

A vertical garden with various green plants growing against a dark grey stone wall. The plants include ferns, grasses, and broad-leafed plants. The wall is made of large, rectangular stone tiles.

2022  
Environmental,  
Social, &  
Governance  
Report

PARAMOUNT GROUP



Paramount to our success is upholding the highest standards for ESG practices.

Paramount continues to be an industry leader in Environmental, Social, and Governance initiatives through our high-quality, efficient, and sustainable assets. Our ESG approach is strategic in managing operating costs, attracting and retaining premium tenants, and enhancing portfolio value for shareholders.

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# ESG Transparency

Transparency is at the cornerstone of Paramount's commitment to ethical business operations. We have a long-standing history of disclosing non-financial key performance indicators around ESG matters, an approach that has grown exponentially since beginning with GRESB (Global Real Estate Sustainability Benchmark) reporting in 2017. The Company's disclosures are aligned with the global frameworks listed below to ensure our reporting is both material and accurate. To take Paramount's strategy a step further, we partner with a third party to externally assure our data.

Conceptual Rendering, 745 Fifth Avenue

## GRESB

2017, 2018, 2019, 2020, 2021, 2022, 2023

GRESB (Global Real Estate Sustainability Benchmark) sets the most rigorous ESG reporting standards for real estate companies worldwide. The GRESB Assessments are guided by what investors and the industry consider to be material issues in the sustainability performance of asset investments and are aligned with international reporting frameworks, goals, and emerging regulations.

## SASB

2020, 2021, 2022, 2023

SASB (The Sustainability Accounting Standards Board) provides a complete set of globally applicable disclosures which identify the minimal set of financially material sustainability topics and their associated metrics for the typical company in an industry. SASB Standards enable businesses to identify, manage, and communicate financially-material sustainability information to investors.

## TCFD

2021, 2022, 2023

The Financial Stability Board established the TCFD (Task Force on Climate-related Financial Disclosures) to develop recommendations for effective climate-related disclosures that could promote more informed investment, credit, and insurance underwriting decisions. The mission is to channel investment to sustainable and resilient solutions, opportunities, and business models.



## CDP

2019, 2020, 2021, 2022, 2023

CDP is a comprehensive survey that seeks to improve corporate awareness through measurement and disclosure, ultimately advancing the effective management of climate change risk. CDP disclosure identifies new opportunities for climate mitigation through questionnaires that are fully aligned with the TCFD recommendations.

## GRI

2021, 2022, 2023

The GRI (Global Reporting Initiative) Standards are designed as a modular set of disclosures, delivering an inclusive picture of an organization's material topics, their related impacts, and how they are managed. This reporting framework allows businesses to understand and report on their impacts on the economy, environment, and people in a comparable and credible way, thereby increasing transparency.

## UN SDGs

2022, 2023

The UN SDGs (United Nations Sustainable Development Goals) are comprised of 17 initiatives that recognize ending global poverty and other deprivations must go hand in hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve oceans and forests.

# Company Profile

## Reporting Boundary

### 12 Properties

11,314,981 sf

### Markets

7,003,525 sf

#### New York City

- 1633 Broadway
- 1301 Avenue of the Americas
- 1325 Avenue of the Americas
- 31 West 52nd Street
- 900 Third Avenue
- 712 Fifth Avenue

4,311,456 sf

#### San Francisco

- One Market Plaza
- Market Center
- 300 Mission Street
- One Front Street
- 55 Second Street
- 111 Sutter Street

### Employees

326

Total Employees

97

Corporate

229

Property Management



View from 745 Fifth Avenue

# CEO Letter



Albert Behler  
Chairman, CEO, & President

To our Stakeholders, I am proud to present Paramount's 2022 ESG Report, marking the fifth consecutive year we have released a report since we began in 2018. It is momentous to reflect on the evolution of our program and on the significant strides we have made year after year. ESG and responsible operations have been and will continue to be core to our organizational mission and integrated into our business.

### ESG Strategy

Paramount's ESG strategy encompasses the programs we implement to advance our assets, our tenants, our people, our communities, and our bottom line. Starting with our portfolio of healthy, efficient, and high-quality assets, our commitment to sustainability is unwavering. With a portfolio that boasts 100% LEED Platinum or Gold, ENERGY STAR, and Fitwel certified assets, we are positioned to attract and retain tenants that share our sustainability values.

At the organizational level, we strive to create a diverse and inclusive company culture, encourage professional development, and protect the well-being of all employees. In 2022, 57% of new hires identified as members of a minority group, and 51% of our corporate employees were female. We are committed to initiatives that bolster the health of both our team and our surrounding communities.

At Paramount, we focus on ESG not only because of our societal responsibility, but also because of our responsibility to our stakeholders. Prioritizing ESG ensures there is alignment between our actions and expectations from the investment community. Sound ESG practices at the forefront of our business translate to long-term preparedness and resilience.

### 2022 Achievements

We continued to make noteworthy ESG progress throughout 2022, and we are proud to have garnered the following distinctions:

- We achieved a 5 Star rating in the 2022 GRESB Real Estate Assessment for the fourth consecutive year, which distinguished our ESG performance in the top 20% among entrants.
- We were proud to be designated a 2022 ENERGY STAR Partner of the Year, as we also achieved ENERGY STAR labels across 100% of our REIT portfolio.
- We maintained our industry-leading recognition of operating a REIT portfolio comprised of 100% LEED Platinum or Gold and Fitwel certified buildings.
- We were ranked in the first decile by the ISS ESG framework.
- We scored in the top 31% out of over 18,700 global respondents in the CDP climate change 2022 questionnaire.
- We improved our ranking in the S&P Global Corporate Sustainability Assessment from the 67th percentile in 2021 to the 86th percentile in 2022.

### Forward-looking Vision

The team at Paramount is dedicated to maintaining and improving our ESG performance for our stakeholders and for a greater collective purpose. Upholding the highest standards for ESG practices will allow us to also uphold our reputation as a company that operates with integrity. The principles of ESG help Paramount navigate forward as a more purposeful organization.

Sincerely,  
Albert Behler  
Chairman, CEO, & President

“ESG and responsible operations have been and will continue to be core to our organizational mission and integrated into our business.”

# ESG Highlights



100%

LEED Platinum or Gold Certified REIT Portfolio

100%

2022 ENERGY STAR labeled REIT Portfolio

100%

Fitwel rated REIT Portfolio

100%

Electricity powered by renewable resources throughout 2022 for REIT Portfolio

5 Stars

Highest GRESB accolade earned for the fourth consecutive year

“A” Rating

Highest score on GRESB Public Disclosure assessment

1st Decile Rank

Top performance and “Prime” rating by exceeding ISS ESG requirements

57%

Of new hires in 2022 identify as members of a minority group by race / ethnicity

Top 31%

CDP Climate Change score among 18,500+ global respondents

86th Percentile

Performance in the S&P Global ESG Score

90%

Critical Tier 1 Suppliers surveyed in 2022 supply chain assessment

ESG Pay Link

Goals within compensation framework for Executive Team

# Targets & Performance

Paramount has set ambitious reduction targets for energy, emissions, water, and waste that we are on track to achieve by 2025. These targets encourage innovation, garner Executive Management and Board-level attention, and galvanize reduction efforts across the entire organization. We hold ourselves accountable to these goals and are unwavering in our commitment to minimize the portfolio's environmental footprint.

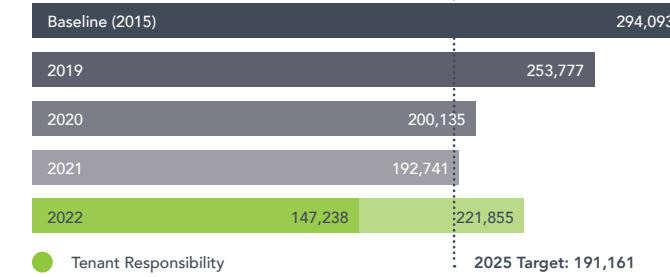
The data below show Paramount's 2022 performance compared to our corporate targets. Both 2020 and 2021 saw reduced occupancy because of the COVID-19 pandemic, which subsequently resulted in reduced resource consumption. More detailed information on our reduction strategies can be found throughout the report, and additional disclosures are included in the 2022 GRI Content Index.



1633 Broadway

## Energy

### Energy Use (MWh)

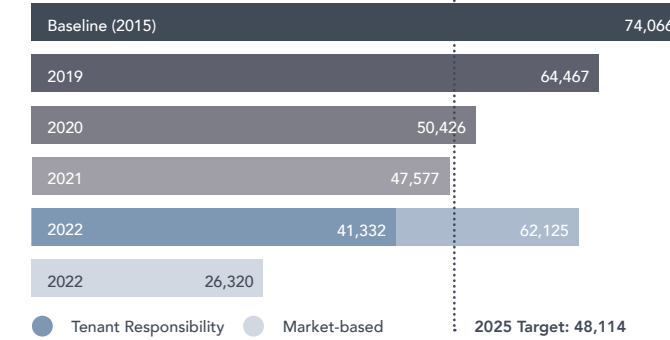


35%

reduction in energy consumption by 2025 (2015 baseline)

## Emissions

### Emissions (MtCO<sub>2</sub>e)

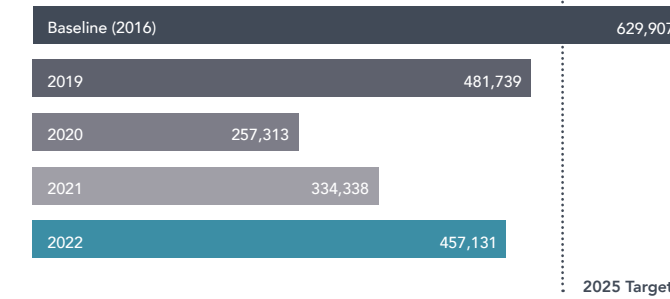


35%

reduction in greenhouse gas emissions by 2025 (2015 baseline)

## Water

### Water Use (m<sup>3</sup>)



10%

reduction in water consumption by 2025 (2016 baseline)

## Waste

### Percent Waste Diversion



50%

waste diversion rate by 2025

2025 Target: 50%

# E



## Environmental Leadership is Paramount

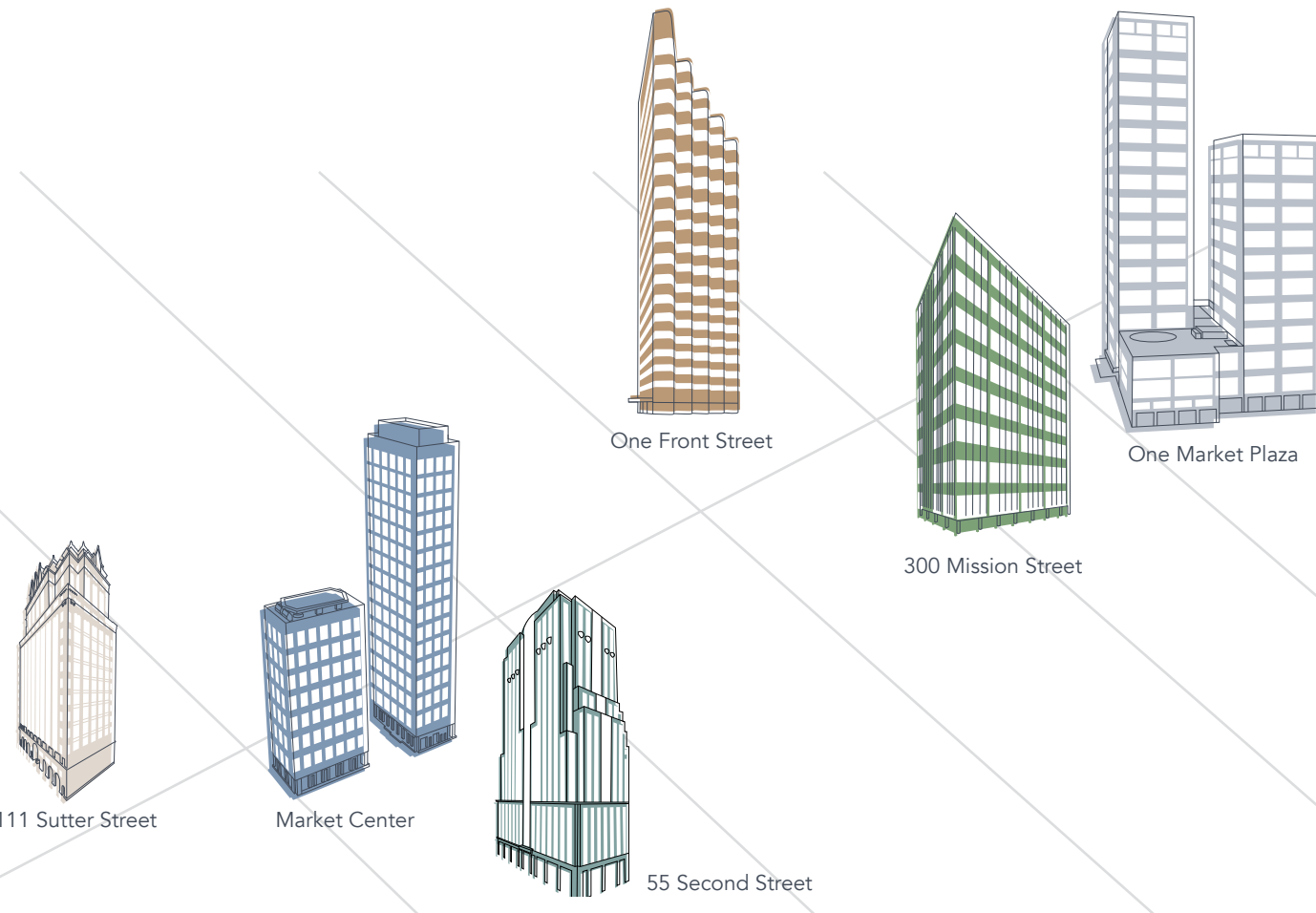
Our strategy is driven by a commitment to demonstrate leadership, reduce the portfolio’s environmental footprint, and operate responsibly. We are unrelenting in our purpose to improve year over year, and are dedicated to delivering positive outcomes for our stakeholders, including our tenants and the greater community.

