

Annual Corporate Responsibility Report





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Our 2024 Achievements

ENERGY STAR® Partner of the Year - Sustained Excellence

Recognized as a Partner of the Year for five consecutive years.

ENERGY STAR®

86% of the portfolio is ENERGY STAR certified with an average score of 82.

U.S. Green Building Council (USGBC) LEED®

74% of portfolio is certified | 63% LEED® Gold or higher.

BOMA 360 Performance

Recognized as a 2024 Top 10 Company Nationwide for most BOMA 360 buildings.
97% of the eligible portfolio (based on SF) is BOMA 360 Certified.

GRESB

5 Star Rating | Green Star Designation

Green Lease Leaders

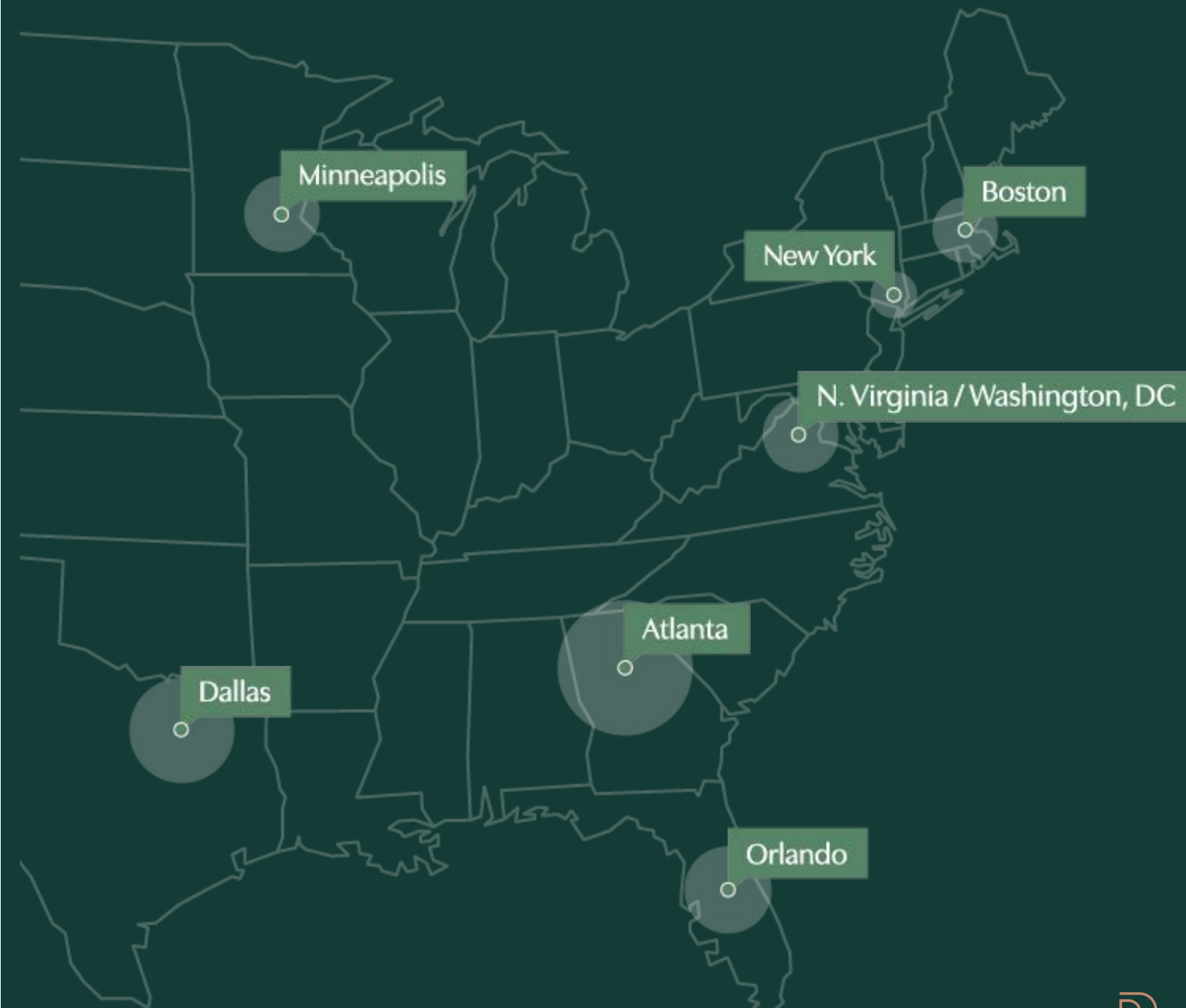
Silver Level Achievement

2024 BOMA TOBY Award Winners

- 25 Mall (250,000 - 499,000 SF) | TOBY Local (Boston) Winner
- 1430 Enclave (250,000 - 499,000 SF) | TOBY Local (Houston) Winner
- Crescent Ridge II (250,000 - 499,000 SF) | TOBY Local (Minneapolis) Winner
- CNL Center (500,000 - 1M SF) | TOBY Local (Orlando) Winner
- The Exchange (Best Renovated Building) | TOBY Local (Orlando) Winner
- The Exchange (Best of the Best - 2nd Year in a Row) | TOBY Local (Orlando) Winner
- Ryan Traynor - Property Manager of the Year | BOMA Boston
- Amy Caulder - Assistant Property Manager of the Year (2nd Year in a Row) | BOMA Orlando
- The Exchange (500,000 - 1M SF) | TOBY Southern Region Winner
- 400 - 500 TownPark (Suburban - Low Rise) | TOBY Southern Region Winner
- Wayside Office Park (Suburban - Low Rise) | International TOBY Winner**

Corporate Overview

Piedmont Realty Trust™ (NYSE: PDM) is a fully integrated, self-managed real estate investment company focused on delivering an exceptional office environment. As an owner, manager, developer, and operator of 16 MM SF of Class A properties across major U.S. Sunbelt markets, Piedmont Realty Trust™ is known for its hospitality-driven approach and commitment to transforming buildings into premier “Piedmont PLACES” that enhance each client’s workplace experience.



A Letter To Our Stakeholders

At Piedmont Realty Trust, we are driven by a passion for progress and the transformative power of PLACEmaking. We are focused on creating environments that foster a sense of belonging and enhance company culture. Known for our hospitality-driven approach, we prioritize a client-centric experience while creating value for our stockholders.

We believe that every interaction matters and our commitment to hospitality ensures every client feels valued and heard. At Piedmont, Corporate Responsibility includes servicing our customers as well as driving long-term value for stockholders, supporting the communities in which we operate, and fostering a stronger environment.

Piedmont operates our business with transparency and accountability. Our stockholder governance framework is market leading, and we remain steadfast in our goal to be at the forefront of publicly listed commercial real estate companies. In 2024, we again maintained our top decile Governance ratings by Institutional Shareholder Services (ISS).

As an owner, developer, and operator of commercial office buildings, Piedmont is focused on creating environments that promote collaboration, offer convenience, and cultivate a sense of connection through well-designed, green and healthy buildings. In 2024, we were once again recognized as an ENERGY STAR Partner of the year – Sustained Excellence, continuing our 5-year track record of earning ENERGY STAR’s highest honor for our accomplishments in reducing energy consumption. In addition, Piedmont earned a 5-star rating on the GRESB Real Estate Assessment for the second year in a row, ranking in the top decile of all U.S. companies participating in this rigorous annual management and operational performance assessment covering a wide range of environmental, social and governance metrics.

We believe servicing our clients extends beyond the built environment, encompassing the broader communities in which we operate. Piedmont supports our employees through continuous talent development and recognition of achievements; our tenants through an elevated, vibrant workplace experience; and the communities in which we live through our “Piedmont Purpose” employee volunteer programs that support charitable organizations with volunteer hours and financial donations.

At Piedmont, we believe the power of collaboration and continuous improvement leads to better outcomes. We value the trust our clients, stockholders and communities impart in the company and are proud to share further details regarding our most recent Corporate Responsibility achievements for environmental, social and governance operational excellence.



C. Brent Smith
President and CEO

Stakeholder Engagement

Piedmont continues to enhance our stakeholder engagement to ensure we stay current on the Corporate Responsibility topics most material to our business. We assess our management of these topics as well as compare performance to our peers to best understand areas to improve our program. For tenants, the focus remains on waste management, energy management, and a healthy work environment while we acknowledge investors are also interested in green building certifications, metrics and targets, and climate risk management.

In 2024, we conducted internal stakeholder and board member interviews to refresh and reconfirm our material topics. In

addition, we continued our best practice of conducting annual Sustainability Action Plan meetings with each of our Property Management teams to ensure we have open communication and education about our most material topics.

Our stakeholders are given the opportunity to regularly communicate any concerns regarding our governance practices, business ethics, or corporate conduct by contacting the Chair of the Nominating and Corporate Committee in care of our headquarters address. Environmental and sustainability-related matters may be directed to our VP of Sustainability.

Stakeholder Group	Engagement Approach	Discussion Topics
Employees	<ul style="list-style-type: none"> • Direct Feedback • All Staff Meetings / Calls • Project Collaboration • Annual Performance Reviews • Regional Team Building Events 	<ul style="list-style-type: none"> • Health, Safety, and Wellness • Career Development • Recognition • Sustainability
Tenants	<ul style="list-style-type: none"> • Kingsley Survey • Tenant Engagement & Events • Direct Tenant Communication 	<ul style="list-style-type: none"> • ESG • Building Safety and Security • Health and Wellness • Engagement
Investors	<ul style="list-style-type: none"> • Investor Conferences • Investor Tours • Annual Investor Meetings • Surveys • Annual Corporate Responsibility Report 	<ul style="list-style-type: none"> • Redevelopment Activities • Capital Allocation • ESG • Financial Performance • Risks
Communities	<ul style="list-style-type: none"> • Corporate Philanthropy • Local Industry Involvement • Community Engagement and Events 	<ul style="list-style-type: none"> • Open Community Communication • Goodwill • Safety • Disaster Recovery
Vendors	<ul style="list-style-type: none"> • Direct Communication with Contacts • Vendor Code of Conduct 	<ul style="list-style-type: none"> • Ethical Business Practices • ESG • Performance Expectations
Industry	<ul style="list-style-type: none"> • Staff Participation in Industry Organizations (BOMA, Nareit, NAREIM, and NAIOP) • Regular Peer Reviews • Annual GRESB Real Estate Assessment 	<ul style="list-style-type: none"> • Industry Trends, Challenges, and Opportunities • ESG Benchmarks • Building Performance Standards



Environmental Targets

Piedmont Realty Trust™ has a longstanding commitment to sustainability, focusing on the management and operation of Class A office buildings that meet rigorous environmental standards. Piedmont is dedicated to sustainable practices that enhance the quality of our office properties while meeting the evolving needs of tenants and stakeholders. This focus on environmental performance reflects our responsibility to minimize climate-related risks, reduce resource consumption, and create healthier, more productive spaces for tenants and employees. By leveraging industry partnerships and

implementing continuous improvement processes, we ensure our properties remain aligned with best practices in sustainability and environmental stewardship.

