

Environmental Management Policy

Piedmont Office Realty Trust is dedicated to sustainable practices that enhance our commitment to provide the highest quality office properties while responsibly managing our impact on the environment. We strive to own and manage workplaces that are environmentally conscious, productive, and healthy for our tenants and employees by:

- Setting performance targets that demonstrate our commitment.
- Empowering our property teams with the data and tools they need to sustainably manage their buildings.
- Leveraging industry partnerships with BOMA, ENERGY STAR, and U.S. Green Building Council, to verify and advance the environmental performance of our assets.
- Implementing processes that continually improve our environmental performance and manage our climate change risk.

Leadership Committees

The ESG Steering Committee includes the Chief Operating Officer, Chief Financial Officer, Chief Accounting Officer, SVP of Human Resources, EVP of Property Management, Vice President of Sustainability, and consultants as needed. The purpose of the ESG Steering Committee is to support our on-going commitment to environmental, health and safety, corporate social responsibility, and other relevant public policy matters. The Committee is a cross-functional team that meets quarterly and assists Piedmont's executive leadership team in:

- Setting general strategy relating to environmental and social matters,
- Developing, implementing, and monitoring initiatives and policies based on that strategy
- Overseeing communications with employees, investors and stakeholders with respect to environmental and social matters
- Monitoring and assessing developments relating to, and improving the Company's understanding of environmental and social matters,
- Efficient and timely disclosure of environmental and social matters to internal and external stakeholders, and
- Identifying and creating processes to manage risks and opportunities associated with climate change.

This committee meets quarterly and regularly reports to the Chief Executive Officer directly and Board of Directors through the Nominating & Corporate Governance Committee. This committee, together with the CEO and Board of Directors sets the ESG vision and goals of the company.

The Human Resources and Compliance departments, along with the support of the Regional Management team facilitates and implements our social and governance programs. The Environmental Management Sub-Committee is responsible for our environmental programs.

The Environmental Management Sub-Committee includes: the EVP of Property Management, Vice President of Sustainability, Vice President of Property Management Operations, Director of Engineering, and the Regional Property Managers. The sub-committee meets monthly to drive the environmental performance programs at our properties. The Vice President of Sustainability also meets regularly with

leasing and construction management to ensure our tenant engagement and development efforts are on-track with our environmental objectives.

Performance Targets

We have committed to performance targets for energy intensity, water intensity, waste diversion, and Scope 1 and 2 greenhouse gas (GHG) emissions.

- **Energy Intensity** (kBtu/SF): Achieve a 30% reduction in portfolio energy use intensity from 2018 by 2030
- **Water Intensity** (gallons/SF): Achieve a 30% reduction in portfolio water use intensity from 2018 by 2030
- **GHG Emissions Intensity** (Scope 1 and 2): Achieve a 50% reduction in portfolio GHG emissions intensity from 2018 by 2030 in line with the Science-based Targets Initiative for SMEs
- **Waste Diversion Rate**: We strive to be able to calculate the landfill diversion rate of the waste streams of 100% of our properties by 2025. We strive to divert 50% of our waste from the landfill by 2030.

We released our inaugural Sustainability Report in 2019 (2018 reporting period) and will publish a report annually that shows progress towards our performance targets.

Performance Metrics and Data Management

We are committed to providing our property teams with accurate, timely, and actionable performance metrics to understand how their property performs over time and compares to others in our portfolio. We have partnered with Schneider Electric (SE) to collect and manage our data. Monthly invoices for electricity, natural gas, district steam, district chilled water, domestic water, sewer, waste, organic waste, and recycling are collected and stored by SE, and relevant cost and consumption data is made available in the Resource Advisor software platform for reporting purposes. All data undergoes rigorous quality assurance checks.

Aggregation of this information enables us to track performance metrics on the property, regional and portfolio level such as:

- Energy use intensity (kBtu/SF)
- Energy cost intensity (\$/SF)
- Water use intensity (gal/SF)
- Water cost intensity (\$/SF)
- Greenhouse gas emissions intensity (kgCO₂e/SF)
- Waste diversion rate (% diverted from landfill)

We recognize that monthly data enables us to track our performance over time, but more granular data is vital for our property teams to manage their building's energy use on a daily basis. Access to 15-minute interval energy use provides deeper insight of how a building uses energy throughout the day and night. We are partnered with WellStat (formerly iesMACH) to provide this service, and all Piedmont-managed buildings utilize the platform and receive regular training.

Building Certifications

We leverage industry partnerships including BOMA, ENERGY STAR, and U.S. Green Building Council, to confirm and advance the environmental performance of our assets.

- We certify all eligible properties to ENERGY STAR every year.
 - Ineligible properties include those that are tenant-managed, have low occupancy, or have a score under 75. We continue to make our best effort to achieve the highest scores feasible for each of our assets.
 - ENERGY STAR scores are available to tenants upon request.
- We certify every eligible property to BOMA 360 every three years.
 - Ineligible properties include those that are tenant-managed or have low occupancy.
- We will re-certify our LEED O&M assets upon expiration and continually evaluate other assets for certification opportunities.
- We explore other 3rd party certification opportunities that further demonstrate our commitment to providing healthy, environmentally and socially conscious workplaces as they arise.

