



Paramount Group - 2021 GRI Content Index

GRI 102: General Disclosures

Disclosures	Description	Response	References	UN SDG
Organizational Profile				
102-1	Name of the organization	Paramount Group, Inc.	2021 Annual Report	N/A
102-2	Activities, brands, products, and services	Headquartered in New York City, Paramount Group, Inc. is a fully integrated real estate investment trust that owns, operates, manages, acquires, and redevelops high-quality, Class A office properties located in select central business district submarkets of New York City and San Francisco. Paramount is focused on maximizing the value of its portfolio by leveraging the sought-after locations of its assets and its proven property management capabilities to attract and retain high-quality tenants.	2021 Annual Report, Adobe pg. 18 ("Business")	N/A
102-3	Location of the organization's headquarters	1633 Broadway, Suite 1801, New York, NY 10019	2021 Annual Report, Adobe pg. 21 ("Executive Office")	N/A
102-4	Location of operations	1, United States of America	2021 Annual Report, Adobe pg. 47 ("Portfolio Summary")	N/A
102-5	Ownership and legal form	Paramount Group, Inc. is a Maryland Corporation and a publicly-traded REIT	2021 Annual Report, Adobe pg. 18 ("Business")	N/A


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102-6	Markets served	New York, NY and San Francisco, CA	2021 Annual Report, Adobe pgs. 47-48 ("Portfolio Summary," "Tenant Diversification" and "Industry Diversification")	N/A																																																															
102-7	The scale of the organization	Paramount Group has a total of 318 employees. We own and operate 12 buildings across New York, NY and San Francisco, CA. Our 2021 Net Operating Income is \$377,160,000 and our portfolio-wide occupancy for 2021 is 90.7%, with a weighted average initial rent of \$76.33/sq.ft.	2021 ESG Report, pg. 4 ("Company Profile") 2021 Annual Report, Adobe pgs. 58, 71 ("Leasing Results" and "Net Operating Income")	N/A																																																															
102-8	Information on employees and other workers	<table border="1"> <thead> <tr> <th>Female</th> <th>Male</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td colspan="3">Number of Employees</td> </tr> <tr> <td>97</td> <td>221</td> <td>318</td> </tr> <tr> <td colspan="3">Number of Permanent Employees</td> </tr> <tr> <td>97</td> <td>221</td> <td>318</td> </tr> <tr> <td colspan="3">Number of Temporary Employees</td> </tr> <tr> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td colspan="3">Number of Non-guaranteed Hours Employees</td> </tr> <tr> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td colspan="3">Number of Full-time Employees</td> </tr> <tr> <td>94</td> <td>218</td> <td>312</td> </tr> <tr> <td colspan="3">Number of Part-time Employees</td> </tr> <tr> <td>3</td> <td>3</td> <td>6</td> </tr> <tr> <td colspan="3" style="text-align: right;">As of 12/31/2021</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="3">New York City</th> </tr> <tr> <th>Female</th> <th>Male</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>87</td> <td>211</td> <td>298</td> </tr> <tr> <th colspan="3">San Francisco</th> </tr> <tr> <th>Female</th> <th>Male</th> <th>Total</th> </tr> <tr> <td>9</td> <td>9</td> <td>18</td> </tr> <tr> <th colspan="3">Washington, D.C.</th> </tr> </tbody> </table>	Female	Male	Total	Number of Employees			97	221	318	Number of Permanent Employees			97	221	318	Number of Temporary Employees			0	0	0	Number of Non-guaranteed Hours Employees			0	0	0	Number of Full-time Employees			94	218	312	Number of Part-time Employees			3	3	6	As of 12/31/2021			New York City			Female	Male	Total	87	211	298	San Francisco			Female	Male	Total	9	9	18	Washington, D.C.			2021 ESG Report, pg. 4 & 30-31 ("Company Profile" and "Diversity, Equity, & Inclusion") 2021 Annual Report, Adobe pg. 20 ("Human Capital")	N/A
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		Female	Male	Total		
		1	1	2		
		As of 12/31/2021				
		Paramount Group has 97 female and 221 male employees, and a total of 318 permanent employees. No workers hired by Paramount are legally recognized as self-employed.				
102-9	Description of the organization's supply chain	<p>Paramount relies on an extensive network of suppliers for the procurement of materials and services. Our suppliers support all our business needs, from the operation of existing buildings to the construction of new development. We partner with suppliers that embrace our ESG values and adhere to our Human Rights Policy and Vendor Code of Conduct. Paramount conducts its business in accordance with a stringent Human Rights Policy which we also require our suppliers to uphold within their own business. Paramount's Human Rights Policy addresses key risks such as workplace health, safety, and security, work hours, forced labor, human trafficking, and child labor.</p> <p>Paramount's Vendor Code of Conduct establishes fundamental ethical and business principles that we expect all our suppliers to abide by. Our Vendor Code of Conduct is publicly accessible and available on Paramount's website.</p> <p>Our team implements an effective risk management process to identify potential risks across the supply chain that support both our operations and the operations of our suppliers. This process applies to Paramount's Critical Tier 1 Suppliers and all new vendors. 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. In 2021, Paramount's Vendor Code of Conduct and ESG Monitoring Survey</p>			<p>2021 ESG Report, pg. 48 ("Supply Chain")</p> <p>Vendor Code of Conduct</p> <p>Human Rights Policy</p> <p>Environmental Policy</p>	N/A


Disclosures	Description	Response	References	UN SDG
		covered 44 out of 87 Critical Tier 1 suppliers, representing 76% of annual spend with those suppliers.		
102-10	Significant changes to the organization and its supply chain	In 2021, Paramount surveyed Critical Tier 1 Suppliers and new vendors on organizational ESG practices. Paramount's Vendor Code of Conduct and ESG Monitoring Survey covered 44 out of 87 Critical Tier 1 Suppliers, representing 76% of annual spend with those suppliers. Critical Tier 1 Suppliers will be evaluated on an annual basis, and Paramount will issue corrective action plans and reassess the future work contract if the suppliers do not meet Paramount's ESG requirements.	2021 ESG Report, pg. 48-49 ("Supply Chain")	N/A
102-12	External initiatives	Paramount's reports disclosures in accordance with the GRI framework, SASB, TCFD, GRESB, and the UN Sustainable Development Goals (SDGs). The Company also responds to the GRESB and CDP surveys annually. 100% of the Office REIT portfolio earned ENERGY STAR, LEED, and Fitwel certifications.	2021 ESG Report, pg. 3 ("ESG Transparency")	N/A
102-13	Membership of industry or other associations	Paramount is a member of the U.S. Green Building Council (USGBC), National Association of Real Estate Investment Trusts (NAREIT), Real Estate Board of New York (REBNY), Urban Land Institute (ULI), and Building Owners and Managers Association (BOMA).	Paramount's Sustainability Website	N/A
Strategy				
102-14	Statement from senior decision-maker	Please refer to the CEO Letter in Paramount's 2021 ESG Report.	2021 ESG Report, pg. 5 ("CEO Letter")	N/A
102-15	Key impacts, risks, and opportunities	More information on the key impacts, risks, and opportunities can be found in Paramount Group's 2021 Annual Report, 10-K Filing, and 2021 ESG Report. Climate-related risks and opportunities are disclosed in Paramount's 2021 ESG Report and 2021 TCFD Report.	2021 Annual Report, Adobe pgs. 18-19, 22-46 ("Our Competitive Strengths" and "Risk Factors") 2021 ESG Report, pg. 18-19, 44-45, 46-47 ("Climate Resilience", "TCFD", and "Risk Management")	N/A

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			2021 TCFD Report, pg. 4-15	
Ethics and Integrity				
102-16	Values, principles, standards, and norms of behavior	<p>Core to our values is a steadfast commitment to ESG and responsible operations. ESG is deeply integrated into our business strategy and is at the cornerstone of our relationships with employees, tenants, and shareholders. At Paramount, we focus on ESG not only because of our societal responsibility, but also our fiduciary responsibility to our shareholders. ESG creates long-term value for our shareholders by building resiliency and illuminating risks and opportunities.</p> <p>To achieve these goals, our strategy is to improve the environmental performance of our assets, ensure the health and well-being of our employees and all building occupants, and demonstrate ethical corporate governance. We evaluate the performance of our properties, set long-term goals and objectives, and monitor our progress against our targets. Paramount's commitment to ESG best practices is further exemplified by our disclosure and adherence to the following frameworks and standards: GRI, SASB, TCFD, GRESB, UN SDGs, GRESB, CDP, ENERGY STAR, LEED, and Fitwel.</p>	Code of Business Conduct and Ethics Human Rights Policy 2021 ESG Report, pg. 5 ("CEO Letter")	N/A
102-17	Mechanisms for advice and concerns about ethics	<p>Every employee is expected to act proactively by asking questions, seeking guidance, and reporting suspected violations of the Code and other policies and procedures of the Company, as well as any violation or suspected violation of applicable law, rule, or regulation arising in the conduct of the Company's business or occurring on the Company's property.</p> <p>Employees with concerns that our Code of Business Ethics or Human Rights Policy may have been broken are encouraged to promptly bring the matter to the attention of our Chief Executive Officer ("CEO"). If they do not believe that talking to our CEO is appropriate, if they are</p>	Code of Business Conduct and Ethics Human Rights Policy	N/A

