



# 2025

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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# 01

## INTRODUCTION

Strong governance and a diverse, engaged workforce remain essential to progress. We continue to foster a culture that values different perspectives, clear accountability and informed decision-making. These principles strengthen our organization and support resilient outcomes for our tenants, partners and communities.

## Company Overview

The Swig Company, LLC is a privately owned real estate investor operator. For almost 90 years, the company has been investing in, developing and managing commercial properties in major U.S. markets. We invest in value-added properties to maximize their worth through active management, leasing and the structuring and implementation of complex financial transactions. Guided by our core values — integrity, collaboration and excellence — we maintain high standards of corporate responsibility. Our diverse portfolio reflects our dedication to fostering an inclusive and innovative environment where every individual is empowered to thrive.

We employ 56 team members, with half working at our corporate headquarters in San Francisco and half at field offices throughout California. The management of our Seattle and Manhattan properties is overseen by our partners. Our board of directors is composed of Swig family members and independent directors.

In this year’s environmental, social and governance (ESG) report, we proudly highlight our achievements and the ongoing initiatives that underscore our commitment to a sustainable future.

### Our Legacy

#### Deep Roots in Hospitality

The Swig Company proudly upholds a heritage of innovation and excellence deeply rooted in the vision of our founder, Benjamin Swig. Established almost 90 years ago with a commitment to hospitality and service, we have grown into a leader in the commercial real estate industry, driven by a passion for creating exceptional experiences and sustainable value for our stakeholders.

#### An Enduring Commitment to Personal Service

Our legacy is rooted in a forward-thinking vision that emphasizes warmth, inclusivity and unparalleled customer care. This strong foundation has enabled us to expand our holdings across the urban office and multifamily sectors. By integrating cutting-edge technology with sustainable practices, we continually meet the evolving needs of our clients and partners, driving progress and excellence in everything we do.

#### ROADMAP TO NET-ZERO

The Swig Company is committed to greenhouse gas (GHG) reduction targets aligned with the Paris Agreement’s urgent call to action to limit global warming by achieving net-zero emissions before 2040. In 2025, we continued to make meaningful progress in lowering our portfolio’s energy use intensity (EUI) and GHG emissions by developing asset-level decarbonization roadmaps at two properties, bringing the total to six properties in our managed portfolio. These strategic plans set forth a clear path to reducing our carbon footprint in line with global climate objectives. The initiatives outlined in these roadmaps reflect our commitment to transparency and accountability as we work to create a more sustainable future for our planet.

↓ 50%  
reduction in market-based scopes 1 and 2 GHG emissions by 2030 as compared to a 2018 benchmark

↓ 100%  
reduction (net zero carbon) in market-based scope 1 and 2 GHG emissions by 2040

## Letter from the CEO

### Dear Stakeholders,

At The Swig Company, sustainability is an operational discipline that informs how we manage assets, allocate capital, mitigate risk and position our portfolio for durable performance. In a year shaped by regulatory change and market uncertainty, this approach has guided our ESG strategy and reinforced our focus on measurable, sustained outcomes.

In 2025, we made meaningful progress on our decarbonization planning efforts by completing roadmaps for two additional properties, bringing the total to six buildings covering 46 percent of our managed portfolio. These roadmaps serve as practical tools, enabling our teams to prioritize carbon reduction measures, assess electrification pathways and pursue renewable energy solutions through phased, capital-efficient strategies aligned with existing building systems.

Progress at scale depends on broader coordination, including continued advancement of grid decarbonization and improved access to cost-effective renewable energy, as our ability to achieve decarbonization goals is directly influenced by local utilities and the availability and cost of clean power.

Through our collaboration with Brookfield Renewable Partners L.P., we accelerated renewable energy procurement for two New York properties — the Grace Building and 2 Bryant Park — achieving 100 percent renewable energy sourcing.

Our commitment to community impact is reflected in various initiatives and partnerships designed to enhance the quality of life in the places where we operate. Through volunteering, philanthropy and local collaborations, we strive to make a meaningful difference, ensuring our investments benefit both our stakeholders and the broader community.

Looking ahead, we will continue advancing portfolio decarbonization planning, deepening partnerships that accelerate renewable energy adoption and refining the systems that support transparent, data-driven ESG performance. We approach this work with discipline and focus, recognizing that enduring value is built through consistent execution.

Thank you for your continued trust and partnership.

Sincerely,



**Connor Kidd**  
President and CEO  
The Swig Company



Connor Kidd, President and CEO, (pictured top left and bottom back center) joins Swig Company volunteers and Dr. Teri Delane, Co-Executive Director of Life Learning Academy, during a Garden Work Day. Read more about our Community Impact on page 22.

# ESG at The Swig Company

We believe that sustainability and responsible business practices should be fully integrated into our corporate strategy and decision-making. The Swig Company's Board of Directors provide oversight and strategic direction, while the executive team ensures ESG initiatives are implemented across our operations. ESG accountability is embedded at all levels, with leadership teams driving progress in alignment with our corporate values.



# The Swig Company Portfolio

We invest in commercial offices and multifamily properties in vibrant urban communities. Our portfolio includes approximately 6.4 million square feet of commercial and residential properties in Manhattan, the San Francisco Bay Area, Southern California and Seattle.

This report covers the 14 commercial properties that we manage or over which we have operational control.

Managing  
**14**  
Commercial Properties

Covering  
**3.6M**  
Square Feet

Hosting  
**393**  
Commercial Tenants

Holding  
**13**  
LEED Certifications

## PROPERTIES

### CALIFORNIA



**San Francisco Bay Area**  
9 PROPERTIES

**Southern California**  
4 PROPERTIES

#### San Francisco Bay Area

##### San Francisco

220 MONTGOMERY ST.  
*The Mills Building, Company HQ*  
501 2ND ST.  
369 PINE ST.

333 PINE ST.  
633 FOLSOM ST.  
945 BRYANT ST.  
350 CALIFORNIA ST.

##### Mountain View

444 CASTRO ST.  
399 W. EL CAMINO REAL

#### Southern California

##### Los Angeles

6300 WILSHIRE BLVD.  
3415 S. SEPULVEDA BLVD.

##### Santa Monica

3130 WILSHIRE BLVD.

##### Pasadena

595 E. COLORADO BLVD.

### WASHINGTON



**Seattle**  
1 PROPERTY

#### Seattle

LAKE UNION BUILDING

➔ Learn more about our properties [here](#).



# 02

## SUSTAINABLE BUILDING OPERATIONS

The Swig Company is committed to reducing the environmental footprint of our portfolio by addressing our climate impact, conserving water, minimizing waste and fostering healthy buildings.

### Our Approach

Environmental stewardship informs our long-term investment decisions and helps to guide the ongoing operations of our buildings. Our ENERGY STAR, LEED-, WELL- and Fitwel-certified buildings provide exceptional occupant comfort through inspired, environmentally responsible workspaces.

By integrating key environmental principles into our operations, the company seeks to align its business objectives with responsible stewardship and impactful climate action.

Our primary focus is on significantly reducing carbon emissions, a key aspect of our dedication to mitigating climate change. Additionally, conserving water resources and minimizing waste are central to our sustainability strategy and reflect a commitment to efficient resource management and environmental preservation.

We also focus on maintaining healthy buildings to ensure that our facilities promote well-being and sustainability. Through these targeted initiatives, we aim to make a positive impact on the environment and the communities we serve, in line with our vision of responsible growth and a sustainable future.

Our asset management and property teams infuse environmental, social and governance (ESG) principles into the development of five- and 10-year capital plans, which are then reviewed by the innovation team as part of the budget approval process. This collaboration ensures that infrastructure improvements and investments result in measurable sustainability benefits within our buildings. As a result of completing six decarbonization roadmaps (501 Second Street, 444 Castro Street, 3415 S. Sepulveda Boulevard and 3130 Wilshire Boulevard in 2024 and the Lake Union Building and 350 California Street in 2025), we continue to evaluate energy efficiency measures and non-fossil-fueled approaches to heating and cooling.



## Key Impact Areas

Environmental impacts of real estate result from energy and water consumption, greenhouse gas (GHG) emissions and waste. Our sustainability approach aims to reduce or eliminate adverse impacts in these areas. Because routine maintenance and/or building upgrades can potentially create harmful health and safety conditions, we follow rigorous protocols to prioritize and protect the health and safety of all building occupants.

We utilize industry-leading standards and certifications, performance management platforms and tenant engagement to manage the environmental impact of our buildings. This integrated approach to sustainable, high-performance building operations drive ongoing improvements and innovation.

*“Sustainability criteria identified in the ESG checklist do not override underwriting fundamentals, but meaningfully influence capital planning, risk assessment and future optionality.”*

**Stephanie Ting, EVP, Director of Investments**  
The Swig Company

## Tools for Sustainability

Our teams leverage information from sustainability tools developed in-house to inform acquisitions and property management decisions and collect important metrics.

### ESG Checklist

The ESG checklist is a vital component of our due diligence process for potential acquisitions. This tool enhances our ability to assess properties by integrating a range of sustainability criteria. Key elements of the checklist include evaluating climate risks, verifying third-party green building certifications and assessing current or potential renewable energy use. By leveraging these insights, our teams make informed decisions that align with our commitment to sustainability, ensuring that each acquisition supports our overarching environmental goals and responsible growth strategy.

### Building Sustainability Tracker

The Building Sustainability Tracker is updated annually and contains curated questions that yield insightful data on energy consumption, innovative technology adoption and social and community engagement metrics. By systematically gathering this information, the tracker enables us to comprehensively assess our sustainability performance and identify opportunities for improvement. In 2025, we added a question regarding existing HVAC equipment impacted by the phasing out of refrigerants R404A and R410A due to their global warming potential. For affected properties, building engineers were able to proactively plan for supply chain impacts and interfacing older systems with new construction.

### Critical Building Components Checklist

The Critical Building Components Checklist provides a structured approach to tracking capital spending and forecasting equipment replacement timelines. By detailing essential information such as the building age, installation or refurbishment dates, life expectancy, and projected replacement costs of major equipment and projects, the checklist facilitates informed decision-making. This strategic foresight ensures adequate resource allocation and operational continuity over five-year and 10-year capital outlooks.

## Building Certifications

Our portfolio features ENERGY STAR and LEED-certified buildings that conserve resources while providing exceptional occupant comfort. We calculate our GHG emissions footprint, monitor potential climate-related risks and track overall performance in the Measurabl platform.

