

Lowe Earns Greater Los Angeles Top Workplaces 2025 Award --Ranking by TopWorkplaces.com

LOS ANGELES – Dec 5, 2025 - Lowe has been awarded a Top Workplaces honor by Los Angeles Top Workplaces 2025. The ranking is based on employee feedback gathered through a confidential, independently administered survey that covered all aspects of the employee experience, including career path, work-life balance, values and culture. Lowe is one of only three companies of similar size in Los Angeles to receive this distinction.

"This honor is particularly meaningful because it is based entirely on feedback from our team members, the people who embody Lowe's culture and success," said Michael H. Lowe, co-CEO. "We are grateful to our team for taking the time to share their perspectives."

The Top Workplace designation celebrates organizations that listen to their teams and prioritize creating environments where people and performance thrive.

"This recognition reflects our company Vision of making people the most important asset in real estate," added Rob Lowe, co-CEO. "The company remains committed to continuous improvement, ensuring that every individual feels valued, supported and empowered to succeed."

Top Workplaces surveys are administered by employee engagement technology partner <u>Energage</u> LLC. Lowe's employee surveys revealed strong results across all categories, including perfect scores in work-life balance and career opportunity. Lowe attributes this achievement to its team members being consistently aligned with its company values.

"Earning a Top Workplaces award is a badge of honor for companies, especially because it comes authentically from their employees," said Eric Rubino, Energage CEO. "That's something to be proud of. In today's market, leaders must ensure they're allowing employees to have a voice and be heard. That's paramount. Top Workplaces do this, and it pays dividends."

ABOUT LOWE

Lowe is a private real estate investor, developer and manager. Founded in 1972 by our Chairman Robert J. Lowe, our company is owned by active and retired employees. Over the past 53 years, Lowe has acquired, developed or managed over \$36 billion of real estate assets. We have offices in Los Angeles, Oakland, San Diego County, Orange County, Charleston, Denver, Seattle and Washington DC. As a company Lowe shares core beliefs that guide and shape its interactions. Lowe believes that's what encourages good people to make their careers at Lowe and forges the lasting relationships Lowe values so highly with our partners. Lowe believe that people – the people that work with Lowe, the people who use its properties, and the people it serves – are the most valuable asset in real estate.

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