

**LOWE**



# **BEYOND BUILDINGS**

Environmental, Social & Governance Report

**2024-2025**



# TABLE OF CONTENTS

<b>A LETTER FROM THE LOWES</b> .....	4
<b>ABOUT US</b> .....	7
WHO WE ARE.....	8
WHAT WE DO.....	8
WHERE WE ARE.....	9
<b>ESG VISION &amp; STRATEGY</b> .....	11
OUR COMMITMENT TO ESG.....	12
ESG OBJECTIVES.....	13
<b>ENVIRONMENT: A CUT ABOVE</b> .....	17
Building Certifications.....	18
Data Gathering & Management.....	20
Energy & Emissions.....	20
Water.....	21
Waste.....	21
Project Highlights.....	22
<b>SOCIAL: BEYOND WORDS</b> .....	27
CORE VALUES.....	28
COMMUNITY ENGAGEMENT.....	29
TENANT ENGAGEMENT.....	30
TEAM ENGAGEMENT.....	31
CULTURE, OPPORTUNITY, RESPECT AND EMPOWERMENT (CORE).....	35
<b>GOVERNANCE: BELOW THE SURFACE</b> .....	39
ESG COMMITTEES & COUNCILS.....	40
POLICIES IN PRACTICE.....	41
<b>LOOKING AHEAD: BEYOND BUILDINGS</b> ....	43



# A LETTER FROM THE LOWES

To Our Associates, Team Members and Friends,

We are pleased to present our second annual environmental, social and governance (ESG) report. For more than 50 years, our business has been guided by values of integrity, empowerment, innovation and performance. In that time, it has become increasingly clear that corporate transparency and our approach to ESG issues are important to our investors, team members and communities. The publication of this report reflects our ongoing commitment to delivering value—beyond buildings—as we continue to grow and evolve.

Since the launch of our corporate ESG program, Lowe team members have worked tirelessly to engage our various stakeholders around ESG and integrate our strategy across all aspects of our business. Though we are in early stages of the program, we are eager to share the good work our teams have been doing.

As a multidisciplinary real estate company, Lowe takes a versatile approach to integrating ESG principles into our business. From an investment standpoint, the performance of our buildings is critical to ensuring enduring value. Since our last report, we continued to embrace and encourage the use of data tracking tools like ENERGY STAR® Portfolio Manager® to put an increased focus on efforts to baseline, benchmark, measure and report on the performance of our properties.

For our development and renovation projects, we set high sustainability standards for ourselves to ensure that our projects meet, at minimum, the criteria for Leadership in Energy and Environmental Design (LEED) Silver Certification from the U.S. Green Building Council. To support those efforts, we rolled out a sustainability project planning tool that enables teams to not only assess certification requirements for each project, but identify rebates, incentives and tax benefits.

In our property management work, our operational sustainability efforts consider every angle to ensure the health and comfort of occupants in each of our buildings. For example, last year, our hotel and resort platform, CoralTree Hospitality, encouraged property managers to evaluate and, where possible, seek Green Key certification to reinforce environmental responsibility and sustainable operations.

Beyond traditional financial metrics, we define success by the integrity and ingenuity of our people. Our team members, partners and the many communities our properties serve are our most valuable assets, and we take proactive steps to connect meaningfully with them. Over the last few years, we committed additional resources to employee training, development, opportunity and well-being.



We are confident that our ongoing dedication to embedding ESG into the way we do business will lead to improved performance and greater value for all of our stakeholders. As we continue striving for excellence, we are grateful for each of you and the role you play in pushing us to build a future that goes beyond buildings to make a positive, lasting impact.

Sincerely,

A handwritten signature in blue ink that reads "Mike Lowe".

Mike Lowe  
Co-Chief Executive Officer  
Lowe

A handwritten signature in blue ink that reads "Rob Lowe".

Rob Lowe  
Co-Chief Executive Officer  
Lowe







# ABOUT US

**LOWE**



## OUR MISSION

*"We build value in real estate by creating innovative, lasting environments and meaningful experiences that connect people and place."*

## ABOUT US

### WHO WE ARE

Lowe is a private real estate company owned by a group of active and retired employees with more than 50 years of real estate investment, development and management experience. We uncover and deliver value beyond what might be expected from a traditional real estate company by focusing not only on the real estate itself, but more importantly on the use of the building by our customers. We value collaboration and partnership with others, welcoming new ideas and perspectives.

Through a foundation of steadfast values and innovative real estate services, we strive to bridge meaningful and positive human experiences with financial performance. We believe that people—our partners, team members, clients, customers and investors—are the most valuable assets in real estate.

### WHAT WE DO

Lowe has a rich history of creating value. An intentionally diversified and multidisciplinary real estate company from the start, Lowe has expertise in property investment, development and management across a wide variety of property types. Our focus is on the real estate asset classes where we can create value and enhance the lives of those who live, work, shop and play within their grounds.

### BUSINESS SEGMENTS

#### Investment

Lowe is committed to transparency and strong real estate investment performance. We currently manage \$2.38 billion of investments through joint ventures in both value-add and development strategies.

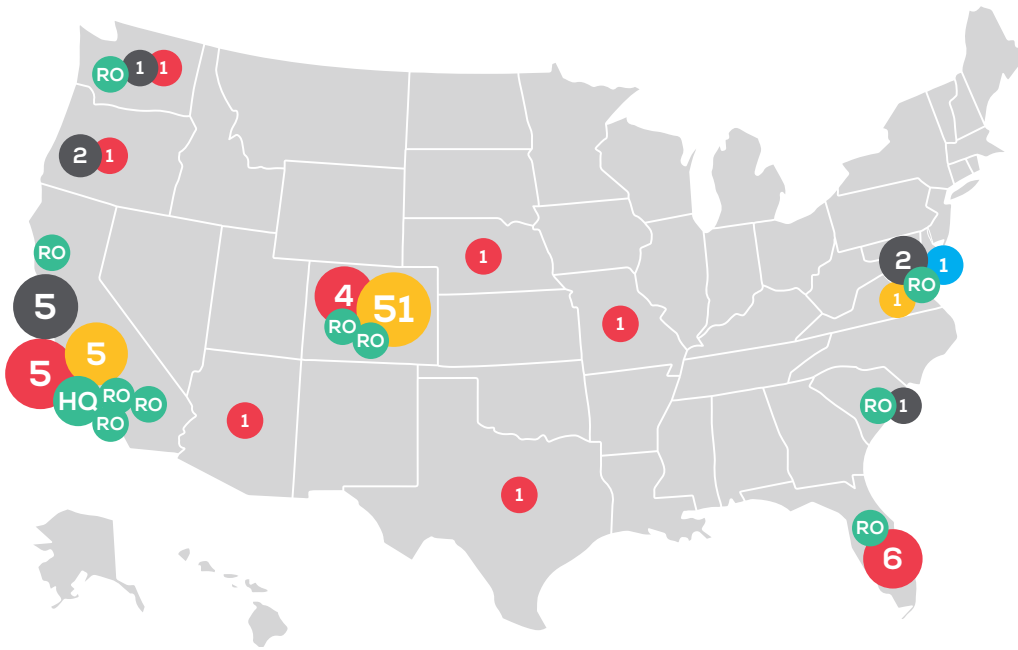
#### Development

We approach each property we develop with an appreciation for its surroundings and place in the community. Our projects span a wide area of expertise, including commercial (office, mixed-use and retail), residential (market rate and affordable) and hospitality.

