

2019

CORPORATE RESPONSIBILITY REPORT

HudsonPacificProperties.com

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A LETTER TO OUR STAKEHOLDERS

At Hudson Pacific Properties, we have always been committed to sustainability, philanthropy and excellent corporate governance. As the novel coronavirus, or COVID-19, proliferates around the world and in the U.S., we are taking swift action to ensure the health and safety of our employees and tenants. We are also quickly adapting our environmental, social and governance programs to support our communities as we all navigate the unprecedented set of challenges created by the pandemic.

While we are laser-focused on successfully navigating these challenges in 2020, this Corporate Responsibility Report reflects our 2019 accomplishments. We are extremely proud of the progress we made last year meeting aggressive targets, setting new ambitious goals and creating the infrastructure to execute on those goals.

Our report now forms part of a new platform we are calling our **Better Blueprint**. We designed this 'blueprint' to articulate principles and practices which form the foundation of Hudson Pacific's long-term success and will continually guide our work with tenants, employees, investors and partners. We recognize our actions have implications that are far bigger than the lease we sign or the building we build. The choices we make reverberate in the lives of those who live, work and play in and around our properties, and our ability to thrive as a company is intimately tied to the vibrancy and resiliency of these various communities.

In the face of this reality, our vision needs to be bigger and bolder than ever before. That is why our blueprint aspires to ensure that our decisions are not limited to a particular property or project, but holistically integrate several key priorities and initiatives to ensure our communities, and more broadly our cities, remain sustainable, healthy and equitable. We consider these three elements across every aspect of our business, and our related 2019 highlights include:

Sustainable: We formalized our Sustainable Design Vision, converted our entire operating portfolio to 100% renewable electricity, and set a goal to achieve net zero carbon and net zero waste in our operations by 2025.

Healthy: We joined the U.S. Centers for Disease Control and Prevention's Fitwel Champion Network, achieved Fitwel Certification for the iconic Ferry Building and developed a Healthy Building Checklist to guide operations across our portfolio.

Equitable: We added another talented woman to our board; we also refocused our philanthropic efforts on homelessness and housing issues in our core markets and made a \$500,000 donation to Union Rescue Mission to fight homelessness in L.A.

We are passionate about leadership in corporate responsibility. We plan to continue to push the envelope with ambitious goals and achievements, and we hope this will inspire others in our industry to take similar action. We look forward to sharing our progress in 2020 and beyond as we strive to create a truly Better Blueprint.



Sincerely,

Victor Coleman
Chief Executive Officer & Chairman
of the Board of Directors



Sincerely,

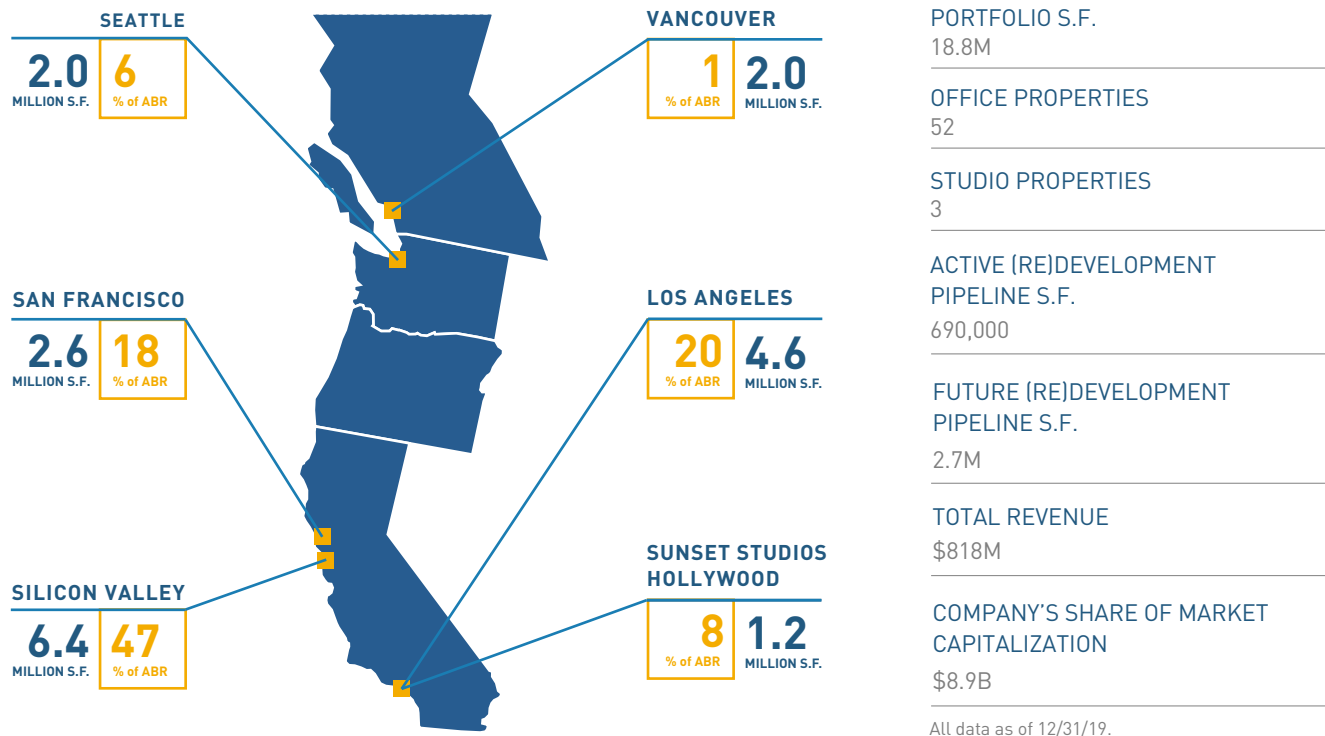
Natalie Teear
Vice President,
Sustainability & Social Impact

Introduction

About Us

Hudson Pacific Properties (NYSE: HPP) acquires, redevelops and develops creative office and studio properties in the West Coast tech and media epicenters of Los Angeles, Silicon Valley, San Francisco, Seattle and Vancouver.

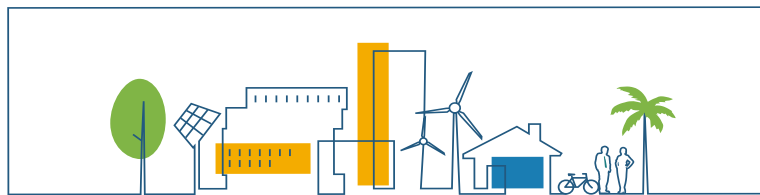
We are the largest publicly traded owner of office space in Silicon Valley, the largest independent owner and operator of studios in the U.S. and our portfolio totals nearly 19 million square feet, including land for development, in our core markets. Our top-tier assets combined with our leasing and management expertise have enabled us to cultivate a tenant base of premier blue-chip and growth companies, like Google and Netflix. Our strategic focus is value creation through less capital- and time-intensive repositionings and redevelopments, although our deep in-house expertise allows us to execute on a full range of opportunities—from incremental lease-up to cutting-edge new construction.



Note: S.F. indicates square feet. ABR indicates annualized base rent. For more information, please see our December 31, 2019 Investor Presentation.

Introducing a Better Blueprint

With this report, we are introducing a Better Blueprint, our new environmental, social and governance (ESG) platform.



BETTER BLUEPRINT

SUSTAINABLE · HEALTHY · EQUITABLE

Vision and Strategy

This Better Blueprint, informed by decades of experience and best practices across every aspect of real estate, brings to life our vision of vibrant, thriving urban spaces and places built for the long term. Its principles and objectives provide a common thread that authentically guides our work and relations with tenants, employees, investors and partners. Through this program and its many initiatives, we aim to ensure our business directly and indirectly fosters the growth of sustainable, healthy and equitable cities—vibrant cities, today and in the future.



SUSTAINABLE

Carbon and Energy
Waste and Water



HEALTHY

Building Design and Operations
Community Engagement



EQUITABLE

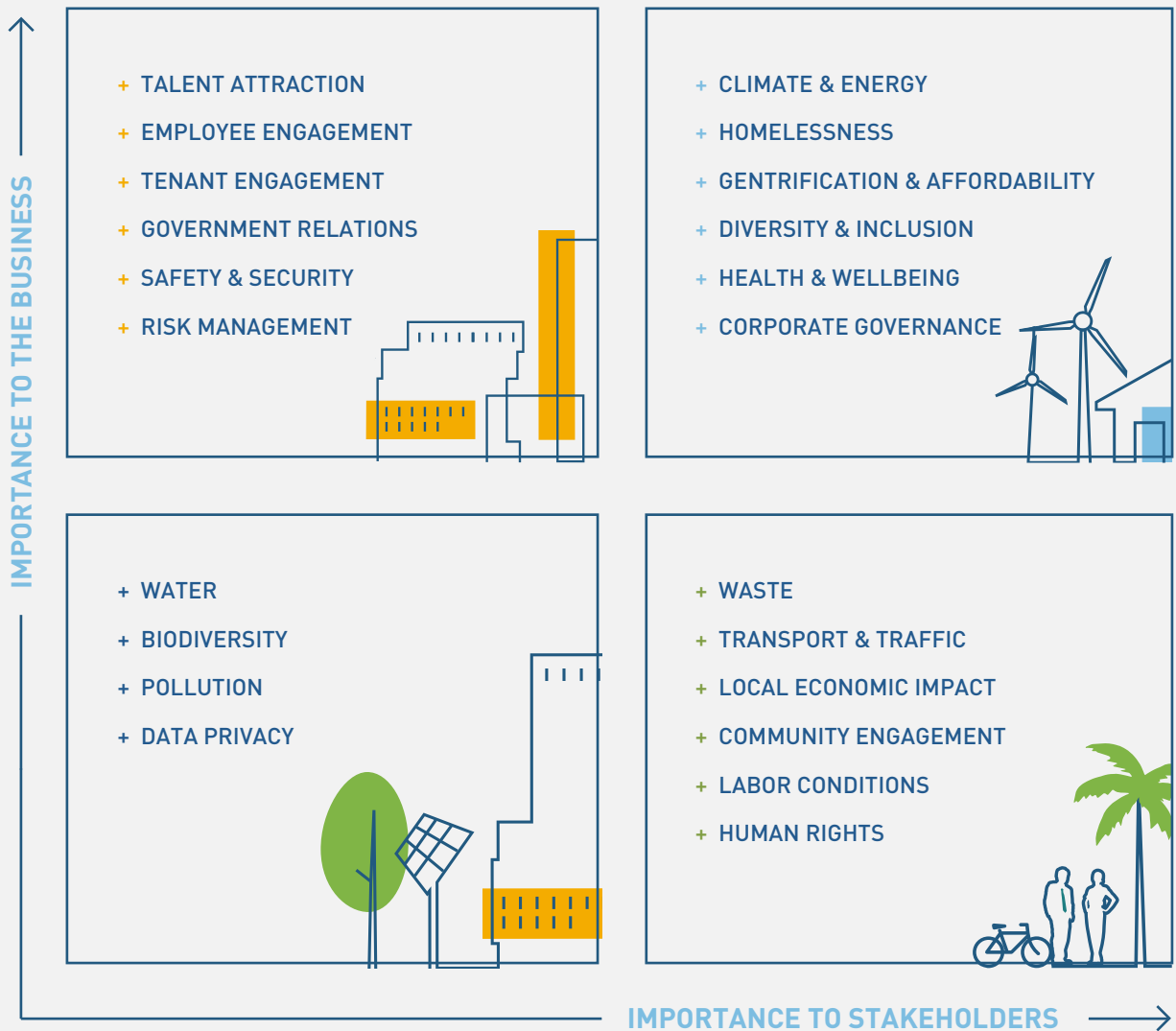
Workplace Opportunity
Housing and Homelessness





Spotlight on: Our Materiality Assessment

Our Better Blueprint is grounded in our understanding of the ESG issues that matter most to our business and stakeholders. Our seasoned leadership team developed this perspective with direct feedback from employees across a variety of functional areas, as well as a comprehensive review of the most pressing issues for external stakeholders. This review assessed data from a range of sources, including the Global Real Estate Sustainability Benchmark (GRESB) survey, Sustainability Accounting Standards Board (SASB) Real Estate Sustainability Accounting Standard, local government sustainability plans and investor and tenant surveys from the last two years, among others.



Better Blueprint Goals

We have identified bold goals in each of our focus areas to achieve by 2025:

Sustainable: Achieve net zero carbon and net zero waste across all our operations

Healthy: Ensure the entire in-service office portfolio meets our internal Healthy Building Checklist

Equitable: Donate at least 1% of net earnings (adjusted for gains and impairment losses) annually

In addition, we aim to:

- + Obtain LEED certification for 100% of new developments (LEED Gold or higher)
- + Maintain ENERGY STAR certification at 75% of the in-service portfolio by 2025
- + Reduce like-for-like energy consumption by 10% and water use by 5% by 2025 (from a 2019 baseline)
- + Add a third female director to our board by the end of 2021



Memberships and Awards

Ensuring that our work fosters the growth and resiliency of sustainable, healthy and equitable cities requires exceptional teamwork. We engage actively with partners who share our vision, including local community groups seeking to improve the vitality of our core markets, as well as industry groups seeking to advance ESG performance in the real estate sector.

