

SL Green Realty Corp.

# Global Reporting Initiative 2024 GRI Content Index

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# 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	Annual Report, p. 132 Proxy, p. 3																												
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 2023 calendar year. This boundary excludes non-managed properties, standalone retail, and non-real estate assets. 280 Park Avenue is included in the boundary. Although the property is managed under a third-party agreement, the JV equity partners have approval rights and influence in operational decisions. 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 2023 calendar year: 625 Madison Avenue, 750 Third Avenue, and 7 Dey Street.</p> <table border="1"> <tr> <td>One Vanderbilt Avenue</td> <td>110 Greene Street</td> <td>420 Lexington Avenue</td> <td>750 Third Avenue</td> </tr> <tr> <td>2 Herald Square</td> <td>125 Park Avenue</td> <td>450 Park Avenue</td> <td>810 Seventh Avenue</td> </tr> <tr> <td>7 Dey Street</td> <td>215 Park Avenue South</td> <td>461 Fifth Avenue</td> <td>885 Third Avenue</td> </tr> <tr> <td>10 East 53rd Street</td> <td>220 East 42nd Street</td> <td>485 Lexington Avenue</td> <td>919 Third Avenue</td> </tr> <tr> <td>11 Madison Avenue</td> <td>245 Park Avenue</td> <td>555 West 57th Street</td> <td>1185 Avenue of the Americas</td> </tr> <tr> <td>100 Church Street</td> <td>280 Park Avenue</td> <td>625 Madison Avenue</td> <td>1350 Avenue of the Americas</td> </tr> <tr> <td>100 Park Avenue</td> <td>304 Park Avenue South</td> <td>711 Third Avenue</td> <td>1515 Broadway</td> </tr> </table>	One Vanderbilt Avenue	110 Greene Street	420 Lexington Avenue	750 Third Avenue	2 Herald Square	125 Park Avenue	450 Park Avenue	810 Seventh Avenue	7 Dey Street	215 Park Avenue South	461 Fifth Avenue	885 Third Avenue	10 East 53rd Street	220 East 42nd Street	485 Lexington Avenue	919 Third Avenue	11 Madison Avenue	245 Park Avenue	555 West 57th Street	1185 Avenue of the Americas	100 Church Street	280 Park Avenue	625 Madison Avenue	1350 Avenue of the Americas	100 Park Avenue	304 Park Avenue South	711 Third Avenue	1515 Broadway	10-K, pp. 26-28
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General Disclosures	2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li>— 2023 ESG Report: Data from January 1, 2022 to December 31, 2022 (released December 2023)</li> <li>— 2023 Annual Report: Data from January 1, 2023 to December 31, 2023 (released April 2024)</li> <li>— 10-K: Data from January 1, 2023 to December 31, 2023 (released February 2024)</li> <li>— Contact: Laura Vulaj, Senior Vice President, Sustainability &amp; Hospitality; E-mail: sustainability@slgreen.com</li> </ul>	ESG Report, p. 2 Annual Report, p. 1 10-K, p. 1																												
General Disclosures	2-4 Restatements of information	<p><b>(1) Inclusion of Market-Based Emissions:</b> Prior to 2023, SL Green disclosed location-based Scope 2 emissions only. In an effort to expand reporting and calculate accurate emissions that account for local utility grid factors, the company has opted to include market-based reporting for the 2023 disclosure cycle.</p> <ul style="list-style-type: none"> <li>— <i>Impact to Reporting: Dual reporting shown for all Scope 2 figures disclosed by SL Green starting in 2023.</i></li> </ul> <p><b>(2) Provider-Specific Emissions Factors:</b> For steam and electricity, SL Green utilized emissions factors specific to ConEd. These factors were used for market-based calculations in the case of electricity, and for all steam calculations.</p> <ul style="list-style-type: none"> <li>— <i>Impact to Reporting: Steam emissions reduced materially from 2022 to 2023 due to the lower and more accurate emissions factor.</i></li> </ul> <p><b>(3) CO<sub>2</sub>e vs. CO<sub>2</sub>:</b> For 2023 emissions calculations, SL Green utilized a carbon dioxide equivalent (CO<sub>2</sub>e) factor for all calculations. In prior years, a CO<sub>2</sub> value only was used.</p> <ul style="list-style-type: none"> <li>— <i>Impact to Reporting: emissions factors and therefore associated emissions may be slightly higher when compared to previous years.</i></li> </ul> <p><b>(4) Conversion Error:</b> Prior year emissions calculations contained an error in conversion between the units of MMBtu and MWh. This conversion error was relevant to the emissions calculations for natural gas, steam, and fuel oil #2.</p> <ul style="list-style-type: none"> <li>— <i>Impact to Reporting: reduction in emissions related to natural gas, steam, and fuel oil.</i></li> </ul>	N/A																												
General Disclosures	2-5 External assurance	External assurance was performed on reported Environmental Data by KERAMIDA, a third-party consultant. KERAMIDA 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.	Letter of Assurance:																												