Lowe's development activities encompass all commercial, residential, hospitality, public and institutional projects. Our projects are recognizable by the care we take to best serve the interests of everyone involved and deliver the best possible result. That level of care extends to all Lowe subsidiaries, including our most recent addition, Concord Communities, our affordable housing platform.

#### Management

We believe better outcomes begin with better environments. Our workplace experience and property management platform, Hospitality at Work, and hotel and resort property and asset management group, CoralTree Hospitality, combine on-site building management with insightful customer service and community management catered to each commercial and hospitality property to authentically connect people to the places where they work, play and travel.



## WHERE WE ARE

- HEADQUARTERS - HQ / REGIONAL OFFICE - RO
- PROJECTS UNDER DEVELOPMENT
- HOSPITALITY AT WORK
- CORALTREE HOSPITALITY
- CONCORD COMMUNITIES



HOSPITALITY  
at WORK

### Hospitality at Work

Our commercial property management platform brings dedicated property managers, engineers, building hosts and accountants together to provide an enhanced tenant experience that enables people—and the buildings they occupy—to perform at their best every day at work. Hospitality at Work has shown that it's possible to create thriving, engaged tenant communities while also maintaining cost-efficient operations for property owners, providing a competitive advantage for building owners and tenant businesses.



CORALTREE  
HOSPITALITY

### CoralTree Hospitality

Our hospitality operations team provides property management to hotels and resorts across the U.S. We take pride in delivering distinctive, memorable experiences that celebrate the surroundings, community and culture of each property so that no two visits to our properties will be the same.



### Concord Communities

A wholly owned Lowe subsidiary, Concord Communities, was founded to address the critical shortage of quality, affordable housing that our nation is facing. We believe the solution is rooted in responsible and empathetic development and redevelopment.

## BY THE NUMBERS\*

**\$38B**

TOTAL INVESTED, DEVELOPED AND MANAGED SINCE INCEPTION

### DEVELOPED & REDEVELOPED

COMMERCIAL

**\$4.7B**  
**+18.6M SF**

HOTEL & RESORT

**\$2.8B**  
**+11,165 Rooms**

RESIDENTIAL

**\$1.7B**  
**+16,800 Units**

### MANAGED

COMMERCIAL

**+40M SF**

HOTEL & RESORT

**+42,000 Units**

WORKOUT/DISTRESSED  
ASSET SERVICES

**\$4.2B**


\*All numbers as of December 31, 2025





# ESG VISION & STRATEGY

**LOWE**



*“Lowe’s long-held dedication to acting with integrity and doing what is right for the communities we serve has guided us for more than 50 years and, with this program in place, will continue to guide us for 50 more.”*

*– Jeff Allen, Executive Vice President, Lowe*

## ESG VISION & STRATEGY

### OUR COMMITMENT TO ESG

Innovation, creativity and the connection between people and place have always been important values embedded in Lowe’s culture, competence and commitments. As such, Lowe is committed to responsible business practices, including:

- **Promoting connection with and delivering meaningful experiences** to our customers and employees
- **Treating others fairly and with respect**, a core Lowe value dating to our inception more than 50 years ago
- **Creating well-designed and well-developed projects** that are high performing, sustainable and reflect the communities and customers we serve
- **Sharing efforts around our commitment to opportunity, representation and empowerment (CORE)** with our team to encourage inclusion, participation and feedback
- **Making a positive impact on our local communities** through targeted engagement projects
- **Measuring and managing energy and water consumption** across our properties and implementing savings strategies over time
- **Aligning with the United Nations Global Compact** definition of corporate sustainability as “Lowe’s delivery of long-term value in financial, environmental, social and ethical terms”

### ESG POLICIES, PRACTICES & PROGRAMS

To demonstrate our corporate commitment to ESG, Lowe has made a concerted effort to formalize the values that have long been at the heart of our business into clear policies, practices and programs. Over the last several years, we have engaged experts to explore cost-effective and high-impact pathways to enhance our ESG performance. This engagement led to the development and roll-out of our first company-wide ESG program in 2023. Years 2024 and 2025 marked our first full year of implementation.

Lowe’s ESG program is guided by a comprehensive strategy developed with meaningful input from team members across all of our lines of business. Likewise, key performance indicators (KPIs) that align with company objectives were established to help us track meaningful progress. Internal ESG policies and practices outline recommendations for adjustments that teams can make to meaningfully meet those objectives. Among the key initiatives outlined, these company-wide policies and practices encourage teams to capture and monitor building performance data, optimize resource efficiency and strive for minimum standards of development and operations to qualify for industry recognition. These include the hospitality sustainability standard of excellence Green Key and the U.S. Green Building Council’s Leadership in Energy and Environmental Design (LEED) certification programs.

# 2024-2025 ESG HIGHLIGHTS & ACHIEVEMENTS

- Adopted ENERGY STAR Portfolio Manager as the corporate standard to benchmark environmental metrics, including for energy, water and waste
- Rolled out a Sustainability Project Planning Tool to enable teams to assess certification requirements, weigh criteria for enhanced efficiency and identify rebates, incentives and tax benefits
- Assessed and adopted Green Key as the aspirational standard for sustainable hospitality operations
- Updated and standardized ESG language for use in request for proposals (RFPs) and marketing materials
- Established internal Lowe Diversity Councils within Lowe's CORE program
- Expanded CRE Access intern and mentoring program for students at Howard University to improve diverse industry participation
- Launched employee training initiatives for both Lowe and CoralTree employees to prioritize team growth and development
- Established Sustainability Committee within the Lowe Project Management group
- Lowe recognized as a Great Place to Work in Los Angeles
- CoralTree awarded Top Place to work in Colorado for the third year in a row
- Developed Paid Parental Leave Policy for team members in states where no parental leave benefits are offered

## ESG OBJECTIVES

Lowe will drive positive financial, environmental, corporate responsibility (social) and governance outcomes for our people, partners and communities in which we invest, build and operate. We are committed to seeking opportunities with attractive potential returns while appropriately managing risk and enhancing sustainability.

As such, we have chosen to align our ESG objectives with the United Nations Sustainable Development Goals (UN SDGs), which comprise the world's shared plan to protect the planet, decouple economic growth from climate change, end extreme poverty and reduce inequality. Actions to achieve these objectives are inextricably linked to achieving our business goals and meeting stakeholder interests. Thus, Lowe strives to improve our performance over time by setting objectives that correspond with the following UN SDGs:



Support employee well-being, physical and mental health through engaging work, a positive and healthy work environment, good healthcare and community engagement opportunities.



Support gender equality through inclusive hiring practices, engagement and equitable pay.



Increase investment in renewable energy sources and highly efficient property solutions to reduce greenhouse gas (GHG) emissions and help combat climate change.



Provide good paying jobs and growth opportunities while supporting appropriate risk adjusted returns for our investors.



Seek to be a leader in reducing inequalities throughout our business, partnerships and communities.



Invest in and develop properties that are climate resilient, regenerate blighted land uses, and support healthy, strong and sustainable communities.



Work with Lowe corporate teams, operations and construction teams, and service providers to reduce waste and consumption across the portfolio.



Baseline, benchmark, measure and report our ESG execution and performance towards energy and greenhouse gas (GHG) emissions reduction targets.



Engage with internal and external stakeholders including Lowe teams, partners and communities in which we invest and work, to promote sustainable practices.