We continue to upgrade LEED certifications and pursue new certifications as part of our commitment to benchmarking our portfolio against best-in-class industry standards and creating healthier, more sustainable workplaces aligned with modern wellness values.

# 93%

of our managed properties have green building certifications



### LEED

Leadership in Energy and Environmental Design (LEED) is a voluntary program of the U.S. Green Building Council (USGBC) that benchmarks performance across multiple sustainability areas. In 2025, 444 Castro Street recertified as LEED v4.1 Platinum O+M, achieving a gold level certification with 81 out of 100 points. We started the recertification process for 3130 Wilshire Boulevard, with approval expected in early 2026. We work with consulting partners to enhance a property's sustainability features and identify new sustainable opportunities.

### ARC

USGBC's performance-based Arc platform tracks and benchmarks each building's energy and water use and total carbon footprint as part of maintaining our LEED certifications. Currently, eight of our 14 managed properties are tracking ongoing performance in Arc toward the next LEED recertification. We continue to evaluate bringing additional LEED-certified properties into this system.

### ENERGY STAR

The U.S. Environmental Protection Agency (EPA) ENERGY STAR program helps to inform, manage and benchmark our performance. Buildings that score well on energy performance standards are eligible for annual third party-verified certification.



### WELL HEALTH-SAFETY RATING

We use the evidence-based, third party-verified WELL Health-Safety Rating to ensure the health and safety of everyone who works in or visits our buildings. The rating focuses on operational policies, maintenance protocols, stakeholder engagement and emergency plans. We first received certifications in 2021 and renew them portfolio across the portfolio annually.

### WELL BUILDING STANDARD

The WELL Building Standard is a leading framework for implementing, validating and measuring features that support human health and wellness, addressing aspects like air quality, safe water, healthy lighting and physical activity integration. Our 633 Folsom Street building holds a WELL v.1 Silver Core & Shell certification.

### FITWEL

Fitwel is a leading certification system originally created by the U.S. Centers for Disease Control and Prevention (CDC) and the U.S. General Services Administration that prioritizes health within building environments. The excellent walkability and green transportation access at our 3130 Wilshire Boulevard property in Santa Monica were key elements of a Fitwel recertification of the property in 2025. Tenants of the building enjoy a location with a Walk Score of 97 out of 100, which classifies it as a "walker's paradise" where daily errands do not require a car.

## Energy & GHG Emissions

The Swig Company is dedicated to reducing our energy footprint to mitigate climate change.

### Our Approach

In 2025, we continued to make meaningful progress in lowering our portfolio's energy use intensity (EUI) and GHG emissions. Building on our commitment since 2018, our baseline year, we reduced our EUI by 27% and our GHG emissions by 33%. We utilize EUI as a key metric, as it accounts for the energy potential of all fuel sources on a per square foot basis. This approach aligns with industry standards for evaluating how energy efficient a building is, ensuring our efforts are both measurable and impactful.

### Deepening Decarbonization Efforts

Our decarbonization efforts continue to develop as we seek new resources and strategies to strengthen our roadmaps, particularly in response to evolving regulatory landscapes. In 2025, we developed an asset-level decarbonization roadmap for our newest acquisition at 350 California Street. Six buildings within our managed portfolio now have asset-level decarbonization roadmaps.

In the fourth quarter of 2025, we initiated a pilot project to create an ASHRAE II-comparable decarbonization roadmap for The Lake Union Building in Seattle. This pilot initiative utilizes artificial intelligence (AI) to assess the unique characteristics of the property and provide intelligent, energy-efficient solutions. If successful, this approach will allow us to craft effective decarbonization strategies for buildings that do not lend themselves to traditional methodologies.

Throughout 2025, we continued to learn from the outcomes of our decarbonization initiatives. For example, 3130 Wilshire Boulevard received a grant to investigate the viability of an innovative heat pump technology using carbon dioxide (CO<sub>2</sub>) refrigerant. While the technology offered exciting potential, we encountered physical and financial barriers that limited its implementation. While disappointing, this endeavor reinforced the need to proceed with caution in terms of the use and integration of cutting-edge technologies.

### Strategic Initiatives to Reduce Our Carbon Footprint

In 2025 we focused on projects that boosted operational efficiency.

#### LED lighting

In response to California's Assembly Bill 2208, which bans the sale of fluorescent light bulbs beginning January 1, 2025, we are upgrading lighting systems to LED technology. These upgrades will reduce energy consumption while improving lighting quality and longevity. Our roadmaps project annual savings of 356,993 kWh of electricity and 65 MT of CO<sub>2</sub> once upgrades are complete. We completed an LED lighting upgrade at The Mills Building in 2025 and will complete the final stage at 6300 Wilshire in January 2026. Similar upgrade projects are planned at 444 Castro Street and 501 Second Street in 2026.

#### Direct digital controls

Upgrading pneumatic controls to direct digital controls (DDC) enables fine-tuned adjustments based on real-time data, allowing more precise monitoring and management of building systems and improved energy efficiency. Although four buildings with decarbonization roadmaps received initial DDC upgrades as part of ongoing efficiency and sustainability efforts, they were identified as candidates for further enhancements. In 2025, we continued upgrading controls in newly renovated suites at 501 Second Street, with work set to continue into 2026 as part of the building's decarbonization roadmap.

#### Low pressure drop HVAC filters

We realized significant benefits—including enhanced energy efficiency and reduced operational costs—by installing low pressure drop HVAC filters. Reducing airflow resistance allows HVAC systems to operate more efficiently, lowering energy consumption and extending equipment lifespan. This improvement also increases indoor air quality and occupant comfort. In 2025, filter replacements were completed at all properties roadmapped in 2024.

## Lessons Learned: Stakeholder Engagement Is Key

In 2024, we identified hydronic additives as a promising energy efficiency measure for our HVAC systems, with potential annual savings of 10,531 therms of natural gas and 64 metric tons of CO<sub>2</sub>. However, installation was paused because the technology lacked independent studies from U.S. experts and buy-in from our building engineers and water treatment vendors. This experience highlighted that successful implementation of new technologies depends not only on technical claims, but also on clear and proven return on investment (ROI), alignment with key stakeholders and backing from independent studies. New information became available in December 2025 when the statewide Emerging Technology Program (ETP), which is administered by Southern California Edison and SoCalGas, published an analysis of the installation of the hydronic additives in two commercial offices in Northern California. We look forward to discussing the report with our sustainability consultants and project teams to determine next steps.

## Financing the Decarbonization Roadmap

Recent presidential orders and the passage of the One Big Beautiful Bill Act have significantly changed the landscape for federal tax incentives supporting decarbonization. As those incentives phase out, we are considering accelerated project timelines and exploring alternative funding strategies to maintain our commitment to decarbonization and operational efficiency.

We will revisit our initial approach of leveraging available tax incentives, outlined under Section 48 of the federal tax code. At the time of this writing, Section 179D, the Energy Efficient Commercial Buildings Deduction remains available for projects that begin construction on or before June 30, 2026. The Swig Company's Tax Department is working with our tax consultants to identify projects that qualify for this deduction.

California state and local utility incentives for energy efficiency improvements remain available and vary by location. We continue to explore utility incentives that reward energy efficiency improvements to provide another layer of financial support for our decarbonization projects.

In 2025, we employed strategic financial analysis, including essential metrics such as savings-to-investment ratio and net present value, for evaluating the long-term benefits and viability of decarbonization investments, especially as the availability of federal incentives changes. Through a combination of tax credits, on-utility-bill financing, utility incentives and strategic financial analysis, we ensured that our commitment to sustainability and operational efficiency advances in a financially responsible manner.

## PROGRESS ON PERFORMANCE

In October 2025, we sold 399 West El Camino Real, a building that had been in the 2018 baseline cohort of properties. The properties excluded from the 2018 baseline comprise 35.4% of the square footage of our portfolio. We continue to see a like-for-like reduction in both total energy consumption and GHG emissions from a 2018 baseline.

↓ 27%

reduction in like-for-like total energy consumption from 2018 to 2025

↓ 33%

reduction in like-for-like GHG emissions intensity from 2018 to 2025

## Reducing Our Impact

The Swig Company is committed to decreasing our energy use and carbon footprint. This year, we brought a significant project to completion at The Mills Building and laid the groundwork for similar projects at other buildings that will move us toward long-term sustainability of our portfolio.



LED lighting retrofits at 6300 Wilshire were completed in 2025. This initiative was part of ongoing extensive renovations and demonstrates continued progress in building sustainability.

## PROJECTS COMPLETED

### LED Lighting Retrofits at The Mills Building and 6300 Wilshire

The Mills Building headquarters in San Francisco completed a major LED retrofit project initiated in 2024. The project converted 3,100 light fixtures to energy-efficient LEDs and added occupancy sensors to optimize energy use. As a result, lighting electricity consumption is projected to decrease by 60%, generating annual savings exceeding \$170,000, or 19% of the building's energy operating expenses, along with approximately \$12,000 in annual maintenance savings.

The project was funded through Pacific Gas & Electric's On-Bill Financing Program, allowing completion without capital investment from The Swig Company. At 6300 Wilshire Boulevard, LED retrofits are substantially complete with more than 750 fixtures upgraded.

LED lighting retrofits were also incorporated into The Swig Company's spec suite program during renovations, improving energy efficiency while enhancing the appeal and marketability of commercial office spaces.

### Renewable Energy Expands to One Additional Property

In our journey toward net zero emissions, we transitioned to 100% renewable energy from our utility provider starting in 2024, achieving this milestone for four properties in the San Francisco Bay Area — 369 Pine Street, 501 Second Street, 444 Castro Street and 633 Folsom Street — and adding the Mills Building in 2025.



The newly-opened tenant amenity lounge in the Mills Building, developed under the Spec Suite program, offers a modern and sustainable space designed to enhance occupant well-being.



## Driving Improvements Through Audits

We assess our performance and identify opportunities for improvement through energy audits. In 2024, we completed an ASHRAE Level II audit at each of the buildings that underwent decarbonization road mapping in 2024. In the summer of 2025, the Lake Union Building completed a Level II audit as part of the Washington Clean Building Performance Standard (CBPS). In this first certified benchmarking report, the building's weather-normalized Energy Use Intensity (EUI) of 57.1 was below the EUI Target of 57.2, putting us in compliance with the energy efficiency section of CBPS. In 2026, the property will evaluate next steps for improving future performance.

