

2025



Sustainability Report

► Sustainability ► Social Impact ► Governance

Table of Contents

Introduction

- 2Contents
- 3Letter From Our CEO

Overview

- 5Key 2025 Highlights
- 6About Link Logistics
- 7Staying Ahead of Our Customers' Needs
- 8Our Sustainability Goals

Sustainability

- 10Spotlight on Energy Solutions
- 11Power Procurement: Managing Market Risk at Scale
- 12LED Retrofits: From Site Audits to Energy Savings
- 13Building Our Solar Pipeline
- 14Sustainable Development for the Long Term

Social Impact

- 16Our Impact
- 17Community Development
- 18Spotlight on CoreGiving Day
- 19Community Grants Case Study: Boulder Crest Foundation
- 20Inclusion

Governance

- 22Data Governance & Risk Management
- 23Ethics & Compliance

Letter From Our CEO Luke J. Petherbridge



Dear Fellow Stakeholders,

Our 2025 Sustainability Report highlights the practical decisions we have made, the measurable progress we have achieved and the lasting value those efforts create over time. This approach reflects a belief that has guided Link Logistics from the start: Sustainability is integral to strong business performance.

The Industries of the Future Are in Our Buildings

Link Logistics serves businesses at the center of how the modern economy moves. The industries defining the next decade and beyond are already operating out of our spaces—advanced manufacturing, data center supplier networks, defense and autonomous vehicles, last-mile e-commerce fulfillment. That is not a coincidence. It reflects the deliberate choices we have made about where to build, how to build and what kind of partner to be. And it shapes how we think about sustainability: not as a reporting obligation, but as a way to make our buildings more useful, efficient and valuable to the businesses inside them.

Driving Results Across the Portfolio

Our energy programs continued to generate measurable value in 2025. Customers enrolled in our power hedging program benefited from our ability to support energy rate stability and insulation from increasingly unpredictable electricity markets. We deployed LED or high-efficiency lighting across 36 million square feet, bringing our cumulative total to 318 million square feet. We executed solar options on more than 50 megawatts of projects across 31 sites which, if fully developed, would

increase our operating solar portfolio by nearly 74%. And our Energy Solutions program, which simplifies utility management and unlocks real cost savings for customers, continues to grow, with 1,474 customers enrolled as of year’s end.

In sustainable development, we have delivered 17 million square feet of high-efficiency warehouse space across our portfolio as of year-end 2025, continuing our commitment to ensuring every new Link Logistics development meets LEED standards

Technology and the Human Element

When Link Logistics was founded in 2019, we built the firm around two things working in concert: hiring curious, innovative and driven people, and fostering a data-centric culture capable of turning a broad base of information into real insight. Our proprietary AI-driven model analyzes billions of data points to surface insights that turn market signals into early advantages, and we continue to embrace emerging AI tools because they enhance the thinking and work our people do every day.

I am equally focused on what technology can never replicate. The relationship between a property manager and a customer. The judgment that comes from years in a market. The trust built through showing up, solving problems and following through. Those things matter as much today as they ever have—perhaps more, as the pace of change accelerates. Our people are the foundation of everything we do, and that will not change.

Investing in People and Communities

In 2025, 92% of our firm engaged in optional social impact programming, a number that reflects genuine participation, not

obligation. Our Community Grants Program directed \$2 million to 21 nonprofit projects across 20 communities, including a \$125,000 grant to Boulder Crest Foundation to support mental health and resilience programming for veterans and first responders. Through CoreGiving, our marquee nonprofit partner, we helped enable more than 7.5 million meals for people in need. And in partnership with Project Destined, we reached more than 500 students through programs designed to open doors to careers in commercial real estate.

Across all this work, the same thing is true: Our people show up for the communities where we live and work.

Building for What’s Ahead

I have never been more optimistic about what Link Logistics can accomplish. The scale of our portfolio, the depth of our team and our position at the intersection of supply chain, energy and real estate give us an unusual vantage point—and an unusual responsibility. The businesses in our buildings are not just our customers. In many cases, they are building the future everyone will inhabit. Our job is to make sure our spaces are ready for them.

Thank you for your continued support.

A handwritten signature in black ink, appearing to read 'LJP'.

Luke J. Petherbridge
Chief Executive Officer

Key 2025 Highlights
About Link Logistics

Staying Ahead of Our Customers' Needs
Our Sustainability Goals

Overview



Key 2025 Highlights
About Link Logistics

Staying Ahead of Our Customers' Needs
Our Sustainability Goals

2025 Key Highlights

→ Sustainability

→ Social Impact

→ Awards

470 MSF

of warehouse space

14,233

metric tons of estimated carbon reduced through energy-efficiency projects

\$2M

donated to 21 projects in 20 communities

Better Buildings Better Practice Award

— U.S. Department of Energy

3,000+

managed industrial properties

36 MSF

of additional LED retrofits completed

500+

students provided access to mentorship, scholarships and industrial real estate training through Project Destined

