



Paramount Group - 2024 GRI Content Index

GRI 2: General Disclosures

Disclosures	Description	Response	References	UN SDG
Organizational Profile				
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 2024 Corporate Responsibility 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⁽¹⁾</u> One Market Plaza 300 Mission Street One Front Street 55 Second Street</p> <p>⁽¹⁾ In the first quarter of 2024, Market Center and 111 Sutter were reclassified as “non-core” assets in Paramount’s financial filings, which represents a change in reporting boundary when compared to past years.</p>	<p>2024 10-K, Adobe pg. 1 and 35 ("Portfolio Summary")</p> <p>2024 Corporate Responsibility Report, Adobe pg. 4 and 29 ("Company Profile" and "About This Report")</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, aligning with its financial reporting boundaries.	2024 Corporate Responsibility Report, Adobe pg. 4 ("Company Profile")	N/A
2-3	Reporting period, frequency, and contact point	The financial and sustainability reporting periods are in the calendar year 2024, from January 1, 2024, through December 31, 2024, with publication date of June 17, 2025. Reports are published annually. Evin Epstein, Senior Vice President of Energy & Sustainability Sustainability@pgr.com	2024 10-K 2024 Corporate Responsibility Report	N/A
2-4	Restatements of information	There were no material restatements or significant changes in methodology during the reporting period.	N/A	N/A
2-5	External assurance	Paramount annually engages Sustainable Investment Group (SIG) for third-party assurance of its environmental performance data. Senior management oversees the process, with findings reviewed as part of sustainability governance. SIG verified energy, water, waste, and Scope 1 and 2 GHG emissions data for calendar year 2024 and for Paramount's REIT portfolio under ISO 14064-3:2019, applying a limited level of assurance and confirming no material misstatements. SIG conducts its assurance services independently of its consulting and engineering work with Paramount, ensuring an unbiased and objective review of sustainability disclosures.	2024 Letter of Assurance	N/A

<p>2-6 (CRE)</p>	<p>Activities, value chain and other business relationships</p>	<p>Headquartered in New York City, Paramount 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 had a total of 316 employees in 2024. The company owned 14 Class A properties as of December 31, 2024, four of which are either designated as “non-core”, currently out of service for redevelopment, or have below a 10% ownership stake, and are therefore not included in the GRI reporting boundary.</p> <p>Portfolio Composition as of December 31, 2024: Total square feet of portfolio reported: 10.3 million sq. ft.</p> <p>Paramount relies on an extensive network of suppliers for the procurement of materials and services. Our suppliers support our business needs, from the operation of existing buildings to the construction of new development. We partner with suppliers that embrace our social 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</p>	<p>2024 10-K, Adobe, pg. 8 ("Business"), pg. 10 ("Human Capital"), pgs. 35-36 ("Portfolio Summary," and "Tenant Diversification")</p> <p>2024 Corporate Responsibility Report, Adobe pg. 4 ("Company Profile") and Adobe pg. 28 ("Supply Chain Risk Management")</p> <p>Vendor Code of Conduct</p> <p>Human Rights Policy</p> <p>Environmental Policy</p>	
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		<p>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>Paramount's Vendor Code of Conduct and monitoring survey covered 99 Critical Tier 1 Suppliers, including 50 suppliers that were assessed for the first time. Of the Critical Suppliers that were evaluated for the first time in the 2024 reporting cycle, we received an 88% response rate, which corresponds to approximately 94% of annual spend with all new Critical Suppliers. Notably, these new suppliers represent about 25% of our total Critical Tier 1 Supplier spend for the year. Critical Tier 1 Suppliers are assessed on an annual basis. For suppliers that do not adhere to the Code or meet our environmental or social requirements, corrective action plans may be issued and contracted future work may be reassessed.</p> <p>To mitigate negative impacts in the value chain, Paramount maintains a formal Environmental Policy that outlines performance expectations and compliance obligations for both internal operations and external partners.</p> <p>In addition to suppliers, tenants are a key business relationship. As a hub for nearly 300 tenant companies and thousands of employees, Paramount's portfolio provides spaces for businesses to thrive. Our team shares environmental performance data to support the reporting initiatives of our tenants. We also collaborate with tenants to determine their proportionate impact on overall building performance and offer ongoing education and partnership opportunities to enhance the efficiency of their spaces.</p> <p>There were no significant changes to Paramount's activities, supply chain structure, or business relationships during the 2024 reporting period.</p>		
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2-7; 2-8
(CRE)

Information on employees and other workers; Workers who are not employees

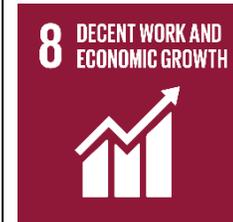
Female	Male	Total
Number of Employees		
96	220	316
Number of Permanent Employees		
96	220	316
Number of Temporary Employees		
0	0	0
Number of Non-guaranteed Hours Employees		
0	0	0
Number of Full-time Employees		
94	216	310
Number of Part-time Employees		
2	4	6
As of 12/31/2024		

New York City		
Female	Male	Total
87	206	293
San Francisco		
Female	Male	Total
7	14	21
Washington, D.C.		
Female	Male	Total
2	0	2
As of 12/31/2024		

Paramount has 96 female and 220 male employees, and a total of 316 permanent employees. No workers hired by Paramount are legally recognized as self-employed. In 2024, Paramount's HR Department conducted a workforce survey in alignment with ULI benchmarks and performed a diversity analysis, assessing employee demographics, representation across job categories, and workforce composition.

Paramount's operations are supported by contractors, vendors, and service providers such as janitorial, security, construction, and engineering personnel. These individuals are not employees of Paramount, and as of the 2024 reporting period, data on the number and demographic characteristics of non-employee workers is not tracked centrally.

[2024 10-K](#),
[Adobe pg. 10](#)
("Human Capital")



2-9	Governance structure and composition	<p>As of December 31, 2024, our Board of Directors was comprised of 9 members, 8 of whom were independent and 3 of whom were women. The 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> <p>Our 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.</p> <p>Our General Counsel chairs the Sustainability Committee and has climate-related issues and objectives among his responsibilities. The committee was created to implement Paramount's goals and ensure they are integrated into our business strategy. It includes 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 their committees, please refer to Paramount's 2025 Proxy Statement.</p>	<p>2024 Proxy Statement, Adobe pg. 15-18 and 32-35 (“Board Overview”, “Board Skills and Experience”, “Board Leadership”, “Board Committees”, and “Director Nominees”)</p> <p>2025 Proxy Statement, Adobe pg. 10-15 (“Stockholder Engagement”)</p> <p>2024 Corporate Responsibility Report, Adobe pg. 3 (“Oversight & Transparency”) and 25-26 (“Enterprise Risk Management & Climate Risk Management”)</p> <p>2024 IFRS S2 Report, pg. 3</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,</p>	<p>Nominating and Corporate Governance Committee Charter</p> <p>2025 Proxy Statement, Adobe pg. 17-18, 23, 27-28 (“Board Overview”)</p>	

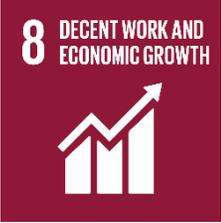
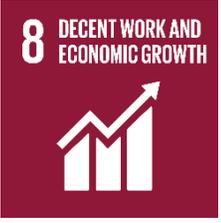
		<p>qualities, or skills, the Nominating Committee shall also consider additional matters and criteria, if any, approved by the Board and additional matters and criteria, if any, set forth under “Director Qualification 3 Standards” in the Corporate Governance Guidelines. Paramount shareholders are notified of nominations and allowed to vote proxies on Board elections. Paramount also amended bylaws to adopt proxy access rights 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 2025 Proxy Statement.</p>	<p>“Board Skills and Experience”, “Nominating and Corporate Governance”, “Identification of Director Candidates” and “Proxy Access”)</p>	
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> <p>Albert Behler, our Chief Executive Officer and President, serves as Chairman of the Board. Our Board believes that the Company and our stockholders are best served by having Mr. Behler serve as Chairman and Chief Executive Officer. Mr. Behler’s over 30 years of experience leading the Company and its predecessor and significant ownership interest in the Company uniquely qualify him to serve as both Chairman and Chief Executive Officer. In addition, our Board believes that Mr. Behler’s combined role as an executive officer and the Chairman of our Board promotes unified leadership and direction for our Board and executive management, and it allows for a single, clear focus for the chain of command to execute our strategic initiatives and business plans.</p> <p>To facilitate the role of the independent directors, the Board has determined that it is appropriate for the independent directors to appoint one independent director to serve as Lead Independent Director. The Lead Independent Director is currently Martin Bussmann. We believe that the number of independent, experienced directors that make up our Board, along with the independent oversight of our Lead Independent Director, benefits the Company and its stockholders.</p>	<p>2025 Proxy Statement, Adobe pg. 19 (“Board Leadership”)</p>	

