



Unico Properties ESG

*Taking
Initiative,
Building
Value*



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Our ESG Mission

At Unico, we invest in more than just buildings. Our team is dedicated to fostering a vibrant future in which our workforce thrives, our communities prosper, and our environment flourishes. Our Environmental, Social, and Governance (ESG) goals and activities are a testament to our commitment to advancing employee development, creating inclusive environments, and achieving net zero emissions.

Unico recognizes that our role extends beyond bricks and mortar; it encompasses a responsibility to the cities in which we operate and to the people who live and work in them. With every investment, Unico looks to add value within – and beyond – our four walls. We take proactive initiative to lead the way in sustainable real estate development for all stakeholders: investors, tenants, employees, visitors, and neighbors.

Together, we aspire to build a future in which every Unico property supports a legacy of positive change.

US Bancorp Tower
Portland, OR

About Unico

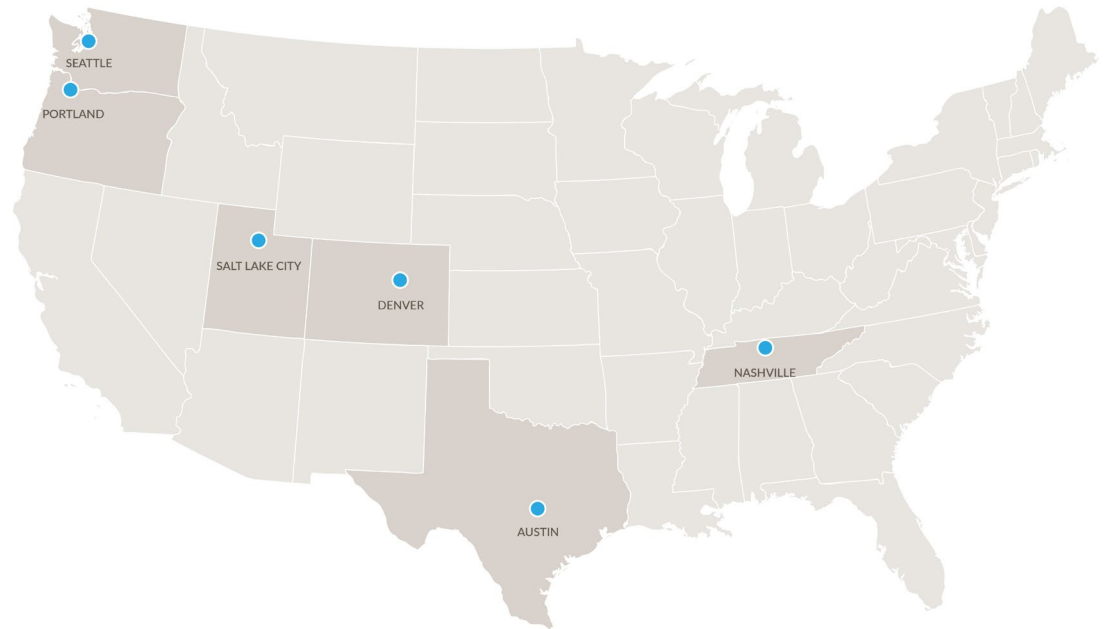
Unico Properties LLC, a subsidiary of Unico Investment Group LLC, is a private real estate firm dedicated to delivering people-centered, outcome-oriented solutions in investment, development, management, and sustainability across dynamic markets throughout the United States. Our commitment to deliver highly attractive investment opportunities is enhanced by observable data from our building operations and our local knowledge of market fundamentals that supports decarbonization, employee satisfaction, and community impact.

In this brochure, we outline Unico’s approach to sustainability and social impact, highlighting our deep history and track record in this area.