Sustainability Product of the Year

— Business Intelligence Group

7,500+

customers in e-commerce, logistics, manufacturing and more

69 MW

of solar across Link Logistics' operating portfolio as of year-end

7.5M+

meals provided through CoreGiving, our marquee nonprofit partner

2026 FreightTech 100

— FreightWaves

40+

markets including Southern California, Dallas-Fort Worth, Chicago and Atlanta

17 MSF

total LEED certified space across 69 projects as of year-end

13,000+

total volunteer hours allocated

2025 CPE Influence Awards - Development Company of the Year (Silver)

— Commercial Property Executive

1,100+

employees

393

new enrollments in Energy Solutions

92%

of employees engaged in at least one optional Social Impact program

Community Service Project of the Year

— CRE Cares

About Link Logistics

Link Logistics, founded by Blackstone Real Estate in 2019, is one of the largest owners and operators of last-mile industrial real estate in the U.S. With approximately 3,000 warehouses and distribution facilities across 40+ markets, we lease space to more than 7,500 businesses, from global e-commerce retailers and third-party logistics providers to manufacturers, distributors and retailers.

Our infill-focused managed portfolio is concentrated in the highest-demand logistics and distribution markets in the country. Our largest markets by square footage include Atlanta, Chicago, Dallas-Fort Worth, Northern California and Southern California, among others. This positioning puts customers close to the consumers they serve, enabling faster delivery, more efficient supply chains and stronger long-term business performance.

Strategic Sustainability for Industrial Real Estate

Sustainability at Link Logistics is about generating value for our firm, stakeholders and customers. We focus on creating energy-efficient spaces and programs that help businesses reduce operating costs and adapt to evolving power needs. With a practical, results-driven approach, we develop real estate solutions that advance decarbonization, enhance productivity and drive long-term growth.

Investing in People and Communities

Beyond real estate, we invest in our people and the communities where we operate because strong communities and engaged teams drive long-term stability. Our team of more than 1,100 professionals brings deep expertise, a commitment to ethics and a culture of collaboration. Through mentorship, grantmaking and volunteerism, we support local communities, foster economic opportunity and contribute to lasting positive impact.

8700 Mercury Lane, Pico Rivera, California



Staying Ahead of Our Customers' Needs

In addition to offering businesses the space they need, we provide partnership, insights and intelligence to help Link Logistics customers succeed. By staying close to the businesses we serve through data, research and direct engagement, we help customers make informed decisions to stay ahead in a rapidly evolving industrial real estate landscape.

Technology-Powered Partnership

Our proprietary, internally developed AI model continued to evolve in 2025, leveraging billions of data points to analyze industry trends at both macro and micro levels and generating actionable intelligence we share directly with customers. That analytical strength is complemented by our technology-enhanced property management function and the award-winning Link+ digital platform, which gives customers instant access to their property management team, lease documents, billing, service requests and our Energy Solutions program. Energy Solutions enables Link Logistics customers to optimize energy usage and lower costs, reinforcing our commitment to operational efficiency and sustainability.

Preparing for the Future of Power

As demand for new power infrastructure grows, so does demand for modern industrial real estate. In 2025, we created our Power & Infrastructure department to better understand and prepare for the growing power demands shaping this sector, laying the groundwork to help customers harness reliable, scalable power as those needs evolve. Alongside this effort, our Research team

deepened its analysis of power demand across our markets—quantifying not only total load growth but the specific industries driving it, including advanced manufacturing, EV and battery production, AI-driven data users, and other power-intensive businesses. By mapping the geographic relationships between these businesses and their end-use customers, we can identify where emerging power-driven demand is taking shape and position our managed portfolio to meet it.

Hands-On Customer Engagement

Technology is just one part of the equation. We also prioritize direct engagement as our local on-the-ground teams meet with businesses of all sizes to understand their challenges and remove obstacles so they can stay focused on running their operations. Our Customer Advisory Council, for example, brings a select group of customers together with senior Link Logistics leaders to discuss the topics that matter most to them, helping us ensure our offerings continue to evolve with customer needs. Through programs like our Small Business Challenge, we create additional opportunities to engage the businesses in our industrial properties and invest in their success.

Link Logistics team members, Grand Prairie, Texas





Our Sustainability Goals

Our sustainability work is grounded in specific, measurable commitments. We recently refreshed our sustainability goals to reflect the current state of our programs and where we see the greatest opportunity to drive lasting impact across our managed industrial real estate portfolio.

Carbon Neutral Scope 1 Operations

We are working toward 100% carbon neutrality across our Scope 1 operations through a partnership with the American Forest Foundation's Family Forest Carbon Program. The program supports American family forest owners in implementing improved forest management practices, ensuring that only verified, additional carbon sequestration attributable to those practices is credited while also providing participating landowners with a new source of income for their conservation work.

Renewable-Powered Scope 2 Operations

We aim to achieve 100% renewable electricity across our Scope 2 operations through the purchase and retirement of renewable energy certificates (RECs) sourced from generation projects in our largest load centers, aligning our consumption with renewable supply on the same regional grids where we operate.