2-12	Role of the highest governance body in overseeing the management of impacts	<p>The Audit Committee shall be responsible for fulfilling the Board’s oversight responsibilities with respect to environmental and sustainability matters and issues related to social responsibility, with the exception of compensation, corporate governance or other specific matters for which the Board’s oversight responsibilities have been specifically assigned to the Nominating and Corporate Governance Committee or the Compensation Committee of the Board. 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. The Sustainability Committee reports to the Audit Committee on a regular basis.</p> <p>The Board and management believe that engaging in stockholder outreach is an essential element of strong corporate governance. We strive for a collaborative approach to issues of importance to investors and continually seek to better understand the views of our investors on key topics affecting our business.</p> <p>For more information on risk management, please refer to Paramount's 2025 Proxy Statement, Audit Committee Charter, and 2024 IFRS Report.</p>	<p>2025 Proxy Statement, Adobe pg. 10-16 (“Stockholder Engagement”, “Corporate Responsibility Commitment”)</p> <p>Audit Committee Charter</p> <p>2024 IFRS S2 Report, pg. 3 and 8</p>	
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 & Corporate Governance Committee with oversight over Governance matters. Environmental and social matters include sustainability, climate change, corporate social responsibility, and health and safety.</p> <p>Under the Audit Committee reports Paramount's Sustainability Committee, which was created to implement Paramount's environmental 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. The Sustainability Committee also advises the Audit Committee and the CEO on sustainability strategy, emerging regulations, and stakeholder engagement.</p> <p>For additional details, please refer to Paramount's 2024 Corporate Responsibility Report and 2025 Proxy Statement.</p>	<p>2024 Corporate Responsibility Report, Adobe pg. 3 (“Oversight & Transparency”) and 25-26 (“Enterprise Risk Management & Climate Risk Management”)</p> <p>2025 Proxy Statement, Adobe pg. 16, 20-23, 63-65 (“Corporate Responsibility Commitment”, “Board Committees and Attendance”, and</p>	N/A

			"Corporate Objective #6 Corporate Responsibility")	
2-14	Role of highest governance body in sustainability reporting	<p>The Chairman, CEO, and President is responsible for reviewing and approving the reported information.</p> <p>The Audit Committee has oversight of environmental and social matters, including sustainability, climate change, corporate social responsibility, and health and safety. The Sustainability Committee, chaired by the Senior Vice President, General Counsel, and Secretary, operates under a formal charter and reports regularly to the Audit Committee. Governance-related initiatives are overseen by the Nominating and Corporate Governance Committee.</p>	<p>2024 Corporate Responsibility Report, Adobe pg. 3 ("Oversight & Transparency") and 25-26 ("Enterprise Risk Management & Climate Risk Management")</p> <p>2025 Proxy Statement, Adobe pg. 16 ("Corporate Responsibility Commitment")</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</p>	<p>Code of Business Conduct and Ethics</p> <p>Nominating and Corporate Governance Committee Charter</p> <p>2025 Proxy Statement, Adobe pg. 24 and 26("Director Independence" and "Code of Business Conduct and Ethics")</p>	

		<p>Officer, or member of the Legal Department should be disclosed directly to the Chairperson of the Board or another member of the Board. The Nominating & Corporate Governance Committee oversees the Company’s Code of Business Conduct and Ethics and reviews any reporting alleged violations of the code.</p> <p>Our Corporate Governance Guidelines provide that a majority of our directors serving on the Board and all directors serving on the Board committees (other than the Investment and Finance Committee) must be independent as required by the listing standards of the NYSE and the applicable rules promulgated by the SEC. The Board has determined affirmatively, based upon its review of all relevant facts and circumstances and after considering all applicable relationships of which the Board had knowledge, between or among the directors and the Company or our management, that each of the following directors and the director nominee has no direct or indirect material relationship with us and is independent under the listing standards of the NYSE: Frederic Arndts, Martin Bussmann, Karin Klein, Mark Patterson, Hitoshi Saito, Paula Sutter and Greg Wright.</p> <p>For more information, please refer to Paramount's Code of Business Conduct and Ethics, Nominating and Corporate Governance Committee Charter, and 2025 Proxy Statement.</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: www.paramount-group.ethicspoint.com.</p> <p>There were zero instances of reported critical concerns in 2024. Please refer to Paramount’s Code of Business Conduct and Ethics and 2025 Proxy Statement for more information.</p>	<p>Code of Business Conduct and Ethics</p> <p>Human Rights Policy</p> <p>2025 Proxy Statement</p>	
2-17	Collective knowledge of highest	<p>The Board believes that a complementary balance of knowledge, experience and capability will best serve the Company and its stockholders. In order to attribute various skills, experience levels and</p>	<p>2024 Corporate Responsibility Report</p>	

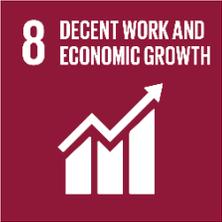
	governance body	<p>demographic characteristics of the director nominees, the Company has followed both objective and subjective criteria striving first to use objective criteria for each category based on information collected from each director nominee. Each director nominee is then given an opportunity to comment on their assigned attributes for potential revision.</p> <p>Pursuant to our Corporate Governance Guidelines, the Board has an orientation and on-boarding program as part of its effort to integrate new directors in their role and familiarize them with the Company. We also provide continuing education for all directors. For all directors, representatives of management brief the Board regularly on topics designed to provide directors a deeper understanding of various aspects of our business. Continuing director education is provided during portions of Board and committee meetings and other Board discussions. Our focus is on items necessary to enable the Board to consider effectively longer-term strategic issues and topics that address their fiduciary responsibilities.</p> <p>For new directors, our orientation program is tailored to the needs of each new director depending on his or her level of experience serving on other boards and knowledge of the Company or industry acquired before joining the Board. Materials provided to new directors include information on the Company’s business plan, financial matters, corporate governance practices, the Code of Business Conduct and Ethics, the Insider Trading Policy, and other key policies and practices. All of our directors are invited for tours of our properties, typically in the city where a Board meeting is occurring, or after a new acquisition. Our Board’s engagement in the Company’s business, such as these on-site visits at our properties, provides it with useful information and perspectives. Executive Management receives monthly briefings on sustainability topics, and the Chairman and CEO is updated on environmental and social trends and topics on an ongoing basis, reinforcing the Board’s access to current sustainability information that supports its oversight responsibilities.</p>	<p>Adobe pg. 3 (“Oversight & Transparency”) and 25-26 (“Enterprise Risk Management & Climate Risk Management”)</p> <p>2025 Proxy Statement, Adobe pg. 18 and 32 (“Board Skills and Experience” and “Director On-Boarding and Continuing Education”)</p>	
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2-18	Evaluation of the performance of the highest governance body	<p>The Board will conduct a self-evaluation at least annually for the purpose of determining whether it and its committees are functioning effectively, and each committee of the Board will conduct a self-evaluation at least annually for the purpose of determining whether it is functioning effectively. These evaluations will consider the performance of the Board or the committee, as the case may be, as a unit. The Nominating and Corporate Governance Committee will oversee the evaluation process.</p> <p>Among the areas addressed by the Corporate Governance Guidelines are the annual performance evaluation of the Board and committees. The Nominating and Corporate Governance Committee is responsible for, among other things, assessing and periodically reviewing the adequacy of the Corporate Governance Guidelines and will recommend, as appropriate, proposed changes to the Board.</p> <p>Additionally, the Compensation Committee conducts an annual review of the Company’s performance under the Short-Term Incentive Compensation (STIC) Plan, which reflects a broader framework of accountability and performance evaluation at the senior management level. For the 2024 cycle, the Compensation Committee selected 17 corporate responsibility objectives, assigned a point value to each, and established a target of 16 points, with a range between 12 (Threshold) and 20 (Maximum). The 2025 Proxy Statement lists each objective, including the assigned point value and the Company's final achievement relative to each objective.</p>	<p>2025 Proxy Statement, Adobe pg. 16, 63-65 (“Corporate Governance Guidelines: Responsibility Commitment” and “Corporate Objective #6 Corporate Responsibility”).</p> <p>Corporate Governance Guidelines</p>	
2-19	Remuneration policies	<p>The Compensation Committee shall be responsible for reviewing and approving corporate goals and objectives relating to the compensation of the Company’s chief executive officer (the ‘CEO’), evaluating the performance of the CEO in light of these goals and objectives and determining and approving the compensation of the CEO based on such evaluation. The Compensation Committee shall also be responsible for determining and approving the compensation of all executive officers of the Company. The Board shall be responsible for approving all compensation and all compensation arrangements and benefits, including equity awards and perquisite benefits, for each non-employee director of the Company.</p> <p>Please refer to Paramount's Compensation Committee Charter and 2025 Proxy Statement for more information.</p>	<p>Compensation Committee Charter</p> <p>2025 Proxy Statement, Adobe pg. 24-25, 45-96 (“Director Compensation” “Compensation Discussion and Analysis”, and “Compensation of Executive Officers”)</p>	

