



2024

CORPORATE
SUSTAINABILITY
REPORT

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TRADEMARK

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A LETTER FROM OUR CEO

This second annual sustainability report showcases the strides made in reducing our carbon footprint and creating attractive destinations for both shoppers and tenants, while achieving outstanding results for our clients. We've made significant advancements in energy efficiency, water consumption, and adoption of native, drought-tolerant plants across the country. Additionally, we've introduced impactful programs for waste diversion, recycling, and increases in our EV charging and renewable energy strategies.

Looking ahead, our focus is on deepening collaboration with our tenants to amplify our impact. With the majority of on-site energy and water consumption

occurring in tenant spaces, partnering with them to influence their operations will significantly enhance sustainability across the entire Trademark ecosystem.

In 2024, sustainability has evolved into a cornerstone of our mission, guiding internal decisions and community engagement. Trademark is dedicated to reducing our environmental footprint, understanding that sustainable practices are vital for both planetary health and economic success. Our leadership in sustainability initiatives, such as energy efficiency and renewable energy, continues to set industry standards.

Supported by a robust governance framework, we ensure that ethical leadership and sound decision-making

are central to our operations. Additionally, we strive to inspire our partners, tenants, and customers to adopt sustainable practices, extending our positive influence beyond direct operations. Together, these efforts pave the way for a future that is sustainable and inclusive.



TERRY MONTESI
CEO, FOUNDER

QUICK RECAP

About Us

Founded in 1992, Trademark is a full-service real estate firm re-imagining the future of retail, multifamily, office, and mixed-use spaces. Headquartered in Fort Worth, TX, our purpose is to be extraordinary stewards, enhance communities, and enrich lives. Trademark has developed, operated, or redeveloped 21M square feet of commercial mixed-use projects valued at over \$4.7B.

Our successful track record is driven by in-house expertise, long-term planning, and risk-conscious investment philosophy. A disciplined focus on realizing value for stakeholders is demonstrated by deep client relationships spanning multiple decades.

PORTFOLIO SIZE

8.7M ft²

PROJECTS DEVELOPED AND/OR MANAGED

\$4.7B

REAL ESTATE PROFESSIONALS

135

OFFICES

2

ACTIVE (RE)DEVELOPMENT PIPELINE

5 PROJECTS





OUR SUSTAINABILITY APPROACH

Our commitment to continuous improvement and the adoption of best practices within our portfolio is crucial for developing sustainable operations and transforming real estate assets from good to great. We aim to deliver outstanding service, actively engage with the communities we serve, and reduce our environmental footprint.

Creating a successful sustainability program is a journey, rooted in a deep understanding of the issues that matter most to our business, our communities, and our stakeholders. We are dedicated to embedding sustainability principles across all aspects of our operations as part of our long-term strategy and ensuring transparency in our efforts to create sustainable, equitable, and inclusive spaces.

Our Senior Management team is responsible for promoting Trademark's sustainability initiatives, and ensuring they are implemented across all aspects of our business. Responsible oversight and proactive engagement with our stakeholders is essential for creating an effective sustainability program. Our Sustainability Committee includes a diverse set of team members from a range of backgrounds, seniority levels, and departments. The committee meets monthly to refine Trademark's sustainability roadmap. This cross-departmental approach ensures comprehensive representation across all business areas and effective communication of our sustainability targets.

Since 2017, we have consistently reported our sustainability performance to the Global Real Estate Sustainability Benchmark (GRESB), reinforcing our commitment to transparency and accountability. In 2024, we expanded upon the commitments set forth in our 2023 report. This report highlights key achievements over the past year and outlines forward-looking commitments.

Measurable Success in Reducing Environmental Impact

Our commitment to enhancing our environmental impact remains central to our sustainability initiatives. Given that the real estate sector accounts for nearly 40% of global greenhouse gas (GHG) emissions, we understand the critical role we play in addressing climate change and decreasing risk to our stakeholders.

In response, we are prioritizing resilience throughout our portfolio. This includes building on the metrics we've created to manage climate risks, expand renewable energy solutions, and monitor key performance indicators (KPIs) related to building efficiency and resource consumption.

Central to our strategy is the reduction of energy usage, emissions, and water consumption across our properties, diversion of waste from landfills, and the employment of low- or reduced-impact building materials and systems, reinforcing our ongoing efforts to make a meaningful difference in the fight against climate change.

OUR RESULTS			
	ANNUAL TARGET	2026 TARGET	PROGRESS (2024) from 2019 base year
GHG Reduction	2-5%	35%	32.3%
Portfolio-Wide Energy Efficiency Improvement	2-5%	35%	32.37%
Portfolio-Wide Water Efficiency Improvement	1-2%	12%	10.19%

