

GBH ESG REPORT





We cannot achieve environmental sustainability at the expense of

INCLUSIVE GROWTH,

if our goal is the creation of robust and resilient communities. And that journey is one we do not take alone: we lower our impacts internally, while we guide multi-billion dollar real estate portfolios to do their part to create

SAFE, HEALTHY AND SUSTAINABLE PLACES.

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At Green Building Holdings (GBH), we make a better world possible. We recognize that there is no silver bullet for solving Climate Change and building a world where every individual's intelligence, ability, and ambition thrives. But progress is accelerating, both in the race to decarbonize and in the long overdue advance of Diversity, Equity, and Inclusion. I am proud to report that our family of companies, and the extraordinary people that make it all possible, have led an unprecedented advance in our own Environmental, Social, and Governance (ESG) efforts. The Commercial Real Estate industry, like every industry, must move from information to action in ESG, and to spur that movement, in 2022, we literally built out an entire team to focus on ESG, both internally and for the clients we get to serve.

I've been a part of the green building movement for many years, and it finally feels like progress is accelerating, with meaningful regulation arising, like SFDR and Taxonomy in Europe and proposed SEC climate disclosures in America. ESG has become the "Green Umbrella" best suited to cover the advance of our industry through a Just Transition towards a sustainable future. I feel like we have a 14 year head start in a movement that is just now hitting its stride, and it's exciting to see!

We cannot achieve environmental sustainability at the expense of inclusive growth, if our goal is the creation of robust and resilient communities. And that journey is one we do not take alone: we lower our impacts internally, while we guide multi-billion dollar real estate portfolios to do their part to create Safe, Healthy and Sustainable places. While we are a "small giant" in this Green Building movement, our team of subject matter experts multiplies that impact to reach over 1.3B sqft of commercial real estate and tens of thousands of education customers!

In the past year, we have implemented numerous initiatives to reduce our carbon footprint and increase sustainability in our operations. These efforts have not only had a positive impact on the environment, but they have also improved our efficiency.

2022 was a year of major growth for our group of green building & technology companies. Also, a year

of "structuring." We experienced growth in revenue, headcount, geography, and more.

In addition to ESG successes, we welcomed a number of key people to our team in new roles critical to our success. These individuals bring a wealth of experience and expertise to our organization and will help drive our service and growth to our cause through the coming years.

As we look ahead to 2023, we are optimistic about the opportunities that lie ahead. Despite the challenges of the Pandemic, we have remained resilient and well-positioned to navigate whatever comes our way. We have a strong foundation, and a respected voice in the industry and are more committed than ever to progress in everything we do, with our employees, clients, communities, investors and partners.

I am confident that with the hard work and dedication of our team, and the support of our stakeholders, we will continue to thrive and make a positive impact on the world we all share.

The secret to ESG is transparency. We push that on our clients and will be more public about where we, as a small but growing set of companies, are excelling with our ESG efforts, where we want to improve and how we get there.

We are very proud of what we accomplished in 2022 and optimistic for a greener 2023.

Thank you for your continued support and belief in our companies.

Yours In Sustainability,



*Charlie Cichetti, LEED Fellow + WELL AP
CEO | Green Building Holdings (GBH)*

A man with a beard and glasses, wearing an orange polo shirt, is smiling. The background is a soft, out-of-focus indoor setting. A large green quote icon is positioned to the left of the text.

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In 2022, Aetos grew from a great idea to a breakthrough technology. Our team went from a small unit of highly motivated individuals to a full organization with world-class development, sales, and operations staff. Most importantly, our early adopter customers have become champions of our platform and have seen a positive impact on their facility operations.

Looking ahead, it is clear that facility operations are about to go through some radical changes. As the new generation enters the workforce, companies need to focus on how to attract, train and retain their talent. The simple reality is this: there are not enough skilled workers in the industry to meet demand. In the face of this challenge, the need to adopt cutting-edge technology to increase the productivity and efficiency of facility operations is hitting an all-time high.

By 3D capturing physical environments, Aetos is enabling the creation of site-specific job training, asset management, and preventative maintenance. The day of watching generic videos or going through a boilerplate training manual is over. It is time for commercial real estate to leverage the power of 3D scanning and digital twins to change the game of operations.

Savings, Sustainability, Safety - Red Dog Mine, Alaska - Teck Resources.

Near the north pole at the tip of Alaska, where a full day can consist of 18 minutes of daylight, lives the Red Dog Mine, the largest zinc mine in the world. Aetos is partnering with Teck Resources to build a state-of-the-art remote program that immerses its staff in site-

specific training to prepare them for the job. By giving employees access to the digital twin of this remote facility, they are getting to learn the ins and outs of the job before ever stepping foot on the property. Aetos is helping Teck increase safety, save money on unnecessary travel and training costs, and ultimately build a far more sustainable process for onboarding new employees. A win for the planet and the bottom line!

Giving Hope for a Better Life - The Shepherd Center

While our business is all about facility operations, we couldn't pass on the opportunity to help the Shepherd Center with a critical problem in the face of Covid-19. Due to the restrictions on travel, therapists at this renowned rehabilitation center were unable to take their patients out into the community to go through proper reintegration training. Instead, they turned to Aetos for help. By 3D scanning a litany of local locations, such as a Home Depot, CVS, Dental Office, and many more, we were able to create a library of digital experiences that the Shepherd Center therapists could use to walk through scenario training with their patients without leaving the facility. The patient responses have been overwhelmingly positive, and we are so thankful for the opportunity to serve our local community in such a fun and creative way.

Connor Offutt
President & Co-founder

A handwritten signature in black ink that reads "Connor Offutt".



Aetos team at the GBH Conference in October 2022



Aetos team at the Aetos Retreat in July 2022



Blue Ocean Sustainability was started based on two related observations:

- **Sustainability certifications involve a lot of busywork.** There is a lot of paperwork and tedious tasks that don't necessarily lead to meaningful impacts on the project itself or even potentially the environment (counting daily transit rides, anyone?). What could we accomplish if we didn't need to spend all that time on those lesser tasks and could focus our resources on meaningful impacts?
- **Sustainability goals should be accessible and pursued by all projects.** We're never going to solve the climate crisis if only a small portion of those premier projects have the budget/time available to implement very lofty sustainability aspirations. To have meaningful change, sustainability must have a low bar to entry.