These Level II audits require a more detailed financial analysis of potential improvements to deliver long-term cost savings and reduce energy use and emissions. All our LEED-certified properties undergo energy audits as required under the LEED O+M rating system (ASHRAE Level I).

## Climate Change Risks

Climate change presents impacts, risks and opportunities for our portfolio. With the potential for long-term shifts in weather patterns and the increasing frequency of extreme weather events, our structures face increased risks of damage, power disruptions and operational setbacks. Moreover, sustained temperature increases can accelerate the degradation of building materials while heatwaves may strain cooling equipment, resulting in decreased efficiency and longevity.

The Swig Company takes proactive measures to safeguard the value of our portfolio and ensure the continuity of our operations in the face of evolving climate conditions. We continue to employ the Physical Climate Risk Exposure (PCRX) tool alongside the S&P Global Trucost methodology to gain a comprehensive understanding of both physical and transitional risks across various climate scenarios. By aligning our analysis with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, we ensure that our resiliency projects are targeted and that our capital improvements bolster the strength of our properties against the challenges posed by climate change.

## Ensuring Data Access During Uncertain Times

In early 2025, uncertainty surrounding proposed EPA cuts and the future of the ENERGY STAR program prompted The Swig Company to evaluate potential risks to its sustainability reporting. ENERGY STAR Portfolio Manager (ESPM) has long supported our ability to benchmark, certify, and track energy, water, and waste performance, making continued access essential to our decarbonization efforts.

To mitigate potential disruptions, we partnered with Liminal Impact to secure ESG data continuity and maintain transparent reporting. Following a proof of value and platform adoption in 2023, Liminal now aggregates energy, social, and governance data into a unified system. This approach supports customized ESG reporting, AI-driven insights, and ongoing monitoring of sustainability progress despite regulatory uncertainty.



Drought-resistant ground cover at 633 Folsom enhances tenant views and contributes to water conservation efforts

## Water

The Swig Company is dedicated to the responsible stewardship of water as a vital, shared resource.

### Our Approach

Our water management policies and practices align to decrease water use, mitigate water stress and improve the quality of water data we collect across our portfolio. Our strategies include proactive monitoring, use of water-efficient fixtures and controls, and tenant engagement to encourage water-wise behaviors. Due to these efforts, our indoor water use is 30% lower than the baseline calculated by LEED.

### Water Reduction Measures

- Minimize water use in the cleaning of hardscape and building exteriors
- Use water-free cleaning methods where applicable
- Capture rainwater for landscaping

### PROGRESS ON PERFORMANCE

Due to our water-wise landscaping efforts over the past three years, both our like-for-like water intensity and water consumption decreased 12% compared to our 2018 baseline. The total water consumption across our portfolio decreased by 3% between 2024 and 2025.

↓ 12% reduction in like-for-like water consumption from 2018 to 2025

### Innovating the Way to Water Savings

Following a landscape installation at 633 Folsom Street in 2021, high airflow from a kitchen exhaust fan caused a section of rooftop planter ground cover to dry out. Additional watering, replacement with drought-resistant ground cover, and ongoing maintenance did not resolve the issue.

An engineering assessment determined that exhaust air directed toward the planter was elevating ambient temperatures beyond viable levels for plant growth. In August 2025, a louver system was installed to redirect exhaust air upward. Within one month, new plant growth was observed and soil moisture levels doubled, allowing the affected planter area to return to a reduced watering schedule. By the end of 2025, the ground cover was largely regrown.

This modification reduced water demand and supported improved plant health, contributing to more efficient landscape management.



**8,797 gallons annual reduction in water use after louver installation**

## Materials & Waste

The Swig Company seeks to minimize the environmental impact of the materials and supplies that flow into and out of our buildings.

### Our Approach

Our goal is to reduce the total waste produced at our buildings while increasing the volume of waste diverted from landfills. Property management teams implement strategies focused on reducing, reusing, repairing and recycling, utilizing both building-level techniques and tenant involvement.

### Waste Management in Buildings

- Building-level and in-suite recycling for aluminum, glass, paper, cardboard and plastic
- On-site composting (where supported by local ordinances)
- Waste sorting (where required by local ordinances)
- Collection programs for e-waste and hazardous materials
- Waste audits
- Tenant engagement

We promote responsible purchasing and disposal practices among tenants through in-person discussions and e-newsletter communications. These efforts include sharing information on available recycling and composting programs, waste audit results, and practical guidance on the benefits of recycling.



## Occupant Health & Safety

The Swig Company is committed to ensuring the health and safety of tenants and visitors.

### Our Approach

Sustainable buildings provide healthy and safe spaces. We seek to minimize and mitigate potential negative impacts on human health and safety by actively assessing building design and management decisions. Our approach integrates rigorous environmental, safety and security management practices. We work to ensure safe spaces for staff and tenants through policies, procedures and training and conduct ongoing monitoring and dialogue to foster a robust safety-first culture.



### Safety and Emergency Preparedness

We maintain companywide safety policies and provide regular training across our buildings. Our annual Occupant Emergency Training Program includes fire drills and instruction on emergency responses, including power outages. Online training completions are tracked through our portal, and attendance records are maintained for in-person floor warden training in accordance with local fire department requirements.

At The Mills Building, headquarters staff participate in annual safety training and fire drills. New employees receive a suite walk-through during onboarding to review emergency exits.

Since 2023, active shooter training has been incorporated into the safety program to support preparedness and reduce risk for building occupants and visitors.



# 03 THRIVING COMMUNITIES

## Our Approach

Our approach to driving social impact centers on three fundamental pillars: Our People, Tenant Experience and Community Impact. These pillars are integral to fostering a sense of community among our employees, throughout our properties and within the neighborhoods where we invest. We are dedicated to being a company where employees are eager to advance their careers. We strive to use our buildings as vibrant hubs for social interaction by offering spaces for individuals to connect — both in person and through virtual platforms — to collaborate, socialize, celebrate and contribute positively to society. Our *h³experiences* program steers our initiatives in workplace innovation, sustainability, wellness and community engagement.

The Swig Company is committed to promoting positive social impacts for people and communities.






Swig employees at the Chase Corporate Challenge celebrate 2025's theme: "Running on Real Estate Excellence".

## *h³experiences*

Our *h³experiences* program is dedicated to crafting sustainable and environmentally conscious workspaces for the future, providing personalized experiences and premium amenities that bolster our community engagement efforts. This program emphasizes the heart, head and hands of our company, reflecting our core values.

Central to this initiative is our *h³experiences* app, a dynamic tool designed to enrich the tenant and occupant experience. It offers access to a variety of programs and amenities that include fitness and wellness options while simultaneously encouraging collective efforts to support local neighborhoods and organizations.

### *h³experiences* CORE VALUES

	CORE VALUES	TENANT PROGRAM	COMMUNITY PROGRAM
<b>CARING</b> 	Inspired by the origin of the word "hospitality" that encompasses host, guest and stranger, The Swig Company believes in going the extra mile for the people we know and for those we have yet to get to know well.	Our tenants are fundamentally the clients we serve, and we can play a key role in facilitating the success of their people. <i>h³experiences</i> is about making their days as productive as possible with forward-looking building design, rich with amenities and services focused on the health and well-being of our building clients and guests.	Our community engagement program is our commitment to actively forming deeper bonds in the cities where The Swig Company and our building clients live and work.
<b>EVOLVING</b> 	We think real hospitality happens face-to-face and moment-by-moment. Planning matters but trying things out and asking our clients to help us shape what we do makes them part of creating the best solutions.	Business is always evolving — and we need our building clients' perspectives on what makes a difference. <i>h³experiences</i> continually evolves the products, services and technologies we offer based on our Dynamic client relationships, allowing us to better anticipate and fulfill their changing needs.	Through active engagement, we seek to understand the world as others live it, building empathy and a path for real change. <i>h³experiences</i> speaks to the way we identify opportunities, take action and adapt our approaches to grow our impact.
<b>PARTNERING</b> 	We make the greatest impact when we join together with our building clients, our project partners and the communities where we operate.	<i>h³experiences</i> makes The Swig Company buildings the highest value choice in the market by creating workspace design, services and amenities around what matters most to our workplace clients, like flexible meeting and workspace options.	<i>h³experiences</i> amplifies positive effects by partnering with community organizations and creating connected caring communities within our buildings — joining individuals together for social good.

## Our People

The Swig Company is a place where employees can grow their careers and positively impact the success of the company and our communities.

## Our Approach

For 89 years, The Swig Company has placed employee well-being at the heart of our people-first philosophy. We offer holistic support throughout each team member’s career journey, including competitive benefits, robust training and development, and meaningful engagement opportunities. Our commitment to each employee is reflected in our workforce practices. Newly hired employees receive a full-day onboarding orientation, followed by ongoing manager check-ins. When challenges arise, we collaborate on tailored performance improvement plans. Departing employees participate in a thoughtful transition process led by our Vice President of Human Resources (HR), including an exit interview with our CEO.

### Supporting Employees

The Swig Company remains committed to empowering our employees by offering opportunities for professional growth and development. We actively encourage employees to spearhead professional projects that align with their personal interests to further foster a culture of initiative and engagement. This approach extends beyond the workplace into community involvement via paid time off for volunteer efforts.

We believe a dynamic workplace rich in constructive feedback supports employee development. Building on the 2024 launch of the Perform Yard online platform, we introduced a more structured review timeline in 2025. This included annual retrospective self-assessments for 2025, goal setting for 2026, and upward feedback for supervisors. By taking a modular approach, employees could spread out their contributions, easing pressure and fostering thoughtful reflection throughout the year.

#### Health and Well-being

In 2025, HR hosted office hours and refresher sessions focused on employee benefits, including the Employee Assistance Program, healthcare provider platforms, the VitaFlex benefits portal, and high-deductible health plans with HRA and HSA components.

Employee-led health and wellness and diversity and inclusion groups also offered enrichment programming. In 2025, this included Mindful Moments at Swig, a guided meditation series for staff. These programs support well-being and foster a culture of respect, collaboration, and personal growth.

#### Training and Education

We remain committed to expanding our professional development offerings and continually enhancing annual training for all employees. In 2025, The Swig Company introduced Symbol Security training, an ongoing cybersecurity training system to help employees recognize and defend themselves against phishing attempts, spam and potential hacks or data breaches. This program equips our team with practical knowledge to safeguard both personal and company information.

