball Tournament at CityPickle
- Group Fitness Classes

Wellness Month

We host an annual Wellness Month, a four-week initiative designed to support the well-being of employees. Each week highlights a core theme, including physical fitness, financial planning, mental health, and everyday wellness. Through a variety of engaging events such as group workouts, mindfulness sessions, and financial wellness workshops, employees are encouraged to prioritize their health and connect with colleagues in meaningful ways. Wellness Month fosters a culture of care, movement, and mindfulness, strengthening the workplace community.



Community Relations & Economic Development

As a steward of New York City, SL Green is deeply committed to aligning our business practices with the evolving needs and priorities of the communities we serve. For more than 25 years, we have tied our success to the city's growth and vitality while shaping its skyline, creating thousands of quality jobs, and building lasting partnerships with tenants, suppliers, and local organizations. Through targeted investments, active civic engagement, and ongoing support for workforce development, education, and economic opportunity, we continually strive to foster a more inclusive, sustainable, and resilient city. Our goal is to ensure that our impact extends beyond our buildings, helping to strengthen neighborhoods and create a vibrant city for all who call it home.

→ Charitable Giving and Volunteerism

We give back through philanthropy and employee volunteerism, supporting dozens of nonprofits focused on housing, education, and food insecurity. We also organize volunteer events like park cleanups, food drives, and mentoring, fostering social responsibility and strong community ties. See page 25 for more details.



→ Educational Partnerships

SL Green is committed to preparing the next generation for careers in real estate and related fields through strategic educational partnerships. We collaborate with local schools, colleges, and workforce organizations to provide internships, scholarships, and hands-on training. These programs focus on supporting underrepresented groups by offering mentorship and career development opportunities that help build a diverse and skilled workforce for the future. See page 24 for more details.



→ Affordable Housing Support

SL Green advances affordable housing through strategic conversions and new developments. At 750 Third Avenue, we are planning 678 residential units with 25% affordable housing. In Lower Manhattan, we developed 7 Dey Street with 30% affordable units. These efforts address city housing needs while revitalizing properties.



Community Relations & Economic Development

→ Public Space Enhancements

We invest in public space improvements that enhance neighborhoods. At One Vanderbilt, we delivered a 14,000-square-foot pedestrian plaza and funded major transit upgrades, creating a safer, more accessible streetscape. We manage 14 Privately Owned Public Spaces (POPS) covering 200,000 square feet and partner with local Business Improvement Districts (BIDs) to support beautification, safety, and community programming. At One Madison Avenue, we contributed \$250,000 to the Madison Square Park Conservancy for park enhancements, demonstrating our commitment to livable, accessible spaces.

#	POPS Location	Square Feet
1	10 East 53rd Street	6,606
2	245 Park Avenue	29,540
3	280 Park Avenue	17,603
4	450 Park Avenue	3,900
5	500 Park Avenue	5,347
6	555 West 57th Street	22,952
7	800 Third Avenue	8,282
8	810 Seventh Avenue	6,575
9	825 Eighth Avenue	42,306
10	885 Third Avenue	8,200
11	919 Third Avenue	18,783
12	1185 Avenue of the Americas	17,429
13	1350 Avenue of the Americas	5,644
14	1515 Broadway	12,200

Sources: Advocates for Privately Owned Public Space and The Municipal Art Society of New York

→ Local Hiring and Workforce Development

We are committed to creating economic opportunities for New Yorkers through local hiring and workforce development. On projects like One Vanderbilt Avenue and One Madison Avenue, we supported thousands of construction and building operations jobs by partnering with union labor and workforce groups to ensure inclusive access. We also work with community organizations to promote job training and career pathways, reflecting our dedication to long-term economic growth and equity.



→ Support for Small Businesses

SL Green supports small businesses within our properties and communities by offering flexible leasing and collaborating with retail and food tenants to help them grow. Initiatives like activating in-building kitchens and promoting local vendors help small businesses maintain operations and preserve jobs, aligning with our commitment to strengthening neighborhood economies and diverse entrepreneurship.

Youth Mentorship & Education

Summer Youth Employment Program (SYEP)

SYEP is the nation's largest youth employment program, connecting New York City youth with career exploration opportunities and paid work experiences. We partner with SYEP annually to host minority youth interns who work in unique positions at SL Green and SUMMIT. We offer biweekly educational programming such as departmental presentations, mock negotiations, and career days.

GCSA

GCSA's mission is to mentor and grant scholarships to degree-aspiring, underserved New York City students facing systemic barriers to education. Our employees volunteer as mentors to local high school students. Mentors undergo training to develop curriculum and goals for their mentees. Employees and students meet to discuss job responsibilities and daily operations, helping mentees understand the real estate industry.

Ladders for Leaders

Ladders for Leaders is a nationally recognized program offering outstanding high school and college students paid professional summer internships with leading corporations, nonprofits, and government agencies in New York City. The program is part of SYEP, administered by the Department of Youth and Community Development, and supported by the Mayor's Office for Youth Employment.



Career Discovery Day

In connection with the Partnership for New York City, we invited 40 sophomores from local schools to a two-day mentorship program at SL Green. Students assembled at One Vanderbilt Avenue to learn about SL Green and SUMMIT. Students also participated in panels and Q&A sessions with our Chief Executive Office, Executive Vice President of Development, and Vice President of Government Affairs.



Volunteerism & Philanthropy



SUMMIT Foundation

SUMMIT One Vanderbilt aspires to create an engaged community and make philanthropy a central part of our organization. 1% of gross ticket sales is reinvested in the community through the SUMMIT Foundation, working with New York focused charities and organizations to change the world for the better.

Charitable Donation Matching

We encourage and support the generosity of our employees by offering a charitable gift matching program. To maximize the impact of our employees' charitable cash donations, the company matches, dollar-for-dollar, contributions made to eligible organizations, up to \$2,000 per year.

