

HIGHWOODS PROPERTIES, INC.

INVESTMENT COMMITTEE CHARTER

(Effective as of August 3, 2021)

Purposes

The Investment Committee (the “Committee”) is intended to assist the Board of Directors of Highwoods Properties, Inc. (the “Company”) in fulfilling its oversight responsibilities under applicable law, rules, regulations and the listing standards of the New York Stock Exchange (“NYSE”). The Committee shall have two primary responsibilities under a delegation of authority from the Board.

First, subject to any limitations imposed by the Board of Directors, the Committee shall have the full power of the Board to review and approve the acquisition, disposition and development of assets in the Company’s real estate portfolio.

Second, the Committee shall oversee the Company’s policies and performance related to the resilience and sustainability of the Company’s real estate portfolio, including matters such as health and safety, the environment and climate change.

Committee Membership

The members of the Committee shall be appointed by the Board on the recommendation of the Committee. Committee members may be replaced by the Board. The Chair of the Committee shall be designated by the Board. In the absence of the Chair, the members of the Committee may designate a Chair by majority vote. The Committee may form and delegate authority to subcommittees of one or more members when appropriate.

Meetings

The Committee shall meet as often as it deems necessary is appropriate to carry out its responsibilities under this Charter. The Committee may request any officer or employee of the Company or the Company’s outside counsel to attend a meeting of the Committee or to meet with any members of, or consultants to, the Committee.

Committee Authority and Responsibilities

Acquisitions, Dispositions and Development

The Committee shall oversee the Company's acquisition, disposition and development process. The Committee shall generally be available to meet on call to review new opportunities and, if applicable, to make recommendations to the Board concerning such opportunities.

Subject to any limitations imposed by the Board of Directors, the Committee is authorized to review and approve any transactions or arrangements that involve the acquisition or disposition of fee simple title to, or a ground leasehold interest in, real estate. To that end, the Committee shall have and may exercise all the powers and authority of the Board, subject to applicable law, rules, regulations and NYSE listing standards.

The Committee shall assist management in monitoring the resilience, risk profile and operating and financial performance of the Company's real estate portfolio.

The Committee shall review and assess potential risk to the Company from its acquisition, disposition and development process.

Resilience and Sustainability

The Committee shall review Company policies, procedures and practices and oversee the Company's strategies, risks and efforts relating to environmental and climate initiatives, risk assessments and mitigation programs.

The Committee shall review and provide guidance on environmental impact and sustainability issues.

The Committee shall review Company policies, procedures and practices relating to sustainability and environmental compliance and stewardship, including compliance with environmental-related laws and regulations.

Other Responsibilities

The Committee shall also:

- (1) Make regular reports to the Board concerning the activities of the Committee.
- (2) Review and reassess on an annual basis the adequacy of this Charter and recommend any proposed changes to the Board for approval.

- (3) Perform an annual performance evaluation of the Committee, including its compliance with this Charter, and provide the Board with any recommendations for changes in procedure or policies governing the Committee.
- (4) Carry out such other duties or responsibilities consistent with this Charter, the Company's bylaws and governing law as the Board may delegate to the Committee.

Each member of the Committee shall, in the performance of such member's duties, be fully protected in relying in good faith upon the records of the Company or upon information, opinions, reports or statements presented by any of the Company's officers or employees, or committees of the Board or by any other person as to matters the member reasonably believes are within such other person's professional or expert competence, subject to applicable law, rules, regulations and NYSE listing standards.