\*Lowe has adopted 9 of the 17 UN SDGs. For more information on those not included please see: <https://sdgs.un.org/goals>

## INDUSTRY PARTNERSHIPS & AFFILIATIONS

Lowe's strategic partnerships and affiliations play a crucial role in advancing our ESG objectives, driving innovation and enhancing our ability to create a lasting, positive impact across the communities we serve. Industry partnerships and affiliations we have established include:









# ENVIRONMENT

**LOWE**

*"CoralTree's clear sense of environmental stewardship sets us apart as not only the comfortable, clean and healthy option for guests, but the responsible option."*

*– Tom Luersen, President, CoralTree Hospitality*

# ENVIRONMENT

## A CUT ABOVE

Lowe is dedicated to the sustainable investment, development and operation of projects that not only help organizations and communities become more resourceful, resilient and regenerative but also elevate the performance of our portfolio and enhance the experience of our customers. In our ongoing commitment to creating value for our clients, tenants, customers and communities, we take an innovative and collaborative approach to continuous improvement, always striving to stay a cut above in everything we do.

### DEVELOPMENT CERTIFICATIONS\*



**LEED  
PLATINUM**

**COC Public Health Lab**  
San Diego, CA

*Completed 2025*



**LEED  
GOLD**

**1250 Maryland**  
Washington DC

*Pre-Development*



**LEED  
GOLD**

**Howard East Towers**  
Washington DC

*Pre-Development*

\*Certifications are underway, with specific designations pending

### Building Certifications

Lowe sees green building certifications for new construction as not only third-party validation of our environmental sustainability performance, but also as a means to ensure that sustainability best practices are incorporated at our properties. Since 2020, six new designations were successfully achieved out of 10 development projects completed across the Lowe portfolio, a 60% certification rate for new developments.

#### Goals:

- Build to LEED Silver or better for 100% of eligible multifamily, office, hospitality and mixed-use development projects each year, where feasible **[UN SDG #3, 8, 11]**
- Pursue ENERGY STAR Multifamily certification for new construction, where applicable **[UN SDG #3, 8, 11]**
- Increase the percentage of green building certifications in the portfolio from 20% to 30% **[UN SDG #12, 13]**

### Development Certifications

To advance sustainable development practices, In 2024, Lowe introduced its Sustainability Project Planning Tool for use by our development team. This innovative tool was designed to guide teams through the process of incorporating sustainability measures into every project, helping to ensure alignment with key criteria required for LEED Silver Certification. By providing a structured approach to tracking sustainability goals and implementing best practices, the tool empowers our development teams to make informed decisions that minimize environmental impact while maximizing the long-term value of our projects. Through this initiative, Lowe continues to raise the bar for sustainable development.

## FEATURED OPERATIONAL CERTIFICATIONS



**Centennial Parkway**  
Louisville, CO



**WELL  
BUILDING**



**Encino Financial Center**  
Encino, CA



**FITWEL**



**Portals III**  
Washington DC



**WELL  
BUILDING**

### Operational Certifications

As part of our ongoing commitment to sustainability, Lowe strives to achieve operational certifications wherever possible. Our buildings have been awarded a variety of such certifications over time, including Well Building and Fitwel. In 2024, CoralTree Hospitality adopted Green Key certification as a cornerstone of our sustainability strategy, providing a recognized, measurable framework for reducing environmental impact while maintaining exceptional guest experiences. In 2024, we set a goal of having 10 properties sign up for the Green Key program, and by year-end 2025, we met that goal and are now eager to see the benefits and the proliferation of this effort. By aligning our portfolio with Green Key standards, we are creating operational consistency, driving efficiency, reducing risk and fostering a culture of environmental responsibility across our teams. This initiative supports our long-term commitment to responsible hospitality, cost-effective operations and meeting the evolving expectations of guests, owner other takeholders.

### CoralTree BLOOM

CoralTree Hospitality embraces our responsibility to protect the future of our planet and care for the places where we work and play, while prioritizing quality and an unforgettable guest experience. The hotel platform's sustainability program, BLOOM, which was launched in 2023, reflects our commitment to helping our properties and communities thrive. Through building partnerships with like-minded organizations, using technology and data and empowering our teams, we integrate locally tailored strategies into hotel operations to reduce our environmental impact and enhance our hospitality services.

BLOOM aligns CoralTree with the American Hotel & Lodging Association's "Responsible Stay" program, which encourages efforts such as waste reduction, water conservation, energy efficiency and responsible sourcing, all aimed at offering employees, guests and communities a more sustainable stay.

#### Sustainability Initiatives:

- Evaluated and adopted "Green Key" for Operational Sustainability Certification
- Launched Sustainable Sourcing Partnership with Avendra
- Launched reduction efforts of single-use plastic and eliminated styrofoam usage across the portfolio
- Evaluated use of biodegradable and organic products
- Expanded property coverage with Insite for energy procurement and environmental data collection

## Data Gathering and Management

Lowes is committed to transparency and performance, in data gathering and management around resource consumption. Lowes has identified ENERGY STAR Portfolio Manager, a U.S. Department of Energy platform to benchmark environmental metrics, including for energy, water and waste, as the corporate standard for those efforts. In 2024, Lowes undertook a concerted effort to consolidate corporate-level access and oversight for all Lowes-affiliated ENERGY STAR Portfolio Manager accounts, while continuing to encourage adoption of the platform for properties that are not yet using it. At year-end 2025, 61% of properties where Lowes has operational control were enrolled to benchmark energy, water and waste in ENERGY STAR Portfolio Manager. These ongoing efforts are critical to our ESG journey, and Lowes continues to emphasize the need to gather quality data to optimize benchmarking, monitoring and reporting across our portfolio.

### Goal:

- Achieve data coverage for 85% of portfolio in ENERGY STAR Portfolio Manager [\[UN SDG #13\]](#)

## Energy & Emissions

Lowes is committed to increasing energy benchmarking, monitoring and efficiency across our portfolio while lowering greenhouse gas emissions. At year-end 2025, 60% of properties where Lowes has operational control were enrolled to benchmark energy usage in ENERGY STAR Portfolio Manager.

### Goals:

- Pursue ENERGY STAR certification for operating assets rating 75 or better in ENERGY STAR Portfolio Manager [\[UN SDG #13\]](#)
- Purchase ENERGY STAR appliances and electronics for new development and renovation projects [\[UN SDF #12\]](#)

Our energy and emissions reduction strategies for commercial and hospitality operational assets include the use of innovative tools, resources and procedures as appropriate. These include:

- Installing motion sensors and timers to optimize energy use for lighting and appliances, particularly in low-use areas and during off-peak hours
- Implementing energy efficient lighting wherever possible, including CFLs, T-8s, T-5s and LEDs
- Creating energy efficient protocols for guests and at meeting check-ins to reduce lighting and HVAC use



## Water

Lowe is committed to benchmarking, monitoring and reducing water consumption across our portfolio. By year-end 2025, 61% of our properties where we have operational control were benchmarked for water usage in ENERGY STAR Portfolio Manager.

Our water reduction strategies include the use of innovative tools and resources as appropriate to the project site, from design and construction to ongoing operations, including:

### Development:

- Low-flow aerators on faucets wherever possible, including in public restrooms, guest rooms, common areas and tenant kitchens and restrooms
- High-efficiency, smart irrigation systems
- Drought resistant landscaping

### Commercial & Hospitality Operations:

- Leak detection and repair programs and policies
- Phased approach to the elimination of plastic bottles
- Linen and towel reuse program at hospitality properties with opt-out policy
- Regular inspections and preventative maintenance of water-use systems, including irrigation systems, toilets, chilled-water HVAC systems and cooling towers

## Waste

We have begun to track and manage construction waste and diversion rates in concert with and as required for LEED certification. We are currently expanding waste data collection and management efforts portfolio-wide. Platforms to capture and process such data, such as ENERGY STAR Portfolio Manager, have been integrated into the business. Such data platforms allow for improved tracking of waste data and, by extension, improved understanding—and management—of performance over time.

