

Since our founding, W. P. Carey has maintained our commitment to our employees and to driving positive impact in the communities in which we live and work, upholding our founder's commitment to "*Doing Good While Doing Well.*" However, as we reflect on recent events, we recognize that "**Doing Good**" is no longer good enough. **We must do better.**

Racism and discrimination of any type have no place in our society – and certainly not at W. P. Carey.

"Injustice anywhere is a threat to justice everywhere," and we stand with our Black colleagues, partners and communities. Like so many others, we are outraged and saddened by the heinous and senseless killings of **Rayshard Brooks, George Floyd, Breonna Taylor, Ahmaud Arbery, Eric Garner, Trayvon Martin and the countless other Black Americans who came before them.** We have taken time to step back, to listen and reflect, and now we are taking action.

In recognition that real change takes time and sustained effort, we have launched our Diversity & Inclusion initiative to continue the conversation internally and help drive lasting reform at our company, with an initial focus on our recruiting, training and education, benefits and programming and employee engagement efforts. We will talk openly about race, creed, sexual orientation and gender identity as well as other important topics to educate each other and support open learning and discussion.

Along with the W. P. Carey Foundation, we have donated \$100,000 to NAACP Legal Defense and Education Fund – which seeks to eliminate disparities and achieve racial justice in a society that fulfills the promise of equality for all Americans. We proudly share in those goals. Furthermore, we will now recognize Juneteenth as a corporate holiday – an acknowledgement long overdue.

However, our work does not end there. We acknowledge that we have a long way to go, and we are committed to doing our part in dismantling systemic racism and creating a more equitable, just and inclusive society. Together, we will continue to march forward and bring real change to our world.