\$22M CONTRIBUTIONS TO CHARITIES SINCE 2014



FOOD1st Foundation

Born out of COVID-19, FOOD1st was established by SL Green to provide meals to emergency service workers and vulnerable populations throughout the city. Since its inception, FOOD1st has made a significant impact on the community and continues to be a resource for our fellow New Yorkers.

Paid Volunteer Hours

Employees are entitled to one paid day off each year to participate in volunteer or community outreach activities with the organization of their choice. This initiative is designed to encourage employees to give back to the communities in which we live and work, fostering a culture of service, compassion, and social responsibility and making an impact beyond the workplace.

Organized Volunteer Events

SL Green's People Experience team organizes volunteer events and service days where employees volunteer together. This fosters team building and a sense of community. Recent volunteer partnerships have included:

- Jessie Rees Foundation
- New York Blood Center Blood Drives
- FDNY Foundation Climb to SUMMIT
- Rebuilding Together
- Women Forward NYC
- Memorial Sloan Kettering Cycle for Survival
- Animal Haven
- New York Cares "School Revitalization"
- City Parks Foundation Park Cleanup



Governance

Creating value through governance means building strong frameworks that support ethical, transparent, and effective decisions. SL Green's strategy ensures we meet the highest legal and ethical standards through clear policies. We value stakeholder input and are enhancing disclosures to improve transparency and alignment. Our reporting reflects a strong reputation for integrity. This approach builds trust, improves efficiency, and drives long-term value.



Ethics & Standards

At SL Green, ethical conduct is fundamental to who we are and how we operate. We uphold the highest moral, legal, and ethical standards and believe that sustainable business success is built on trust, transparency, and accountability. Our approach to ethics goes beyond compliance. It is about creating value for all stakeholders while promoting integrity in every aspect of our business. This approach is rooted in four core principles:

STANDARDS & FRAMEWORKS

We maintain comprehensive guidelines and policies that ensure full compliance with applicable laws and regulations while providing clear direction in complex situations. These standards are embedded, trained upon, and enforced throughout our organization, creating consistency in how we approach ethical and legal considerations across all business functions.

MANAGEMENT & OVERSIGHT

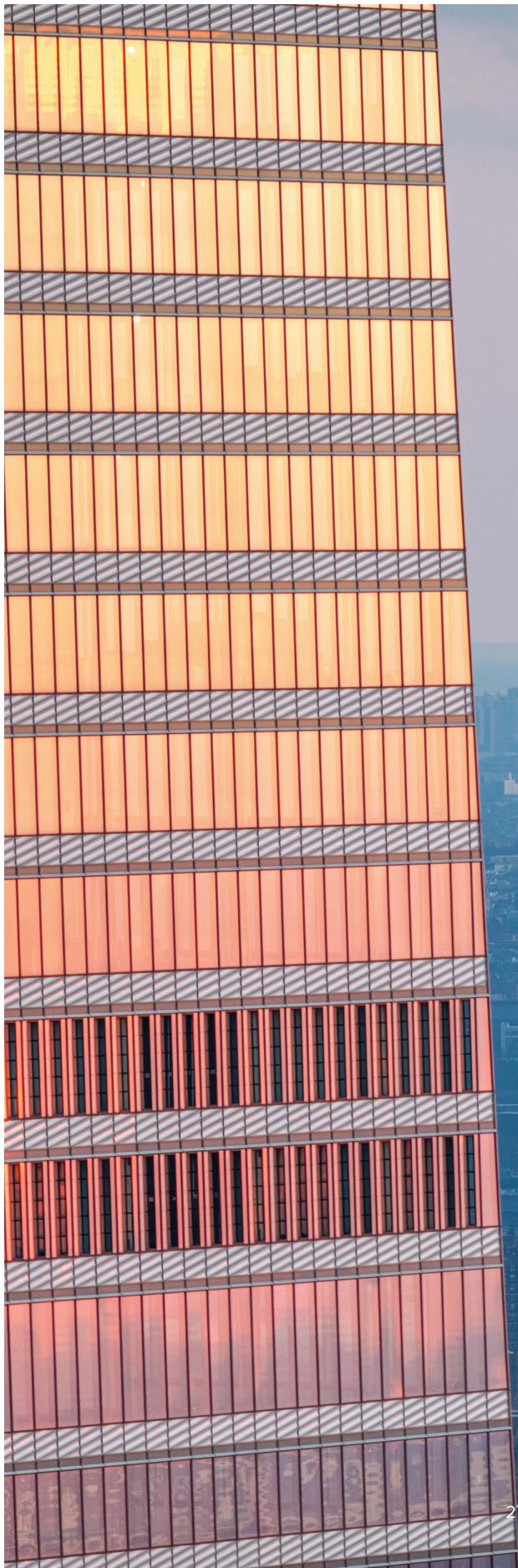
Ethical leadership starts from the top. Our company leaders and executives model the behavior they expect from all team members and demonstrate ethical decision-making in daily interactions. Our governance structure ensures support and safety for ethical concerns and rewards those who speak up about potential issues.

TRANSPARENT REPORTING

We prioritize transparency and accountability in our public reporting and share comprehensive information on our performance to invite stakeholders' input and engagement. Internally, employees are empowered to raise ethical questions or report concerns, ensuring communications are addressed seriously and promptly.

STAKEHOLDER CONSIDERATION

We are committed to creating long-term social, cultural, financial, and environmental value for our stakeholders including investors, tenants, employees, and the broader New York City community. To do so, we prioritize ethics as a determining factor in regulatory compliance, community and policy engagement, and day-to-day operations. This approach ensures stakeholder interests are considered at every level of decision-making, creating sustainable value for all parties.



Privacy & Cybersecurity

Cybersecurity has become a critical component of ESG reporting. With our reliance on digitization to support business operations, we know that robust measures are essential for sustainable and ethical business practices. We also ensure our employees, processes, systems, and external partners are aligned with best practices. By integrating cybersecurity into our ESG strategy, we can effectively manage risk to ensure long-term sustainability and resilience. Included in our Board's oversight and approach to risk management is a focus on cybersecurity. As we transmit sensitive data across networks and rely on interconnected systems to operate our buildings, we are dedicated to protecting this information and the systems used to process it.