LED or High-Efficiency Lighting Across All Eligible Spaces

We are committed to ensuring all eligible spaces meet LED or high-efficiency lighting standards at the earliest vacancy period during our ownership. LED retrofits and modern lighting controls are a standard part of our Vacant Space Preparation process,

capturing efficiency gains at natural transition points with minimal customer disruption.

100% Energy Benchmarking Compliance, Annually

We maintain building profiles for all Link Logistics-operated properties in ENERGY STAR® Portfolio Manager® and execute a highly automated utility data collection process that supports timely benchmarking and compliance submissions for more than 600 properties each year.

LEED Certification for All New Link Logistics Developments

Every new Link Logistics industrial development is enrolled in the LEED® Volume Program for BD+C Core & Shell projects, embedding consistent high-performance building standards across our pipeline. Since 2021, we have delivered 69 LEED certified buildings.

Solar on Qualified and Viable Properties

We are working to deploy solar across all qualified and viable properties in our managed portfolio, partnering with Reactivate, our national solar development partner, to identify and execute projects at scale. In markets where distributed solar is economically viable, we align solar deployment with planned roof replacements to preserve optionality and lower execution costs.

Sustainability at Link Logistics
Spotlight on Energy Solutions

Power Procurement: Managing Market Risk at Scale
LED Retrofits: From Site Audits to Energy Savings

Building Our Solar Pipeline
Sustainable Development for the Long Term

Sustainability

Sustainability at Link Logistics is about driving value for our customers, our managed portfolio and the communities where we operate. By investing in energy efficiency, cleaner power and smarter warehouse performance, we lower operating costs, strengthen industrial real estate asset quality and help businesses meet the demands of a rapidly evolving supply chain. Our approach is practical and execution-focused, built around programs that scale, results that are measurable and solutions that make business sense.



Sustainability at Link Logistics

Spotlight on Energy Solutions

Power Procurement: Managing Market Risk at Scale

LED Retrofits: From Site Audits to Energy Savings

Building Our Solar Pipeline

Sustainable Development for the Long Term

Spotlight on Energy Solutions

Robust energy management shouldn't be a distraction from running a business. Yet for many industrial real estate customers, it is. Sorting through utility billing, navigating complex rate structures, recouping security deposits and staying on top of benchmarking requirements consume time and resources that companies would rather direct elsewhere. We built Energy Solutions to change that for warehouse users.

Launched in December 2023, Energy Solutions has grown steadily and in 2025 continued to scale across our managed portfolio. The program transfers utility account management to Link Logistics, providing customers with access to a dedicated team that understands the billing logic and rate structures of roughly 600 utilities nationwide. That expertise translates directly into cost avoidance as customers benefit from billing error recoveries, security deposit recovery and power hedging. New customers can enroll before move-in; existing customers can join at any time through the Link+ platform, where energy and utility data are tracked in a single dashboard alongside the rest of their property management activity.

The value extends beyond utility management. Energy Solutions serves as the foundation for deeper operational partnerships with customers, facilitating LED retrofits, renewable energy products, ENERGY STAR certifications, compliance with local benchmarking and performance requirements, and strategic power procurement. By combining data-driven insights with portfolio-wide scale, the program continues to create efficiencies that benefit customers and the firm alike.

Driving Results

1,474

customers enrolled in Energy Solutions

*Savings are sourced at the customer level from the following energy and utility management activities: account setup fee avoidance, cost recovery actioned from utility bill audits, security deposit recovery and power hedging. An average is then calculated across all customers.

Sustainability at Link Logistics
Spotlight on Energy Solutions

Power Procurement: Managing Market Risk at Scale
LED Retrofits: From Site Audits to Energy Savings

Building Our Solar Pipeline
Sustainable Development for the Long Term

Power Procurement: Managing Market Risk at Scale

Electricity prices in deregulated markets have grown increasingly volatile, and for many industrial real estate operators, there has been little recourse. Managing warehouse utility contracts at the asset level means negotiating thousands of separate agreements, each one too small to attract favorable terms. The result is fragmented purchasing, limited cost visibility and direct exposure to market swings.

Link Logistics has taken a different approach. Through our power hedging program—a core component of Energy Solutions—we consolidate retail energy contracting under a single master services agreement, enabling us to aggregate demand across our managed portfolio and act as a large-scale buyer in deregulated energy markets. Customers enrolled in the program benefit from that scale directly: In 2025, they experienced enhanced cost stability compared to local utility supply rates across the 684 accounts where Link Logistics procured power.

The mechanics are straightforward. By purchasing power strategically rather than leaving customers exposed to fluctuating market prices, our power procurement program delivers greater budget predictability, which matters for any business managing warehouse occupancy costs.

Link Logistics team member, Grand Prairie, Texas



Market includes the following retail power markets: American Electric Power, Atlantic City Electric Company, Allegheny Power (Potomac Edison), Baltimore Gas and Electric Company, Commonwealth Edison Company, Delmarva Power and Light Company, Duke Energy, Electric Reliability Council of Texas-Houston, Electric Reliability Council of Texas-North, Electric Reliability Council of Texas-South, Metropolitan Edison Company, Pennsylvania Power and Light, Philadelphia Electric Company, Potomac Electric Power Company, Public Service Electric and Gas Co, Rockland Electric Company, Zone J (NYC). Market price is the average of LMP settlement sourced across all load zones where Link participates and is inclusive of energy and non-energy charges (ancillaries). Link's fixed rate shown is the weighted average cost of fixed positions active during the reporting term and varies at the individual load zone based on contracted volumes.

