

An aerial photograph of a city street, showing various buildings, parking lots, and greenery. The image is used as a background for the report cover.

# 2023

—  
Corporate  
Responsibility  
Report

**Getty Realty**

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# Message to Our Stakeholders

I am pleased to present Getty's second annual Corporate Responsibility Report, which details our ongoing commitment to effective environmental, social and governance (ESG) practices, as well as our progress with respect to ESG priorities over the past year.



A key theme of this year's report is "engagement". While we know our mission is to grow our national portfolio of convenience and automotive retail net lease properties, and deliver returns to our shareholders, we are mindful that success is not possible without the efforts of our dedicated team at Getty, the success of our tenants' businesses, and the input we receive from our numerous stakeholders.

We strive to be a collaborative, thoughtful, and efficient organization that values employees who do the right thing and think strategically. In a year that posed numerous challenges for our company and the economy in general, we proactively engaged with our team to ensure that our employees recognized how much we value their efforts to improve the organization and deliver results. One of the most noticeable results from these efforts was the creation of our "Culture Committee" which is a cross-departmental effort that creates opportunities for our team to engage professionally and personally and further enhance the employee experience at Getty. I am also especially pleased that we were able to support our employees who have decided to further their education using Getty's Tuition Reimbursement Program. Getty is at its best when we provide a positive work environment, which supports the development of our people.

A key priority for us in 2022 was engaging with the communities where we live and work through our Getty Gives Program. Our efforts through Getty Gives were a success. During the year, our employees nominated several charitable organizations for corporate donations, and we selected the NACS Foundation, which supports numerous worthy causes that impact the convenience store industry, and SCO Family of Services, which focuses on a variety of family support programs in the New York area, as our two donation winners. We also held our first annual employee volunteer day where Getty team members worked alongside a local food bank to transform excess foods into meals for distribution to underserved New York communities. We are fortunate that we are in a position to give back through donations and volunteering, and I look forward to seeing Getty Gives grow over time.

Following our inaugural corporate responsibility report, we undertook two ESG dedicated projects. First, we conducted a tenant outreach survey to gain a more complete understanding of our tenant's sustainability measures and initiatives already implemented at our properties, or that may be implemented at our properties, as well as information regarding our tenants' current ESG policies and practices. Second, we completed a Materiality Assessment to help us identify the ESG topics most relevant to our internal and external stakeholders. The engagement with our tenants and other stakeholders was an important step for Getty's ESG efforts. As a result of these initiatives, we have a better understanding of improvements made at our properties and where our ESG priorities are aligned with stakeholders.

More importantly, we will use these initiatives as the foundation for an enhanced level of engagement with our tenants and stakeholders as we further our commitment to ESG advancements. Our tenants can expect increasing support from Getty for environmentally friendly improvements, including the use of our Getty Green Loans program. We also intend to demonstrate our alignment with stakeholders on key ESG priorities, including both programs already in place, as well as areas identified for improvement.

I would like to personally thank our team, our Board of Directors and our external stakeholders who contributed to our ESG efforts in 2022. We believe this report shows forward progress in Getty's ESG journey and look forward to reporting future developments as we continue down our path as a responsible corporate citizen.

Best Regards,

A handwritten signature in blue ink, appearing to read "Chris Constant". The signature is fluid and cursive, written over a light blue horizontal line.

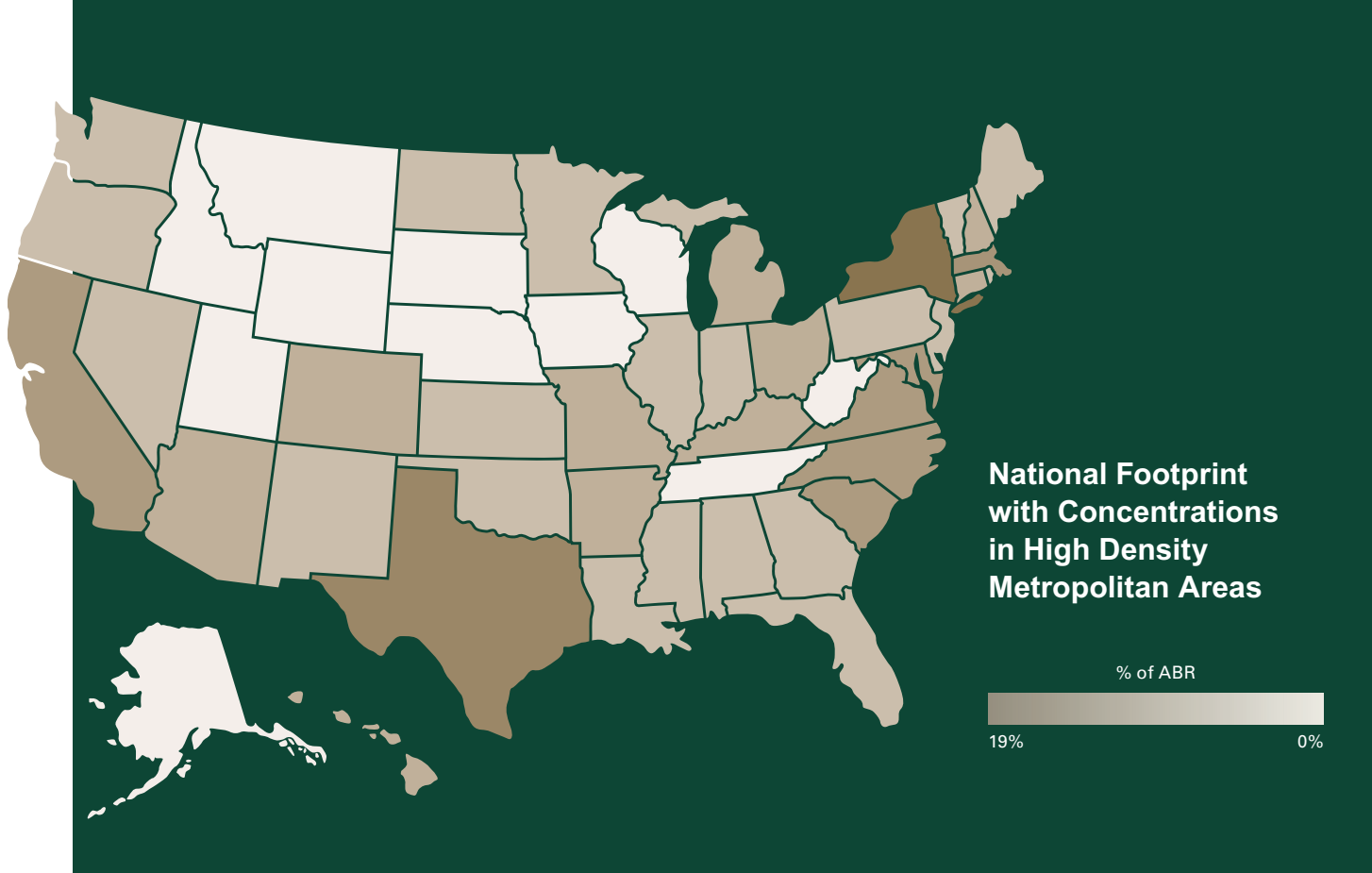
**Christopher J. Constant**  
President and Chief Executive Officer



# About Getty Realty Corp.

## Introduction

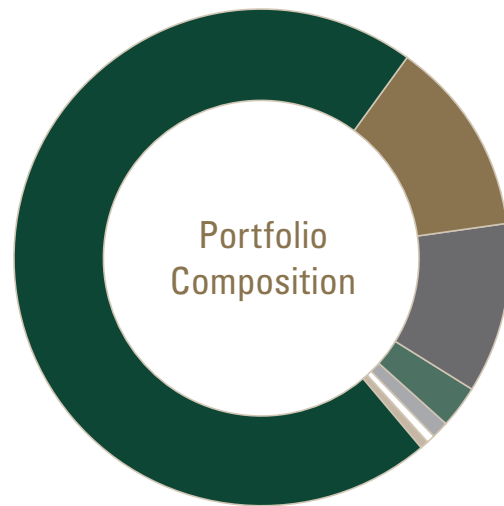
Getty Realty Corp. is a publicly traded, net lease REIT specializing in the acquisition, financing and development of convenience, automotive and other single tenant retail real estate.



