

April 2020

W. P. CAREY

# Corporate Responsibility Report



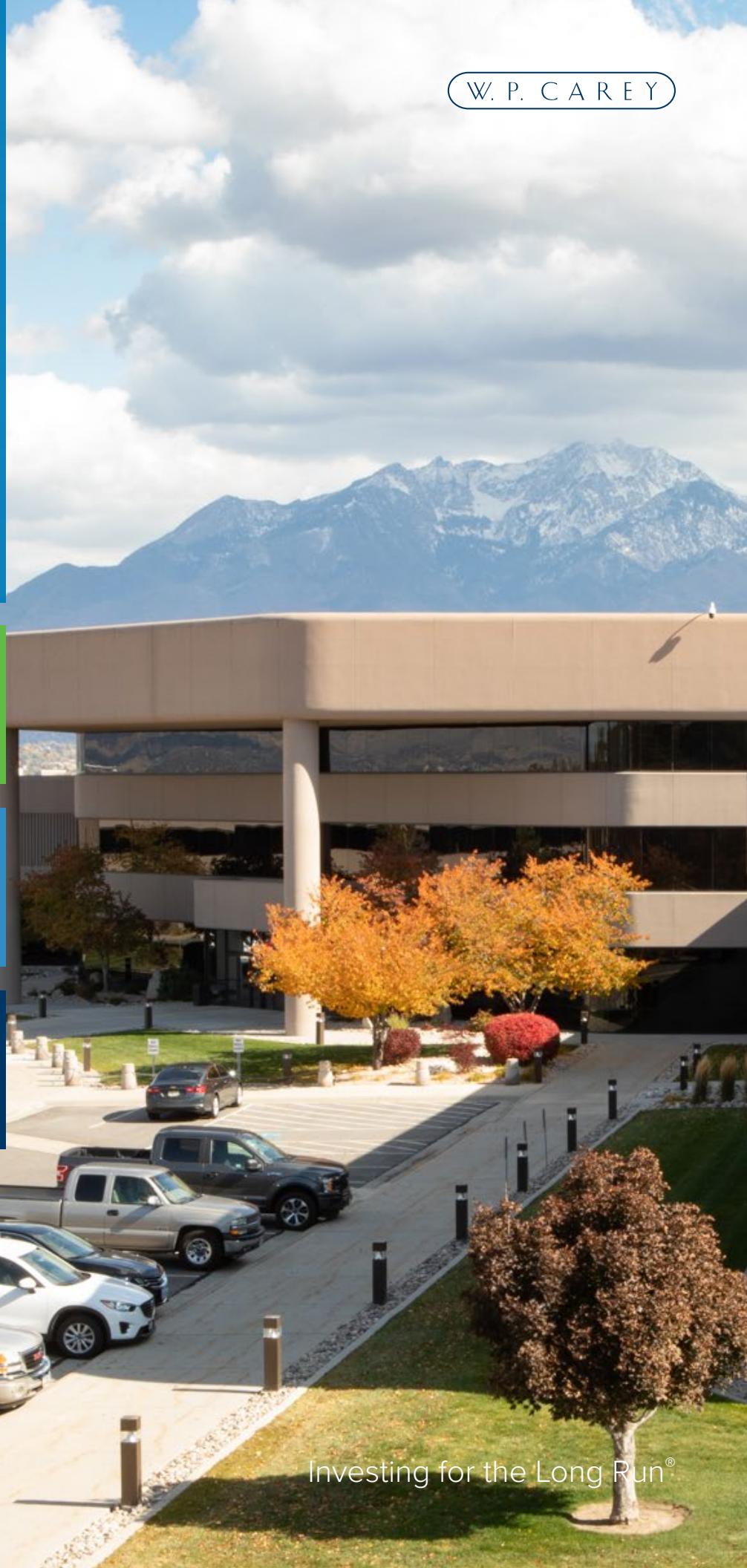
Investing for the Long Run®

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Investing for the Long Run®

# Doing Good While Doing Well®

Since our founding in 1973, W. P. Carey has followed its two core principles: *Investing for the Long Run®* and *Doing Good While Doing Well®*. Our founder, Wm. Polk Carey, believed — as we do today — that our business by its very nature promotes prosperity, but he also believed that our responsibility did not end there. Being responsible to our stakeholders and our community is fundamental to being good corporate citizens and is part of the fabric of W. P. Carey.

