



# PARAMOUNT GROUP

## 2024 SASB Index

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### Sustainability Accounting Standards Board (SASB)

The Sustainability Accounting Standards Board (SASB) Standards, created in 2011, provide industry-specific criteria to assist companies in disclosing sustainability information to investors. SASB Standards identify the subset of Environmental, Social, and Governance (ESG) issues most relevant to each industry. By following the guidelines set forth by SASB, Paramount demonstrates a commitment to providing accurate, timely, and standardized data. Based on SASB’s Sustainable Industry Classification System (SICS), Paramount follows the “Infrastructure–Real Estate” standards to disclose sustainability information. Properties included in this report are those in which the company has 25% or larger ownership and maintains direct operational control, including those in New York City and San Francisco listed below <sup>(1)</sup>. Data from subsidiaries, leased facilities, outsourced operations, and other entities have not been included in this report. The 2024 SASB Report has been prepared in congruency with the Annual Sustainability Report to reflect the 2024 reporting year. Third-party assurance was provided by Sustainable Investment Group (SIG), a sustainability consulting firm unaffiliated with Paramount.

### Reporting Boundary <sup>(1)</sup>

1. 1633 Broadway
2. 1301 Avenue of the Americas
3. 1325 Avenue of the Americas
4. 31 West 52nd Street
5. 900 Third Avenue
6. 712 Fifth Avenue
7. One Market Plaza
8. 300 Mission Street
9. One Front Street
10. 55 Second Street

<sup>(1)</sup> In the first quarter of 2024, Market Center and 111 Sutter were reclassified as “non-core” assets in Paramount’s financial filings.



## Energy Management

Code	Accounting Metric	Unit of Measure	Total	SF	NY
<b>IF-RE-130a.1</b>	Energy consumption data coverage as a percentage of total floor area, by property subsector	Percentage (%) by floor area	100.000%	100.000%	100.000%
<b>IF-RE-130a.2</b>	Total energy consumed by portfolio area with data coverage	Gigajoules (GJ)	728,389.042	157,687.521	570,701.520
	Percentage of total energy that is grid electricity, by property subsector	Percentage (%)	54.324%	70.841%	49.760%
	Percentage of the total energy that is renewable, by property subsector	Percentage (%)	54.324%	70.841%	49.760%
<b>IF-RE-130a.3</b>	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Percentage (%)	1.875%	-8.983%	5.347%
<b>IF-RE-130a.4</b>	Percentage of eligible portfolio that has an energy rating, by property subsector	Percentage (%) by floor area	100.000%	100.000%	100.000%
	Percentage of eligible portfolio that is certified to ENERGY STAR, by property subsector	Percentage (%) by floor area	100.000%	100.000%	100.000%
<b>IF-RE-130a.5</b>	<p><u>Description of how building energy management considerations are integrated into property investment analysis and operational strategy.</u></p> <p>Paramount’s commitment to operational efficiency extends to all of our assets. A key component of this commitment is effective energy management, which we recognize as essential for both minimizing our environmental impact and reducing operating expenses. The comprehensive strategy we have developed to achieve a 35% reduction in energy consumption by 2025 is detailed here.</p> <ul style="list-style-type: none"> <li>• Building Management System Programming &amp; Controls <ul style="list-style-type: none"> <li>○ A building management system (BMS) is a computer-based monitoring network that facilitates the management of critical building equipment. By leveraging a building’s BMS, the flow of performance data to Paramount’s Engineering Team is centralized, thereby enhancing operational control and efficiency.</li> </ul> </li> <li>• Capital Planning</li> </ul>				