Disclosures	Description	Response	References	UN SDG
		uncomfortable doing so, or if it does not result in a response with which you are comfortable, then they should contact their supervisor or any of our other executive officers or any member of the Paramount Group, Inc. Board of Directors, either directly or through the Ethics Helpline we have established with NAVEX Global ("EthicsPoint") using the following link: www.paramount-group.ethicspoint.com .		
Governance				
102-18	Governance structure	The Company's Board of Directors is comprised of 9 members, 8 of which are independent. Two of our board members are women. Our board has four standing committees: Audit Committee, Compensation Committee, Nominating and Corporate Governance Committee, and Investment and Finance Committee. Our Audit Committee is responsible for the oversight of all environmental and social matters, including sustainability, climate change, corporate social responsibility, and health and safety.	Board of Directors 2022 Proxy Statement, pg. 13-14 ("Board Overview") 2021 ESG Report, pg. 42-43 ("Governance & ESG Oversight")	N/A
102-19	Delegating authority	Please refer to Paramount's 2021 ESG Report and 2022 Proxy Statement.	2021 ESG Report, pg. 42-43 ("Governance & ESG Oversight") 2022 Proxy Statement	N/A
102-20	Executive-level responsibility for economic, environmental, and social topics	Paramount's Board of Directors vested the Audit Committee with oversight over Environmental and Social matters and the Nominating & Corporate Governance Committee with oversight over Governance matters. Environmental and social matters include sustainability, climate change, corporate social responsibility, and health and safety. Under the Audit Committee reports Paramount's Sustainability Committee, which was created to implement Paramount's ESG goals and ensure they are fully integrated into our business strategy. The Committee meets monthly and is comprised of leadership representatives from every department across the company. To further integrate ESG into our business	2021 ESG Report, pg. 43 ("ESG Oversight") 2022 Proxy Statement, pg. 12 ("Environmental, Social, and Governance Commitment")	N/A


Disclosures	Description	Response	References	UN SDG
		strategy, the Compensation Committee incorporates key ESG-centric goals into Executive Management variable pay awards.		
102-21	Consulting stakeholders on economic, environmental, and social topics	<p>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. Stakeholders are defined as those groups who both influence and are influenced by our business, including Paramount's Board of Directors, community members, employees, investors, suppliers, and tenants. Through active engagement with our stakeholders, we adequately address stakeholder concerns and consistently improve our ESG performance.</p> <p>Paramount refreshed its annual materiality assessment in 2021 to identify the ESG issues that are most relevant to key stakeholders. The issues are classified into Environmental, Social, and Governance categories, and are weighted based on the importance determined by stakeholders and the impact on Paramount's business. The methodology used follows the GRI framework. The analysis is conducted with both a dynamic approach – continuous monitoring of stakeholders' expectations, particularly to determine whether there are any non-material issues that might become material for the business over time – and a dual vision – assessing the Company's environmental and societal impact. The findings of the materiality matrix have helped us to further refine our ESG disclosures and prioritize the next steps for our ESG strategy.</p>	2021 ESG Report, pg. 50-51 ("Stakeholder Engagement" and "Materiality Matrix")	
102-22	Composition of the highest governance bodies and its committees	8 out of 9 Paramount's Board of Directors are independent, with an average of 5.2 years of tenure. Out of 9 members, 2 of the Board members are women.	2022 Proxy Statement, pg. 6, 13-14, 15, 29-37 ("Stockholder Engagement", "Board Overview", "Board Skills	

Disclosures	Description	Response	References	UN SDG
		<p>Paramount's Board of Directors vested the Audit Committee with oversight over Environmental and Social matters and considers climate-related issues when reviewing financial statements and disclosures. The Audit Committee is responsible for assessing and managing climate-related risks and opportunities. The Audit Committee also maintains oversight of Paramount's Sustainability Committee. When evaluating both the existing portfolio and new acquisitions, the intersections of climate-related issues with strategy, annual budgets, capital expenditures, acquisitions, and divestitures are taken into account initially by the Executive Committee and then reviewed, as needed, by our Board of Directors, or the Investment & Finance Committee, a subgroup of the Board of Directors. Paramount's Sustainability Committee was created to implement Paramount's ESG goals and ensure they are fully integrated into our business strategy. The Sustainability Committee is chaired by Gage Johnson, Paramount's General Counsel, and also has management-level representation across all departments of the organization, including Finance, Legal, Leasing, Human Resources, Asset Management, Acquisitions, and Property Management.</p> <p>For more information regarding the composition of our highest governance bodies and its committees, please refer to Paramount's 2022 Proxy Statement.</p>	<p>and Experience", "Board Composition and Attributes", "Leadership Structure", and "Director Nominees")</p> <p>2021 TCFD Report, pg. 2</p>	
102-23	Chair of the highest governance body	Albert Behler (Paramount Group's Chairman of the Board) is also the Chief Executive Officer and President of Paramount.	2022 Proxy Statement, pg. 13-14 ("Board Overview")	N/A
102-24	Nominating and selecting the highest governance body	The Nominating Committee determines and, at least annually, reviews the specific minimum qualifications that the Nominating Committee believes must be met by a Nominating Committee commended nominee, if any, and any specific qualities or skills that the Nominating Committee believes are necessary for one or more of the Company's Directors to possess. Any such specific minimum qualifications or qualities or skills shall be set	<p>Nominating and Corporate Governance Committee Charter</p> <p>2022 Proxy Statement, pg. 9, 14, 19, 23-25 ("Board-Level Diversity", "Board Skills and Experience",</p>	


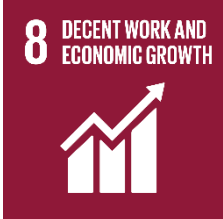
Disclosures	Description	Response	References	UN SDG
		<p>forth in the proxy statement relating to the Company’s annual meeting of stockholders and otherwise to the extent required by applicable law. In determining such minimum qualifications, qualities, or skills, the Nominating Committee shall also consider additional matters and criteria, if any, approved by the Board and additional matters and criteria, if any, set forth under “Director Qualification 3 Standards” in the Corporate Governance Guidelines.</p> <p>Paramount shareholders are notified of nominations and allowed to vote proxies on Board elections. Paramount also amended bylaws to adopt proxy access right for a group of stockholders that meet the specified eligibility requirements. These stakeholders may include Director nominees in our proxy materials for annual meetings of our stockholders.</p> <p>For additional information, please refer to the Nominating and Corporate Governance Committee Charter and the 2022 Proxy Statement.</p>	<p>"Nominating and Corporate Governance", "Identification of Director Candidates" and "Proxy Access")</p>	
102-25	Conflicts of interest	<p>Paramount recognizes and respects the right of its Directors, Officers, and employees to engage in outside activities which they may deem proper and desirable, provided that these activities do not impair or interfere with the performance of their duties to the Company or their ability to act in the Company’s best interests. In most, if not all, cases this will mean that our Directors, Officers, and employees must avoid situations that present a potential or actual conflict between their personal interests and the Company’s interests.</p> <p>The existence of a potential or actual conflict of interest may not always be clear-cut, and any questions relating to the existence of a potential or actual conflict of interest should be addressed to the Compliance Officer, any attorney in the Legal Department, or the head of the Company’s internal audit function. Any material</p>	<p>Code of Business Conduct and Ethics</p> <p>2022 Proxy Statement, pg. 14, 29-37, 98-99 ("Board Composition and Attributes", "Director Nominees" and "Certain Relationships and Related Party Transactions")</p>	N/A

Disclosures	Description	Response	References	UN SDG
		<p>transaction or relationship that is a conflict of interest or that could reasonably be expected to give rise to a conflict of interest should be reported promptly to the Compliance Officer. The Compliance Officer may notify the Board or a committee thereof as he or she deems appropriate. Actual or potential conflicts of interest involving a Director, Executive Officer, or member of the Legal Department should be disclosed directly to the Chairperson of the Board or another member of the Board.</p> <p>For more information, please refer to Paramount's Code of Business Conduct and Ethics and 2022 Proxy Statement.</p>		
102-26	Role of the highest governance body in setting purpose, values, and strategy	<p>Paramount's Board of Directors vested the Audit Committee with oversight over Environmental and Social matters and the Nominating & Corporate Governance Committee with oversight over Governance matters. Environmental and social matters include sustainability, climate change, corporate social responsibility, and health and safety.</p> <p>Under the Audit Committee reports Paramount's Sustainability Committee, which was created to implement Paramount's ESG goals and ensure they are fully integrated into our business strategy. The committee meets monthly and is comprised of leadership representatives from every department across the company. To further integrate ESG into our business strategy, the Compensation Committee incorporates key ESG-centric goals into Executive Management variable pay awards.</p>	<p>2021 ESG Report, pg. 43 ("ESG Oversight")</p> <p>2022 Proxy Statement, pg. 12 ("Environmental, Social, and Governance Commitment")</p>	N/A
102-27	Collective knowledge of highest governance body	Increasing employee awareness of sustainability matters through ongoing training and education is key to responsible operations and growth. On the operational side, Engineering and Property Management Teams are continuously trained on energy management, building systems, and new technologies. We facilitate company-	<p>2021 ESG Report, pg. 43 ("ESG Oversight")</p> <p>2022 Proxy Statement, pg. 12 ("Environmental,</p>	N/A