COMMUNITY ENGAGEMENT



- + Alliance for Pioneer Square
- + Central City Association of Los Angeles
- + Downtown Seattle Association
- + Downtown Vancouver Business Improvement Association
- + Friends of the Hollywood Central Park
- + Greater Vancouver Board of Trade
- + Hollywood Chamber of Commerce
- + Hollywood Entertainment District
- + Los Angeles Chamber of Commerce
- + Los Angeles Sports & Entertainment Commission
- + Sunset & Vine Business Improvement District

INDUSTRY ENGAGEMENT



- + Building Owners and Managers Association (BOMA)
- + Commercial Real Estate Women (CREW)
- + Fisher Center for Real Estate & Urban Economics
- + Nareit Advisory Board of Governors
- + National Association of Industrial and Office Properties (NAIOP)
- + UCLA Ziman Center for Real Estate
- + Urban Development Institute (UDI)
- + Urban Land Institute (ULI)
- + USC Lusk Center for Real Estate

INDUSTRY ESG COLLABORATIONS



- + BOMA Water & Waste (W2) Challenge
- + BOMA Energy & Environment Committee
- + Canada Green Building Council (CaGBC)
- + Energy Productivity 100 (EP 100)
- + Fitwel Champions Program
- + Global Real Estate Sustainability Benchmark (GRESB)
- + Los Angeles Better Buildings Challenge (LABBC)
- + NAREIT Real Estate Sustainability Council
- + RE 100 | The Climate Group
- + ULI Greenprint
- + US Department of Energy Better Buildings Alliance
- + US Environmental Protection Agency ENERGY STAR Program
- + US Green Building Council (USGBC)
- + World Green Building Council (World GBC)

Memberships and Awards (Cont.)

We are proud to be honored for our accomplishments in delivering real estate solutions and superior ESG performance.



City of Palo Alto Green Business Leader, 2019



Commercial Property Executive (CPE) Distinguished Achievement Awards: Single Transaction (Ferry Building) and Best Unbuilt Project (Harlow), 2019



ENERGY STAR Partner of the Year, 2019



Global Real Estate Sustainability Benchmark (GRESB)
Green Star and Five Star Designation, 2019



Institute for Market Transformation and U.S. Department of Energy
Better Buildings Alliance Silver-level Green Lease Leader, 2019



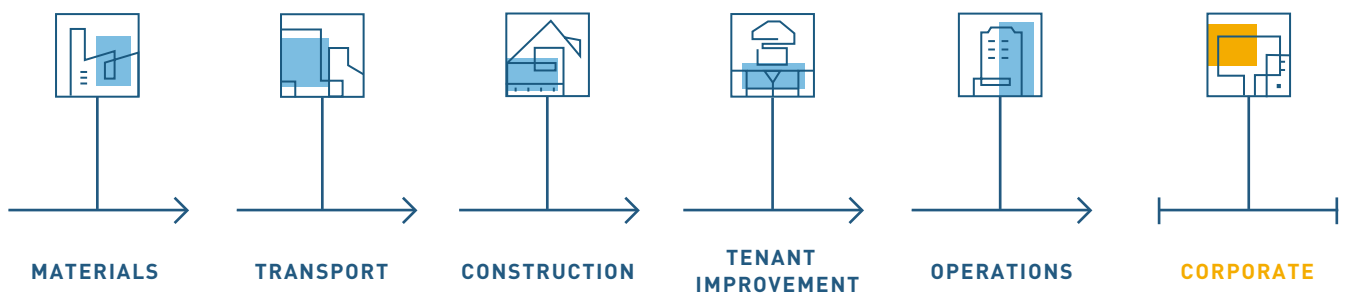
National Association of Real Estate Investment Trust
(Nareit) Leader in the Light Best New Entry, 2019



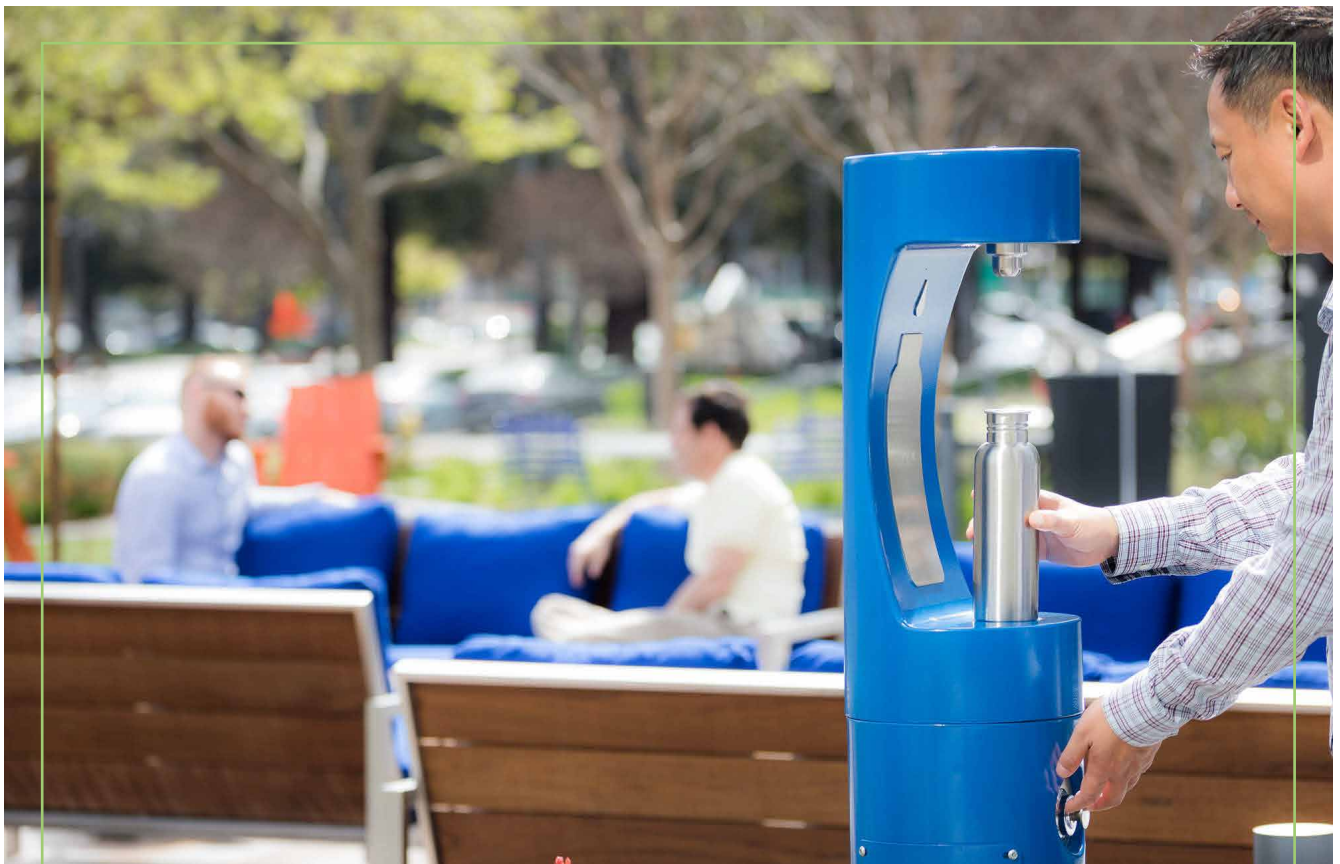
San Francisco Business Times Real Estate Deals of the Year (Ferry
Building Purchase and 2180 Sand Hill Road Sale), 2018

About This Report

This report describes how we implemented a Better Blueprint across our portfolio in the 2019 calendar year. It covers wholly owned as well as joint venture assets. The report focuses on ESG activities and performance related to our building operations. We also recognize that many of our environmental and social impacts occur farther upstream in our supply chain—in the production of building materials like concrete and steel, for example—and plan to place greater attention on these activities in future years.



We leveraged several ESG reporting frameworks during the preparation of this report, including the Global Reporting Initiative (GRI) Sustainability Reporting Standards, the SASB Sustainability Accounting Standards, and the U.N. Sustainable Development Goals (SDGs). Further information about our adherence to these frameworks can be found in Appendix B.

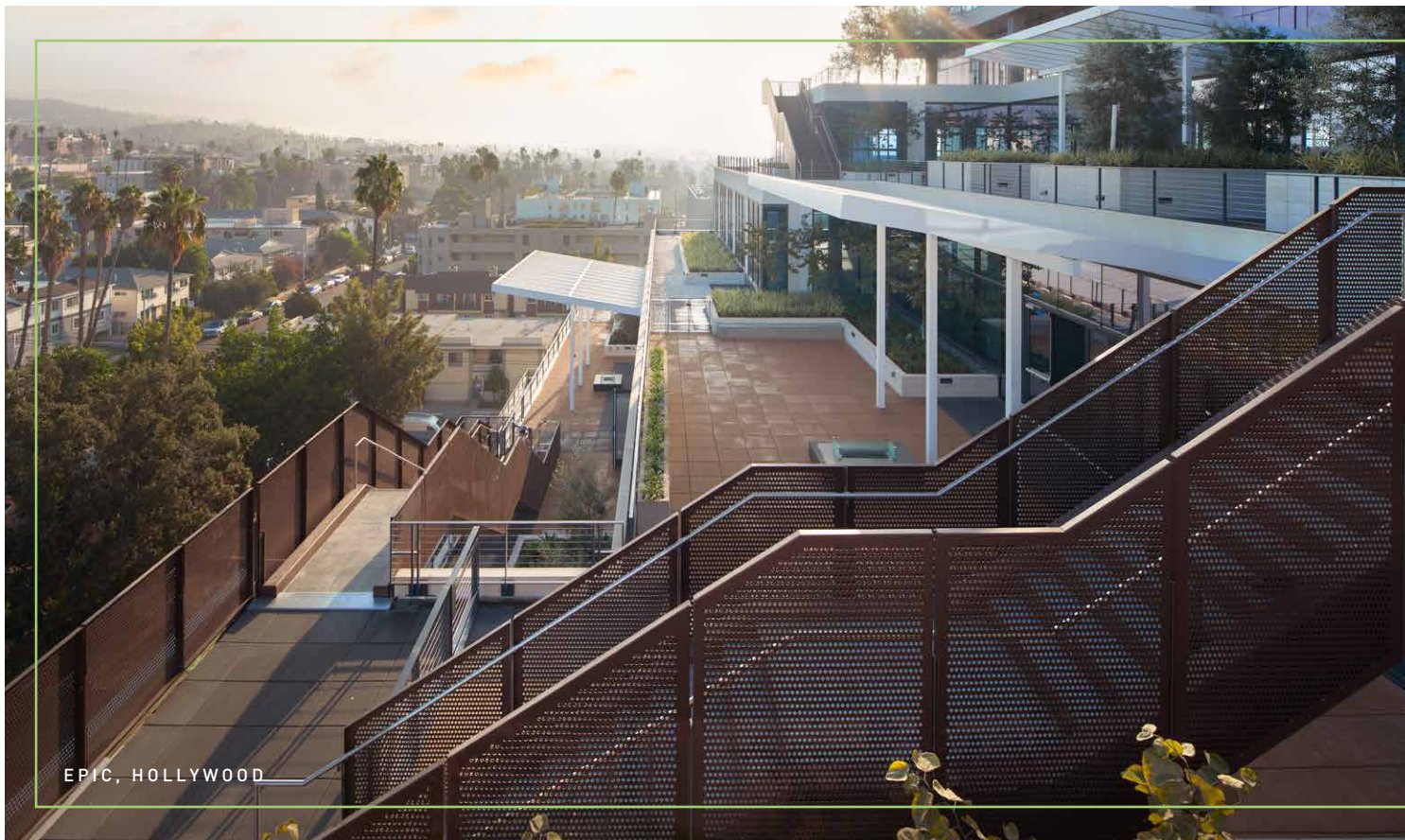


Sustainable



Minimizing Our Footprint

We are committed to leadership in sustainability—whether designing a new property, reimagining a dated building, or managing our existing portfolio.



Our development, construction, engineering and property management teams work together to embed sustainability in every aspect of our business. For example, each of our properties maintains a Sustainability Action Plan that outlines ongoing and planned projects to drive environmental improvements. To monitor progress, we include sustainability criteria in our annual operational audit process, use a third-party environmental management system to aggregate property-level environmental data and report performance regularly to the U.S. Environmental Protection Agency (EPA) ENERGY STAR program as well as many of our local jurisdictions.

Carbon and Energy

Reducing our carbon footprint is the primary focus of our environmental sustainability strategy. We believe climate change is one of the greatest risks to the environment and recognize that the real estate sector plays a critical role, contributing nearly 40% of global greenhouse gas (GHG) emissions.¹

In 2019, we implemented a series of energy efficiency improvements, on-site renewable energy projects and an agreement with an offsite renewables provider that converted our entire operating portfolio to 100% renewable electricity. These efforts enabled us to surpass our previous carbon and energy reduction targets six years earlier than anticipated. In response, we joined the World Green Business Council's Net Zero Carbon Buildings Commitment, a group of companies committed to operating buildings at net zero carbon by 2030 or sooner. We then went even further by establishing a goal to achieve net zero carbon in our operations by 2025.

Getting to net zero carbon in our operations

To achieve our 2025 carbon neutrality goal, we are taking a two-pronged approach that focuses first on reducing energy use as much as possible, and then converting any remaining energy needs to renewable sources.

The first part of this strategy requires a 10% energy use reduction in our like-for-like portfolio by 2025 (from a 2019 baseline). Our engineering and operations teams have invested in a mix of capital and operational projects, including but not limited to: LED lighting, variable frequency drives and equipment retrofits. We also use real-time energy management software to gain further insights into potential energy reduction opportunities.