Sustainability at Link Logistics
Spotlight on Energy Solutions

Power Procurement: Managing Market Risk at Scale
LED Retrofits: From Site Audits to Energy Savings

Building Our Solar Pipeline
Sustainable Development for the Long Term

LED Retrofits: From Site Audits to Energy Savings

Lighting is one of the highest-impact opportunities landlords can leverage to improve energy efficiency in industrial real estate. Installing LED or high-efficiency lighting and controls can cut warehouse lighting consumption by roughly 50%.

Realizing that opportunity at scale requires a repeatable process that can move efficiently across hundreds of properties. Our internal team of energy experts manages the full workflow—from site audits and ROI analysis to specification design, procurement and installation—which shortens timelines, controls costs and allows us to maintain consistent standards across every project.

Since 2021, we have deployed LED projects across 146 million square feet, the equivalent of retrofitting 1.4 American football fields every day for five years. In 2025 alone, we executed 36 million square feet of retrofits. Since the program began, our LED work has reduced warehouse energy consumption by 119,747 megawatt hours and cut carbon emissions by 72,994 metric tons.

The business logic is clear. Lower energy consumption means lower utility bills and reduced operating costs for our customers. LED upgrades also improve light quality inside facilities, which matters for operations. For customers already enrolled in Energy Solutions, LED retrofits are a natural next step—identified and executed through the same program infrastructure, with savings tracked in the same dashboard.

LED Program Highlights

36 MSF

of LED or high-efficiency retrofits in 2025

72,994

metric tons of carbon emissions avoided as of year-end 2025



Exit 8A Distribution Center, Cranbury, New Jersey

Sustainability at Link LogisticsSpotlight on Energy Solutions

Power Procurement: Managing Market Risk at ScaleLED Retrofits: From Site Audits to Energy Savings

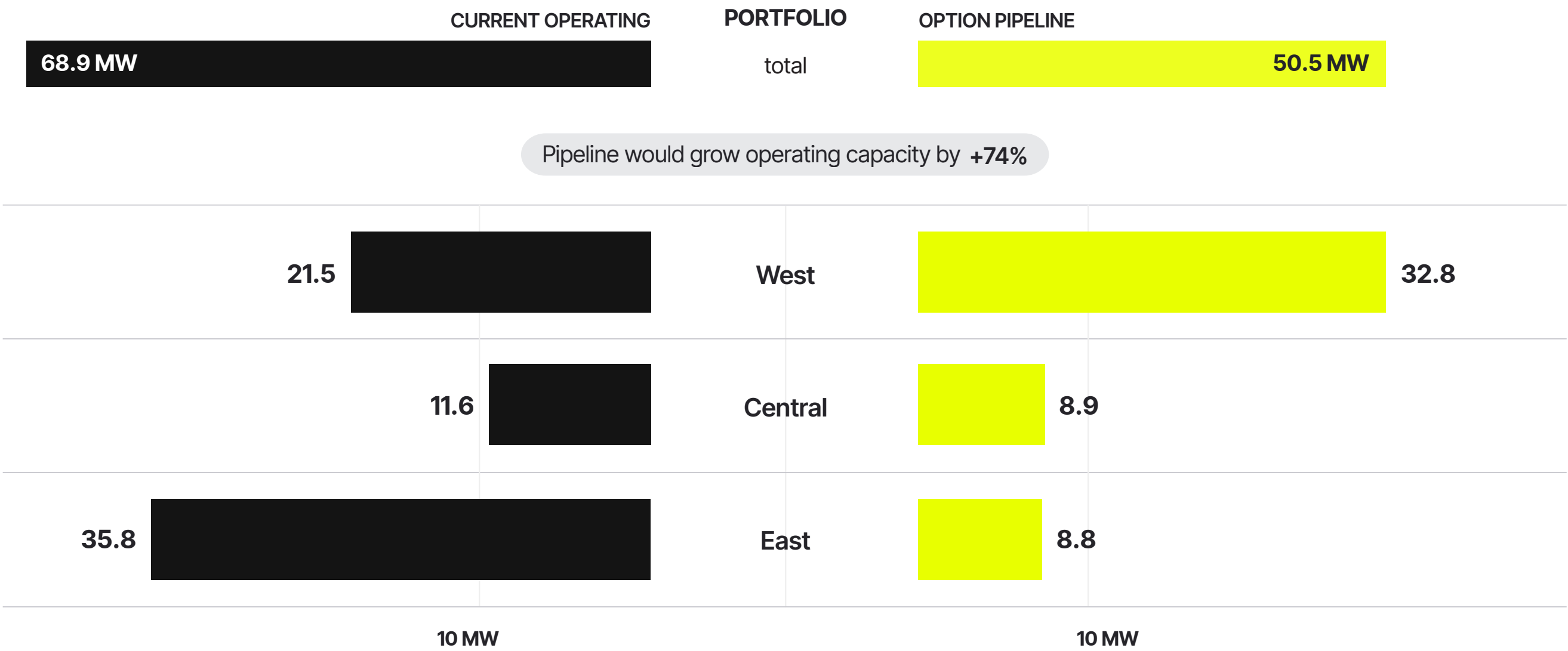
Building Our Solar PipelineSustainable Development for the Long Term

