



Employee Health and Wellness Policy

We are committed to protecting the health and wellbeing of all employees and individuals in our workplace. We have no employees of our own. All the employees that make up our workforce and support this commitment are employees of our manager, Tremont Realty Capital LLC, a wholly owned subsidiary of The RMR Group LLC. Through RMR, our manager employs the following programs and initiatives to support and maximize employee wellness:

- LiveWell Employee Wellness Program, including:
 - Interactive LiveWell Tool that hosts educational presentations, webinars, and wellness competitions (e.g., LiveWell Week, Work Out at Home, Good Eats and Pay it Forward)
 - Monthly Health and Well-Being Webinars (e.g., environmental wellness, enhancing energy and social wellness)
 - Fitness and weight loss program discounts
 - Health and wellness discounts
- Work-Life Balance and Family Support Services, including:
 - Paid sick and vacation time and a floating holiday
 - Short- and long-term disability coverage
 - Bereavement leave
 - Maternity/paternity paid time off
 - Matching Charitable Gift Program
 - Travel accident insurance
 - Additional benefits (ID protection, commuter benefits, pet insurance, legal assistance plan and employee referral bonus)
 - Webinars on work-life balance issues
 - Employee Assistance Plan
 - Child and elder care resource services
 - Mental health resources
- Opportunity to help others
 - Annual Community Service Day
- Professional development and training, including:
 - Career counseling
 - Tuition assistance
 - Accelerated Women in Leadership Program
 - Analyst Conversion Program
 - Next Generation Executive Program

- Diversity and Inclusion
 - Partnerships with Industry Groups
 - Project Destined
 - Talent Development Programs
 - Employee Learning Forums
- Employee Engagement
 - Employee Engagement Surveys designed to monitor our performance in creating a supportive, inclusive and rewarding workplace