#### Reducing Phishing Email Click Rates Through Cybersecurity Training



#### Hiring and Retention

The Swig Company consistently attracts and retains top talent through a strategic blend of competitive benefits, flexible work arrangements and comprehensive support for employee well-being, alongside a broad range of training and development opportunities. Our partnerships with recruiting services and community organizations such as College Track ensure we reach a broad and diverse candidate pool. We also provide internships to young people to help grow the next generation of real estate professionals.

In 2025, we hired our first College Track intern. Working in the Innovation & Community Impact Department, he collaborated on environmental, social and governance (ESG) related projects.

## Diversity, Equity and Inclusion

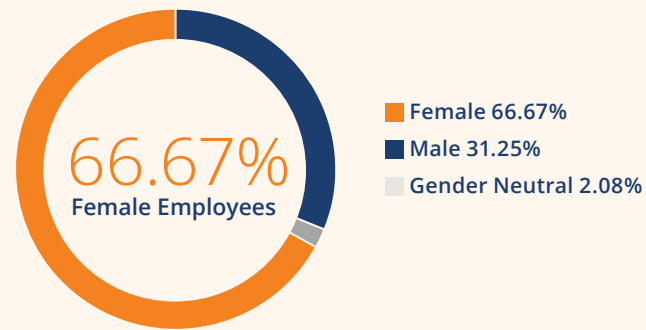
Diversity, equity and inclusion (DEI) are integral to The Swig Company's operations and values. We believe that teams enriched by diverse perspectives strengthen our organization and reflect the communities we serve. Our broad employee base has helped attract new employees and is a source of pride. We track progress through an annual demographic survey.

The Swig Company's diversity and inclusion group, The Swig D.I.G., is a space for ongoing discussions, education and training on diversity-related issues. The forum is instrumental in cultivating an environment of continuous learning and growth, ensuring that diversity, equity and inclusion are deeply embedded in our company culture. The Swig Company's board of directors exemplifies our commitment to diversity in both age and gender. The multigenerational team, which includes Swig family members and other distinguished directors, brings a breadth of experience and expertise across diverse real estate product types, geographic markets, and facets of real estate finance and development.

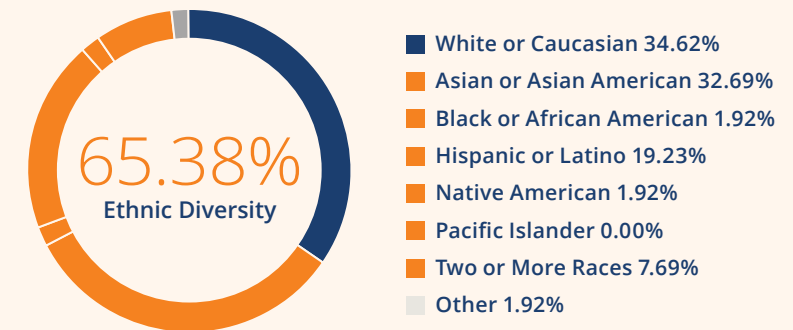
Our commitment to DEI extends to our vendors as well, underscoring our commitment to maintaining high standards across all collaborations. Our contracts include language ensuring that vendors are dedicated to maintaining an equitable and inclusive environment among their staff. Vendors must comply with all applicable laws and policies that promote DEI within their organization.

### Workforce Overview

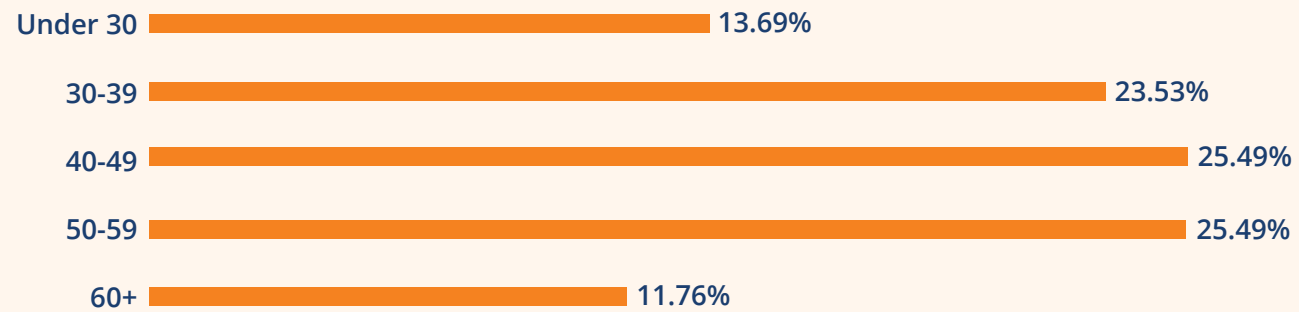
#### GENDER



#### ETHNICITY



#### AGE



Note: Some totals do not equal 100% because of rounding.

## Tenant Experience

We are committed to enhancing wellness and excellence in the workplace.

### Our Approach

We deliver value to our tenants to support the evolving ways companies are working. Our portfolio includes a variety of work environments including traditional office spaces, move-in-ready spaces available for short-term occupancy and flexible (flex) physical spaces. In addition to flex spaces, we provide social and wellness amenities to help occupants thrive and be their most creative and productive selves.

### Building Upgrades

The expansion of The Mills Building’s executive suites program improved tenant satisfaction and captured new market demand. Following successful leasing and positive feedback on the 10th floor’s move-in-ready executive suites, additional small offices were added there, and similar upgrades were implemented on the fourth floor. These enhancements strengthened our ability to deliver flexible office solutions and attracted tenants from nearby coworking and flex office providers.

In response to tenant feedback, building management also introduced regular community happy hours on the fourth and 10th floors to support tenant engagement. Collectively, these efforts supported increased occupancy and aligned with broader trends in flexible office environments.

### h<sup>3</sup>experiences App

The *h<sup>3</sup>experiences* app is the portal for tenants to engage with our flex spaces, wellness services, sustainable environments and community initiatives. Through the app, we communicate information and event invitations to tenants while providing instant access to various virtual programs.

The app also offers features that make it easy to check local transit schedules, order food from nearby restaurants and discover events in the surrounding neighborhoods.

### App Champions Grow Engagement

As part of our commitment to leveraging technology for improved tenant engagement, the Innovation Department enhanced the App Champion program in 2025. One employee at each property manages the *h<sup>3</sup>experiences* app, focusing on creating engaging content for tenants. The expansion introduced an incentive-based system that motivates App Champions to boost tenant interaction through diverse activities such as content creation, hosted events, giveaways and communications sent via the app. Their efforts are rewarded with points which can be used for h3e swag. Launched in May, this initiative yielded impressive results: By the end of September, total app users surged by 117%, while active user engagement within the app grew by 83%.

The *h<sup>3</sup>experiences* program inspires great work and connects people through three pillars:



h<sup>3</sup>wellness®

*h<sup>3</sup>wellness* enlivens tenants with virtual enrichment programs, building amenities and healthy building features.



h<sup>3</sup>work®

*h<sup>3</sup>work* provides choice and flexibility, with a variety of spaces and services to enhance productivity.



h<sup>3</sup>community®

*h<sup>3</sup>community* creates spaces for celebrating and special events and invites our tenants to join us in community service.

## Community Impact

The Swig Company is an active, supportive neighbor in the communities in which we invest.

### Our Approach

In alignment with our core values, The Swig Company actively participates in the communities where we operate. Our executive team provides oversight for our community impact program while local property staff drive initiatives tailored to meet specific community needs.

### Local Action

Our property management teams are well positioned to identify and address community needs and are authorized to organize impactful events and activities. This enables both employees and tenants to enhance community engagement and foster positive social impact by actively supporting local causes. Our property management offices partner with organizations of their choice to conduct winter toy and food drives.

### Company Initiatives

The Swig Company supports community impact through corporate donations and employee engagement. The Innovation and Community Impact team leads charitable initiatives, with company-sponsored outreach focused on education through the Engaging Tomorrow's Workforce initiative, which supports career readiness and workforce development.

To extend the impact of employee and board member giving, The Swig Company matches donations to eligible nonprofits. In 2025, the company matched \$13,590 in charitable contributions. Employees are also offered two paid volunteer days annually to support nonprofit organizations and community engagement.

### Connecting Through *h<sup>3</sup>experiences*

The *h<sup>3</sup>experiences* app enables us to connect with tenants and boost our impact for local partners by encouraging community engagement around our properties. Through the app, we invite employees and tenants to participate in volunteering and charitable donations to support those in need.

#### ***h<sup>3</sup>community* featured groups**

- College Track
- Girls Inc. in Northern and Southern California
- Life Learning Academy
- Youth Beat



Swig Company employees make a positive impact by volunteering at Life Learning Academy Garden Work Days.

## Our Work with Community Partners

The Swig Company has long engaged with community partners serving disadvantaged youth and first-generation college students, advocated for a vibrant downtown San Francisco, and supported other causes. In 2025, we again joined forces as impactful changemakers with partners College Track, Life Learning Academy (LLA) and other groups.



College Track students participate in Externship Discovery Day where they engaged with employees and tenants at The Mills Building to learn about sustainable practices and career opportunities.

### College Track

- Hosted 21 students at our San Francisco headquarters for our sixth annual career day
- Continued our collaboration with our Southern California team members for the Mini Career Panel session at College Track’s Crenshaw location
- Welcomed our first College Track intern
- Contributed \$28,331 in 2025

### Life Learning Academy

- Volunteered twice in the high school garden and shared lunch with staff and students
- Hosted market fundraisers in which culinary students sold their creations in spring at The Mills Building and expanded to host a winter market at 350 California Street
- Contributed \$45,260 to the school in 2025

### Youth Beat

- Engaged Youth Beat PRO photographers and student apprentices to do professional head shots, property photos and various event photography throughout the year
- Worked with Youth Beat to film, produce and edit a video showcasing the company’s sustainability, technology and community impact efforts.
- Contributed \$9,000 through donations and contracted photography work

### Other Ways We Engaged

- Our Southern California building staff collected donations of more than 100 toys, clothing items and essentials for **Children Today**, a Long Beach-based nonprofit that supports children and families experiencing homelessness or maltreatment.
- A Swig Company employee supported **Girls Inc. of Alameda County** by attending the Strong, Smart, and Bold Luncheon fundraiser and volunteering at a holiday book wrapping event. These efforts helped advance Girls Inc.’s mission to empower girls and promote literacy.
- Fifteen employees from Northern and Southern California participated in the **J.P. Morgan Corporate Challenge** for the fourth time, a 3.5-mile run/walk team building event and benefit held in September.
- The Mills Building, 350 California Street and 501 Second Street partnered with the **Building Owners and Managers Association (BOMA) of San Francisco** to collect donations for the **San Francisco Fire Department’s annual holiday toy drive.**



College Track students participate in Externship Discovery Day where they engaged with employees and tenants at The Mills Building to learn about sustainable practices and career opportunities.