Building Our Solar Pipeline

Scaling a solar program across a large industrial real estate portfolio requires more than identifying good warehouse rooftops—it also requires coordinating solar timelines with the realities of building operations and roof replacement cycles. We screen candidate sites years before their roofs are scheduled for replacement. That early identification allows us to align solar development with planned roofing capital upgrades. Once a roof replacement is approved, the solar project folds directly into that schedule, moving permitting, procurement and utility coordination in parallel rather than in sequence. The result is lower cost, reduced schedule risk and faster deployment without compromising building integrity or warranties.

After announcing a solar development partnership with Reactivate, 2025 was a year focused on execution and what comes next. In addition to completing construction on four projects representing 6.86 MW, we increased our solar development pipeline by over 50 MW in 2025. (If fully developed, these projects would increase our operating solar portfolio by nearly 74%.) Across the lifetime of Link Logistics’ solar program, our rooftops have hosted over 92 MW across 84 projects. As of year-end, Link Logistics properties hosted 47 projects with a combined capacity of 69 MW of clean power, enough to power 13,000 U.S. homes annually.*

Current Operating vs. Option Pipeline by Region
Solar capacity in MW as of year-end 2025; grouped by region, ranked by total within region



* Estimates based on projected annual solar electricity generation calculated using a 23% capacity factor and average annual U.S. household electricity consumption of approximately 10,500 kWh, as reported by the U.S. Energy Information Administration (EIA).

Sustainability at Link Logistics
Spotlight on Energy Solutions

Power Procurement: Managing Market Risk at Scale
LED Retrofits: From Site Audits to Energy Savings

Building Our Solar Pipeline

Sustainable Development for the Long Term

Sustainable Development for the Long Term

Sustainable industrial real estate development is a strategic priority, as it supports long-term value for our business, customers and the broader market. We work to ensure that all new Link Logistics warehouse development projects attain LEED certification, incorporating high-performance building standards that drive energy efficiency, reduce emissions and enhance operational resilience.

In 2025, we continued that momentum, delivering 4 MSF across 16 high-efficiency warehouses to the market. Since launching our LEED certification program in 2021, we have delivered a total of 69 LEED certified spaces and registered an additional 38 properties in our development pipeline with the U.S. Green Building Council.

Link Logistics LEED Program

17 MSF

total space delivered as of year-end 2025

69

total LEED certified spaces since 2021



Our Impact
Community Development

Spotlight on CoreGiving Day
Community Grants Case Study: Boulder Crest Foundation

Inclusion

Social Impact



Link Ascend women's ERG Goes Pink event, a march for breast cancer awareness.

Our Impact
Community Development

Spotlight on CoreGiving Day
Community Grants Case Study: Boulder Crest Foundation

Inclusion

Our Impact

With Link Logistics industrial properties in communities from coast to coast, thousands of customers and a team of over 1,100 professionals, we have the scale and responsibility to make a positive impact. Through Community Development and Inclusion programming that draws on our employees' local knowledge and relationships, we work to strengthen communities, expand economic opportunity and build a firm where people can do their best work.

Our Social Impact program focuses on two key areas:

→ Community Development

Investing in the communities where we live and work through volunteering, donations, in-kind space contributions, grants and pro bono services.

→ Inclusion

Cultivating a workplace where every employee feels valued while attracting, developing and supporting great talent.

→ Our Impact in 2025:

7.5M+

meals provided through CoreGiving, our marquee nonprofit partner

13,000+

total volunteer hours allocated

\$2M

donated to 21 projects in 20 communities

13

Inclusion Ambassadors championing inclusion throughout the company

92%

of employees engaged in at least one optional Social Impact program

6

Employee Resource Groups promoting engagement and collaboration across our firm

500+

students provided access to mentorship, scholarships and industrial real estate training through Project Destined

Community Development

We invest in the communities where we live and work and create opportunities for employees to engage in impactful local initiatives.

Community Grants Program

Our Community Grants Program is driven by employees who have existing relationships with local nonprofits and firsthand knowledge of where awarded funds will have the greatest impact. Our grants support organizations addressing hunger, education and hyperlocal community needs. In 2025, we provided \$2 million in infrastructure grants to 21 nonprofit projects across 20 communities, selecting grantees from 73 nominations submitted by employees. Since launching the program in 2022, we have invested \$8 million in grants to more than 70 nonprofits.

