

EMPLOYEE HEALTH

The Health and Wellness of our employees is of central importance to our culture, and we conduct an annual Wellness survey to help us better tailor our employee health programs. The programs we had in place in 2019 included:

- Maternity - Paid Disability Leave: Up to 4 months, Baby Bonding Leave: Up to 12 weeks, KRC Salary Continuation
- Paternity: Baby Bonding Leave: Up to 12 weeks, KRC Salary Continuation
- Fertility services, including egg freezing
- Discount shopping program (LifeMart)
- Discounted employee gym passes
- Enhanced Employee Assistance Program, services include:
 - Work/life services
 - Childcare and/or eldercare referrals
 - Adoption, fertility and egg-freezing services
 - Personal relationship information (marriage/family issues)
 - Health information
 - Fitness and exercise
 - Legal consultations with licensed attorneys
 - Financial planning assistance
 - Stress management
 - Weight management
 - Mental illness
 - Grief and loss
 - Career development
 - Alcohol/drug dependency
 - Smoking cessation/nicotine replacement therapy
 - Wellness coaching and online self-help programs
 - Overall lifestyle improvement and support for chronic conditions
- Commuter benefit with WageWorks encourages public and alternative transportation
- Mandatory CPR/AED/first-aid training for key teams/positions every other year
- Easily accessible automatic external defibrillators
- Healthy snacks
- Standing desks and other ergonomic desk requirements
- Enhanced employer paid PDL/FMLA/CFRA and FMLA/CFRA benefits

- Value Added Programs provided by our medical benefits providers
 - Nippon provides
 - > Medical PPO utilizing ASA Network
 - > Teladoc
 - > Prenatal program and breast pump
 - > Mail order pharmacy
 - > Chiropractic care
 - > Acupuncture
 - > Weight management, healthy eating and exercise
 - > (In)fertility treatment
 - > LabCard / Quest Diagnostics
 - > Wellness portal
 - > Mobile app
- Dental PPO
- Vision
- Life Insurance: Life, AD&D and LTD
- UNUM Travel Assist
- UNUM Life Planning Provided
- Parental Leave Coaching



OUR EMPLOYEES PRACTICE YOGA IN THE PARK AT WESTSIDE MEDIA CENTER, LOS ANGELES, CA

BUILDING HEALTH
SUSTAINABILITY TOUR:

We have a robust building health program focused on great indoor air quality and active design features that help our building occupants stay physically active.

1. INDOOR AIR QUALITY TESTING

To verify the quality of our indoor air, we had 1.4 million square feet of our portfolio go through extensive IAQ testing in 2019. All received certificates verifying their performance.

2. GREEN CLEANING

See page 75.

3. LOW EMITING MATERIALS

Our building standards prohibit the use of high VOC adhesives, sealants, paints and coatings as well as products containing added urea formaldehyde.

4. MERV FILTERS

The average MERV rating in our portfolio is 10.2, an increase from 9.4 in 2018.

5. ROOF GARDENS

Landscape amenities can improve mental health and reduce stress.

