

SL Green Realty Corp.

Global Reporting Initiative 2023 GRI Content Index



Global Reporting Initiative

GRI 2: GENERAL DISCLOSURES

Standard	Disclosure	Direct Answer	Source																											
General Disclosures	2-1 Organizational details	SL Green Realty Corp. Publicly Listed One Vanderbilt Avenue New York, NY 10017 United States of America	2022 Annual Report, pp. 2, 113																											
General Disclosures	2-2 Entities included in the organization's sustainability reporting	<p>This report includes office and residential properties in which SL Green maintained ownership interest and/or direct operational control during all or part of the 2022 calendar year. This boundary excludes non-managed properties, standalone retail, and non-real estate assets. Assets classified as "construction" or "major redevelopment" were excluded. The following assets are listed as redevelopment properties in the 10-K, but significant portions of the buildings were in operation under SL Green control during the 2022 calendar year: 625 Madison Avenue, 750 Third Avenue, and 885 Third Avenue. Unless otherwise noted, the properties included in this report are consistent with the boundary used for SL Green's 2023 Environmental Performance Summary and CDP disclosure.</p> <table border="0"> <tr> <td>One Vanderbilt Avenue</td> <td>215 Park Avenue South</td> <td>625 Madison Avenue</td> </tr> <tr> <td>2 Herald Square</td> <td>220 East 42nd Street</td> <td>711 Third Avenue</td> </tr> <tr> <td>7 Dey Street</td> <td>245 Park Avenue</td> <td>750 Third Avenue</td> </tr> <tr> <td>10 East 53rd Street</td> <td>304 Park Avenue South</td> <td>810 Seventh Avenue</td> </tr> <tr> <td>11 Madison Avenue</td> <td>420 Lexington Avenue</td> <td>885 Third Avenue</td> </tr> <tr> <td>100 Church Street</td> <td>450 Park Avenue</td> <td>919 Third Avenue</td> </tr> <tr> <td>100 Park Avenue</td> <td>461 Fifth Avenue</td> <td>1185 Avenue of the Americas</td> </tr> <tr> <td>110 Greene Street</td> <td>485 Lexington Avenue</td> <td>1350 Avenue of the Americas</td> </tr> <tr> <td>125 Park Avenue</td> <td>555 West 57th Street</td> <td>1515 Broadway</td> </tr> </table>	One Vanderbilt Avenue	215 Park Avenue South	625 Madison Avenue	2 Herald Square	220 East 42nd Street	711 Third Avenue	7 Dey Street	245 Park Avenue	750 Third Avenue	10 East 53rd Street	304 Park Avenue South	810 Seventh Avenue	11 Madison Avenue	420 Lexington Avenue	885 Third Avenue	100 Church Street	450 Park Avenue	919 Third Avenue	100 Park Avenue	461 Fifth Avenue	1185 Avenue of the Americas	110 Greene Street	485 Lexington Avenue	1350 Avenue of the Americas	125 Park Avenue	555 West 57th Street	1515 Broadway	2022 10-K, pp. 26-28
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General Disclosures	2-3 Reporting period, frequency and contact point	2023 ESG Report: Data from January 1, 2022 to December 31, 2022 (annual release in December) 2022 Annual Report: Data from January 1, 2022 to December 31, 2022 (annual release in April) 10-K: Data from January 1, 2022 to December 31, 2022 (annual release in February) Contact: Laura Vulaj, Senior Vice President of Sustainability & Hospitality; E-mail: sustainability@slgreen.com	2023 ESG Report, p. 2 2022 Annual Report, p. 1 2022 10-K, p. 1																											
General Disclosures	2-4 Restatements of information	(1) Emissions Factors: For 2022, the reporting methodology for calculating GHG emissions was amended. EPA eGRID emission factors were used for the relevant reporting years covering the NYC and Westchester grid to calculate Scope 1, 2, and 3 GHG emissions. The purpose of this shift is to improve data reliability and consistency across historical and future reporting years; (2) Energy - Heating Systems: The allocation of emissions related to heating systems was updated to reflect tenant and base building. In 2023, we modified methodology to allocate tenant steam usage, based on pro-rata square footage, in Scope 3 - Category 13, resulting in a proportional drop in Scope 1 and 2 steam emissions. This updated methodology is also applicable to buildings using natural gas and fuel oil for heating; (3) Waste - Cardboard: Categorization for cardboard was updated in year-over-year data; (4) Waste - Electronic Waste: Errors were identified in vendor reporting, reflecting a double count of the first six months of data per year. This error was corrected and will reflect lower year-over-year electronic waste tonnage; (5) Waste - Paper: In 2023, data collection was expanded to include paper shredding to our waste inventory; (6) Scope 3: A supplier specific emissions factor was utilized for the top supplier in Category 2 using historical emissions published by the supplier. All spend classified as construction was moved from Scope 3 - Category 1 to Category 2 to better reflect organizational spending habits.	N/A																											
General Disclosures	2-5 External assurance	External assurance was performed on reported Environmental Data by SIG, a third-party consultant. SIG applied a limited level of assurance to this verification to meet the intended use of public disclosure of environmental performance data. This level of assurance assesses the environmental data disclosure including energy, water, waste, and emissions data, and determines its material correctness. The report has been prepared in accordance with ISO 14064-3: 2019 for quantification, monitoring, and reporting.	2023 Letter of Assurance (see "Documents")																											