Initiatives

We continue to identify, plan, and implement initiatives that will enable us to achieve our performance targets.

Property-Level Action Plans

Property-level action plans are reviewed and updated annually based on conversations between the property manager, building engineer, and leadership. These action plans are used regularly by the property teams to track progress on identified action items and ultimately ensure progress towards environmental improvement across the portfolio. Representatives from the Environmental Management sub-committee re-visit these plans with the teams on an annual basis. Higher priority properties may be reviewed multiple times per year.

Annual Energy Competition

Our building management and engineering teams are provided with an incentive to reduce energy use via our annual energy-savings competition. Monthly reports are provided via email and are also available in real time in our WellStat (formerly iesMACH) platform so that teams can consistently track their progress. At the end of the year, the team with the most energy savings receives an extra paid day off and a dinner with the Officers of Piedmont.

Best Practice Guide

Some of our teams have made tremendous progress with their energy efficiency plans. In order to spread those best practices across our other properties, we summarized the most impactful strategies into a list of Best Practices. Best Practices are also shared in both our Property Management newsletter and Engineering newsletter.

Tenant Engagement

We believe it is critical to engage with our tenants to achieve our environmental goals. Tenant engagement can contribute to or hinder our success and it is our responsibility to engage with them to ensure we can partner to be successful. We track the energy and water usage of all

Piedmont-managed buildings and enter it into ENERGY STAR Portfolio Manager monthly. This information as well as each building's ENERGY STAR score is available to tenants upon request.

Our property teams engage with our tenants in many ways throughout the year. Every two years we collect and analyze feedback via our Kingsley Survey and additionally share information with tenants via email communication and newsletters on an ongoing basis. Content may include:

- Achievements such as ENERGY STAR, LEED, or BOMA 360 recertification
- Information for local community events such as bike-to-work day,
- Tenant events such as on-site e-waste collection day, or
- Resources provided by the local utility company featuring energy-saving recommendations

Our Vice President of Sustainability, Jon Kuskie, is available as a resource to our tenants and can be reached at jon.kuskie@piedmontreit.com.

Technology Pilots

To stay up to date on technology, but also thoroughly vet new technologies before deployment at multiple properties, we've adopted a Technology Review process that helps us test new opportunities and leverage them when and where appropriate. Our Vice President of Sustainability follows a vetting process to determine if a technology is appropriate and then works with the Energy & Sustainability Committee to identify a property that is a good candidate for a pilot. If the pilot is successful, the Committee will plan for a larger implementation.

LED Upgrade Program

All our properties have proactively pursued LED upgrades throughout common areas, back-of-house spaces, parking lots and garages and anything controlled by the landlord. In addition, we have begun working with tenants to upgrade their spaces where feasible. We track and monitor our progress on LED conversions annually via a survey.

Retrocommissioning

We understand the value of periodic commissioning to ensure our buildings are operating within optimally designed parameters to meet the needs of our tenants. Every year, the Environmental Management sub-committee reviews performance metrics of all buildings and takes any operational changes into consideration, then identifies the properties that should undergo commissioning the following year. This process enables us to keep our buildings running efficiently. In addition, as part of our contract with our engineering services provider, ABM, they complete ASHRAE Level II and II audits at high-priority properties to aid us in our energy efficiency goals.

Waste Management

We have recognized a lack of standard waste stream tracking across our portfolio. Access to waste stream data is available at some properties because of LEED practices and/or vendors whose processes enable us to access detailed data. However, we have some vendors who are not able to provide waste stream data. We strive to be able to calculate the landfill diversion rate of each

of our properties by 2025. We intend to do this by either requiring vendors via contracts or by performing regular waste stream audits to classify and quantify our waste streams as outlined in the following table.

Waste Stream	Detail	Relevant for
Trash	General non-hazardous, non-recyclable waste that is sent to the landfill	All properties
Mixed Recyclables	General recyclables including paper, cardboard, glass, plastics that is sent to a recycling facility	All properties
Hazardous Waste	Waste such as HVAC system chemicals and lightbulbs that are disposed of according to special protocols	All properties
Organic Compost	Organic waste collected from retail vendors or tenant kitchens that is composted	Some properties
Shredded paper	Confidential paper waste that is shredded and serviced by a company that ensures privacy and security	Some properties
E-waste	Computers, printers, and other office electronics that are recycled	Most properties hold E-waste events at least once per year, some properties have E-waste containers available along with trash and recycling

Renewable Energy

We work with our energy procurement partner, Schneider Electric, to price renewable energy alternatives in our supply contracts as they renew. The renewable energy component will be considered by decision makers on a case-by-case basis. Incorporating renewable energy into our energy supply will provide an additional method to reduce our market-based Scope 2 GHG emissions and make progress towards our environmental goals. In addition, we are continually working with partners to determine economically feasible solar projects and power purchase agreement opportunities. Per our Decarbonization Plan developed in 2022, in the short term we are focused on reducing energy consumption as much as possible before converting to renewable energy.