



LEADING EDGE

Sustainability | Health + Wellness | Performance



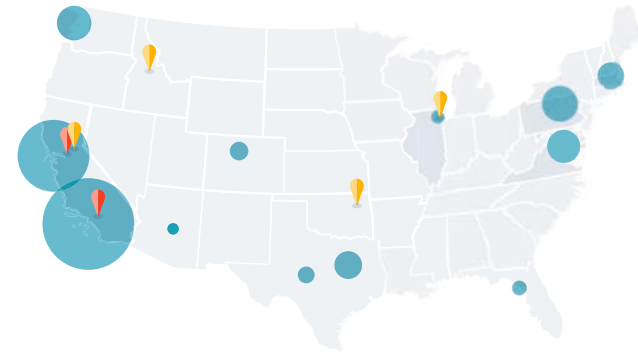


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ABOUT US

Leading Edge is a real estate consultancy that integrates sustainability and wellness across the built environment to shape the future through values-driven excellence.



📍 Office Locations 📌 Team Presence ● Project Locations

OUR VALUES



TRANSPARENCY

We believe in honesty, integrity and complete transparency in communication and delivery. Isn't that the key to any successful relationship? Talk with any of our team members and you'll experience it first hand.



QUALITY OF REPRESENTATION

Our goal is to be an extension of our clients values, seen as partners rather than consultants. It is our responsibility to keep you informed on all things health, equity and sustainability as your right "green" hand.



COMMUNITY

Each of our team members is an active participant in their own community, and by extension through our clients. We are proud to actively engage with USGBC, IWBI, AIA, BOMA Sustainability and other progressive community oriented organizations.



TALENT INVESTMENT

Our people are our greatest asset. As such, we invest in each team member as individuals and as a collective group through regular educational offerings, conferences and professional accreditations.

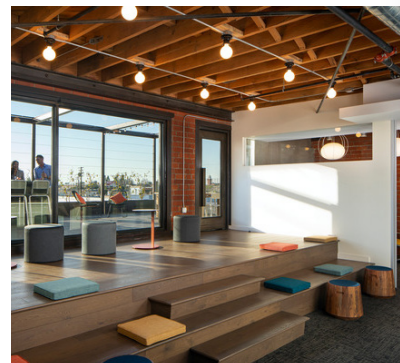


DIVERSITY, EQUITY, & INCLUSION

We are committed to cultivating a work environment where all current and prospective team members feel welcome, included, heard, and valued. This helps foster a high retention and empowers team members to contribute at their best.

Delivering holistic sustainability solutions since 2008

28M GSF LEED/USGBC	5M GSF WELL H+S Rated	35M GSF Energy Star Certified	40M GSF Assets Supported	30M GSF ESG Managed
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EXPERTISE



BEST PRACTICES

- ESG Development Strategy
- ESG Policy Development
- Green Design Toolkits
- Operational Toolkits
- Green Tenant Guidelines
- Green Specifications
- Energy Modeling
- Peer Review
- Trending Analysis



CERTIFICATIONS

- LEED Certification
- WELL Certification
- WELL Health - Safety
- Fitwel Certification
- WiredScore Support
- ENERGY STAR Certification
- Energy Ordinance
- GRESB Reporting
- PRI Reporting



COMMUNICATION

- Sustainability Workshops
- Materiality Assessments
- Stakeholder Engagement
- Certification Workshops
- Green Tenant Teams
- Corporate Sustainability
- ESG Website Support



OPERATIONS

- ESG Due Diligence
- Data Management
- Energy Audits
- Water Audits
- IAQ Audits
- Carbon Profiling
- Carbon Neutrality
- Life Cycle Cost Analysis
- Retro-Commissioning

OUR CLIENTS

brick. Brookfield CBRE Colliers INTERNATIONAL CORETRUST CRUZAN

CUSHMAN & WAKEFIELD EVERGREEN GLL Hines John Hancock Real Estate JLL

JPL Jet Propulsion Laboratory California Institute of Technology HARVEST PROPERTIES LINCOLN PROPERTY COMPANY LA DWP Los Angeles Department of Water & Power PARALLEL CAPITAL PARTNERS PARKWAY PROPERTIES INC.

Principal Manulife Financial MONSTER ENERGY rdc. RISING Realty Partners RIVERROCK real estate group

RUBICON POINT PARTNERS SOBRATO Real Estate STARPOINT PROPERTIES STERLING AMERICAN PROPERTY INC. studioneleven THE SWIG COMPANY

TIARNA REAL ESTATE SERVICES INC. TMG PARTNERS ITC TRANSWESTERN Veritas Property WASHINGTON HOLDINGS W Worthe

OUR TEAM



Andy Rhoades, LEED AP, SMA, EMC
Partner

As a co-founding and Partner at Leading Edge, Andy leads the sustainability team. His responsibilities include project management, new business development and overseeing all aspects of the firm's operations. Andy has been involved with LEED and specifically Existing Buildings since USGBC piloted the program in 2001. Andy brings over 30 years of extensive property, facility management and engineering expertise to the team. His diverse background as a Chief Engineer, Senior Operations Manager and Director of Engineering with a background in commercial property management is leveraged in collaboration with this team to support high performing buildings across a wide variety of projects.