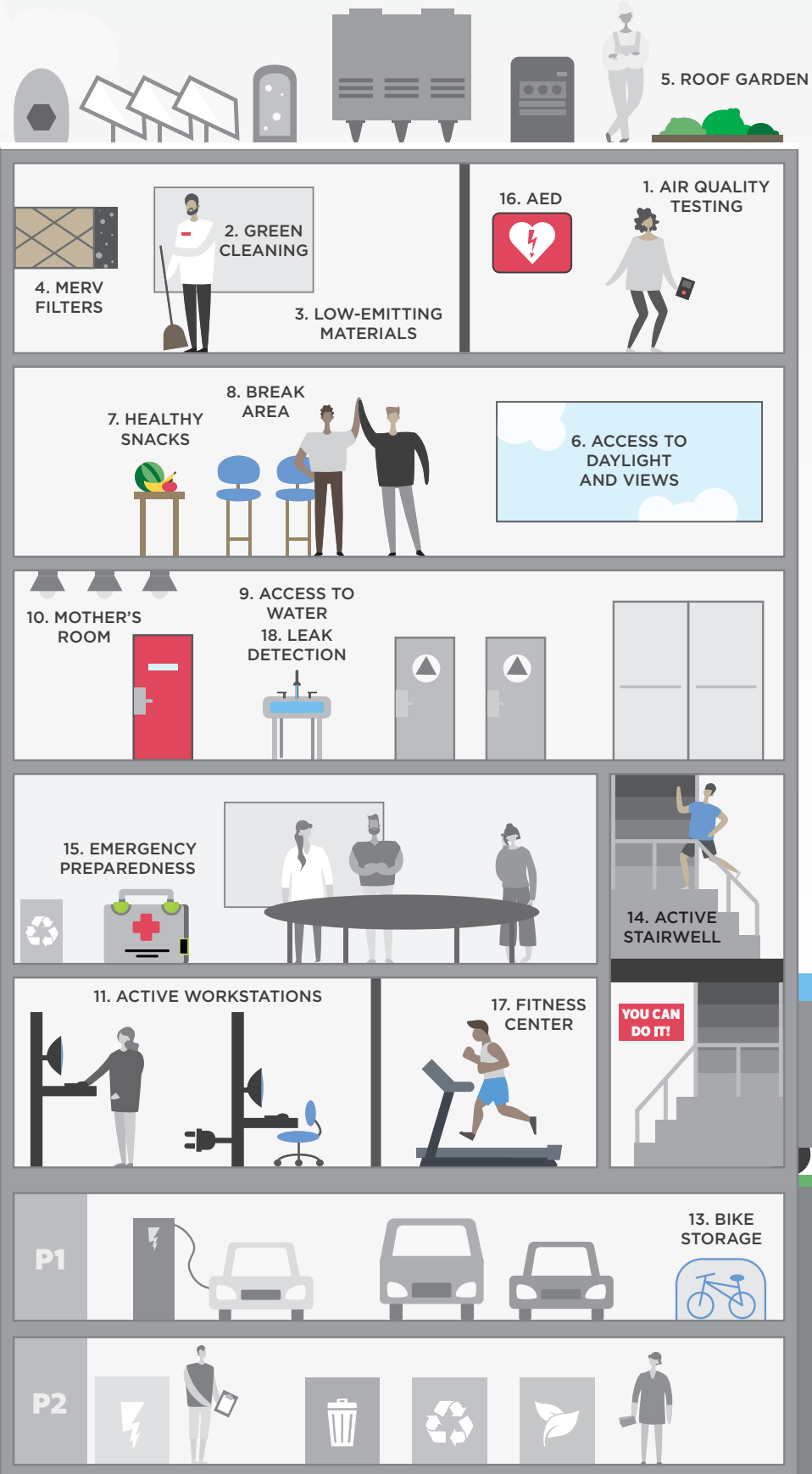
6. DAYLIGHT AND VIEWS

Access to daylight and views may improve mental and physical health, as well as performance in the workspace.

7. HEALTHY SNACKS

Access to healthy food and beverages can increase wellbeing, as well as decrease obesity and related diseases.

17. FITNESS



8. BREAK AREAS

The ability to take a break away from the workstation can increase the likelihood of eating healthier foods and increase productivity.

9. ACCESS TO WATER

Readily accessible drinking water may decrease consumption of sugar-sweetened beverages.

10. MOTHER'S ROOMS

A dedicated lactation room can increase productivity, decrease health claims and reduce absenteeism for sick children.

11. ACTIVE WORKSTATIONS

Active workstations may decrease sedentary time and increase physical activity.

12. PUBLIC TRANSIT

Easy access to transit improves health via increased walking.

13. BIKE STORAGE

Bicycle storage may increase the appeal of cycling to work, which can increase levels of physical activity.

14. ACTIVE STAIRWELLS

Taking two flights of stairs a day can help prevent most typical adult weight gain.

15. COMPREHENSIVE EMERGENCY PREPAREDNESS PROGRAMS

Our emergency preparedness programs increase employee and tenant safety during emergency situations.

16. AEDS

Readily accessible and tested AED can increase response time for negative cardiac events.

17. FITNESS

Fitness centers and areas can increase employee well-being and decrease absenteeism due to sickness.