In 2023, we determined that our initial 20% reduction in energy, water, and emissions goals had been achieved; therefore, we reset our baseline to 2018 and set new 30% savings goals for energy and water consumption, and a 50% savings goal for emissions by 2030.



“All of us at Piedmont are extremely pleased with our accomplishments and GRESB 5-star Rating. We couldn’t achieve that success without the day-to-day efforts of our teams who deliver exceptional service experiences while driving sustainable best practices.”

JON KUSKIE

VP, Sustainability and National Initiatives

Galleria on the Park | Atlanta, GA

Environmental

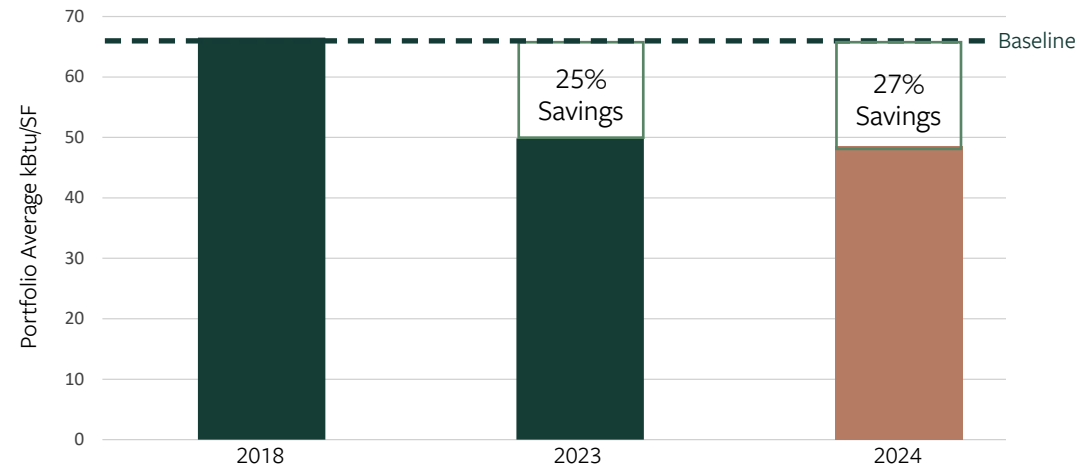




Annual Energy Use Intensity

2018-2024

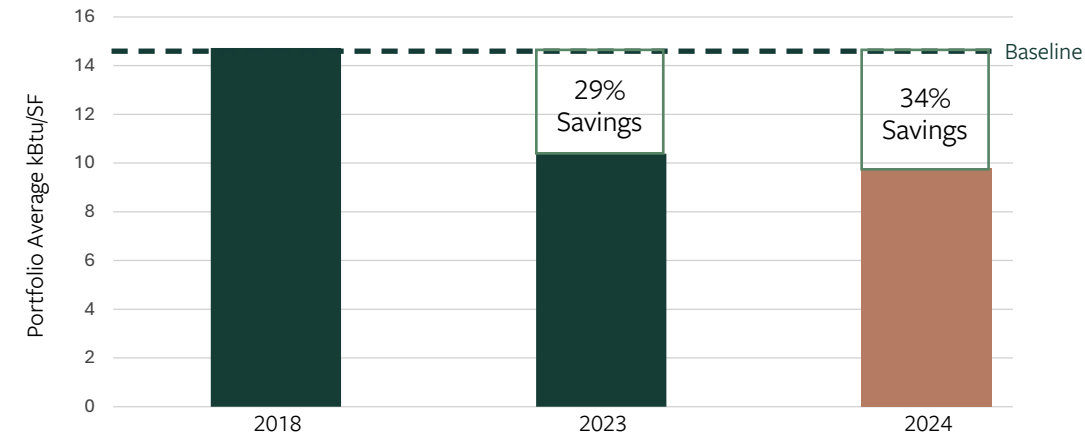
■ Avg. kBtu/SF
□ Savings to Baseline



Annual Water Use Intensity

2018-2024

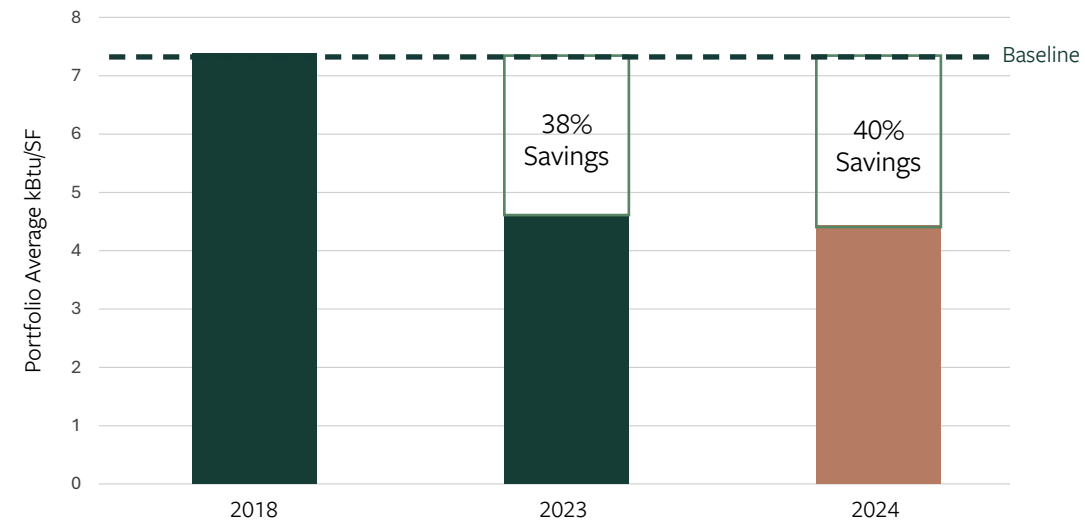
■ Avg. kBtu/SF
□ Savings to Baseline



Annual GHG Emissions Intensity

2018-2024

■ Avg. kBtu/SF
□ Savings to Baseline



Above savings calculated based on in-service assets as of December 31, 2023 and 2024, respectively.

Portfolio Certifications

Each year we leverage industry partnerships and certifications to affirm and advance the environmental performance of our assets.



GRESB Rating 2024

Ranked in top decile for all participating American companies with a 5-star rating for second year in a row.



USGBC - LEED®

Approximately 72% of our portfolio (based on SF) is LEED® Certified with 62% Gold or higher.



ENERGY STAR®

A recognized ENERGY STAR® Partner of the Year for the past five consecutive years.



BOMA 360

A Top 10 BOMA 360 company nationwide with 97% of our eligible portfolio certified.



GREEN LEASE LEADERS

A Silver Level Leader for three consecutive years (2022-2024).



BOMA TOBY

The Outstanding Building of the Year (TOBY) Awards are sponsored by BOMA on an annual basis and honor the best of the best in commercial buildings.



Green and Healthy Buildings

We are dedicated to environmentally sustainable practices which enhance our commitment to provide the highest quality office properties. We strive to own and manage workplaces that are environmentally conscious, productive, and healthy for our tenants and employees by:

- Empowering property teams with the data and tools they need to sustainably manage our buildings
- Leveraging industry partnerships with ENERGY STAR®, BOMA, and the U.S. Green Building Council (USGBC), to confirm and advance the environmental performance of our assets
- Implementing processes and programs that continually improve our environmental performance

For more than a decade, we have used industry best practice certifications to benchmark our buildings. We certify all eligible properties to ENERGY STAR standards every year and strive to maintain the highest scores feasible for each of our assets. We certify every eligible property to BOMA 360 every three years and re-certify our LEED Operations & Maintenance properties upon expiration.

Green Leasing

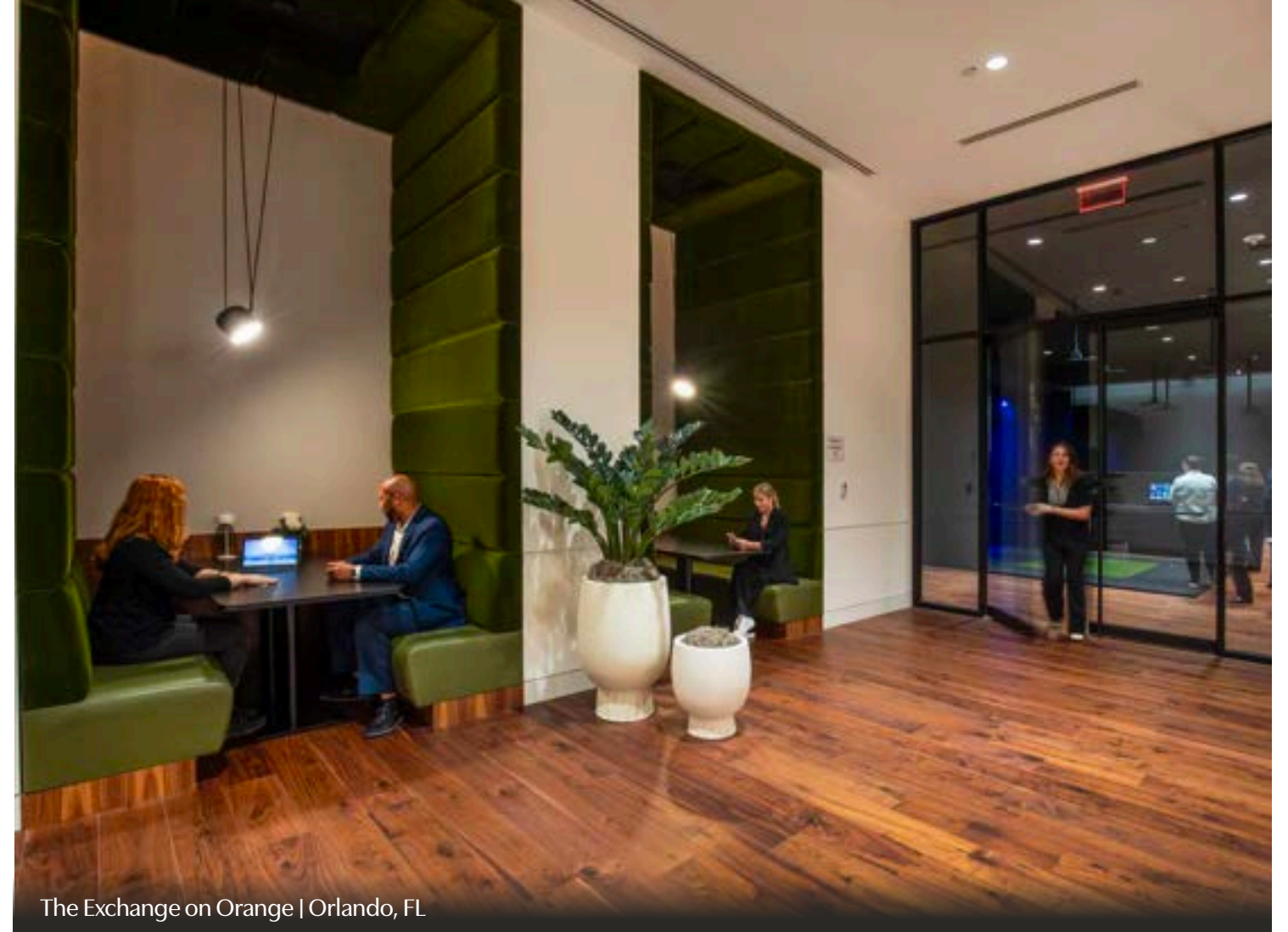
Beginning at the leasing stage, our tenant engagement efforts contribute to improved environmental performance through reduced energy and water consumption, enhanced waste management practices, and support of green building certifications. We are proud of this comprehensive approach that focuses on creating value through sustainable practices, personalized support, and innovative programs. The Green Lease Leaders program aids us by not only understanding how to include lease language that promotes green buildings in our tenant leases, but also by recognizing our commitment with the Green Lease Leaders Silver designation, a distinction we have held since 2022.