Vulnerability Management

We constantly scan our systems for vulnerabilities and address identified risks. During scheduled maintenance windows, we update or upgrade our systems to minimize these risks.

Security Assessments

We periodically employ internal software tools as well as external agencies to test the efficacy of our security protocols. Any weaknesses found are addressed through corrective action plans and systematic changes.

Cybersecurity Awareness

To ensure our employees are equipped with strategies to combat cybersecurity threats, we conduct regular mandatory employee trainings. All employees also receive security awareness tips to help identify phishing, deceptive emails, and corrupt links.

Disaster Recovery

We undergo offsite disaster recovery testing of Day 1 and partial Day 2 critical systems annually and implement incident response procedures. Additionally, 100% of our employees are equipped with mobile computing and remote work capabilities that enable end-to-end continuity of business operations.

Cloud Computing

With the advancement and availability of cloud technologies, we leverage the power of the cloud to employ sophisticated cybersecurity and business resilience measures.

Risk Mitigation

With growing risks associated with cybersecurity, we mitigate our exposure by offsetting the potential costs involved with recovery after a cyber-related security breach or similar event by purchasing cyber liability insurance coverage.

External Assurance

We periodically assess our IT systems to ensure adherence to industry standards, guidelines, and regulations. Our systems are also audited externally each year, and any findings are tracked until they are adequately remediated.

Security Operations Center (SOC)

Our 24/7 SOC provides monitoring, real-time threat detection, and rapid incident response for our on-premise network, cloud, and endpoint environments, with visibility into potential threats and robust response protocols. This centralized approach enables us to proactively manage risks and maintain the integrity of our systems and data.

ESG Policies

VIEW OUR ESG POLICIES AND ENVIRONMENTAL MANAGEMENT SYSTEM AT WWW.SLGREEN.COM

Our ESG Policies were updated in 2024 to provide insight into our public commitments, targets, and goals along with our process for measuring progress and ensuring adherence. Our ESG platform is integrated throughout our business, which has bolstered our risk management practices and benefited our corporate strategy and decision-making.

Environmental Policy

SL Green's policy is to operate in ways that protect the environment surrounding our properties, minimize our broader environmental impacts, and promote environmental awareness among our stakeholders.

- Climate & Emissions Reduction
- Water Quality, Reduction, & Efficiency
- Waste Reduction & Diversion
- Biodiversity Protection
- Indoor Air Quality
- Sustainable Construction & Development
- Maintaining Our Environmental Management System (EMS)

Human Rights Policy

In values, principles, and policies, SL Green is committed to human rights throughout our operations, supply chain, and partnerships. We expect employees, suppliers, and third-party contractors to share our commitment.

- Child & Forced Labor
- Freedom of Association
- Working Conditions & Working Hours
- Privacy & Cybersecurity
- Responsible Marketing
- Anti-Discrimination & Anti-Harassment
- Reporting Concerns & Anti-Retaliation
- Fair Wages & Equal Remuneration

Health & Safety Policy

We safeguard and enhance the health, safety, and well-being of employees, tenants, and visitors. This commitment spans from property design to daily operations and involves proactive risk identification, prioritization, and assessment based on regulatory standards for ongoing operations and emergency management.

- Occupational Health & Safety
- Optimized Health & Wellness
- Emergency Preparedness

Workforce Development Policy

We have assembled a talented and diverse team of professionals that exemplifies the excellence of our organization. Finding and retaining the best talent is imperative to our company's growth and success. We have introduced measurable human capital objectives aimed at attracting and retaining top talent.

- Employee Training & Career Development
- Internal Mobility
- Employee Engagement
- Employee Benefits & Wellness

Diversity Policy

We cultivate a diverse workforce that reflects New York City. We believe this strengthens the company by providing a broader perspective and experience on strategic and operational issues. By fostering a diverse and inclusive workplace, we attract and retain a long-tenured staff.

- Equal Opportunity Employment
- Board Diversity
- Reasonable Accommodation
- Anti-Discrimination & Anti-Harassment
- Employee Recruitment & Selection
- Reporting Concerns & Anti-Retaliation
- Equal Remuneration
- Utilization of MWBEs (Minority- and Women-Owned Business Enterprises)

Community Engagement Policy

At SL Green, we hold ourselves to the highest standard of corporate responsibility and strive to be active and responsible members of our New York City community. We are dedicated to making a positive impact through our development projects, philanthropic endeavors, and partnerships with local stakeholders.

- Philanthropy & Community Giving
- Employee Volunteerism
- Community Development & Local Stakeholder Engagement
- Community Grievances
- Tenant Engagement



ESG Risk Management

SL Green's ESG risk management framework is a deeply embedded, organization-wide system designed to proactively identify, assess, and mitigate various business and sustainability-related risks. We recognize our responsibility to lead in sustainable building operations and have embedded ESG considerations into our governance, operations, financial planning, and stakeholder engagement. The framework aligns with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations but extends beyond climate to encompass broader sustainability risks, including supply chain vulnerabilities, regulatory compliance, tenant engagement, and resource management.