18. LEAK DETECTION

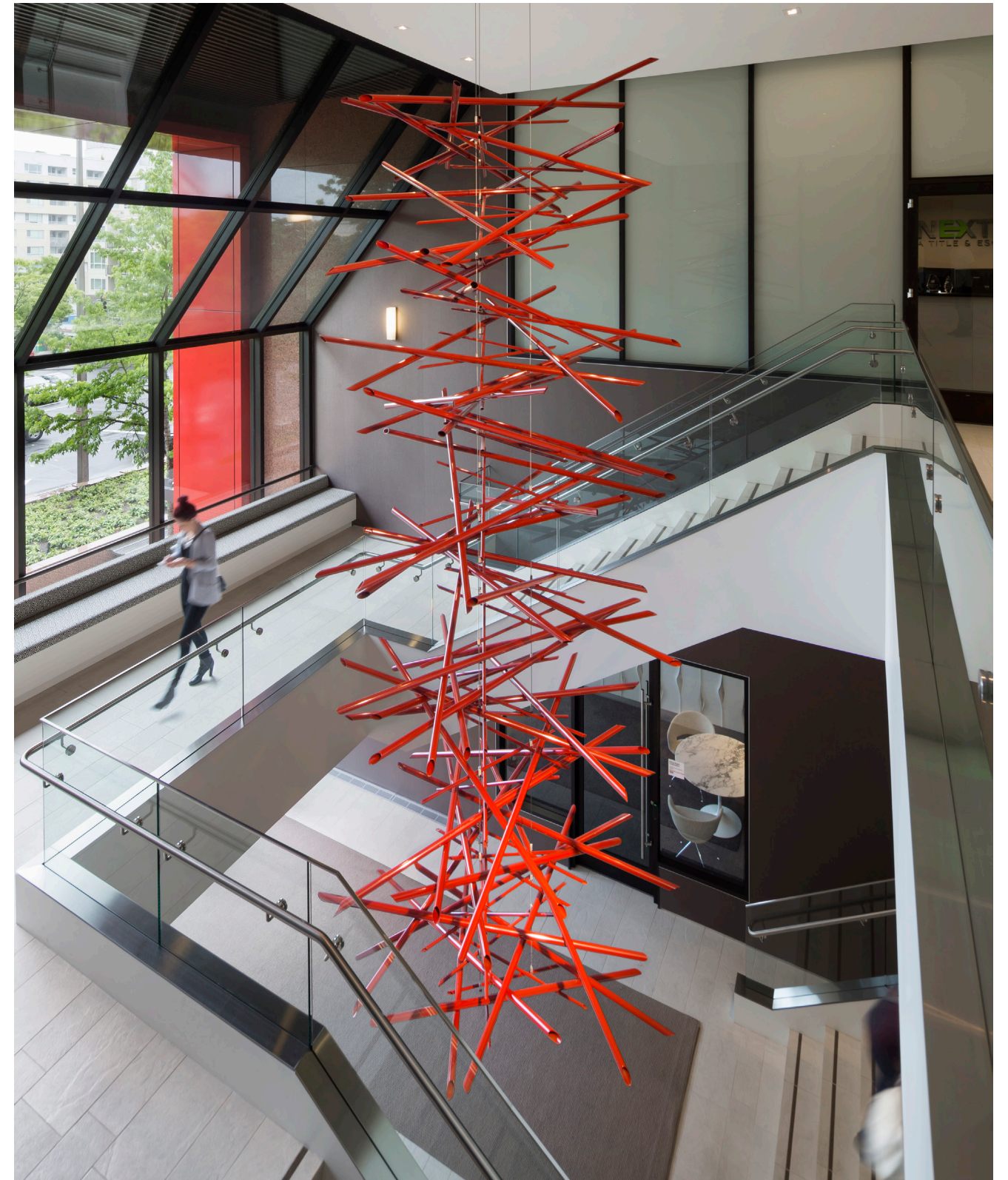
Our leak detection procedures help prevent mold growth.



BIKE STORAGE AT 360 THIRD, SAN FRANCISCO, CA



BIKE STORAGE AT 333 DEXTER, SEATTLE, WA



ACTIVATED STAIRWELL AT SKYLINE TOWER, BELLEVUE, WA

FITWEL

We ended 2019 with 19 Fitwel certifications, the greatest number of certifications of any non-government real estate owner in the world. As a result, the Center for Active Design awarded us a second Fitwel Excellence Award as part of its Best in Building Health Awards. We will continue to focus on incorporating active design features into all of our projects, both development and existing, to increase our Fitwel portfolio further.