# Sustainability from Coast to Coast

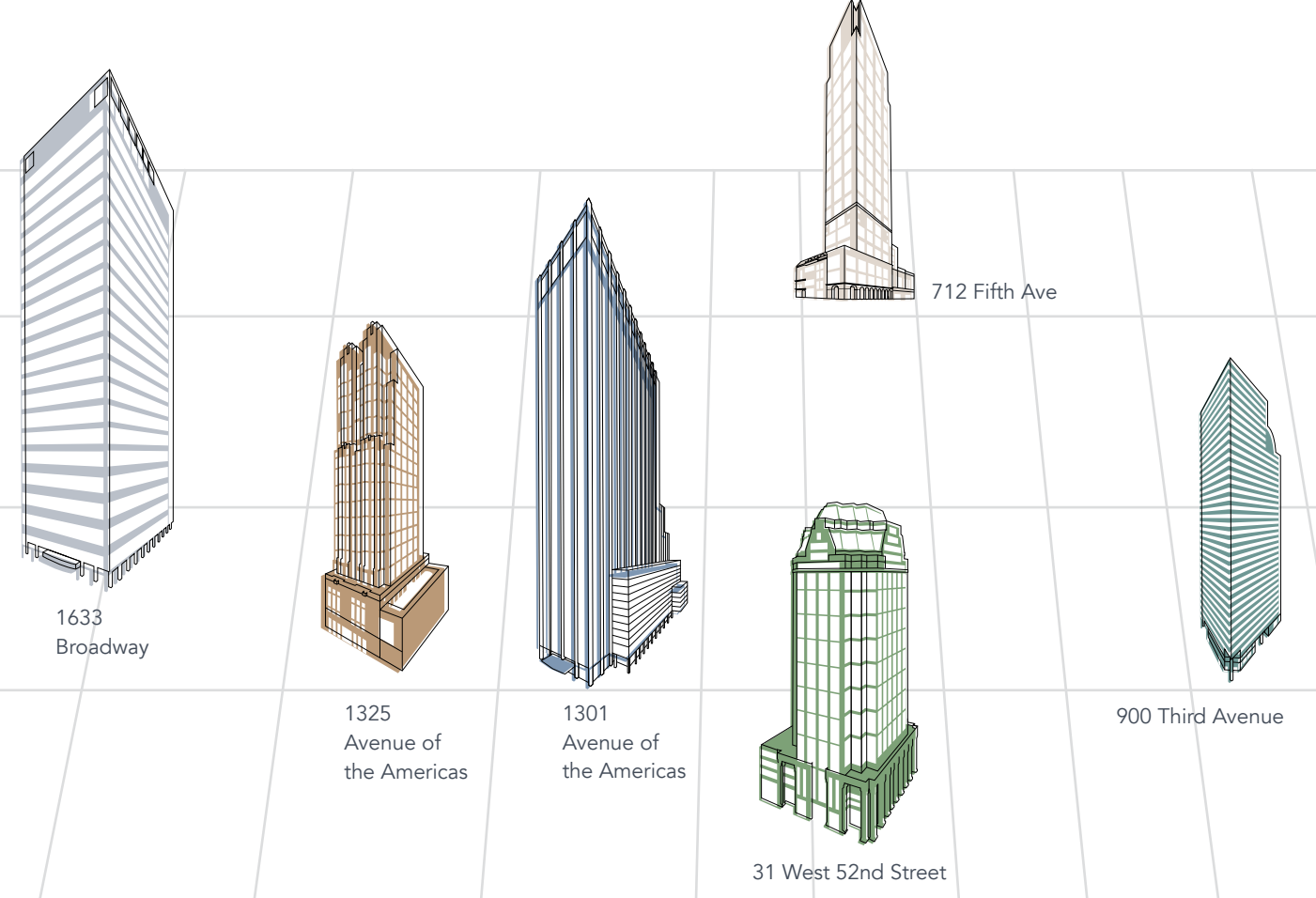
Property	ENERGY STAR	LEED	Fitwel	
<b>San Francisco</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>4,311,456</b> Total square feet in San Francisco
● One Market Plaza	●	Platinum	●	<b>100%</b> LEED Platinum or Gold Certified
● Market Center	●	Gold	●	<b>100%</b> ENERGY STAR Labeled
● 300 Mission Street	●	Platinum	●	<b>100%</b> Fitwel Rated
● One Front Street	●	Platinum	●	
● 55 Second Street	●	Platinum	●	
● 111 Sutter Street	●	Platinum	●	

Property	ENERGY STAR	LEED	Fitwel	
<b>New York</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>7,003,525</b> Total square feet in New York
● 1633 Broadway	●	Gold	●	<b>100%</b> LEED Platinum or Gold Certified
● 1301 Avenue of the Americas	●	Gold	●	<b>100%</b> ENERGY STAR Labeled
● 31 West 52nd Street	●	Gold	●	<b>100%</b> Fitwel Rated
● 1325 Avenue of the Americas	●	Platinum	●	
● 900 Third Avenue	●	Platinum	●	
● 712 Fifth Avenue	●	Gold	●	

## San Francisco



## New York





# Energy Management

At Paramount, successful building operations are defined by how efficiently we run each asset. Effective energy management is an organizational priority that translates to a smaller carbon footprint and reduced operating expenses. We have developed a comprehensive strategy to achieve a 35% reduction in energy consumption by 2025.

## Building Management System Programming & Controls

A building management system (BMS) is a computer-based monitoring network that facilitates the management of critical building equipment. Through a combination of software and hardware, the flow of performance data between the BMS and Paramount's Engineering Team is centralized, thereby enhancing operational control and efficiencies.

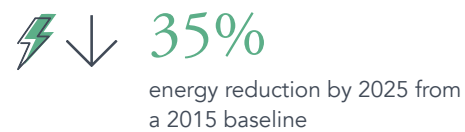


## Capital Planning

Climate-related risks have encouraged 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 plan in place which ensures we optimize efficiencies on an economically feasible basis.

## Commissioning

Building commissioning ensures that all systems perform to specifications and provides a foundation for correctly benchmarking the baseline energy consumption of an asset. This process typically also leads to fewer mechanical issues and lower maintenance costs.



## Decarbonization Studies

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 a building's carbon emissions profile and identify energy conservation measures. Ultimately, these studies inform future capital expenditures that will place the building on a path toward a high-performance, low-carbon future.

## Demand Response

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.



## Heating, Ventilation, and Air Conditioning Upgrades

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.

## Lighting Improvements

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.



Our team leverages the ENERGY STAR Portfolio Manager platform to benchmark energy, emissions, water, and waste data across 100% of the REIT Portfolio.

## Ongoing Monitoring

Our team leverages the ENERGY STAR Portfolio Manager platform to benchmark energy, emissions, water, and waste data across 100% of the REIT Portfolio. Quarterly reports downloaded from Portfolio Manager both verify and track our progress towards corporate-wide reduction targets.

## Real-time Energy Management Platform

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.

## Technology

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.

## Training

Increasing employee awareness of sustainability matters through ongoing training and education is key to responsible operations and growth. On the operational side, Property Management and Engineering Teams are continuously trained on energy management, building systems, and new technologies. Company-wide education on existing sustainability programs and emerging trends is also facilitated, and Executive Management, who receive monthly briefings on these topics, reinforce this education.



# Tenant Collaboration

Positive landlord-tenant relationships are vital to Paramount's success. Our assets are the platform where companies build and grow their businesses. We support the organizational objectives set by each tenant, including the sustainability initiatives detailed below.

## Data Sharing

Our team shares environmental performance data to support the independent targets our tenants set corporately. We also work with tenants to determine their environmental footprint and understand their overall impact on the building.

## Education & Communication

Engaging tenants in energy efficiency initiatives is key to unlocking the full energy savings potential of a building. We are in constant communication with our tenants by sharing best practices, hosting events and meetings, and distributing educational material to achieve reductions.

## ENERGY STAR Tenant Space Recognition

ENERGY STAR Tenant Space is the U.S. Environmental Protection Agency's (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.

## Green Lease Provisions

Developing green lease provisions is an assurance that landlord-tenant objectives are aligned from the outset of the partnership. By utilizing the lease as a tool to improve energy efficiency, we create high-performing assets that minimize the building's environmental impact in partnership with our tenants.

## Tenant Build-out Guidelines

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; lower operating expenses; and improve overall building energy performance.

## Tenant Surveys

Tenant comfort and satisfaction are continuously monitored through the distribution of LEED pulse surveys coupled with more comprehensive Kingsley surveys. Our team remains responsive to tenant needs by keeping the lines of communication open.



“Sustainability has always been important to our firm and we are proud to work at 1633 Broadway. It has been extremely satisfying to collaborate with a landlord that advances efforts for a more sustainable future.” — Pamela Kauppila, New Mountain Capital LLC's Director, ESG Engagement

# Pathway to Decarbonization

Climate change is one of the most pressing issues of our time. At Paramount, we are focused on how to advance climate progress and address associated challenges through proactive management. Detailed below is the comprehensive pathway our team has developed to decarbonize our portfolio's footprint.

## 1. Interim Targets

A key first step in establishing the pathway to decarbonization was setting an interim emission reduction target to drive action within a timeframe that is aligned with corporate planning and investment cycles. Paramount is committed to reducing Scope 1 and Scope 2 greenhouse gas emissions 35% by 2025 from a 2015 baseline.

### Scope 1 (direct emissions)

On-site combustion of fossil fuels used for heating, hot water, and standby generators

### Scope 2 (indirect emissions)

Off-site generation of steam and electricity supplied by local utilities

## 2. On-site Efficiency Improvements

As a building owner, Paramount's core method of achieving emission reductions is by lowering the on-site energy consumption of our portfolio. Efficient building operations are a result of 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, we also pledged to reduce energy consumption 35% by 2025 from a 2015 baseline.

## 4. Off-site Renewable Power

Paramount is purchasing renewable power to offset the Scope 2 emissions that cannot be mitigated by efficiency improvements alone. Throughout 2023, 100% of the electricity used by our REIT portfolio in both New York City and San Francisco will be powered by renewable resources.

## 6. Carbon Pricing

To inform Paramount's financial planning and capital allocation processes, we began the development of an internal carbon shadow price in 2022 that we will continue to refine. The shadow price is a theoretical dollar cost per ton of carbon emissions included in the investment analysis of projects. Incorporating carbon pricing helps our team prioritize low-carbon investments and consider the impact of these investments beyond our bottom line to also include society and the planet.

**35%** reduction in greenhouse gas emissions by 2025 from a 2015 baseline

**100%** REIT portfolio electricity will be generated by renewable resources throughout 2023

Image to the right: 575 Market Center



## 3. Electrification

Our team is exploring strategies to advance electrification, which is the process of replacing fossil-fuel burning equipment with electric equipment. This is intended to lower the building's long-term carbon footprint, especially as more renewable resources will be used to power the grid.

