

## Environmental, Social, and Governance (ESG) Impact and Objectives

Zeller is committed to fully integrating ESG into our overall business strategy. We believe Commercial Real Estate Investing, Development, and Property Management should be approached with many considerations, including the impact on the environment, the surrounding community, our tenants and employees, and our buildings.

### ENVIRONMENTAL

#### BUILDING CERTIFICATIONS:



#### LEED - PLATINUM:

- 401 N Michigan Ave - Chicago, IL

#### LEED - GOLD:

- Resurgens Plaza - Atlanta, GA
- 311 S Wacker Dr. - Chicago, IL
- Old Orchard Towers - Skokie, IL
- Fifth Street Towers - Minneapolis, MN
- LaSalle Plaza - Minneapolis, MN
- Umpqua Bank Plaza - Portland, OR

#### LEED - SILVER:

- 100 Peachtree - Atlanta, GA
- Premier Plaza - Atlanta, GA
- The Wrigley Building - Chicago, IL

#### ENERGY STAR AWARD:

- 100 Peachtree - Atlanta, GA
- 311 S Wacker Dr. - Chicago, IL
- 401 N Michigan Ave - Chicago, IL
- Castle Creek - Indianapolis, IN
- Deer Creek - Brookfield, WI
- Fifth Street Towers - Minneapolis, MN
- LaSalle Plaza - Minneapolis, MN
- Meridian Mark - Carmel, IN
- Old Orchard Towers - Skokie, IL
- Resurgens Plaza - Atlanta, GA
- Riverwood Corporate Center - Pewaukee, WI
- The Wrigley Building - Chicago, IL
- Umpqua Bank Plaza - Portland, OR
- Woodfield Preserve - Schaumburg, IL

#### OBJECTIVES:

- 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
- 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 at all properties and corporate offices, composting provided at one property
- Focus on integrating perennial plantings and reducing impermeable paving at properties
- Providing bike rooms or bike storage and promoting active commuting
- Herb and vegetable community gardens tended by tenant volunteers at many properties
- On site electric charging stations at many properties
- Green Cleaning and Integrated Pest Management Policies

## SOCIAL

### BUILDING CERTIFICATIONS:



#### THREE STAR RATING:

- Resurgens Plaza - Atlanta, GA
- 401 N Michigan Ave - Chicago, IL

#### TWO STAR RATING:

- The Wrigley Building - Chicago, IL
- Capital Center - Indianapolis, IN

#### ONE STAR RATING:

- Premier Plaza - Atlanta, GA



#### WELL HEALTH + SAFETY:

All Zeller properties nationwide are certified - markets include:

- Atlanta, GA
- Chicago, IL
- Indianapolis, IN
- Minneapolis, MN
- Milwaukee, WI
- Portland, OR

### OBJECTIVES:

- Address the information needs of our key stakeholders, and communicate with them on information including environmental, social, governance and resilience issues
- Promote employee involvement and open communication through employer engagement, employee surveys and trainings (including ESG and Health + Safety topics), career development programs, and annual employee performance reviews
- Foster community engagement through the development of charitable programs and events, including fitness and wellness programming, blood drives, and philanthropy and volunteerism opportunities
- Encourage our tenants to participate in our Tenant Engagement Program, that often focuses on ESG issues, while providing them educational materials and hosting events
- Encouraging volunteerism by providing eight (8) volunteer hours annually to every Zeller employee
- Promote employee wellbeing by providing mental health resources, such as employee-driven committees, mental health resources, annual Flu vaccines, and wellness screenings
- Human rights and Non-discrimination policies
- Active Zeller Diversity and Inclusion Committee
- 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

## GOVERNANCE

### BUILDING CERTIFICATIONS:



#### 360 DESIGNATION

- 311 S Wacker Dr. - Chicago, IL
- 401 N Michigan Ave - Chicago, IL
- The Wrigley Building - Chicago, IL
- Fifth Street Towers - Minneapolis, MN
- LaSalle Plaza - Minneapolis, MN
- Capital Center - Indianapolis, IN

### OBJECTIVES:

- 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 investors, including ESG objectives, strategies, performance, and firm level updates
- Monitor and manage compliance with local jurisdiction benchmarking requirements and any additional policy or regulatory changes
- Identify physical and transition risks at our assets that may be caused by climate change and evaluate mitigation strategies to reduce risk
- Regularly updated Emergency Response and Business Continuity Plan
- Leveraging 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 and SSO for employees, 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



WiredScore  
PLATINUM



WiredScore  
GOLD



WiredScore  
SILVER

#### WIREScore - PLATINUM:

- 311 S Wacker Dr. - Chicago, IL
- Fifth Street Towers - Minneapolis, MN

#### WIREScore - GOLD:

- Premier Plaza - Atlanta, GA
- Resurgens Plaza - Atlanta, GA
- 401 N Michigan Ave - Chicago, IL
- The Wrigley Building - Chicago, IL

#### WIREScore - SILVER:

- 100 Peachtree - Atlanta, GA
- Commerce Plaza - Oakbrook, IL
- Umpqua Bank Plaza - Portland, OR