Disclosures	Description	Response	References	UN SDG
		<p>wide education on existing sustainability programs and emerging trends. These initiatives are reinforced by Executive Management, who receive briefings on these topics monthly. The Chairman and CEO is also updated on ESG trends and topics on an ongoing basis.</p>	<p>Social, and Governance Commitment")</p>	
102-28	Evaluating the highest governance body's performance	<p>The Compensation Committee incorporates key ESG-centric goals into Executive Management variable pay awards. These encourage, for example, the achievement of additional green building certifications and improvements in various ESG ratings. The 2021 ESG Compensation Goals are listed in Paramount's 2022 Proxy Statement. In establishing the Target for 2021 ESG initiatives, the Compensation Committee reviewed the Company's ESG plan which included several objectives. The Compensation Committee then selected 16 objectives and after consultation with the independent compensation consultant, assigned a point value to each objective and established a Target for 2021 ESG initiatives of 16 points, with a range of 12 (Threshold) to 20 (Maximum). The 2022 Proxy Statement lists each objective, including the assigned point value and the Company's final achievement relative to each objective. This process is completed annually.</p> <p>ESG data is self-reported in accordance with third-party frameworks and data evaluators including GRI, SASB, TCFD, GRESB, CDP, and UN SDGs. Independent consultants, including Sustainable Investment Group, provide third-party assurance of Paramount's data disclosures.</p>	<p>2021 ESG Report, pg. 3, 42-43 ("ESG Transparency", "Governance & ESG Oversight")</p> <p>2022 Proxy Statement, pg. 12, 55 ("Environmental, Social, and Governance Commitment" and "Corporate Objective #2 Environmental, Social and Governance")</p> <p>2021 SASB Index</p> <p>2021 Letter of Assurance</p>	N/A
102-29	Identifying and managing economic, environmental, and social impacts	<p>The Executive Committee is responsible for leading ESG initiatives for Paramount regarding sustainability. 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,</p>	<p>2021 ESG Report, pg. 42, 43, 50 ("Stockholder Engagement", "ESG Oversight" and "Stakeholder Engagement")</p>	

Disclosures	Description	Response	References	UN SDG
		<p>stakeholder engagement, and climate risks and opportunities on an ongoing basis.</p> <p>For more information, please refer to Paramount's 2021 ESG Report and 2022 Proxy Statement.</p>	2022 Proxy Statement, pg. 12 ("Environmental, Social, and Governance Commitment")	
102-30	Effectiveness of risk management process	Please refer to Paramount's 2021 TCFD Report, 2021 ESG Report, and 2022 Proxy Statement.	2021 TCFD Report, pg. 17-18 2021 ESG Report, pg. 43 ("ESG Oversight") 2022 Proxy Statement, pg. 12 ("Environmental, Social, and Governance Commitment")	N/A
102-31	Review of economic, environmental, and social topics	The Audit Committee meets at least quarterly and reviews economic, environmental, and social topics and their impacts, risk, and opportunities.	2021 ESG Report, pg. 43 ("ESG Oversight") 2022 Proxy Statement, pg. 12 ("Environmental, Social, and Governance Commitment")	N/A
102-32	Highest governance body's role in sustainability reporting	The Chairman, CEO, and President.	2021 ESG Report, pg. 43 ("ESG Oversight") 2022 Proxy Statement, pg. 12 ("Environmental, Social, and Governance Commitment")	N/A
102-33	Communicating critical concerns	Employees with concerns that our Code of Business Ethics or Human Rights Policy may have been broken are encouraged to promptly bring the matter to the attention of our Chief Executive Officer ("CEO"). If they do not believe that talking to our CEO is appropriate, if they are uncomfortable doing so, or if it does not result in a	Code of Business Conduct and Ethics, pg. 6-8 ("Reporting Concerns/Receiving Advice")	N/A

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		response with which you are comfortable, then they should contact their supervisor or any of our other executive officers or any member of the Paramount Group, Inc. Board of Directors, either directly or through the Ethics Helpline we have established with NAVEX Global (“EthicsPoint”) using the following link: www.paramount-group.ethicspoint.com .	Human Rights Policy	
102-34	Nature and total number of critical concerns	There were zero instances of reported critical concerns in 2021. Please refer to Paramount’s 2022 Proxy Statement and Code of Business Conduct and Ethics for more information.	2022 Proxy Statement Code of Business Conduct and Ethics, pg. 6-8 ("Reporting Concerns/Receiving Advice")	N/A
102-35	Remuneration policies	Please refer to Paramount's Compensation Committee Charter and 2022 Proxy Statement for more information.	Compensation Committee Charter 2022 Proxy Statement, pg. 20 -21, 41-52 ("Director Compensation" and "Compensation Discussion and Analysis")	N/A
102-36	Process for determining remuneration	Independent remuneration consultants are involved in determining remuneration. Consultants were independent of management. Remuneration consultants had no other relationships with the organization. For more information regarding the process for determining remuneration, please refer to Paramount’s Compensation Committee Charter and 2022 Proxy Statement.	Compensation Committee Charter 2022 Proxy Statement, pg. 45, 64-67, 69 ("Compensation Best Practices", "Long-Term Incentive Compensation" and "Other Compensation Policies and Practices")	N/A
102-37	Stakeholders’ involvement in remuneration	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 88 investors in 2021, and as a direct result of these engagements, the Board made meaningful changes to	2021 ESG Report, pg. 42, 50-51 ("Stockholder Engagement", "Stakeholder Engagement", and "Materiality Matrix")	

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		<p>certain corporate governance practices and related disclosures. Please refer to Paramount's 2022 Proxy Statement for additional information.</p> <p>At our 2021 annual meeting of stockholders, a non-binding, advisory resolution approving the compensation paid to our NEOs, as disclosed in our 2021 proxy statement, including the Compensation Discussion and Analysis, compensation tables, and narrative discussions, was approved by our stockholders, with approximately 90% of the votes cast having been voted in favor of the proposal to approve such resolution. The Compensation Committee has considered the results of this vote and, as a result of the high percentage of votes cast in favor of this resolution, the Committee viewed these results as an indication of stockholders' overall satisfaction with the manner in which we compensated our NEOs.</p>	2022 Proxy Statement, pg. 41 ("2021 Say-on-Pay Vote")	
102-38	Annual total compensation ratio	The 2021 principal executive officer to median employee pay ratio was 111.25. This ratio represents the median employee's annual total compensation to the total annual compensation of the principal executive officer.	2022 Proxy Statement, pg. 87 ("Pay Ratio Disclosure")	N/A
Stakeholder Engagement				
102-40	List of stakeholder groups	We identify stakeholders as those groups who both influence and are influenced by our business, including our Board of Directors, community members, employees, investors, suppliers, and tenants.	2021 ESG Report, pg. 50 ("Stakeholder Engagement")	N/A
102-41	Collective bargaining agreements	We strive to create workplaces in which open and honest communications among all employees are valued. We respect our employees' right to form, join or not join, labor unions, without fear of reprisal, intimidation, or harassment. In the case of employees represented by a legally recognized union, we are committed to bargaining in good faith with that union.	Human Rights Policy 32BJ SEIU Union CBA Local 94 CBA	
102-42	Identifying and selecting stakeholders	We identify stakeholders as those groups who both influence and are influenced by our business, including	2021 ESG Report, pg. 50 ("Stakeholder Engagement")	N/A