Office-to-Residential Conversion
The Astor, Tacoma, WA

UNICO MARKET PRESENCE



Total Portfolio
Over 15 million square feet

Asset Types
Office, multifamily, medical office,
retail, and flex / industrial

CORE CAPABILITIES:

Acquisitions, Financing, & Dispositions;
Asset & Risk Management; Property Management;
Development & Construction Management;
Leasing & Marketing; Sustainability

Our Approach

Unico focuses on investing in markets where our integrated services, local knowledge, and operational excellence allow us to deploy creative and sustainable strategies to build value. Our long-held commitment to developing and operating buildings that enhance their environment, promote human health, and yield operational savings, ultimately leads to competitive differentiation that protects and enhances property value.

While environmental, social, and governance (ESG) topics have always been part of how we operate, we have undergone a period of reflection over the past two years to develop a vision and framework for how environmental sustainability, business governance, and employee and community resilience are integrated into our people operations and investment lifecycle.

In 2022, we completed a materiality assessment to understand the subset of issues most relevant to our business and stakeholders. Through this process, we identified key material topics, goals, and performance indicators, the progress of which we plan to track progress and report to our stakeholders.

The following pages outline our ESG goals and the near-term plans that will drive progress over the next three years.

E

**Climate Change
Sustainable Buildings**

S

**Diversity, Equity & Inclusion
Vibrant Communities**

G

**Employee Development
Transparency & Governance**



CASES

TRAVELING BAGS

THE WAYDEA

TURNS

COLT & GRAY

COLT & GRAY

COLT & GRAY

COLT & GRAY

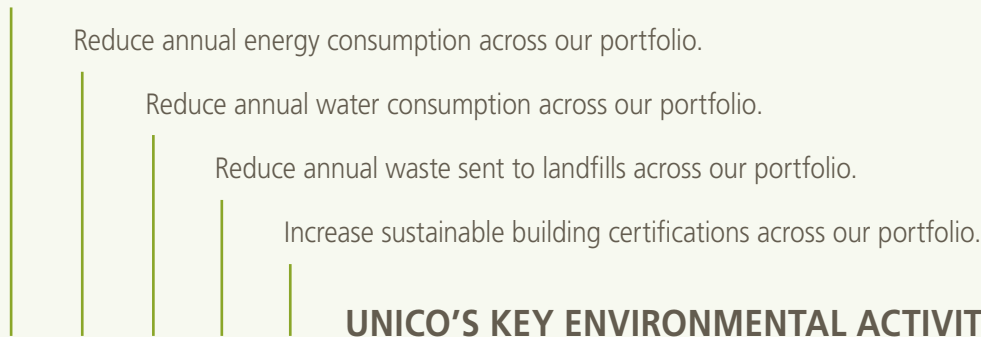
Platte Street Plaza, Denver, CO

Environmental

We recognize the role that our buildings can play in mitigating climate change, and we embrace our responsibility to act. Our environmental efforts principally focus on accelerating the low carbon economy and sustainably developing and operating our buildings.

UNICO'S ENVIRONMENTAL GOALS:

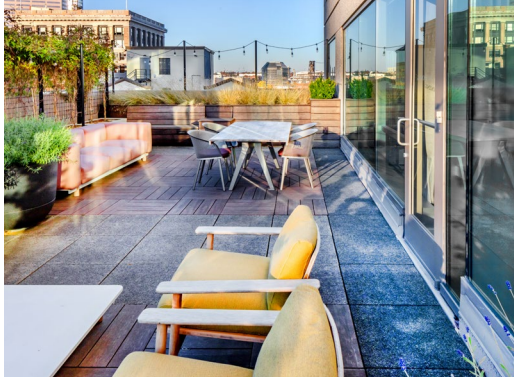
Net-zero emissions by 2050 or sooner.



UNICO'S KEY ENVIRONMENTAL ACTIVITIES - 2023-2025

●	●				Develop net zero roadmap, defining interim targets to achieve net zero emissions.	
●					Evaluate community solar subscriptions where applicable.	
●	●				Integrate decarbonization plan into asset business strategy.	
		●			Water efficiency assessment for select assets.	
			●		Establish baseline waste diversion rate for portfolio.	
	●				Pilot building automation system overlay technologies at select assets.	
		●			Pilot water monitoring and leak detection technologies at select assets.	
				●	Complete health / wellness certification for a defined subset of our portfolio.	