	<ul style="list-style-type: none"> <li>○ Climate-related risks have led our team to prioritize building upgrades and operational efficiency. We develop thorough 5- and 10-year capital plans that are tied to local laws, end of useful life, tenant rollover, and lease renewals. Our team has a due diligence process in place where we earmark capital projects to align with economically favorable timing.</li> <li>● Commissioning             <ul style="list-style-type: none"> <li>○ Building commissioning ensures that all systems perform to specifications and provides a baseline to accurately benchmark the energy consumption of an asset. This process typically also leads to fewer mechanical issues and lower maintenance costs.</li> </ul> </li> <li>● Decarbonization Studies             <ul style="list-style-type: none"> <li>○ We partner with third-party engineering firms to quantify the impact of various decarbonization strategies on overall energy usage, carbon emissions, and utility costs. These studies model carbon footprint profiles and identify energy conservation measures (ECMs) at the asset level. Ultimately, these studies inform future capital expenditures that position our assets for a high-performance, low-carbon future.</li> </ul> </li> <li>● Demand Response             <ul style="list-style-type: none"> <li>○ Paramount is enrolled in Demand Response programs, 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 access to consumption data from our energy management platforms, enables Paramount to help mitigate risks associated with grid failures.</li> </ul> </li> <li>● Energy Modeling             <ul style="list-style-type: none"> <li>○ In addition to decarbonization studies, we are also developing energy models to identify specific ECMs and capital projects, such as automation control retrofits and equipment upgrades, to reduce energy consumption. These detailed analyses will then inform opportunities for building system improvements, maximizing energy savings and enhancing building performance.</li> </ul> </li> <li>● Heating, Ventilation, and Air Conditioning Upgrades             <ul style="list-style-type: none"> <li>○ Heating, ventilation, and air conditioning (HVAC) systems are energy intensive, so retrofitting or replacing these systems presents substantial opportunities for increased efficiency. Improvements to heating and cooling systems include the installation of variable frequency drives, heat exchangers, and air handling units, as well as upgrades to boilers and chillers. We have also implemented HVAC programming and sequencing that adjusts tempered air based on real-time occupancy data.</li> </ul> </li> <li>● Lighting Improvements             <ul style="list-style-type: none"> <li>○ Replacing existing lighting with more efficient LED fixtures reduces the energy consumption of a building. The savings are even more impactful when these upgrades are coupled with occupancy sensors and daylighting controls.</li> </ul> </li> <li>● Ongoing Monitoring</li> </ul>
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	<ul style="list-style-type: none"><li>○ Our team leverages the ENERGY STAR Portfolio Manager platform to benchmark energy, emissions, water, and waste data across 100% of the REIT Portfolio. Reports downloaded from Portfolio Manager both verify and track our progress toward reduction targets.</li><li>● Real-time Energy Management Participation<ul style="list-style-type: none"><li>○ Six New York City properties are enrolled in the New York State Energy Research and Development Authority (NYSERDA) Real Time Energy Management (RTEM) Program. This program facilitates continuous monitoring of building energy performance, identifies areas for improvement, and automates energy saving actions. Through our participation, we are leveraging data feeds from utilities, meters, and occupancy and indoor air quality sensors to advance data driven operational insights.</li></ul></li><li>● Real-time Energy Management Platform<ul style="list-style-type: none"><li>○ 100% of the REIT Portfolio utilizes iES Mach, a real-time energy management platform. This software solution empowers our Engineering and Property Management Teams to respond quickly and effectively to building conditions by monitoring energy use in 5-minute intervals.</li></ul></li><li>● Submetering<ul style="list-style-type: none"><li>○ To achieve improved data quality and enhanced transparency, our team conducted an extensive submetering audit across hundreds of meters. The audit identified meter locations and specifications, the corresponding tenant or base building load, and action items needed to address reading errors.</li></ul></li><li>● Technology<ul style="list-style-type: none"><li>○ Piloting new technologies assists with the transition to a lower carbon economy. The availability of utility incentive programs shortens the payback period to incentivize the installation of updated building systems over the continued operation of outdated equipment.</li></ul></li><li>● Training<ul style="list-style-type: none"><li>○ Continuous training and education among our employees are important for responsible operations and sustainable growth. Our Property Management and Engineering Teams receive ongoing training in energy management, building systems, and new technologies. Companywide education programs cover existing sustainability initiatives and emerging trends, with monthly briefings provided to Executive Management to reinforce these principles.</li></ul></li></ul>
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## Water Management

