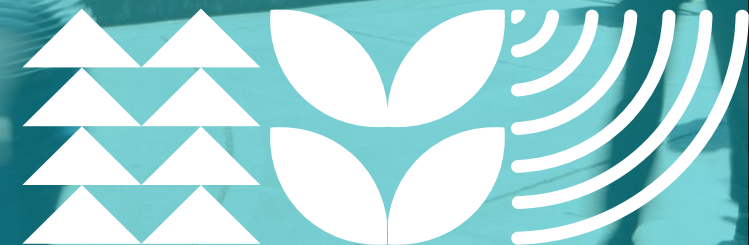


Environmental, Social, and Governance at Kimco Realty®

ESG Second Quarter 2022



2200 Westlake
Seattle, WA



Safe Harbor

This website, together with other statements and information publicly disseminated by Kimco Realty Corporation (the “Company”) contains certain forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. The Company intends such forward-looking statements to be covered by the safe harbor provisions for forward-looking statements contained in the Private Securities Litigation Reform Act of 1995 and includes this statement for purposes of complying with the safe harbor provisions. Forward-looking statements, which are based on certain assumptions and describe the Company’s future plans, strategies and expectations, including the Company’s sustainability and diversity goals, strategies, targets, commitments, projects, objectives, plans and programs, are generally identifiable by use of the words “believe,” “expect,” “intend,” “anticipate,” “commit,” “estimate,” “project,” “will,” “target,” “forecast,” “plan,” or similar expressions. You should not rely on forward-looking statements since they involve known and unknown risks, uncertainties and other factors which, in some cases, are beyond the Company’s control and could materially affect actual results, performances or achievements, including the Company’s ability to achieve the goals, targets and commitments set forth in this website. Factors which may cause actual results to differ materially from current expectations include, but are not limited to, (i) unexpected delays, difficulties, and expenses in executing against the goals, targets and commitments identified in this website, (ii) unexpected cost increases or technical difficulties in constructing, maintaining or modifying properties, (iii) energy prices, (iv) technological innovations, (v) natural disasters, and weather and climate-related events, (vi) general adverse economic and local real estate conditions, (vii) the inability of major tenants to continue paying their rent obligations due to bankruptcy, insolvency or a general downturn in their business, (viii) the reduction in the Company’s income in the event of multiple lease terminations by tenants or a failure of multiple tenants to occupy their premises in a shopping center, (ix) the availability of suitable acquisition, disposition, development and redevelopment opportunities, and risks related to acquisitions not performing in accordance with our expectations, (x) the Company’s ability to raise capital by selling its assets, (xi) increases in operating costs due to inflation and supply chain issues, (xii) risks related to future opportunities and plans for the combined company, including the uncertainty of expected future financial performance and results of the combined company following the merger between Kimco and Weingarten Realty Investors (the “Merger”), (xiii) the possibility that, if the Company does not achieve the perceived benefits of the Merger as rapidly or to the extent anticipated by financial analysts or investors, the market price of the Company’s common stock could decline, (xiv) changes in governmental laws and regulations, including but not limited to changes in data privacy, environmental, safety and health laws, and management’s ability to estimate the impact of such changes, (xv) valuation and risks related to the Company’s joint venture and preferred equity investments, (xvi) valuation of marketable securities and other investments, including the shares of Albertsons Companies, Inc. common stock held by the Company, (xvii) impairment charges, (xviii) pandemics or other health crises, such as coronavirus disease 2019 (“COVID-19”), (xix) financing risks, such as the inability to obtain equity, debt or other sources of financing or refinancing on favorable terms to the Company, (xx) the level and volatility of interest rates and management’s ability to estimate the impact thereof, (xxi) changes in the dividend policy for the Company’s common and preferred stock and the Company’s ability to pay dividends at current levels, (xxii) unanticipated changes in the Company’s intention or ability to prepay certain debt prior to maturity and/or hold certain securities until maturity, and (xxiii) the other risks and uncertainties identified under Item 1A, “Risk Factors” and elsewhere in our most recent Annual Report on Form 10-K and in the Company’s other filings with the Securities and Exchange Commission (“SEC”). Accordingly, there is no assurance that the Company’s expectations will be realized. The Company disclaims any intention or obligation to update the forward-looking statements, whether as a result of new information, future events or otherwise. You are advised to refer to any further disclosures the Company makes or related subjects in the Company’s quarterly reports on Form 10-Q and current reports on Form 8-K that the Company files with the SEC. Furthermore, while future events discussed in this website may be significant, any significance should not be read as necessarily rising to the level of materiality of certain disclosures included in our SEC filings. In addition, non-financial information, such as that included in parts of this website, is subject to greater potential limitations than financial information, given the methods used for calculating or estimating such information.

In addition, many of the standards and performance metrics used and referred to in the goals, targets and commitments set forth or referred to in this website continue to evolve and are based on management expectations and assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees. The standards and performance metrics used, and the expectations and assumptions they are based on, have not unless otherwise expressly specified, been verified by any third party. In addition, while we seek to align the disclosures set forth or referred to in this website with the recommendations of various third-party frameworks, such as the Global Reporting Initiative, the Sustainability Accounting Standards Board, and the Task Force on Climate-Related Financial Disclosures, we cannot guarantee strict adherence to these framework recommendations. Additionally, our disclosures based on these frameworks may change due to revisions in framework requirements, availability of information, changes in our business or applicable governmental policy, or other factors, some of which may be beyond our control.



Oak Forest
Houston, TX



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- 11** Environmental Platform
- 20** Social Platform
- 30** Governance Platform

Kimco Realty® ESG Leadership



The District @ Tustin Legacy
Tustin, CA

Environmental, Social, and Governance at Kimco Realty®

Longstanding History of ESG at Kimco Realty

Kimco Realty and ESG Governance

- 1958**
KIM Founded on a handshake
- 1991**
KIM IPO launched Modern REIT Era
- 2006**
KIM named to S&P 500
- 2011**
Colombe Nicolaus appointed to the Board (2021 retired)
- 2012**
Dedicated ESG Team formed
- 2016**
Conor Flynn appointed CEO & Board Member
- 2017**
Mary Hogan Preusse appointed to the Board
- 2018**
Valerie Richardson appointed to the Board
- 2019**
Established ESG Steering Committee
- 2020**
Henry Moniz appointed to the Board
- 2021**
Merger with Weingarten Realty Investors
- 2022**
ESG incorporated into compensation across leadership team

ESG Foundation Building

- 2010**
Installed first rooftop solar array
- 2011**
KIM officially starts reporting on ESG by its initial participation in GRESB & CDP
- 2012**
Launched portfolio wide recycling program and utility management initiative
- 2013**
Installed first EV charging station
- 2014**
Published first, GRI – aligned Corporate Responsibility Report
- 2014**
Launched LED lighting retrofit initiative
- 2015**
Launched water management efforts

ESG Leadership

- 2017**
KimCares scholarships and benefit enhancements
- 2018**
KimCares recognition program
- 2019**
Launched Diversity, Equity, and Inclusion council
- 2019**
Launched national call center
- 2019**
Aligned ESG reporting with TCFD and SASB
- 2020**
Created Tenant Assistance Program
- 2021**
Launched KIMunity Councils focused on Giving, Wellness, Sustainability, and Tenant Engagement
- 2022**
Published first Workforce Diversity Report (EEO-1)

ESG Initiatives

ESG Governance

Integrated Throughout the Business



* We established the ESG Steering Committee in 2019 comprising of senior leaders from across the business to guide our ESG program strategy and execution over the next decade

ESG Strategic Areas of Focus

Our Pillars	Our Strategy
 COMMUNICATE Openly With Our Stakeholders	Maintain regular engagement with key stakeholder audiences, reporting accurate information on issues of relevance to those audiences
 EMBRACE The Future Of Retail	Foster a sense of place at our shopping centers, creating people-centered properties that are more convenient and accessible
 ENGAGE Our Tenants & Communities	Help our tenants succeed and be a positive presence in the communities where we operate and live
 LEAD In Operations & Resiliency	Increase efficiency of operations and protect our assets from disruption
 FOSTER An Engaged, Inclusive & Ethical Team	Cultivate high levels of employee satisfaction and enhance diversity at all levels of the organization



The Marketplace at Factoria
Bellevue, WA

ESG Goals Update

Communicate

Openly with Our Stakeholders

SDG



Our Goals

1 Regularly engage with key stakeholders and annually report relevant ESG information in alignment with leading disclosure standards.