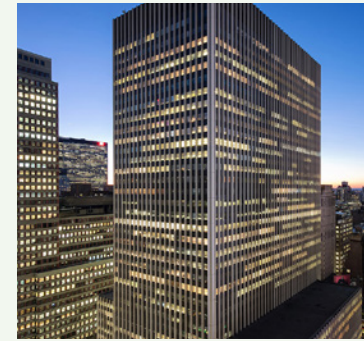
# 04 FEATURE STORIES

## Partner-Managed Properties Enhance Local Communities

Our equity partners in New York are responsible for the day-to-day management of our co-owned properties in the New York City area. They share our commitment to ESG objectives and the aim of achieving the 2050 target benchmark for New York City’s Local Law 97. The law requires most buildings over 25,000 square feet to meet increasingly strict energy efficiency and greenhouse gas emissions limits with a goal of reducing 80% of emissions produced by the city’s largest buildings by 2050.

The buildings featured on this page have achieved green certifications and positively impact their communities. Tenants at the Grace Building use *axis*, a tenant engagement app designed to allow access to information and virtual events as well as office-centric food delivery and communications features.

Our partner at 1411 Broadway is constructing a rooftop amenity for tenants that will offer near 360-degree unobstructed views of the Manhattan skyline. In 2025, our partner at 2 Bryant Park and the Grace Building continued contractual agreements to power these buildings with 100% renewable energy through renewable energy credits (RECs). The RECs are purchased from the Brookfield Renewable Partners L.P. portfolio of in-state run-of-river hydropower plants in an amount equivalent to each property’s total annual electricity consumption. The agreement retroactively addresses emissions from 2025 electricity consumption and proactively secures RECs for 2026.



### 1411 Broadway

**SUSTAINABILITY PROGRAMS**

- New York City energy efficiency reporting
- ENERGY STAR certification
- LEED Gold certification
- WELL Health-Safety Rating

**COMMUNITY IMPACT PROGRAMS**

- Garment District Alliance member, with board membership
- Outdoor plaza is a key feature of the Broadway pedestrian zone
- Rooftop amenity under construction



### 2 Bryant Park

*Formerly 1100 Avenue of the Americas*

**SUSTAINABILITY PROGRAMS**

- ENERGY STAR benchmarking
- LEED Gold certification

**COMMUNITY IMPACT PROGRAM**

- Building lobby opens onto the adjacent outdoor public space at Grace Plaza



### Grace Building

**SUSTAINABILITY PROGRAMS**

- New York City energy efficiency reporting
- ENERGY STAR benchmarking
- LEED Gold certification
- WELL Health-Safety Rating
- BOMA 360 Certification

**COMMUNITY IMPACT PROGRAMS**

- Bryant Park Business Improvement District member
- Grace Plaza Public Space

## Driving Sustainable Change: Lyft Commuter Credits Help Increase Alternative Transportation Use

Annual transportation surveys at 501 Second Street, conducted since 2023 to support LEED Arc reporting, indicate a shift toward more sustainable commuting patterns. From 2023 to 2025, solo car commuting declined to 17% from 22%, while combined walking and transit increased to 29% from 13%, becoming the most common mode.

This shift was supported by the introduction of a Lyft commuter credit program in early 2025, which provides rideshare credits for bicycle use during peak hours. Following implementation, Lyft bike and e-bike use increased from 0% in 2024 to 8% in 2025.

## The Swig D.I.G. Champions Diverse, Inclusive Workplace

The Swig D.I.G. (Diversity and Inclusion Group) serves as a platform to foster a more equitable and inclusive workplace. In 2025, the D.I.G. hosted a series of open discussions, cultural events, trainings and seminars. These initiatives provide a platform for employees to engage in meaningful dialogue and gain insights into diverse perspectives and cultures.

### 2025 Training sessions and workshops

#### JANUARY

Martin Luther King Jr. Day. discussion

#### FEBRUARY

- Lunar New Year breakfast
- Disability awareness training with Lucy Greco of the University of California, Berkeley on “Exploring Bias and Perceptions of Disability”

#### MARCH

Mei Chou, Vice President of Asset Management, and Stephanie Ting, Executive Vice President, Director of Investments for The Swig Company shared insights on their professional experiences as women in real estate.

#### APRIL

Discussion on the evolution of diversity, equity and inclusion (DEI)

#### JUNE

Pride Month discussion with Shawn Simon, Property Assistant for our SoMa, San Francisco, portfolio

#### SEPTEMBER

Hispanic Heritage Month celebration, including a lunch catered by the mother of an employee. Staff built a community ofrenda (alter) replete with framed photos and small keepsakes to honor loved ones who have passed.

#### OCTOBER

BOMA Meets World — A Celebration of Culture event sponsored by The Swig Company celebrated traditions, music, attire and food from around the world, showcasing the diversity of the real estate industry.

#### NOVEMBER

Moment of Gratitude session brought staff together for a short meditation and the chance to share their gratitude.



Event hosts Vanessa Hernandez and Paola Diaz celebrate cultural traditions during BOMA Meets World to foster inclusivity and community engagement.

## A Chance Encounter Leads to Innovation: The Role of Biodiversity and Technology in Urban Conservation

Our focus on integrating biodiversity within commercial buildings has led to exciting collaborations with the potential to transform urban landscapes. A chance encounter with Zhaodan Kong, Associate Professor in the Department of Mechanical & Aerospace Engineering at the University of California, Davis, and a pioneer in drone technology for wildfire detection, is one such example. This meeting sparked discussions with The Swig Company and beekeeping firm Alvéole on leveraging drones in urban habitats to supplement bees in pollination efforts. The talks led to an application to the prestigious CITRIS Innovation Fellowship and AIC Awards, which support the transformation of UC research into scalable and high-impact solutions addressing society's most pressing challenges.

By hosting beehives on our commercial buildings, we were able to participate in this forward-thinking initiative — supporting urban pollinators while contributing to a healthier, more biodiverse city. As wildfire seasons intensify, these nature-based efforts complement emerging technologies.

*“My conversations with The Swig Company and Avéole were instrumental in shaping our drone-based pollination research. They helped reframe pollination not just as an agricultural challenge, but as an opportunity for technology, biodiversity, and the built environment to work together. That dialogue directly inspired our PolliDrone concept—an autonomous, climate-resilient pollination system—and continues to influence how we think about translating research into scalable, real-world impact.”*

– Zhaodan Kong, Associate Professor, UC Davis



Newly installed bee home at 633 Folsom enhances local biodiversity by providing habitat for solitary bee species.

## Beehives Create Healthier Ecosystems

The Swig Company's longstanding partnership with Alvéole and other local beekeepers reflects our commitment to supporting urban biodiversity across our portfolio. Since installing our first beehive in 2018 at the historic Mills Building, we've expanded this initiative to include active hives at seven properties across California, each cared for by expert beekeepers who help engage tenants and communities in sustainable practices. In 2025, we sponsored the installation of a beehive at the Life Learning Academy to extend our impact to the community beyond our own buildings. In 2026, we plan to extend this program even further with the installation of a hive at 350 California Street as we continue to foster thriving pollinator habitats throughout our buildings and strengthen our leadership in environmental stewardship.

## SF Climate Week: Events Highlight Progress and Partnership for a Sustainable Built Environment

During SF Climate Week, our team actively participated in four influential events that demonstrated the power of collaboration and innovation in advancing environmental, social and governance (ESG) goals within the real estate and built environment sectors.

### Decarbonizing the Built Environment

At the Bisnow Bay Area Sustainability CRE Summit, **The Path to Zero: Strategies for Decarbonizing the Built Environment**, industry leaders came together to share proven carbon reduction strategies, including energy efficiency and renewable energy adoption. Insights centered on the importance of public-private partnerships and effective operational and financial approaches to achieving net-zero. The summit also explored emerging trends and policies shaping the real estate industry's trajectory toward carbon neutrality.

### Championing Women in Climate Leadership

The screening of **Women of Carbon**, hosted by the Center for the Built Environment (CBE) at the University of California, Berkeley, spotlighted the vital contributions of women in climate action. Through the film and an engaging panel discussion, attendees learned how female leaders are pioneering innovative solutions to mitigate climate change. The event underscored CBE's mission to enhance building energy efficiency and environmental quality through research, information sharing and advocacy.

### Designing for Circularity and Collaboration

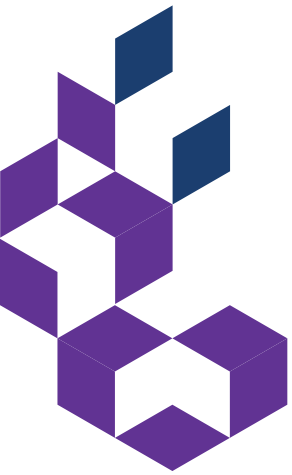
Our participation in Gensler's panel, **From Linear to Circular: Building for the Future**, brought together designers, policy makers, builders, and owners to discuss accelerating decarbonization and advancing circular economy goals in the built environment. The discussion focused on setting ambitious sustainability targets, designing high-performance spaces, and adopting circular construction methods and materials. Our perspective as a landlord highlighted evolving tenant demand for sustainable spaces and the importance of collaboration in meeting these expectations.

### Women Empowering Climate Solutions

At the USGBC California chapter's **Women in Green Breakfast**, discussion focused on the leadership and impact of women in climate solutions. The panel featured perspectives from the built environment, local government, venture capital, and clean tech, highlighting how authenticity, courage, and collaboration are advancing progress toward a sustainable future. Participation in these events illustrates our commitment to ESG principles and the role of partnership and innovation in building a more resilient and sustainable world.



Kairee Tann, Senior Vice President, Director of Innovation and Community Impact at The Swig Company, left, participated in a panel discussion on circularity and decarbonization in the built environment. Panelists included San Francisco Environment Department Director Tyron Jue, Principal Builders Chief Operating Officer Mya Krikorian and Gensler Principal Kelly Dubisar.



# 05

## APPENDIX

### Our Reporting Process

To guide the development of this 2025 calendar year report, we referenced the Global Reporting Initiative (GRI) Universal Standards. Refer to the GRI Content Index for property details and additional information.

