



wpg Cares
2024
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



At wpg, our purpose is to create meaningful value and bright futures where our people and partners can thrive. This purpose translates beyond our corporate offices and properties into the hearts of the communities we serve.

The wpg Cares brand represents the dozens of philanthropic and community-focused initiatives and programs across the company. In 2024, we continued to build on that brand through a new partnership with Seeds of Caring and the addition of two key causes, supporting teachers and substance use disorder awareness. We also continued to engage in our communities in various ways, including using VTO (paid time off to volunteer), packing kits for neighbors experiencing homelessness, collecting school supply donations, and raising money for life-saving cancer research through Pelotonia.

wpg Cares includes engaging and supporting our colleagues, too. We are proud to showcase our strong commitment to colleague recognition and professional development. In 2024, we launched Growth Gateway, a company-wide program in which every colleague at wpg has the opportunity to design and complete a highly individualized development plan based on their unique professional goals.

Through our cumulative philanthropic and company culture work, wpg colleagues are making our company and our communities stronger and exemplifying our core wpg values:

Be Passionate. Be Accountable. Be You.

from the chief executive officer

raising the bar in 2024

For wpg Cares, 2024 was a year of growth. We raised the bar when it came to helping our communities and creating a culture where our colleagues can thrive.

Through the addition of our two new areas of philanthropic focus: supporting teachers and raising awareness of substance use disorder, we made a difference in classrooms across the country and reduced stigma around one of the most pervasive epidemics of our time.

We also stepped up our support of Pelotonia, an organization focused on advancing innovative cancer research. 2024 was my second year participating in the ride, and I was once again blown away by the power of this movement. I was also incredibly proud to see so many more wpg team members and volunteers join the cause this year.

As we give back to those in our community, we also made sure to invest in our colleagues and their professional development through Growth Gateway. This new program allows every colleague the chance to set themselves up for success by having the opportunity to create an individualized development plan.

I believe every one of us has something we can learn or improve upon - myself included. Growth Gateway is off to a great start and I look forward to seeing how colleagues continue to grow this program in 2025.

I'm impressed by how much all of us at wpg accomplished in 2024 and after reading this report, I think you will be too.

Christopher Conlon
Chief Executive Officer, wpg



from the chief human resources officer

investing in our people and communities

2024 was a year focused on intentional commitment to our colleagues' professional development and engagement. Feedback from our colleagues consistently showed a desire to invest in their professional growth and development opportunities, customized to each colleague's specific needs.

That feedback led to the creation and launch of the Growth Gateway program, which you'll read much more about in this report. The plans our colleagues have created for themselves include an incredible range of learning and development opportunities unique to each person's own professional (and even personal) goals, and our colleagues have already started on everything from advanced degrees, Real Estate Licenses, highly specific LinkedIn Learning courses, stretch assignments, and everywhere in between.

Philanthropy has always been an important part of the culture at wpg. As an organization, we continued to support philanthropic efforts that were close to our colleagues' hearts, but I was thrilled to see that as part of the Growth Gateway program, several colleagues made a plan to give back to their community. Our colleagues identified ways to bring their many skills and

talents to charitable organizations, like leading support for those riding in Pelotonia, coordinating the creation of care kits to aid veterans, taking part in or organizing a food drive or lending their professional skills to help a local nonprofit. I'm thrilled so many colleagues recognize volunteering as a development opportunity that can enhance communication, leadership and teamwork skills, as well as skills such as empathy and compassion.

We invested in our culture this year in many ways, from an improv lesson that helped us build resilience in a fun and interactive way, to learning about cultures and practices new to some, like the history of Soul Food and the benefits of mindful breathing. We continued to find ways to host a positive and productive work environment, so we spent time with therapy dogs, we learned about our properties and the teams that run them, and we found new ways to share the differences that make us unique. I genuinely believe through all the engagement of our colleagues, we strengthened our relationships in 2024, paving the way for even more rewarding work together in 2025.