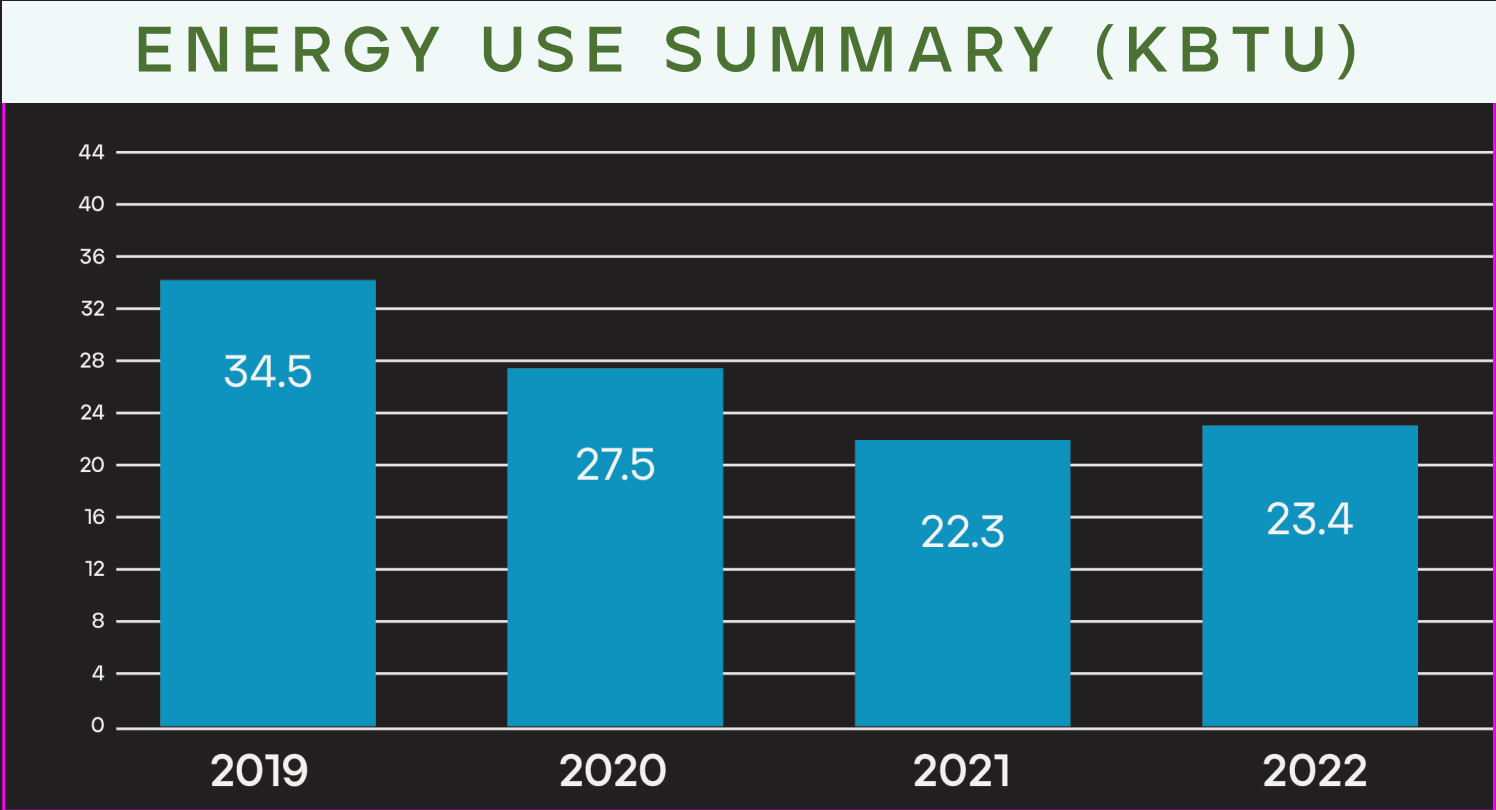
¹ Global Alliance for Buildings and Construction, International Energy Agency and the United Nations Environment Programme (2019): 2019 global status report for buildings and construction: Towards a zero-emission, efficient and resilient buildings and construction sector.

