

ESG PRINCIPLES AND PRACTICES

“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? What is good for the country?’”

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

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*®. Wm. Polk Carey was an entrepreneur, a pioneer in global corporate finance and a philanthropist for more than six decades. He believed - as we do today - that our business by its very nature promotes prosperity, but he also believed that his 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 that makes up W. P. Carey.

We employ these principles across our operations as part of our environmental, social and governance (ESG) program.

Environmental Practices

In our offices

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

- Use of energy-saving and longer-lasting CFL and LED light bulbs
- Deployment of aerator adapters to help manage water flow
- Use of recycled paper where possible and active recycling of materials
- Recycling of cell phones and donation of used office equipment
- Use of ENERGY STAR certified desktop and laptop computers, monitors and printers

In our portfolio

Substantially all of our properties are net leased to our tenants on a triple-net basis, whereby they are responsible for maintaining the buildings and are in control of their energy usage and environmental sustainability practices.

We have taken steps to further involve our tenants in our sustainability initiatives, and have an outreach program to educate and encourage them to employ responsible energy, water, and waste management practices and to introduce opportunities where W. P. Carey can help finance property-level sustainability solutions.

In evaluating new investments, we include an environmental assessment of the properties we underwrite as part of our analysis to understand sustainability practices and performance and to ensure the properties we acquire meet environmental standards.

Corporate Citizenship

In 1988, Wm. Polk Carey established the W. P. Carey Foundation with a primary mission to support educational institutions and to promote business education, with the larger goal of improving America's competitiveness in the world. As a result of its support, thousands of young people around the country and abroad have seen increased educational opportunities.

We continue to consider good corporate governance to include being a good corporate citizen. We believe that it is our responsibility to give back to our communities and that our ability to recruit and retain top talent, to be welcomed in our communities, and to withstand whatever vicissitudes inevitably come our way depend on our having established ourselves as being understanding of and responsive to the core values of the places in which we operate. As good stewards of our communities, W. P. Carey and the W. P. Carey Foundation continue to support educational programs as well as hospitals, museums and other community organizations. In addition, to continue Bill Carey's mission to encourage personal generosity, in the spirit of *"Doing Good While Doing Well®,"* the W. P. Carey Foundation supports the philanthropic activities of the W. P. Carey Inc. community by matching certain charitable contributions made by W. P. Carey Inc. employees and its Board of Directors.

Carey Forward

Our Carey Forward program was established in 2012 shortly after the passing of Wm. Polk Carey and was inspired by his generosity. We have continued growing the Carey Forward program by demonstrating a sustained enthusiasm for building and fostering productive relationships between our company and our communities. The program is funded by the Company and encourages employees to become involved in philanthropic and charitable activities, devote their time and resources to meaningful causes and initiatives, and bring to philanthropic and community organizations the same level of skill and excellence they devote to their professional responsibilities. Although the organizations and activities we support can vary, our focus is on enhancing and further improving our communities through youth development and education, hunger relief, healthcare, and arts and restoration. Through the program, employees bring the same qualities to our community as they do to their professional work: excellence, commitment and, perhaps most important, *Doing Good While Doing Well®*.

Employee Wellness

The health and wellness of our employees and their families are paramount and our comprehensive benefits package is designed to address the changing needs of employees and their dependents.

We focus on the financial, physical and mental well-being of our employees. We offer broad healthcare coverage, fully funded by the Company, and the Carey Fund, which provides an additional \$2,000 per employee for medical expenses that are not covered by insurance. We offer paid primary- and secondary-caregiver leave and, through our healthcare provider, and

Employee Assistance Plan through which employees can access counseling, legal and financial planning referrals, caregiver referrals, fitness management and education resources. Launched in 2016, our Carey Wellness program provides our 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.

We believe that it is critical to consider the financial welfare of our employees beyond their working years. To assist our with retirement planning, we have a company-sponsored profit sharing plan under which the Company contributes 10% of an employee's total cash compensation, up to the annual IRS limitations, into the employee's retirement account. Additionally, we offer an employee-funded 401(k) plan.