Percent Complete



Operational Excellence – Moda Tower

Moda Tower is a 24-story, Class-A office building located in downtown Portland. Unico purchased the building in 2018 and has integrated sustainability as an essential aspect of property management. Moda Tower has achieved LEED v4.1 O+M Platinum certification, which is part of Unico's 9M SF LEED certified portfolio.

Key efficiency projects implemented at Moda Tower are highlighted on the right.



2020

The Energy Information System (EIS) provides operational insight and diagnostics using real-time energy data. Building engineers are alerted to anomalous events, allowing for proactive energy management. Real-time response to alerts allows the Engineering team to ensure optimal building operations, resulting in approximately 180,000 kWh of avoided electricity usage (equivalent to \$18,000 in avoided cost) since installation.



2020

The LED lighting in the parking garage is retrofitted. This retrofit saves an estimated 64,500 kWh of electricity annually, and through savings and incentives, the investment was paid back in three years.



2022

The HVAC controls underwent a comprehensive upgrade, including a new BAS front-end, upgrades of controls and sensors, and high-speed network wiring for all controls. The controls upgrade is estimated to save approximately >9% of the total building energy. The energy cost savings and incentives from the investment yield a payback of ten years.

The carbon savings from these three projects are equivalent to 570,000 lbs of CO₂e avoided annually.

Community Solar in Colorado

Xcel Energy's Community Solar program added a 40-acre development that provides low-cost renewable energy to dozens of Xcel Energy customers located throughout the utility's Colorado service territory, including 16 Unico buildings.

The Community Solar program offers manifold benefits for Unico buildings. The subscription allows properties to support the expansion of clean energy in the region while controlling expenses. Specifically, subscribing to Xcel's Community Solar program offers customers a predictable, long-term rate for electricity expenses and has yielded higher savings than originally forecast.

At 1875 Lawrence, one of Unico's 16 buildings subscribed to Xcel's Community Solar program, the subscription is anticipated to save nearly \$500,000 in electricity costs over the 20-year term.



Xcel Community Solar Farm
Aurora, CO



Social

We are intentional about cultivating a welcoming, inclusive culture within our organization and our buildings, recognizing that our success relies on the satisfaction of the people who comprise these communities. As a result, our social initiatives center around creating a diverse, inclusive, and equitable culture and supporting sustainable, safe, and healthy local communities in and around our properties.

UNICO'S SOCIAL GOALS:

Maximize tenant safety and well-being.

Expand employee volunteering and service.

Expand community partnerships.

Find opportunities to increase diversity across our organization.

Encourage diversity with suppliers and vendors.

Ensure equity in total rewards and benefits.

UNICO'S KEY SOCIAL ACTIVITIES - 2023-2025

			●			Pilot internship program that offers diverse interns a holistic overview of real estate as a career option.	
			●			Review hiring loop / job posting process to identify opportunities to advance inclusivity.	
					●	Evaluate adoption of a compensation equity policy and related training.	
			●			Develop support structure for Employee Resource Groups (ERGs).	
			●			Evaluate performance against social justice indicators utilizing the JUST Scorecard.	
	●	●				Define corporate philanthropy program and partnerships.	
●						Develop security guidelines for real estate portfolio identifying good / better / best recommendations.	
			●	●		Develop policy to encourage MWDBE (Minority, Women and Disadvantaged Business Enterprise) engagement.	

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Creating an Inclusive Culture

Unico is a company of people who want to make their communities a better place — as exemplified in the creation of On+Par. The On+Par Committee was initially founded as the Women’s Leadership Initiative, an employee-led effort to increase the number of women in leadership. The mission of the group quickly expanded to increase representation of all minority groups within leadership. The group was further formalized with an executive sponsor, budget, and the support and encouragement of Unico leadership. In just five years, On+Par has grown to focus on enhancing connections through its mentorship program, community- and culture-building events, and outreach through employee surveys and focus groups. Employees from across the organization support On+Par and play an active role in building the company culture.



