



GRUBB & ELLIS.

From Insight to Results

Private Capital Markets Business Principles

1. We believe that knowledge is a cornerstone in our ability to serve our clients. We share information within our group freely for our benefit and the benefit of our clients, yet we never jeopardize the trust our clients and colleagues have placed in us.
2. Confidence in our peers is what enables us to work cohesively, serve our clients and grow our business. We operate as a team and have no room for those who place their personal interests above those of our clients or our group.
3. The power of our platform is one of our primary differentiators in serving our clients. We expect full participation in the systems, practices and activities of our group.
4. We realize that we are measured by the behavior of our least professional partners as well as our most. We can accept only the highest standards of professionalism.
5. Competence in serving our clients is the foundation of our credibility and is expected of all.
6. The health of our group is what allows us to serve our clients at the standards we expect. We place our client's interests first while ensuring we do not jeopardize the health of our group.
7. We are committed to creating an environment which will allow great talent to achieve its highest aspirations. Our long term success will be sustained by the talent and diversity we bring to our group and the respect and dignity with which we treat everyone.