

Do you want to  
contribute your ideas,  
shape the challenges of  
today and tomorrow  
and help contribute to a  
more just, equitable and  
impactful world? Then  
become part of our  
growing team!

ES&RE



Fund



Design



Market



AM



**Social value** and talent are the backbone of our unified culture - this means working together collaboratively with and for our clients to find new, innovative solutions, to think differently, to question the status quo and provide a world class customer experience. Our motto is "We are sustainability", and whether in national or international markets our employees make an important contribution to the development and success of the company.

#### ESG RE Culture

- Autonomy
- Performance-driven
- Team Values
- Harmonious Workplace
- Socially Advanced

#### Fund



- ✓ ESG-priced debt
- ✓ Enhanced returns
- ✓ Capital efficiency

#### Design



- ✓ Compounds IRR
- ✓ Reduces risk
- ✓ 1200%+ ROI

#### AM



- ✓ Risk mitigation
- ✓ 7%+ in asset value
- ✓ NOI optimization

#### Market



- ✓ Lease-up boost
- ✓ Stabilizes quicker
- ✓ Cap markets story

SE RE



Fund



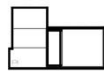
Design



Market



AM



We appreciate your application and are pleased that you are considering a position with CZERO. We thank you for the trust you have placed in our company. Below you will find an overview of our employee benefits, policies and procedures.

## FINANCIAL

### Payroll Deductions



7.65% withheld for social security contributions up to capped taxable income not exceeding 160k

### Pension Contributions



0.50 cents on the dollar of up to 10% of your salary

### Paid-time Off (PTO)



<1Y (21 days), <2Y (24 days), >2Y (30 days)

### Group Health Insurance



Max 75% of health insurance premium covered by employer sponsored insurance plan that includes mental health prevention and alternative medicine therapy

### Disability & Life



Min 40% of insurance premium covered by employer sponsored insurance plan that includes short and long-term coverage

### Food Expense



1 free breakfast, lunch or dinner bi-weekly

## WELLNESS

### Healthy Living



50-100% paid memberships for healthy living: gym, yoga, meditation, spa entry, etc.) Subject to approval

### The Daily Thirty



Paid 30 minutes daily for mental, physical and social well-being. Included but not limited to napping, mental recharge, meditation, deep breathing, snacks, coffee or time just to be

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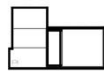
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## Team Building



1Y, all expenses paid team building exercise - sky-diving, wine/craftbeer-tasting, mountain beauty hiking+wellness, shark viewing, all team adventures considered ☺

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## ENGAGEMENT

### Employee Development



50-100% covered expenses for professional development that can be completed during work hours. Subject to approval

### Digital Coaching



Quarterly needs-based coaching sessions for personal or professional development skills

### Work Life Balance



Work when you want and where you want...so long as performance is onpoint

### Employee Flex



Have suggestions? Let us know because its about you

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**Disclaimer:** An overview of employer conditions for employment is not legally binding and therefore does not form any part of the employment contract. No legal claims can be derived from it as employee rights are governed by the employment agreement

SE RE



Fund



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