



TM

# Sustainability

Nurture the community  
2025





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# A LETTER FROM Our CEO



**TERRY MONTESI**  
CEO, FOUNDER

This third annual sustainability report highlights the meaningful progress we've made in reducing our carbon footprint, while also reflecting the broader vision that defines Trademark's future. Our mission is to create vibrant destinations where sustainability, innovation, and human connection thrive. In 2025, that mission has never been clearer or more urgent.

Over the past year, we've taken major steps forward: improving energy efficiency, conserving water, and expanded drought-tolerant landscaping across the country. We launched new waste diversion and recycling programs, grew our network of EV charging stations, and advanced renewable energy efforts — all while delivering strong results for our clients, partners, and communities.

Sustainability has become a guiding principle at Trademark — not just shaping how we operate but defining who we strive to be. We believe environmental responsibility and economic success go hand in hand. By leading in clean energy, water conservation, and sustainable technology, we're setting a new benchmark for the industry.

That said, we also recognize the unique nature of our business model. Operating at the intersection of retail, mixed-use, and community spaces presents both challenges and opportunities.

Because our retail partners typically oversee daily operations within their spaces, we believe that real transformation happens through collaboration. Since most energy and water use occurs within tenant-controlled areas, forging deeper partnerships will be critical to amplifying our collective impact. By working together, we can reshape the future of sustainable retail and mixed-use environments.

As we grow, we are embedding sustainability into the fabric of our expansion. Each new acquisition is evaluated through a comprehensive ESG (Environmental, Social, and Governance) lens — ensuring environmental, social, and governance priorities are built in from the beginning. Every property undergoes a detailed review to identify ways to improve performance and push sustainability forward across our portfolio.

All of our multifamily developments are designed to uphold the

National Green Buildings Standard (NGBS®) and qualify for LEED® Bronze status.

With strong governance and a values-driven culture, Trademark is committed to creating a future that is resilient, inclusive, and regenerative. Our goal isn't just to operate sustainably, but to inspire our partners, tenants, and communities to join us in building places where people and the planet thrive together.

Together, we are not just imagining a better future — we are building it.

# 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  
9.5M ft<sup>2</sup>

PROJECTS DEVELOPED AND/OR MANAGED  
\$4.9B

REAL ESTATE PROFESSIONALS  
200+

OFFICES  
2

ACTIVE (RE)DEVELOPMENT PIPELINE  
4 PROJECTS





# OUR SUSTAINABILITY Approach

## OUR PURPOSE

To be extraordinary stewards,  
enhance communities, and  
enrich lives.

## OUR VISION

We aim to deliver outstanding service,  
actively engage with the communities we  
serve, and reduce our environmental footprint.

## SUSTAINABILITY MANAGEMENT

Senior Management is responsible for ensuring our sustainability initiatives are implemented across all aspects of our business via responsible oversight and proactive engagement with our stakeholders.





MEASURABLE SUCCESS IN

# 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 (2025) from 2019 base year
GHG Reduction	2-5%	35%	-33%
Portfolio-Wide Energy Efficiency Improvement	2-5%	35%	-44% (exceeded 2026 goal)
Portfolio-Wide Water Efficiency Improvement	12%	12%	-24% (exceeded 2026 goal)