## 4. On-site Renewable Power

Advancing on-site renewable power generation is a decarbonization strategy that we continue to evaluate. At 60 Wall Street, a 122.4 kW solar photovoltaic system is installed on the roof to decrease emissions. The system is among the largest solar arrays in Manhattan and is one of the highest elevated flat panel arrays in the world, topping off at 737 feet above ground.

## 7. Scope 3 Emissions

Scope 3 emissions are all indirect emissions that occur in the value chain of the reporting company, including both upstream and downstream emissions. A future initiative will be to create a robust inventory to measure and report on our Scope 3 emissions by following the 15 categories defined by the GHG Protocol. Following this undertaking, Paramount will be positioned to potentially set Paris-aligned science-based targets.

## 8. Net-zero

Our team is committed to continued persistence and focus on decarbonization strategies to ultimately achieve net-zero carbon building operations. To advance this commitment, we aligned our portfolio with the ULI Net Zero Carbon Operations by 2050 Goal. This is a pledge to achieve net-zero by 2050 for Scope 1 and Scope 2 emissions.

# Climate Resilience

We recognize climate change as a long-term risk to our business that requires effective management. Developing proactive strategies to mitigate the potential impacts of climate change on Paramount’s assets has become increasingly important to our stakeholders and is essential to the future sustainability of our operations. Climate change is integrated into Paramount’s overall risk management framework, which is administered by Senior Management under the supervision of the Audit Committee of our Board of Directors.

## Third-party Risk Assessments

Paramount partners with FM Global, a third-party property risk management company, to evaluate all assets on a biannual basis. This service provides us with a quantified assessment of risks and recommendations to enhance the resiliency of our assets. Our Property Managers and Engineers use these quantified assessments to inform and prioritize capital investments and building upgrades.

Beginning in 2022, physical risk reports produced by FM Global were shared with our team and will be revised quarterly. These reports project exposure to near-term, event-driven climate risks including wildfire, freeze, wind, collapse, flood, hail, and lightning, and are key to informing our mitigation strategy.

## GRESB Transition Risk Report

In 2022, Paramount utilized the GRESB Transition Risk Report to provide insights into the assets that are most exposed to climate-related transition risk. This report is founded on the Carbon Risk Real Estate Monitor (CRREM) pathways, which are science-based regional trajectories following the Paris Climate goals. Both the portfolio and our assets are benchmarked against these CRREM decarbonization pathways.

## Resiliency Blueprint

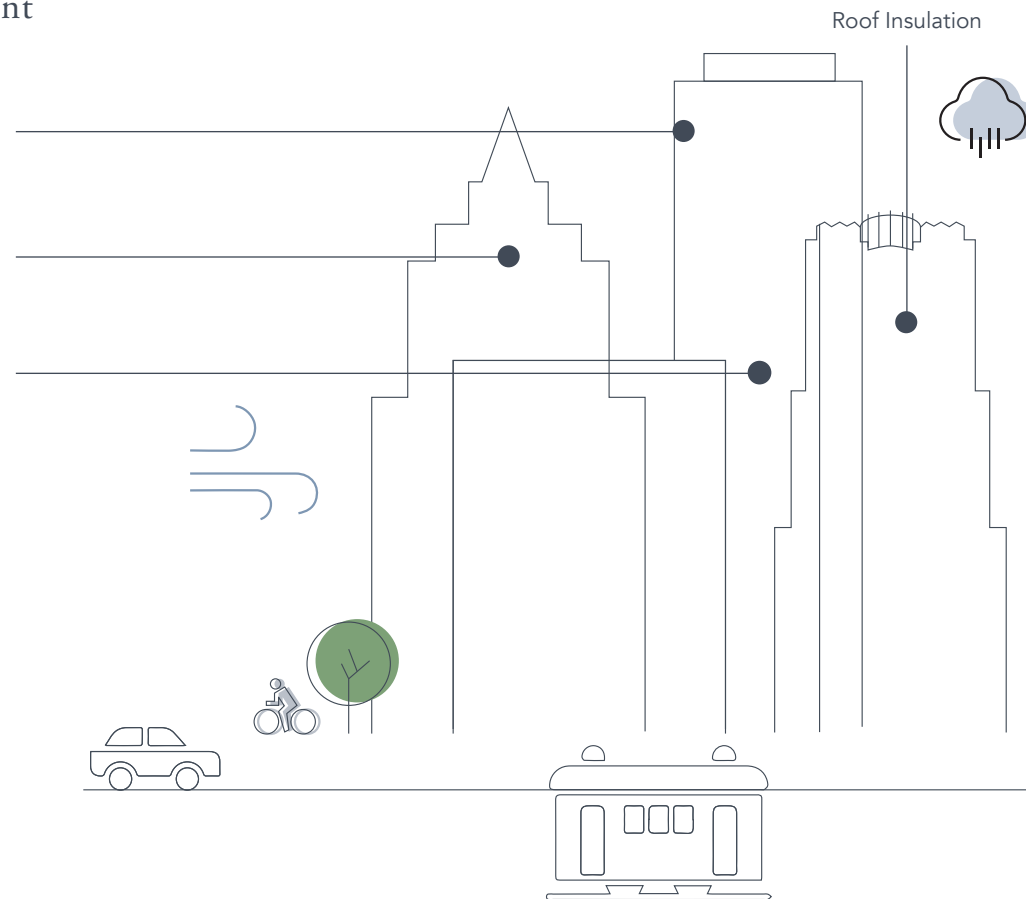
Mechanical Spaces on Higher Floors to Avoid Flooding

Backup Generators

Upgraded Building Systems to Reduce Energy Demand

Retrocommissioning and Energy Audits

Building Emergency Response Plans



## Climate Change Scenario Analysis

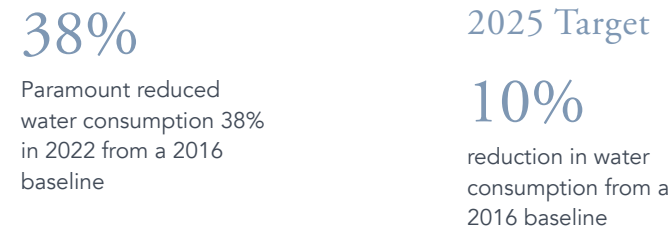
As part of Paramount’s 2022 climate change scenario analysis, we reviewed the potential impacts of sea level rise associated with 1.5° and 3° Celsius warming scenarios on our New York and San Francisco portfolios. The findings of this analysis show that our properties are likely to remain above sea level through 2100. In the absence of mitigating actions, our San Francisco properties have greater exposure to risks related to sea level rise in a 3° Celsius warming scenario.

This exercise equips our team with the information needed to proactively assess climate risk, identify resilience measures, and guide decision-making processes. We are committed to refreshing this analysis annually to protect both the value and the condition of our assets.

Physical Risks	Strategies
<p><b>Climate</b></p>	<ul style="list-style-type: none"> <li>• Climate change scenario analysis updated annually</li> <li>• Third-party risk assessments performed on all assets biannually</li> <li>• Tenant emergency response communication and training</li> <li>• Development of high-performance, resilient buildings</li> <li>• Plans and Procedures: Business Continuity, Emergency Response, Life Safety, Emergency Evacuation</li> <li>• 5- and 10-year capital plans developed to implement efficiency and emissions reduction technologies</li> <li>• Demand Response participation to mitigate risk associated with grid failures</li> </ul>
<p><b>Weather</b></p>	<ul style="list-style-type: none"> <li>• Third-party physical risk assessments refreshed quarterly</li> <li>• Backup generation, emergency lighting, and fire pumps installed on-site</li> <li>• Adverse weather protocols communicated to building operators</li> <li>• Insurance coverage to protect against damage from natural hazards</li> </ul>
<p><b>Water</b></p>	<ul style="list-style-type: none"> <li>• Flood zone identification</li> <li>• Critical building equipment and switchgears elevated to higher floors</li> <li>• Proximity to flood zones incorporated in underwrites</li> <li>• Smart-meter irrigation systems</li> <li>• Landscaping strategy includes native plants requiring less water for irrigation</li> </ul>
<p><b>Fire</b></p>	<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>

# Water & Waste

Responsible and deliberate resource management is key in minimizing the environmental footprint of our assets. Paramount is committed to achieving a 10% reduction in water usage and a 50% recycling rate by 2025. Our team has demonstrated vigilant management of water and waste consumption to achieve these targets by implementing the below strategies.



## Water Efficiency



### 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.



### Data Tracking & Transparency

Water usage is tracked in the ENERGY STAR Portfolio Manager benchmarking platform for 100% of the 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.



### Belimo Energy Valves

In 2022, we installed Belimo Energy Valves on air handling units at 31 West 52nd Street. These valves automatically adjust water flow rates to optimize HVAC temperature spreads and meet the design capacity of cooling coils. These upgrades reduced water usage by about 50%.

## Waste Management



### Single-stream Recycling

Single-stream recycling is 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 specific recycling facilities for reuse and proper disposal.



### Waste Audits

We audit our waste stream annually 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 this data to direct our tenant education and outreach efforts.



### Composting

100% of the San Francisco portfolio has implemented an extensive composting program to recycle the organic waste that would otherwise be sent to a landfill site. The compost created through our organics recycling program conserves landfill space needed for non-recyclable materials, provides nutrients for soil, and reduces greenhouse gas emissions.



### Data Management

Waste consumption is benchmarked in ENERGY STAR Portfolio Manager for 100% of the portfolio. These data points are also shared with tenants and disclosed each year through our reporting efforts.



### Janitorial Training

Paramount's janitorial staff uses double-barrel collection bins to ensure that recyclable material is kept separate from and is not contaminated by the waste stream. Additionally, receptacle liners are color-coordinated to help our staff distinguish recycling from waste and to maintain this separation for hauler collection.



### Construction Waste Management

Our team opts for recycled materials and reuses durable items whenever possible during construction. When we renovate tenant spaces, we make a concerted effort to recycle ceiling and carpet tiles and to donate furniture.



### Electronic Waste

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.

Top right: View from One Market Plaza  
Bottom left: View of One Market Plaza



# Sustainable Development

## 1633 Broadway - Paramount's Headquarters

Paramount's newly constructed headquarters at 1633 Broadway is the physical expression of our brand and mission. Every design element was carefully selected to reinforce our company culture and demonstrate the embodiment of our corporate philosophy. With sustainability at the core of our values, achieving a LEED Platinum certification and aligning performance with the most stringent sustainability standards is a priority for our team.



**LEED**  
LEED v4 Platinum ID+C (targeted)



**Efficiency**  
Projected energy consumption 22.6% lower than ASHRAE 90.1-2010 Energy Code Minimum Requirements



**Procurement**  
Materials locally and responsibly sourced



**Recycling**  
78.8% of construction and demolition waste recycled



**Water Savings**  
Low-flow fixtures purchased that perform 44.3% better than NYC Building Code

Paramount's Headquarters, 1633 Broadway

## 60 Wall Street

Paramount's vision for high-performance new construction is exemplified through the development of 60 Wall Street, where environmental stewardship and social responsibility are at the forefront of all design, construction, and operational decisions. At 60 Wall, our objective is to infuse the downtown market

with quality, thoughtfully designed space that also supports sustainability and wellness objectives. Tenants at 60 Wall will experience best-in-class amenities, healthy and efficient building operations, and proximity to public transit.