We employ these principles across our operations as part of our Environmental, Social and Governance (ESG) program, which is overseen by the Nominating and Corporate Governance Committee of our Board of Directors.



“By its nature, our work promotes jobs and prosperity. *Doing Good While Doing Well* means that when we are financing properties for companies, we are also helping the communities those companies serve. It is important to always ask, ‘What is the impact of what we are doing? What is good for society?’”

Wm. Polk Carey  
Founder, W. P. Carey Inc.  
2001

# Creating a More Sustainable Future

As part of our ongoing commitment to *Doing Good While Doing Well*, W. P. Carey has identified seven of the United Nation's 17 Sustainable Development Goals (SDGs) where we believe we can have the greatest impact and that align with our Corporate Social Responsibility (CSR) objectives. The SDGs were established by the UN to address today's global challenges and to create a more sustainable future by 2030.



We take pride in contributing to the UN SDGs, and we endeavor to create positive outcomes in each of these areas:



**Zero Hunger** — Partner with local food banks and charities to raise funds and volunteer time to address food insecurity in our communities (e.g. City Harvest's Skip Lunch Fight Hunger, NY Food Bank, Dutch Food Bank).



**Good Health and Well-Being** — Promote employee well-being through robust health benefits and wellness events as part of our internal program focused on a holistic approach to workplace wellness. Expand support to community organizations such as the American Cancer Society and local blood drives.



**Quality Education** — Continue our Founder's commitment to quality education by mentoring local students through our partnership with Student Sponsor Partners, teaming up with Volunteers of America to collect critical school supplies and backpacks for children living in shelters and donating to educational institutions alongside the W. P. Carey Foundation.



**Gender Equality** — Further our commitment to gender balance in the workplace by increasing the proportion of women on our Board of Directors to 30 percent from 20 percent within the next 12 months. Currently women represent 47% of our global workforce, 33% of our executive team and 44% of our managers.



**Industry, Innovation and Infrastructure** — Provide innovative capital solutions for companies that serve as the lifeblood of our global economy through our sale-leaseback and build-to-suit transactions.



**Responsible Consumption and Production** — Maintain our commitment to *Investing for the Long Run* within our corporate offices and our portfolio. At the corporate level, we continue our GoGreen internal campaign to reduce our environmental impact. At the portfolio level, we look to invest in sustainable buildings with new tenants and to work with our existing tenants to help fulfill their sustainability objectives through marketing initiatives and financial support. As of March 31, 2020, green buildings represented 6.3% of our annualized base rent (ABR).



**Life on Land** — Support community reforestation efforts and encourage employees to participate in philanthropic activities to maintain and improve our local parks and protect vulnerable wildlife (e.g. Central Park Conservancy, London Wildlife Trust, A Living Tribute).

## Environmental Policy



# Environmental Policy

In 2019, we continued our tenant outreach program to introduce opportunities where W. P. Carey can help finance **property-level sustainability solutions**. Over the past year, we have committed to several solar and sustainable redevelopment projects. Most recently, we entered into a lease for a solar roof on one of our logistics facilities in the Port of Rotterdam, which upon completion will be the largest solar roof in the Netherlands.

In addition, we are actively seeking new technology solutions and industry partnerships to advance our sustainability efforts. We have developed an internal **sustainability scoring methodology** to better evaluate our portfolio's environmental impact and find opportunities to help tenants improve efficiency. Our Asset Management team is also embarking on a **climate change risk analysis**, which we expect to complete by the end of the year.

We continue to grow ABR from green buildings and to expand and refine our due diligence process for new investments to include our focus on potential environmental, social and governance issues.

**ESG due diligence** is a core part of our underwriting process, providing us with a more holistic view of a transaction to ensure each investment adheres to our high standards.



## In Our Portfolio

We remain focused on investing in high-quality real estate that adds value to both our portfolio and the environment in addition to working with our existing tenants on property-level sustainability projects. More than 20 of our properties have green certifications, including LEED and BREEAM, representing 6.3% of ABR as of March 31, 2020.