Amanda Bailey
Chief Human Resources Officer, wpg





01.

supporting
communities
and causes

EMPOWERING KIDS TO CREATE A KINDER COMMUNITY

seeds of caring



Through a strategic partnership with Seeds of Caring, a non-profit organization dedicated to engaging young children in service, social action and community building, wpg colleagues were able to give back to areas our community needed most.

Seeds of Caring's mission is to empower kids to create a kinder community with their hearts, hands and minds. Their "buy one, share one" model means for every wpg colleague who participated in a Seeds of Caring giveback event this year, the nonprofit was able to engage a Central Ohio child 2-12 years of age in a similar service project.

connection week giveback

More than 200 wpg colleagues from all over the country came together at the company's annual Connection Week conference to give back to several organizations that help neighbors who are experiencing homelessness or food insecurities. Colleagues packed more than 1,600 kits for [People in Need, Inc.](#) of Delaware County and [Common Ground Free Store](#). Colleagues decorated snack bags with encouraging images and messages, then filled the bags with an array of healthy snacks. Comfort kits included a personal note and several personal care items.

colleagues on how the kits prepared at this event would meet specific needs in our community.

As a result of wpg's event, Seeds of Caring was able to engage 230 kids in the community in a similar activity.

**colleagues
packed 1,020
snack bags and
628 comfort kits**

Before the activity, Brandy Jemczura, Founder and Executive Director of Seeds of Caring, educated

supporting kindness corps

This summer, departments were encouraged to volunteer together. Three groups volunteered at Seeds of Caring and organized supplies used for their Kindness Corps program, which invites 2nd-4th grade students to reflect and take action on a variety of community needs.



domestic violence awareness month

In October, colleagues learned about the challenges of domestic violence in Central Ohio and were empowered to help in honor of Domestic Violence Awareness Month. They packed care bags and encouraging notes to provide support to victims of domestic violence at CHOICES, the only domestic violence-focused shelter in Franklin County.



fighting food insecurity

During the busy holiday season, wpg Cares partnered with Seeds of Caring to provide at-home service projects that colleagues could complete with their families. Interested colleagues picked up healthy breakfast kit instructions and brought the finished project back to the office to be distributed to the Mid-Ohio Food Collective and Star House, an organization that helps youth experiencing homelessness.



WE'RE ALL IN

pelotonia

For the past 13 years, wpg has been a steadfast supporter of Pelotonia, a community passionate about ending cancer by accelerating funding for innovative research through a two-day cycling event in Columbus, Ohio.

In 2024, Team wpg increased participation company-wide, adding more first-time riders and volunteers than the previous year.

Volunteers helped make Ride Weekend a success by packing rider kits before the event and serving beverages at the 20-mile finish line.

New this year, Team wpg hosted a cheering section along the 50-mile route, complete with hand-made signs from colleagues to encourage riders.

WE'RE ALL IN!

why i ride

In 2024, more than two dozen wpg colleagues and friends and family members rode in Pelotonia.

The team included 10 first-time riders, three cancer survivors, and riders from California, Florida and Virginia.

Each rider has their own reason for participating in Pelotonia, each one just as special as the next. Here's a look at why some team members ride:



I ride for all survivors and anyone who has lost someone to this unforgiving disease. I truly believe every dollar counts and every cheer motivates and gives hope.

— BROOKE HENDERSON
ACCOUNTS PAYABLE SPECIALIST



Cancer knows no limits – so riding in Pelotonia is one small way I can fight back.

— KIMBERLY FLAHERTY
VICE PRESIDENT, CORPORATE COMMUNICATIONS & PR



I am riding for my mother, who is a survivor.

— STEVE HARDY
VICE PRESIDENT, LEASING



Too many friends and family have been impacted by cancer and anything I can do, no matter how small it may seem, can help raise awareness to help fund their cancer research.

