






## Paramount Group - 2023 GRI Content Index


### GRI 2: General Disclosures


Disclosures	Description	Response	References	UN SDG
<b>Organizational Profile</b>				
2-1	The organization and its reporting practices	<p>Paramount Group, Inc. 1633 Broadway, Suite 1801, New York, NY 10019 1, United States of America Paramount Group, Inc. is a Maryland Corporation and a publicly traded REIT.</p> <p>The reporting boundary for this disclosure is Paramount's owned and managed assets in which the company has 25% or larger ownership and maintains direct operational control. This reporting boundary is consistent with the reporting boundary found in our financial filings and used for the 2023 ESG Report, listed below:</p> <p><u>New York, NY</u> 1633 Broadway 1301 Avenue of the Americas 1325 Avenue of the Americas 31 West 52nd Street 900 Third Avenue 712 Fifth Avenue</p> <p><u>San Francisco, CA</u> One Market Plaza 555 &amp; 575 Market Street 300 Mission Street One Front Street 55 Second Street 111 Sutter Street</p>	<p><a href="#">2023 Annual Report, Adobe pg. 38 ("Portfolio Summary")</a></p> <p><a href="#">2023 ESG Report, pg. 4, 57 ("Company Profile" and "About This Report")</a></p>	N/A

2-2	Entities included in the organization's sustainability reporting	Paramount's REIT portfolio is included in the organization's sustainability reporting.	<a href="#">2023 ESG Report, pg. 4 ("Reporting Boundary")</a>	N/A
2-3	Reporting period, frequency, and contact point	<p>The financial and sustainability reporting periods are the calendar year 2023, from January 1, 2023, through December 31, 2023, with publication date of June 24, 2024.</p> <p>Reports are published annually.</p> <p>Evin Epstein, Senior Vice President of Energy &amp; Sustainability; <a href="mailto:Sustainability@pgre.com">Sustainability@pgre.com</a></p>	<a href="#">2023 Annual Report</a>  <a href="#">2023 ESG Report</a>	N/A
2-4	Restatements of information	No material restatements during the reporting period.	N/A	N/A
2-5	External assurance	Sustainable Investment Group provided third-party assurance.	<a href="#">2023 Letter of Assurance</a>	N/A
2-6 (CRE)	Activities, value chain and other business relationships	<p>Headquartered in New York City, Paramount Group, Inc. is a fully integrated real estate investment trust that owns, operates, manages, acquires, and redevelops high-quality, Class A office properties located in select central business district submarkets of New York City and San Francisco. Paramount is focused on maximizing the value of its portfolio by leveraging the sought-after locations of its assets and its proven property management capabilities to attract and retain high-quality tenants.</p> <p>Paramount Group has a total of 329 employees in 2023. The company has 25% or larger ownership and maintains direct operational control of 12 properties across New York, NY and San Francisco in 2023.</p> <p>Gross lettable area under construction: 353,268 sq. ft. Total square feet of portfolio reported: 11.3 million sq. ft.</p> <p>Paramount relies on an extensive network of suppliers for the procurement of materials and services. Our suppliers support our</p>	<a href="#">2023 Annual Report, Adobe pg. 18 ("Business"), pgs. 38-39 ("Portfolio Summary," "Tenant Diversification"), pgs. 48, 60 ("Leasing Results" and "Net Operating Income")</a>  <a href="#">2023 ESG Report, pg. 4 ("Company Profile"), pg. 54 ("Supply Chain Risk Management")</a>	



		<p>business needs, from the operation of existing buildings to the construction of new development. We partner with suppliers that embrace our ESG values and adhere to our Human Rights Policy and Vendor Code of Conduct. Paramount conducts its business in accordance with a stringent Human Rights Policy which we also require our suppliers to uphold within their own business. Paramount's Human Rights Policy addresses key risks such as workplace health, safety, and security, work hours, forced labor, human trafficking, and child labor.</p> <p>Paramount's Vendor Code of Conduct establishes fundamental ethical and business principles that we expect all our suppliers to abide by. We trust our suppliers to comply with the provisions of the Code when they conduct their business internally and within their supply chain. Our Vendor Code of Conduct is publicly accessible and available on Paramount's website.</p> <p>Our team implements an effective risk management process to identify potential risks across the supply chains that support both our own operations and the operations of our suppliers. This process applies to Paramount's Critical Tier 1 Suppliers. Critical Tier 1 Suppliers are defined as those that provide services to our organization valued at \$400,000 or above, plus those that provide essential services that, if interrupted, would immediately impact our operations.</p> <p>In 2023, Paramount's Vendor Code of Conduct and ESG monitoring survey covered 65 Critical Tier 1 Suppliers, including 26 suppliers that were assessed for the first time. These suppliers represent 93% of annual spend out of the total spend with Critical Tier 1 Suppliers during 2023. Critical Tier 1 Suppliers are assessed on an annual basis. For suppliers that do not adhere to the Code or meet our ESG requirements, corrective action plans can be issued and contracted future work will be reassessed.</p>	<a href="#">Vendor Code of Conduct</a>  <a href="#">Human Rights Policy</a>  <a href="#">Environmental Policy</a>	
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2-7; 2-8 (CRE)	Information on employees and other workers; Workers who are not employees	<table><tr><td>Female</td><td>Male</td><td>Total</td></tr><tr><td colspan="3">Number of Employees</td></tr><tr><td>102</td><td>227</td><td>329</td></tr><tr><td colspan="3">Number of Permanent Employees</td></tr><tr><td>102</td><td>227</td><td>329</td></tr><tr><td colspan="3">Number of Temporary Employees</td></tr><tr><td>0</td><td>0</td><td>0</td></tr><tr><td colspan="3">Number of Non-guaranteed Hours Employees</td></tr><tr><td>0</td><td>0</td><td>0</td></tr><tr><td colspan="3">Number of Full-time Employees</td></tr><tr><td>101</td><td>223</td><td>324</td></tr><tr><td colspan="3">Number of Part-time Employees</td></tr><tr><td>1</td><td>4</td><td>5</td></tr><tr><td colspan="3">As of 12/31/2023</td></tr></table> <table><tr><td colspan="3">New York City</td></tr><tr><td>Female</td><td>Male</td><td>Total</td></tr><tr><td>91</td><td>212</td><td>303</td></tr><tr><td colspan="3">San Francisco</td></tr><tr><td>Female</td><td>Male</td><td>Total</td></tr><tr><td>10</td><td>14</td><td>24</td></tr><tr><td colspan="3">Washington, D.C.</td></tr><tr><td>Female</td><td>Male</td><td>Total</td></tr><tr><td>1</td><td>1</td><td>2</td></tr><tr><td colspan="3">As of 12/31/2023</td></tr></table> <p>Paramount Group has 102 female and 227 male employees, and a total of 329 permanent employees. No workers hired by Paramount are legally recognized as self-employed.</p>	Female	Male	Total	Number of Employees			102	227	329	Number of Permanent Employees			102	227	329	Number of Temporary Employees			0	0	0	Number of Non-guaranteed Hours Employees			0	0	0	Number of Full-time Employees			101	223	324	Number of Part-time Employees			1	4	5	As of 12/31/2023			New York City			Female	Male	Total	91	212	303	San Francisco			Female	Male	Total	10	14	24	Washington, D.C.			Female	Male	Total	1	1	2	As of 12/31/2023			<a href="#">2023 ESG Report, pg. 4 &amp; 30-31 ("Company Profile" and "Diversity, Equity, &amp; Inclusion")</a>  <a href="#">2023 Annual Report, Adobe pg. 8 ("Human Capital")</a>	
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2-9	Governance structure and composition	<p>The Company's Board of Directors is comprised of 9 members, 8 of which are independent. Three of our board members are women. Our board has four standing committees: Audit Committee, Compensation Committee, Nominating and Corporate Governance Committee, and Investment and Finance Committee. Our Audit Committee is responsible for the oversight of all environmental and social matters, including sustainability, climate change, corporate social responsibility, and health and safety.</p>	<a href="#">Board of Directors</a>  <a href="#">2024 Proxy Statement, pg. 5, 9-11, 26-35 ("Stockholder Engagement")</a>																																																																									


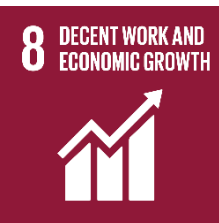
		<p>Paramount's Board of Directors vested the Audit Committee with oversight over Environmental and Social matters and considers climate-related issues when reviewing financial statements and disclosures. The Audit Committee is responsible for assessing and managing climate-related risks and opportunities. The Audit Committee also maintains oversight of Paramount's Sustainability Committee. When evaluating both the existing portfolio and new acquisitions, the intersections of climate-related issues with strategy, annual budgets, capital expenditures, acquisitions, and divestitures are taken into account initially by the Executive Committee and then reviewed, as needed, by our Board of Directors, or the Investment &amp; Finance Committee, a subcommittee of the Board of Directors. Paramount's General Counsel chairs the Sustainability Committee and has climate-related issues and objectives among his responsibilities. Paramount's Sustainability Committee was created to implement Paramount's ESG goals and ensure they are integrated into our business strategy. The Sustainability Committee also has management-level representation across various departments of the organization, including Finance, Legal, Leasing, Human Resources, Asset Management, and Property Management.</p> <p>For more information regarding the composition of our highest governance bodies and its committees, please refer to Paramount's 2024 Proxy Statement.</p>	<p><a href="#">“Board Overview”, “Board Skills and Experience”, “Board Composition and Attributes”, “Leadership Structure”, and “Director Nominees”</a></p> <p><a href="#">2023 ESG Report, pg. 46-47 (“Governance &amp; ESG Oversight”)</a></p> <p><a href="#">2023 TCFD Report, pg. 3</a></p>	
2-10	Nominating and selection of the highest governance body	<p>The Nominating Committee determines and, at least annually, reviews the specific minimum qualifications that the Nominating Committee believes must be met by a Nominating Committee commended nominee, if any, and any specific qualities or skills that the Nominating Committee believes are necessary for one or more of the Company's Directors to possess. Any such specific minimum qualifications or qualities or skills shall be set forth in the proxy statement relating to the Company's annual meeting of stockholders and otherwise to the extent required by applicable law. In determining such minimum qualifications, qualities, or skills, the Nominating Committee shall also consider additional matters and criteria, if any, approved by the Board and additional matters and criteria, if any, set forth under “Director Qualification 3 Standards” in the Corporate Governance Guidelines.</p>	<p><a href="#">Nominating and Corporate Governance Committee Charter</a></p> <p><a href="#">2024 Proxy Statement, pg. 9-10, 15, 19-20 (“Board-Overview”, “Board Skills and Experience”, “Nominating and Corporate</a></p>	

