

SUSTAINABILITY REPORT

FY2022 Sustainability Highlights



1st year

reporting in line with recommendations from Task Force on Climate-Related Financial Disclosures (“TCFD”)



Implemented new policies

to drive sustainability efforts across PRIME’s properties



Increased material topics from **8 to 12 focus areas**



1st year

mapping material topics to United Nation’s Sustainable Development Goals (“SDGs”)



71% of PRIME’s properties rated as above average in Energy Star scores



57% of PRIME’s properties achieved at least LEED Gold Certification



Adopted

new energy savings initiatives



Zero incidents

of non-compliance or corruption

Prime US REIT

Prime US REIT (“**PRIME**”) is a well-diversified real estate investment trust (“**REIT**”) focused on stabilised income-producing prime office assets in the United States (“**U.S.**”). Listed on the Mainboard of the Singapore Exchange (“**SGX**”) in 2019, PRIME is managed by Prime US REIT Management Pte. Ltd. (formerly known as KBS US Prime Property Management Pte. Ltd.) (the “**Manager**” or the “**Company**”). PRIME offers investors unique exposure to a high-quality portfolio of 14 Class A freehold office properties, which are strategically located in 13 key office markets in the U.S. PRIME’s portfolio has a total carrying value of US\$1.54 billion as of 31 December 2022. Furthering PRIME’s goal to provide Unitholders with long-term and sustainable growth, we are pleased to present PRIME’s Sustainability Report (“**SR**” or the “**Report**”) for the Financial Year from 1 January 2022 to 31 December 2022 (“**FY2022**”).

PRIME’s Affiliations

PRIME is a member of the REIT Association of Singapore (“**REITAS**”), which was formed to promote the growth and development of the S-REIT industry.

REITAS



222 MAIN

SUSTAINABILITY REPORT



About this Report

Reporting Scope

This Report outlines the sustainability strategies and performance of PRIME for FY2022, providing a progressive outlook towards managing economic, environmental, social and governance (“**ESG**”) risks. The scope of this Report relates to the activities of PRIME and property-specific data applicable to our 14 U.S. properties unless otherwise stated.

We have not sought external assurance for this reporting period. Nevertheless, we are committed to continuously improve the credibility and transparency of our sustainability disclosures, and PRIME’s sustainability reporting processes will be subject to internal review by the internal auditors. This Report should be read together with PRIME’s Annual Report for a more comprehensive view of PRIME’s business and performance.

Reporting Standards

This Report has been prepared with reference to the following regulations, standards, and guidelines:

- The Global Reporting Initiative Sustainability Reporting Standards (“**GRI Standards**”), Universal Standards updated in 2021
- Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Rules 711A and 711B on Sustainability Report and Practice Note 7.6 Sustainability Reporting Guide
- Task Force on Climate-related Financial Disclosures (“**TCFD**”)
- Monetary Authority of Singapore (“**MAS**”) Environmental Risk Management Guidelines for Asset Managers

Feedback on the Report

We welcome all questions and feedback on our sustainability performance and reporting practices. Please direct queries to info@primeusreit.com.

BOARD STATEMENT

Dear Stakeholders,

Sustainability has become a key consideration as we emerge from the challenges brought about by the COVID-19 pandemic, unpredictable risk premiums in financial markets, and extreme weather conditions that impacted asset managers globally. In this vein, we have placed added emphasis on optimising our risk-adjusted strategies to improve the resiliency of PRIME's business and look after the people whose lives we impact on.

Our proactive approach to risk management has enabled us to anticipate and mitigate potential risks, which will ensure that we are ready to meet challenges and seize opportunities. We understand that effective ESG risk management is crucial, and the Board remains dedicated to fostering a culture that promotes accountability and responsibility. To ensure our directors have the necessary exposure and baseline knowledge of sustainability matters, all directors on the Board as of 31 December 2022, have attended the SGX-prescribed one-time sustainability training in FY2022.

Board diversity plays a crucial role in achieving our sustainability goals, and we recognise its importance in managing ESG risks and pursuing sustainable growth and development. An inclusive, diverse, and collaborative leadership allows for multiple viewpoints to emerge, resulting in a more comprehensive perspective that supports better strategic decision-

making. PRIME ensures that its Board of Directors is made up of individuals with a variety of skills, backgrounds, experiences, genders, ages, and nationalities which enable them to make relevant contributions toward robust and representative decision-making. In determining the composition of the Board, these differences are taken into account and balanced appropriately whenever possible. The appointment of all Board members is based on merit and their ability to contribute the necessary skills, experience, independence, and knowledge to make the Board effective.

For more information on PRIME's Board Diversity Policy, please refer to the Corporate Governance Report on page 63 of PRIME's 2022 Annual Report.

With the support of our unitholders and stakeholders, we are committed to fostering a culture of accountability and collaboration and in keeping with our aim to build a resilient business which can meet the challenges of the future. We recognise that our sustainability journey is ongoing, and we look forward to working together with our stakeholders to achieve our goals and ensure a more sustainable future for all.

Professor Annie Koh

Chairperson, on behalf of the Board,

CONTENTS

88	FY2022 Sustainability Highlights	96	Aligning with the Sustainable Development Goals	108	Safe Spaces and Well-being
88	Prime US REIT	97	Economic Sustainability	112	Task Force on Climate-Related Financial Disclosures ("TCFD")
90	About this Report	98	Corporate Governance, Compliance & Ethics	113	Global Reporting Initiative ("GRI") Content Index
91	Board Statement	101	Environmental Impact		
92	CEO Statement	107	Diversity and Inclusion		
93	Sustainability Management				

CEO STATEMENT

Dear Stakeholder,

We are pleased to present PRIME's 3rd Sustainability Report, which provides an overview of our commitment to, and progress made in ESG efforts in FY2022.

We recognise that the dynamic landscape PRIME operates in calls for greater efforts in the measurement, verification, and reporting of sustainability risks and opportunities, and in view of this, we have significantly improved our operational effectiveness through digitalised benchmarking of the environmental footprint of our portfolio assets and committing to a roadmap of improvements to our governance, risk management, decision making and community engagement processes. These demonstrate PRIME's commitment to remain resilient through uncertainties, to be adaptive amidst an ever-evolving external environment, and enhance our aim to deliver sustainable long-term results to PRIME's stakeholders.

As more companies encourage a physical return-to-office, utilisation of amenities is increasing. To enable meaningful improvement of our carbon abatement and energy tracking, we have completed consolidating the property management function for all 14 of PRIME's properties under the Lincoln Property Company ("LPC"). Being a consolidated property management service provider, LPC's commitment to ESG and technology aligns with our values and objectives of integrating ESG strategies and data-driven solutions across our portfolio in a holistic manner. As part of our expanded ESG focus in conjunction with the LPC team, we plan to add additional benchmarking metrics, which will be identified through ESG property audits and opportunity assessments going forward.

In FY2022, we undertook a comprehensive materiality assessment and expanded on the relevant ESG concerns that are significant to PRIME's operations, which resulted in the identification of 12 material topics. These topics were chosen based on input from a diverse group of internal and external stakeholders, reflecting the issues that are most relevant to PRIME and its stakeholders. The results from the material topics are being disclosed in compliance with the SGX-ST Listing Rules 711A and 711B and mapped to the GRI Standards and aligned with the TCFD Recommendations.

For more information on PRIME's Materiality Approach, please refer to page 94 of this Report.

At PRIME, we believe that our long-term success is a function of delivering performance, fulfilling the interests of our stakeholders, and contributing to a sustainable future. In line with this, we have recently incorporated an ESG plan into our budget for the

upcoming fiscal year of 2023. This plan encompasses operating initiatives on a portfolio-wide and property-by-property basis, as well as tenant engagement and community outreach initiatives, and capital initiatives on an asset-by-asset basis. To ensure the achievement of our targets, the management team, in conjunction with LPC and our asset management teams, will continuously monitor the implementation of these initiatives over the course of the year.

The real estate industry has a strong role to play in improving the resiliency of our environment and fostering a sense of safety and belonging in the communities that support and sustain our business. PRIME's position in the real estate industry carries a responsibility to balance and prioritise PRIME's material ESG issues against the current macro environment and economic conditions. We would like to express our gratitude to the Board and our stakeholders for their continued support in this journey.

Harmeet Singh Bedi
Chief Executive Officer



SUSTAINABILITY MANAGEMENT

At PRIME, we strive to ensure that our business operations are characterised by sustainable practices. We are committed to delivering sustainable value to our stakeholders, and to achieve this goal, we believe that high standards of corporate governance and responsible management of our environmental and social impacts are necessary.

To facilitate the integration of sustainable practices into PRIME's business operations, sustainability is a collaborative responsibility that is shared across all functions. The management team takes charge of developing and improving PRIME's sustainability strategy, whereas the property managers are responsible for executing, monitoring, and implementing the policies and practices.

Sustainability Governance

The Board of Directors ultimately takes ownership of PRIME's sustainability strategy, providing guidance on the strategic direction of PRIME and ensuring that Management discharges its responsibilities. This ensures that the vision of sustainability is seamlessly integrated into the highest level of decision-making at PRIME, and its significance is effectively communicated throughout the entire value chain. The Board of Directors undertakes a crucial role in directing the discussion on material topics, and guiding management on areas of focus.