— LAUREN TAYLOR
SPECIALTY LEASING MANAGER,
THE MALL AT FAIRFIELD COMMONS

company-wide fundraisers

In support of Pelotonia, wpg Cares organized several company fundraisers leading up to Ride Weekend.



field day

Field Day returned to the Columbus office with a new twist on the crowd-favorite dunk tank. This year, Senior Leaders, Team wpg riders, and other brave colleagues went into dunk tanks in pairs. The event also featured a bake sale, 50/50 raffle, lunch and yard games.

candy grams

During our Connection Week conference, colleagues donated to Pelotonia to send candy and a note of encouragement to their colleagues.

march madness

As a new fundraiser this year, colleagues submitted NCAA men's and women's basketball tournament brackets in an effort to raise money for Pelotonia.

pennies for pelotonia

Throughout July, departments competed to see which team could collect the most change. The Legal team won, with the total amount raised designated to the rider from their team.

property challenger teams

This year, 26 property teams signed up as Challengers to support Pelotonia. Customized signs around properties led to online donations from shoppers and spread awareness about Pelotonia's mission across the country.

Some property teams organized fundraising events. At Paddock Mall, in Ocala, Florida, the local management team held a car wash.



local community events at our properties

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.

honoring the legacy of martin luther king, jr.

Every January, we celebrate and honor the work, life, and legacy of civil rights leader Dr. Martin Luther King Jr. This national holiday reminds us to volunteer and give back to our communities and causes that matter to each of us. Inspired by the fact that Martin Luther King Jr. Day is an official day of service, more than 20 wpg property teams came together for a virtual event to pack kits that met the needs of their communities.

Together they packed 875 kits – some included items like towels, soaps, hats, gloves, and scarves, while other teams created birthday kits inspired by Dr. King’s birthday, filled with items like cake mix, frosting, cards, and more. The birthday kits allow families experiencing need to celebrate a child’s birthday without worrying about the added cost.

more than **20 wpg property teams** came together to pack kits that meet the needs of their communities



domestic violence awareness month



In honor of Domestic Violence Awareness Month, the team at Town Center at Aurora in Aurora, Colorado partnered with Second Chance Aurora to assemble 100 self-care and hygiene bags for those in need.

The team at Gateway Mall in Lincoln, Nebraska, put together kits containing hygiene products such as razors, soap, shampoo and conditioner and more to donate to The People’s City Mission. The organization said the donation couldn’t have come at a better time.

back-to-school donation drives and events

Back-to-school season is an important time for retailers and shoppers alike. wpg property teams spent the end of summer supporting retailers and community outreach efforts to make sure students in their area had the supplies they needed when they went back to the classroom.

Several properties, including Weberstown Mall in Stockton, California and Clay Terrace in Carmel, Indiana, held “Back 2 School” bashes. Shoppers enjoyed free, family-friendly entertainment like a Touch-A-Truck display, face painting, and crafts.

wpg back-to-school events also included school supply drives. Properties across the country, including Mesa Mall in Grand Junction, Colorado, Polaris Fashion Place in Columbus, Ohio, and Pearlridge Center in Aiea, Hawaii, collected and distributed thousands of backpacks, crayons, folders and notebooks to students in their communities.