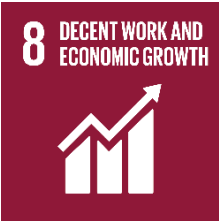

		<p>Paramount shareholders are notified of nominations and allowed to vote proxies on Board elections. Paramount also amended bylaws to adopt proxy access right for a group of stockholders that meet the specified eligibility requirements. These stakeholders may include Director nominees in our proxy materials for annual meetings of our stockholders.</p> <p>For additional information, please refer to the Nominating and Corporate Governance Committee Charter and the 2024 Proxy Statement.</p>	<a href="#">Governance", "Identification of Director Candidates" and "Proxy Access")</a>	
2-11	Chair of the highest governance body	<p>Albert Behler (Paramount Group's Chairman of the Board) is also the Chief Executive Officer and President of Paramount.</p>	<a href="#">2024 Proxy Statement, pg. 9 ("Board Overview")</a>	N/A
2-12	Role of the highest governance body in overseeing the management of impacts	<p>Effective ESG management requires robust stakeholder engagement. Stakeholder engagement is key to ensuring we have the best information, are responsive to stakeholder needs, and are able to quickly identify and address emerging challenges. We seek to provide the utmost transparency and establish strong lines of communication with all our stakeholders. Stakeholders are defined as those groups who both influence and are influenced by our business, including Paramount's Board of Directors, community members, employees, investors, suppliers, and tenants. Through active engagement with our stakeholders, we believe we adequately address stakeholder concerns and consistently improve our ESG performance.</p> <p>The Audit Committee reviews economic, environmental, and social topics and their impacts, risk, and opportunities on an ongoing basis.</p> <p>To further integrate ESG into our business strategy, the Compensation Committee incorporates key ESG-centric goals into Executive Management variable pay awards. These encourage, for example, achievement of additional green building certifications and improvements in various ESG ratings. The 2023 ESG Compensation Goals are listed in Paramount's 2024 Proxy Statement.</p> <p>For more information on risk management, please refer to Paramount's 2023 TCFD Report, 2023 ESG Report, and 2024 Proxy Statement.</p>	<a href="#">2023 ESG Report, pg. 47, 56 ("ESG Oversight", "Stakeholder Engagement")</a>  <a href="#">2024 Proxy Statement, pg. 8, 57-58 ("Environmental, Social, and Governance Commitment" and "Corporate Objective #6 Environmental, Social and Governance")</a>  <a href="#">2023 TCFD Report, pg. 3</a>	



2-13	Delegation of responsibility for managing impacts	<p>Paramount's Board of Directors vested the Audit Committee with oversight over Environmental and Social matters and the Nominating &amp; Corporate Governance Committee with oversight over Governance matters. Environmental and social matters include sustainability, climate change, corporate social responsibility, and health and safety. Under the Audit Committee reports Paramount's Sustainability Committee, which was created to implement Paramount's ESG goals and ensure they are integrated into our business strategy. The Committee meets monthly and is comprised of leadership representatives from various departments across the company. To further integrate ESG into our business strategy, the Compensation Committee incorporates key ESG-centric goals into Executive Management variable pay awards. These encourage, for example, achievement of additional green building certifications and improvements in various ESG ratings. The 2023 ESG Compensation Goals are listed in Paramount's 2024 Proxy Statement.</p> <p>For additional detail, please refer to Paramount's 2023 ESG Report and 2024 Proxy Statement.</p>	<p><a href="#">2023 ESG Report, pg. 46-47 ("Governance &amp; ESG Oversight")</a></p> <p><a href="#">2024 Proxy Statement, pg. 8, 57-58 ("Environmental, Social, and Governance Commitment" and "Corporate Objective #6 Environmental, Social and Governance")</a></p>	N/A
2-14	Role of highest governance body in sustainability reporting	The Chairman, CEO, and President.	<p><a href="#">2023 ESG Report, pg. 47 ("ESG Oversight")</a></p> <p><a href="#">2024 Proxy Statement, pg. 8 ("Environmental, Social, and Governance Commitment")</a></p>	N/A



2-15	Conflicts of interest	<p>Paramount recognizes and respects the right of its Directors, Officers, and employees to engage in outside activities which they may deem proper and desirable, provided that these activities do not impair or interfere with the performance of their duties to the Company or their ability to act in the Company's best interests. In most, if not all, cases this will mean that our Directors, Officers, and employees must avoid situations that present a potential or actual conflict between their personal interests and the Company's interests.</p> <p>The existence of a potential or actual conflict of interest may not always be clear-cut, and any questions relating to the existence of a potential or actual conflict of interest should be addressed to the Compliance Officer, any attorney in the Legal Department, or the head of the Company's internal audit function. Any material transaction or relationship that is a conflict of interest or that could reasonably be expected to give rise to a conflict of interest should be reported promptly to the Compliance Officer. The Compliance Officer may notify the Board or a committee thereof as he or she deems appropriate. Actual or potential conflicts of interest involving a Director, Executive Officer, or member of the Legal Department should be disclosed directly to the Chairperson of the Board or another member of the Board.</p> <p>For more information, please refer to Paramount's Code of Business Conduct and Ethics and 2024 Proxy Statement.</p>	<p><a href="#">Code of Business Conduct and Ethics</a></p> <p><a href="#">2024 Proxy Statement, pg. 10, 26-35, 108-109</a> ("Board Nominees Composition and Attributes", "Director Nominees" and "Certain Relationships and Related Party Transactions")</p>	
2-16	Communication of critical concerns	<p>Employees with concerns that our Code of Business Ethics or Human Rights Policy may have been broken are encouraged to promptly bring the matter to the attention of our Chief Executive Officer ("CEO"). If they do not believe that talking to our CEO is appropriate, if they are uncomfortable doing so, or if it does not result in a response with which you are comfortable, then they should contact their supervisor or any of our other executive officers or any member of the Paramount Group, Inc. Board of Directors, either directly or through the Ethics Helpline we have established with NAVEX Global ("EthicsPoint") using the following link: <a href="http://www.paramount-group.ethicspoint.com">www.paramount-group.ethicspoint.com</a>.</p> <p>There were zero instances of reported critical concerns in 2023. Please refer to Paramount's 2024 Proxy Statement and Code of Business Conduct and Ethics for more information.</p>	<p><a href="#">Code of Business Conduct and Ethics, pg. 6-8 ("Reporting Concerns/Receiving Advice")</a></p> <p><a href="#">Human Rights Policy</a></p> <p><a href="#">2024 Proxy Statement</a></p>	

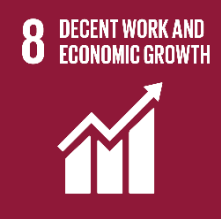


2-17	Collective knowledge of highest governance body	Increasing employee awareness of sustainability matters through ongoing training and education is key to responsible operations and growth. On the operational side, Engineering and Property Management Teams are continuously trained on energy management, building systems, and new technologies. We facilitate company-wide education on existing sustainability programs and emerging trends. These initiatives are reinforced by Executive Management, who receive briefings on these topics monthly. The Chairman and CEO is also updated on ESG trends and topics on an ongoing basis.	<a href="#">2023 ESG Report, pg. 47 ("ESG Oversight")</a>  <a href="#">2024 Proxy Statement, pg. 8 ("Environmental, Social, and Governance Commitment")</a>	
2-18	Evaluation of the performance of the highest governance body	<p>The Compensation Committee incorporates key ESG-centric goals into Executive Management variable pay awards. These encourage, for example, the achievement of additional green building certifications and improvements in various ESG ratings. The 2023 ESG Compensation Goals are listed in Paramount's 2024 Proxy Statement. In establishing the Target for 2023 ESG Initiatives, the Compensation Committee reviewed the Company's 2023 ESG Plan and selected 15 objectives for the Company's STIC plan. The Compensation Committee then assigned a point value to each objective based on discussions with FW Cook and established a Target for 2023 ESG Initiatives of 16 points, with a range between 12 (Threshold) and 20 (Maximum). The 2024 Proxy Statement lists each objective, including the assigned point value and the Company's final achievement relative to each objective. This process is completed annually.</p> <p>ESG data is self-reported in accordance with third-party frameworks and data evaluators including GRI, SASB, TCFD, GRESB, CDP, and UN SDGs. Independent consultants, including Sustainable Investment Group, provide third-party assurance of Paramount's data disclosures.</p>	<a href="#">2023 ESG Report, pg. 3, 46, 47 ("ESG Transparency", "Governance", &amp; ESG Oversight")</a>  <a href="#">2024 Proxy Statement, pg. 8, 57-58 ("Environmental, Social, and Governance Commitment" and "Corporate Objective #6 Environmental, Social and Governance")</a>  <a href="#">2023 SASB Index</a>  <a href="#">2023 Letter of Assurance</a>	