Standard	Disclosure		Direct Answer	Source
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 20 vendor partners in 2023 including Architectural Services, Brokers, Building Security, Contractors, 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.	ESG Policies, p. 15 Annual Report, pp. 1-5, 10, 18
General Disclosures	2-7	Employees	The company includes 1,182 employees (1,075 full-time; 107 part-time) who are located primarily in Manhattan, with less than 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 2023 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.	Proxy, p. 36
General Disclosures	2-9	Governance structure and composition	In 2023, the company's Board of Directors was comprised of nine members, six of whom were independent. Of our independent Board members, three were women. Our Board includes four standing committees: Audit Committee, Compensation Committee, Nominating and Corporate Governance Committee, and Executive Committee. The Nominating and Governance Committee is designated with the oversight of ESG matters, including related strategy and risk. 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.	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.	Proxy, p. 3
General Disclosures	2-11	Chair of the highest governance body	Marc Holliday, Chief Executive Officer & Chairman of the Board.	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.	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 quarterly, and individual initiatives are communicated on an ongoing basis. The ESG team is responsible for managing the initiatives and coalescing relevant parties to assist in implementation, but every employee is obligated to achieve ESG goals and participate in operationalizing sustainability throughout the organization.	Proxy, pp. 7-8, 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.	Proxy, p. 19

Standard	Disclosure		Direct Answer	Source
General Disclosures	2-15	Conflicts of interest	Please refer to the Proxy Statement.	Proxy, p.37 (see "Code of Ethics")
General Disclosures	2-16	Communication of critical concerns	Please refer to the Proxy Statement.	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 oversight from the Nominating and Corporate Governance Committee. 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 and wellness across all assets. 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.	Proxy, pp. 5, 22, 35 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. SL Green's 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.	Proxy, pp. 24, 42-66
General Disclosures	2-19	Remuneration policies	Please refer to the Proxy Statement.	Proxy, pp. 42-66
General Disclosures	2-20	Process to determine remuneration	Please refer to the Proxy Statement.	Proxy, pp. 42-66
General Disclosures	2-21	Annual total compensation ratio	Please refer to the Proxy Statement.	Proxy, pp. 42-66
General Disclosures	2-22	Statement of sustainable development strategy	Please refer to the ESG Report.	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 Business Conduct and 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.	ESG Policies, pp. 14-15 Vendor Code of Conduct Code of Business Conduct and Ethics
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. 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.	ESG Report, pp. 22, 26, 41-45 Code of Business Conduct and Ethics, p. 83 TCFD Report, pp. 5, 7-8

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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 \$15,000 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	<p>SL Green participates in the following membership associations:</p> <table border="0"> <tr> <td>Building Owners and Managers Association</td> <td>New York League of Conservation Voters</td> </tr> <tr> <td>Business Improvement Districts (BIDs)</td> <td>Real Estate Board of New York</td> </tr> <tr> <td>Citizens Budget Commission</td> <td>Realty Advisory Board</td> </tr> <tr> <td>Commercial Real Estate Women, New York</td> <td>Regional Planning Association</td> </tr> <tr> <td>Institute of Real Estate Management</td> <td>U.S. Green Building Council</td> </tr> <tr> <td>National Association of Real Estate Investment Trusts</td> <td>Urban Green Council</td> </tr> <tr> <td>New York Building Congress</td> <td>Urban Land Institute</td> </tr> </table>	Building Owners and Managers Association	New York League of Conservation Voters	Business Improvement Districts (BIDs)	Real Estate Board of New York	Citizens Budget Commission	Realty Advisory Board	Commercial Real Estate Women, New York	Regional Planning Association	Institute of Real Estate Management	U.S. Green Building Council	National Association of Real Estate Investment Trusts	Urban Green Council	New York Building Congress	Urban Land Institute	N/A
Building Owners and Managers Association	New York League of Conservation Voters																	
Business Improvement Districts (BIDs)	Real Estate Board of New York																	
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New York Building Congress	Urban Land Institute																	
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.	ESG Report, pp. 40, 42, 46, 48-49														
General Disclosures	2-30	Collective bargaining agreements	As of December 31, 2023, 57.6% of SL Green's workforce was covered by five collective bargaining agreements, and 1.5% of the workforce was covered by collective bargaining agreements that expire before December 31, 2024.	Annual Report, pp. 51, 80														
<b>GRI 3: MATERIAL TOPICS</b>																		
Material Topics	3-1	Process to determine material topics	Please refer to the Materiality Matrix.	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. Our most recent Materiality Assessment was completed in 2023.	ESG Report, pp. 48-49														
Material Topics	3-3	Management of material topics	Please refer to the Stakeholder Engagement section of the 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 ESG Report, in the 2024 Proxy, and in the 2024 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 ESG Report. The ESG Policies are 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.	<p>ESG Policies pp. 2</p> <p>ESG Report, pp. 46-49</p> <p>Proxy, pp. 35-36</p> <p>10-K, pp. 10-11, 13-25</p> <p>TCFD Report, p. 5</p>														
<b>GRI 201: ECONOMIC PERFORMANCE</b>																		
Economic Performance	201-1	Direct economic value generated and distributed	SL Green's direct economic value generated in 2023 was \$1.45 billion. Economic value distributed in 2023 was \$1.1 billion. Economic value retained in 2023 was \$350 million.	Annual Report, p. 34														