General Disclosures	2-6	Activities, value chain and other business relationships	SL Green is a fully integrated real estate investment trust, or REIT, that is focused primarily on managing, developing, renovating, and the acquisition and divestment of primarily commercial properties. The reporting boundary includes properties under the company's operational control and all but one are full or partially owned. The company depends on a diverse pool of vendors to provide products and services that are critical to the growth and success of the enterprise. Tier 1 suppliers account for the top 60% of company spend and totaled over 60 vendor partners in 2022 including Architectural Services, Brokers, Building Security, Contractors, Engineering Services, IT Services, Development Management, Insurance, Legal Services, Maintenance, Energy Service Providers, and Utilities. Downstream entities include SL Green tenants managed properties where the company has no financial interest. Other relevant business relationships include Joint Venture partners and development partners. Tier 2 suppliers are expected to meet the same requirements as Tier 1 suppliers.	Supply Chain Due Diligence Process 2022 Annual Report, pp. 1-2, 4-5, 10, 19
General Disclosures	2-7	Employees	The company includes 1,145 employees who are located primarily in Manhattan, with 1% located in Connecticut. The numbers listed are a year-end headcount of all employees including full-time and part-time. The company does not employ any Non-Guaranteed Hours employees. SL Green uses end of year (EOY) data to track full-time and part-time employees, which includes any worker that was employed in the 2022 calendar year.	EEO-1
General Disclosures	2-8	Workers who are not employees	The majority of the company's workers are employed by SL Green Realty Corp. Exceptions include construction contractors, select security personnel, food and beverage service employees, and SUMMIT retail store operations - all of these individuals are directly employed by vendor partners. Exceptions also include seasonal hourly interns.	2023 Proxy, p. 36
General Disclosures	2-9	Governance structure and composition	In 2022, the company's Board of Directors was comprised of ten members, seven of which were independent. Of our independent Board members, three were women. The executive team also comprised one woman. Our Board includes four standing committees: Audit Committee, Compensation Committee, Nominating and Corporate Governance Committee, and Executive Committee. SL Green's executive and department-level leadership act together as a fully integrated sustainability committee responsible for managing ESG governance and incorporating practices into operations. This committee serves as conduit to the Board's oversight of ESG topics and the ESG team's program implementation, ensuring a coordinated response to ESG issues across the organization with input from key internal stakeholders. The Board conducts outreach with the governance teams of the company's largest shareholders at least twice per year and reviews the company's corporate profile to ensure it follows best governance practices. For more information on SL Green's approach to corporate governance and ethics, including Governance Principles, Committee Charters, and Code of Business Conduct and Ethics, visit the Corporate Governance page of the website.	2023 Proxy, pp. 23-29 Corporate Governance
General Disclosures	2-10	Nomination and selection of the highest governance body	SL Green's Nominating and Corporate Governance Committee collects suggestions from directors, management, and shareholders for potential nominees. They may also engage external sources to help identify candidates. The committee evaluates experience, qualifications, and diversity, including ethnic/racial diversity. They conduct interviews with candidates, either in person or by phone, and review their independence and potential conflicts. Finally, the committee presents the potential candidates to the full Board for open discussion, and the Board is responsible for approving them.	2023 Proxy, p. 2
General Disclosures	2-11	Chair of the highest governance body	Marc Holliday, Chief Executive Officer & Chairman of the Board.	2023 Proxy, p. 19
General Disclosures	2-12	Role of the highest governance body	SL Green's executive and department-level leadership act together as a fully integrated sustainability committee responsible for managing ESG governance and incorporating practices into operations. This committee serves as conduit to the Board's oversight of ESG topics and the ESG team's program implementation, ensuring a coordinated response to ESG issues across the organization with input from key internal stakeholders. The ESG team is overseen by SL Green's Chief Operating Officer (COO), who leads over 1,000 employees and is responsible for managing building operations, construction, technology, people experience, and sustainability which includes oversight of energy, emissions, water, waste, local community, economic performance, environmental compliance, DEI data, and health and wellness. The COO is the highest-level position with direct responsibility for climate-related issues, overseeing most functions with the largest potential impact on mitigating climate-related risks. Our Chief Financial Officer (CFO) also oversees the company's finances and investor relations, and provides updates to shareholders on climate-related risks and opportunities.	2023 Proxy, pp. 29, 35 TCFD Report, pp. 5, 16
General Disclosures	2-13	Delegation of responsibility for managing impacts	The ESG team consists of four employees, including a senior level SVP, Sustainability & Hospitality and VP, Director of Sustainability, with reporting to the COO. These individuals provide updates to the Board and relevant committees on sustainability strategy, performance, and progress, while working collaboratively with business units. Progress reports for ESG are formally presented and reviewed annually, and individual initiatives are presented and reviewed on an ongoing basis. The ESG Team is responsible for managing the initiatives and coalescing the relevant parties to assist in implementation, but everyone at SL Green has an obligation to achieve ESG objectives and participate in operationalizing sustainability throughout the organization.	2023 Proxy, pp. 6, 35 TCFD Report, p. 5

General Disclosures	2-14	Role of the highest governance body in sustainability reporting	Chief Executive Officer & Chairman of the Board.	2023 Proxy, p. 19
General Disclosures	2-15	Conflicts of interest	Please refer to the 2023 Proxy Statement.	2023 Proxy, p.37 (see "Code of Ethics")
General Disclosures	2-16	Communication of critical concerns	Please refer to the 2023 Proxy Statement.	2023 Proxy, p.37 (see "Code of Ethics")
General Disclosures	2-17	Collective knowledge of the highest governance body	SL Green's ESG program has executive-level participation, with Board oversight. The company's ESG initiatives receive top-down support and are fully integrated into every business unit. The Board and executive team leverage their market experience to provide strategic guidance and advance the ESG program. The executive team and senior management are regularly engaged, while the Board remains involved on a quarterly basis and for ongoing programs and initiatives. The scope of discussion includes energy, emissions, water, waste, community impact, economic performance, environmental compliance, DEI topics, and health & wellness across existing assets and in new developments. In 2022, SL Green introduced content training for all employees on DEI and providing historical context specifically for the real estate industry. To keep stakeholders informed, the company utilizes various channels such as the Annual Institutional Investor Conference, quarterly status reports, e-mail updates, and the annual ESG Report. Through extensive shareholder outreach, there is active engagement with members of the Board and the ESG team to discuss key matters.	2023 Proxy, pp. 4, 22, 35 2023 ESG Report, pp. 26- 27
General Disclosures	2-18	Evaluation of the performance of the highest governance body	The Compensation Committee and the Board prioritize annual shareholder votes on executive officer compensation. In 2022, SL Green updated the compensation structure to include four pay elements: Annual Base Salary, Annual Cash Bonus, Performance-Based Equity Awards, and Time-Based Equity Awards. SL Green values stockholder feedback and is committed to enhancing performance-based compensation by reducing discretion in bonuses, implementing vesting caps, eliminating auto allowances, and removing short-term measurement periods. While a significant portion of compensation is performance-based, the company also considers non-financial and qualitative factors. Long-Term Incentive Awards align senior management with long-term performance goals. Marc Holliday (CEO & Chairman) serves as the highest decision-maker on social and climate-related issues. The CEO's compensation is also tied to ESG performance and achieving goals set during the previous year's Annual Institutional Investor Conference, ensuring deep involvement in such matters.	2023 Proxy, pp. 24, 42-65
General Disclosures	2-19	Remuneration policies	Please refer to the 2023 Proxy Statement.	2023 Proxy, pp. 42-65
General Disclosures	2-20	Process to determine remuneration	Please refer to the 2023 Proxy Statement.	2023 Proxy, pp. 42-65
General Disclosures	2-21	Annual total compensation ratio	Please refer to the 2023 Proxy Statement.	2023 Proxy, pp. 42-65
General Disclosures	2-22	Statement of sustainable development strategy	Please reference the 2023 ESG Report.	2023 ESG Report, pp. 4, 10- 21, 40- 45
General Disclosures	2-23	Policy commitments	SL Green's Human Rights Policy, Vendor Code of Conduct, and Code of Ethics address conducting due diligence, applying the precautionary principle, and respecting human rights (discussion regarding vulnerable groups included in the Human Rights Policy). For the level at which each of the policy commitments was approved, see linked policies, which can also be found on the company website. The Vendor Code of Conduct is included in each of our contracts with vendors.	Human Rights Policy, pp. 1-2, 4 Corporate Sustainability Policy, p.10
General Disclosures	2-24	Embedding policy commitments	SL Green's commitment to sustainability is guided by policies that are integrated into business units to inform decisions and processes across the organization. The company outlines policies that address all material environmental, social, and governance issues identified by stakeholders. Policies are operationalized within each work stream with responsibility at the senior leadership level. Sustainability is integral to investment decisions, ongoing operations, capital planning, and risk management. Specific climate-risk avoidance and mitigation strategies are identified in the TCFD Report including operating procedures. The company also evaluates its priorities through a materiality assessment and feedback from internal and external stakeholders. In 2023, the ESG team updated the assessment and published the results in the 2023 ESG Report. The materiality assessment includes climate resilience, carbon emissions reduction, water conservation, waste management, transparency, DEI, employee retention and development, and supply chain management. To ensure policies are upheld by vendors in SL Green's supply chain, training is offered through a third party platform. Vendors must sign a Vendor Code of Conduct as part of their contractual obligation, which requires adherence to SL Green's EMS and Sustainability Policies. For employees, SL Green requires compliance with the Code of Business Conduct and Ethics.	2023 ESG Report, pp. 22, 26, 41- 45 Code of Business Conduct and Ethics, p. 83 TCFD Report, pp. 5, 7-8