2-20	Process to determine remuneration	<p>The Compensation Committee has engaged FW Cook, an outside compensation consultant, to provide guidance with respect to the development and implementation of our compensation programs. FW Cook provided our Compensation Committee with advice concerning the types and levels of compensation to be paid to our NEOs. FW Cook also guided the Compensation Committee in the design of our performance-based equity programs.</p> <p>The Compensation Committee performs an annual assessment of the compensation consultants to determine whether the consultant is independent. The Compensation Committee has determined that FW Cook is independent, and that their work has not raised any conflicts of interest.</p> <p>The Compensation Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, independent legal counsel or other adviser retained by the Compensation Committee.</p> <p>Please refer to Paramount's Compensation Committee Charter and 2025 Proxy Statement for more information on the remuneration process.</p>	<p>Compensation Committee Charter</p> <p>2025 Proxy Statement, Adobe pg. 24-25, 45-96 (“Director Compensation”, “Compensation Discussion and Analysis”, “Role of the Compensation Committee, Compensation Consultant and Management”, and “Compensation of Executive Officers”)</p>	
2-21	Annual total compensation ratio	<p>The 2024 principal executive officer to median employee pay ratio was 50.04. This ratio represents the median employee’s annual total compensation to the total annual compensation of the principal executive officer.</p> <p>Please see the 2025 Proxy Statement for more information.</p>	<p>2025 Proxy Statement, Adobe pg. 90 (“PEO Pay Ratio”)</p>	N/A
2-22	Statement on sustainable development strategy	<p>Please refer to the CEO Letter and Sustainable Development sections in Paramount's 2024 Corporate Responsibility Report.</p>	<p>2024 Corporate Responsibility Report, Adobe pg. 4 (“CEO Letter”) and pg. 11 (“Sustainable Development”)</p>	

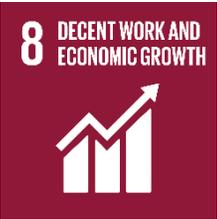
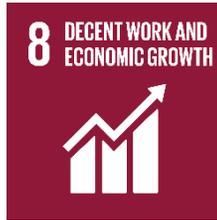
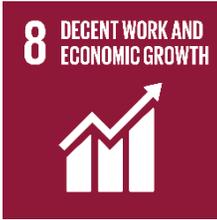
2-23; 2-24	Policy commitments and embedding policy commitments	<p>Core to our values is a steadfast commitment to responsible operations. Paramount’s commitment to corporate responsibility is formalized through our Environmental Policy, Human Rights Policy, Code of Business Conduct and Ethics, and Vendor Code of Conduct, which outline our approach to areas including sustainability, sound business practices, human rights, anti-corruption, and labor standards.</p> <p>To embed these commitments into day-to-day operations, Paramount integrates policy acknowledgements into employee onboarding for new employees and annual training for existing employees, and educational programs covering workplace inclusion, workplace safety, and cybersecurity. Our Vendor Code of Conduct is incorporated into vendor assessments, and selected vendors are evaluated based on their adherence to their environmental and social programs. Employees, vendors, and stakeholders also have access to a third-party, anonymous reporting hotline to raise concerns and ensure accountability across our business relationships.</p>	<p>Code of Business Conduct and Ethics</p> <p>Human Rights Policy</p> <p>Vendor Code of Conduct</p> <p>Environmental Policy</p> <p>2024 Corporate Responsibility Report, Adobe pg. 3-4 (“Oversight & Transparency” “CEO Letter”)</p> <p>NAVEX EthicsPoint</p>	 
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 of Business Conduct and Ethics, the Human Rights Policy, 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 Conduct and 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: www.paramount-group.ethicspoint.com.</p>	<p>Code of Business Conduct and Ethics</p> <p>Human Rights Policy</p> <p>NAVEX EthicsPoint</p>	

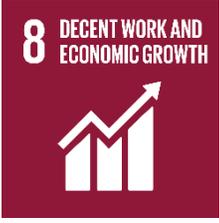
		The Audit Committee shall take reasonable steps from time to time to (i) monitor compliance with the Code of Business Conduct and Ethics, including the establishment of monitoring systems that are reasonably designed to investigate and detect conduct in violation of the Code, and (ii) when appropriate, impose and enforce appropriate disciplinary measures for violations of the Code. Disciplinary measures for violations of the Code will be determined in the Company's sole discretion and may include, but are not limited to, counseling, oral or written reprimands, warnings, probation or suspension with or without pay, demotions, reductions in salary, termination of employment or service, and restitution. The Company expressly forbids any retaliation against any officer or employee who, acting in good faith on the basis of a reasonable belief, reports suspected misconduct.		
2-27	Compliance with laws and regulations	During the calendar year 2024, 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 Real Estate Roundtable, 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).	NAREIT Member Directory REBNY Member Directory ULI Membership Page BOMA Members	N/A
2-29 (CRE)	Approach to stakeholder engagement	The Board and management believe that engaging in stockholder outreach is an essential element of strong corporate governance. We strive for a collaborative approach to issues of importance to investors and continually seek to better understand the views of our investors on key topics affecting our business. In 2024, we met with 109 investors over the course of the year. These investors and analysts heard presentations from our senior management about all aspects of our business including business results and initiatives, strategy, and capital structure.	2025 Proxy Statement, Adobe pg. 10-15 ("Stockholder Engagement") Environmental Policy	N/A

		<p>We are committed to involving stakeholders such as our major shareholders, tenants, vendors and members of the communities in which we own and operate our properties as we implement the Environmental Policy and evaluate its effectiveness. We expect our vendors, suppliers, contractors and related counterparties to adopt similar policies within their own businesses to the extent fairly applicable to them. In connection with adoption of our Vendor Code of Conduct, we will request most of our key vendors and other counterparties within each major business function to confirm the extent to which they have done so.</p> <p>From time to time, Paramount may ask for self-certifications and/or reserves the right to audit its Vendors' compliance with the Code of Conduct. Based on feedback from our Vendors and other stakeholders, we may revise either Code and or adjust the breadth of coverage of the monitoring program as it develops.</p>	Vendor Code of Conduct	
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. In 2024, 167 (52.8%) employees were union employees, 100% of whom were covered under collective bargaining agreements.</p>	Human Rights Policy 32BJ SEIU Union CBA Local 94 CBA 2024 Corporate Responsibility Report, Adobe pg. 19 ("Community Commitment")	

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>Paramount identifies and manages key environmental, social, and governance topics through an enterprise risk framework and strategic planning process that incorporates climate-related risks and opportunities. Please refer to the “Strategy” and “Risk Management” sections of Paramount’s IFRS S2 Report, as well as the “Risk Factors” section of our 2024 10-K.</p> <p>For more information on our environmental commitments, targets, and management actions, please refer to Paramount’s Environmental Policy.</p>	<p>2024 IFRS S2 Report, Adobe pg. 4-9 (“Strategy”, “Risk Management”)</p> <p>Environmental Policy</p> <p>2024 10-K, Adobe pg. 12-35 (“Risk Factors”)</p>	N/A
GRI 201: Economic Performance				
201-1 (CRE)	Direct economic value generated and distributed	Paramount reported total revenues of \$757.45 million for the year ended December 31, 2024. Operating expenses totaled \$303.28 million, with total expenses tallied at \$610.08 million. This results in an estimated economic value retained of \$147.38 million, calculated by subtracting total expenses from total revenues.	2024 10-K, Adobe pg. 58 and 69 (“Net Operating Income” and “Consolidated Statements of Income”)	N/A
201-2 (CRE)	Financial implications and other risks and opportunities due to climate change	For more information, please refer to Paramount's 2024 IFRS S2 Report.	2024 IFRS S2 Report, Adobe pg. 4-8	

201-3	Defined benefit plan obligations and other retirement plans	All full-time salaried employees are eligible to contribute to 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.	2024 Corporate Responsibility Report, Adobe pg. 16 ("Our People") 32BJ SEIU Union CBA Local 94 CBA	
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
GRI 202: Market Presence				
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.	32BJ SEIU Union CBA Local 94 CBA	
202-2 (CRE)	Proportion of senior management hired from the local community	All members of senior management are hired from the communities surrounding our portfolio, including the Greater New York City and San Francisco areas.	2024 Corporate Responsibility Report, Adobe pg. 11 ("Sustainable Development") 2024 Investor Presentation, Adobe pg. 7 ("Experienced and Diverse Management Team")	