Standard	Disclosure		Direct Answer	Source												
Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	Please refer to the 10-K filing and TCFD report.	10-K, pp. 10-25 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 &amp; Benefits section in the 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 &amp; Events</td> </tr> <tr> <td>Life Insurance and AD&amp;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 &amp; Commuter Flexible Spending Accounts</td> <td></td> </tr> </table> <p>Benefits for temporary or part-time employees include: 401(k), Wellness Education &amp; 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		ESG Report, p. 27
Health, Dental and Vision Insurance	24/7 Employee Assistance Program															
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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												
<b>GRI 202: MARKET PRESENCE</b>																
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 2023.	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")												
<b>GRI 203: INDIRECT ECONOMIC IMPACTS</b>																
Indirect Economic Impacts	203-1	Infrastructure investments and services support	SL Green's portfolio includes 11 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. As part of the development project at One Madison Avenue, SL Green made improvements to the public transit connections. 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.	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.	ESG Report, pp. 10-13, 34-35												
<b>GRI 204: PROCUREMENT PRACTICES</b>																
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 purchases locally to the greatest extent possible, and procurement includes harvesting/extraction and processing/manufacturing within 500 miles.	ESG Policies, pp. 6-7												

Standard	Disclosure	Direct Answer	Source	
<b>GRI 205: ANTI-CORRUPTION</b>				
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 Code of Business Conduct and Ethics
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
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOR</b>				
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.	Code of Business Conduct and Ethics, p. 85
<b>GRI 207: TAX</b>				
Tax	207-1	Approach to tax	Please refer to the 10-K filing.	10-K, p. 8
Tax	207-2	Tax governance, control, and risk management	Please refer to the 10-K filing.	10-K, pp. 87-88
Tax	207-3	Stakeholder engagement and management of concerns related to tax	Please refer to the 10-K filing.	10-K, p. 52
Tax	207-4	Country-by-country reporting	Please refer to the 10-K filing.	10-K, p. 58

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<b>GRI 302: ENERGY</b>																																	
Energy	302-1	<p>Energy consumption within the organization</p> <p>All calculations were conducted in accordance with GHG Protocol guidance. Emissions factors were sourced from the EPA Emissions Factors Hub (April 2024), Green-e Energy Residual Mix Emissions Rates (2023), ConEd utility-specific emissions factors, UK DEFRA 2023 factors, IEA, ENERGY STAR Technical Reference, and the California Air Resources Board. Allocations of energy and emissions are based on pro-rata square footage.</p> <p><b>Natural Gas + Oil (kBtu) Scope 1</b></p> <table border="1"> <thead> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>11,772,475</td> <td>6,917,199</td> <td>8,116,202</td> <td>33,695,674</td> <td>17,018,351</td> </tr> </tbody> </table> <p><b>Electricity (kWh) Scope 2</b></p> <table border="1"> <thead> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>53,217,473</td> <td>44,467,594</td> <td>40,375,671</td> <td>25,571,212</td> <td>27,235,275</td> </tr> </tbody> </table> <p><b>Steam (kBtu) Scope 2</b></p> <table border="1"> <thead> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>139,859,771</td> <td>104,874,661</td> <td>116,671,023</td> <td>122,864,170</td> <td>110,308,799</td> </tr> </tbody> </table>	2019	2020	2021	2022	2023	11,772,475	6,917,199	8,116,202	33,695,674	17,018,351	2019	2020	2021	2022	2023	53,217,473	44,467,594	40,375,671	25,571,212	27,235,275	2019	2020	2021	2022	2023	139,859,771	104,874,661	116,671,023	122,864,170	110,308,799	N/A
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Energy	302-2	<p>Energy consumption outside of the organization</p> <p><b>Tenant Electricity (kWh) Scope 3</b></p> <table border="1"> <thead> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>224,500,437</td> <td>187,046,339</td> <td>224,988,118</td> <td>243,060,270</td> <td>273,012,866</td> </tr> </tbody> </table> <p><b>Tenant Steam (kBtu) Scope 3</b></p> <table border="1"> <thead> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>487,931,863</td> <td>392,077,214</td> <td>420,642,532</td> <td>466,138,929</td> <td>503,106,367</td> </tr> </tbody> </table> <p><b>Tenant Gas + Fuel Oil (kBtu) Scope 3</b></p> <table border="1"> <thead> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>50,534,793</td> <td>32,228,521</td> <td>33,341,057</td> <td>172,756,639</td> <td>189,942,170</td> </tr> </tbody> </table>	2019	2020	2021	2022	2023	224,500,437	187,046,339	224,988,118	243,060,270	273,012,866	2019	2020	2021	2022	2023	487,931,863	392,077,214	420,642,532	466,138,929	503,106,367	2019	2020	2021	2022	2023	50,534,793	32,228,521	33,341,057	172,756,639	189,942,170	N/A
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50,534,793	32,228,521	33,341,057	172,756,639	189,942,170																													
Energy	302-3	<p>Energy intensity</p> <p>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, 2023 to December 31, 2023 was 74.03 kBtu/SF.</p> <p><b>EUI (kBtu/SF)</b></p> <table border="1"> <thead> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>87.47</td> <td>70.82</td> <td>70.89</td> <td>74.69</td> <td>77.03</td> </tr> </tbody> </table>	2019	2020	2021	2022	2023	87.47	70.82	70.89	74.69	77.03	ESG Report, p. 15																				
2019	2020	2021	2022	2023																													
87.47	70.82	70.89	74.69	77.03																													
Energy	302-4	<p>Reduction of energy consumption</p> <p>Total energy consumption by SL Green properties increased by 540,657 MWh from 2022 to 2023. This increase is primarily attributed to an increase in physical occupancy and the associated increase in Scope 3 electrical consumption. These metrics include consumption for buildings that were sold during the reporting year.</p>	ESG Report, p. 16																														
Energy	302-5	<p>Reductions in energy requirements of products and services</p> <p>100% of tenant spaces built out across the portfolio in meet NYC Energy Conservation Code requirements.</p>	N/A																														