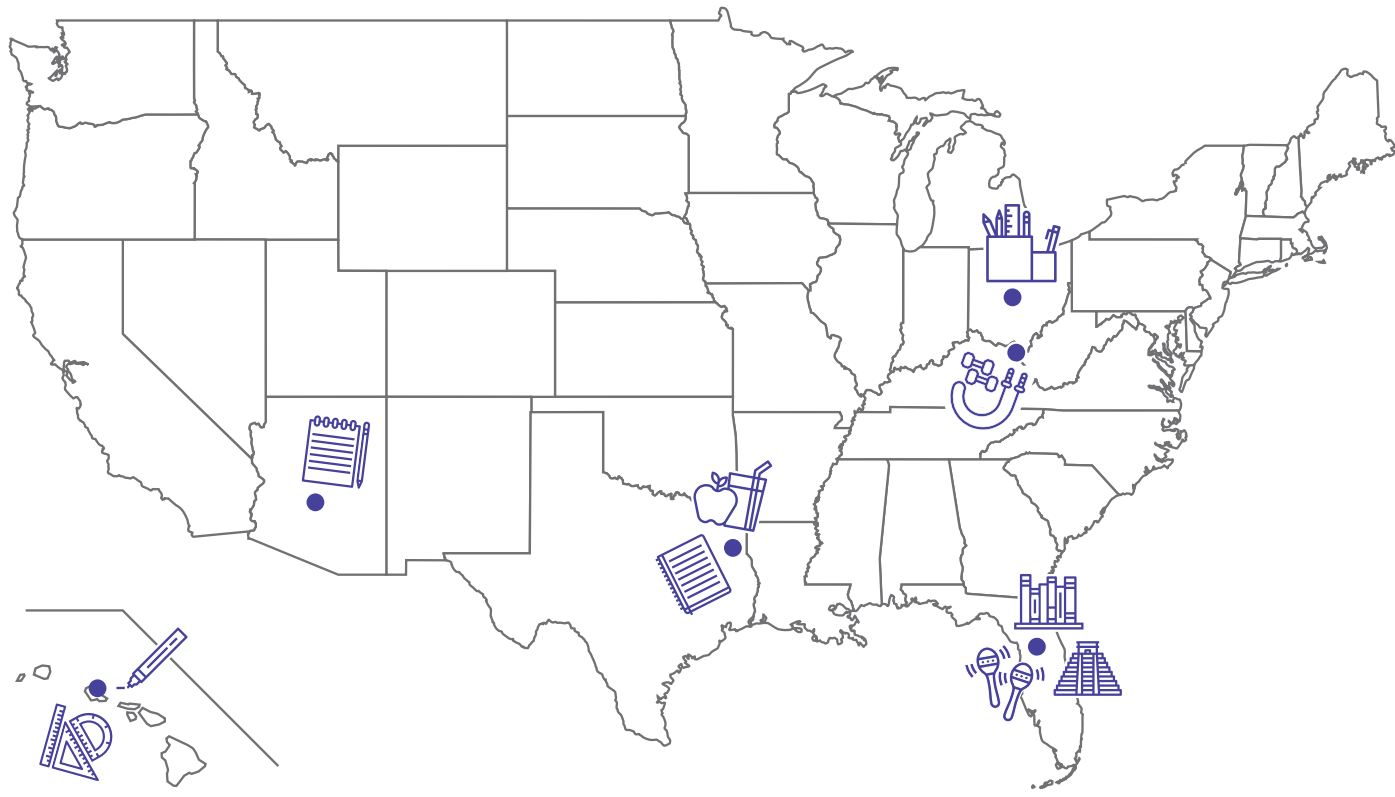
volunteering

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 Volunteer Time Off 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 2024.

- As mentioned previously in this report, groups of colleagues volunteered in July, August and September at [Seeds of Caring](#), a non-profit organization dedicated to engaging young children in service, social action and community building.
- Several members of the Finance and Accounting team volunteered together at [Star House](#) in Columbus, Ohio. Star House is central Ohio's only 24/7/365 drop-in center, where youth are provided immediate access to food, clothing, hygiene items, laundry facilities, showers, and a safe place to be. wpg colleagues spent time sorting donations.
- The Mesa Mall team volunteered together at the Food Bank of the Rockies Distribution Center in Grand Junction, Colorado. They cut and cored 800 pounds of apples and they plan to volunteer there again.
- The team from Paddock Mall in Ocala, Florida spent a few hours of Volunteer Time Off helping the Humane Society of Marion County. Once their work was done, they got the opportunity to play with the dogs and cats.
- The Orange Park Mall team swapped shopping bags for trash bags and cleaned up the shoreline in Orange Park, Florida. Several team members brought their children along to teach them the importance of caring for the environment.