Putting People First

We prioritize employee well-being by providing a best in class benefits package that supports our workforce. Our innovative and comprehensive benefits program focuses on meeting our employees’ diverse needs. We regularly review our offerings and talk to our people to identify any gaps in our coverage.



Promote from within: We invest in our people, and whenever possible, we prioritize internal advancement. In 2021 and 2022, we promoted 22% and 18% of our workforce, respectively.



Paid parental leave: We understand how important it is for parents to have time to bond with their children after birth or adoption, so we enable employees to take 12 weeks of time off paid at 100% of their regular wage.



Comprehensive benefits: Our innovative benefit strategy allows us to also offer advanced options like chiropractic services, speech therapy, bariatric surgery, in-vitro fertilization, and travel expense coverage.

Each of these people-first commitments represents a way to allow our employees to thrive in all aspects of life, not just professionally.

Building Community

A fundamental goal when investing in a market is to enhance the impact of our investments and strengthen the broader community. Our Community Giving Committee oversees our philanthropic and charitable endeavors, identifying local non-profit organizations and charitable events for our full team to support. During Unico's most prominent annual event, All Hands Day, our entire company temporarily suspends regular operations to participate in volunteer activities. In 2023, we celebrated Unico's fifth All Hands Day, with more than 225 employees contributing their efforts to assist 11 local non-profits nationwide. Outside of All Hands Day, Unico offers every employee paid volunteer hours and donation matching. We also organize food, clothing, and toy drives at our properties throughout the year.

Top: Unico team members, including CEO Quentin Kuhrau, volunteering at Food Lifeline during 2023 All Hands Day.

Bottom: All Hands Day 2022 supporting Habitat for Humanity in building low-income housing.

Right: Unico's Portland team partnered with local group, SOLVE, to help clean up downtown Portland.



ORS 1G-1L
60 & PARKING

ELEVATORS 2M-2Q
FLOORS 30-43

U.S. BANCORP TOWER



Governance

We are committed to developing our people, as they are key to our success. Our governance efforts focus primarily on managing employee development, retention, and succession planning, as well as ensuring processes are in place to deepen ESG integration and report on progress.

UNICO'S GOVERNANCE GOALS:

Promote employee retention.

Increase employee development opportunities.

Support continuity of leadership and specialized functional roles.

Increase communication between employees and leadership.

Deepen ESG integration throughout investment lifecycle.

Enhance oversight, data collection, and reporting of our ESG program.

UNICO'S KEY GOVERNANCE ACTIVITIES - 2023-2025

●	●					Develop training materials through our comprehensive Learning Management System.	●
●			●			Launch Executive Roundtable Program to foster two-way communication loop.	●
●						Roll out Company Communication Plan, including comprehensive communication accountability.	●
●	●	●				Expand Unico's succession plan to include development program for next-level leaders.	●
					●	Publish ESG Report based on 2023 data.	●
				●		Complete ESG analysis for all new acquisitions, including climate risk analysis.	●
				●		Evaluate ESG goals for next institutional fund.	●

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Developing Our Employees

At Unico, we highly value our employees and prioritize supporting their career development. To facilitate upward mobility, we provide financial assistance and guidance for job-related training, continuing education, and professional certifications. We believe that empowering our team with new skills and opportunities allows us to cultivate a workforce that thrives and excels.

Tuition Reimbursement Program – Employees can receive up to \$2,000 per year to further their education.

Upward Leadership Training program – Unico offers this in-house program to new leaders and employees who want to grow into a leadership role.

