



PREMIER PLAZA

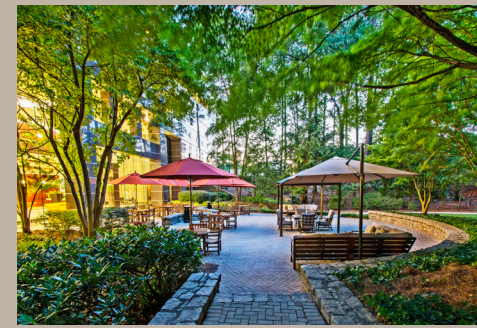
Premier Plaza is committed to fully integrating ESG initiatives into the overall property management strategy. We strive to provide an environmentally responsible building, understanding the impact on our tenants, the surrounding community and the environment.

PROPERTY CERTIFICATIONS



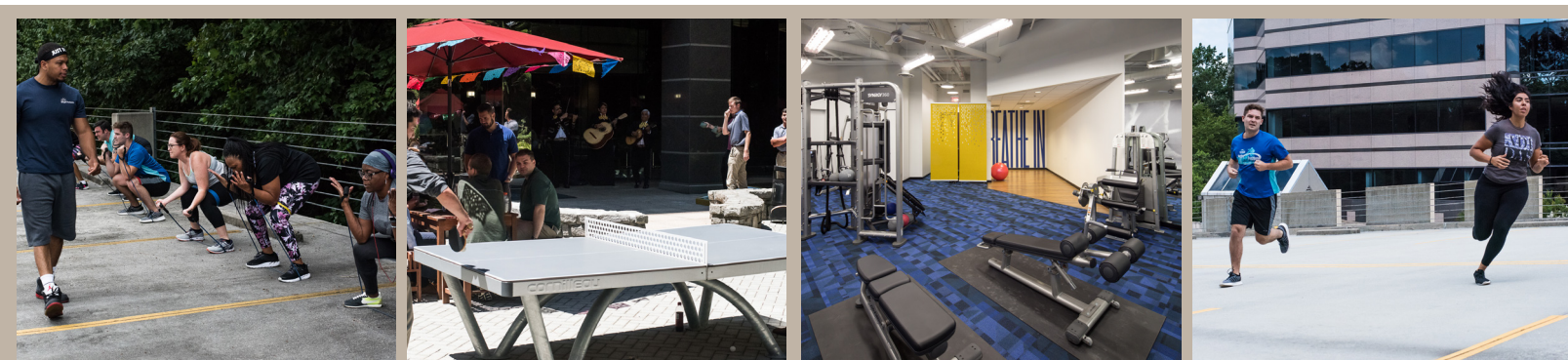
ENVIRONMENTAL

- Perform annual property energy, water, and waste audits and inspections of building systems to ensure efficiency and proper performance
- Run an annual Zeller Energy Challenge to optimize and modernize building systems
- Evaluate and implement energy property enhancement projects and capital improvements, such as:
 - Living wall installation within building
 - Automatic light sensors installed in offices, corridors and restrooms
 - LED retrofit in common areas
 - Automatic paper towel dispensers in restrooms to cut down on paper waste
 - Optimize energy by adjusting HVAC schedules
 - Pneumatic to DDC conversion to better control and monitor HVAC usage
 - Installation of low flow plumbing fixtures
 - Tenant office construction designed to optimize daylight views and natural light
- Evaluate and implement water property enhancement projects and capital improvements, such as:
 - Irrigation provided by storm water retention pond
 - Automatic flood stop sensors required on tenant improvement projects to avoid leaks
 - Integrate perennial plantings and reducing impermeable paving
- Additional sustainable features include:
 - Installation of insect friendly plants to support pollinating flowers
 - On site electric charging stations
 - Green Cleaning and Integrated Pest Management Service Contracts
 - Sustainable office supplies & equipment usage, including moving to cloud data storage and reduction of printers
 - Single stream recycling and electronic recycling provided for all tenants



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;
 - Earth Day Events
 - Electronic Recycling
 - Hosting farmer's markets to support local vendors producing sustainable products
 - Organ Donor Drive Event
 - On site fitness center and complimentary seasonal fitness instructor
- Promote tenant wellbeing by providing mental health, physical health, and financial health resources via the Premier Plaza Building App
- Human rights and Non-discrimination policies captured in Responsible Contractor Policy
- Integration of biophilia, maximization of natural light, and cleaning protocols in the building controlled areas to promote wellbeing for building tenants and employees
- Outdoor courtyard with wifi, music, dining tables, conversation sets and outdoor games for socializing, eating, relaxing and working
- Updated air filters to MERV-13



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
- 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