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		our Board of Directors, community members, employees, investors, suppliers, and tenants.		
102-43	Approach to 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. For these reasons, we seek to provide the utmost transparency and establish strong lines of communication with all our stakeholders. We identify stakeholders as those groups who both influence and are influenced by our business, including our tenants, investors, Board of Directors, employees, and local communities, among others. Through active engagement with our stakeholders, we are able to address stakeholder concerns and consistently improve our ESG performance.	2021 ESG Report, pg. 50 ("Stakeholder Engagement")	N/A
102-44	Key topics and concerns raised	Key topics and concerns raised include Diversity and Equal Opportunity, Socioeconomic Compliance, Customer Health and Safety, Economic Performance, Emissions, Energy, and Environmental Compliance.	2021 ESG Report, pg. 50-51 ("Stakeholder Engagement" and "Materiality Matrix")	N/A
Reporting Practices				
102-45	Entities included in the consolidated financial statements	Entities included in the consolidated financial statements represent the consolidated assets and liabilities of Paramount Group Operating Partnership LP, a Delaware limited partnership (the "Operating Partnership"). The Operating Partnership is a consolidated variable interest entity ("VIE"), of which we are the sole general partner and own approximately 91.0% as of December 31, 2021. As of December 31, 2021, the Operating Partnership includes \$4,025,856 and \$2,576,710 of assets and liabilities, respectively, of certain VIEs that are consolidated by the Operating Partnership. See Note 12, Variable Interest Entities ("VIEs").	2021 Annual Report, pg. 72	N/A
102-46	Defining report content and topic Boundaries	The reporting boundary for this disclosure is Paramount's owned and managed assets in which the company has 25% or larger ownership and maintains direct operational control. This reporting boundary is consistent with the reporting boundary found in our financial filings and used for the 2021 ESG Report, listed below:	2021 Annual Report, Adobe pg. 47 ("Portfolio Summary")	N/A



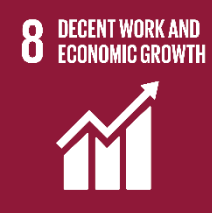
Disclosures	Description	Response	References	UN SDG
		<p>New York, NY 1633 Broadway 1301 Avenue of the Americas 1325 Avenue of the Americas 31 West 52nd Street 900 Third Avenue 712 Fifth Avenue</p> <p>San Francisco, CA One Market Plaza Market Center 300 Mission Street One Front Street 55 Second Street 111 Sutter Street</p>	2021 ESG Report, pg. 4, 52 ("Company Profile" and "About This Report")	
102-47	List of material topics	Please refer to the list of material topics identified through Paramount's Stakeholder Engagement and Materiality assessments.	2021 ESG Report, pg. 50-51 ("Stakeholder Engagement" and "Materiality Matrix")	N/A
102-48	Restatements of information	No material restatements during the reporting period.	N/A	N/A
102-49	Changes in reporting	No significant changes during the reporting period.	N/A	N/A
102-50	Reporting period	The reporting period is the calendar year 2021, from January 1, 2021, through December 31, 2021.	N/A	N/A
102-51	Date of most recent report	2021	Paramount's Sustainability Website	N/A
102-52	Reporting cycle	Annual	N/A	N/A
102-53	Contact point for questions regarding the report	Evin Epstein, Senior Vice President of Energy & Sustainability; Sustainability@pgre.com	N/A	N/A
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards "Comprehensive" option.	N/A	N/A
102-55	GRI content index	Paramount's GRI Content Index can be found at Paramount's Sustainability website: https://www.paramount-group.com/about/sustainability/ .	Paramount's Sustainability Website	N/A




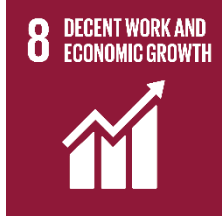
Disclosures	Description	Response	References	UN SDG
102-56	External assurance	Sustainable Investment Group provided third-party assurance.	2021 Letter of Assurance	N/A




Specific Disclosures: Management Approach and Topic-Specific Disclosures




Disclosures	Description	Response	References	UN SDG
GRI 103: Management Approach				
103-1	Explanation of the material topic and its Boundary	For more information regarding the material topics boundary and impact, please refer to Paramount's materiality matrix disclosed in our 2021 ESG Report.	2021 ESG Report, pg. 51 ("Materiality Matrix")	N/A
103-2	The management approach and its components	For more information on how Paramount manages material topics, please refence our 2021 ESG Report, 2022 Proxy Statement, 2021 Annual Report, and Environmental Policy.	2021 ESG Report, pg. 51 ("Materiality Matrix") 2022 Proxy Statement, p.55-56, 69 ("Environmental, Social, and Governance" and "Other Compensation Policies and Practices") 2021 Annual Report Environmental Policy	N/A





Disclosures	Description	Response	References	UN SDG
103-3	Evaluation of the management approach	For more information on the evaluation of Paramount's management approach on material topics, please refer to our 2021 ESG report, 2022 Proxy Statement, 2021 Annual Report, and Environmental Policy.	2021 ESG Report, pg. 42-43, 51 ("Governance", "ESG Oversight", and "Materiality Matrix") 2022 Proxy Statement, p.55-56, 69 ("Environmental, Social, and Governance" and "Other Compensation Policies and Practices") 2021 Annual Report Environmental Policy	N/A
GRI 201: Economic Performance				
201-1	Direct economic value generated and distributed	Paramount's 2021 share of Cash NOI: \$377,160,000	2021 Annual Report, Adobe pg. 71 ("Net Operating Income")	





Disclosures	Description	Response	References	UN SDG
201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	For more information, please refer to Paramount's 2021 TCFD Report and 2021 Investor Presentation.	2021 TCFD Report, pg. 4, 7-16 2021 Investor Presentation, pg. 19 ("NYC Local Law 97")	
202-3	Defined benefit plan obligations and other retirement plans	All full-time salaried employees are eligible to contribute and receive a company match to Paramount's 401(k) plan. Hourly employees, both full-time and part-time, are eligible to participate in their respective union plans. Paramount contributes to the plans based on what is stipulated within each Collective Bargaining Agreement.	2021 ESG Report, pg. 26-27 ("Our People") 32BJ SEIU Union CBA Local 94 CBA	N/A
GRI 202: Market Presence				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Building personnel wage is specified within the pertinent Collective Bargaining Agreement (CBA). For employees that are not covered by the CBA, compensation is above minimum wage.	32BJ SEIU Union CBA Local 94 CBA	
202-2	Proportion of senior management hired from the local community	All members of senior management are hired from the communities surrounding our portfolio, including the Greater New York City and San Francisco areas.	N/A	





Disclosures	Description	Response	References	UN SDG
GRI 203: Indirect Economic Impacts				
203-1	Infrastructure investments and services supported	Paramount partners 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.	2021 ESG Report, pg. 38 ("Community Commitment")	 
203-2	Significant indirect economic impacts	Paramount's assets are more than just office buildings – they are business hubs for over 300 tenant companies, access points for public transportation, openly accessible areas for visitors, platforms for artwork, supporters of local jobs and businesses, and the heartbeat of our surrounding communities. Hundreds of on-site property management, engineering, janitorial, security, and construction employees are hired to operate our properties. We partner with local unions to hire for various roles and ensure we are strengthening the current and future workforce. Our business not only creates jobs directly but also supports local businesses within our surrounding communities by generating activity and foot traffic.	2021 ESG Report, pg. 38-39 ("Community Commitment")	 
GRI 204: Procurement Practices				




Disclosures	Description	Response	References	UN SDG
204-1	Proportion of spending on local suppliers	Whenever possible, Paramount seeks to source goods and services that are local to each property. Sourcing local products serves to further reduce Paramount's environmental impacts and carbon footprint while supporting local businesses. Paramount's Sustainable Purchasing Policy is aligned with LEED guidelines, where at least 50% of spend is on products that meet corporate sustainability guidelines, which includes being harvested/extracted and processed/manufactured within 500 miles.	2021 TCFD Report, pg. 12-13	
GRI 205: Anti-Corruption				
205-1	Operations assessed for risks related to corruption	Corruption is not tolerated at Paramount. 100% of operations are assessed for corruption risks. Paramount has codified our anti-corruption principles in our Code of Business Conduct and Ethics and further applied anti-corruption rules to our supply chain with our Vendor Code of Conduct.	Code of Business Conduct and Ethics Vendor Code of Conduct	
205-2	Communication and training about anti-corruption policies and procedures	All Directors, Officers, and employees are expected to read and be familiar with Paramount's Code of Business Conduct and Ethics. This guides the company's employees in making ethical and legal decisions when conducting business and performing day-to-day duties. To uphold the Code provisions, every employee receives online training annually regarding obligations under the Code, and new employees must certify in writing upon hire that they will abide by the Code. A copy of the Code is also available to all Directors, Officers, and employees by requesting one from the Human Resources or Legal Department or by accessing the Company's website at www.paramount-group.com .	Code of Business Conduct and Ethics	
205-3	Confirmed incidents of corruption and actions taken	There have been 0 incidents of corruption in 2021.	N/A	



Disclosures	Description	Response	References	UN SDG
				
GRI 206: Anti-Competitive Behavior				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Paramount has not been the subject of legal actions for anti-competitive behavior, antitrust, and monopoly practices. For more information, please refer to Paramount's Code of Business Conduct and Ethics.	Code of Business Conduct and Ethics	
GRI 207: Tax				
207-1	Approach to tax	Please refer to the 2021 10-K filing.	2021 10-K Filing	N/A
207-2	Tax governance, control, and risk management	Please refer to the 2021 10-K filing.	2021 10-K Filing	N/A
207-4	Country-by-country reporting	100% of Paramount's operations are located in the United States of America.	2021 10-K Filing	N/A
GRI 301: Materials				
301-1	Materials used by weight or volume	Not applicable for Paramount's primary business of property management.	N/A	