Michael Oddo
Partner

Michael Oddo is a co-founder and Partner of Leading Edge and owner of Metro Services, a leading building maintenance service provider. With over 30 years of experience in the industry, Michael deeply understands facilities and business operations. Michael is involved in various commercial real estate industry organizations, including BOMA, IFMA, IREM, USGBC, GS Stakeholders Committee, and the San Francisco Environmental Task Force. He graduated from UC Berkeley, where he honed his skills and knowledge in business and management.



Sara Hickman, LEED AP, WELL AP
SVP, ESG Lead

Sara leads the team's business strategy, operations, new construction consulting arm and ESG strategic services. With a background in architectural design and sustainability in existing assets, she speaks both languages, supporting a holistic, full scope approach. She is passionate about ESG education, leading the team internally to fully integrated strategies through a real-world applications, making the necessary connection between corporate initiatives and asset level impact. Sara holds a Degree in Architecture and proudly serves on the USGBC California Board of Directors.



Erica Smith
Executive Director, Contracts and Operations

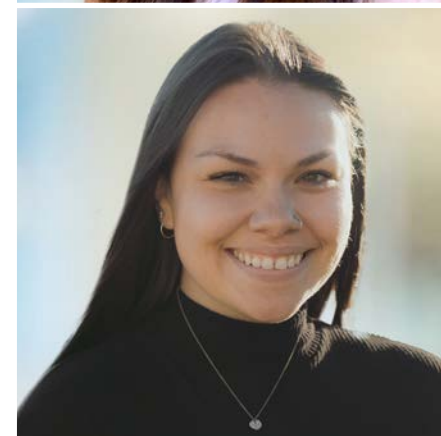
As the Executive Director of Operations, Erica collaboratively guides operational activities and developing strategic goals. She ensures we are maintaining quality and meeting targets in alignment with strategic objectives. Erica's leadership fosters a culture of unity providing clear direction and structured goals while managing client expectations. Supporting all service lines and team members, ensuring project goals are met consistently and delivering the highest level of client satisfaction.



Katie Freeze-Becker, LEED AP, WELL AP, Fitwel AP
Director, New Construction

Katie leads the New Construction team working with Architects and Developers through a variety of Green Building Certifications standards. Additionally, her background ranges from existing buildings compliance, Energy Star Certifications, LEED EBO+M and supporting the development of Leading Edge's ESG service line. Katie excels in project management, communication and education and holds her Bachelors Degree from Santa Barbara in Environmental Science.

Katie has served as the Chair of USGBC California's Environmental Justice Committee since 2019.



Brandi Amantea, LEED GA, ActiveScore AP, Fitwel AP
Director, Existing Buildings

Brandi leads Leading Edge's Existing Buildings Certification programs including LEED EBO+M, BREEAM, ENERGY STAR, Compliance, and ESG DDQ Assessments. Brandi excels with program management, building assessments and project management. She earned her B.S. in Environmental Policy and Planning and a Certificate in Sustainability from the University of Iowa.



Samantha Fung, LEED GA, CEM
Senior Project Manager

Samantha manages Risk & Safety Assessments, Decarbonization Roadmaps at the asset level and portfolio in addition to LEED project management.

Samantha has over 13 years of experience managing sustainability programs for high performing buildings; working closely with property management and engineering to implement them. She is highly technical and detail oriented and has a passion for sustainability and finding solutions that serve both immediate and long-term goals.



Surabhi Khanderia, LEED GA, AIA, NCARB
Senior Design Manager

Surabhi manages new construction LEED BD+C projects, Life Cycle Analysis (LCA) services and sustainability design strategy. Centering the principles of the Circular Economy framework, her expertise in the development and implementation of embodied carbon reduction strategies at the building scale supports client efforts to decarbonize their portfolios. In addition to her primary job responsibilities, Surabhi explores innovative tools and technology that facilitate the building industry's transition into a greener future.

Surabhi serves as the founder and Co-Chair of USGBC California's Green Building Design & Engineering committee.



Karen Molina, WELL AP, Fitwel AP
Senior Sustainability Manager

Karen specializes in LEED Arc, Compliance, Energy Star Certification, Fitwel and the WELL Health and Safety Label for individual assets and portfolios. She is detail and planner oriented, highly organized and technically focused. She is passionate about investing in sustainable infrastructure that reduces environmental impacts and prioritizes positive built environment attributes.