General Disclosures	2-25	Processes to remediate negative impacts	Please refer to the Code of Business Conduct and Ethics.	Code of Business Conduct and Ethics, pp. 83-94
General Disclosures	2-26	Mechanisms for seeking advice and raising concerns	Please refer to the Code of Business Conduct and Ethics.	Code of Business Conduct and Ethics, pp. 83-94
General Disclosures	2-27	Compliance with laws and regulations	The company incurred \$34,750 energy compliance-related fines and 0 sanctions for non-compliance with laws and regulations in the social and economic area. The violations received during the reporting year are largely due to clerical inconsistencies. These violations have been corrected and resolved either through payments or resubmissions.	N/A
General Disclosures	2-28	Membership associations	SL Green participates in the following membership associations: <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <ul style="list-style-type: none"> Building Owners and Managers Association Business Improvement Districts (BIDs) Citizens Budget Commission Commercial Real Estate Women, New York Institute of Real Estate Management National Association of Real Estate Investment Trusts New York Building Congress </div> <div style="width: 45%;"> <ul style="list-style-type: none"> New York League of Conservation Voters Real Estate Board of New York Realty Advisory Board Regional Planning Association U.S. Green Building Council Urban Green Council Urban Land Institute </div> </div>	N/A
General Disclosures	2-29	Approach to stakeholder engagement	SL Green's Annual Institutional Investor Conference, annual ESG Report, and Quarterly Earnings Calls serve to update stakeholders in addition to individualized e-mail updates, which covers the topics mentioned above. SL Green conducts extensive shareholder outreach, during which, key ESG topics are discussed with members of the Board and the ESG team. Additional engagement can be found in our Stakeholder Engagement section in the 2023 ESG Report.	2023 ESG Report, pp. 40, 42, 46, 48- 49
General Disclosures	2-30	Collective bargaining agreements	As of December 31, 2022, 58.1% of SL Green's workforce was covered by five collective bargaining agreements, and 44.1% of the workforce was covered by collective bargaining agreements that expire before December 31, 2023.	2022 Annual Report, pp. 53, 82
GRI 3: MATERIAL TOPICS				
Material Topics	3-1	Process to determine material topics	Please refer to the Materiality Matrix.	2023 ESG Report, pp. 48- 49
Material Topics	3-2	List of material topics	Refer to the Materiality Matrix. As part of this assessment, an analysis is conducted to rank all material ESG aspects based on importance to, and potential impact on, the company and priority stakeholders. Material topics including Freedom of Association and Collective Bargaining, Market Presence, Water, and Effluents and Waste were eliminated from the material topics based on a reprioritization in 2022. A new materiality assessment was conducted in 2023.	2023 ESG Report, pp. 48- 49
Material Topics	3-3	Management of material topics	Please refer to the Stakeholder Engagement section of the 2023 ESG Report to learn more about the process of identifying topics material to the company and stakeholder involvement and communication. Actual and potential negative and positive impacts on the economy, environment, people, and the company are described throughout the 2023 ESG Report, in the 2023 Proxy, and in the 2022 10-K. The 10-K specifically addresses potential impacts of the material topics through risk analysis. Policies, commitments, and actions to address these impacts are listed in the 2023 ESG Report. The Corporate Sustainability Policy is also linked for more in depth policy responses to the material topics. Progress tracking is described in the 2023 ESG Report and the 2023 Proxy.	Corporate Sustainability Policy pp. 2, 12 2023 ESG Report, pp. 46- 49 2023 Proxy, pp. 35-36 2022 10-K, pp. 10-11, 13-24 TCFD Report, p. 5
GRI 201: ECONOMIC PERFORMANCE				
Economic Performance	201-1	Direct economic value generated and distributed	SL Green's direct economic value generated in 2022 was \$1.5 billion in combined revenue and \$14.4 billion in enterprise value.	2022 Annual Report, p. 2

Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	Please refer to the 2022 10-K filing and TCFD report.	2022 10-K, pp. 10-24 TCFD Report, p. 6												
Economic Performance	201-3	Defined benefit plan obligations and other retirement plans	<p>SL Green ensures that all employees have access to health, medical, and other benefits. A list of benefits is included below, but please also refer to Employee Health & Benefits section in the 2023 ESG Report.</p> <table border="0"> <tr> <td>Health, Dental and Vision Insurance</td> <td>24/7 Employee Assistance Program</td> </tr> <tr> <td>Short and Long-Term Disability Coverage</td> <td>Wellness Education & Events</td> </tr> <tr> <td>Life Insurance and AD&D</td> <td>Pet Insurance</td> </tr> <tr> <td>Employee Stock Purchase Plan</td> <td>Charitable Giving Employer Match (up to \$2,000/year)</td> </tr> <tr> <td>401(k) Employer Match</td> <td>Pensions (Union only)</td> </tr> <tr> <td>Health & Commuter Flexible Spending Accounts</td> <td></td> </tr> </table> <p>Benefits for temporary or part-time employees include: 401(k), Wellness Education & Events, and corporate discounts.</p>	Health, Dental and Vision Insurance	24/7 Employee Assistance Program	Short and Long-Term Disability Coverage	Wellness Education & Events	Life Insurance and AD&D	Pet Insurance	Employee Stock Purchase Plan	Charitable Giving Employer Match (up to \$2,000/year)	401(k) Employer Match	Pensions (Union only)	Health & Commuter Flexible Spending Accounts		2023 ESG Report, p. 27
Health, Dental and Vision Insurance	24/7 Employee Assistance Program															
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401(k) Employer Match	Pensions (Union only)															
Health & Commuter Flexible Spending Accounts																
Economic Performance	201-4	Financial assistance received from government	SL Green received Industrial Commercial Abatement Program (ICAP) benefits for three properties in 2022. The company also received NYSERDA energy incentives and facilitated incentives for tenants for free energy audits equating to a monetary value just over \$13 million.	N/A												
GRI 202: MARKET PRESENCE																
Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Building personnel wage is covered under the Collective Bargaining Agreement (CBA). For employees not covered by a CBA, compensation is above minimum wage. Minimum wage in New York City was \$15 per hour in 2022.	N/A												
Market Presence	202-2	Proportion of senior management hired from local community	91% of senior management is hired from the local community, the Greater New York City area. SL Green uses the EEOC definition to categorize senior management: individuals who plan, direct and formulate policies, set strategy, and provide the overall direction of enterprises/organizations for the development and delivery of products or services, within the parameters approved by boards of directors or other governing bodies. Residing in the highest levels of organizations, these executives plan, direct, or coordinate activities with the support of subordinate executives and staff managers.	EEO-1 Job Classifications Guide (see "Officials and Managers")												
GRI 203: INDIRECT ECONOMIC IMPACTS																
Indirect Economic Impacts	203-1	Infrastructure investments and services support	In 2022, SL Green's portfolio included eleven Privately Owned Public Spaces (POPS) covering nearly 200,000 square feet. The company also supported ten Business Improvement Districts (BIDs), investing \$2.7M towards community enhancement with the addition of benches, bike racks, kiosks, information carts, taxi stands, free public WiFi, security and sanitation, park improvements, homeless outreach, and capital improvements. SL Green also donated \$250,000 to the Madison Square Park Conservancy to construct a public dog run. The company also created FOOD1st, a 501(c)(3) that provides meals to food insecure New Yorkers. Since its inception, FOOD1st has raised over \$7M and provided over 1 Million meals.	Madison Square Park Conservancy 2023 ESG Report, p. 33												
Indirect Economic Impacts	203-2	Significant indirect economic impacts	SL Green's project at One Madison Avenue will generate \$2.3 billion in additional economic output for the New York metropolitan area economy. The project will also create 3,000+ jobs. SL Green supports New York City's youth through the Summer Youth Employment Program (SYEP) and Ladders for Leaders, and was acknowledged as 2022 Employer of the Year by the Mayor's Fund to Advance New York City. The company was one of the first developers to complete a 421-a "Affordable New York" project to provide affordable housing to New Yorkers.	2023 ESG Report, pp. 10-13, 34-35												
GRI 204: PROCUREMENT PRACTICES																
Procurement Practices	204-1	Proportion of spending on local suppliers	SL Green encourages local product and service purchases at all properties in order to reduce emissions and benefit the local economy. SL Green's Sustainable Purchasing Policy is aligned with SMACNA guidelines, where at least 50% of spending are on products that meet corporate sustainability guidelines, which includes being harvested/extracted and processed/manufactured within 500 miles.	EMS, p. 73												