GOVERNANCE

ESG-related risks are overseen and managed by the Board of Directors and executive leadership

- CEO consults with Board and the NCGC on ongoing risks and opportunities
- CFO oversees company finances, including investor relations and updates on ESG-related risks and opportunities
- COO leads ESG team to monitor risks and integrate sustainability across operations and development
- ESG team manages implementation and reporting

STRATEGY

Company operations, assets, and supply chains are assessed to identify material risks and opportunities

- Leveraging materiality assessments, we identify and evaluate risks based on exposure, likelihood, and potential impact
- Assess risks and opportunities over the short, medium, and long terms.
- Utilize physical climate risk modeling tools to evaluate changes under varying scenarios
- Develop mitigation measures utilized by our key departments, including Leasing, Technology, Finance, Operations, Construction/Development, and Investments
- Enforce corrective action plans and establish ongoing monitoring

REPORTING & MONITORING

Risks are continuously monitored to ensure frameworks remain appropriate and sufficient as business contexts evolve

- Periodic data collection and analysis using various software platforms to ensure accuracy and consistency
- Quarterly board updates on changes or enhancements to risk management framework
- Annual review and reporting to key stakeholders including investors, regulators, and tenants
- Alignment with industry best practices and relevant standards such as IFRS, GRI, and CSRD

Supply Chain

SL Green's operations are supported by our supply chain, an extensive network of vendors that source materials, goods, and services for our business and tenants. We hold our vendors to a policy of responsible business practices and expect them to do the same with suppliers, contractors, and vendors within their own supply chain.

Policies & Standards

We aim to select and maintain partnerships with suppliers who demonstrate transparency and comply with all applicable standards and regulations related to ethical, environmental, and social issues. Our green procurement policy covers topics such as human rights and labor practices, environmental health and safety, and business ethics and responsibility. This policy is guided by external standards, including Forest Stewardship Council (FSC), ENERGY STAR, Green Seal, and the CRI Green Label. We implement these sustainable procurement practices with the intention of reducing negative environmental impacts, and encourage vendors to do the same via sustainable procurement policies with their own vendors.

Similarly, our Vendor Code of Conduct outlines the requirements for operating lawfully, ethically, and with integrity. It is aligned with best practices prescribed in the UN Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidance for Responsible Business Conduct, and the New York City Human Rights Law.

We enforce our standards through supplier engagement and ongoing evaluation. If noncompliance is identified, we create corrective action plans and provide resources to assist vendors in resolving the issues. Progress is assessed when suppliers are reevaluated for continued use in the portfolio.



Supply Chain Risk Management

The key to effective supply chain management is establishing processes for risk identification and due diligence. SL Green established a comprehensive strategy that allows us to meet ESG commitments by proactively identifying and addressing potential risks across our own operations and those of our suppliers. This process begins with mandatory annual assessments of our Tier 1 Critical Suppliers. We identify our "critical suppliers" as those who account for the top 60% of our annual spend and where SL Green depends on these services to conduct business. A survey customized by supplier's industry, location, and size is generated to evaluate overall ESG performance. Performance is broken into categories such as Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. Each supplier's assessment is scored on a 100-point scale, and suppliers that score between 0–24 are considered "high-risk." These vendors are provided with Corrective Action Plans and a network of resources to address and resolve identified issues. The supplier's progress is then monitored via subsequent annual surveys to ensure improvement and risk mitigation.

Due Diligence Process



ESG Reporting Frameworks

SL Green aligns ESG disclosures with leading frameworks to ensure transparent, consistent, and accountable sustainability performance. We report in accordance with the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) guidelines for the Real Estate sector, and follow Task Force on Climate-related Financial Disclosures (TCFD) recommendations to strengthen climate risk and opportunity reporting. In preparation for evolving global standards, we are evaluating the new International Financial Reporting Standards (IFRS) S1 & S2 disclosure standards and will align accordingly. These frameworks reinforce our commitment to high-quality ESG disclosure and provide stakeholders with consistent, decision-useful information.

REPORTING GUIDELINES

GRI Global Reporting Initiative ADOPTED IN 2013	SASB Sustainability Accounting Standards Board ADOPTED IN 2020	TCFD Task Force on Climate-related Financial Disclosures ADOPTED IN 2021
The GRI Standards provide a framework for organizations to disclose ESG impacts, focusing on material issues that affect stakeholders and promote transparency, comparability, and reporting accountability.	SASB Standards guide companies in disclosing financially material sustainability information relevant to investors. The standards are industry-specific and designed to integrate ESG factors into financial filings.	The TCFD framework helps companies disclose climate-related financial risks and opportunities. It emphasizes governance, strategy, risk management, and metrics related to climate resilience.
CSRD Corporate Sustainability Reporting Directive ALIGNED SINCE 2023	UN SDGs United Nations Sustainable Development Goals ALIGNED SINCE 2022	IFRS International Financial Reporting Standards EVALUATING FOR 2026
The CSRD is an EU regulation requiring large and listed companies to report detailed sustainability information, aligned with the European Sustainability Reporting Standards (ESRS) and aiming for greater transparency and comparability.	The UN SDGs comprise 17 goals that address the most pervasive global challenges and represent actionable targets designed to help our planet achieve long-term environmental and social sustainability.	The IFRS Sustainability Disclosure Standards aim to provide a global baseline for ESG reporting. They build on frameworks like SASB and TCFD, promoting consistent, comparable, and reliable sustainability-related financial disclosures.

VOLUNTARY REPORTING

GRESB Global Real Estate Sustainability Benchmark RESPONDED SINCE 2019	CDP Carbon Disclosure Project RESPONDED SINCE 2018	S&P Global CSA Corporate Sustainability Assessment RESPONDED SINCE 2018
GRESB provides ESG performance benchmarking for real assets. It evaluates portfolios based on ESG management, performance, and stakeholder engagement, and is widely used by institutional investors for portfolio analysis.	CDP runs a global disclosure system for companies, cities, and regions to report environmental data related to climate change, water security, and deforestation. The questionnaires are aligned with TCFD recommendations.	The S&P Global CSA evaluates companies for the Dow Jones Sustainability Indices. It combines industry-specific ESG criteria with financial materiality offering a comprehensive view of a company's sustainability performance.

Climate Regulation

SL Green is committed to meeting the evolving climate regulations set by New York City and New York State. We actively comply with local mandates and support broader state initiatives under the Climate Leadership and Community Protection Act (CLCPA). Our sustainability strategy is designed to align with these frameworks, reduce greenhouse gas emissions, and future-proof our portfolio while contributing to a greener, more resilient city.