Standard	Disclosure	Direct Answer	Source											
<b>GRI 303: WATER AND EFFLUENTS</b>														
Water and Effluents	303-1	Interactions with water as a shared resource	Water demand from SL Green properties accounted for 0.09% of the total water volume available via the Croton and Catskill/Delaware Watersheds, which is provided by the NYC Water System. 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.	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 2023, SL Green withdrew 1,277.5 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 and Croton Watersheds). 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	<p><b>Water Usage (m<sup>3</sup>)</b></p> <table border="1"> <thead> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>1,367,196</td> <td>929,959</td> <td>902,424</td> <td>1,205,368</td> <td>1,277,554</td> </tr> </tbody> </table>	2019	2020	2021	2022	2023	1,367,196	929,959	902,424	1,205,368	1,277,554	N/A
2019	2020	2021	2022	2023										
1,367,196	929,959	902,424	1,205,368	1,277,554										
<b>GRI 304: BIODIVERSITY</b>														
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. SL Green has 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.	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.	ESG Report, pp. 11-13										

Standard	Disclosure	Direct Answer	Source												
Biodiversity	304-4	<p>IUCN Red List species and national conservation list species with habitats in areas affected by operations</p> <p>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:</p> <table border="1"> <thead> <tr> <th>Category</th> <th># of Species</th> </tr> </thead> <tbody> <tr> <td>Critically endangered</td> <td>11</td> </tr> <tr> <td>Endangered</td> <td>23</td> </tr> <tr> <td>Vulnerable</td> <td>31</td> </tr> <tr> <td>Near threatened</td> <td>24</td> </tr> <tr> <td>Least concern</td> <td>1,123</td> </tr> </tbody> </table>	Category	# of Species	Critically endangered	11	Endangered	23	Vulnerable	31	Near threatened	24	Least concern	1,123	IUCN Red List
Category	# of Species														
Critically endangered	11														
Endangered	23														
Vulnerable	31														
Near threatened	24														
Least concern	1,123														

