

ESG REPORT 2023



From the CEO



In 2023, WPT deepened its commitment to environmental stewardship, social responsibility, and governance across all business areas. Through this annual environmental, social, and governance (ESG) report, we are pleased to present a detailed account of the initiatives, milestones, and ongoing efforts supporting that commitment.

Our expansion of firm-wide ESG initiatives underscores the vital role of transparency and accountability. This year, we enhanced the visibility of our sustainability endeavors by engaging with GRESB, ENERGY STAR® Portfolio Manager®, and LEED. We also accelerated our decarbonization efforts, employing innovative technologies and exploring renewable energy solutions to minimize our carbon footprint.

At the heart of our investment strategy is resilience. Throughout the investment lifecycle—from screening new opportunities to managing existing properties—we integrate advanced technologies and processes to assess, monitor, and mitigate both climate and social risks. Our proactive approach to climate risk assessments and strategic planning boosts the resilience and sustainability of our investments, ensuring the safety and well-being of our tenants and communities.

Beyond asset resilience, sustainable practices remain fundamental to our business operations, both as a moral imperative and as a strategy for creating enduring stakeholder value. By weaving ESG considerations into our decision-making and operations, we enhance risk management, increase operational efficiency, and open new avenues for growth and innovation.

Looking ahead, WPT remains dedicated to advancing ESG best practices throughout our business. Through strategic partnerships, continuous innovation, and steadfast transparency, we look forward to leading the way toward a resilient, sustainable, and inclusive future for generations to come.

Matt Cimino
Managing Partner, CEO



100%

of the portfolio
tracks utility
consumption

100%

of new leases
and amendments
include green
lease language

100%

LEED
certifications
on all new
development
projects



We are also proud to have received recognition from the Environment+Energy Leader Awards for our partnership with Redaptive®, an Energy-as-a-Service provider, to capture 100% of our portfolio's gas, water, and electrical consumption data.