2-19	Remuneration policies	Please refer to Paramount's Compensation Committee Charter and 2024 Proxy Statement for more information.	<a href="#">Compensation Committee Charter</a>  <a href="#">2024 Proxy Statement, pg. 16-17, 39-71 ("Director Compensation" and "Compensation Discussion and Analysis")</a>	
2-20	Process to determine remuneration	<p>Independent remuneration consultants are involved in determining remuneration. Consultants were independent of management. Remuneration consultants had no other relationships with the organization.</p> <p>Engaging in stockholder outreach is an essential element of strong corporate governance, and we continually seek to better understand the views of our investors on key topics affecting our business. Our team met with 132 unique investment firms in 2023, and as a direct result of continued engagement, the Board made meaningful changes to certain corporate governance practices and related disclosures.</p> <p>At our 2023 annual meeting of stockholders, a non-binding, advisory resolution approving the compensation paid to our NEOs, as disclosed in our 2024 proxy statement, including the Compensation Discussion and Analysis, compensation tables and narrative discussions, was approved by our stockholders, with approximately 83% of the votes cast having been voted in favor of the proposal to approve such resolution. The Compensation Committee has considered the results of this vote and, as a result of the high percentage of votes cast in favor of this resolution, the Committee viewed these results as an indication of stockholders' overall satisfaction with the manner in which we compensated our NEOs.</p> <p>For more information regarding the process for determining remuneration, please refer to Paramount's Compensation Committee Charter and 2024 Proxy Statement.</p>	<a href="#">Compensation Committee Charter</a>  <a href="#">2024 Proxy Statement, pg. 5, 39-40, 43, 62-70 ("Stockholder Engagement", "2023 Say-on-Pay Vote", "Process for Determining Executive Compensation", "Compensation Best Practices", "Long-Term Incentive Compensation" and "Other Compensation Policies and Practices")</a>  <a href="#">2023 ESG Report, pg. 46, 56 ("Stockholder Engagement" &amp; "Stakeholder Engagement")</a>	

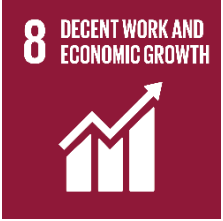
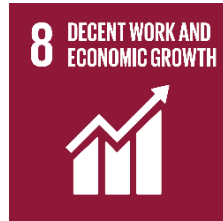
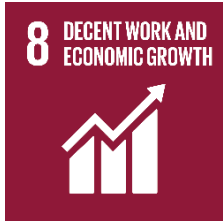
2-21	Annual total compensation ratio	The 2023 principal executive officer to median employee pay ratio was 195.96. This ratio represents the median employee's annual total compensation to the total annual compensation of the principal executive officer.	<a href="#">2024 Proxy Statement, pg. 84 ("PEO Pay Ratio")</a>	N/A
2-22	Statement on sustainable development strategy	Please refer to the CEO Letter in Paramount's 2023 ESG Report.	<a href="#">2023 ESG Report, pg. 5 ("CEO Letter")</a>	
2-23; 2-24	Policy commitments and embedding policy commitments	<p>Core to our values is a steadfast commitment to ESG and responsible operations. ESG is integrated into our business strategy and is at the cornerstone of our relationships with employees, tenants, and shareholders. We believe that ESG creates long-term value by building resiliency and illuminating risks and opportunities.</p> <p>To achieve these goals, our strategy is to improve the environmental performance of our assets, improve the health and well-being of our employees and all building occupants, and demonstrate responsible corporate governance. We evaluate the performance of our properties, set long-term goals and objectives, and monitor our progress against our targets. Paramount's commitment to ESG best practices is further exemplified by our disclosure and adherence to the following frameworks and standards: GRI, SASB, TCFD, GRESB, UN SDGs, GRESB, CDP, ENERGY STAR, LEED, and Fitwel.</p>	<a href="#">Code of Business Conduct and Ethics</a>  <a href="#">Human Rights Policy</a>  <a href="#">2023 ESG Report, pg. 3, 5 ("ESG Transparency", "CEO Letter")</a>	





2-25; 2-26	Processes to remediate negative impacts; Mechanisms for seeking advice and raising concerns	<p>Every employee is expected to act proactively by asking questions, seeking guidance, and reporting suspected violations of the Code and other policies and procedures of the Company, as well as any violation or suspected violation of applicable law, rule, or regulation arising in the conduct of the Company's business or occurring on the Company's property.</p> <p>Employees with concerns that our Code of Business Ethics or Human Rights Policy may have been broken are encouraged to promptly bring the matter to the attention of our Chief Executive Officer ("CEO"). If they do not believe that talking to our CEO is appropriate, if they are uncomfortable doing so, or if it does not result in a response with which you are comfortable, then they should contact their supervisor or any of our other executive officers or any member of the Paramount Group, Inc. Board of Directors, either directly or through the Ethics Helpline we have established with NAVEX Global ("EthicsPoint") using the following link: <a href="http://www.paramount-group.ethicspoint.com">www.paramount-group.ethicspoint.com</a>.</p>	<a href="#">Code of Business Conduct and Ethics</a>  <a href="#">Human Rights Policy</a>	
2-27	Compliance with laws and regulations	During the calendar year 2023, there were no known significant events of non-compliance with laws and regulations.	N/A	
2-28	Membership associations	Paramount is a member of the National Association of Real Estate Investment Trusts (NAREIT), Real Estate Board of New York (REBNY), Urban Land Institute (ULI), and Building Owners and Managers Association (BOMA).	<a href="#">Paramount's Sustainability Website</a>	N/A

2-29 (CRE)	Approach to stakeholder engagement	<p>We identify stakeholders as those groups who both influence and are influenced by our business, including our Board of Directors, community members, employees, investors, suppliers, and tenants.</p> <p>We believe that stakeholder engagement is key to ensuring we have the best information, are responsive to stakeholder needs, and are able to quickly identify and address emerging challenges. For these reasons, we seek to provide the utmost transparency and establish strong lines of communication with our stakeholders. We identify stakeholders as those groups who both influence and are influenced by our business, including our tenants, investors, Board of Directors, employees, and local communities, among others. Through active engagement with our stakeholders, we can address stakeholder concerns and improve our ESG performance.</p>	<a href="#">2023 ESG Report, pg. 56 ("Stakeholder Engagement")</a>	N/A
2-30	Collective bargaining agreements	<p>We strive to create workplaces in which open and honest communication among employees is valued. We respect our employees' right to form, join or not join, labor unions, without fear of reprisal, intimidation, or harassment. In the case of employees represented by a legally recognized union, we are committed to bargaining in good faith with that union.</p>	<a href="#">Human Rights Policy</a> <a href="#">32BJ SEIU Union CBA</a> <a href="#">Local 94 CBA</a>	





### **GRI 3: Material Topics**

Disclosures	Description	Response	References	UN SDG
3-1; 3-2; 3-3 (CRE)	Process to determine material topics; list of material topics; management of material topics	<p>Please refer to Paramount's Stakeholder Engagement section of the 2023 ESG Report.</p> <p>For more information on how Paramount manages topics relevant to our business, please reference our 2023 ESG Report, Environmental Policy, 2023 Annual Report, and 2024 Proxy Statement.</p>	<p><a href="#">2023 ESG Report, pg. 56 ("Stakeholder Engagement")</a></p> <p><a href="#">Environmental Policy</a></p> <p><a href="#">2023 Annual Report</a></p> <p><a href="#">2024 Proxy Statement, p.57-58, 67-70 ("Environmental, Social, and Governance" and "Other Compensation Policies and Practices")</a></p>	N/A
<b>GRI 201: Economic Performance</b>				
201-1 (CRE)	Direct economic value generated and distributed	Paramount's 2023 share of Cash NOI: \$369,512,000.	<a href="#">2023 Annual Report, pg. 60 ("Net Operating Income")</a>	N/A
201-2 (CRE)	Financial implications and other risks and opportunities due to climate change	For more information, please refer to Paramount's 2023 TCFD Report.	<a href="#">2023 TCFD Report, pg. 4-8</a>	

201-3	Defined benefit plan obligations and other retirement plans	All full-time salaried employees are eligible to contribute and receive a company match to Paramount's 401(k) plan. Hourly employees, both full-time and part-time, are eligible to participate in their respective union plans. Paramount contributes to the plans based on what is stipulated within each Collective Bargaining Agreement.	<a href="#">2023 ESG Report, pg. 28-29 ("Our People")</a> <a href="#">32BJ SEIU Union CBA</a> <a href="#">Local 94 CBA</a>	
201-4	Financial assistance received from government	Paramount has not received any financial assistance from any government during the reporting period.	N/A	N/A
<b>GRI 202: Market Presence</b>				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Building personnel wages are specified within the pertinent Collective Bargaining Agreement (CBA). For employees that are not covered by the CBA, compensation is above minimum wage.	<a href="#">32BJ SEIU Union CBA</a> <a href="#">Local 94 CBA</a>	
202-2 (CRE)	Proportion of senior management hired from the local community	All members of senior management and contractors are hired from the communities surrounding our portfolio, including the Greater New York City and San Francisco areas.	<a href="#">2023 ESG Report, pg. 18-19 ("Sustainable Development")</a>	





<b>GRI 203: Indirect Economic Impacts</b>				
203-1 (CRE)	Infrastructure investments and services supported	<p>Paramount partners with the Metropolitan Transportation Authority (MTA) to invest in and construct public transit improvements for the subway infrastructure that connects to our properties.</p> <p>To mitigate risk associated with grid failures, Paramount is enrolled in Demand Response plans, which are events called by local utility providers where owners are asked to reduce building electrical loads during times when the grid is at peak demand. This participation, aided by consumption data transparency through our energy management platforms, enables Paramount to help mitigate risks associated with grid failures. Additionally, we have valet garages with EV charging stations across the San Francisco portfolio.</p>	<a href="#">2023 ESG Report, pg. 20-21, 34-35, 42-43, ("Energy Management", "Community Commitment", "Community Connection: San Francisco")</a>	<div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div>  </div> <div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div>  </div>
203-2 (CRE)	Significant indirect economic impacts	<p>Paramount's assets are more than just office buildings – they are business hubs for over 300 tenant companies, access points for public transportation, openly accessible areas for visitors, platforms for artwork, supporters of local jobs and businesses, and the heartbeat of our surrounding communities. Hundreds of onsite property management, engineering, janitorial, security, and construction employees are hired to operate our properties. We partner with local unions to hire for various roles and to help strengthen the current and future workforce. Not only does our business create jobs directly, but we also support local businesses within our surrounding communities by generating activity and foot traffic.</p>	<a href="#">2023 ESG Report, pg. 34-35 ("Community Commitment")</a>	<div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>  </div>
<b>GRI 204: Procurement Practices</b>				
204-1	Proportion of spending on local suppliers	<p>Whenever possible, Paramount seeks to source goods and services that are local to each property. Sourcing local products serves to further reduce Paramount's environmental impacts and carbon footprint while supporting local businesses. We strive to align with LEED guidelines, where at least 50% of spend is on products that meet corporate sustainability guidelines, which includes being harvested/extracted and processed/manufactured within 500 miles.</p>	<a href="#">2023 TCFD Report, pg. 12</a>	<div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>  </div>