→ LL88 – Submetering & Lighting

Effective 2025

Requires upgrades to lighting systems and installation of tenant submeters in nonresidential spaces. Aims to reduce lighting loads and empower tenants to manage energy consumption more effectively.

→ LL97 – Building Emissions Reduction

Effective 2024

Establishes greenhouse gas emissions caps for most buildings over 25,000 square feet with stricter limits in 2030 and beyond. Noncompliance results in financial penalties, driving building decarbonization.

→ LL33/95 – Energy Star Letter Grade

Effective 2020

Requires covered buildings to post an energy efficiency grade (A–F) at entrances, based on ENERGY STAR scores.

→ LL92/94 – Green Roof Requirement

Effective 2019

Mandates sustainable roofing systems like green roofs, solar panels, or a combination, for new construction and major roof replacements. Supports renewable energy adoption and stormwater management.

→ LL84 – Benchmarking

Effective 2009; Amended by LL133 Effective 2016

Requires large buildings to annually report whole-building energy and water consumption through the EPA's Portfolio Manager. Provides transparency, tracks progress, and enables performance comparisons.

→ LL87 – Energy Audits & Retrocommissioning

Effective 2013

Mandates energy audits and retrocommissioning every 10 years for covered buildings. Ensures systems are tuned for efficiency and that owners identify opportunities for long-term energy savings.



Local Law 97

We are proud to confirm that our entire portfolio is currently in full compliance with the emissions limits set forth by New York City's Local Law 97. As a result of targeted energy efficiency upgrades, strategic capital planning, and proactive data monitoring, we successfully met the initial 2024-2029 emissions limits. Our ongoing efforts include retrofitting systems and optimizing building operations to ensure we remain ahead of the more stringent 2030 requirements. Compliance is a key part of our broader decarbonization roadmap and ESG strategy.

100% SUBMITTED AND COMPLIANT

Reporting Methodology Scope 1& 2

BOUNDARY APPROACH

SL Green has calculated and reported all emissions utilizing the Operational Control Approach as defined in the GHG Protocol: A Corporate Accounting and Reporting Standard (2004). We selected this control approach because it aligns with our primary business function as a real estate owner and operator. Using the operational control approach, we account for all controlled spaces within Scope 1 and 2. Energy emissions from all tenant spaces are accounted for in SL Green's Downstream Leased Assets within Scope 3. Properties for which SL Green owns an equity share but does not have operational control are not included within the reporting boundary. Scope 1 and 2 versus Scope 3 emissions allocations differ based on a property's classification (defined below). Sources used to determine whether consumption should be allocated to tenant or base building are whole building energy, tenant submeters, and direct tenant meters. Tenants who are direct-metered and do not share consumption data with SL Green are allocated usage on a pro-rata basis.

PROPERTY TYPE	MANAGEMENT OVERSIGHT	EMISSIONS ALLOCATION
Owned and Managed Properties	SL Green has primary management responsibilities and full or partial financial ownership	Base building emissions in properties where primary management responsibilities and full or partial financial ownership are allocated to Scope 1 and 2
		Tenant emissions for these properties are allocated to Scope 3, Category 13
Managed-Only Properties	SL Green has primary management responsibilities and no financial ownership	All emissions in properties where SL Green has primary management responsibilities and no financial ownership are allocated to Scope 3, Category 11
Third-Party Managed and Triple-Net Leased Properties	SL Green does not have primary management responsibilities, leases operations to a third party, and has full or partial financial ownership	All emissions for properties for which SL Green does not have primary management responsibilities, leases operations to a third party, and has full or partial financial ownership – Not included in reporting

CALCULATION METHODOLOGY

Whole-Building Utility Data: Electricity and district steam data are provided directly by ConEd. Fuel oil consumption is added separately. All utility data are validated against invoices and our energy management database to ensure accuracy.

Tenant Direct Meters: Tenant usage is estimated by subtracting SL Green-owned meter consumption from the total whole-building utility data. Where available, invoices provided by tenants are incorporated to refine accuracy. Not all tenants provide annual usage data, so available data are used to allocate emissions as accurately as possible between landlord- and tenant-controlled spaces.

Submeters: Submetered data are allocated to Scope 3 emissions. Where submeters are excluded from totals, usage is prorated between landlord- and tenant-controlled areas based on square footage. Submeter data are used wherever possible to distinguish between landlord and tenant emissions. Where annual submeter data are incomplete, emissions are still captured in base building totals and allocated by square footage.

FUEL SOURCE	2024 EMISSIONS FACTOR	UNITS	SOURCE
Electric (Location Based)	976.151	lbs/MWh	eGRID 2025 - NYCW (NPCC NYC/Westchester)
Electric (Market Based)	262.96	lbs/MWh	Benchmarking Air Emissions Report 2024 – Consolidated Edison
District Stream	13.1673	kgCO ₂ e/MMBtu	NYC Citywide CLCPA Inventory 2005-2021
Natural Gas	53.11	kgCO ₂ e/MMBtu	EPA – Emission Factors for Greenhouse Gas Inventories 2021
Fuel Oil #2	10.24409	kgCO ₂ e/gallon	EPA – Emission Factors for Greenhouse Gas Inventories 2021
Fuel Oil #4	10.99782	kgCO ₂ e/gallon	EPA – Emission Factors for Greenhouse Gas Inventories 2021

Reporting Methodology Scope 3

CATEGORY 1 – PURCHASED GOODS AND SERVICES

Emissions were estimated using a hybrid methodology. For suppliers that disclosed emissions through CDP or had validated science-based targets, supplier-specific emission factors were applied. For all other suppliers, U.S. EPA spend-based emission factors were used. This approach covered 82% of total reported spend, with the resulting emissions intensity applied to the remaining 18%.