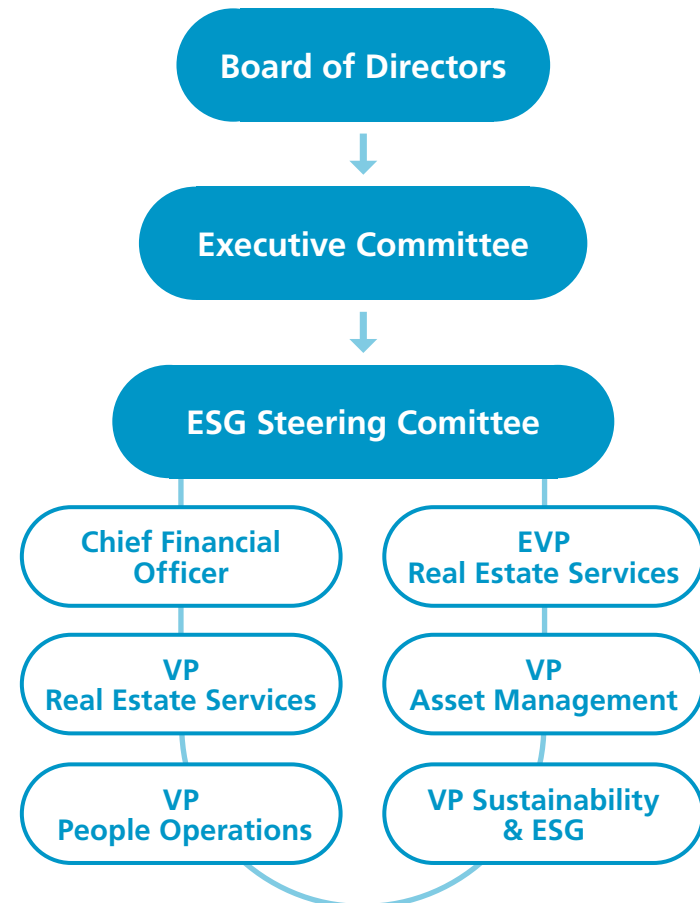
Engineering Training Program – Unico offers a comprehensive in-house program to train commercial building engineers. This program supports anyone with a mechanical inclination who may be new to the systems and machinery found in a commercial facility.

Mentorship Program – Our mentorship program is open to everyone and will connect employees with mentors based on their unique goals and aspirations.