Code	Accounting Metric	Unit of Measure	Total	SF	NY
IF-RE-140a.1	Water withdrawal data coverage as a percentage of total floor area, by property subsector	Percentage (%) by floor area	100.000%	100.000%	100.000%
	Water withdrawal data coverage as a percentage of floor area in regions with High or Extremely High Baseline Water Stress, by property subsector <sup>(2)</sup>	Percentage (%) by floor area	100.000%	100.000%	100.000%
	Percentage of floor area in regions with High or Extremely High Baseline Water Stress, by property subsector <sup>(3)</sup>	Percentage (%) by floor area	0.000%	0.000%	0.000%
IF-RE-140a.2	Total water withdrawn by portfolio area with data coverage, by property subsector	Thousand cubic meters (m <sup>3</sup> )	470.920	88.818	382.102
	Percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	Percentage (%)	0.000%	0.000%	0.000%
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Percentage (%)	3.029%	-4.622%	4.986%
IF-RE-140a.4	<p><u>Description of water management risks and discussion of strategies and practices to mitigate those risks.</u></p> <p>Minimizing the environmental footprint of our assets depends on responsible and intentional resource management. In 2018, Paramount committed to a 10% reduction in water usage and a 50% recycling rate by 2025, which underscores this priority. The strategies outlined here detail our team's approach to managing water and waste consumption to help achieve these targets.</p> <ul style="list-style-type: none"> <li>• Belimo Energy Valves <ul style="list-style-type: none"> <li>○ These valves are installed on air handling units and automatically adjust water flow rates to optimize temperature spreads and meet the design capacity of cooling coils. By increasing the temperature spread of the chilled water coils, these valves allow for a more efficient heat exchange across the coil, thereby reducing both water consumption and energy needed for pumping.</li> </ul> </li> <li>• Cooling Towers <ul style="list-style-type: none"> <li>○ 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.</li> </ul> </li> </ul>				



	<ul style="list-style-type: none"><li>● Data Tracking &amp; Transparency<ul style="list-style-type: none"><li>○ 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.</li></ul></li><li>● Irrigation<ul style="list-style-type: none"><li>○ Most of our properties have minimal landscaping. For those properties that are landscaped, we rely on smart meters to regulate the amount of water used for irrigation. To further reduce irrigation needs, these landscaped areas use native plants that require less water since they are adapted to the local climate.</li></ul></li><li>● Leak Detection<ul style="list-style-type: none"><li>○ Leak detection systems and auto shut-off valves are installed on chilled water air handlers, triggering an alarm system that sends a signal to the building management system in the event of a leak. This system supports both water conservation and property protection by identifying and addressing leaks promptly.</li></ul></li><li>● Low-flow Fixtures<ul style="list-style-type: none"><li>○ Paramount's build-out specifications require the installation of low-flow fixtures. Existing toilets, urinals, faucets, and showers across the portfolio are also upgraded with low-flow fixtures to further reduce water consumption.</li></ul></li><li>● Water Submeters<ul style="list-style-type: none"><li>○ Water submeters are installed throughout the buildings to monitor consumption, identify opportunities for increased efficiency, and target leaks from specific systems.</li></ul></li></ul>
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<sup>(2)</sup> Last year, we reported the percentage of portfolio floor area in High or Extremely High Baseline Water Stress regions to reflect exposure, in line with industry practice. This year, to improve transparency and better align with SASB, we have also included water withdrawal data coverage in these regions.

<sup>(3)</sup> The percentage of portfolio floor area in High or Extremely High Baseline Water Stress regions was calculated using WRI's Aqueduct Water Risk Atlas by mapping property locations against the Baseline Water Stress layer and dividing the total floor area in these regions by the total portfolio floor area.