Our waste management strategies, both during project development and in ongoing operations, where possible, include the following:

### Development:

- Reducing materials and construction waste through reuse of major structural elements (adaptive reuse projects)
- Diverting demolition waste from landfill through recycling building materials, including metal, cardboard, drywall and concrete
- Reusing building materials during development
- Purchasing building materials comprised of recycled content for construction projects

### Commercial & Hospitality Operations:

- Replacing single-sized amenities with bulk dispensers and local products, we reduce plastics while supporting local businesses
- Minimizing paper waste, including by offering paperless check-out for hotel guests and defaulting to double-sided printing for in-house machines
- Providing reusable or recyclable items wherever possible, including cups, cutlery and to-go containers in hospitality settings
- Creating and maintaining comprehensive recycling programs, including for paper, hangers, toner cartridges and more
- Reusing towels, linens, bedspreads and other soft goods as rags, or donating to charity
- Sourcing materials responsibly, including paper goods in alignment with Environmental Protection Agency (EPA) minimum standards of 30% post-consumer recycled content
- Requesting regular waste audits and formal review of recycling options and diversion rates from waste management service providers

## PERFORMANCE HIGHLIGHTS

### UNION BOULEVARD CAMPUS

#### LAKEWOOD, CO



#### 445 UNION BOULEVARD

Reduced energy use intensity (EUI) by 12%

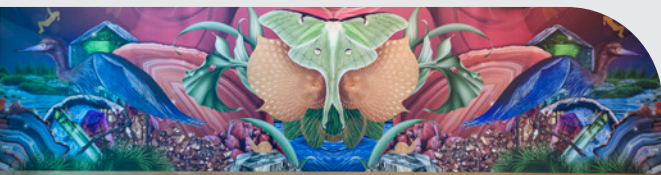
- Replaced 40-year-old rooftop HVAC systems (RTUs) original to the building
- Optimized HVAC system engineering and management to achieve additional savings
- Performed LED retrofits to replace approximately 90% of fixtures with efficient alternatives
- Overhauled 40-year-old boilers, also original to the building, to operate more consistently and efficiently



#### 141 UNION BOULEVARD

Reduced EUI by 10%

- Replaced 40-year-old RTU systems original to the building
- Optimized HVAC system engineering and management to achieve additional savings
- Installed LED lighting on a rolling basis for newly leased spaces as part of tenant improvements



## PROPERTY HIGHLIGHT

# LAKE NONA WAVE HOTEL



ORLANDO, FL

## PROPERTY OVERVIEW

Conveniently located just 10 minutes from Orlando International Airport, Lake Nona Wave Hotel is the centerpiece of Lake Nona, a 17-square-mile master-planned community owned and developed by Tavistock Development Company. CoralTree Hospitality manages the dynamic 17-story glass-clad building that is, as its name suggests, shaped like a wave. Featuring 234 guest rooms and more than 10,000 square feet of meeting space, the Wave Hotel exemplifies resilience and state-of-the-art hospitality.

## PROJECT GOALS & CHALLENGES

Operating hotels in a sustainable manner is a challenge anywhere in the world, and especially in the hot, humid climate for which Florida is well known. By embracing cutting edge technology in the design and development phase of the hotel and following through with operational rigor in the day-to-day management of the asset, the property team continues to approach the challenge with focused determination.

## SUSTAINABILITY INITIATIVES

### Reducing Energy Consumption:

- View Smart Windows
- Sensor-Activated LED Lighting
- InSite Utility Data Management

### Reducing Waste:

- Orca Bio-Digester
- Paperless Processes
- PATH Aluminum Water Bottles
- Refillable Water Stations
- Zero Plastic Straw Use

### Reducing Water Consumption:

- TOTO Neorest Smart Toilets
- Smart, Sensor-Activated Landscaping Irrigation
- Native Plantings
- Chilled Water via Community Central Plant

### Embracing Environmental Health:

- ThinkLite Air Quality Monitoring
- Eco-Friendly Cleaning Products
- Eco-Friendly Shampoo and Soaps
- Smoke-Free Hotel and Community
- 300+ Trees Planted on Premises



**PROPERTY HIGHLIGHT**

**SWEETGRASS INN AT WILD DUNES**

**ISLE OF PALMS, SC**

**PROPERTY OVERVIEW**

Located on the Isle of Palms, a barrier island on the Atlantic coast of South Carolina, the Sweetgrass Inn is a resort hotel within the Wild Dunes Resort. Constructed in 2019 on four acres of environmentally sensitive land, the five-story beachfront hotel features 153 guest rooms, 30,000 square feet of indoor and outdoor event space, expansive pools and jacuzzies and more. The Sweetgrass Inn is co-owned by Lowe and Dart Interests and is managed by Hyatt Hotels Corporation.

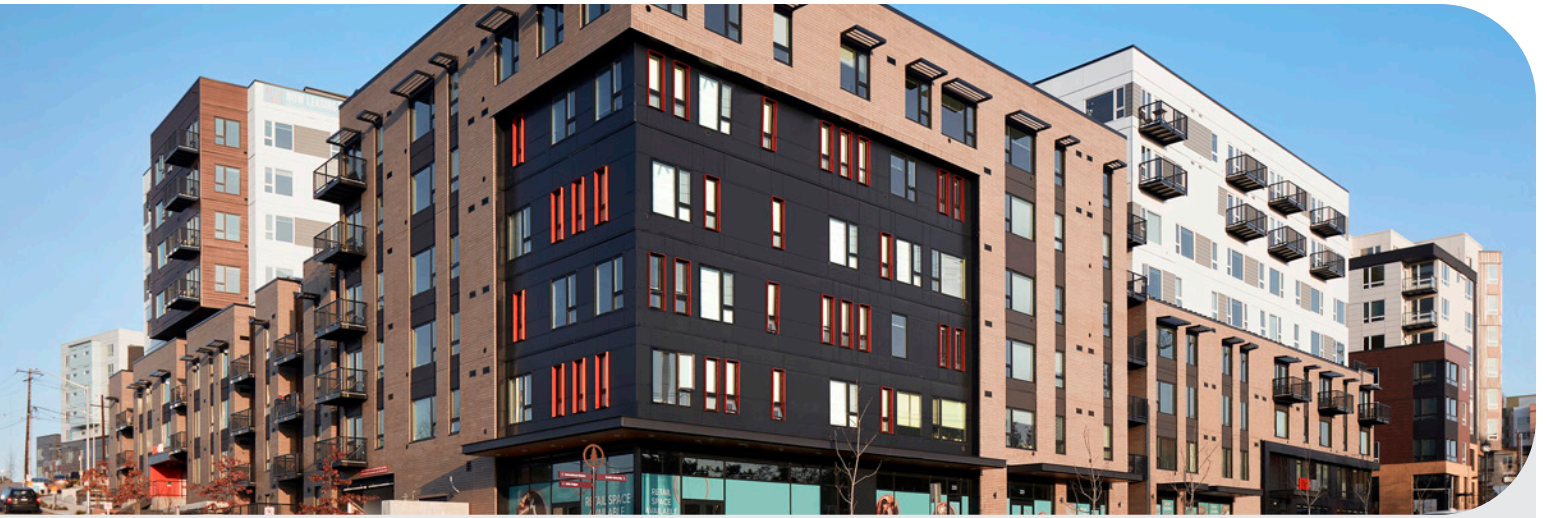
**PROJECT GOALS & CHALLENGES**

Aiming to bring guests a rich coastal experience for years to come, the project team focused on bolstering the resilience of the island property while honoring the long-standing history and culture of the area. The sensitive surrounding environment and the necessity of building within an active resort were important considerations and challenges for the project team.

