



# 2022 ESG REPORT

---



THE STANDARD AT  
CORAL GABLES

# A LETTER FROM OUR PRESIDENT & CEO

Landmark Properties is one of the largest owners, developers, acquirers, and operators of student housing communities across the United States and is now making inroads into the build-to-rent and multifamily sectors. Being cognizant of how sustainability impacts our communities, our employees, and our residents, along with the broader environment and world, ESG (Environmental, Social, and Governance) has always been a component of Landmark's business plans and a point of pride for our operations.

As part of our continued focus on ESG, we are proud to present our 2022 ESG Report and share details of our accomplishments, activities, and new commitments. This report demonstrates our initiative to advancing our ESG efforts and continues our practices of investing thoughtfully and responsibly in our employees and communities while maintaining our relationships of trust with our investors and lenders, suppliers and vendors, and residents.

Landmark never rests in our pursuit of excellence, and we aim to be a leader in ESG across our residential verticals and within the operations of our business. In 2022, Landmark developed a five-year ESG Integration Plan known as our ESG Pillars, which targets specific sustainability goals and objectives and further advances and enhances our ESG strategy as an organization.



***“In 2022, Landmark developed a five-year ESG Integration Plan known as our ESG Pillars, which targets specific sustainability goals and objectives and further advances and enhances our ESG strategy as an organization.”***

**J. Wesley Rogers**  
President and CEO  
Landmark Properties, Inc.

Our ESG Pillars include:

- Operational Governance to encompass transparency and ethical business practices initiated by a diverse group of senior-level leaders who are highly engaged in integrating ESG into the foundation of Landmark Properties. These leaders drive the direction of ESG, monitor the impact of the organization, and ensure transparent, ethical reporting of ESG-related efforts.
- Health and safety of our employees, vendors, and residents. Landmark has developed a safety training and compliance database to monitor safety-related training, vendor compliance, and required training certifications for conformity.
- Environmental Impact Materiality Assessment – Landmark’s environmental impact integration consists of a series of strategies designed to reduce our energy, waste, and carbon footprint using a self-audit and environmental impact study as a baseline for improvement.
- Community Impact to include Human Trafficking Awareness and Prevention that provides training and awareness to Landmark employees so that they can recognize the indicators of human trafficking and learn ways to appropriately respond.
- A DEI (diversity, equity, and inclusion) strategy – To enhance Landmark’s image and culture, attract a broader talent pool, and enable improved business performance across all departments and increase communications to all stakeholders.

Landmark also recognizes that education and training are critical to our organization’s long-term success and to maintaining long-standing value for internal and external stakeholders. In the workplace, we continued to build on existing programs that support employee engagement, education, and training like Landmark Thrives, which provides monthly health-focused resources to the Landmark team.

In our communities, we partnered with the College Student Mental Wellness Advocacy Coalition to support residents’ mental wellness during their college years and help them flourish.

As a final point, we are honored with the recognition we received this year from Student Housing Business. These acknowledgements validate our efforts and motivate us to continue the advancement of our future ESG goals.



J. Wesley Rogers  
President and CEO  
Landmark Properties, Inc.

## TABLE OF CONTENTS

---

05	COMPANY OVERVIEW
06	LANDMARK ESG PILLARS
07	STAKEHOLDER ENGAGEMENT
08	2022 COMMITTEE REPORTS
13	2023 ESG GOALS

# COMPANY OVERVIEW

---

Landmark Properties is a vertically integrated real estate developer, owner, and manager focused on student housing across the United States. The company has over 1,200 employees across development, acquisitions, construction, property management, and investment management, and has one of the largest corporate teams focused on student housing in the country. Since its formation in 2004, Landmark has invested in over 108 rental projects across the US, with a total cost including commitments of \$12.2 billion, and currently manages nearly 65,000 student housing beds as of March 2023. The company has a strong reputation, an extensive network of relationships, and a nationwide presence, which contributes to most of its investments being sourced off-market. The company's nationally recognized student housing brands include The Retreat, The Standard, The Mark, The Station, The Metropolitan, and The Legacy, and it has recently entered the Build-to-Rent space with plans to build branded "Everstead" communities near major population centers. Landmark has received numerous awards and recognitions for its platform, including being ranked as the #1 most active developer in student housing by Student Housing Business for six out of the last seven years.