GRI 203: Indirect Economic Impacts				
203-1 (CRE)	Infrastructure investments and services supported	<p>Paramount partners with the Metropolitan Transportation Authority (MTA) to invest in New York and San Francisco 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>	2024 Corporate Responsibility Report, Adobe pg. 12, 19, 22-23 (“Energy Management”, “Community Commitment”, “Community Connection: San Francisco”)	 
203-2 (CRE)	Significant indirect economic impacts	<p>Paramount’s assets are more than just office buildings – they are business hubs for nearly 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>	2024 Corporate Responsibility Report, Adobe pg. 19 (“Community Commitment”)	
GRI 204: Procurement Practices				
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. Procurement practices emphasize sourcing local materials and services where feasible.</p>	2024 IFRS S2 Report, pg. 8	

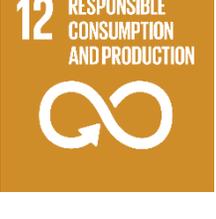
		Paramount also monitors procurement through the lens of Scope 3 emissions, using a spend-based methodology to estimate upstream impacts from purchased goods and services (Category 1) and capital goods (Category 2). These emissions are largely driven by construction activity, with additional contributions from service-based procurement such as janitorial and brokerage contracts.		
GRI 205: Anti-Corruption				
205-1	Operations assessed for risks related to corruption	Corruption or inappropriate ethical conduct is not tolerated at Paramount. Each operational department is trained and periodically assessed for such 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.	Code of Business Conduct and Ethics Vendor Code of Conduct	
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 www.pgre.com .	Code of Business Conduct and Ethics	
205-3	Confirmed incidents of corruption and actions taken	There have been no confirmed incidents of corruption in 2024.	N/A	

GRI 206: Anti-Competitive Behavior				
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.	Code of Business Conduct and Ethics 2024 10-K Adobe pg. 38 (“Item 3: Legal Proceedings”)	
GRI 207: Tax				
207-1	Approach to tax	<p>Paramount operates and has been organized in conformity with the requirements for qualification and taxation as a REIT for U.S. federal income tax purposes.</p> <p>Please refer to the 2024 10-K for more details.</p>	2024 10-K pg. 80 (“Income Taxes”)	N/A
207-2 (CRE)	Tax governance, control, and risk management	<p>Management is responsible for establishing and maintaining adequate internal control over our financial reporting (as such term is defined in Rules 13a-15(f) and 15d-15(f) under the Exchange Act). Our internal control over financial reporting is a process designed under the supervision of our Chief Executive Officer and Chief Financial Officer to provide reasonable assurance regarding the reliability of financial reporting and the preparation of our financial statements for external reporting purposes in accordance with U.S. generally accepted accounting principles.</p> <p>Our internal control over financial reporting includes policies and procedures that (i) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect transactions and dispositions of our assets, (ii) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with U.S. generally accepted accounting principles, and that receipts and expenditures are being made only in accordance with authorizations of our management and directors, and (iii) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisitions, use or disposition of our assets that could have a material effect on our financial statements.</p> <p>We elected to be treated as a REIT commencing with our taxable year ended December 31, 2014. The Code generally requires that a REIT</p>	2024 10-K pg. 29 and 102 (“Risks Related to Our Status as a REIT” and “Controls and Procedures”)	N/A

		<p>distribute at least 90% of its taxable income (without regard to the dividends paid deduction and excluding net capital gains) to stockholders annually, and a REIT must pay tax at regular corporate rates to the extent that it distributes less than 100% of its taxable income (including capital gains) in a given year. In addition, a REIT is required to pay a 4% nondeductible excise tax on the amount, if any, by which the distributions it makes in a calendar year are less than the sum of 85% of its ordinary income, 95% of its capital gain net income and 100% of its undistributed income from prior years.</p> <p>To avoid entity-level U.S. federal income and excise taxes, we anticipate distributing at least 100% of our taxable income annually. We believe that we have been and are organized, and have operated and will continue to operate, in a manner that will allow us to qualify as a REIT. However, we cannot assure that we will continue to qualify as a REIT. Qualification as a REIT involves the application of highly technical and complex provisions of the Code, including ongoing compliance with income, asset, and distribution tests, many of which are based on determinations of fact and fair market value not entirely within our control.</p> <p>We have not requested and do not intend to request a ruling from the Internal Revenue Service (the “IRS”) that we qualify as a REIT. We rely on the application of current tax law and the expertise of our internal and external advisors in determining our compliance with REIT provisions. While we are subject to various regulatory and reporting obligations, we do not maintain an adversarial relationship with tax authorities and strive to remain in compliance with all applicable tax requirements.</p> <p>Please refer to the 2024 10-K for more details.</p>		
207-3	Stakeholder engagement and management of concerns related to tax	<p>The rules dealing with U.S. federal, state and local income taxation are constantly under review by persons involved in the legislative process and by the IRS and the U.S. Treasury Department. Changes to tax laws (which changes may have retroactive application) could adversely affect our stockholders or us. In recent years, many such changes have been made, including a number of provisions of the Code that affect the taxation of REITs and their stockholders, and changes are likely to continue to occur in the future. We cannot predict whether, when, in what form, or with what effective dates, tax laws, regulations and rulings may be enacted, promulgated or decided, or technical corrections made, which could result in an increase in our, or our stockholders’, tax liability or require changes in the manner in which we operate in order to minimize increases in our tax liability. A shortfall in tax revenues for</p>	<p>2024 10-K Adobe pg. 33 (“Risks Related to Our Status as a REIT”)</p> <p>2025 Proxy Statement, Adobe pg. 26 (“Corporate Governance Matters – Audit Committee Complaint Procedures”)</p>	N/A

		<p>states and municipalities in which we operate may lead to an increase in the frequency and size of such changes. If such changes occur, we may be required to pay additional taxes on our assets or income and/or be subject to additional restrictions. These 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 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.</p> <p>Our Audit Committee has established procedures for (i) the receipt, retention and treatment of complaints received by the Company regarding accounting, internal controls or auditing matters and (ii) the confidential, anonymous submission by our employees of concerns regarding questionable accounting or auditing matters. If you wish to contact our Audit Committee to report complaints or concerns relating to the financial reporting of the Company, you may do so in writing to the Chairperson of our Audit Committee, c/o Navex using the following link: www.pgre.ethicspoint.com, or the toll-free number provided in the link, or any other link to or toll-free number of a third party reporting service approved by the Chairperson of the Audit Committee from time to time and posted on our website or otherwise appropriately disseminated. Any such communications may be made anonymously.</p>		
207-4	Country-by-country reporting	100% of Paramount's operations are located in the United States of America.	2024 10-K, pg. 8 ("Business")	N/A
GRI 301: Materials				
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

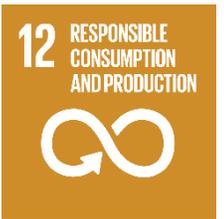
GRI 302: Energy																																		
302-1 (CRE)	Energy consumption within the organization*	<table border="1" data-bbox="573 329 1381 589"> <thead> <tr> <th>Unit: MWh</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Electric</td> <td>101,718</td> <td>112,352</td> <td>115,135</td> <td>109,917</td> </tr> <tr> <td>Steam</td> <td>60,984</td> <td>73,973</td> <td>63,119</td> <td>74,169</td> </tr> <tr> <td>Gas</td> <td>18,455</td> <td>25,117</td> <td>20,088</td> <td>18,151</td> </tr> <tr> <td>Fuel Oil</td> <td>-</td> <td>71</td> <td>272</td> <td>100</td> </tr> <tr> <td>Total Consumption</td> <td>181,157</td> <td>211,513</td> <td>198,614</td> <td>202,338</td> </tr> </tbody> </table> <p data-bbox="573 589 1381 776">* In the first quarter of 2024, Paramount reclassified Market Center and 111 Sutter as “non-core” assets in its financial filings. As a result, these two properties have been removed from the reporting boundary for all 2024 GRI disclosures, and retroactively excluded from historical data to maintain consistency and comparability across reporting years. If any data were not available, estimates were used.</p>	Unit: MWh	2021	2022	2023	2024	Electric	101,718	112,352	115,135	109,917	Steam	60,984	73,973	63,119	74,169	Gas	18,455	25,117	20,088	18,151	Fuel Oil	-	71	272	100	Total Consumption	181,157	211,513	198,614	202,338	2024 Corporate Responsibility Report, Adobe pg. 9 ("Targets & Performance")	 
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302-2	Energy consumption outside of the organization	<p data-bbox="573 784 1381 971">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 data-bbox="573 1003 1381 1440">In 2024, Paramount completed our second comprehensive green-house gas inventory for Scope 3 emissions. Following the GHG Protocol Scope 3 Standard, our team assessed the fifteen categories within this framework and determined that the nine categories described in this section could be relevant to our business. Our team also determined that Paramount’s reporting boundary would follow the GHG Protocol’s operational control consolidation approach. Applying this approach, we accounted for all Scope 3 emissions from assets where we have the authority to implement policies and operational upgrades to reduce GHG emissions. These categories and the reporting boundary may be subject to change depending on regulatory and protocol updates. Understanding the Scope 3 indirect emissions throughout our value chain is important for both a decarbonized future and reporting readiness.</p>	2024 Corporate Responsibility Report, Adobe pg. 10 ("Scope 3 Inventory")	 																														