Our portfolio is comprised of convenience stores, car washes, automotive service centers, automotive parts retailers, and certain other freestanding retail properties, including drive-thru quick service restaurants leased to tenants who operate under a variety of national and regional brands. Our corporate headquarters are located in New York City where our team of 32 dedicated professionals reflect the broad capabilities of our business and our commitment to effectively serve our stakeholders.

Over the last decade, we have invested more than \$1.1 billion to acquire or redevelop more than 500 properties and, in doing so, transitioned our company from an owner of gasoline and service stations in the Northeast and Mid-Atlantic, to a dedicated net lease REIT that owns a diverse portfolio of convenience and automotive retail real estate across the country.

We believe that consumers, particularly mobile consumers, will increasingly prioritize convenience, speed, and service, and that these trends will continue to support our investments in freestanding retail properties tied to convenience and automobility. Our objective is to generate sustained earnings growth, which in turn drives sustained growth in cash dividends to common stockholders, and to do so over the long term without negatively altering our risk profile.



- 72% Convenience & Gas
- 13% Car Wash
- 11% Legacy Gas & Repair
- 3% Auto Service
- 1% Drive Thrus
- <1% Auto Parts
- <1% Other Retail

## Portfolio Snapshot

(as of FY2022 end)

**1,039**

Properties in 38 States plus  
Washington D.C.

**8.8**

Years Weighted Average  
Lease Term

**2.7x**

Tenant Rent Coverage

**99.7%**

Occupied

**71%**

Corner Locations

**65%**

Top 50 MSAs

## Financial Snapshot

(as of FY2022 end)

**\$2.3B**

Enterprise Value

**\$154M**

ABR

**1.6%**

Annual Rent Escalations

**5.1x**

Net Debt/EBITA

**3.9x**

Fixed Charge Coverage

**5.0%**

Dividend Yield

“Our targeted investment strategy and strong balance sheet position us well to meet our long term growth and value creation objectives”

– Christopher J. Constant – President & CEO



# Corporate Responsibility

We recognize the importance of environmental, social and governance (ESG) issues and are increasingly incorporating ESG considerations into our business practices and decision-making processes. We believe the growth and sustainability of our business depends on a broad array of factors, including a continuing focus on investments in our people, ethics and integrity, strong corporate governance, and support of our environmental programs.

We reached an important milestone in 2022 with the release of our inaugural Corporate Responsibility Report, which gave us an opportunity to discuss more fully our approach to corporate responsibility and the emphasis we place on our people, our planet, and our business practices. This second annual Corporate Responsibility Report provides an update of our ESG efforts and represents a continuation of our ESG journey.



## 2022 ESG Highlights

Our ESG efforts over the past year focused on furthering engagement with our dedicated team at Getty, our tenants, and other stakeholders and are highlighted by the following recent ESG initiatives:



### Conducted a Materiality Assessment

to identify ESG topics most relevant to our internal and external stakeholders, in order to evaluate alignment with our ESG strategies and identify potential ESG opportunities



### Conducted a formal Tenant Outreach Survey

seeking our tenants' feedback regarding sustainability measures and initiatives already implemented or that may be implemented at our properties, in order to identify potential ESG opportunities





### Completed the inaugural year of Getty Gives

which was launched in 2022 to provide our team with company sponsorship to support causes dear to us and the communities in which we live and work, including a company-wide Volunteer Day and implementation of a Pro Bono Legal program



### Codified Getty's "Rules of the Road"

setting a road map to support the continued development of our employees and growth of our company by focusing on our strategy, values, promises, and commitments to the company, each other, and our stakeholders



### Increased gender and ethnic diversity on our Board of Directors

as 33% of our Board members identify as female and 17% identify as racially or ethnically diverse



### Created an internal Culture Committee

to further enhance our company culture and foster employee engagement through sponsoring regularly scheduled group events

## Future Initiatives

As we set our sights on the future, Getty will continue to develop meaningful programs that reduce environmental impact, improve the quality of life in our communities, and enhance engagement and collaboration with our stakeholders. Our focused future initiatives will include:

- Enhance engagement and collaboration with our tenant partners to address energy efficiency and carbon reduction opportunities at properties leased from Getty, including the use of our Getty Green Loans program
- Complete a comprehensive review of our current ESG policies, programs, and processes to identify operational and reporting gaps, and where appropriate, set directional priorities that align with our business strategy and stakeholder expectations identified in the Materiality Assessment

# Materiality Assessment

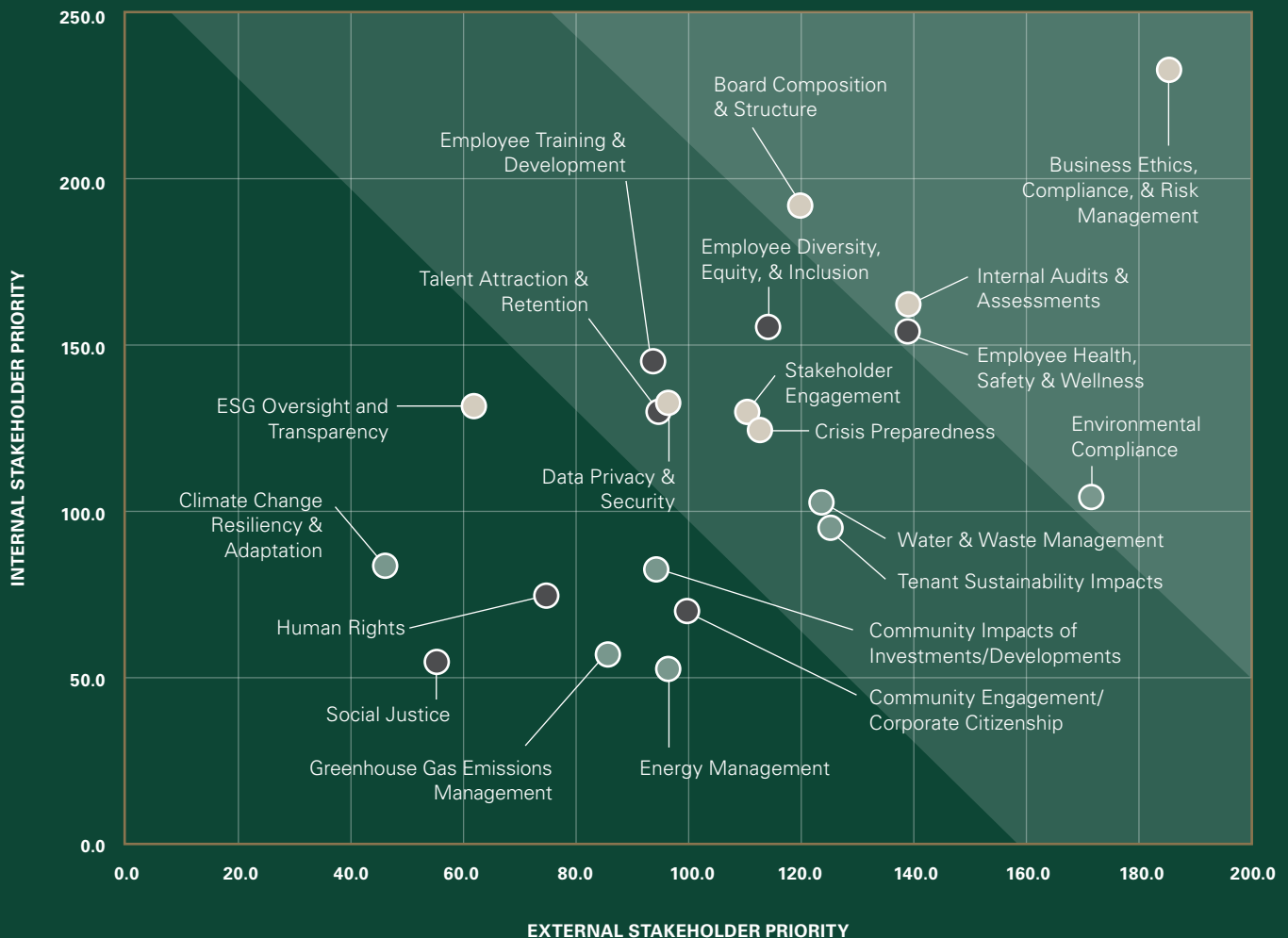
In our inaugural Corporate Responsibility Report, we committed to conducting a Materiality Assessment to help us identify ESG topics that were most material to our stakeholders and business in order to better understand future ESG opportunities and potential areas for improvement and further engagement. In 2022, we partnered with Antea®Group, an Environmental, Health, Safety, and Sustainability (EHS&S) consulting firm, to develop and conduct the Materiality Assessment.

