

Information submitted via Top Hat Plan Statement Online Filing System to U. S.  
Department of Labor under 29 CFR 2520.104-23

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Confirmation Number: 14132

Amended Confirmation Number:

Employer Information

Name: Realty Income Corporation  
Address: 11995 Em Camino Real  
City: San Diego  
State: CA  
Zip Code: 92130

Plan Administrator Information

Name: Shannon Kehle  
Address: 11995 El Camino Real  
City: San Diego  
State: CA  
Zip Code: 92130  
Phone: 8582845250  
Email: skehle@realtyincome.com

Plan Information

Employer maintains the plan or plans below primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

ID:1	Plan Name:	Realty Income Corporation Deferred Compensation Plan	Number of Employees: 475
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Additional Information:

Realty Income Corporation (the "Company") has adopted this Realty Income Corporation Deferred Compensation Plan, applicable to Compensation deferred under Compensation Deferral Agreements submitted on and after the Effective Date and Company Contributions credited, in each case, with respect to Plan Years commencing on or after the Effective Date. The purpose of the Plan is to attract and retain key employees and non-employee members of the Board of Directors by providing them with an opportunity to defer receipt of a portion of their salary, bonus, director fees and other specified compensation, as applicable. The Plan is not intended to meet the qualification requirements of Code Section 401(a) but is intended to meet the requirements of Code Section 409A and shall be operated and interpreted consistent with that intent. The Plan constitutes an unsecured promise by a Participating Employer to pay benefits in the future. Participants in the Plan shall have the status of general unsecured creditors of the Company or the Participating Employer, as applicable. Each Participating Employer shall be solely responsible for payment of the benefits attributable to services performed for it. The Plan is unfunded for Federal income tax purposes and is intended to be an unfunded arrangement for eligible employees who are part of a select group of management or highly compensated employees of the Employer within the meaning of Sections 201(2), 301(a)(3) and 401(a)(1) of ERISA and Directors. Any amounts set aside to defray the liabilities assumed by the Company or a Participating Employer, as applicable, will remain the general assets of the Company or the Participating Employer, as applicable, and shall remain subject to the claims of the Company's or the Participating Employer's creditors until such amounts are distributed to the Participants. S-8 filing of the plan is located below:

[https://otp.tools.investis.com/clients/us/realty\\_income\\_corporation/SEC/sec-outline.aspx?FilingId=1](https://otp.tools.investis.com/clients/us/realty_income_corporation/SEC/sec-outline.aspx?FilingId=1)



U. S. Department of Labor  
Employee Benefits Security Administration  
Washington, DC 20210

This message confirms that the Department of Labor's (DOL's) Employee Benefits Security Administration (EBSA) has received the filing of your Top Hat Plan Statement. The confirmation code for your filing is 14132. When correcting errors to your filing, please use this code in your amended statement. This communication does not mean that DOL has made a determination that you are eligible to file under DOL regulation 29 CFR 2520.104-23.