Regional Sponsorships

In 2025, we invested over \$100,000 through 35 regional sponsorships supporting local nonprofit events. Fifteen of those sponsorships were sourced from grant submissions that didn't meet the Community Grants Program criteria but represented strong opportunities to support local organizations with a community presence.

In-Kind Space

When possible, we donate short-term warehouse space to mission-driven organizations. In 2025, we provided over 600,000 square feet of in-kind space to nonprofits.

Employee Donation Match

We match employee donations up to \$1,000 annually. In 2025, we matched \$66,000 in donations from 121 employees.

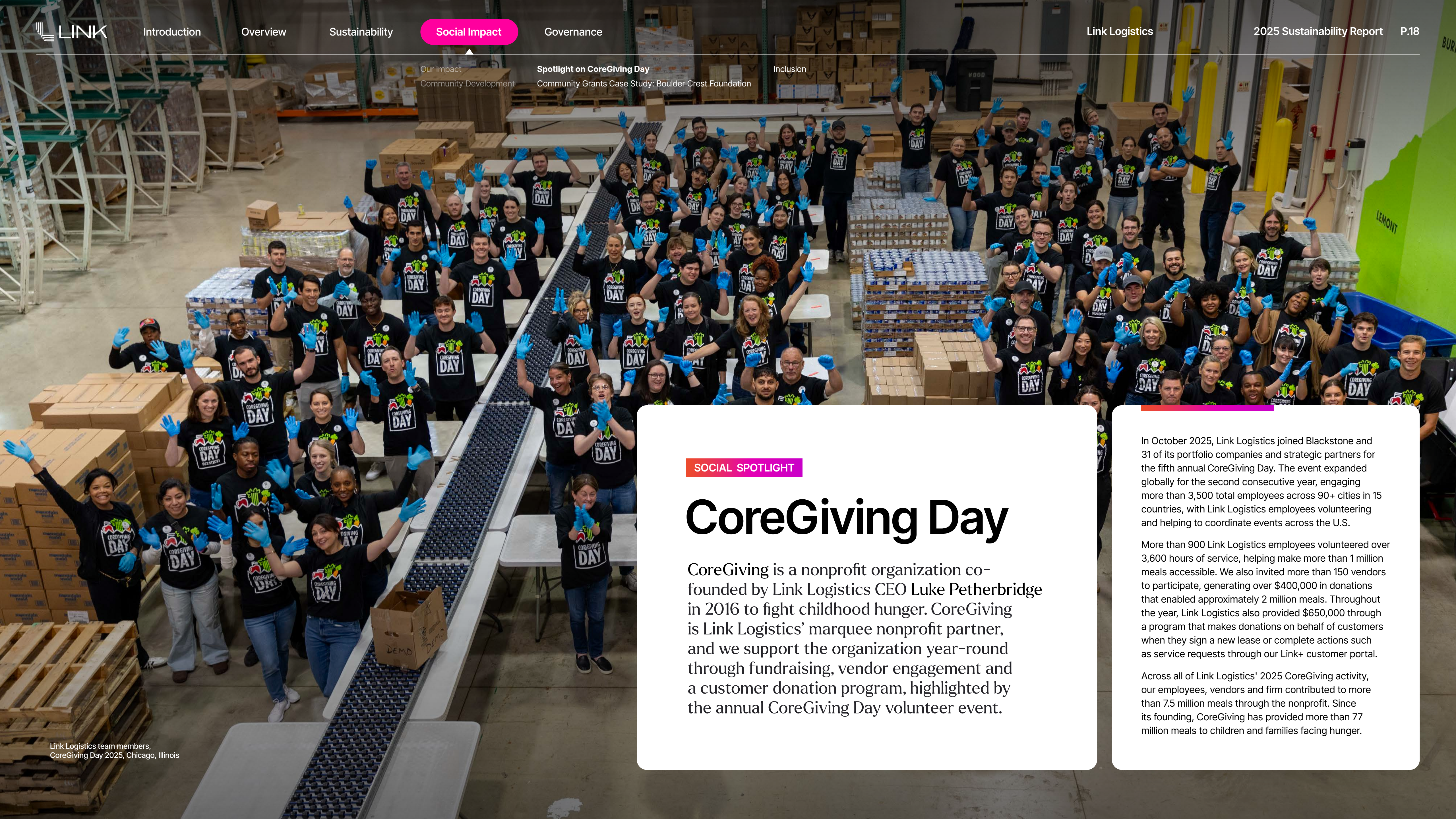
Employee Volunteering

Link Logistics employees take an active role in strengthening communities through volunteerism and charitable giving. In 2025, we committed more than 13,000 hours of service through:

- **Volunteer Time Off (VTO):** Each employee receives eight paid volunteer hours in addition to firm-wide events.
- **CoreGiving Day:** Our annual volunteer day in October supports CoreGiving's mission to fight childhood hunger.
- **Regional team events:** Community service or volunteering events are built into local team-building activities.
- **Pro bono work:** Employees in our Legal department contribute their expertise to nonprofit partners.