This report covers the 14 commercial properties that we manage or over which we have operational control. The managed portfolio totals more than 3.5 million square feet and hosts approximately 393 commercial tenants. However, our ownership interest in several properties in markets such as New York, California and Washington state brings our overall portfolio size to 6.4 million square feet. The portfolio size decreased from 7.5 million square feet due to our divestiture in 2025 of an investment interest in 300 Lakeside Drive in California.

External assurance was not leveraged for this report; however, data underwent rigorous quality checks internally and through our third-party consultancy partners. We invite our stakeholders to contact us to share feedback on this report at [info@swigco.com](mailto:info@swigco.com).

#### DISCLAIMER

The Swig Company uses terms such as “will,” “aim,” “expects,” “progress,” “estimate,” “anticipates,” “goal,” “intends,” “believes,” “work toward,” “continue,” “milestone,” “objective” and similar expressions to identify forward-looking statements related to our sustainability goals and targets. These statements reflect our current intentions and expectations.

Forward-looking statements are not guarantees of future performance. They are based on assumptions that management believes are reasonable at the time they are made; however, actual results may differ materially due to risks, uncertainties and factors beyond The Swig Company’s control, including financial, regulatory, environmental and operational considerations.

Except as required by applicable law, The Swig Company undertakes no obligation to update forward-looking statements should circumstances, estimates or management opinions change. Readers are cautioned not to place undue reliance on these statements, as they are intended to communicate direction and intent rather than predict specific outcomes.

# GRI Content Index 2025

Statement of use: The Swig Company has reported in reference to GRI's Universal Standards for the 2025 calendar year.  
 GRI 1 used: GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	RESPONSE
<b>General disclosures</b>			
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	<a href="#">Company Overview</a>	Refer to the report section for a full overview of The Swig Company.
	2-2 Entities included in the organization's sustainability reporting	Content Index	Our portfolio includes approximately 6.4 million square feet of mid- and high-rise commercial and residential properties in Manhattan, the San Francisco Bay Area, Southern California and Seattle. This report covers the 14 commercial properties that we manage or over which we have operational control, totaling 6.4 million square feet; the list of properties is found in The Swig Company Portfolio section of the report.  For each of the properties that we manage or over which we have operational control, we consolidate utility bills, water and waste information through the online platform Measurabl. When we acquire or dispose of a property, the date of the acquisition or disposal is noted for visibility into the increase or decrease of spend for energy, water and waste as well as corresponding greenhouse gas (GHG) emissions.
	2-3 Reporting period, frequency and contact point		Our annual sustainability reporting efforts cover calendar year activities from January 1, 2025, to December 31, 2025. Our annual financial reporting period aligns with our sustainability report.  We welcome feedback at <a href="mailto:info@swigco.com">info@swigco.com</a> .
	2-4 Restatements of information		The number of commercial properties owned in 2024 was misstated as 13. The correct number of properties owned was 14.
	2-5 External assurance		No external assurance has been sought to date for our non-financial reporting efforts.
	2-6 Activities, value chain and other business relationships		The Swig Company is a real estate holding company, and we report within the real estate sector. Our value chain includes suppliers and service providers ranging from equipment manufacturers to financial services firms that we manage capital by/through to facilities managers that conduct services at our properties and technology companies that help us to increase building performance.  Environmental consulting companies are also valued partners that help us understand how our buildings are performing and identify opportunities for further improvements. Downstream supply chain entities include municipal water and waste/recycling collectors.

GRI STANDARD	DISCLOSURE	LOCATION	RESPONSE	2023	2024	2025
<b>GRI 2: General Disclosures 2021</b>	2-7 Employees	Content Index	Employee Headcount			
			Data was compiled using total head count. There have been no significant fluctuations in the number of employees between 2024 and 2025.	54	55	56
			The Swig Company employs contract workers who often perform long-term service. Contract workers most commonly perform support roles for IT and General Accounting.	2023	2024	2025
	2-8 Workers who are not employees		The Swig Company reports contract workers through headcount and full-time equivalency within each calendar year (January 1 to December 31) as an average.  This is the first year The Swig Company is reporting workers who are not employees. Therefore, we are reporting for the same calendar years as employee headcount even though we have used contract employees since 2011. In the coming years, we will report contract employees and the headcount.	1 (IT Support)	2 (IT Support and General Accounting)	5 (IT Support, General Accounting and Properties)
	2-9 Governance structure and composition	<a href="#">ESG at The Swig Company</a>	Our company is overseen by a board of directors composed of members of the Swig family and independent directors. As a privately held company, we are not required to publish board-level detail.  Information about our executive team can be found on our <a href="#">website</a> .			
	2-10 Nomination and selection of the highest governance body		As a privately held company, we are not required to publish board-level detail. Information about our executive team can be found on our website.			
2-11 Chair of the highest governance body	<a href="#">Letter from the CEO</a>	The Board of Directors is the highest governance body at The Swig Company. Cathy Stauffer was appointed Chair of the Board in 2025. Ms. Stauffer does not hold a senior executive-level position at the company. Kennard Perry remained on the Board as an Independent Director.				

GRI STANDARD	DISCLOSURE	LOCATION	RESPONSE
<b>GRI 2: General Disclosures 2021</b>	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Environmental, Social and Governance</a>	At this time, the Board of Directors does not perform a governance function as it relates to sustainable development. The Board does not delegate responsibility and has no immediate plans for managing the organization's impacts on the economy, environment and people, and has not appointed any senior executives with the responsibility for the management of impacts.
	2-13 Delegation of responsibility for managing impacts		
	2-14 Role of the highest governance body in sustainability reporting	Content Index	Starting in 2025 with the 2024 ESG Report, our Board of Directors reviews and approves our annual sustainability report prior to publication.
	2-15 Conflicts of interest		During the nomination process, potential board members disclosure any relevant conflicts of interest that may include cross-board membership. No board member sits on another board and there is no existence of cross-shareholding with suppliers and other stakeholders. Finally, there are no board members who have controlling shares in the board.
	2-16 Communication of critical concerns		Employees are encouraged to present their concerns to their supervisor. If employees still have concerns after meeting with their supervisor, they can request a meeting with senior management or HR. The Vice President of Human Resources has regular communication with the Chair of the Board of Directors and can bring any concerns that are above the CEO to the Board Chair. There were no critical concerns communicated to the Board of Directors in 2025.  Since 2024, the Board Chair has conducted a 360 degree review of the CEO by meeting with the senior leadership team and the Vice President of Human Resources. In this way, we strive to ensure that every person at The Swig Company, regardless of position, is evaluated on an annual basis.
	2-17 Collective knowledge of the highest governance body		Our company is overseen by a Board of Directors composed of members of the Swig family and independent directors. As a privately held company, we are not required to publish board-level detail.

GRI STANDARD	DISCLOSURE	LOCATION	RESPONSE
<b>GRI 2: General Disclosures 2021</b>	2-18 Evaluation of the performance of the highest governance body	Content Index	Our company is overseen by a board of directors composed of members of the Swig family and independent directors. As a privately held company, we are not required to publish board-level detail.
	2-19 Remuneration policies		As a privately held company, we do not disclose remuneration policies, processes for determining remuneration nor the annual compensation ratio of our Board of Directors and senior executives.
	2-20 Process to determine remuneration		
	2-21 Annual total compensation ratio		
	2-22 Statement on sustainable development strategy		We believe the real estate community has a responsibility to minimize the environmental impact of the built environment and its contribution to climate change. Following our commitment to reduce scope 1 and 2 carbon emissions 50% by 2030 and achieve net zero by 2025, we have advanced portfolio decarbonization planning, accelerated renewable energy adoption, and continue to refine the systems that support transparent, data-driven ESG performance.
	2-23 Policy commitments		Most policies are contained in The Swig Company Employee Handbook. Senior leaders work closely with a labor law attorney to ensure company policies comply with employment and wage and hour laws. Every employee receives a copy of the handbook at the time of hire and acknowledges receipt by signing a physical form. Employees are trained on particular topics as needed and briefed when changes or updates are made.
	2-24 Embedding policy commitments		In 2025, The Swig Company introduced Sumbol Security training, an ongoing cybersecurity training system to help employees recognize and defend against phishing attempts, spam and potential hacks or data breaches.
	2-25 Processes to remediate negative impacts		The Swig Company takes responsible business conduct seriously. We have a complaint resolution process that includes information on whistleblower protections. If this avenue is not utilized, employees are encouraged to discuss concerns with their direct supervisor. If the supervisor can't resolve the issue(s), assistance from HR will be leveraged to determine how best to take corrective action and/or engage other executive leaders. Employees are welcome to discuss any issue with HR directly.
	2-26 Mechanisms for seeking advice and raising concerns		Asset managers address concerns at the property level. If the issue can't be resolved at that level, the asset manager solicits the advice of our executive team until resolution is achieved.
2-27 Compliance with laws and regulations	As a community-centric company, we strive to comply with all laws and regulations in the jurisdictions in which we operate. There were no instances of noncompliance in 2025.		