The Audit and Risk Committee ("**ARC**") is responsible for supervising PRIME's sustainability blueprint, covering material topics, initiatives, strategies, and objectives. The ARC – which works with the Management team to establish and assess sustainability targets and review management policies and practices – is also responsible for reporting on the progress made towards sustainability objectives and strategies to the Board. After the Board reviews and approves them, the Management team maintains frequent communication with PRIME's stakeholders to gain a comprehensive understanding of the ESG topics that are significant and material to both PRIME and its stakeholders. While the Management team is responsible for developing and refining PRIME's sustainability strategy, the property managers play a crucial role in implementing, executing, and monitoring sustainability practices and policies, and progress made will be reported to the Board during Board meetings.

The primary avenue of visibility for the ARC into sustainability risks will be through the Climate Risk Register, which was recently approved by the Board in February 2023. The register will be reviewed quarterly by the ARC to enable the necessary oversight over Management of identified climate-specific risks. The register will be populated through upcoming climate

risk assessments and scenario analysis led by our property manager. As this is the first year of formalising the management of sustainability risks, description of longer-term targets will be disclosed in subsequent years' reports.

Lincoln Property Company – A Strategic Resource to PRIME

During FY2022, PRIME announced the consolidation of property management for all 14 of its properties to Lincoln Property Company ("**LPC**"). The consolidation exemplifies PRIME's dedication to place a more concentrated emphasis on ESG and technology solutions across our portfolio, which are fundamental to PRIME's operating agenda.

LPC as the Property Manager strives to provide tenants with healthy and efficient properties throughout PRIME's portfolio, while also promoting the implementation of best-in-class, holistic ESG and technology practices that offer measurable, data-driven solutions. During FY2022, LPC led an initiative to conduct an ESG diagnostics exercise for each of PRIME's properties, which resulted in a summary of ESG Budget Recommendations for the upcoming fiscal year 2023.

As a result, PRIME has created a comprehensive 2023 ESG Budget Plan, which outlines operating initiatives on both a portfolio-wide and property-by-property basis, tenant engagement and community outreach initiatives, as well as capital initiatives on an asset-by-asset basis. To ensure the successful implementation of these initiatives and the achievement of our targets, the Management, along with LPC and our asset management teams, will continuously monitor their execution throughout 2023.

Stakeholder Engagement and Materiality

Intending to achieve our commitment to sustainable economic growth and long-term value for our stakeholders, PRIME recognises the fundamental role of effective communication and engagement with its stakeholders. To this end, PRIME has established a foundation for the integration of sustainability into our business strategy and operations. This includes the implementation of measures that ensure that PRIME's activities align with its sustainability objectives.

Going forward, PRIME will continue to build strong and meaningful long-term relationships with its stakeholders while driving ESG value creation. A significant part of this effort will involve gathering valuable stakeholder feedback through consistent two-way communication on materiality concerns, to further enhance PRIME's sustainability approach.

SUSTAINABILITY MANAGEMENT

Engagement with PRIME's Stakeholders

The list of relevant stakeholders can be categorised into groups, which can be further broken down into sub-groups, based on their specific informational needs, focus areas, approach, and engagement frequency:

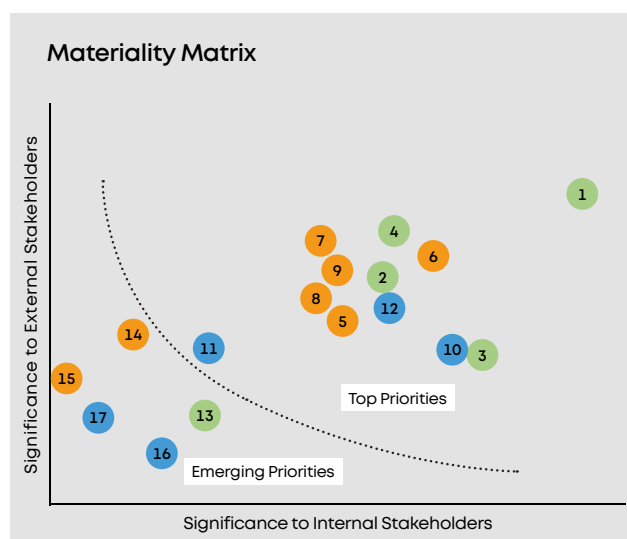
Group	Focus Area	Approach	Frequency
Board of Directors Staff and Management	<ul style="list-style-type: none"> Vision and mission for PRIME Career development Constant communication between staff and management Occupational safety and health 	<ul style="list-style-type: none"> Board and management meetings Feedback channels for employees 	<ul style="list-style-type: none"> Quarterly Ongoing
Regulators	<ul style="list-style-type: none"> Compliance with Code on Collective Investment Schemes Workplace Safety and Health Act Employment Act 	<ul style="list-style-type: none"> Regular surveys and questionnaires Industry-specific townhall engagement sessions Electronic communications 	<ul style="list-style-type: none"> Quarterly Yearly Periodically
Local Communities	<ul style="list-style-type: none"> Community investment, development, and impact Liaison with community groups 	<ul style="list-style-type: none"> Community development programmes 	<ul style="list-style-type: none"> Ongoing
Tenants	<ul style="list-style-type: none"> Amenities and wellness Healthy buildings 	<ul style="list-style-type: none"> Customer satisfaction survey 	<ul style="list-style-type: none"> Periodically
Investors	<ul style="list-style-type: none"> Financial sustainability and returns ESG topics and commitments 	<ul style="list-style-type: none"> Annual General Meeting Results briefing Investor roadshows Website update 	<ul style="list-style-type: none"> Yearly Quarterly Periodically
Financial Institution	<ul style="list-style-type: none"> Compliance with loan covenants Sustainability-linked loans and green financing 	<ul style="list-style-type: none"> Face-to-face meetings 	<ul style="list-style-type: none"> Periodically







PRIME's Approach to Materiality Matters

In FY2022, we conducted a comprehensive review of PRIME's material ESG topics and revised our sustainability framework to take into account any external environmental changes that could impact our operational context. We contracted an independent consultant to support us through the materiality process and identify ESG topics that are significant to our internal and external stakeholders. The process involved the participation of around 40 internal and external stakeholders, including the Board of Directors, management and employees, tenants, operating vendors, local communities, and investors who were invited to complete a stakeholder survey.

A comprehensive matrix was produced which identified 12 key material topics from a pool of 17 topics and presented to the Board. The selected material topics across ESG areas were assessed to have a significant impact on both internal and external stakeholders of PRIME. The significance of all 17 topics to both internal and external stakeholders has been plotted on the

matrix below, with topics to the right of the curved line being the 12 key material topics.












Category	No	Materiality Topics
Key Material Topics		
	Environmental	1 Energy Management 2 Water Management 3 Emissions Management 4 Waste Management
	Social	5 Employment Practices 6 Safe Spaces and Well-being 7 Talent Development 8 Diversity and Non-discrimination 9 Local Communities
	Governance	10 Economic Performance 11 Anti-corruption Practices 12 Board Diversity
Emerging Material Topics		
	Environmental	13 Supplier Environmental Assessment
	Social	14 Customer Data Privacy 15 Freedom of Association and Collective Bargaining
	Governance	16 Fair Competition 17 Public Policy



ALIGNING WITH THE SUSTAINABLE DEVELOPMENT GOALS

PRIME recognises the importance of aligning our operations with the United Nations Sustainable Development Goals (“SDGs”). As responsible corporate citizens, we are committed to contributing to the achievement of these global goals and working towards a sustainable future for all.