The Materiality Assessment included 21 ESG topics that were deemed most relevant to our business based on sector, market, and peer analysis, and was distributed as a survey to select internal and external stakeholders. Recipients were asked to rank the importance of these ESG topics as they consider their relationship with Getty

and the success of our business. Free-form comment fields in the survey, and follow-up interviews with select representative stakeholders, allowed us to gain additional insights and perspectives on their rankings.

The Materiality Assessment was distributed to a total of 100 stakeholders, including employees, Board members, tenants, investors, lenders, research analysts, and rating agencies. Overall, we received responses from 37% of the recipients, including 53% of our employees and Board members, and 26% of our external stakeholders.




Relevant assessment questions were aggregated and weighted according to the relative importance of each category (environmental, social, and governance) to determine ESG topic priority.



Scale shown represents a high to low priority ranking and uses a designated scoring system for each ESG topic for each stakeholder type

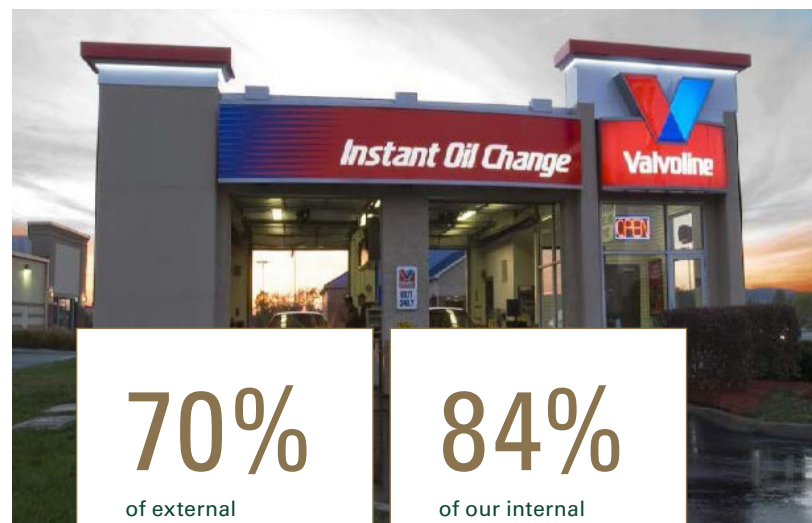
● Environment ● Social ● Governance

Based on the comprehensive data analysis of our stakeholder’s responses and our internal evaluation of the results, we identified the following ESG topics to be the most integral to our business model and operations:

	<h3>Environmental</h3> <p>Environmental Compliance, and Tenant Sustainability Impacts</p>
	<h3>Social</h3> <p>Employee Health and Wellness, Employee Diversity Equity and Inclusion, Employee Training and Development, and Talent Attraction and Retention</p>
	<h3>Governance</h3> <p>Business Ethics Compliance and Risk Management, Board Composition and Structure, and Internal Audits and Assessments</p>

The overall assessment results suggest our stakeholders are strongly supportive of our continued ESG strategy and transparency, with an emphasis on ensuring that our efforts are supported by tangible actions, where appropriate.

An evaluation of these results as compared to our current operations and ESG strategy indicate we are generally in alignment with the ESG topics our stakeholders identified as a priority. Feedback received from our tenant stakeholders was for enhanced communication to identify opportunities to assist with their sustainability and energy efficiency initiatives at their leased properties. We will continue our engagement efforts to ensure our stakeholders input is heard to align our ESG strategy with our business goals and stakeholder expectations as we pursue a deeper understanding of our impact on the communities and the environment in which we operate.



**70%**  
of external stakeholders said that a company’s ESG strategy does affect business relationships

**84%**  
of our internal stakeholders want to work for a company that has strong ESG values



# Our People

Social Responsibility And Human  
Capital Development



## Introduction & Commitments

Getty believes that our people are the foundation of our success, and we are committed to providing a safe and healthy workplace that supports professional and social engagement.

We are committed to fostering a diverse and inclusive work environment that values our team members, our external partners, and our communities. We are committed to sponsoring professional development opportunities through in-person trainings, online learning resources, and external classes and seminars as requested by our team members.

Our Business Conduct Guidelines and Employee Handbook govern our professional conduct and ethics with respect to our people, our partners, our health and safety, and our information technology security.

# Employee Health & Wellness

Getty remains dedicated to the prioritization of empathy and flexibility to support the safety, health, and security of each member of our team and has worked to ensure that all our employees are able to meet their personal and family needs, as well as their professional goals.

During 2022, our business operations were not significantly disrupted by the COVID-19 pandemic, as patterns of work and social conduct continued to

normalize. However, we maintained certain COVID-19 protocols to help protect our team, including policies relating to self-monitoring of symptoms, testing, and work from home when appropriate. In addition, our headquarters adheres to health and safety best practices, and we also have adopted a permanent hybrid work policy allowing all employees the flexibility to work from home up to two days per week.

## Health & Wellness Highlights



Expansive paid time-off benefits



Flexible, hybrid work schedules



Medical, dental and vision insurance with substantially all premiums paid by Getty



Life, AD&D, and disability insurance with all premiums paid by Getty



Paid parental leave



Adoption assistance reimbursement



Company-funded healthcare reimbursement accounts



Pre-tax employee-funded flexible spending accounts



Purposefully designed physical work environment with sit-stand desks, ergonomic chairs, healthy snack options, collaborative workspaces, and privacy booths



## Employee Benefits & Compensation

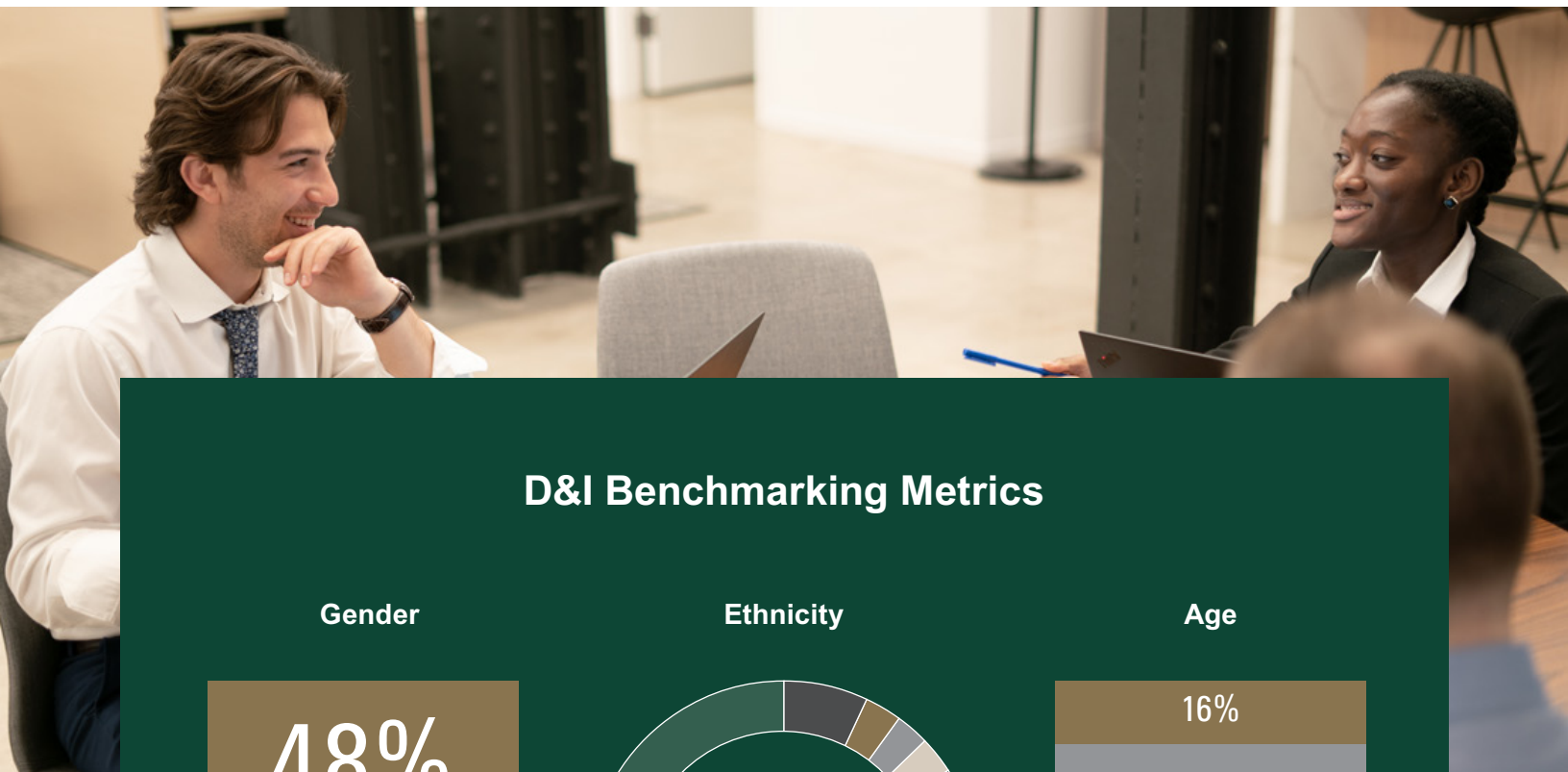
In addition to programs to support their health and wellness, Getty provides all team members with a comprehensive compensation and benefits package, including competitive base salaries, cash and equity incentive awards, multiple retirement savings programs, and commuter benefits programs.

