



WHO WE ARE

Starwood Property Trust, an affiliate of global private investment firm Starwood Capital Group, is the largest commercial mortgage real estate investment trust in the United States

WHAT WE DO

The company's core business focuses on originating, acquiring, financing and managing commercial mortgage loans and other commercial real estate debt & equity investments

OUR BUSINESS

Starwood Property Trust (NYSE: STWD), is a leading diversified finance company with a core focus on the real estate and infrastructure sectors. The company has been organized into complementary business segments that allow the firm to efficiently deploy capital throughout the real estate cycle with **\$91 billion** deployed since inception, and a portfolio of more than **\$26 billion**

COMMERCIAL LENDING

Starwood Property Trust's primary business since the company's IPO in 2009, the real estate lending segment, has deployed over \$52 billion of capital since inception. The company has built a leading franchise in the global real estate finance market by offering seamless, customized solutions for borrowers—including first mortgages, subordinate debt, mezzanine loans, B-notes and preferred equity

2009

PROPERTY INVESTING

In 2014, Starwood Property Trust began investing in real estate assets to complement its other businesses. These equity investments, today totaling approximately \$2.5 billion, comprise high-quality, stable real estate assets. The company focuses on investing in properties that generate current, stable cash-on-cash returns while also offering the potential for capital appreciation

2013

2014

RESIDENTIAL LENDING

In 2016, Starwood Property Trust commenced its strategy of investing in non-agency residential mortgage loans. To date, the company has invested over \$12 billion in non-agency residential loans

2016

INFRASTRUCTURE LENDING

In 2018, Starwood Property Trust acquired an energy project finance debt platform and \$2.5 billion loan portfolio. The vertically integrated platform included a seasoned leadership team and employees across loan origination, underwriting, capital markets and asset management. This represents a new lending vertical for Starwood Property Trust in the growing infrastructure finance sector and provides attractive risk-adjusted returns from senior secured assets

2018

REAL ESTATE INVESTING AND SERVICING

This segment includes a variety of business lines focused on investments in commercial mortgage-backed securities (CMBS) and commercial real estate, a special servicing operation and a commercial mortgage conduit platform

- CMBS INVESTMENT

Starwood Property Trust is a leader in investing in CMBS with a diversified portfolio of approximately \$700 million. The company's due diligence process supports an unsurpassed execution capacity—including the ability to underwrite hundreds of loans within a short timeframe, utilizing personnel across the United States and deep relationships in the commercial real estate brokerage community. Investment decisions are informed by a proprietary database management system that tracks over 100,000 properties around the country

- SPECIAL SERVICING

The company operates one of the largest commercial mortgage special servicers in the United States, LNR Partners LLC. LNR is the named special servicer on approximately 20% of all conduit transactions in the CMBS universe. Since its inception, LNR has resolved over 7,000 non-performing assets with a total principal balance of over \$86 billion across all major property types

- CONDUIT

Starwood Property Trust's commercial real estate conduit loan origination platform, Starwood Mortgage Capital, originates five-, seven- and 10-year fixed-rate mortgages throughout the United States, secured by all major real estate asset classes. With transactions typically ranging from \$5–100 million, and an average turnover rate of 30–40 days, Starwood Mortgage Capital has originated and securitized over \$13 billion in loans since its inception in 2012

WHY JOIN?

Join a team of over 350 professionals in a challenging, fast-paced yet collegial environment developed through teamwork and close working relationships with our management team



~350 Professionals

Including ~20 Rotational Analysts



8 US Office Locations

Competitive compensation, outstanding benefits and a stimulating work environment help us to attract and retain people with exceptional financial and real estate skills, a key strength of our company



**Paid Time Off (PTO)
& Holiday Pay**



Competitive Medical, Dental, and Vision plans as well as an on demand, confidential mental wellness platform (Ginger)



Gym Subsidies including Class Pass, LA Fitness, Exhale, Equinox



Life & Disability Insurance, Parental Leave Policies



Employee Referral Bonuses, Education Assistance and Transportation Programs



Pre-Tax Flexible Spending & Health Savings Accounts



Discounted Employee Stock Purchase Program



Company match on employee 401k contributions



WE GIVE BACK

We strive to be a good corporate citizen for our community by supporting charitable organizations that promote education and social well-being and by encouraging our employees to contribute to organizations that are meaningful to them

