



wpg Cares  
**2023**  
**Impact**  
**Report**



# Giving Back, the wpg Way

wpg's purpose-driven focus on supporting causes, communities and colleagues is part of the company's DNA



wpg's purpose is to create meaningful value and bright futures where its people and partners thrive. This purpose translates beyond its corporate offices and properties into the hearts of the communities wpg serves. In 2023, wpg relaunched the wpg Cares brand as a way to communicate about the hundreds of philanthropic and community-focused initiatives and programs across the company.

In this report, wpg shares how colleagues throughout the company give back all throughout the year—whether it's using VTO (paid time off to volunteer) to contribute to an organization they are passionate about; coming together with colleagues to pack kits for survivors of domestic violence during a companywide giveback; taking time out of their Connection Week conference to pack kits for families staying at the Ronald McDonald House; hosting a nonprofit's 5K at one of their properties; or fundraising and riding each summer in Pelotonia. Giving back to their communities—and to causes that make a positive impact within them—is tightly woven into what wpg does each day.

wpg Cares includes engaging and supporting their colleagues, too. Creating a culture where everyone thrives is a top priority. wpg is proud to showcase a strong commitment to building a diverse and inclusive workforce, as well as programs for colleague recognition and professional development. Through cumulative philanthropic and company culture work, wpg colleagues are making the company and its communities stronger while exemplifying its core wpg values:

**Be Passionate. Be Accountable. Be You.**

# From the Chief Executive Officer

## Leading, Achieving and Connecting in 2023

At wpg, 2023 was a year of many accomplishments. We set high goals for ourselves, and we achieved or exceeded many of them. One of the accomplishments I'm most proud of is the momentum and pace of community and colleague engagement within wpg this year.

What makes wpg unique is that our definition of success includes all the traditional financial measures, but we believe we aren't fully successful without also stretching ourselves to truly give back as generously as we can to the people and communities that support our business.

In 2023, we underlined this commitment to giving back by reintroducing our wpg Cares program and making it a comprehensive platform that includes philanthropy, volunteerism and fundraising, and also extends to the work we do around colleague development and engagement. wpg Cares helps us connect the dots between the success of our colleagues in their careers, with the success of our properties, to the overall success of our company.



We know we are a stronger and better team when our work is meaningful and provides direct connection to our properties' guests, business partners, shoppers and hometown communities. Creating meaningful impact and strengthening our connections is a defining factor in our success and it sets us apart from other REITs.

We look forward to continuing to make each year more impactful and more meaningful.

### **Christopher Conlon**

Chief Executive Officer, wpg

# From the Chief Human Resources Officer

## Connecting Colleagues and Communities

Forging deeper connections among our wpg colleagues, and with our surrounding communities, has been a top priority for me since I joined wpg. It's one of the key ways we work that sets us apart from, and ahead of, other companies.

In 2023, we strengthened our connections to each other in some important ways. Listening, through our annual colleague engagement survey, is a cornerstone initiative. Communicating, through newsletters, presentations and in-person meetings, is another area of focus.

Our deepest connections, though, have happened when we've come together with a shared purpose, as we have during engagement activities across our offices and properties, our recognition programs, our professional development programs, and of course, our philanthropic initiatives. Giving back, together, helps remind us that what we do at wpg is contributing meaningfully to the places where we all live and work. It connects us to our shoppers, partners and, most importantly, to each other.



Through our expanding wpg Cares platform, we are proud of all the connections we've made in 2023, and we are proud to share them in this report. There is always more to come as we continue to strengthen our foundation for a bright future where our people and partners thrive.

### **Amanda Bailey**

Chief Human Resources Officer, wpg







01.

supporting  
communities  
and causes

# signature causes

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Of all the causes and organizations wpg supports, there are a few that get company-wide support every year because they engage colleagues across the country in meaningful ways and make an impactful difference in our world. These are wpg's Signature Causes.