**Solar Power**  
122.4 kW solar photovoltaic system installed as one of the highest elevated flat panel arrays in the world, topping off at 737 feet above ground

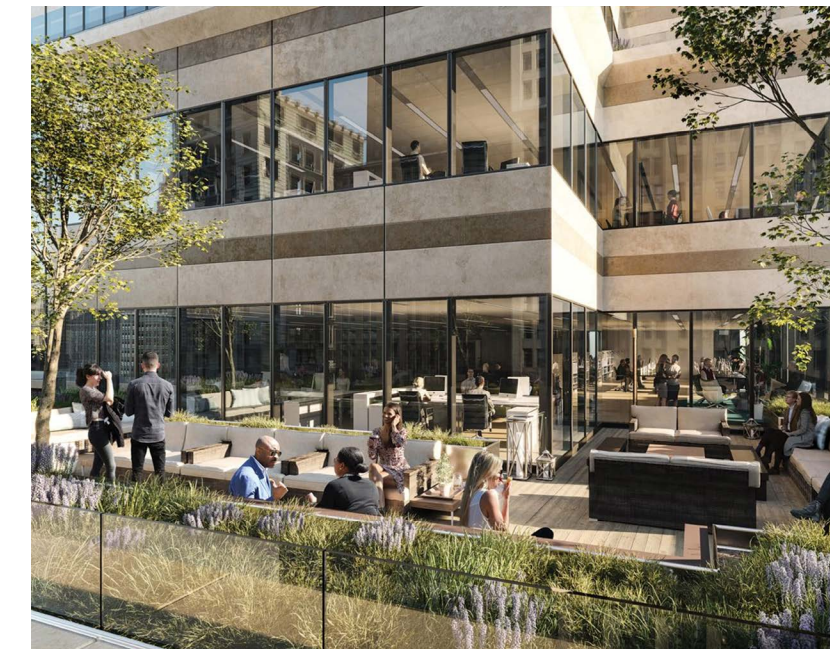


**Green Wall**  
Largest installation in North America planned that will utilize 60 species of local plants to support biodiversity



**Urban Infill**  
Retrofitting an existing building to reduce resource consumption needed for new construction and avoid green field development

Conceptual Renderings, 60 Wall Street



**Community Improvement**  
Construction of a Privately Owned Public Space (POPS) will offer open public space and greenery for tenants, visitors, and neighbors



**Enhanced Systems**  
Optimized efficiency and indoor air quality will be achieved through cutting-edge building systems and operational expertise



**Green Building Designation**  
Targeting highest levels of LEED and Fitwel certifications



**MWBEs**  
Minority and Women-owned Business Enterprises included in 100% of the bidding and selection process for contractors and subcontractors



## Social Responsibility is Paramount

Social responsibility at Paramount is characterized by advancing positive outcomes for our team and for our neighbors. We are focused on the health and resiliency of all people impacted by our organization, including employees, tenants, suppliers, and community members. As we orient ourselves toward socially responsible decision-making, we amplify our ability to be a force for good.

# Our People

Our reputation for operating as a socially responsible organization begins with the ways we respect and support our internal team. At Paramount, we are committed to supporting the health and well-being of our employees by providing best-in-class benefits and fostering a positive company culture.

## Benefits

Our benefits protect the health, wellness, financial security, and work-life balance of both our employees and their families. Our Human Resources Team at Paramount continuously solicits feedback from employees to monitor workplace satisfaction in order to retain our valued talent.

### Financial Wellness

- 401(k) Retirement Plan with Employer Matching Program
- Individualized Financial Planning Sessions
- Commuter Benefits Program
- Tuition and Training Reimbursement

### Family

- Paid Parental Leave
- Dependent Care Flexible Spending Account (FSA)
- Life and Accidental Death & Dismemberment Insurance
- Fertility and Lactation Support

### Employee Engagement

- Quarterly Town Hall Meetings
- Annual Employee Satisfaction Survey
- Annual Performance Reviews
- Employee Volunteering Day
- Charitable Contribution Match Program
- Company Gatherings
- Wellness Day:
  - Flu shots
  - Biometric testing
  - Classes to promote healthy lifestyles
  - Meal prep and planning
  - Aromatherapy
  - Wellness gifts

### Health & Wellness

- Medical, Dental, and Vision Coverage
- Health Savings Account
- Healthcare FSA
- Limited Healthcare FSA
- Paid Short- and Long-term Disability Leave
- Onsite COVID Testing
- Work From Home Flexibility
- Subsidized Gym Memberships
- Complimentary Health Food Options
- Complimentary Employee Assistance Program providing confidential counseling for various issues that impact mental health, such as:
  - Stress and depression
  - Relationship struggles
  - Drug and substance abuse
  - Financial hardship
- Complimentary Benefit Advocacy Center to assist employees with:
  - General medical benefits available
  - Explanation of benefits
  - Claims issues
  - Prescription and pharmacy issues
- Onsite Facilities (Corporate Office)
  - Gym and Pilates room
  - Mother’s room
  - Wellness room



## Company-wide Town Halls

Paramount’s CEO and Executive Management Team host quarterly Town Hall Meetings for the entire company. Each Town Hall is structured as an open forum where leadership shares progress across each department and employees are encouraged to ask questions. The purpose of these gatherings is to enhance transparency within the company, and to strengthen our organizational community and employee connection to Paramount.



**93%** of participating employees indicated they are proud to work for the company in a 2022 employee engagement survey

**93%** of participating employees indicated they are satisfied with Paramount’s benefits in a 2022 employee engagement survey



# Human Capital Development

Employee training and education is essential to strengthening our workforce and fortifying the future resilience of our business. 100% of Paramount employees participated in educational and job-enhancing training opportunities in 2022.



### Cross-training

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.

### Employee Development & Succession Planning

We developed a strategy for identifying and developing internal talent to retain knowledge and maintain business continuity.

### Performance Management

All 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.

### Rotational Mentoring Program

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.

### Employee Engagement Survey

The Human Resources Team at Paramount surveys employees annually to monitor satisfaction across communication, manager performance, growth and development, collaboration, and health and wellness. Our 2022 employee engagement survey had a response rate of 77%.

### Tuition Reimbursement

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.

## Tenure

Our investments in benefits and human capital development initiatives have been rewarded by sustained employee tenure and strong employee satisfaction.

**7 years**

average tenure of total organization

**14 years**

average tenure of Executive Team

2022 Training Topic	Employee Group	Number of Employees	Hours per Employee per Year
Cardiopulmonary Resuscitation (CPR)	Property Management	18	5
Code of Ethics and SEC Compliance	Corporate Employees	95	1.5
Cybersecurity	Corporate Employees, Property Management, Engineering	277	4
Demand Response Training	Engineering	73	1
Diversity, Equity, & Inclusion (DE&I)	Corporate Employees, Property Management	149	0.5
Energy Management Training	Engineering, Property Management	10	3
Engineering Lunch & Learns	Engineering	36	1
Human Resources	Human Resources, Payroll	4	9.5
Operations & Maintenance Training	Engineering	22	2
OSHA Training	Engineering	111	10
Preventing Discrimination & Harassment	Corporate Employees, Property Management	252	1
Safety Training	Engineering, Security	201	13.6
Security Training	Security	90	.6
Sustainability Committee Education	Sustainability Committee	10	6



**14 hours**

average training or education received per employee in 2022

# Diversity, Equity, & Inclusion

At Paramount, we strive to create a diverse, equitable, and inclusive workplace where all employees are encouraged to work and grow authentically. We face social inequality issues head-on and recognize that sustained progress is needed within both our organization and our industry. While we do not have all the answers, we are dedicated to listening, learning, and doing our part.

political affiliation, sexual orientation, gender identity or expression, or any other status protected by applicable law. Our workforce is instead evaluated on qualifications, performance, skills, and experience. We do not accept disrespectful or inappropriate behavior, harassment, or retaliation in the workplace or in any work-related circumstance outside the workplace.

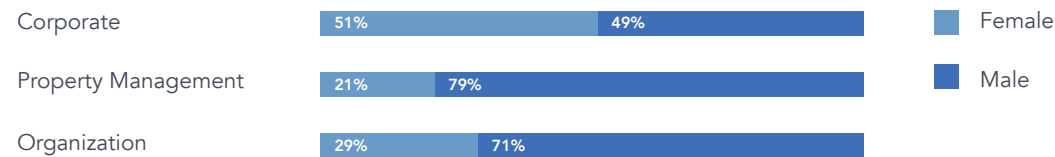
unconscious bias training for our employees to further shape a company culture that is welcoming for all team members.

The Nominating and Corporate Governance Committee (NCGC) of the Board of Directors conducted a review of the Board's governance policies relating to DE&I. As a direct result of this effort, 30% of Board members are now female, after a minority appointment was made in 2022. 10% of Board members are also racially or ethnically diverse.

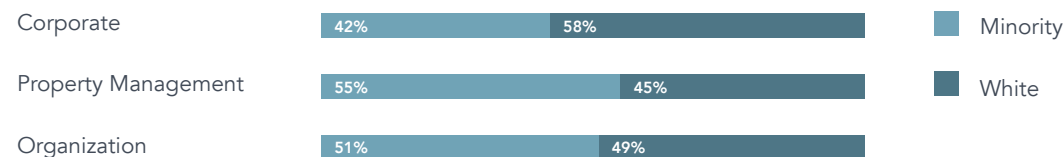
It has been, and will continue to be, our policy to recruit, hire, assign, promote, and train across all job titles without regard to race, religion, sex, color, national origin, creed, ethnicity, age, disability,

Paramount advances DE&I objectives through company policies, recruitment and hiring, community outreach, and proactive monitoring and management. In 2022, we introduced DE&I and

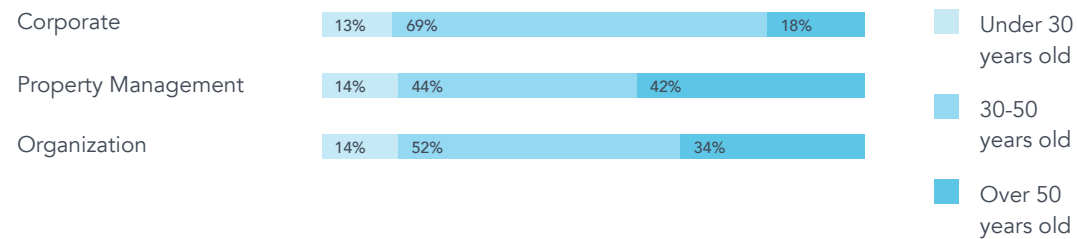
## Gender



## Ethnicity



## Age



## DE&I Strategy

- Ensure oversight of aspects of DE&I by two committees of the Board (Audit, NCGC)
- Increase the consideration of diverse candidates for Board-level positions
- Advance DE&I through company policies, recruitment and hiring, and community outreach
- Implement policies that prohibit discriminatory practices in the workplace
- Encourage hiring and promoting diverse employees
- Provide DE&I and unconscious bias training for employees
- Report quarterly DE&I metrics to Executive Management
- Disclose organizational diversity metrics through U.S. Equal Employment Opportunity Commission (EEOC)
- Publish race, gender, and age group metrics annually through the the GRI Content Index
- Survey supply chain on DE&I practices
- Promote the inclusion of minority-owned businesses in the vendor selection process



**57%** of new hires in 2022 identify as members of a minority group by race / ethnicity

# Occupant Health & Safety

Since our properties are home to thousands of tenants, visitors, and employees, ensuring that Paramount's assets are safe environments for all building occupants is our priority. We provide healthy office spaces that support the success of our tenants by fostering collaboration, company culture, and increased productivity. Our team continues to implement wellness-enhancing strategies portfolio-wide, while also maintaining the operational stringency necessitated by the COVID-19 pandemic.

## Indoor Air Quality (IAQ)

- Align operations with CDC and ASHRAE guidelines
- Increase outside air intake to maximum levels
- Replace and improve air filtration (MERV-13 filters minimum)
- Commission third-party testing
- Inspect and regulate air quality on an ongoing basis
- Install ActivePure air scrubbers, proven to reduce 99.99% of airborne contaminants
- Implement management plan to protect IAQ during construction
- Monitor IEQ parameters in real time using the iES WellStat sensors

- Carbon dioxide
- Particulate matter
- Ozone
- Volatile organic compounds (VOCs)
- Formaldehyde
- Temperature
- Humidity
- Light level

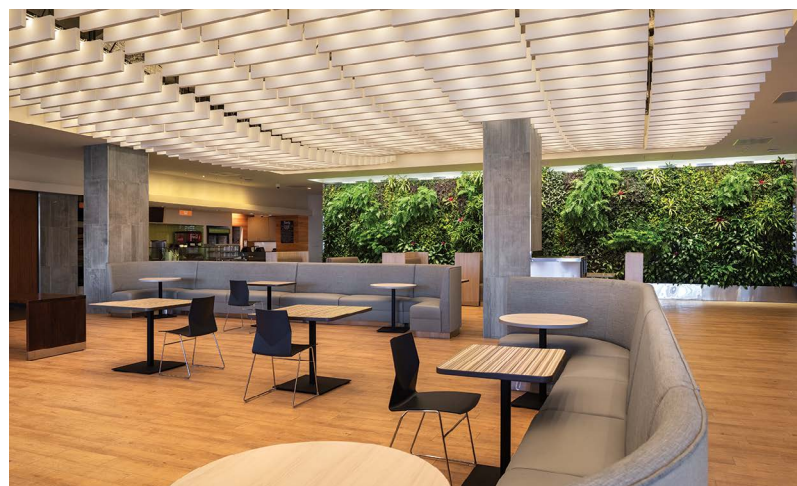
## Healthy Building Materials

- Limit exposure of building occupants to potentially hazardous materials
- Procure products that emit low quantities of VOCs to maintain optimal IAQ
- Utilize safe and healthy building materials when constructing spaces
- Prioritize materials that are recycled, local, and responsibly sourced