CATEGORY 2 – CAPITAL GOODS

Emissions were estimated based on reported 2024 spend, with uncategorized spend proportionally allocated between Categories 1 and 2. A hybrid methodology was used: supplier-specific emission factors were applied where suppliers disclosed data through CDP or had validated science-based targets; for all other suppliers, U.S. EPA spend-based factors were used. For certain construction materials, additional calculations were performed by assigning appropriate NAICS codes and applying the corresponding emission factors. This approach covered 80% of capital goods spend, with the resulting emissions intensity applied to the remaining 20%.

CATEGORY 3 – FUELS

Well-to-tank emission factors from the UK's DESNZ (Department for Energy Security and Net Zero) and IEA were applied to all energy consumption in building energy consumption data provided by SL Green's Scope 1 and 2 consultancy as well as estimated commuting distances by transportation type.

CATEGORY 4 – UPSTREAM T&D

SL Green does not control or manage the transportation and distribution of goods prior to their use in our operations. These activities are managed by suppliers and fall outside our operational boundary.

CATEGORY 5 – WASTE

Emissions were estimated using demolition invoices provided by external vendors, with UK DESNZ emission factors applied to waste streams by disposal method. For demolition spend not covered by invoices, emissions intensity values were extrapolated from available data. Wastewater emissions were calculated using SL Green's reported data and corresponding DESNZ emission factors. Emissions associated with operational waste produced in SL Green buildings from day-to-day operations was deemed to be immaterial.

CATEGORY 6 – BUSINESS TRAVEL

Emissions were estimated using U.S. EPA spend-based factors applied to travel spend data. Hotel stays were calculated using UK DESNZ country-specific factors, with an average factor applied where country data were unavailable. Flight emissions were estimated using DESNZ haul- and class-specific factors based on mileage between destinations.

CATEGORY 7 – COMMUTING

Emissions were estimated using the 2023 commuting survey, converting travel time to distance by mode of transport using NYC-specific statistics. DESNZ emission factors were applied to calculate average commuting emissions. The results were scaled to represent current employee groups and supplemented with NYC mobility survey data to estimate commuting by union and non-union employees. For selective remote work days, emissions were estimated based on the total number of teleworking days reported by SL Green. Electricity and natural gas used during these days were calculated and multiplied by the corresponding EPA eGrid emission factors.

CATEGORY 8 – UPSTREAM LEASED ASSETS

SL Green does not lease assets for use in its operations. The company owns and directly manages its leased spaces.

CATEGORY 9 – DOWNSTREAM T&D

SL Green does not produce or distribute physical goods. The company's core business is office real estate, and no material downstream transportation or distribution emissions are generated.

CATEGORY 10 – PROCESSING OF SOLD PRODUCTS

SL Green does not manufacture or sell products.

CATEGORY 11 – USE OF SOLD PRODUCTS

All emissions in properties where SL Green does not have operational control but does have management responsibilities were allocated to Category 11.

CATEGORY 12 – END-OF-LIFE TREATMENT OF SOLD PRODUCTS

SL Green does not produce physical products. There are no sold products requiring disposal or end-of-life treatment.

CATEGORY 13 – DOWNSTREAM LEASED ASSETS

Tenant emissions related to energy consumption in properties where SL Green has management responsibilities and full or partial financial ownership were also allocated to Category 13.

Climate-Related Risks & Opportunities

We are committed to strengthening the resilience of our properties by proactively managing and responding to climate-related risks, including natural disasters. The buildings we own, manage, and invest in today will help shape a more sustainable Manhattan.

As extreme weather events become more frequent and regulations evolve, future-proofing our portfolio remains a strategic priority.

We are transforming New York City's built environment with innovative, climate-adaptive spaces where businesses can thrive.

Through TCFD reporting, we identify and assess the most relevant climate risks and opportunities. We continue to enhance our physical risk modeling using the latest climate projections and refine our transition risk analysis to align with New York's climate policies. This integrated approach is rooted in risk management and capital planning and supports business continuity and reflects our commitment to a sustainable future. Below are summary tables of climate-related risks and opportunities from our most recent assessment. In 2026, we plan to align our disclosures with the new IFRS S2 Climate-related Disclosure Standards.

Physical Risks¹

RISK	SHORT-TERM 0-3 YEARS	MEDIUM-TERM 3-15 YEARS	LONG-TERM 15-27 YEARS
Extreme Heat	Low	Low	Medium
Sea Level Rise	Low	Low	Medium
Hurricanes	High	High	High
Inland Flooding	Medium	Medium	Medium
Water Stress	Low	Low	Medium
Wildfire	Low	Low	Low

¹SL Green's TCFD Report identifies six physical hazards assessed across the portfolio under the worst-case RCP 8.5 scenario.

Each risk is rated low, medium, or high representing the likelihood of that risk materializing within the identified time horizons. Each risk's likelihood is informed by multiple historical and forecasting datasets and climate models.

LOW IMPACT

Unlikely to have a substantive financial or strategic impact on operations.

MEDIUM IMPACT

Likely to materialize but may or may not have a substantive financial or strategic impact on operations.

HIGH IMPACT

High probability of materializing and having a substantive financial or strategic impact on operations.

Managing Climate Risk

Portfolio-Wide Climate Measures

- BMS Upgrades, Replacements, and Optimizations
- Elevator Upgrades
- Real-time Energy Management
- DOAS Systems
- HVAC Controls
- Envelope Upgrades

Redundancy & Demand Management

- Supplement Steam Turbines with Electric Drives
- Occupancy-Based Energy
- Heat Recovery
- Thermodynamic Storage
- Rainwater Retention
- Incremental Electrification

Event-Based Climate Measures

- Emergency Supply Closets
- Portable and Trailered Generators
- Green Roofs and Rain Gardens
- Event Preparedness Alert System
- Demand Response