### GRI 305: EMISSIONS

Emissions	305-1	<p>Direct (Scope 1) GHG emissions</p> <p><b>Total Scope 1 (mtCO2e)</b></p> <table border="1"> <thead> <tr> <th>2019 (Location)</th> <th>2020 (Location)</th> <th>2021 (Location)</th> <th>2022 (Location)</th> <th>2023 (Location)</th> <th>2023 (Market)</th> </tr> </thead> <tbody> <tr> <td>1,022</td> <td>750</td> <td>5,418</td> <td>4,857</td> <td>6,834</td> <td>6,834</td> </tr> </tbody> </table> <p><b>Scope 1 (Fuel Oil &amp; Gas) (mtCO2e)</b></p> <table border="1"> <thead> <tr> <th>2019 (Location)</th> <th>2020 (Location)</th> <th>2021 (Location)</th> <th>2022 (Location)</th> <th>2023 (Location)</th> <th>2023 (Market)</th> </tr> </thead> <tbody> <tr> <td>660.19</td> <td>388.52</td> <td>453</td> <td>1,824</td> <td>945</td> <td>945</td> </tr> </tbody> </table> <p><b>Scope 1 (Refrigerant) (mtCO2e)</b></p> <table border="1"> <thead> <tr> <th>2019 (Location)</th> <th>2020 (Location)</th> <th>2021 (Location)</th> <th>2022 (Location)</th> <th>2023 (Location)</th> <th>2023 (Market)</th> </tr> </thead> <tbody> <tr> <td>361.59</td> <td>361.59</td> <td>4,964</td> <td>3,033</td> <td>3,035</td> <td>3,035</td> </tr> </tbody> </table> <p>Note: An additional 2,854 mtCO2e of refrigerant was emitted due to a manufacturing issue on a new electric drive upgrade</p>	2019 (Location)	2020 (Location)	2021 (Location)	2022 (Location)	2023 (Location)	2023 (Market)	1,022	750	5,418	4,857	6,834	6,834	2019 (Location)	2020 (Location)	2021 (Location)	2022 (Location)	2023 (Location)	2023 (Market)	660.19	388.52	453	1,824	945	945	2019 (Location)	2020 (Location)	2021 (Location)	2022 (Location)	2023 (Location)	2023 (Market)	361.59	361.59	4,964	3,033	3,035	3,035	ESG Report, p. 15
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361.59	361.59	4,964	3,033	3,035	3,035																																		
Emissions	305-2	<p>Energy indirect (Scope 2) GHG emissions</p> <p><b>Scope 2 (BB Electric &amp; Steam) (mtCO2e)</b></p> <table border="1"> <thead> <tr> <th>2019 (Location)</th> <th>2020 (Location)</th> <th>2021 (Location)</th> <th>2022 (Location)</th> <th>2023 (Location)</th> <th>2023 (Market)</th> </tr> </thead> <tbody> <tr> <td>22,671</td> <td>18,815</td> <td>19,462</td> <td>17,631</td> <td>12,404</td> <td>4,997</td> </tr> </tbody> </table>	2019 (Location)	2020 (Location)	2021 (Location)	2022 (Location)	2023 (Location)	2023 (Market)	22,671	18,815	19,462	17,631	12,404	4,997	ESG Report, p. 15																								
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22,671	18,815	19,462	17,631	12,404	4,997																																		
Emissions	305-3	<p>Other indirect (Scope 3) GHG emissions</p> <p>SL Green's Scope 3 Indirect Emissions for 2023 were 433,783 mtCO2e (location-based) and 359,526 mtCO2e (market-based). The below table includes Scope 3: Category 13 emissions, which is a portion of indirect energy emissions (location-based: 126,823 mtCO2e and market-based: 52,565 mtCO2e). Other Indirect emissions have been identified and calculated within Scope 3 including Categories 1, 2, 3, 5, 6, and 7 (306,961 mtCO2e). Remaining Scope 3: Categories 4, 8, 9, 10, 11, 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><b>Scope 3 (Tenant Electric, Gas, Fuel Oil &amp; Steam) (mtCO2e)</b></p> <table border="1"> <thead> <tr> <th>2019 (Location)</th> <th>2020 (Location)</th> <th>2021 (Location)</th> <th>2022 (Location)</th> <th>2023 (Location)</th> <th>2023 (Market)</th> </tr> </thead> <tbody> <tr> <td>91,868</td> <td>77,829</td> <td>83,481</td> <td>130,552</td> <td>126,823</td> <td>52,565</td> </tr> </tbody> </table>	2019 (Location)	2020 (Location)	2021 (Location)	2022 (Location)	2023 (Location)	2023 (Market)	91,868	77,829	83,481	130,552	126,823	52,565	N/A																								
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Emissions	305-4	<p>GHG emissions intensity</p> <p><b>Total GHG Emissions + Refrigerant (mtCO2e)</b></p> <table border="1"> <thead> <tr> <th>2019 (Location)</th> <th>2020 (Location)</th> <th>2021 (Location)</th> <th>2022 (Location)</th> <th>2023 (Location)</th> <th>2023 (Market)</th> </tr> </thead> <tbody> <tr> <td>115,560</td> <td>97,394</td> <td>108,361</td> <td>153,040</td> <td>143,207</td> <td>61,542</td> </tr> </tbody> </table> <p><b>GHG Intensity + Refrigerant (mtCO2e/f^2)</b></p> <table border="1"> <thead> <tr> <th>2019 (Location)</th> <th>2020 (Location)</th> <th>2021 (Location)</th> <th>2022 (Location)</th> <th>2023 (Location)</th> <th>2023 (Market)</th> </tr> </thead> <tbody> <tr> <td>0.00617</td> <td>0.00520</td> <td>0.00571</td> <td>0.00670</td> <td>0.00598</td> <td>0.00257</td> </tr> </tbody> </table>	2019 (Location)	2020 (Location)	2021 (Location)	2022 (Location)	2023 (Location)	2023 (Market)	115,560	97,394	108,361	153,040	143,207	61,542	2019 (Location)	2020 (Location)	2021 (Location)	2022 (Location)	2023 (Location)	2023 (Market)	0.00617	0.00520	0.00571	0.00670	0.00598	0.00257	N/A												
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Standard	Disclosure		Direct Answer	Source
Emissions	305-5	Reduction of GHG emissions	SL Green decreased Scope 1, 2, and Scope 3 (Categories 11 and 13), location-based emissions by 9,833 mtCO <sub>2</sub> e from 2022 to 2023.	Letter of Assurance: Owned & Operated
Emissions	305-6	Emissions of ozone-depleting substances (ODS)	Emissions associated with ozone-depleting substances emitted by SL Green properties from January 1, 2023 to December 31, 2023 were 0.00012671 mtCO <sub>2</sub> e per square foot.	N/A
Emissions	305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	In 2023, 190,257 MMCF of natural gas was burned and 121,038 gallons of fuel oil was burned. The associated NO <sub>x</sub> emissions are 18.07 tons and the associated SO <sub>x</sub> emissions are 35.2 tons. SO <sub>x</sub> emissions are secondary pollutants that are caused by burning oil for energy generation, while the emissions associated with NO <sub>x</sub> pollutants are formed during combustion. The 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 CO <sub>2</sub> and should not be directly compared with reported GHG emissions for climate impact.	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 9,437 short tons, of which 5,199 short tons were sent to landfills, 4,074 short tons were diverted through recycling and composting, 114 short tons were diverted through e-waste recycling, and 50 short tons were diverted through shredded paper vendors. The resulting non-hazardous waste diversion rate is 45%. This data was obtained from waste haulers responsible for waste collection in SL Green properties. The overall waste diversion rate increased from 37.4% in 2022 to 44.9% in 2023.	Letter of Assurance: Owned & Operated
Effluents and Waste	306-3	Significant spills	0 significant spills. Not material.	N/A
Effluents and Waste	306-4	Transport of hazardous waste	In 2023, SL Green collected 114 short tons of e-waste for recycling by dedicated hauler, EWASTE+. This hauler utilizes environmentally sound processing methods that maximize value and recovery while eliminating the disposal of hazardous electronics and components to landfills.	Letter of Assurance: Owned & Operated
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.	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.	ESG Report, pp. 21, 27