<b>GRI 205: Anti-Corruption</b>				
205-1	Operations assessed for risks related to corruption	Corruption is not tolerated at Paramount. 100% of operations are assessed for corruption risks. Paramount has codified our anti-corruption principles in our Code of Business Conduct and Ethics and further applied anti-corruption rules to our supply chain with our Vendor Code of Conduct.	<a href="#">Code of Business Conduct and Ethics</a>  <a href="#">Vendor Code of Conduct</a>	
205-2	Communication and training about anti-corruption policies and procedures	All Directors, Officers, and employees are expected to read and be familiar with Paramount's Code of Business Conduct and Ethics. This guides the company's employees in making ethical and legal decisions when conducting business and performing day-to-day duties. To uphold the Code provisions, every employee receives online training annually regarding obligations under the Code, and new employees must certify in writing upon hire that they will abide by the Code. A copy of the Code is also available to all Directors, Officers, and employees by requesting one from the Human Resources or Legal Department or by accessing the Company's website at <a href="http://www.pgcre.com">www.pgcre.com</a> .	<a href="#">Code of Business Conduct and Ethics</a>	
205-3	Confirmed incidents of corruption and actions taken	There have been no confirmed incidents of corruption in 2023.	N/A	
<b>GRI 206: Anti-Competitive Behavior</b>				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Paramount has not been the subject of legal actions for anti-competitive behavior, antitrust, and monopoly practices. For more information, please refer to Paramount's Code of Business Conduct and Ethics.	<a href="#">Code of Business Conduct and Ethics</a>	


<b>GRI 207: Tax</b>				
207-1	Approach to tax	Please refer to the 2023 10-K filing.	<a href="#">2023 10-K Filing</a>	N/A
207-2 (CRE)	Tax governance, control, and risk management	Please refer to the 2023 10-K filing.	<a href="#">2023 10-K Filing</a>	N/A
207-3	Stakeholder engagement and management of concerns related to tax	Increased tax costs could, among other things, adversely affect our financial condition, the results of operations and the amount of cash available for the payment of dividends. Stockholders are urged to consult with their own tax advisors with respect to the impact that recent legislation may have on their investment and the status of legislative, regulatory, or administrative developments and proposals and their potential effect on their investment in our shares.	<a href="#">2023 10-K Filing</a>	N/A
207-4	Country-by-country reporting	100% of Paramount's operations are located in the United States of America.	<a href="#">2023 10-K Filing</a>	N/A
<b>GRI 301: Materials</b>				
301-1 (CRE)	Materials used by weight or volume	Not applicable for Paramount's primary business of property management.	N/A	N/A
301-2 (CRE)	Recycled input materials used	Not applicable for Paramount's primary business of property management.	N/A	N/A
301-3	Reclaimed products and their packaging materials	Not applicable for Paramount's primary business of property management.	N/A	N/A






**GRI 302: Energy**





302-1 (CRE)	Energy consumption within the organization	<table border="1"> <thead> <tr> <th>Unit: MWh</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th></tr> </thead> <tbody> <tr> <td>Total Consumption</td><td>200,135</td><td>192,741</td><td>221,855</td><td>209,311</td></tr> <tr> <td>Electric</td><td>112,797</td><td>108,425</td><td>119,138</td><td>121,318</td></tr> <tr> <td>Steam</td><td>59,108</td><td>65,862</td><td>77,503</td><td>67,601</td></tr> <tr> <td>Gas</td><td>28,230</td><td>18,455</td><td>25,117</td><td>20,088</td></tr> <tr> <td>Fuel Oil</td><td>-</td><td>-</td><td>97</td><td>304</td></tr> </tbody> </table>	Unit: MWh	2020	2021	2022	2023	Total Consumption	200,135	192,741	221,855	209,311	Electric	112,797	108,425	119,138	121,318	Steam	59,108	65,862	77,503	67,601	Gas	28,230	18,455	25,117	20,088	Fuel Oil	-	-	97	304	<a href="#">2023 ESG Report, pg. 14-15 ("Targets &amp; Performance")</a>	<div> <div>7 AFFORDABLE AND CLEAN ENERGY</div>  </div> <div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>  </div>
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Fuel Oil	-	-	97	304																														
302-2	Energy consumption outside of the organization	<p>Scope 3 emissions are indirect emissions that occur in our value chain, including both upstream and downstream emissions. Our team has created an inventory to measure our Scope 3 emissions that we are continuing to refine and improve. While the inventory follows the GHG Protocol, there are still a number of uncertainties inherent in the calculations.</p> <p>In 2023, Paramount completed our first comprehensive greenhouse gas inventory for Scope 3 emissions. We recognize that understanding the indirect emissions throughout our value chain is important for both a decarbonized future and regulatory readiness. Following the GHG Protocol Scope 3 Standard, our team assessed the fifteen categories within this framework and determined that eight categories were relevant to our business.</p>	<a href="#">2023 ESG Report, pg. 16-17 ("Scope 3 Inventory")</a>	<div> <div>7 AFFORDABLE AND CLEAN ENERGY</div>  </div> <div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>  </div>																														

302-3 (CRE1)	Energy intensity	<table border="1"> <thead> <tr> <th>Unit: kBtu/ft<sup>2</sup></th><th>2020</th><th>2021</th><th>2022</th><th>2023</th></tr> </thead> <tbody> <tr> <td>Total EUI</td><td>60.57</td><td>58.37</td><td>66.90</td><td>63.09</td></tr> <tr> <td>Electric</td><td>34.14</td><td>32.84</td><td>35.93</td><td>36.57</td></tr> <tr> <td>Steam</td><td>17.89</td><td>19.95</td><td>23.37</td><td>20.38</td></tr> <tr> <td>Gas</td><td>8.54</td><td>5.59</td><td>7.57</td><td>6.05</td></tr> <tr> <td>Fuel Oil</td><td>-</td><td>-</td><td>0.03</td><td>0.09</td></tr> </tbody> </table>	Unit: kBtu/ft <sup>2</sup>	2020	2021	2022	2023	Total EUI	60.57	58.37	66.90	63.09	Electric	34.14	32.84	35.93	36.57	Steam	17.89	19.95	23.37	20.38	Gas	8.54	5.59	7.57	6.05	Fuel Oil	-	-	0.03	0.09	<a href="#">2023 ESG Report, pg. 14-15 ("Targets &amp; Performance")</a>	<div> <div>7 AFFORDABLE AND CLEAN ENERGY</div>  </div> <div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>  </div>
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302-4 (CRE)	Reduction of energy consumption	<p>In 2023 Paramount achieved a 35% reduction from a 2015 baseline in MWh of energy. 2023 consumption was 209,311 MWh, compared to a consumption of 294,093 MWh in 2015.</p>	<a href="#">2023 ESG Report, pg. 14-15 ("Targets &amp; Performance")</a>	<div> <div>7 AFFORDABLE AND CLEAN ENERGY</div>  </div> <div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>  </div>																														





302-5 (CRE)	Reductions in energy requirements of products and services	Managing the energy use of Paramount's assets is integral to our ESG program as we prioritize initiatives that yield both environmental and economic benefits. Lower energy consumption translates to a smaller carbon footprint and reduced operating costs. In 2018, our team developed a goal to reduce 35% of energy consumption by 2025 portfolio-wide. We strive to offer the most high-quality, healthy, and sustainable office spaces for our tenants and all building occupants.	<a href="#">2023 ESG Report, pg. 20-21 ("Energy Management")</a>	 
<b>GRI 303: Water and Effluents</b>				
303-1 (CRE)	Interactions with water as a shared resource	<p>The New York Water System serves all properties in Manhattan. This is state-operated surface water, 100% of which is drawn from the Delaware Aqueduct, and the Kensico/Hillview Reservoir.</p> <p>The San Francisco Bay Delta watershed serves all properties in the Bay Area. The watershed includes the Sacramento and San Joaquin Rivers along with the Suisun Bay, San Pablo Bay, San Francisco Bay, and Golden Gate Strait.</p> <p>Water management risks include potential local water stress and water quantity and quality disruptions. To mitigate water management risks and reduce water consumption, Paramount seeks to achieve a 10% reduction in water usage by 2025 and has reduced water consumption by 10% in 2023 from a 2016 baseline. Our water efficiency strategies include:</p> <ul style="list-style-type: none"> <li> <b>Low-Flow Fixtures</b>  Paramount's build-out specifications require the installation of low-flow fixtures. Existing toilets, urinals, faucets, and showers across the portfolio are also upgraded with low-flow fixtures to further reduce water consumption. </li> <li> <b>Data Tracking &amp; Transparency</b>  Water usage is tracked using the ENERGY STAR Portfolio </li> </ul>	<a href="#">EPA Environmental Atlas</a>  <a href="#">2023 SASB Index, pg. 5-6</a>  <a href="#">2023 ESG Report, pg. 24-25 ("Water &amp; Waste")</a>	 