201 THIRD ST – SOMA, SAN FRANCISCO, CA // LEED GOLD, ENERGY STAR, FITWEL

FITWEL CERTIFICATIONS

SEATTLE

KEY CENTER

526,131 SF

SKYLINE TOWER

416,755 SF

WESTLAKE TERRY

320,399 SF

401 TERRY

140,605 SF

SAN FRANCISCO BAY AREA

350 MISSION

492,658 SF

360 THIRD ST

451,807 SF

333 BRANNAN

185,602 SF

303 SECOND ST

740,047 SF

201 THIRD ST

346,538 SF

100 FIRST ST

467,095 SF

CROSSING 900

347,269 SF

GREATER LOS ANGELES

COLUMBIA SQUARE CAMPUS

414,253 SF

12100 W. OLYMPIC

150,167 SF

12100 W. OLYMPIC

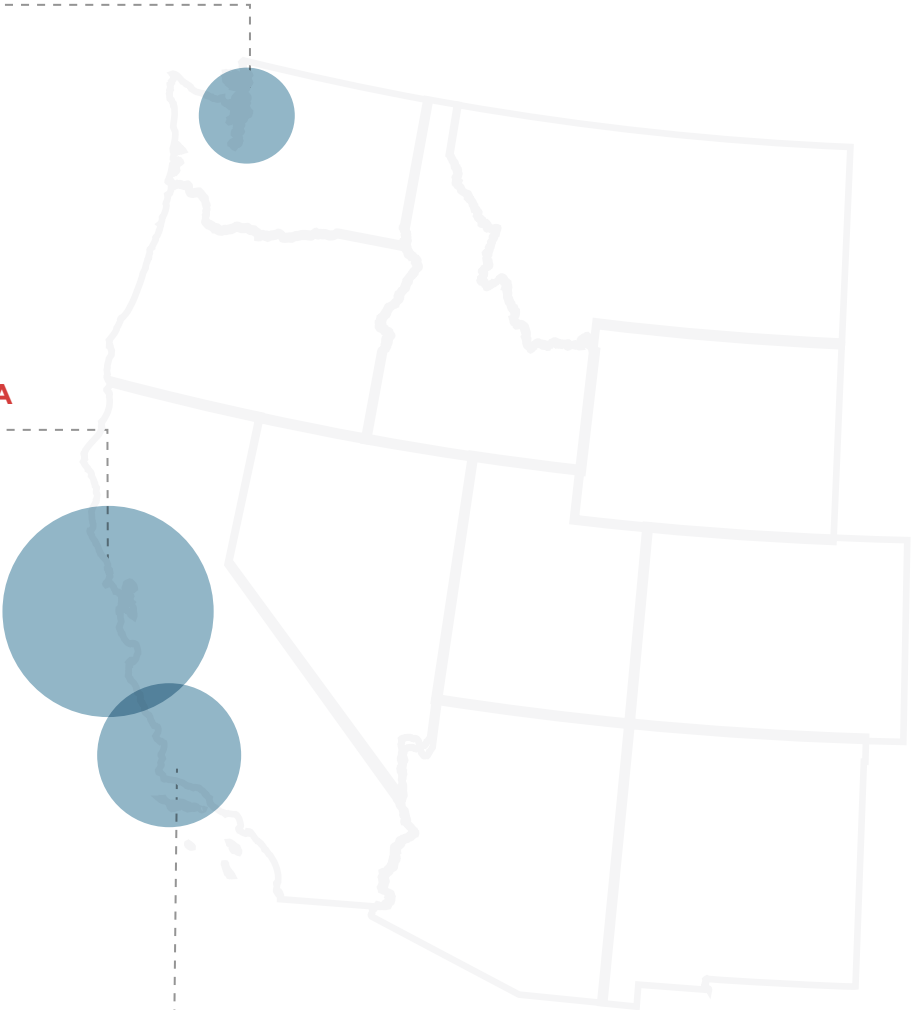
152,534 SF

SUNSET MEDIA CENTER

358,204 SF

TRIBECA WEST

151,029 SF



Total Fitwel Certified – 5,661,093 SF
Total Kilroy Portfolio – 13,232,580 SF
% Certified – 43%

FITWEL SPOTLIGHT

CROSSING 900

Crossing 900, our 347,269 square foot office complex fully leased to Box in Redwood City, CA, earned Fitwel certification in 2019. With a Walkscore of 98, the building's location featuring nearby alternative transit and area amenities such as walking trails, retail and restaurants, provides tenants with a good foundation for an active lifestyle. Complimenting the building's location are its many active design features, including restorative gardens throughout the campus, secure bike storage, five mothers' rooms, multiple themed multi-purpose rooms, onsite food preparation with healthy food selections and choice architecture, and active workstations at every desk.

AVERAGE
WALKSCORE
of our existing
portfolio:

70



CROSSING 900 – REDWOOD CITY, CA // LEED GOLD, ENERGY STAR, FITWEL



ONSITE AMENITIES AT CROSSING 900 ENCOURAGE SOCIAL INTERACTION AND INCREASE NEIGHBORHOOD WALKABILITY