Who we Are



25

Stabilized
properties



10

Projects under
development



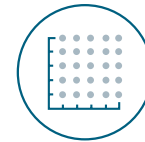
14

U.S.
States



~\$3B

Billion in
AUM



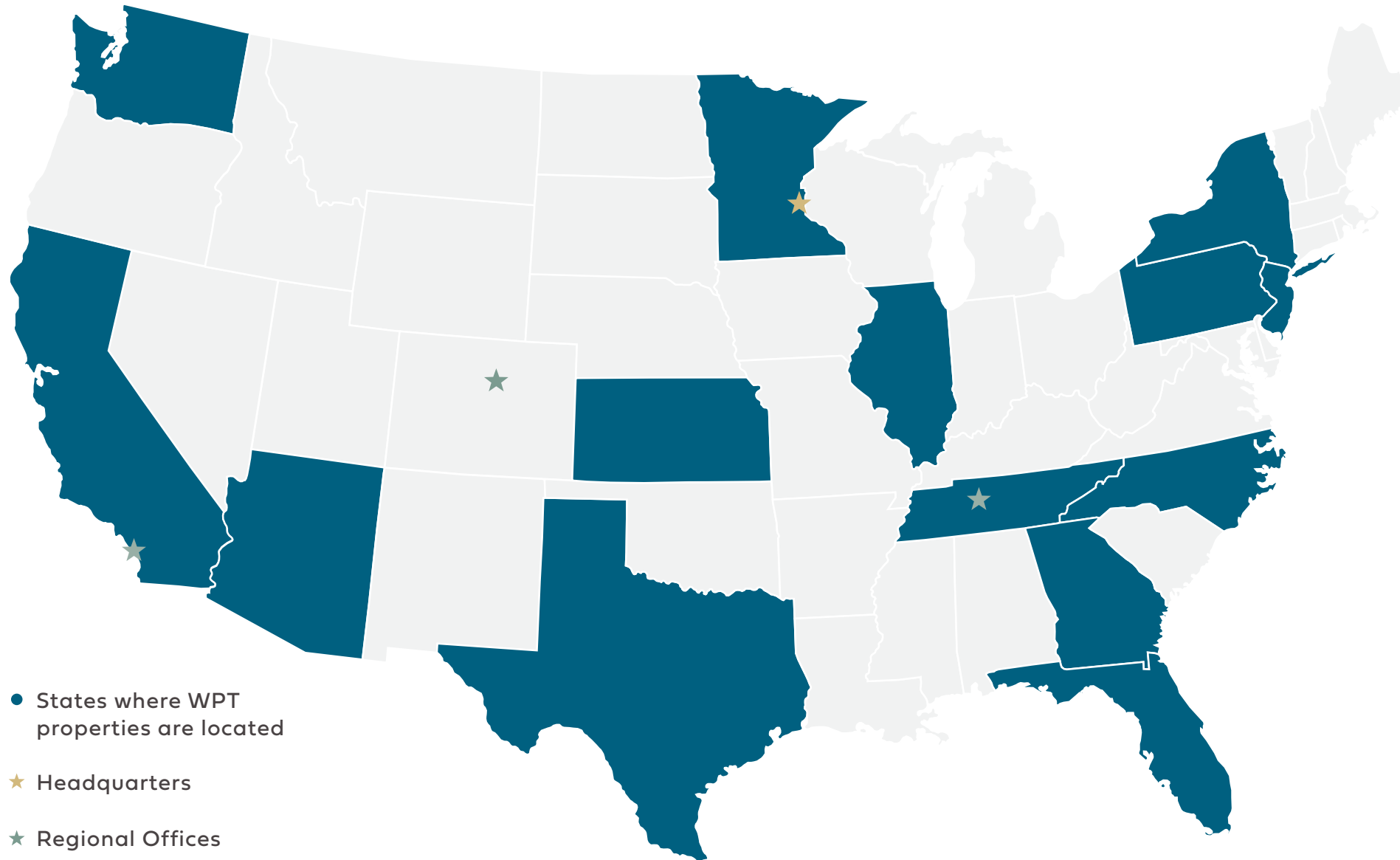
15

Million
square feet



26

Employees



● States where WPT
properties are located

★ Headquarters

★ Regional Offices

WPT is a real estate development and investment management firm focused on the U.S. industrial warehouse and distribution sector. WPT operates a fully integrated management platform with a long history in all facets of industrial real estate, investing across diverse strategies through both public and private investment vehicles.

Headquartered in Minneapolis, Minnesota, with regional offices in California, Colorado, and Tennessee, WPT has a seasoned management team with extensive knowledge of the U.S. industrial sector. We currently manage approximately \$3.0 billion of assets on behalf of our global investment partners.



ESG Commitment

Drawing on decades of experience in building and overseeing complex investment vehicles, WPT grasps the significant effects ESG practices have on both our operations and the environment. This distinctive insight informs our investment strategies and asset management practices. As advocates for sustainability, innovation, and forward-thinking, we are dedicated to generating lasting benefits for investors, partners, employees, tenants, and communities. Our commitment is underpinned by the following guiding principles:



RELATIONSHIPS

To build a legacy of integrity and strong partnerships by integrating ESG into our relationships with tenants, business partners, and suppliers.



RESPONSIBILITY

To be responsible developers and operators through understanding, managing, tracking, and reducing our environmental footprint while delivering value to our tenants, investors, and local communities.



RESULTS

To enhance results through embedding ESG into our day-to-day business operations and reporting and tracking ESG performance.

GOALS & TARGETS

WPT has established ambitious goals and targets across various environmental, social, and governance areas where we wield direct impact or influence. We are committed to advancing these objectives while continuously refining targets to foster a resilient portfolio and an enriching workplace environment.

ENVIRONMENTAL	SOCIAL	GOVERNANCE
Evaluate all new developments for operationally Net-Zero energy feasibility	Expand tenant outreach partnerships	Maintain 100% utility data reporting
Pursue LEED certifications on all new developments	Develop a formal Tenant Advisory Board	Uphold Green Lease Leaders Gold Certification and pursue Platinum level
Obtain BOMA 360 Operational Certifications for all stabilized assets	Refine ESG Tenant Playbooks & tenant surveys	Embed ESG goals and initiatives into employee compensation and year-end performance reviews
Track embodied carbon data for new development projects	Maintain targeted charitable contributions	Require cyber security training for all employees, including table-top cyber-emergency response training
Utilize our robust data management plan to identify decarbonization opportunities across the portfolio	Conduct community outreach and community service projects	Require cyber security training for all employees, including table-top cyber-emergency response training
	Provide holistic wellness initiatives to cultivate a thriving and balanced work environment	Manage climate risk through resiliency measures to safeguard our assets and communities where we work, own, and operate our assets