## Cleaning and Sanitation

- Enforce LEED's Green Cleaning requirements with our cleaning vendors and janitorial staff
- Require high-frequency cleaning and disinfection of commonly touched surfaces
- Procure materials that effectively clean, disinfect, and sanitize
- Adopt touchless systems, including turnstiles, elevators, and bathroom fixtures



Above: 1633 Broadway  
Below: One Market Plaza

## Thermal Comfort

- Survey tenants on space temperature satisfaction
- Maintain and install high-quality and efficient HVAC systems
- Adjust temperature set points based on occupancy

Left and Right: 1633 Broadway

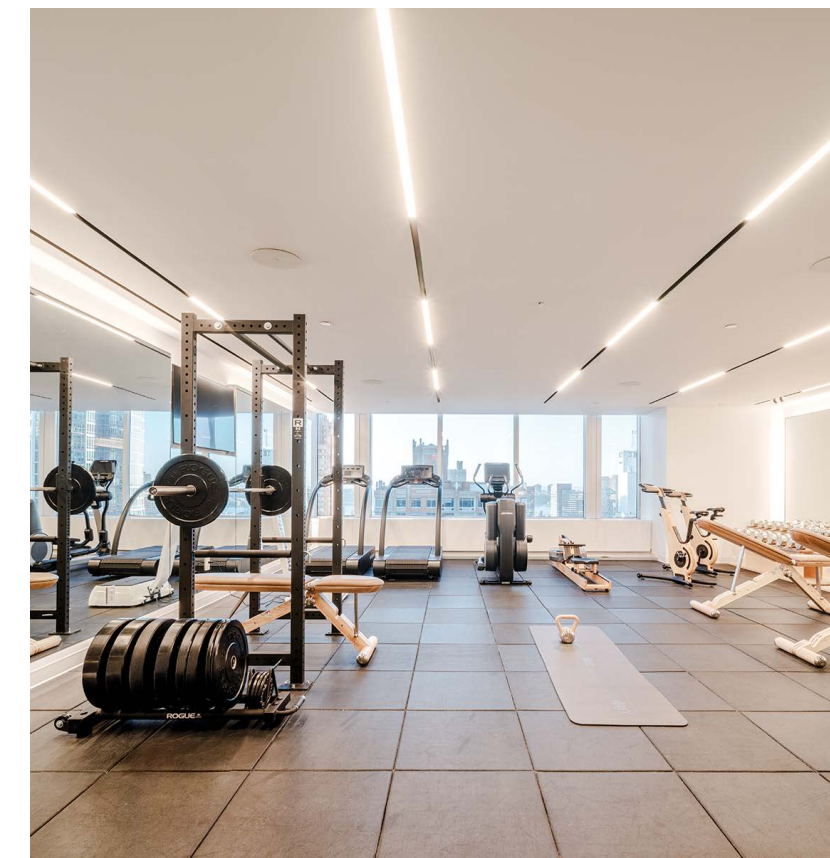


## Fitwel

The effectiveness of Paramount's health and wellness strategy is reinforced by our success in attaining Fitwel certifications across 100% of the Office REIT portfolio. Fitwel is a third-party healthy building certification system created as a joint initiative between the U.S. Centers for Disease Control and Prevention (CDC) and the General Services Administration (GSA), and operated by the Center for Active Design (CfAD). Fitwel sets the industry standard for evidence-based strategies that promote positive health outcomes for building occupants and communities. This framework focuses on indoor environmental conditions, including air and water quality, and access to wellness amenities. Paramount proudly partners with Fitwel to achieve and maintain certifications across the portfolio.

## Emergency Preparedness

- Create emergency evacuation plans and procedures specific to each property
- Require employees to complete OSHA trainings
- Practice response fire drills and Emergency Action Plan drills with tenants
- Communicate with tenants using emergency notification systems
- Offer tenants CPR, automated external defibrillator (AED), stairwell familiarization, and active shooter trainings
- Provide readily accessible AED systems to reduce response time during cardiac events









# Community Connection: New York City

Paramount's New York City portfolio is concentrated in Midtown, and our trophy assets are some of the most sought-after addresses in the city. The "flight to quality" trend has persisted in the post-pandemic environment, where companies are looking to provide their talent with convenience coupled with superior experience. Our Class A offices are positioned to meet this demand.

To further elevate the tenant experience, our campus of Midtown assets will have access to a premium amenity center. Tenants will find business, social, wellness, and food and beverage spaces within the amenity center that combine hospitality and sophistication with functionality and flexibility. Every aspect of this amenity offering has been thoughtfully designed with the end-user experience at the forefront.

## Midtown Manhattan

-  1633 Broadway
-  1301 Avenue of the Americas
-  1325 Avenue of the Americas
-  31 West 52nd Street
-  900 Third Avenue
-  712 Fifth Avenue



## Atrium

The Atrium will be a place for team building and enhancing the social aspects of work. As the center of the amenity center, it will be the primary gathering space that allows for groups to socialize comfortably, while still having utility as a productive work space outside of the office.



## Auditorium

Designed to accommodate up to 240 people, the auditorium will feature an ideal setup for presentations and conferences. The space can also be subdivided into three separate spaces, all equipped with separate projection screens and sound absorption properties for full functionality.

## Boardroom

The boardroom in this space will be able to host up to 18 guests and has been purposefully designed for increased privacy. There is also a pre-function space in the lounge where guests will be able to mingle before or after scheduled meetings.



## Food & Beverage

Central to the function of the amenity center will be curated food and beverage options. In addition to a café with seating, there will be a "Grab & Go" space to offer beverages and prepared foods for tenants on the move.

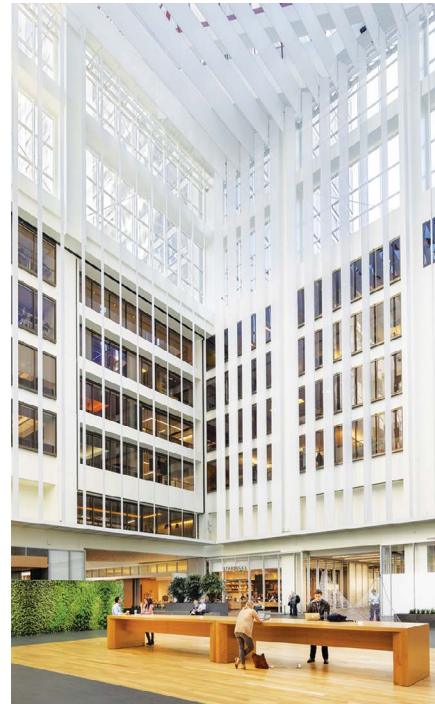
## Wellness Studio

The wellness studio will operate to support the health needs of our tenants. This space will feature gym equipment, a studio for movement classes, physical therapy spaces, and showers and changing rooms.



Conceptual Renderings, 1301 Avenue of the Americas

# Community Connection: San Francisco



Paramount's Class A assets in San Francisco are strategically situated in the heart of the city, creating unparalleled access to best-in-class amenities, public transportation, and nature. Each building provides tenants with premier offerings that go beyond standard office space. The San Francisco portfolio embodies Paramount's ethos to focus on the strongest markets, own superior assets, and provide exceptional tenant service.



### One Market Plaza

- Plaza dining
- Waterfront views
- Wheelhouse cycling studio
- Valet garage with electric vehicle (EV) charging stations and 80 available parking spots
- Complimentary bicycle storage area for all building tenants

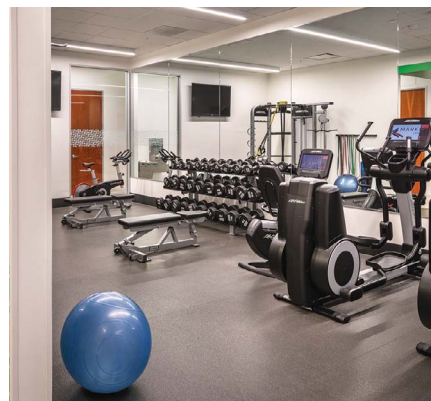
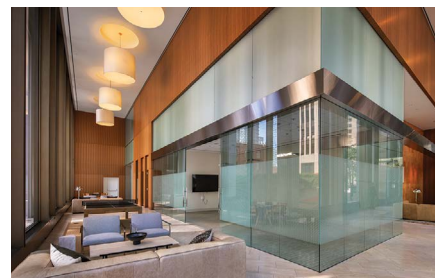
### 300 Mission Street

- Ground floor retail includes an Equinox
- Outdoor plaza
- Complimentary bicycle parking with 55 spaces offered to all tenants

### Market Center

- Fitness center with cardio and resistance training equipment
- Tenant amenity lounge
- Private conference rooms
- Complimentary bicycle parking with 100 spaces offered to all tenants
- Parking garage with EV charging stations
- Amazon Go convenience store
- Eco-friendly dry cleaning service

Top to bottom: One Market Plaza, One Market Plaza, 300 Mission Street, Market Center, Market Center



### One Front Street

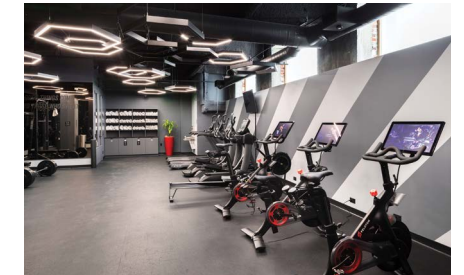
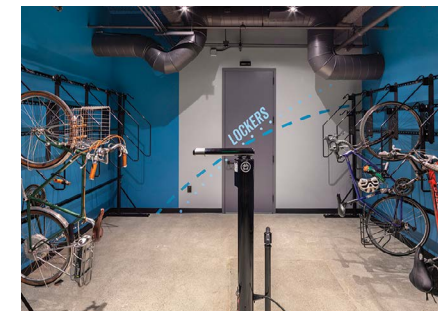
- Complimentary access-controlled bicycle storage area offered to all tenants
- Valet garage with EV charging stations and 300 available parking spots
- Outdoor spaces with greenery
- Rotating lobby artwork to support local artists

### 111 Sutter Street

- Tenant amenity center with kitchen and video conferencing capabilities
- Bookable luxury conference center
- Lounge area
- Complimentary bicycle parking with 40 spaces offered to all tenants

### 55 Second Street

- Access-controlled fitness center with showers and locker storage
- Valet garage with EV charging stations and 50 available parking spots
- Secured bicycle storage area
- The Solarium, a San Francisco Privately-Owned Public Open Space lounge area with complimentary access and Wi-Fi
- Sol LeWitt lobby artwork
- Eco-friendly dry cleaning service



Top to bottom: One Front Street, 55 Second Street, 111 Sutter Street, 55 Second Street, 55 Second Street



# Community Commitment

The impact of Paramount's portfolio goes beyond a physical presence. Our buildings and employees have a greater societal purpose by positively serving our neighbors and local communities. As an organization, we are home to over 300 tenant companies and thousands of employees, access points for public transportation, supporters of local jobs and businesses, and central to the vitality of our surrounding communities.

## Artwork

Paramount invests in artwork installations both within our lobbies and at our building exteriors to create an aesthetic experience for building occupants and our neighbors. We believe that art enriches our physical environments, and we are proud supporters of this industry.

At One Front Street, we partner with local artists from the Bay Area to curate a rotating display of artwork in the building's lobby. This initiative provides artists with the opportunity to exhibit their work to a broader audience within the community.



## Biodiversity

We maintain beehives and promote urban beekeeping in partnership with Alvéole at One Market Plaza. This initiative promotes biodiversity and pollination for our property and 3 miles into our neighboring community. Alvéole also notes observations and patterns from our hives that contribute to essential pollinator research.

## Convenient and Accessible Locations

100% of our properties are located within central business districts that are walkable and have premier access to public transportation. As a testament to the prime locations of Paramount's properties, we scored an average of 99 / 100 Walk Score and 100 / 100 Transit Score using the Walk Score® methodology.

This page top to bottom: One Front Street, One Market Plaza, One Market Plaza  
 Opposite page top to bottom: 1633 Broadway, GCSA Graduation, 1325 Avenue of the Americas, One Front Street

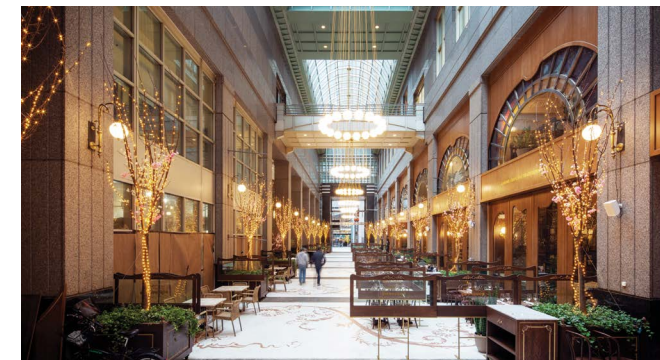


## Job Creation

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 these roles and ensure we are strengthening 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.