GRI 205: ANTI-CORRUPTION

Anti-Corruption	205-1	Operations assessed for risks related to corruption	100% of operations are assessed for risks related to corruption. SL Green continuously evaluates potential corruption risk and utilizes its supply chain due diligence process. Risks related to corruption are identified through the Vendor Code of Conduct and Code of Business Conduct and Ethics.	Vendor Code of Conduct, p. 3 Code of Business Conduct and Ethics, p. 85
Anti-Corruption	205-2	Communication and training about anti-corruption policies and procedures	100% of Board members and employees are subject to the Code of Business Conduct and Ethics policy. 100% of employees acknowledge familiarity with this policy and are required to complete annual training to confirm their knowledge of said policy. 100% of vendors are required to comply with our Vendor Code of Conduct.	Vendor Code of Conduct, p. 3 Code of Business Conduct and Ethics, pp. 85-86
Anti-Corruption	205-3	Confirmed incidents of corruption and actions taken	There have been 0 confirmed incidents of corruption. There have been 0 money laundering.	N/A

GRI 206: ANTI-COMPETITIVE BEHAVIOR

Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There have been 0 confirmed incidents of anti-competitive behavior. Please refer to the company's Anti-Bribery and Corruption Policy.	Corporate Sustainability Policy, p. 9
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GRI 207: TAX

Tax	207-1	Approach to tax	Please refer to the 2022 10-K filing.	2022 10-K, p. 8
Tax	207-2	Tax governance, control, and risk management	Please refer to the 2022 10-K filing.	2022 10-K, p. 88
Tax	207-3	Stakeholder engagement and management of concerns related to tax	Please refer to the 2022 10-K filing.	2022 10-K, p. 53
Tax	207-4	Country-by-country reporting	Please refer to the 2022 10-K filing.	2022 10-K, p. 58

GRI 302: ENERGY

Energy	302-1	Energy consumption within the organization	<p>Energy consumed by the organization has been calculated and verified with the assistance of a third party sustainability consulting company. These calculations are in accordance with GHG Protocol Accounting Standards and utilize EPA eGRID emission factors for the relevant reporting years covering the NYC and Westchester grid. Allocations of energy and emissions are based on pro-rata square footage.</p> <p>Natural Gas + Oil (kBtu) (Scope 1)</p> <table border="1"> <thead> <tr> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>105,953,039</td> <td>29,595,164</td> <td>11,772,475</td> <td>6,917,199</td> <td>8,116,202</td> <td>33,695,674</td> </tr> </tbody> </table> <p>Electricity (kWh) (Scope 2)</p> <table border="1"> <thead> <tr> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>163,291,425</td> <td>71,464,482</td> <td>53,217,473</td> <td>44,467,594</td> <td>40,375,671</td> <td>25,571,212</td> </tr> </tbody> </table> <p>Steam (kBtu) (Scope 2)</p> <table border="1"> <thead> <tr> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>634,125,524</td> <td>160,499,107</td> <td>139,859,771</td> <td>104,874,661</td> <td>116,671,023</td> <td>122,864,170</td> </tr> </tbody> </table>	2017	2018	2019	2020	2021	2022	105,953,039	29,595,164	11,772,475	6,917,199	8,116,202	33,695,674	2017	2018	2019	2020	2021	2022	163,291,425	71,464,482	53,217,473	44,467,594	40,375,671	25,571,212	2017	2018	2019	2020	2021	2022	634,125,524	160,499,107	139,859,771	104,874,661	116,671,023	122,864,170	N/A
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Energy	302-2	Energy consumption outside of the organization	Tenant Electricity (kWh) (Scope 3)						N/A
			2017	2018	2019	2020	2021	2022	
			170,087,422	250,932,236	224,500,437	187,046,339	224,988,118	243,060,270	
			Tenant Steam (kBtu) (Scope 3)						
2017	2018	2019	2020	2021	2022				
9,542,376	566,546,967	487,931,863	392,077,214	420,642,532	466,138,929				
Tenant Gas + Fuel Oil (kBtu) (Scope 3)									
2017	2018	2019	2020	2021	2022				
1,719,474	98,692,622	50,534,793	32,228,521	33,341,057	172,756,639				
Energy	302-3	Energy intensity	All energy types are included in the organization's report, and the ration includes both tenant energy consumption and base building energy consumption. The total energy intensity of SL Green properties from January 1, 2022 to December 31, 2022 was 74.69 kBtu/SF.					2023 ESG Report, p. 15	
			EUI (kBtu/SF)						
2017	2018	2019	2020	2021	2022				
87.88	90.90	87.47	70.82	70.89	74.69				
Energy	302-4	Reduction of energy consumption	The total amount of energy consumed by SL Green properties increased from 2021 to 2022. For 2022, the total increase in energy consumption was 107,147 MWh. This increase can be attributed to an increase in physical occupancy. Despite an 81% increase in year-over-year average daily occupancy, base building energy consumption decreased 16% in 2022. These metrics include consumption for buildings that were sold during the reporting boundary.					2023 ESG Report, p. 16	
Energy	302-5	Reductions in energy requirements of products and services	100% of tenant spaces built out across the portfolio in 2022 meet NYC Energy Conservation Code requirements.					N/A	
GRI 303: WATER AND EFFLUENTS									
Water and Effluents	303-1	Interactions with water as a shared resource	Water demand from SL Green properties accounted for 0.27% of the total water volume available via the Croton and Catskill Watersheds, which is provided by the NYC Water System. The reservoirs that are most affected by demand from SL Green properties are the Cannonsville Reservoir, Pepacton Reservoir, Schoharie Reservoir, Askokan Reservoir, Neversink Reservoir, Rondout Reservoir, Boyds Corner Reservoir, West Branch Reservoir, Lake Glenida, Middle Branch Reservoir, Bog Brook Reservoir, East Branch Reservoir, Croton Falls Reservoir, Amawalk Reservoir, Titicus Reservoir, Muscoot Reservoir, Cross River Reservoir, and New Croton Reservoir. SL Green employs a water management strategy that includes the installation of low-flow fixtures, ongoing leak detection, encouraging responsible resource management among building operators and tenants, and monitoring water consumption data across our portfolio. Responsible stormwater management is included in development projects, and well as implementing Erosion and Sedimentation control planning for new construction and major redevelopment work.					2023 ESG Report, p. 20 New York City Watersheds	
Water and Effluents	303-2	Management of water discharge-related impacts	This indicator is not material as all water used in the operations of SL Green properties is discharged into the sewer system, where it undergoes wastewater treatment.					Wastewater Treatment System	
Water and Effluents	303-3	Water withdrawal	SL Green properties rely on the NYC Water System, which serves all properties within the Bronx, Kings, New York, Queens, and Richmond Counties. In 2022, SL Green withdrew 1,243.6 megaliters of water from the NYC Water System. This water is state-operated and is 100% surface water drawn from the Delaware Aqueduct (drawing from Catskill/Delaware Watersheds) and the Kensico and Hillview Reservoirs. SL Green analyzes water consumption for all buildings based on utility bills provided to each property, and on-site teams confirm correct water usage through daily on-site meter readings.					New York City Watersheds	
Water and Effluents	303-4	Water discharge	This indicator is not material as all water used in the operations of SL Green properties is discharged into the sewer system, where it undergoes wastewater treatment. SL Green's development work follows the LEED requirements as part of the Erosion and Sedimentation Control Plan, which requires site protection to limit and control discharge during construction.					Wastewater Treatment System	

Water and Effluents	303-5	Water consumption	Water Usage (m³)						N/A
			2017	2018	2019	2020	2021	2022	
			1,621,914	1,673,730	1,367,196	929,959	902,424	1,205,368	