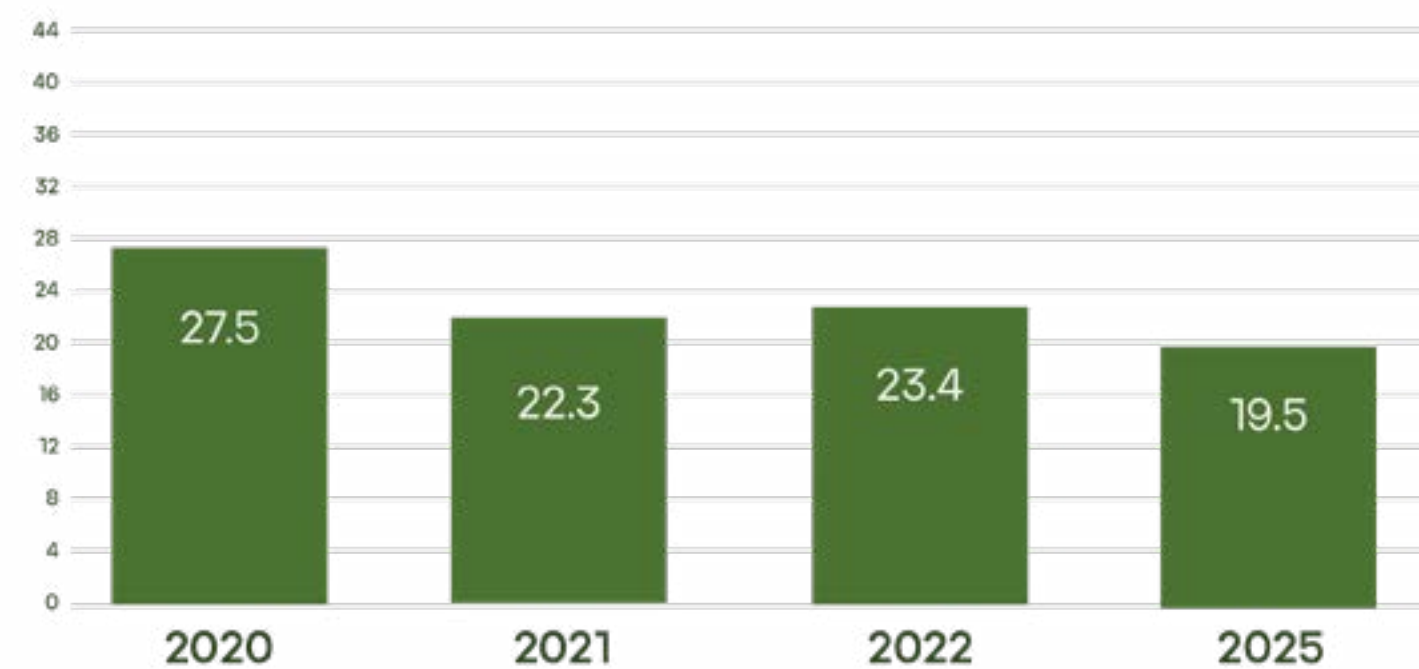
## PERFORMANCE

# Consumption & 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 2025 and beyond.

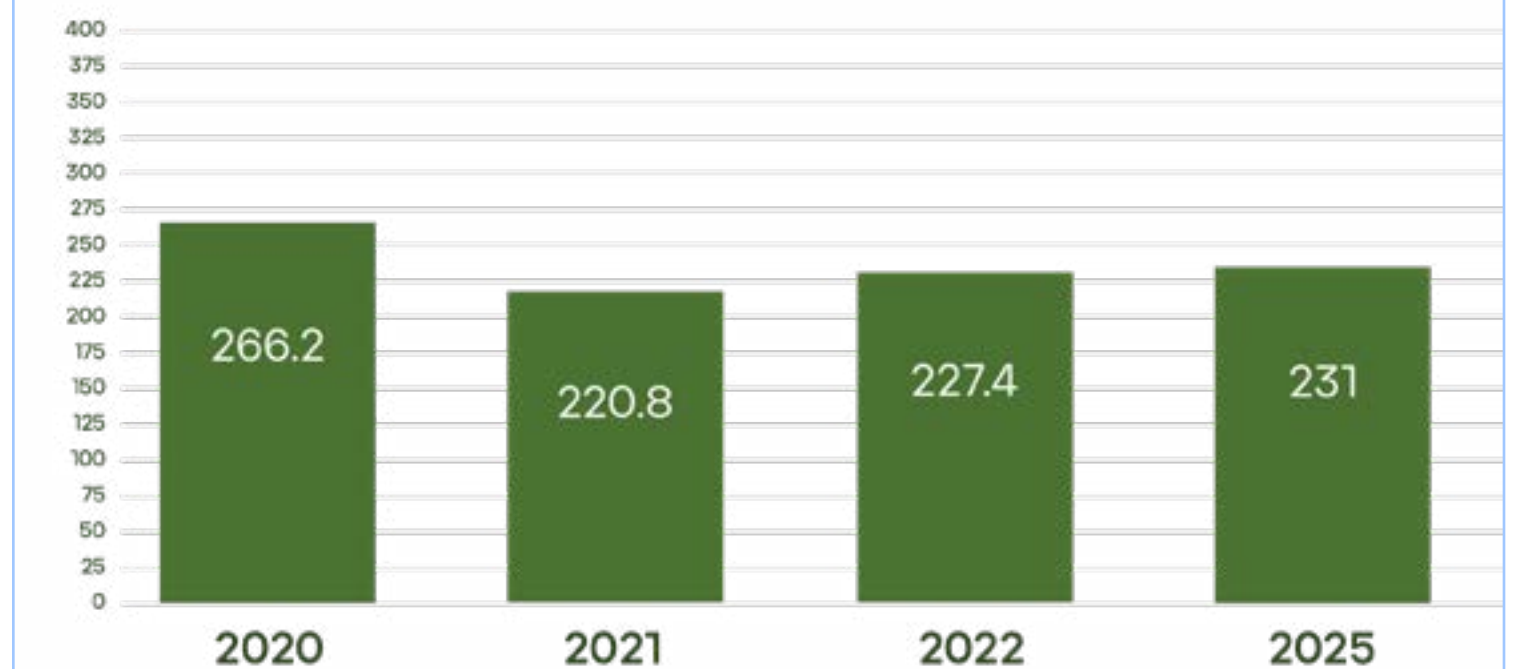
By investing in energy-efficient buildings, we not only protect ourselves from energy price fluctuations but also comply with the increasing number of energy benchmarking regulations. Since 2019, our efforts to implement efficiency upgrades and leverage technology for optimizing utility usage have led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

### ENERGY USE SUMMARY (KBTU)



\*per SF

### GHG EMISSION SUMMARY (MTCO2E)



\*per 100K SF

# Sustainability Measures

## IMPLEMENTED BY TRADEMARK

In order to meet the energy-related goals laid out on page 6, we continually evaluate and audit 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.

PROPERTY														
	LED LIGHTING	BUILDING MANAGEMENT SYSTEMS	SOLAR ENERGY	EV CHARGING	SUSTAINABLE WATER FEATURES	SMART IRRIGATION	CARDBOARD RECYCLING	WIRELESS LIGHTING	SINGLE STREAM RECYCLING	DROUGHT RESISTANT LANDSCAPING	GREEN LEASE LANGUAGE	COMPOSTING	IREM™ CSP	SCOPE 3 (ELEC. 50%+)
Alliance Town Center, TX														
Galleria Dallas, TX														
Great Hills Market & Station, TX														
La Palmera, TX*														
Lincoln Square, TX														
Left Bank, TX														
Market St Woodlands, TX														
North Point, GA														
Perkins Rowe, LA														
Saddle Creek, TN														
Vickery, TX														
Westbend, TX														
Zona Rosa, MO														

\* 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 2025.

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:

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.

To date, our portfolio contains **five IREM®-certified sustainable properties** and two properties with **LEED® Silver operations and maintenance**.