## CANCER RESEARCH

### **wpg Celebrates 12 Years of Impact with Pelotonia, Raising More Than \$675,500**

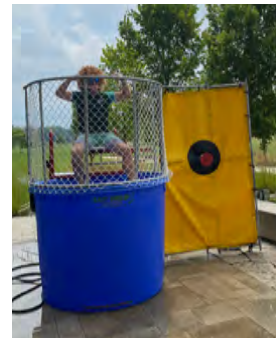
As part of the company's ongoing community giveback program, wpg has been a steadfast supporter of Pelotonia, an organization focused on advancing innovative cancer research, for 12 years, raising more than \$675,500 total. In 2023, Team wpg raised \$153,385 through organization-wide and grassroots fundraising efforts, exceeding the most ambitious goal yet of \$100,000.

Pelotonia's fundraising efforts center around a two-day bicycle ride in Columbus. In 2023, 20 riders made up team wpg. They rode between 24 and 182 miles — while one leader even took on Pelotonia's first-ever Gravel Day riding event that spans 50 miles throughout Southeast Ohio. Leading up to Ride Weekend, wpg hosted

several fundraising events, including a Field Day at the Columbus corporate office. Colleagues challenged one another to games, including giant cornhole, football toss and even a dunk tank with wpg executives. Volunteers also sold baked goods, raffle tickets and T-shirts, with all proceeds benefiting Pelotonia. Colleagues also leveraged their own networks to reach their individual fundraising goals.

**team wpg has  
raised more than  
\$675,500**





Thank you to the 2023 wpg team members, including: Christopher Conlon, CEO and team captain; Mariann Conlon; Amanda Bailey, Senior Vice President, Chief Human Resources Officer; Shannon Duffy, Manager, Mall Accounting; Kimberly Flaherty, Vice President, Communications and Public Relations; Steve Gerber, Senior Vice President, Property Management and team captain; Steve Hardy, Vice President, Leasing; Ron Clegg, Senior Payroll Specialist; Roy Harness, Senior Director, Security; Brooke Henderson, Accounts Payable Specialist; Stephanie Interliggi, Communications Manager; Josh Lindimore, Executive Vice President, Head of Leasing; Chunsta Miller, Director, Property Management Training and Development; James Miller; Kurt Palmer, Senior Vice President, Specialty Leasing and Sponsorships; Dan Scott, Senior Vice President, Development; David Snavely, Manager, Procurement; Erich Stehle, Senior Vice President, Construction; John Werkman, Director, Retail Development; Alexandria Woods, Senior Paralegal; and Victoria Zeal, Communications Specialist.

Many of wpg's property teams joined as Challengers. Together they raised more than \$14,000 through car washes, an online silent auction, collecting coins from their fountains, and other fundraising events. One hundred percent of every dollar donated to Pelotonia goes toward cancer research at the Ohio State University Comprehensive Cancer Center — The James.



DOMESTIC VIOLENCE AWARENESS

## wpg Recognizes Domestic Violence Awareness Month with Giveback Initiative

In support of Domestic Violence Awareness Month in October 2023, wpg's corporate offices in Columbus and Indianapolis, as well as local properties across the country, took action in partnership with community-based organizations that help victims of domestic violence.

First observed in 1981, Domestic Violence Awareness Month unites advocates in their efforts to end domestic violence. Across the country, communities and advocacy organizations prioritize building awareness of signs of abuse, providing resources to victims and policymakers and sharing survivor stories.

Colleagues at the Columbus corporate office volunteered their time to pack 300 kits for LSS Choices, the only domestic violence focused shelter in Franklin County, Ohio. Choices provides a safe space and 24-hour crisis and information hotline, as well as counseling services and support groups to victims of domestic abuse.

Meanwhile, colleagues at the Indianapolis corporate office partnered with The Julian Center to contribute the shelter's most-needed items, including sheets, towels and washcloths.

The Julian Center is the largest organization supporting victims of domestic violence, sexual assault, and other life crises in central Indiana.

Thirty-seven wpg properties around the country also gave back during October, partnering with organizations in their communities to donate kits of items that will help victims when they need it most. wpg property teams and the Columbus office team joined a Zoom on October 26 to hear more about the impact they made collectively, and to pack their kits together, for a total of 1,670 kits donated overall.









CONNECTION WEEK GIVEBACK

## wpg Gives Back to Ronald McDonald House Charities During Connection Week 2023

Nearly 300 wpg corporate colleagues and general managers worked together to give back to Ronald McDonald House Charities (RMHC) of Central Ohio during Connection Week 2023, an internal conference held April 17-19, 2023, in Columbus for colleagues to meet, learn and grow.

