

**Karen Mahrous**

Karen Mahrous is a Senior Vice President and the Head of ESG for Clarion Partners. She is the Chair of the Firm's ESG Committee. Karen focuses on developing a formal framework to better define Clarion's path toward Net Zero and continuing the Firm's progress on resilience, efficiency, diversity and health and wellness initiatives. She works with many groups across the Firm to enhance and execute Clarion's ESG strategy, Karen joined Clarion Partners in 2021 and has been working in the industry since 2005. Prior to joining Clarion Partners, Karen was a Director with CodeGreen Solutions, overseeing ESG program strategy and implementation services for real estate companies. She is a member of the Fitwel Leadership Advisory Board, Urban Land Institute and Urban Green Council, and holds LEED AP credentials. Karen graduated from Columbia University with an M.S. in Sustainability Management and from University of California, San Diego with a B.A. in Ethnic Studies.