## Featured Sustainable Properties



**Cargotec**  
(Tampere, Finland)



**Henniges Automotive, N.A.**  
(Auburn Hills, MI)



**EUI Limited**  
(Newport, UK)



**Exelon**  
(Warrenville, IL)



**Kellogg Brown & Root, Inc.**  
(Houston, TX)



**Merit Medical**  
(South Jordan, UT)



**National Express**  
(Birmingham, UK)



**Nippon Express**  
(Port of Rotterdam, Netherlands)



**Rabobank**  
(Eindhoven, Netherlands)



**Royal FrieslandCampina**  
(Wageningen, Netherlands)



**Schneider Electric**  
(Andover, MA)



**Siemens**  
(Oslo, Norway)



**Turkey Hill**  
(Lancaster, PA)



**US Oncology**  
(The Woodlands, TX)

# Identifying new investments in sustainable real estate that add value to our portfolio and the environment

In 2019, we completed a \$70 million investment in a clean-energy food-production and distribution site comprising six buildings and located in Pennsylvania. The state-of-the-art site is powered by renewable, clean energy sources through a combination of wind turbines and hydroelectric energy and is leased to Turkey Hill, a leading producer of ice cream and beverages. The site exemplifies the type of high-quality, environmentally responsible asset we look to grow our portfolio with.

### Environmental Features:

- Powered by 100% renewable energy through a combination of hydroelectric energy and wind turbines
- Features one of the first commercial-scale wind energy projects in Central Pennsylvania, which reduces tenant's greenhouse gas emissions by roughly 5,900 tons annually
- Utilizes a landfill gas-to-energy plant, which converts waste gases to electricity

**Turkey Hill**  
(Lancaster, PA)



Working with existing tenants on property-level sustainability projects to help fulfill their unique environmental objectives

In 2019, Nippon Express, our existing tenant and one of the largest third-party logistics companies in the world, was seeking additional capital to expand its facility in the Port of Rotterdam, Netherlands. In addition to expansion funding, we also agreed to the installation of a 1.1-million-square-foot solar rooftop to help Nippon further its longstanding commitment to preserving and protecting the environment. Upon completion, the solar rooftop will be the largest in the Netherlands and demonstrates our desire and ability to work with tenants on large-scale sustainability projects.

### Environmental Features:

- BREEAM-certified – the world's leading sustainability assessment tool for environmental performance
- Largest solar rooftop in the Netherlands by size and largest in Europe by generation capacity, spanning more than one million square feet and generating 12,000 MWh annually



**Nippon Express**

(Port of Rotterdam, Netherlands)



In 2019, we signed a lease for new office space in a LEED Gold-certified building in New York City

## In Our Offices

Our commitment to sustainability is largely demonstrated by how we manage our day-to-day activities in our corporate offices, including:

- Use of energy-saving and longer-lasting CFL and LED light bulbs
- Deployment of aerator adapters to help manage water flow
- Use of recycled and sustainable paper and kitchen products
- Active recycling of materials, including everyday supplies, cell phones and other electronics
- Donation of used office equipment
- Use of ENERGY STAR-certified desktop and laptop computers, monitors and printers
- Reduction of paper usage through default double-sided printing
- Offering commuting benefits for employees who use public transportation