## 2023 INNOVATOR AWARD WINNERS

---

**BEST VENDOR/OPERATOR SOLUTION**  
TOUR24 + LANDMARK

**BEST IMPLEMENTATION OF MIXED-USE**  
THE STANDARD AT BERKELEY

**BEST SOCIAL MEDIA CAMPAIGN**  
LANDMARK PROPERTIES  
GROW YOUR ROOTS

**BEST MOBILE MARKETING CAMPAIGN**  
LANDMARK PROPERTIES  
GROW YOUR ROOTS

**BEST NEW DEVELOPMENT UNDER 400 BEDS**  
THE STANDARD AT BERKELEY

**BEST FINANCING SOLUTION**  
LANDMARK 2022  
PORTFOLIO REFINANCE

---





**STUDENT HOUSING**  
BUSINESS



# LANDMARK ESG PILLARS

Landmark Properties has an organizational commitment to integrating ESG practices and policies across our properties, teams, and communities. Landmark Properties recognizes that sustainability is critical to long-term success and maintaining long-term value for all stakeholders. Therefore, we have taken steps to begin integrating ESG into Landmark’s business and investment strategies.

The scope of our ESG integration efforts is constructed on four pillars, People/Culture, Community Impact, Environmental Stewardship, and Governance.

PEOPLE/CULTURE	COMMUNITY IMPACT	ENVIRONMENTAL STEWARDSHIP	GOVERNANCE
Diversity, Equity, Inclusion	Charitable Giving	Energy Use Management	Supply Chain Evaluation-Traceability/ Transparency
Employee Engagement	Volunteer Hours	Waste Management	Ethics & Compliance
Resident/Employee Health, Wellness & Safety	Affordable Housing	Green Building	Communication/ Transparency
			

# LANDMARK STAKEHOLDER ENGAGEMENT

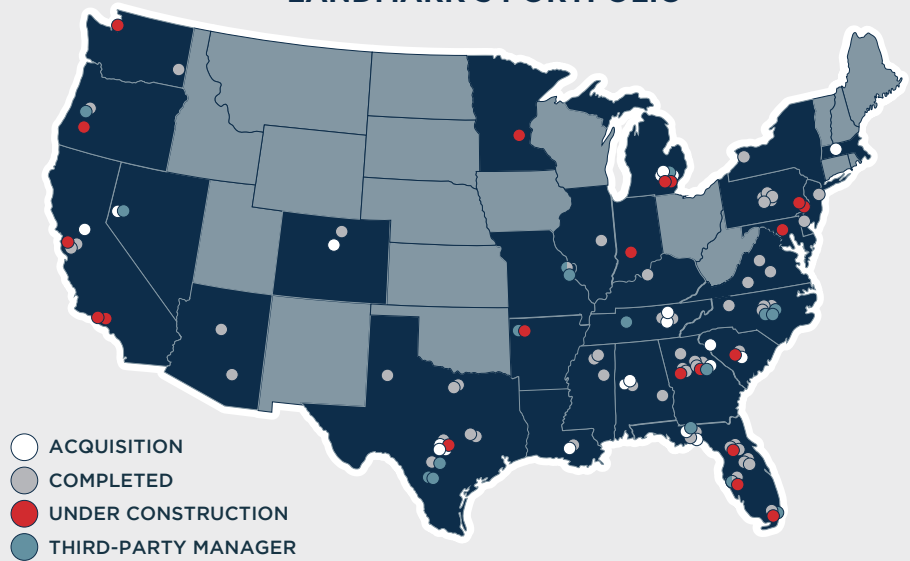
Landmark has been intentional about engaging stakeholders, including residents, employees, and investors, in ESG efforts and will continue to engage these groups in 2023. Our Resident stakeholders were engaged through philanthropic and DE&I programming in every market. Each of our Landmark communities must complete two philanthropic events per semester and one event focused on equity and inclusion per semester. In 2023, to enhance our resident programming initiatives, Landmark is rolling out a new resident-focused program called Landmark Lifts. Landmark Lifts is available to all residents at Landmark assets and will focus on financial literacy programming that residents will be able to attend at their community as well as an optional program that reports on-time rent payments to credit bureaus with the aim of improving resident credit scores.