SDG	Material Topics	PRIME's Contribution to SDG	GRI Standards Mapping
 3 GOOD HEALTH AND WELL-BEING	1) Safe Spaces and Well-being	PRIME continually takes steps to ensure good air quality in our properties, to not negatively impact the health of our on-site property manager teams and tenants who occupy the premises. This was exemplified by 12 of PRIME's properties achieving the UL Verified Healthy Building Mark. We also provide healthcare benefits to our employees as part of their employment package.	1) GRI 305: Emissions 2) GRI 401: Employment 3) GRI 403: Occupational Health & Safety 4) GRI 416: Customer Health and Safety
 5 GENDER EQUALITY	1) Employment Practices 2) Board Diversity 3) Diversity and Non-discrimination	PRIME leads by example, the Board chairperson and NRC chairperson demonstrates women's full and effective participation and equal opportunities for leadership at all levels of decision-making. PRIME's policies on staff training, diversity and equal opportunity are progressively being adopted in its employment practices with an aim to eliminate gender disparities in education and ensure equal access to all levels of education and vocational training.	1) GRI 401: Employment 2) GRI 404: Training and Education 3) GRI 405: Diversity & Equal Opportunity
 7 AFFORDABLE AND CLEAN ENERGY	1) Energy Management	PRIME has committed to increasing energy efficiency within our operations and continue to show energy savings through various initiatives outlined in the 'Energy Management' section later in this report.	1) GRI 302: Energy 2) GRI 305: Emissions
 8 DECENT WORK AND ECONOMIC GROWTH	1) Economic Performance 2) Talent Development 3) Energy Management	PRIME's portfolio assets will benefit from the incremental improvement in resource efficiency from the centralised data-driven management approach of our property manager that decouple economic growth from environmental degradation, thus improving the long-term sustainability of PRIME's performance.	1) GRI 201: Economic Performance 2) GRI 404: Training & Education 3) GRI 302: Energy 4) GRI 2: General Disclosures 2021
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	1) Economic Performance	Investing in the maintenance of reliable, sustainable, and resilient infrastructure supports economic development and human well-being of PRIME's internal and external stakeholders.	1) GRI 2: General Disclosures 2) GRI 201 Economic Performance
 11 SUSTAINABLE CITIES AND COMMUNITIES	1) Waste Management	We work with our waste management and recycling vendors to ensure environmentally-sound management of waste throughout our life cycle in accordance with applicable international frameworks, to significantly reduce our release to air, water, and soil to minimise our impacts on human health and the environment.	1) GRI 306: Waste
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	1) Emissions Management 2) Energy Management 3) Water Management 4) Waste Management	PRIME's assets are progressing towards substantial LEED certification process (further details in the 'Energy Management' section later in this report) and continuous data monitoring through employment of the Gridium platform. These will demonstrate our investment in achieving sustainable management and efficient use of natural resources in all our properties.	1) GRI 302: Energy 2) GRI 303: Water and Effluents 3) GRI 305: Emissions 4) GRI 306: Waste
 13 CLIMATE ACTION	1) Emissions Management	PRIME has started to account in its budgeting process the risks and opportunities posed by climate change that have the potential to generate substantive changes in our operations, revenue, or expenditure. We aim to strengthen our resilience and adaptive capacity to climate-related hazards and natural disasters.	1) GRI 201: Economic Performance 2) GRI 305: Emissions
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	1) Anti-corruption Practices 2) Safe Spaces and Well-being	PRIME's adoption of its inaugural Sustainability Risk Framework approved by the Board is part of our governance improvement efforts. The goal is to develop effective, accountable, and transparent policies and practices at all levels. This would ensure responsive, inclusive, participatory, and representative decision-making, and eliminate risk of corruption across the organisation.	1) GRI 2: General Disclosures 2) GRI 205: Anti-corruption 3) GRI 403: Occupational Health and Safety

ECONOMIC SUSTAINABILITY

PRIME is dedicated to creating stable and sustainable value by optimising its portfolio and striving for operational excellence in its asset and capital management. We aim to develop a resilient portfolio that delivers long-term sustainable growth and value to our Unitholders.

By integrating ESG considerations into PRIME's business operations and corporate strategy, sustainable business performance is ensured while maintaining accountability to investors, tenants, the workforce, and communities. PRIME anticipates that ESG performance will play an increasingly significant role in driving investment returns and plans to proactively incorporate ESG practices to build resilience, manage risk and strengthen financial performance.

To gauge PRIME's economic performance, we utilise key metrics, such as distributable income and distribution per unit ("**DPU**"). PRIME's financial performance results are shared through half- and full-year results announcements, along with quarterly key business and operational updates, and annual reports.

For more information on PRIME's Economic Performance, please refer to the Financial Review section on page 14 of PRIME's 2022 Annual Report.

CORPORATE GOVERNANCE, COMPLIANCE & ETHICS

Long-term success for companies is built on the foundation of good corporate governance. Ensuring strong corporate governance and robust risk management is vital for PRIME to protect the interests of its stakeholders, create long-term value, address potential risks to PRIME's reputation, and promote investor confidence.

PRIME strives to maintain high levels of corporate governance in its business practices, which include transparency, accountability, and sustainability. To achieve this, PRIME aligns its corporate governance policies and practices with the Code of Corporate Governance 2018 issued by the Monetary Authority of Singapore (MAS), upholding the standards set out in the Code.

To maintain a culture of responsible and ethical behaviour, the Board of PRIME takes a top-down approach by establishing a code of conduct and ethics and implementing clear policies and procedures to address conflicts of interest. PRIME's code of conduct provides clear expectations and guidelines for employees and directors to adhere to ethical concerns, including appropriate business and employee conduct. The code is distributed to the Manager's employees, and a mandatory annual refresher training is conducted to reinforce the policies and ethical standards.

PRIME ensures the effectiveness of its policies and procedures by implementing risk control measures and conducting regular internal and external audits to verify the effectiveness of these controls. To further enhance its risk management and internal control systems, PRIME has developed a Sustainability Risk Framework – based on its Enterprise Risk Management framework, and a Climate Risk Register, which were both approved and adopted in February 2023. The Framework enables PRIME to manage sustainability risks effectively by using a long-term approach to identify and evaluate the potential impacts of these risks. In essence, the Sustainability Risk Framework is a risk management tool that informs our action on addressing such risks. Following the adoption of the Framework, the Board will receive quarterly updates on the ongoing development of the Climate Risk Register to provide feedback.

For more information on PRIME's Corporate Governance system, please refer to the Corporate Governance Report on page 57 of PRIME's 2022 Annual Report.

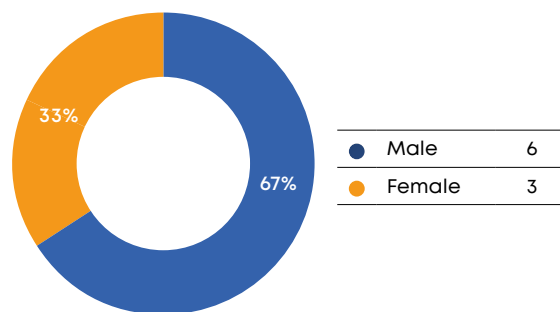
Board Diversity

The Board has the primary responsibility of ensuring PRIME's long-term prosperity by creating lasting value and satisfying stakeholder demands. To achieve this goal, the Board is made up of individuals with varied professional backgrounds and expertise, who can offer insightful perspectives that strengthen top-level decision-making efforts from different strategic viewpoints.

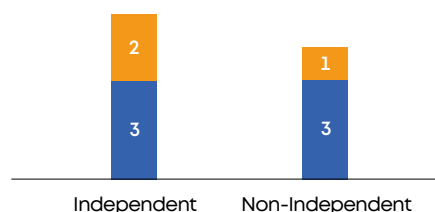
At the Board level, we implement a Board Diversity Policy that requires PRIME to assess candidates based on their merits and eliminate any form of conscious or unconscious discrimination. This policy defines diversity, which includes various backgrounds, skills, experiences and relevant characteristics such as gender, age and nationality, and will be used for examining the Board's makeup and succession planning. Further details of the policy are available in the Corporate Governance Report on page 63 of PRIME's 2022 Annual Report.

The following charts below illustrate the classifications of the Board of Directors' gender, independence, country of residence and ages:

Board Gender Diversity

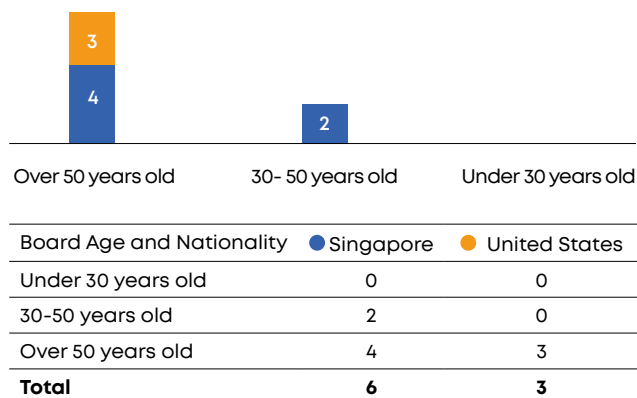


Board Independence & Non-Independence Diversity

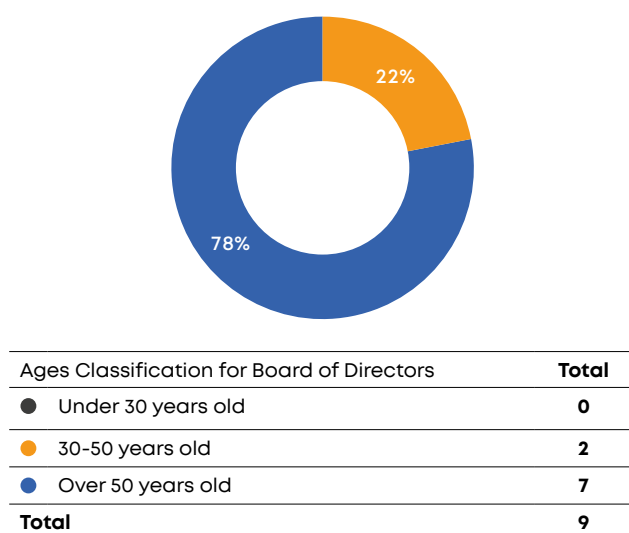


Board of Directors	Male	Female	Total
Independent	3	2	5
Non-Independent	3	1	4
Total	6	3	9

Board Age & Nationality Diversity



Board Age Diversity



For more information on PRIME's Board Diversity Policy, please refer to the Corporate Governance Report on page 63 of PRIME's 2022 Annual Report.