302-3 (CRE1)	Energy intensity*	<table border="1" data-bbox="596 269 1358 500"> <thead> <tr> <th>Unit: kBtu/ft²</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Electric</td> <td>33.88</td> <td>37.25</td> <td>38.17</td> <td>36.48</td> </tr> <tr> <td>Steam</td> <td>20.31</td> <td>24.52</td> <td>20.93</td> <td>24.61</td> </tr> <tr> <td>Gas</td> <td>6.15</td> <td>8.33</td> <td>6.66</td> <td>6.02</td> </tr> <tr> <td>Fuel Oil</td> <td>-</td> <td>0.02</td> <td>0.09</td> <td>0.03</td> </tr> <tr> <td>Total EUI</td> <td>60.34</td> <td>70.12</td> <td>65.84</td> <td>67.15</td> </tr> </tbody> </table> <p data-bbox="590 532 1367 678">* In the first quarter of 2024, Paramount reclassified Market Center and 111 Sutter as “non-core” assets in its financial filings. As a result, these two properties have been removed from the reporting boundary for all 2024 GRI disclosures and retroactively excluded from historical data to maintain consistency and comparability across reporting years.</p>	Unit: kBtu/ft ²	2021	2022	2023	2024	Electric	33.88	37.25	38.17	36.48	Steam	20.31	24.52	20.93	24.61	Gas	6.15	8.33	6.66	6.02	Fuel Oil	-	0.02	0.09	0.03	Total EUI	60.34	70.12	65.84	67.15	2024 Corporate Responsibility Report, Adobe pg. 9 ("Targets & Performance")	 
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Electric	33.88	37.25	38.17	36.48																														
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302-4 (CRE)	Reduction of energy consumption	<p data-bbox="590 764 1352 857">In 2024 Paramount achieved a 27% reduction from a 2015 baseline in MWh of energy. 2024 consumption was 202,338 MWh, compared to a consumption of 276,321 MWh in 2015.</p>	2024 Corporate Responsibility Report, Adobe pg. 9 ("Targets & Performance")	 																														

302-5 (CRE)	Reductions in energy requirements of products and services	<p>As a building owner, Paramount has adopted the practice of lowering the onsite energy consumption of our portfolio as the core method of achieving emissions reductions. Efficient building operations result from optimized systems and decision-making, data management and response, operator education, and investment in innovative technologies. Understanding that emission reductions go hand in hand with energy reductions, in 2018, we also pledged to reduce energy consumption 35% by 2025 from a 2015 baseline.</p>	<p>2024 Corporate Responsibility Report, Adobe pg. 8 and 12 ("Decarbonization Strategy" and "Energy Management")</p>	 
GRI 303: Water and Effluents				
303-1 (CRE)	Interactions with water as a shared resource	<p>The New York City Water Supply System serves all properties in Manhattan. It is a municipally operated surface water system, the majority of which is drawn from the Catskill and Delaware Aqueducts. Water is stored and treated at the Kensico/Hillview Reservoirs before distribution.</p> <p>The San Francisco Bay Delta watershed includes the Sacramento and San Joaquin Rivers along with the Suisun Bay, San Pablo Bay, San Francisco Bay, and Golden Gate Strait. Paramount's Bay Area buildings are primarily served by the Hetch Hetchy Regional Water System, which delivers water from the Tuolumne River watershed in Yosemite National Park. Supplemental supply is drawn from local surface reservoirs in Alameda and San Mateo counties, as well as groundwater sources such as the Westside Basin Aquifer.</p> <p>Understanding the importance of water conservation as a valuable shared resource, Paramount seeks to achieve a 10% reduction in water usage by 2025 and has reduced water consumption 25% in 2024 from a 2016 baseline. Our water efficiency strategies include:</p> <ul style="list-style-type: none"> • Belimo Energy Valves These valves are installed on air handling units and automatically adjust water flow rates to optimize temperature spreads and meet 	<p>NYC Department of Water: Water Supply</p> <p>San Francisco Public Utilities Commission</p> <p>2024 SASB Index, Adobe pg. 5-6</p> <p>2024 Corporate Responsibility Report, Adobe pg. 14 ("Water & Waste")</p>	 

		<p>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.</p> <ul style="list-style-type: none"> • Cooling Towers Retrofitting cooling towers reduces unnecessary water loss from a cooling system by minimizing drift. In conjunction with these retrofits, we also upgrade the fill media to higher efficiency materials that increase heat transfer and require less energy consumed by fans. • Data Tracking & Transparency Water usage is tracked in the ENERGY STAR Portfolio Manager benchmarking platform for 100% of the REIT portfolio. Paramount’s water performance is also shared with tenants and disclosed each year through our reporting efforts. • Irrigation 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. • Leak Detection Leak detection systems and auto shut off valves are installed on chill water air handlers, triggering an alarm system that sends a signal to the building management system in the event of a leak. This system is important for both water conservation and property protection by identifying and addressing leaks promptly. • Low-flow Fixtures 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. • Water Submeters Water submeters are installed throughout the buildings to monitor consumption, identify opportunities for increased efficiency, and target leaks from specific systems. 		
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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	 
303-3 (CRE)	Water withdrawal	<p>The total amount of water withdrawn to meet the consumption needs of Paramount properties between January 1, 2024, and December 31, 2024, was 470.920 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>2024 Corporate Responsibility Report, Adobe pg. 9 ("Targets & Performance")</p> <p>2024 SASB Index, pg. 5</p> <p>World Resources Institute's "Aqueduct Water Risk Atlas" Tool</p>	 

303-4 (CRE)	Water discharge	Not material. All water used for Paramount's operations is discharged into the sewer system. Sewer water is treated in areas where Paramount operates.	N/A	 																				
303-5 (CRE)	Water consumption*	<table border="1" data-bbox="579 716 1339 870"> <thead> <tr> <th>Unit: ML</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>New York</td> <td>275.038</td> <td>378.620</td> <td>363.916</td> <td>382.102</td> </tr> <tr> <td>San Francisco</td> <td>50.678</td> <td>68.628</td> <td>93.122</td> <td>88.818</td> </tr> <tr> <td>Total</td> <td>325.716</td> <td>447.247</td> <td>457.076</td> <td>470.920</td> </tr> </tbody> </table> <p data-bbox="579 906 1283 935">Paramount does not currently track reuse and recycling of water.</p> <p data-bbox="579 971 1367 1114">* In the first quarter of 2024, Paramount reclassified Market Center and 111 Sutter as “non-core” assets in its financial filings. As a result, these two properties have been removed from the reporting boundary for all 2024 GRI disclosures and retroactively excluded from historical data to maintain consistency and comparability across reporting years.</p>	Unit: ML	2021	2022	2023	2024	New York	275.038	378.620	363.916	382.102	San Francisco	50.678	68.628	93.122	88.818	Total	325.716	447.247	457.076	470.920	2024 SASB Index, pg. 5 2024 Corporate Responsibility Report, Adobe pg. 9 ("Targets & Performance")	 
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CRE2	Water intensity	<table border="1" data-bbox="604 215 1234 285"> <thead> <tr> <th>Unit: m³/ft²</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Water Intensity</td> <td>0.0318</td> <td>0.0435</td> <td>0.0444</td> <td>0.0458</td> </tr> </tbody> </table> <p data-bbox="594 367 1373 513">* In the first quarter of 2024, Paramount reclassified Market Center and 111 Sutter as “non-core” assets in its financial filings. As a result, these two properties have been removed from the reporting boundary for all 2024 GRI disclosures and retroactively excluded from historical data to maintain consistency and comparability across reporting years.</p>	Unit: m ³ /ft ²	2021	2022	2023	2024	Water Intensity	0.0318	0.0435	0.0444	0.0458	N/A	 
Unit: m ³ /ft ²	2021	2022	2023	2024										
Water Intensity	0.0318	0.0435	0.0444	0.0458										
304: Biodiversity														
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.	New York Protected Areas Database IUCN Red List Assessment using the Integrated Biodiversity Assessment Tool (IBAT)											
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 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.	2024 Corporate Responsibility Report, Adobe pg. 19 ("Community Commitment")											