Landmark engaged employee-operated ESG committees to identify action items and make sustainability recommendations across the organization. These recommendations, accompanied by executive support, are now elevated to department levels for execution as we continue to advance our ESG platform. Employee stakeholders also volunteered to help execute major philanthropic events in 2022 and will be engaged as the organization pursues its 2023 goals.

Landmark's investors have played a role in the company's overall ESG efforts by supporting many efforts across the portfolio in 2022 and have expressed continued support as Landmark works toward its stated 2023 goals. Without our partners' support, Landmark would not be able to achieve its ESG goals.



## LANDMARK'S PORTFOLIO



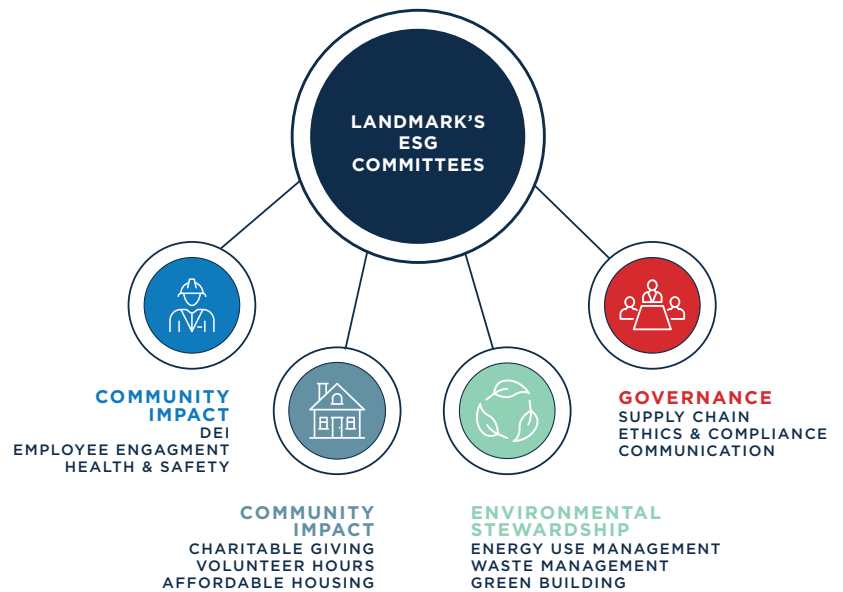
# 2022 COMMITTEE REPORTS

## Communication Committee



Landmark’s leadership team is committed to the continuous improvement of internal communications across all business lines. Accordingly, the Communications Committee was formed with the interest of keeping all Landmark team members aware of key happenings across the Company, and to establish a systematic approach for approving content across departments that can be shared, both internally and externally. The Communications Committee has convened with strategic members from the following departments: Operations, Human Resources, Development, Acquisitions, Asset Management, IT, and Construction throughout the year.

As a vital tactic, committee members recommended and helped to establish a monthly newsletter called The Landmark Ledger. The Ledger is distributed electronically to all employees and shared on Landmark’s internal social networking platform, Viva Engage, to encourage and increase employee engagement. To reinforce transparent communications and engagement with all stakeholders, these stories and updates are also published across Landmark’s social media channels, including LinkedIn and Instagram.