Ethical Behaviour and Compliance

PRIME takes a zero-tolerance stance towards bribery, corruption and non-compliance with relevant laws and regulations and adopts the Singapore Code of Corporate Governance issued by the Monetary Authority of Singapore. The Manager's Code of Conduct establishes the anti-corruption and anti-bribery policies and guidelines for all employees to adhere to. It has also established ethical standards for conducting business, including the proper declaration and management of gifts, hospitality, and entertainment.

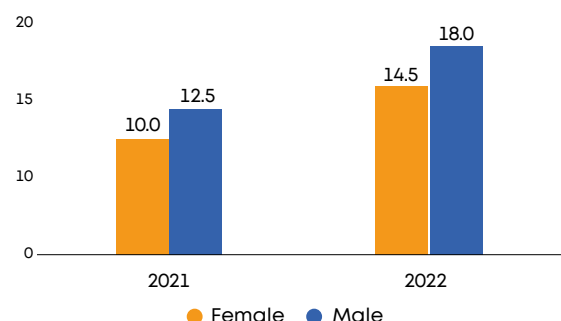
In FY2022, PRIME recorded zero confirmed incidences of bribery or corruption. There were also no fines or censures for non-compliance with laws and regulations.

To ensure that employees are well-positioned to contribute to PRIME's culture of responsible and ethical behaviour, as well as to keep abreast of legal and regulatory developments, PRIME ensures that each employee receives the necessary training. A third-party provides regular compliance training to PRIME, conducted at least once a year, in addition to offering compliance support. The compliance training covers a variety of topics, such as Insider Trading, Conflicts of Interest, Anti-Money Laundering ("AML"), Countering Financing of Terrorism, among others.

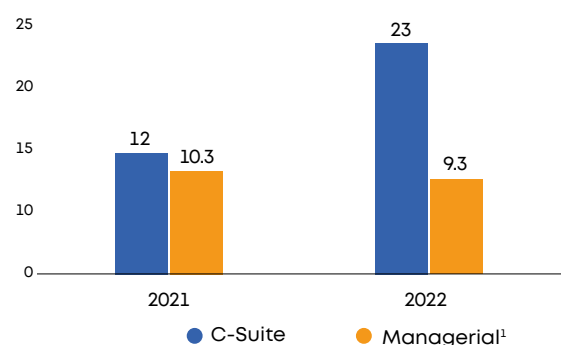
In the fiscal year 2022, employees at the C-Suite level received an average of 23 hours of training, while employees at the Managerial level received an average of 9.25 hours of training. In the short term, we aim to at least maintain or gradually increase the average number of training hours per employee.

Average Training Hours

By Gender



By Employee Category



1 Three new employees onboarded in year 2022, one in 3Q2022, two in 4Q2022

CORPORATE GOVERNANCE, COMPLIANCE & ETHICS

Whistleblowing

To ensure that employees have a safe and confidential avenue to raise concerns about possible improper behaviour observed in the course of business, PRIME has put in place a Whistleblowing Policy, which can be accessed at: <https://secure.ethicspoint.com/domain/media/en/gui/71338/index.html>.

To promote a workplace environment that is free from conflicts of interest and unethical business practices, employees are encouraged to raise any concerns related to these matters, without the fear of reprisal, through the whistleblowing channel. An impartial third party manages the whistleblower reporting channel that receives and addresses all concerns or issues that are reported. In ensuring the protection of the whistleblower's identity, the Manager observes strict confidentiality. The responsibility for investigations, enforcement and policy oversight ultimately falls on the Receiving Officer, who will directly report to the ARC Chairperson on matters covered by the policy.

For more information on PRIME's Whistleblowing Policy, please refer to the Corporate Governance Report on page 79 of PRIME's 2022 Annual Report.

Main laws and regulations relevant to PRIME in our operating countries

PRIME ensures that it is in full compliance with the relevant laws and regulations that apply to its operations across the countries where it has a footprint. We closely monitor changes in legislation and regulations, as well as significant developments in the operating environment. Significant changes are promptly communicated to stakeholders.

A selection of the key regulations and standards we continuously comply with and update observance of include the Monetary Authority of Singapore regulations (CIS Code and Property Funds Appendix), SGX-ST Listing Manual requirements, Personal Data Protection Act 2012 ("PDPA"), and building standard and energy codes specific to each state in the U.S., among others.



ENVIRONMENTAL IMPACT

As a responsible REIT, PRIME is dedicated to minimising the environmental impact of our operations and promoting sustainability throughout our portfolio. We understand the crucial role that the built environment plays in global greenhouse gas emissions and are determined to reduce our carbon footprint through effective energy management.

We have an environmental policy that was implemented in December 2022 (the “**Environmental Policy**”) which addresses the environmental impact of our portfolio assets, recognising our contribution to Greenhouse Gas (“**GHG**”) emissions through such assets and the direct financial and environmental benefits that are gained from efficient environmental management and operations. By way of the policy, we commit to using energy and materials efficiently, to preserve our resources and reduce our environmental impact. Our goal is to reduce operational expenses, decrease our GHG emissions and utilities consumption, and improve the quality of the work environment for building occupants and visitors.

Further details from our Environmental Policy concerning other environmental aspects are included in the different sections below based on relevancy. We aim to familiarise our property manager teams with this policy and policy trainings will be conducted for all property managers in FY2023. Outcomes from the policy implementation will be tracked over the course of FY2023 which will form the basis of our medium- to long-term targets to be set in due course.

In line with the recommendations from the TCFD and as alluded to in our previous Sustainability Report, we have also undertaken climate reporting as guided by SGX. More details can be found in the TCFD Disclosure segment of this Report on page 112. We aim to take further steps in developing more robust procedures and policies to address climate risks and opportunities present in and affecting our operations.

We are committed to evaluating and addressing the environmental impact of our properties, including their energy consumption, water usage, and waste generation. Our Property Managers assist us in regularly monitoring and improving the energy efficiency of our buildings, by implementing innovative technologies and best practices to reduce our environmental impact. Through our upcoming membership with GRESB, we expect to benchmark ourselves against other players in the real estate market to influence our strategy and environmental performance.

2 Energy Star score rates the building's energy performance relative to similar buildings nationwide. Expressed on a 1-100 scale, a higher score denotes better energy efficiency. A score of 50 represents median energy performance, while a score of 75 or higher indicates that the building is a top performer. More information available at: https://www.energystar.gov/buildings/benchmark/understand_metrics/how_score_calculated

Fostering a Green Supply Chain

We have a green purchasing policy that was implemented in December 2022 (the “**Green Purchasing Policy**”) which ensures purchased products have a low environmental impact, such as being recycled, manufactured using renewable resources or locally sourced inputs and are non-toxic, while also meeting cost and performance requirements. Essential suppliers to PRIME's business include engineering, janitorial, parking, landscaping, waste management and recycling vendors. Our strategy for building and preserving a green supply chain is to continually screen for viable green suppliers in the market and maintain close relationships and engagement with suppliers to understand the impacts that their policies and procedures have on social and environmental issues. We aim to familiarise our property management teams with this policy and policy trainings will be conducted for all property managers in FY2023. The policy implementation outcomes will be tracked over the course of FY2023 which will form the basis of our medium- to long-term ESG targets that will be set in due course.

Energy Star² Performance for FY2022

Average score for
6 Energy Star-certified properties
79.5

Percentage of PRIME's
14 properties rated as
top performers
64%

Percentage of PRIME's
14 properties rated as
above average
71%



ENVIRONMENTAL IMPACT

Energy Management

As an organisation committed to sustainability, we understand the critical role that energy consumption plays in our environmental impact. We are continually working to reduce our energy consumption and increase our efficiency across all our operations. To achieve this, we have implemented a range of measures, including upgrading our facilities to use

more energy-efficient equipment and technologies and encouraging our tenants to adopt energy-saving behaviours. Our efforts have led to 12 out of our 14 properties achieving U.S. Green Building Council Leadership in Energy and Environmental Design ("LEED") and/or Energy Star certification, demonstrating our commitment to investing in properties that integrate sustainability into design and operations:

PRIME's Building Certifications	
222 Main	<ul style="list-style-type: none"> • LEED Gold (Core & Shell) • Energy Star Certified and Rated 81 in 2022 • Verified Healthy Building by UL in 2022
171 17th Street	<ul style="list-style-type: none"> • LEED Silver (Core & Shell) • LEED Platinum (Operations and Maintenance) • Energy Star Certified and Rated 78 in 2022 • Verified Healthy Building by UL in 2022
Sorrento Towers	<ul style="list-style-type: none"> • LEED Gold (Operations and Maintenance) • Energy Star Certified and Rated 79 (Sorrento Towers North N1) and 89 (Sorrento Towers North N2) in 2021³
Park Tower	<ul style="list-style-type: none"> • LEED Gold (Operations and Maintenance) • Energy Star Certified and Rated 77 in 2022 • Verified Healthy Building by UL in 2022
Village Center Station II	<ul style="list-style-type: none"> • LEED Silver • Energy Star Certified and Rated 92 in 2021³
Tower I at Emeryville	<ul style="list-style-type: none"> • Energy Star Certified and Rated 83 in 2022 • Verified Healthy Building by UL in 2022
CrossPoint	<ul style="list-style-type: none"> • LEED Gold (Core & Shell) • Energy Star Rated 51 in 2021³ • Verified Healthy Building by UL in 2022
One Town Center	<ul style="list-style-type: none"> • Working towards achieving Energy Star Certification³ • Verified Healthy Building by UL in 2022
One Washingtonian Center	<ul style="list-style-type: none"> • LEED Platinum (Operations and Maintenance) • Energy Star Certified and Rated 79 in 2022 • Verified Healthy Building by UL in 2022
Tower 909	<ul style="list-style-type: none"> • LEED Gold (Operations and Maintenance) • Energy Star Certified and Rated 83 in 2022 • Verified Healthy Building by UL in 2022
Promenade I & II	<ul style="list-style-type: none"> • Energy Star Certified and Rated 75 in 2022 (Promenade I) • Working towards achieving Energy Star Certification (Promenade II)³ • Verified Healthy Building by UL in 2022
101 South Hanley	<ul style="list-style-type: none"> • Working towards achieving Energy Star Certification³ • Verified Healthy Building by UL in 2022
Village Center Station I	<ul style="list-style-type: none"> • LEED Gold (Core and Shell) • Working towards achieving Energy Star Certification³ • Verified Healthy Building by UL in 2022
Reston Square	<ul style="list-style-type: none"> • LEED Silver (Core & Shell) • Energy Star Certified and Rated 77 in 2022 • Verified Healthy Building by UL in 2022

³ Energy Star Certification/Re-Certification is still in progress for some properties.

To achieve such certifications and pursue energy efficiency and savings, we have implemented several initiatives at the property level, for example:

PRIME's Energy Saving Initiatives	
All Properties	<ul style="list-style-type: none"> Implemented smart technology by using the Energy Star Portfolio Manager benchmarking platform. Usage data is managed by Building Engineers and monitored by Energy Star's Portfolio Manager either on a monthly or annual basis.
222 Main	<ul style="list-style-type: none"> Participated in the Blue-Sky program with Rocky Mountain Power, which aims to reduce carbon footprint associated with energy usage. Optimised HVAC and lighting usage on unoccupied floors by setting them to on-demand during daytime hours.
Park Tower	<ul style="list-style-type: none"> Optimised HVAC and lighting usage on unoccupied floors by setting them to on-demand.
Village Center Station II	<ul style="list-style-type: none"> Optimised HVAC and lighting usage by expanding HVAC set points, allowing for maximum outdoor air circulation.
Tower I at Emeryville	<ul style="list-style-type: none"> Replaced 100% of interior lighting and 50% of exterior lighting with motion sensor LED lights, which will switch off automatically when not in use, reducing energy consumption. Digitalised 50% of the building's HVAC control systems, allowing the systems to be monitored through the Building Management System (BMS) and adjusted accordingly, based on the feedback provided. Optimised heating, ventilation, and air-conditioning ("HVAC"), with monthly assessments to ascertain tenant needs.
Tower 909	<ul style="list-style-type: none"> Utilised Energy Management System for remote management, optimal start operations, and after-hour temperature selections to reduce energy consumption. Installed lighting that is sound and motion activated in all stairwells and parking garages. Optimised HVAC to only be operated upon tenant request during Saturday business hours. Retrofitted LED lighting for speculative suites which offer move-in ready spaces, common corridors, and restrooms. Reduced chiller operation and run time to reflect the building load. Optimised lighting usage with the installation of sensor lighting with auto shut-off.
Promenade I & II	<ul style="list-style-type: none"> Participated in demand response during the summer months. Demand response refers to voluntarily reducing electricity consumption during conservation events when state-wide demand for power use is at its highest. Optimised HVAC and lighting usage on unoccupied floors by adjusting the setpoints and implementing demand response.
101 South Hanley	<ul style="list-style-type: none"> Replaced all light fixtures outside of tenants' space to LED to increase energy efficiency. Upgraded the building's pneumatics control system to a Direct Digital Control (DDC) system, yielding operational energy savings.

ENVIRONMENTAL IMPACT



Gridium Case Study

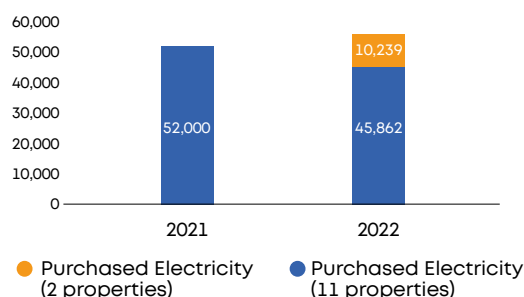
In February 2023, we have partnered with Gridium to achieve significant energy savings and attract ESG-focused tenants. The newly implemented Gridium software combines utility smart meter data, utility bill data, weather data and industry benchmarking into tools to help our property manager better manage energy performance. We anticipate future cost savings and a portfolio-wide increase in Energy Star scores attributable to the use of the Gridium software.

In 2022, our operations totalled 56,101 MWh of energy consumption from purchased electricity in 13⁴ out of 14 of our properties. The total, broken down into consumption in the same 11 properties as disclosed in PRIME's Sustainability Report 2021 and the 2 properties that were not included in the prior year's scope of calculation, is represented in the graph below. There was a decrease in consumption of 11.8% compared to the prior year, using the same scope of 11 properties. This decrease in consumption, despite increases in 2022 physical occupancy as the year progressed, can be attributed to the many energy saving initiatives highlighted earlier. We remain committed to reducing our consumption further as we acknowledge it is a primary source of emissions.

Furthermore, our operations involved 5,361 MWh of energy consumption from natural gas and diesel, but this was not represented in graphical format due to the unavailability of data from prior years. We will provide comparison figures for energy consumption from natural gas and diesel in future reporting periods as we continue to collect and disclose such data. Our energy intensity figure for 2022 was 13.7 kWh/sqft⁵.

Moving forward, we are committed to setting targets for reducing our energy consumption for better progress measurement. We believe that by doing so, we can play a significant role in reducing our carbon footprint and contributing to a more sustainable future for our organisation, our stakeholders, and the planet. We aim to collect energy consumption data for all 14 properties in FY2023 which will form the basis of our medium- to long-term ESG targets to be set in due course.

Purchased Electricity (MWh)



Notes:

- 2021 data includes 11 properties; 101 South Hanley, Sorrento Towers and One Town Center were excluded from the scope of electricity consumption as data was unavailable
- 2022 data includes 13 properties; purchased electricity consumption for One Town Center was not available
- One Town Center had transitioned to LPC's property management services in 4Q2022, data collection mechanism was not set up prior to the transition
- The consumption from 2 properties (101 South Hanley and Sorrento Towers) has been separated in 2022 since they were not included in the scope of calculation for 2021

⁴ Purchased electricity consumption for One Town Center was not available as One Town Center had transitioned to LPC's property management services in 4Q2022 and data collection mechanism was not set up prior to the transition.

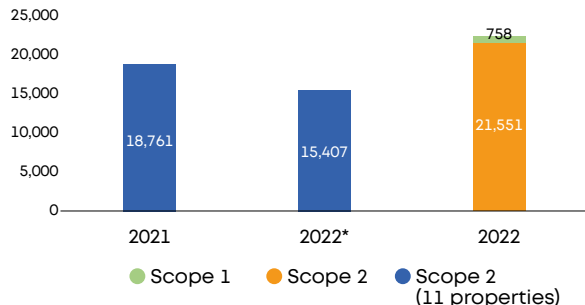
⁵ Given our Net Lettable Area of 4.4 million sq ft.

Emissions Management

As part of our commitment to sustainability, we recognise the impact that our emissions have on the environment, and we are dedicated to reducing our carbon footprint. We track emissions arising from the direct use of fuel such as natural gas and diesel for heating and electricity generation (categorised as Scope 1 emissions) and arising from the use of purchased electricity for powering our facilities (categorised as Scope 2 emissions).

In 2022, PRIME's operations totalled 22,309 tCO₂e of which 97% was attributed to Scope 2 emissions, represented in the graph below. There was a decrease in Scope 2 emissions of 17.9% compared to the prior year, using the same scope of 11 properties. This decrease in Scope 2 emissions is correlated with the decrease in energy consumption as highlighted in the previous section on Energy Management. We remain committed to especially reducing our Scope 2 emissions further through more efficient energy usage. Our emissions intensity was 5.1 kgCO₂e/sqft⁶.

Emissions (tCO₂e)



Notes:

- 2021 data includes 11 properties; 101 South Hanley, Sorrento Towers and One Town Center were excluded from the scope of emissions calculation as data was unavailable
- In 2021, Scope 1 emissions data was unavailable and not disclosed
- 2022 data includes 13 properties; emission data for One Town Center was not available
- One Town Center had transitioned to LPC's property management services in 4Q2022, data collection mechanism was not set up prior to the transition
- Emissions factors are obtained from the U.S. Government Environmental Protection Agency ("US EPA") Emissions and Generation Resource Integrated Database ("eGRID").
- An additional vertical bar is presented to showcase a direct comparison of Scope 2 emissions between the same set of 11 properties across the two reporting years.