Progress

On-going Practice

Status



Embrace

The Future of Retail

SDG



Our Goals

2 Construct or entitle at least 12,000 residential units by 2025, as part of our effort to create quality mixed-use live-work-play environments.

Progress

6013 units (built, under construction, or entitled)

Status



3 Establish Curbside Pickup infrastructure at 100% of all qualified locations by 2025.

346 properties (100% of eligible Kimco pre-merger properties)*



4 Establish dedicated space for the activation of outside common areas at 20% of properties by 2030

10% of properties



5 Establish low-carbon transportation infrastructure at 25% of properties by 2025.

7% of properties



Engage

Our Tenants & Communities

SDG



Our Goals

6 Maintain an average tenant satisfaction rate of at least 80%.

Progress

89% tenant satisfaction rate

Status



7 Give \$1 million annually in cash and in-kind contributions to support small businesses and charitable causes in the communities in which we operate.

\$1.4 million



Lead

In Operations & Resiliency

SDG



Our Goals

8 Invest \$500 million in eligible Green Bond projects by 2030.

Progress

\$64.2 million deployed as of July 2021**

Status



9 Reduce Scope 1 and 2 GHG emissions by 30% from 2018 to 2030, and achieve net zero by 2050. Partner with tenants to quantify and reduce Scope 3 emissions, establishing a goal by 2025.

11.9% reduction since 2018***



10 Improve common area water efficiency at properties by 20% by 2025.

8.2% decrease in usage since 2020****



11 Achieve 50% waste diversion rate for waste-to-landfill in our corporate offices by 2025.

Need to define benchmark



12 Establish a comprehensive Vendor Business Practices Policy and expand supply chain reporting.

On-going Practice



Foster

An Engaged, Inclusive & Ethical Team

SDG



Our Goals

13 Maintain an average employee satisfaction rate of at least 90%.

Progress

94% employee satisfaction rate

Status



14 Increase the proportion of diverse employees in management to 60% by 2030, by developing programs to recruit, develop and retain diverse talent and promoting a culture of inclusion.

57% diverse employees in management



15 Provide 100% of employees with individual development opportunities and maintain a voluntary turnover rate below 10% annually.

100% of Employees; Voluntary Turnover: 9%



16 Achieve 75% participation in employee well-being programs annually.

100%



Recent Results & Recognition

Industry Leading Platform

Our Pillars		2021 Achievements	
	COMMUNICATE Openly With Our Stakeholders	Achieved #1 GRESB peer group ranking for both The Real Estate Assessment and Public Disclosure	Named as one of Barron's 10 Most Sustainable REITs, ranking first among retail REITs
	EMBRACE The Future Of Retail	Completed Curbside Pickup® installations at 300+ properties with more to come from the expanded portfolio following the WRI merger	Investment in Fifth Wall's Climate Tech Fund underscoring our commitment to exceptional, sustainable real estate
	ENGAGE Our Tenants & Communities	Completed Kimco Realty's Season of Giving campaign, helping Kimco Realty exceed our 2021 giving goal of \$1 Million to non-profit organizations and small businesses	Completed over 150 meetings reviews with retailer partners, expanding conversations beyond lease opportunities to also include ESG collaboration
	LEAD In Operation & Resiliency	Deployed \$64.2 million of capital towards our green bond , as of July 2021*	Retained a dedicated security consultant to build on our robust resiliency program to address safety and disaster preparedness
	FOSTER An Engaged, Inclusive & Ethical Team	Received maximum score on the Corporate Equality Index – recognized as Best Place to Work for LGBTQ+	Re-certified as a Great Place to Work® for the 4 th year in a row

RECOGNITION



FTSE4Good
FTSE4Good Index



Dow Jones
Sustainability Indexes
DJSI North America Index



Great Place To Work –
Certified 2021



Best Place to Work for
LGBTQ+ Equality



Gold Green Lease Leader



G R E S B
GRESB Public Disclosure –
“A” Rating



WSJ Top 250 Best-Run
Companies 2021

BARRON'S
The 10 Most Sustainable REITs

Barron's: Highest
Ranked Retail REIT

Disclosure Best Practices

Committed to Transparency

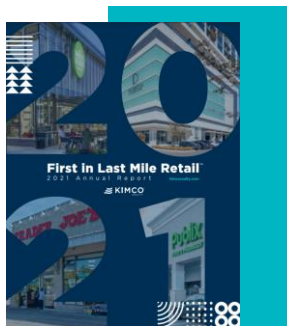
Kimco Realty is committed to best-in-class, proactive ESG disclosure and has aligned its third party verified, annual reporting with cross-industry leading standards:

- Global Reporting Initiative (GRI)
- Sustainability Accounting Standards Board (SASB)
- Task Force on Climate-related Financial Disclosures (TCFD)



Disclosure Roadmap

ESG information of relevance to stakeholders including program governance, goals and performance can be found in three primary locations



Annual Report/10-K

Summarizes ESG program priorities and material risk disclosures.



Proxy Statement

Summarizes corporate governance practices, including how the Board and management are engaged in ESG program strategy, governance and accountability.



Corporate Responsibility Report

Based on the Global Reporting Initiative (GRI) standard, summarizes environmental and social performance.

The Company also discloses information on its [EEO-1 Report](#) that can be found on the Company's website.



