



**MBG CONSULTING INC.
GLOBAL CITIZENSHIP**

Updated March 1, 2019



MBG Consulting believes that corporations and businesses can be a force for positive change in the world and demonstrates this through commitment to philanthropic activities both locally and globally. Mirela Gabrovska, MBA, MCR, our firm's founder and President, has shaped MBG Consulting's corporate culture to reflect her enthusiasm for and commitment to volunteer work. She is particularly dedicated to causes that support education, the greatest opportunity any child can be given and a chance that all children deserve.

As discussed in our Corporate Policies, MBG Consulting is committed to productive, proactive, and thoughtful world citizenship in all of our work. For our firm, this means we:

1. Conduct business while committing to balance between employees' interests, company's interests, corporate profits, community, world and the planet
2. Be a world citizen
3. Help people, your country and the world
4. Volunteer and promote volunteerism
5. Respect other cultures, values and living standards

This Global Citizenship Report outlines specific actions we are taking to live up to our commitment in both local, national, and global contexts.

Active industry leadership for high standards of practice

Mirela Gabrovska is an active advocate for higher standards and ethical compliance within corporate real estate. She participated in the development of new FASB/IASB standards and OSCRE standards for lease abstracts as a demonstration of this commitment. She serves as a faculty member for CoreNet Global's Master of Corporate Real Estate (MCR) program to share her knowledge and enhance the skills of the industry professionals. We also have internal anti-money laundering policies in place to ensure ethical transactions.

Advancing women in corporate real estate

Mirela is an active member and former Chair for CREW (Commercial Real Estate Executive Women) Chicago's Programs Committee. This organization makes substantial contributions to the advancement of female leaders in Chicago's corporate real estate industry.

Educational opportunities for women globally

MBG Consulting supports (via time and financial contributions) Esperanza and Common Hope, organizations that fight poverty in Guatemala by partnering with families and communities there to develop education, healthcare, and housing projects. Mirela's work

has included organizing a fundraising event that garnered donations totaling almost \$80,000 for the educational and healthcare needs of Guatemalan children. She also took part in a Vision Team trip to Guatemala during which participants built houses, taught in local schools, assisted in hospitals, and committed to financially sponsoring local children through college.

Support for local community building

We support a community garden in Chicago's far south side, an area with high rates of poverty and food insecurity. We are developing a partnership with a local school to strengthen our efforts to support community building in this neighborhood, and also have a project in progress with Microsoft's CTC (Community Technology Center).

Diversity and inclusion in our team

As a woman-owned business enterprise (WBE), MBG Consulting is keenly aware of the value to diversity in our work, our community, and our world. We purposefully seek diversity in our team, with a commitment to hiring women, minorities, and people from different cultural backgrounds. This includes the support of talented international colleagues via H1B visa sponsorship. This provides an added benefit to our professional practice for our clients with global portfolios particularly. We back this up by providing comprehensive training and support for ongoing professional development opportunities (such as membership in professional networking organizations and advanced education) for all employees.

Commitment to sustainable work practices

Our corporate HQ location in downtown Chicago allows us to significantly lessen carbon footprint by moving to a smart office building environment with many sustainable practices in place in the building itself. Internally, it is our culture and practice to use resources thoughtfully (i.e., remote sensor lighting) and recycle faithfully when resources must be consumed. Our move to downtown also allowed many employees to move to the city close to the office, which indirectly reduces car usage and emissions.