PERFORMANCE

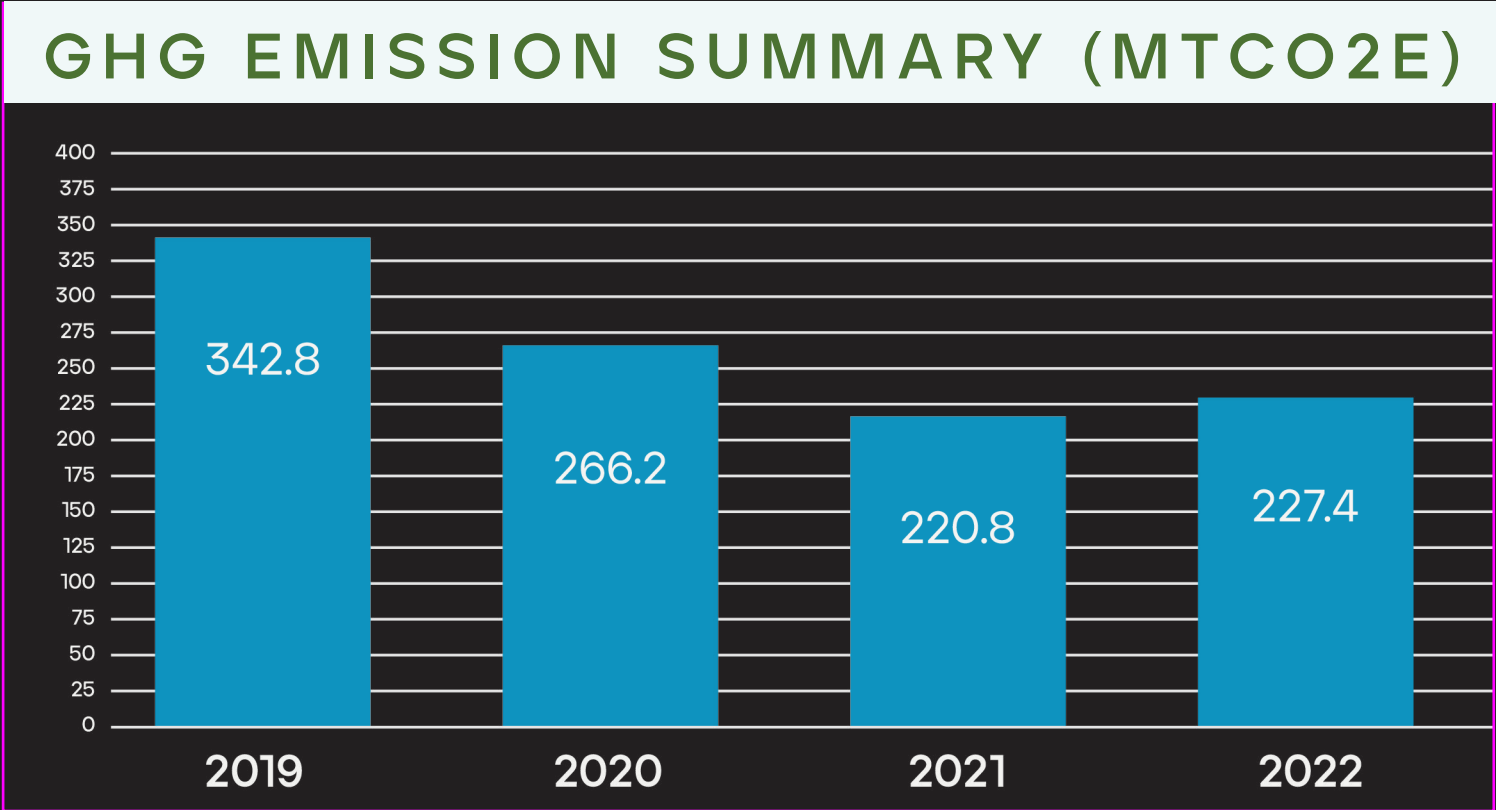
Energy & Emissions

Efficient energy use is central to our strategy for reducing costs and minimizing greenhouse gas emissions. We've made significant progress in this area, and it remains a top priority for 2024 and beyond.

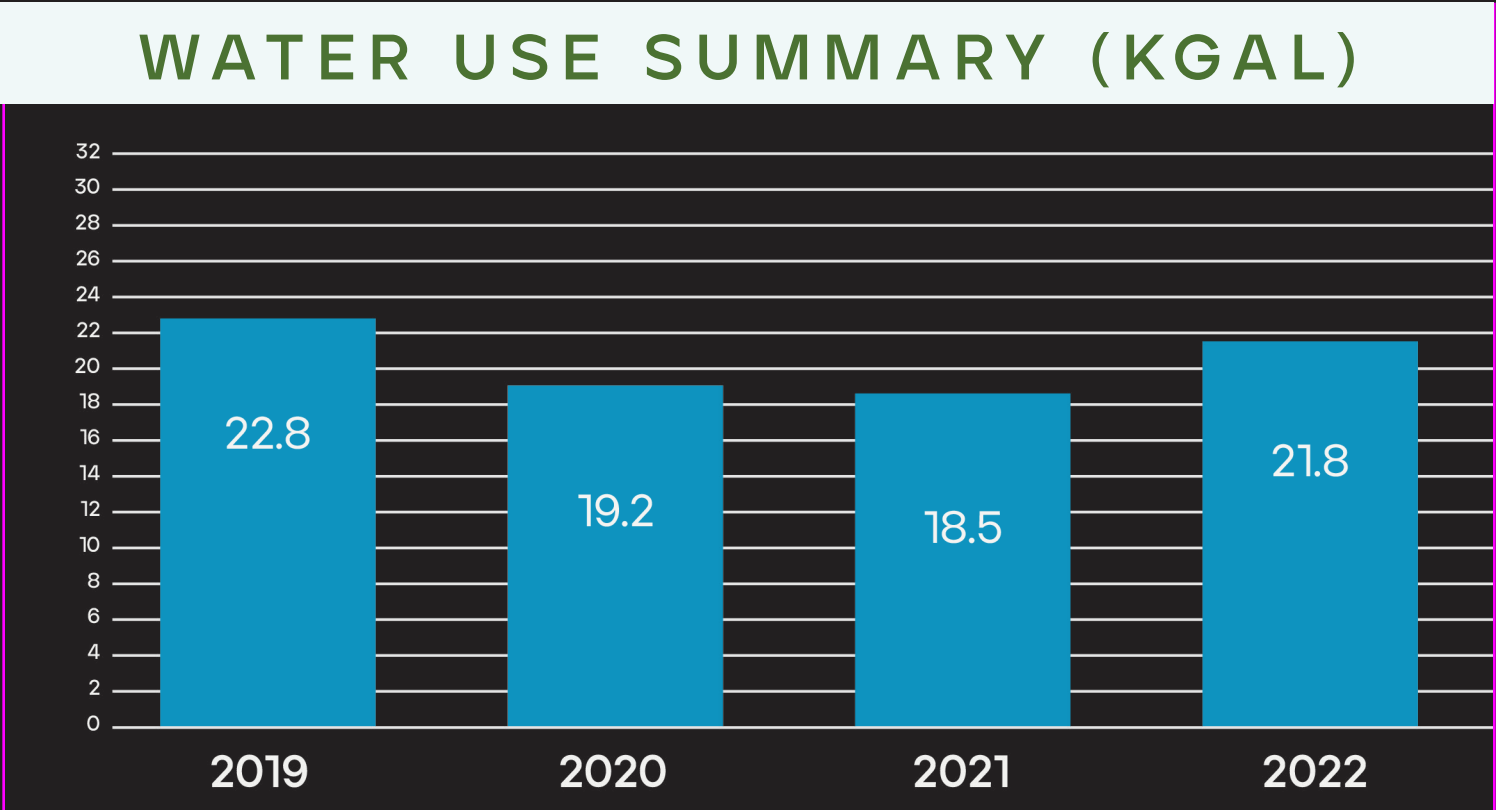
By investing in energy-efficient buildings, we not only protect ourselves from energy price fluctuations but also comply with the increasing number of energy benchmarking regulations. Since 2019, our efforts to implement efficiency upgrades and leverage technology for optimizing utility usage have led to a substantial reduction in energy consumption and greenhouse gas emissions across our portfolio.