		<p>Manager benchmarking platform for 100% of the portfolio. In accordance with New York City and San Francisco benchmarking ordinances, water consumption is disclosed annually. Paramount's water performance is also shared with tenants through our reporting efforts.</p> <ul style="list-style-type: none"> <li> <b>Water Submeters</b>  Water submeters are installed throughout the buildings to monitor consumption, identify opportunities for increased efficiency, and target leaks from specific systems. </li> <li> <b>Irrigation</b>  Most of our properties have minimal landscaping. For those properties that are landscaped, we rely on smart meters to regulate the amount of water used for irrigation. To further reduce irrigation needs, these landscaped areas use native plants that require less water since they are adapted to the local climate. </li> <li> <b>Belimo Energy Valves</b>  In 2022, we installed Belimo Energy Valves on air handling units at 31 West 52nd Street, 1633 Broadway, and 1301 6<sup>th</sup> Avenue. These valves are installed on air handling units and automatically adjust water flow rates to optimize temperature spreads and meet the design capacity of cooling coils. By increasing the temperature spread of the chilled water coils, these valves allow for a more efficient heat exchange across the coil, thereby reducing both water consumption and energy needed for pumping. </li> <li> <b>Cooling Towers</b>  At 575 Market Street and One Front Street, we are retrofitting existing cooling towers. These projects will reduce unnecessary water loss from a cooling system by minimizing drift. We will also upgrade the fill media to higher efficiency materials that increase heat transfer and require less energy consumed by fans. </li> </ul>		
303-2	Management of water discharge-related impacts	All Paramount properties discharge water in their respective New York or San Francisco municipal sewage system, which is then transported to sewage to wastewater treatment plants.	N/A	 <p>6 CLEAN WATER AND SANITATION</p>

				
303-3 (CRE)	Water withdrawal	<p>The total amount of water withdrawn to meet the consumption needs of Paramount properties between January 1, 2023, and December 31, 2023, was 469.343 megaliters.</p> <p>0% of Paramount properties in New York City are located in areas with high or extremely high baseline water stress. 0% of properties within San Francisco are located within areas with high or extremely high baseline water stress.</p> <p>Paramount does not currently track withdrawal from groundwater sources that are recharged versus non-recharged.</p>	<p><a href="#">2023 ESG Report, pg. 14-15 ("Targets &amp; Performance")</a></p> <p><a href="#">2023 SASB Index, pg. 5</a></p>	 
303-4 (CRE)	Water discharge	<p>Not material. All water used for Paramount's operations is discharged into the sewer system. Sewer water is treated in areas where Paramount operates.</p>	N/A	 

303-5 (CRE)	Water consumption	<table> <tr> <td>Unit: ML</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td></tr> <tr> <td>Total</td><td>257.313</td><td>334.338</td><td>457.131</td><td>469.343</td></tr> <tr> <td>New York</td><td>198.965</td><td>275.038</td><td>378.620</td><td>363.916</td></tr> <tr> <td>San Francisco</td><td>58.348</td><td>59.300</td><td>78.511</td><td>105.428</td></tr> </table> <p>Paramount does not currently track reuse and recycling of water.</p>	Unit: ML	2020	2021	2022	2023	Total	257.313	334.338	457.131	469.343	New York	198.965	275.038	378.620	363.916	San Francisco	58.348	59.300	78.511	105.428	<a href="#">2023 SASB Index, pg. 5</a>  <a href="#">2023 ESG Report, pg. 14-15 ("Targets &amp; Performance")</a>	 
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CRE2	Water intensity	<table> <tr> <td>Unit: m³/ft²</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td></tr> <tr> <td>Water Intensity</td><td>0.02</td><td>0.03</td><td>0.04</td><td>0.0415</td></tr> </table>	Unit: m³/ft²	2020	2021	2022	2023	Water Intensity	0.02	0.03	0.04	0.0415	N/A	 										
Unit: m³/ft²	2020	2021	2022	2023																				
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<b>304: Biodiversity</b>				
304-1 (CRE)	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Paramount owns and operates properties in New York City near the protected areas of Riverside Park, Central Park, and Hudson River Park. Paramount owns and operates properties in San Francisco near the protected areas of Golden Gate Park and the Presidio.	<a href="#">New York Protected Areas Database</a>  <a href="#">IUCN Red List Assessment using the Integrated Biodiversity Assessment Tool (IBAT)</a>	
304-2 (CRE)	Significant impacts of activities, products, and services on biodiversity	The landscaped areas throughout Paramount's portfolio use native plants that require less water since they are adapted to the local climate. Paramount maintains beehives and promotes urban beekeeping in partnership with Alvéole at One Market Plaza. This initiative promotes biodiversity and pollination both for both our property and 3 miles into our neighboring community. Alvéole also notes observations and patterns from our hives that contribute to essential pollinator research.	<a href="#">2023 ESG Report, pg. 34-35 ("Community Commitment")</a>	
304-3 (CRE)	Habitats protected or restored	For our development assets, Paramount avoids construction on greenfield sites, and there are no current construction projects on brownfield sites. Instead, our focus on infill development protects lands that serve important ecological functions by reducing development pressure on outlying areas.	<a href="#">2023 ESG Report, pg. 18-19 ("Sustainable Development")</a>	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	1,488 species are on the IUCN Red List with habitats nearby Paramount's New York City properties, within a 30 miles distance. 1,114 species are on the IUCN Red List with habitats nearby Paramount's San Francisco properties, within a 30 miles distance.	<a href="#">Threatened and Endangered Species in New York</a>  <a href="#">IUCN Red List Assessment using the Integrated Biodiversity Assessment Tool (IBAT)</a>	

## GRI 305: Emissions

305-1; 305-2;  
305-3; 305-4;  
305-5; 305-6;  
305-7  
(CRE3)

Direct (Scope 1) GHG emissions; Energy indirect (Scope 2) GHG emissions; Other indirect (Scope 3) GHG emissions; GHG emissions intensity; Reduction of GHG emissions; Emissions of ozone-depleting substances; Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

	Unit	2020	2021	2022	2023
Scope 1	mtCO2e	5,116	3,344	4,831	4,358
Scope 2	mtCO2e	45,310	44,233	57,292	57,381
GHG emissions intensity	mtCO2e / ft <sup>2</sup>	0.00447	0.00422	0.00549	0.00545
NOx	kg	4,280	2,800	3,810	3,048
SOx	kg	25.7	16.8	22.9	18.3

From 2015 to 2023, Paramount reduced GHG emissions from 74,066 mtCO2e to 61,739 mtCO2e.

Emissions of ozone depleting substances are not material since PGRE does not produce, import, or export refrigerants.


The emissions reported reflect multi-tenant office properties.



Following the GHG Protocol Scope 3 Standard, our team assessed the fifteen categories within this framework and determined that the eight categories described in this section were relevant to our business. The categories used in our Scope 3 GHG emissions inventory are:


Category 1: Purchased goods and services


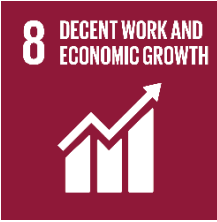
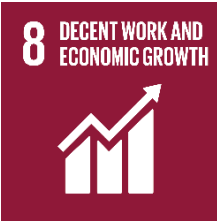
[2023 ESG Report, pg. 14-15, 16-17](#)  
[\("Targets & Performance", "Scope 3 Inventory"\)](#)

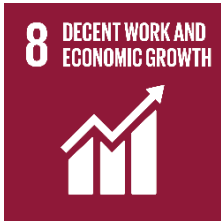

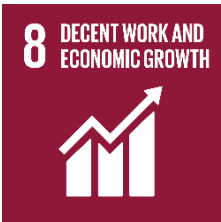


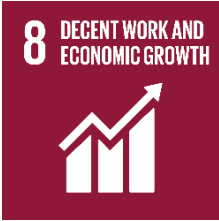

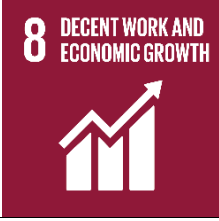

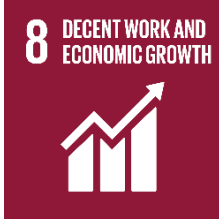
		<p>Category 2: Capital goods  Category 3: Fuel- and energy-related activities  Category 4: Upstream transportation  Category 5: Waste  Category 6: Business travel  Category 7: Employee commuting, incl. teleworking  Category 15: Investments</p> <p>*In 2023, a change in emissions methodology was implemented. Specifically, the steam byproduct from a cogeneration plant at One Market Plaza was deducted from the overall consumption of the building for the 2022 reporting year, but for 2023, all emissions associated with the operation of this plant have been attributed to One Market Plaza.</p> <p>Beginning in 2022, Paramount's GHG inventory expanded from previous years to include emissions from fuel oil and refrigerants consumed at each property, therefore increasing the reported portfolio-wide emissions. For refrigerant data, an estimate of 1% leakage was applied to all systems in accordance with the GHG Protocol, which is an increase from 0.5% used in prior reporting years.</p> <p>The EPA eGRID subregion emissions factors that were used in 2023 calculations are listed here: Electric (NYCW subregion for NY) – 117.86 kg/MBtu, Electric (CAMX subregion for CA) – 66.38 kg/ MBtu, Steam – 66.33 kg/MBtu, Natural Gas – 53.06 kg/MBtu, and Fuel Oil – 73.96 kg/MBtu.</p>		
CRE4	Greenhouse gas emissions intensity from new construction and redevelopment activity	Paramount does not currently disclose greenhouse gas emissions intensity associated with new construction activity.	N/A	N/A
<b>GRI 306: Waste</b>				
306-1	Waste generation and significant waste- related impacts	<p>Paramount has had no known significant waste-related impacts.</p> <p>Paramount does not know of any flow of inputs, activities, and outputs that could lead to significant waste-related impacts. During construction, our team opts for recycled materials and reuses durable items whenever possible. When we renovate tenant spaces, we make a concerted effort to recycle ceiling and carpet tiles and to donate furniture.</p>	<a href="#">2023 ESG Report, pg. 24-25 ("Water &amp; Waste")</a>	