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.	2024 Corporate Responsibility Report, Adobe pg. 11 ("Sustainable Development")	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>1,616 species are on the IUCN Red List with habitats near Paramount’s New York City properties, within a 30-mile distance.</p> <ul style="list-style-type: none"> • Critically Endangered: 13 • Endangered: 33 • Vulnerable: 73 • Near Threatened: 46 • Least Concern: 1,413 <p>1,193 species are on the IUCN Red List with habitats nearby Paramount’s San Francisco properties, within a 30-mile distance.</p> <ul style="list-style-type: none"> • Critically Endangered: 11 • Endangered: 32 • Vulnerable: 45 • Near Threatened: 53 • Least Concern: 1,011 	Threatened and Endangered Species in New York IUCN Red List Assessment using the Integrated Biodiversity Assessment Tool (IBAT)	

GRI 305: Emissions

	Unit	2021	2022	2023	2024
Scope 1	mtCO2e	3,348	4,812	4,323	3,786
Scope 2 – Location Based	mtCO2e	41,574	54,878	54,981	57,899
Scope 2 – Market Based	mtCO2e	41,574	20,752	14,300	16,803
Total Scope 1 + Scope 2 Location Based	mtCO2e	44,922	59,690	59,304	61,685
Total Scope 1 + Scope 2 Market Based	mtCO2e	44,922	25,565	18,623	20,589
GHG emissions intensity	mtCO2e / ft ²	0.00438	0.00580	0.00576	0.00600
NO _x	kg	2,800	3,811	3,048	2,754
SO _x	kg	16.8	22.9	18.3	16.5

[2024 Corporate Responsibility Report, pg. 9-10](#)
 (“Targets & Performance”,
 “Scope 3 Inventory”)



From 2015 to 2024, Paramount reduced GHG emissions from 69,407 mtCO2e to 61,685 mtCO2e.

Emissions of ozone depleting substances are not material since Paramount 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 nine 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
- Category 2: Capital Goods
- Category 3: Fuel- and Energy-related Activities
- Category 4: Upstream Transportation and Distribution

		<p>Category 5: Waste Generated in Business Operations Category 6: Business Travel Category 7: Employee Commuting Category 11: Use of Sold Products Category 15: Investments</p> <p>* In the first quarter of 2024, Paramount reclassified Market Center and 111 Sutter as “non-core” assets in its financial filings. As a result, these two properties have been removed from the reporting boundary for all 2024 GRI disclosures and retroactively excluded from historical data to maintain consistency and comparability across reporting years. In addition to reclassifying Market Center and 111 Sutter as “non-core” assets in its financial filings, the Natural Gas, Steam, and Fuel Oil emissions factors for all years have been recalculated to include CH₄ and N₂O.</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 2024 calculations are listed here: Electric (NYCW subregion for NY) – 129.77 kg/MBtu, Electric (CAMX subregion for CA) – 58.25 kg/ MBtu, Steam – 66.40 kg/MBtu, Natural Gas – 53.11 kg/MBtu, and Fuel Oil – 74.20 kg/MBtu.</p>		
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CRE4	Greenhouse gas emissions intensity from new construction and redevelopment activity	Paramount does not currently disclose greenhouse gas emissions intensity associated with properties that are in construction but will disclose associated environmental performance metrics once construction projects are completed and operational.	N/A	N/A
GRI 306: Waste				
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>	2024 Corporate Responsibility Report, Adobe pg. 14 ("Water & Waste")	
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>All properties in our San Francisco portfolio have implemented composting programs, diverting organic waste from landfills. This compost can then be used as soil amendment, reducing greenhouse gas emissions and minimizing landfill space requirements.</p> <p>Electronic waste (e-waste) collection drives are offered to all tenants at no cost throughout the year. This initiative encourages the responsible disposal of e-waste, mitigating the risk of environmental contamination from toxins and heavy metals typically associated with improper landfill 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</p>	2024 Corporate Responsibility Report, Adobe pg. 14 ("Water & Waste")	

possible during construction. When we renovate tenant spaces, we make a concerted effort to recycle ceiling and carpet tiles and donate furniture.

306-3, 306-4, 306-5 (CRE)

Waste generated by type, waste diverted from disposal, and waste directed to disposal*

Unit: Metric Tons (t)	2021	2022	2023	2024
Total waste generated	1,313	2,838	3,956	3,528
Non-hazardous waste generated	1,281	2,812	3,901	3,488
Non-hazardous waste recycled or reused	374	760	1,179	1,021
Non-hazardous waste sent to landfill	908	1,675	2,008	1,729
Non-hazardous waste composted	-	377	714	737
Hazardous waste recycled during electronic waste event	32.0	26.2	55.9	40.5

	2021	2022	2023	2024
Waste diversion rate	30.1%	41.0%	49.2%	51.0%

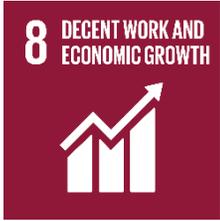
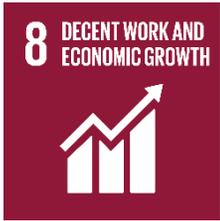
Paramount set ambitious environmental reduction targets, including a 50% recycling rate by 2025. Each building in the Paramount portfolio has a Solid Waste Management policy implemented, which prioritizes recycling and diversion of waste from the landfill, which protects the environment and public health. 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.

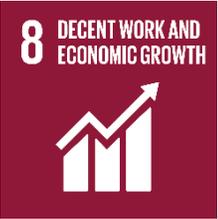
Electronic waste (e-waste) collection drives are offered to all tenants at no cost throughout the year. We encourage our tenants to responsibly dispose of this waste that could release toxins and heavy metals into the environment if it is improperly sent to a landfill.

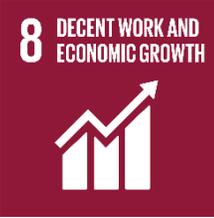
[2024 Corporate Responsibility Report, Adobe pg. 9 and 14 \(“Targets & Performance”, “Water & Waste”\)](#)

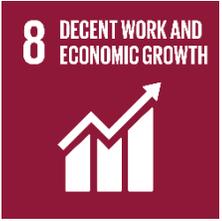
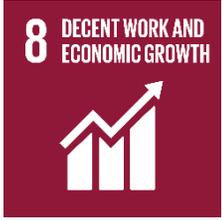


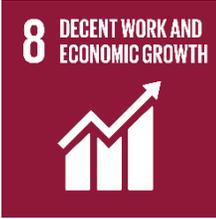
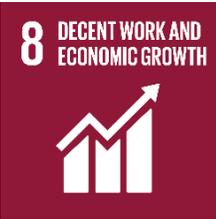
		*In the first quarter of 2024, Paramount reclassified Market Center and 111 Sutter as “non-core” assets in its financial filings. As a result, these two properties have been removed from the reporting boundary for all 2024 GRI disclosures and retroactively excluded from historical data to maintain consistency and comparability across reporting years.		
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
GRI 308: Supplier Environmental Assessment				
308-1	New suppliers that were screened using environmental criteria	Paramount’s Vendor Code of Conduct and monitoring survey covered 99 Critical Tier 1 Suppliers, including 50 suppliers that were assessed for the first time. Of the Critical Suppliers that were evaluated for the first time in the 2024 reporting cycle, we received an 88% response rate, which corresponds to approximately 94% of annual spend with all new Critical Suppliers. Notably, these new suppliers represent about 25% of our total Critical Tier 1 Supplier spend for the year. Critical Tier 1 Suppliers are assessed on an annual basis. For suppliers that do not adhere to the Code or meet our environmental or social requirements, corrective action plans may be issued and contracted future work may be reassessed.	2024 Corporate Responsibility Report, Adobe pg. 28 ("Supply Chain Risk Management")	
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 Survey, which includes compliance with environmental laws, resource conservation practices, responsible procurement, and corrective action.	2024 Corporate Responsibility Report, Adobe pg. 28 ("Supply Chain Risk Management")	