With those two ideas, Blue Ocean was founded expressly to develop sustainable tools that are useable by all projects in hopes of raising the baseline for the entire industry. Blue Ocean's tools are strategically designed such that they can be accessible to both those premiere projects to stretch even farther above and beyond their goals as well as by those first-time projects that are just starting to wade into the sustainability landscape.

As we close out 2022, I am excited about the forward momentum for Blue Ocean. We have had some great team members join our organization this past year who have already had major impacts on our development cycle. Additionally, we've had successful major releases into the marketplace - not only is TrueCarbon out and in use by some of the key players in the construction/development industry, but we are also further

strengthening our ongoing partnerships to expand this program in the future to capture the whole lifecycle carbon of a building.



I am excited to see what 2023 brings to Blue Ocean as we strive to help free up industry time to focus on meaningful carbon impact opportunities.

Core Business Unit Highlight:

A major effort within Blue Ocean is the expansion of TrueCarbon to be a comprehensive carbon accounting tool for the design, construction, and operation of buildings throughout their entire lifespan with the creation of our Design and Operate wings.

Historically, carbon accounting for buildings has been heavily rooted in energy efficiency and reductions/adjustments to lower-carbon sources (such as the electrification of buildings). One of the key complaints used by LEED detractors is the fact the LEED's energy points are based solely on cost savings and not actually tied to true reductions in energy usage. All of us who have been around the consulting realm for several years can point to projects where the design case actually used more overall kBtus than the baseline case but the project was able to get LEED points as they shifted the fuel sources from high-cost to low-cost fuels. As we move forward to a more carbon-conscious built environment, project teams will be forced to look not at the cost of fuels in dollars but focus instead on the carbon cost of that fuel (i.e., the GHG emissions generated by that property).

TrueCarbon is rooted in the idea that tracking data provides teams a better understanding of their projects and, therefore, greater opportunities to identify the best carbon reduction solutions and pathways. With our expansion, we hope to provide teams with more information to help them guide their meaningful environmental goals:

- **Design Wing:** Project teams will be able to track their predictions and potential reduction efforts for energy, water, and waste during operations as well as the embodied carbon of the built materials themselves. Building this plan creates accountability for all team members related to the design, construction, and future operation.
- **Construct Wing (current offering):** Projects must track their energy, water, and waste at the construction site to ensure that all impacts are included in their building profile. This ensures GHG emissions are calculated not just on what types of fuels are used on-site but also how sustainable is the local utility grid mix, how much water is the building consuming, how much waste is being generated, and how waste is disposed.
- **Operate Wing:** Through API connections to utility providers, projects will be able to actively review their ongoing usage and compare that usage to their original design-modeled energy/water baselines and/or a historic five-year average usage of their facility. This comparison allows designers to evaluate

the accuracy of their predictions in the real world and enables operators to identify potential issues at their facility (such as a water leak or a misunderstanding of the operational schedule).

This expansion of TrueCarbon ensures that a wholistic approach is taken to carbon accounting. In tracking all aspects of the building's lifespan, facilities can better identify areas of improvement carrying the most carbon impact for that individual facility – whether energy efficiency projects such as electrification or waste reduction strategies such as a change in diversion method. Without measuring a building's true usage, it is impossible to fully understand what efficiency measures will carry the greatest carbon benefits. The return on investment for TrueCarbon can be seen within the first year through avoided carbon expenses, increases in value as time progresses, and helps shift the conversation from just energy efficiency strategy to a more strategic focus on meaningful environmental impacts on carbon emissions by leveling the analysis field between energy strategies and non-energy strategies.

Initiative:

One initiative that the Blue Ocean team really enjoyed participating in during 2022 was our Earth Day Plant program. With our staff spread across the globe, it was great fun to see the wide variety of plants that were selected and nurtured throughout the year. We saw outdoor gardens flourish over the summers in pictures of families enjoying time together and indoor plants brightening the background of Zoom calls.

Kristina Bach
President & Co-founder





I am extremely proud to write this letter for our inaugural GBH Group ESG report. Green Building Education Services (GBES) was founded in 2007, and during that time we have assisted over 150,000 professionals along their Green Building career. Our dynamic online education company has always been a place for people to level up on their Sustainability knowledge and receive helpful encouragement along the way.

Sustainability is the business we're in, but it is also what we do. Before remote work was cool, GBES was a remote workforce. Reducing our carbon footprint and increasing the health and well-being of our staff by operating without a commute or an office. We continue to encourage our staff to live a more sustainable lifestyle through ongoing education from our Green Team and pop-up initiatives throughout the year like our Trees for Earth Day event. When GBES conducts business, we do it sustainably: some of the policies we have in place are: Fly direct and avoid short trips, choose a Green or Eco-Friendly Hotel that is within walking distance to clients/conferences, buy local and support local businesses and always choose meeting spaces that have windows and accommodate fitness centers.

The theme for 2022 was carbon reduction, and it was a monumental year. Working with One Tree Planted and our customers, GBES planted over 2500 trees. This initiative was a resounding success and lit a fire within our organization such that the team embraced the work of the EEVIE App. In the last four months of the year, with the EEVIE App, our staff planted over 1500 trees in countries like Madagascar, Kenya, and Mozambique.

We've grown over the years from the leader in LEED & WELL Exam Prep services, evolving into a powerful Software as a Service (SaaS) company, using a customized, Best In Class Learning Management System (LMS) to deliver an incredible user experience to its customers. Now with our new LMS we are able to provide superior user experience to individuals, and larger corporate clients, for all our Exam Prep Study Materials, Continuing Education and Training courses. Learning online has never been more fun or easier.

I invite you to learn more about our company at GBES.com, and our team's approach to sustainability. In closing, I'd like to express my heartfelt gratitude to the employees, families, vendors, and stakeholders of GBES for their ongoing efforts and support.

*All the best,
Dean D'Angelo
President*

A handwritten signature in black ink that reads 'Dean D'Angelo'.



The GBES team at the GBH Conference in October 2022



The GBES team at Universal Studios



SIG was founded on the principle of educating the next generation of sustainability and engineering leaders. Our focus remains on creating opportunities for career growth, furthering our impact on the world, and bridging the gap between the built environment and human well-being. SIG strives to realize harmony between human health and building efficiency. The environmental stewardship we promote coexists with our ambition to make this world a better place for the people that inhabit it. As a sustainability consulting company, we understand that achieving this balance is crucial for creating sustainable communities, whether through new construction projects or by way of renovations and improvements to the existing built environment. Our sustainability and engineering subject matter experts employ a holistic approach, emphasizing the importance of designing buildings and infrastructure to promote human well-being, while simultaneously minimizing negative impacts on the environment. Finding this balance requires thorough discussion and diversity of thought.