306-2 (CRE)	Management of significant waste-related impacts	<p>Single-stream recycling has been implemented across the entire portfolio to simplify operations and improve recycling rates. Metal, glass, plastic, paper, and cardboard are diverted from landfills and instead sent to recycling facilities for reuse and proper disposal.</p> <p>We audit our waste stream periodically to verify that Paramount’s recycling procedures are upheld. These audits reveal areas for improvement and sources of contamination. Our Property Management Team also uses these data points to direct our tenant education and outreach efforts.</p> <p>Our team opts for recycled materials and reuses durable items whenever possible during construction. When we renovate tenant spaces, we make a concerted effort to recycle ceiling and carpet tiles and to donate furniture.</p>	<a href="#">2023 ESG Report, pg. 24-25 ("Water &amp; Waste")</a>																																				
306-3, 306-4, 306-5 (CRE)	Waste generated by type, waste diverted from disposal, and waste directed to disposal	<table border="1" data-bbox="600 678 1272 1268"> <thead> <tr> <th>Unit: metric tons</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th></tr> </thead> <tbody> <tr> <td>Total waste generated</td><td>1,691</td><td>1,360</td><td>3,055</td><td>4,634</td></tr> <tr> <td>Non-hazardous waste generated</td><td>972</td><td>1,328</td><td>3,027</td><td>4,575</td></tr> <tr> <td>Non-hazardous waste recycled or reused</td><td>718</td><td>414</td><td>889</td><td>1,575</td></tr> <tr> <td>Non-hazardous waste sent to landfill</td><td>954</td><td>914</td><td>1,725</td><td>2,174</td></tr> <tr> <td>Non-hazardous waste composted</td><td>-</td><td>-</td><td>412.8</td><td>826.6</td></tr> <tr> <td>Hazardous waste recycled during electronic waste event*</td><td>18.5</td><td>32.2</td><td>28.2</td><td>58.7</td></tr> </tbody> </table> <p>*PGRE does not currently measure total hazardous waste generated or sent to landfill.</p>	Unit: metric tons	2020	2021	2022	2023	Total waste generated	1,691	1,360	3,055	4,634	Non-hazardous waste generated	972	1,328	3,027	4,575	Non-hazardous waste recycled or reused	718	414	889	1,575	Non-hazardous waste sent to landfill	954	914	1,725	2,174	Non-hazardous waste composted	-	-	412.8	826.6	Hazardous waste recycled during electronic waste event*	18.5	32.2	28.2	58.7	<a href="#">2023 ESG Report, pg. 14-15, 24-25 ("Targets &amp; Performance", "Water &amp; Waste")</a>	
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Non-hazardous waste composted	-	-	412.8	826.6																																			
Hazardous waste recycled during electronic waste event*	18.5	32.2	28.2	58.7																																			


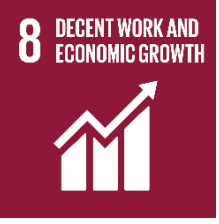

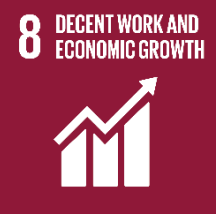
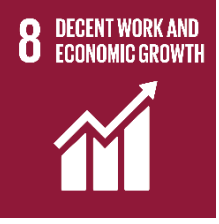
		<table> <tr> <td></td><td>2020</td><td>2021</td><td>2022</td><td>2023</td></tr> <tr> <td>Waste diversion rate</td><td>42.49%</td><td>32.82%</td><td>43.53%</td><td>53.09%</td></tr> </table> <p>Paramount set ambitious environmental reduction targets, including a 50% recycling rate by 2025. Each building in the Paramount portfolio has a Solid Waste Management policy implemented, which prioritizes recycling and diversion of waste from the landfill, which protects the environment and public health. We have landfill and recycling haulers, and 100% of San Francisco properties compost. Each building in Paramount's portfolio also undergoes waste audits to ensure recycling best practices are maintained. Diversion rates are provided to Paramount by the waste haulers monthly. Using this data, we take proactive measures for improvement.</p> <p>Electronic waste (e-waste) collection drives are offered to all tenants at no cost throughout the year. We encourage our tenants to responsibly dispose of this waste that could release toxins and heavy metals into the environment if it is improperly sent to a landfill.</p>		2020	2021	2022	2023	Waste diversion rate	42.49%	32.82%	43.53%	53.09%		
	2020	2021	2022	2023										
Waste diversion rate	42.49%	32.82%	43.53%	53.09%										
CRE5	Land remediated and in need of remediation for the existing or intended land use according to applicable legal designations	Paramount has no knowledge of current or historical land remediation activities or land contamination occurring within their portfolio.	N/A	N/A										
<b>GRI 308: Supplier Environmental Assessment</b>														
308-1	New suppliers that were screened using environmental criteria	In 2023, Paramount surveyed Critical Tier 1 Suppliers and new vendors on organizational ESG practices. Paramount's Vendor Code of Conduct and ESG monitoring survey covered 65 Critical Tier 1 Suppliers, including 26 suppliers that were assessed for the first time. These suppliers represent 93% of annual spend out of the total spend with Critical Tier 1 Suppliers during 2023. Critical Tier 1 Suppliers will be evaluated on an annual basis, and Paramount will issue corrective action plans and reassess the future work contract if the suppliers do not meet Paramount's ESG requirements.	<a href="#">2023 ESG Report, pg. 54-55 ("Supply Chain Risk Management")</a>											



308-2	Negative environmental impacts in the supply chain and actions taken	No negative environmental impacts were identified among self-reported information from suppliers who respond to our annual Supplier ESG Survey, which include compliance with environmental laws, resource conservation practices, responsible procurement, and corrective action.	<a href="#">2023 ESG Report, pg. 54-55 ("Supply Chain Risk Management")</a>																
<b>GRI 401: Employment</b>																			
401-1	New employee hires and employee turnover	<table border="1"> <tr> <td></td><td>2020</td><td>2021</td><td>2022</td><td>2023</td></tr> <tr> <td>Hires</td><td>43</td><td>46</td><td>72</td><td>37</td></tr> <tr> <td>Turnover</td><td>11.5%</td><td>19.5%</td><td>15.9%</td><td>12.5%</td></tr> </table>		2020	2021	2022	2023	Hires	43	46	72	37	Turnover	11.5%	19.5%	15.9%	12.5%	N/A	
	2020	2021	2022	2023															
Hires	43	46	72	37															
Turnover	11.5%	19.5%	15.9%	12.5%															
401-2 (CRE)	Benefits provided to full-time employees that are not provided to temporary or part-time	All full-time salaried employees are eligible for the employee benefits listed in Paramount's 2023 ESG Report. Hourly employees, both full-time and part-time, are eligible to participate in their respective union plans. Paramount provides the appropriate benefits based on what is stipulated within each Collective Bargaining Agreement.	<a href="#">2023 ESG Report, pg. 28-29 ("Our People")</a> <a href="#">32BJ SEIU Contracts</a> <a href="#">Local 94 CBA</a>																
401-3	Parental leave	100% of Paramount's employees are provided paid parental leave.	<a href="#">2023 ESG Report, pg. 28-29 ("Our People")</a> <a href="#">32BJ SEIU Union CBA</a> <a href="#">Local 94 CBA</a>	N/A															





<b>GRI 402: Labor/Management Relations</b>				
402-1	Minimum notice periods regarding operational changes	<p>Paramount adheres to all minimum notice periods regarding significant operational changes, which vary depending on the pertinent collective bargaining agreements (CBA). According to 32BJ SEIU union CBA, “If the Employer desires to reduce its workforce, it is required ... to give employees ... one (1) week notice of layoff or discharge, or in lieu thereof, an additional week pay. The Employer shall give four (4) weeks written notification to the Union and the RAB.” According to the 32BJ Security Officer Owners Agreement, “the employer shall promptly notify the union... of reduction in the number of employees.” According to Local 94 union CBA, “In reducing force, Employers are required ... to give employees ... at least three (3) weeks’ notice of lay-off or discharge, or in lieu thereof, an additional three (3) weeks’ pay. In addition, except for normal or routine reduction, the Union and the RAB shall be given at least one (1) week’s advance written notice. The Employer shall, if possible, give the Union at least twenty (20) days advance notice of any change of Employer in the building.”</p>	<a href="#">32BJ SEIU Union CBA</a>  <a href="#">Local 94 CBA</a>	
<b>GRI 403: Occupational Health &amp; Safety</b>				
403-1 (CRE6)	Occupational health and safety management system	<p>Managing the health and safety of our employees and all building occupants is at the forefront of Paramount’s approach to risk management. We developed a comprehensive strategy for a healthy workplace that includes enhancements such as indoor air quality testing, air filtration, and cleaning and sanitation. To address safety, our team is prepared to respond to emergencies through fire safety and prevention, active shooter response, and CPR training.</p> <p>All contractors hired by Paramount are required to work within OSHA (Occupational Safety and Health Administration) guidelines and are responsible for enforcing these requirements to protect their employed field personnel, as well as the subcontractors they hire. Construction projects employ either on-site safety managers or third-party reviewers to perform safety checks at the job site to ensure best practices are maintained.</p>	<a href="#">2023 ESG Report, pg. 48-49 (“Enterprise Risk Management”)</a>	 

403-2	Hazard identification, risk assessment, and incident investigation	All contractors hired by Paramount are required to work within OSHA (Occupational Safety and Health Administration) guidelines and are responsible for enforcing these requirements to protect their employed field personnel, as well as the subcontractors they hire. Construction projects employ either on-site safety managers or third-party reviewers to perform safety checks at the job site to ensure best practices are maintained.	<a href="#">2023 ESG Report, pg. 48-49 ("Enterprise Risk Management")</a>	
403-3	Occupational health services	<p>Paramount developed a comprehensive strategy for a healthy workplace that includes enhancements such as indoor air quality testing, air filtration, and cleaning and sanitation. To address safety, our team is prepared to respond to emergencies through fire safety and prevention, active shooter response, and CPR training. If an employee is injured, a worker's compensation claim is filed and the Human Resources Team is notified.</p> <p>Paramount offers an Employee Assistance Program ("EAP"), which provides 24/7 access to confidential counseling for drug and alcohol abuse, general stress and depression, relationship struggles, and financial hardship to employees and immediate family members. Employees also have free access to a team of advocates that help with general benefits questions and coverage.</p>	<a href="#">2023 ESG Report, pg. 28-29 ("Our People")</a>	 
403-4	Worker participation, consultation, and communication on occupational health and safety	Our benefits protect the health, wellness, financial security, and work-life balance for both our employees and their families. Our Human Resources Team at Paramount continuously solicits feedback from employees to monitor workplace satisfaction and retain our valued talent. Please see our 2023 ESG Report for more details on benefits provided to employees. We provide healthy office spaces that support the success of our employees, with a focus on indoor air quality, healthy building materials, green cleaning, and sanitation solutions.	<a href="#">2023 ESG Report, pg. 28-29, 38-39 ("Our People", "Occupant Health &amp; Safety")</a>	 