Dania Pointe
Dania Beach, FL

Environmental Platform



Achieving Our Science-Based Target¹

Kimco Realty Science-Based Target:

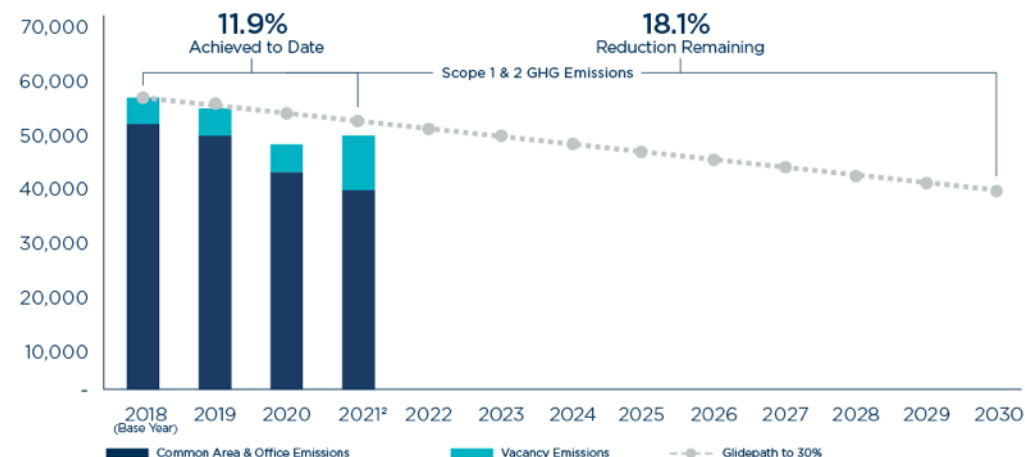
- Reduce **Scope 1 and 2 GHG emissions** by 30% from 2018 to 2030
- Achieve **net zero Scope 1 and 2 GHG emissions** by 2050
- Partner with tenants to quantify and reduce **Scope 3 emissions**, establishing a goal by 2025







Jericho Atrium
Jericho, NY



Pathway to 30% Emissions Reduction



Planned Emissions Reduction Strategies

				
STRATEGY	COMMON AREA LIGHTING RETROFITS	COMMON AREA BUILDING CONTROLS	VACANCY BEST PRACTICES	RENEWABLE ENERGY & OFFSETS ³
Anticipated GHG Reduction	20-25% REDUCTION	5-10% REDUCTION	0-5% REDUCTION	0-10% REDUCTION
Anticipated Investment ⁴	\$35-45M INVESTMENT	\$15-20M INVESTMENT	\$0-5M INVESTMENT	\$0 INVESTMENT

1. Kimco Realty's target is aligned with the Paris Agreement, has been certified by the Science-Based Targets initiative and is aligned with a well-below 2 degrees Celsius scenario
2. The increase in emissions from 2020 to 2021 was primarily driven by elevated vacancy rates caused by pandemic-related tenant fallout. Reported figures additionally include the impact of Kimco's merger with Weingarten Realty Investors, reflecting a mix of actual and estimated emissions extending back to base year 2018.
3. Kimco anticipates incorporating renewable energy into the mix of purchased electricity for some properties. Purchases will not require upfront capital investment, and will be structured to hold expenses in-line with market. The company may pursue other renewable energy strategies in out-years as a part of its Net Zero aspirations, but does not anticipate these efforts will be required to obtain its 30% reduction goal.
4. These estimates include previous and anticipated spend.

Climate Risk Management

Risk	Timing and Exposure*	Management Approach
Physical – Windstorms	Short to Long Term (0-30 years) Portfolio Coverage (GLA*) <ul style="list-style-type: none"> 0.5% Highest Risk 28.0% High Risk Portfolio Coverage (ABR*) <ul style="list-style-type: none"> 0.4% Highest Risk 26.7% High Risk 	<ul style="list-style-type: none"> Geographically diverse portfolio Resiliency efforts focused on safety preparations and business continuity after storms 133 assets carry additional windstorm insurance
Physical – Sea Level Rise	Long Term (30 years) Portfolio Coverage (GLA*) <ul style="list-style-type: none"> 1.4% Highest Risk 1.3% High Risk Portfolio Coverage (ABR*) <ul style="list-style-type: none"> 1.8% Highest Risk 1.7% High Risk 	<ul style="list-style-type: none"> Geographically diverse portfolio Resiliency efforts focused on safety preparations and business continuity after rainfall events 59 assets carry additional Federal flood insurance
Physical – Flooding	Short to Long Term (0-30 years) Portfolio Coverage (GLA*) <ul style="list-style-type: none"> 0.2% Highest Risk Portfolio Coverage (ABR*) <ul style="list-style-type: none"> 0.2% Highest Risk 	<ul style="list-style-type: none"> Geographically diverse portfolio Resiliency efforts focused on safety preparations and business continuity after rainfall events 59 assets carry additional Federal flood insurance
Physical - Wildfires	Short to Long Term (0-30 years) Portfolio Coverage (GLA*) <ul style="list-style-type: none"> 0.2% Highest Risk 33.2% High Risk Portfolio Coverage (ABR*) <ul style="list-style-type: none"> 0.3% Highest Risk 32.6% High Risk 	<ul style="list-style-type: none"> Geographically diverse portfolio Resiliency efforts focused on safety preparations and business continuity after wildfire events

Risk	Timing and Exposure*	Management Approach
Physical – Heat and Water Stress	Heat - Medium to Long Term (2-30 years) Portfolio Coverage (GLA*) <ul style="list-style-type: none"> 0.0% Highest Risk 12.4% High Risk Portfolio Coverage (ABR*) <ul style="list-style-type: none"> 0.0% Highest Risk 10.1% High Risk Water - Medium to Long Term (2-30 years) Portfolio Coverage (GLA*) <ul style="list-style-type: none"> 0.3% Highest Risk 23.9% High Risk Portfolio Coverage (ABR*) <ul style="list-style-type: none"> 0.3% Highest Risk 21.6% High Risk 	<ul style="list-style-type: none"> Investments in both energy and water efficiency programs
Transition - Regulation	Medium to Long Term (2-30 years) Regulations at the federal, state, and local levels could impose additional operating and capital costs associated with utilities, energy efficiency, building materials, and building design.	<ul style="list-style-type: none"> Active monitoring of regulations Investments in energy and water efficiency programs Green construction criteria
Transition - Reputation	Long Term (6—30 years) Increasing interest among retail tenants in building efficiency, sustainable design criteria and “green leases” could result in decreased demand for outdated space.	<ul style="list-style-type: none"> Engaging with suppliers, tenants, and other stakeholders on ESG priorities Green leases and construction criteria

Data as of 12/31/21 unless noted otherwise

Sustainability-Focused Financing and Investing

Green Bond:

- In 2020, Kimco Realty issued first green bond for **\$500M dedicated to enhancing sustainability and efficiency** of our national portfolio (inaugural green bond report in 2021)

Sustainable Revolving Credit Facility:

- In 2020, Kimco Realty became the first retail REIT with a credit facility that includes a sustainability pricing grid, which reduces the borrowing spread if the company achieves a target reduction in Scope 1 and 2 greenhouse gas emissions.
- **\$2 Billion unsecured revolving credit facility**

Investment in Fifth Wall's Climate Tech Fund:

- Fifth Wall is the largest venture capital firm focused on technology for the global real estate industry.
- In 2021, Kimco invested in Fifth Wall's Climate Tech Fund, which will provide the company early access to emerging companies and technologies in ESG.
- Kimco's investment in this fund underscored its commitment to exceptional, sustainable real estate and the belief that leadership in climate and sustainability goals can create long-term value for all stakeholders.

Lead in Operations and Resiliency

Maximizing the efficiency of our operations and protect our assets from disruption

Sustainable Building and Operations:

Green Leasing:

- Recognized as Green Lease Leader*
- **94% of new leases executed in 2021** incorporated “green” provisions

Green Design Standards:

- Developed and implemented a set of tenant construction standards in partnership with U.S. EPA Energy Star® program that establishes a base level and enhanced options for each major component of a standard construction project scope
- May significantly reduce operating expenses and environmental impacts during the life of a tenant's lease

*An honor created by The Institute for Market Transformation and the U.S. Department of Energy's Better Buildings Alliance.



