

## **ORION OFFICE REIT INC. CLIMATE CHANGE POLICY**

November 2023

Purpose	To outline our strategy for climate change and energy consumption
Applicable Parties	All Employees
Effective Date	November 2023
Related Policies	Orion Office REIT Inc. Environmental, Social and Governance Policy
Review Cycle	Annual
Last Reviewed	November 2023
Last Modified	November 2023

### **Introduction**

As environmental, social and governance (“ESG”) practices develop, Orion Office REIT Inc. (“Orion”) will update this Climate Change Policy (this “Policy”) and its other ESG policies to reflect key and market standard ESG practices.

At Orion, we acknowledge the need to prepare for potential climate change-related impacts to our business and properties. We also acknowledge that we, primarily through our tenants’ use of energy and water, and generation of waste, have an impact on climate change.

In regard to its tenants, Orion owns a diversified portfolio of mission critical regional and corporate headquarters office buildings located in high quality suburban markets across the United States leased primarily on a single-tenant net-lease basis to creditworthy tenants. A significant majority of Orion’s tenants’ leases are double or triple net-leases. Double and triple-net leases are leases in which the tenant occupies the property as if it is the owner. Therefore, Orion’s tenants generally are solely responsible for the obligations related to the property, including paying all operating expenses associated with the property (e.g., real estate taxes, insurance, maintenance).

Because the tenant occupies the property as if it is the owner under the net-lease model, the tenant generally controls environmental practices and conditions at the property, such as waste management, and energy and water usage practices, and decides when and how to implement environmentally sustainable practices at the property. While Orion does not control the business operations of the tenant, as the property owner, Orion nevertheless recognizes that the operation of commercial real estate assets can have a meaningful impact on the environment – particularly with respect to resource consumption and waste generation – and on climate change. As such, Orion engages and collaborates with its tenants across its portfolio to better understand its climate-change related impacts and seek to identify areas for improvement.

### **Oversight**

The Nominating and Corporate Governance Committee (the “NCG Committee”) of the Orion Board of Directors oversees ESG matters relating to Orion, including, without limitation, climate change and related risks. To enable fulfillment of these responsibilities, the NCG Committee receives and discusses with management reports on Orion’s ESG management, strategy, disclosures, initiatives and policies on at least a quarterly basis.

Although Orion generally does not have direct control of its properties under the net-lease model, during 2022, to help inform its development of its ESG strategies and initiatives, and as part of its efforts to understand and manage climate-change related impacts, Orion conducted a tenant survey to gather information regarding property specific environmental features for each property in Orion’s portfolio. Information gathered includes information regarding building certifications and ratings, transportation initiatives, renewable energy programs, energy efficiency initiatives, and water and waste initiatives.

Key results of the 2022 survey included:

- Overall survey response rate of 81% (excluding vacant and recently sold properties)
- 81% of properties implement energy efficiency initiatives, such as LED lighting, motion detection lighting systems, energy efficient windows or energy efficient appliances
- 65% of properties implement waste initiatives, such as recycling or composting
- 69% of properties implement water initiatives, such as water efficient plumbing fixtures, smart irrigation systems and water efficient appliances
- 55% of properties are accessible by public transportation and 35% of properties have bicycle storage facilities or a bike share location
- Ten properties with electronic vehicle charging stations
- Almost 2 million total square feet of LEED certified, EnergyStar certified or WELL certified buildings

Additionally, in coordination with its tenants, Orion also intends to identify environmental initiatives that are designed to have a long-term, positive impact on Orion's stakeholders.

### **Management of Energy and Water Usage and Waste Generation**

We intend to engage and collaborate with our tenants to seek to identify ways to minimize our carbon footprint and reduce our greenhouse gas emissions, manage energy and water usage and waste generation across our portfolio of properties. Please refer to Orion's Environmental, Social and Governance Policy for more details on related initiatives.