Teams assembled 300 snack kits and 300 hygiene kits for families staying at the Ronald McDonald House in Columbus. wpg provided all the materials to assemble the kits, including everything from shampoo and toothpaste to snacks to fuel the long days ahead for families in the midst of extremely stressful circumstances. For guests of the Ronald McDonald House in

Columbus, receiving these kits can make them feel welcomed and more comfortable, as well as fill gaps in supplies they might have forgotten to bring or just save them money. Easing stress and providing comfort allows guests to focus on the recovery and healing of their loved one.

## wpg colleagues assembled **300** snack kits and **300** hygiene kits







Kate Becker, chief program officer at the RMHC of Central Ohio, attended wpg's giveback event to share how the organization directly serves families from all over the world and how the kits packed by wpg colleagues would help those families. The Ronald McDonald House creates, finds and supports programs that directly improve the health and well-being of children. That includes keeping families close to children who are sick and in the hospital. In 2022, nearly 4,000 families from 42 states stayed at the Columbus house near Nationwide Children's Hospital, which is now the largest Ronald McDonald House in the world.



# local community events

wpg properties across the U.S. are always looking for ways to contribute meaningfully to their local communities. Here are just a few examples of property teams taking action in their hometowns.

## Southgate Mall Partners With Missoula Food Bank for CANdemonium Competition

On April 7, Southgate Mall hosted Missoula Food Bank’s “CANdemonium” competition in which local companies sponsor and build structures made of canned food as part of an annual fundraiser. This year’s theme focused on animal structures — or “canimals” — made entirely of food donated from participating teams. Over the past decade, CANdemonium events at Southgate Mall have collected 200,000 pounds of food worth more than \$250,000 in value. In 2023 alone, participants collected and donated nearly 20,000 pounds to the food bank.

This friendly competition wouldn’t be complete without awards to honor the nine participating teams, which were composed of architecture, design and engineering firms. Two of the winning structures included People’s Choice Award winner Can-Fu Panda and Structural Ingenuity Award winner Orca.

Southgate Mall is a longstanding supporter of CANdemonium, providing space and storage, equipment, mall signage and social media promotion leading up to the event. Colleagues at Southgate Mall also support all stages of the event from setup to teardown.





## wpg Colleagues Across the Country Give Back for Martin Luther King, Jr. Day

To commemorate Martin Luther King Jr. Day in 2023, wpg offered a paid holiday and encouraged colleagues to volunteer in their communities. Around the country, wpg properties held days of service to give back through volunteering and donating to charitable organizations.

Town Center at Aurora in Aurora, Colorado, is one great example of how colleagues were inspired to give back. The property partnered with SECOR, a local nonprofit focused on combating food insecurity, to collect food donations for people in need. Leaders set up a table outside of its busiest entrance with SECOR's food truck parked nearby to draw attention. In total, the event collected and donated more than 200 pounds of food with help from mall retailers and guests, a local church and a local community college. In addition to the food donations, leaders at the Town Center at Aurora generated a QR code for the community to financially donate directly to the organization. Due to the event's success, the property plans to grow the event in future years.



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of food**

# wpg encourages giving back through volunteer time off benefit

wpg and its colleagues are committed to giving back to the communities where the company operates. To support that commitment, wpg offers all eligible colleagues 16 hours per year of paid Volunteer Time Off (VTO) to be used to volunteer with nonprofit organizations they care about in their own backyard. wpg colleagues have used VTO in some creative and impactful ways in 2023.

## wpg's Volunteer Time Off (VTO) Benefit

During summer 2023, wpg challenged every team to spend either a half or full day together, using at least four hours of VTO before the end of August. In response to this challenge, teams went out and gave back in many varied ways.

The team at Grand Central Mall in Vienna, West Virginia, participated in United Way's Day of Action. This included hands-on outdoor landscaping work.

Property teams from The Mall at Johnson City and Paddock Mall helped out their local animal shelters. The Human Resources and

Communications team volunteered together packing food and hygiene kits for Lifeline Christian Mission. The kits went to serve families in Haiti and around the world.

Members of Property Management completed a similar service project in coordination with the organization 9/11 Day. The team packed nearly 500 meals, along with thousands of other volunteers inside the Schottenstein Center on the campus of The Ohio State University. These meals were delivered to the Mid-Ohio Food Collective.