At SIG we lead discussions around electrification, decarbonization and climate change, while continuously embracing the challenges and limitations of current technologies and their embodied carbon footprints. In a perfect scenario, concentrating solely on the ultimate goal might seem appealing, but in reality, the path leading to that objective plays a crucial role and should not be underestimated.

We cannot predict our future, but we may invent it. This is our generation's challenge, and many of our greatest problems still await solutions. We must continue to collaborate and innovate as a society. In simple terms,

we can accomplish more together than as a sum of our individual efforts. With the prevalence of technology, and now artificial intelligence, we are close to being capable



as a species of both reversing climate change and building truly resilient communities.

In our pursuit of a better world, many challenging questions remain: Are we replacing one finite resource with another in our pursuit of electrification? Trading Carbon for Cobalt? As humans, it is through the repetition of virtuous deeds that we cultivate our excellence, for our character is defined by the habits we consistently practice. This was the idea Aristotle wrote about in "Nicomachean Ethics." Achieving excellence becomes unattainable if we persist in replicating the errors from our history. Our work must consider the worldwide human and natural cost of the things we cherish (or take for granted) in our day-to-day lives. This is part of the embodied carbon conversation and the life cycle consideration of what we

use and consume. We cannot be satisfied with just 100% electrification if our electric grids remain predominately powered by coal plants, with storage capacity created using enslaved labor. This is but one crucial issue that will require the best of each of us to get it 'right.' SIG is part of the solution, and we look to inspire not only those we consult but also the industry peers around us.

At SIG we share the mindset of abundance. We believe that opportunities to do better are not scarce, like so many resources dwindling on our shared Earth. With ingenuity and collaboration, humanity has overcome great obstacles throughout history. The narrative around climate change can and must shift from one of fear and despair, to one of hope and possibility. The barriers for productive discussion are lower if we approach our communities with optimism. SIG collaborates directly with our clients to have a positive impact, whether on a 100+ building portfolio setting GHG emission reduction targets, or a remote Data Center striving to optimize for the lowest possible PUE. We treat our clients with respect and appreciation, just as we do our team that makes it all possible. Through green building certifications, energy engineering, ESG policies, education and more, SIG seeks to propel individuals and companies forward on their sustainability journeys.

Socrates envisioned a world where wisdom could flow like a river from one person to another. At SIG, our culture is created and sustained by our incredible team members who endeavor to realize this principle by promoting the exchange of collective wisdom both internally and externally. This pursuit of a brighter future naturally stems from one of our core values: quality of life. In the 14+ years we have been in this industry, we have helped countless young professionals to join this amazing community and build careers in sustainability and energy engineering. We are proud of the impact we have made on hundreds of buildings and hundreds of thousands of people around the world. Our commitment is to instill hope, encourage collaboration and inspire the next generation of leaders through our words and unwavering actions.

*Best regards and good health,
Nick Kassanis, PE, CBCP, LEED AP BD+C
President
Sustainable Investment Group*



GBH Retreat - Workshops

EMPLOYEE HIGHLIGHTS



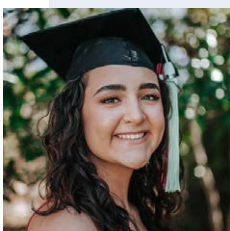
During my time at GBH, GBES specifically, I've been impressed with their encouragement of growth. Monthly we attend classes focusing on challenging topics like racial diversity, women's rights, and equity in the workplace. Most companies are afraid to touch on these hard topics, but GBH embraces the intellectual and emotional growth of their employees. GBH also strongly encourages a minimum of 2 Philanthropy days a year, which allows employees to take and donate their time to causes they care about. Another amazing benefit of being a GBH employee is the unlimited PTO allowing employees to focus on a healthy worklife balance.

- VICTORIA ACOSTA



The various initiatives taken at GBH to add that extra touch to our workplace is arguably one of the best things about working at GBH. It shows that we talk the talk and walk the walk. My personal favorite initiative was "plant a tree" for Earth Day which got my friends and parents excited and also the idea was widely appreciated. It gives me so much joy to see it everyday and water it. I was able to get a plant for my parents in India as well, and every time it blooms it gives the whole family so much happiness. I also loved how we gave seed packets out at our Earth Day stalls. The Eevie app was helping me move towards sustainable options so efficiently that my roommate and a lot of friends downloaded it and tracked their challenges on it. Other than the fun competition we had that was keeping everyone motivated, the follow-up calls and discussions where colleagues shared their tips and tricks and new products that were more sustainable really helped me stay on top of sustainability being a priority for me with every purchase and action.

- SENGAVI THIRUPATHY



I was really eager to hear the GBH initiatives that were unveiled last year during our company retreat. Learning that we want to be more aware of how our work travel can impact our carbon footprint is something that really stood out to me. Being an almost 100% remote company, we are preventing a lot of emissions by minimizing commutes, but there is still room to learn and improve on our habits when it comes to determining what types of travel are necessary and how we can make smarter choices. Learning to track our habits in other aspects of life through the Eevie app has also been an eye-opening and fun process. I have learned to become more conscious of everyday things like my water, energy, and even online data usage. Having an outlet to track and keep others accountable on their lifestyle choices has been a great exercise in sustainability.

- GABRIELLA DE LA VERA



ESG is a great group of people. They have integrity and strive to inform their peers of what can be done to positively impact the planet. ESG diligently worked to implement the Eevie app. This app has encouraged the company to make personal choices to improve the earth.

- ANNE CAMPBELL



I could sit here and write a canned generic response on GBH sustainability initiatives that would show fine examples on how we care, but that just wouldn't be right. The amount of care and dedication this team has is just off the charts. I could go on for pages with the number of initiatives and activities GBH does, but I want to focus on just a couple that touch me personally.

I've worked for organizations in the past that show a good appreciation for Earth Day. We'll spend an hour or two cleaning up some litter, planting a tree, taking pictures of the tree and posting on social media. All of which are great things and helps to encourage others to participate – don't get me wrong. But the care for this planet at GBH is on a whole different level. Not only do these previously mentioned activities happen on a regular basis, but every single employee gets their own individual tree/plant for Earth Day. They get the opportunity to boost not only their own happiness, but the happiness of the planet as well.