Landmark also launched “Landmark Live,” our internal podcast channel, as a new vector for communicating with the Landmark team. Our initial podcasts focused on leadership skill building and a published recording of the Executive Annual Company Address. In 2023, Landmark Live will enable us to present departmental updates and provide a platform for guest speakers to connect with our Landmark teams.



## Supply Chain Management Committee



The Landmark ESG Supply Chain Committee goals for 2022 included researching Landmark's current policies related to ethical procurement of materials and developing and issuing a survey to subcontractors, suppliers, vendors, and service providers currently under contract to provide a snapshot of Landmark's current engagement with ESG-aware or ESG compliant companies.

## Sustainability Committee



In 2022, Landmark completed GRESB reporting for approximately 33% of the owned portfolio representing 3,754 units and 11,838 beds of student housing in 16 markets. This initial survey of our property sustainability helped establish a baseline that will be utilized in coming years for goal setting. Landmark also delivered The Standard Ann Arbor in 2022, which is certified LEED Silver.



THE STANDARD AT  
ANN ARBOR





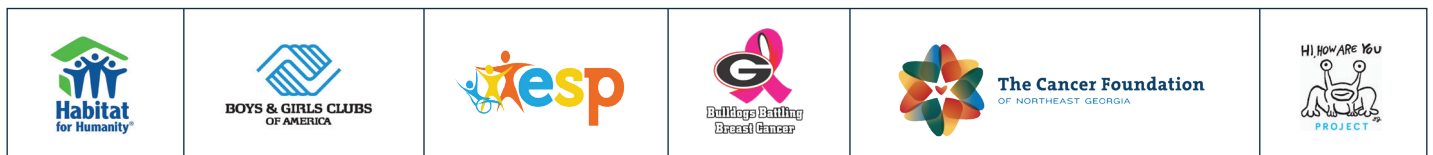
## Giving and Community Committee



As a national leader in the residential housing industry, Landmark recognizes our responsibility to give back to communities where we serve. In 2022, Landmark donated to several local charities. Recipients of Landmark donations include The Cancer Foundation of Northeast Georgia, Extra Special People, Bulldogs Battling Breast Cancer, Hi How Are You, and a host of other local organizations working to make our communities better. This year Landmark's Giving and Communities Committee focused support around two key areas of need: support communities through homeownership and safe housing programs via Habitat for Humanity, and the positive empowerment of youth through programming offered by The Boys & Girls Club of America.

The company held its inaugural Building Hope Through Homes Golf Invitational in November, benefiting the Athens Area Habitat for Humanity. Over \$40,000 was raised for the Micah's Creek Project, an initiative that will assist families in Athens-Clarke County in becoming homeowners. Through a partnership with The Boys & Girls Clubs, Landmark hosted our annual Holiday Party for the Athens-based clubs, providing gifts to over 300 Athens children.

In 2023, the Giving & Community committee will continue to build upon these initiatives by rolling out additional opportunities for employees to participate in these initiatives in their local communities as well as building an official budget around the company's giving program.



## Health & Safety Committee



As a vertically integrated organization Landmark not only understands the safety and well-being of our employees, but we are also committed to ensuring the safety of our construction trade partners and our residents. Annually we reevaluate our HSE programs to meet the needs of an ever-changing work environment. This year's enhancements include additional required trainings per role, a more user friendly, task-oriented safety plan, and required safety stand downs to reinforce health and safety for our employees. We have also created an in-house safety orientation video for our employees, vendors, and trade partners to better meet the health and safety needs of our company. The video, produced in two languages, sends a consistent message to all our employees and vendors on our safety culture and requirements.



### FIRST QUARTER

Mock Emergency Evacuation to practice our emergency management plan with luncheon and debriefing to follow.

### SECOND QUARTER

National Safety Stand Down to prevent falls and Construction Safety Week.

### THIRD QUARTER

Suicide Prevention Awareness

### FOURTH QUARTER

Fire Prevention Week. We have created more interactive posters and policy to coincide with the emergency management plan.