### ENERGY EFFICIENCY

- Energy efficient lighting
- Energy efficient appliances
- Tight air ducts and sealing
- Enhanced insulation
- Smart metering

### SITE SELECTION

- Walkable communities
- Low-maintenance landscaping
- On-site storm water management

### INDOOR ENVIRONMENTAL QUALITY

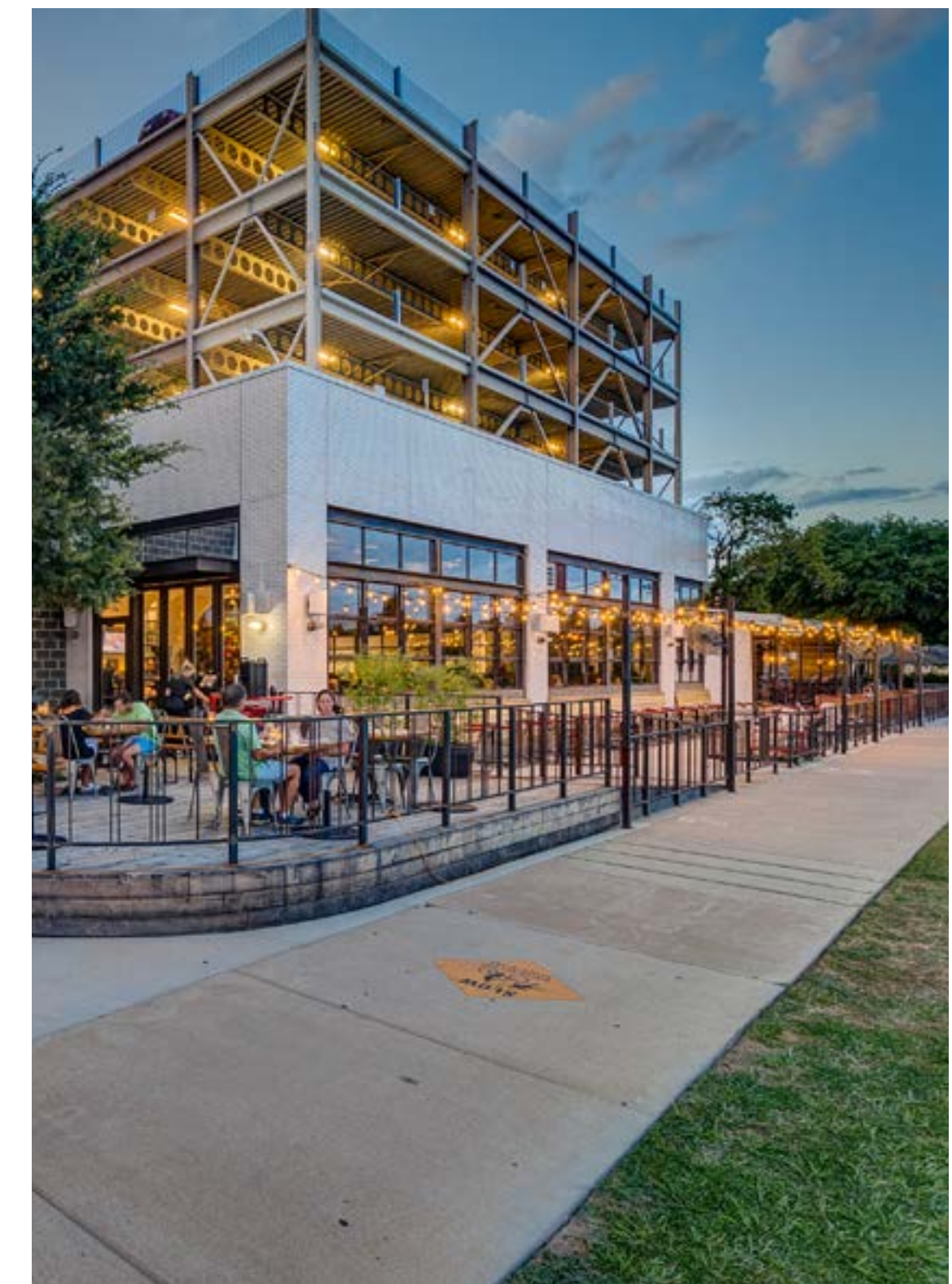
- Low VOC materials
- Proper equipment placement/venting
- Heat island reduction
- Ample natural light