The other thing I want to mention specifically is the Eevie app. This is an app that we all use as a company that helps us maintain green and healthy habits. Each month, every employee is put on a team and focuses on a new, green habit that we check/execute daily. It can be anything from conserving water, reducing food waste, to data cleanup on the computer. As a reward for participating in these green practices, we get to plant tree seedlings all across the world. Then as an added bonus, at the end of every month, the team who logs the most habits, is the recipient of a prize given out by the company.

Like I said previously, I could go on and on about different programs and initiatives that GBH has in place, but these two specifically are so unique and special, that I wanted to put a special focus on. These are so unique, not only have I never been a part of an organization that puts such an emphasis on green habits but makes it enjoyable as well.

- CHASE PALMER

ABOUT ESG AND GBH

ESG stands for Environmental, Social, and Governance, a set of criteria for both seeing and improving the factors that have been overlooked in the past and integrating them into the corporate strategy. It is a set of financial and non-financial performance metrics increasingly adopted by investors as a means to evaluate a company's material risk, resilience, and capacity for sustainable value-creation in the long-term. As green business practice becomes increasingly important for companies, investors, and stakeholders alike, the ESG framework is evolving into a central pillar of Corporate Social Responsibility.

The Green Building Holdings family has a long history of helping clients with ESG services. By design, GBH offers an 'umbrella' that covers all that ESG entails. This intentional approach makes GBH more likely than others in our industry to be there to support our clients' success in ESG, thanks to the comprehensive impact of the four business units: Blue Ocean Sustainability, Aetos Imaging, Green Building Education Services and Sustainable Investment Group. Each member of this family provides an ESG impact, not only internally, but also for all those we have the privilege to serve. In

2022, SIG took ESG one step further by building out a department dedicated exclusively to providing a full suite of ESG services to clients of all sizes, across an array of industries. The comprehensive linking of green building certifications to ESG services is critical as more and more clients, investors and stakeholders understand how improving the performance and environmental impact of their portfolios also expands their ESG impact into more domains.

Beyond this new department, 2022 ESG efforts across GBH included setting up the Green Team, hosting philanthropy days, performing a GBH materiality assessment and investing in DEI workshops for our remote staff.

A comprehensive ESG program can help companies get ahead by being proactive about transparency with regards to ESG issues. Whether it may be through specific ESG reporting initiatives such as responding to GRESB or CDP, creating and updating a GRI content matrix, or writing an annual ESG report, Sustainable Investment Group (SIG) is equipped to assist you in your company's ESG reporting needs.



2022 marked the formation of GBH's official "Green Team". This team is dedicated to brainstorming and enacting internal initiatives across the company covering environmental, social, and governance topics. Through their hard work, sustainability policies, carbon tracking, carbon footprint habit tracking, planting trees, and more have all been achieved. The team, made up of individuals across business units, meets for bi-weekly sessions to continuously challenge and push GBH to become more sustainable

OUR GREEN TEAM



AMY D'ANGELO,
Director of ESG at SIG



JOHN PETERSON,
Energy Consultant at SIG



AMANDA HOWARD,
Sustainability Consultant
at SIG



BETHANY MUSIC,
Sustainability Consultant
at SIG



BRIAN BOLLINGER,
Head of Communications
at GBH



LIBBY DUNE,
Sustainability Manager at
SIG



CORINNE WICHSER,
Director of Sustainability -
Built Environment at SIG

GREEN BUILDING HOLDINGS



TREES INITIATIVE

Sustainability is at the core of each business unit within Green Building Holdings. GBH also encourages employees to live sustainably in their personal lives through various initiatives. One such initiative is the Trees Initiative, kicked off in advance of Earth Day, 2022. Each employee was provided with a stipend to use towards the purchase of an interior or exterior plant. Throughout April, employees were encouraged to share a photo of the plant they chose and a statement about why Earth Day is important to them. The Trees Initiative not only provided employees with the opportunity to enhance their space or garden, but also contributed positively to carbon sequestration as well as Earth Day awareness, as many employee photos were shared with their extended networks on LinkedIn.