*per SF



*per 100K SF

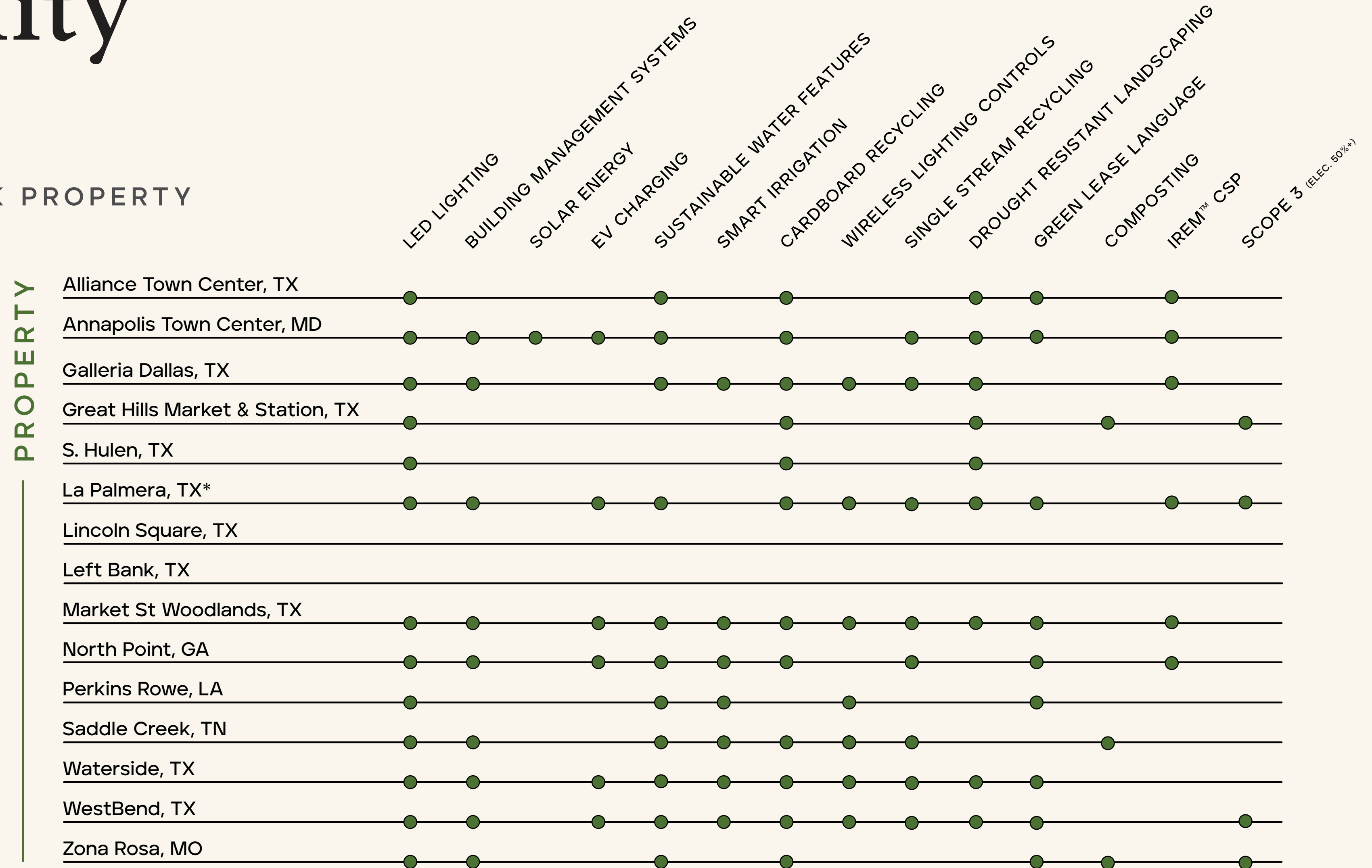


*per SF

Sustainability Measures

IMPLEMENTED BY TRADEMARK PROPERTY

We continue to evaluate the viability of efficiency improvements and innovation projects at our properties through detailed asset-level and local market assessments, gauging the potential impact on Net Operating Income (NOI) and Return on Investment (ROI) of each initiative. Leveraging this data, we identify and select pilot candidates for implementing emerging sustainability solutions, ensuring our projects are both financially sound and environmentally impactful.