Over the past few years, we have been working closely with our tenants to leverage their flexible work schedules and set back HVAC and lighting when employees are not in the office. In 2024, we added language to our standard leases that emphasizes this enhanced level of communication between landlord and tenant, formalizing how we collaborate to reduce energy waste.

Healthy Buildings

As more than half of our portfolio is certified to USGBC LEED standards, we utilize LEED guidance as the basis for our healthy building policies, including: exterior maintenance, green cleaning, integrated pest management, waste & recycling management, and traffic reduction. Our property teams work with our respective vendors to ensure the sustainable elements of these policies are followed, where feasible, thereby reducing the environmental impact of our buildings on our local communities while improving the health of our building occupants.

In 2024, we worked with a team developing the Green Building Initiative (GBI) Green Globes Journey to Net Zero program. Through this partnership, we learned about future opportunities and that we might expect as our portfolio journeys to net zero, while giving the GBI team a portfolio of real-world data to work with as they refined program requirements.



The Exchange on Orange | Orlando, FL

In addition to providing a healthy indoor environment for our tenants, we have intentionally included health and wellness in our growing amenity offerings, with 91% of our portfolio containing elevated fitness spaces.

Climate Strategy

As a long-term owner and operator of Class A office assets, we recognize that our buildings impact their local environments and that climate change creates both risks and opportunities to our business. We have aligned our climate-related disclosures with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), using the Sustainability Accounting Standards Board (SASB) disclosures specific to the Real Estate industry.

The Environmental and Social Steering Committee, in partnership with our Internal Risk Management team, is responsible for regularly reviewing and updating our physical and transitional climate risks and making adjustments as needed.

We utilize two key resources to understand the physical climate risk of our individual assets:

- First Street’s property-level Climate Risk Report to understand the physical and financial risk of flood, fire, wind, heat, and air quality to each of our assets over the next 30 years; and
- World Resources Initiative’s Water Risk Atlas to produce our annual property-level Baseline Water Stress Report, which measures the ratio of water demand to available renewable water supplies.

Through analysis of our Climate Risk Reports, we have determined that our highest physical risks areas are the potential impacts of wind and heat, particularly in our Orlando and Dallas regions. Through analysis of our Baseline Water Stress Reports, we have determined that our highest risk of water demand exceeding water supply is in our Dallas region. Both of these reports can also be produced as part of the due diligence process for any potential acquisition candidates.



Climate Risk Management

The following table outlines our identified physical and transitional climate risks and opportunities including our risk management strategy, as well as our metrics and targets for measuring and monitoring impact.

Physical Climate Risk Management

Term	Risk	Strategy and Risk Management	Metrics and Targets
Over the next 10 years	More frequent / intense natural disasters that could result in property damage, operational disruption, and increased insurance rates.	<ul style="list-style-type: none"> Identified water damage as the current highest and most costly risk and installed leak detection devices at every building. Continue to work with insurance providers to understand how best to decrease risk and improve resilience. Created an Emergency Response Preparedness Committee. 	<ul style="list-style-type: none"> Monitor property risk factors. Monitor and analyze insurance rates and spend on repairs and recovery.
10-15 years	Rising temperatures and our ability to maintain tenant comfort while simultaneously reducing property energy consumption and emissions.	<ul style="list-style-type: none"> Monitor building envelope performance and upgrade as needed. As HVAC systems are upgraded, consider increasing cooling capacity along with increased cooling efficiency. Monitor tenant comfort. 	<ul style="list-style-type: none"> Surveyed all properties to determine the cooling capacity of each building. Monitor tenant comfort complaints in Angus.
15+ years	Energy Grid and water system.	<ul style="list-style-type: none"> Continue to explore and invest in on-site and/or locally distributed power. Adopted a policy of incorporating renewable energy purchasing into our supply contracts, where feasible. Minimize energy and water waste. Prioritize water efficiency projects in buildings with high or extremely high baseline water stress. 	<ul style="list-style-type: none"> Percentage of grid electricity, portion of renewable. (IF-RE-140a.2) % of SF in regions with high or extremely high baseline water stress. (IF-RE-140a.1)
	Changes to resource quality or availability; resources including, but not limited to, natural resources, building supplies and materials.	<ul style="list-style-type: none"> Use LEED guidelines as minimum standards for construction and operate according to BOMA 360 and ENERGY STAR standards. Utilizing these standards will help us to ensure we are building and operating sustainable buildings. Undergo Scope 3 emissions feasibility analysis to determine how we can practically and feasibly identify opportunities to improve Scope 3 emissions categories such as Purchased Goods and Capital Goods. 	<ul style="list-style-type: none"> New construction LEED Certifications % BOMA 360 (by SF) % ENERGY STAR Certifications (by SF) % LEED O&M (by SF)

Transitional Climate Risk Management

Term	Risk	Strategy and Risk Management	Metrics and Targets
Over the next 10 years	Increasing utility and insurance rates directly impact the operating costs for our properties.	<ul style="list-style-type: none"> Increasing consumption of the resources needed to provide a comfortable, welcoming, and productive office environment for our tenants. Invest in our assets in a way that improves their value, attracts tenants, reduces our environmental footprint, and improves building resiliency. Engage tenants more closely with our environmental initiatives and encourages them to reduce energy usage within their leased spaces. Continue to consider the issuance of green bonds to acquire, develop, redevelop, and renovate buildings. 	<ul style="list-style-type: none"> Average ENERGY STAR score. Portfolio Energy, Water, and GHG Emissions Trends. Reduce Energy Use Intensity and Water Use Intensity by 30% by 2030 (2018 baseline). Reduce GHG Emissions Intensity by 50% by 2030 (2018 baseline).
	Increasingly stringent building codes, energy codes and building performance standards can directly impact project costs and result in potential non-compliance fines. Changes to building labels, ratings, and certifications that make them harder to achieve.		
10-15 years	Shortage in experienced buildings engineers with knowledge of building technology and energy efficient operation.	<ul style="list-style-type: none"> Work closely with our engineering partner on workforce training including employee retention and attraction. Pilot innovative technologies before rolling out across portfolio and conduct security due diligence for potential partners, where applicable. 	<ul style="list-style-type: none"> Engineering turnover rate. Engineer training. Technology adoption / use.
	Exposure to and investment in innovative technologies.		
15+ years	Failure to meet long-term emissions goal of net zero by 2050.	<ul style="list-style-type: none"> Continue to invest responsibly in energy efficiency projects, reducing energy waste and consider renewable energy opportunities as they arise. 	<ul style="list-style-type: none"> Annual Scope 1 and 2 location-based emissions trends. Annual Scope 1 and 2 market-based emissions trends.





Greenhouse Gas Emissions Management

Our Scope 1 emissions include the natural gas consumption of our buildings used for heat, water heating, and cooking. Our Scope 2 emissions include whole-building electricity, district steam, and district chilled water consumption.

We have been approved for the Small and Medium-Sized Enterprises (SMEs) Science Based Targets Initiative in line with the level of decarbonization required to limit global warming to 1.5°C above pre-industrial levels. The base year for this near-term commitment is 2018 and we aim to reduce Scope 1 and 2 emissions by 50% by 2030. Our strategy for meeting this near-term 50% reduction in emissions is focused on reducing non-renewable energy consumption by cutting energy waste. See the

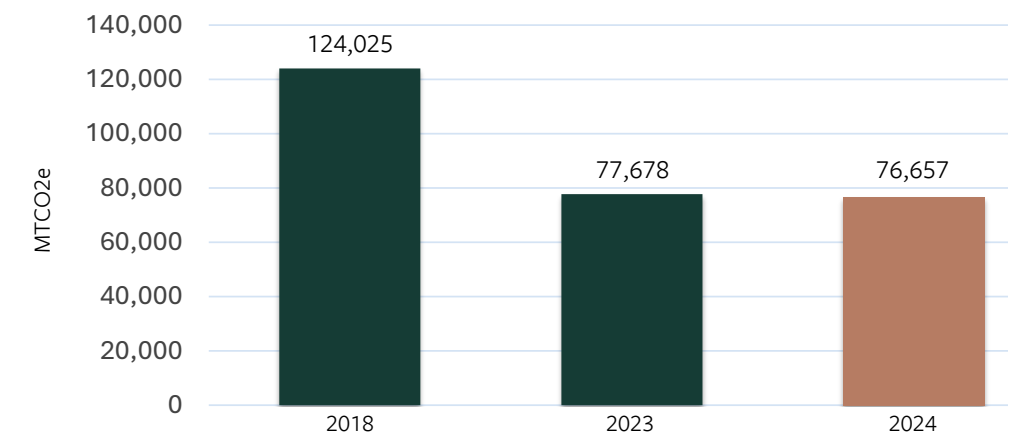
Energy Management Section for details on our energy reduction efforts.

In 2024, we partnered with Harvard's Masters of Sustainability Program to complete a GHG Inventory Gap Analysis to determine the feasibility of including additional Scope 1 emissions such as refrigerant emissions, and certain Scope 3 emissions in our reporting.