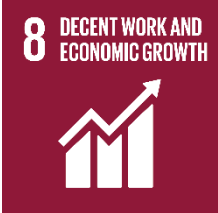


Disclosures	Description	Response	References	UN SDG																				
301-2	Recycled input materials used	Not applicable for Paramount's primary business of property management.	N/A																					
301-3	Reclaimed products and their packaging materials	Not applicable for Paramount's primary business of property management.	N/A																					
GRI 302: Energy																								
302-1	Energy consumption within the organization	<table border="1"> <thead> <tr> <th>Unit: MWh</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Total Consumption</td> <td>253,777</td> <td>200,135</td> <td>165,576</td> </tr> <tr> <td>Electric</td> <td>142,738</td> <td>112,797</td> <td>108,425</td> </tr> <tr> <td>Steam</td> <td>86,296</td> <td>58,255</td> <td>36,899</td> </tr> <tr> <td>Gas</td> <td>24,743</td> <td>29,083</td> <td>20,252</td> </tr> </tbody> </table>	Unit: MWh	2019	2020	2021	Total Consumption	253,777	200,135	165,576	Electric	142,738	112,797	108,425	Steam	86,296	58,255	36,899	Gas	24,743	29,083	20,252	2021 ESG Report, pg. 8-9 ("Targets & Performance")	 
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Disclosures	Description	Response	References	UN SDG																				
																								
302-3	Energy intensity	<table border="1" data-bbox="680 513 1417 834"> <thead> <tr> <th data-bbox="680 513 865 574">Unit: kBtu/ft²</th> <th data-bbox="865 513 1047 574">2019</th> <th data-bbox="1047 513 1230 574">2020</th> <th data-bbox="1230 513 1417 574">2021</th> </tr> </thead> <tbody> <tr> <td data-bbox="680 574 865 636">Total EUI</td> <td data-bbox="865 574 1047 636">76.86</td> <td data-bbox="1047 574 1230 636">60.61</td> <td data-bbox="1230 574 1417 636">50.15</td> </tr> <tr> <td data-bbox="680 636 865 698">Electric</td> <td data-bbox="865 636 1047 698">43.23</td> <td data-bbox="1047 636 1230 698">34.16</td> <td data-bbox="1230 636 1417 698">32.84</td> </tr> <tr> <td data-bbox="680 698 865 760">Steam</td> <td data-bbox="865 698 1047 760">26.14</td> <td data-bbox="1047 698 1230 760">17.64</td> <td data-bbox="1230 698 1417 760">11.18</td> </tr> <tr> <td data-bbox="680 760 865 834">Gas</td> <td data-bbox="865 760 1047 834">7.49</td> <td data-bbox="1047 760 1230 834">8.81</td> <td data-bbox="1230 760 1417 834">6.13</td> </tr> </tbody> </table>	Unit: kBtu/ft ²	2019	2020	2021	Total EUI	76.86	60.61	50.15	Electric	43.23	34.16	32.84	Steam	26.14	17.64	11.18	Gas	7.49	8.81	6.13	2021 ESG Report, pg. 8-9 ("Targets & Performance")	  
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Electric	43.23	34.16	32.84																					
Steam	26.14	17.64	11.18																					
Gas	7.49	8.81	6.13																					
302-4	Reduction of energy consumption	<p>In 2021 Paramount achieved a 43% reduction from a 2015 baseline in MWh of energy. 2021 consumption was 165,576 MWh, compared to a consumption of 294,093 MWh in 2015.</p>	2021 ESG Report, pg. 8 ("Targets & Performance")																					





Disclosures	Description	Response	References	UN SDG
				  
302-5	Reductions in energy requirements of products and services	Managing the energy use of Paramount’s assets is integral to our ESG program as we prioritize initiatives that yield both environmental and economic benefits. Lower energy consumption translates to a smaller carbon footprint and reduced operating costs. Our team developed a comprehensive strategy to achieve a 35% portfolio-wide reduction in energy consumption by 2025. We strive to offer the most high-quality, healthy, and sustainable office spaces for our tenants and all building occupants.	2021 ESG Report, pg. 14-15 ("Energy Management")	





Disclosures	Description	Response	References	UN SDG
				 
GRI 303: Water and Effluents				
303-1	Interactions with water as a shared resource	<p>The New York Water System serves all properties in Manhattan. This is state-operated surface water, 100% of which is drawn from the Delaware Aqueduct, and the Kensico/Hillview Reservoir.</p> <p>The San Francisco Bay Delta watershed serves all properties in the Bay Area. The watershed includes the Sacramento and San Joaquin Rivers along with the Suisun Bay, San Pablo Bay, San Francisco Bay, and Golden Gate Strait.</p> <p>Water management risks include potential local water stress and water quantity and quality disruptions. To mitigate water management risks and reduce water consumption, Paramount is committed to achieving a 10% reduction in water usage by 2025 and has reduced water consumption by 46% in 2021 from a 2016 baseline. Our water efficiency strategies include:</p> <ul style="list-style-type: none"> • 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. 	<p>EPA Environmental Atlas</p> <p>2021 SASB Index, pg. 4-5</p> <p>2021 ESG Report, pg. 22-23 ("Water & Waste")</p>	





Disclosures	Description	Response	References	UN SDG
		<ul style="list-style-type: none"> • Data Tracking & Transparency Water usage is tracked using the ENERGY STAR Portfolio Manager benchmarking platform for 100% of the portfolio. In accordance with New York City and San Francisco benchmarking ordinances, water consumption is disclosed annually. Paramount's water performance is also shared with tenants through our reporting efforts. • Water Submeters Water submeters are installed throughout the buildings to monitor consumption, identify opportunities for increased efficiency, and target leaks from specific systems. • 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. 		
303-2	Management of water discharge-related impacts	0% of Paramount properties in New York City are located in areas with high or extremely high baseline water stress. 0% of properties within San Francisco are located within areas with high or extremely high baseline water stress.	2021 SASB Index, pg. 4-5	
303-3	Water withdrawal	The total amount of water withdrawn to meet the consumption needs of Paramount properties between January 1, 2021, and December 31, 2021, was 0.03 cubic meters/square feet (334,338 cubic meters / 11,266,196 square feet).	2021 SASB Index, pg. 4-5	





Disclosures	Description	Response	References	UN SDG																
				 																
303-4	Water discharge	Not material. All water used for Paramount's operations is discharged into the sewer system. Sewer water is treated in areas where Paramount operates.	N/A	N/A																
303-5	Water consumption	<p>Total water consumption in 2021: 334,338 cubic meters</p> <table border="1"> <thead> <tr> <th>Unit: m³</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>481,739</td> <td>257,313</td> <td>334,338</td> </tr> <tr> <td>New York</td> <td>337,242</td> <td>198,965</td> <td>275,038</td> </tr> <tr> <td>San Francisco</td> <td>144,497</td> <td>58,348</td> <td>59,300</td> </tr> </tbody> </table>	Unit: m ³	2019	2020	2021	Total	481,739	257,313	334,338	New York	337,242	198,965	275,038	San Francisco	144,497	58,348	59,300	2021 SASB Index, pg. 4-5 2021 ESG Report, pg. 8-9 ("Targets & Performance")	N/A
Unit: m ³	2019	2020	2021																	
Total	481,739	257,313	334,338																	
New York	337,242	198,965	275,038																	
San Francisco	144,497	58,348	59,300																	
304: Biodiversity																				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high diversity value outside protected areas	Paramount owns and operates properties in New York City near the protected areas of Riverside Park, Central Park, and Hudson River Park. Paramount owns and operates properties in San Francisco near the protected areas of Golden Gate Park and the Presidio.	New York Protected Areas Database IUCN Red List Assessment using the Integrated Biodiversity																	





Disclosures	Description	Response	References	UN SDG
			Assessment Tool (IBAT)	
304-2	Significant impacts of activities, products, and services on biodiversity	The landscaped areas throughout Paramount’s portfolio use native plants that require less water since they are adapted to the local climate. At 60 Wall Street, we will be constructing the largest green wall installation in North America that will utilize 60 species of local plants to support biodiversity.	2021 ESG Report, pg. 21, 22-23 ("Sustainable Development" and "Water & Waste")	
304-3	Habitats protected or restored	Paramount is committed to urban infill construction that mitigates sprawl and green field development.	2021 ESG Report, pg. 20-21 ("Sustainable Development")	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	250 species are on the IUCN Red List with habitats nearby Paramount’s New York City Properties, within a 30 miles distance. 44 species are on the IUCN Red List with habitats nearby Paramount’s San Francisco Properties, within a 30 miles distance.	Threatened and Endangered Species in New York IUCN Red List Assessment using the Integrated Biodiversity Assessment Tool (IBAT)	
GRI 305: Emissions				