## 2019 Highlights

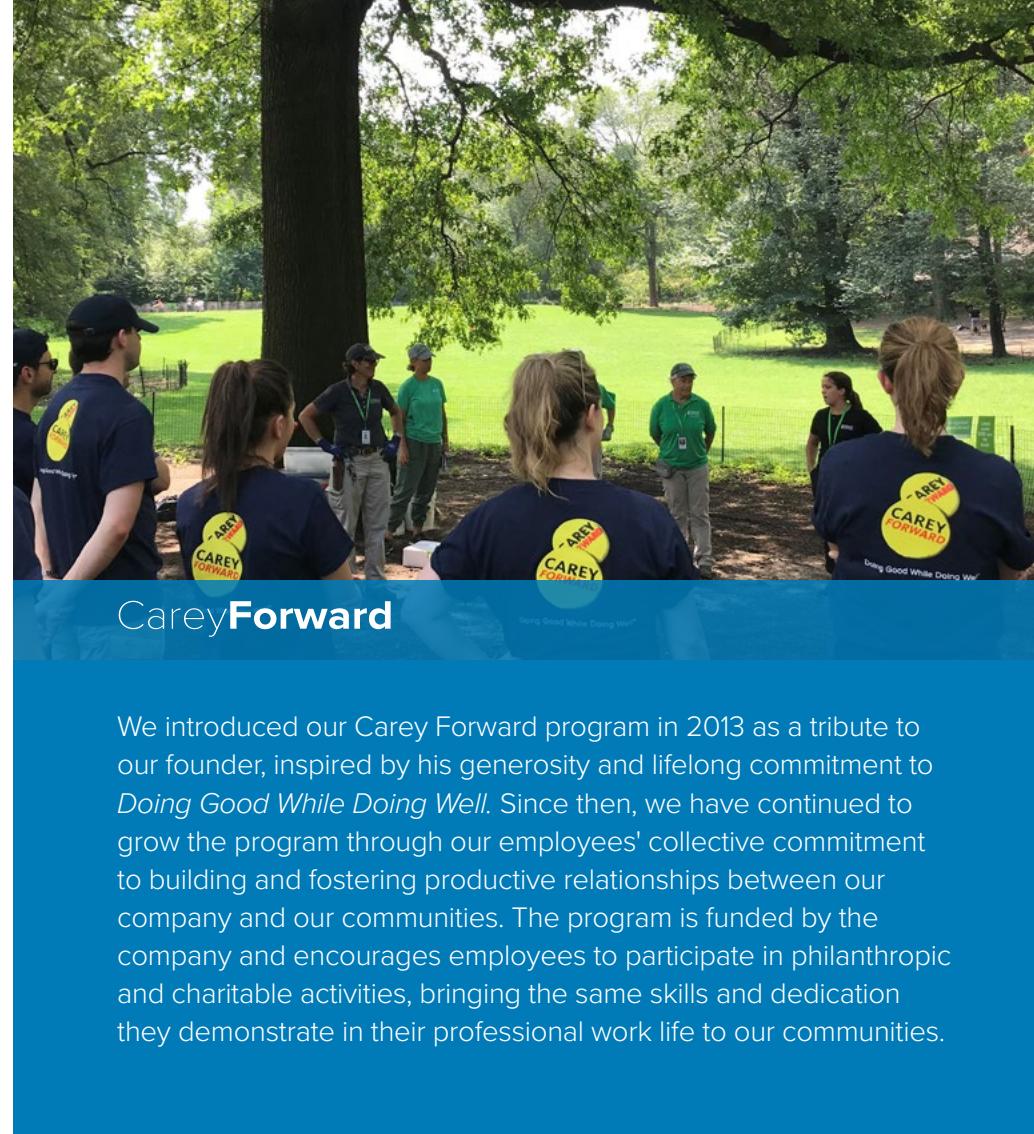
- Signed lease for new office space in LEED Gold-certified building
- Recycled 3,000 lbs. of computer and electronic equipment
- Dedicated 240 hours to improving our local parks
- Phased out single use plastic water bottles in our offices
- Defaulted our printers to double-sided printing to reduce paper usage
- Celebrated International Earth Day by planting a tree on behalf of each of our 200+ employees
- Transitioned to eSignature software to further reduce printing needs
- Defaulted to online pay stubs and invoices, reducing the number of checks printed and mailed to 30%