- ✓ Cash incentive awards
- ✓ Equity incentive awards
- ✓ Profit sharing program
- ✓ 401(k) plan with partial company match
- ✓ Getty-funded commuter reimbursement account
- ✓ Pre-tax employee-funded commuter benefits program
- ✓ Holiday Share Program – annual holiday gift of Getty common stock to each employee
- ✓ Anniversary Share Program – gift of Getty common stock for each 5-year employee anniversary
- ✓ Tuition and professional certification reimbursement
- ✓ Comprehensive health and wellness benefits as highlighted above

# Diversity & Inclusion

Getty aims to foster a diverse and inclusive work environment. We expect our workplace to be free from discrimination and harassment on the basis of color, race, sex, national origin, ethnicity, religion, disability, sexual orientation, gender identification or expression, and any other legally protected status.

Our Business Conduct Guidelines and Employee Handbook govern our professional conduct and ethics and we conduct annual training to prevent harassment and discrimination and monitor employee conduct year-round.



## D&I Benchmarking Metrics

### Gender

**48%**

women

**52%**

men

### Ethnicity

**16%**

of our overall workforce are racially or ethnically diverse

### Age

16%

39%

45%

- 7% Hispanic or Latino
- 3% Black or African American
- 3% Asian
- 3% Two or more races
- 84% White

- <30 Years
- 30-50 Years
- >50 Years



# Getty Gives

Getty appreciates the important role that our team and the company play in the communities in which we live and operate. We support individual volunteerism and provide team members with work schedule flexibility to support causes and organizations that are meaningful to them.

In 2022, we launched our Getty Gives campaign to provide our team with a formal program to support causes dear to them and engage with the communities in which we live and work. Getty Gives includes corporate donations to charitable organizations selected by our employees, company matching for employee charitable donations, and additional paid time off for employee volunteer opportunities.



## Corporate Giving

Each year, we will select at least two eligible causes proposed by team members and make corporate donations to each. In 2022, our program led to corporate donations to two charitable organizations selected by our employees that represent our commitment to the local communities where we own properties and the industries in which we operate. The NACS Foundation and SCO Family of Services each received corporate donations from us in 2022.



**NACS Foundation** - NACS is the leading global trade association dedicated to advancing convenience stores and fuel retailing. The NACS Foundation developed five signature industry-wide programs through collaboration with its members, partners, and funders. Their programs focus on the areas that are most important to NACS members and the communities that they serve: supporting healthy children and families fighting childhood diseases, supporting first responders and funding disaster relief, investing in education and career opportunities for future leaders, fighting hunger and food insecurity, and doing their part to keep our towns and communities beautiful.



**SCO Family of Services** - SCO Family of Services is a New York based organization that delivers vital human services to children, families, adults, and the community to provide them with the necessary tools to achieve success. SCO Family of Services helps New Yorkers build a solid foundation for the future, get young children off to a good start, launch youth into adulthood, stabilize and strengthen families, and unlock potential for children and adults with special needs.



### Employee Matching

Each year, we will match employee donations to eligible charitable organizations in amounts up to \$1,000 per employee. In 2022, we matched more than \$4,100 in contributions made by our team members to 12 different charitable organizations serving a wide range of causes.

### Volunteer Days

Each year, we will select one or more eligible causes proposed by team members and sponsor volunteer days to engage with and support our location communities. Our team members recently participated in our first annual company-wide event with Rethink Food where we worked alongside the Rethink Food team to transform surplus food into meals for distribution to underserved communities.



**Rethink Food** - Rethink Food is a local New York nonprofit organization that connects community-based organizations with local restaurants to provide meals for food-insecure communities. Rethink exists to bridge the gap between excess food and the communities who need it by partnering with local restaurants to deliver 50,000+ nutritious, culturally celebrated meals per week across New York City, San Francisco, Chicago, Nashville, Washington D.C, and Miami - at no cost to communities.

### Getty Pro Bono Legal Services

In 2022, we also launched our inaugural pro bono legal services program to advance the public interest by serving organizations in need and to provide opportunities for personal philanthropic fulfillment to in-house members of our legal team. Our legal department currently provides pro bono services to Rebuilding Together NYC, a nonprofit organization dedicated to empowering low-income residents through the preservation of affordable housing and the development of life-sustaining careers in construction trades. We consider in-house pro bono activity to be an important part of our commitment to philanthropic initiatives and are committed to continuing efforts to help our communities through pro bono legal engagement.

**“It was very rewarding to work alongside my colleagues to support Rethink Food in their very admirable cause”**

**– Juliet Voses, Assistant General Counsel**

## Culture Committee

Getty created an internal Culture Committee in 2022 to enhance our culture and foster employee engagement through sponsoring company events and outings.

The Committee includes a cross departmental group of team members who meet regularly to identify and schedule opportunities for our team to gather, including lunch and learn sessions, in-office team-building challenges, holiday celebrations, museum visits, indoor and outdoor tourist attractions, a book club, and other activities. We believe our social engagement efforts provide an enjoyable and rewarding environment for our team to engage professionally and personally and further enhance the employee experience at Getty.



“Getty’s Culture Committee provides me the opportunity to grow closer to my teammates and form even more meaningful relationships”

– Christopher McCurdy,  
Staff Accountant

“It’s always enjoyable to be able to spend time outside of the office getting to know people better on a personal level. It translates into having a more cohesive team inside of the office”

– Bonnie Hart, Manager of Lease Administration





## Professional Development

Getty encourages the professional development of our employees through in-person trainings and online learning resources which we believe advances their work-related skills. We regularly support and pay for external education programs requested by our employees and have a tuition reimbursement program.

“To allow your business to grow, it’s important to show dedication and invest in those who help run it, no matter the role. As such, I appreciate Getty providing me with the amazing opportunity to get tuition reimbursement for law school”

– Madeline D Matias, Paralegal

## Getty’s Rules of the Road

In 2022, we developed a formalized version of our strategy, our values, and the promises and commitments we make to the company, each other, and our stakeholders. Dubbed Getty’s “Rules of the Road”, our efforts focused on four primary tenets that we believe will help us fulfill our purpose and achieve our goals, including our commitments to social responsibility and human capital development.