Standard	Disclosure		Direct Answer	Source
Waste	306-3	Waste generated	The total operational non-hazardous waste (including e-waste) in 2023 was 9,437 short tons, of which 5,199 short tons were sent to landfills, 4,074 short tons were diverted through recycling and composting, and 114 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.	Letter of Assurance: Owned & Operated
Waste	306-4	Waste diverted from disposal	Waste diverted from landfills in 2023 includes 3,198 short tons of paper, cardboard, metal, glass, plastic, 876 short tons of composting, 114 short tons of e-waste, and 50 short tons of shredded paper. This is a diversion rate of 44.9%.	Letter of Assurance: Owned & Operated
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 metric 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.	Letter of Assurance: Owned & Operated
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT</b>				
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 (actual coverage for 2023 was 78% of total spend). In 2023, the company screened 6 new supplier and re-assessed 14 suppliers.	ESG Policies, p. 15
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
<b>GRI 401: EMPLOYMENT</b>				
Employment	401-1	New employee hires 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.	ESG Report, p. 27
Employment	401-3	Parental leave	In 2023, 392 females and 592 males were eligible for parental leave. 5 females and 2 males took parental leave. At the end of the parental leave, 60% (3 of 5) of female employees returned to work, and 100% (3 of 3) of those who returned to work remain employed 12 months afterward. 100% (2 of 2) of male employees returned to work and remain employed 12 months after returning from parental leave.	N/A
<b>GRI 402: LABOR / MANAGEMENT</b>				
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

Standard	Disclosure	Direct Answer	Source																						
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY</b>																									
Occupational Health and Safety	403-1	Occupational health and safety management system	All SL Green employees, service providers, and third-party managers are covered by the company's occupational health and safety management system and policies. SL Green conduct regular safety inspections and training sessions to ensure adherence to U.S. Occupational Safety and Health Administration (OSHA) standards and proactively identify potential risks. The Health and Safety Management System encompasses various standard operating procedures, emergency response planning, and active stakeholder engagement, overseen by our SVP of Security & Life Safety and SVP of Operations with support from dedicated employees and vendors.																						
			<table border="1"> <tr> <td>Emergency Response Guide (ERG)</td> <td>Electric Personal Transportation (EPT) Devices</td> </tr> <tr> <td>Infectious Disease Exposure Prevention Plan (IDEPP)</td> <td>Elevator Entrapments &amp; Emergency Calls</td> </tr> <tr> <td>Regular OSHA Trainings</td> <td>Elevator Intercom Testing</td> </tr> <tr> <td>Green Cleaning Policy</td> <td>Emergency Contacts</td> </tr> <tr> <td>Corporate Emergency Access System (CEAS) SOP</td> <td>Emergency Notification System</td> </tr> <tr> <td>Property Removal – Package Equipment Pass SOP</td> <td>Emergency Radio System</td> </tr> <tr> <td>Security &amp; Life Safety Equipment Inspections SOP</td> <td>Emergency Response Closet</td> </tr> <tr> <td>Security Camera Video Request – External Entities SOP</td> <td>Firearms &amp; Weapons SOP</td> </tr> <tr> <td>Access Control &amp; Visitor Management SOP</td> <td>Life Safety Plans</td> </tr> <tr> <td>Integrated Pest Management</td> <td>Property Inspections</td> </tr> <tr> <td>Class E Testing</td> <td>Cooling Tower Disinfectant Management</td> </tr> </table>	Emergency Response Guide (ERG)	Electric Personal Transportation (EPT) Devices	Infectious Disease Exposure Prevention Plan (IDEPP)	Elevator Entrapments & Emergency Calls	Regular OSHA Trainings	Elevator Intercom Testing	Green Cleaning Policy	Emergency Contacts	Corporate Emergency Access System (CEAS) SOP	Emergency Notification System	Property Removal – Package Equipment Pass SOP	Emergency Radio System	Security & Life Safety Equipment Inspections SOP	Emergency Response Closet	Security Camera Video Request – External Entities SOP	Firearms & Weapons SOP	Access Control & Visitor Management SOP	Life Safety Plans	Integrated Pest Management	Property Inspections	Class E Testing	Cooling Tower Disinfectant Management
Emergency Response Guide (ERG)	Electric Personal Transportation (EPT) Devices																								
Infectious Disease Exposure Prevention Plan (IDEPP)	Elevator Entrapments & Emergency Calls																								
Regular OSHA Trainings	Elevator Intercom Testing																								
Green Cleaning Policy	Emergency Contacts																								
Corporate Emergency Access System (CEAS) SOP	Emergency Notification System																								
Property Removal – Package Equipment Pass SOP	Emergency Radio System																								
Security & Life Safety Equipment Inspections SOP	Emergency Response Closet																								
Security Camera Video Request – External Entities SOP	Firearms & Weapons SOP																								
Access Control & Visitor Management SOP	Life Safety Plans																								
Integrated Pest Management	Property Inspections																								
Class E Testing	Cooling Tower Disinfectant Management																								
Occupational Health and Safety	403-2	Hazard identification, risk assessment, and incident investigation	Employees must be conscientious about workplace safety, including proper operating methods, to recognize dangerous conditions or hazards. Any unsafe conditions, suspicious activity, or potential hazards must be reported to management or the company's People Experience team immediately, even if the problem is corrected. To progress toward zero injuries each year, we continually monitor and track any incidents and report on them annually. See 403-4 for more information on the risk identification and assessment process.																						
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.																						
Occupational Health and Safety	403-4	Worker participation, consultation, and communication on occupational health and safety	The Operations team conducts regular risk assessments across our properties to identify potential health and safety hazards. This involves thorough inspections of facilities, equipment, and processes to ensure compliance with regulatory requirements and industry standards. Identified risks are prioritized based on severity and likelihood of occurrence. In an ongoing effort to ensure that SL Green and tenant construction projects are carried out safely, the Construction team retains a third-party Site Safety Consultant (SSC) to monitor, inspect, and report on project safety throughout the portfolio. SSC inspectors assess whether all applicable DOB and OSHA-related safety standards are being followed. SL Green hires a NYC Department of Environmental Protection Certified Asbestos Investigator (CAI) in applicable buildings to sample the area of work. If no Asbestos Containing Materials (ACM) are detected, an ACP-5 form (Asbestos Assessment Report) is filed. If ACM is found, the building and its occupants are notified through a variety of channels, and abatement is performed and confirmed by the CAI.																						
Occupational Health and Safety	403-5	Worker training on occupational health and safety	In 2023, 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, 5 mandatory Cybersecurity Trainings, DEI Training, and Emergency Response Training.																						