1. Global Alliance for Buildings and Construction, International Energy Agency and the United Nations Environment Programme (2019): 2019 global status report for buildings and construction: Towards a zero-emission, efficient and resilient buildings and construction sector.



83 KING, SEATTLE

CASE STUDY

Data analytics and automated systems improve sustainability

Our engineering teams utilize various real-time energy analytics and automation tools to monitor building performance and energy consumption. These systems continuously monitor building operations and measure against an optimal performance baseline to detect anomalies and identify savings opportunities. At our 83 King office building in Seattle, for example, our real-time monitoring system was integral in identifying an intermittent communication failure with the HVAC system, which undetected could have resulted in excessive run times or tenant discomfort. The issue was quickly resolved without the need to wait for and examine trend data, which avoided tenant disruption and complaints. We aim to continue expanding real-time monitoring systems at existing properties as well as at new developments to increase building efficiency throughout the portfolio.

These efforts helped 65% of our in-service office portfolio achieve ENERGY STAR certification, and 64% achieve LEED certification. The second part of our carbon neutral strategy aims to use renewable energy wherever possible. For example, we have installed solar panels on two notable Hollywood properties. Traditional rooftop solar panels are utilized on several sound stages at Sunset Las Palmas. EPIC, a new ground-up development entirely pre-leased by Netflix, features the first large-scale commercial application of building integrated photovoltaics in the city of Los Angeles.

64%

LEED CERTIFICATION



65%

ENERGY STAR CERTIFICATION



CASE STUDY

Solar energy powers office of the future

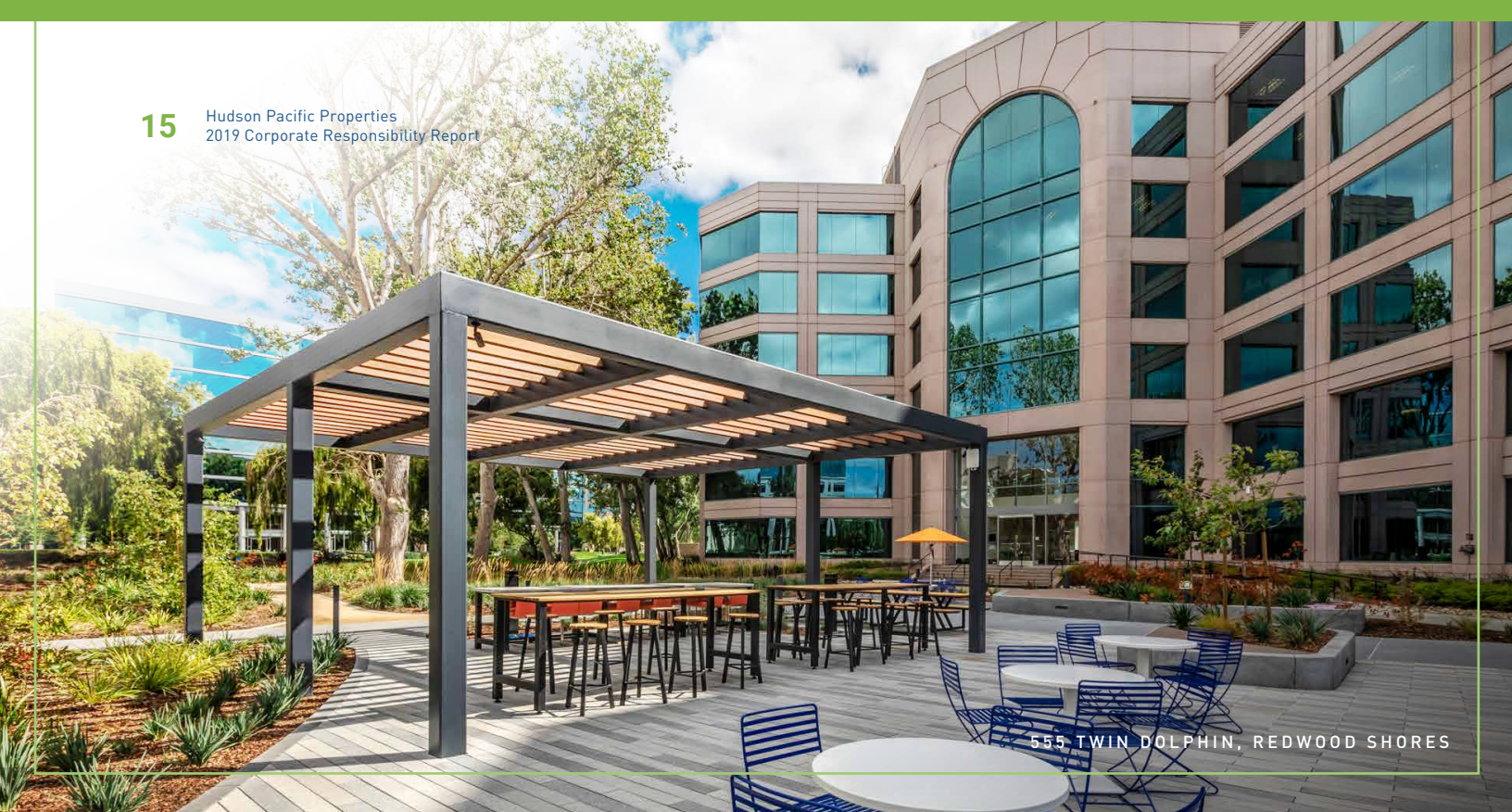
EPIC is a 13-story, Class A creative office tower in the heart of Hollywood, which will be the newest campus for streaming giant Netflix. EPIC is also the first large commercial building in the city of Los Angeles to implement building integrated photovoltaics (BIPV), more commonly known as solar panels. Traditionally, solar panels are installed on rooftops, but commercial buildings have limited roof space available for this technology. We took the innovative approach of installing the solar panels into the building's facade, generating electricity from its vertical exterior to offset electricity consumption. We educated city planners about BIPV technology and its sustainability benefits throughout the design process. We then procured a manufacturer to provide the window system with BIPV as one complete package, which greatly streamlined the construction process. EPIC also features abundant outdoor space, including exterior landscaped terraces, fire pits, collaboration areas, and a rooftop deck—all with stunning views. Targeting LEED Gold certification, EPIC defines a new standard for sustainable design for creative office.



EPIC, HOLLYWOOD



However, like many real estate owners with high-rise assets in dense urban areas, the potential for us to power our entire portfolio with on-site renewable energy is limited. As a result, in 2019 we entered into a three-year renewable energy credit (REC) agreement with an offsite provider that had the effect of converting our entire operating portfolio to 100% renewable electricity.



555 TWIN DOLPHIN, REDWOOD SHORES

CASE STUDY

Boldly pursuing carbon neutrality

Our recent renewable energy certificates agreement demonstrates the bold and urgent action we are taking to reduce our portfolio's carbon footprint. In 2019, we entered into a three-year agreement with Calpine Energy Solutions to purchase the environmental attributes associated with 577,000 megawatt-hours (MWh) of electricity from Horse Hollow III Wind Farm in Wingate, Texas. This equates to an offset of approximately 121,500 metric tons of CO₂ over the next three years. Each of our operating properties now bears a "proudly powered by 100% renewable electricity" decal, as we aim to engage and inspire our tenants to follow our lead in being environmentally conscientious. To further demonstrate our commitment to leadership in this area, we have joined World Green Business Council's Net Zero Carbon Buildings Commitment and RE100, organizations dedicated to bringing corporations together to advance net zero carbon emissions and renewable power, respectively.

The remaining element of our carbon footprint is now driven by the natural gas that we use to heat our buildings. We are currently exploring various ways to mitigate the GHG emissions from our natural gas usage, including converting from gas to electric appliances wherever possible as well as securing carbon offsets.

2019 CARBON FOOTPRINT

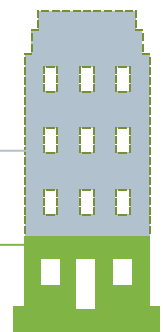
ZERO

Scope 2 market-based method GHG emissions from electricity used to power buildings

Transition to 100% renewable electricity brought what would have been 50,047 mtCO₂e in Scope 2 location-based GHG emissions down to zero

12,650 mtCO₂e

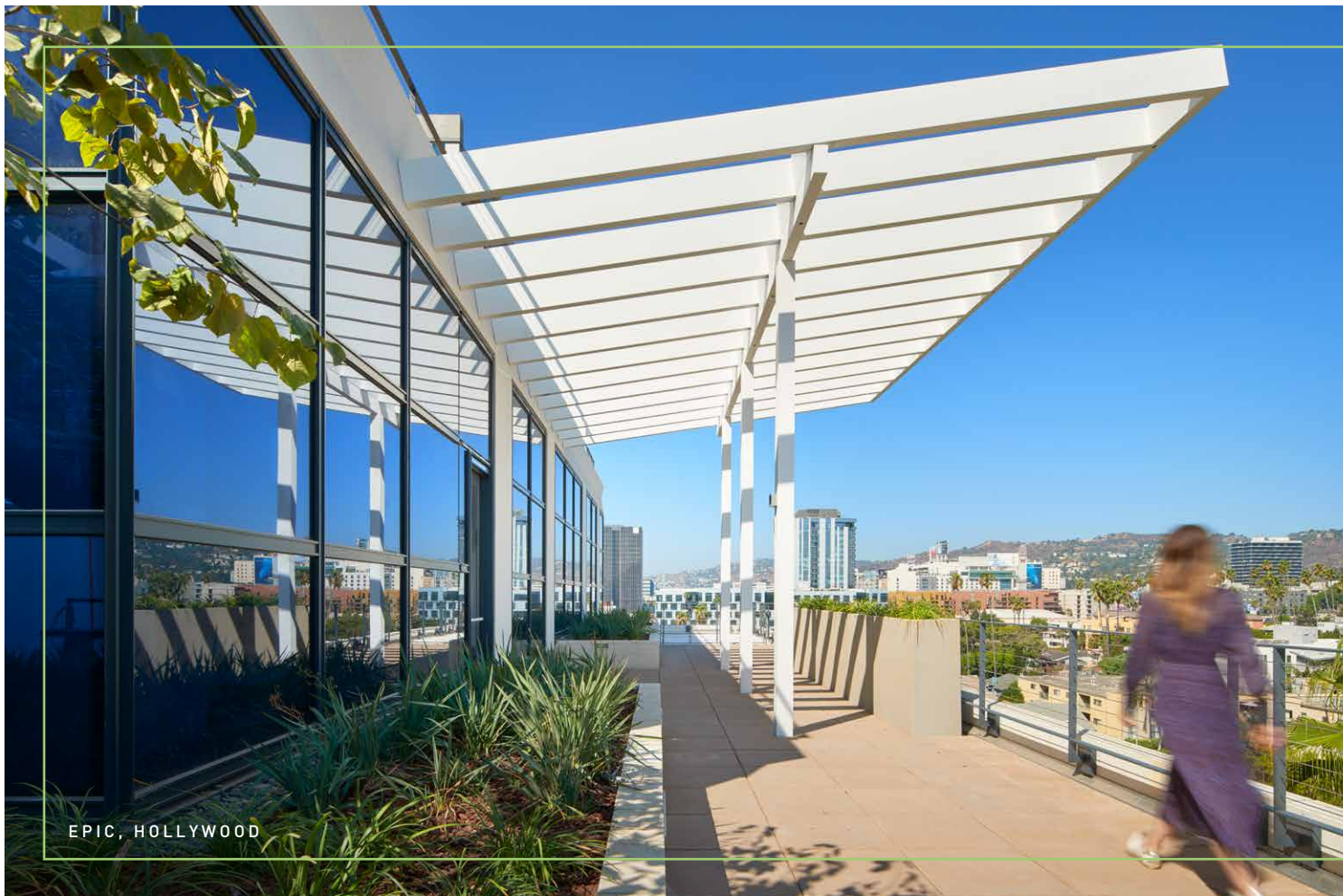
Scope 1 emissions from natural gas used to heat buildings



Solving for upfront carbon

In addition to eliminating GHG emissions from our operations, we are looking to reduce our upfront carbon footprint since we know that the carbon embodied in concrete, steel and other building materials will account for half of the entire carbon footprint of new construction between now and 2050.²

One important way that we already operate with minimal embodied carbon is by our industry leadership in adaptive reuse, transforming older buildings in premier locations into unique, cutting-edge properties. These projects breathe new life into old structures, and they have a much smaller environmental footprint compared to ground-up development. By converting previously under-utilized buildings into premier office spaces, we keep the bones of a building in place and out of landfills. Adaptive reuse projects also minimize the need for new raw materials. From extraction and processing, to manufacturing, transportation and finally end-use, there are immense amounts of emissions associated with the production of concrete, steel and other building materials. Our adaptive reuse projects maximize the life of perfectly good materials, avoiding emissions that otherwise would have been generated for new products.



2. World Green Building Council, Bringing embodied carbon upfront: Coordinated action for the building and construction sector to tackle embodied carbon, September 2019.



CASE STUDY

From urban shopping mall to tech campus

As big-box retail centers decline, developers are finding creative ways to repurpose large blocks of space to accommodate a new era. In 2018, we entered a joint venture with Macerich to redevelop the declining Westside Pavilion shopping mall into creative office space. The following year, tech giant Google pre-leased the entirety of the office space totaling nearly 600,000 square feet, further expanding their Los Angeles footprint. Our unique approach to this first-of-its-kind office conversion transforms the inward-facing mall to an expansive, state-of-the-art tech campus, which repurposes high ceilings, a multi-level atrium and skylights to allow access for natural light-filled interiors. In addition, a rooftop garden deck with amenity space is ideally situated on existing parking, occupying a section of the sprawling lot and providing spectacular city views. Vast and unconventional floorplans provide hyper-flexible open layouts, while exterior terraces and patios create a seamless and exceptional indoor-outdoor environment.