Members of the Indianapolis office participated in a group VTO day, volunteering at Gleaners Food Bank in Indianapolis, Indiana, to help fight hunger. They checked in cars at registration as they entered the drive-through line, bagged bulk food items, directed traffic for the drive-through distribution center, and loaded cars with fresh produce and meal-making items. In just a few hours, they served between 700 and 1,000 food-insecure households.

The Finance and Accounting team volunteered at several locations including Star House, central Ohio's only drop-in center for youth who are experiencing homelessness. The wpg team worked together sorting, categorizing, folding and storing bins of donations.

## teams served between 700 and 1,000 food insecure households

These are just some of the exciting volunteer opportunities wpg colleagues experienced throughout the summer. wpg is proud to support its colleagues giving back in communities around the country and continues to showcase these efforts on the corporate website's community blog.

# philanthropic support

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wpg is proud to offer support to organizations both national and local. The company's colleagues are passionate about causes in their communities, and wpg wants to support those passions. Colleagues are often invited to vote or weigh in on which charities the company should support.

## National Organizations

### AMERICAN RED CROSS

The Resilient Community Project aims to help bridge racial, ethnic, and minority disparities in health status, home safety and quality of life for families in local at-risk neighborhoods.

### ST. JUDE CHILDREN'S RESEARCH HOSPITAL

Focused on finding cures and saving children, St. Jude Children's Research Hospital is leading the way the world understands, treats and defeats childhood cancer and other life-threatening diseases.

### MAKE A WISH

Rooted in strength, hope, transformation and community, the Make a Wish Foundation creates life-changing wishes for children with critical illnesses.

### WOUNDED WARRIOR PROJECT

Wounded Warrior Project is a nonprofit organization that helps veterans and active duty service members who incurred a physical or mental injury receive the assistance and care they need through various programs.

### FOLDS OF HONOR

Folds of Honor is a nonprofit organization that helps provide the families of fallen and disabled service members and first responders educational benefits and scholarships.

# Local Organizations

## NATIONWIDE CHILDREN'S HOSPITAL

Nationwide Children's Hospital is one of the largest and most comprehensive pediatric hospitals and research institutes in the United States.

## FURNITURE BANK OF CENTRAL OHIO

The Furniture Bank of Central Ohio helps turn houses into homes by providing furniture to individuals and families in need.

## BUCKEYE PAWS

Buckeye Paws at OSU is a therapy dog program meant to reduce stress and provide emotional support for the faculty, staff and students at the medical center.

## MID-OHIO FOOD COLLECTIVE

No one should go hungry. The Mid-Ohio Food Collective is ending hunger one nourishing meal at a time while co-creating communities where everyone thrives.

## YWCA OF CENTRAL OHIO

The YWCA has been dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all for 132 years.

## HAMILTON COUNTY HARVEST FOOD BANK (NOBLESVILLE, INDIANA)

Hamilton County Harvest Food Bank, Inc. (HCH) was established in 2009 when several of the food pantries in the county joined together and set up a new non-profit entity to assist all Hamilton County pantries with their food inventory needs.











02.

diversity,  
equity and  
inclusion

# diversity, equity & inclusion committee

First established in 2020, wpg's Diversity, Equity & Inclusion (DE&I) Committee plays a pivotal role in fostering a workplace culture that values diversity, ensures equitable opportunities for all colleagues, and plans engaging and educational events for the organization. Composed of colleagues from various departments, including leaders from wpg's corporate office and property teams, the DE&I Committee works to create an inclusive environment where every person feels respected, valued and heard, helping wpg reach the promise of creating bright futures where its people and partners thrive.



## wpg DE&I COMMITTEE'S MISSION STATEMENT

wpg's DE&I efforts help foster and create opportunity for all in an inclusive and engaged workplace by continuing to invest in colleagues and recruitment efforts. The Committee develops opportunities for all wpg colleagues to connect with one another while celebrating their

differences and the innovation to drive growth and embrace an ownership mindset. wpg is creating a culture that will preserve and celebrate diversity and equality, formed by the collective sum of its colleagues' individual differences.

# wpg Hosts First Celebrate Diversity, Equity & Inclusion Month

Throughout July, wpg's Diversity, Equity & Inclusion Committee sponsored events to celebrate the diversity of colleagues and promote equity and inclusion throughout the organization. The following activities played a key role in making wpg's first Celebrate DE&I Month a success.