 <p>Bethany Music Vice President</p> <p>Earth is the one thing we all have in common. It's important we all do our part to preserve it for future generations to enjoy. I chose this Split Leaf Philodendron indoor plant to bring a little life and color into my home.</p> <p>Happy Earth Day 2022!</p> 	 <p>Charlene Wacker Director of Sustainability - Built Environment</p> <p>"I choose to surround myself with plants to emphasize the importance of a sustainable future for myself and my children."</p> <p>Happy Earth Day 2022!</p> 
 <p>Sengavi Thirupathy Energy Consultant</p> <p>"I chose to purchase the Bougainvillea tree for my house as for me it symbolizes instant joy and happiness. Some of them flower year-round and add beauty like nothing else can to our balcony. Instantly uplifts the mood of anyone who sets eyes on them at home."</p> <p>Happy Earth Day 2022!</p> 	 <p>Charlie Cichetti CEO + Co-Founder</p> <p>This colorful Japanese Cherry tree was given to my wife and I by my mom when we first moved into our home in Stone Mountain, Georgia in 2013. My mother is a landscape artist and has her own greenhouse with trees and plants in the North Georgia mountains near Blue Ridge. While I don't have as green of a thumb as my mom, I will always appreciate her bringing plants and trees as an anniversary and special life milestone presents. Thank you, Mom!</p> <p>Happy Earth Day 2022!</p> 
 <p>Kristina Bach President + Co-Founder</p> <p>Earth Day is important to me as I want to make sure the beauty and wonder of our planet is there for my children and their children to enjoy just like I have.</p> <p>Happy Earth Day 2022!</p> 	 <p>Danielle Rish Customer Success Manager</p> <p>I wanted a lemon tree because I am adding flowers, bushes, and trees to my backyard that will attract bees and butterflies. Also, my grandfather had a lemon tree in his yard and I wanted to recreate the experience for my family of being able to go outside and grab fresh lemons.</p> <p>Happy Earth Day 2022!</p> 
 <p>Dean D'Angelo President</p> <p>Sustainability starts at home. Surrounding yourself with plants makes your world more beautiful and helps improve your mental well-being and air quality. I chose the Magnolia for its vibrant colors and prickly edge.</p> <p>Happy Earth Day 2022!</p> 	 <p>George Holz Energy Consultant Certified Energy Manager (CEM)</p> <p>"Not only does the Forest Pansy Redbud provide shading from its a beautiful flowering canopy. It is also very durable and requires minimal maintenance."</p> <p>Happy Earth Day 2022!</p> 
 <p>Kelsey Bannister Manager, Finance</p> <p>Earth day is a time to slow down for a bit and spend time enjoying and appreciating mother nature.</p> <p>Happy Earth Day 2022!</p> 	 <p>Amy Kargus Content Production Manager</p> <p>I chose two dwarf pomegranate trees for my front yard because I love the idea of decorating with edible plants!</p> <p>Happy Earth Day 2022!</p> 
 <p>Tiana Nguyen ESG Data Analyst</p> <p>"Earth Day is important because it serves as a reminder to care for and appreciate our earth. We must work to sustain the place that sustains us."</p> <p>Happy Earth Day 2022!</p> 	 <p>Jorge Cortés Senior Developer</p> <p>Breathe and calm down, plants grow when they grow, not when you want them to grow, so be patient.</p> <p>Happy Earth Day 2022!</p> 
 <p>Susan Frese Marketing Director</p> <p>These are my first home plants, and I can feel the air quality improving already! Earth day is my favorite holiday.</p> <p>Happy Earth Day 2022!</p> 	 <p>John Peterson Energy Consultant</p> <p>"I chose the rhododendron because it will be a beautiful addition to my garden, as well as something for the people and pollinators in my neighborhood to enjoy."</p> <p>Happy Earth Day 2022!</p> 
 <p>Brian Bollinger Manager, Communications</p> <p>This year for Earth Day we are planting beeches and magnolias under our over story of oaks and poplars, so that we can enjoy more beautiful leaves in winter and create even more fresh air for our family!</p> <p>Happy Earth Day 2022!</p> 	 <p>Sacha Johnston Senior Graphic Designer</p> <p>I fell in love with this plant the first time I saw it. The vibrant purple and green of the leaves just had to be in my living room.</p> <p>Happy Earth Day 2022!</p> 
 <p>Corey Little CTO</p> <p>Our family chose the plants that we did for our backyard to add color and fruit to the space. From the hydrangea bushes to the raspberry plants and fern, we are looking forward to seeing them all grow!</p> <p>Happy Earth Day 2022!</p> 	 <p>Beka Rund Manager, Operations</p> <p>One thing that I always do on Earth Day is a project with my children. It is important for me to instill in them appreciation and gratitude for our planet.</p> <p>Happy Earth Day 2022!</p> 
 <p>Kristina Bach President + Co-Founder</p>	 <p>Danielle Rish Customer Success Manager</p>

EEVIE APP

Green Building Holdings is founded on the mission to guide others to a more efficient, knowledgeable, and climate-friendly mindset and lifestyle. This year, GBH focused internally to help our own employees reduce their carbon footprint by encouraging more environmentally friendly habits. Our remote workplace demands a digital solution to reach employees across the country. We partnered with Eevie, an Employee Climate Engagement Platform whose objective is to drive employee climate awareness and action.

Eevie's Employee Climate Engagement program provides a platform for companies to run climate campaigns that engage employees in achieving collective goals in support of the companies' decarbonization targets. Through a gamified experience, employees compete in teams and build new habits that reduce both their personal and work-related carbon footprint. With each completed "habit", the participant is awarded a virtual seedling that can be planted in one of several reforestation projects around the globe.

Through challenges focusing on water conservation, waste reduction, and energy reduction, GBH has completed 10,810 climate actions across 67 members, rewarding almost 4,000 tree seedlings. In the next 25 years, these trees are expected to sequester 59,130 metric tons of CO₂ across 7 countries, the equivalent of taking 12,854 cars off the road.



MATERIALITY ASSESSMENT

Green Building Holdings completed its first materiality assessment in 2022 to identify the ESG issues that are most relevant to key stakeholders from each business unit. The issues are classified into Environmental, Social, and Governance categories, and are weighted based on the importance determined by stakeholders (vertical axis of the matrix) and the impact on GBH's business (horizontal axis of the matrix). The methodology used follows the GRI framework. The findings of this assessment inform the organization about which environmental, social, and governance topics are most material to the company with a ranking based on prioritization. The material topics identified then help inform the organization's ESG strategy. As GBH navigates the expansion of its ESG program, the materiality serves as the guide.



Environmental

1. Energy
2. Water
3. Waste
4. Carbon Emissions
5. Climate Risk
6. Resilience
7. Green Building Certifications



Social

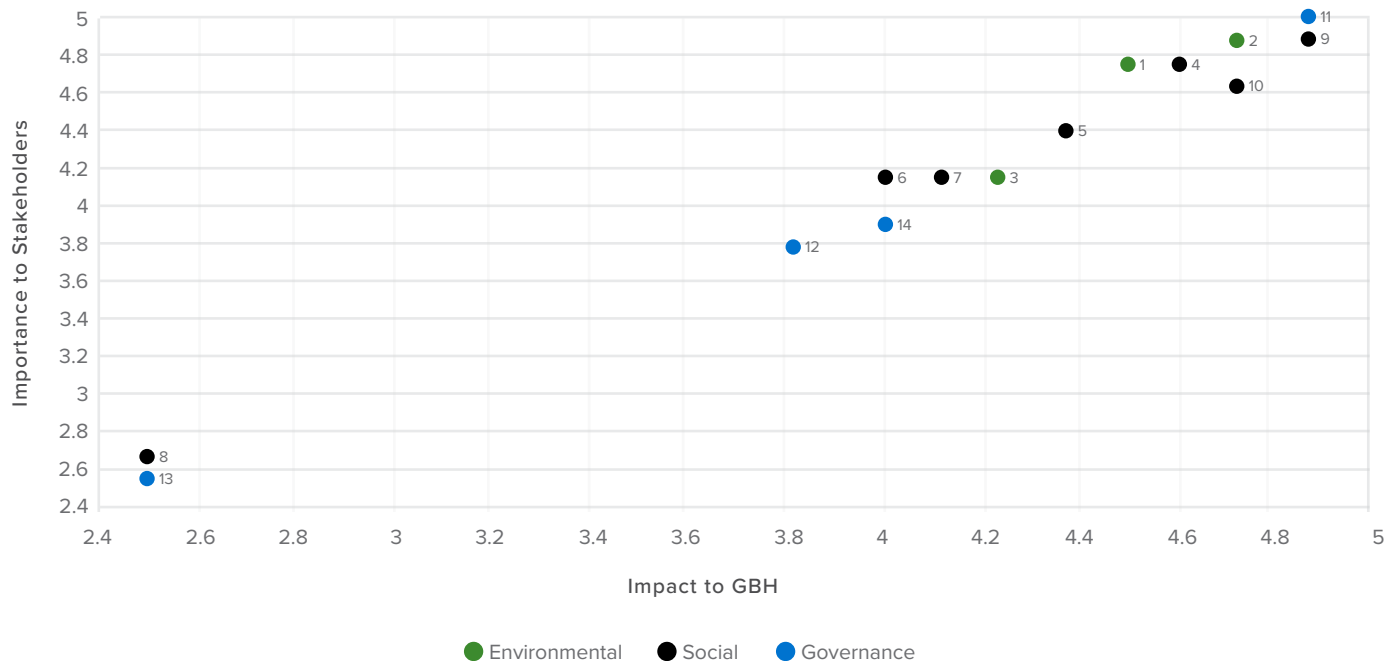
8. Employee/Staff Satisfaction
9. Community Engagement
10. Training & Education
11. Diversity, Equity, and Inclusion
12. Supply Chain
13. Board of Directors Management
14. Employee Health & Safety
15. Philanthropy