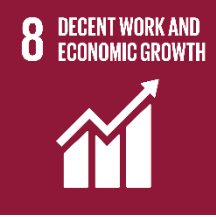
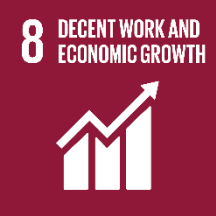
Disclosures	Description	Response	References	UN SDG																														
305-1; 305-2; 305-4; 305-7	Direct (Scope 1) GHG emissions; Energy indirect (Scope 2) GHG emissions; GHG emissions intensity; Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<table border="1"> <thead> <tr> <th></th> <th>Unit</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Scope 1</td> <td>mtCO2e</td> <td>4,484</td> <td>5,270</td> <td>3,670</td> </tr> <tr> <td>Scope 2</td> <td>mtCO2e</td> <td>59,942</td> <td>45,116</td> <td>37,678</td> </tr> <tr> <td>GHG emissions intensity</td> <td>mtCO2e / ft²</td> <td>0.00572</td> <td>0.00447</td> <td>0.00367</td> </tr> <tr> <td>NOx</td> <td>Tons</td> <td>4.14</td> <td>4.86</td> <td>3.39</td> </tr> <tr> <td>SOx</td> <td>Tons</td> <td>0.02483</td> <td>0.02919</td> <td>0.02032</td> </tr> </tbody> </table>		Unit	2019	2020	2021	Scope 1	mtCO2e	4,484	5,270	3,670	Scope 2	mtCO2e	59,942	45,116	37,678	GHG emissions intensity	mtCO2e / ft ²	0.00572	0.00447	0.00367	NOx	Tons	4.14	4.86	3.39	SOx	Tons	0.02483	0.02919	0.02032	2021 ESG Report, pg. 8-9 ("Targets & Performance")	   
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NOx	Tons	4.14	4.86	3.39																														
SOx	Tons	0.02483	0.02919	0.02032																														
305-5	Reduction of GHG emissions	From 2015 to 2021, Paramount reduced GHG emissions from 74,022 mtCO2e to 41,348 mtCO2e.	2021 ESG Report, pg. 8 ("Targets & Performance")																															


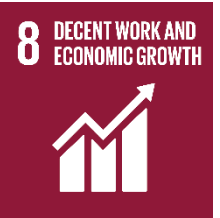
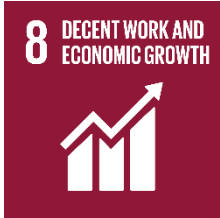
Disclosures	Description	Response	References	UN SDG
				 
GRI 306: Effluents and Waste				
306-1	Water discharge by quality and destination	All Paramount properties discharge water in their respective New York or San Francisco municipal sewage system, which is then transported to sewage to wastewater treatment plants.	N/A	 


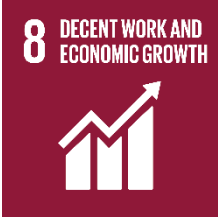

Disclosures	Description	Response	References	UN SDG
				
306-2	Waste by type and disposal method	<p>Paramount's 2021 waste diversion rate was 44.58%. Paramount set ambitious environmental reduction targets, including a 50% diversion rate by 2025. Each building in the Paramount portfolio has a Solid Waste Management policy implemented, which prioritizes recycling and diversion of waste from the landfill, which protects the environment and public health. We have landfill and recycling haulers, and 100% of San Francisco properties compost. Each building in Paramount's portfolio also undergoes waste audits to ensure recycling best practices are maintained. Diversion rates are provided to Paramount by the waste haulers monthly. Using this data, we take proactive measures for improvement.</p>	2021 ESG Report, pg. 8-9, 22-23 ("Targets & Performance" and "Water & Waste")	  
306-3	Significant spills	0 significant spills. Not material for Paramount's business.	N/A	

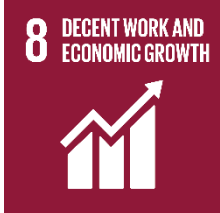
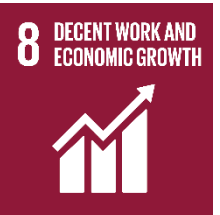
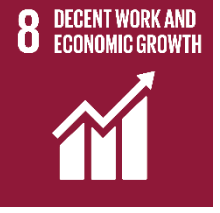
Disclosures	Description	Response	References	UN SDG
				  
306-4	Transport of hazardous waste	Electronic waste (e-waste) collection drives are offered to all tenants at no cost throughout the year. We encourage our tenants to responsibly dispose of this waste that could release toxins and heavy metals into the environment if it is improperly sent to a landfill. 320.7 metric tons of hazardous waste were recycled throughout Paramount’s portfolio in 2021.	2021 ESG Report, pg. 23 (“Water & Waste”)	

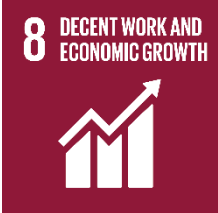
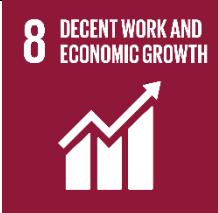
Disclosures	Description	Response	References	UN SDG
				
306-5	Water bodies affected by water discharges and/or runoff	Not material. All Paramount properties discharge water in their respective New York or San Francisco municipal sewage system, which is then transported to sewage to wastewater treatment plants.	N/A	 
GRI 307: Environmental Compliance				
307-1	Non-compliance with environmental laws and regulations	During the calendar year 2021, there are 0 significant events of non-compliance with environmental laws and regulations.	N/A	
GRI 308: Supplier Environmental Assessment				



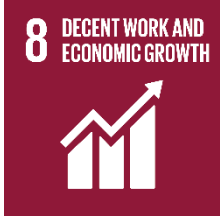
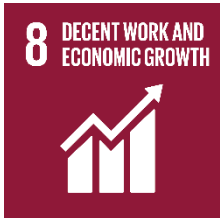
Disclosures	Description	Response	References	UN SDG																		
308-1	New suppliers that were screened using environmental criteria	In 2021, Paramount surveyed Critical Tier 1 Suppliers and new vendors on organizational ESG practices. Paramount's Vendor Code of Conduct and ESG Monitoring Survey covered 44 out of 87 Critical Tier 1 Suppliers, representing 76% of annual spend with those suppliers. Critical Tier 1 Suppliers will be evaluated on an annual basis, and Paramount will issue corrective action plans and reassess the future work contract if the suppliers do not meet Paramount's ESG requirements.	2021 ESG Report, pg. 48-49 ("Supply Chain")	N/A																		
GRI 401: Employment																						
401-1	New employee hires and employee turnover	<table border="1"> <thead> <tr> <th colspan="2">2019</th> <th colspan="2">2020</th> <th colspan="2">2021</th> </tr> <tr> <th>Hires</th> <th>Turnover</th> <th>Hires</th> <th>Turnover</th> <th>Hires</th> <th>Turnover</th> </tr> </thead> <tbody> <tr> <td>18</td> <td>12.2%</td> <td>31</td> <td>8.8%</td> <td>43</td> <td>18.5%</td> </tr> </tbody> </table>	2019		2020		2021		Hires	Turnover	Hires	Turnover	Hires	Turnover	18	12.2%	31	8.8%	43	18.5%	2021 ESG Report, pg. 26-27, 31 ("Our People" and "Diversity, Equity, and Inclusion")	 
2019		2020		2021																		
Hires	Turnover	Hires	Turnover	Hires	Turnover																	
18	12.2%	31	8.8%	43	18.5%																	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time	All full-time salaried employees are eligible for the employee benefits listed in Paramount's 2021 ESG Report. Hourly employees, both full-time and part-time, are eligible to participate in their respective union plans. Paramount provides the appropriate benefits based on what is stipulated within each Collective Bargaining Agreement.	2021 ESG Report, pg. 26-27 ("Our People") 32BJ SEIU Contracts Local 94 Engineer Agreement																			

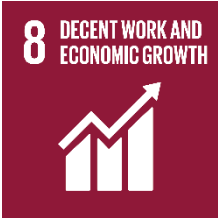

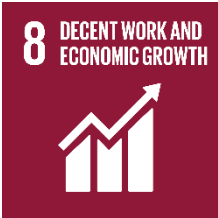
Disclosures	Description	Response	References	UN SDG
401-3	Parental leave	100% of Paramount's employees are provided paid parental leave.	2021 ESG Report, pg. 26-27 ("Our People") 32BJ SEIU Union CBA Local 94 CBA	
GRI 402: Labor/Management Relations				
402-1	Minimum notice periods regarding operational changes	Paramount adheres to all minimum notice periods regarding significant operational changes, which vary depending on the pertinent collective bargaining agreements (CBA). According to 32BJ SEIU union CBA, "If the Employer desires to reduce its workforce, it is required ... to give employees ... one (1) week notice of layoff or discharge, or in lieu thereof, an additional week pay. The Employer shall give four (4) weeks written notification to the Union and the RAB." According to the 32BJ Security Officer Owners Agreement, "the employer shall promptly notify the union... of reduction in the number of employees." According to Local 94 union CBA, "In reducing force, Employers are required ... to give employees ... at least three (3) weeks' notice of lay-off or discharge, or in lieu thereof, an additional three (3) weeks' pay. In addition, except for normal or routine reduction, the Union and the RAB shall be given at least one (1) week's advance written notice. The Employer shall, if possible, give the Union at least twenty (20) days advance notice of any change of Employer in the building."	32BJ SEIU Union CBA Local 94 CBA	
GRI 403: Occupational Health & Safety				
403-1	Occupational health and safety management system	Managing the health and safety of our employees and all building occupants is at the forefront of Paramount's approach to risk management. We developed a comprehensive strategy for a healthy workplace that includes enhancements such as indoor air quality testing, air filtration, and cleaning and sanitation. To address safety, our team is prepared to respond to emergencies through fire safety and prevention, active shooter response, and CPR training.	2021 ESG Report, pg. 46-47 ("Risk Management")	