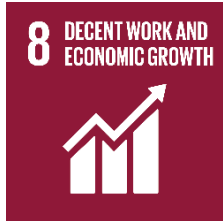
403-5	Worker training on occupational health and safety	<p>The safety and health of our employees, vendors, and tenants are of paramount importance. We must not only comply with applicable safety and health laws and regulations, but also address and remediate identified risks of accidents, injury, and health impacts. Our policies regarding health and safety are provided to our employees, vendors, and tenants as necessary, and encompass all our facilities and operations. Each of our employees is entitled to a copy of our Employee Handbook, a portion of which is specifically devoted to safety and security, and we have prominently posted in each of our corporate offices those notices required by the U.S. Occupational Safety and Health Administration (“OSHA”) to let our employees know that they have the right to a safe workplace, to raise safety or health concerns with us or with OSHA, to receive information and training on job hazards, including hazardous substances, and addressing other workplace health and safety matters.</p>	<p><a href="#">2023 ESG Report, pg. 32-33, 38-39 ("Human Capital Development" and "Occupant Health &amp; Safety")</a></p> <p><a href="#">Human Rights Policy</a></p>	 
403-6	Promotion of worker health	<p>Our reputation for operating as a socially responsible organization begins with the ways we respect and support our internal team members. At Paramount, we are committed to promoting the well-being of our employees by maintaining an inclusive company culture, encouraging growth, supporting health through benefits, and creating a shared sense of purpose.</p> <p>Our benefits protect the health, wellness, financial security, and work-life balance of our employees and their families. Our Human Resources Team at Paramount continuously solicits feedback from employees to monitor workplace satisfaction and retain our valued talent. The team also relies on benchmarking reports to ensure we maintain market-leading benefits and meet the evolving needs of our people.</p>	<p><a href="#">2023 ESG Report, pg. 28-29 ("Our People")</a></p>	 
403-7 (CRE)	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>All contractors hired by Paramount are required to work within OSHA (Occupational Safety and Health Administration) guidelines and are responsible for enforcing these requirements to protect their employed field personnel, as well as the subcontractors they hire. Construction projects employ either on-site safety managers or third-party reviewers to perform safety checks at the job site to ensure best practices are maintained. All Paramount contractors, partners, and third-party service providers are expected to comply with Paramount's Code of Business Conduct and Ethics and Paramount's Vendor Code of Conduct.</p>	<p><a href="#">2023 ESG Report, pg. 48-49 ("Enterprise Risk Management")</a></p> <p><a href="#">Human Rights Policy</a></p>	

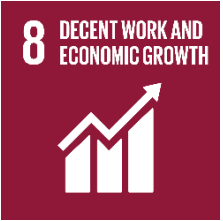

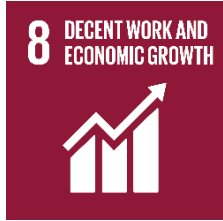
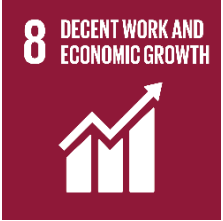
			<a href="#">Code of Business Conduct and Ethics</a>																
			<a href="#">Vendor Code of Conduct</a>																
403-8	Workers covered by an occupational health and safety management system	100% of Paramount employees are covered by an occupational health and safety management system.	N/A	N/A															
403-9 (CRE)	Work-related injuries	<table border="1"> <tr> <td></td><td>2020</td><td>2021</td><td>2022</td><td>2023</td></tr> <tr> <td>Fatalities</td><td>0</td><td>0</td><td>0</td><td>0</td></tr> <tr> <td>Injury Rate (IR)</td><td>0.31</td><td>1.27</td><td>1.9</td><td>0.9</td></tr> </table>		2020	2021	2022	2023	Fatalities	0	0	0	0	Injury Rate (IR)	0.31	1.27	1.9	0.9	N/A	N/A
	2020	2021	2022	2023															
Fatalities	0	0	0	0															
Injury Rate (IR)	0.31	1.27	1.9	0.9															
403-10	Work-related ill health	<table border="1"> <tr> <td></td><td>2020</td><td>2021</td><td>2022</td><td>2023</td></tr> <tr> <td>Lost Day Rate</td><td>21.18</td><td>65.08</td><td>321.74</td><td>113.63</td></tr> </table>		2020	2021	2022	2023	Lost Day Rate	21.18	65.08	321.74	113.63	N/A	N/A					
	2020	2021	2022	2023															
Lost Day Rate	21.18	65.08	321.74	113.63															
<b>GRI 404: Training and Education</b>																			
404-1 (CRE)	Average hours of training per year per employee	Paramount's employees received an average of 7.7 hours of training in 2023.	<a href="#">2023 ESG Report, pg. 32-33 ("Human Capital Development")</a>	<div> <div> 4 QUALITY EDUCATION  </div> <div> 8 DECENT WORK AND ECONOMIC GROWTH  </div> </div>															



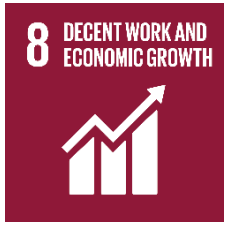
404-2	Programs for upgrading employee skills and transition assistance programs	<p>We encourage cross-training opportunities so employees can develop the skills needed for other roles and functions of our business, resulting in a more agile and adaptable workforce. At Paramount, we develop strategies for identifying and developing internal talent to retain knowledge and maintain business continuity. Paramount's Property Management Team is given the opportunity to shadow staff at other properties to facilitate information exchange, mentorship, and growth throughout our portfolio network.</p> <p>In order to advance employees' careers within the company, Paramount invests in opportunities for professional development. Employees are encouraged to further their growth through ongoing training and education. Employees are also given an annual stipend to join external affinity groups as a way to advance self-development and career building.</p>	<a href="#">2023 ESG Report, pg. 32-33 ("Human Capital Development")</a>	<div data-bbox="1675 196 1894 418"> <p><b>4</b> QUALITY EDUCATION</p>  </div> <div data-bbox="1675 446 1894 669"> <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>  </div>
404-3	Percentage of employees receiving regular performance and career development reviews	<p>All Paramount employees receive annual reviews to identify strengths and weaknesses. In providing constructive feedback for areas of improvement, managers also provide opportunities for training to address these areas. Our Human Resources team also surveys employees annually to monitor satisfaction across communication, manager performance, growth and development, collaboration, and health and wellness. Our 2023 employee engagement survey had a response rate of 82%.</p>	<a href="#">2023 ESG Report, pg. 32-33 ("Human Capital Development")</a>	<div data-bbox="1675 706 1894 928"> <p><b>4</b> QUALITY EDUCATION</p>  </div> <div data-bbox="1675 956 1894 1179"> <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>  </div>



## GRI 405: Diversity and Equal Opportunity

405-1 (CRE)	Diversity of governance bodies and employees	<p>At Paramount, we strive to create a diverse, equitable, and inclusive workplace where all employees are encouraged to work and grow authentically. We are committed to equal opportunity in workplaces that are free from discrimination or harassment based on race, religion, sex, color, national origin, creed, ethnicity, age, disability, political affiliation, sexual orientation, gender identity or expression, or any other status protected by applicable law. Recruitment, hiring, placement, development, training, compensation, and advancement may not be based on any of these factors, but should instead be based on rational factors such as qualifications, performance, skills, and experience.</p> <p>We do not accept disrespectful or inappropriate behavior, harassment, or retaliation in the workplace or any work-related circumstance outside the workplace. We provide each of our employees with detailed policies and materials to provide information on equal opportunity, discrimination, and harassment and require participation in training on these matters.</p>	<p><a href="#">Human Rights Policy</a></p> <p><a href="#">2023 ESG Report, pg. 30-31 ("Diversity, Equity, &amp; Inclusion")</a></p> <p><a href="#">2024 Proxy Statement, pg. 6, 10 ("Board Composition and Diversity" and "Board Nominees Composition and Attributes")</a></p>	<div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>																								
		<table><tr><th>Workforce Gender Breakdown</th><th>% Female</th></tr><tr><td>Total Workforce</td><td>31</td></tr><tr><td>Board of Directors</td><td>30</td></tr><tr><td>Management Team</td><td>27</td></tr><tr><td>Corporate</td><td>55</td></tr><tr><td>Property Management</td><td>20</td></tr><tr><th>Workforce Racial Breakdown</th><th>% of Total Workforce</th></tr><tr><td>Asian</td><td>13</td></tr><tr><td>Black or African American</td><td>20</td></tr><tr><td>Hispanic or Latino</td><td>18</td></tr><tr><td>White</td><td>46</td></tr><tr><td>Other</td><td>3</td></tr></table>	Workforce Gender Breakdown	% Female	Total Workforce	31	Board of Directors	30	Management Team	27	Corporate	55	Property Management	20	Workforce Racial Breakdown	% of Total Workforce	Asian	13	Black or African American	20	Hispanic or Latino	18	White	46	Other	3		
Workforce Gender Breakdown	% Female																											
Total Workforce	31																											
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Workforce Racial Breakdown	% of Total Workforce																											
Asian	13																											
Black or African American	20																											
Hispanic or Latino	18																											
White	46																											
Other	3																											
405-2 (CRE)	Ratio of basic salary and remuneration of women to men	Paramount does not currently disclose the ratio of basic salary and remuneration of women to men but may consider disclosing in the future.	N/A	N/A																								