Governance

16. Economic Performance
17. Strategy
18. Company Culture
19. Enterprise Risk Management
20. Public Policy
21. Regulation
22. Transparency & Disclosure

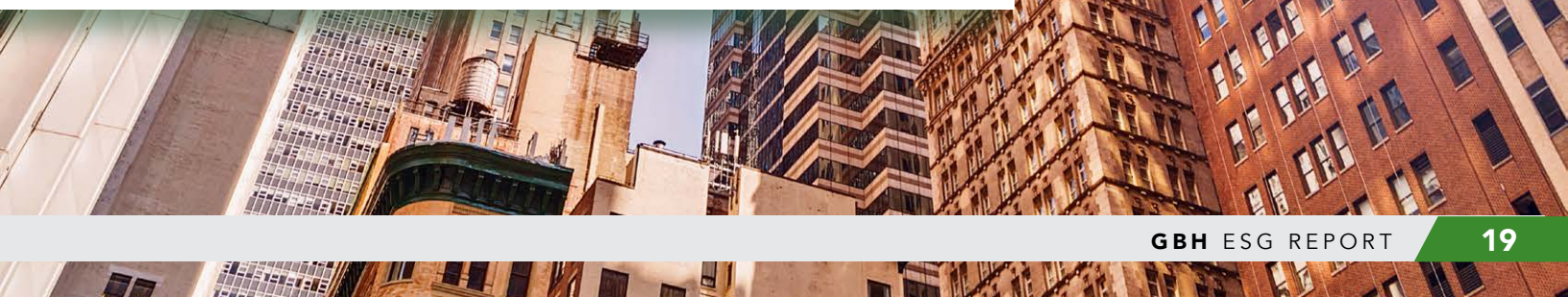
GBH Materiality Matrix





CARBON TRACKING

Every year, GBH hosts a company retreat in the Atlanta area for all employees. Being that we employ people from across the country, many employees booked flights to and from the retreat. This year, we made it a priority to quantify and offset the emissions from these flights. Using data from the Massachusetts Institute of Technology (MIT), we estimate that 48.2 tons of CO₂ were emitted during the round-trip flights taken by employees for this event. It is our intention to offset these emissions this year, and every year going forward, to minimize our impact and put our values into practice.



PHILANTHROPY

This year, GBH employees participated in a variety of philanthropic activities. Volunteer efforts this year included cleaning up the riverside along Minnehaha Creek in Minneapolis, MN, picking up trash at Eagles Roost Preserve in Orange County, FL, and preparing meals with Open Hand in Atlanta, GA