### **Strategy**

To be experts in originating, underwriting, and executing real estate transactions in our target sectors by leveraging our knowledge, relationships, and track record

### **Values**

To embrace integrity, excellence, strategic thinking, and a one-team mentality to drive our conduct and decision making

### **Promises**

To define what each team member should expect from Getty including a transparent and inclusive work environment, a platform to make a difference and develop professionally, and a thoughtful organization that supports work/life balance

### **Commitments**

To define what Getty expects from each team member including dedication to their role, a positive and supportive mentality, effective communication and collaboration, and the ability to adapt and drive change



# Our Planet

Environmental Stewardship



## Introduction & Commitments

As an organization, Getty is committed to the protection of our assets, communities, and the environment. Our team includes full-time environmental experts who perform due diligence to support our investment activity and actively manage a program to oversee legacy environmental remediation for which we are responsible. In addition, our leases require tenants to comply with environmental laws and regulations, and, for operations with environmental susceptibility, to have insurance to protect against environmental impacts that arise during their occupancy.

We are also committed to sustainability at our corporate headquarters where we utilize energy efficient computer equipment, filtered water machines, and timed or sensor-controlled HVAC and lighting systems, among other sustainability practices.



“Our goal is to develop strategies to proactively eliminate legacy environmental liabilities efficiently and economically in compliance with all applicable state and federal laws and regulations”

– Brad Fisher, AVP and Director Of Environmental

## Environmental Compliance and Liability Management

Both Getty and our stakeholders consider environmental compliance within our liability management program as being critical to our success as evident by the results of our Materiality Assessment.

Getty’s properties are leased to tenants under triple-net leases which make our tenants contractually responsible for compliance with environmental laws and regulations, and for remediation of all environmental contamination that arises from their occupancy, and, in most cases, which may be discovered during the term of their lease even if it pre-dated the term of their lease.

We take appropriate measures, including enforcement when necessary, to assure that our tenants comply

with these contractual provisions for the benefit of the environment. Our leases also require tenants who conduct environmentally susceptible operations to have comprehensive environmental insurance, and we maintain additional pollution coverage throughout our portfolio for properties with higher environmental risk exposure.

In select leases, we have agreed to reimburse tenants for capital expenditures related to the upgrade of underground storage tank systems to ensure the systems provide state-of-the-art protection against future spills that could impact the environment. Over the last decade, we have reimbursed tenants more than \$8.9 million for the removal of underground storage tank systems at more than 110 properties, thereby reducing potential environmental risks associated with their operations.

Under certain circumstances and generally for properties we have owned prior to 2012, we retain responsibility for known historical environmental liabilities at select legacy properties.

We have continually deployed a dedicated environmental team to oversee and strategically manage legacy liabilities for which we are responsible and to track liabilities for which our tenants are responsible. We have long-standing partnerships with select environmental consulting firms, including Antea® Group, to ensure continuity in the management of our environmental program, and who share in our environmental stewardship practices and goals. Our consultants have a proven history of performing work in a safe and environmentally friendly manner. We have developed a sophisticated program that

ensures we put the health and safety of our workers and the protection of human health and the environment first.

We have had measurable success in ensuring regulatory compliance and decreasing our known environmental liabilities year over year. Over the last decade, we have decreased our known environmental reserve by 80% and, over that time, we have received more than 430 No Further Action (NFA) spill closures from state regulatory agencies. Through closure of these spill cases, we have demonstrated that our legacy operations at these properties with closed spill cases have been remediated to the satisfaction of the regulatory agency and that any residual impacts no longer represent a material threat to human health or the environment.

## Environmental Due Diligence

Getty is committed to investing responsibly and managing environmental risks throughout our portfolio. Our acquisition due diligence process includes thorough environmental review and analysis, including environmental site assessments to understand the environmental condition of the property. The review and analysis determine whether there is indication of any release of hazardous substances, chemical or waste storage, or other environmental concerns or risks, and to determine whether the property and the operations meet environmental standards. We will not acquire a property unless we are satisfied with the results of our environmental due diligence and, after purchase, our leases require our tenants to comply with all environmental laws, rules, and regulations.



## Sustainability at Our Properties

Under our triple-net leases, tenants are responsible for operating the businesses conducted at our sites, keeping the properties in good order and repair, and making capital investments as they deem appropriate to optimize their business operations. As such, it is our tenants who control the environmental impact of their operations, including energy efficiency, water usage, and waste and recycling practices, and decide when and how to adopt environmentally sustainable practices and make related investments.

## Getty Green Loans

We appreciate that many of our tenants have completed “green” projects at our properties with their own capital and/or have taken advantage of government and other subsidies for qualifying renewable energy technologies and projects. While we continue to support and encourage these tenant investments, as part of our commitment to ESG, in 2022, we implemented our “Getty Green Loans” program to provide low-cost loans to our tenants for the targeted purpose of investing in environmental and sustainability initiatives.

As a net lease landlord, we trust our tenants to identify the investments they deem appropriate to successfully operate their businesses at the properties we own. With Getty Green Loans, we are able to reinforce our position as a business partner, while providing additional incentives to our tenants to prioritize sustainable projects as they continue to enhance their operations and our properties. We firmly believe that through continued partnership and collaboration with our tenants, we can generate meaningful impacts in addressing energy efficiency and carbon reduction opportunities at our properties. We look forward to continuing our momentum with our Getty Green Loans offering and sharing our progress in future reports.



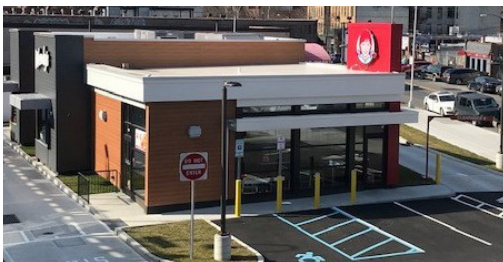
# Tenant Outreach Survey

Our 2022 Corporate Responsibility Report identified an opportunity for us to pursue a more complete understanding of our tenant’s energy efficiency and sustainability measures implemented at our properties.

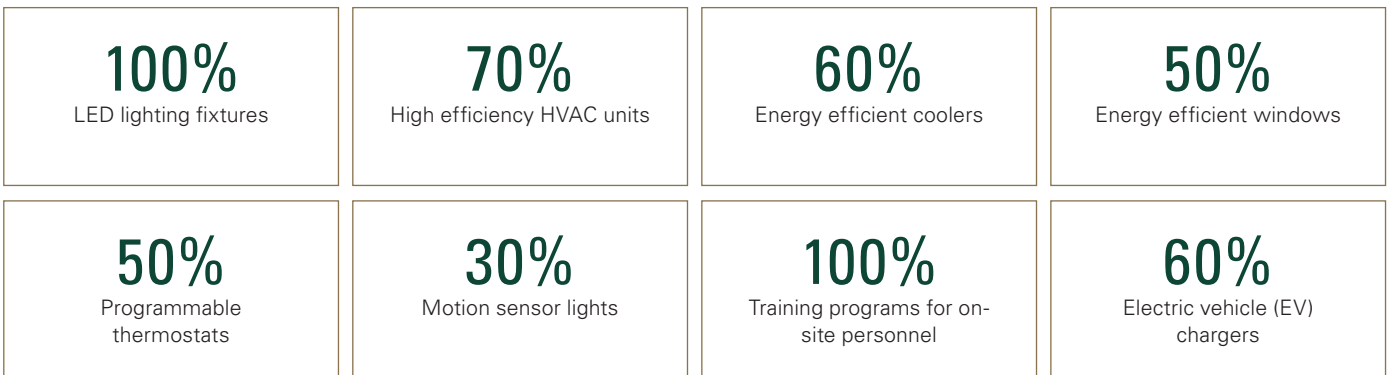
In 2022, we partnered with Antea® Group to develop and conduct a formal Tenant Outreach Survey seeking our tenants’ input regarding sustainability measures and initiatives already implemented at our properties, or that may be implemented at our properties, as well as information regarding our tenants’ current ESG policies and practices. The survey results will assist us in identifying additional potential ESG opportunities to support our business and our tenants’ businesses.

As identified in our Tenant Outreach Survey, 60% of our responding tenants (representing 26% of our

portfolio) indicated they have already installed or are planning to install EV chargers at properties leased from Getty. Based on recent communications with our tenants over the past year, we were pleased to learn that several of our tenants have already partnered with vendors to support EV installations at a number of our properties located in the Northeast, West Coast, and the Southwest. We are committed to supporting our tenants with their installation of EV chargers and we look forward to pursuing additional opportunities to directly engage with our tenants through Getty Green Loans to support their sustainability initiatives throughout our portfolio.