### WATER EFFICIENCY

- Low flow fixtures
- Water-conserving appliances
- Drought resistant & indigenous landscaping
- Smart metering

### RESOURCE EFFICIENCY

- Natural resource conservation
- Reduce waste, lower construction costs, and optimize structural performance
- Use of local building materials when prudent
- On-site recycling





# SUSTAINABLE Property Management

At Trademark, we're intentional about weaving sustainability into every part of how we operate. We work closely with our property management teams and operating partners to improve energy and water efficiency across the portfolio while keeping a close eye on operating costs.

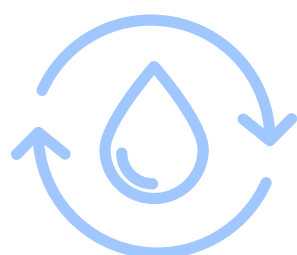
We've built clear processes to help our teams identify and implement practical, environmentally responsible improvements, especially those that make financial sense within a three-to-five-year window. Each potential upgrade is carefully reviewed for available rebates, incentives, and tax benefits to ensure that sustainability stays at the heart of how we make decisions and manage our properties.

## 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



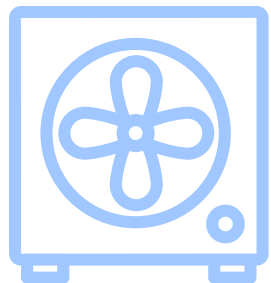
### PURCHASING

- 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

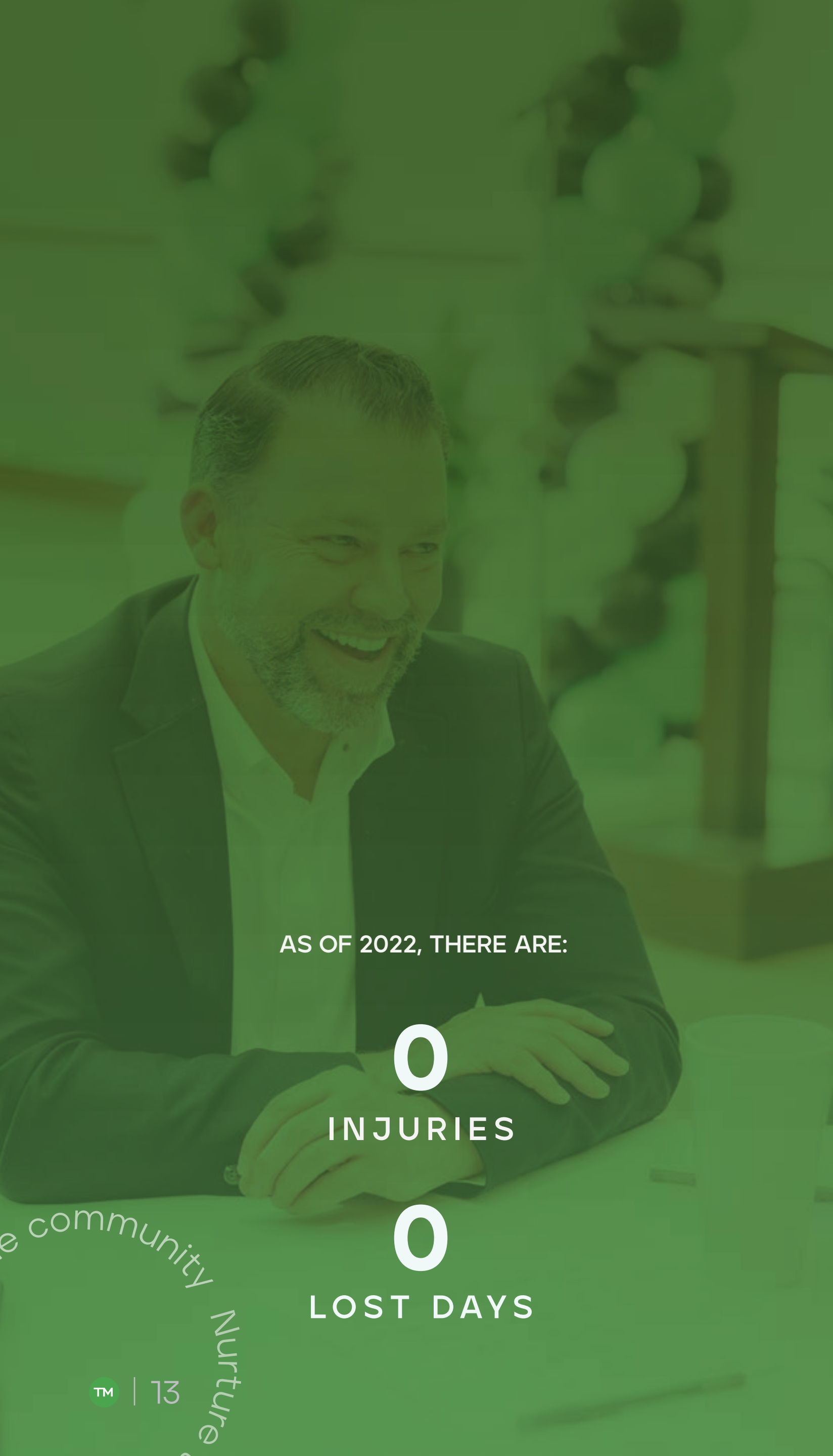
- Galleria Dallas is part of the 42-acre Galleria mixed-use complex in North Dallas. It is the largest contiguous mixed-use complex in North Texas and features 3 attached office towers totaling 1.5M+ sf, plus a 440 room Westin Hotel.
- The retail component is 27-acres and features native Texas plants, 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*