* LEED-Certified Property



SUSTAINABLE MEASURES

Green Building Certifications



Building certifications by an independent third party, such as LEED® and IREM®, establish confidence and trust in environmentally responsible construction and operating practices. To date, our portfolio contains five IREM®-certified sustainable properties and two properties with LEED® Silver operations and maintenance. Additional IREM® certifications are being pursued in 2024.

It is our goal to seek opportunities where additional certifications can be pursued and would improve resource conservation, indoor air quality, occupant health and satisfaction, and add financial value.

In addition, every new Trademark multifamily development adheres to the National Green Buildings Standard (NGBS®), which positions assets to meet the needs of the current and future housing market demand. Our projects place an emphasis on sustainable building practices and qualify for LEED®

Bronze certification, which will drive rent and occupancy premiums, and are positioned to attract residents who prefer a home that reduces their environmental footprint. Our construction process incorporates the following elements of sustainable properties:

- ENERGY EFFICIENCY**
 - Energy efficient lighting
 - Energy efficient appliances
 - Tight air ducts and sealing
 - Enhanced insulation
 - Smart metering
- WATER EFFICIENCY**
 - Low flow fixtures
 - Water-conserving appliances
 - Drought resistant & indigenous landscaping
 - Smart metering
- SITE SELECTION**
 - Walkable communities
 - Low-maintenance landscaping
 - On-site storm water management
- RESOURCE EFFICIENCY**
 - Natural resource conservation
 - Reduce waste, lower construction costs, and optimize structural performance
 - Use of local building materials when prudent
 - On-site recycling
- INDOOR ENVIRONMENTAL QUALITY**
 - Low VOC materials
 - Proper equipment placement/venting
 - Heat island reduction
 - Ample natural light

To lower future capital expenditures, Trademark is laying the foundation for “future-proof” amenities and infrastructure for long-term sustainability. An example of this endeavor is laying the additional electrical infrastructure required for multifamily and townhome garages to install additional electric vehicle charging stations to meet future demand.



SUSTAINABLE MEASURES

Operating Guidelines

Trademark is deeply committed to collaborating with our operating partners and property management teams to prioritize sustainability in every aspect of our operations. Our focus is on enhancing energy and water efficiency across all properties while maintaining control over operating costs. To support this effort, we have established processes that guide property management teams in identifying and implementing

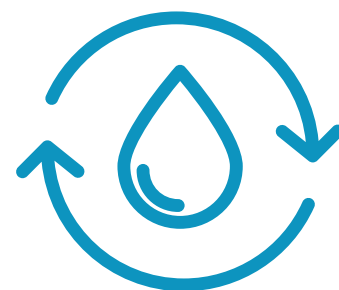
environmentally responsible practices. These processes help uncover opportunities for further improvements, especially when they are cost-effective and achievable within a 3-5-year timeframe. We continuously review these practices and evaluate any available rebates, incentives, and tax benefits before making upgrades, ensuring that sustainability remains a key consideration in our decision-making process.

OUR SUSTAINABLE OPERATIONS PRIORITIZES THE FOLLOWING FOUNDATIONAL PILLARS:



VACANT SPACES

- Minimizing energy use while maintaining standards for space conditioning and emergency lighting
- Regular review of lighting and HVAC schedules
- Engaging with contractors to review energy consumption policies during the construction phase
- Planning to reduce, reuse, and recycle waste prior to construction



WATER EFFICIENCY

- Benchmark water consumption
- Water management training
- Regular leak checks
- Irrigation schedule optimization
- Rain sensors
- Native and drought-tolerant landscaping
- Tankless water heaters
- Insulation improvement
- Heat trap installation on water supply lines
- Utilizing low-flow fixtures



WASTE MANAGEMENT

- Providing recycling education to tenants and signage
- E-waste recycling policy
- Diversion rate goal



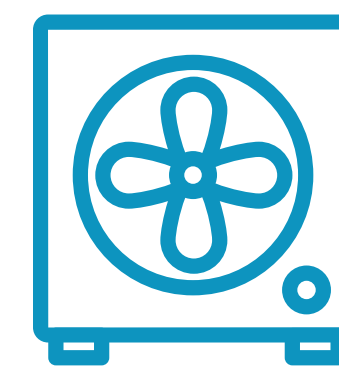
PURCHASING

- Working with vendors to decrease packaging materials
- Sustainability clauses in vendor contracts
- Green-certified products in common areas and green cleaning materials
- Compostable products



LIGHTING AUDITS

- Hours of operation
- Sleep mode optimization
- Engaging with security and janitorial staff to minimize after hours use
- Performing regular preventative maintenance and calibration
- Lighting recycling
- Working with tenants to improve efficiency
- Minimum lighting standards for tenant improvements
- High-efficiency replacements
- Occupancy sensors
- Daylight sensors



HVAC AND TEMPERATURE CONTROL

- EMS systems to optimize temperature control
- Regular calibration
- Managing off-hours temperatures
- Educating and engaging with tenants on energy management
- Determining optimal seasonal set points
- Installing Programmable thermostats
- Utilizing outside air cooling
- Air circulation

CASE STUDY

The Vickery

The Vickery adheres to National Green Buildings Standards (NGBS), which positions assets to meet the needs of the current and future market, and qualifies for a LEED® Bronze certification. The construction process accounts for resource efficiency, both energy and water, site selection, indoor environmental quality, and operational efficiency among other factors.