## **SPECIAL GUEST SPEAKER**

As part of DE&I Month, Lachandra B. Baker, founder and principal consultant at LBB Edutainment, joined wpg to speak on colleague engagement, communications, culture and DE&I initiatives. As an award-winning communicator and frequent TEDx speaker, Lachandra champions important issues impacting communities around the country, including voting rights, affordable housing and civic engagement. wpg colleagues learned about the Platinum Rule, which is "treat others as they want to be treated."

## **TEAM CONVERSATIONS**

As another way to encourage engaging conversations surrounding DE&I throughout the month, wpg departments and property teams hosted group forums for colleagues to share their unique perspectives and experiences. These dialogues served as a platform for colleagues to engage in open and constructive discussions, often leading to practical solutions to address potential DE&I challenges and opportunities while promoting a more inclusive work environment. These department and property-level conversations opened the door for colleagues and leaders to collaborate in building an exceptional culture, ultimately enhancing

employee satisfaction, innovation and overall company performance. Just a few of the group discussion topics focused on answering questions such as "What does inclusiveness look like?" and "How can I help encourage inclusiveness?"

## **wpg DE&I BOOK CLUB**

wpg's Book Club officially launched during Celebrate DE&I Month to create additional meaningful ways for colleagues to connect. The first book up for discussion through Lunch and Learn meetings was "Better Allies: Everyday Actions to Create Inclusive, Engaging Workplaces" by Karen Catlin. The book aims to help colleagues understand and act on allyship and create a culture where everyone can thrive.

Reading and discussing books on topics including race, gender, privilege and intersectionality allow wpg colleagues to broaden their perspectives, gain empathy and develop a deeper appreciation for diverse experiences. And, in addition to departmental conversations, this was another outlet for colleagues to find a safe space for open dialogue for sharing thoughts, asking questions and learning from one another.

# wpg Speaker Series International Women's Day

Jenny Saunders, CEO, FCBank

March 6, 2023



## Recognizing Holidays Across the Organization

By acknowledging and celebrating a wide range of cultural and religious holidays, wpg demonstrates the company's commitment to recognizing colleagues' diverse backgrounds and traditions. This proactive approach to inclusivity shows the company's colleagues that wpg values and promotes the diversity of its workforce.

### ONGOING TRAININGS

Throughout the year, the DE&I Committee works to bring further diversity, equity and inclusion training to the wpg team. Courses are offered, with colleagues invited to complete the sessions with an open mind, an open heart and the desire to help make the world a better place for all.

The DE&I Committee also encourages every manager to discuss the topics learned each month during staff meetings, as learning, discussing and making needed changes are how wpg can make this world equitable for all.

### WOMEN'S HISTORY MONTH SPEAKER

As part of Women's History Month, Jenny Saunders, CEO of FC Bank, spoke with wpg colleagues about the significance of Women's History Month and International Women's Day. Colleagues enjoyed hearing about Jenny's own leadership journey and her advice for improving equity in the workplace.











03.

colleague  
engagement

# colleague engagement

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wpg believes in the importance of listening to colleagues and fostering open communication. The company understands the value of employee engagement and a positive work culture, which is why wpg recognizes its colleagues as its most valuable asset and believes that their input and feedback are essential to the growth and success of the company.

## Annual Colleague Feedback Survey

Since its establishment, the annual Colleague Feedback Survey has become an integral part of wpg's efforts to understand and improve the work environment and culture. The survey is designed to gather anonymous feedback from colleagues on a wide range of topics, including the company's strategy, inclusion, job satisfaction, cross-department collaboration and overall workplace culture.

The results of the survey are used to develop the company's engagement strategy. wpg believes that colleague feedback is crucial to identifying areas of improvement and ensuring all colleagues feel valued, supported and motivated. The annual Colleague Feedback Survey is an essential tool to help the company make data-driven decisions that benefit wpg colleagues.





# Recognition

## wpg VALUES AWARD

Every quarter, colleagues can nominate an individual or team who has gone above and beyond in a way that exemplifies the wpg values: Be Passionate, Be Accountable and Be You. The recipient or team is recognized at all Quarterly Updates and receives a floating holiday to reward their hard work.