# Corporate Citizenship

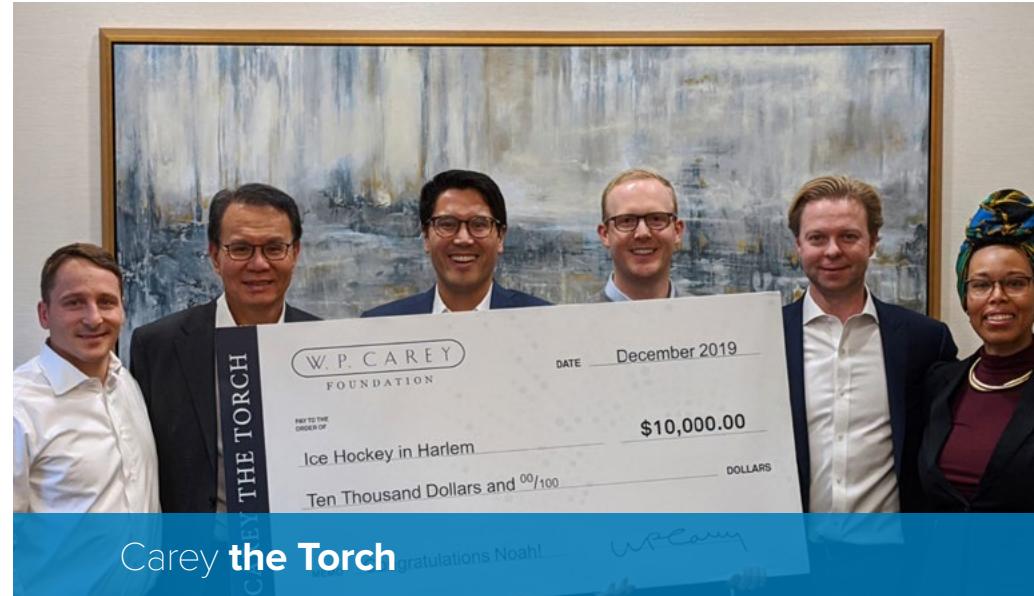
We believe it is our responsibility to give back and that our ability to recruit and retain top talent depends on demonstrating our commitment to the communities in which we operate. W. P. Carey and the W. P. Carey Foundation continue to support educational programs as well as hospitals, museums and other organizations. Bill Carey's mission to encourage personal generosity lives on through the Foundation's support of the philanthropic activities of the W. P. Carey community by matching certain charitable contributions made by employees and our Board of Directors.

Today, as the world continues to battle the novel COVID-19 pandemic, our commitment to *Doing Good While Doing Well* has never been more important. The health and safety of our employees, tenants, investors and communities remains our top priority. We are fortunate to have entered the pandemic in a position of strength and are determined to do what we can to help mitigate the impact. W. P. Carey, in partnership with the Foundation, has donated \$100,000 to support local food banks and healthcare workers. As we continue to look for opportunities to uphold our mission and do our part, we thank the courageous frontline employees for everything they do and wish everyone good health during this unprecedented time.



## CareyForward

We introduced our Carey Forward program in 2013 as a tribute to our founder, inspired by his generosity and lifelong commitment to *Doing Good While Doing Well*. Since then, we have continued to grow the program through our employees' collective commitment to building and fostering productive relationships between our company and our communities. The program is funded by the company and encourages employees to participate in philanthropic and charitable activities, bringing the same skills and dedication they demonstrate in their professional work life to our communities.



## Carey the Torch

In 2019, the W. P. Carey Foundation launched its inaugural Carey the Torch initiative to recognize employees exemplifying Bill Carey's motto of *Doing Good While Doing Well* by making a positive impact on the community.

## 2019 Charitable Highlights

**\$300K<sup>+</sup>**

donated to support local museums, parks, hospitals and more



**\$20K<sup>+</sup>**

raised for breast cancer awareness and research



**\$20K<sup>+</sup>**

raised for City Harvest's Skip Lunch Fight Hunger campaign against childhood hunger

**50<sup>+</sup>**

backpacks collected for Volunteers of America's Operation Backpack

**600<sup>+</sup>**

employee volunteer hours in 2019

## Giving Back

Our employees volunteered and supported the following organizations:

- American Cancer Society
- Amsterdam Cares
- Central Park Conservancy
- City Harvest
- Dutch Food Bank
- Little Village
- London Wildlife Trust
- New York Blood Center
- Student Sponsor Partners
- Volunteers of America

Together with the W. P. Carey Foundation, W. P. Carey continues to support local parks, educational programs, hospitals and other community organizations, including:

- American Museum of Natural History
- Hospital for Special Surgery
- Memorial Sloan Kettering Cancer Center Mount Sinai Health System
- Museum of the City of New York
- New York-Presbyterian Hospital
- Solomon R. Guggenheim Museum
- The Frick Collection
- The Metropolitan Museum of Art
- The Museum of Modern Art
- The New York Botanical Garden
- Whitney Museum of American Art
- Wildlife Conservation Society

## Investing in Our Employees

When we invest for the long run, our employees are at the core of that philosophy. We strive to make W. P. Carey a great place to work and to attract and surround ourselves with the best and brightest. We want to enhance their lives in and out of the office as they progress and grow with the company.