As part of this effort, we worked together with our third-party engineering partner to inventory all cooling equipment across the portfolio and used that information to estimate annual GHG emissions due to refrigerant leakage.

Absolute Emissions

Scope 1 and 2



Energy Management

For the past several years we have been focused on reducing energy waste, especially during times when tenants are not utilizing the building. In 2024, we further entrenched this message throughout the organization by promoting the theme “Radical Energy Savings” with a mandate to our property teams to use the least amount of energy possible to keep our tenants healthy and comfortable. During our annual Sustainability Action Plan meetings, we encouraged minimizing energy use during off-hours; aligning HVAC, lighting, and cleaning schedules with tenant schedules; optimizing start-up and shut-down sequences; ensuring HVAC reset strategies are in place; and decreasing simultaneous heating and cooling. As a result of these efforts, 70% of the portfolio consumed less energy in 2024 compared to 2023, with 13 properties achieving 5% or more energy savings in 2024 – primarily through night-time energy savings. Arlington Gateway in Virginia and Norman Pointe I in Minneapolis both reduced their 2024 electricity consumption by 9% compared to 2023, primarily by reducing the amount of energy the building uses at night and/or during the early morning start-up period.

A key element of our energy management approach is empowering our property teams with tools to measure and monitor their performance. We utilize a central environmental data management system to house all of our utility bills, energy and water consumption, and greenhouse gas inventory. Our engineering teams also utilize a real-time energy management platform to manage and monitor energy consumption on an hourly basis, allowing us to optimize energy savings at night, as well as during each building’s distinct start-up, operating, and shut-down periods.

In November 2024, we kicked off a more intensive technology-based pilot program to help teams rapidly and comprehensively identify and capture operational energy savings through new technology tools, education, technical assistance, project

management, and quality control. In addition to customized education for our building engineers, this program also leverages building automation system integration to further enhance the potential impact. The pilot phase is contracted to be one year; however, will be replicated at additional buildings if successful.

We prioritize energy project investment wherever possible through a combination of building-level metrics including, ENERGY STAR score, energy use per square foot, energy cost per square foot, and local grid GHG emissions factor. Our third-party engineering partner conducts energy audits at our top-priority properties annually as a part of their contract, allowing us to optimize our energy-saving capital investments.

We have proactively pursued LED upgrades throughout common areas, mechanical spaces, parking lots and garages and other landlord-controlled areas. In addition, we work with tenants to upgrade their spaces where possible and in 2024 saw a 7% improvement in the LED coverage in tenant spaces. To date, 98% of our exterior lighting, 91% of our back-of-house lighting, and 66% of our tenant spaces have been upgraded to LED.





In addition to lighting upgrades, we invest in other energy-saving projects such as mechanical equipment and building controls upgrades. In 2024, we invested over \$3.3 million in energy-saving projects, contributing to a total investment of over \$14.4 million in energy efficiency projects over the last three years.

Water Management

Our most significant end uses of water are restrooms/kitchens, cooling towers, and irrigation. Water consumption in restrooms and kitchens is highly correlated with occupancy, and water consumption by cooling towers and irrigation is highly impacted by weather, with irrigation impacted by both temperature and rainfall.

Our water management programs have contributed to a 33% reduction in water use intensity in 2024 compared to our 2018 baseline; however, as water consumption tends to fluctuate based on the variables outlines above, a longer-term trend must be confirmed before considering our 30% goal achieved.

Our approach to water management has been consistent over the past few years and consists of four main focus areas:

 <h3>Water Leak Prevention</h3> <p>We have strict preventive maintenance practices that ensure our water consuming equipment is well-maintained. We have leak detection devices installed in air handling units, chiller plants, and water heaters to enable quick reactions if leaks do happen.</p>	 <h3>Minimize Water Waste</h3> <p>We have retrofitted toilets and faucets with low-flow fixtures. We continue to implement Cooling Tower Optimization across the portfolio - conducting water analysis to optimize and minimize cooling tower cycles.</p>
 <h3>Reduce Irrigation Needs</h3> <p>We work with our third-party landscapers to apply our Exterior Maintenance Policy designed to minimize irrigation usage throughout the use of weather-based systems and the selection of native plantings with minimal irrigation needs.</p>	 <h3>Prioritize High Stress Regions</h3> <p>Approximately one-third of our portfolio resides in high baseline water stress regions - primarily Dallas and Orlando. We use this knowledge to prioritize program implementation.</p>



Waste Management

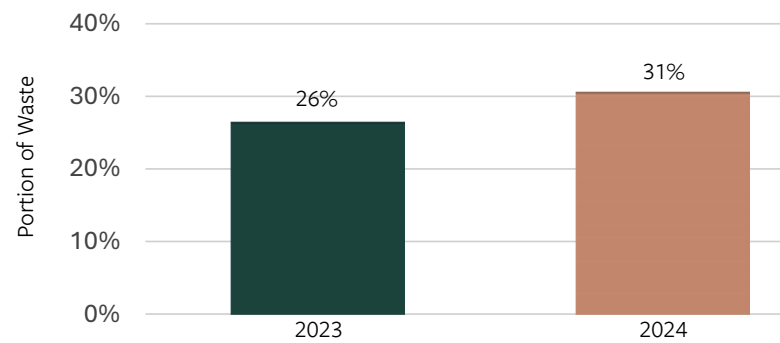
Our waste management approach involves a combination of efforts including single-stream recycling, electronics recycling drives, and tenant education events to divert waste from landfills. Over the past few years, we have worked with our waste and recycling vendors to improve our waste data reporting coverage to 100%. We currently have only one property that we are still working with to determine a feasible way to collect waste metrics.

The success of our waste management programs is highly dependent on tenant participation; therefore, offering tenant education is key. Our property teams host annual Earth Day events that often involve education from our waste and recycling vendors and utilize other engagement events such as lunch-and-learns to educate tenants about proper recycling practices.

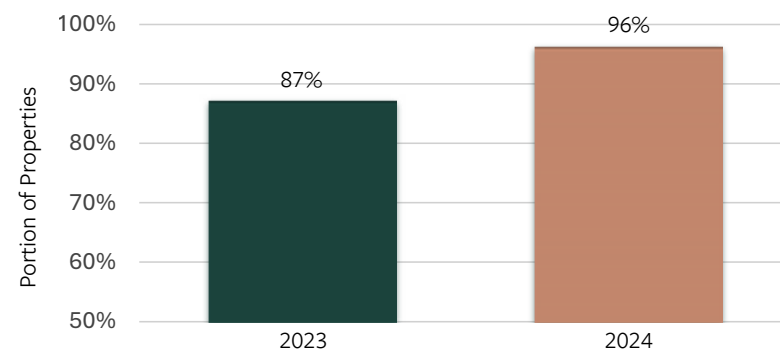
All of our properties contract with hazardous waste vendors to properly and safely dispose of any hazardous waste. We have determined that hazardous waste accounts for about 1% of our properties' waste generation and is not material to our overall waste metrics.

In 2024, our waste data coverage improved to 96% and our management efforts improved our landfill diversion rate to 31%, as compared to 26% in 2023.

Waste Diverted from Landfills



Waste Data Coverage



Glenridge Highlands | Atlanta, GA

Social Responsibility

At Piedmont, we recognize that our social responsibility extends beyond the physical structures we manage. Our commitment to fostering a positive impact on our employees, tenants, and the communities we serve is at the heart of our social initiatives.

In this section, we highlight our ongoing efforts to create an inclusive, supportive, and engaging environment for all stakeholders. Our social initiatives focus on several key areas:

- **Employee Development & Engagement:** We invest in our team's growth, providing training opportunities and fostering a culture that values collaboration and innovation.
- **Community Engagement:** Through our Piedmont Purpose initiative, we actively support various charitable organizations and volunteer programs.
- **Tenant Experience:** We strive to create environments that promote wellness, productivity, and satisfaction for our building occupants.

As we continue to evolve our social initiatives, we remain focused on creating lasting positive impacts and building stronger, more resilient communities. The following pages detail our progress and achievements in these critical areas of social responsibility.

Our Core Values

Reflecting Piedmont's driving mindset and shared motivation, our corporate values evoke reasons to belong:

People First: We prioritize a supportive environment where everyone is valued. We invest in talent development and celebrate achievements, fostering teamwork and individual growth.

Transparent Communication: We thrive on open dialogue and active listening, encouraging collaboration and feedback to unlock our team's potential and drive success together.

Service Excellence: Our commitment to exceptional customer service is built on reliability, trust and accountability, ensuring the highest quality and value.

Sustainable Communities: We are dedicated to environmental stewardship and community engagement, continually improving our properties' efficiency and contributing positively to our neighborhoods.

One Team: We embrace teamwork and respect diverse perspectives, promoting inclusivity and equity.

Social

Employee Development and Engagement

Piedmont is committed to fostering a workforce that drives innovation and supports our core business goals. Our approach to human capital management focuses on creating an environment that values fairness, equal treatment, and mutual respect among employees, tenants, and vendors. Our human resources strategy encompasses these values in our recruitment, compensation, training and development, employee relations, and organizational culture.

We engage our employees through quarterly company calls, an annual all staff conference, team outings and events, volunteer opportunities, performance management, employee recognition, training programs, and employee satisfaction surveys. We believe the open discussion of ideas, suggestions, and concerns creates and fosters a healthy work environment and is important to our mutual success.

150

Total Employees

12.1

Avg. Senior Mgmt. Tenure

6.9

Avg. Employee Tenure

50%

Independent Board - Female (2024)

80%

Female New Hires (2024)

45%

Minority New Hires (2024)



Employee Satisfaction Surveys

To ensure our efforts align with employee needs and expectations, we conduct an employee satisfaction survey every three years to evaluate Piedmont’s performance in areas such as leadership, communication, environmental engagement, community involvement, and benefit offerings. This process may also include more frequent “pulse” surveys, focus groups, or individual interviews as needed to delve deeper into specific topics.

Based on Piedmont’s most recent employee engagement survey, with an overall participation rate of 89%, company-wide, results reflected an 80% or higher approval rate with regard to trust in leadership, workplace safety, culture, core values, management connectivity, total rewards, and communication.

Feedback from these activities allows us to continuously refine and improve our programs, creating a loop that not only collects employee input on key elements that contribute to a positive work experience, but also ensures that such feedback is provided to C-Suite level staff and leads to meaningful change within the organization as needed.

Benefits, Health, and Well-being

Piedmont’s employees are vital to our success, and we strive to provide competitive compensation, benefits, and growth opportunities in alignment with our core values. Full-time employees working more than 30 hours per week are eligible for benefits. Further, we prioritize the health and well-being of our employees by offering a comprehensive range of programs and benefits aimed at improving employee health, well-being, and productivity.