Integrated Approach to Sustainability

To make progress toward our goals and targets, ESG practices and principles are integrated across our firm, enabling us to coordinate initiatives between the investment and asset management teams and portfolio operations. Top-down commitment from WPT leadership and all corners of the firm helps propel our efforts toward building a sustainable future. **We rely on:**

LEADERSHIP

Our ESG leadership committee spearheads the adoption and engagement of initiatives across the firm, actively investing time and resources into implementing ESG priorities.

ACCOUNTABILITY

We collect and monitor data to measure key performance indicators, enabling benchmarking and accountability. This transparency drives improvements in our decarbonization performance.

DURABILITY

Integrating ESG considerations throughout the project lifecycle enables our team to identify these factors during due diligence and connect them to implementation plans and systematic monitoring. This approach enhances the operations and performance of our assets.

As our ESG ecosystem evolves, we are dedicated to constructing a robust framework that spans our internal teams, offers transparency to stakeholders, enhances our ability to assess and manage material ESG risks and opportunities, and plays a central role in our investment decision-making throughout the project lifecycle.

ESG DEFINED AT WPT



Environment

- Decarbonization
- Energy and Water
- Waste and Pollution
- Biodiversity



Social

- Employee Engagement & Wellness
- Tenant Outreach
- DEI
- Charitable Contributions



Governance

- Leadership
- Reporting
- Transparency
- Policies
- Community Engagement
- Risk Assessments

Environmental

Acknowledging the enduring impact that our business practices have on the natural world, we prioritize sustainability across corporate operations and material sourcing. This entails minimizing our carbon footprint, preserving ecological integrity, reducing water use and waste generation, and selecting environmentally responsible materials and products. Decarbonization also plays a pivotal role in our environmental stewardship approach, enabling us to implement layered strategies that drive significant impact on carbon reductions.

DECARBONIZATION

Implementing layered decarbonization efforts will significantly contribute to achieving long-term environmental goals and enhancing resilience across our portfolio. By prioritizing decarbonization, WPT aims to generate value through reduced utility costs, tenant retention, and increased asset values.

Our decarbonization efforts include:

- Data management, which plays a vital role in our strategy, allowing us to track and benchmark our energy efficiency and associated greenhouse gas (GHG) emissions.
- An energy management strategy that implements building automation and efficient fixtures to further increase energy efficiency.
- Routine mechanical, electrical, and plumbing equipment audits that allow for actionable investment opportunities to further decarbonize our building systems.
- The deployment of renewable energy across our portfolio through rooftop solar projects that will generate renewable power benefiting local communities and onsite tenants.
- Exploring more widespread use of EV charging stations and battery solutions.
- Certifying 100% of new ground-up developments with LEED standards.
- Embodied carbon studies that reveal effective decarbonization strategies and potential cost-benefits associated with carbon reductions.
- PrimX floor technology, which reduces embodied carbon by utilizing 50% less material.

**100%**

of stabilized
portfolio covered
in real-time utility
consumption data,
monitoring, and
reporting

**89%**

of portfolio has
high-efficiency
lighting

**100%**

LED lighting
on new
developments
since 2018

**63%**

of portfolio has
cool or reflective
roofing materials

**53%**

of portfolio utilizes
water efficient
irrigation

**85%**

of construction
waste diverted
on average
from landfills

**49%**

of portfolio
includes
native plant
species

**100%**

LEED
certifications
on all new
development
projects

GREEN BUILDING CERTIFICATIONS

WPT actively seeks green building certifications (GBCs) to validate sustainability features across our sites and communicate our ESG efforts externally, enhancing tenant attraction and retention. Through collaboration with our design and construction teams, we established a program to identify cost efficiencies in pursuing LEED certification across our new development projects. In 2023, WPT achieved LEED certification for three new projects and is currently pursuing certification for four additional projects in 2024. As part of our engagement with third-party experts, we also completed ASHRAE Level 1 audits on all our existing stabilized buildings.