Survey responses were received from tenants at 267 of our properties representing approximately 26% of our portfolio. Based on our evaluation of compiled survey results, participating respondents reported the following trends they have either already implemented or plan to implement within a year at their properties they lease from Getty:



# Tenant Spotlight



**“Nouria values Getty as a business partner committed to ESG policies and initiatives. It is important that our business strategy includes being responsible stewards for the environment and Getty leads by example” – Tom Healy, Nouria VP, Facilities Development & Maintenance**

Nouria is a family owned and operated New England-based company specializing in the ownership and operation of fueling stations, convenience stores, and car washes. Nouria is one of our top 10 tenants (as a % of annualized base rent) and ranks 47 on Convenience Store Products (CSP) list of the “Top 202 Convenience Stores of 2022”. Nouria was named “Convenience Store Chain of the Year” in 2022 by CStore Decisions, an organization dedicated to the convenience store industry.

Nouria’s convenience stores, car washes, and fueling facilities are constructed with a focus on energy conservation, sustainability and protection of the environment.

Some of the features Nouria implements in both their new construction and renovations to existing facilities include:

- High-efficiency HVAC units with programmable thermostats and remote monitoring
- Roof top solar panels at stores and fuel canopies
- Fuel storage systems with redundant environmental protective equipment that exceeds all federal and state requirements
- Remotely monitored fuel storage systems to enable immediate response to any alarm conditions
- Recycled water systems for most of the car wash process and high efficiency equipment to conserve water
- Installation of electric vehicle charging stations
- Conversion to low energy LED lighting throughout the interior and exterior

# Redevelopment Program

Getty maintains a robust redevelopment program that repositions select properties within our portfolio to uses other than traditional gas stations, including modern convenience stores or alternative property uses such as automotive retail, bank, restaurant, and other retail uses. An ancillary benefit of our redevelopment program is it provides us the opportunity to redevelop certain properties into a less environmentally sensitive use and allows for additional economic growth in communities where our properties are located.

In 2022, we engaged with Chase Bank under a long-term lease to redevelop a former gas station property in the Boston Metropolitan Statistical Area (MSA) into a one story 2,778 SF drive-thru bank facility. This redevelopment provided us with an opportunity to completely remediate the property through soil excavation in accordance with applicable state

regulations. This redevelopment resulted in a beneficial use for the community with a lower environmental footprint than the previous property use.

In 2022, we engaged with 7-Eleven under a long-term lease to renovate a former gas station property in Harker Heights, TX into a state-of-the-art 4,873 SF convenience store. This renovation provided us with an opportunity to remediate the property to meet state regulations and upgrade the fueling system to reduce future operational risks.

In 2021, we engaged with AutoZone under a long-term lease to redevelop a former gas station property in the New York/New Jersey/Pennsylvania MSA into a one story 5,970 SF auto parts retail facility. This redevelopment resulted in a beneficial use for the community with a lower environmental footprint than the previous property use.



Before



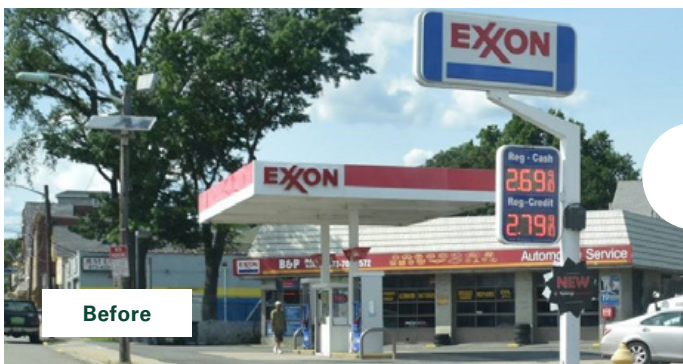
After



Before



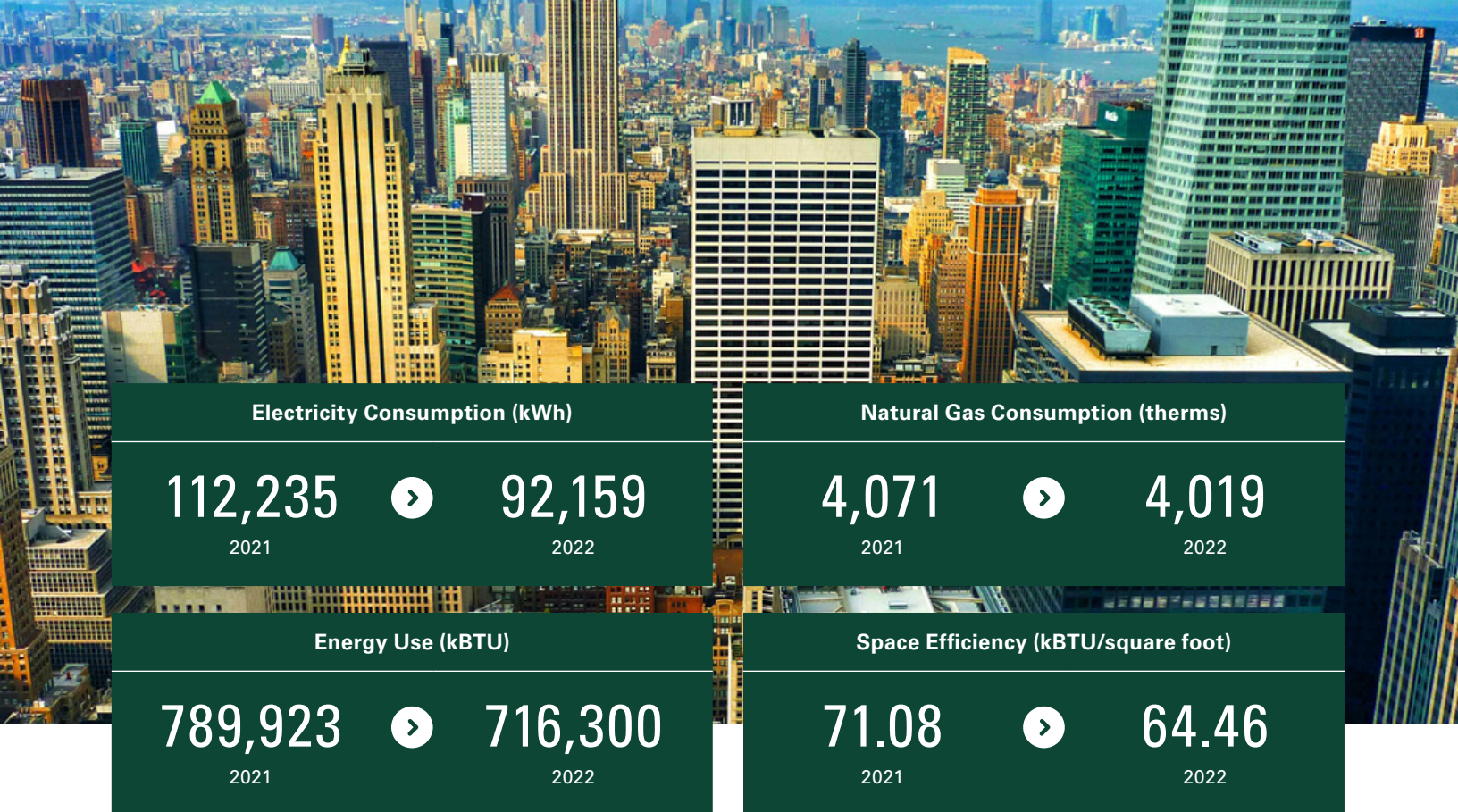
After



Before



After



### Electricity Consumption (kWh)

112,235 2021  92,159 2022

### Natural Gas Consumption (therms)

4,071 2021  4,019 2022

### Energy Use (kBtu)

789,923 2021  716,300 2022

### Space Efficiency (kBtu/square foot)

71.08 2021  64.46 2022

## Sustainability at Our Corporate Headquarters

Getty emphasizes sustainability at our corporate office space in New York City and through its office policies. Our building has an ENERGY STAR® rating of 81, meaning that its efficiency rating is within the top 20% of office buildings nationwide. Our office space is outfitted with energy efficient computer equipment, filtered water machines, and timed or sensor-controlled HVAC and lighting systems. Our office policies include various recycling programs, no plastic cups, dishes, or utensils, and a commitment to reduce paper use.