### EMERGENCY ACTION PLAN

Quick reference of the procedures of action for onsite and office

### EMERGENCY CONTACT NUMBERS

A more visible poster of site emergency numbers and muster points that can be updated as needed

### EMERGENCY MANAGEMENT ASSIGNMENTS

A sign that is visible and reminder of who has what duties during an emergency. Will be updated daily to reflect who is onsite.

## DEI Committee



Since establishing the DEI Committee in February 2022, our focus areas have been Employee Recruitment and Retention and establishing Employee Resources Groups (Affinity Groups).

### Employee Recruitment:

We reviewed baseline demographics for our workforce to identify areas of opportunity and to define a strategic recruitment plan that will support an increase in diversifying our workforce. Our goal is to expand recruitment by adding HBCUs, HSIs, and niche industry associations. We will also create a database for received applicants attending these recruitment events (metrics on actual hires, identify areas of improvement). This goal is now a part of our 2023 DEI Strategy. Landmark has also developed a College Campus Recruiting Program to improve current campus recruitment and internship programs.

### Employee Retention:

The DEI Committee had the opportunity to review a presentation on the Employee Engagement survey results which included a breakdown based on employee demographics (Landmark uses a third-party platform to measure employee engagement annually through an anonymous survey). We will use the Engagement Survey to gather feedback, look for areas for improvement and coach/train managers. Based on this information, another goal is to have a company-wide Ambassador Program that will assist with keeping our newly hired employees connected to available resources and engaged within their first 90 days of employment. There are two active Ambassador Programs: Operations - Buddy Program and Construction - Quick Start Coach Program.

### Affinity Groups:

Finally, our goal was to create, support, and sustain three private Affinity Groups such as Minority, LGBTQA, and Women through the company's Viva Engage platform. Influencers have been identified to participate, engage, and provide content for each community. This goal is now part of the 2023 DEI Strategy.



# 2023 ESG GOALS



## Communication



Landmark began two major initiatives to improve internal, cross-departmental communication during 2022. Landmark launched an organizational newsletter called the “Landmark Ledger” that highlights milestones and achievements across all Landmark departments. The newsletter is published bi-monthly, and success of the newsletter is measured in engagement rate as measured through Microsoft Sway Analytics. Landmark also rolled out a company Yammer/Viva Engage platform in 2022 to allow Landmark team members across the country to share content in a format that is engaging and easy to follow. Landmark’s All-Company Yammer channel features company updates, important announcements, and newly hired team members spotlights. Engagement with this channel can be measured by Yammer/Viva Engage insights and provides a helpful metric for gauging overall success of this platform.

### In 2023, Landmark has two measurable goals related to the internal communications initiatives outlined above

- Landmark Ledger - In 2023, Landmark will strive to achieve an average readership of 40% of total employees which is an 8% increase over Landmark’s 2022 average readership.
- All Company Yammer/Viva Engage Channel - In 2023 Landmark will strive to achieve an average active member count that equates to 30% of the Landmark total employee count which is a 5% increase over the daily average active member count from 2022.



## Supply Chain Management



Landmark focused its 2022 efforts toward supply chain management and transparency on researching best practices and developing a comprehensive survey that could be sent to suppliers and vendors to assess the current state of Landmark’s supply chain.

### Our goals for 2023 include:

- Deployment of the ESG supply chain survey to suppliers and vendors.
- Aggregation of data produced by the survey.
- Reporting our findings.

## Sustainability



In 2023, Landmark will have all of its owned assets reporting into the EnergyStar utility measurement platform with the aim of better tracking energy usage, identifying benchmarks, and accomplishing overall reductions in energy consumption across the portfolio. Landmark will also deliver 7 assets that will be LEED or NGBS certified in 2023 representing 1,856 units and 4,564 beds



THE STANDARD AT SEATTLE



## Giving and Community



In 2022, Landmark fulfilled three major philanthropic initiatives directed at The Boys and Girls Clubs, Habitat for Humanity, and several other charity organizations serving the Athens, Georgia Area. Landmark's two largest charity events of 2022 engaged employee volunteers and contributed financially to support Habitat for Humanity and The Boys and Girls Clubs, respectively.