Karen earned her MPH degree in Global Environmental Health from The George Washington University, where she co-founded an environmental justice advocacy movement.



Melissa Lopez, LEED GA
Project Manager

Melissa manages decarbonization strategies for individual assets and portfolios and co-leads embodied carbon efforts and supports LEED certification for the New Construction team. She is an exceptional researcher and a methodical practitioner. She has a Bachelor of Science in Environmental Science from Brown University, and she recently achieved her Master's in Civil Engineering (Sustainable Design Track) at Stanford University.



Angelina Zou, LEED AP, CEM
Project Manager

Angelina manages decarbonization strategies for individual assets and portfolios, supports the ESG strategy development and manages ENERGY STAR, Compliance and LEED Arc Certification. She is an exceptional researcher and highly detail oriented. Angelina is passionate about topics of net-zero built environment, carbon offsetting technology and corporates' social responsibility. Angelina earned her M.S. in Earth and Environmental Engineering from Columbia University, focusing on sustainable energy.



Miles Melvin
Data Analyst

Miles is a Data Coordinator. He manages and analyzes base building and utility data for Energy Star Portfolio Benchmarking and local Compliance requirements. He is exceptionally detail oriented and analytical and serves as a critical data analyst across the team. Miles earned a B.S. majoring in Economics and Finance from the University of Alabama in 2012



ESG

Leading Edge approaches ESG Development Strategies using a phased approach: Assess, educate, implement and communicate.

ESG Asset Assessment

An evaluation of assets and corporate governance through the lens of ESG. Scope includes utility and data level evaluations, review of policies, protocol and human capital investment across the fund(s) and / or portfolio. Final deliverable: Report to support annual CSR report and asset and corporate level recommendations.



Peer Analysis

ESG priority and trend evaluation of relevant peers and investors. Deliverable includes a presentation / report including but not limited to overall trends, standard alignments, targets and disclosures.

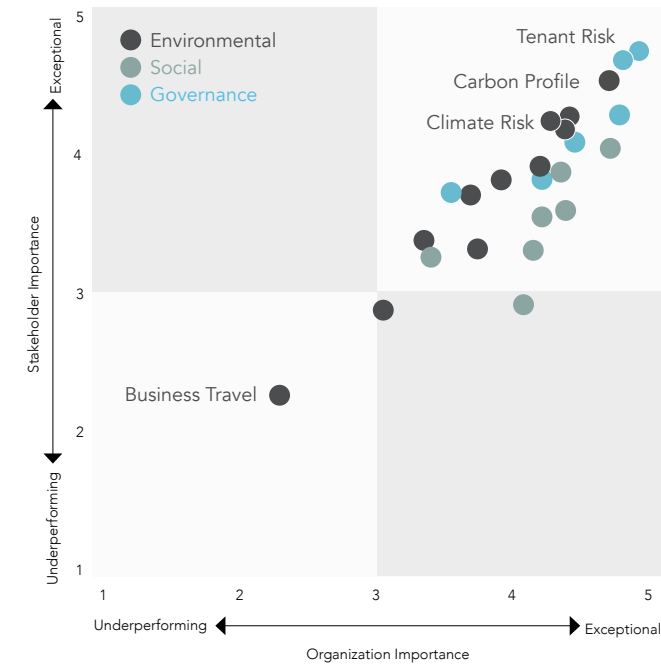


Leadership Goals + Standard Alignment

Development of corporate structure, accountability process, identification of goals and objectives, short- and long-term targets and identification of ESG specific KPIs specific to existing assets and development. Consultant shall facilitate ESG committee meetings as necessary until an internal lead is established. Scope typically includes 2-3 Standard Alignment workshops, outlining relevant and trending disclosure standards and initiatives pertinent to the industry.

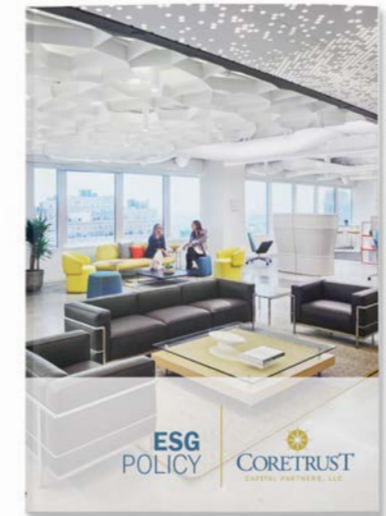
Materiality Assessment

Interview and assessment of corporate staff and asset / development team as relevant. Consultant will require a minimum of 3 hours from each team and heavy participation in the formulation of the strategy. Final policy includes a formal policy for ESG integration across the life of the asset and corporate policies. Deliverables typically range from 10 - 20 pages, often referred to as an ESG policy.