Through use of our filtered water equipment and commitment to reduce the use of bottled water, we have avoided the use of over 9,000 cans and bottles.

We track our environmental footprint within our leased corporate office space including monitoring monthly energy usage, recycling efforts, and waste disposal. With our landlord’s support, we constructed a full picture of our environmental footprint for 2021 and 2022 in order to compare energy usage and efficiency year over year.

For 2021 and 2022, we can report full year energy metrics comprising 12 months of sub metered electricity

consumption and a square footage adjusted percentage of natural gas used for heating to develop an annualized estimate of energy efficiency within our leased space. We have updated our 2021 energy consumption numbers previously stated in our 2022 report to reflect updated and more accurate data received from our landlord. We will continue to work with our landlord to implement energy conservation measures in our leased space as appropriate and feasible.

**A comparison of actual energy consumption data in 2021 and 2022 indicates we were able to decrease our electric and natural gas consumption by almost 10% in 2022 resulting in a reduced energy consumption per square foot.**

Additionally, our commuter benefits program encourages the use of public transportation or ride sharing. Our headquarters is within walking distance of New York City’s Penn Station and Grand Central Terminal, providing direct access to almost all of New York City’s subway and commuter rail lines. Our headquarters boasts a Redfin Walk Score® ranking of 99 and Transit Score® rating of 100 minimizing our reliance on single occupancy vehicles for our employees.

\*January-April 2021 estimated for gas; July 2021 estimated for electric



# Our Practices

Corporate Governance and Ethical  
Business Practices

## Introduction & Commitments

Getty is committed to maintaining high standards for corporate governance predicated on integrity and transparency. Our Board of Directors is directly engaged with the critical initiatives that help us establish and maintain our policies related to sustainability, corporate citizenship, and effective governance.

Our Board has delegated oversight of our ESG efforts to our Nominating/Corporate Governance Committee, and oversight of enterprise risk management and risk mitigation to our Audit Committee, including with respect to (i) information security and data protection, and (ii) climate related risks in our financial statements as and to the extent required by applicable rules and regulations promulgated by the Securities and Exchange Commission (“SEC”) or Financial Accounting Standards Board (“FASB”).

For additional information, please see our Audit Committee’s Charter and Nominating/Corporate Governance Committee Charter on our website.

## Corporate Governance Highlights

We have no poison pill provisions and allow stockholders the authority to amend our Bylaws

We hold annual elections for all of our Directors

We have restrictions on over-boarding, and maintain anti-hedging, and anti-pledging policies

Our Board of Directors and executive management team maintain significant stock and/or stock-equivalent ownership in our Company

We have opted out of applicable provisions of the Maryland Unsolicited Takeover Act (MUTA) relating to our Board’s right to self-classify

All our directors, with the exception of our CEO, are independent, and all committees are comprised solely of independent directors

## Board Composition

Getty values independence and is committed to broadening diversity on our Board of Directors. Excluding our Chief Executive Officer who sits on our Board, all of our current Directors, including our Chairman, are independent, and all of our committees are comprised solely of independent Directors. Our Corporate Governance Guidelines and the Charter for our Company's Nominating/Corporate Governance Committee affirm that diversity (based on factors

commonly associated with diversity such as race, gender, national origin, religion, and sexual orientation or identity, as well as on broader principles such as diversity of perspective and experience) is one of the elements to be considered in evaluating a particular director candidate, and our Board of Directors is committed to prioritizing diversity in connection with any future consideration of a candidate for the Board of Directors.

### Board Composition Metrics

We seek to ensure that our Board of Directors has diversity of background, expertise, perspective, age, gender identity, ethnicity, and tenure on the Board. Our Board currently consists of six Directors:

83%

of our Board (all of our Directors other than the CEO) are independent

33%

of our Board identify as female

17%

of our Board identify as racially or ethnically diverse

65

Median age of our Board

(One in 40s, one in 50s, two in 60s, one in 70s, and one in 90s)

16

Median tenure of our Board

(One less than 5 years, two between 5 and 15 years, and three more than 15 years )

# Board Oversight of ESG & Risk Management

## Board Oversight of ESG

Getty has delegated primary oversight of its ESG efforts to our Nominating/Corporate Governance Committee. The Nominating/Corporate Governance Committee provides guidance, support, and feedback to the Board and Executive Management which manages our day-to-day ESG activities and updates the Nominating/Corporate Governance Committee quarterly and on an as-needed basis.

In addition, our Audit Committee provides oversight for ESG-related items that are relevant to their committee oversight for enterprise risk management practices and risk mitigation efforts, which may include cyber security, data privacy, and climate related risks, in our financial reporting as and to the extent required by applicable rules and regulations promulgated by the SEC and FASB.

## Risk Management

Getty views risk assessment and risk management as core and critical responsibilities of Executive

Management. Our Board of Directors oversees these efforts broadly, and has delegated primary responsibility for risk assessment and risk management oversight to the Audit Committee.

The Audit Committee receives quarterly reports from Executive Management on our enterprise risk management (ERM) practices and risk mitigation efforts, including with respect to financial, regulatory and information security risks. The Audit Committee's responsibilities include discussing with Executive Management our material risk exposures, whether such risk exposures have increased or decreased, and the actions we have taken to limit, monitor or control such risk exposures. The Audit Committee Chair reports to the full Board of Directors after each quarterly meeting on any material developments in these risks overseen by the Audit Committee and the full Board of Directors reviews these risks as they may impact the enterprise at large.

## Cybersecurity

In 2022, Getty engaged IGI Cybersecurity to perform a cybersecurity risk assessment to determine our ability to identify, protect, and recover from cybersecurity incidents. IGI based its methodology on leading information security frameworks and guidelines such as the National Institute of Standards and Technology (NIST), Center for Information Security (CIS), and ISO27001, and focused on our information security processes, tools, tactics, and personnel.

IGI concluded that Getty currently has a cybersecurity maturity rating, or score, that is considered average for the industry and peers of similar size. Organizations at this level are deemed

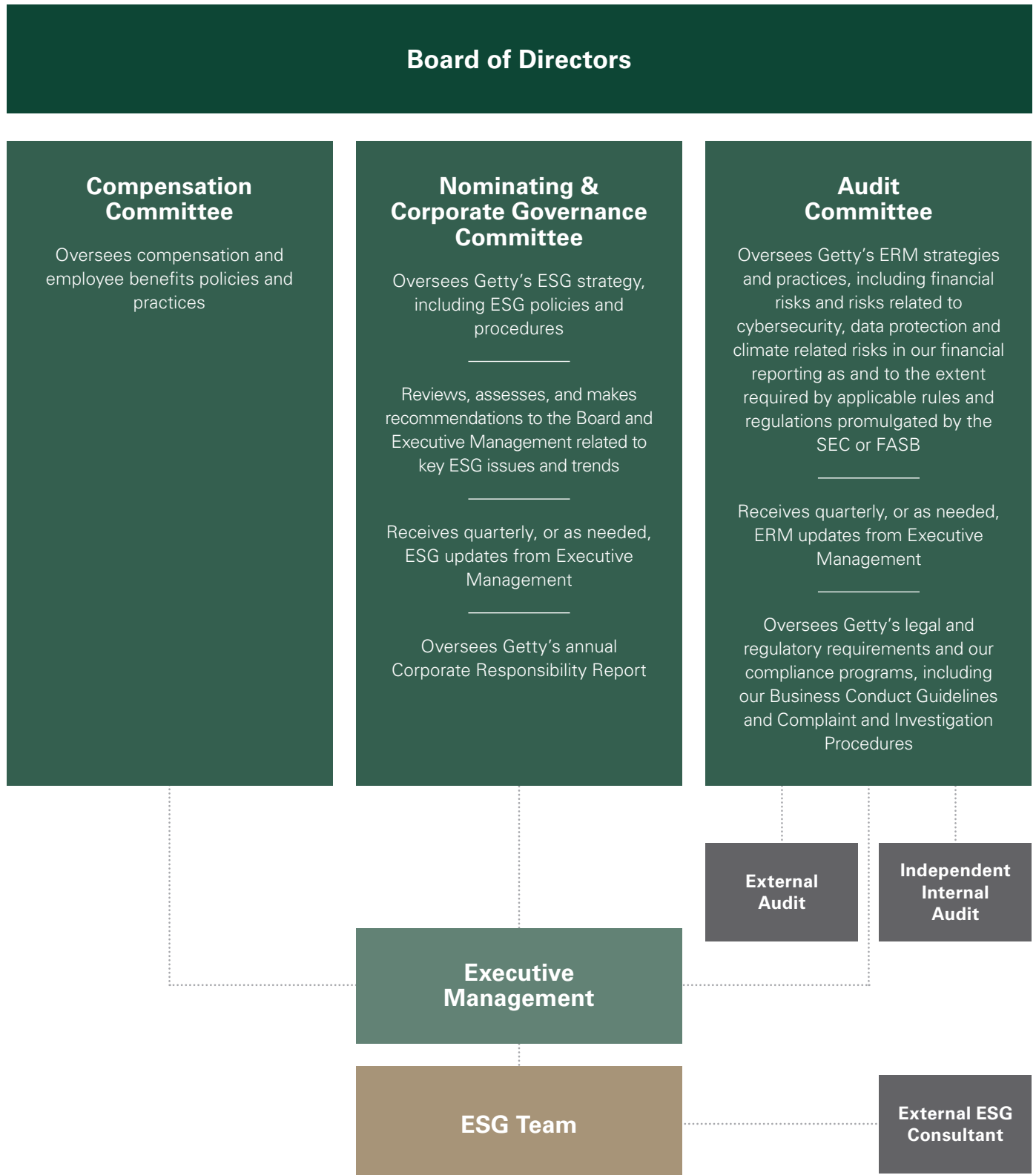
to have a developing set of policies and standards, some of which still need to be completed or implemented. Opportunities for improvement typically include finalizing the core policy set, enhancing risk management protocols, and fixing known security gaps, if any.