In addition, we have adopted a Sustainable Design Vision that outlines sustainability expectations and aspirations for all our (re)developments and major repositionings, including but not limited to our commitment to obtaining a minimum of LEED Gold certification. This document enables our development team to make carbon-smart design choices—such as the use of recycled materials or natural lighting and ventilation—early in the project life cycle when it is most cost effective.



SUSTAINABLE DESIGN VISION

AMBITIONS

1 CERTIFICATION

Build to the highest sustainability standards

2 LOW IMPACT

Design spaces that can operate with minimal environmental impact

3 SUSTAINABLE MATERIALS

Use sustainable building materials and construction methods

4 HEALTHY LIFESTYLES

Design spaces that encourage health and wellness

5 ACTIVATED SPACES

Create common areas that are part of the community fabric

6 TRANSIT-ORIENTED DESIGN

Design spaces that encourage biking, walking and public transit

7 VALUE-ADDED SERVICES

Design spaces that provide services for the new economy

8 VENDOR SELECTION

Use local and diverse partners wherever possible

STANDARD ELEMENTS FOR EVERY NEW DEVELOPMENT AND MAJOR REPOSITIONING*

- LEED Gold or Platinum
- Energy-efficient design
- Water-efficient design
- On-site renewables
- Zero waste infrastructure (operational)
- Rainwater/stormwater capture
- Baseline of the project's embodied carbon footprint
- Adaptive reuse whenever possible
- Recycled materials
- Low-VOC paints and finishes
- FSC or SFI certified wood
- Indoor and/or outdoor fitness facilities**
- Walking paths and/or meditation gardens
- Lactation/mothers rooms**
- Bottle refilling stations**
- Biophilic design (e.g., green walls)
- Accessible and inclusive design
- Activated outdoor gathering space**
- Multi-purpose space/conference centers**
- Unisex/family restrooms**
- Transportation management plans
- Electric vehicle parking
- Ride-share pick-up zones
- Bike racks/lockers
- Secure drop-off spaces (e.g., delivery rooms or lockers)**
- Recycling/donation drop-off zones**
- Food delivery zones**
- Transparency on use of local and/or minority/women-owned businesses

ASPIRATIONAL ELEMENTS

- Fitwel
- Central plant systems
- All-electric buildings
- On-site battery storage
- On-site composting
- Smart glass
- Native and/or drought-tolerant landscaping
- Mass timber/CLT
- Low-carbon concrete
- Locally sourced materials
- Open, welcoming stairwells***
- IAQ monitoring systems
- Air purification systems
- Gender-neutral bathrooms
- Public art
- Bike-share stations
- Electric scooter stations
- Bike and/or scooter charging stations
- On-site food production***
- On-site daycare***
- On-site health services***
- Certain % of vendors & sub-contractors are local and/or minority/woman-owned businesses

*Subject to feasibility constraints due to nature of project/site or tenant priorities.

**Applicable to multi-tenant properties only.

***High level of regulatory concerns; may not always be possible to implement.

Helping tenants reduce their carbon footprints

We recognize that in a world where many people spend most of their waking hours at the office, commercial office landlords have a unique ability to drive sustainable behavior change at scale. We take this opportunity seriously and aim to engage our tenants on sustainability in different ways.

We use 'green leases' that include sustainability criteria in the standard terms and conditions as one strategy to drive tenant awareness and behavior change. We were named a Green Lease leader in 2019 by the Institute for Market Transformation and the U.S. Department of Energy's Better Buildings Alliance.

We also provide infrastructure and amenities that make it easier for our tenants to implement sustainable practices. For example, many of our properties have electric vehicle charging stations, tenant shuttles, bike parking and lockers and on-site bike-share stations. We promote these sustainable transportation options through multiple communication channels, including our tenant app.

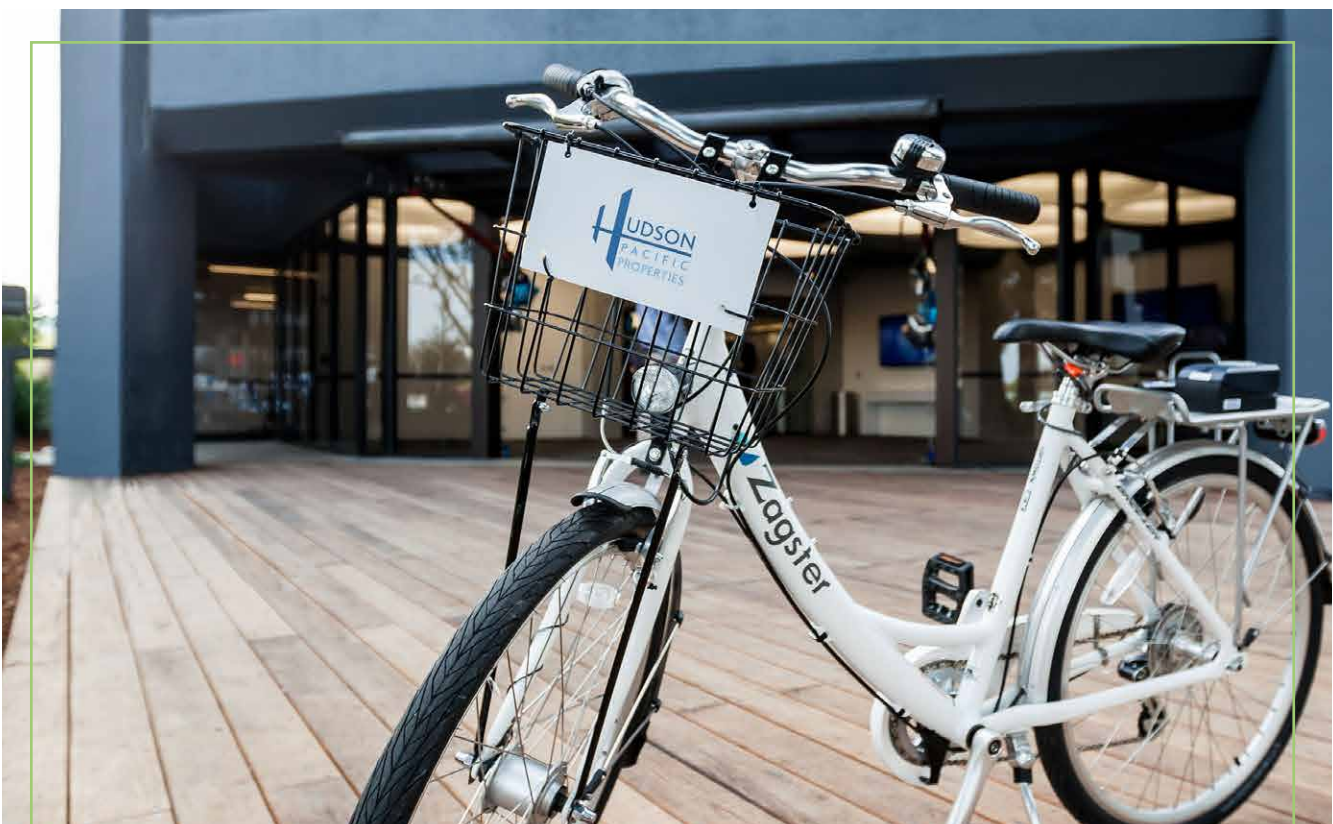
Finally, we aim to proactively engage tenants on sustainability issues through our bi-annual tenant engagement survey and through property events like green fairs, e-waste recycling days and Earth Day celebrations.

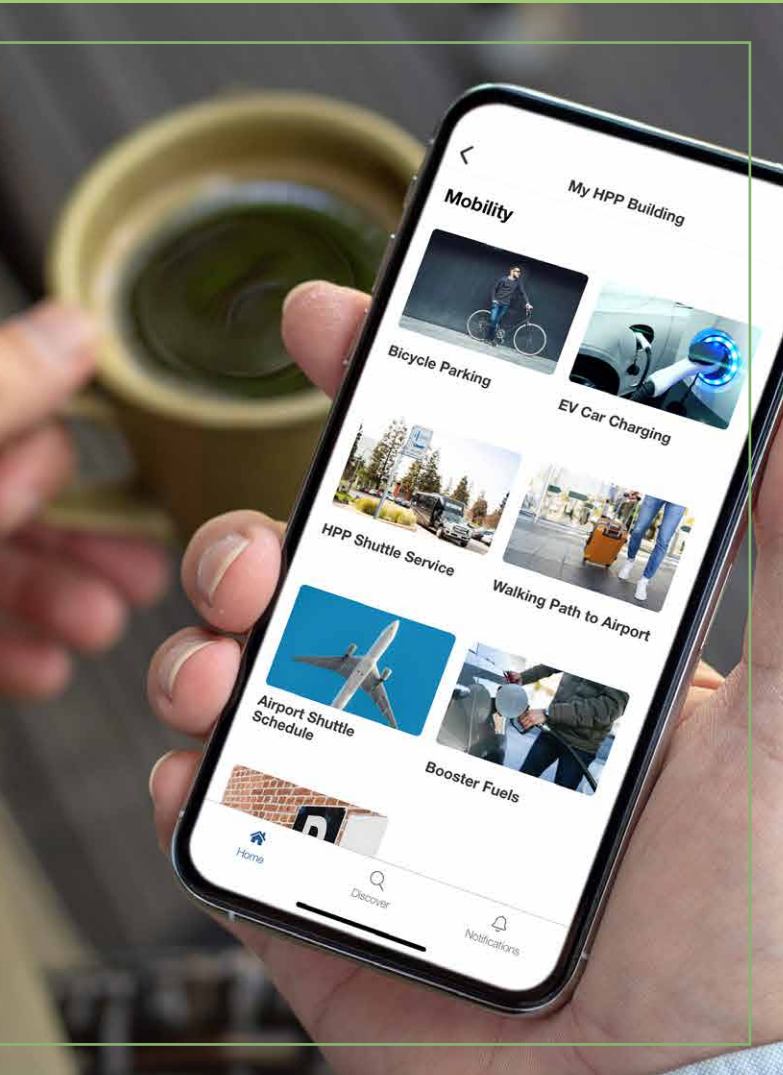
96%

of in-service office
portfolio served by
**BIKE
STORAGE**

69%

of in-service office
portfolio served by
**SHOWERS
& LOCKERS**





CASE STUDY

Promoting sustainable transit

In North San Jose, where we have five large office campuses proximate to each other, we actively encourage tenants to choose sustainable transportation options. For example, our tenant app provides a link to the local light rail schedule, a map of the walking path to the airport, and information about the free shuttle we run regularly between our properties and two local Caltrain stations. The app shares details on electric vehicle charging stations, bike-share facilities and bike lockers and showers at our properties. We use the app not only to drive awareness of these transportation options, but also to offer special deals and insights that incentivize tenants to make sustainable choices.





CASE STUDY

Feed the bees

In honor of Earth Day 2019, we created “Feed the Bees,” a tenant engagement program to further promote environmental protection and advocacy across our portfolio. For the first time, we developed a collective theme to celebrate a series of Earth Day tenant events. With the rapid decline of the honey bee population, it was our goal to raise awareness and mitigate the effects on our ecosystem. By distributing a total of 15,000 packets bee-loving wildflower seed packets, we encouraged tenants to grow flowers to help pollinate crops for sustainable food production. In addition to the seed packets, property teams also provided Earth Day inspired sweet treats and favors, and enlisted building vendors to help provide everyday tips on e-waste recycling, compost, green cleaning and landscaping.



Spotlight on: Climate Risk

We are currently working to quantify our financial exposure to climate-related risks such as sea level rise, changing wildfire patterns and emerging regulations. This assessment will use the framework outlined by the Task Force on Climate-related Financial Disclosure (TCFD). We are committed to disclosing the results of our TCFD assessment as they become available and to developing a climate mitigation strategy to address any material risks identified by the exercise.

Waste and Water

In addition to reducing our carbon footprint, we are focused on minimizing our waste and water use. This year we established a goal to achieve net zero waste in all operations by 2025 and to reduce water use in our like-for-like portfolio by 5% by 2025 (from a 2019 baseline).