Minnehaha Creek trash pick up



Minnehaha Creek trash pick up



Eagles Roost Preserve trash pick up

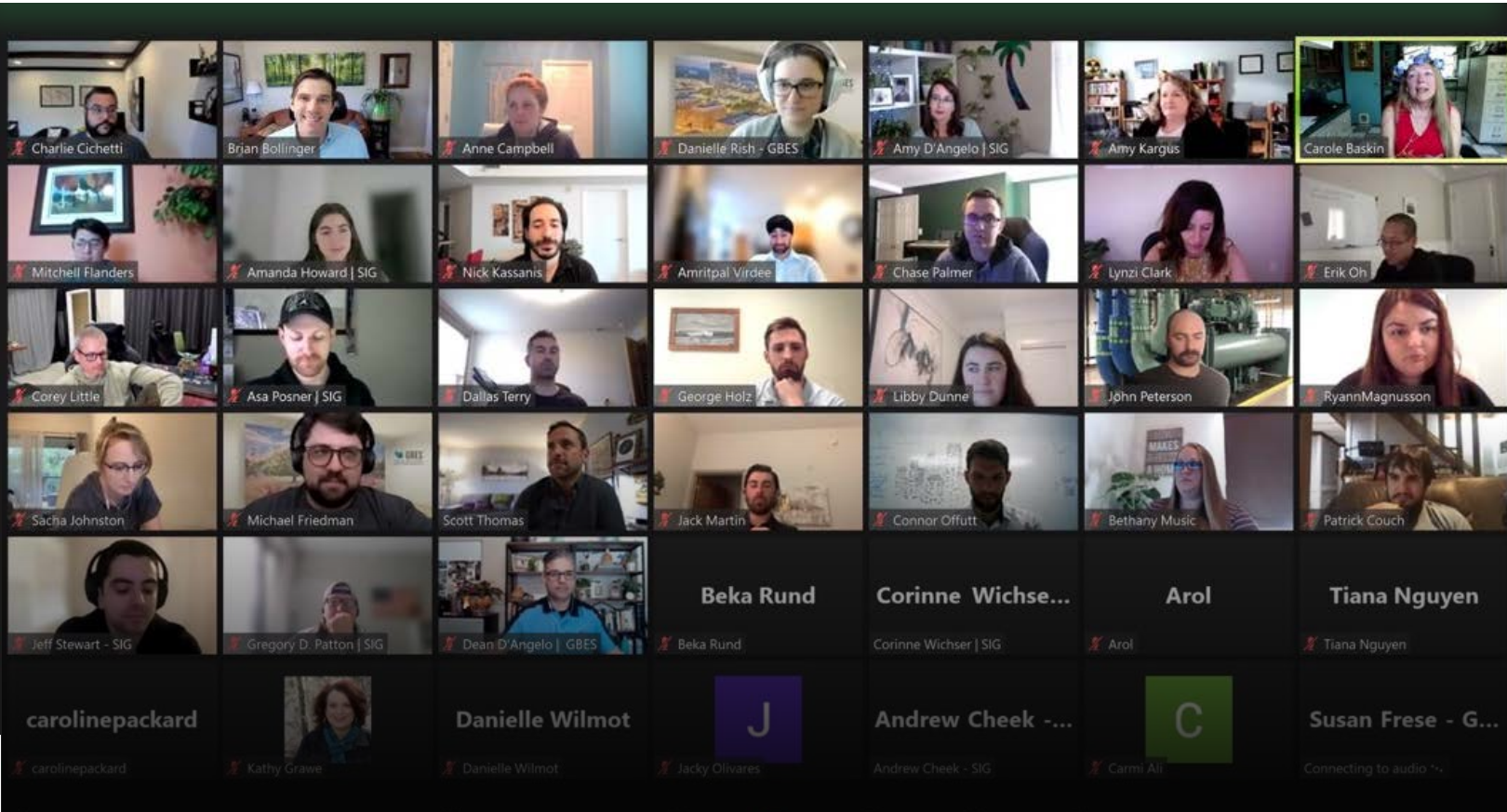
GBH ALL CALL

Company-wide video calls have become a staple of today's business landscape, allowing employees to connect and collaborate, while offering a unique opportunity for organizations to foster a shared culture and stronger relationships among team members. In 2022 GBH launched monthly All-Calls that bring together the entire GBH family, to hear a word from our CEO Charlie Cichetti, connect on important things happening in the industry and most importantly, truly see each other outside of our shared work. These calls helped us to promote greater belonging and community, not just among staff, but between business units. In a world of "Zoom Fatigue" these gatherings helped us to see each other's faces and hear each other's voices, completely apart from the everyday work of serving our clients and building a greener world.

Many months we welcomed a surprise guest to greet everyone as they arrived, like Carole Baskins from Netflix's Tiger King, singer/songwriter Montell Jordan,

Navy Seal Commander Michael Rutledge, Global Head of Energy Policy at Google Caroline Golin, and NASA astronaut Don Thomas. Additionally, virtual team-building activities and games during the calls made for often humorous, bonding and collaboration opportunities.

Times together like these help us to break down geographical barriers, providing an opportunity for everyone to be included in company culture: an especially important tool for combating barriers to Wellness like feelings of isolation and helping us to foster a sense of unity across a dispersed workforce. This rhythm of face-to-face communication between staff and leadership also helps us to foster our value for open and transparent relationships. This can lead to better collaboration, increased accountability, and improved success together. We look forward to sharing even more great All-Calls in 2023 and creating a GBH family that goes far...together.



INCLUSIVITY WORKSHOPS

2022 was a year of growth for GBH and our companies in many ways, including Diversity, Equity and Inclusion. At the end of 2021, our leadership team set our first DEI priorities: to empower women in our companies and create an environment where every member of our team thrives. In early 2022, we brought in a DEI consultant to help us deliver DEI work that raises the industry standard. We have developed a DEI Workshop series where we have tackled topics such as power dynamics and racial equity, surfacing real strategies and expectations that will make a better future possible. We believe that access to healthcare is a basic human right, and we developed a reproductive healthcare policy to ensure that all our employees, regardless of where they live, have the same access to healthcare. We also understand the importance of feeling safe at work, and we began using the AI-powered app, Spot (www.talktospot.com) to offer anonymous reporting to all our staff.

Our DEI journey has just begun. We are committed to continuing this path, by continuing our DEI workshops, building and empowering Employee Resources Groups and adding DEI best practices to our hiring process.

OUR DEI TEAM



Kelsey Bannister



Beka Rund



Jacky Olivares



Amy D'Angelo



JUST

We received the JUST label in 2021. The JUST label is like a nutrition label for companies, it rates company policies on equity and transparency. We are excited to reapply in 2023.

Just.

Organization Name: Sustainable Investment Group
Organization Type: Sustainability
Headquarters: Atlanta, Georgia
Number of Employees: 25

Social Justice Indicators:

<p>Diversity & Inclusion</p> <ul style="list-style-type: none"> ■■■■ Gender Diversity ■■■■ Ethnic Diversity ■■■■ Inclusion ■■■□ Engagement 	<p>Employee Benefits</p> <ul style="list-style-type: none"> ■■■□ Health Care ■■■□ Retirement Provision ■■■□ Family/Medical Leave ■■■□ Training/Education
<p>Equity</p> <ul style="list-style-type: none"> ■■■□ Full-Time Employment ■■■■ Pay-Scale Equity □□□□ Freedom of Association ■■■□ Living Wage ■■■■ Gender Pay Equity 	<p>Stewardship</p> <ul style="list-style-type: none"> ■■■□ Local Communities ■■■■ Volunteering □□□□ Animal Welfare ■■■□ Charitable Giving ■■■■ Positive Products
<p>Employee Health</p> <ul style="list-style-type: none"> ■■■□ Physical Health ■■■□ Well-Being 	<p>Purchasing & Supply Chain</p> <ul style="list-style-type: none"> ■■■□ Equitable Purchasing □□□□ Supply Chain

THE SOCIAL JUSTICE LABEL 2.0
 SIG-001 EXP. 09/01/2023

INTERNATIONAL LIVING FUTURE INSTITUTE™

WELL EQUITY

The International WELL Building Institute (IWBI) released their newest rating in the Fall of 2022, the WELL Equity Rating. The WELL Equity Rating is designed around supporting organizations in their DEI efforts through providing a framework for workplace equity. Like IWBI's other certifications and ratings, earning the WELL Equity Rating requires third party verification of organizational policies and standards. GBH is excited to announce our early adopter enrollment in the WELL Equity Rating, demonstrating the prioritization of equity throughout each business unit.

“Green Building Holdings (GBH) together with our four business units at SIG, Blue Ocean, GBES, and Aetos are continually evaluating our DEI efforts across the greater company. We are excited to adopt the WELL Equity Rating to compliment, measure, and evaluate our company for continual improvement. It is our goal to have an inclusive culture and to lead by example for our company and the greater industry.”
-Beka Rund, Head of People, Green Building Holdings.

GBH is actively working to evaluate our current DEI initiatives against the requirements of the WELL Equity Rating and is looking forward to earning the rating in 2023.