6.4M SF

or 58% of the portfolio
is LEED Certified space

2.4M SF of new LEED
Certified space attained
in 2023



100%

of stabilized buildings
completed ASHRAE
Level 1 audits

USGBC'S LEED VOLUME PROGRAM



In 2023, WPT partnered with sustainability consultants Branch Pattern to create a LEED Volume framework for certifying new development projects under the USGBC's LEED Volume Program. This initiative streamlines and reduces costs for achieving LEED certification for WPT's development projects, offering quicker delivery of best-in-class logistics facilities. In 2024, Clover Creek Logistics Center in Seattle, Washington (seen above), will be WPT's first property to attain LEED certification under this program.



GBC

GREEN
BUSINESS
CERTIFICATION
INC.™



BranchPattern

PROPERTY HIGHLIGHT

ATTAINING LEED SILVER IN MANSFIELD NEW JERSEY



The state-of-the-art, cross-dock facility, strategically located to serve the eastern seaboard in Mansfield, New Jersey, earned LEED Silver certification through comprehensive efficiency measures and sustainable building practices. The distribution center is projected to save nearly 50% in energy costs*, through reduction measures and sustainable building practices such as:

- High-performance lighting and heating systems
- Optimized insulation
- Cool roofing material and light-colored concrete
- Building with recycled content and locally sourced materials
- Extensive landscaping and rain gardens

*Compared to a similar baseline warehouse building per ASHRAE Standard 90.1-2010



768,750 SF | TradePort Logistics Center

WATER, WASTE, MATERIALS + BIODIVERSITY

WPT acknowledges that our environmental impact extends beyond energy usage. We actively monitor and manage water consumption, reduce waste, and prioritize sustainable materials in our operations. Additionally, through strategic site selection, we address brownfields and promote biodiversity, embracing a holistic approach to enhancing environmental performance.

Water consumption

- At all properties, we institute landscaping practices that prioritize water conservation through native plantings and efficient irrigation systems.
- Inside our buildings, we deploy WaterSense or low-flow fixtures to increase efficiency and reduce water consumption.

Waste management and reduction

- A recycling and waste reduction program at our corporate headquarters aims to reduce the amount of waste we send to landfills and is setting the groundwork for waste management strategies we intend to roll out across our sites.

Materials and resource procurement



- The materials and products used at our facilities for cleaning services are informed by Green Seal® Standards. We rely on this best practice guidance to help reduce the use of environmentally harmful products and ingredients, including volatile organic compounds (VOCs).
- We also source recycled and regional building materials in construction projects to minimize carbon emissions associated with creating new materials or sourcing overseas.

Site/Land Management and biodiversity

- We make it a priority to actively develop or redevelop brownfield sites for remediation.
- Our Green Building Operations and Maintenance Performance Guidelines help site managers ensure we are protecting and nurturing the health of the natural environment around our sites.



SUSTAINABLE OPERATIONS

To set the standard for environmental performance at our corporate headquarters, we chose a LEED Gold, ENERGY STAR® certified building. To further embed sustainability into building operations and engage our partners, we distribute our Green Building Operations and Maintenance Performance Guidelines to employees and tenants. This comprehensive resource acts as a framework to minimize our carbon footprint, reduce operating expenses, enhance asset value, and foster safer, healthier environments for building occupants and local communities. Developed in alignment with guidance from the United States Green Building Council (USGBC) and their LEED rating system, our framework addresses a range of environmental and social sustainability topics, including:



GETTING TO ZERO

We formed a collaborative team comprised of architects, engineers, contractors, and consultants to conduct a Net-Zero Building Feasibility Study. The study aims to assess the direct cost comparison between traditional buildings and those designed for operational carbon neutrality. Our goal is to systematically reduce both embodied and operational carbon across all future development projects in a cost-effective manner. Spearheading this initiative demonstrates our dedication to decarbonization and environmental performance while providing valuable insights to our industry on Net-Zero building design.

We are exploring a new development project in Dallas with a net-zero design and plan to pursue an International Living Future Institute Zero Energy Certification and a LEED Zero Energy certification as part of this project.

SEE THE SUSTAINABLE BUILDING ATTRIBUTES INCLUDED IN THIS STUDY ON THE FOLLOWING PAGE.