Colleagues participated in nearly 700 hours of volunteer time in 2024.





donorschoose: supporting teachers in need



Teachers do so much for our future generations, often with very few resources. That's why, this year, wpg Cares added supporting teachers as a new signature cause.

Each month, colleagues vote for their top choice out of three projects posted by teachers in one of our communities on DonorsChoose (many of them at schools that serve lower income students), and wpg Cares funds the winning project. DonorsChoose is a nonprofit organization that makes it easy for anyone to help a teacher in need. Through this online platform, wpg Cares was able to support classrooms of students from across the country with things like:

- Exercise equipment to help elementary students in Ashland, Kentucky, learn motor skills, colors, and yoga
- Hands-on literacy resources for elementary students in Fort Myers, Florida
- Food and clothing to establish a free store for students in Columbus, Ohio
- Hispanic Heritage Month books and decorations to help students in Orlando, Florida, take pride in their roots and develop a culturally rich learning environment
- Free snacks to eliminate hunger in the classroom at elementary schools in Austin, Texas
- Plus many more

students who received a donation sent heart-warming messages of gratitude.





Nearly 49 million Americans are living with substance use disorder, but only one in ten will get the treatment they need. Stigma makes it harder to receive compassionate, high-quality, evidence-based care. Shatterproof aims to change that by transforming addiction treatment, ending the stigma, and educating and empowering communities.

During National Recovery Month, wpg launched a new partnership with [Shatterproof](#), a national nonprofit leading the charge to reverse the addiction crisis in the United States. In September, wpg welcomed Kirsten Seckler, Chief Marketing Officer of Shatterproof, for a virtual event to educate colleagues about substance use disorder (SUD) and the ways they can make a difference.

wpg already has several of Shatterproof's recommended recovery-friendly workplace policies in place, including free addiction counseling under the company's Employee Assistance Program and a short-term disability program which covers rehabilitation needs.

Nearly 49 million Americans are living with substance use disorder, but only 1 in 10 will get the treatment they need.

philanthropic support

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 supports.



AMERICAN RED CROSS

The American Red Cross is a nonprofit humanitarian organization that provides emergency assistance, disaster relief, and disaster preparedness education in the United States.



THE KIDS MENTAL HEALTH FOUNDATION

The Kids Mental Health Foundation is the leading organization promoting mental health for children in the United States. Through the foundation, mental health professionals and researchers at Nationwide Children's Hospital, along with other trusted experts, provide free educational videos, guides and curriculum to help parents and educators.



ALLIANCE OF THERAPY DOGS

Alliance of Therapy Dogs is a national network of therapy dogs and their owners that works to provide therapy dog visits at no cost to the facilities they visit.



FOLDS OF HONOR

Folds of Honor provides life-changing scholarships to the spouses and children of America's fallen or disabled military members and first responders.

A group of people are seated around a long table in a meeting room. A laptop is open on the table, displaying a slide titled "CONNECTAWAY Group 5". A whiteboard is visible in the background. The scene is dimly lit, with a dark green overlay.

02.

inclusion &
engagement

inclusion and engagement committee

Inclusion efforts can only be an integral part of an organization when they're driven by a collective group of people who are passionate about creating an inclusive and engaged workplace. For wpg, that group is the Inclusion and Engagement Committee. In 2024, the committee provided a great lineup of events and activities targeted around areas committee members felt passionately about, which supported the committee's mission of connecting colleagues and celebrating their differences.