We aim to collect Scope 1 and Scope 2 emissions data for all properties in FY2023 which will form the basis of our medium-to long-term ESG targets to be set in due course.

Water Management

At PRIME, management of our water consumption includes planning, developing, distributing, and managing the use of water resources in our properties. This is especially relevant for our 5 properties located in drought-prone areas such as Texas and California⁷.

This is the first year we are reporting water usage data; as such we are only able to capture the data from 9 out of 14 properties, with 101 South Hanley, CrossPoint, Village Center Station I, Village Center Station II and One Town Center being excluded. In 2022, our operations across these 9 properties totalled 97,000 m³ of water usage, with 48,000 m³ relating to areas with water stress⁸.

We will provide comparison figures in future reporting periods as we continue to collect and disclose water usage data and aim to increase the scope of data collection to all 14 of our properties, starting from FY2023. This will form the basis of our medium- to long-term ESG targets to be set in due course. Our water intensity figure for 2022 was 0.02 m³/sqft⁶.

To achieve our goals of water usage reduction, we aim to adhere to our Environmental Policy through the following activities:

1. Benchmarking water usage monthly in Energy Star.
2. Installing low-flow fixtures for any plumbing renovations at our assets, including meeting Uniform Plumbing Code (UPC) or International Plumbing Code (IPC) standards at a minimum and striving to install fixtures that meet the U.S. Environmental Protection Agency (EPA) WaterSense Standards.
3. Utilising drip or smart irrigation technologies, where feasible and applicable.
4. Renovating with drought-tolerant, native plant species at landscaped sites, when feasible and applicable.
5. Ensuring buildings have a leak detection system.
6. Integrating stormwater or greywater reuse systems, where feasible and applicable.
7. Adding automated or smart water meter readings and subsystem metering, where feasible and applicable.

⁶ Given our Net Lettable Area of 4.4 million sq ft.

⁷ Properties in Texas: (1) Tower 909, (2) Promenade I & II. Properties in California: (1) Park Tower, (2) Tower I at Emeryville, (3) Sorrento Towers.

⁸ Determined using data from the U.S Drought Monitor: <https://experience.arcgis.com/experience/e7934320fe66409b9a64c7f97c42ac10/page/Page-1/?views=Map-Information>

ENVIRONMENTAL IMPACT

Waste Management

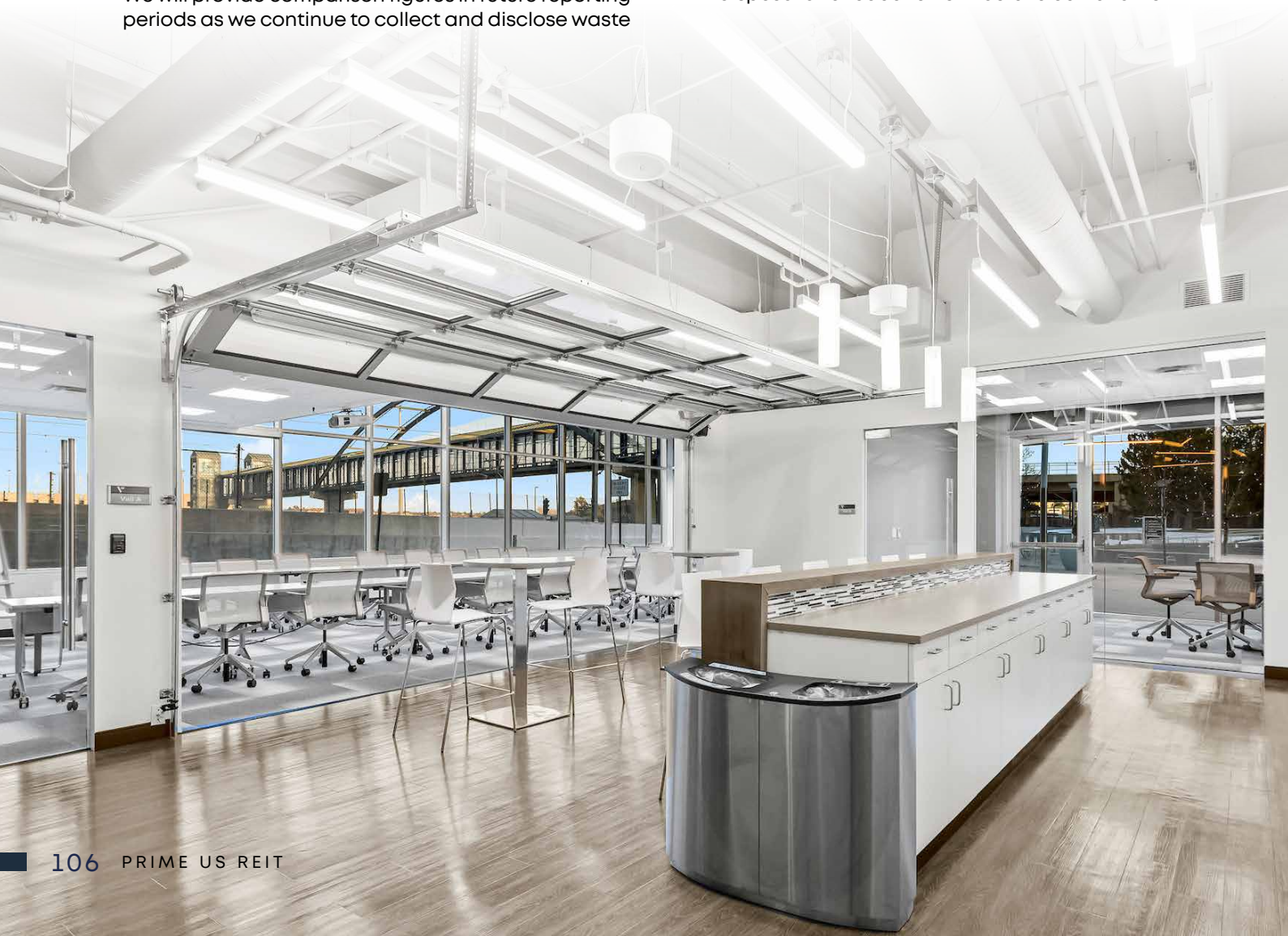
We believe that good waste management involves having a clear view of waste-related data across our properties and a combination of waste reduction strategies, including reducing waste at the source, reusing and recycling materials where possible, and disposing of any remaining waste in an environmentally friendly manner. Waste is primarily generated from the activities of our property tenants, and we employ the services of multiple licensed waste management and recycling vendors as part of our property management operations. We receive waste collection data from these vendors.

This is the first year we are reporting waste data; as such we were only able to capture the data from 9 out of 14 properties, with One Washingtonian Center, Reston Square, CrossPoint, Village Center Station and One Town Center being excluded. In 2022, our operations across these 9 properties totalled 685 metric tons of waste generated, all of which were non-hazardous. Of this waste generated, 207 metric tons were diverted away from disposal and instead applied towards reuse, recycling or composting operations. We will provide comparison figures in future reporting periods as we continue to collect and disclose waste

data and aim to increase the scope of data collection to all 14 of our properties, starting from FY2023. This will form the basis of our medium- to long-term ESG targets to be set in due course.

To achieve our goals of waste reduction, we aim to adhere to our Environmental Policy through the following activities:

1. Adhering to our Green Purchasing Policy.
2. Benchmarking waste monthly in Energy Star.
3. Implementing a recycling program at all assets, including single-stream recycling whenever possible.
4. Offering electronic waste collection at all assets.
5. Striving to implement composting programs at all assets, especially those with on-site cafeterias – One Washingtonian Center and Park Tower are currently composting.
6. Supplying educational materials about proper disposal and reduction of waste to our tenants.



DIVERSITY AND INCLUSION

The management and operational teams of PRIME are a small group of efficient collaborators located in Singapore and the U.S. The diversity of their skill sets, backgrounds, and other characteristics has helped strengthen PRIME's resilience against the challenges arising from the uncertain environment, especially over the past few years.

Employees

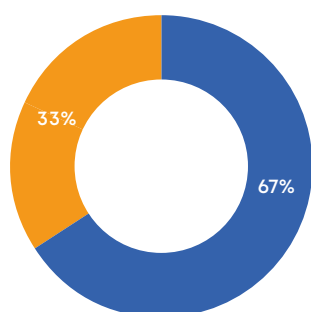
The Manager holds the belief that a workplace that is diverse and inclusive fosters a positive and productive environment for all its employees⁹ and recognises that it is crucial to PRIME's long-term success. In this vein, the Manager is devoted to advancing diversity and equality in its hiring practices and creating an inclusive workplace culture that values and respects all employees. The Manager does not tolerate any form of racial, ethnic, gender, or age discrimination. There were no reported incidents of discrimination in FY2022, and the Manager aims to maintain this record going forward.