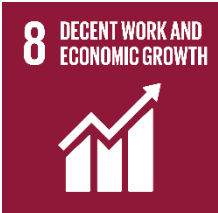
Disclosures	Description	Response	References	UN SDG
		<p>All contractors hired by Paramount are required to work within OSHA (Occupational Safety and Health Administration) guidelines and are responsible for enforcing these requirements to protect their employed field personnel, as well as the subcontractors they hire. Construction projects employ either on-site safety managers or third-party reviewers to perform safety checks at the job site to ensure best practices are maintained.</p>		
403-2	Hazard identification, risk assessment, and incident investigation	<p>All contractors hired by Paramount are required to work within OSHA (Occupational Safety and Health Administration) guidelines and are responsible for enforcing these requirements to protect their employed field personnel, as well as the subcontractors they hire. Construction projects employ either on-site safety managers or third-party reviewers to perform safety checks at the job site to ensure best practices are maintained.</p>	<p>2021 ESG Report, pg. 46-47 ("Risk Management")</p>	 
403-3	Occupational health services	<p>Paramount developed a comprehensive strategy for a healthy workplace that includes enhancements such as indoor air quality testing, air filtration, and cleaning and sanitation. To address safety, our team is prepared to respond to emergencies through fire safety and prevention, active shooter response, and CPR training. If an employee is injured, a worker's compensation claim is filed and the Human Resources Team is notified.</p> <p>Paramount offers an Employee Assistance Program (“EAP”), which provides 24/7 access to confidential counseling for drug and alcohol abuse, general stress and depression, relationship struggles, and financial hardship to employees and immediate family members. Employees also have free access to a team of advocates that help with general benefits questions and coverage.</p>	<p>2021 ESG Report, pg. 26-27 ("Our People")</p>	


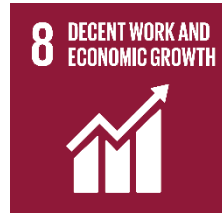
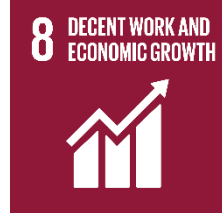

Disclosures	Description	Response	References	UN SDG
				
403-4	Worker participation, consultation, and communication on occupational health and safety	Paramount implemented a number of initiatives to proactively manage the workplace and personal challenges associated with COVID-19. Employee feedback gathered through surveys and one-on-one discussions informed new policies, benefits, and physical office space upgrades to maximize employee health, safety, and comfort.	2020 Sustainability Report, pg. 19	
403-5	Worker training on occupational health and safety	The safety and health of our employees, vendors, and tenants are of paramount importance. We must not only comply with applicable safety and health laws and regulations, but also address and remediate identified risks of accidents, injury, and health impacts. Our policies regarding health and safety are provided to our employees, vendors, and tenants as necessary, and encompass all our facilities and operations. Each of our employees is entitled to a copy of our Employee Handbook, a portion of which is specifically devoted to safety and security, and we have prominently posted in each of our corporate offices those notices required by the U.S. Occupational Safety and Health Administration (“OSHA”) to let our employees know that they have the right to a safe workplace, to raise safety or health concerns with us or with OSHA, to receive information and training on job hazards, including hazardous substances, and addressing other workplace health and safety matters.	2021 ESG Report, pg. 29, 32-33 ("Human Capital Development" and "Occupant Health & Safety") Human Rights Policy	

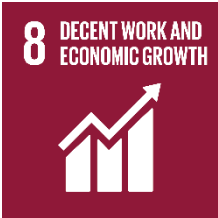

Disclosures	Description	Response	References	UN SDG												
403-6	Promotion of worker health	<p>Our reputation for operating as a socially responsible organization begins with the ways we respect and support our internal team members. At Paramount, we are committed to promoting the well-being of our employees by maintaining an inclusive company culture, encouraging growth, supporting health through benefits, and creating a shared sense of purpose.</p> <p>Our benefits protect the health, wellness, financial security, and work-life balance of our employees and their families. Our Human Resources Team at Paramount continuously solicits feedback from employees to monitor workplace satisfaction and retain our valued talent. The team also relies on benchmarking reports to ensure we maintain market-leading benefits and meet the evolving needs of our people.</p>	2021 ESG Report, pg. 26-27 ("Our People")													
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>All contractors hired by Paramount are required to work within OSHA (Occupational Safety and Health Administration) guidelines and are responsible for enforcing these requirements to protect their employed field personnel, as well as the subcontractors they hire. Construction projects employ either on-site safety managers or third-party reviewers to perform safety checks at the job site to ensure best practices are maintained. All Paramount contractors, partners, and third-party service providers are expected to comply with Paramount's Code of Business Conduct and Ethics and Paramount's Vendor Code of Conduct.</p>	2021 ESG Report, pg. 46-47 ("Risk Management") Human Rights Policy Code of Business Conduct and Ethics Vendor Code of Conduct													
403-8	Workers covered by an occupational health and safety management system	<p>100% of Paramount employees are covered by an occupational health and safety management system.</p>	N/A	N/A												
403-9	Work-related injuries	<table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Fatalities</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Injury Rate (IR)</td> <td>0.63</td> <td>0.31</td> <td>1.27</td> </tr> </tbody> </table>		2019	2020	2021	Fatalities	0	0	0	Injury Rate (IR)	0.63	0.31	1.27	N/A	N/A
	2019	2020	2021													
Fatalities	0	0	0													
Injury Rate (IR)	0.63	0.31	1.27													


Disclosures	Description	Response	References	UN SDG								
403-10	Work-related ill health	<table border="1"> <tr> <td></td> <td>2019</td> <td>2020</td> <td>2021</td> </tr> <tr> <td>Lost Day Rate</td> <td>38.49</td> <td>21.18</td> <td>65.08</td> </tr> </table>		2019	2020	2021	Lost Day Rate	38.49	21.18	65.08	N/A	N/A
	2019	2020	2021									
Lost Day Rate	38.49	21.18	65.08									
GRI 404: Training and Education												
404-1	Average hours of training per year per employee	Paramount's employees received an average of 18 hours of training in 2021.	2021 ESG Report, pg. 29 ("Human Capital Development")	  								
404-2	Programs for upgrading employee skills and transition assistance programs	We encourage cross-training opportunities so employees can develop the skills needed for other roles and functions of our business, resulting in a more agile and adaptable workforce. At Paramount, we develop strategies for identifying and developing internal talent to retain knowledge and maintain business continuity. Paramount's Property Management Team is given the opportunity to shadow staff at other properties to facilitate information	2021 ESG Report, pg. 28-29 ("Human Capital Development")									

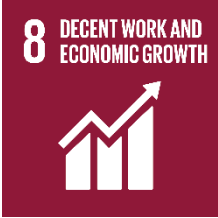

Disclosures	Description	Response	References	UN SDG
		<p>exchange, mentorship, and growth throughout our portfolio network.</p> <p>In order to advance employees' careers within the company, Paramount invests in opportunities for professional development. Employees are encouraged to further their growth through ongoing training and education.</p>		
404-3	Percentage of employees receiving regular performance and career development reviews	All Paramount employees receive annual reviews to identify strengths and weaknesses. In providing constructive feedback for areas of improvement, managers also provide opportunities for training to address these areas. Our Human Resources team also surveys employees annually to monitor satisfaction across communication, manager performance, growth and development, collaboration, and health and wellness. Our 2021 employee engagement survey had a response rate of 83%.	2021 ESG Report, pg. 28 ("Human Capital Development")	
GRI 405: Diversity and Equal Opportunity				
405-1	Diversity of governance bodies and employees	<p>At Paramount, we strive to create a diverse, equitable, and inclusive workplace where all employees are encouraged to work and grow authentically. We are committed to equal opportunity in workplaces that are free from discrimination or harassment based on race, religion, sex, color, national origin, creed, ethnicity, age, disability, political affiliation, sexual orientation, gender identity or expression, or any other status protected by applicable law. Recruitment, hiring, placement, development, training, compensation, and advancement may not be based on any of these factors, but should instead be based on rational factors such as qualifications, performance, skills, and experience.</p> <p>We do not accept disrespectful or inappropriate behavior, harassment, or retaliation in the workplace or any work-related circumstance outside the workplace. We provide each of our employees with detailed policies and materials to provide information on equal opportunity, discrimination, and harassment and require participation in training on these matters.</p>	Human Rights Policy 2021 ESG Report, pg. 30-31 ("Diversity, Equity, & Inclusion") 2022 Proxy Statement, pg. 14 ("Board Composition and Attributes")	 