GRI STANDARD	DISCLOSURE	LOCATION	RESPONSE				
GRI 2: General Disclosures 2021	2-28 Membership associations	Content Index	ENTITY	ACTIVE INVOLVEMENT AND/OR MONETARY SUPPORT	FORMAL MEMBERSHIP	GOVERNANCE BODY REPRESENTATION/COUNCIL	
			<b>Industry Engagement</b>				Bisnow 40 Over 40
Building Owners and Managers Association (BOMA)	X	X	X	Downtown San Francisco Community Benefit District	X	X	
NAIOP, the Commercial Real Estate Development Association	X	X		Playhouse Village-Pasadena Business Improvement District	X	X	X
Rosen Consulting - Better Together Conference	X		X	SF Business Times Event	X		X
San Francisco Bay Area Planning and Urban Research Association (SPUR)	X	X		Transportation Management Association (TMAAF)	X	X	X
UC Berkley Fisher Center for Real Estate	X			Urban Land Institute (ULI)	X	X	X
USGBC	X	X		Yerba Buena Community Benefit District	X	X	
<b>Community Engagement</b>				ArtLifting PCB	X		
Children Today, Long Beach	X			College Track	X		
Commercial Real Estate Alliance for Tomorrow's Employees (CREATE), San Francisco	X	X	X	Girls, Inc	X		X
Jewish Vocational Services	X			Life Learning Academy, San Francisco	X		
Los Angeles Regional Food Bank	X			Miscellaneous Memorial Donations	X		
Mountain View Art & Wine Festival	X			San Francisco Fire Department	X		
San Francisco-Marin Food Bank	X			Vacant to Vibrant by SF New Deal	X		
We Heart SF Campaign	X			YouthBeat	X		

GRI STANDARD	DISCLOSURE	LOCATION	RESPONSE
<b>GRI 2: General Disclosures 2021</b>	2-29 Approach to stakeholder engagement	Content Index	The Swig Company stakeholders include our Board of Directors, employees, tenant companies and their employees, our supply chain, community members, commercial real estate industry organizations, and investment partners. Stakeholders were identified during the materiality process. We interact regularly with internal and external stakeholders and take diverse perspectives into account. Perspectives range from the initial property investment to on-site management and ongoing efforts to create a lasting positive impact. We engage through formal and informal communications, direct interactions and outreach efforts.
	2-30 Collective bargaining agreements		Due to the nature of employment at The Swig Company, which is primarily administrative/managerial within an office environment, collective bargaining agreements are not applicable to our work. The Swig Company does not determine working conditions and terms of employment based on collective bargaining agreements from other organizations.
<b>Material topics</b>			
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Content Index	In 2021 we conducted a materiality assessment to determine our material topics, The Swig Company engaged in a process with the following steps: <ol style="list-style-type: none"> <li>1. Compiled a range of relevant topics listed within GRI, GRESB and SASB standards that relate to the real estate industry</li> <li>2. Conducted a peer benchmarking assessment to further refine disclosure best practices</li> <li>3. Vetted topics through an assessment exercise conducted by a third-party consultant to understand the significance of our impacts — whether actual or potential, negative or positive</li> <li>4. Led a series of internal interviews with our management team to better understand our management approach across a shortlist of issues and how our approach might influence stakeholders</li> <li>5. Prioritized our material topics based on strategic relevance in order to further address risks and pursue opportunities</li> </ol>
	3-2 List of material topics		<p><b>Environmental:</b> materials (procurement within retrofits), energy consumption, water and effluents, emissions, waste (volume, type and disposal)</p> <p><b>Social:</b> local communities; diversity and equal opportunities; non-discrimination; tenant engagement, satisfaction and impacts; customer health and safety</p> <p>There are no changes to the material topics from the previous reporting period.</p>
<b>Indirect Economic Impacts</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<u>Community Impact</u>	Refer to the report section for a full description of our management approach.
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-2 Significant indirect economic impacts	Content Index	Financial contributions are tracked and reported on a case-by-case basis throughout the report. As a privately held company, full financial disclosure isn't required by law. Therefore, total giving against our overall revenue isn't provided in this report.

GRI STANDARD	DISCLOSURE	LOCATION	RESPONSE						
<b>Materials</b>									
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">Materials and Waste</a>	Refer to the report section for a full description of our management approach.						
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	Content Index	We are actively establishing a system for consistently tracking materials and waste details across our footprint. As such, data is incomplete. Sustainability practices embedded at the site level are described throughout the environmental section of this report.						
<b>Energy</b>									
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">Energy &amp; GHG Emissions</a>	Refer to the report section for a full description of our management approach.						
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Content Index	ENERGY CONSUMPTION (MWH)	ABSOLUTE CONSUMPTION			LIKE-FOR-LIKE CONSUMPTION (2018 BASE YEAR)		
				2023	2024	2025	2018	2025	% +/-
			Total energy consumption	32,455	31,511	28,768	26,070	19,084	-27%
			Natural gas consumption	12,064	10,952	10,870	7,713	7,971	3%
	Electricity consumption	20,391	20,559	17,899	18,357	11,113	-39%		
	302-3 Energy intensity		Energy intensity (kWh/sf)	11.45	10.73	10.03	14.26	10.44	-27%
<b>Water and Effluents</b>									
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">Water</a>	Refer to the report section for a full description of our management approach.						
<b>GRI 303: Water and Effluents 2018</b>	303-3 Water withdrawal	Content Index	WATER CONSUMPTION (KGAL)	ABSOLUTE CONSUMPTION			LIKE-FOR-LIKE CONSUMPTION (2018 BASE YEAR)		
				2023	2024	2025	2018	2025	% +/-
			Total water consumption (kgal)	16,640	16,583	16,108	12,781	11,245	-12%
			Water intensity (gal/sf)	5.87	5.65	5.62	9	7.92	-12%

GRI STANDARD	DISCLOSURE	LOCATION	RESPONSE						
<b>Emissions</b>									
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">Energy &amp; GHG Emissions</a>	Refer to the report section for a full description of our management approach.						
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Content Index	GHG EMISSIONS (Mt CO <sub>2</sub> e)	ABSOLUTE GENERATION			LIKE-FOR-LIKE GENERATION (2018 BASE YEAR)		
	305-2 Energy indirect (Scope 2) GHG emissions			2023	2024	2025	2018	2025	% +/-
	305-4 GHG emissions intensity		Total scope 1 & 2 GHG emissions (Mt CO <sub>2</sub> e)	6,939	6,727	5,886	5,810	3,877	-33%
			Gross scope 1 GHG emissions (Mt CO <sub>2</sub> e)	2,186	1,985	1,970	1,398	1,444	3%
			Gross scope 2 GHG emissions (Mt CO <sub>2</sub> e)	4,753	4,742	3,917	4,412	2,432	-45%
	GHG emissions intensity (kg CO <sub>2</sub> e/sf)		2.45	2.29	2.05	3.18	2.12	-33%	

GRI STANDARD	DISCLOSURE	LOCATION	RESPONSE			
<b>Employment</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">Employment</a>	Refer to the report section for a full description of our management approach.			
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Content Index	<b>EMPLOYEE HEADCOUNT</b>			
			Total Headcount	2023	2024	2025
			New Hires	54	55	56
	Turnover:	10	10	7		
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees			<p>The Swig Company provides benefits to all regular full-time employees working 20 or more hours per week, with additional options for employees working 30 or more hours per week.</p> <p>We partner with a third-party administrator to offer our employees the best possible benefits. These include but are not limited to:</p> <ul style="list-style-type: none"> <li>• Health, dental, vision and life insurance</li> <li>• Long-term disability insurance beginning in 2024</li> <li>• Two confidential employee assistance programs</li> <li>• Paid vacation, sick leave and floating holidays</li> <li>• Pretax payroll deductions for commuter expenses</li> <li>• Flexible spending accounts for health care or daycare expenses</li> <li>• 401(k) retirement savings and employer match</li> <li>• Profit-sharing plan for eligible employees</li> </ul>			

GRI STANDARD	DISCLOSURE	LOCATION	RESPONSE
<b>Occupational Health and Safety</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<u>Occupant Health &amp; Safety</u>	Refer to the report section for a full description of our management approach.
<b>GRI 403: Occupational Health and Safety 2018</b>	<p>403-1 Occupational health and safety management system</p> <p>403-4 Worker participation, consultation, and communication on occupational health and safety</p> <p>403-5 Worker training on occupational health and safety</p> <p>403-6 Promotion of worker health</p> <p>403-8 Workers covered by an occupational health and safety management system</p> <p>403-9 Work-related injuries</p> <p>403-10 Work-related ill health</p>	Content Index	<p>As office workers, most employees at The Swig Company are not exposed to high-risk situations; therefore, we have a low rate of serious injuries and illnesses. We maintain an injury and illness prevention program, conduct required workers' compensation audits and address potential risks. We engage with expert consultants and professional groups to ensure adherence to changing labor laws, state mandates and other issues that affect our business. We provide employees with the equipment they need to do their jobs safely during the onboarding process. We partner with an outside company to perform ergonomic evaluations of employees' workspaces as required, either in the office or in their homes when they are working remotely.</p> <p>Key elements of the Health and Safety program:</p> <ul style="list-style-type: none"> <li>• Rigorous cleaning practices in line with CDC guidance and frequent enhanced sanitation of high-touch-point locations and common areas</li> <li>• WELL Health-Safety Ratings to ensure the health, safety and well-being of people within our buildings and communicate our use of evidence-based safety measures</li> <li>• Building policies, procedures and protocols per current public health recommendations and requirements</li> <li>• Strong safety protocols with vendors</li> <li>• Signage about safe practices</li> <li>• Communication through emails and the <i>h³experiences</i> app with up-to-date building-specific information</li> <li>• Building ventilation systems that maximize fresh air circulation</li> <li>• Enhanced practices include:                             <ul style="list-style-type: none"> <li>- MERV 13 and charcoal filters</li> <li>- Maximize outside air</li> <li>- Disable demand-side ventilation</li> <li>- Utilize operable windows (if available)</li> <li>- Monitor CO<sub>2</sub>, PMs and VOCs with indoor air quality sensors</li> </ul> </li> </ul> <p>Worker participation is a key component of our OHS approach. In 2025, an ad hoc committee composed of employees collaborated with management and HR to inform the development of our workplace violence prevention program and emergency response procedures. This process ensured meaningful consultation, allowing employee insights to shape risk-mitigation measures and training content. We continue to communicate OHS information through direct communication channels, HR outreach, companywide trainings and annual testing of the emergency response system.</p> <p>Since 2024, The Swig Company has delivered annual trainings on active-shooter preparedness and workplace violence prevention to all employees. These trainings cover hazard awareness, emergency response, threat recognition and procedures for safely removing oneself from potentially harmful situations. They supplement our broader OHS training efforts and reinforce our safety-first culture.</p> <p>The Swig Company promotes worker health by providing access to Lifestyle Wellness Health Reimbursement Arrangement (HRAs) and Employee Assistance Programs (EAPs), which offer confidential support for non-occupational medical, mental-health and personal well-being needs. These programs enhance access to health resources beyond the workplace and support overall employee wellness. Together with our OHS initiatives, these measures contribute to a healthy and supportive working environment.</p> <p>The Swig Company has an occupational health and safety management system that complies with legal requirements and recognized standards and guidelines. 100% of employees and workers whose work is controlled by the organization are covered by the OSH guidelines.</p> <p>There were no work-related injuries in 2025.</p> <p>There was no work-related ill health in 2025.</p>

GRI STANDARD	DISCLOSURE	LOCATION	RESPONSE
<b>Training and Education</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">Our People -Training and Education</a>	Refer to the report section for a full description of our management approach.
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Content Index	Mandatory training is done annually and is not currently tracked.
	404-2 Programs for upgrading employee skills and transition assistance programs		We continue to expand our professional development opportunities and enhance annual company training for all employees. All employees complete a one-hour state-mandated training, including biennial anti-harassment training through computer-based learning and interactive training conducted by a third party that includes actors simulating situations that may arise. Managers and supervisors complete an expanded two-hour course. We train all employees on the terms found within the Employee Handbook during onboarding and throughout the year. Annual training on our 401(k) plan and company benefits is offered through our HR director and third-party plan administrators. In 2024, the company implemented PerformYard for mid-year and annual performance reviews and goal setting/tracking. PerformYard includes a 360 degree feature which encourages upward as well as peer feedback. In 2024, the company developed an internal artificial intelligence policy in advance of adopting the generative AI tool Microsoft Copilot. Employees were trained in the use of Copilot in Q1 2025.
	404-3 Percentage of employees receiving regular performance and career development reviews		100% of employees receive mid-year and annual performance/career development reviews.