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ESG

Protocols and Audits

Scope includes but is not limited to the following customized templates and protocols:

- ESG Due-Diligence Template
- Green Lease Language
- Portfolio-wide decarbonization Strategy
- Asset specific budgets as applicable
- Green Tenant Guidelines Template
- Health + Wellness Strategy
- ESG Toolkit



Protocols and Audits

Scope includes but is not limited to the following customized templates and protocols:

- ESG Due-Diligence Template
- Green Lease Language



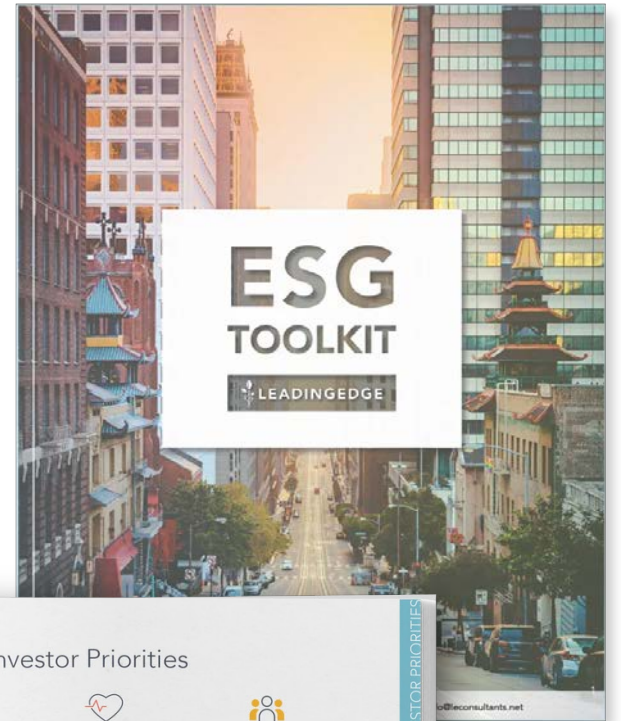
GRESB / UNPRI

Project management, data collection, narratives ownership and submittal process of ESG standards for GRESB and UNPRI.

Communication | Education + Marketing

ESG Toolkit for Commercial Real Estate organizations customized to client brand and relevance. Monthly / regular ESG Curriculum workshops intended to draw a connection between property managers and engineering teams and corporate goals.

Graphic design support for reports, building highlights and website assets. Narrative support for reports and outward facing articles.



DECARBONIZATION

Impact

Climate change continues as one of our most significant environmental challenges, with the latest scientific consensus that we need to limit rising temperatures globally to 1.5 degrees (celcius) or less to maintain the conditions and quality of life to which we've become accustomed.

Services

- ESG / Decarbonization educational level setting
- Building performance assessments
- Corporate, portfolio, or asset-level decarbonization target setting
- Asset-level and portfolio / fund-level roadmaps toward decarbonization
- Decarbonization strategy planning with associated costs, timelines and pros and cons of each strategy or measure
- Ongoing support through the implementation and operational phases

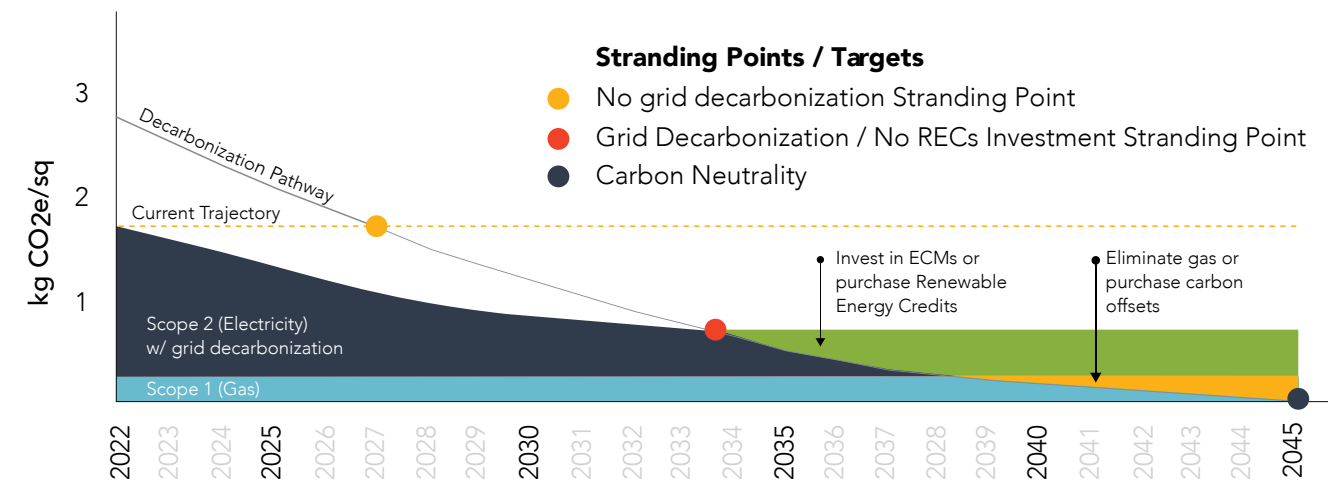
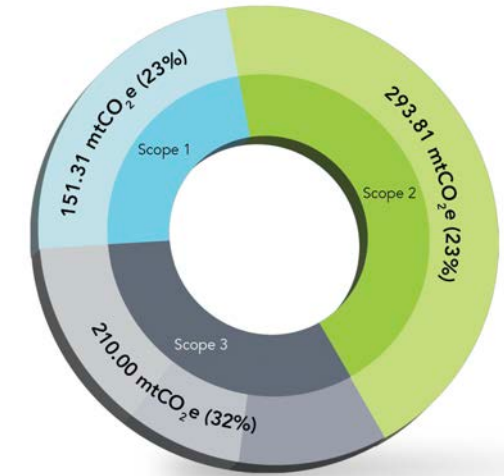
Approach