Community Grants champions raise funds and awareness for Kids' Meals in Houston, Texas

[Our Impact](#)
[Community Development](#)
[Spotlight on CoreGiving Day](#)
[Community Grants Case Study: Boulder Crest Foundation](#)
[Inclusion](#)


Link Logistics team members,
CoreGiving Day 2025, Chicago, Illinois

SOCIAL SPOTLIGHT

CoreGiving Day

CoreGiving is a nonprofit organization co-founded by Link Logistics CEO Luke Petherbridge in 2016 to fight childhood hunger. CoreGiving is Link Logistics’ marquee nonprofit partner, and we support the organization year-round through fundraising, vendor engagement and a customer donation program, highlighted by the annual CoreGiving Day volunteer event.

In October 2025, Link Logistics joined Blackstone and 31 of its portfolio companies and strategic partners for the fifth annual CoreGiving Day. The event expanded globally for the second consecutive year, engaging more than 3,500 total employees across 90+ cities in 15 countries, with Link Logistics employees volunteering and helping to coordinate events across the U.S.

More than 900 Link Logistics employees volunteered over 3,600 hours of service, helping make more than 1 million meals accessible. We also invited more than 150 vendors to participate, generating over \$400,000 in donations that enabled approximately 2 million meals. Throughout the year, Link Logistics also provided \$650,000 through a program that makes donations on behalf of customers when they sign a new lease or complete actions such as service requests through our Link+ customer portal.

Across all of Link Logistics' 2025 CoreGiving activity, our employees, vendors and firm contributed to more than 7.5 million meals through the nonprofit. Since its founding, CoreGiving has provided more than 77 million meals to children and families facing hunger.

[Our Impact](#)[Community Development](#)[Spotlight on CoreGiving Day](#)[Community Grants Case Study: Boulder Crest Foundation](#)[Inclusion](#)

COMMUNITY GRANTS CASE STUDY

Boulder Crest Foundation

Boulder Crest Foundation provides free mental health and resilience programming to more than 180,000 veterans, first responders and their families nationwide. Its programs are built around posttraumatic growth—a framework focused on helping people find strength through struggle rather than managing symptoms—and Boulder Crest is recognized as a global leader in developing and scaling this approach.

In 2025, Link Logistics awarded Boulder Crest a \$125,000 community grant in support of the organization's expansion in Texas. The grant funded critical renovations that enhanced Boulder Crest's equine-assisted learning curriculum, enabling a newly acquired facility to become fully operational. Equine-assisted learning is a key component of how Boulder Crest delivers posttraumatic growth programming, and the renovations ensure the space can support that work for years to come.

The connection to Boulder Crest came through two Link Logistics employees whose familiarity with Boulder Crest's mission helped them nominate and champion the foundation. That local knowledge is exactly how our Community Grants Program is designed to work: Employees with existing relationships in their communities help direct resources toward the most meaningful impact.

The partnership extended beyond the grant itself. In recognition of Veterans Day and the birthday of the Marine Corps, more than 300 Link Logistics colleagues joined ProVet—our Employee Resource Group supporting veterans and their families—for a firmwide event featuring Boulder Crest Foundation leaders who shared how their programs work and offered concrete ways for employees to get involved.

Our Impact

Community Development

Spotlight on CoreGiving Day

Community Grants Case Study: Boulder Crest Foundation

Inclusion

At Link Logistics, fostering an inclusive industrial real estate workplace is a strategic priority. When people with a variety of skills, backgrounds and perspectives work together, the result is better thinking, stronger decisions and a more resilient organization.

Building an Inclusive Workplace

Our Inclusion Ambassadors, with 13 representatives spanning every business line, department and region, played a central role in shaping the year's initiatives. In 2025, Ambassadors helped provide perspective on broader initiatives—90% of Ambassadors said their time was well spent and the same share felt their contributions had meaningful impact. Ambassadors helped develop and refine practical tools that extend inclusion into day-to-day work, including:

- **Holiday & Celebration Calendar** – Used by more than 400 colleagues, this tool allows employees to recognize federal holidays, cultural heritage months and observations meaningful to our workforce by adding reminders directly to their Outlook calendars.
- **Link Goes Local** – A repository of 400+ local and diverse vendors available for catering, events and branded merchandise.

Expanding Employee Resource Groups (ERGs)

In three years, Link Logistics has grown from one ERG to six. Today, nearly 60% of employees are opted into at least one group and ERGs supported more than 60 events in 2025, engaging more than 80% of the firm in at least one optional ERG event during the year. Our ERGs are voluntary and open to all employees regardless of background.

Investing in Future Talent

In 2025, more than 1,500 students applied to participate in our programming with Project Destined, and we reached over 500 students directly through three distinct programs. This included the inaugural Link Logistics Industrial Real Estate Fellowship—which connected more than 100 students with firm leaders as well as industry partners from CBRE, JLL and Eastdil Secured—in addition to two five-week bridge programs that exposed students to leaders across various business lines.

Engaging Customers and Suppliers

Building on our 2024 pilot in Southern California, we expanded our offering of customer events in 2025. In collaboration with our Link Parks team, we hosted multiple customer events to spotlight a variety of backgrounds and businesses. An event celebrating women-owned businesses during Women's History Month at Miami International Commerce Center, for example, drew over 750 customer attendees and generated active social media engagement from featured customers and positive leasing outcomes.