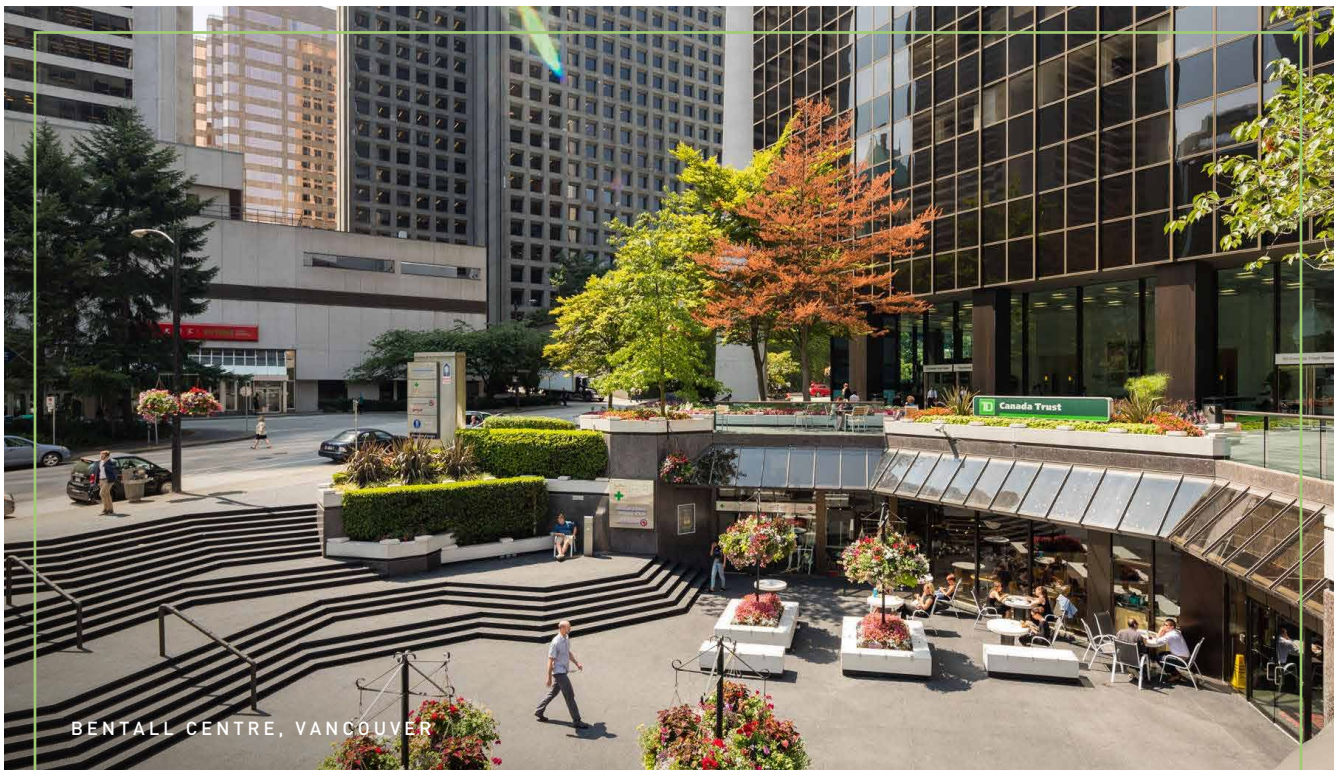
Getting to net zero waste in our operations

Commercial office buildings can contribute over half of all municipal waste, and in many jurisdictions across North America, the majority of municipal waste ends up in landfills. Landfilling not only harms the health of natural ecosystems, it also contributes significantly to climate change.

We envision a better solution. Together with our waste haulers and local regulators, we are working to achieve zero waste-to-landfill across our portfolio by 2025. Some of our local jurisdictions, including San Francisco and British Columbia, have already enacted zero waste legislation. Our operations teams in these markets share learnings and best practices with our other regions as we seek to pilot and scale recycling and composting solutions across the portfolio.

98% of in-service office portfolio has
RECYCLING SERVICES

69% of in-service office portfolio has
COMPOSTING SERVICES





CASE STUDY

Zero waste awareness

At 1.5 million square feet, our downtown Vancouver property, Bentall Centre, affords a unique opportunity for the thousands of employees who office there to reduce waste. 2019 brought two major changes to Bentall Centre's recycling streams: coffee cups were classified as mixed containers instead of compost, and paper towels as compost instead of mixed paper. We needed to clearly communicate these changes to limit contamination risk and ensure proper waste disposal. We enlisted Bentall Centre's Green Team, a group of property management staff and tenants who assist with on-site sustainable initiatives. The Team helped host events coincident with Waste Reduction Week in each of Bentall Centre's four lobbies to educate and engage tenants with green lifestyle tips and interactive activities, like a waste sorting game. In addition, the Team visited a recycling plant, created easy reference posters and evaluated waste signage and bin placement within tenant spaces. Not only were tenants educated about effective recycling, but the Green Team also increased their membership along the way.

CASE STUDY

New life for old carpet

Our construction teams have identified numerous ways to recycle, reuse or reclaim dated building materials as part of our goal to achieve zero waste across the portfolio by 2025. Along the San Francisco Peninsula, our teams have begun assessing the condition of existing carpet in suites earmarked for demolition or renovation. If the carpet is in good and reusable condition, we donate materials to Rebuilding Together Peninsula, a local nonprofit organization that provides renovation and repair services to vulnerable homeowners, veterans, families and community facilities. As a result of our partnership, we have contributed more than 18,000 square feet of carpet to tackle critical repairs, helping to support safe and healthy communities throughout that region.



2025

ZERO WASTE Target

Our 2025 zero waste target is likely the most ambitious and challenging goal in our sustainability strategy, but it is the right thing to do and an important way to future-proof our business.

Using water efficiently and responsibly

Commercial office buildings typically use less water per square foot than residential or industrial buildings, but we are still committed to reducing water use across the portfolio. Most of our properties are located in water-scarce California where drought remains a top concern not just for us, but also for local regulators, businesses and other stakeholders.

88%

of in-service office
portfolio has
**WATER-EFFICIENT
FIXTURES**

69%

of in-service office
portfolio with outdoor
landscaping uses
NATIVE VEGETATION

We have already invested in many water stewardship initiatives, including but not limited to replacing many of our campus lawns with native landscaping, making the installation of low-flow appliances a core component of all construction projects, and installing water recycling systems at a few of our largest buildings.





CASE STUDY

1455 Market and 11601 Wilshire water recycling

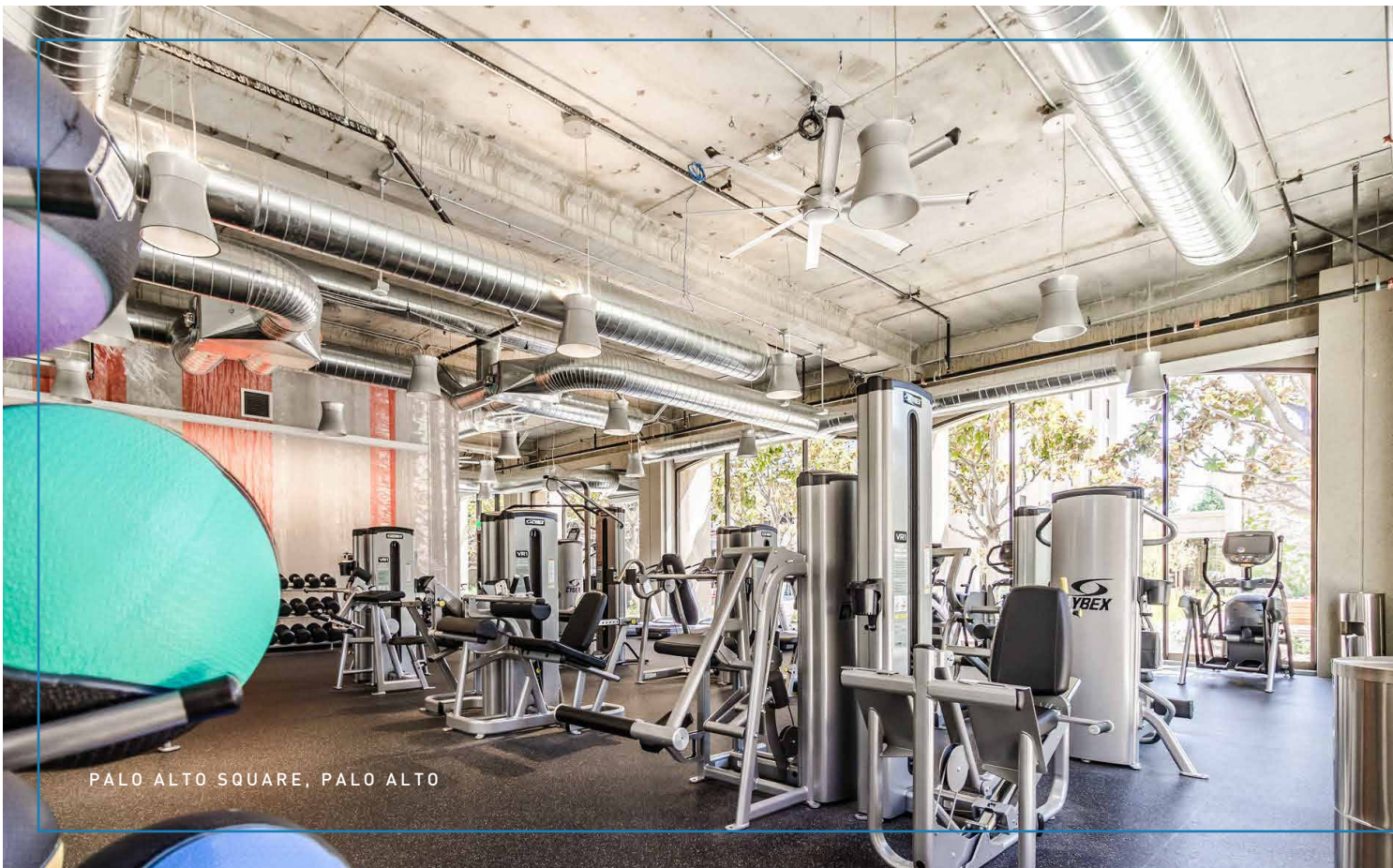
At 1455 Market in San Francisco and 11601 Wilshire in Los Angeles, our engineers have faced issues with basement groundwater intrusion, which is not uncommon in commercial properties. We used standard pumps to address the immediate problem, while working to identify and implement a long-term, environmentally responsible solution to capture this otherwise problematic water source and reuse it as process water in the building's cooling systems. Between both projects, we expect to capture roughly 3 million gallons of water each year. This will reduce the use of potable water for cooling purposes and create a use for water that would otherwise end up in the storm water and/or sewer system.



Healthy

Healthy Buildings, Healthy Lives

We set our properties apart by providing environments that promote wellness and resiliency for our employees, tenants and neighbors.



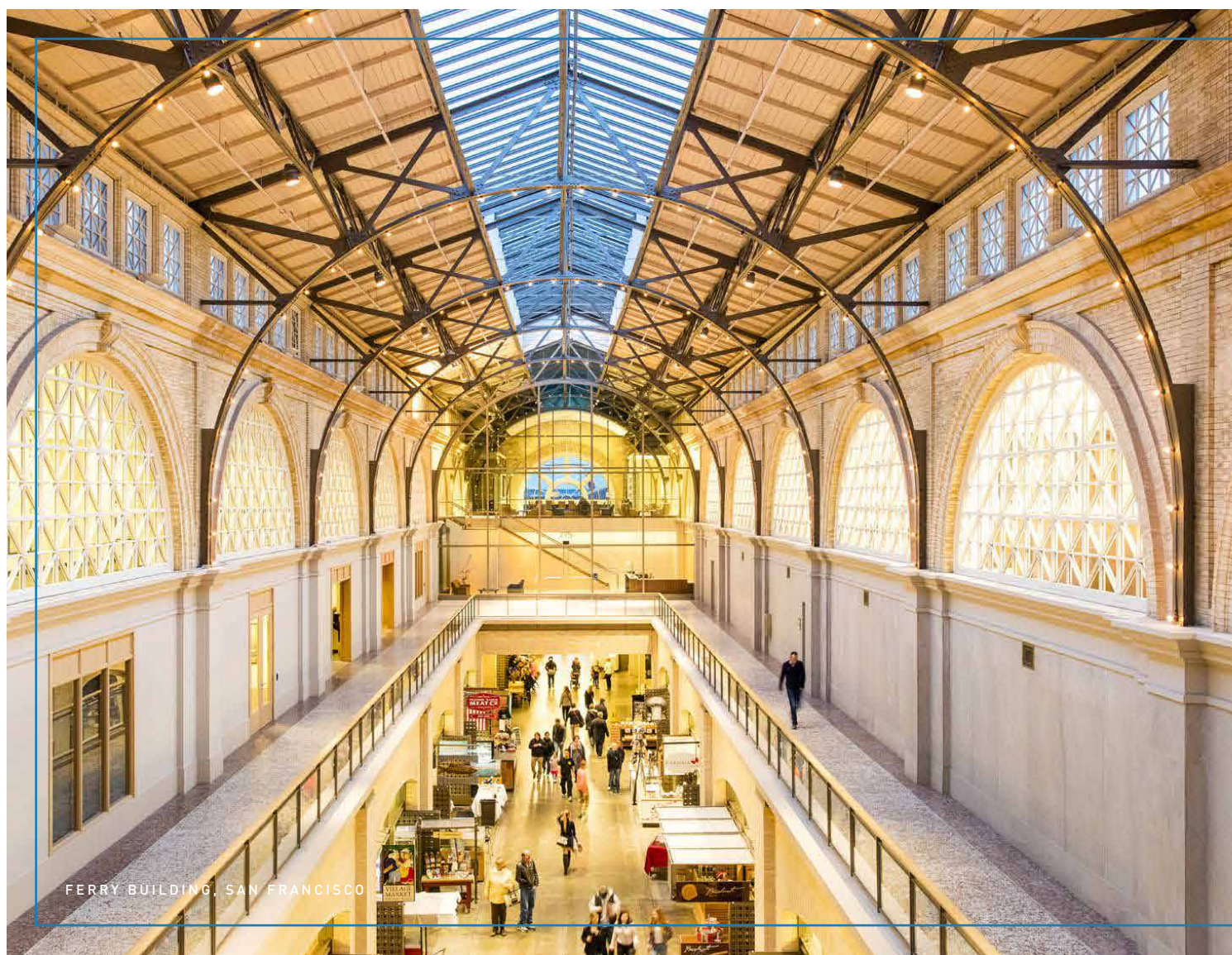
PALO ALTO SQUARE, PALO ALTO

The real estate sector has a major role to play in fostering human health and well-being, as people spend up to 90% of their lives indoors. We typically have tens of thousands of people working in our buildings and even more passing through to visit our retail stores, transportation services or other amenities. We use leading design and operational practices to create healthy environments and drive healthy behaviors for these tenants and visitors. In addition, we direct much of our charitable giving, volunteering and advocacy work toward improving physical and mental health in our neighboring communities.