Based on the results of the assessment, management and the Audit Committee determined that Getty was adequately positioned to address cybersecurity risk, while acknowledging opportunities to improve our capabilities and maturity rating. Specific next steps include finalizing our core policy set, implementing enhanced network monitoring, and transitioning to a secure web-based portal for communications with our Board of Directors.



## Board Oversight Structure

The chart below outlines our Board structure, including the ownership of ESG and risk management oversight within our organization, as well as the core ESG and risk management responsibilities of each committee of the Board.





## About this Report

### SCOPE OF REPORT

Our 2023 Corporate Responsibility Report covers a wide range of environmental, social, and governance topics that are relevant to us and our stakeholders. Data presented throughout this report is for the year ended December 31, 2022 unless stated otherwise. The information in this report was gathered through internal compilation efforts, is subject to reasonable estimation where applicable, and has not been subject to any outside third party or other independent verification.

### FORWARD LOOKING STATEMENTS

Certain statements in this report constitute "forward-looking statements" within the meaning of the federal securities laws. Forward-looking statements are statements that relate to management's expectations or beliefs, future plans and strategies, future financial performance and similar expressions concerning matters that are not historical facts. In some cases, forward-looking statements can be identified by the use of forward-looking terminology such as "may," "will," "should," "expects," "intends," "plans," "anticipates," "believes," "estimates," "predicts," or "potential." Such forward-looking statements reflect current views with respect to the matters referred to and are based on certain assumptions and involve known and unknown risks, uncertainties, and other important factors, many of which are beyond our control, that could cause our actual results, performance, or achievements differ materially from any future results, performance, or achievement implied by such forward-looking statements.

While forward-looking statements reflect our good faith beliefs, assumptions, and expectations, they are not guarantees of future performance. Unknown or unpredictable factors could have material adverse effects on our business, financial condition, liquidity, results of operations and prospects. Except as required under the federal securities laws and the rules and regulations of the SEC, we do not undertake any obligation to release publicly any revisions to the forward-looking statements to reflect events or circumstances after the date of this presentation or to reflect the occurrence of unanticipated events. For a further discussion of factors that could cause our future results to differ materially from any forward-looking statements, see our Annual Report on Form 10-K for the year ended December 31, 2022 and our other filings with the SEC, including, in particular, the section entitled "Risk Factors" contained therein. In light of these risks, uncertainties, assumptions and factors, there can be no assurance that the results and events contemplated by the forward-looking statements contained in this report will, in fact, transpire. Moreover, because we operate in a very competitive and rapidly changing environment, new risks are likely to emerge from time to time. Given these risks and uncertainties, potential investors are cautioned not to place undue reliance on these forward-looking statements as a prediction of future results.

### QUESTIONS OR COMMENTS

Please send all questions or comments on this report to: [ESG@gettyrealty.com](mailto:ESG@gettyrealty.com)

June 5, 2023

# Appendix – SASB Index

SASB Standard: REAL ESTATE OWNERS, DEVELOPERS & INVESTMENT TRUSTS  
Sector: INFRASTRUCTURE SECTOR

Topic	Metric	Code	Response	Page #
Energy Management	Energy consumption data coverage as a percentage of floor area, by property subsector	IF0402-01	Reported for our 292 Madison Avenue Headquarters:  <b>2022 Total Energy Consumption</b> Electricity (kWh) 92,159 Natural(therms) 4,019 kBTU 716,300 kBTU/square foot 64.46	Pg. 26
	Total energy consumed by portfolio area with data coverage, percentage grid electricity, and percentage renewable, each by property subsector	IF0402-02	Reported for our 292 Madison Avenue Headquarters:  <b>2022 Total Energy Consumption</b> Electricity (kWh) 92,159 Natural(therms) 4,019 kBTU 716,300 kBTU/square foot 64.46	
	Like-for-like change in energy consumption of portfolio area with data coverage, by property subsector	IF0402-03	Reported for our 292 Madison Avenue Headquarters:  <b>kBTU/square foot</b> 2021 71.08 2022 64.46 % change -9.32%	Pg. 26
	Percentage of eligible portfolio that (1) has obtained an energy rating and (2) is certified to ENERGY STAR®, by property subsector	IF0402-04	Our 292 Madison Headquarters has an ENERGY STAR® rating of 81	

## Appendix – SASB Index (continued)

Topic	Metric	Code	Response	Page #
Energy Management	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	IF0402-05	<p>“As part of our ongoing commitment to ESG, we implemented a “Getty Green Loans” program to provide low-cost loans to our tenants for the express purpose of investing in environmental and sustainability projects.”</p> <p>“Many of our tenants have already completed environmental and sustainability projects, including upgrading to LED lighting, installing energy efficient coolers and HVAC units, and, in select cases, installing EV charging stations.”</p>	Pg. 22
	Water withdrawal data coverage as a percentage of total floor area and percentage in regions with High or Extremely High Baseline Water Stress, each by property subsector	IF402-06	Not Reported	
Waste Management	Total water withdrawn by portfolio area with data coverage and percentage in regions with High or Extremely High Baseline Water Stress, each by property subsector	IF0402-07	Not Reported	
	Like-for-like change in water withdrawn for portfolio area with data coverage, by property subsector	IF0402-08	Not Reported	
	Discussion of water management risks and description of strategies and practices to mitigate those risks	IF0402-09	Not Reported	

## Appendix – SASB Index (continued)

Topic	Metric	Code	Response	Page #
Management of Tenant Sustainability Impacts	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and associated leased floor area, by property subsector	IF0402-10	Not Reported	
	Percentage of tenants that are separately metered or sub metered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	IF0402-11	100% of our tenants are separately metered for electricity and water usage.	
	Description of approach to measuring, incentivizing, and improving sustainability impacts of tenants	IF0402-12	"As part of our ongoing commitment to ESG, we implemented a "Getty Green Loans" program to provide low-cost loans to our tenants for the express purpose of investing in environmental and sustainability projects."	Pg. 22
Climate Change Adaptation	Area of properties located in FEMA Special Flood Hazard Areas or foreign equivalent, by property subsector	IF0402-13	Not Reported	
	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	IF0402-14	Partially Reported: "Our Audit Committee provides oversight for ESG-related items that are relevant to their committee scope, which may include cyber security, data privacy, and certain elements of climate risk, including required SEC disclosures."	Pg. 30

**GTY**  

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**LISTED**  

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**NYSE**

**GETTY REALTY CORP.**

292 Madison Avenue, 9th Floor  
New York, NY 10017