



LASALLE PLAZA

LaSalle Plaza is committed to fully integrating ESG initiatives into the overall property management strategy. We strive to provide an environmentally responsible building, understanding the impact on our tenants, the surrounding community and the environment.

## PROPERTY CERTIFICATIONS



## ENVIRONMENTAL

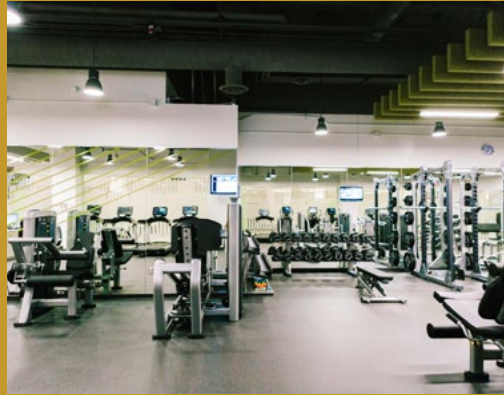
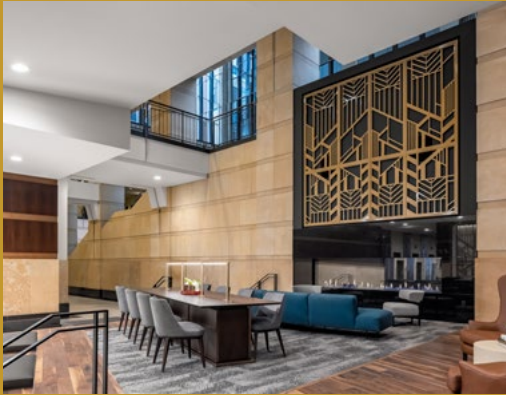
- Perform annual property energy, water, and waste audits
- Run an annual Zeller Energy Challenge to optimize and modernize building systems
- Evaluate and implement energy and water property enhancement projects and capital improvements, and continue to assess new technologies to achieve sustainability goals
  - Upgraded the Building Automation System in 2022
  - Continue to update all common area light fixtures to LED's.
  - Replaced Variable Frequency Drives over the next 2 years as current VFD's are past their useful life.
- Annual audits and inspections of building systems to ensure efficiency and proper performance
- Sustainable office supplies & equipment usage, including moving to cloud data storage and reduction of printers
- Recycling provided for all tenants
  - Providing bike rooms or bike storage and promoting active commuting
  - Green Cleaning and Integrated Pest Management Policies
  - Host E-Waste collection drives for tenants semi-annually



## SOCIAL

- Address the information needs of our key stakeholders and tenants, and communicate with them on information including environmental, social, governance and resilience issues
- Encourage our tenants to participate in our Tenant Engagement Program, that often focuses on ESG issues, while providing them educational materials and hosting events such as:

- E-waste collection drives for tenants
- Fitness and wellness education courses for tenants hosted by fitness center manager
- Encouraging volunteerism by highlighting local organizations such as: Second Harvest Heartland
- Promote tenant wellbeing by providing mental health resources, such as annual Flu vaccines, wellness screenings, and blood drives.
- Human rights and Non-discrimination policies
- Integration of biophilia, maximization of natural light, water quality management plan, and cleaning protocols in our building controlled areas to promote wellbeing for our tenants and employees, such as;
  - Interior landscaping and decor
  - Ceiling mural
  - Fireside seating area next to an interior fireplace



## GOVERNANCE

- Seek to use governance structures that provide appropriate levels of oversight in the areas of audit, risk management, and potential conflicts of interest
- Provide frequent and transparent disclosure to tenants, including ESG objectives, strategies, performance, and building level updates
- Monitor and manage compliance with local jurisdiction benchmarking requirements and any additional policy or regulatory changes
- Identify physical and transition risks at the property that may be caused by climate change and evaluate mitigation strategies to reduce risk
  - Annual insurance audits and recommendations to mitigate risks for restaurants at the property
- Regularly updated Emergency Response and Business Continuity Plan
- Leveraging innovative Project Management and Accounting software to track vendor and tenant finances more accurately
- Regular assessment and audit of technology and digital security, including transitioning to cloud data storage, to ensure data resiliency
- Development of Zeller Tenant and Employee Reengagement Plan in response to COVID, which was communicated digitally and updated as public health guidelines and governing ordinances changed
- Frequent communications to Tenants and building occupants regarding health and safety events
- Participation and leadership in industry organizations to ensure implementation of best practices and contributing to the Real Estate industry
  - Zeller awarded Property Management company of the year through the MN Real Estate Journal for 3 consecutive years (2019 – 2021)