Our comprehensive benefits package serves to attract, retain, and support a talented workforce through offerings that include:

- Competitive salary and bonus program.
- Comprehensive medical insurance, including health savings accounts, flexible spending accounts, dental, and vision.
- Employee Assistance Programs. Individual and/or family mental health coverage, legal assistance, caregiver resources, and more.
- Disability and life insurance for employees and their families.
- Long-term care and critical illness insurance.
- Financial wellness and retirement planning.
- Identity theft assistance.
- Emergency travel assistance.
- 529 College Savings Plans.
- Adoption support and reimbursement assistance.
- Paid parental leave.
- Flexible work hours, work-from-home policy.
- 401(k) plan with generous employer match.
- Fitness membership reimbursement.
- Tuition reimbursement.
- Paid holidays.
- Paid volunteer days.
- Paid time off.

In addition to our benefits package noted above, we engage employees and promote health and well-being through periodic company-wide programs, such as step challenges.

In 2024, we piloted use of third-party platforms to test tracking and managing these employee engagement programs and plan to implement a more permanent solution in 2025.



EMPLOYEE SPOTLIGHTS

Most Admired CEO Award

Atlanta Business Chronicle



Brent Smith
President & CEO

Executive Management Professional of the Year

BOMA, Minneapolis



Kevin Fossum
EVP, Property Management

Assistant Manager of the Year

(Second Year in a Row)

BOMA, Orlando



Amy Caulder
The Exchange on Orange and 400/500 TownPark, Orlando

J. Michael Coleman Scholarship Recipient

BOMA Foundation



Grace Leshar
Tenant Engagement Manager, Minneapolis

PLACEmaking Trainer & Champion Kick Off

Atlanta, GA



Performance Reviews

Piedmont employees participate in annual performance discussions with their managers to ensure they receive regular feedback and guidance on their professional journey. Accordingly, workforce salary ranges of each role are periodically reviewed by senior management, with support of a third-party, and compared with market-based ranges. The design of our compensation programs helps prevent gender or other pay disparities by basing pay on objective and non-discriminatory factors and avoiding unconscious biases, while addressing outliers to fairly implement pay practices.

Employee Development & Training

At Piedmont, we are dedicated to investing in our employees' growth and development. It is not only crucial for their personal success but also vital for the sustainable growth of our organization. Our comprehensive approach to employee development encompasses a wide range of initiatives designed to nurture talent, enhance skills, and promote a culture of continuous learning and improvement. This focus on growth and development helps ensure that employees have the skills and knowledge needed to succeed in their roles and contribute to the organization's success.

In 2024, we renewed our focus on career development in direct response to employee feedback gathered in our employee satisfaction survey. In addition to our robust annual performance review process, we developed tools for employees that empower them to manage their growth in coordination with manager support and guidance. These tools include guides for managers and employees that encourage ongoing career conversations outside of annual reviews, goal discussions, and development strategies aiming to foster a learning culture that empowers employees to proactively grow, develop, and remain engaged.

Understanding the importance of continuous education, we have implemented robust educational support initiatives. Our Education Assistance Program demonstrates our commitment to lifelong learning that includes reimbursing tuition for approved educational expenses up to \$5,000 annually. We utilize a learning management system for employee training, such as new hire on-boarding, computer skills, customer service, and leadership. We empower our managers to support and sponsor

employees participating in professional development programs for industry credentials that meet their business needs and local priorities.

Our Commitment

Through these comprehensive initiatives, we are fostering a workforce that is not only highly skilled and motivated but also deeply engaged and satisfied with their professional growth. This investment in our human capital is a testament to our commitment to sustainable business practices and our belief that our employees are our greatest asset in driving long-term success and positive impact.

PEER PARTNERSHIP PROGRAM

Piedmont's Property Management Peer Partnership Program is an example of how we support new and recently promoted employees within the Property Management department.

By matching individuals with a Peer Mentor, the program eases the transition for those entering our company for the first time as well as for those Piedmont veterans who are transitioning into a new role.

Mentors provide leadership, answer day-to-day questions, and give moral support. Mentees have someone they feel comfortable reaching out to for guidance and have an immediate friend here at Piedmont.

Nearly 75% of our Property Management team participates in the program.



All Staff

Each year, Piedmont employees gather in Atlanta for our annual All Staff Conference focused on collaboration, team building, training, and company culture. Employees hear from leadership regarding company goals, leasing progress, repositioning projects across the portfolio, a Board Member address, and the vision for the future of the company.

In 2024, the theme and employee training was focused on creating and elevating the overall Piedmont experience for both our colleagues and clients, alike. Through the launch of Piedmont PLACEmaking, we set our mission and vision to act as guiding principles in delivering consistent and differentiated service.

OUR MISSION

We are PLACEmakers. We build relationships by nurturing our clients, colleagues, and collaborative environments.

OUR VISION

To be the most client-centric commercial real estate firm by connecting people through well-planned buildings, meticulously designed, maintained collaboration spaces, and an exceptional service model.

All Staff Awards

Each year we recognize one individual that is well-deserving and epitomizes the characteristics of our Core Values for the SPIRE Award. We believe it is important to provide our employees with the opportunity to nominate their fellow colleagues that exemplify these characteristics.

Additionally, our TEAM (“Together, our Efforts Accomplish More”) Award reflects the values that our employees exemplify every day to our co-workers, to our clients, and to the communities in which we operate. This year’s award winner was recognized for their positive long-standing working relationship with our tenant, U.S. Bank, leading to a successful 10-year renewal as well as the property’s win of an International TOBY Award through BOMA.

ALL STAFF EMPLOYEE AWARDS

2024 SPIRE Award - Jennie Kautz



2024 TEAM Award - US Bancorp Center



Fostering Excellence

Piedmont’s employees are the most valuable asset we have, and we recognize that individuals are unique and should be treated equally, fairly, and respectfully. The collective sum of the individual differences, life experiences, knowledge, creativity, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our company’s achievement as well. We respect our employees’ differences in race, color, religion, national origin, age, marital status, sex, sexual orientation, gender identity, disability, veteran’s status or genetic information (including family medical history), and other characteristics that make our employees unique.

Piedmont applies this respectful lens to our practices and policies on the ongoing development of a work environment that encourages:

- Respectful communication and cooperation between all employees
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives and fostering a sense of belonging in the workplace
- Employer and employee contributions to the communities we serve to support a greater understanding and respect for our stakeholders

We aim to provide an equal employment opportunity program that will simultaneously serve the requirements of society, the law, sound business practices and individual dignity. We encourage all employees, tenants, and vendors to mutually respect one another to maintain a cohesive work environment that values fairness, brings together people with varied work experience, and exposes our workforce to a breadth of opinions.

Human Rights and Occupational Safety

Human rights and occupational safety are integral components of Piedmont’s Corporate Responsibility strategy. The company upholds the principles of the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights, embedding these standards into its policies,

including its Employee Code of Conduct and Vendor Code of Conduct. Piedmont actively engages with stakeholders to evaluate and refine its human rights initiatives, overseen by an Environmental and Social Steering Committee that includes senior leadership and meets regularly to ensure policy effectiveness.

On occupational safety, Piedmont prioritizes creating secure and health-focused environments for employees, tenants, and visitors, and in 2024, tallied zero employee injuries. The company has implemented measures such as air and water quality management, touchless technologies, and emergency preparedness protocols to enhance health and wellness in its buildings. These efforts underscore Piedmont’s dedication to fostering safe, inclusive, and productive spaces for all stakeholders.



Piedmont Purpose

Piedmont demonstrates its strong commitment to social responsibility through its multifaceted approach to community engagement, philanthropy, and employee volunteerism. The company's Piedmont Purpose initiative focuses on three pillars: Collaboration, Commitment, and Community, emphasizing programs related to medical and human needs, as well as children's programs that improve overall quality of life.

Piedmont also encourages employee volunteerism by providing up to 16 hours of additional Paid Time Off annually for participation in approved volunteer programs, fostering a culture of community involvement and team building.

In 2024, Piedmont began using a third-party online employee volunteer platform to keep track of volunteer hours by individual and in total for all Piedmont colleagues, and to provide a common information source for worthy volunteer opportunities. Using the new platform, employees can search for and find volunteer opportunities that are meaningful to them in their local area. Searches can be done by cause, by opportunities that are ongoing or one-time events, by remote or in person. On the platform, employees can connect with their coworkers through shared interests and invite each other to join them in upcoming volunteer events.



Fight for Air - Stair Climb



Our House | Holiday Donations



Gardenuity Mental Health Workshop



Gardenuity Mental Health Workshop

Piedmont PLACEmaking

At Piedmont, we are true PLACEmakers, dedicated to the process of transforming the essence of the workPLACE. Our culture is built on meticulous attention to detail and a thoughtful approach to ensuring that each Piedmont PLACE not only meets the needs of our clients, but enhances their overall experience.

Our team is attuned to the changing needs of our clients, colleagues and collaborative environments, empowering our employees to deliver excellent service that builds trust and fosters strong relationships. We believe that every interaction matters, and our commitment to hospitality ensures each client feels valued. At Piedmont, we establish intentional PLACEs where people collaborate, thrive and return with enthusiasm.

Tenant Engagement

We focus on establishing environments that promote collaboration, offer convenience and cultivate a sense of connection. Whether you step into one of our buildings in a bustling city or serene suburb, you'll recognize the cohesive experience that invites you back time and time again. Our PLACEs are designed to reflect a consistent standard of excellence, like that of a boutique hotel, where every detail is curated to elevate the workday.

Piedmont's Tenant Engagement program is designed to elevate the workplace experience by activating our PLACEs to cultivate a sense of community. We engage with our tenants through property-specific programming, curated local vendor partnerships, and the creation of a hospitality forward environment.



Piedmont has invested in tenant experience technologies, including surveying, mobile-responsive portals, online maintenance request systems, property websites, and real-time communication tools, such as a tenant engagement app to promote property events, experiences, and programs.

Client Satisfaction

We understand that today's employees seek environments that support their company cultures and foster a sense of belonging. This shift has guided our approach to repositioning assets not only to change the built environment for the better, elevate our engagement with our tenants as well as enhance the overall level of service.

"What employees want is exactly what Piedmont's doing. They want PLACEs where they can collaborate, where they can eat, where they can be comfortable, and where they can be safe, and this investment is hugely important to all of those attributes."

Andy Cecere | Chairman and CEO, U.S. Bank
Minneapolis / St. Paul Business Journal
October, 2024

Tenant Surveying

Every two years, Piedmont conducts tenant satisfaction surveys, allowing us to gauge tenant needs and continuously improve our service. We are proud to report that our Tenant Overall Satisfaction scoring has been higher than the industry average, as provided by our third-party surveying company, for the past 10 years.