FORT WORTH, TX

The Vickery, a sustainably designed multifamily development, integrates energy-efficient building practices while enhancing urban living with green spaces and modern amenities.

CASE STUDY

Galleria Dallas

- Galleria Dallas is part of the 42-acre Galleria mixed-use complex in North Dallas. It is the largest contiguous mixed-use complex in North Texas and features 3 attached office towers totaling 1.5M+ sf, plus a 440 room Westin Hotel.
- The retail component is 27-acres and features native Texas plants, introduced for water-efficiency.
- The shopping center's interior lighting was upgraded to energy-efficient LED lighting in 2023/24.
- All parking garage lighting, including retail and office garages, was converted to energy-efficient LED lighting in 2018.
- The shopping center holds the Certified Sustainable Property (CSP) designation from IREM®.
- Galleria's south plaza was recently revitalized with new green space, new plant materials and new seating, providing guests a location to let their kids play, enjoy pop-up art installations or enjoy a meal in the outdoors.



DALLAS, TX

South Plaza at Galleria Dallas



SOCIAL IMPACT

Safety and Wellness

Trademark prioritizes the health and well-being of both our employees and tenants. We are committed to engaging with 100% of our employees through surveys and health checks that ensure their voices are heard and considered in our decision-making processes.

Our health and well-being program actively promotes physical and mental health through the following:

HEALTH AND WELLNESS PROGRAM

TENANTS

- Design fosters social interaction and connection
- Design promotes healthy indoor environmental quality
- Access to physical and mental healthcare
- Acoustic and thermal comfort

EMPLOYEES

- Flexible working hours
- Paid maternity and paternity leave more than the legally required minimum
- Working-from-home arrangements
- Employee healthcare and retirement benefits
- 16 annual hours of paid volunteering

Trademark observes the outcomes of this program by monitoring employee and tenant experiences and opinions. A monthly newsletter is distributed to employees concerning industry trends as well as health and well-being email reminders and suggestions. HR also provides “Lunch and Learns” about health and well-being to employees.

Trademark considers the health and safety of all tenants in leased spaces and has reporting policies regarding emergency management and accidents. In addition, Trademark performs regular employee workplace checks and tracks lost days and injury rates. As of 2022, there are:



SOCIAL IMPACT

Stakeholder Engagement

At Trademark, it is crucial to create an environment where employees' voices are heard and their feedback is integrated into our operations. We engage with our employees through regular satisfaction surveys that address topics such as accountability, resource availability, and management communication. The results from these surveys inform a program designed to enhance employee satisfaction, guiding the development of action plans and serving as a foundation for program reviews, focus groups, feedback sessions with C-suite executives, and discussions within individual departments and teams.

Additionally, Trademark conducts an annual tenant satisfaction survey through a third party. This survey covers aspects such as management accessibility,

marketing, commitment to sustainability, center features, and lease renewals.

In 2022, 66% of employees participated in sustainability-specific training, which included topics such as efficiency measures, energy use performance, unconscious bias, diversity, equity, and inclusion. Educational seminars on renewable energy financing were also provided. We aim to expand both the percentage of employees engaged and the depth of training on these important topics in the future.



