

ORION OFFICE REIT INC. OCCUPATIONAL HEALTH AND SAFETY POLICY

November 2023

Purpose	Orion Office REIT Inc. Occupational Health and Safety Standards and Expectations
Applicable Parties	All Employees
Effective Date	November 2023
Related Policies	Orion Office REIT Inc. Human Capital Management Policy Orion Office REIT Inc. Diversity, Equity and Inclusion Policy Orion Office REIT Inc. Code of Business Conduct and Ethics
Review Cycle	Annual
Last Reviewed	November 2023
Last Modified	November 2023

Overview

As environmental, social and governance (“ESG”) practices develop, Orion Office REIT Inc. (“Orion” or the “Company”) will update this Occupational Health and Safety policy (the “Policy”) and its other ESG policies to reflect key and market standard ESG practices.

The Senior Vice President, Chief Administrative Officer sets our occupational health and safety strategy in collaboration with the Company’s Executive Team taking into consideration Orion’s Human Capital Management Policy, Orion’s Code of Business Conduct and Ethics and the Company’s Diversity, Equity, and Inclusion Policy.

Introduction

Safeguarding the health and safety of our employees is a top priority for Orion. We believe that occupational health and safety plays a critical role in Orion’s business success. This Policy is an important part of our efforts to reduce work-related injuries and establishes our standard to provide employees with a clean, compliant, and safe working environment.

Creating a Healthy and Safe Workplace

Orion is committed to working toward an injury- and harm-free environment. We constantly seek to identify workplace hazards and address potential risks as they are identified. Any workplace incident is thoroughly investigated, and corrective measures are put in place. Orion has implemented emergency preparedness measures and training and takes appropriate steps to protect our employees from violence and threats of violence during work.

Numerous laws and regulations cover employee health and safety. The Company is committed not only to complying with all relevant health and safety laws but also to conducting business in a manner that protects the safety of its employees. All employees are required to comply with all applicable health and safety laws, regulations and policies relevant to their jobs.

Reporting Concerns

If an employee has any concerns about occupational health and safety, they should report such concerns to their supervisor, the Company’s Human Resources Department or the Company’s General Counsel. All

complaints will be treated with sensitivity and discretion. Their supervisor, the Human Resources Department and the Company will protect their confidentiality to the extent possible, consistent with law and the Company's need to investigate their concern. Where the Company's investigation uncovers occupational health and safety issues, the Company will take prompt corrective action. The Company strictly prohibits any form of retaliation against an employee who, in good faith, reports a concern.

Employees may also utilize the designated Ethics Hotline at 602-675-0354 to report concerns about occupational health and safety. Employees may remain anonymous and will not be required to reveal their identity in calls to the Ethics Hotline, although providing your identity may assist the Company in addressing your questions or concerns.