SUSTAINABLE DESIGN

As we continually explore innovative prop-tech solutions to further decarbonize our portfolio, we are working to integrate the following design features into our properties:



1. Skylights

Reduce electricity usage for daytime interior lighting.



2. Cool Roofs

White roofs reflect sunlight and repel heat, reducing the heat island effect and lowering indoor air temperature.



3. Smart Motors and Electric Heat Pumps

Improves HVAC and mechanical systems efficiency to reduce carbon emissions.



4. Solar Panels

Converts underutilized rooftop space into a renewable energy source.



5. Energy Monitoring

Real-time utility usage data is captured and provides actionable investment opportunities to improve building system efficiency for water, electric, and gas.



6. PrimX Floor Technology

Interior concrete slab technology reduces embodied carbon by using 50% less material, eliminates miles of sawcut joints and caulking, and provides forklift driver health and wellness benefits.



7. Exterior LED Lighting

Reduces light pollution and energy usage.



8. EV Charging Infrastructure

Supports low-emission commuting for both auto and truck fleets.



9. Bicycle Parking Station

Supports low-emission commuting.



10. Carpooling Stalls

Reserved parking to promote low-emission commuting.



11. Building Certifications

WPT pursues LEED certifications on all ground-up development projects.



12. Battery Storage

Adds redundant power and resiliency to the building operations and complements renewable energy production systems to boost energy efficiency.



13. Interior LED Lighting

Improves energy efficiency and reduces cost. Sustainability and cost benefits are boosted with motion sensor technology.



14. Collection of Recyclables

Promotes waste diversion strategies to reduce environmental impact.



15. Clerestory Windows

Natural light reduces electricity consumption and improves indoor environmental quality for employees.



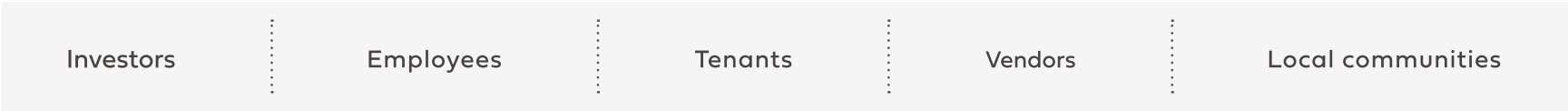
16. Xeriscaping, Native Drought-Tolerant Plants

Decreases the fresh water usage required for landscaping.



Social

Through thoughtful collaboration, engagement, and charitable giving, WPT is doing our part to leave a lasting, positive impact on each of our stakeholder groups:



We rely on integrity, teamwork, accountability, and diversity to deliver real value to our stakeholder groups and seek to project those values in and beyond our industry.

OUR EMPLOYEES

We prioritize our employees’ well-being by championing DEI initiatives, fostering engagement, and offering comprehensive benefits. At our headquarters, we provide resources to support health and wellness, including a fitness center, bike storage facilities with showers, nap pods, and mother rooms. Our LEED-certified offices further enhance employee well-being, which is complemented by our central location with easy access to various forms of mass transit.

PROFESSIONAL DEVELOPMENT

WPT’s leadership hosts working groups and presentations to engage our workforce on industry-relevant topics and support career development.

Recent sessions covered:



Asset Resiliency



Green Leasing



Capital markets



Valuation and financial modeling



Market overviews and presentation training

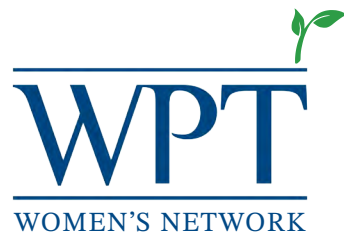


Public speaking



DIVERSITY, EQUITY AND INCLUSION

Our Diversity, Equity, and Inclusion Policy encourages diverse perspectives, creativity, and collaboration amongst both internal and external teams. In 2023, WPT launched a new minority-owned and women-owned vendor policy to increase diversity throughout our supply chain. **WPT holds an annual training for all employees around creating more inclusive and diverse work environments.**



WOMEN'S NETWORK

Launched in 2023 as an internal resource group for women, the WPT Women's Network aims to provide a welcoming environment for all employees who identify as women while providing support and development opportunities. Participants gather monthly to discuss wide-ranging topics such as workplace advancement, leadership skills, public speaking, and goal setting. The group also attends external events aimed at women's empowerment and coordinates volunteering initiatives.