A Strong Partnership

Our property and regional teams play a crucial role in advancing Piedmont’s Corporate Responsibility efforts by fostering collaboration and shared responsibility for sustainability initiatives with our tenants. Our comprehensive programs contribute to improved environmental performance through reduced energy and water consumption, enhanced waste management practices and support of green building certifications.

This programming promotes tenant health, well-being, and satisfaction, which leads to higher tenant retention and improved building value. By involving tenants in our sustainability efforts, Piedmont creates a more environmentally conscious culture, identifies innovative solutions, and communicates progress on these commitments to its stakeholders, contributing to the long-term resilience of our portfolio.

Portfolio – Wide Differentiated Offerings

87%

provide collaboration and training spaces.

79%

provide outdoor meeting spaces.

76%

provide EV charging with portfolio capacity for over 150 vehicles.

95%

provide food and beverage offerings.

91%

provide elevated fitness space.

ALL

multi-tenant assets have tenant engagement programs.

CASE STUDY: PROPERTY SPOTLIGHT Las Colinas Connection

Las Colinas Connection, which is comprised of a three-building 18-acre campus – 6011, 6021, and 6031 Connection Drive is located in the Las Colinas suburb of Dallas. The Connection offers tenants an amenity-rich environment inclusive of a 1-mile walking trail, collaboration lounges, on-site grab n’ go coffee lounge, a food hall café, three campus fitness centers, board room, 100-person conference center, outdoor terrace, curated tenant engagement programming and access to over 70 restaurants and entertainment options within a mile and a half.

Sustainability and Recognition

6011 Connection, a BOMA 360 and ENERGY STAR certified building, was recently awarded the 2024 Piedmont Energy Challenge Award for the property management and tenant’s dedication to sustainability, radical energy savings, and operational efficiencies. The on-site management team has partnered with their tenant to forge a strong partnership to support company efforts of returning employees to the workplace – including expanded café operations, curated tenant engagement events, and ongoing sustainability programs. While the tenant’s employee on-site population grew by 200% in 2024, the Piedmont team was able to maintain similar energy consumption as previous years earning the company-wide recognition for outstanding energy management practices and efforts.

The management team also partnered with their tenants to recalibrate airflow settings and closely monitor equipment start times to further optimize energy use. These actions have led to the achievement of mutual sustainability objectives both for ownership and our clients.

Impressively, the project was awarded Piedmont’s annual Excellence Award in 2025 for their efforts to elevate tenant interaction and increase amenity utilization. This award recognizes a project or initiative that helped to drive shareholder value through thoughtful stewardship.

Piedmont is exceptionally proud to have every eligible building across the portfolio as a BOMA 360 certified asset, making Piedmont one of the top eight companies with active BOMA 360 certifications. BOMA 360 has been instrumental in partnering with our teams to focus not only on operational excellence but outstanding operational efficiencies as well. We are very proud of our long-standing relationship with the BOMA 360 program, and we are steadfast in our commitment, which has led to the strong results we have been able to achieve.

Programming

- Over 8 months of operation, the property has composted food waste, resulting in savings in landscaping and waste management, including over 10,000 lbs of food waste diverted from landfill.
- Recurring recycling programs including electronics recycling.
- On-site partnership with Alveole, an urban beekeeping program which provides environmental education and engagement programming. This program in partnership with the on-site team has led to the creation of a beautiful, lush landscape around the property. Products such as soap, honey, and lip balm are all hand crafted from the on-site hives and provided to tenants.



Las Colinas Connection | Dallas, TX



Feed the City Philanthropic Event

A *Piedmont* PLACE



Summer Solstice Happy Hour



Popcorn Pop-Up



The Great Pumpkin Showdown



Christkindl German Holiday Market



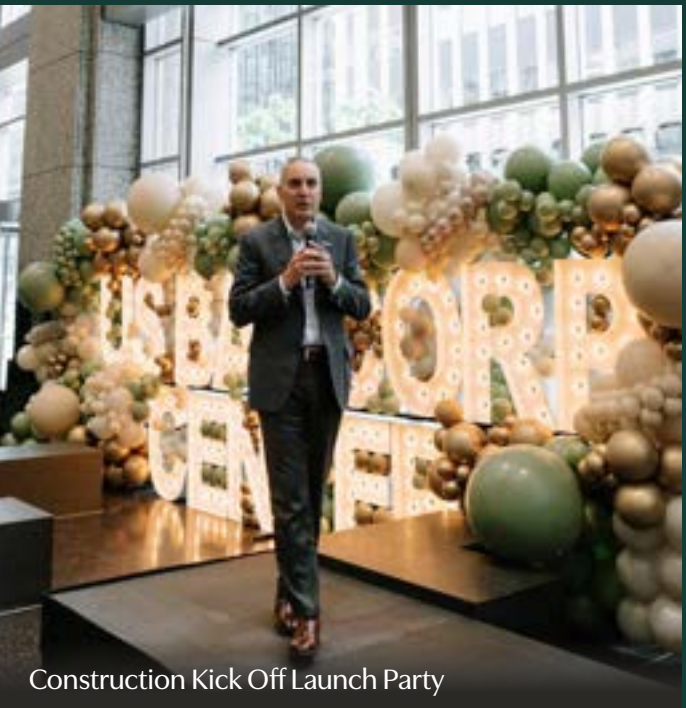
Board & Bites Workshop



International Day of Happiness Floral Cart



Sweet Treat Donut Week Pop-Up



Construction Kick Off Launch Party



Coffee Barista Pop-Up

where service meets workPLACE

Our Governance Practices

Our best-in-class corporate governance practices are applied to our sustainability initiatives, including our climate-related risks and opportunities.

Our 2024 board was comprised of a super majority of independent directors. All of our directors other than our CEO are independent in accordance with the NYSE listing standards and our Corporate Governance Guidelines. Our current governance practices also include:

- Requiring stockholder approval in the event a staggered board is ever proposed.
- Maintaining a separate Board Chair and CEO
- Requiring a majority vote for election of directors in uncontested elections
- Permitting stockholders to amend the bylaws
- Restricting board terms to 15 years
- Performing an annual evaluation of our board

The Audit Committee of the Board of Directors has established policies and procedures for the receipt, retention and treatment of Whistleblower complaints. The company also provides access to a third-party, 24/7, confidential, anonymous hotline for reporting suspected violations.

There have been no Whistleblower complaints filed in the last three years.

Environmental and Social Governance

Piedmont's Environmental and Social Steering Committee supports our ongoing commitment to environmental, health and safety, corporate social responsibility, and other relevant public policy matters. The committee meets quarterly and regularly reports to the Board of Directors through the Nominating and Corporate Governance Committee. The Environmental and Social Steering Committee is responsible for setting the Company's general strategy with respect to sustainability matters, and overseeing relevant policies, programs, disclosures, and reporting, and has decision making authority. Piedmont's Chief Operating Officer and Chief Financial Officer co-Chair the Environmental and Social Steering Committee and are responsible for informing the Chief Executive Officer and Board of Directors about the Committee's decisions and activities.

Our Property Management Leadership Team is primarily responsible for executing our environmental-related strategy, including our energy, GHG emissions, water, and waste management programs.

Governance

OUR 2025 BOARD OF DIRECTORS



Kelly H. Barrett

Chair of the Board, Chair of the Audit Committee



Dale H. Taysom

Vice-Chair of the Board



Glenn G. Cohen

Director, Chair of the Compensation Committee



Deneen L. Donnley

Director



Jeffrey J. Donnelly, CFA

Director



Mary Hager

Director



Barbara B. Lang

Director, Chair of the Nominating & Corporate Governance Committee



Stephen E. Lewis

Director



C. Brent Smith

President, Chief Executive Officer & Director

Data Quality Assurance

Piedmont's Internal Audit team plays a critical role in performing assessments of the underlying control framework supporting our publicly available information and validating the completeness and accuracy of the Environmental and Social-related data used in reporting. This department actively reviews policies, controls, and responsibilities as well as provides a deeper dive into specific areas where stockholders have highlighted concerns. Internal

Audit has adopted an integrated approach, incorporating Environmental and Social risk areas into broader audit plans of the Company, ensuring these climate-risk related activities are being tracked, considered, and documented. Our 2024 asset-level energy, water, GHG emissions, and waste data submitted in our GRESB Real Estate Assessment and used as the foundation of our metrics in this Corporate Responsibility report, were examined by a third-party according to the AA1000A scheme.

Refer to the Appendix to see our letter of assurance.



60 Broad | New York, NY

Assurance Statement

To the Management Team of Piedmont:

ISOS Group, Inc. [“ISOS” or “we”] were engaged by Piedmont Properties, LP [“Client” or “Piedmont”] to conduct moderate level type 2 assurance of environmental data [“Reported Information”], covering the period beginning January 1, 2024, and ending December 31, 2024 (“CY24”).

We have performed our moderate assurance engagement in accordance with the AccountAbility 1000 Assurance Standard v3 (“AA1000AS”). Our review was limited to the Reported Information comprising of:

- Energy consumption
- GHG emissions (scope 1, scope 2, scope 3; category 13 – downstream leased assets)
- Water use
- Waste management

We have not performed any procedures with respect to other sustainability-related information and, therefore, no conclusion on information outside of this scope of work is expressed.

Piedmont’s responsibilities

The Company’s management are responsible for:

- Preparing the data in accordance with generally accepted reporting practices,
- The accuracy and completeness of the information reported,
- The design, implementation and maintenance of internal controls relevant to the preparation of the report to provide reasonable assurance that the report is free from material misstatement, whether due to fraud or error,
- Ensuring the data performance is fairly stated in accordance with the applicable criteria and for the content and statements contained therein.

Criteria

The assurance process was intended to provide an independent opinion confirming that the Client has complied with procedures for data management at the company and minimized degrees of error by adequately:

1. Sourcing utility, waste hauler, vendor and internal data to populate relevant data management systems,
2. Enforcing management and quality controls across the reporting period,
3. Aggregating and converting metrics into the correct unit of measure, and
4. Calculating greenhouse gas emissions.

Boundary

Organizational Boundary	Piedmont Office Realty Trust, Inc. is a real estate investment trust and owners of Class A office properties. Piedmont is focused on the acquisition, ownership and management of office properties primarily in the Sunbelt.
Assurance Boundary	The boundary of assurance included fifty-two (52) operating properties of the Client’s facilities located in the United States. *(Note: For data purposes, 1155 Perimeter Center West and 5 & 15 Wayside are each split into two assets.)
GHG Emissions Consolidation Approach	The GHG emissions boundary followed the operational control methodology specified in the GHG Protocol.