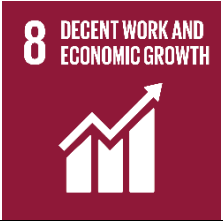
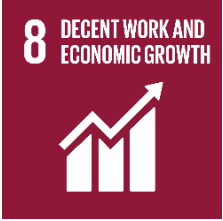

<b>GRI 406: Non-Discrimination</b>				
406-1 (CRE)	Incidents of discrimination and corrective actions taken	During the calendar year 2023, there are 0 significant events or incidents of discrimination in accordance with local laws and regulations.	N/A	 
<b>GRI 407: Freedom of Association and Collective Bargaining</b>				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We strive to create workplaces in which open and honest communications among all employees are valued. We respect our employees' right to form, join or not join, labor unions, without fear of reprisal, intimidation, or harassment. In the case of employees represented by a legally recognized union, we are committed to bargaining in good faith with that union.	<a href="#">Human Rights Policy</a> <a href="#">32BJ SEIU Union CBA</a> <a href="#">Local 94 CBA</a>	



<b>GRI 408: Child Labor</b>				
408-1 (CRE)	Operations and suppliers at significant risk for incidents of child labor	We comply with all local minimum working age laws and requirements and prohibit the use of child labor.	<a href="#">Human Rights Policy</a>	 
<b>GRI 409: Forced or Compulsory Labor</b>				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We prohibit the use of all forms of forced labor, whether prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and any form of human trafficking. We also evaluate the potential for human trafficking in our supply chain and minimize risks by committing to work with well-established suppliers and lenders who, to our knowledge, do not engage in forced labor and human trafficking. We have a no-tolerance policy for employees, suppliers, and vendors in violation of our company standards regarding slavery and human trafficking, and anyone in violation of those standards is subject to termination.	<a href="#">Human Rights Policy</a>	
<b>GRI 410: Security Practices</b>				
410-1	Security personnel trained in human rights policies or procedures	Security personnel are trained to prevent sexual and other forms of harassment, discrimination, and retaliation in the workplace, and the elimination of adverse treatment that is the product of bias. Sexual harassment training is refreshed annually in accordance with New York State law.	<a href="#">32BJ SEIU Union CBA</a>	

<b>GRI 411: Rights of Indigenous Peoples</b>				
411-1	Incidents of violations involving rights of indigenous peoples	Not material. Paramount's operations are located in the New York City and San Francisco urban areas.	<a href="#">2023 Annual Report, Adobe pg. 38 ("Portfolio Summary")</a>	N/A
<b>2016 GRI 412: Human Rights Assessment</b>				
412-1	Operations that have been subject to human rights reviews or impact assessments	Violations of human rights are not tolerated at Paramount and our operations are assessed for potential violations of human rights. Protection of human rights requires thoughtful and intentional management of day-to-day operations. Paramount conducts its business in accordance with a stringent Human Rights Policy which we also require our suppliers to uphold within their businesses. Paramount's Human Rights Policy is uploaded to our website and addresses the key risks listed below: <ul style="list-style-type: none"> <li>• Workplace health, safety, and security</li> <li>• Work hours, forced labor, human trafficking, and child labor</li> <li>• Lack of reporting opportunities, freedom of association, and collective bargaining</li> </ul>	<a href="#">2023 ESG Report, pg. 54-55 ("Supply Chain Risk Management")</a>  <a href="#">Human Rights Policy</a>	
412-2	Employee training on human rights policies or procedures	We strive to maintain a safe and healthy workplace and a corporate culture that promotes diversity and inclusion and is free from discrimination and harassment. We promote the professional development of our employees by offering regular opportunities to participate in training and education programs. Local legislation requires that all employees complete an anti-harassment training annually.	<a href="#">2023 ESG Report, pg. 30-34 ("Diversity, Equity, &amp; Inclusion", "Human Capital Development")</a>  <a href="#">Human Rights Policy</a>	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	The Collective Bargaining Agreements between Paramount and the unions specify that these contracts must be compliant with local laws and regulations, which include California's AB 15 covering human rights and New York City's Human Rights Law. This demonstrates that anti-harassment training is required in the cities where we operate. Paramount also evaluates adherence to human rights standards for Critical Tier 1 Suppliers annually.	<a href="#">32BJ SEIU Union CBA</a>  <a href="#">Local 94 CBA</a>  <a href="#">2023 ESG Report, pg. 54-55 ("Supply Chain Risk Management")</a>	

<b>GRI 413: Local Communities</b>				
413-1 (CRE)	Operations with local community engagement, impact assessments, and development programs	<p>Our on-site property staff regularly participate in events with local community groups and not-for-profit organizations, including annual food, clothing, and toy drives. Over the years, Paramount has been proud to support various charities and educational programs to support the local community, both directly and by sponsoring programs together with our tenants.</p> <p>In addition to volunteerism and philanthropy, we partner with local unions to hire employees for these roles to strengthen the current and future workforce. We also host an internship program each summer where we provide educational and enrichment opportunities for college students. We also partner with the Governor's Committee on Scholastic Achievement (GCSA), a not-for-profit organization that pairs high school students from historically underperforming districts with volunteer mentors.</p> <p>At 60 Wall Street, Minority and Women-owned Business Enterprises (MWBE) are included in 100% of the bidding and selection process for contractors and subcontractors.</p> <p>To promote the use of sustainable transportation for commuters traveling to and from our properties, we construct bicycle rooms and install electric vehicle (EV) charging stations. We also partner with the Metropolitan Transportation Authority (MTA) to invest in and construct public transit improvements for the subway infrastructure that connects to our properties.</p> <p>A more detailed overview of Paramount's community initiatives can be found in the 2023 ESG Report.</p>	<a href="#">2023 ESG Report, pg. 18-19, 34-35, 36-37, 56-57</a> <a href="#">("Sustainable Development", "Community Commitment", "Volunteerism &amp; Philanthropy", and "Stakeholder Engagement")</a>	
413-2 (CRE)	Operations with significant actual and potential negative impacts on local communities	<p>Paramount's operations do not have significant negative impacts on local communities. Instead, we focus on sustainable development and initiatives that benefits our neighboring communities. For example, we partner with the Metropolitan Transportation Authority (MTA) to invest in and construct public transit improvements for the subway infrastructure that connects into our properties.</p>	<a href="#">2023 ESG Report, pg. 18-19, 34-35</a> <a href="#">("Sustainable Development" and "Community Commitment")</a>	



CRE7	Number of persons voluntarily and involuntarily displaced and/or resettled by development, broken down by project	Paramount's current development project is a renovation of an existing property and therefore, to Paramount's knowledge, did not lead to displacement of any persons.	N/A	N/A
<b>GRI 414: Supplier Social Assessment</b>				
414-1	New suppliers that were screened using social criteria	In 2023, Paramount surveyed Critical Tier 1 Suppliers and new vendors on organizational ESG practices. Paramount's Vendor Code of Conduct and ESG monitoring survey covered 65 Critical Tier 1 Suppliers, including 26 suppliers that were assessed for the first time. These suppliers represent 93% of annual spend out of the total spend with Critical Tier 1 Suppliers during 2023.	<a href="#">2023 ESG Report, pg. 54-55 ("Supply Chain Risk Management")</a>	
414-2	Negative social impacts in the supply chain and actions taken	No significant negative social impacts were identified among self-reported information from suppliers who respond to our annual Supplier ESG Survey.	<a href="#">2023 ESG Report, pg. 54-55 ("Supply Chain Risk Management")</a>	
<b>GRI 415: Public Policy</b>				
415-1	Political contributions	Please see Paramount's Policy on Political Spending for more information.	<a href="#">Policy on Political Spending</a>	

<b>GRI 416: Customer Health and Safety</b>				
416-1 (CRE)	Assessment of the health and safety impacts of product and service categories	<p>100% of Paramount's properties are assessed for health and safety impacts. Health and safety for all building occupants is a top concern, which has been demonstrated through our many environmental and health certifications including the achievement of LEED and Fitwel across 100% of the REIT Portfolio.</p> <p>In accordance with LEED standards, our buildings utilize products that have a sustainability certification such as "Green Seal" or "Environmental Choice." These products emit low quantities of volatile organic compounds (VOCs) and provide optimal indoor air quality. To further ensure optimal indoor air quality, our strategy includes aligning operations with CDC and ASHRAE guidelines, replacing and improving air filtration, commissioning third-party testing, and inspecting and regulating air quality on an ongoing basis.</p>	<a href="#">2023 ESG Report, pg. 38-39 ("Occupant Health &amp; Safety")</a>	
416-2 (CRE)	Incidents of non-compliance concerning the health and safety impacts of products and services	Not material to Paramount's primary business of commercial office property management.	N/A	N/A
<b>GRI 417: Marketing and Labeling</b>				
CRE8	Type and number of sustainability certification, rating and labeling schemes for new construction, management, occupation and redevelopment	<p>Our Construction Team developed build-out specifications to ensure new and existing tenants design and execute office spaces that advance Paramount's sustainability objectives. These specifications are aligned with LEED, ENERGY STAR, and building codes resulting in lower operating expenses and improved overall building energy performance.</p> <p>The effectiveness of Paramount's health and wellness strategy is reinforced by our success in attaining Fitwel certifications across 100% of the REIT portfolio. Our portfolio consists of 100% LEED Platinum or Gold, ENERGY STAR, and Fitwel certified assets.</p>	<a href="#">2023 ESG Report, pg. 6-7 ("ESG Highlights")</a>	

417-1 (CRE)	Requirements for product and service information and labeling	Not material to Paramount's primary business of commercial office property management.	N/A	N/A
417-2 (CRE)	Incidents of non-compliance concerning product and service information and labeling	Not material to Paramount's primary business of commercial office property management.	N/A	N/A
417-3	Incidents of non-compliance concerning marketing communications	Not material to Paramount's primary business of commercial office property management.	N/A	N/A
<b>GRI 418: Customer Privacy</b>				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints in 2023. Please refer to our Privacy Policy for more information.	<a href="#">Privacy Policy</a>	N/A