TENANT OUTREACH

WPT engages with our tenants to build strong relationships, further improve building performance, and integrate ESG practices beyond our direct operational control. We use two-way communication and engagement tools to reach tenants. Pulled from our broader ESG playbook, some of the key materials we use to engage tenants include:



Tenant best practice guide

Our Green Building Operations and Maintenance Performance Guidelines form the core of our tenant best practice guidance, supplemented by the Green Seal® Standard for Commercial and Institutional Cleaning Services. Together, these resources empower our tenants to adopt and implement sustainable practices at their sites.



Data management program

By capturing detailed real-time data on tenant operations, our local property managers and internal asset management team can pinpoint opportunities to support tenants through proposed improvement projects. These initiatives not only enhance sustainability but also lead to cost savings and foster stronger relationships.



Tenant welcome letter

When initiating collaboration with a new tenant, we provide an overview of our management approach, including pertinent details about our ESG strategy. This facilitates meaningful collaboration and dialogue from the outset.



Tenant surveys

Every 12 months, we distribute tenant surveys to gather valuable feedback and commentary on our sustainability initiatives. This feedback enables us to streamline our practices, address any shortcomings in our approach to tenant engagement, and continuously improve our sustainability efforts.



“Over the past year, WPT has promoted sustainability initiatives at our site, using innovative technology, ESG playbooks, and best practices to guide, track, and improve our energy and operational performance. Most significantly, leak detection capability on our monitoring equipment was instrumental in detecting a leak in an underground pipe—a problem that could have gone unnoticed for much longer.”

- Brian Hommert, FedEx Supply Chain

FedEx
Supply Chain

COMMUNITY HIGHLIGHT

ORGANIZATIONS SUPPORTED:

In 2023, WPT engaged with employees through community service by participating in volunteer events with:



Feed My Starving Children

WPT employees packed over 1,400 meals for Feed My Starving Children's partners in Haiti.



M Health Fairview Masonic Children's Hospital

WPT helped assemble and deliver care packages to the hospital's NICU.



St. Louis Park Emergency Program's STEP Drive

WPT's Women's Network organized support of the St. Louis Park Emergency Program's STEP Drive, which provides direct assistance to residents of Minneapolis, supporting those most vulnerable to financial hardship.

GIVING BY THE NUMBERS:

100+

Volunteer
Hours

100%

employee
participation in
charitable events

ORGANIZATIONS SUPPORTED:



Governance

At WPT, we pride ourselves on upholding transparency and integrity through ethical business practices and strong governance policies. Through our efforts, we look to promote a business framework that secures long-term value and durability across our portfolio and operations. Our approach includes:

- Outreach and collaboration with stakeholders
- Strong policies
- Reporting and transparency of our business practices
- Internal and external risk assessments

STAKEHOLDER OUTREACH

WPT aims to proactively address the increasing awareness and focus on sustainability reporting. By conducting industry outreach, implementing green leasing practices, and enhancing our reporting efforts, WPT strives to extend its impact beyond operational boundaries and contribute to a low-carbon future while creating long-term value.

Facilitating Industry Collaboration

WPT spearheaded the formation of a working group with industry peers, focused on similar logistics portfolios. Together, we share insights and host strategy sessions aimed at advancing ESG initiatives throughout our sector.

Sharing Insights with the Urban Land Institute

As a ULI Greenprint member firm, WPT actively engaged in multiple Urban Land Institute Greenprint panel discussions, where we shared our insights and industry expertise on elevating sustainability in industrial asset management.



GREEN LEASING

With standard green lease language, both our tenants and our portfolio see improved financial and environmental performance. WPT's standard lease agreements include specific language to encourage reporting and collaboration on sustainability strategies such as:

Green lease language

100% of new leases and amendments include green lease language

Shadow meters

100% of assets utilize shadow meters to provide WPT with tenant utility data

Points of contact

100% of tenants are required to provide points of contact to facilitate discussions with WPT related to sustainability and energy

Estimations

100% of tenants must collaborate with WPT to provide estimated energy consumption needs, attain power purchase agreements, if needed, and permit legislation of renewable energy hookups



In 2023, WPT achieved Green Lease Leaders Gold recognition for our efforts to incorporate sustainability requirements into our lease agreements. Gold recognition is awarded to organizations that show policies and best practices are in place and supported by compliance and documentation of qualified green lease language.