Standard	Disclosure		Direct Answer	Source																								
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.	10-K, p. 10 Proxy, p. 36 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 ESG Policies.	ESG Policies, pp. 17-19																								
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	<table border="1"> <thead> <tr> <th>Work-Related Injuries</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Fatalities</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Injury Rate (IR)</td> <td>4.85</td> <td>1.99</td> <td>1.26</td> <td>3.18</td> <td>2.7</td> </tr> <tr> <td>Recovery-Time Injuries Frequency Rate</td> <td>18.5</td> <td>8.3</td> <td>3.1</td> <td>10.3</td> <td>4.32</td> </tr> </tbody> </table>	Work-Related Injuries	2019	2020	2021	2022	2023	Fatalities	0	0	0	0	0	Injury Rate (IR)	4.85	1.99	1.26	3.18	2.7	Recovery-Time Injuries Frequency Rate	18.5	8.3	3.1	10.3	4.32	N/A
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<b>GRI 404: TRAINING AND EDUCATION</b>																												
Training and Education	404-1	Average hours of training per year per employee	Each corporate employee received an estimated 7.7 hours of training or education in 2023 across all genders. A breakdown of training data by gender/management level was not available for 2023.	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.	ESG Report, pp. 24, 26-27 ESG Policies, p. 18																								
Training and Education	404-3	Percentage of employees receiving regular performance and career development reviews	SL Green's employee performance management includes ongoing goal-setting and formal annual performance reviews for all employees. This process ensures that employees receive consistent feedback and interaction at each level of the company. We encourage employees and supervisors to discuss job performance and solicit and share feedback on a frequent, ongoing basis. An annual third-party employee engagement survey is distributed to all employees to evaluate employee satisfaction, and in 2023 the participation rate was 39%.	ESG Report, pp. 26-27																								
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY</b>																												
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	See Appendix.	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																								
<b>GRI 406: NON-DISCRIMINATION</b>																												
Non-Discrimination	406-1	Incidents of discrimination and corrective action taken	0 reported incidents; 0 confirmed incidents.	N/A																								