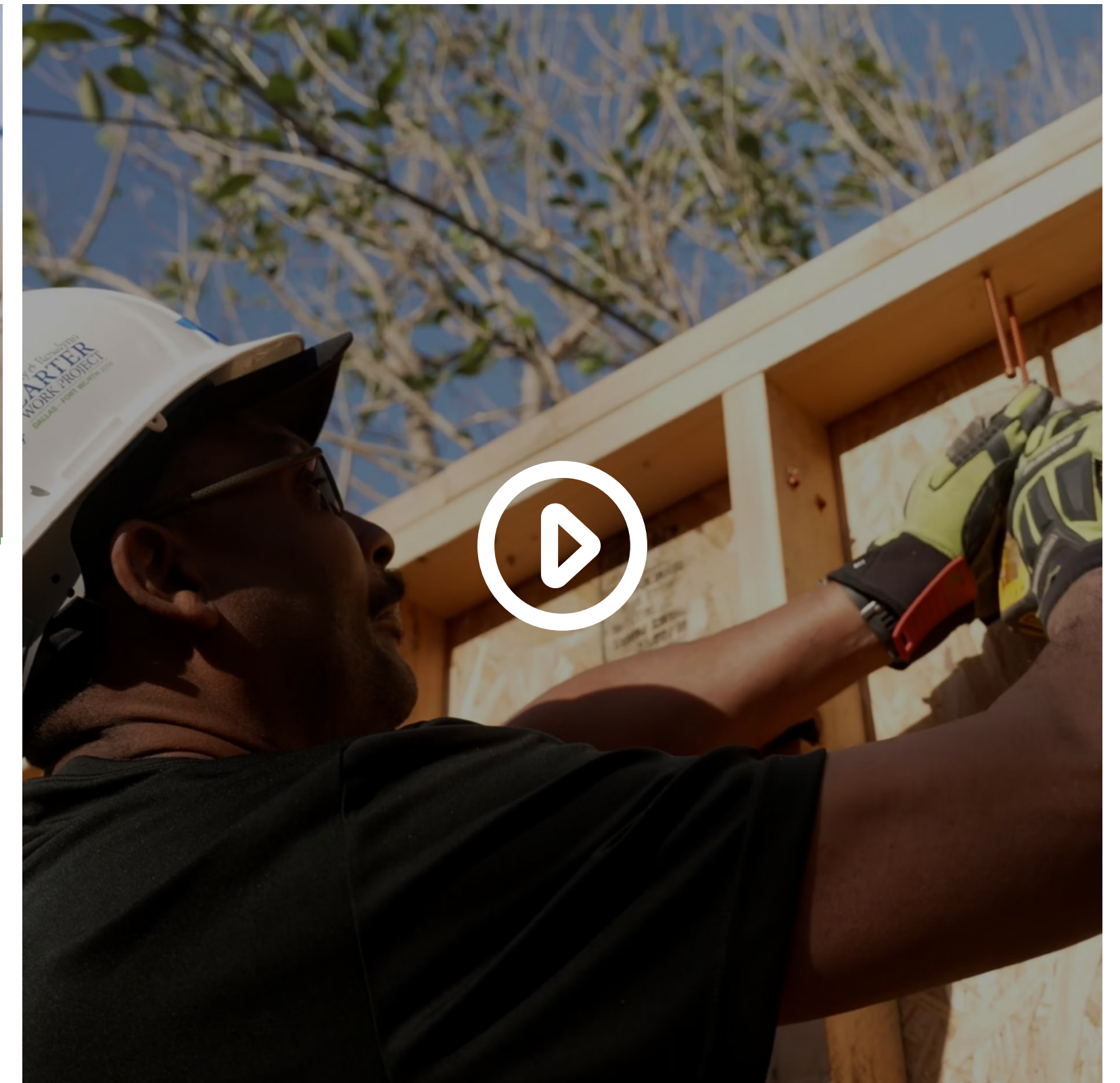
SOCIAL IMPACT

Make a Difference Foundation

The Trademark Make a Difference Foundation (TMADF) actively promotes community service at all levels of our company. Our employee volunteer program supports this commitment by offering paid time for employees to volunteer in the local community. Since its inception in 2014, TMADF has facilitated over \$1 million in donations to more than 250 charities (including 40 different charities in 2023).

Trademark is a proud sponsor of Habitat for Humanity, having contributed to the construction of 26 homes. Additionally, the Trademark team has been actively volunteering with Meals on Wheels since 2021.

Our employees and properties are dedicated to making a positive impact in the communities we serve through volunteerism, Conscious Place initiatives, and partnerships with community organizations to raise awareness and charitable donations.



\$103,588

TOTAL DONATIONS

1,782

TOTAL VOLUNTEER HOURS

108% increase from 2022

Governance

Trademark implements best practices and maintains corporate policies as part of our commitment to strong governance and fair business practices. Strong governance principles are the bedrock to producing strong investment performance while mitigating risk.



ADVISORY BOARD

Trademark is always looking ahead and planning for the future, which includes working with some of the industry's best and brightest. Four prominent commercial real estate leaders make up Trademark's Advisory Board, which provides valuable external perspective.

STANDARDS OF BUSINESS CONDUCT & ETHICS

Trademark maintains standards of conduct that promote ethics, integrity, and legal compliance. Compliance with all applicable laws and regulations and company policies and procedures in accordance with those laws and regulations is of utmost importance. Working in a cooperative manner with management, supervisors, co-workers, customers, and vendors—and treating customers, visitors, and all others in a professional, courteous, and respectful manner—are all key parts of the conduct standards.

CONFLICTS OF INTEREST

A conflict of interest occurs when an employee, knowingly or unknowingly, engages in any activity that may compromise the employee, another employee, or the company in its relationship with a customer, vendor, or competitor. Trademark policy prohibits engaging in any practice which conflicts with or appears to conflict with the interests of our company, its customers, or vendors.

LAWS/REGULATIONS

Vendors are expected to adhere to all laws and regulations in the industries in which they operate. All required licenses and permits to conduct business in applicable jurisdictions must be maintained. Any violations of the Standards of Conduct and ethics, any other alleged ethical violations, or violations of the law will be met with the appropriate consequence.

CYBERSECURITY

Trademark keeps its employees vigilant of cybersecurity threats, and conscious of technological changes through continuous awareness, education, and coaching efforts. All employees receive regular cybersecurity training through monthly IT training sessions.

CONFIDENTIALITY OF COMPANY INFORMATION

Safeguarding the confidential nature of information concerning the company's financial data, future business plans, and transactions, is essential to the company's present and future ability to succeed in a highly competitive business environment.