We endeavor to create a vibrant, inclusive work environment free of any form of discrimination. We are also committed to the safety of our employees and abiding by all laws pertaining to worksite safety, including OSHA rules and regulations. We require all employees to participate in our annual Respect in the Workforce training program, which includes anti-sexual harassment training as specified by New York Local Law 96.

## Training and Development

By engaging with our employees and investing in their careers through training and development, we are building a talent pool capable of executing our business strategies today and in the future.

### **Our training program includes:**

- Executive coaching
- Management training
- Respect in the Workplace training
- FCPA training
- Conferences and industry group memberships
- Skills training (e.g. certifications and licensing)
- Conversations@Carey

In addition to the regular training existing employees receive, all new hires also receive training at the commencement of their employment. This training is designed to familiarize them with our business, our corporate culture and our policies, including those set forth in our Code of Business Conduct and Ethics.



## Conversations@Carey

In 2018, we launched the Conversations@Carey employee educational series to help employees gain a broader perspective of all departments at W. P. Carey through internal interviews and Q&A sessions. Led by our president, Conversations@Carey has featured employees across our offices in New York, London and Amsterdam.

## Employee Wellness

The health and wellness of our employees and their families are paramount. Through our employee compensation and benefits program, *Connecting with the Whole You*, we invest in the physical and overall well-being of our employees. We understand that our employees are our most important asset and by investing in our people, we invest in our future and build on our long-term success.

### Financial\*

We are committed to providing fair and competitive wages to all of our employees, with a focus not only on their current compensation, but also on retirement planning for their future.

- Company-funded profit-sharing plan under which the company contributes 10% of an employee's total cash compensation, up to annual IRS limitations, into the employee's retirement account
- Employee-funded 401(k) plan
- Long-term incentive plan
- Employee share purchase plan (ESPP)
- Charitable contribution matching program by the W. P. Carey Foundation
- Competitive compensation programs

### Health and Wellness\*

We believe we offer some of the most robust and inclusive healthcare and wellness benefits in our industry, including:

- Company-paid medical and dental insurance (100% of premiums)
- Company-paid life insurance
- Long-term disability insurance
- Supplemental life insurance
- 24/7/365 access to telemedicine
- Employee Assistance Plan, through our healthcare provider, which enables employees to access counseling, legal and financial planning referrals, caregiver referrals and other resources
- Adoption Assistance: \$10,000/child
- Surrogacy Assistance: \$20,000/birth
- Flexible spending accounts (FSA/DCA) for medical and dependent care
- Stress management reimbursement
- Weight loss management
- Stop smoking incentives
- Primary and secondary caregiver leave

\* Reflects U.S. benefits program. Competitive local benefits program available for international employees.



April 2020

## CareyWellness

Launched in 2016, our Carey Wellness program provides employees with education and practical guidance on nutrition, stress management and general healthy living matters that they can apply both in and out of the office. This series has included meditation and yoga instruction, healthy eating practices and group exercise classes.

## Our workforce by the numbers:

**200+**

employees globally

**25**

languages spoken

**38**

average employee age

## Women currently represent:

**47%**

of our global workforce

**33%**

of our executive team

**44%**

of our managers

**20%**

of our Board of Directors,  
with a goal of increasing to  
30% within the next 12 months

## Diversity and Inclusion

Diversity and inclusion is an organic part of who we are and is supported at all levels of the organization. We believe that our success over the long run has been the result of the diverse backgrounds and perspectives of our employees as well as our directors. Having a free flow of ideas and diverse opinions is critical and helps us better serve our increasingly diverse tenants, partners, investors and communities. To that end, a central aspect of our social responsibility practice includes a strong commitment to diversity and inclusion.