GRI 304: BIODIVERSITY

Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Protected areas near SL Green properties are the Kensico Reservoir, Central Park, Bryant Park, the East River, Riverside Park, the Hudson River, and Madison Square Park.	New York Protected Areas Database												
Biodiversity	304-2	Significant impacts of activities, products, and services on biodiversity	SL Green strives to contribute to the biodiversity of its areas of operations and has implemented several initiatives such as planting indigenous species in the pedestrian plaza adjacent to One Vanderbilt Avenue and planting green roofs at 11 Madison Avenue and 1185 Avenue of the Americas. In 2022, SL Green had over 12,000 square feet of green space in its Manhattan properties, where indigenous species are planted to benefit local biodiversity. The company's biodiversity program has evolved to incorporate an urban garden with beekeeping to promote and preserve biodiversity. This program aims to create and maintain a thriving ecosystem within an urban environment. By combining the cultivation of plants and the presence of bees, it seeks to enhance ecological balance, support pollination, and conserve local flora and fauna. The urban garden serves as a habitat for various plant species, providing food, shelter, and breeding grounds for insects, birds, and other wildlife. Simultaneously, the bees contribute to pollination, aiding in the reproduction of plants and promoting genetic diversity. 100 Park Avenue is the first property to incorporate both, and nearby building 420 Lexington also includes beehives. SL Green conducts an assessment of Tier 1 Suppliers to determine upstream effects on biodiversity through the supply chain. The results of these assessments do not indicate that any vendors have a significant negative impact on biodiversity.	2023 ESG Report, p. 8 Threatened and Endangered Species in New York												
Biodiversity	304-3	Habitats protected or restored	Through its urban infill construction operations, SL Green is committed to mitigating sprawl and greenfield development. As part of its LEED efforts, SL Green protected 586,010 square feet of undeveloped land through land offsets. These offsets allow the company to preserve land with endangered or threatened ecosystems, maintaining biodiversity and protecting native species that would otherwise be at risk due to development. SL Green also has over 12,000 square feet of green space in their Manhattan properties, and in those sites, plants indigenous species to benefit local biodiversity.	2023 ESG Report, pp. 11- 13												
Biodiversity	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	In New York, the state in which SL Green's operations occur, the total number of IUCN Red List species and national conservation list species are measured as the following: <table border="1" data-bbox="577 982 976 1209"> <thead> <tr> <th>Category</th> <th># of Species</th> </tr> </thead> <tbody> <tr> <td>Critically endangered</td> <td>26</td> </tr> <tr> <td>Endangered</td> <td>49</td> </tr> <tr> <td>Vulnerable</td> <td>39</td> </tr> <tr> <td>Near threatened</td> <td>52</td> </tr> <tr> <td>Least concern</td> <td>1,105</td> </tr> </tbody> </table>	Category	# of Species	Critically endangered	26	Endangered	49	Vulnerable	39	Near threatened	52	Least concern	1,105	IUCN Red List
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GRI 305: EMISSIONS

Emissions	305-1	Direct (Scope 1) GHG emissions	<p>Total Scope 1 (mtCO2e)</p> <table border="1"> <thead> <tr> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>9,260.85</td> <td>1,978</td> <td>1,022</td> <td>750</td> <td>5,418</td> <td>4,857</td> </tr> </tbody> </table> <p>Scope 1 (Fuel Oil & Gas) (mtCO2e)</p> <table border="1"> <thead> <tr> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>5,743.11</td> <td>1,606.30</td> <td>660.19</td> <td>388.52</td> <td>453</td> <td>1,824</td> </tr> </tbody> </table> <p>Scope 1 (Refrigerant) (mtCO2e)</p> <table border="1"> <thead> <tr> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>517.62</td> <td>371.68</td> <td>361.59</td> <td>361.59</td> <td>4,964</td> <td>3,033</td> </tr> </tbody> </table>	2017	2018	2019	2020	2021	2022	9,260.85	1,978	1,022	750	5,418	4,857	2017	2018	2019	2020	2021	2022	5,743.11	1,606.30	660.19	388.52	453	1,824	2017	2018	2019	2020	2021	2022	517.62	371.68	361.59	361.59	4,964	3,033	2023 ESG Report, p. 15
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Emissions	305-2	Energy indirect (Scope 2) GHG emissions	<p>Scope 2 (BB Electric & Steam) (mtCO2e)</p> <table border="1"> <thead> <tr> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>88,709</td> <td>31,249</td> <td>22,671</td> <td>18,815</td> <td>19,462</td> <td>17,631</td> </tr> </tbody> </table>	2017	2018	2019	2020	2021	2022	88,709	31,249	22,671	18,815	19,462	17,631	2023 ESG Report, p. 15																								
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Emissions	305-3	Other indirect (Scope 3) GHG emissions	<p>SL Green's Scope 3 Indirect Emissions for 2022 were 533,628 mtCO2e. The below table includes Scope 3: Category 13 emissions, which is a portion of indirect energy emissions (130,552 mtCO2e). Other Indirect emissions have been identified and calculated within Scope 3 including Categories 1, 2, 3, 5, 6, 7, and 11 (403,075 mtCO2). Remaining Scope 3: Categories 4, 8, 9, 10, 12, 14 and 15 have been excluded based on their applicability to SL Green. These exclusions have been reviewed and validated by SBTi.</p> <p>Scope 3 (Tenant Electric, Gas, Fuel Oil & Steam) (mtCO2e)</p> <table border="1"> <thead> <tr> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>49,573</td> <td>115,303</td> <td>91,868</td> <td>77,829</td> <td>83,481</td> <td>130,552</td> </tr> </tbody> </table>	2017	2018	2019	2020	2021	2022	49,573	115,303	91,868	77,829	83,481	130,552	2023 ESG Report, p. 15																								
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Emissions	305-5	Reduction of GHG emissions	<p>SL Green increased emissions by 44,679 metric tons (including refrigerant) and 46,610 metric tons (not including refrigerant) from 2021 to 2022 (Scope 1, 2 & 3). This increase can be attributed to an increase in physical occupancy. These metrics include consumption for buildings that were sold during the reporting boundary.</p>	2023 ESG Report pp. 15- 16																																				
Emissions	305-6	Emissions of ozone-depleting substances (ODS)	<p>Emissions associated with ozone-depleting substances emitted by SL Green properties from January 1, 2022 to December 31, 2022 were 0.048 mtCO2e.</p>	N/A																																				
Emissions	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>In 2022, 189.4 MMCF of natural gas was burned and 123,158 gallons of fuel oil was burned. The associated NOx emissions are 2.02 tons and the associated SOx emissions are 9.61 tons. SOx emissions are secondary pollutants that are caused by burning oil for energy generation, while the emissions associated with NOx pollutants are formed during combustion. The 2022 emissions calculations are based on estimated emissions per unit of fuel from the EPA's AP-42: Compilation of Air Emissions Factors. SL Green is committed to reducing emissions in accordance with local laws and the UN Sustainable Development Goals. These indirect air emissions have less global warming potential than CO2 and should not be directly compared with reported GHG emissions for climate impact.</p>	N/A																																				