Appendix

Limitations and Exclusions

Greenhouse gas quantification is unavoidably subject to inherent uncertainty because of both scientific and estimation uncertainty and for other non-financial performance information the precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time.

Several smaller scope 1 GHG emission sources (i.e., refrigerant releases, mobile combustion sources, emergency generators) have been excluded from this review. Reviews pertaining to the completeness and capture of all utility meters at properties, particularly those attributed to tenant spaces, is limited to what is disclosed in data management systems. No visit to the Client’s headquarters or facilities was conducted throughout this engagement. It was determined that these limitations and exclusions do not materially impact the performance criteria or assurance engagement.

Methodology

The assurance procedures undertaken were to determine the strength of the systems in place. ISOS Group:

- Engaged a sample of individuals responsible for performance measurement,
- Evaluated current management systems for performance data collection, compilation, calculation, reporting, and validation,
- Validated alignment to standard reporting protocols to ensure accurate claims to the quantitative methodology and approach and assurance claims,
- To verify quantitative claims, both at the aggregate level and on a sample basis, and test accuracy, consistency, completeness, and reliability, ISOS Group:
 1. Conducted a portfolio assessment analyzing performance results to uncover any errors, misstatements, gaps, or performance anomalies,
 2. Brought all findings to the Client’s attention to address and confirmed resolution,
 3. Selected the following properties for testing and analysis, including cross-reference to primary source data to uncover variances and address any exclusions and other limitations:
 - a. 501 W Church Street (Orlando, FL)
 - b. 80 Central St. (Boxborough, MA)
 - c. 60 Broad Street (New York, NY)

Findings

Based on the process and procedures conducted, there is no evidence that the Reported Information is not materially correct and provide a fair representation of the Client’s environmental impacts to stakeholders for the stated period and reporting boundary.

Application of the AA1000AP

Findings and conclusions concerning adherence to the AA1000 AccountAbility Principles:

Inclusivity	Piedmont identifies its key stakeholders and engagement efforts in its annual ESG Report. Piedmont discloses a stakeholder map which includes the identification, engagement methods and outcomes of stakeholder engagement, which is considered best practice.
Materiality	Piedmont reports material topics using the SASB framework for Real Estate, which includes the most relevant topics to their industry. Piedmont plans to conduct their next materiality assessment in the near term. It is recommended to establish a regular frequency at which this assessment is conducted.
Responsiveness	Piedmont’s ESG Steering Committee supports their on-going commitment to environmental, health and safety, corporate social responsibility, and other relevant public policy matters. Progress is communicated via a dedicated space on their website and within its annual ESG report.
Impact	Piedmont maintains ESG-related performance metrics and goals, with progress reported annually through GRESB and their ESG report. Additionally, they are committed to aligning with generally accepted frameworks, such as the Science-Based Targets Initiative (SBTi), Small and Medium Enterprise (SME) program, aiming for a 50% reduction in GHG emissions by 2030. This commitment aligns Piedmont with a net-zero trajectory by 2050.

Restriction of use

This assurance report is provided exclusively to the Client under the terms of our engagement, including agreed disclosure arrangements. Our work is intended solely to address the matters outlined in this moderate assurance report and is not intended for any other purpose. This report is not suitable for use or reliance by any party other than the Client. Any third party, accessing or relying on this report, does so at its own risk. To the fullest extent permitted by law, we disclaim any responsibility or liability to any party other than the Client for our work, this report, or the conclusions stated herein.

Statement of Competency and Independence

ISOS Group is an independent professional services firm that specializes in sustainability reporting and is a provider of external assurance services. ISOS Group is a Global Reporting Initiative Certified Training Partner and a CDP Silver Solutions Partner. Our team of experts have the technical expertise and competency to conduct assurance to the AA1000 assurance standard, which meets the criteria for assurance of sustainability information.

No member of the assurance team has any business relationship with the Client, its directors or managers beyond the scope of this assignment. We conducted this assurance independently and, to our knowledge, without any conflicts of interest. ISOS Group upholds a strong code of ethics, ensuring high professional standards in all business activities. The assurance team has extensive experience in conducting assurance engagements over sustainability-related information, systems and processes.

Further information, including a statement of competencies, can be found at www.isosgroup.com.

Signed on behalf of ISOS Group: San Diego, California – USA, April 18, 2025.



Brian Noveck
CSAP Practitioner



Kiani Yost
Sustainability Analyst



Property Certifications

	PROPERTY	GROSS RSF	ENERGY STAR CERTIFICATIONS		LEED CERTIFICATIONS		BOMA 360
			2023	2024	2023	2024	2024
ATLANTA	1155 Perimeter Center W	307,325	Certified		EB (2009) LEED O+M Gold (2019)		Yes
	1180 Peachtree St.	780,036	Certified		LEED O+M Gold (2025)		Yes
	999 Peachtree St.	654,356	Certified		ID+C Gold (2011) LEED O+M Gold (2022)		Yes
	Galleria 100	435,987	Certified		LEED O+M Gold (2023)		Yes
	Galleria 200	474,842	Certified		LEED O+M Gold (2023)		Yes
	Galleria 300	522,688	Certified		LEED O+M Gold (2023)		Yes
	Galleria 400	448,521	Certified		LEED O+M Gold (2023)		Yes
	Galleria 600	476,334	Low Occupancy	Certified	LEED O+M Gold (2023)		Yes
	Glenridge Highlands I	298,065	Certified		LEED O+M Gold (2023)		Yes
	Glenridge Highlands II	436,200	Certified		LEED O+M Gold (2024)		Yes
BOSTON	Medici	162,179	Certified		--		Yes
	15 Wayside	139,774	Certified		--		Yes
	25 Mall	291,888	Certified		--		Yes
	5 Wall	181,101	Certified		BD+C Gold (2009)		Yes
	5 Wayside	141,426	Certified		--		Yes
	80 Central	156,172	--		--		Yes
	90 Central	190,143	Certified		--		Yes
	One Wayside	200,605	--		--		Yes
	1201 Eye St.	305,868	Certified		LEED O+M Gold (2023)		Yes
	1225 Eye St.	248,131	Certified		--		Yes
D.C. / N. VIRGINIA	3100 Clarendon Blvd.	254,912	Certified		BD+C Silver (2018) ID+C Platinum (2019)		Yes
	400 Virginia	252,289	Certified		LEED O+M Silver (2023)		Yes
	4250 N Fairfax	322,358	Certified		LEED O+M Gold (2023)		Yes
	Arlington Gateway	346,637	Certified		LEED O+M Gold (2023)		Yes

	PROPERTY	GROSS RSF	ENERGY STAR CERTIFICATIONS		LEED CERTIFICATIONS		BOMA 360
			2023	2024	2023	2024	2024
ORLANDO	200 S Orange	741,082	Certified		LEED O+M Silver (2022)		Yes
	222 S Orange	151,585	--		--		--
	400 TownPark	172,642	Certified		BD+C Silver (2008)		Yes
	500 TownPark	141,330	Certified		BD+C Silver (2017)		Yes
	501 W Church St.	182,401	--		--		--
	CNL Center I	363,030	Certified		LEED O+M Gold (2023)		Yes
MINNEAPOLIS	CNL Center II	279,516	Certified		LEED O+M Gold (2023)		Yes
	9320 Excelsior Blvd.	267,724	--		--		--
	Crescent Ridge II	346,669	Certified		LEED O+M Gold (2024)		Yes
	Norman Pointe I	219,865	Certified		--		Yes
	One Meridian	214,727	Certified	--	LEED O+M Gold (2023)		Yes
	Two Meridian	214,647	Certified	--	LEED O+M Gold (2023)		Yes
	U.S. Bancorp Center	1,065,707	Certified		LEED O+M Gold (2023)		Yes
	60 Broad	1,026,901	--		--		Yes
	Enclave Place	339,106	Certified		BD+C Silver (2016)		Yes
	1430 Enclave Pkwy	326,111	Certified		EB (2009) LEED O+M Gold (2024)		Yes
DALLAS	161 Corporate Center	106,715	Certified		--		Yes
	6011 Connection Dr.	158,241	Certified		--		Yes
	6021 Connection Dr.	229,995	--		--		Yes
	6031 Connection Dr.	238,572	Certified		--		Yes
	6565 N MacArthur Blvd.	266,763	Certified		LEED O+M Gold (2023)		Yes
	Las Colinas Corp. Center I	164,810	Low Occupancy	Certified	--		Yes
	Las Colinas Corp. Center II	234,252	Certified		--		Yes
	One Galleria Tower	507,354	Certified		LEED O+M Gold (2023)		Yes
	Park Place	188,430	Certified		--		Yes
	Three Galleria Tower	572,677	Certified		LEED O+M Gold (2023)		Yes
Two Galleria Tower	479,538	Certified		LEED O+M Gold (2023)		Yes	