SUSTAINABILITY POLICIES

Green Building Holdings (GBH) and our associated business units (SIG/ GBES/ Blue Ocean/ Aetos) promote environmental stewardship in all of our business activities.

By being intentional and creating policies around business travel, company events and promotional materials, we can take steps to reduce our carbon footprint as well as impact the health and well-being of our staff.

Policies were developed in the following areas:

- Business Travel
- Promotional & Marketing Materials
- Company Events

These policies will begin in Q4 2022.



UN SDGS

Designed by the United Nations and a collection of public and private sector organizations, the Sustainable Development Goals (SDGs) are 17 targets designed to be a “shared blueprint for peace and prosperity for people and the planet, now and into the future”.

The UN SDGs recognize that ending deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change. If every person was to operate in line with the UNSDGs, put simply the world would be in a better place.

The UNSDGs can be aligned with the actions of a country, business, non-profit or individuals and by incorporating the SDGs into your work you are able to live sustainably and ensure that the earth and society is safeguarded for the future.

The Green Building Holdings family has a long history of helping clients live up to the spirit of the UN SDGs; thanks to the comprehensive suite of services offered thanks to the comprehensive impact of the four business units: Blue Ocean Sustainability, Aetos Imaging, Green Building Education Services and Sustainable Investment Group.

Below lists each UN SDG with which GBH aligns. Our core business offerings align very closely with these sustainability focused goals. GBH has also focused efforts internally within each business unit to operate sustainably and align themselves with the UN SDGs with policies such as tuition reimbursement programs, philanthropy opportunities, and mental health initiatives..

UN SDGS WITHIN GBH



SDG 1: No Poverty

Explanation: Economic growth must be inclusive to provide sustainable jobs and promote equality.

Green Building Holdings follows merit-based hiring and promotion policies to promote equality across economic growth. This mission is furthered by the creation of our Green Job Board and ongoing education and training opportunities provided to people of all walks of life.



SDG 2: Zero Hunger

Explanation: The food and agriculture sector offers key solutions for development, and is central for hunger and poverty eradication.

Employees at GBH have volunteered with Project Open Hand to prepare meals for the underprivileged. Our work on WELL and Fitwel certifications also help to promote healthy food availability.

3 GOOD HEALTH AND WELL-BEING



SDG 3: Good Health And Well-Being

Explanation: Ensuring healthy lives and promoting the well-being for all at all ages is essential to sustainable development.

Our generous PTO policies, employer-provided health benefits, and “Talk to Spot” program support internal health and wellbeing, while initiatives like the GBES Wellness at Home Series and wellness-focused building certifications support client health and wellbeing.

4 QUALITY EDUCATION



SDG 4: Quality Education

Explanation: Obtaining a quality education is the foundation to improving people’s lives and sustainable development.

GBH provides quality education in a variety of languages to its clients and partners with EcoRise (NPG) to provide education for disadvantaged high school students. Internally, GBH funds and encourages employees to advance their careers in sustainability with access to coaching, training, and career development opportunities.

5 GENDER EQUALITY



SDG 5: Gender Equality

Explanation: Gender equality is not only a N/A fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.

Our company has an Equality Employment Opportunity Policy, Non-discrimination policy, zero tolerance for Harassment Policy, Anti-Bullying Policy, Anti Retaliation Policy, and DEI workshops centered around gender equality in the workplace.

6 CLEAN WATER AND SANITATION



SDG 6: Clean Water And Sanitation

Explanation: Ensure that everyone has access to clean water and adequate sanitation.

GBH facilitates water quality testing for Fitwel and WELL clients and our ROAM coworking space provides free access to clean, filtered water.

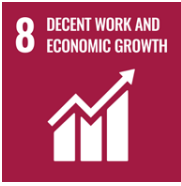
7 AFFORDABLE AND CLEAN ENERGY



SDG 7: Affordable And Clean Energy

Explanation: Energy is central to nearly every major challenge and opportunity.

Green Building Holdings supports clients in reducing energy usage at their properties through ENERGY STAR and LEED programs.



SDG 8: Decent Work And Economic Growth

Explanation: Sustainable economic growth will require societies to create the conditions that allow people to have quality jobs.

GBH encourages quality work and economic growth through the GBES Green Jobs Board, education programs to help individuals obtain Green Building Credentials for professional development, internship programs to provide training and guidance to college students, feedback surveys, and company retreats.



SDG 9: Industry, Innovation and Infrastructure

Explanation: Investments in infrastructure are crucial to achieving sustainable development.

GBH uses technology to reduce energy costs, improve quality of life and access to critical information at properties, and to educate corporate clients and partners. The company advises clients on the latest innovations and advances in green building.



SDG 10: Reduced Inequalities

Explanation: To reduce inequalities, policies should be universal in principle, paying attention to the needs of disadvantaged and marginalized populations.

GBH has in place merit based policies that are easily accessible and support equality across all populations.



SDG 11: Sustainable Cities and Communities

Explanation: There needs to be a future in which cities provide opportunities for all, with access to basic services, energy, housing, transportation and more.

The company assists clients in achieving green building certifications focused on sustainability, educates individuals and advises clients on sustainable building and operating practices, and utilizes breakthrough technologies improve building efficiencies.



SDG 12: Responsible Consumption and Production

Explanation: Ensure good use of resources, improving energy efficiency and sustainable infrastructure.

A supply chain policy is in place across the organization.

13 CLIMATE ACTION



SDG 13: Climate Action

Explanation: Climate change is a global challenge that affects everyone, everywhere.

GBH employees work to ensure sustainable design and efficient operation of buildings and communities to minimize environmental impact. GBH also provides education to individuals working on LEED certification projects.

15 LIFE ON LAND



SDG 15: Life on Land

Explanation: Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss.

Employees at GBH utilize the Eevie App to track individual sustainability habits and plant trees across the world. GBH supports clients in reducing construction impacts on surrounding habitats with New Construction clients.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



SDG 16: Peace, Justice and Strong Institutions

Explanation: Access to justice for all, and building effective, accountable institutions at all levels.

Clear HR policies are implemented, with third party verification of any breach of conduct. This helps to ensure proper accountability across all levels of management without bias.

17 PARTNERSHIPS FOR THE GOALS









SDG 17: Partnerships for the Goals




Explanation: Revitalize the global partnership for sustainable development.




GBH is made up of 4 organizations working towards a shared goal of sustainable development. GBH employees frequently speak at conferences and establish partnerships with other consultancies.



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