## Management of Tenant Sustainability Impacts

Code	Accounting Metric	Unit of Measure	Total	SF	NY
IF-RE-410a.1	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements, by property sector	Percentage (%)	97.207%	100.000%	96.579%
	Associated leased floor area of new leases that contain a cost recovery clause for resource efficiency-related capital improvements, by property subsector	Square meters (m <sup>2</sup> ) Percentage (%) of total floor area	25,418.272 (3.130%)	4,795.098 (1.845%)	20,623.174 (3.735%)
IF-RE-410a.2	Percentage of tenants that are separately metered or sub-metered for grid electricity consumption, by property subsector.	Percentage (%) by floor area	81.897%	43.440%	100.000%
	Percentage of tenants that are separately metered or sub-metered for water withdrawals, by property subsector	Percentage (%) by floor area	11.437%	4.696%	14.611%
IF-RE-410a.3	<p><u>Discussion of approach to measuring, incentivizing, and improving sustainability impact of tenants.</u></p> <p>We believe in building strong partnerships with our tenants, recognizing that Paramount’s success is linked to their success. Our assets provide the environments where businesses flourish, and we are committed to supporting their objectives, including the sustainability initiatives detailed here.</p> <ul style="list-style-type: none"> <li>• Billing Transparency <ul style="list-style-type: none"> <li>○ Paramount’s team revamped the tenant billing system to empower tenants to better understand and manage their energy consumption. The updated bills now show monthly energy use compared to the previous year, tenant rankings among their peers in the building, and, using the EPA equivalencies calculator, a visualization of their monthly carbon dioxide emissions. We also included energy saving tips to encourage behavior change.</li> </ul> </li> <li>• Data Sharing <ul style="list-style-type: none"> <li>○ 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.</li> </ul> </li> <li>• Education &amp; Communication <ul style="list-style-type: none"> <li>○ Tenant engagement is key for maximizing a building’s energy savings. We actively engage tenants through sharing best practices, hosting events (including in-person meetings and webinars), and providing educational resources.</li> </ul> </li> <li>• ENERGY STAR Tenant Space Recognition</li> </ul>				



	<ul style="list-style-type: none"><li>○ ENERGY STAR Tenant Space is the EPA’s award for tenant specific sustainability efforts within leased office space. We partner with our tenants to pursue this recognition, which encourages sustainability improvements in their own operations.</li><li>● Green Lease Provisions<ul style="list-style-type: none"><li>○ Green lease provisions align landlord-tenant objectives from the start of the partnership. We use these leases as a tool to improve energy efficiency and minimize the building’s environmental impact in collaboration with our tenants.</li></ul></li><li>● Tenant Build-out Guidelines<ul style="list-style-type: none"><li>○ Our Construction Team developed build-out specifications to encourage tenants to design and execute sustainable office spaces. These specifications are aligned with LEED, ENERGY STAR, and building codes, and can lower operating expenses while improving overall building energy performance.</li></ul></li><li>● Tenant Surveys<ul style="list-style-type: none"><li>○ Tenant comfort and satisfaction are continuously monitored through the distribution of LEED pulse surveys. Our team remains responsive to tenant needs by maintaining open communication.</li></ul></li></ul>
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## Climate Change Adaption

Code	Accounting Metric	Unit of Measure	Total	SF	NY
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property subsector <sup>(4)</sup>	Square meters (m <sup>2</sup> )	0.000	0.000	0.000
IF-RE-450a.2	<p><u>Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risk.</u></p> <p>Paramount recognizes the importance of addressing climate change risks to our assets. We are developing proactive strategies to mitigate potential impacts and integrate climate change considerations into our broader risk management framework. This framework is overseen by senior management and the Audit Committee of our Board of Directors.</p> <ul style="list-style-type: none"> <li>• Asset-Level Analysis <ul style="list-style-type: none"> <li>○ We used First Street Foundation’s Risk Factor tool to conduct our annual climate change scenario analysis. This tool analyzed the potential impact of various climate hazards — flooding, fire, wind, air quality, and heat — on each of our assets. The Risk Factor models use a middle of the road scenario (SSP2-4.5) from the World Climate Research Programme’s 6th Coupled Model Intercomparison Project (CMIP6) and assign a risk score from 1 (low) to 10 (high). The results, which indicated primarily low risks, provide important information to our Executive Management Committee about the portfolio’s key climate-related risks.</li> </ul> </li> <li>• Climate Change Scenario Analysis <ul style="list-style-type: none"> <li>○ As part of Paramount’s 2024 climate change scenario analysis, we also reviewed the potential impacts of sea level rise associated with the RCP2.6 and RCP8.5 warming scenarios on our New York and San Francisco portfolios. The findings of this analysis show that our properties are likely to remain above sea level through 2100. In the absence of mitigating actions, our San Francisco properties have greater exposure to risks related to sea level rise in a RCP8.5 warming scenario.</li> </ul> </li> <li>• Environmental Due Diligence <ul style="list-style-type: none"> <li>○ Paramount uses a comprehensive checklist to assess environmental risks for potential new investments. This checklist covers seven thematic areas, requesting both qualitative and quantitative data about the borrower and asset. Our goal is to identify opportunities for capital structuring, operational improvements, and asset repositioning, thereby proactively reducing investment risk both before and after acquisition.</li> </ul> </li> <li>• Third-party Risk Assessments <ul style="list-style-type: none"> <li>○ Paramount hires FM Global, a third-party property insurance company, to evaluate all assets on a semiannual basis. This service provides us with a quantified assessment of risks and recommendations to enhance the resiliency of our</li> </ul> </li> </ul>				