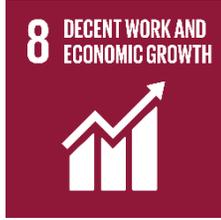
GRI 401: Employment																																
401-1	New employee hires and employee turnover	<table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Hires</td> <td>46</td> <td>72</td> <td>37</td> <td>26</td> </tr> <tr> <td>Turnover</td> <td>19.5%</td> <td>15.9%</td> <td>12.5%</td> <td>13.9%</td> </tr> </tbody> </table>		2021	2022	2023	2024	Hires	46	72	37	26	Turnover	19.5%	15.9%	12.5%	13.9%	N/A														
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Hires	46	72	37	26																												
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401-2 (CRE)	Benefits provided to full-time employees that are not provided to temporary or part-time	<p>All full-time salaried employees are eligible for the employee benefits listed in Paramount's 2024 Corporate Responsibility Report, including health insurance, retirements plans, paid time off, and wellness resources.</p> <p>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.</p>	<p>2024 Corporate Responsibility Report, Adobe pg. 16 ("Our People")</p> <p>32BJ SEIU Contracts</p> <p>Local 94 CBA</p>																													
401-3	Parental leave	<p>100% of Paramount's employees are provided paid parental leave.</p> <table border="1"> <thead> <tr> <th>Parental Leave Metrics</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Employees entitled to parental leave</td> <td>220</td> <td>96</td> <td>316</td> </tr> <tr> <td>Employees who took parental leave</td> <td>5</td> <td>2</td> <td>7</td> </tr> <tr> <td>Employees who returned to work after leave</td> <td>5</td> <td>2</td> <td>7</td> </tr> <tr> <td>Employees still employed 12 months after return from parental leave</td> <td>4</td> <td>2</td> <td>6</td> </tr> <tr> <td>Return to work rate (%)</td> <td>100%</td> <td>100%</td> <td>100%</td> </tr> <tr> <td>Retention rate (%)</td> <td>80%</td> <td>100%</td> <td>86%</td> </tr> </tbody> </table>	Parental Leave Metrics	Male	Female	Total	Employees entitled to parental leave	220	96	316	Employees who took parental leave	5	2	7	Employees who returned to work after leave	5	2	7	Employees still employed 12 months after return from parental leave	4	2	6	Return to work rate (%)	100%	100%	100%	Retention rate (%)	80%	100%	86%	<p>2024 Corporate Responsibility Report, Adobe pg. 16 ("Our People")</p>	N/A
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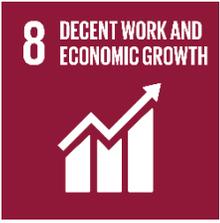
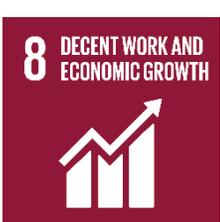
GRI 402: Labor/Management Relations				
402-1	Minimum notice periods regarding operational changes	<p>Paramount adheres to all minimum notice periods regarding significant operational changes, which vary depending on the pertinent collective bargaining agreements (CBA). According to 32BJ SEIU union CBA, “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>	<p>32BJ SEIU Union CBA</p> <p>Local 94 CBA</p>	
GRI 403: Occupational Health & Safety				
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 emergency situations through emergency preparedness planning, fire safety and prevention, active shooter response, and CPR training.</p> <p>To address hazard identification and reduction for our Engineering Team, we conduct third-party risk engineering assessments. These assessments evaluate facility safety, including hazardous materials, machine guarding, slings and hook safety, ladder use and condition, noise levels, and personal protective equipment.</p>	<p>2024 Corporate Responsibility Report, Adobe pg. 25 (“Enterprise Risk Management”)</p>	 

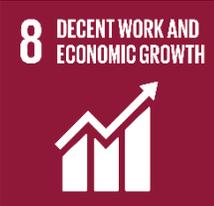
403-2	Hazard identification, risk assessment, and incident investigation	<p>Paramount’s Enterprise Risk Management (ERM) framework is administered by Senior Management under the supervision of the Audit Committee and Board of Directors and follows two approaches — a bottom-up approach in evaluating risk during the building acquisition phase, and a top-down approach for enterprise-level risk. Enterprise-level risk is typically evaluated every two years and involves an Enterprise Risk Assessment where senior leaders evaluate the current risk landscape across the operational, financial, and strategic areas of the company. A weighted average score for each risk is calculated to determine the top risks. Paramount’s team then evaluates the internal controls that are in place to mitigate each risk and determines the department responsible for oversight. The results are presented to Management and the Audit Committee.</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> <p>Per OSHA’s Recommended Practices for Safety & Health Programs in Construction, the below list of initiatives are important in identifying and assessing hazards for employers and workers:</p> <ul style="list-style-type: none"> • Collect and review information about the hazards present or likely to be present at the job site. • Conduct frequent and regular inspections of the job site to identify new or recurring hazards. • Investigate injuries, illnesses, incidents, and close calls/near misses to identify the underlying hazards, their causes, and safety and health program shortcomings. • Group similar incidents and identify trends in injuries, illnesses, and hazards reported. • Consider hazards associated with emergency or nonroutine situations. • For each hazard identified, determine the severity and likelihood of incidents that could result, and use this information to prioritize corrective actions. 	<p>2024 Corporate Responsibility Report, Adobe pg. 25 (“Enterprise Risk Management”)</p> <p>Human Rights Policy</p> <p>OSHA - Construction</p>	
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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>	<p>2024 Corporate Responsibility Report, Adobe pg. 16 (“Our People”)</p>	 
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>The safety and health of our employees, vendors, and tenants is 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, and to vendors and tenants as necessary, and encompass all our facilities and operations.</p> <p>Each of our employees is entitled to a copy of our Employee Handbook, a portion of which is specifically devoted to safety and security. We have prominently posted in each of our corporate offices those notices required by 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, and to receive information and training on job hazards, including hazardous substances, and other workplace health and safety matters</p> <p>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. 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.</p> <p>Please see our 2024 Corporate Responsibility Report and Human Rights Policies for more details on benefits provided to employees.</p>	<p>2024 Corporate Responsibility Report, Adobe pg. 16 and 21 (“Our People”, “Occupant Health & Safety”)</p> <p>Human Rights Policy</p>	 

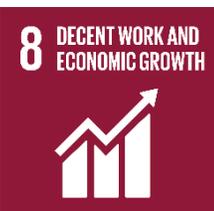
403-5	Worker training on occupational health and safety	<p>The safety and health of our employees, vendors, and tenants are of paramount importance. We must not only comply with applicable safety and health laws and regulations, but also address and remediate identified risks of accidents, injury, and 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. In 2024, Paramount provided OSHA training to 60 employees in engineering and security as well as trainings in engineering emergencies, engineering safety, fire safety, and first aid.</p>	<p>2024 Corporate Responsibility Report, pg. 17 and 21 ("Human Capital" and "Occupant Health & Safety")</p> <p>Human Rights Policy</p>	 
403-6	Promotion of worker health	<p>Demonstrating social responsibility starts with supporting our own workforce. Paramount is dedicated to enhancing employee well-being through impactful benefits and a positive work environment. Our comprehensive benefits package supports the health, wellness, and financial security of our employees and their families. Paramount’s Human Resources department seeks and responds to employee feedback to elevate workplace satisfaction and retain our talented team.</p> <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 emergency situations through emergency preparedness planning, fire safety and prevention, active shooter response, and CPR trainings. To address hazard identification and reduction for our Engineering Team, we conduct third-party risk engineering assessments. These assessments evaluate facility safety, including hazardous materials, machine guarding, slings and hook safety, ladder use and condition, noise levels, and personal protective equipment.</p>	<p>2024 Corporate Responsibility Report, Adobe pg. 16 ("Our People")</p>	 

403-7 (CRE)	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	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.	2024 Corporate Responsibility Report , Adobe pg. 25 (“Enterprise Risk Management”) Human Rights Policy																
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.	2024 Corporate Responsibility Report , Adobe pg. 25 (“Enterprise Risk Management”)	N/A															
403-9 (CRE)	Work-related injuries	<table border="1" data-bbox="600 699 1308 833"> <thead> <tr> <th></th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Fatalities</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Injury Rate (IR) (per 100 employees)</td> <td>1.27</td> <td>1.93</td> <td>0.91</td> <td>0.32</td> </tr> </tbody> </table> <p>Paramount follows the GRESB definition of Injury Rate: “A measure of the total number of instances of being injured, (including occupational diseases and occupational disabilities, and fatalities) arising from operations expressed per 100 full-time equivalent employees.”</p>		2021	2022	2023	2024	Fatalities	0	0	0	0	Injury Rate (IR) (per 100 employees)	1.27	1.93	0.91	0.32	N/A	N/A
	2021	2022	2023	2024															
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403-10	Work-related ill health	<table border="1" data-bbox="600 1024 1304 1122"> <thead> <tr> <th></th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Lost Day Rate* (per 100 employees)</td> <td>65.08</td> <td>321.74</td> <td>113.63</td> <td>71.25</td> </tr> </tbody> </table> <p>Paramount aligns the definition of Lost Day Rate based on GRESB: “A measure of the impact of occupational accidents and diseases as reflected in time off work by the affected workers. It is expressed by comparing the total workdays lost due to occupational injury to the total days scheduled to be worked by the workforce during the reporting year”</p> <p>* Calculated by converting lost days into hours (based on a 40-hour workweek), normalizing per 100 FTEs, and dividing by total estimated working hours over a 50-week year.</p>		2021	2022	2023	2024	Lost Day Rate* (per 100 employees)	65.08	321.74	113.63	71.25	N/A	N/A					
	2021	2022	2023	2024															
Lost Day Rate* (per 100 employees)	65.08	321.74	113.63	71.25															