Standard	Disclosure	Direct Answer	Source	
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>				
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.	ESG Policies, pp. 11-13
<b>GRI 408: CHILD LABOR</b>				
Child Labor	408-1	Operations / 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.	ESG Policies, pp. 11-13
<b>GRI 409: FORCED OR COMPULSORY LABOR</b>				
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.	ESG Policies, pp. 11-13, 17-19
<b>GRI 410: SECURITY PRACTICES</b>				
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
<b>GRI 413: LOCAL COMMUNITIES</b>				
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	SL Green's portfolio includes 11 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, taxi stands, public WiFi, security and sanitation, 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 inception in April 2020, FOOD1st raised over \$7M and provided over 1 million meals. SL Green supports New York City's youth through the Summer Youth Employment Program (SYEP) and Ladders for Leaders. The company regularly coordinates volunteer events for employees, park cleanups, and fundraising initiatives. 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. The company was one of the first developers to complete a 421-a "Affordable New York" project to provide affordable housing. SL Green's development at One Vanderbilt Avenue introduced a new public plaza, improved safety, and access to food and beverage in the Grand Central area. The company invested \$250 million in public transit improvements to increase MTA ridership and improve the transit experience. SL Green also opened SUMMIT, a three-story observation deck available to the public. SL Green's development approach includes a focus on the public/private partnership to enhance the areas surrounding the properties we own and manage.	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



Standard	Disclosure	Direct Answer	Source					
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT</b>								
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 suppliers must adhere to all applicable local, state, and federal laws such as the NYC Human Rights Law. Annual assessments of 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.	Vendor Code of Conduct 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 2023 supply chain assessment results, 0 suppliers were identified as having significant actual and potential negative social impacts. 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				
<b>GRI 415: PUBLIC POLICY</b>								
Public Policy	415-1	Political contributions						
				<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>
			Lobbying, interest representation or similar	\$553,531	\$360,000	\$726,356	\$962,871	\$764,926
			Local, regional or national political campaigns / organizations / candidates	\$161,430	\$57,978	\$35,000	\$22,500	\$70,000
			Trade associations or tax-exempt groups	\$106,375	\$81,250	\$353,093	\$138,960	\$229,600
Other (e.g., spending related to ballot measures or referendums)	-	-	-	-	-			
<b>TOTAL</b>	<b>\$821,336</b>	<b>\$499,228</b>	<b>\$1,114,449</b>	<b>\$1,124,331</b>	<b>\$1,064,526</b>			
					New York State Commission on Ethics and Lobbying in Government			
<b>GRI 416: CUSTOMER HEALTH AND SAFETY</b>								
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	100% of the company's operated properties are assessed for health and safety risks. In alignment with WELL and LEED standards, buildings utilize products that emit no, or low quantities of 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 have Minimum Efficiency Reporting Value (MERV) 13 filtration to improve air quality. 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 and 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.	ESG Report, pp. 22-23 Proxy, p. 35				
Customer Health and Safety	416-2	Incidents of non-compliance concerning health / safety impacts of products / services	0 incidents of non-compliance.	N/A				
<b>GRI 418: CUSTOMER PRIVACY</b>								
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy / loss of data	0 substantiated complaints; 0 identified leaks, thefts, or losses of customer data. Please refer to our Data Privacy & Security Policy.	ESG Policies, p. 14				



# APPENDIX

## GRI 401-1

### 2023 New Hires

Status	Total FTE	Gender			Age			Race						Region		Management Level	
		Male	Female	Other	<30	30-50	>50	White	Hispanic or Latino	Black or African American	Asian	Native	Other	NY	CT	First/Mid-Level	Executive/Senior-Level
External Hires	147	81	66	0	60	58	29	64	53	17	12	0	1	147	0	7	2
External Hire Rate	-	55%	45%	0%	41%	39%	20%	44%	36%	12%	8%	0%	1%	100%	0%	5%	1%
Internal Hires	61	32	29	0	33	25	3	35	9	10	7	0	0	61	0	14	0
Voluntary Terminated	86	43	43	0	25	39	22	34	30	11	9	0	2	86	0	7	1
Involuntary Terminated	28	13	15	0	4	12	12	11	11	3	2	0	1	28	0	0	0
Employee Turnover	114	56	58	0	29	51	34	45	41	14	11	0	3	114	0	7	1
Employee Turnover Rate	11%	49%	51%	0%	25%	45%	30%	39%	36%	12%	10%	0%	3%	100%	0%	6%	1%

## GRI 405-1

### 2023 Employee Diversity

Status	Total FTE	Gender			Age			Race						Region		Management Level	
		Male	Female	Other	<30	30-50	>50	White	Hispanic or Latino	Black or African American	Asian	Native	Other	NY	CT	First/Mid-Level	Executive/Senior-Level
Total Full-Time Employees	1,075	652	423	0	160	463	452	476	393	139	59	3	5	1,064	11	108	34
Governance Body	7	5	2	0	0	2	5	6	0	1	0	0	0				

### 2023 Full-Time Workforce Breakdown: Race & Ethnicity

Race / Ethnicity	% of Full-Time Workforce	% of Total Management
White	44.3%	78.9%
Hispanic or Latino	36.6%	8.5%
Black or African American	12.9%	6.3%
Asian	5.5%	6.3%
Native	0.3%	0.0%
Other	0.5%	0.0%

### 2023 Full-Time Workforce Breakdown: Gender

Management Level	Total Employees in Full-Time Workforce	% of Category Represented by Women
Women in All Management	52	37%
Women in First / Mid-Level Management	46	43%
Women in Executive / Senior-Level Management	6	18%
Women in Revenue-Generating Functions	35	44%
Women in STEM-related Positions (all levels)	43	18%