Energy Solutions

Submetering

Completed an industry-leading program to individually submeter energy and water in 100% of Tier 1 tenant spaces, resulting in:

- Significantly improved collections
- Strong ROI with invested capital
- Incentivizing tenants to manage spaces efficiently

Lighting Upgrades

- Through the Kimco Realty Illumi-nation program, we have upgraded over 300 common area lighting systems to LED nationwide
- Developed a custom lighting control system that allows property managers to remotely manage lighting

Solar & EV Charging

- In 2009, Kimco Realty was the first among its peers to form a solar development subsidiary focused on rooftop solar
- EV charging stations at our properties provide an amenity for shoppers
- Solar and EV charging programs generate revenue

5,400+

ENERGY & WATER SUBMETERS INSTALLED
ACROSS OUR NATIONWIDE PORTFOLIO

300+

PROPERTIES HAVE BEEN UPGRADED TO LED
LIGHTING SINCE LAUNCHING ILLUMI-NATION IN 2014

223

EV CHARGING STATIONS
INSTALLED OR IN PROGRESS

20MW

OF SOLAR PRODUCTION CAPACITY
INSTALLED OR IN PROGRESS

Data as of 12/31/21 unless noted otherwise

Water Use Reduction

Submetering

Completed an industry-leading program to individually submeter energy and water in 100% of Tier 1 tenant spaces, resulting in:

- Significantly improved collection of data
- Strong ROI for stakeholders with invested capital
- Incentivizing tenants to manage spaces efficiently

Landscaping and Irrigation Management

- Developed an internal water assessment and benchmarking program that actively monitors consumption and proactively identifies retrofit opportunities
- Implemented a comprehensive approach to optimizing irrigation at our top water-consuming sites through smart controllers

TOP WATER-CONSUMING SITES HAVE
DEMONSTRATED SAVINGS OF

20-30%

EXPECTED TO RECOVER INVESTMENT IN
1-3 YEARS IN WATER SAVINGS ALONE

8.2%

DECREASE IN COMMON
AREA WATER USAGE AT
PROPERTIES SINCE 2020



Data as of 12/31/21 unless noted otherwise

Waste Management and Recycling

Integrated national waste management program consolidates vendors to service our portfolio:

- Solves a supply chain challenge related to how waste services were procured and managed at our shopping centers – reducing multiple vendors, and offering competitively priced services
- Reduces wear and tear on property infrastructure
- Extends recycling programs to more tenants through aggregation
- Waste consultant remits an annual fee for each participating property

23%

WASTE DIVERSION RATE* IN 2021

* Waste diverted from landfill



Case Study

The Witmer at Pentagon

About the Property:

- Signature Series® Kimco Realty property
- Centrally located, mixed-use property in near The Pentagon, Amazon's HQ2 Campus, Downtown DC, Reagan National Airport and Fashion Centre at Pentagon City
- 26-story, 443,000 square foot residential tower with 440 luxury apartment units
- 7,000 square feet of ground floor retail

Project Highlights:

11% CO2e emissions avoided annually

65% Estimated irrigation water use savings

39% Estimated potable water use savings

25% Estimated annual energy cost savings

20% Building materials manufactured using recycled materials

28% Building materials sourced locally

94% Diverted construction waste from landfill



Statistics compared to industry baseline



Social Platform



Fostering an Engaged, Inclusive, and Ethical Team



Human Capital

- During onboarding, new employees are assigned a mentor, goals, and plan for the first 90 days
- Created an immersive, 18-month management training program that introduces potential managers to the various aspects of the organization and how the business operates
- We have offered 20 of our associates the opportunity to become Certified Professionals in Management
- Our significant investment in technologies have streamlined our operations, created efficiencies across the organization, and made the company more agile and adaptable

Employee Engagement

- Launched 4 new KIMunity councils in 2021 and expanded the existing Diversity, Equity and Inclusion (DEI) council. Associates from all roles and levels were invited to apply for councils working in the areas of DEI, giving, wellness, sustainability and tenant engagement

Human Rights

- Committed to promoting human rights, in accordance with internationally recognized standards such as the UN Guiding Principles on Business and Human Rights, for its employees and business partners

94%

EMPLOYEES INDICATED THEY ARE SATISFIED IN 2021

14K+

HOURS OF TRAINING – AN AVERAGE OF 24 HOURS PER EMPLOYEE IN 2021

0

CODE OF CONDUCT VIOLATIONS IN 2021

Data as of 12/31/21 unless noted otherwise

Enhancing Diversity

Board

- Maintain a diverse board. Diverse members currently make up 50% of our board, representing 67% of independent directors.

Management Diversity & Employee Recruitment

- Committed to increase the proportion of diverse employees in management to 60% by 2030
- Achieved a 12% increase in management diversity since 2020.
- Initiatives include:
 - Including a larger number of diverse candidates in succession planning
 - Partnering with Jopwell*, Project Destined**, ICSC on its Launch Academy Internship program, Nareit on its REITs and Commercial Real Estate Internship program and Management Leadership for Tomorrow (MLT)

Employee Engagement

- Designated as a Best Place to Work for LGBTQ+ Equality
- Expanded our existing DEI council

Community

- Added questions in our due diligence questionnaires to understand the diversity of our suppliers
- Financial supporters of the Trevor Project***
- Cultural DEI events at our centers

*a black-owned diversity hiring platform that helps to connect companies and young professionals of underrepresented ethnic minorities

**organization that provides diverse students with paid, virtual internship opportunities in real estate

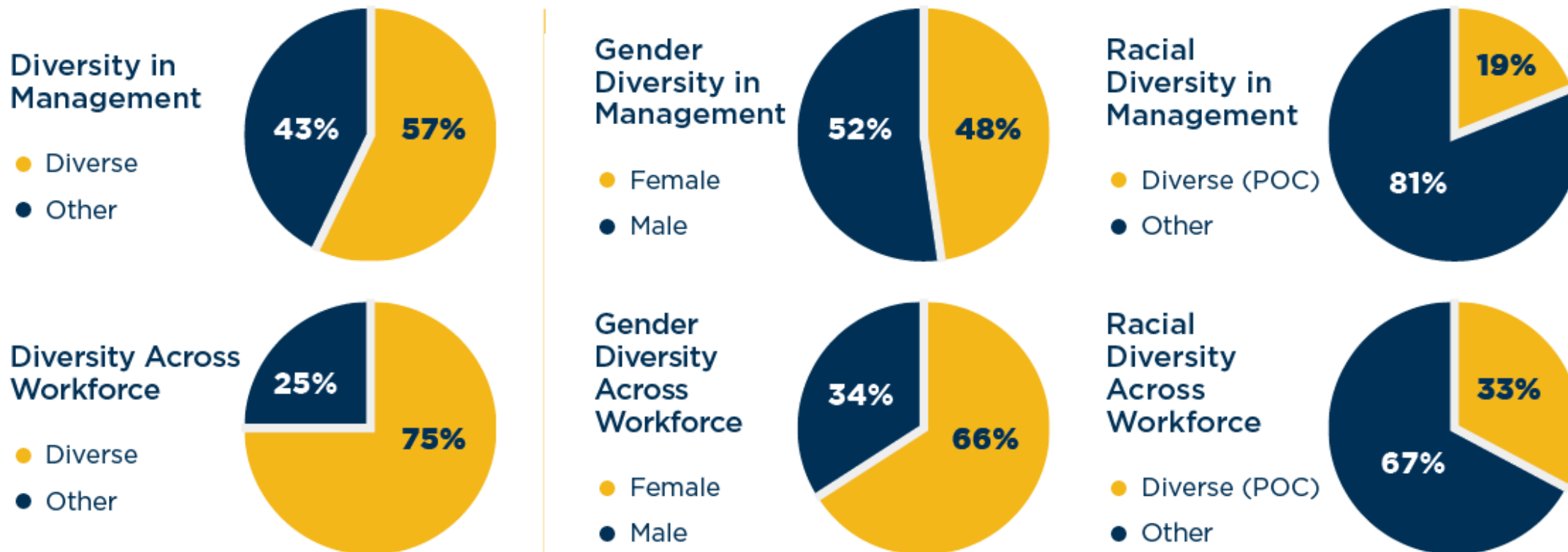
***a leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender, queer & questioning youth
Data as of 12/31/21 unless noted otherwise



DEI in Management and Workforce

Committed to increase the proportion of diverse employees in management to 60% by 2030

Progress Towards Our 2030 Goal



The Company also discloses information on its Workforce Diversity Report ([EEO-1 Report](#)) that can be found on the Company's website.