GRI 306: EFFLUENTS AND WASTE				
Effluents and Waste	306-1	Water discharge by quality and destination	Water discharge associated with the general operations of SL Green real estate assets is discharged into the New York City municipal sewage system, which transports sewage and wastewater to treatment plants.	N/A
Effluents and Waste	306-2	Waste by type and disposal method	Across SL Green's holdings, total non-hazardous waste (including e-waste) was 6,846 short tons, of which 4,289 short tons were sent to landfills, 2,447 short tons were diverted through recycling and composting, and 137 short tons were diverted through e-waste recycling. The resulting non-hazardous waste diversion rate is 37.4%. This data was obtained from waste haulers responsible for waste collection in SL Green properties. The overall waste diversion rate decreased from 38.2% in 2021 to 37.4% in 2022.	2023 ESG Report, p. 21
Effluents and Waste	306-3	Significant spills	0 significant spills. Not material.	N/A
Effluents and Waste	306-4	Transport of hazardous waste	In 2022, SL Green collected 137 short tons of e-waste for recycling by dedicated haulers: Next Level Reporting (NRL) and EWASTE+. Both haulers utilize environmentally sound processing methods that maximize value and recovery while eliminating the disposal of hazardous electronics and components to landfills.	2023 ESG Report, p. 21
Effluents and Waste	306-5	Water bodies affected by water discharges and/or runoff	Not material. All water used by SL Green's operations is discharged into the NYC Waste water systems, where it undergoes wastewater treatment.	N/A
GRI 306: WASTE				
Waste	306-1	Waste generation and significant waste-related impacts	Waste generated by SL Green portfolio is dependent on the operational activities of tenants within buildings along with SL Green construction projects. Most waste generated by our properties include food and office supplies. SL Green has had no known significant waste-related impacts and is not aware of any flow of inputs, activities, and outputs that could lead to significant waste-related impacts. During construction, the company prioritizes recycled materials and reuses durable items when possible. During renovation of tenant spaces, SL Green recycles ceiling and carpet tiles and donates furniture.	2023 ESG Report, p. 21
Waste	306-2	Management of significant waste-related impacts	Waste generated by SL Green portfolio is dependent on the operational activities of tenants within buildings along with SL Green construction projects. SL Green's portfolio offers recycling, landfill, and e-waste services to our tenants and ensures the requirements of Local Law 87 (LL87) are met. LL87 was introduced in 2016 to support New York city's Zero Waste by 2030 goal. SL Green hosts recycling trainings with tenants and Local 32BJ cleaning staff. Local Law 146 requires tenants within a designated size and business function (i.e., cafes, restaurants, retail) to compost. SL Green receives quarterly updates from waste haulers and reviews waste data regularly for accuracy. Any discrepancies are addressed with haulers by Property Management. SL Green partners with a certified TRUE Advisor to complete annual waste audits for managed properties. These assessments identify sources of contamination, areas of improvement, and ways to increase recycling rates, and ensure that tenant and employee guidelines are followed. Results are presented both internally and to tenants to create customized corrective action plans. SL Green also participates in various donations drives and partners with local community organizations to provide tenants with donation resources to divert materials from landfills. The following items are collected for donation in our lobbies: sporting equipment, food, school supplies, coats, toys, and more.	2023 ESG Report, pp. 21, 27
Waste	306-3	Waste generated	The total operational non-hazardous waste (including e-waste) in 2022 was 6,846 short tons, of which 4,289 short tons were sent to landfills, 2,447 short tons were diverted through recycling and composting, and 137 short tons were diverted through e-waste recycling. SL Green ensures that construction waste is properly handled by General Contractors. This data was obtained quarterly from waste haulers responsible for waste collection in SL Green properties.	2023 ESG Report, p. 21
Waste	306-4	Waste diverted from disposal	Waste diverted from landfills in 2022 includes 2,311 short tons of paper, metal, glass, plastic, 58 short tons of composting, 137 short tons of e-waste, and 51 short tons of shredded paper. This is a diversion rate of 37.4%	2023 ESG Report, p. 21
Waste	306-5	Waste directed to disposal	The total operational non-hazardous waste (including e-waste) in 2022 was 6,846 short tons, of which 4,289 short tons were sent to landfills. 60% of SL Green's portfolio is handled by the waste hauler, Waste Connections, which sends waste to incineration with energy recovery.	2023 ESG Report, p. 21
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT				
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Please refer to SL Green's Supply Chain Due Diligence Process. This process begins with mandatory assessments of Tier 1 Critical Suppliers administered by an independent third party. SL Green identifies "critical suppliers" as those whose spend is over a defined threshold value (accounting for 60% of current annual spend) and where SL Green displays a level of dependency. In 2022, the company screened 17 new supplier and re-assessed 14 suppliers.	Supply Chain Due Diligence Process

Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken	There were no significant negative environmental impacts identified among Tier 1 suppliers assessed. High-priority corrective actions identified include inconclusive documentation on environmental policies and inconclusive reporting on environmental issues.	N/A	
GRI 401: EMPLOYMENT					
Employment	401-1	New employee hired and employee turnover	See Appendix.	N/A	
Employment	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee benefits include: Health, Dental, and Vision Insurance, Short and Long-Term Disability Coverage, Life Insurance and AD&D, Employee Stock Purchase Plan, Health & Commuter Flexible Spending Accounts, 24/7 Employee Assistance Program, Pet Insurance, Parental Leave. 401(K) match is provided to both full-time and part-time employees.	2023 ESG Report, p. 27	
Employment	401-3	Parental leave	In 2022, 317 females and 501 males were eligible for parental leave. 11 females and 13 males took parental leave. At the end of the parental leave, 82% (9 of 11) of female employees returned to work, and 100% (9 of 9) of those who returned to work remain employed 12 months afterward. 100% (13 of 13) of male employees returned to work and remain employed 12 months after returning from parental leave.	N/A	
GRI 402: LABOR / MANAGEMENT					
Labor / Management	402-1	Minimum notice periods regarding operational changes	SL Green adheres to all minimum notice periods regarding significant operational changes, which vary depending on the pertinent collective bargaining agreements (CBA).	32BJ SEIU CBA Local 94 CBA	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY					
Occupational Health and Safety	403-1	Occupational health and safety management system	SL Green implemented a health and safety management system across all business units in accordance with OSHA and applicable federal, state, and city regulations. The company also has a dedicated Site Safety Committee that meets quarterly to discuss safety trends in the portfolio and new rules and regulations released by the DOB. This committee is made up of the SVP of Security & Life Safety, SVP of Engineering, SVP of Operations, VPs of Construction, Assistant Project Manager as program coordinator, and Site Safety consultants. The company also has designated Fire & Life Safety Directors and quarterly Fire & Life Safety Trainings. SL Green has several SOP's dedicated to workplace safety, including:	Corporate Sustainability Policy, p. 8	
			Emergency Response Guide (ERG)		Class E Testing
			Infectious Disease Exposure Prevention Plan (IDEPP) as required by the NY HERO Act		Electric Personal Transportation (EPT) Devices
			Regular OSHA Trainings		Elevator Entrapments & Emergency Calls
			Green Cleaning Policy		Elevator Intercom Testing
			Corporate Emergency Access System (CEAS) SOP		Emergency Contacts
			Loading Dock Access SOP		Emergency Notification System
			Lobby Desk SOP		Emergency Radio System
			Property Removal – Package Equipment Pass SOP		Emergency Response Closet
			Security & Life Safety Equipment Inspections SOP		Firearms & Weapons SOP
			Security Camera Video Request – External Entities SOP		Life Safety Plans
			Access Control & Visitor Management SOP		Property Inspections

