



INCLUSION INITIATIVE AT THE PARAMOUNT GROUP

The world of hospitality, food, and beverage is a diverse business. At The Paramount Group we have clients, guests, partners, and employees from all backgrounds, genders, ethnicities, and sexualities, and we strive to create a positive and inclusive work environment at every turn. Essential to this mission is awareness - making sure this goal is incorporated at every level of our organization and with every relationship we pursue. Like any other part of our business, it also requires consistent attention.

We never want to generalize people as numbers or a specific quota we need to fill, but do need to be aware of where representation is missing within our company. Based on areas we need help with, we determine what talent and partnerships we look to foster. Part of this process includes bringing in consultants to observe and listen to our objectives and create actionable items to accomplish our goals. The most valuable part of this process is just having conversations with individuals that provide perspectives we might not otherwise have.

The core of these discussions is looking at everyone like human beings and not just employees or potential clients. The benefits of such dialogues expand beyond a diversity initiative, leading to the promotion of a company culture revolving around wellness, respect, and understanding.

DIVERSITY AND LEADERSHIP

OUR COMMITMENT TO DIVERSITY

The diversity of our workforce is essential, and we are committed to diversity and inclusion throughout our company to ensure a wide range of experiences, perspectives, and skills to provide better solutions, drive innovation and creativity, and enhance decision making. Diversity is a mission imperative, and we are continuously focusing on creating a culture of inclusion that values each individual and promotes collaboration and fairness.

Our diversity plan includes the following objectives:

- Secure a high-performing workforce drawn from diverse locations and backgrounds.
- Create a culture that encourages collaboration, flexibility, and fairness to enable individuals to contribute to their full potential, feel valued, and supported.
- Make diversity and inclusion one of our strategic priorities, through continued leadership commitment, accountability, and total workforce engagement.

Ensuring a diverse and inclusive workforce enables our company to be more responsive to our clients and better equipped to fulfill our mission. Achieving diversity and inclusion at our company is a team effort and we expect and encourage employees to contribute to this goal. Together, we support a workplace that offers every individual the opportunity to attain professional goals and contribute to accomplishing our mission.

GENDER EXPRESSION

The Company is committed to providing transgender and non-binary employees with a fair and equitable work environment free of harassment in any form. Applicable federal and state law defines harassment as unwelcome behavior based on someone's inclusion in a protected class, which includes gender identity and expression. Sometimes language or actions that were not expected to be offensive or unwelcome actually are, so employees should err on the side of being more sensitive to the feelings of their coworkers rather than less.

Employees have the following rights in the workplace:

- To express their gender openly in speech and dress
- To transition during the course of their employment
- To share or keep personal information about their gender private
- To be addressed by the name and pronouns of their choosing
- To use the restroom of their choosing
- To have email and other company profiles updated to reflect their gender
- To have legal documents updated following a legal name change

Employees with questions about this policy may reach out to their manager or HR.

EQUAL EMPLOYMENT

The Company provides equal employment opportunities to all qualified individuals without regard to race, color, religion, sex, gender identity, sexual orientation, pregnancy, age, national origin, physical or mental disability, military or veteran status, genetic information or any other protected classification. Equal employment opportunity includes, but is not limited to, hiring, training, promotion, demotion, transfer, leaves of absence, and termination. The Company takes allegations of discrimination, harassment, and retaliation seriously, and will promptly conduct an investigation when such behavior is reported.