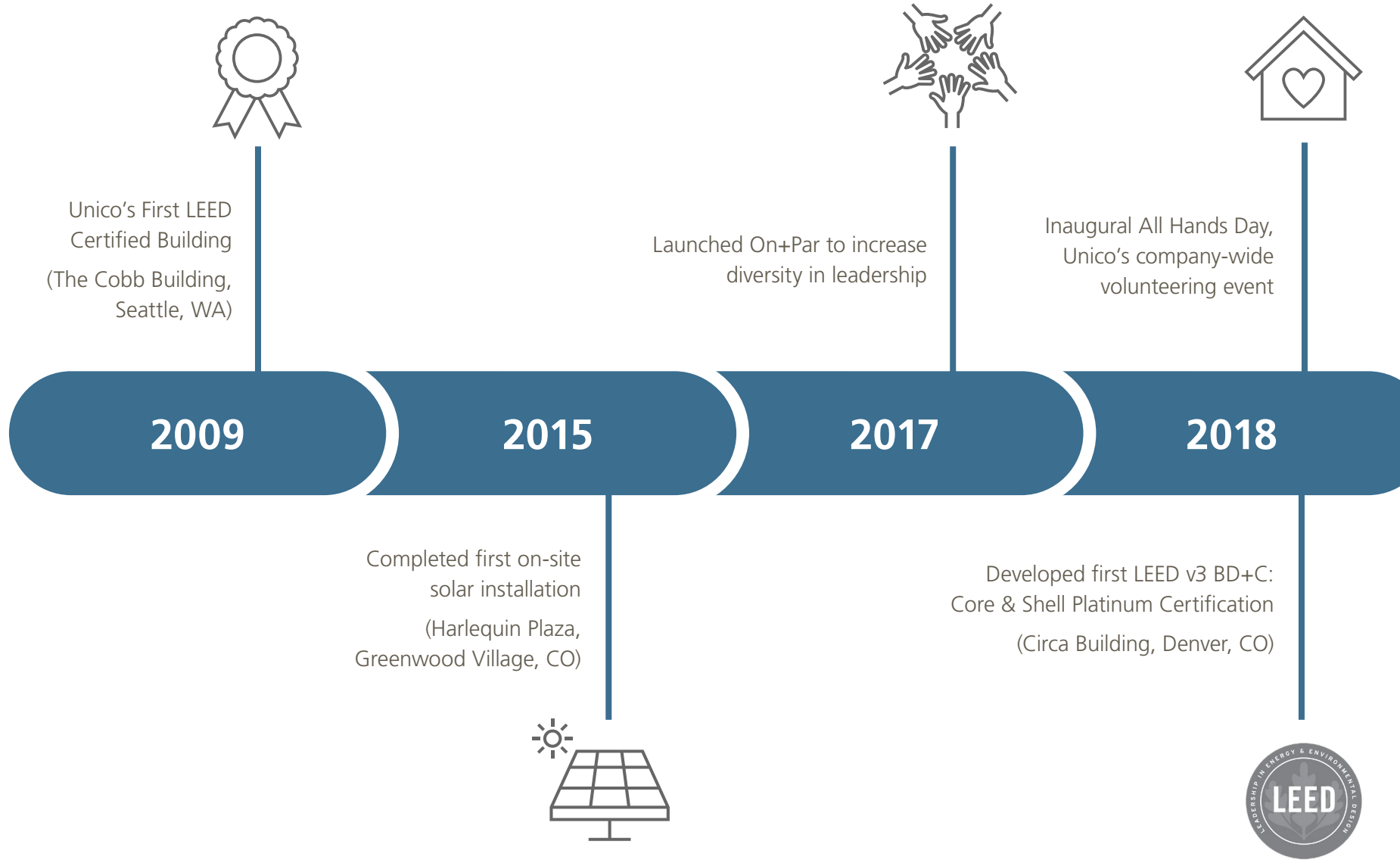
“My mentor introduced me to more Unico team members who have experience managing projects. This exposure was extremely helpful.”