## Mentorship

Each summer, Paramount hosts an internship program where we provide educational and enrichment opportunities for college students. We also partner with the Governor's Committee on Scholastic Achievement (GCSA), a not-for-profit organization in New York that pairs high school students from historically underperforming districts with volunteer mentors. The objective of this program is to support each student's pursuit of post-secondary schooling and exploration of future employment opportunities.



## Privately Owned Public Spaces (POPS)

POPS offer open public space and greenery for our tenants, neighbors, and visitors. Six of our properties maintain POPS, which create pedestrian-friendly retreats within dense cities.

## Sustainable Transportation

To promote the use of sustainable transportation for commuters traveling to and from our properties, we construct bicycle rooms and install 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 into our properties. At 60 Wall Street, Paramount will be upgrading the MTA corridor leading from the Wall Street subway station into the building's concourse.



# Volunteerism & Philanthropy

At Paramount, we recognize that our success as a company goes hand in hand with the resiliency of our surrounding communities. We strive to make a positive social impact through employee volunteerism, philanthropic contributions, and donation drives in partnership with our tenants.

In 2022, we launched Paramount's Season of Giving, during which employees were encouraged to donate to a charity of their choice. Each donation was then matched by Paramount to grow our impact and reach. Our team is unified by a shared sense of purpose to create a healthy planet and strong communities.

## Art

- Creative Arts Workshops for Kids
- Education Through Music
- Metropolitan Museum of Art

## Community

- ASPCA
- Bowery Mission
- Coastal Habitat for Humanity
- I Have a Dream Foundation
- Nature Conservancy

## Education

- Schools That Can
- SparkYouth Foundation

## Food Security

- City Harvest
- Citymeals on Wheels
- St. Francis Food Pantry

## Health

- American Red Cross
- Diabetes Research Institute Foundation
- National Alliance on Mental Illness



Top to bottom clockwise: St. Francis Food Pantry Food Preparation, Cancer Fundraising for Alex's Lemonade Stand, Park Clean Up Event



### Blood Drive

Recipient: New York Blood Center  
Donated: Life-saving blood donations for patients in need



### Cancer Fundraising

Recipient: Alex's Lemonade Stand  
Donated: Contributions to change the lives of children with cancer through research and awareness



### Clothing Drive

Recipient: Dress for Success  
Donated: 500 items of professional attire for women seeking economic independence



### Coat Drive

Recipient: Encore Community Services  
Donated: New and used winter coats for vulnerable New Yorkers



### Food Drive

Recipient: Encore Community Services  
Donated: Over 1,000 pounds of food to help feed food-insecure neighbors



### Holiday Toy Drive

Recipient: Kids for Kids  
Donated: 900+ toys to support children struggling with medical challenges



### School Supply Drive

Recipient: Operation Backpack  
Donated: 200+ backpacks with supplies to students living in homeless or domestic violence shelters



## Sound Governance is Paramount

Sound governance is a cornerstone of Paramount's approach to long-term success and stability. Our adherence to ethical practices has resulted in effective business management and has enhanced our ability to mitigate potential risks. We will continue to operate with integrity to preserve the public's trust in our organization.



# Governance

At Paramount, we are committed to operating our business under rigorous corporate governance practices. The adoption of Corporate Governance Guidelines enhances the Board's

effectiveness and oversight over long-term strategy, business continuity and resilience, adherence to standards and policies, and the advancement of responsible operations.

## Corporate Governance Highlights

### Stockholder Rights

- Annual election of all Directors
- Majority voting for Directors in uncontested elections, with mandatory Director resignation policy
- Annual Say-on-Pay voting
- No stockholder rights plan (poison pill)
- Proxy access (3/3/20 up to the greater of 2 Directors or 20% of the Board)
- Right to select federal forum in any state to bring federal securities actions
- Stockholder right to amend bylaws
- Policy on company political spending
- Frequent and robust stockholder engagement efforts

### Structural Protections

- 9 of 10 Directors are independent
- Lead independent Director
- Executive sessions without Management
- Board and Committee risk oversight
- Minimum share ownership guidelines for Directors and Executive Officers
- Code of Business Conduct and Ethics for Directors and employees
- Annual Board and Committee self-evaluations
- Anti-hedging and anti-pledging policies
- Clawback policy

## Stockholder Engagement

Engaging in stockholder outreach is an essential element of strong corporate governance, and we continually seek to better understand the views of our investors on key topics affecting our business. Our team met with 98 investors in 2022, and as a direct result of these engagements, the Board made meaningful changes to certain corporate governance practices and related disclosures in early 2022. Please refer to Paramount's 2023 Proxy Statement for additional information.

### 2022 Stockholder Engagement Themes:

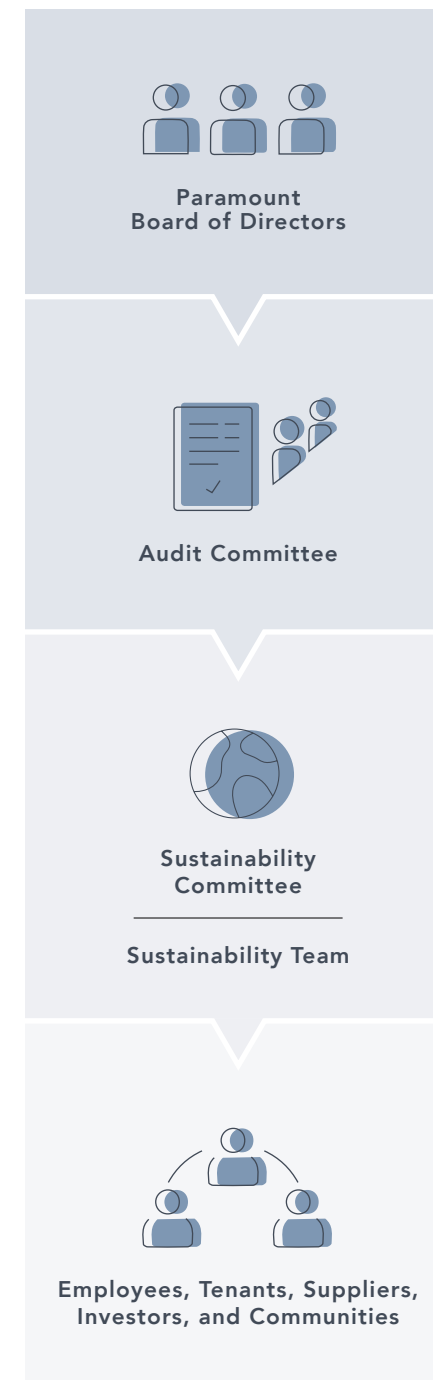
- Board-level Diversity
- ESG Management
- Emissions Targets
- Net-zero Commitment
- Say-on-Pay
- Workforce DE&I

**79%** of investors approached through 2022 stockholder outreach efforts



Conceptual Rendering, 31 West 52nd Street

# ESG Oversight



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. As such, Paramount's Sustainability Committee, which was created to implement Paramount's ESG goals and ensure they are fully integrated into our business strategy, reports to the Audit Committee.

The Sustainability Committee reports to the Executive Management Team; the Chairman, CEO, President; and the Audit Committee on an ongoing basis. The Sustainability Committee also advises the Audit Committee and the Chairman of the Board on sustainability strategy, emerging regulations, and stakeholder engagement.

The Sustainability Committee meets monthly and is comprised of leadership representatives from every department across the company, including Leasing, Asset Management, Legal, Property Management, Engineering, Finance, and Human Resources. This diverse participation reinforces that ESG is at the forefront of decisions made throughout every level of the business.

To further integrate ESG into our business strategy, the Compensation Committee incorporates key ESG-centric goals into Executive Management variable pay awards. These encourage, for example, achievement of additional green building certifications and improvements in various ESG ratings. The 2022 ESG Compensation Goals are listed in Paramount's 2023 Proxy Statement.

## Sustainability Committee Responsibilities

- Improve the environmental performance at all assets
- Increase social awareness and the health and well-being of employees and tenants
- Provide spaces that promote physical health and mental well-being and are focused on tenant satisfaction
- Report on the company's achievements toward best-in-class governance and transparency efforts, including coordinating internal and external stakeholder engagement

# Climate Risk Management

The TCFD was established to develop recommendations for more effective climate-related disclosures and to enable stakeholders to understand an organization's climate change exposure. TCFD recommendations are structured around four categories that represent core elements of how organizations operate – governance, strategy, risk management, and metrics and targets. At Paramount, we leverage the TCFD framework to incorporate climate-related risks and opportunities into our risk management and strategic planning processes. For additional detail, Paramount's TCFD Report is available on our website.



## Governance

Paramount's Board of Directors vested the Audit Committee with oversight responsibility for Environmental and Social matters, including sustainability and climate change. As such, the Audit Committee has oversight over Paramount's Sustainability Committee, which is comprised of management-level representation from all departments of the organization, including Finance, Legal, Leasing, Human Resources, Asset Management, and Property Management, and is chaired by Paramount's General Counsel.

The Executive Committee, chaired by Paramount's Chairman, CEO, & President, is responsible for leading ESG initiatives. The Sustainability Committee reports to the Executive Committee and the Audit Committee on an ongoing basis. The Sustainability Committee also advises the Audit Committee and Board of Directors on sustainability strategy, emerging regulatory and compliance issues, stakeholder engagement, and climate risks and opportunities on a periodic basis that can be as frequent as quarterly.

## Strategy

Understanding Paramount's climate-related risks and opportunities is essential to effective management of the business. Transition risks are results of policy, legal, technology, and market changes to address mitigation and adaptation requirements related to climate change, while physical risk results from climate change can be event-driven (acute) or longer-term shifts (chronic) in climate patterns.

To assess the risks resulting from climate change to Paramount's portfolio, we utilize a multifaceted strategy including climate change scenario analyses, third-party risk assessments, and transition risk reports. For more information on this strategy, refer to the Climate Resilience section of this report. The climate-related risks and opportunities Paramount has identified are listed in the below table.

Physical Risks		Transition Risks	Opportunities
<b>Acute</b> <ul style="list-style-type: none"> <li>• Extreme heat</li> <li>• Hurricanes and tropical storms</li> <li>• Increased precipitation</li> <li>• Wildfire air quality impacts</li> </ul>	<b>Chronic</b> <ul style="list-style-type: none"> <li>• Changing weather patterns</li> <li>• Rising temperatures and global climate change</li> <li>• Sea level rise</li> </ul>	<ul style="list-style-type: none"> <li>• Insurance premiums</li> <li>• Market</li> <li>• Regulatory and legislative</li> <li>• Reputation</li> <li>• Technology</li> </ul>	<ul style="list-style-type: none"> <li>• Cost savings</li> <li>• Locational advantage</li> <li>• Regulatory and legislative</li> <li>• Reputation</li> <li>• Resiliency</li> <li>• Resource efficiency</li> <li>• Technology</li> </ul>

## Risk Management

Paramount's process to identify, assess, and manage climate-related risks is detailed in the below table.

Ongoing	<ul style="list-style-type: none"> <li>• Conduct ASHRAE Level II Energy Audits to identify energy efficiency opportunities</li> <li>• Develop 5-year and 10-year capital plans based on an assessment of building equipment conditions to anticipate all future capital needs</li> <li>• Identify equipment near the end of its useful life and propose capital projects that would produce energy efficiency improvements</li> <li>• Identify asset proximity to flood zones in underwrites</li> <li>• Initiate stakeholder engagement</li> <li>• Monitor energy prices and procurement options</li> <li>• Update analyses on emerging transition risks, including legislative developments</li> <li>• Work with external consultants to improve our properties through retrocommissioning, which ensures building systems perform to specifications</li> </ul>
Monthly	<ul style="list-style-type: none"> <li>• Evaluate building ESG performance with Executive Management</li> </ul>
Quarterly	<ul style="list-style-type: none"> <li>• Request price forecasting from vendors</li> </ul>
Biannual	<ul style="list-style-type: none"> <li>• Conduct building evaluations through third-party physical risk assessments</li> </ul>
Annual	<ul style="list-style-type: none"> <li>• Analyze asset-level exposure to physical climate hazards through climate scenario analysis</li> <li>• Assess Critical Tier I Suppliers on ESG performance</li> <li>• Refresh materiality assessment</li> <li>• Review capital plans, where projects are reevaluated for implementation and can be expedited or deferred</li> </ul>

## Metrics & Targets

At Paramount, disclosing ESG metrics and setting targets motivates our team to deliver year-over-year improvements and holds us accountable to continued progress. We are committed to sharing ESG metrics publicly through issuing annual ESG and GRI reports that are available on Paramount's website. ESG targets are also used by the Compensation Committee when determining Executive Management variable pay awards.