Data as of year end 2021

Recent Senior Leadership Appointments

The company continues to elevate members of its senior leadership team in recognition of their distinguished service, successful oversight of key strategic initiatives and commitment to maintaining Kimco Realty's standing as a best-in-class organization. These appointments also highlight the depth and breadth of the company's strong management team:

68% MANAGERIAL PROMOTIONS
WERE TO MEMBERS OF
DIVERSE GROUPS*

*Diverse groups includes women and minorities



Leah Landro

Executive Vice President
and Chief Human Resources
Officer



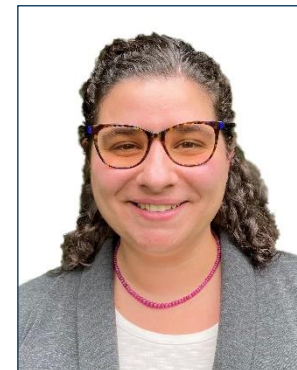
Kathleen Thayer

Senior Vice President,
Corporate Accounting and
Assistant Treasurer



Jen Maisch

Vice President, Marketing
and Communications



Tammy Chernomordik

Senior Director, ESG

Employee Health & Wellness



Building a Healthier and Happier Workforce

- A robust health insurance program significantly less expensive than average out-of-pocket costs for our industry
- Gympass provides Kimco employees with access to the largest global network of workout facilities and virtual programs
- Free access to Teladoc - convenient and virtual access to board-certified, licensed doctors, including psychiatrists, therapists, and psychologists
- Ongoing participation in Virgin Pulse step counting challenges which promote competition, inclusion and teamwork

Engage Our Tenants

Partners in Our Tenant's Success

- Tenant coordinators guide tenants through the opening process
- Regional marketing teams are focused on helping our tenants gain visibility and drive traffic
- Create welcoming spaces at our centers through placemaking, creating community gathering spaces
- Tenant Assistance Program helped tenants secure PPP loans at no cost during the pandemic

COMPLETED

150+

MEETINGS REVIEWS
WITH RETAILER
PARTNERS, EXPANDING
CONVERSATIONS BEYOND
LEASE OPPORTUNITIES
TO ALSO INCLUDE ESG
COLLABORATION

Data as of 12/31/2021

65K+

CALLS FIELDIED SINCE
LAUNCHING OUR
NATIONAL CALL
CENTER IN 2019



Suburban Square
Ardmore, PA

Engage Our Communities

We work to make a positive impact and to be known in the communities where we operate and live.

- Our shared Back to School marketing campaign and Be Cool, Be Kind, shined a light on mental health
- City & Civic Partnerships provide free, engaging cultural experiences at our centers
- Wellness Wednesdays, Cultural Saturdays, and Family Sundays at Dania Pointe
- Lunar New Year at Cupertino Village
- Annual giving, including Kimco's Season of Giving Campaign

IN 2021, KIMCO REALTY DONATED

\$1.4 MILLION

IN CASH AND IN-KIND CONTRIBUTIONS TO SUPPORT SMALL BUSINESSES AND CHARITABLE CAUSES IN THE COMMUNITIES IN WHICH WE OPERATE

Data as of 12/31/2021



Embrace the Future of Retail

Creating destinations and cultivating unique experiences:

- Signature Series®: “needle-moving” projects that create, dynamic retail destinations
- Mixed-use components such as residential, hotel or office are added to compliment the retail space. We have a pipeline of future projects with entitlements secured for more than **2,850 multi-family units, 575 hotel keys, 44,000 sf of new retail, and 908,000 sf of office space.**
- Placemaking:
 - Lincoln Walk, a gathering space at **Lincoln Square**
 - Ardmore Farmers Market at **Suburban Square**
 - Easily adaptable outdoor flex space at **Dania Pointe**
- Discovering & delivering what people want using crowdsourcing technology