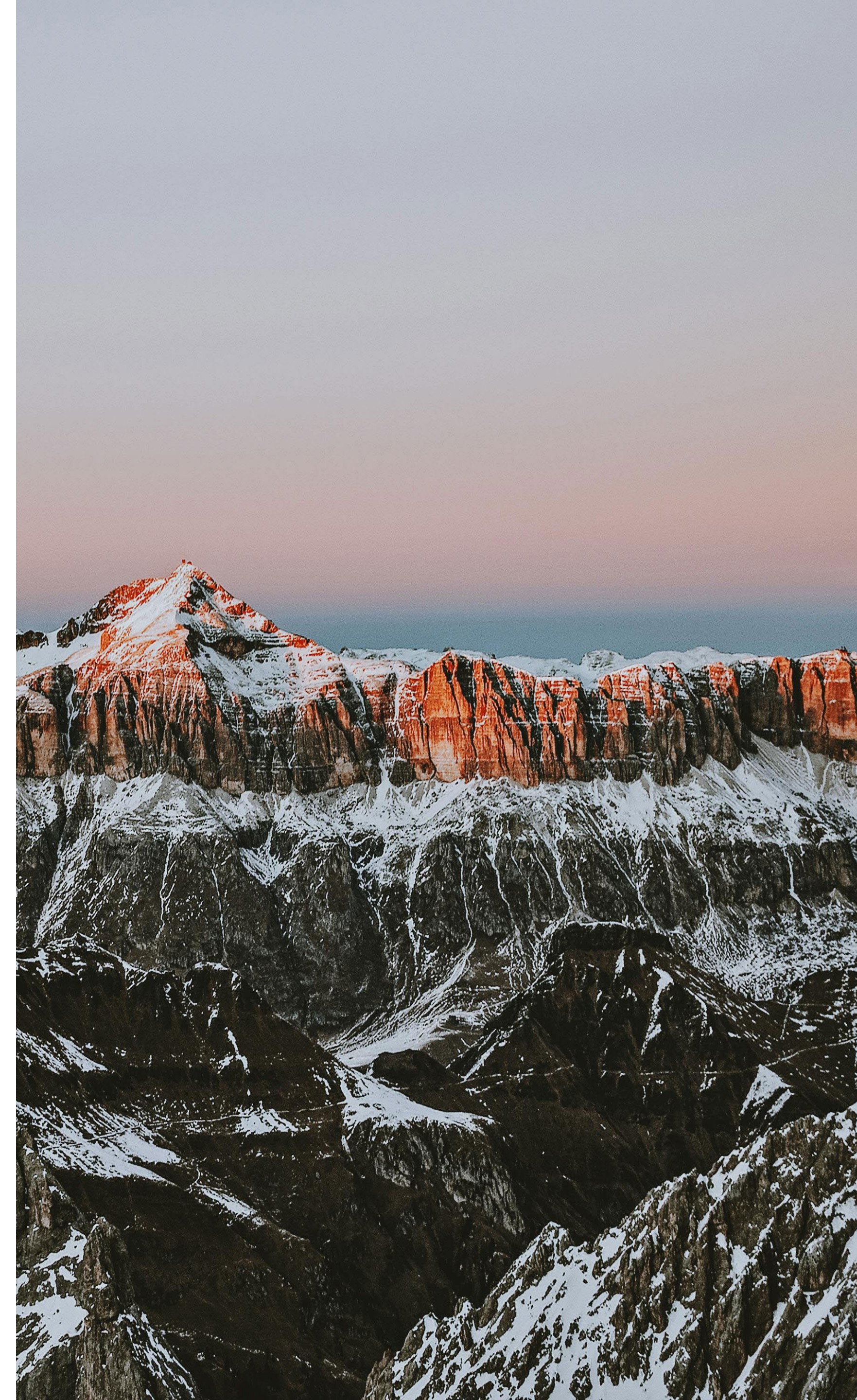
Forward-Looking Commitments

As we look to the future, Trademark is committed to amplifying our sustainability efforts across our entire portfolio. Recognizing that the majority of resource consumption—such as electricity, water, construction materials, and supplies—occurs within tenant spaces, we understand the critical role tenants play in our sustainability journey. To maximize our impact, we will use our influence to recommend and, where feasible, require the adoption of materials and processes that minimize environmental impact and enhance sustainability metrics. A key initiative in this effort will be the production of a new Tenant Criteria Manual that prioritizes sustainable choices.

In addition, we will introduce new recycling programs aimed at diverting waste from landfills, explore the addition of renewable energy and EV charging systems, and prioritize the integration of

sustainable systems into the design, development, and construction phases of our projects. These initiatives reflect our commitment to advancing environmental stewardship and achieving impactful sustainability outcomes.

By fostering collaboration, promoting sustainable decisions, and integrating best practices, we aim to create a positive ripple effect that benefits both our properties and the broader environment. Together, we will drive meaningful change and work towards a greener and more sustainable future.



PRESS PLAY TO TAKE A LOOK AT OUR SUSTAINABILITY EFFORTS
FROM DEVELOPMENT TO PROPERTY MANAGEMENT

ABOUT THE COMMITTEE

Responsible oversight and proactive engagement with our stakeholders are essential for creating an effective sustainability program. Our Sustainability Committee, which was formed last year, has since expanded to include new and diverse team members from a range of backgrounds, responsibilities, seniority levels, and departments. The committee meets monthly to refine Trademark's sustainability roadmap. This cross-departmental approach ensures comprehensive representation across all business areas, facilitating impactful results and effective communication of our sustainability targets.



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