**\$750M**

Revolving credit facility linked to carbon emission reduction targets

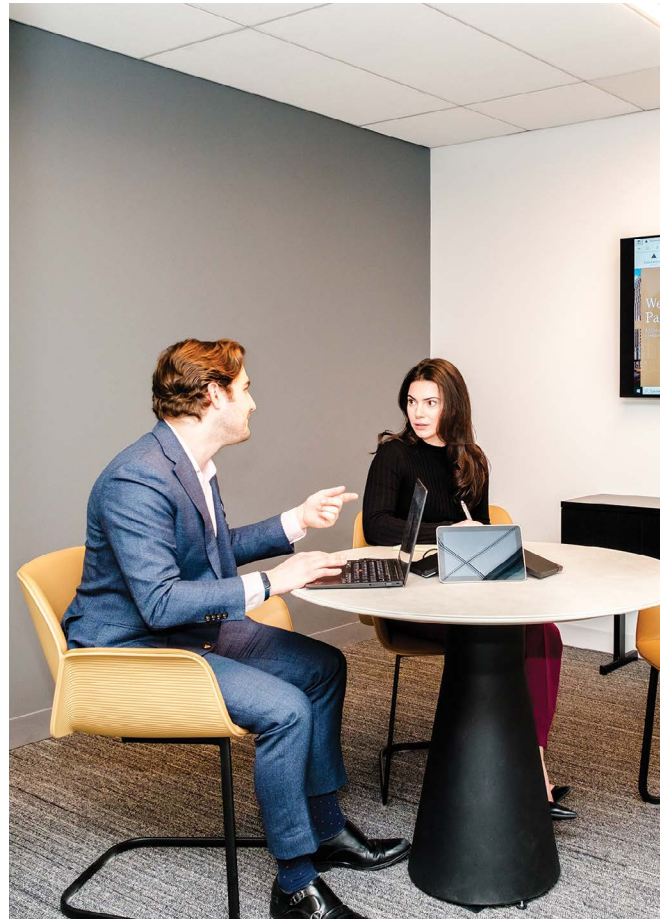
# Enterprise Risk Management

Paramount's Enterprise Risk Management 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 a survey that asks employees to vote on the top five risks material to Paramount's business. Once a final list of the top five risks is determined, an initial assessment is conducted to determine the degree of impact and likelihood of occurrence of each risk. To further evaluate the risks identified, interviews may be conducted with key executives.

Paramount's team then evaluates what internal controls are in place to mitigate each risk and determines the internal department responsible for oversight. The list of risks is also shared with the Audit Committee.

This section summarizes select priority risks that have Board-level oversight — in addition to the climate- and ESG-related risks detailed throughout the report — including business resiliency, conduct and ethics, cybersecurity, and health and safety.



## Business Resiliency

Paramount's long-term business strategy is rooted in operating high-quality office assets in the cities that are at the center of global commerce and following prudent practices, such as leasing to creditworthy tenants, insuring our assets against physical loss, following responsible information security and vendor management practices, and testing our business continuity plan regularly.

## Human Capital

Attracting and retaining premium talent is central to Paramount's long-term success. Employee engagement surveys and performance reviews are used to solicit feedback from our employees. We also offer robust benefits to ensure we are supporting our employees' needs. To retain knowledge and maintain business continuity, cross training, rotational mentoring, employee education, and succession planning initiatives are implemented.

## Code of Business Conduct and Ethics

Paramount's Code of Business Conduct and Ethics guides the company's Directors, Officers, and 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.

## Legislative

Paramount is required to comply with numerous local, state, and federal regulations because our portfolio is not centralized in a single city. We evaluate the impact of both current and emerging legislation on our assets to help inform operational and capital decisions.



## Corporate Governance Policies

Our website hosts a comprehensive suite of policies that are communicated to and enforced for all employees, partners, and shareholders to uphold sound governance practices. These policies address a variety of topics, including anti-bribery, anti-corruption, human rights, anti-money laundering, political spending, vendor conduct, and environmental protection.

## Occupational Health and Safety - Contractors

All contractors hired by Paramount are required to work within Occupational Safety and Health Administration (OSHA) 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 onsite safety managers or third-party reviewers to perform safety checks at the job site to ensure best practices are maintained.

## Cybersecurity

We uphold the most stringent standards for our cybersecurity strategy by piloting protective technologies; purchasing liability insurance coverage; and implementing cybersecurity awareness training, firewall and penetration testing, periodic software updates, and security assessments.

## Occupational Health and Safety - Employees

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 fire safety and prevention, active shooter response, and CPR trainings.

# Supply Chain

Paramount relies on an extensive network of suppliers for the procurement of materials and services. Responsible supply chain practices ensure that we partner with suppliers that embrace our ESG values and adhere to our Human Rights Policy and Vendor Code of Conduct. Our objective is to positively influence the environmental and social outcomes both within our business and throughout our supply chain.

## Human Rights

Protection of human rights requires thoughtful and intentional management of day-to-day operations. Paramount conducts its business in accordance with a stringent Human Rights Policy which we also require our suppliers to uphold within their own businesses. Paramount's Human Rights Policy is uploaded to our website and addresses the key risks listed below.

- Workplace health, safety, and security
- Work hours, forced labor, human trafficking, and child labor
- Lack of reporting opportunities, freedom of association, and collective bargaining

## Vendor Code of Conduct

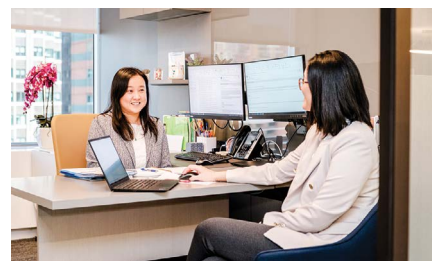
Paramount's Vendor Code of Conduct establishes fundamental ethical and business principles that we expect all our suppliers to abide by. We trust our suppliers to comply with the provisions of the Code when they conduct their business internally and within their supply chain. Our Vendor Code of Conduct is publicly accessible and available on Paramount's website.

## Supply Chain Risk Management

Our team implements an effective risk management process to identify potential risks across the supply chains that support both our own operations and the operations of our suppliers. This process applies to Paramount's Critical Tier 1 Suppliers. Critical Tier 1 Suppliers are defined as those that provide services to our organization valued at \$400,000 or above, plus those that provide essential services that, if interrupted, would immediately impact our operations.

Critical Tier 1 Suppliers are required to review and acknowledge their compliance with Paramount's Vendor Code of Conduct. We expect each of our suppliers to notify us if there is a violation of the Code which might adversely affect Paramount.

Critical Tier 1 Suppliers are also required to complete a survey to evaluate their ESG practices. Suppliers that have been previously assessed are asked to disclose any material changes to their ESG program that may have occurred since the last engagement. Critical Tier 1 Suppliers are assessed on an annual basis. For suppliers that do not adhere to the Code or meet our ESG requirements, corrective action plans can be issued and contracted future work will be reassessed.



## 2022 Supply Chain Assessment Results

In 2022, Paramount's Vendor Code of Conduct and ESG monitoring survey covered 73 out of 81 Critical Tier 1 Suppliers, representing 91% of annual spend with those suppliers.

- 90%** Critical Tier 1 Suppliers assessed
- 91%** of spend with Critical Tier 1 Suppliers covered in assessment
- 73%** Response rate

## Supplier ESG Survey

### Workplace, Social Practices, and Business Ethics

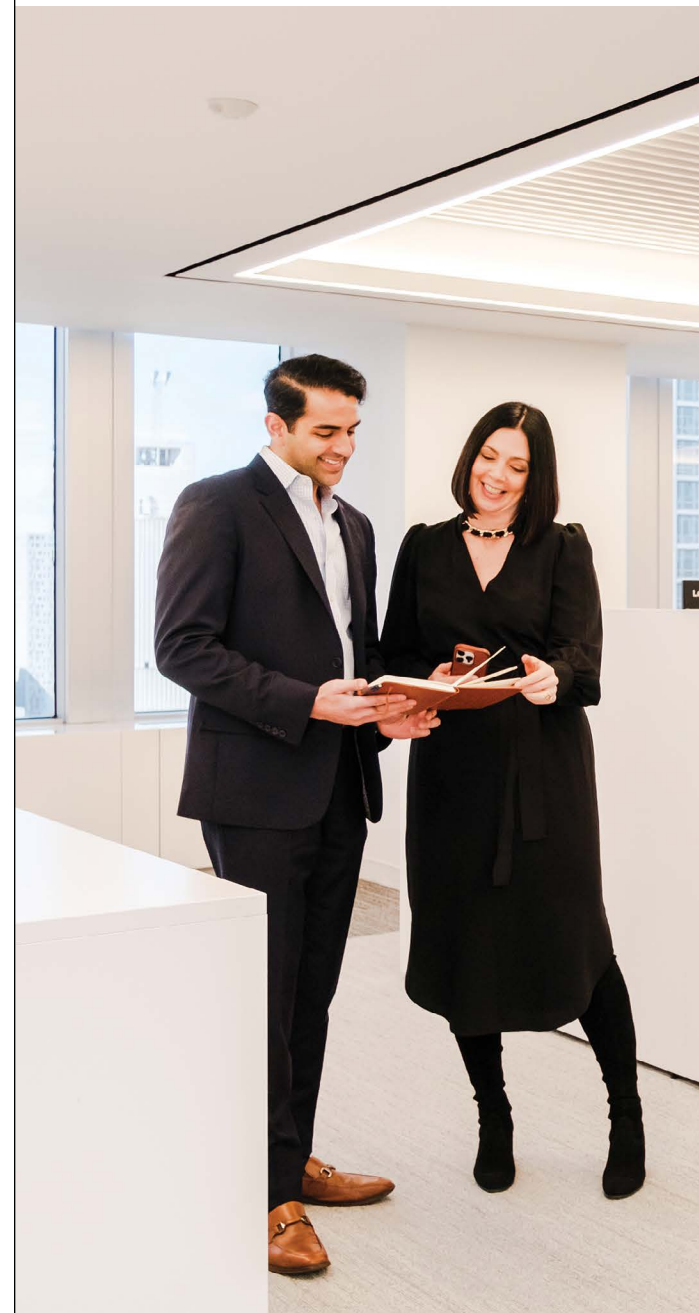
- ✓ Human Rights
- ✓ Diversity, Equity, and Inclusion
- ✓ Freedom of Association and Collective Bargaining
- ✓ Safe and Healthy Workplaces
- ✓ No Child Labor, Forced Labor, or Human Trafficking
- ✓ Work Hours, Wages, and Benefits
- ✓ Anti-bribery / Anti-corruption

### Environmental Practices

- ✓ Compliance with Environmental Laws
- ✓ Resource Conservation Practices
- ✓ Responsible Procurement
- ✓ Corrective Action

### Cybersecurity

- ✓ Data Privacy
- ✓ Penetration Testing and Vulnerability Scans
- ✓ Cyber Threat Assessments
- ✓ Employee Training
- ✓ Business Continuity / Incident Response Plan



# Stakeholder Engagement

Effective ESG management requires robust stakeholder engagement. Stakeholder engagement is critical to ensuring we have the best information, are responsive to stakeholder needs, and are able to quickly identify and address emerging challenges. We seek to provide the utmost transparency and establish strong lines of communication with all our stakeholders. According to the GRI framework, stakeholders are defined as entities or individuals that can reasonably be expected to be significantly affected by the reporting organization's activities,

products, or services; or whose actions can reasonably be expected to affect the ability of the organization to implement its strategies or achieve its objectives. Paramount's stakeholders include: the Board of Directors, community members, employees, investors, suppliers, and tenants. Through active engagement with our stakeholders, we adequately address stakeholder priorities and consistently improve our ESG performance.