121 PROPERTIES WITH PROJECTS
COMPLETED SINCE 2015 FOR A
TOTAL INVESTMENT OF \$2.0 BILLION

Data as of 12/31/2021



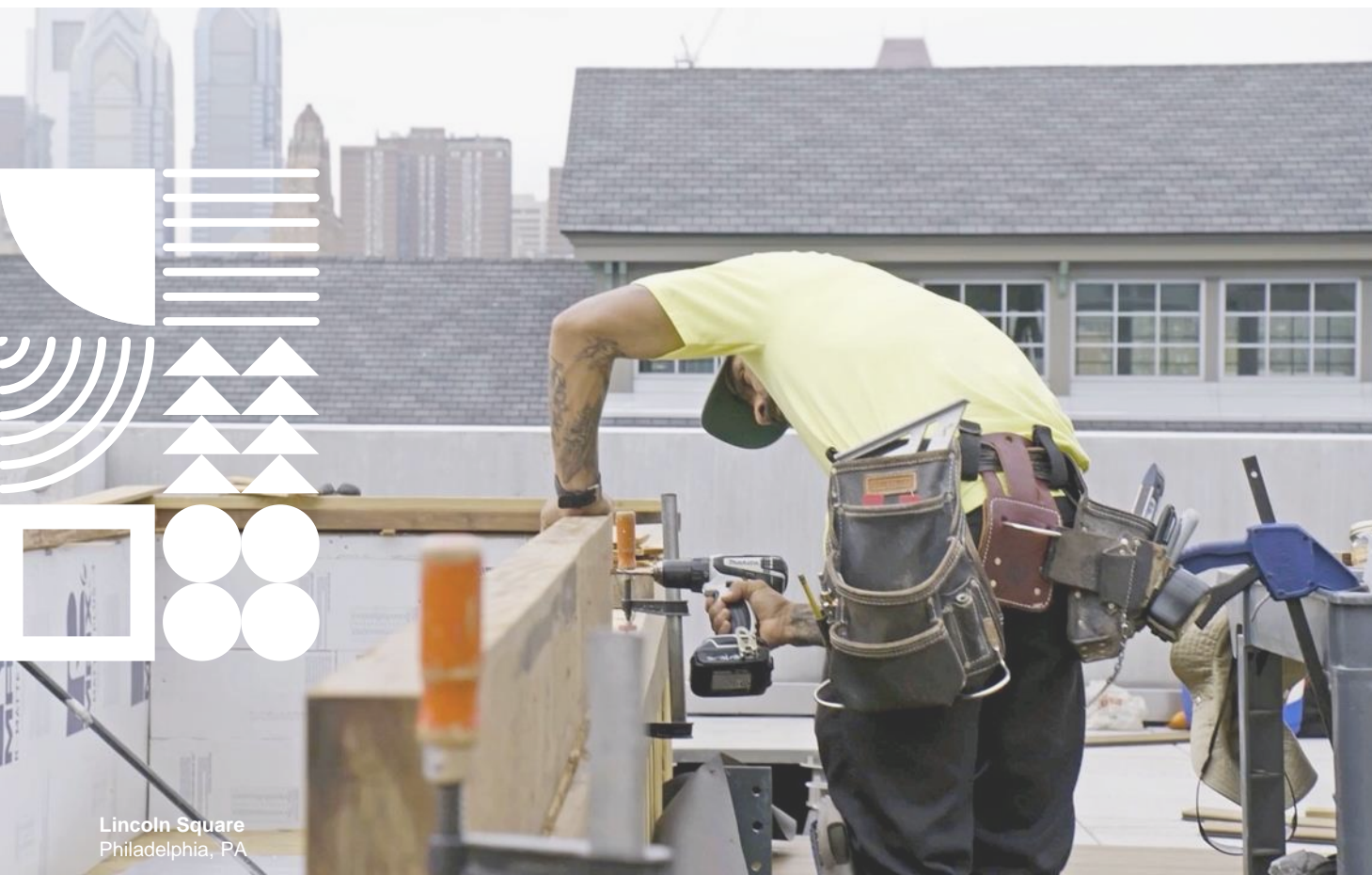
Kimco Realty's Curbside Pickup® Program

Kimco Realty launched Curbside Pickup® Program to help tenants adapt to changing shopping habits during the COVID-19 Pandemic and beyond. Since the program launched in April 2020, more than 300 shopping centers have designated curbside pickup parking spots for use by all tenants and their customers.

Fast-Tracking Of Outdoor Dining Approval

- Proactively reached out to restaurant tenants to expand or add outdoor dining
- Expedited request & approval process – one-page letter agreement
- Offered national vendors with stock of tents & heaters as weather cooled

Resiliency, Safety, and Accessibility



Lincoln Square
Philadelphia, PA

We tailor our solutions to meet the unique set of needs at each of our sites so that shoppers can feel good and safe when visiting. In 2022, we added a dedicated security consultant to our team.

Physical Safety During Natural Events

- Preventative maintenance is performed across our portfolio
- Our robust protocol includes training for property managers and center specific checklists
- Designated property managers, vendors, engineers and inspectors to assess and address damage

Cybersecurity

- All employees complete annual cybersecurity training
- Dedicated cyber security team focused on prevention - engages regularly with employees

WE HAVE INVESTED MORE THAN

\$50 MILLION

ON ADA* COMPLIANCE SINCE 2013

*Americans with Disabilities Act
Data as of 12/31/2021

Governance Platform



Grand Parkway Marketplace
Spring, TX

Environmental, Social, and Governance at Kimco Realty®

Corporate Governance

Kimco Realty's Corporate Governance Framework Supports Oversight and Accountability

What We Do

- ✓ **DO** maintain majority voting for the election of directors in uncontested elections
- ✓ **DO** provide for annual election of all directors
- ✓ **DO** provide stockholders the right to amend the Bylaws
- ✓ **DO** align pay and performance as a significant majority of total compensation is a balanced mix of Company and individual performance criteria tied to operational and strategic objectives established at the beginning of the performance period by the Executive Compensation Committee
- ✓ **DO** allocate a substantial portion of equity awards in performance shares, and if our total stockholder return for a performance period is less than the minimum threshold level, no performance shares are earned/issued.
- ✓ **DO** maintain rigorous stock ownership guidelines for directors and NEOs
- ✓ **DO** maintain a clawback policy
- ✓ **DO** conduct annual assessments of compensation at risk
- ✓ **DO** have an Executive Compensation Committee comprised solely of independent directors
- ✓ **DO** retain an independent compensation consultant that reports directly to the Executive Compensation Committee and performs no other services for the Company
- ✓ **DO** provide caps with annual and long-term incentive plan awards
- ✓ **DO** provide continuing education for our Board
- ✓ **DO** have an annual offsite strategic review by the Board with management
- ✓ **DO** have Nominating and Corporate Governance Committee that reviews and monitors the development and implementation of goals established for the ESG program
- ✓ **DO** have an Environmental, Social and Governance ("ESG") Steering Committee comprised of employee representatives throughout the Company to plan and coordinate the execution of the Company's ESG program
- ✓ **DO** require any search firm to include in its initial list of board candidates, qualified candidates who reflect diverse backgrounds, including, but not limited to, diversity of race, ethnicity, national origin, gender, and sexual orientation





NEW FOR 2022

What We Don't Do





- X **NO** compensation or incentives that encourage risk-taking reasonably likely to have a material adverse effect on the Company
- X **NO** tax gross ups for any executive officers
- X **NO** "single-trigger" change in control cash or equity payments
- X **NO** re-pricing or buyouts of underwater stock options
- X **NO** hedging or pledging transactions involving our securities
- X **NO** guarantees of cash incentive compensation or of equity grants
- X **NO** employment contracts with executive officers
- X **NO** supermajority voting requirements
- X **NO** stockholder rights plan (i.e., no "poison pill")

Board Of Directors

Kimco Realty's Board is comprised of a diverse, experienced group of business leaders

	Milton Cooper Executive Chairman (93) Other Boards: Getty Realty Corp. Director Since 1991	
	Philip E. Coviello Jr. Director (78) Other Boards: Getty Realty Corp. Director Since 2008	I C ● ● ● ●
	Richard B. Saltzman Director (65) Other Boards: Ranger Global Real Estate Advisors, Peaceable Street Capital, RXR Acquisition Corp. Director Since 2003	I ● ● ● ● ●
	Frank Lourenso Director (81) Director Since 1991	I ● ● C ● ● ●

Recent Board Refreshment

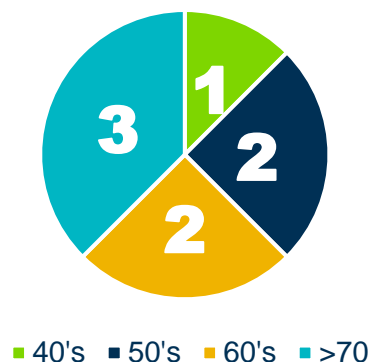
	Conor C. Flynn Director, CEO (41) Director Since 2016	
	Mary Hogan Preusse Director (53) Other Boards: Digital Realty Trust, Inc.; Host Hotels & Resorts, Inc., Realty Income Corporation Director Since 2017	I ● ● ● ● C ● ●
	Valerie Richardson Director (63) Director Since 2018	I ● ● ● ● ● ●
	Henry Moniz Director (53) Other Boards: Advisory Board of the Center on the Legal Profession at Harvard Law School Director Since 2021	I ● ● ● ● ● ● ●

During 2021, each director attended 100% of the aggregate of the total meetings of the Board and of the committees of the Board on which such director served.