AS OF 2022, THERE ARE:

0  
INJURIES

0  
LOST DAYS

## 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.



## SOCIAL IMPACT

# Make a Difference Foundation

The Trademark Make a Difference Foundation (TMADF) is rooted in one of our guiding principles, Make a Difference, reflecting our commitment to honoring our connection to communities and the environment while proceeding with purpose. We support community service at every level of our company, encouraging teams to invest their time and talents where they can have meaningful impact. Through our employee volunteer program, every team member can volunteer in their local community with paid time off.

Since its start in 2014, TMADF has donated more than \$1 million to over 250 charities, including 40 organizations in 2023 alone. Trademark is also a long-time supporter of Habitat for Humanity, helping build 26 homes to date, and has served with Meals on Wheels since 2021.

Across our portfolio, our people and properties are committed to strengthening the communities we call home through volunteerism, Conscious Place initiatives, and partnerships that create lasting impact.



# \$139,279

TOTAL DONATIONS

# 1,573

TOTAL VOLUNTEER HOURS





# EMPLOYEE Engagement

At Trademark, we believe strong teams build strong communities. Our commitment to sustainability starts with our people, their ideas, and their shared sense of purpose.

We prioritize a culture of respect, collaboration, and inclusion where every voice has a place at the table. Employees are encouraged to bring forward new ideas, challenge assumptions, and help shape how we operate more responsibly across our portfolio.

In our most recent employee engagement survey, we achieved a strong engagement score that reflects our commitment to a positive workplace culture. Employees shared a clear sense of purpose and pride in the meaningful work we do, reinforcing how our sustainability initiatives align with their personal values and support long-term organizational resilience.





# 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.

## COMMITTEE

Trademark's Sustainability Committee brings together leaders from across the organization, including Kevin Kessinger (President & COO), Jamie Cox (SVP - Property Operations), Philip Welch (VP - Construction & Development), Debra Brown (Senior Leasing Manager), Kelly O'Keefe (Benefits & Operations Manager), Hunter Boeken (Senior Leasing Representative).

## 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.

## 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.

## 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.



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