Occupational Health and Safety	403-2	Hazard identification, risk assessment, and incident investigation	SL Green has processes for identifying and assessing work-related risks, all specific to various situations and outlined in our SOPs and Emergency Response Guide. The company's Site Safety Committee (SSC) meets quarterly to discuss how to further operationalize eliminating hazards and minimizing risks. The company also has a designated Crisis Management Team and Emergency Operations Center. Employees are required to be conscientious about workplace safety, including proper operating methods, and recognize dangerous conditions or hazards. Any unsafe conditions, suspicious activity, or potential hazards are reported to management immediately, even if the problem appears to be corrected. After each safety inspection, the SSC Inspector emails the complete inspection report to the appropriate Portfolio Manager, Portfolio Administrator, Property Manager, Assistant Property Manager/Assistant, Project Manager, Assistant Project Manager, Chief Engineer, and Construction VP. Identified safety concerns are addressed by the responsible party. SL Green's Policy Against Discrimination, Harassment, and Retaliation states that anyone found to be engaging in any type of unlawful discrimination or acts, which violate the company's policies, is subject to disciplinary action, up to and including termination of employment. All complaints or reports of discrimination, harassment, and/or retaliation are investigated with confidentiality. The "Complaint and Investigation Process" is outlined in our Employee Handbook. The Company is subject to the New York Executive Law, administered by the NYS Division of Human Rights ("DHR"), Title VII of the Civil Rights Act, administered by the U.S. Equal Employment Opportunity Commission ("EEOC"), and the NYC Human Rights Law, administered by the NYC Commission on Human Rights ("CCHR"). These agencies take complaints of discrimination, harassment, and retaliation and investigate to make determinations on the merits.	N/A
Occupational Health and Safety	403-3	Occupational health services	Please see above description of SL Green's Standard Operating Procedures, Policy Against Discrimination, Harassment, and Retaliation, Site Safety Committee, Crisis Management Team, Emergency Operations Center, ERG & IDEPP, and OSHA Trainings. SL Green also conducts annual mandatory Anti-Harassment and Discrimination trainings for all employees to combat and prevent workplace discrimination and harassment. The Employee Handbook outlines company policies and procedures to ensure a health and safe workplace for employees, fully accessible requiring periodic mandatory reviews when updates are made. If an employee is injured at the workplace, SL Green's protocol is for the supervisor to call a third-party Registered Nurse (available over the telephone 24 hours a day, 7 days a week in over 220 languages) and/or People Experience on the employee's behalf. If a supervisor is not available, the employee should contact a Registered Nurse directly. The Registered Nurse will provide a recommendation towards self-care or professional treatment.	Corporate Sustainability Policy
Occupational Health and Safety	403-4	Worker participation, consultation, and communication on occupational health and safety	The Site Safety Committee is made up of the Senior Vice President of Security & Life Safety, Senior Vice President of Engineering, Senior Vice President of Operations, Vice Presidents of Construction, Assistant Project Manager as program coordinator, and Site Safety Consultants.	N/A
Occupational Health and Safety	403-5	Worker training on occupational health and safety	In 2022, SL Green's Occupational Health and Safety Training provided to employees included: Anti-Harassment, OSHA Training (30-hour, 10-hour, and 8-hour), Adult & Pediatric CPR/AED, Fire & Life Safety Director Training, Croker Tabletop (quarterly Fire and Life Safety) Trainings, 4-hour Supported Scaffold Training, Respect in the Workplace Training, 4 mandatory Cybersecurity Trainings, and DEI Training.	Corporate Sustainability Policy, p. 8
Occupational Health and Safety	403-6	Promotion of worker health	In addition to the benefits listed in Section 401-2, SL Green offers mental/behavioral health and wellness services, that include a wellness portal, bereavement support services, parental benefits, paid maternity leave, subsidized gym memberships, and financial resources. An Employee Assistance Program (EAP) also offers work/life resources including elder care, emotional health, and relationship, family, legal, and substance use resources.	2022 10-K, p. 10 2023 Proxy, p. 36 2023 ESG Report, p. 27
Occupational Health and Safety	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	All service providers and third-party managers of SL Green properties must comply with SL Green standards and Corporate Sustainability Policy.	Supply Chain Due Diligence Corporate Sustainability Policy Vendor Code of Conduct
Occupational Health and Safety	403-8	Workers covered by an occupational health and safety	100% of SL Green employees, service providers, and third-party managers are covered by an occupational health and safety management system, policies, and SOPs. All construction-related operations must be compliant with OSHA and NYC DOB regulations. SL Green is currently unable to track the number and percentage of all employees and workers who are not employees of the company, but whose work and/or workplace is controlled by the organization due to unavailability / incompleteness of information.	N/A

Occupational Health and Safety	403-9	Work-related injuries	Work-Related Injuries	2017	2018	2019	2020	2021	2022	N/A
			Fatalities	0	0	0	0	0	0	
			Injury Rate (IR)	4.14	3.54	4.85	1.99	1.26	3.18	
			Recovery-Time Injuries Frequency Rate	20	11.8	18.5	8.3	3.1	10.3	
GRI 404: TRAINING AND EDUCATION										
Training and Education	404-1	Average hours of training per year per employee	Each corporate employee received an estimated 15.65 hours of training or education in 2022 across all genders. A breakdown of training data by gender/management level was not available for 2022.							N/A
Training and Education	404-2	Programs for upgrading employee skills and transition assistance	SL Green seeks to enhance employee performance and attract talent through training and career development opportunities. SL Green provides employees the opportunity to pursue training and certifications from organizations such as BOMA, LEED, OSHA, and SEIU Local 32BJ.							2023 ESG Report, pp. 24, 26-27 Corporate Sustainability Policy, p. 8
Training and Education	404-3	Percentage of employees receiving regular performance and career development reviews	SL Green has a dual-track performance management program, which includes both ongoing Goal-Setting and annual Performance Reviews for all employees. 100% of employees receive annual performance reviews. An annual third party employee engagement survey is distributed to all employees to evaluate employee satisfaction, and in 2022 the participation rate was 41%.							2023 ESG Report, pp. 26- 27
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY										
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	See Appendix.							2023 Proxy, p. 4 EEO-1
Diversity and Equal Opportunity	405-2	Ratio of basic salary and remuneration of women to men	SL Green is committed to providing and ensuring equal pay for equal work, to all employees. We adhere to the ILO (International Labour Organization) Convention on Equal Remuneration (C100). In support of these commitments, SL Green performs internal analyses to assess any potential gender pay gaps or disparities.							N/A
GRI 406: NON-DISCRIMINATION										
Non-Discrimination	406-1	Incidents of discrimination and corrective action taken	0 reported incidents; 0 confirmed incidents.							N/A
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING										
Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SL Green respects the freedom of association, and employees are required to comply with all applicable labor and employment laws, regulations, and policies related to freedom of association and collective bargaining. SL Green adheres to the conventions of the International Labor Organization, including C087 – Freedom of Association and Protection of the Right to Organize.							Human Rights Policy, p. 7 Corporate Sustainability Policy
GRI 408: CHILD LABOR										
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	SL Green operations and suppliers do not have significant risk for incidents of child labor. SL Green adheres to the conventions of the International Labor Organization principles in these areas, including C183 – Minimum Age Convention, C182 Worst Forms of Child Labor Convention, and P029 – Protocol of 2014 to the Forced Labor Convention.							Human Rights Policy, p. 7 Corporate Sustainability Policy