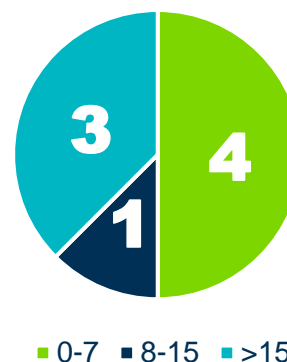
- Audit Committee
- Executive Compensation Committee
- Nominating & Corporate Governance Committee
- I Independent (75%)
- C Chairman

Board Composition

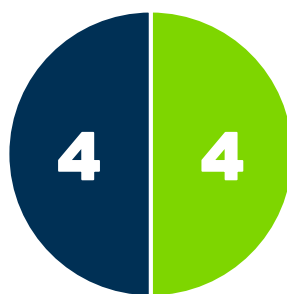
Age



Tenure

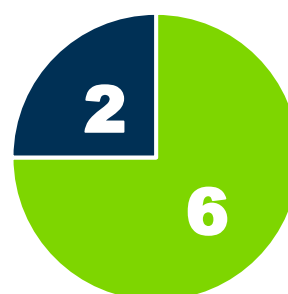


Diversity*



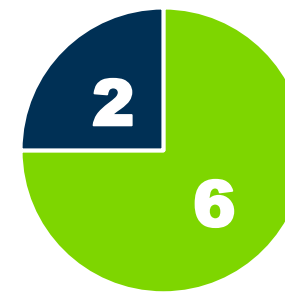
- Not Gender or Racially or Ethnically Diverse
- Gender or Racially or Ethnically Diverse

Gender



- Male
- Female

Race / Ethnicity



- Not Racially or Ethnically Diverse
- Racially or Ethnically Diverse

*The four Board Members identified as diverse do not overlap in either gender diversity or race / ethnicity diversity.

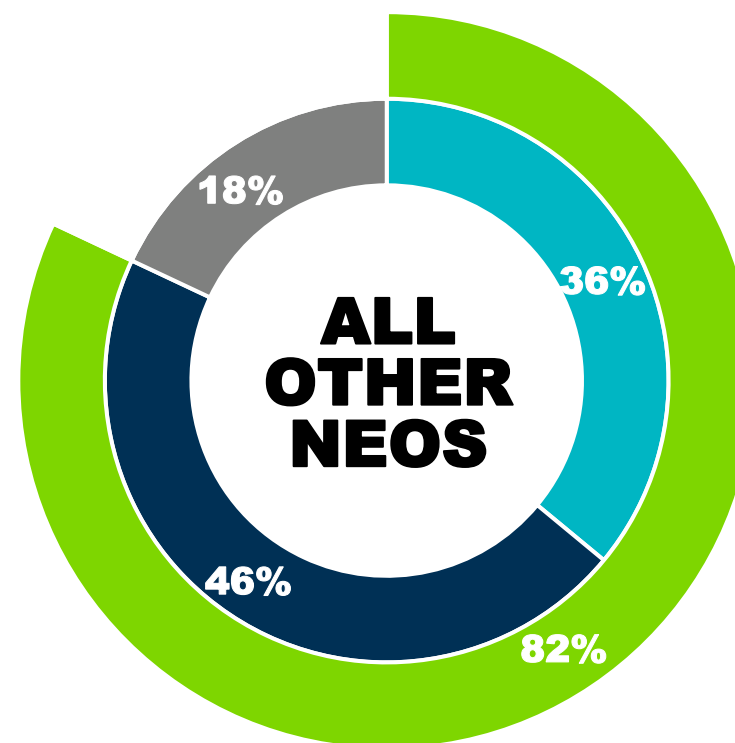
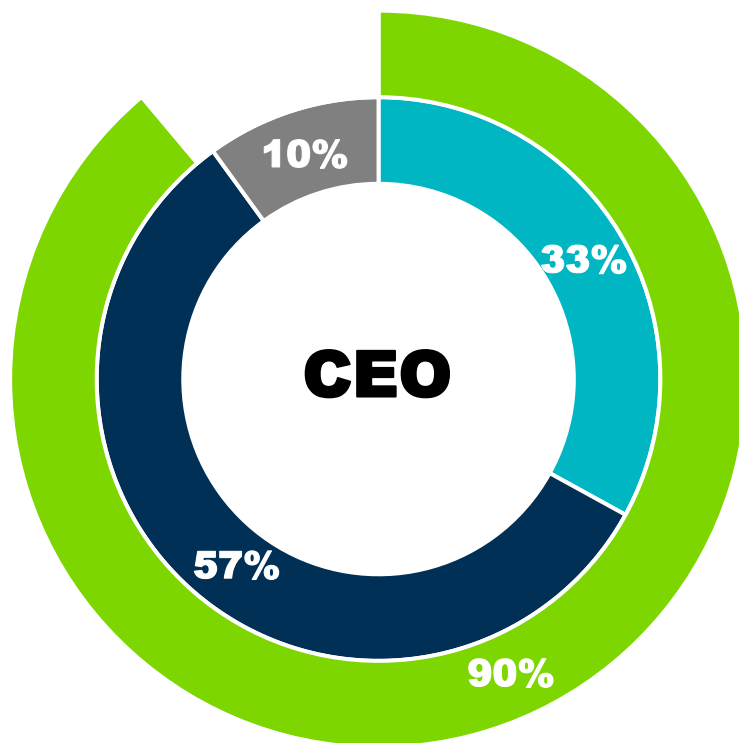
Board Of Directors

Skills and Expertise of Kimco Realty's Board

Experience or Expertise	Milton Cooper	Philip E. Coviello	Conor C. Flynn	Frank Lourenso	Henry Moniz	Mary Hogan Preusse	Valerie Richardson	Richard B. Saltzman
Business Leadership	✓	✓	✓	✓	✓	✓	✓	✓
REIT/Real Estate	✓	✓	✓	✓		✓	✓	✓
Public Company Executive	✓		✓	✓	✓		✓	✓
Investment/Financial	✓	✓	✓	✓	✓	✓	✓	✓
Environmental, Social & Governance		✓	✓		✓	✓		✓
Legal	✓	✓			✓		✓	
Risk Oversight				✓	✓			✓
Cybersecurity				✓	✓			