Leading Edge's Decarbonization team is comprised of engineers, carbon accountants, and property management veterans who have direct experience and an understanding of the complexity of building operations. We commonly partner with local consultants as required for specific regions and unique areas of expertise. Leading Edge works with our clients to develop customized approaches to decarbonization that balance current carbon performance, medium- to long-term aspirations and each firm's unique approach to real estate ownership, investment and management. We use industry-recognized reporting protocols and disclosure frameworks, such as the World Resource Institute's Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and Energy Star Portfolio Manager, to provide an objective basis for developing the bespoke strategies that allow our clients to reach their decarbonization goals in whatever way is best for them.

Target Setting

Whether developing a pathway for a single asset, fund or full portfolio, Leading Edge takes on a thorough, real-world approach to establishing carbon profiles, assessing building performance and incorporating future factors that will inevitably impact the financial case for establishing targets.

Carbon Profiling



Considerations

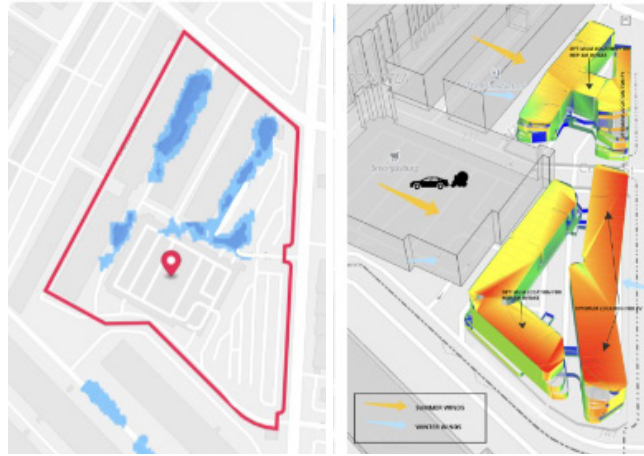
- A balanced approach to decarbonization that addresses efficiency, electrification, energy supply and offsite solutions
- Carbon accounting for Scopes 1, 2 and 3
- Optimal carbon emissions reporting strategies
 - Financial vs Operational control
 - Market- vs Location-based emissions
 - Reporting frameworks and protocols
- Life cycle cost impacts, client approach to asset-level investment, and future climate risks
- Portfolio boundaries, baselines, and timelines for evaluation
- Grid decarbonization
- Future energy and green power costs and availability
- Alignment with CRREM, SBTi and GHG Protocol
- Local compliance requirements
- Corporate / Investor carbon targets
- Data quality, accessibility and need for normalization

NEW CONSTRUCTION

Architects and developers are the makers and shapers of the built environment. As consultants, we empower our clients through sustainable, healthy, equitable design strategies.

DESIGN SUPPORT

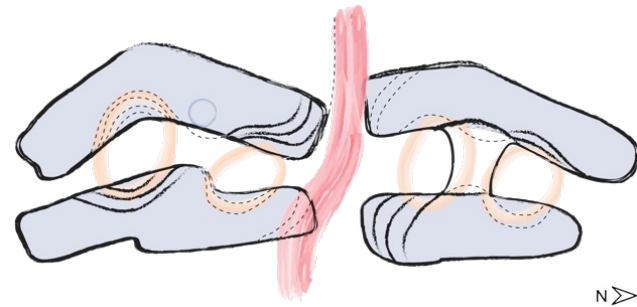
Climate risk analysis is the first step to minimizing future risks and ensuring a resilient product. Planning for resilience often aligns with local jurisdictions climate action plans and can even result in lowering insurance premiums and meeting investor qualifier expectations. Leading Edge recommends evaluating climate risks for all projects and can provide support to varying degrees. Los Angeles example assessment: flooding, heat gain, wildfires, wind risks, air quality, sun and shadow studies and onsite renewable energy analysis.