GRI 409: FORCED OR COMPULSORY LABOR				
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	SL Green operations and suppliers do not have significant risk for incidents of forced labor. SL Green adheres to the conventions of the International Labor Organization principles in these areas, including C183 – Minimum Age Convention, C182 Worst Forms of Child Labor Convention, and P029 – Protocol of 2014 to the Forced Labor Convention.	Human Rights Policy, p. 7 Corporate Sustainability Policy
GRI 410: SECURITY PRACTICES				
Security Practices	410-1	Security personnel trained in human rights policies or procedures	Contracted security personnel are expected to uphold the highest standards of human rights procedures, which are instituted through training covering ethics, workplace violence, incident investigation, crime prevention, patrol and observation techniques, and safety policies.	N/A
GRI 413: LOCAL COMMUNITIES				
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	<p>In 2022, SL Green’s portfolio included eleven Privately Owned Public Spaces (POPS) covering 150,000 square feet. The company also supported ten Business Improvement Districts (BIDs), investing \$2.7M to support community enhancement with the addition of benches, bike racks, kiosks, information carts, taxi stands, free public WiFi, security and sanitation, park improvements, homeless outreach, and capital improvements. SL Green also donated \$250,000 to the Madison Square Park Conservancy to construct a dog run in the public park. The company created FOOD1st, a 501(c)(3) that provides meals to food insecure New Yorkers. Since its inception in April 2020, FOOD1st has raised over \$7M and provided over 900,000 meals. SL Green supports New York City’s youth through the Summer Youth Employment Program (SYEP) and Ladders for Leaders, and was acknowledged as 2022 Employer of the Year by the Mayor’s Fund to Advance New York City. The company regularly coordinates volunteer events for employees, park cleanups, and fundraising initiatives.</p> <p>SL Green’s project at One Madison Avenue will generate \$2.3 billion in additional economic output for the New York metropolitan area economy. The project will also create 3,000+ jobs. Our redevelopment at 245 Park will also offer public amenities, community investment, and improve the security and quality of life in the area. For example, a focal point of the project is approximately 29,000 SF of POPS that will surround the perimeter of the building, and a publicly accessible rooftop restaurant. The company was also one of the first developers to complete a 421-a “Affordable New York” project to provide affordable housing to New Yorkers. SL Green’s development at One Vanderbilt Avenue introduced a new public plaza, improved sanitation and safety, and access to food and beverage establishments in the Grand Central area. As part of this development, the company invested \$250 million in public transit improvements to increase MTA ridership and improve the public transit experience. SL Green also opened SUMMIT, a three-story observation deck and immersive experience available to the public. Since opening in October 2021, SUMMIT has welcomed over 3 million visitors. SL Green’s development approach includes a focus on the public/private partnership to enhance the areas surrounding the properties we own and manage.</p>	2023 ESG Report, pp. 10-11, 30-36
Local Communities	413-2	Operations with significant actual and potential negative impacts on local communities	No significant and potential negative impacts on local communities have been identified.	N/A
GRI 414: SUPPLIER SOCIAL ASSESSMENT				
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	SL Green is committed to reducing social risks throughout its supply chain, including poor working conditions, use of child or forced labor, and the lack of a living, fair, and minimum wage. The company expects vendors and third-party contractors to maintain and enforce high standards on human rights and labor practices surrounding environmental health and safety and business ethics and responsibility, as outlined in the Vendor Code of Conduct. All contracts stipulate that new and existing suppliers must adhere to all applicable local, state, and federal laws such as the NYC Human Rights Law. In addition, annual assessments of our Tier 1 Critical Suppliers are administered by EcoVadis, an independent third party. The company identifies “critical suppliers” as those that account for the top 60% of annual spend and where SL Green depends on these services to conduct business. The EcoVadis platform is used to evaluate ESG performance and communicate expectations to suppliers.	Supply Chain Due Diligence Vendor Code of Conduct 2023 ESG Report, pp. 42- 43
Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken	SL Green assesses Tier 1 Critical Suppliers. Based on 2022 supply chain assessment results, only one supplier was identified as having significant actual and potential negative social impacts based on high-priority corrective action items indicated in the Labor & Human Rights and Ethics sections of the survey. Although a priority, the improvement area is not a reflection of the company’s ethics but rather inconclusive documentation on ethics policies. A corrective action plan was issued to this company and corrections are expected to be made throughout the course of the year before the next assessment is performed. The survey process for the 2022 reporting year has been initiated and is currently in progress.	N/A

GRI 415: PUBLIC POLICY

			FY 2018	FY 2019	FY 2020	FY 2021	FY 2022		
Public Policy	415-1	Political contributions	Lobbying, interest representation or similar	\$736,694	\$553,531	\$360,000	\$726,356	\$962,871	New York State Commission on Ethics and Lobbying in Government
			Local, regional or national political campaigns / organizations / candidates	\$360,113	\$161,430	\$57,978	\$35,000	\$22,500	
			Trade associations or tax-exempt groups	\$71,450	\$106,375	\$81,250	\$353,093	\$138,960	
			Other (e.g., spending related to ballot measures or referendums)	-	-	-	-	-	
			TOTAL	\$1,168,257	\$821,336	\$499,228	\$1,114,449	\$1,124,331	

GRI 416: CUSTOMER HEALTH AND SAFETY

Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	100% of the company's properties are assessed for health and safety risks. In alignment with WELL and LEED standards, our buildings utilize products that emit no, or low quantities of, volatile organic compounds (VOCs) to maintain optimal indoor air quality. To further improve indoor environmental quality, cleaning products used meet the relevant LEED standards and have a sustainable certification, including Green Seal and Environmental Choice. All properties also have Minimum Efficiency Reporting Value (MERV) 13 filtration to improve indoor air quality throughout tenant spaces. Construction activities are scheduled to minimize tenant exposure to particulates. Cooling towers are disinfected twice a year (minimum) and are tested every 90 days for legionella bacteria to ensure water quality and safety. All properties have been certified by the IWBI™ through the WELL Health-Safety Rating, an evidence-based, third-party verified assessment that covers criteria in five core categories including cleaning & sanitization programs, emergency preparation programs, health service resources, air and water quality management, and stakeholder engagement and communication. 100% of construction sites are inspected monthly by a third party to ensure adherence to OSHA safety standards and to identify corrective actions for any potential health and safety risks. Engineering and operations staff are also required to attend OSHA trainings regularly.	2023 ESG Report, pp. 22-23 2023 Proxy, p. 35
Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	0 incidents of non-compliance.	N/A

GRI 418: CUSTOMER PRIVACY

Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	0 substantiated complaints; 0 identified leaks, thefts, or losses of customer data. Please refer to our Data Privacy & Security Policy.	Corporate Sustainability Policy
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APPENDIX

GRI 401-1																
2022 New Hires																
Status	Total FTE	Gender		Age			Race						Region		Management Level	
		Male	Female	<30	30-50	>50	White	Hispanic or Latino	Black or African American	Asian	Native or Indigenous	Other	NY	CT	First/Mid-Level	Executive/Senior-Level
External Hire	249	135	114	84	108	57	88	93	44	17	1	6	249	0	8	2
External Hire Rate	-	54%	46%	34%	43%	23%	35.3%	37.3%	17.7%	6.8%	0.4%	2.4%	100%	0%	3%	1%
Internal Hire	60	34	26	29	25	6	36	11	8	5	-	-	60	0	14	2
Employee Turnover	186	108	78	52	74	60	80	63	24	12	1	6	184	2	14	2
Employee Turnover Rate	-	58%	42%	28%	40%	32%	43%	34%	13%	6%	1%	3%	99%	1%	8%	1%

GRI 405-1															
2022 Full-Time Employees Only															
Status	Total FTE	Gender		Age			Race						Management Level		
		Male	Female	<30	30-50	>50	White	Hispanic or Latino	Black or African American	Asian	Native or Indigenous	Other	All Management	First/Mid-Level	Executive/Senior-Level
Total Full-Time Employees	1,039	624	415	159	422	458	458	382	130	57	0	11	126	93	33
Governance Body	10	7	3	0	2	8	9	0	1	0	0	0			

2022 Full-Time Workforce Breakdown: Race & Ethnicity		
Race / Ethnicity	% of Full-Time Workforce	% of Total Management
Asian	5.5%	5%
Black or African American	12.5%	6%
Hispanic or Latino	36.8%	9%
White	44.1%	80%
Native or Indigenous	0.2%	0%
Other	0.9%	0%

2022 Full-Time Workforce Breakdown: Gender		
Management Level	Total Employees in Full-Time Workforce	% of Category Represented by Women
Women in All Management	46	37%
Women in First / Mid-Level Management	41	44%
Women in Executive / Senior-Level Management	5	15%
Women in Revenue-Generating Management Functions	17	34%
Women in STEM-related Positions (all levels)	49	19%