Even though we have a small workforce, a third of the Manager's employees as of 31 December 2022 are female, and we aim to continue enhancing gender diversity of employees within our ranks. The Manager is committed to improving gender diversity, as well as other vital aspects of diversity, such as offering equal opportunities for employee learning, career advancement, and well-being.

As a relatively small REIT, PRIME recognises the importance of providing equal opportunities to all our employees. We ensure that there are ample opportunities for employees through offering various learning and development initiatives, such as on-the-job training and development programmes. This would in turn help employees acquire new skills, improve their performance, and advance their careers. The Manager understands that career advancement and personal growth are crucial components of employee well-being, and is committed to supporting our employees in these areas.

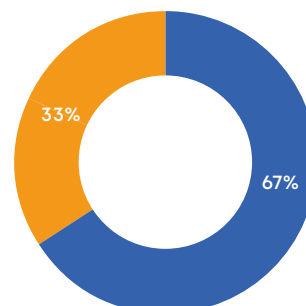
By promoting gender diversity and offering equal opportunities for learning, career advancement, and well-being, the Manager strives to create a work environment where all employees feel valued, supported, and empowered to achieve their full potential.

Gender Classification for Employees



Gender Classification for Employees		
	Male	Female
Total	4	2

Age Classification for Employees



Ages Classification for Employees		Total
● Under 30 years old		0
● 30-50 years old		4
● Over 50 years old		2
Total		6

	New Hires in FY2022		Turnover in FY2022	
	Number	Rate (%)	Number	Rate (%)
Age Group				
Under 30 years old	0	0	0	0
30-50 years old	3	50	2	33
Over 50 years old	0	0	0	0
Gender				
Female	1	17	2	33
Male	2	33	0	0
Region				
Singapore	3	50	2	33
United States	0	0	0	0

Vendors & Suppliers Diversity

Under the Vendor Diversity Policy that was implemented in December 2022, we strive to build mutually beneficial relationships with small, women-owned, minority-owned, and other diverse businesses ("SWMBE"). By selecting vendors and suppliers from diverse backgrounds, PRIME can promote inclusivity and create a more welcoming environment for people of all backgrounds. Diverse vendors and suppliers often bring unique perspectives and ideas to the table, which can lead to increased innovation and creativity in PRIME's operations. We aim to familiarise our property manager teams with this policy and policy trainings will be conducted for all property managers in FY2023. Outcomes from the policy implementation will be tracked over the course of FY2023 which will form the basis of our medium- to long-term ESG targets to be set in due course.

⁹ Total of 6 employees refers only to the Manager's employees of which 5 are based in Singapore and 1 based in the U.S. This does not include our property manager, LPC, and individuals employed by LPC.

SAFE SPACES AND WELL-BEING

PRIME recognises the importance of prioritising the health, safety and well-being of employees and aims to achieve zero workplace injuries and fatalities each year. In FY2022, there were no workplace injuries or fatalities among the Manager's employees and LPC's employees¹⁰ physically based at PRIME's properties. To ensure that health and safety remain of utmost importance at all of PRIME's properties, we strive to build thriving communities and create sustainable social impacts that provide value to all internal and external stakeholders.

Our achievement of zero incidences of workplace injuries or fatalities is meaningful and certainly a positive accomplishment for our organisation. While there is no formal health and safety policy, the Manager's employees are covered by office building management safety procedures such as fire evacuation drills. Property managers of several of PRIME's properties conducted full building fire drills, fire warden training and cardiopulmonary resuscitation (CPR) training; these onsite safety practices will be fully extended to all properties in 2023. Furthermore, there were no identified cases of non-compliance with health and safety regulations in the reporting period.

To enhance the overall health and safety of our organisation, we regularly review and update health and safety policies and encourage employees to share health concerns and suggestions, as well as provide healthcare benefits as part of their employment package. We understand that the health, safety, and satisfaction of our stakeholders are crucial considerations for PRIME, as they play a significant role in the success of our organisation.

The importance of prioritising the health, safety, and satisfaction of stakeholders for PRIME can be outlined as follows:

1. **Tenant retention and satisfaction:** The satisfaction of tenants is a critical factor in tenant retention and lease renewals. By prioritising tenant health and safety, PRIME creates an environment where tenants feel valued and cared for, leading to higher levels of satisfaction and longer lease terms.
2. **Employee health and safety:** The health and safety of employees are essential for creating a productive and engaged workforce. By providing a safe and healthy work environment, PRIME attracts and retains top talent with reduced absenteeism and turnover.
3. **Investor confidence:** The health and safety of stakeholders, such as tenants and employees, can impact the reputation of PRIME and ability to attract and retain investors. By prioritising the health and safety of stakeholders, PRIME builds trust and confidence in the market.
4. **Community impact:** As a responsible corporate citizen, PRIME has a responsibility to contribute positively to the communities in which it operates. By prioritising the health and safety of stakeholders, PRIME can demonstrate its commitment to social responsibility and create a positive impact on the community.

10 57 of LPC's employees were based at PRIME's properties as at 31 December 2022. LPC took over property management at PRIME's properties in 2H2022.

Elevating Tenant & Community Wellness

As a responsible and forward-thinking REIT, we recognise the importance of tenant wellness and have taken steps to elevate the health and well-being of our tenants. We understand that there are far-reaching benefits in the form of increased tenant satisfaction, longer lease terms, and a positive reputation in the market through pursuing such activities.

In this connection, we have implemented various initiatives to promote tenant wellness, including designing buildings and spaces that encourage healthy behaviours, providing amenities and services that promote well-being, enhancing indoor environmental quality, and creating a culture of wellness. We are committed to supporting the health and well-being of our tenants and it is our goal to foster environments that create a desire for them to return.

We implemented our Community and Tenant Engagement Policy in December 2022 with the goal of addressing the impact of our properties and related operations on society. Commercial office properties are an integral component of localities and so incorporating community engagement into our events enables us to deliver a positive impact to the communities where we operate in. Specific budgets for such events were incorporated into the ESG Budget Plan for FY2023. We aim to familiarise our property management teams with this policy and policy trainings will be conducted for all property managers in FY2023. The policy implementation outcomes and

execution of the initiatives and events in 2023 will be tracked over the course of the year, which will form the basis of future medium- to long-term targets setting and budgeting for such initiatives.

In recent years, PRIME has recognised the importance of and is implementing strategies to promote tenant wellness. These strategies include the following:

1. **Designing buildings and spaces to promote health:** PRIME creates buildings and spaces that are designed to promote healthy behaviours, offering healthy food options in common areas, and creating spaces that encourage movement and social interaction.
2. **Providing amenities and services that promote well-being:** Including fitness centers, on-site health clinics and educational programs on healthy lifestyle choices.
3. **Enhancing indoor environmental quality:** PRIME focuses on indoor environmental quality by improving air quality and promoting natural daylight and access to nature.
4. **Creating a culture of wellness:** Providing education and resources to tenants, offering wellness programs and events, and creating policies that support healthy choices.



SAFE SPACES AND WELL-BEING

Local Community Engagement

Creating a positive living environment and fostering a sense of connection and support among tenants is a crucial aspect of a building's strategy, which involves engaging with the local community. At PRIME, we believe in creating welcoming, inclusive environments that value and engage tenants from all backgrounds and identities. We are dedicated to integrating our tenants with local communities as part of our commitment to inclusivity, sustainability, and a protected future for all. Below are some community activities that we organised as part of our various engagements in FY2022.

Beehive Tenant Event

PRIME has organised a beehive event to interact with the local community and raise sustainability awareness about bees that are dying at an unprecedented rate as a result of disease, pesticides, loss of habitat and climate change. Outlined below are several ways in which beehives can contribute to a more sustainable environment:

1. **Pollination:** Bees play a crucial role in pollinating plants, which is essential to produce food. Without bees, many crops would not be able to produce fruit or seeds. By providing a home for bees, we support their population and help ensure the continued pollination of our food supply.
2. **Supporting local ecosystems:** Beehives can contribute to local ecosystems by supporting a diverse range of plants and other wildlife. By providing a home for bees, we can help support the broader ecosystem in which they live.
3. **Honey production:** Bees produce honey, which is a natural and sustainable sweetener. Honey can be used as an alternative to processed sugars, which can have negative health and environmental impacts. By harvesting honey from beehives, we can support a sustainable food system.



171 17th Street



One Washingtonian Center



Tower 909 Coffee and Coats

We hosted a Coffee and Coats event for tenants on National Coffee Day with complimentary coffee and donuts. We also implemented a coat drive to collect warm clothing and blankets for the homeless.

Holiday Celebrations

Organising holiday celebrations for tenants during the Christmas and New Year's season is an engaging way to foster a festive atmosphere and promote social cohesion within the building. We decorated the common areas of the buildings with an assortment of festive decorations, including a Christmas tree and holiday lights, while also providing food and drinks for all attendees. These celebrations play a significant role in promoting a sense of community and belonging, as they bring people together and encourage participation in social activities. During the holiday season, people often feel a heightened sense of connection to one another, making such events a vital aspect of building a cohesive and supportive community.