### 2023 Goals:

- Grow both key events from 2022 in community impact by engaging more employee volunteers.
  - Increase employee volunteer hours associated with each event by 10%.
- Increase Landmark financial contributions associated with each key event by 10%.
- Increase Landmark financial contributions to other local charity groups by 10%.



## Employee Engagement



Landmark's Employee Engagement Strategy involves continuing our partnership with DecisionWise. We will be focusing on the five keys to employee engagement as outlined by DecisionWise's expansive research. These keys are grouped under the acronym "MAGIC" and include meaning, autonomy, growth, impact, and connection. By focusing on these keys to employee engagement, we will create an environment where employees feel that their work has purpose, have the power to shape their work and environment, are being challenged and stretched, see positive outcomes, and feel a sense of belonging. For 2023 specifically, we will be focusing on Growth and Connection. Under Growth, new leadership development programs have been implemented and revamping of existing programs has occurred. This will provide internal talent the opportunity to expand their knowledge and abilities, while also putting them in a better position for promotion. Our second focus is on Connection. This year, we plan to continue building connections across all business lines through the expansion of the Culture Committee. Activities put on by the Culture Committee are meant to stimulate the mind and body, but also to give employees an opportunity to commune with one another away from their workspaces and to connect with various members of the leadership team. Also, to improve Connection, Landmark is highlighting the employee's experience through more intentional onboarding and additional touchpoints. This will set a positive tone for the employee during those first few critical weeks. Success will be measured through the annual overall engagement score as identified by the DecisionWise survey.

Landmark's Employee Health Strategy focuses on two focus areas: education and access. Under education, Landmark launched its health and wellness program, Landmark Thrives in 2022. Landmark Thrives is a program focusing on employee's overall health and wellbeing through

Lunch and Learns and interactive monthly newsletters containing engaging challenges. In 2023, the Landmark Thrives program will continue to grow and expand with a goal to begin tracking and improving readership. Second is access to more and broader benefits coverage. In 2023, Landmark expanded its benefits package with improvements to provisions such as paid leave and investing in employee retirement through an increased 401K contribution. Additionally, Landmark recognizes the increased strain on employees' mental health and provides an Employee Assistance Program that is available to employees 24/7 at no cost. Success will be measured through the DecisionWise survey question that is focused on employee satisfaction with benefits.

**LANDMARK Thrives**  
APRIL 2022

**UNITED HEALTHCARE & HEALTHIEST YOU**

**CONGRATULATIONS TO LAST MONTH'S CHALLENGE WINNERS!**  
Mandy Phillips  
Katelyn Everhardt  
Becca Morgan  
Jennifer Hicks

**WHAT'S COMING?**  
In the month of April we will continue to explore the many ways we are committed to our United Healthcare. Our focus will be on health, safety, and overall well-being. We will be highlighting our commitment to our employees and their families. We will be highlighting our commitment to our employees and their families. We will be highlighting our commitment to our employees and their families.

**TRIVIA SPOTLIGHT**  
Christy Edmund  
Regional Director

**THIS MONTH'S RECIPE**  
**Black Bean Bulgur Salad**  
★★★★☆ 1 review Test Kitchen Approved  
Total Time Prep/Total Time 30 min. Makes 6 servings

**Ingredients**  
1 cup black beans  
1/2 cup bulgur wheat  
1/2 cup corn  
1/2 cup cherry tomatoes  
1/2 cup cucumber  
1/2 cup red onion  
1/2 cup avocado  
1/2 cup feta cheese  
1/2 cup olive oil  
1/2 cup lemon juice  
1/2 cup salt  
1/2 cup pepper

**Directions**  
1. In a large bowl, combine the black beans, bulgur wheat, corn, cherry tomatoes, cucumber, red onion, and avocado. Mix well.  
2. In a small bowl, combine the olive oil, lemon juice, salt, and pepper. Whisk together.  
3. Pour the dressing over the salad and mix well.  
4. Top with feta cheese and serve.