Climate-Related Risks & Opportunities

Transition Risks

	RISK SOURCE	SHORT-TERM 0-3 YEARS	MEDIUM-TERM 3-15 YEARS	LONG-TERM 15-27 YEARS
POLICY & LEGAL	Mandatory Carbon Pricing	Medium	High	High
	Enhanced Climate-Related Reporting Obligations	Medium	High	High
	Decreased Availability of Rebates and Incentives	Medium	Low	Low
CYBER & TECHNOLOGY	Cost to Transition to Low Emission Technologies	Medium	High	High
	Limited Control Over Tenant Technologies	Medium	High	High
	Grid Resiliency	Low	Medium	High
MARKET & REPUTATION	Availability of Cyber Liability Insurance	Low	Medium	High
	Shift in Consumer Preferences	Low	Medium	High
	Market Exposure to Climate Risk	Low	Medium	High
MARKET & REPUTATION	Uncertain Expectations from Stakeholders	Low	Medium	High

Transition Opportunities

	OPPORTUNITY SOURCE	SHORT-TERM 0-3 YEARS	MEDIUM-TERM 3-15 YEARS	LONG-TERM 15-27 YEARS
POLICY & LEGAL	Business Synergy and Accountability	Low	Medium	Medium
	Lower Operating Costs	Low	Low	Medium
	Increased Availability of Tenant Rebates and Incentives	Medium	High	High
CYBER & TECHNOLOGY	Operational Excellence	Medium	Medium	Medium
	Effective New Technology	Low	Low	Medium
	Tenant Engagement Opportunities	Low	Medium	Medium
MARKET & REPUTATION	Increased Green Building Certification	Low	Medium	Medium
	Reduced Insurance Risk	Low	Low	Medium

Responsible Electrification

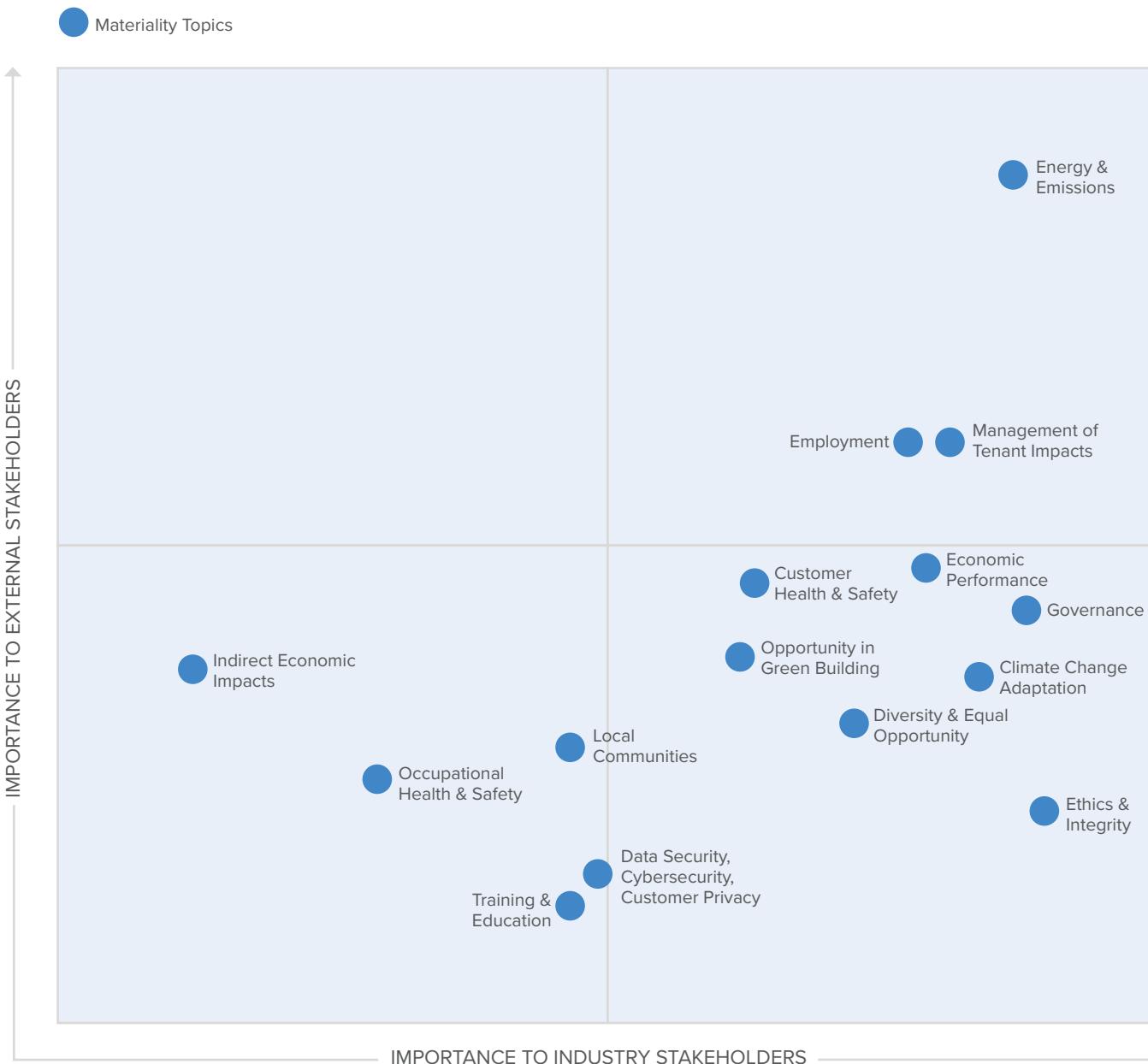
We recognize that electrification is often positioned as the future of decarbonization. But in a high-demand environment like New York City, responsible planning requires a more nuanced approach. For us, resilience comes first. The City's aging transmission and distribution infrastructure, coupled with a steam system that is itself evolving toward decarbonization, presents both challenges and opportunities. We take a deliberate, scenario-based approach to evaluating electrification across our portfolio by carefully balancing grid reliability, tenant needs, carbon impacts, and long-term cost. Electrification is a strategic consideration we assess through the lens of operational risk, energy resilience, and environmental performance.