2024 i&e event highlights

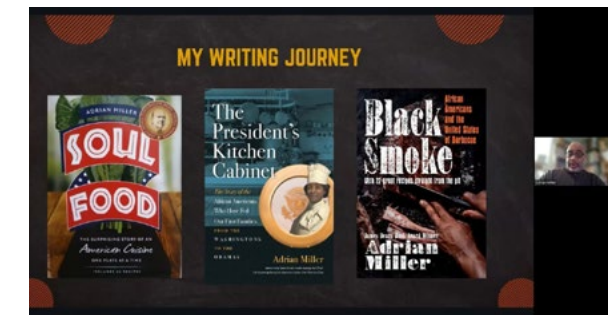
THREE KINGS DAY

In January, the I&E Committee shared information with colleagues about the different ways Three Kings Day is celebrated. In Mexico, family and friends get together and have hot chocolate. In honor of that tradition, the I&E Committee organized hot chocolate bars at the Columbus office and properties.



BLACK HISTORY MONTH

In February, the I&E Committee welcomed Adrian Miller as a special guest speaker. In honor of Black History Month's theme "African Americans and the Arts," Adrian, an award-winning author, spoke with colleagues about the culinary arts through the history of Soul Food, as explained in his book, *Soul Food: The Surprising Story of American Cuisine, One Plate at a Time*.





WOMEN'S HISTORY MONTH

In honor of Women's History Month's focus on women who advocate for Equity, Diversity, and Inclusion, Jami Gray from Out of Darkness Ohio spoke with colleagues about sex trafficking and what can be done to help. The presentation kicked off a donation drive at the Columbus office, where colleagues donated clothing and personal care items to help support Out of Darkness Ohio.

To further celebrate the theme of Women's History Month, #inspireinclusion, the I&E Committee talked with several women at wpg about what "inspire inclusion" means to them.

WOMEN'S HISTORY MONTH

"Make a way by showing the way, realize when those around us have not shared their voices and ask for their contributions, invite those with different perspectives and backgrounds to the table, and encourage those around us to do the same."

Alexandria Woods
Senior Paralegal



MENTAL HEALTH AWARENESS MONTH

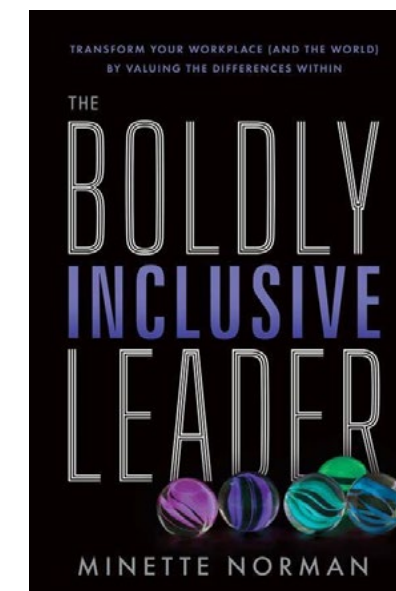
During Mental Health Awareness Month, wpg's I&E Committee offered resources and opportunities to help colleagues reduce stress. On Mental Health Action Day (May 16), Josh Steckel, a personal trainer and massage therapist who is trained and certified in breathwork, led a workshop where colleagues learned about and practiced 4-7-8 breathing.

The committee also shared information on three proven techniques to reduce stress: grounding, cold plunge, and breathing exercises.

For the third year in a row, wpg encouraged colleagues to take time for themselves by offering a paid floating Mental Health Day Off to be used in May.



book club



The wpg Book Club read and discussed *The Boldly Inclusive Leader* by Minette Norman. In this book, Minette shares some of the most important things she's discovered over decades in the corporate world about creating cultures where diverse teams flourish. Colleagues met throughout the year to discuss lessons learned from the book and how to apply those lessons to their day-to-day interactions.

colleague engagement

wpg understands the value of colleague engagement and a positive work culture. The company recognizes its colleagues as its most valuable asset and believes investing in and celebrating them is essential. From enjoying donuts and casual conversations together to learning how to use improvisation to improve communication skills, colleagues were able to connect and engage with each other throughout the year in meaningful ways.

connection week

Connection Week is an internal conference in Columbus, Ohio that brings colleagues together to connect, learn, and grow. Over the course of several days, corporate colleagues and leaders from wpg's property teams exchanged ideas, collaborated across departments, developed professionally, and most importantly, had fun and strengthened relationships.