**PROJECT RESULTS**

- **Preserved Protected Oak Trees:** Six mature grand oaks, a protected tree in the low country of South Carolina, were preserved during construction and relocated to frame the driveway entry to Sweetgrass Inn.
- **Managed Stormwater:** The risks of heavy and prolonged rainfall due to tropical storms and periodic hurricanes were mitigated by upgrading the stormwater management system on the isle and using bio-retention ponds to minimize runoff.
- **Reduced Water Demand:** Efforts to manage the use of fresh water, a precious resource on the isle, included water efficient indoor fixtures, limited use of turf and native plantings in landscaping.
- **Optimized HVAC System Design and Operation:** Efforts to maintain guest health and comfort included right sizing and thorough commissioning of air conditioning equipment and smart automatic controls to cutoff air conditioning use when doors are left open, saving operating costs and eliminating the risk of major indoor condensation events and related mold or mildew growth.
- **Prioritized Material Durability:** Careful selection of construction materials and finishes were critical to prolonging their useful life in a corrosive salt environment prone to extreme weather events.





## PROPERTY HIGHLIGHT

# MASON & MAIN

## SEATTLE, WA



## PROPERTY OVERVIEW

Mason & Main is a LEED Gold Class A mixed-income multifamily project consisting of two nine-story buildings totaling 550 one- and two-bedroom units and 6,800 square feet of street-level retail. Completed in late 2023, Lowe partnered with the Seattle Housing Authority and the City of Seattle to bring a mix of market rate (74%) and affordable housing (26%) to the transit-oriented site within the Yesler Terrace master-planned community immediately east of Downtown Seattle. The property offers residents stunning views of Mount Rainier, Elliot Bay and the downtown skyline, and features rooftop decks, outdoor lounges, multiple courtyards, private patios, resident lounges, fitness centers and pet-friendly amenities.

## PROJECT GOALS & CHALLENGES

Yesler Terrace, where Mason & Main was built, is a 30-acre master planned community that was originally completed in 1941 as the first public housing development in the State of Washington, and the first such in the United States to be racially integrated. Redeveloped under the guidance of the Seattle Housing Authority, Mason & Main aimed to honor the neighborhood's history and cultural richness, while creating attractive new housing that embodies social equity, environmental stewardship and sustainability.

## PROJECT RESULTS

- **Achieved LEED Gold Certification**, in compliance with the City of Seattle's Sustainable Buildings Policy
- **Ensured public access to green space** with development of a public pocket park
- **Optimized water efficiency** through water efficient indoor fixtures, limited use of turf and native plantings in landscaping
- **Realized estimated embodied carbon savings** through conscientious procurement of construction materials, including steel, concrete and rebar







**SOCIAL**

**LOWE**

*"Our people are what makes us who we are. We're proud to build a culture where respect, teamwork and a sense of purpose guide how we work."*

*— Julie Wooten, People Services Senior Vice President, Lowe + CoralTree Hospitality*

# SOCIAL

## BEYOND WORDS

Lowe aims to create positive and meaningful experiences while delivering strong performance. Our company culture has always focused on putting people at the heart of our success, prioritizing collaboration and partnership with all our stakeholders, including local communities, tenants, guests, investors and our team members. We are dedicated to maintaining this approach for years to come.



## OUR CORE VALUES



### INTEGRITY

Create trust and cohesion by acting with the highest ethical standards



### EMPOWERMENT

Invest in a diverse group of talented and prepared people



### INNOVATION

Deliver custom solutions through confidence in creative problem solving



### RELATIONSHIPS

Nurture lasting ties with investors, customers and team members



### PERFORMANCE

Achieve optimum success through operating rigor and disciplined investment



### BALANCED LIVES

Consistently work to balance our lives and contribute positively to our communities



## COMMUNITY ENGAGEMENT

At Lowe, an important goal is to create communities that grow to be greater than the sum of their parts. Building authentic communities—where people feel a true sense of belonging—requires a deep understanding of each property’s location, use, amenities, public programs and its surrounding area. For this reason, closely engaging with local communities is essential to informing development and ongoing operations at Lowe. We know that our success is not just about the amenities and services offered, but about how we treat people—our employees, guests, tenants, customers and neighbors.

### Goals:

- Conduct annual tenant satisfaction surveys and average 80th percentile or higher **[UN SDG #10, 17]**
- Implement community engagement best practices for development and operations across Lowe teams. These will include promoting, measuring and tracking local community involvement and impacts of projects **[UN SDG #10]**

### Public Service Through World-Class Development

With every development project Lowe takes on, we aim to consider the stories, history, climate and needs of the area. We believe in honoring the interests of the neighborhood and prioritizing environmental and community benefits in our development plans.





## TENANT ENGAGEMENT

### Hospitality at Work Building Hosts

Our workplace experience platform takes a people-first approach to property management, combining expert teams with tailored workplace programs that enhance daily life for tenants. Our building hosts are considered more than service providers—they are the human face of the property management team. Their core mission is to foster a welcoming, interactive and responsive environment that enhances tenant satisfaction and retention. Hosts achieve this by offering regular programming, streamlining convenience and delivering excellent customer service.

Hosts are expected to plan at least two events per month— one being a signature “H@W Treat” and another tailored to tenant interests. We’ve proven that customized programming and first-class customer service translate into vibrant buildings that attract new customers and retain existing ones. Past events have focused on health, social impact and sustainability and have included:

- Food trucks
- Seasonal farmers market
- Team building exercises
- Donation drives
- Community service
- Fitness classes
- Sustainability education

By fostering meaningful connections and supporting their well-being, our teams help our tenants thrive, building loyalty and long-term value for everyone in the space.

### Ivy Station

At Ivy Station, a sprawling mixed use property in Culver City, California, Lowe has a tenant engagement program that helps bring together residents, retail shoppers and the local community. The public space at Ivy Station hosts free events and public programming each month, including:

- Children and family activities
- Artisanal night markets
- Game and book rental carts
- Racing and recreational events
- Dance and movie nights
- Holiday festivities and celebrations

These activities and events give Ivy Station a sense of place in the community, where people come together to find wellness, explore connections with friends and neighbors and engage in a multitude of new and fulfilling experiences.



## **TEAM ENGAGEMENT**

We highly value our team members and the crucial role they play in our success. The character of our people shapes our corporate culture and builds lasting relationships with our clients.

To maintain a supportive and balanced work environment, Lowe offers competitive benefits, comprehensive training, continuous learning opportunities, regular feedback channels and career advancement support. We believe these efforts help us attract, engage and retain our most valuable asset—our people.

### **Leadership Academy**

Lowe relaunched several of its leadership development and mentorship programs in 2024 under what it now calls the “Leadership Academy.” These programs include organization-wide initiatives open to Lowe employees, as well as specific programs for Lowe project management professionals and CoralTree Hospitality team members.

Aimed at reinforcing the company’s vision to make people our most valuable asset, the Leadership Academy was devised to nurture new generations of Lowe leaders. Through various means of education, mentorship and interaction with senior leadership, team members are provided with the tools to drive future growth and success for Lowe. The programs are open to team members who embrace Lowe’s culture and history, demonstrate a strong drive for team success, thrive in a collaborative environment and deliver consistent results. Each team will meet several times a year to focus on personal and professional development.