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<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">Our People - Diversity, Equity and Inclusion</a>	Refer to the report section for a full description of our management approach.																																																																																																																																																																																																																															
	405-1 Diversity of governance bodies and employees	Content Index	<p>The following details are based on a voluntary survey distributed throughout our workforce in 2025.</p> <table border="1"> <thead> <tr> <th rowspan="2">DEMOGRAPHICS</th> <th colspan="3">EMPLOYEES</th> <th colspan="3">BOARD MEMBERS</th> </tr> <tr> <th>2023</th> <th>2024</th> <th>2025</th> <th>2023</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td><b>Gender</b></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Female</td> <td>62.96%</td> <td>69.09%</td> <td>66.67%</td> <td>41.60%</td> <td>53.85%</td> <td>50.00%</td> </tr> <tr> <td>Male</td> <td>33.33%</td> <td>29.09%</td> <td>31.25%</td> <td>58.30%</td> <td>46.15%</td> <td>50.00%</td> </tr> <tr> <td>Gender Neutral</td> <td>1.85%</td> <td>1.82%</td> <td>2.08%</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> </tr> <tr> <td><b>Ethnicity</b></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Asian or Asian American</td> <td>35.19%</td> <td>34.55%</td> <td>32.69%</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> </tr> <tr> <td>Black or African American</td> <td>1.85%</td> <td>1.82%</td> <td>1.92%</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> </tr> <tr> <td>Hispanic or Latino</td> <td>18.52%</td> <td>16.36%</td> <td>19.23%</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> </tr> <tr> <td>Native American</td> <td>1.85%</td> <td>1.82%</td> <td>1.92%</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> </tr> <tr> <td>Pacific Islander</td> <td>0.00%</td> <td>1.82%</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> </tr> <tr> <td>White or Caucasian</td> <td>31.48%</td> <td>38.18%</td> <td>34.62%</td> <td>100.00%</td> <td>92.31%</td> <td>91.66%</td> </tr> <tr> <td>Two or More Races</td> <td>7.41%</td> <td>3.64%</td> <td>7.69%</td> <td>0.00%</td> <td>7.69%</td> <td>8.34%</td> </tr> <tr> <td>Other</td> <td>0.00%</td> <td>1.82%</td> <td>1.92%</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> </tr> <tr> <td><b>Age</b></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Under 30</td> <td>16.67%</td> <td>18.18%</td> <td>13.69%</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> </tr> <tr> <td>30-39</td> <td>18.52%</td> <td>21.82%</td> <td>23.53%</td> <td rowspan="2">8.30%</td> <td rowspan="2">23.08%</td> <td rowspan="2">25.00%</td> </tr> <tr> <td>40-49</td> <td>20.37%</td> <td>21.82%</td> <td>25.49%</td> </tr> <tr> <td>50-59</td> <td>31.48%</td> <td>25.45%</td> <td>25.49%</td> <td rowspan="2">91.60%</td> <td rowspan="2">76.92%</td> <td rowspan="2">75.00%</td> </tr> <tr> <td>60+</td> <td>12.96%</td> <td>12.73%</td> <td>11.76%</td> </tr> <tr> <td><b>Employee category</b></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>VP and above</td> <td>20.37%</td> <td>18.18%</td> <td>24.49%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Manager/Director</td> <td>31.48%</td> <td>30.91%</td> <td>24.49%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Non-management position</td> <td>48.15%</td> <td>50.91%</td> <td>51.02%</td> <td></td> <td></td> <td></td> </tr> <tr> <td><b>Employment duration</b></td> <td></td> <td></td> <td></td> <td><b>Board member duration</b></td> <td></td> <td></td> </tr> <tr> <td>0-5 years</td> <td>50.00%</td> <td>52.73%</td> <td>49.02%</td> <td>41.60%</td> <td>15.38%</td> <td>25.00%</td> </tr> <tr> <td>5-10 years</td> <td>24.07%</td> <td>21.82%</td> <td>17.65%</td> <td>8.30%</td> <td>46.15%</td> <td>41.66%</td> </tr> <tr> <td>10+ years</td> <td>25.93%</td> <td>25.45%</td> <td>33.33%</td> <td>25.00%</td> <td>38.46%</td> <td>33.33%</td> </tr> <tr> <td><b>Do you identify as part of the LGBTQ+ community?*</b></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>I identify as part of the LGBTQ+ community</td> <td></td> <td></td> <td>11.54%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>I consider myself an ally or supporter of the LGBTQ+ community</td> <td></td> <td></td> <td>73.08%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>I prefer not to say</td> <td></td> <td></td> <td>15.38%</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>* This question appeared on the 2025 demographic survey for the first time. We intend to ask this question in future employee surveys.</p>	DEMOGRAPHICS	EMPLOYEES			BOARD MEMBERS			2023	2024	2025	2023	2024	2025	<b>Gender</b>							Female	62.96%	69.09%	66.67%	41.60%	53.85%	50.00%	Male	33.33%	29.09%	31.25%	58.30%	46.15%	50.00%	Gender Neutral	1.85%	1.82%	2.08%	0.00%	0.00%	0.00%	<b>Ethnicity</b>							Asian or Asian American	35.19%	34.55%	32.69%	0.00%	0.00%	0.00%	Black or African American	1.85%	1.82%	1.92%	0.00%	0.00%	0.00%	Hispanic or Latino	18.52%	16.36%	19.23%	0.00%	0.00%	0.00%	Native American	1.85%	1.82%	1.92%	0.00%	0.00%	0.00%	Pacific Islander	0.00%	1.82%	0.00%	0.00%	0.00%	0.00%	White or Caucasian	31.48%	38.18%	34.62%	100.00%	92.31%	91.66%	Two or More Races	7.41%	3.64%	7.69%	0.00%	7.69%	8.34%	Other	0.00%	1.82%	1.92%	0.00%	0.00%	0.00%	<b>Age</b>							Under 30	16.67%	18.18%	13.69%	0.00%	0.00%	0.00%	30-39	18.52%	21.82%	23.53%	8.30%	23.08%	25.00%	40-49	20.37%	21.82%	25.49%	50-59	31.48%	25.45%	25.49%	91.60%	76.92%	75.00%	60+	12.96%	12.73%	11.76%	<b>Employee category</b>							VP and above	20.37%	18.18%	24.49%				Manager/Director	31.48%	30.91%	24.49%				Non-management position	48.15%	50.91%	51.02%				<b>Employment duration</b>				<b>Board member duration</b>			0-5 years	50.00%	52.73%	49.02%	41.60%	15.38%	25.00%	5-10 years	24.07%	21.82%	17.65%	8.30%	46.15%	41.66%	10+ years	25.93%	25.45%	33.33%	25.00%	38.46%	33.33%	<b>Do you identify as part of the LGBTQ+ community?*</b>							I identify as part of the LGBTQ+ community			11.54%				I consider myself an ally or supporter of the LGBTQ+ community			73.08%				I prefer not to say			15.38%		
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5-10 years	24.07%	21.82%	17.65%	8.30%	46.15%	41.66%																																																																																																																																																																																																																												
10+ years	25.93%	25.45%	33.33%	25.00%	38.46%	33.33%																																																																																																																																																																																																																												
<b>Do you identify as part of the LGBTQ+ community?*</b>																																																																																																																																																																																																																																		
I identify as part of the LGBTQ+ community			11.54%																																																																																																																																																																																																																															
I consider myself an ally or supporter of the LGBTQ+ community			73.08%																																																																																																																																																																																																																															
I prefer not to say			15.38%																																																																																																																																																																																																																															

GRI STANDARD	DISCLOSURE	LOCATION	RESPONSE																
<b>Non-discrimination</b>																			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Content Index	As an Equal Employment Opportunity and Affirmative Action employer, we prohibit discrimination based on sex, race, color, religion, ancestry, national origin, ethnic group identification, age, mental disability, physical disability, medical condition, genetic information, marital status or sexual orientation. Our nondiscrimination policy is in our Employee Handbook. All employees sign a copy of the handbook upon onboarding.																
	406-1 Incidents of discrimination and corrective actions taken		There were no issues of discrimination within our workforce in 2025.																
<b>Customer Health and Safety</b>																			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<u>Occupant Health &amp; Safety</u>	Refer to the report section for a full description of our management approach.																
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Content Index	The Swig Company provides property management services. As such, sustainable buildings provide healthy and safe spaces, and we assess 100% of properties under our operational control for continual improvement. We ensure safe spaces for staff and tenants through policies, procedures and training and conduct ongoing monitoring and dialogue to foster a robust safety-first culture.																
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		There were no incidents of noncompliance with regulations and/or voluntary codes in 2025.																
<b>Add-Ons</b>	Customer/tenant engagement		In 2023, we identified two properties for a pilot program related to tenant satisfaction to begin in 2024. This year, we reconsidered REX, the tool we had selected and chose not to pursue this course of action. We will continue to assess tools in the coming year. In 2025, we began developing a tenant satisfaction survey which we plan to deploy twice a year starting in 2026.																
	EnergyStar average scores		<table border="1"> <thead> <tr> <th>PROPERTY REGION</th> <th>2023</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>CA Managed</td> <td>84</td> <td>79</td> <td>86</td> </tr> <tr> <td>Northern California</td> <td>85</td> <td>85</td> <td>83</td> </tr> <tr> <td>Southern California</td> <td>90</td> <td>91</td> <td>90</td> </tr> </tbody> </table>	PROPERTY REGION	2023	2024	2025	CA Managed	84	79	86	Northern California	85	85	83	Southern California	90	91	90
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	CA Managed	84	79	86															
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