In 2024, the conference started with several rounds of Speed Networking. Colleagues chatted in pairs for five minutes before switching pairs, ensuring everyone started the conference by making new connections or renewing existing ones.

The second day of the conference included an interactive presentation of the Life Cycle of a Deal. Dozens of colleagues shared their role in the making of a deal with a retailer for space at one of wpg's properties. Later that day, colleagues heard from Jacob Goldstein, founder of The Leadership Laboratory, about embracing the concept of "yes, and" from the field of improv comedy to foster communication and build trust.

On the final day, colleagues split into cross-department groups and, through a process called "Question Storming" (similar to brainstorming, but focused on examining a situation with curiosity instead of jumping right to solutions), discussed real-world opportunities for the company.



wpg values award

Every quarter, colleagues nominate individuals or teams who have gone above and beyond in a way that exemplifies wpg's values: Be Passionate, Be Accountable and Be You. The winners are recognized at the Quarterly Update and receive a floating holiday to recognize their hard work. Colleagues received the Values Award in 2024 based on their work on significant projects, their positive attitude, their support for their colleagues, and many other admirable examples.



quarterly updates

Quarterly Updates provide colleagues with the opportunity to hear the latest business, financial and people updates from company leaders. Colleagues can also submit anonymous questions for leaders in real time, to get transparent and honest answers to their most pressing questions.



in-office engagement activities



BREAKFAST CLUB

Colleagues are invited to drop by once a month for a breakfast treat and a chance to connect with each other and celebrate milestones in our colleagues' lives, including birthdays and work anniversaries.



THERAPY DOG VISITS

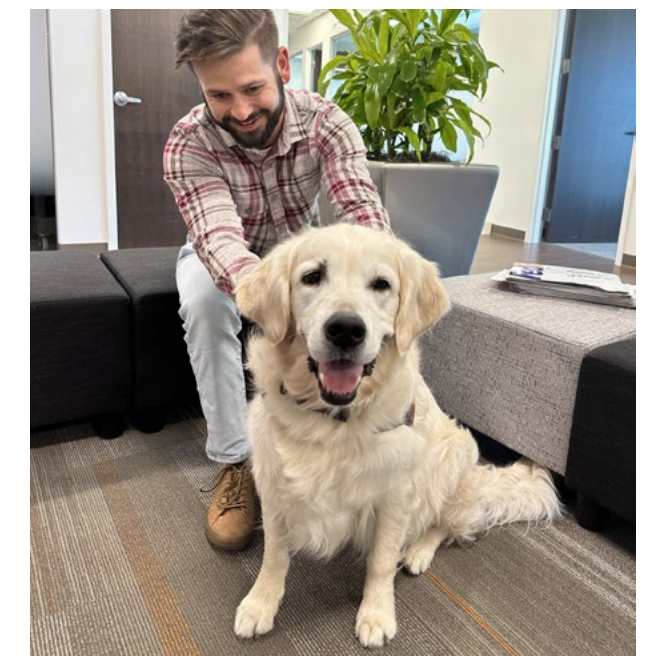
Through the support of Alliance of Therapy Dogs, a national therapy dog organization, wpg organized quarterly visits at the Columbus corporate office. This event provides colleagues with a unique and uplifting experience, allowing them to bond and connect with each other while de-stressing with a quick brain break.

LOCAL PROPERTY SPOTLIGHTS

Once a quarter, 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.

WALKING CHALLENGE

More than 130 colleagues participated in the Active August Walking Challenge, a chance to exercise with colleagues and connect over a team goal. 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 374,000 steps for the month of the challenge.



A professional development session in a large room. A speaker is on a stage on the left, addressing a large audience seated in rows of chairs. The room has a high ceiling with recessed lighting and large windows in the background. The text '03.' is overlaid on the right side of the image.

03.

professional
development

an investment in **knowledge** pays the best interest.