We also have our own STWD Philanthropy Committee made up of employees from various departments who helps plan campaign activities to raise money, participates in food drives, walks, and other in-person initiatives in support of these organizations. Members of the committee also partner with D&I organizations such as Posse and Streetwise in bringing awareness to minority students on potential careers in commercial real estate



THE COMMONWEALTH INSTITUTE
ADVANCING WOMEN BUSINESS LEADERS



Special Olympics



WE TRAIN

We offer a number of training opportunities, including specific professional designations (Certified Public Accountant, Chartered Financial Analyst, Continuing Legal Excellence credits) as well as additional training programs including:

- **Speaker Series & Department Overviews**
- **Conferences & Group Memberships**
- **Analyst Rotational Program**
- **Internship Program**
- **Management Training**
- **Women in Leadership**
- **Executive Coaching**
- **Skills Training**
- **Harassment Training**
- **IT Security Training**



WE HAVE FUN

Starwood Property Trust hosts numerous events throughout the year including company happy hours, family night, Topgolf outings, corporate runs, volleyball, and more!



WE'RE INCLUSIVE

We strive to create a diverse and inclusive workplaces where all employees can perform to their full potential. In 2020, we established an Environmental and Social Governance (ESG) Committee to support our on-going commitment to environmental, sustainability, corporate social responsibility, and other public policy matters, with an emphasis on diversity and inclusion

40%

of employees identify
as female

46%

of employees identify
as racially diverse

Foundations we are working with to bring diverse people together to share experiences and innovative ideas, and to support diverse talent, include:

POSSE

STREET
WISE
PARTNERS

ARTEMIS
REAL ESTATE PARTNERS

intern X
Explore. Exchange. Excel.

TOIGCO
Bringing Diversity to Life

REAP
the next wave of leaders

WE'RE SUSTAINABLE

Our new Miami HQ encompasses a lush environment designed for the full spectrum of an employee's day



Designed to promote wellness, with increased natural light, balconies at every workspace and a screen of lush plants

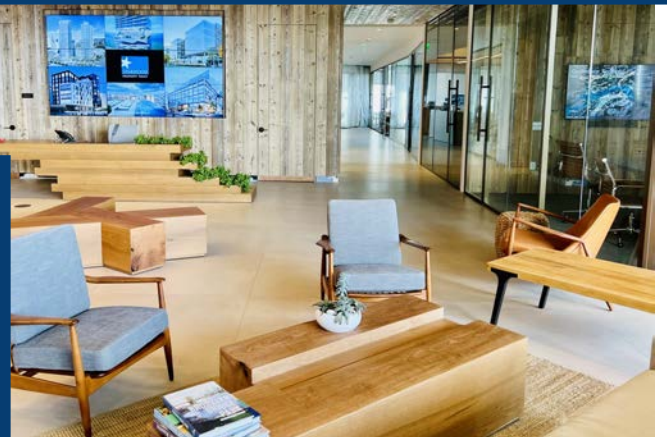
The HQ has been designed to gain LEED Gold and Wellness certificates with a variety of sustainable elements



Lush landscaping and water features are built into every paseo and key intersections, effectively extending the workplace outside, providing a calming effect, reducing stress and enabling employees to work and collaborate freely through the use of informal spots as an alternative to the typical rigid conference room



Steps away from the beach, the building captures and conserves resources rather than draining them. Self shading, water conservation, natural ventilation, reduced heat gain and the ability for indoor / outdoor use are all examples of environmental stewardship



JOIN US!

A few more reasons why...

**Enjoy the
sunshine**



The company HQ is located in Sunny Miami Beach, Florida, a thriving and growing community of professionals across the bay from Miami

**Employees are
happy here**



We regularly check in with employees and are always looking for ways to further improve the employee experience. As a testament to this, approximately 20% of employees have a tenure of 15+ years

**Recognition is
important to us**



We have a monthly newsletter spotlighting notable employees, as well as recognition programs for years of service and professional accomplishments

**We are an
employer of
choice**



We are the largest commercial mortgage real estate investment trust in the United States with one of the most robust training programs in the industry

**We promote
from within**



Approximately 20% of job openings are filled internally. It is a goal of our training and development investments to grow this number over time

Equal Opportunity Employer

Starwood Property Trust provides equal employment opportunities to all employees and applicants for employment, without regard to race, color, religion, sex, gender identity or expression, age, national origin, disability, genetics, marital or veteran status, or sexual orientation