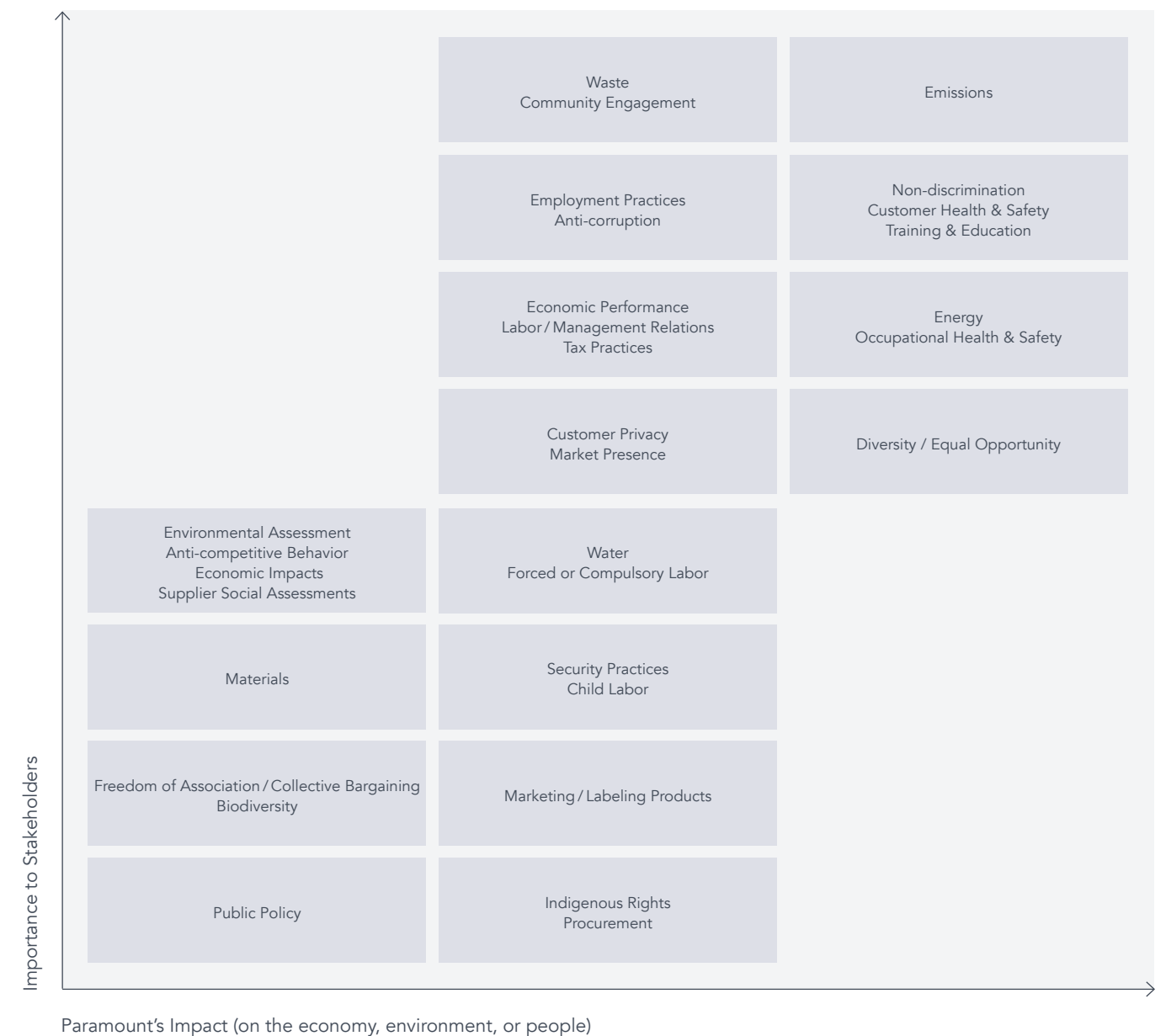
Stakeholder	Engagement Methods & Frequency	Topics Identified
<b>Board of Directors</b>	Annual ESG Report Annual ESG Target Compensation Review Annual Materiality Survey Annual Presentation Periodic Updates	Anti-corruption, Community, Customer Health & Safety, Customer Privacy, Diversity / Equal Opportunity, Emissions, Energy, Labor / Management Relations, Local Economic Performance, Materials, Tax Practices, Water
<b>Community Members</b>	Annual Materiality Survey Ongoing Engagement on Development Projects Ongoing Job Generation Opportunities Ongoing Philanthropy and Volunteerism Initiatives Ongoing Public Transit Improvements	Child Labor, Emissions, Employment Practices, Energy, Non-discrimination, Occupational Health & Safety, Water
<b>Employees</b>	Annual Employee Engagement Survey Annual Materiality Survey Monthly Operating Meetings Monthly Sustainability Committee Meetings Ongoing Training and Education	Customer Health, Diversity / Equal Opportunity, Emissions, Employment Practices, Energy, Market Presence, Training & Education
<b>Investors</b>	Annual ESG Report Annual Materiality Survey Annual Report, 10-K, and Proxy Statement Ongoing Non-deal Roadshows, Industry-specific Meetings Quarterly Earnings Calls, 10-Q Quarterly Investor Presentation	Anti-corruption, Diversity / Equal Opportunity, Economic Performance, Emissions, Energy
<b>Suppliers</b>	Annual ESG Assessment and Compliance Monitoring Annual Materiality Survey Ongoing Pricing and Inventory Inquiries	Child Labor, Emissions, Energy, Forced or Compulsory Labor, Labor / Management Relations, Occupational Health & Safety, Water
<b>Tenants</b>	Annual Green Building Surveys Annual Materiality Survey Annual Tenant Satisfaction Surveys Ongoing Communication and Meetings Ongoing Education	Community Engagement, Customer Health & Safety, Emissions, Energy, Materials, Procurement Practices, Security Practices, Training & Education, Water, Waste

# Materiality Matrix

Paramount refreshed its annual materiality assessment in 2023 to identify the ESG issues that were most relevant throughout 2022 to key stakeholders, including the Board of Directors, community members, employees, investors, suppliers, and tenants. A survey containing the 31 indicators found in the GRI Standard was distributed to these stakeholders. Participation rates varied, with most responses received from internal stakeholders in 2023.

The indicators are classified into Environmental, Social, and Governance categories. Each topic is weighted based on the importance determined by stakeholders (vertical axis of the matrix) and how significantly each aspect of Paramount's business impacts the economy, environment, or people (horizontal axis of the matrix). The findings of the materiality assessment have helped us to further refine our ESG disclosures and prioritize the next steps for our ESG strategy.

## Materiality Assessment



# About This Report

## Methodology

This is Paramount's fifth annual ESG report, which includes metrics covering the 2022 calendar year. Based on the GRI Reporting Framework, our report informs stakeholders of Paramount's ESG initiatives. This report includes disclosures from the Construction and Real Estate Sector Supplement of the GRI Reporting Framework. Historical reports, the GRI, SASB, and TCFD Indexes, and other supplemental ESG information can be found at <https://www.pgre.com/sustainability>.

The reporting boundary covered in this report includes six New York City properties – 1633 Broadway, 1301 Avenue of the Americas, 1325 Avenue of the Americas, 31 West 52nd Street, 900 Third Avenue, and 712 Fifth Avenue – and six San Francisco properties – One Market Plaza, Market Center (555 Market Center and 575 Market Center), 300 Mission Street, One Front Street, 55 Second Street, and 111 Sutter Street. Paramount collected data from these properties in which we maintained ownership or direct operational control for the full 2022 calendar year. The square footage is consistent with the reported values disclosed through the company's financial filings.

Employee data and metrics used in this report pertain to full-time staff that have been directly hired by Paramount and do not cover third-party contractors operating at Paramount's buildings.

This report uses like-for-like data to compare the environmental performance of Paramount's portfolio from 2019 through 2022, using a baseline of 2015 for energy and emissions, and a baseline of 2016 for water. SIG, a sustainability consulting firm, assured the environmental performance data disclosed in this report. If any data were not available, estimates were used.

For the New York City properties, energy data were collected by gathering aggregate utility data from Consolidated Edison and Property Management teams, and for the San Francisco properties, energy data were collected by requesting utility bills from Property Management teams. These reports provide usage values for electricity, steam, and natural gas in kBtu, which are converted into MWh using the factor 0.00029307. A change in energy allocation methodology resulted in modifications to previously reported emissions for all historical years (2019, 2020, and 2021, and the baseline year of 2015). Specifically, the steam byproduct from a natural gas-operated cogeneration plant at One Market Plaza has been deducted using the associated steam emissions factors, resulting in a 0.06-0.08% change from previous disclosures.

The GHG inventory process was performed in accordance with quantification methodologies of the GHG Protocol. After all data were collected,

SIG converted the energy consumption quantities into carbon emissions using emissions factors and global warming potentials published by the GHG Protocol. The EPA National emissions factors for electricity were used in 2015-2020 calculations, listed here: Electric – 82.93 kg/MBtu, Steam – 66.4 kg/MBtu, and Gas – 53.11 kg/MBtu. EPA eGRID Subregions emissions factors for electricity were used in 2021 calculations, listed here: Electric (NYCW subregion for NY) – 84.55 kg/MBtu, Electric (CAMX subregion for CA) – 68.53 kg/MBtu, Steam – 66.33 kg/MBtu, and Gas – 53.11 kg/MBtu. EPA eGRID Subregions emissions factors for electricity were used in 2022 calculations, listed here: Electric (NYCW Subregion for NY) – 108.73 kg/MBtu, Electric (CAMX Subregion for CA) – 70.93 kg/MBtu, Steam – 66.33 kg/MBtu, and Gas – 53.06 kg/MBtu. Increased emissions for 2022 compared to the previous reporting year are not congruent with the increase in energy consumption in 2022 compared the previous year due to an increase in eGRID Subregions emissions factors for electricity in both New York City and San Francisco.

Scope 1 emissions include fuel oil, natural gas, and refrigerants, and Scope 2 emissions include electricity and steam. The GHG inventory in 2022 expanded from previous year to include emissions from fuel oil and refrigerants consumed at each property, therefore increasing the reported portfolio-wide emissions. For fuel oil, each building provided invoices to track purchases and consumption if applicable for the reporting year. For refrigerant data, each building provided an inventory of their systems that use refrigerant and the amount of refrigerant that was replaced during the reporting year; for systems that reported no fuel replacement, an estimate of 0.5% leakage was applied per estimates published by the IPCC.

Market-based emissions were calculated by deducting the emissions associated with purchasing renewable energy certificates. Additionally, tenant responsibility of energy consumption and emissions were estimated by first determining the square footage of tenant-occupied square footage as a percentage of the whole-building square footage. This percentage was then applied to whole-building energy consumption and emissions to derive the proportionate tenant share of energy consumption and emissions.

Water data were collected by gathering aggregate water data from the utility providers from New York City and San Francisco. The report provides usage values for aggregate potable water usage (kGal), and these values are converted to cubic meters using the factor 3.785411784.

Waste data were collected through waste hauler reports that include the total waste, recyclables, organics, and electronic waste collected from

each site. The waste diversion percentage was calculated by taking the total amount of recyclable, organic, and electronic material and dividing by the sum of landfilled waste plus recyclable, organic, and electronic material. Waste diversion dating back to 2019 is benchmarked against an intensity target of 50% waste diversion for the portfolio.

**The contact person for this report is:**  
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## Photography / Renderings

All photography and renderings used throughout this report are images from Paramount's portfolio, listed below:

**1633 Broadway:** Page 8, Pages 14-15, Page 24, Pages 26-27, Pages 28-29, Pages 30-31, Page 33, Page 34 (top), Page 35, Page 41 (lobby), Pages 44-45, Pages 50-51, Pages 52-53, Page 57 (inside back cover)

**1301 Avenue of the Americas:** Page 37 (conceptual renderings)

**1325 Avenue of the Americas:** Page 41 (POPS)

**31 West 52nd Street:** Inside front cover (conceptual rendering), Pages 6-7, Pages 10-11 (conceptual rendering), Page 46 (conceptual rendering)

**712 Fifth Avenue:** Page 17 (conceptual rendering, top)

**745 Fifth Avenue:** Page 3 (conceptual rendering), Page 4, Page 17 (conceptual rendering, bottom right)

**900 Third Avenue:** Page 17 (conceptual rendering, bottom left)

**60 Wall Street:** Page 25 (conceptual renderings)

**One Market Plaza:** Pages 22-23, Page 34 (bottom), Page 38 (top left and right), Page 40 (beehive, entrance)

**Market Center:** Page 19, Page 38 (bottom)

**300 Mission Street:** Front cover, Page 38 (middle)

**One Front Street:** Page 39 (top left), Page 40 (artist photograph), Page 41 (EV charging)

**55 Second Street:** Page 16 (bottom left), Page 39 (top right, bottom row)

**111 Sutter Street:** Page 16 (right), Page 39 (middle)



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