Compensation Practices

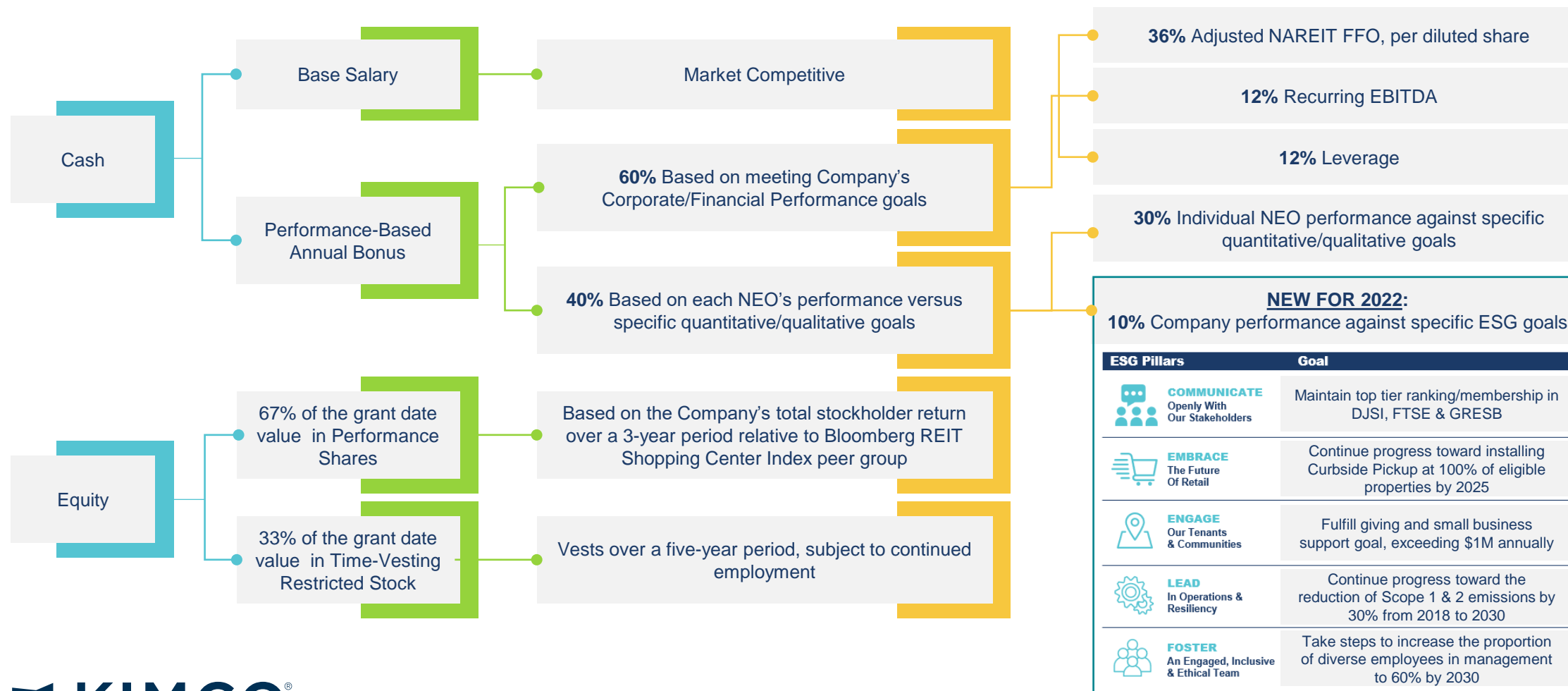
Significant Portion of Pay is Performance-Based & At Risk



■ Annual Incentive Award ■ Base Salary and Benefits ■ Long-Term Incentive ■ Performance Based & at Risk

Compensation Practices

Components of 2022 Executive Compensation*



Compensation Practices

Peer Group Used for Benchmarking Our Long-Term Incentive Plan

Companies listed in the Bloomberg REIT Shopping Center Index on January 1st of each calendar year (excluding the Company) are the peer group used to determine relative total stockholder return and the number of shares of stock earned with respect to each performance period beginning on January 1, 2021.

For 2021, these companies were:

- Acadia Realty Trust
- Alexander's Inc.
- Brixmor Property Group, Inc.
- Cedar Shopping Centers Inc.
- Site Centers
- Federal Realty Investment Trust
- Kite Realty Group Trust
- Ramco-Gershenson Properties Trust
- Regency Centers Corp.
- Retail Opportunity Investment Corp.
- Retail Properties of America, Inc.
- Saul Centers Inc.
- Urban Edge Properties
- Urstadt Biddle Properties Inc. (UBA)
- Weingarten Realty Investors (which was removed following the Merger)
- Whitestone REIT

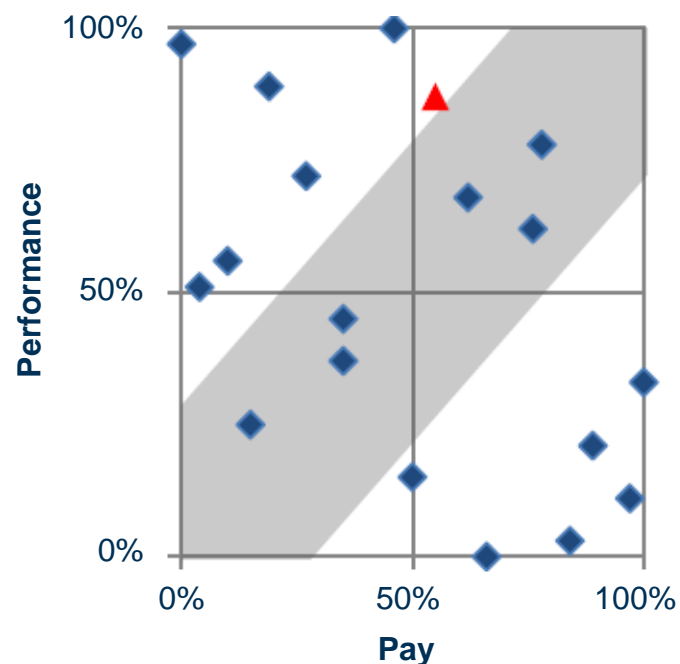


Compensation Practices

Benchmarking Executive Compensation Among Peers

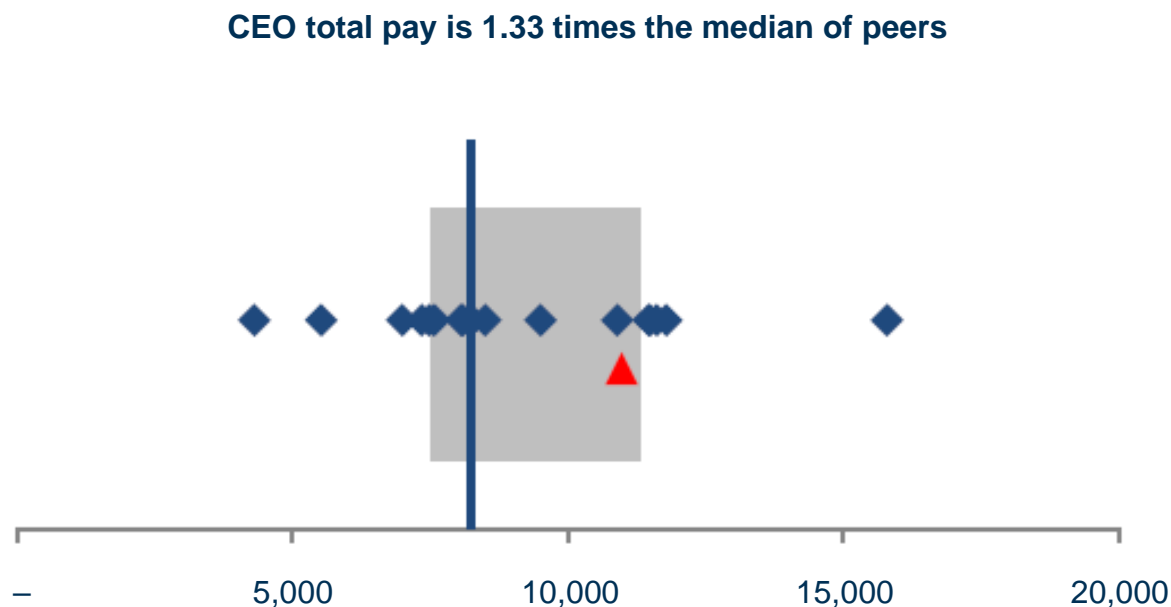
Relative Degree Of Alignment

The chart plots percentiles of the annualized 3-year performance and pay rankings for the company (▲) and ISS' derived peers (◆). The gray band generally indicates alignment.



Multiple of Median

Pay in \$thousands. The gray band represents 25th to 75th percentile of CEO pay of ISS' selected peer group, and the blue line represents the 50th percentile.



▲ KIMCO REALTY

Source: ISS Proxy Research Report April 2022