As part of the holiday event for Promenade I and II, we invited a band from a local high school to perform during our celebration. The lively event not only provided students with more exposure to public performance but also allowed us to support the community by getting more involved.



Wish Tree

In addition, we created a wish tree placed in the lobby of Park Tower filled with wishes from our local Children's Home for our tenants to fulfil. All gift donations were collected in the building management office and were delivered to the Children's Home by our team. As a result, our tenants helped fulfil the wishes of 80 local at-risk children, ranging from 6 months to 17 years old. We were pleased to foster a sense of community and empathy among our tenants, while being able to see the impact of their contributions made through this initiative.

By implementing these strategies, we created a more connected, engaged, and supportive community that prioritises the well-being of its members. This in turn fosters a sense of community and purpose, ensures safety and security, and ultimately creates an environment that supports the health and comfort of all tenants.



TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (“TCFD”)

In December 2021, SGX announced that all issuers must include climate reporting in their sustainability reports on a “comply or explain” basis starting from FY2022. For asset managers, reporting on climate disclosures based on the recommendations of the TCFD will become mandatory from FY2023. This is our first year of alignment with TCFD – we are beginning to formulate a more comprehensive approach towards addressing the demands of climate strategy and reporting and will provide updates in future iterations of our Sustainability Report.

TCFD Pillar	Recommended Disclosure	PRIME’s Approach
Governance	Describe the governance relating to climate-related risks and opportunities.	We have appointed our ARC on behalf of the Board to oversee ESG initiatives and strategy of PRIME. Our management team works closely with our property manager to develop and implement ESG-related initiatives.
Strategy	Describe the actual and potential impacts of climate-related risks and opportunities to business, strategy and financial planning.	We actively engage with our property manager to understand climate-related risks and opportunities on the property-level to make informed strategy-setting for addressing such risks and opportunities. This includes considering scenario analysis on impacts to our portfolio in future. We will provide updates to this in the following Sustainability Report for FY2023.
Risk Management	Describe the organisation’s process for identifying, assessing and managing climate-related risks and opportunities.	We have a Sustainability Risk Framework and Climate Risk Register that was approved by the Board in February 2023. This Framework guides our risk management approach, modelled after our Enterprise Risk Management Framework, but with differences intended to cater to the nature of climate-related risks, such as having a longer time horizon of risk identification and assessment. The Climate Risk Register is in the process of being populated with identified risks and proposed mitigation plans, and will be reviewed by the Board on a quarterly basis.
Metrics and Targets	Disclose metrics and targets used by the organisation to assess progress in managing climate-related risks and opportunities.	We have collected and disclosed Scope 1 and 2 emissions from operations in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. We are in the process of improving data collection mechanisms on further metrics identified to monitor climate-related risks, such as water and waste-related metrics, which will allow us to perform more informed target setting. We will provide updates to this in the following Sustainability Report for FY2023.

GLOBAL REPORTING INITIATIVE (“GRI”)

CONTENT INDEX

GRI Standard	Disclosures	Chapter / Remarks	Omission
GRI 2: General Disclosures 2021	2-1	Organisational details	About this Report, pg. 88; Annual Report 2022, pg. 1-2
	2-2	Entities included in the organisation's sustainability reporting	About this Report, pg. 90
	2-3	Reporting period, frequency and contact point	About this Report, pg. 90
	2-4	Restatements of information	There were no restatements of information.
	2-5	External assurance	There was no external assurance conducted.
	2-6	Activities, value chain and other business relationships	Prime US REIT, pg. 88; Environmental Impact, pg. 101
	2-7	Employees	Diversity and Inclusion, pg. 107
	2-8	Workers who are not employees	Sustainability Management, pg. 93
	2-9	Governance structure and composition	Annual Report 2022, pg. 57-83; Sustainability Management, pg.93; Corporate Governance, Compliance & Ethics, pg. 98-99
	2-10	Nomination and selection of the highest governance body	Annual Report 2022, pg. 57-83
	2-11	Chair of the highest governance body	Annual Report 2022, pg. 8
	2-12	Role of the highest governance body in overseeing the management of impacts	Board Statement, pg. 91
	2-13	Delegation of responsibility for managing impacts	Sustainability Management, pg. 93
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Management, pg. 93
	2-15	Conflicts of interest	Annual Report 2022, pg. 57-83
	2-16	Communication of critical concerns	Corporate Governance, Compliance & Ethics, pg. 98-100
	2-17	Collective knowledge of the highest governance body	Board Statement, pg. 91
	2-18	Evaluation of the performance of the highest governance body	Annual Report 2022, pg. 4-6
	2-19	Remuneration policies	Annual Report 2022, pg. 68-72
	2-20	Process to determine remuneration	Annual Report 2022, pg. 68-72

GLOBAL REPORTING INITIATIVE (“GRI”) CONTENT INDEX

GRI Standard	Disclosures		Chapter / Remarks	Omission
	2-21	Annual compensation ratio		Not disclosed due to highly sensitive nature of information. Please refer to page 71 of the Annual Report 2022 for more details.
	2-22	Statement on sustainable development strategy	Board Statement, pg. 91	
	2-23	Policy commitments	Corporate Governance, Compliance & Ethics, pg. 98-100; Environmental Impact, pg. 101-106; Diversity and Inclusion, pg. 107; Safe Spaces and Well-being, pg. 109	
	2-24	Embedding policy commitments	Corporate Governance, Compliance & Ethics, pg. 98-100; Environmental Impact, pg. 101-106; Diversity and Inclusion, pg. 107; Safe Spaces and Well-being, pg. 109	
	2-25	Processes to remediate negative impacts	Corporate Governance, Compliance & Ethics, pg. 98-100	
	2-26	Mechanisms for seeking advice and raising concerns	Corporate Governance, Compliance & Ethics, pg. 98-100	
	2-27	Compliance with laws and regulations	Corporate Governance, Compliance & Ethics, pg. 98-100	
	2-28	Membership associations	Prime US REIT, pg. 88	
	2-29	Approach to stakeholder engagement	Sustainability Management, pg. 93-94	
	2-30	Collective bargaining agreements	The Manager's employees are not covered by any collective bargaining agreements.	
MATERIAL TOPICS				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Management, pg. 93-95	
	3-2	List of material topics	Sustainability Management, pg. 95	
ECONOMIC PERFORMANCE				
GRI 3: Material Topics 2021	3-3	Management of material topics	Economic Sustainability, pg. 97	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Economic Sustainability, pg. 97; Annual Report 2022, pg. 14-17	

GRI Standard	Disclosures	Chapter / Remarks	Omission
ANTI-CORRUPTION PRACTICES			
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Governance, Compliance & Ethics, pg. 98-100	
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Corporate Governance, Compliance & Ethics, pg. 99	
ENERGY MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Impact, pg. 102	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Environmental Impact, pg. 104	
	302-3 Energy intensity	Environmental Impact, pg. 104	
WATER MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Impact, pg. 105	
GRI 303: Water and Effluents 2018	303-5 Water consumption	Environmental Impact, pg. 105	
EMISSIONS MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Impact, pg. 105	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Impact, pg. 105	
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Impact, pg. 105	
	305-4 GHG emissions intensity	Environmental Impact, pg. 105	
WASTE MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Impact, pg. 106	
GRI 306: Waste 2020	306-3 Waste generated	Environmental Impact, pg. 106	
	306-4 Waste diverted from disposal	Environmental Impact, pg. 106	
EMPLOYMENT PRACTICES			
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity and Inclusion, pg. 107	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Diversity and Inclusion, pg. 107	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Safe Spaces and Well-being, pg. 108	

GLOBAL REPORTING INITIATIVE (“GRI”) CONTENT INDEX

GRI Standard	Disclosures	Chapter / Remarks	Omission
SAFE SPACES AND WELL-BEING			
GRI 3: Material Topics 2021	3-3 Management of material topics	Safe Spaces and Well-being, pg. 108-109	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Safe Spaces and Well-being, pg. 108	
	403-3 Occupational health services	Safe Spaces and Well-being, pg. 108	
	403-5 Worker training on occupational health and safety	Safe Spaces and Well-being, pg. 108	
	403-6 Promotion of worker health	Safe Spaces and Well-being, pg. 108-109	
	403-9 Work-related injuries	Safe Spaces and Well-being, pg. 108	
GRI 3: Material Topics 2021	3-3 Management of material topics	Safe Spaces and Well-being, pg. 108-109	
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Safe Spaces and Well-being, pg. 108	
TALENT DEVELOPMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Governance, Compliance & Ethics, pg. 99; Diversity and Inclusion, pg. 107	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Corporate Governance, Compliance & Ethics, pg. 99	
BOARD DIVERSITY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Governance, Compliance & Ethics, pg. 98-99	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Governance, Compliance & Ethics, pg. 98-99	
DIVERSITY AND NON-DISCRIMINATION			
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity and Inclusion, pg. 107	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity and Inclusion, pg. 107	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity and Inclusion, pg. 107	
LOCAL COMMUNITIES			
GRI 3: Material Topics 2021	3-3 Management of material topics	Safe Spaces and Well-being, pg. 110	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Safe Spaces and Well-being, pg. 110-111	