#### **Lowe Leadership Academy**

Lowe’s Leadership Academy, launched in 2024, was designed to develop high potential leaders for senior leadership opportunities that align with their career aspirations. The mission of Lowe Leadership Academy is to identify and provide our most ambitious team members with the tools and skills to advance into leadership roles. In 2025, eight leaders enrolled in the Academy and met twice throughout the year to focus on personal leadership and conflict resolution.

#### **Lowe Project Management Leadership Academy**

The Lowe Project Management Leadership Academy was introduced in 2024 to accelerate the growth of high-performing development and construction professionals. The Academy continued its momentum in 2025 with a multi-day conference hosting six emerging leaders to deepen leadership capabilities, strengthen strategic judgment and reinforce cross-functional collaboration as essential to Lowe’s continued growth.

#### **CoralTree Emerge Leadership Academy**

Similar to the Lowe Leadership Academy, CoralTree Hospitality’s leadership training program was devised to help prioritize team member growth and development. In 2025, Lowe elected to blend the CoralTree Hospitality Leadership Academy and the Lowe Leadership Academy into 2 combined meetings to expose leaders to Lowe’s different businesses and give them the opportunity to expand their leadership network. CoralTree Leadership Academy graduated 10 leaders from across the organization’s properties.



### Regular Company-Wide Meetings

Every quarter, all Lowe team members are invited to join a comprehensive update from co-CEOs Rob and Mike Lowe. During these sessions, they share key achievements at Lowe properties, recent transactions, future strategies and the company’s financial health. New team members are introduced and “Star Performers”—those nominated by peers for exceptional contributions—are recognized and celebrated.

### Employee Recognition

At Lowe, we celebrate our people as our most valuable asset. Each year, we honor the outstanding character, commitment and achievement of our people with two awards named in memory of our respected leaders, Bob Weekley and Jamie Daugherty. Both were devoted senior executives who offered support and wise counsel to our team. These prestigious awards recognize the deserving honorees while keeping Bob and Jamie’s memories and spirit alive within our team.



### Bob Weekley Spirit of Lowe Award

Four honorees are selected each year based on their work, character, commitment to our core values and contributions to Lowe and their community—two from Lowe and two from CoralTree Hospitality Group.

- **Marta Castro**, Culinary Cook I, Garde Manger, Terranea Resort, CoralTree Hospitality
- **Mara Fabian**, Senior Vice President, Asset Management, Lowe
- **Vijay Halder**, Senior Financial Analyst, Lowe
- **Curtis Mizuno**, Director of Housekeeping, Ka’anapali Alii, CoralTree Hospitality



### Jamie Daugherty Project Excellence Award

This award is given to an exceptional member of our Project Management team who shows attention to detail, dedication to client service and commitment to Lowe’s core values.

- **Mike Mansager**, Senior Vice President, Charleston, SC Regional Project Management Team, Lowe



### Employee Engagement Survey

Lowe conducts a survey to measure employee engagement and satisfaction each year using the science-backed platform CultureAmp. In 2025, 88% of Lowe employees responded to the company’s annual engagement survey, representing 144 team members. CoralTree Hospitality had similar levels of engagement with 88% participation in its separate annual engagement survey, representing nearly 3,000 team members.

#### Goals & Progress:

- Conduct employee engagement/satisfaction survey annually with a goal of achieving at least 80% response rate and an engagement score of at least 85% [\[UN SDG #10, 17\]](#)

#### Survey Participation:

TEAM	2023	2024	2025
LOWE TEAM MEMBERS	80%	89%	88%
CORALTREE HOSPITALITY TEAM MEMBERS	80.7%	85%	88%

#### Overall 2025 Survey Results:

SURVEY CATEGORY	LOWE	CORALTREE HOSPITALITY
ENGAGEMENT	91%	81%
MANAGEMENT	84%	80%
ENABLEMENT	92%	80%
ALIGNMENT & INVOLVEMENT	93%	91%



#### Select 2025 Survey Results:

SURVEY CATEGORY	SURVEY QUESTION	LOWE	CORALTREE HOSPITALITY
ENGAGEMENT	I am proud to work for my organization/property	92%	87%
	I would recommend my organization/property as a great place to work	92%	82%

## Charitable Contributions & Volunteerism

Lowe associates are actively involved in our industry and our communities. Lowe team members are dedicated to giving back as a company, in small groups and as individuals. Each year, we contribute time, money and other resources to charitable organizations, including the Boys and Girls Clubs of America, Habitat for Humanity, Veterans Village of San Diego, local food banks, holiday gift collections, adopt-a-family events and many other important causes.

### Goals & Progress:

- Increase participation in community engagement, with at least 50% of employees participating in community service or volunteering annually [UN SDG #10]

Over the last two years, team members across Lowe and CoralTree donated more than 600 hours of their time through company sponsored activities serving organization near and dear to their hearts.

Community events that the Lowe team took part in included, for example:

- In Oakland, California, Lowe team members volunteered at the City of Alameda Food Bank, packing meals for delivery to local residents and stocking the free grocery store.
- In Charleston, South Carolina, Lowe team members and their families walked as a group for the fifth consecutive year to raise awareness and more than \$30,000 for the American Heart Association.
- In Los Angeles at its annual Builders Ball, Habitat for Humanity honored Lowe as its 2024 Builder of the Year.

Community events that the CoralTree team took part in included, for example:

- In Denver, Colorado, CoralTree's Annual Alumni Gala for the University of Denver raised \$100,000 for a hospitality scholarship.
- CoralTree's annual backpack drive for school-age children provided essential materials for youth in need.
- A monthly CoralTree partnership with downtown Denver's "Food for Thought" supported school-age children who are food deprived.
- CoralTree team members volunteered several times throughout the year with Outdoor Colorado to clean up local parks and trails.



## CULTURE, OPPORTUNITY, RESPECT AND EMPOWERMENT (CORE)

We strive to create a fair environment where team members have equal opportunities to succeed and feel happy, comfortable and fulfilled. Our CORE commitment also extends to how we engage with our customers and communities. We are dedicated to integrating these principles into our business practices to make a positive impact on our employees, partners, customers and the communities where we live, work and invest.

### Goals & Progress:

- Track and report on the diversity of employees, management and senior leadership in terms of age, gender, race and ethnicity [UN SDG #5, 10, 17]
- Commit to providing employee compensation equity (pay equity) and adjusting compensation arrangements that do not reflect equivalent compensation and opportunities for those performing work requiring substantially equal skill, effort and responsibility under similar working conditions [UN SDG #5]

### LOWE - SALARY

#### GENDER

Male	62.07%
Female	37.93%

#### AGE DISTRIBUTION

18-30	4.31%
31-50	43.10%
51+	52.59%

#### RACE

American Indian or Alaskan Native	0.00%
Asian	6.90%
Black or African American	5.17%
Hispanic or Latino	6.03%
Not Specified	1.72%
Two or More Races	4.31%
White	75.86%

### LOWE - HOURLY

#### GENDER

Male	61.29%
Female	38.71%

#### AGE DISTRIBUTION

18-30	11.83%
31-50	47.31%
51+	40.86%

#### RACE

American Indian or Alaskan Native	2.15%
Asian	4.30%
Black or African American	11.83%
Hispanic or Latino	19.35%
Not Specified	4.30%
Two or More Races	1.08%
White	56.99%