REPORTING & TRANSPARENCY

WPT sees reporting and transparency as an opportunity and competitive differentiator, rather than a burden. As we embark on a comprehensive data management plan, we are looking to identify opportunities for improved sustainability performance and frameworks to provide detailed reporting to our stakeholders. Regular inspections and climate risk considerations inform our insurance coverage, capex investment decisions, and approach to our lease contract language.



100% of our stabilized assets are tracked by ENERGY STAR® Portfolio Manager® with utility data supplemented by our partnership with Redaptive

Industry Participation: WPT is a member of numerous industry organizations, which we participate in to gain insights on best practices, share case studies or benchmark strategies, and keep pace with our competition's actions. WPT is proud to engage with:



POLICIES AND ETHICS

WPT upholds rigorous standards of business ethics throughout our business, bolstered by regular stakeholder engagement. Our policies are designed to promote ethical business practices and ensure accountability. Key policies include:

- Anti-Money Laundering Policy
- Clawback Policy
- Code of Business Conduct and Ethics Policy
- Code of Vendor Conduct Policy
- Disclosure and Confidential Information Policy
- Diversity Policy
- ESG Policy
- Information-Security Policy
- Political Activity Policy
- Social Media Policy
- Whistleblower Policy

VENDOR CODE OF CONDUCT

WPT engages our vendors, suppliers, contractors, and service providers to work collaboratively to do our part in promoting ethical and sustainable standards. Our Vendor Code of Conduct establishes the standards we expect our vendors to uphold, in addition to all applicable laws and regulations. Topics covered in the Vendor Code of Conduct include:



Business Practices:

Outlining ethical standards for business practices such as compliance with all applicable laws and regulations, avoiding conflicts of interest, refusing bribes and gifts, providing grievance mechanisms, and maintaining data integrity.



Human Rights:

Promoting human rights and treating people with respect, prohibiting child labor, slavery, and human trafficking in all forms.



Employment Practices:

Engaging only in non-discriminatory hiring and workplace environments that protect the health and well-being of staff and employees.



Environmental Practices:

Preserving the environment through compliance with environmental laws and regulations, promoting green initiatives, and sourcing sustainable materials, suppliers, services, and products whenever possible.

Resiliency & Durability

To bolster our portfolio's resilience and longevity, WPT prioritizes swift response and recovery from climate-related weather events. Our long-term investment strategy informs building design, integrating sustainability features and safeguards for occupants, including redundant energy considerations. We leverage third-party data and Willis Tower Watson's Risk IQ tool, aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework, to assess climate risk factors. This includes acute risks like floods and cyclones, as well as chronic risks such as temperature fluctuations and precipitation changes.

WPT incorporates strategies in our Net-Zero design approach to mitigate climate risk factors like heat and precipitation. These measures not only enhance portfolio performance but also ensure sufficient insurance coverage in disaster-prone markets. Prior to entering a new market, WPT conducts a climate risk assessment to evaluate risks and opportunities in the area. Learn more about design features that support resilience and durability on page 10.



“The results and data from RISK IQ are embedded into our reporting framework, evaluated during our acquisition due diligence, folded into our disposition considerations, and central to our portfolio construction and management.”

Scott Haugen, Partner, Asset Management



Looking Ahead

WPT has a strong foundation that prioritizes ESG, and we are committed to reinforcing and expanding on this foundation every year. **The following initiatives will help us expand ESG objectives in 2024:**



Environment

- Completing a comprehensive GHG inventory
- Exploring opportunities for joint energy-efficiency projects
- Tracking efficiency upgrades and paybacks
- Broad renewable energy deployment
- Net-Zero building deliveries



Social

- Growing our DEI initiatives
- Driving more stakeholder engagement through membership and participation in industry associations
- Making a greater impact on communities where we operate through volunteering and engagement



Governance

- Managing a robust certification, reporting, and compliance infrastructure
- Reviewing GRESB results which provide a more comprehensive benchmark of our ESG performance
- Expanding compliance procedures for operational guidelines
- Conducting formal climate risk assessments



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