Building Design and Operations

Providing healthy and inviting workspaces is a priority for our tenants, especially as leading West Coast creative, media and tech companies seek any possible competitive edge in the war for talent. Many of our buildings already have healthy design features and operational practices in place. For example, wherever possible, we use natural light and ventilation, provide on-site fitness facilities and promote healthy food options. Many of our buildings are located in highly walkable neighborhoods with great access to public transportation, two important factors in both mental and physical health. We also promote biking through installation of bike lockers, showers and bike-share stations.

We recently formalized our approach to healthy buildings by adopting our Healthy Building Checklist. This document outlines the key design and operational features we are committed to implementing across our portfolio. By 2025, 100% of our in-service properties will meet every item on the list.



HEALTHY BUILDING CHECKLIST

AMBITIONS

STANDARD EXPECTATIONS FOR IN-SERVICE OFFICES PROPERTIES*



ENVIRONMENTAL QUALITY

Ensure safe and healthy building environments

- ✓ Smoke-free spaces (all indoor spaces and immediate outdoor spaces)
- ✓ Indoor air quality policy/program with standard operating procedures that address filtration, green cleaning processes, low-VOC paints and finishes, hazardous materials use and storage, air quality testing and other items
- ✓ Integrated pest management plans
- ✓ Signage to encourage hand-washing



AMENITIES AND LOCATION

Encourage healthy behaviors through on-site and/or nearby amenities

- ✓ Accessible water supply, including bottle refilling stations
- ✓ Accessible outdoor spaces and/or fitness facilities
- ✓ Bike racks / lockers, ideally with accompanying showers
- ✓ Signage to encourage walking, biking and use of stairwells
- ✓ Healthy food options within 0.5-mile walking distance and/or designated fresh food delivery zones



EMERGENCY PREPAREDNESS

Provide resources and supplies for emergencies

- ✓ Emergency response program with operational guidelines for multiple emergency types
- ✓ Regular training on emergency response procedures
- ✓ Fire life safety systems with regular compliance monitoring
- ✓ Automated emergency address notification system



EMPLOYEE WORKSPACES

Offer comfortable workspaces and amenities to all employees

- ✓ Active workstations
- ✓ Lactation/mothers rooms
- ✓ Access to thermal control devices
- ✓ Natural daylight, ideally with views of nature
- ✓ Free or subsidized access to fitness facilities or resources
- ✓ Healthy food options

ADDITIONAL EXPECTATIONS FOR ALL HUDSON PACIFIC WORKSPACES*

*Subject to feasibility constraints due to nature of building/site or tenant priorities.

At many of our properties, we will go above and beyond this checklist by obtaining Fitwel certification. Fitwel is the world's leading certification system for optimizing building design and operations to support human health and well-being. Fitwel was created by the U.S. Centers for Disease Control and Prevention and U.S. General Services Administration to support healthier workplace environments and improve occupant health and productivity. All the design and operations strategies within Fitwel are evidence-based, practical solutions that impact occupants' and residents' daily routines to promote physical, mental and social health. In 2019, we secured our first Fitwel certification for the Ferry Building in San Francisco. In 2020, as members of the Fitwel Champion Network, we plan to pursue Fitwel certification for five additional properties and train in-house Fitwel Ambassadors to support the integration of healthy building strategies across our portfolio.



CASE STUDY

Ferry Building becomes Fitwel certified

Last year, the Ferry Building became the first property in our portfolio to obtain Fitwel certification, joining a select group of just 23% of certified Fitwel buildings to receive two stars or higher in its building category. The certification recognized many of the innovative design and operational features that the Ferry Building provides to drive health and well-being, including plentiful natural light, an abundance of healthy food options, a smoking ban in all indoor and outdoor areas and a highly accessible location that promotes walking, biking and public transportation. One important feature of the Ferry Building is the wide and open internal staircase that encourages people to take the stairs instead of the elevator—a win-win for both health and sustainability.

Community Engagement

Our commitment to health and wellness extends beyond the physical attributes of our buildings and into the way we engage our employees, tenants and communities.

We understand that behaviors drive 30% of health outcomes.³ That is why we build on the healthy features of our portfolio by providing programs and resources that incentivize healthy behaviors. Many of our properties offer free yoga or meditation classes for employees and tenants. Others provide Lunch & Learns and wellness tips. In 2019, we launched a tenant events platform aimed at driving consistency in the ways these offerings unfold across our portfolio and expect to have many more case studies on this subject by the end of 2020.



3 Robert Wood Johnson Foundation, County Health Rankings.



CASE STUDY

Wellness Wednesdays at Redwood Shores

In partnership with a local yoga practitioner, we hosted a series of Wellness Wednesday events at our Redwood Shores properties throughout 2019. Designed to promote health and wellness, we initially offered free outdoor yoga and movement classes for both tenants and employees. The sessions provided participants with opportunities to relax and recharge in a tranquil environment. We eventually transitioned to weekly indoor classes to increase participation and to further promote the benefits of workplace wellness across these properties.



In addition to incentivizing healthy behaviors, we also are committed to supporting healthcare providers in our communities, as we believe everyone deserves access to high quality, affordable health care. We have a long history, for example, of donating to the City of Hope, a leading cancer research and treatment center that provides world-class care to cancer patients regardless of their ability to pay.

CASE STUDY

Bike to Hope

As a longstanding supporter of City of Hope, a world-renowned independent research and treatment center for cancer, diabetes and other life-threatening diseases, we have proudly sponsored its annual Bike to Hope event, presented by the Northern California Real Estate & Construction Council, for five consecutive years. In 2019, the fundraiser attracted more than 250 riders from all facets of real estate, including a team of Hudson Pacific employees. Signaling our deep commitment to causes that yield a transformative impact within our communities, our support of Bike to Hope empowers employees to act—serving as both wellness advocates and humanitarians invested in advancing City of Hope’s mission.



Equitable

Vibrant, Thriving Cities for All

We seek to create and cultivate communities that champion diversity and inclusivity and afford opportunity for everyone to succeed.



Our commitment to equity starts with our own employees. We value employees at all levels of the organization and provide ample opportunities for growth, while striving to foster and celebrate diversity in all its forms. We are also committed to promoting equity in our communities. Helping to create vibrant, thriving cities is the right thing to do and is also key to our business strategy as a long-term owner-operator focused on key West Coast epicenters of innovation.

Workplace Opportunity

We seek to create safe and inspiring workplaces where people feel valued. We offer competitive compensation and benefits, including, but not limited to, retirement savings plans and medical, dental and vision coverage. We offer multiple flexible spending accounts, an employee referral bonus program and a comprehensive charitable giving program with matching donations and 32 hours of paid time off each year for volunteering. We have generous policies to encourage work/life balance, including paid holiday, vacation and sick time as well as an employee assistance program that offers confidential assistance 24 hours a day, 365 days a year to provide assistance with personal and work-related problems. Our offices provide on-site meals, ergonomic office equipment, abundant collaboration areas and in many cases free or highly-subsidized fitness centers.

In addition, we strive to nurture a fun, spirited workplace that celebrates diverse mindsets and rewards collaboration at all levels. Leaders strive to demonstrate an “open door policy” and employees are invited to participate in quarterly calls with our CEO, regular engagement surveys and periodic employee appreciation events, such as our Family Fun Day and annual holiday party.

We also aim to foster both personal and professional growth for employees at all levels of the organization.

PERSONAL AND PROFESSIONAL GROWTH FOR EMPLOYEES

- Annual performance development reviews
- Regular manager training opportunities on topics like coaching, giving feedback and tough conversations
- Role-specific training and professional development opportunities
- Customized learning experiences through LinkedIn Learning, which provide unlimited access to a wide variety of topics relevant to professional interests and goals
- Hudson University, a two-day orientation and training program during which our CEO, President, COO and senior team spend time with all new hires
- Foundations of Leadership, a six-month leadership development program focused on providing business insight and fostering leadership skills
- Engaging Your Full Potential, a six-month leadership development program for leaders who are poised to have a significant impact on the organization



Diversity and Inclusion

351

TOTAL EMPLOYEES

We are committed to fostering, cultivating and preserving a culture of diversity and inclusion. We embrace and value diversity in all its forms, whether gender, age, ethnicity or cultural background.

GENDER

55% FEMALE

45% MALE

AGE

17% UNDER 30

61% 30 - 50

22% OVER 50

RACE/ETHNICITY

8% AFRICAN AMERICAN/BLACK

54% CAUCASIAN/WHITE

1% NATIVE HAWAIIAN/PACIFIC ISLANDER

15% ASIAN

16% HISPANIC/LATINO

6% TWO OR MORE RACES

We will build on these accomplishments in 2020 by launching an intentional inclusion strategy and fostering resource groups for key identity groups. In parallel, we plan to initiate our first formal supplier diversity program. We already partner with many women- and minority-owned businesses and believe there are ways we can be more proactive in those efforts. We recognize that being a diversity and inclusion leader is a long journey and look forward to working collaboratively with our stakeholders through that process.





CASE STUDY

Foundations of Leadership

We empower Hudson Pacific employees to realize their full potential and seize opportunities to deliver outstanding results. We maintain a strong commitment to innovation and collaboration, where employees are afforded numerous opportunities for professional growth. In addition to traditional employee development programs like annual performance reviews and role-specific training programs, we offer Foundations of Leadership, an ongoing, interactive, instructor-led program that provides participants with an overview of leadership skills and deeper insights into our business. The six-month program includes thoughtful assignments and group learning exercises designed to cultivate the leadership skills and business knowledge of these newer leaders.

Above all, we embrace and value diversity in all its forms, whether gender, age, ethnicity or cultural background. We take pride in the fact that our employee base represents an even gender split and a broad cross-section of racial and ethnic backgrounds. We have also extended our commitment to diversity and inclusion to the highest levels of the organization. Since 2017, we have elected two independent female directors to our board of directors and have committed to adding a third by the end of 2021. We recognize that perspectives from a variety of backgrounds will strengthen board performance and promote long-term shareholder value.

Homelessness and Housing

Our real estate portfolio consists of the most attractive markets for creative media and tech companies on the West Coast. This includes neighborhoods like the Arts District and Hollywood in Los Angeles, SoMa and Mid-Market in San Francisco, Pioneer Square and Denny Triangle in Seattle, and the central business district in Vancouver. Although these neighborhoods are vibrant and exciting places for our tenants, they also represent some of the most acute examples of homelessness in North America. As a major landlord in these communities, we have a responsibility to accelerate solutions to this humanitarian crisis.

Giving back to our communities

We have a long history of giving back to our communities and are committed to ensuring our annual charitable donations meet or exceed 1% of net earnings (adjusted for gains and impairment losses). One of the top priorities of this charitable giving strategy is supporting homeless services organizations in our core markets. We recently announced a \$500,000 charitable gift to the Union Rescue Mission in downtown Los Angeles, in addition to ongoing support we provide to organizations, such as Safe Parking L.A., People Assisting the Homeless (PATH) in Los Angeles and San Jose, North Beach Citizens in San Francisco, Downtown Emergency Service Center and Wellspring Family Services in Seattle and Covenant House in Vancouver.

\$719,000+

**IN CHARITABLE GIVING
ACROSS PORTFOLIO DURING 2019**

1.18%

**2019 GIVING AS A
PERCENT OF NET EARNINGS,
(ADJUSTED FOR GAINS AND IMPAIRMENT LOSSES)**



CASE STUDY

Supporting the front lines of the homelessness crisis

On any given night, there are more than 58,000 people experiencing homelessness in Los Angeles County, according to the Los Angeles Homeless Services Authority. As part of our ongoing commitment to combat the homelessness epidemic affecting major U.S. cities, particularly those in our core markets, we pledged \$500,000 to Union Rescue Mission (URM). URM is the largest private homeless shelter in the country and one of the oldest organizations on Skid Row, the epicenter of Los Angeles' homelessness crisis. Providing vital emergency and long-term services to adults and children, our donation will directly support URM's transformative efforts over the course of three years.



In addition to our corporate giving, we also have several programs in place to help our people give back to their communities. Hudson Pacific provides every employee with 32 hours of paid volunteer time-off annually, matches employees' charitable contributions and organizes regular employee volunteering events across our portfolio. We also host gift and food drives at our properties across the portfolio that encourage not just employees, but also tenants to give back to our local communities.



CASE STUDY

Volunteering to help end homelessness

The homelessness crisis affects each of our core markets. Our commitment to being part of the solution has provided employees with valuable opportunities to make a positive impact in their communities. In Vancouver, several Hudson Pacific team members experienced sleeping on the street first-hand through Covenant House Vancouver's "Sleep Out" event, which raised nearly \$50,000 for homeless youth. In Los Angeles, the team continued its ongoing partnership with PATH, an organization that assists individuals and families experiencing homelessness with affordable housing and support services. Employees contributed goods, volunteered time and participated in several company organized service projects, including Thanksgiving and holiday toy drives, which resulted in nearly \$25,000 in in-kind and monetary contributions. Also, for the first time, the "Adopt-a-family" toy drive received 100% employee participation.



Governance ■

We view sound corporate governance in accordance with all applicable laws, rules, regulations and policies as essential to creating and preserving shareholder value.