Disclosures	Description	Response	References	UN SDG																								
		<table border="1"> <thead> <tr> <th>Workforce Gender Breakdown</th> <th>% Female</th> </tr> </thead> <tbody> <tr> <td>Total Workforce</td> <td>31</td> </tr> <tr> <td>Board of Directors</td> <td>22</td> </tr> <tr> <td>Management Team</td> <td>29</td> </tr> <tr> <td>Corporate</td> <td>52</td> </tr> <tr> <td>Property Management</td> <td>22</td> </tr> <tr> <th>Workforce Racial Breakdown</th> <th>% of Total Workforce</th> </tr> <tr> <td>Asian</td> <td>12</td> </tr> <tr> <td>Black or African American</td> <td>17</td> </tr> <tr> <td>Hispanic or Latino</td> <td>17</td> </tr> <tr> <td>White</td> <td>51</td> </tr> <tr> <td>Other</td> <td>3</td> </tr> </tbody> </table>	Workforce Gender Breakdown	% Female	Total Workforce	31	Board of Directors	22	Management Team	29	Corporate	52	Property Management	22	Workforce Racial Breakdown	% of Total Workforce	Asian	12	Black or African American	17	Hispanic or Latino	17	White	51	Other	3		
Workforce Gender Breakdown	% Female																											
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Hispanic or Latino	17																											
White	51																											
Other	3																											
GRI 406: Non-Discrimination																												
406-1	Incidents of discrimination and corrective actions taken	During the calendar year 2021, there are 0 significant events or incidents of discrimination in accordance with local laws and regulations.	N/A	 																								


Disclosures	Description	Response	References	UN SDG
				
GRI 407: Freedom of Association and Collective Bargaining				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We strive to create workplaces in which open and honest communications among all employees are valued. We respect our employees' right to form, join or not join, labor unions, without fear of reprisal, intimidation, or harassment. In the case of employees represented by a legally recognized union, we are committed to bargaining in good faith with that union.	Human Rights Policy	
GRI 408: Child Labor				
408-1	Operations and suppliers at significant risk for incidents of child labor	We comply with all local minimum working age laws and requirements and prohibit the use of child labor.	Human Rights Policy	 

Disclosures	Description	Response	References	UN SDG
GRI 409: Forced or Compulsory Labor				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We prohibit the use of all forms of forced labor, whether prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and any form of human trafficking. We also evaluate the potential for human trafficking in our supply chain and minimize risks by committing to work with well-established suppliers and lenders who, to our knowledge, do not engage in forced labor and human trafficking. We have a no-tolerance policy for employees, suppliers, and vendors in violation of our company standards regarding slavery and human trafficking, and anyone in violation of those standards is subject to termination.	Human Rights Policy	
GRI 410: Security Practices				
410-1	Security personnel trained in human rights policies or procedures	Security personnel are trained to prevent sexual and other forms of harassment, discrimination, and retaliation in the workplace, and the elimination of adverse treatment that is the product of bias. Sexual harassment training is refreshed annually in accordance with New York State law.	32BJ SEIU Union CBA	N/A
GRI 411: Rights of Indigenous Peoples				
411-1	Incidents of violations involving rights of indigenous peoples	Not material. Paramount's operations are located in the New York City and San Francisco urban areas.	2021 Annual Report, Adobe pg. 47 ("Portfolio Summary")	N/A
GRI 412: Human Rights Assessment				
412-1	Operations that have been subject to human rights reviews or impact assessments	Violations of human rights are not tolerated at Paramount. 100% of operations are assessed for potential violations of human rights. Protection of human rights requires thoughtful and intentional management of day-to-day operations. Paramount conducts its business in accordance with a stringent Human Rights Policy which we also require our suppliers to uphold within their businesses. Paramount's Human Rights Policy is uploaded to our website and addresses the key risks listed below: <ul style="list-style-type: none"> • Workplace health, safety, and security • Work hours, forced labor, human trafficking, and child labor 	2021 ESG Report, pg. 48-49 ("Supply Chain") Human Rights Policy	

Disclosures	Description	Response	References	UN SDG
		<ul style="list-style-type: none"> Lack of reporting opportunities, freedom of association, and collective bargaining 		
412-2	Employee training on human rights policies or procedures	We strive to maintain a safe and healthy workplace and a corporate culture that promotes diversity and inclusion and is free from discrimination and harassment. We promote the professional development of our employees by offering regular opportunities to participate in training and education programs. All employees were required to complete an anti-harassment training in 2021.	2021 ESG Report, pg. 28-29, 30-31 ("Human Capital Development" and "Diversity, Equity, & Inclusion")	N/A
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	The Collective Bargaining Agreements between Paramount and the unions specify anti-harassment training to be completed by union employees on an annual basis. All contracts entered with third parties must be compliant with local laws and regulations, which include California's AB 15 covering human rights and New York City's Human Rights Law. Paramount also evaluates adherence to human rights standards for Critical Tier 1 Suppliers and new vendors annually.	32BJ SEIU Union CBA Local 94 CBA 2021 ESG Report, pg. 48-49 ("Supply Chain")	N/A
GRI 413: Local Communities				
413-1	Operations with local community engagement, impact assessments, and development programs	Our on-site property staff regularly participate in a number of events with local community groups and not-for-profit organizations, including annual food, clothing, and toy drives. Over the years, Paramount has been proud to support various charities and educational programs, both directly and by sponsoring programs together with our tenants. These initiatives can be found in the 2021 ESG Report.	2021 ESG Report, pg. 36-37, 50 ("Volunteerism & Philanthropy" and "Stakeholder Engagement")	
413-2	Operations with significant actual and potential negative impacts on local communities	Paramount's operations do not have significant negative impacts on local communities. Instead, we focus on sustainable development and initiatives that benefits our neighboring communities. Examples include constructing a POPS (Privately Owned Public Space) to offer open public space and greenery for tenants, visitors, and neighbors at 60 Wall Street and partnering with the Metropolitan Transportation Authority (MTA) to invest in and construct public transit improvements for the subway infrastructure that connects into our properties.	2021 ESG Report, pg. 21, 38-39 ("Sustainable Development" and "Community Commitment")	

Disclosures	Description	Response	References	UN SDG
GRI 414: Supplier Social Assessment				
414-1	New suppliers that were screened using social criteria	In 2021, Paramount surveyed Critical Tier 1 Suppliers and new vendors on organizational ESG practices. Paramount's Vendor Code of Conduct and ESG Monitoring Survey covered 44 out of 87 Critical Tier 1 Suppliers, representing 76% of annual spend with those suppliers.	2021 ESG Report, pg. 48-49 ("Supply Chain")	
GRI 416: Customer Health and Safety				
416-1	Assessment of the health and safety impacts of product and service categories	<p>100% of Paramount's properties are assessed for health and safety impacts. Health and safety for all building occupants is a top concern, which has been demonstrated through our many environmental and health certifications including the achievement of LEED and Fitwel across 100% of the Office REIT Portfolio.</p> <p>In accordance with LEED standards, our buildings utilize products that have a sustainability certification such as "Green Seal" or "Environmental Choice." These products emit low quantities of volatile organic compounds (VOCs) and provide optimal indoor air quality. To further ensure optimal indoor air quality, our strategy includes aligning operations with CDC and ASHRAE guidelines, replacing and improving air filtration, commissioning third-party testing, and inspecting and regulating air quality on an ongoing basis.</p>	2021 ESG Report, pg. 32-33 ("Occupant Health & Safety")	N/A
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not material to Paramount's primary business of commercial office property management.	N/A	

Disclosures	Description	Response	References	UN SDG
GRI 417: Marketing and Labeling				
417-1	Requirements for product and service information and labeling	Not material to Paramount's primary business of commercial office property management.	N/A	 
417-2	Incidents of non-compliance concerning product and service information and labeling	Not material to Paramount's primary business of commercial office property management.	N/A	
417-3	Incidents of non-compliance concerning marketing communications	Not material to Paramount's primary business of commercial office property management.	N/A	N/A
GRI 418: Customer Privacy				
418-1	Substantiated complaints concerning breaches	No substantiated complaints in 2021. Please refer to our Privacy Policy for more information.	Privacy Policy	

Disclosures	Description	Response	References	UN SDG
	of customer privacy and losses of customer data			
GRI 419: Socioeconomic Compliance				
419-1	Non-compliance with laws and regulations in the social and economic area	During the calendar year 2021, there are 0 significant events of non-compliance with social and economic local laws and regulations.	N/A	