	<p>assets. Our Property Managers and Engineers use these assessments to inform and prioritize capital investments and building upgrades.</p> <ul style="list-style-type: none"> <li>○ To specifically address climate risk, physical risk reports produced by FM Global are shared with our team and are updated quarterly. FM Global’s methodology evaluates the exposure of real estate assets to property loss and business interruption due to climate-related events including wildfire, freeze, wind, collapse, flood, hail, and lightning. These reports also distinguish between inherent risk and actionable risk, and provide recommendations for initiatives that minimize actionable risk.</li> </ul> <ul style="list-style-type: none"> <li>● Physical Risks <ul style="list-style-type: none"> <li>○ Climate <ul style="list-style-type: none"> <li>▪ Climate change scenario analysis updated annually</li> <li>▪ Demand Response participation to mitigate risk associated with grid failures</li> <li>▪ Development of high-performance, resilient buildings</li> <li>▪ Plans and Procedures: Business Continuity, Emergency Response, Life Safety, Emergency Evacuation</li> <li>▪ Tenant emergency response communication and training</li> <li>▪ Third-party risk assessments performed on all assets semiannually</li> <li>▪ 5- and 10-year capital plans developed to implement efficiency and emissions reduction technologies</li> </ul> </li> <li>○ Weather <ul style="list-style-type: none"> <li>▪ Adverse weather protocols communicated to building operators</li> <li>▪ Backup generation, emergency lighting, and fire pumps installed onsite</li> <li>▪ Insurance coverage to protect against damage from natural hazards</li> <li>▪ Third-party physical risk assessments refreshed quarterly</li> </ul> </li> <li>○ Water <ul style="list-style-type: none"> <li>▪ Critical building equipment and switchgears elevated to higher floors</li> <li>▪ Flood zone identification</li> <li>▪ Landscaping strategy includes native plants requiring less water for irrigation</li> <li>▪ Proximity to flood zones incorporated in underwrites</li> <li>▪ Smart-meter irrigation systems</li> </ul> </li> <li>○ Fire <ul style="list-style-type: none"> <li>▪ Bay Area Air Quality Management-aligned operations during wildfire and high air pollution events</li> <li>▪ Carbon pre-filters installed across select San Francisco assets to protect against wildfire smoke</li> </ul> </li> </ul> </li> </ul>
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<sup>(4)</sup> 100-year flood zones have a 1% or greater annual chance of flooding and are designated by FEMA as Special Flood Hazard Areas (SFHAs) based on hydrological modeling and historical data. FEMA’s Flood Map Service Center ([msc.fema.gov](https://www.msc.fema.gov)) and Flood Insurance Rate Maps (FIRMs) were used to analyze Paramount Group’s exposure to SFHAs.



**Activity Metrics**

<b>Code</b>	<b>Activity Metric</b>	<b>Unit of Measure</b>	<b>Total</b>	<b>SF</b>	<b>NY</b>
<b>IF-RE-000.A</b>	Number of assets, by property sector	Number	10	4	6
<b>IF-RE-000.B</b>	Leasable floor area (m <sup>2</sup> ), by property sector	Square meters (m <sup>2</sup> )	955,202.394	305,205.624	649,996.770
<b>IF-RE-000.C</b>	Percentage of indirectly managed assets, by property sector	Percentage (%) by floor area	0.000%	0.000%	0.000%
<b>IF-RE-000.D</b>	Average occupancy rate, by property sector <sup>(5)</sup>	Percentage (%)	83.294%	84.907%	82.536%

<sup>(5)</sup> Represents the percentage of space for which we have commenced rental revenue in accordance with GAAP.