Metrics Disclosure Table

Topic	Code	Accounting Metric	Unit	Total		Southwest		Southeast		Northeast		Midwest		Notes	
				2024	2023	2024	2023	2024	2023	2024	2023	2024	2023		
Activity Metric	IF-RE-000.A	Number of assets	Number	50	50	13	13	18	18	13	13	6	6	Based on assets owned as of December 31, 2024 and does not include two assets sold in 2024. No assets were purchased in 2024. One asset in the Southeast is out-of-service (222 S Orange Avenue) and three assets in the Midwest are out-of-service (9320 Excelsior, Meridian One and Two), but are still included in absolute metrics.	
	IF-RE-000.B	Gross floor area (where GFA is not available, gross leasable area is used)	SF	17,327,503	17,327,503	3,812,564	3,812,564	7,137,395	7,137,395	4,048,205	4,048,205	2,329,339	2,329,339		
	IF-RE-000.C	Percentage of indirectly managed (by SF)	% by SF	2%	2%	0%	0%	1%	1%	5%	5%	0%	0%		Indirectly managed corresponds to buildings that are tenant managed.
	IF-RE-000.D	Average occupancy rate	%	79%	83%	82%	81%	82%	84%	81%	80%	58%	90%		Occupancy drop due to Meridian One and Two and 9320 Excelsior in the Midwest Region, and 501 W Church in the Southeast Region which went vacant in 2024.
Energy Management	IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area	% by SF	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
	IF-RE-130a.2	Absolute energy consumed by portfolio area	MWh	256,847	271,763	63,766	66,116	102,746	105,456	58,672	61,065	31,663	39,125	Includes electricity, natural gas, district chilled water, and district steam.	
		Absolute electrical power consumed by portfolio area with data coverage	MWh	206,291	216,625	44,970	45,516	91,822	93,276	45,766	48,056	23,733	29,777	Includes electricity only.	
		Percentage grid electricity	%	80%	80%	71%	69%	89%	88%	78%	79%	75%	76%		
		Absolute energy derived from renewable sources	%	3%	5%	0%	8%	0%	0%	12%	12%	0%	0%	Renewable power was included in the supply contracts via the purchase of Renewable Energy Certificates (RECs) at 3100 Clarendon, 4250 N. Fairfax, and Arlington Gateway in the Northeast Region. The RECs are provided by a Pumped Storage Hydroelectric Renewable Generation Facility. One tenant in the Southeast region purchases RECs for their single-tenant buildings in 2023, but did not purchase for 2024.	
			MWh	6,927	12,462	0	5,004	0	0	6,927	7,458	0	0		
		Absolute energy derived from non-renewable sources	%	97%	95%	100%	92%	100%	100%	88%	88%	100%	100%		
	MWh		249,920	259,301	63,766	61,112	102,746	105,456	51,745	53,607	31,663	39,125			
	IF-RE-130a.3	Like-for-like change in energy consumption of portfolio area with data coverage	SF	16,285,252		3,812,564		6,792,242		4,048,205		1,632,241		Includes in-service buildings that were owned as of December 31, 2024. One asset in the Southeast is out-of-service (222 S Orange Avenue) and three assets in the Midwest are out-of-service (9320 Excelsior, and Meridian One and Two), are excluded from like-for-like.	
			MWh	245,054	252,681	63,766	66,116	96,929	97,230	58,672	61,065	25,687	28,269		
			kWH/SF	15.0	15.5	16.7	17.3	14.3	14.3	14.5	15.1	15.7	17.3		
			% change	-3.0%		-3.6%		0.3%		-4%		-9%			
	IF-RE-130a.4	Percentage of eligible portfolio that has obtained an energy rating	% by SF	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	All properties are tracked in ENERGY STAR Portfolio Manager.	
Percentage of eligible portfolio that is certified to ENERGY STAR®		% by SF	85%	86%	94%	94%	94%	87%	70%	75%	70%	89%	Ineligible properties include assets with leased occupancy less than 50%: Las Colinas I. 80 Central, and Galleria 600 were ineligible in 2023. In 2024, One Wayside, and Meridian One and Two were ineligible. In 2024, two properties has scores lower than 75 and were unable to be certified.		



Metrics Disclosure Table

Topic	Code	Accounting Metric	Unit	Total		Southwest		Southeast		Northeast		Midwest		Notes
				2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	
Water Management	IF-RE-140a.1	Water withdrawal data coverage as a percentage of total floor area	% by SF	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
		Percentage in regions with High or Extremely High Baseline Water Stress	% by SF	32%	32%	78%	78%	4%	4%	17%	17%	72%	72%	Baseline water stress is the ratio of total withdrawals to total renewable supply in a given area. High or Extremely High indicates that more water users are competing for limited water supplies. Data is sourced from the World Resources Institute Water Risk Atlas.
	IF-RE-140a.2	Total water withdrawn by portfolio area with data coverage	cubic meters	629,378	674,347	187,910	194,530	247,029	236,852	137,254	160,666	57,185	82,299	
		Percentage of water withdrawn in regions with High or Extremely High Baseline Water Stress	%	35%	35%	75%	75%	1%	1%	25%	22%	74%	68%	
	IF-RE-140a.3	Like-for-like change in water withdrawn for portfolio area with data coverage	cubic meters	629,378	674,347	187,910	194,530	247,029	236,852	137,254	160,666	57,185	82,299	Includes in-service buildings that were owned as of December 31, 2024.
			cubic meters / SF	0.036	0.039	0.049	0.051	0.035	0.033	0.034	0.040	0.025	0.035	
% intensity change			-7%		-3%		4%		-15%		-31%			
Wastewater	Total wastewater discharged for portfolio area with data coverage	cubic meter	519,092	532,102	109,270	97,600	231,153	222,509	134,253	156,404	44,416	55,589		
Management of Tenant Sustainability Impacts	IF-RE-410a.1	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and associated leased floor area	% by SF	99%	97%	100%	100%	98%	95%	100%	89%	99%	100%	
	IF-RE-410a.2	Percentage of tenants that are separately metered or submetered for grid electricity consumption	% by SF	25%	25%	7%	7%	16%	16%	56%	56%	27%	27%	Tenants with separate meters generally include: tenant-managed and single-tenant assets, and ground floor retail tenants.
		Percentage of tenants that are separately metered or submetered for water withdrawals	% by SF	5%	5%	0%	0%	3%	3%	5%	5%	17%	17%	Primarily tenant-managed and retail tenants have their own meters.
Climate Change Adaptation	IF-RE-410a.3	Area of properties located in 100-year flood zones	SF	172,642	172,642	0	0	172,642	172,642	0	0	0	0	400 TownPark is in a FEMA Floor Zone A (1% annual chance of flood).



Metrics Disclosure Table

Topic	Code	Accounting Metric	Unit	Total		Southwest		Southeast		Northeast		Midwest		Notes
				2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	
GHG Emissions	Absolute emissions by portfolio area with data coverage	Scope 1	MtCO ₂	829	842	0	0	101	77	187	201	541	564	Data coverage is same as energy (100%). Scope 3 includes significant tenant emissions that are metered and do not represent our full tenant emissions. The emissions from tenant spaces are primarily included in Scope 1 and 2. Two buildings (9320 Excelsior ad 501 W Church were considered Scope 3 (tenant-managed) in 2023, but were vacated and considered Scope 1 and 2 in 2024.
		Scope 2 (Location-based)	MtCO ₂	75,828	76,836	15,753	16,516	33,847	32,524	15,143	15,453	11,085	12,343	
		Scope 2 (Market-based)	MtCO ₂	74,934	75,646	17,874	18,717	34,075	32,711	11,238	11,510	11,747	12,708	
		Scope 3	MtCO ₂	6,695	10,603	2,746	2,702	2,717	4,807	1,232	1,500	0	1,594	
	Like-for-like change in emissions	Scope 1	% Change	-2%		--		31%		-7%		-4%		
		Scope 2 (Location-based)	% Change	-1.3%		-4.6%		4.1%		-2.0%		-10%		
		Scope 2 (Market-based)	% Change	-0.9%		-4.5%		4.2%		-2.4%		-8%		
	Scope 3 (Tenant Emissions)	% Change	-37%		2%		-43%		-18%		-100%			
Waste Management	Non-Hazardous Waste	Percentage of properties with waste and recycling data coverage	% by SF	96%	87%	95%	100%	97%	72%	100%	100%	89%	89%	Our target is 50% diversion by 2030.
		Tons of Waste (Landfill)	Tons	2,796	2,529	492	600	1,560	1,133	501	608	243	188	
		Tons of Waste (Recycled)	Tons	1,232	910	278	253	438	258	355	315	160	85	
	Landfill Diversion	%	31%	26%	36%	30%	22%	19%	41%	34%	40%	31%		



Social Responsibility Policies

Human Rights

We believe all individuals should be provided with equal opportunities and treated with dignity and respect. As such, we are committed to creating environments that are pleasant, healthy, comfortable, and free from intimidation, hostility, or other offenses that may interfere with work performance. Discriminatory conduct of any kind against employees, suppliers, and vendors, regardless of geographical location will not be tolerated.

For further detail on Piedmont Realty Trust™'s Human Rights Policy, click [here](#).

Health and Safety

It is our sincere intent to maintain a safe and secure workplace for all of our employees. Piedmont Realty Trust had no reportable incidents of work-related accidents or fatalities per OSHA requirements in the three years leading up to December 31, 2024. We do not tolerate fighting, threats, or acts of violence of any kind against employees, job applicants, clients, or vendors and workplace harassment of employees by third parties is strongly prohibited. Piedmont Realty Trust also provides medical (inclusive of mental health), dental, vision, disability, access to an Employee Assistance Program 9eapo, and life insurance for each employee and their families, as well as adoption support, parental leave, flexible work hours, and a work-from-home policy.

Vendor Code of Conduct

All vendors engaged in providing products and services to Piedmont Realty Trust are expected to comply and enforce the provisions found in our Vendor Code of Conduct, not only in their own organizations, but across their supply chain, including sub-vendors and subcontractors.

For a complete copy of our Vendor Code of Conduct, click [here](#).

Political Advocacy

Piedmont Realty Trust does not contribute to or make expenditures on behalf of any federal, state, or local candidates for election, referenda, or initiatives; political parties; political committees; or other political entities organized and operating under 26 U.S.C. Sec. 527 of the Internal Revenue Code. Piedmont Realty Trust does not contribute to any charity or no-profit organization at the request of any federal, state, or local governmental office holder or any candidate for such an office; donate Company time, resources, products, or services to any of the foregoing; or pay for advertisements, printing, or other campaign expenses. During the year ending December 31, 2024, Piedmont Realty Trust made no political contributions.

For a complete copy of our Political Spending Policy, click [here](#).

Equal Opportunity

Piedmont Realty Trust is an equal opportunity employer. It is the policy of the company, from recruitment through employment and promotion, to provide equal opportunity at all times without regard to race, color, religion, national origin, age, marital status, sex, sexual orientation, gender identity, disability, veteran's status, or genetic information (including family medical history). Physical or mental disabilities will be considered only as they may relate to essential function of each particular job, and only in accordance with applicable law. This policy applied to all of Piedmont's policies relating to recruitment and hiring, promotion, compensation, benefits, training, working conditions, termination, and all other terms and conditions of employment.

TCFD Index and SASB Topics

We have determined that the topics included in the Sustainability Accounting Standards (SASB) for Real Estate disclosure and Task Force on Climate-related Financial Disclosures (TCFD) frameworks are most material to our business and we report all qualitative and quantitative Energy Management Metrics according to the SASB framework.

The following table sets forth our specific TCFD and SASB responses.

TCFD Index	Description		Page
Governance	Board's oversight of climate-related risks and opportunities.		37
Strategy	Management role in assessing and managing climate-related risks and opportunities.		12
Risk Management	Climate-related risks and opportunities we have identified over the short, medium, and long-term.		14
Metrics and Targets	Metrics and targets used to manage climate-related risks, opportunities, and performance.		14
SASB Topic	Code	Description	Page
Energy Management	IF-RE-130a.5	How building energy management considerations are integrated into property investment analysis and operational strategy.	18
Water Management	IF-RE-140a.4	Water management risks and discussion of strategies and practices mitigate those risks.	19
Management of Tenant Sustainability Impacts	IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants.	14
Climate Change Adaptation	IF-RE-450a.2	Climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks.	14



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