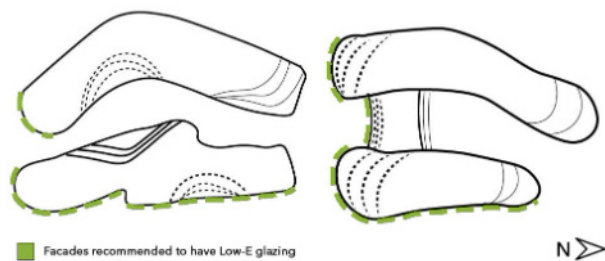
Goal Setting: The majority of Leading Edge's new construction projects are located in California. As a result of SB 375, all CA jurisdictions must have publicly disclosed Climate Action Plans. Our team ensures project are aligned with the jurisdictions' sustainability goals in preparation for entitlement city approvals. Leading Edge offers a customized approach adapted from globally recognized-industry specific standards to align with the client's goals.

Passive Design is the first design step to decarbonization and resilient design. Leading Edge builds from the climate analysis to make a variety of design recommendations in concept and SD phases. Recommendations include but are not limited to:

- Massing / orientation
- Shading recommendations
- Onsite renewables
- Prevailing wind opportunities
- Open space strategies
- Acoustical considerations



Mechanical and Envelope Basis of Design: We partner with Zero Envy to provide early recommendations for quick and nimble envelope and mechanical basis of design input. Recommendations typically focus on building envelope, window to wall ratio, roof thermal insulation values, exterior walls and glazing (including visual transmittance), rooftop renewable design strategies, mechanical system options.



Commissioning: We partner with various commissioning agents based on availability, location and fee. Our prime fundamental and enhanced commissioning partner with VCA Green with locations in northern and southern California. VCA Green is recognized throughout California as a leader in CALGreen and Commissioning expertise and is recognized nationally for sustainability expertise.

ADVANCING SUSTAINABILITY

Building Certifications make up the bulk of Leading Edge's New Construction services, with a focus on LEED, WELL and Fitwel. The New Construction team takes great pride in managing an integrated design process, certification project management, consistent communication and approaching the consulting process through the lense of the client.

Leading Edge partners with several value aligned partners for energy modeling and commissioning services. This also ensures the best price and team for the job.

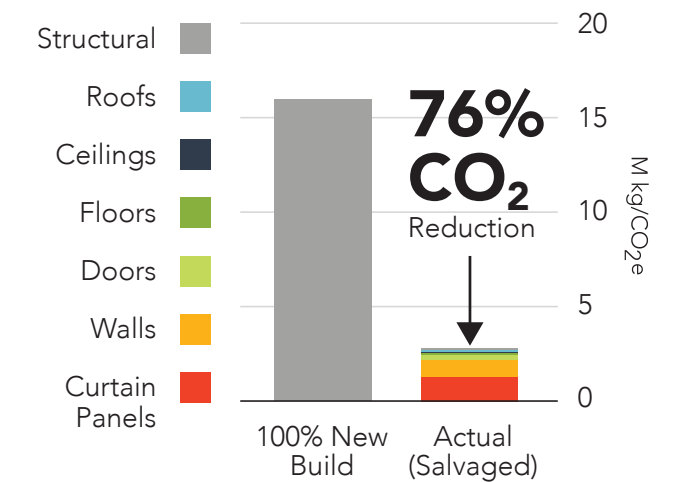


Leading Edge offers **Corporate Sustainability Support** to organizations who may not have a dedicated Sustainability Lead inhouse. Services include but are not limited to:

- Education
- Conference Summaries
- AIA 2030 Commitment Support
- Design Reviews
- Low-Carbon / Healthy Product Specifications
- RFP and Marketing Support

A **Life Cycle Analysis (LCA)** is also commonly referred to an embodied carbon model. Leading Edge's LCA studies account for the first three stages (A1 - A3) which includes the emissions as a result of the extraction of raw materials, transportation emissions to the manufacturing plant, and the emissions released during the manufacturing process. The C1 scope took into account GWP associated with transport, materials, products, related energy and water use of the demolition phase.

Example: The Exchange LCA: The following example illustrates a 76% embodied carbon avoidance when compared to a 100% new build scenario. This is largely the result of repurposing the structural shell. This project considers the structural and interior elements including foundations, floors, ceilings, walls, windows and doors. This excludes furnishing, MEP systems, and finishes.