Double Materiality

In 2023, we performed an independent third-party materiality assessment. We compiled a range of key stakeholder perspectives from joint venture partners, regulators, local NGOs, ESG investor organizations, industry peers, and internal stakeholders. The initial analysis included over 30 ESG topics from the GRI Standard Topics, the UN SDGs, and the SASB Real Estate Standards. Stakeholder interviews were conducted with SL Green leadership and with a selection of our joint venture partners. A materiality score was calculated for each ESG topic analyzed. This overall analysis resulted in the following identified ESG topics that are considered to have the greatest potential impact on SL Green and therefore to be most material to the company's ESG strategy.

Materiality Matrix



Stakeholder Engagement

SL Green prioritizes proactive and transparent stakeholder engagement as a cornerstone of our sustainability strategy. We engage with a broad range of stakeholders including tenants, investors, joint venture partners, employees, industry partners, and local community members through structured communications and collaboration. These interactions provide critical insights that inform our ESG priorities and guide decision-making across our portfolio.

Stakeholder Group	Engagement Method	Key Topics
Board of Directors	Board Meetings, ESG Updates	<ul style="list-style-type: none"> Board Diversity and Structure Board Tenure and Refreshment Community Impact Economic Performance ESG Performance Executive Compensation Succession Planning
Employees and Executive Leadership	Direct Communications, Employee Engagement Survey, Executive Fireside Chats, Internal Communication Portal, Special Events, Training and Education	<ul style="list-style-type: none"> Community Engagement Diversity Employee Recruitment Employee Satisfaction ESG Performance Ethical Standards Occupational Health and Safety Succession Planning
Investors	Annual Investor Conference, Direct Communications, Earnings Calls (Quarterly), ESG Report, Press Releases, SEC Filings	<ul style="list-style-type: none"> Climate Impact Diversity Economic Performance Emissions Reduction Environmental Compliance Ethics and Standards Green Building Certifications Recognition for Environmental Performance
Tenants	Energy Incentive Programs, Environmental Data Sharing, Meetings and Calls, Questionnaires and Surveys, Shareholder Outreach, Special Events, Sustainability Outreach	<ul style="list-style-type: none"> Climate Impact Community Engagement Emissions Reduction Energy, Water, and Waste Management Environmental Compliance Environmental Health and Safety Green Building Certifications Recognition for Environmental Performance Sustainable Design Specifications
Suppliers	Compliance Monitoring, Contract Requirements, Corrective Action Plans, Data Sharing, Supply Chain Assessments	<ul style="list-style-type: none"> Diversity Emissions Reduction Energy, Water, and Waste Management Ethics and Standards Labor Practices
Industry Partners	Committee Membership, Executive Leadership, Trade Association Meetings	<ul style="list-style-type: none"> Climate Impact Energy, Water, and Waste Management Environmental Compliance Local Community Public Policy
Local Community	Business Improvement Districts, Community Board Engagement, Privately-Owned Public Spaces, Public Transit Improvements, Social Media Engagement, Volunteerism and Philanthropy, Websites	<ul style="list-style-type: none"> Biodiversity Emissions Reduction Energy, Water, and Waste Management Indirect Economic Impact Public Policy Youth Education

Message from Our Team



Edward V. Piccinich
Chief Operating Officer



Laura Vulaj
Senior Vice President,
Sustainability & Hospitality



Kevin Reade
Senior Vice President,
Director of Engineering



Emily Kildow
Vice President,
Director of Sustainability



Emma Giordano
Associate



Nadav Avihay
Associate



Pamela Seltzer
Property Manager &
Sustainability Analyst



Amanda Golub
Vice President,
People Experience

At SL Green, sustainability is not a standalone initiative. It is integrated into the way we operate, invest, and lead as a steward of the built environment. As New York's largest office landlord, we recognize the critical role we play in shaping a lower-carbon, more resilient future for the city we call home.

Over the past year, our ESG strategy has focused on measurable action, data transparency, and long-term value creation. We are proud to report that our portfolio remains fully compliant with New York City's Local Law 97 as of the 2024 enforcement threshold. This milestone is a direct result of our early investments in energy efficiency, building system modernization, and smart operational management. Looking ahead to the more stringent 2030 emissions limits, we are not only prepared, but also planning ambitiously.

Beyond compliance, we have continued to expand our ESG program to address the broader imperatives of climate resilience, tenant health and well-being, and social equity. Whether through expanding access to high-performance spaces, partnering with tenants on sustainability initiatives, or advancing disclosures in alignment with GRESB, GRI, and emerging frameworks such as IFRS, we are committed to integrating ESG into every level of our business.

We know the work is far from done. The road to a decarbonized city requires innovation, collaboration, and accountability, which are values that have long defined SL Green. We remain focused on delivering industry-leading performance while making a positive impact for our tenants, our shareholders, and the communities we serve.

We would like to extend our sincere thanks to the individuals who contributed to the preparation of this report, with special recognition to Nicole Lieblich for her invaluable support. Our annual ESG Report represents the culmination of a year's worth of dedicated effort, and we take great pride in sharing the progress we have made toward our environmental, social, and governance commitments.

Thank you for your continued trust and partnership. We hope you enjoyed reading SL Green's 2025 ESG Report.

Additional Resources

This list includes documents, reports, and external references that offer further insight into the organization's social, environmental, and governance-related initiatives. These materials provide additional context around key priorities, performance, and commitments. All resources are available on the company's website.

- 2024 Annual Report
- 2025 Proxy
- 2025 10-K
- Code of Business Conduct and Ethics
- Governance Principles
- Vendor Code of Conduct
- ESG Policies
- Environmental Management System Manual
- CDP Response
- 2025 GRI Content Index
- 2024 SASB Table
- 2025 Letter of Assurance
- 2023 TCFD Report
- 2023 UNSDG Alignment
- 2024 EEO-1





One Vanderbilt Avenue
New York, NY 10017
212-594-2700
www.slgreen.com