— BENJAMIN FRANKLIN

growth gateway

wpg is proud to invest in its colleagues through Growth Gateway, a company-wide program that allows each person the opportunity to design and complete a highly individualized development plan based on their own unique professional growth goals. Growth Gateway was created in response to feedback from colleagues that demonstrated the desire for professional growth and development opportunities, along with the importance of those opportunities being customized to each person.

The program was launched in three phases: Dream It, Decide It, and Do It, with helpful guides for each phase to allow colleagues to truly reflect on what they want to accomplish and which opportunities will help them get there, as well as discuss those goals and plans with their manager or other mentor figures. The final phase, when colleagues are completing their chosen development opportunities, started in September 2024 and will continue through September 2025. As part of Growth Gateway, wpg invested in LinkedIn Learning, which features more than 20,000 recorded trainings across a wide variety of topics, for all interested colleagues.

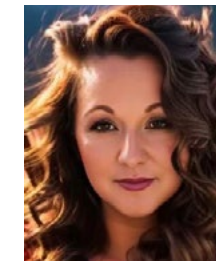
Through the Growth Gateway program, several colleagues earned their Commercial Real Estate licenses, others became notaries, and even more are learning new skills and earning certificates through LinkedIn Learning.

Colleagues have expressed their gratitude for the opportunity to invest in themselves and their future.



There are multiple areas where my personal growth plans and wpg’s needs intersect. **Curiosity and passion** have always been key values in my worldview, and the Growth Gateway program aligns well with these.

— MIKE HANNON
SENIOR DIRECTOR, BUSINESS APPLICATIONS



wpg’s investment in Growth Gateway signifies that **our team believes we have the skills and drive to make a bigger impact.** It is personally motivating and empowering.

— CORINA RAMOS
MANAGER, ACCOUNTS PAYABLE



My decision to participate in Growth Gateway was rooted in my desire for professional development and career advancement. Working towards earning my real estate license has been a rewarding experience. **I am gaining an education that not only helps me with my current position with wpg, but is setting me up for a wide range of potential career options.**

— ROB DASCOLI
LEASING MANAGER



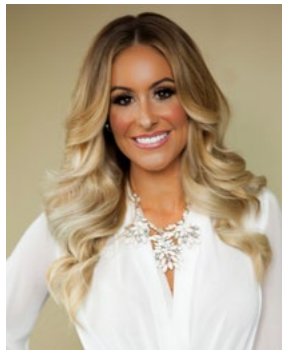
Growth Gateway allows me **the opportunity to broaden a skill that will benefit me now and in the future,** adding value to me as a colleague and as a businessperson in my community.

— TIM WINGER
GENERAL MANAGER, SOUTHGATE MALL

wpg mentorship program

2024 marked the fourth year of the wpg Mentorship Program. Since its inception, the program has sponsored nearly 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.

Each year, the program receives overwhelmingly positive feedback from both mentors and mentees.



The greatest reward of mentoring is **the moment when you see your mentee realize their own strength and potential.** It's not just about imparting knowledge, it's about igniting their passion and giving them the confidence to believe in themselves.

— KIMBERLY FLAHERTY VICE PRESIDENT, CORPORATE COMMUNICATIONS & PR



Knowing that you are helping someone else and seeing your mentee succeed are **the most rewarding parts of being a mentor.**

— ASHLEY PALUZZI SPECIALTY LEASING MANAGER



My mentor has provided me with **valuable professional development insight as well as actionable internal opportunities** to further develop my leadership skills.

— CHAD HALLEY MANAGER, FINANCIAL PLANNING AND ANALYSIS



My mentor has played a crucial role in helping me navigate my career path. **She motivated me to set clear, actionable goals and provided guidance on how to pursue them effectively.** By sharing her own experiences and insights, she helped me identify potential opportunities and challenges. Her support in refining my skills and building a strong professional network has been invaluable in moving me closer to my aspirations.

— BAILEY HARVEY SENIOR PROJECT COORDINATOR