### CORALTREE - SALARY

#### GENDER

Male	50.41%
Female	49.27%
Non-Binary	0.00%
Decline to Answer	0.32%

#### AGE DISTRIBUTION

<18	0.00%
18-30	11.78%
31-50	58.33%
51+	29.89%

#### RACE

American Indian or Alaskan Native	0.57%
Asian	5.19%
Black or African American	4.43%
Hispanic or Latino	22.10%
Middle Eastern or North African	0.06%
Native Hawaiian or Other Pacific Islander	1.27%
Not Specified	2.15%
Two or More Races	3.29%
White	60.92%

### CORALTREE - HOURLY

#### GENDER

Male	48.19%
Female	51.28%
Non-Binary	0.08%
Decline to Answer	0.46%

#### AGE DISTRIBUTION

<18	1.31%
18-30	43.59%
31-50	33.63%
51+	21.47%

#### RACE

American Indian or Alaskan Native	0.62%
Asian	5.84%
Black or African American	7.20%
Hispanic or Latino	36.45%
Middle Eastern or North African	0.00%
Native Hawaiian or Other Pacific Islander	1.14%
Not Specified	3.65%
Two or More Races	3.26%
White	41.83%

\*All numbers as of December 31, 2025



### Employee Inclusion Assessment

In recent years, Lowe has completed a deep and thorough review of our efforts to strengthen our commitment to diversity and inclusion, focusing on creating a positive experience for our team and customers. We have worked with third-party experts to conduct an Employee Inclusion Assessment, which included an employee survey, policy review, demographic analysis and employee listening sessions.

### Commitment to Diversity

Central to our well-established core values and business model is our commitment to diversity. We believe equity and inclusionary practices are a priority that starts at the top, with leadership reinforcing its importance at every level of our corporate culture.

### CORE Councils - Year One

In 2024, CORE Councils for both Lowe and CoralTree Hospitality were formed, tasked with recommending a set of initiatives to senior management, as well as developing a multiyear road map for implementation and delivery of those initiatives as the company moves forward with companywide strategic planning. This work continues to translate into a conscious and concerted effort to ensure diversity and inclusion is included in our ESG strategy and beyond that, our overall company strategy.

Upon convening, the councils split into four committees to discuss and develop recommendations to share with senior leadership, based on diversity and inclusion best practices tailored to Lowe, as a result of the previously completed inclusion assessment. Committees included categories for:

- Leadership Commitment
- Organizational Culture & Policies
- Employee Experience
- Inclusive Business Practices

By the fall, both councils had determined a list of recommendations organized by priority and expected impact. The Leadership Commitment Committee for both Lowe and CoralTree councils, for example, determined that developing a C-suite-driven commitment to diversity and inclusion, and implementing C-suite training were of the greatest urgency and impact. Those recommendations were then used to develop a roadmap for each council outlining the best and most timely next steps. In 2025, the councils began executing on those recommendations, breaking out into their respective committees to begin work on the approved plan. The councils continue to measure and report on the goal process to senior leadership over time.



In 2022 Lowe partnered with Washington DC minority developer FLGA to create CRE Access in connection with the development of a mixed-used project known as East Towers. The program is aimed at providing career pathways in CRE through internships and ongoing mentorship for minority scholars. The program, exclusively offered at Howard University, was fueled by a shared commitment between Lowe, FLGA and Howard University to address a longstanding diversity challenge within the industry. Internship roles include those in real estate development, architecture, property/asset management, brokerage, engineering, construction management and finance. CRE Access and its member companies will provide at least 50 internships by the projects' completion. As of year-end 2025, 42 internships have been provided, prior to East Tower's project start.

### Howard Commercial Real Estate (CRE) Seminar Series

With the support of Howard’s Faculty and students, CRE-Access has provided three, six-week seminar series. The first focused on general real estate principles; the second provided an in-depth study of a recent Lowe office to residential conversion project; the third offered an introduction to affordable housing concepts. Each seminar series was very well received by students and leaders of the Business School.

### Accredited CRE Courses

In 2024 Howard University approved a new course offering - Real Estate Development and Finance, a 300-level accredited course developed with Lowe Senior Vice President Ralph Crozier, who served as an associate professor. Launched for the Spring 2025 semester, it received a 4.5 out of 5 approval rating from students. Noting this success, Howard approved a second year for this accredited course to continue in 2026. Lowe looks to develop additional courses with a focus on commercial real estate asset management, development entitlements and finance over the next few years.

### Holistic Engagement Relationship with Howard

Beyond providing internships, Lowe aims to provide more comprehensive support and educational engagement to encourage and improve participation by historically underrepresented populations in the commercial real estate industry. Lowe and its partners in the CRE Access initiative at Howard launched a Commercial Real Estate Job Fair on campus to provide ready opportunities for networking, educational support and job market navigation. Career Center Day, held in October of 2025, brought in professionals from engineering, construction, architecture and affordable housing. The event was open to the entire campus, with 14 companies in attendance. At the end of the 2025 event, 20 internships were offered to eager students.

### COMMUNITY ENGAGEMENT HIGHLIGHT

#### Real Estate Awareness & Diversity Initiative (READI)

Beyond the robust engagement Lowe continues to make at Howard University, several regional Lowe offices have further cultivated a focus on youth education and mentorship in the commercial real estate industry for high school and college students. Lowe’s San Diego team hosted Project Next high school students in partnership with the University of San Diego Burnham-Moores Center’s Real Estate Awareness and Diversity Initiative. The initiative partners with non-profits in San Diego that serve junior high and high school students from underserved communities. The initiative provides solutions to create a more diverse real estate industry, and Lowe was proud to partner alongside it in hopes of advancing its mission.

### PROGRAM SUCCESS METRICS

- 42 Internships Provided 2022-2025
- 3 Nonaccredited CRE Seminars Added to Howard Since 2023
- 4 Accredited CRE Courses Anticipated by 2026

### HIGHLIGHT: FROM INTERNSHIP TO FULLTIME EMPLOYMENT



#### AMARI PATTERSON GRADUATED: 2024

Amari Patterson who completed internships in 2023 and 2024 through the CRE Access program was hired after her second summer with the real estate investment management division at Hines.



#### KAMERON MILTON GRADUATED: 2024

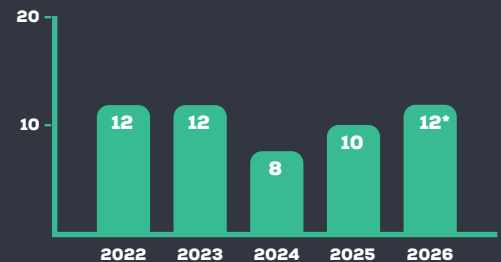
Kameron Milton, who completed an internship in 2024 through the CRE Access program, was hired at financial services group Manulife.



#### DYLAN DARLING GRADUATED: 2025

Dylan Darling, who completed internships in 2023 and 2024 through the CRE Access program, was hired after his second summer with civil engineering firm Kimley Horn & Associates.

### INTERN PARTICIPATION



\*Anticipated participation in future sessions given current enrollment interest

### Share of Commercial Real Estate Jobs in the U.S.\*

Men:	57.5% of full-time employees
Women:	42.5% of full-time employees
People of Color:	31.3% of full-time employees

\*According to an [Urban Land Institute \(ULI\) survey](#) conducted in 2022





# GOVERNANCE

**LOWE**



*“Good governance means making decisions with integrity, transparency, and accountability—so we can earn trust and lead responsibly, every day.”*

*— John DeMarco, General Counsel, Lowe*

# GOVERNANCE

## BELOW THE SURFACE

Transparency is a key element of strong corporate governance. It helps guide our leaders and align the interests of our clients, shareholders, employees and communities. By sharing our corporate policies and practices, we aim to build a foundation of trust, minimize risk, create opportunities and add value for all stakeholders.