W. P. Carey is an equal opportunity employer and considers qualified applicants regardless of race, color, religion, gender, sexual orientation, gender identity, gender expression, or national origin, age, disability, military or veteran status, genetic information or other statuses protected by applicable federal, state and local law. We are committed to conducting business in accordance with U.S. equal employment opportunity laws as well as the International Labour Organization (ILO) Discrimination Convention on protecting human rights.

In addition to gender diversity, our employees represent various backgrounds and speak more than 25 languages. Our offices, located in New York, Amsterdam, London and Dallas, attract a diverse workforce simply by virtue of their geographic locations. With an average age of 38, our employees currently range in age from 23 to 74.

As our company continues to grow, we want to ensure that all of our employees and their families feel supported and represented. Most recently, we introduced financial benefits to assist our employees with adoption and surrogacy expenses.



# Governance Matters

# Governance Matters

We believe that good corporate governance is essential to the effective operation of our business and our long-term success. Our governance practices are designed to ensure our company is run responsibly and in the best interest of our shareholders, employees and tenants.

## Human Rights and Our Code of Conduct

W. P. Carey is committed to protecting and promoting human rights, as expressed by internationally recognized standards such as the UN Guiding Principles on Business and Human Rights. We not only hold ourselves accountable to but also expect our vendors and business partners to do the same. W. P. Carey is opposed to human trafficking and involuntary labor of any kind, including forced, bonded, indentured, prison or child labor.

The firm abides by federal, state and local employment laws and regulations aimed at protecting minors and other vulnerable individuals. We also maintain an independent 24-hour helpline to enable the reporting of illegal or improper conduct and any ethical concerns anonymously online. All comments and inquiries raised in good faith are reviewed on a confidential and nonretaliatory basis. In 2019, W. P. Carey received no reports or inquiries through the whistleblower hotline.

## Vendor Code of Conduct Policy

W. P. Carey expects that all of its vendors and suppliers adhere to high ethical standards and follow all applicable laws in the specific jurisdiction(s) where they operate, inclusive of regulations prohibiting child labor, protecting worker health and safety, ensuring appropriate workplace conditions and ensuring legal remuneration practices. The company's commitment and expectations surrounding human rights and environmental sustainability also extend to include its vendors, and we expect them to follow the same, or similar, environmental policies as we do.

## Compliance with Anti-Bribery, Foreign Corrupt Practices Act, Office of Foreign Assets Control and Anti-Money Laundering Requirements

It is our policy to comply with all applicable laws and adhere to the highest level of ethical conduct, including international anti-bribery laws, such as the U.S. Foreign Corrupt Practices Act, U.K. Bribery Act and similar laws in other jurisdictions. In that regard, we have adopted an Anti-Bribery and Foreign Corrupt Practices Act Policy that is posted on our employee portal and periodically distributed to appropriate personnel, and we ensure compliance with that policy by monitoring our activities abroad and through periodic employee training.

In addition, we have policies and procedures in place that promote and articulate our compliance with U.S. economic sanctions administered by the U.S. Department of Treasury, Office of Foreign Assets Control in all facets of our operations. We use a screening vendor with respect to all payments that we initiate. Our Economic Sanctions Compliance Policy is periodically distributed to appropriate personnel.

We work closely with our financial service providers to comply with all aspects of their Anti-Money Laundering (AML) Programs.



## Political Activities and Contributions

No corporate funds may be used for the purposes of political advocacy, including lobbying, campaign contributions and contributions to tax-exempt groups, including trade associations. Employees, as individuals, are free to make contributions to candidates and causes of personal choice; however, employees may not represent personal views as being those of W. P. Carey and may not seek reimbursement for personal political contributions.

## Stakeholder Engagement

We continue to enhance our disclosure and maintain open channels of conversation with each of our stakeholder groups, including our employees, tenants and investors. Frequent dialogue with our investors provides us with insights on the topics that are most important to them. During 2019, our executives met with more than 250 equity and fixed income investors.

## Disclosure and Transparency

In 2019, our focus was on increasing transparency surrounding our policies and introducing new programs to ensure our operations align with the policies set forth by our Board of Directors. In doing so, we significantly improved our Institutional Shareholder Services (ISS) ESG QualityScore, a key metric to assess corporate ESG risk. We remain committed to operating our business at the highest possible standards to achieve our strategic goals and safeguard the long-term interests of our shareholders.