Note, for California projects, effective 2024 - CalGreen's will required a life cycle assessments for all buildings exceeding 50,000 square feet. Developers and designers would be wise to build this scope into the RFP process.

EXISTING BUILDINGS

The built environment is responsible for 40% of the world's greenhouse gas emissions. Existing buildings play a critical role in actionable impact in the face of climate change.

The Existing Buildings services serve as the foundation to Leading Edge beginning with the first LEED for Existing Buildings Certification at the CalEPA Headquarters building in Sacramento. Today, the EB team manages individual projects and portfolios spanning the US and as of 2022, have begun to expand internationally.

The EB team takes a client forward approach to project management, minimizing client workload and maximizing impact working in tandem with the Decarbonization and ESG Teams.

The Existing Buildings (EB) Team provides the following services:

- LEED Certification
- WELL Health + Safety (Asset and Portfolio)
- Fitwel (Asset and Volume)
- BREEAM
- Energy Star
- Compliance
- Energy Audits
- Water Audits
- Waste Audits
- Air Quality Audits
- Risk + Safety Audits
- Education



MACQUARIE

Scale: 10M GSF | 40 Sites
 Region: National
 Years serves: 6 Years
 Service: ESG, GRESB, LEED, WELL H+S, ENERGY STAR, Compliance, Decarbonization, Risk + Safety, Education, Communication

RISING REALTY PARTNERS

Scale: 3.5M GSF | 5 Sites
 Region: National
 Years serves: 11 Years
 Service: ESG, LEED, WELL H+S, ENERGY STAR, Compliance, Decarbonization, Education, Communication

BROOKFIELD

Scale: 10M GSF | 10 Sites
 Region: California
 Years serves: 16 Years
 Service: ESG, GRESB LEED, ENERGY STAR, Compliance, Decarbonization, Education, Communication

PEMBROKE

Scale: 25 Sites
 Region: National
 Years serves: 6 Years
 Service: WELL H+S, ENERGY STAR, Compliance

TMG PARTNERS

Scale: 4M GSF | 15 Sites
 Region: San Francisco
 Years serves: 16 Years
 Service: ESG, LEED, WELL H+S, ENERGY STAR, Compliance, Decarbonization, Education, Communication

SOBRATO

Scale: 200+ Sites
 Region: California
 Years serves: 14 Years
 Service: ENERGY STAR, Compliance

THE SWIG COMPANY

Scale: 3M GSF | 14 Sites
 Region: California
 Years serves: 16 Years
 Service: ESG, LEED, WELL H+S, ENERGY STAR, Compliance, Decarbonization, Education, Communication

WORTHE

Scale: 15 Sites
 Region: California
 Years serves: 16 Years
 Service: ENERGY STAR, Compliance

TESTIMONIALS

SEAN HIGBEE

Sustainability Manager, Bentley Mills

Leading Edge exceeded expectations by not only renewing but upgrading our existing Silver to Gold without ever missing a beat. Throughout the project, Leading Edge's professionalism and customer service were exceptional. I can't imagine a better team of green building experts and highly recommend Leading Edge for any LEED certification.

JAY SCHOLTEN

VP, The Swig Company

Our company's sustainability program has grown significantly over the past few years, and Leading Edge has been a collaborative and insightful team member in this process. Leading Edge's knowledge of our buildings and ongoing connections with our property team members have been very helpful as we have evaluated and launched new portfolio reporting structures, technology systems, and property certifications. We greatly appreciate their creativity, flexibility, and positive outlook, and we look forward to more projects ahead!

ANDREW PIRA

Chief Engineer, Rising Realty

Working with Leading Edge was a great experience. We heard that the LEED process was a nightmare and that the PacMutual Building might not even qualify but Leading Edge made it simple and worked with our whole team to help us get our building Platinum certified.

DAVE THOMPSON

General Manager, Brookfield

Leading Edge continues to be an important part of our Brookfield Property Management team. We have adopted a partnership strategy to improve our energy efficiency, environmental management, and sustainability results utilizing a realistic and cost effective approach. They are flexible and a real pleasure to work with.