Lowe’s governance guidelines set the framework for our ESG working group, made up of senior leadership, to regularly report on our environmental and social sustainability efforts to our co-CEOs. Our governance practices, which define clear processes to track and measure our activities, help achieve better outcomes with lower risk.

Lowe is committed to being a responsible steward of capital investment, ensuring transparency in all business and financial reporting and maintaining regular communication with investors and partners. We also voluntarily share information beyond construction and operational requirements. We aim to align with recognized reporting and certification standards such as GRESB, UN Global Compact, and LEED, depending on the region and property type. Our ESG strategy aligns with the UN SDGs, guiding our long-term goals and performance targets.

### Goals:

- Environmental
  - Track and comply with energy and water benchmarking and disclosure requirements for Lowe properties, and ensure applicable requirements are met [\[UN SDG #12\]](#)
  - Create and implement a Development ESG Planning Tool [\[UN SDG #8\]](#)
  - Provide appropriate training on the Development ESG Planning Tool for employees on new construction and renovation projects [\[UN SDG #8\]](#)
- Social
  - Adopt and phase in a Responsible Contractor Policy to be applied companywide [\[UN SDG #8\]](#)
  - Establish and maintain an ESG Working Group that meets regularly [\[UN SDG #13\]](#)
  - Track training hours, including on ESG topics, per employee by category [\[UN SDG #10, 13\]](#)

## ESG COMMITTEES & COUNCILS

Lowe leverages key committees and councils to drive ESG policies and practices, ensuring alignment across the organization. Lowe has continued to expand its commitment to ESG by convening specific sustainability committees within each of Lowe and CoralTree Hospitality to drive optimal action and results by line of business. These groups not only provide valuable insights, oversee key initiatives and keep senior leadership informed and actively engaged in advancing our ESG goals, but also provide recommendations beyond expected baseline recommendations established by the wider Lowe ESG Working Group.

### Lowe ESG Working Group

- Objectives: To develop and oversee company-wide ESG strategies and foster internal alignment and education on ESG best practices and responsibilities
- Reporting: Team meets bi-monthly with Senior Leadership

### **Lowes Project Management Sustainability Committee**

- Objectives: To prioritize sustainability initiatives in development projects to enable the company to better implement and uphold its recently published ESG Policy and become an innovative leader in the market
- Reporting: Committee leads present quarterly updates to Senior Leadership

### **CoralTree Sustainability Committee (BLOOM)**

- Objectives: To prioritize sustainability initiatives in hospitality operations through the implementation of relevant environmental and social initiatives to enhance the guest experience and support team member empowerment
- Reporting: Committee leads present quarterly updates to Senior Leadership

### **CORE Councils**

- Objectives: To support executive leadership in creating and maintaining a fair work environment focused on values of culture, opportunity, respect and empowerment (CORE), and extending to how we engage with our customers, our partners and our community.
- Reporting: Councils report annually, at minimum, to Senior Leadership

### **POLICIES IN PRACTICE**

Lowes's ESG policies are designed to support our business strategy, enhance daily operations and create a positive impact in our communities. These policies have been shared with employees, customers, investors and other key stakeholders and will be reviewed regularly by Lowes executive leadership and the company's ESG Working Group, which is led by Assistant Vice President Lisa Cole, with representatives from all areas of the business.

#### **Environmental Best Practices**

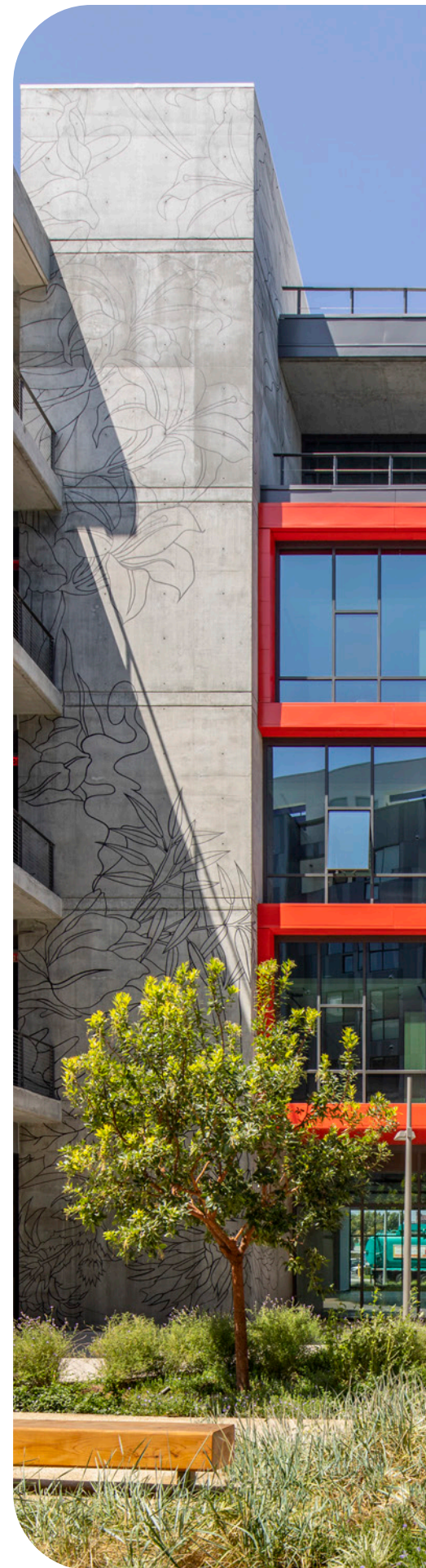
- Achieve, at minimum, LEED Silver for all development and renovation projects
- Benchmark all energy, water and waste metrics in ENERGY STAR Portfolio Manager
- Continuously improve performance in pursuit of decarbonization
- Prioritize environmental impact in decision-making for new developments, building upgrades and capital planning
- Maximize use of energy rebates and tax incentive programs for each project
- Avoid and reduce embodied carbon in renovation of existing projects

#### **Social Best Practices**

- Recruit from a diverse pool of high-performing, qualified candidates
- Compensate employees to support quality lifestyles with living wages and pay equity
- Provide employees with clear and transparent career milestones and expectations
- Cultivate an inclusive and diverse team rooted in a culture of mutual respect
- Embrace equal opportunity regardless of but not limited to race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or veteran status

#### **Governance Best Practices**

- Communicate regularly and with transparency in all business and financial reporting
- Implement ESG policies and practices
- Enforce Code of Business Conduct and Ethics
- Align ESG strategy with UN SDGs to guide long-term goals and performance







# LOOKING AHEAD

**LOWE**



# LOOKING AHEAD

## BEYOND BUILDINGS

Lowe's commitment to sustainability, community impact and integrity goes beyond buildings, driving us to create meaningful experiences while delivering strong financial performance. We believe that progress in environmental, social and governance areas brings us closer to our mission of creating innovative, lasting environments and meaningful experiences that connect people and place.

We intend to continue advancing steadily toward our goals over time, integrating strategies for environmental, social and governance excellence into decision making and throughout our business. Lowe aims to embrace emerging best practices and technologies in areas that support compliance and resilience, including data collection, benchmarking and decarbonization, to name a few. We are dedicated to continuing to support our many employees, communities and stakeholders. As we move forward, we value your feedback to help us improve and continue creating high-quality environments, vibrant communities and lasting relationships.







**LOWE**