**LANDMARK'S HEALTHY RECIPE CORNER**  
SUBMITTED BY BECCA MORGAN  
"This is my favorite summer recipe that I use on veggies and GF pasta, chicken, really it can go on anything!"  
In 2020, I started cooking things I had never tried. I came across a similar recipe and combined it with comment section ideas from other recipes. My friend Hannah and I altered it to our liking and this is what we had on the end.  
Black Bean: This pasta can be used on your favorite vegetables, pasta, or meat and even as a dip or spread. It's healthier and tastier than the jarred version you find at the grocery store. With this recipe you can decide on using more or less of the ingredients based on your preference. If you want the recipe for a sauce you add more olive oil, a flip you add more cheese and nuts. I enjoy adding extra lemon juice and the zest of a lemon and extra basil leaves to the recipe during summer!"

**Tools**  
• Food processor  
• Knife for cutting lemon if using fresh  
• Small mesh strainer for draining pasta  
• Oven for roasting the garlic  
• Colander for draining the pasta  
• Container to store the pasta in

**Ingredients**  
• 1 C shredded or grated parmesan cheese  
• 1/2 C extra virgin olive oil  
• 1 Cup of lemon juice (fresh squeezed if possible)  
• 1/2 C corn nuts (toasted)  
• 1/2 tsp sea salt  
• 2 C basil leaves  
• 1 bulb of garlic (roasted) using 1-2 cloves of the garlic bulb  
• 1 bunch of red pepper flakes

**Instructions**  
1. Pre-heat your oven to 400 degrees. When oven is ready, begin roasting your garlic in the oven at 400 degrees for 20-30 minutes in foil with some olive oil. After the garlic is finished roasting, set aside to cool.

**LANDMARK Thrives**



Landmark’s DEI strategy for 2023 includes three focus areas: awareness, reach and connection. Under awareness, our first course of action is to ensure that we are fully capturing DEI-related applicant data so that we can understand if our efforts to attract a more diverse workforce are effective. This involves changes to our applicant tracking process/system which we have already implemented as of the beginning of the calendar year. Second, is building internal awareness of the make-up of our workforce so that leaders come to understand where they can assist to seek a broader applicant pool. We have established a baseline measurement of our workforce demographics regarding race/ethnicity and gender and will track our progress. Further, as we expand the data collected, we will include disability, veteran status and sexual orientation. Our metrics and progress throughout the year will be shared with internal leadership. Regarding reach, our efforts center on expanding our recruiting activities to include more diverse organizations. For example, we will partner with organizations that support women in construction or African Americans in investment management. Last, regarding connection, it is important that we not only attract more diverse individuals to Landmark, but that we create an environment where everyone feels welcome. We will do

that through ongoing education efforts of our employees and managers on DEI related topics, the creation of Employee Resource Groups (ERGs) so that individuals with similar experience can connect with one another, and through a DEI in Action Committee to help carry out many of the initiatives as well as other efforts.

**Health, Safety & Environmental**



In 2023, the Landmark Construction Department will kick off a Front-Line Management safety awareness training program utilizing the award-winning DuPont STOP Safety Awareness and Employee/Trade Engagement program. The program engages employees and trade partners in effective techniques in seeing safety and how to participate in effective safety conversations. Also in 2023, Quarterly Project Safety Stand Downs that emphasis the OSHA Focus Four will commence, to demonstrate our unified stand in safety work practices.

Landmark Construction supports Construction Worker Suicide Prevention month in September and will host several events to focus on suicide awareness and prevention programming for our employees and trade partners. Our goal is to provide 1,500 workers with valuable life-saving information.





# LANDMARK PROPERTIES