Board of Directors

We have an effective and highly skilled board of directors. Five standing committees provide high-level guidance on matters affecting our business: Audit, Compensation, Nominating and Corporate Governance, Investment and Sustainability. Ninety percent of our directors are independent, and all directors are elected for a one-year term, maximizing their accountability to our shareholders. Additionally, our Bylaws ensure that directors in uncontested elections must receive a majority of votes to be elected. We prohibit the pledging or hedging of securities, and have strict stock ownership guidelines for both directors and executive officers, aligning their interests with the interests of our shareholders.



Board Sustainability Committee and ESG Governance

In 2019, we formed a board-level Sustainability Committee that includes our CEO and Chairman, Victor Coleman, as well as two independent board directors. Christy Haubegger serves as Chairwoman. This committee, which is responsible for providing oversight and strategic direction for our Better Blueprint platform, held its inaugural meeting in 2019 and plans to meet at least twice a year going forward.

Day-to-day leadership and implementation of our Better Blueprint platform is the responsibility of our Vice President, Sustainability and Social Impact. This individual reports to our Executive Vice President, Operations and is a member of our ESG Leadership team, a group of senior executives from Engineering/Operations, Human Resources, Legal and Investor Relations that meet monthly to guide our ESG strategy and progress. The Vice President, Sustainability and Social Impact also works closely with two cross-functional, cross-regional teams—the Sustainability Council and Social Impact Council— that meet on a quarterly basis with the goal of embedding ESG in all aspects of our business.



Board Diversity

We are committed to diversity and recognize the benefits of having a diverse board of directors. We view increasing diversity at the board level as essential to maintaining our competitive advantage and supporting the attainment of our strategic objectives. Not only does board diversity promote the inclusion of different perspectives and ideas and ensure that we benefit from all available talent, but it also makes prudent business sense and leads to better corporate governance.

We believe that a truly diverse board will include and make good use of differences in skills, regional and industry experience, background, race, gender, cultural and other distinctions between directors. We consider these differences in determining the optimum composition of our board. All board appointments are based on merit, in the context of the skills, experience, independence and knowledge which the board requires to be effective. Our Nominating and Corporate Governance Committee regularly reviews and assesses board composition and recommends the appointment of new directors.

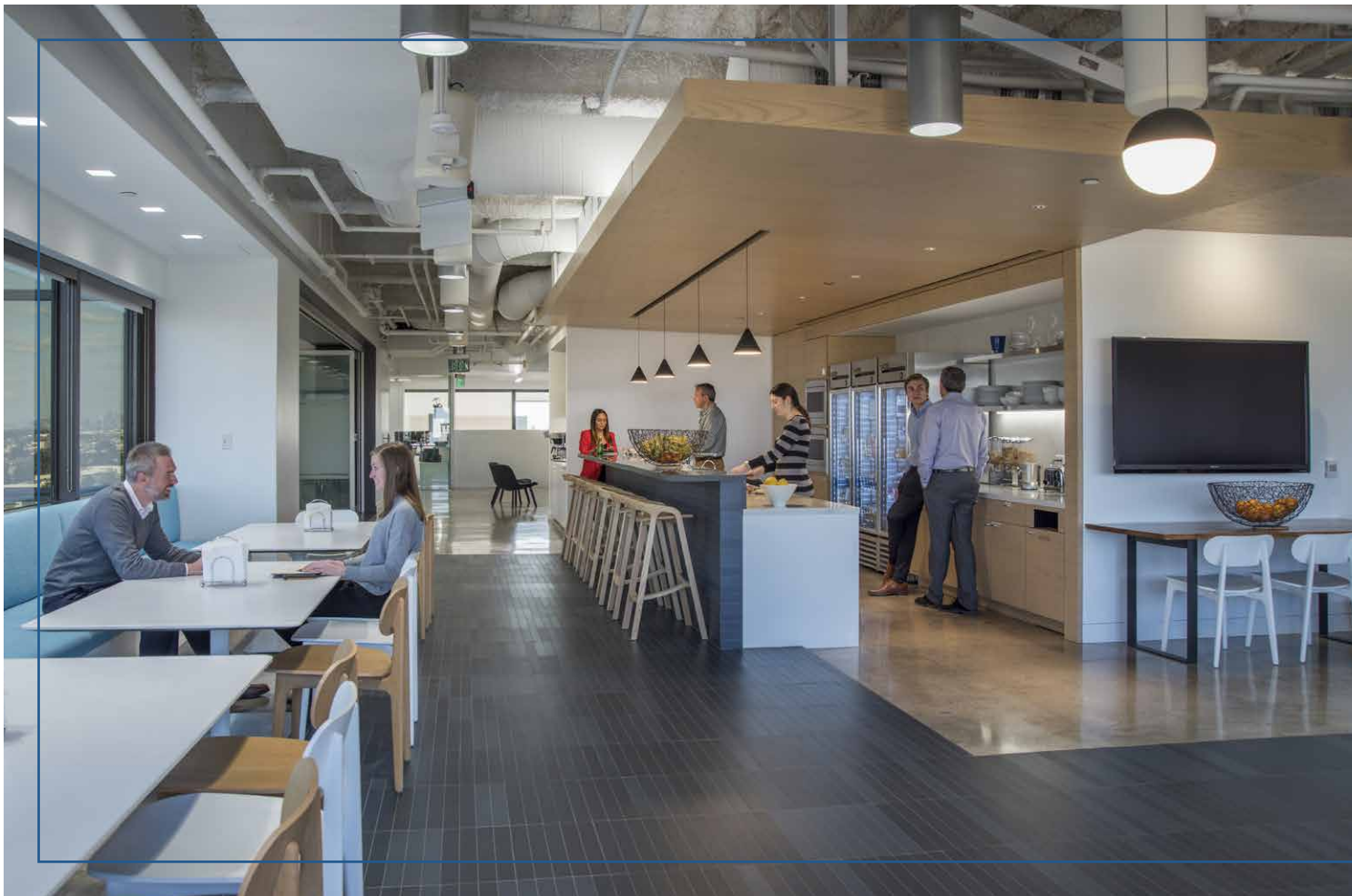
In early 2016, the Nominating and Corporate Governance Committee strengthened its commitment to diversity and efforts to identify qualified female candidates for appointment. Since then, we have added two independent female directors to our board and we have committed to adding a third by the end of 2021. Hudson Pacific was recognized in 2019 as a Winning “W” company by 2020 Women on Boards (2020WOB) for having a board comprised of at least 20% females. We will continue our commitment to diversity by annually assessing our board’s size, composition and operations, as well as recommendations of candidates for board appointment or nomination based on independence, skills, qualifications and experience.



Ethics

Our directors and management conduct themselves in accordance with the highest moral and ethical standards, informed by a robust Code of Business Conduct and Ethics that reflects our values, and promotes honesty, transparency, integrity and accountability. Among other matters, our Code of Business Conduct and Ethics is designed to deter wrongdoing and to promote fairness and accountability.

We are committed to ensuring a fair workplace for our employees as well as partners with whom we do business. We have strict policies to protect against unlawful discrimination and harassment. We have an Open-Door Policy to encourage honest and direct communication to resolve issues and concerns in an expeditious manner. We also have an Ethics Hotline that provides an alternative and anonymous method of reporting suspected compliance violations, unlawful or unethical behavior or fraud.



For additional information on our corporate governance practices, please visit the Governance section of our website at www.HudsonPacificProperties.com.

Appendices

Appendix A: Data Tables

Financial and Operational Data	2018	2019
FINANCIAL PERFORMANCE		
Revenues (thousands usd)	\$728,418	\$818,182
Funds from operations (FFO) attributable to common stockholders and unitholders (thousands usd)	\$292,923	\$315,658
FFO per common stock/unit—diluted	\$1.87	\$2.02
OPERATIONAL PERFORMANCE		
Total number of properties	55	55
Studio properties	3	3
Office properties	52	52
Land properties	6	7
Total portfolio square feet	17,717,366	18,756,259
Studio properties	1,224,403	1,224,403
Office properties	13,853,401	14,850,480
Land properties	2,639,562	2,681,376
In-service office portfolio square feet ¹	12,290,504	14,122,684
Percent of in-service portfolio leased	93.0%	95.1%
Percent of in-service portfolio occupied	90.8%	93.5%
Annualized base rent per square foot for in-service office portfolio	\$48.29	\$50.79
ESG ATTRIBUTES ACROSS THE PORTFOLIO		
Percent of in-service office square footage LEED certified	22%	64%
Percent of in-service office square footage ENERGY STAR certified	71%	65%
Percent of in-service office square footage served by bike storage	--	96%
Percent of in-service office square footage with showers and/or lockers	--	69%
Percent of operational square footage with renewable electricity	--	100%
Percent of in-service office square footage with recycling services	--	98%
Percent of in-service office square footage with composting services	--	69%
Percent of in-service office square footage with water-efficient fixtures	--	88%
Percent of in-service office square footage with outdoor landscaping using native vegetation	--	82%

1. In-service office square footage excludes land, repositioning, redevelopment, development and held for sale properties.

Environmental Data	Full portfolio ¹		Like-for-like portfolio ¹	
	2018	2019	2018	2019
DATA COVERAGE				
Size of portfolio covered by the data (sq. ft)	14,206,538	15,715,704	12,924,815	12,874,788
ENERGY CONSUMPTION²				
Fuels (MWh)	64,287	69,906	59,064	59,200
District Heating & Cooling (MWh)	0	0	0	0
Electricity (MWh)	201,722	216,205	194,768	192,130
Total energy consumption (MWh)	266,009	286,112	253,832	251,330
Energy intensity (MWh/sq. ft)	0.0187	0.0182	0.0196	0.0195
GHG EMISSIONS^{1,2}				
Scope 1 emissions (mtCO ₂ e) ³	11,651	12,650 ⁵	10,704	10,729
Scope 2 emissions - location-based, without RECs (mtCO ₂ e) ⁴	49,746	50,047 ⁵	48,075	47,417
Scope 2 emissions - market-based, with RECs (mtCO ₂ e) ⁴	N/A	0 ⁵	N/A	0
Total emissions - without RECs (mtCO ₂ e)	61,396	62,697	58,779	58,146
Total emissions - with RECs (mtCO ₂ e)	N/A	12,650	N/A	10,729
GHG intensity - without RECs (mtCO ₂ e/sq. ft)	0.0043	0.0040	0.0046	0.0045
GHG intensity - with RECs (mtCO ₂ e/sq. ft)	N/A	0.0008	N/A	0.0008
WATER USAGE^{1,2}				
Water usage (kgal)	1,130,232	1,145,865	1,115,275	1,112,649
Water intensity (kgal/sq. ft)	0.08	0.07	0.09	0.09

1. Data covers 100% of Hudson Pacific's in-service portfolio (office and studio properties) plus properties held for sale during the calendar year reporting period. For properties that came out of repositioning, redevelopment or development during the reporting period and entered service, data begins during the month of occupancy. For properties acquired or disposed of during the reporting period, data has been adjusted to reflect only the period of ownership.

2. Data reflects whole building usage, including spaces controlled by Hudson Pacific and by tenants.

3. Scope 1 data reflects GHG emissions associated with reported fuels usage (i.e. natural gas). GHG emissions associated with refrigerants or diesel are considered immaterial and not included.

4. Scope 2 data reflects GHG emissions associated with purchased electricity.

5. Included in the third-party limited assurance provided by Ernst & Young.

Social Data	2018	2019
DIVERSITY & INCLUSION		
Total number of board members	10	10
% male	90%	80%
% female	10%	20%
Total number of employees	307	351
% male	45%	45%
% female	55%	55%
% under 30	17%	17%
% 30-50	57%	61%
% over 50	26%	22%
% African American/Black	9%	8%
% Asian	12%	15%
% Caucasian/White	52%	54%
% Hispanic/Latino	17%	16%
% Native Hawaiian/Pacific Islander	1%	1%
% Two or more races	9%	6%
% of employees promoted	14%	12%
CHARITABLE GIVING		
Total amount of charitable giving (USD)	\$502,727	\$719,535
Giving as a % of net earnings, adjusted for gains and impairment losses	0.74%	1.18%

Appendix B: Reference Tables

GRI Reference Table

This report has been prepared in accordance with the GRI Sustainability Reporting Standards: Core option. The following table outlines the locations of key information requested by the GRI standards. **Note:** “CR Report” refers to this document, our Corporate Responsibility report for the performance year ended December 31, 2019. “Annual Report” refers to our **Form 10-K** filed with the U.S. Securities and Exchange Commission for the fiscal year ended December 31, 2019. “Proxy” refers to our **2020 Proxy Statement**. “Code of Conduct” refers to our **Code of Business Conduct & Ethics**. “Human Rights Policy” refers to our **Human Rights Policy**.