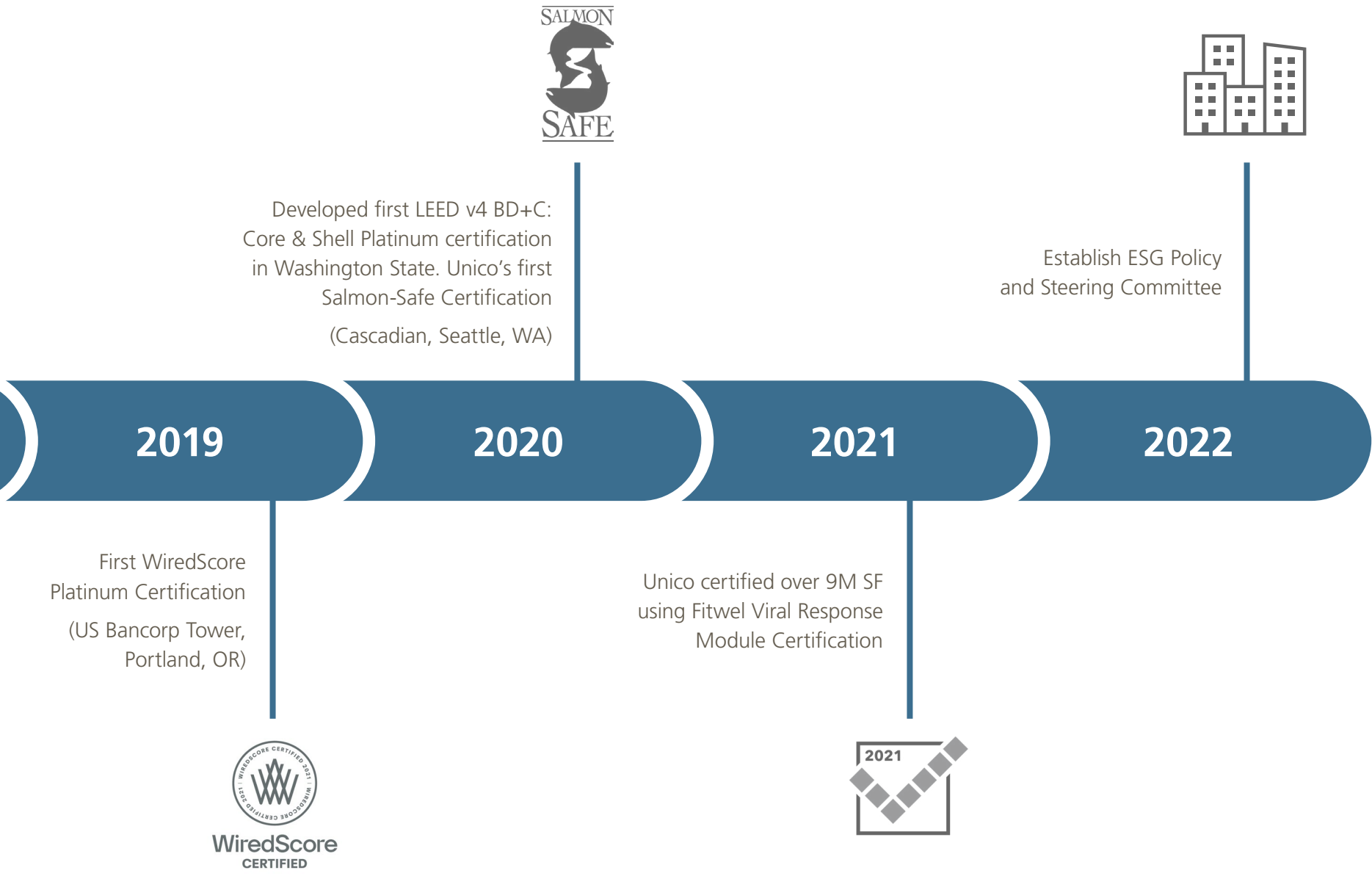
ESG Governance at Unico

Unico maintains a cross-functional ESG Steering Committee comprised of leaders throughout the organization. The ESG Steering Committee aims to guide policy development and ESG integration throughout the investment life cycle and within the organization. The committee reports directly to Unico’s Executive Leadership Team and Board of Directors. An ESG update is provided to the Board of Directors on a quarterly basis.



Our History of Making an Impact









Recent Awards & Recognition

2022

City of Denver, Energize Denver Award

NAIOP Washington, Historic Renovation of the Year; Deal of the Year;
Developer of the Year

City of Denver, Mayor's Design Award

Puget Sound Business Journal, Best Workplace

2023

HOOPP LEAP, Sustainable Operator Award

City of Tacoma, Outstanding Achievement in Historic Preservation

Portland Business Journal, Landmark Award

Puget Sound Business Journal, Best Workplace

Puget Sound Business Journal, CRE Leadership Award

NAIOP Washington, Deal of the Year

An aerial photograph of Seattle, Washington, showing a dense urban landscape with numerous skyscrapers and buildings. The city is situated on a peninsula, with a large body of water (the Elliott Bay) to the west and a bridge (the Alaskan Way Viaduct) crossing the water. The background shows a vast expanse of green hills and mountains under a clear blue sky.

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All investments involve risks including the potential for loss of principle and past performance does not guarantee similar future results. The real estate sector is a specialist sector that may be less liquid and produce more volatile performance than an investment in other investment sectors. The value of capital and income will fluctuate as property values and rental income rise and fall. The valuation of property is generally a matter of the valuers' opinion rather than fact. The amount raised when a property is sold may be less than the valuation.

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