## WE ARE wpg MONTHLY NEWSLETTER

In the monthly newsletter, we are wpg, the company announces new hires, celebrates promotions and anniversaries, and shares volunteer opportunities for the month, acknowledging the achievements of its colleagues.

## CONNECTION WEEK

Connection Week is an annual internal conference in Columbus, Ohio. Corporate colleagues and leaders from wpg's property teams gather for an opportunity to exchange ideas, collaborate across departments, develop professionally, and most importantly, have fun and strengthen relationships.



## QUARTERLY UPDATE

Quarterly Updates provide leadership with the opportunity to share business, financial and people updates, plus answer colleagues' questions.

## In-Office Engagement Activities

wpg provides a variety of in-office engagement activities as a way for colleagues to connect and interact with one another to build strong workplace relationships.

### BUCKEYE PAWS THERAPY DOGS

Through a partnership with Buckeye Paws, which was created to support the mental and emotional health of staff at The Ohio State University Wexner Medical Center through highly trained certified therapy dog-handler teams, wpg has organized quarterly visits from Buckeye Paws Therapy Dogs to the company's office. This event provides colleagues with a unique and uplifting experience, allowing them to bond and connect with each other through the joy of spending time with furry friends.

### BREAKFAST CLUB

Colleagues are invited to drop by once a month for a breakfast treat and a chance to connect with each other.

### LOCAL PROPERTY SPOTLIGHTS

Every month, wpg provides colleagues with an opportunity to learn about different properties within the portfolio directly from the management team based there. All colleagues dial in to a virtual presentation showcasing what makes that property unique.

### LEADERSHIP PRESENTATIONS/ SPEAKER SERIES

From time to time, wpg identifies opportunities for the company's own leaders to talk with interested colleagues in any location to share their expertise on a particular topic. Some of the topics covered in 2023 included leadership through change and education on the company's financial metrics.

### MARCH MADNESS - TEAM FORMATION AND PRIZES

During March, wpg colleagues participate in wpg's March Madness Competition. The friendly competition concludes with the winning team receiving a pizza party celebration.



# Professional Development and Career Growth

## MENTORSHIP PROGRAM

Since its inception, the wpg mentorship program has sponsored more than 100 pairs of mentors and mentees across the company. The mission of wpg's Mentorship Program is to invest in the personal and professional development of wpg colleagues by providing a platform for listening, sharing knowledge and confidence building while creating meaningful connections that last. Mentors and mentees are encouraged to meet for 30 minutes weekly or every other week at their convenience, but each pair is free to determine the format that works best for them. Each year, the program receives overwhelmingly positive feedback from both mentors and mentees.

## COLLEAGUE DEVELOPMENT PROCESS

In 2023, wpg introduced the Colleague Development Process (CDP). The goal of the program was to identify development and growth opportunities among talent and then provide a clear career path forward, creating an environment where colleagues can thrive and find meaningful and rewarding chances to grow. Over the course of three months, the Human Resources team met one-on-one with nearly 100 colleagues. Out of those conversations came dozens of personalized development plans. As a result of the Colleague Development Process, some colleagues have taken on new projects and started training outside their typical areas of work, and the information gathered from this program will also be a vital resource in the future when new opportunities become available.



# Wellness

## MENTAL HEALTH DAY

Recognizing how critical it is that everyone takes good care of their mental health, wpg encourages colleagues to take time for themselves by offering a paid floating Mental Health Day Off during Mental Health Awareness Month in May. Colleagues are encouraged to use this day to consider opportunities for self-care and/or explore ways to help friends and loved ones who may be facing mental health challenges.

## VOLLEYBALL TEAM

Several wpg colleagues compete in a volleyball league in Columbus, Ohio, each week during the summer. Company-sponsored sports teams are just one of the many employee wellness benefits wpg offers its colleagues.

## WALKING CHALLENGE

More than 200 colleagues participated in the Active August Walking Challenge, making up 13 Property teams and 11 Corporate teams. The Property team and Corporate team with the highest average number of steps at the end of the month were named the winners. The average total steps for the winning team tallied more than 470,000 steps.





WPC  
Baked Goods for Sale!

HELLO EGG!

WPC  
FIELD DAY  
TEAM WITH  
PELOTT  
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