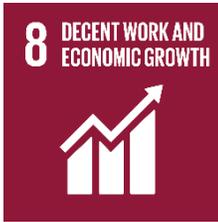
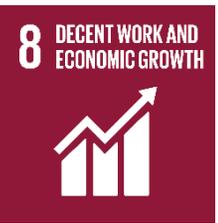
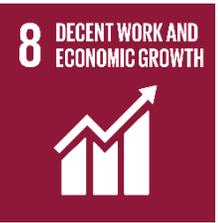
GRI 404: Training and Education				
404-1 (CRE)	Average hours of training per year per employee	Paramount's employees received an average of 7.4 hours of training in 2024.	2024 Corporate Responsibility Report, Adobe pg. 18 ("Training & Education")	 
404-2	Programs for upgrading employee skills and transition 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> <p>Paramount also offers a range of financial wellness benefits to support long-term employee success, including a 401(k) retirement plan with an employer matching, individualized financial planning sessions, commuter benefits program, and tuition and training reimbursement. These resources not only enhance current financial well-being but also support employees in preparing for retirement and long-term career transitions.</p>	2024 Corporate Responsibility Report, Adobe pg. 17 ("Human Capital")	 

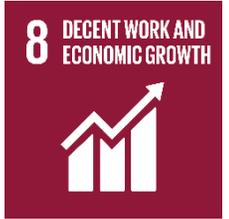
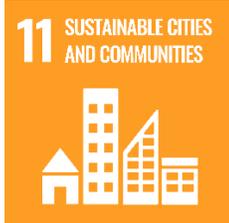
404-3	Percentage of employees receiving regular performance and career development reviews	All Paramount employees receive annual reviews to identify strengths and weaknesses. In providing constructive feedback for areas of improvement, managers also provide opportunities for training to address these 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 2024 employee engagement survey had a response rate of 70%.	2024 Corporate Responsibility Report, Adobe pg. 17 ("Human Capital ")	 
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GRI 405: Diversity and Equal Opportunity

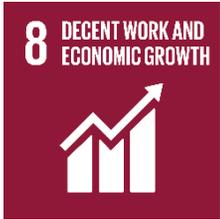
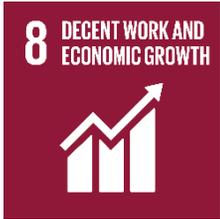
405-1 (CRE)	Diversity of governance bodies and employees	<p>We are committed to equal opportunity and workplaces that are free from discrimination and harassment on the basis of race, religion, sex, color, national origin, creed, ethnicity, age, disability, political affiliation, sexual orientation, gender identity or expression, or any other status protected by applicable law. We do not accept disrespectful or inappropriate behavior, harassment or retaliation in the workplace or in any work-related circumstance outside the workplace. We promote a culture of inclusion and value diverse viewpoints to strengthen our management practices and empower us to adapt to new challenges. 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> <table border="1" data-bbox="583 1224 1352 1442"> <thead> <tr> <th>Workforce Gender Breakdown</th> <th>% Female</th> </tr> </thead> <tbody> <tr> <td>Total Workforce</td> <td>30</td> </tr> <tr> <td>Board of Directors</td> <td>33</td> </tr> <tr> <td>Management Team</td> <td>30</td> </tr> <tr> <td>Corporate</td> <td>56</td> </tr> <tr> <td>Property Management</td> <td>19</td> </tr> </tbody> </table>	Workforce Gender Breakdown	% Female	Total Workforce	30	Board of Directors	33	Management Team	30	Corporate	56	Property Management	19	Human Rights Policy 2024 Corporate Responsibility Report, Adobe pg. 17 ("Human Capital ") 2025 Proxy Statement, pg. 6, 10 ("Board Composition and Diversity" and "Board Nominees Composition and Attributes")	 
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Black or African American	20															
Hispanic or Latino	19															
White	45															
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												
GRI 406: Non-Discrimination																
406-1 (CRE)	Incidents of discrimination and corrective actions taken	During the calendar year 2024, there were 0 significant events or incidents of discrimination in accordance with local laws and regulations.	N/A	 												

GRI 407: Freedom of Association and Collective Bargaining				
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.	Human Rights Policy 32BJ SEIU Union CBA Local 94 CBA	
GRI 408: Child Labor				
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. No operations or suppliers were identified as being at significant risk for incidents of child labor, including due to type of operation, supplier, or geographic location.	Human Rights Policy	 
GRI 409: Forced or Compulsory Labor				
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.	Human Rights Policy	

GRI 410: Security Practices				
410-1	Security personnel trained in human rights policies or procedures	<p>We do not accept disrespectful or inappropriate behavior, harassment or retaliation in the workplace or in 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>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.</p>	32BJ SEIU Union CBA	
GRI 411: Rights of Indigenous Peoples				
411-1	Incidents of violations involving rights of indigenous peoples	Paramount’s operations are located in the New York City and San Francisco urban areas, where the likelihood of direct impacts on Indigenous rights is considered low due to the nature and location of our business activities. We are not currently aware of any incidents involving violations of the rights of indigenous peoples during the reporting period.	N/A	N/A
GRI 413: Local Communities				
413-1 (CRE)	Operations with local community engagement, impact assessments, and development programs	<p>At Paramount, we believe that our buildings are linked to the communities where we operate. We are home to businesses for nearly 300 tenant companies and thousands of employees, hubs for public transportation, and supporters of local jobs and businesses. We are committed to positively serving our neighbors and local communities.</p> <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</p>	2024 Corporate Responsibility Report, Adobe pg. 11, 19, 20, 22, and 23 “Sustainable Development” , “Community Commitment” , “Volunteerism & Philanthropy” , “Community Connection: New York City” , “Community Connection: San Francisco”	

		<p>students. We also partner with the Governor’s Committee on Scholastic Achievement, a nonprofit 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 2024 Corporate Responsibility Report.</p>		
413-2 (CRE)	Operations with significant actual and potential negative impacts on local communities	Paramount's operations do not have significant actual or potential negative impacts on local communities. Instead, we focus on sustainable development and initiatives that benefit 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.	2024 Corporate Responsibility Report, Adobe pg. 11 and 19 ("Sustainable Development" and "Community Commitment")	
CRE7	Number of persons voluntarily and involuntarily displaced and/or resettled by development, broken down by project	In 2024, Paramount undertook development and renovation projects at existing commercial properties. These were office buildings and did not result in any known voluntary or involuntary displacement of tenants or residents. No residential displacement occurred.	N/A	N/A

GRI 414: Supplier Social Assessment				
414-1	New suppliers that were screened using social criteria	Paramount’s Vendor Code of Conduct and monitoring survey covered 99 Critical Tier 1 Suppliers, including 50 suppliers that were assessed for the first time. Of the Critical Suppliers that were evaluated for the first time in the 2024 reporting cycle, we received an 88% response rate, which corresponds to approximately 94% of annual spend with all new Critical Suppliers. Notably, these new suppliers represent about 25% of our total Critical Tier 1 Supplier spend for the year.	2024 Corporate Responsibility Report, Adobe pg. 28 ("Supply Chain Risk Management") Vendor Code of Conduct	
414-2	Negative social impacts in the supply chain and actions taken	In 2024, Paramount’s Vendor Code of Conduct and supply chain survey covered 99 Critical Tier 1 Suppliers, including 50 suppliers that were assessed for the first time. These newly assessed suppliers represent 25% of annual spend out of the total spend with Critical Tier 1 Suppliers during 2024. No significant negative social impacts were identified among self-reported information from suppliers who respond to our annual Supplier Survey.	2024 Corporate Responsibility Report, Adobe pg. 28 ("Supply Chain Risk Management")	
GRI 415: Public Policy				
415-1	Political contributions	Unless approved as provided below, the policy of Paramount Group, Inc. (the “Company”) is that the Company shall not: <ul style="list-style-type: none"> • contribute to or make expenditures on behalf of any federal, state or local candidates for election, referendums or initiatives, • contribute to or make expenditures on behalf of political parties, • contribute to or make expenditures on behalf of political committees or other political entities organized and operating under 26 U.S.C. Sec. 527 of the Internal Revenue Code, • contribute to any charity or non-profit organization at the request of any federal, state or local governmental office holder or any candidate for such an office, • donate Company time, resources, products or services to any of the foregoing; or • pay for campaign advertisements, printing or other campaign expenses. <p>Please see Paramount’s Policy on Political Spending for more information.</p>	Policy on Political Spending	

GRI 416: Customer Health and Safety				
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>	2024 Corporate Responsibility Report, Adobe pg. 21 ("Occupant Health & Safety")	
416-2 (CRE)	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2024, Paramount did not identify any incidents of non-compliance with regulations or voluntary codes concerning the health and safety impacts of its operations.	N/A	N/A
GRI 417: Marketing and Labeling				
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>	2024 Corporate Responsibility Report, Adobe pg. 5 ("Key Achievements")	
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
GRI 418: Customer Privacy				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints in 2024. Please refer to our Privacy Policy for more information.	Privacy Policy	N/A