GRI INDICATOR	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
Environmental Data				
1. ORGANIZATION PROFILE				
102-1	Name of the Organization	Annual Report	Explanatory Note	3
102-2	Description of the organization's activities; primary brands, products and services, including an explanation of any products or services that are banned in certain markets	Annual Report	Part I, Item 1. Business	5-6
102-3	Location of organization's headquarters	Annual Report	Part I, Item 1. Business	7
102-4	Location of operations: Number of countries where the organization operates, and names of countries where it has significant operations and/or that are relevant to the topics covered in the report	Annual Report	Part I, Item 1. Business	7
102-5	Nature of ownership and legal form	Annual Report	Explanatory Note	3
102-6	Markets served, including geographic breakdown, sectors served and types of customers/beneficiaries	Annual Report	Part I, Item 1. Business Part 1, Item 2. Properties	5-7 32-39
102-7	Scale of the reporting organization	Annual Report	Part I, Item 1. Business Part 2, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations	5-7 48, 56
102-8	Total number of employees by employment contract (permanent and temporary) by region; Total number of employees by employment type (full-time and part-time) by gender; Whether a significant portion of the organization's activities are performed by workers who are not employees; Any significant variations in the numbers reported above (such as seasonal variations)	Annual Report CR Report	Part I, Item 1. Business Equitable – Workplace Opportunity	7 36
102-9	Describe the organization's supply chain	CR Report	Introduction – About this Report	4

102-10	Significant changes regarding the organization's size, structure, ownership or its supply chain	Annual Report	Part I, Item 1. Business	5-7
102-11	Whether and how the organization applies the precautionary approach or principle	CR Report	Sustainable: Minimizing our Footprint	11
102-12	List externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or endorses	CR Report	Introduction – About this Report	10
102-13	Memberships in industry or other associations, and national or international advocacy organizations	CR Report	Introduction – Memberships & Awards	8-9

2. STRATEGY

102-14	Statement from the most senior decision-maker of the organization	CR Report	A Letter to Hudson Pacific's Stakeholders	3
102-15	Description of key impacts, risks and opportunities	CR Report	Introduction – Introducing a Better Blueprint	5

3. ETHICS AND INTEGRITY

102-16	Describe the organization's values, principles, standards and norms of behavior	Code of Conduct	Honest and Ethical Conduct	3-4
		Human Rights Policy	Entire document	1-3

4. GOVERNANCE

102-18	Report the governance structure of the organization, including committees of the highest governance body and committees responsible for decision-making on economic, environmental and social impacts.	Proxy	Corporate Governance	14-24
		CR Report	Governance	41-44

5. STAKEHOLDER ENGAGEMENT

102-40	List of stakeholder groups engaged by the organization	CR Report	Introduction – Introducing a Better Blueprint	5-9
102-41	Collective bargaining agreements	Human Rights Policy	Entire document	1-3
		Annual Report	Part I, Item 1. Business	7
102-42	Basis for identification and selection of stakeholders with whom to engage	CR Report	Introduction – Introducing a Better Blueprint	5-9
102-43	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	CR Report	Introduction – Introducing a Better Blueprint	5-9
102-44	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting	CR Report	Introduction – Introducing a Better Blueprint	5-9

2. STRATEGY

102-45	List all entities included in the organization's consolidated financial statement; report whether any entity is not covered in the report	Annual Report	Explanatory Note	3
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102-46	Process for defining report content and topic boundaries; explain how the organization has implemented the Reporting Principles for defining report content	CR Report	Introduction – Introducing a Better Blueprint	5-9
102-47	List the material topics identified in the process for defining report content	CR Report	Introduction – Introducing A Better Blueprint	5-9
102-48	The effect of any restatements of information given in the previous reports, and the reasons for such restatements	--	N/A – No restatements	--
102-49	Significant changes from previous reporting periods in the list of material topics and topic Boundaries	--	N/A – No significant changes	--
102-50	Reporting period for information provided	CR Report	Introduction – About this Report	10
102-51	Date of most recent previous report	--	June 2018	--
102-52	Reporting cycle (annual, biennial, etc.)	--	Annual	--
102-53	Contact point for questions regarding the report or its contents	--	Natalie Teear - VP, Sustainability & Social Impact ntear@hudsonppi.com	--
102-54	Report the "in accordance" option	--	This report has been prepared in accordance with the GRI Sustainability Reporting Standards: Core option.	--
102-55	The GRI content index	CR Report	Appendix B: Reference Tables	48-52
102-56	External assurance	CR Report	Appendix C: Ernst & Young Independent Accountants' Review Report	55-56

Topic-specific Standards

GRI 200: Economic

201: ECONOMIC PERFORMANCE

103-1	Explanation of the material topic and its Boundary	Annual Report	Part 1, Item 1. Business	5-7
103-2	The management approach and its components		Part 1, Item 2. Properties	31-39
103-3	Evaluation of the management approach		Part 2, Item 5. Market for Hudson Pacific Properties, Inc.'s Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities	41-43
			Part 2, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations	48-67

201-1	Direct economic value generated and distributed	Annual Report	Part 2, Item 6. Selected Financial Data	44-47
			Part 4, Item 15. Exhibits, Financial Statement Schedules	72-F55
		CR Report	Appendix A: Data Tables	45-47

ANTI-CORRUPTION

103-1	Explanation of the material topic and its Boundary	Code of Conduct	Entire document	1-17
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
205-2	Communication and training about anti-corruption policies and procedures	CR Report	Governance	41-44

GRI 300: Environmental

201: ECONOMIC PERFORMANCE

103-1	Explanation of the material topic and its Boundary	CR Report	Sustainable: Minimizing our Footprint – Carbon and Energy	12-21
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
302-1	Energy consumption within the organization	CR Report	Appendix A: Data Tables	45-47
302-3	Energy intensity	CR Report	Appendix A: Data Tables	45-47
302-4	Reduction of energy consumption	CR Report	Appendix A: Data Tables	45-47

305: EMISSIONS

103-1	Explanation of the material topic and its Boundary	CR Report	Sustainable: Minimizing our Footprint – Carbon and Energy	12-21
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
305-1	Direct (Scope 1) GHG emissions	CR Report	Appendix A: Data Tables	45-47
305-2	Energy indirect (Scope 2) greenhouse gas emissions	CR Report	Appendix A: Data Tables	45-47
305-4	GHG emissions intensity	CR Report	Appendix A: Data Tables	45-47
305-5	Reduction of GHG emissions	CR Report	Appendix A: Data Tables	45-47

GRI 400: Social

401: EMPLOYMENT

103-1	Explanation of the material topic and its Boundary	CR Report	Equitable: Vibrant, Thriving Cities for All – Workplace Opportunity	35-37
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	CR Report	Equitable: Vibrant, Thriving Cities for All – Workplace Opportunity	35-37

404: TRAINING AND EDUCATION

103-1	Explanation of the material topic and its Boundary	CR Report	Equitable: Vibrant, Thriving Cities for All – Workplace Opportunity	35-37
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
404-2	Programs for upgrading employee skills and transition assistance programs	CR Report	Equitable: Vibrant, Thriving Cities for All – Workplace Opportunity	35-37
404-3	Percentage of employees receiving regular performance and career development reviews	CR Report	Equitable: Vibrant, Thriving Cities for All – Workplace Opportunity	35-37

405: DIVERSITY AND EQUAL OPPORTUNITY

103-1	Explanation of the material topic and its Boundary	CR Report	Equitable: Vibrant, Thriving Cities for All – Workplace Opportunity	35-37
103-2	The management approach and its components			
103-3	Evaluation of the management approach		Governance – Board Diversity	43
405-1	Diversity of governance bodies and employees	CR Report	Appendix A: Data Tables	45-47

417: MARKETING & LABELING

103-1	Explanation of the material topic and its Boundary	CR Report	Sustainable: Minimizing our Footprint – Carbon and Energy	12-21
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
CRE – 8	Type and number of sustainability certification, rating and labeling schemes for new construction, management, occupation and redevelopment	CR Report	Sustainable: Minimizing our Footprint – Carbon and Energy	12-21
			Appendix A: Data Tables	45-47

SASB Reference Table

This report has been prepared in accordance with the SASB Real Estate Sustainability Accounting Standard. The following table outlines the locations of material information recommended by the SASB standard. **Note:** “CR Report” refers to this document, our Corporate Responsibility report for the performance year ended December 31, 2019. “Annual Report” refers to our **Form 10-K** filed with the U.S. Securities and Exchange Commission for the fiscal year ended December 31, 2019.

SASB Code	DESCRIPTION	DISCLOSURE SOURCE	SECTION(S)	PAGE(S)
IF-RE-000.A	Number of assets, by property subsector	Annual Report	Part 1, Item 2. Properties	32-34, 38-39
		CR Report	Appendix A: Data Tables	45-47
IF-RE-000.B	Leasable floor area, by property subsector	Annual Report	Part 1, Item 2. Properties	32-34, 38-39
		CR Report	Appendix A: Data Tables	45-47
IF-RE-000.D	Average occupancy rate, by property subsector	CR Report	Appendix A: Data Tables	45-47
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor Carea, by property subsector	CR Report	Appendix A: Data Tables	45-47
IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity and (3) percentage renewable, by property subsector	CR Report	Appendix A: Data Tables	45-47
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	CR Report	Appendix A: Data Tables	45-47
IF-RE-130a.4	Percentage of portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	CR Report	Sustainable: Minimizing our Footprint – Carbon and Energy	12-21
			Appendix A: Data Tables	45-47
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	CR Report	Sustainable: Minimizing our Footprint – Carbon and Energy	12-21
IF-RE-410a.3	Discussion of approach to measuring, incentivizing and improving sustainability impacts of tenants	CR Report	Sustainable: Minimizing our Footprint	12-21
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure and strategies for mitigating risks	CR Report	Sustainable: Minimizing our Footprint – Carbon and Energy	12-21

Appendix C: Ernst & Young Independent Accountants' Review Report



Independent Accountants' Review Report

To the Management of Hudson Pacific Properties, Inc.

We have reviewed the schedule of sustainability performance indicators (the "Subject Matter") included in Exhibit A and as presented in Hudson Pacific Properties, Inc.'s ("HPP") Corporate Responsibility Report (the "Report") for the year ended December 31, 2019 in accordance with the criteria also set forth in Exhibit A (the "Criteria"). We did not review all information included in the Report. We did not review the narrative sections of the Report, except where they incorporated the Subject Matter. HPP's management is responsible for the Subject Matter included in Exhibit A and as also presented in the Report, in accordance with the Criteria. Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) (AT-C section 105, Concepts Common to All Attestation Engagements, and AT-C section 210, Review Engagements). Those standards require that we plan and perform our review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be in accordance with the Criteria. A review consists principally of applying analytical procedures, making inquiries of persons responsible for the subject matter, obtaining an understanding of the data management systems and processes used to generate, aggregate and report the Subject Matter and performing such other procedures as we considered necessary in the circumstances. A review is substantially less in scope than an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. A review also does not provide assurance that we became aware of all significant matters that would be disclosed in an examination. We believe that our review provides a reasonable basis for our conclusion.

In performing our review, we have also complied with the independence and other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Control Standards established by the AICPA.

As described in Exhibit A, the Subject Matter is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Based on our review, we are not aware of any material modifications that should be made to the schedule of sustainability performance indicators in Exhibit A for the year ended December 31, 2019, in order for it to be in accordance with the Criteria.

A handwritten signature in black ink that reads "Ernst & Young LLP". The signature is written in a cursive, flowing style.

Los Angeles, California
April 10, 2020



Exhibit A: HPP Schedule of Sustainability Performance Indicators For the year ended December 31, 2019			
Indicator Name	Unit	2019 Value ⁱ	Criteria
Scope 1 Greenhouse Gas (GHG) Emissions ^{ii,iii}	Absolute tonnes carbon dioxide equivalent (tCO ₂ e)	12,650	The World Resources Institute ("WRI") / World Business Council for Sustainable Development's ("WBCSD") Greenhouse Gas ("GHG") Protocol Corporate Accounting and Reporting Standard
Scope 2 GHG Emissions, location-based-method ^{iii,iv}		50,047	WRI/WBCSD GHG Protocol Corporate Standard, GHG Protocol Scope 2 Guidance
Scope 2 GHG Emissions, market-based-method ^{iii,v}		0	

Note 1: Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

ⁱ All HPP leases are operating leases and HPP management applies the financial control approach. As a result, HPP reports emissions for whole building data for all its owned and co-owned facilities, including HPP and tenant-controlled spaces, once the facility is occupied. Properties under development or redevelopment as of December 31, 2019 are excluded from HPP's footprint. Acquisitions and divestitures are accounted for the period during which HPP owns the property. Properties such as EPIC, a former development that became in-service in 2019 but was not occupied, are excluded until occupied.

ⁱⁱ Scope 1 direct energy emissions represent natural gas used by HPP in its operations. Refrigerants and diesel use from onsite emergency generators have been excluded as they are only calculated by some tenants and determined to be immaterial by HPP management. Natural gas emissions are calculated using factors from the ENERGY STAR GHG Emissions Technical Reference Guide (dated August 2019) which are drawn from the EPA's Mandatory Reporting of Greenhouse Gases; Final Rule (dated Oct 2009) for the U.S. and the 2019 National Inventory Report (dated April 2019) for Canada.

ⁱⁱⁱ HPP's natural gas and electricity consumption data are collected and tracked by a third-party utility management company within ENERGY STAR's Portfolio Manager.

^{iv} Scope 2 location-based method includes indirect emissions resulting from HPP's purchased electricity use and is calculated using factors from the ENERGY STAR GHG Emissions Technical Reference Guide (dated August 2019) based on the Environmental Protection Agency's (EPA) 2016 eGRID emission factors for the U.S. and the 2019 National Inventory Report (dated April 2019) for Canada.

^v For the Scope 2 market-based-method calculation, in accordance with guidance issued by the Center for Resource Solutions (<https://resource-solutions.org/wp-content/uploads/2017/10/Corporate-and-Voluntary-RE-in-State-GHG-Policy.pdf>) and in alignment with the Greenhouse Gas Protocol, HPP claims the benefits of specified purchases and delivery of renewable energy delivered through utility specific Renewable Portfolio Standard (RPS) percentages. The remaining electricity consumption from non-renewable sources is the basis for applying HPP's purchased Renewable Energy Credits (RECs), which resulted in zero emissions.