Expanding ERGs

Inclusion

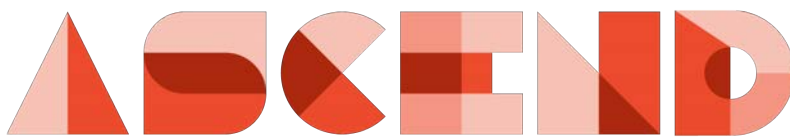
→ ACE

ACE supports Asian American, Native Hawaiian and Pacific Islander voices and cultures, fostering engagement and inclusion across all employees.



→ Ascend

Ascend connects women and colleagues across the company to cultivate an inclusive and welcoming work environment for all employees.



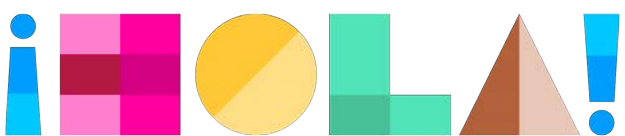
→ EMRG

EMRG aims to increase awareness of the cultures and talents of people from the Black/African diaspora and foster engagement and inclusion across all employees.



→ HOLA

HOLA aims to increase awareness of the rich heritage of the Latino/Hispanic culture and foster engagement and inclusion across all employees.



→ Pride

Pride aims to foster a safe work environment for LGBTQIA+ employees where all employees can express themselves and bring their full selves to work.



→ ProVet

ProVet recognizes and celebrates all current and former U.S. service members, as well as their families, friends and supporters, to foster an inclusive and welcoming working environment for all employees.



Governance

Strong governance and corporate ethics are fundamental to delivering consistent, reliable outcomes for our customers and stakeholders.



Link Logistics team members,
Dallas, Texas

Data Governance & Risk Management

Ethics & Compliance

Data Governance & Risk Management

Sound governance helps us protect the integrity of our data, manage risk with clarity and maintain the trust our customers and stakeholders depend on.

Data Governance

In 2025, we continued to mature our data governance operating model. Our Data Governance Council—a cross-functional body of business leaders—convenes biweekly to review and approve strategic changes to our data ecosystem, with authority and scope defined in a formal charter. Subcommittee work advanced with continued focus on business glossary definitions, data ownership and identifying critical data elements—steps that reduce ambiguity and increase confidence in reporting outputs.

Privacy Enhancements

We continued to embed privacy into day-to-day business practices through expanded training, tighter contracting and a privacy-by-design approach across our technology roadmap. In 2025, we delivered tailored privacy trainings to California-based employees, published

monthly knowledge articles firmwide, insourced corporate contracting to bring privacy compliance fully in-house and began comprehensive product counseling for technology initiatives.

Enterprise Risk Management

We strengthened enterprise risk management governance by formalizing our framework and expanding the network of risk liaisons across the organization.

A key area of focus was deepening oversight of top enterprise risks: We conducted structured workups that clarified specific root causes, assessed business impacts and documented mitigation strategies, then enhanced controls where risk reduction was needed. We also deployed a custom-built AI capability to support consistent evaluation of technology initiatives against our top enterprise risks, and improved executive visibility through regular reporting on core risk programs including issues management and emerging risks.



Link Logistics team member,
Dallas, Texas

Ethics & Compliance

As part of our commitment to integrity and accountability, we take steps to ensure that every employee understands and abides by ethical, lawful and proper workplace conduct.

Setting Standards for Workplace Integrity

Our Code of Conduct and Employee Handbook establish clear expectations for how every team member engages with colleagues, customers, business partners and the communities where we operate, covering inclusion, workplace safety, anti-harassment policies and regulatory compliance.

Ethics and Compliance Reporting

Employees are encouraged to raise concerns or report suspected violations through multiple channels: our 24-hour anonymous hotline; our Legal, Risk & Compliance or People & Culture departments; or directly to a manager. All reports are reviewed thoroughly, and our non-retaliation policy is strictly enforced.

Expectations for Vendors

Our Vendor Code of Conduct defines what we expect from suppliers on ethical business practices, labor rights, anti-corruption and environmental compliance.

Progress in 2025

In 2025, we strengthened our Corporate Compliance & Ethics Program by onboarding a dedicated Compliance team member, conducting a compliance and ethics gap assessment, updating compliance processes and launching self-help and training resources for employees.

Link Logistics team member,
Dallas, Texas

2025 Sustainability Report



About This Report

This report details Link Logistics’ approach to sustainability topics, goals and efforts; unless stated otherwise, information and activities referenced in this report pertain to the calendar year spanning January 1, 2025, to December 31, 2025. We aim to report annually on our sustainability progress and performance. For more information, visit the sustainability section of our website.

We take the views of all our stakeholders seriously and actively seek their input. We revisit and revise our priorities and evolve our strategy on an ongoing basis. For any feedback or questions, please contact us at sustainability@linklogistics.com.