GABE GONZALEZ

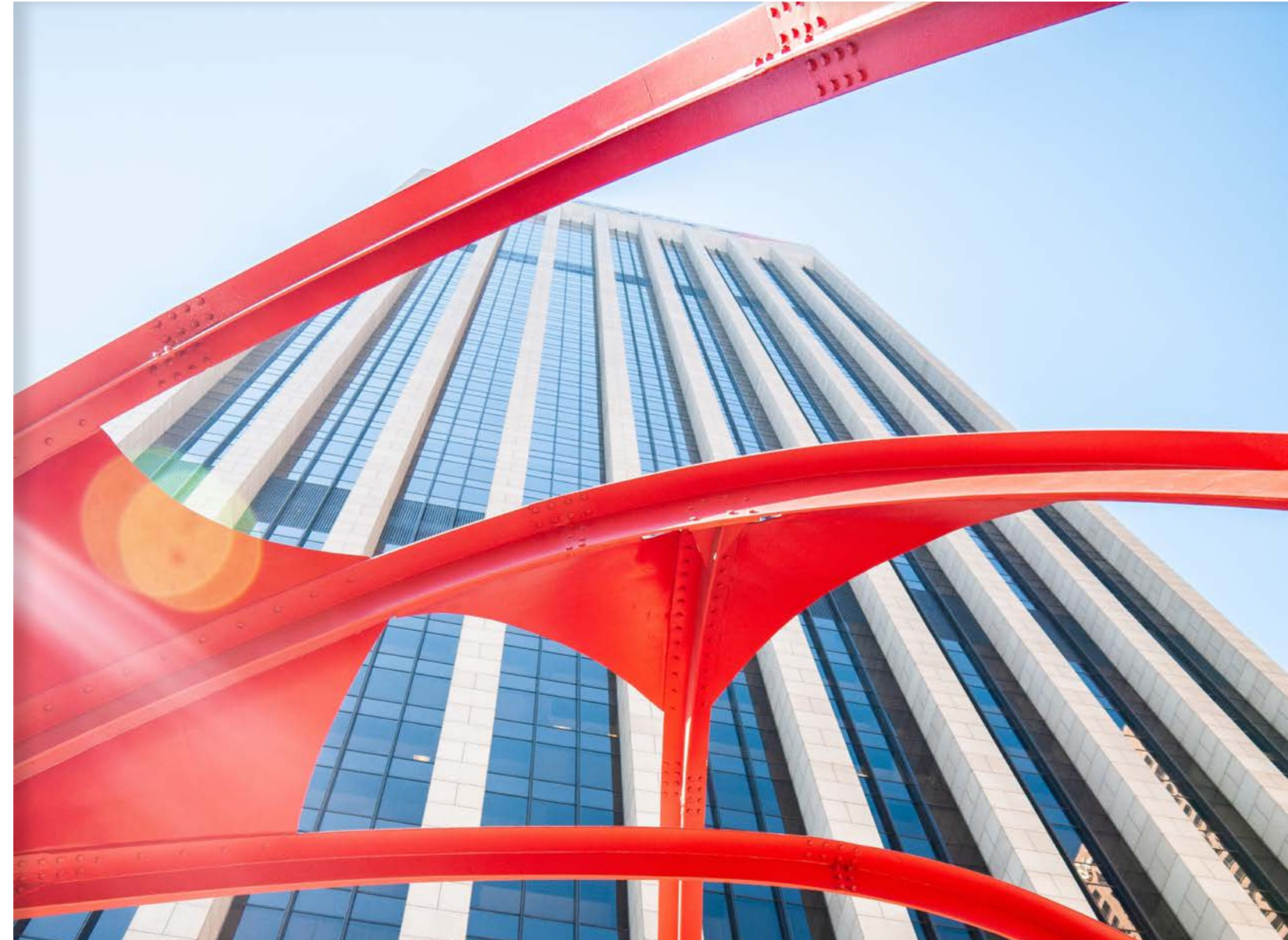
Chief Engineer, Brookfield Manulife, Tishman Speyer

I have worked hand in hand with Andy Rhoades, Sara Hickman and Dan Deeb on different programs for different properties in the Los Angeles area. Whether we were speaking on a panel in a conference with our peers or gathering valuable data in the archives of buildings we have had a good record of success. I continue working with this team because they deliver the results my fast paced business demands.

KEVIN DEVINE

(Formerly) Director of Engineering, West Coast Region, Brookfield

The Leading Edge team are all dependable, enthusiastic and have the ability to meet their deadlines. We at Brookfield Office Properties consider the Leading Edge team an extension of our family of tenant services. Leading Edge provides the property staff with outstanding sustainability support. The results of their efforts speak volumes. Leading Edge has been and remains an essential partner of Brookfield's past, present and future tenant engagement & participation. Leading Edge also entertains, embraces and considers any/all client driven sustainable programs, ideas and suggestions. Leading Edge deploys the research and presents options for their clients. Leading Edge understands asset management & preservation from the ownership and the client services perspective. I thoroughly enjoy working with Leading Edge. They are a fine team of professionals.



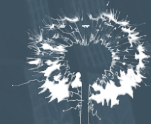
Who We Are

Leading Edge takes great pride in adding value to our clients' development, operations, asset value, and corporate brand. Our team includes building engineers, industry professionals, architects, energy analysts and property management veterans with a passion for health, community, equity and sustainability.

AFFILIATIONS



BOMA



INTERNATIONAL
LIVING FUTURE
INSTITUTE™



 **LEADINGEDGE**



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