



# Corporate Responsibility at Kimco Realty®

Second Quarter 2024



Stonebridge at Potomac Town Center  
Woodbridge, Virginia



[kimcorealty.com](https://www.kimcorealty.com)

# Safe Harbor

This communication, together with other statements and information publicly disseminated by Kimco Realty Corporation (the “Company,” or “Kimco,” or “our”) 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,” “commit,” “anticipate,” “estimate,” “project,” “will,” “target,” “plan,” “forecast” 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 communication. 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 communication, (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 impact of competition, including the availability of acquisition or development opportunities and the costs associated with purchasing and maintaining assets, (viii) the inability of major tenants to continue paying their rent obligations due to bankruptcy, insolvency or a general downturn in their business, (ix) 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, (x) the potential impact of e-commerce and other changes in consumer buying practices, and changing trends in the retail industry and perceptions by retailers or shoppers, including safety and convenience, (xi) the availability of suitable acquisition, disposition, development and redevelopment opportunities, and the costs associated with purchasing and maintaining assets and risks related to acquisitions not performing in accordance with our expectations, (xii) the Company’s ability to raise capital by selling its assets, (xiii) disruptions and increases in operating costs due to inflation and supply chain disruptions, (xiv) risks associated with the development of mixed-use commercial properties, including risks associated with the development, and ownership of non-retail real estate, (xv) changes in governmental laws and regulations, including, but not limited to, changes in data privacy, environmental (including climate change), safety and health laws, and management’s ability to estimate the impact of such changes, (xvi) the Company’s failure to realize the expected benefits of the merger with RPT Realty (“RPT Merger”), (xvii) significant transaction costs and/or unknown or inestimable liabilities related to the RPT Merger, (xviii) the risk of litigation, including shareholder litigation, in connection with the RPT Merger, including any resulting expense, (xix) the ability to successfully integrate the operations of the Company and RPT and the risk that such integration may be more difficult, time-consuming or costly than expected, (xx) 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, (xxi) effects relating to the RPT Merger on relationships with tenants, employees, joint venture partners and third parties, (xxii) the possibility that, if the Company does not achieve the perceived benefits of the RPT Merger as rapidly or to the extent anticipated by financial analysts or investors, the market price of the Company’s common stock could decline, (xxiii) our ability to navigate evolving stakeholder perceptions regarding various ESG policies, goals, memberships and programs, including rankings and scores and both pro- and anti-ESG activism by various stakeholders, including certain policymakers, (xxiv) valuation and risks related to the Company’s joint venture and preferred equity investments and other investments, (xxv) valuation of marketable securities, (xxvi) impairment charges, (xxvii) criminal cybersecurity attacks, disruption, data loss or other security incidents and breaches, (xxviii) risks related to artificial intelligence, (xxix) impact of natural disasters and weather and climate-related events, (xxx) pandemics or other health crises, such as coronavirus disease 2019 (“COVID-19”), (xxxi) our ability to attract, retain and motivate key personnel, (xxxii) financing risks, such as the inability to obtain equity, debt or other sources of financing or refinancing on favorable terms to the Company, (xxxiii) the level and volatility of interest rates and management’s ability to estimate the impact thereof, (xxxiv) changes in the dividend policy for the Company’s common and preferred stock and the Company’s ability to pay dividends at current levels, (xxxv) unanticipated changes in the Company’s intention or ability to prepay certain debt prior to maturity and/or hold certain securities until maturity, (xxxvi) the Company’s ability to continue to maintain its status as a REIT for U.S. federal income tax purposes and potential risks and uncertainties in connection with its UPREIT structure, and (xxxvii) 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 communication 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 communication, is subject to greater potential limitations than financial information, given the methods used for calculating or estimating such information. For example, standards and expectations regarding the measurement and accounting of various non-financial information (including GHG emissions and any associated reductions) continue to evolve, and it is possible that our approaches both to measuring our emissions and reducing emissions and measuring such reductions may be considered inconsistent with common or best practices with respect to such matters. Certain of our disclosures also rely at least in part on third-party information, and while we are not aware of any material issues with such information, except to the extent disclosed, we have not necessarily independently reviewed this information for accuracy. To the extent our approaches are perceived to fall out of step with common or best practice, or information we use in formulating our disclosures is subsequently determined to be inaccurate, we may be subject to additional scrutiny, criticism, regulatory and investment engagement or litigation, any of which may adversely impact our business, financial condition, or results or operations.

In addition, many of the standards and performance metrics used and referred to in the environmental, social and governance-related goals, targets and commitments set forth or referred to in this communication 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 communication 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 or otherwise may change due to revisions in framework requirements, availability or quality of information, changes in our business or applicable governmental policies, or other factors, some of which may be beyond the Company’s control, and we cannot guarantee that our approach to such matters will align with any particular methodology or the preferred practices and interpretations of any particular stakeholder.

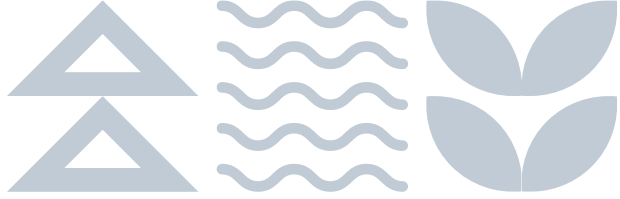


Mary Brickell Village  
Miami, Florida



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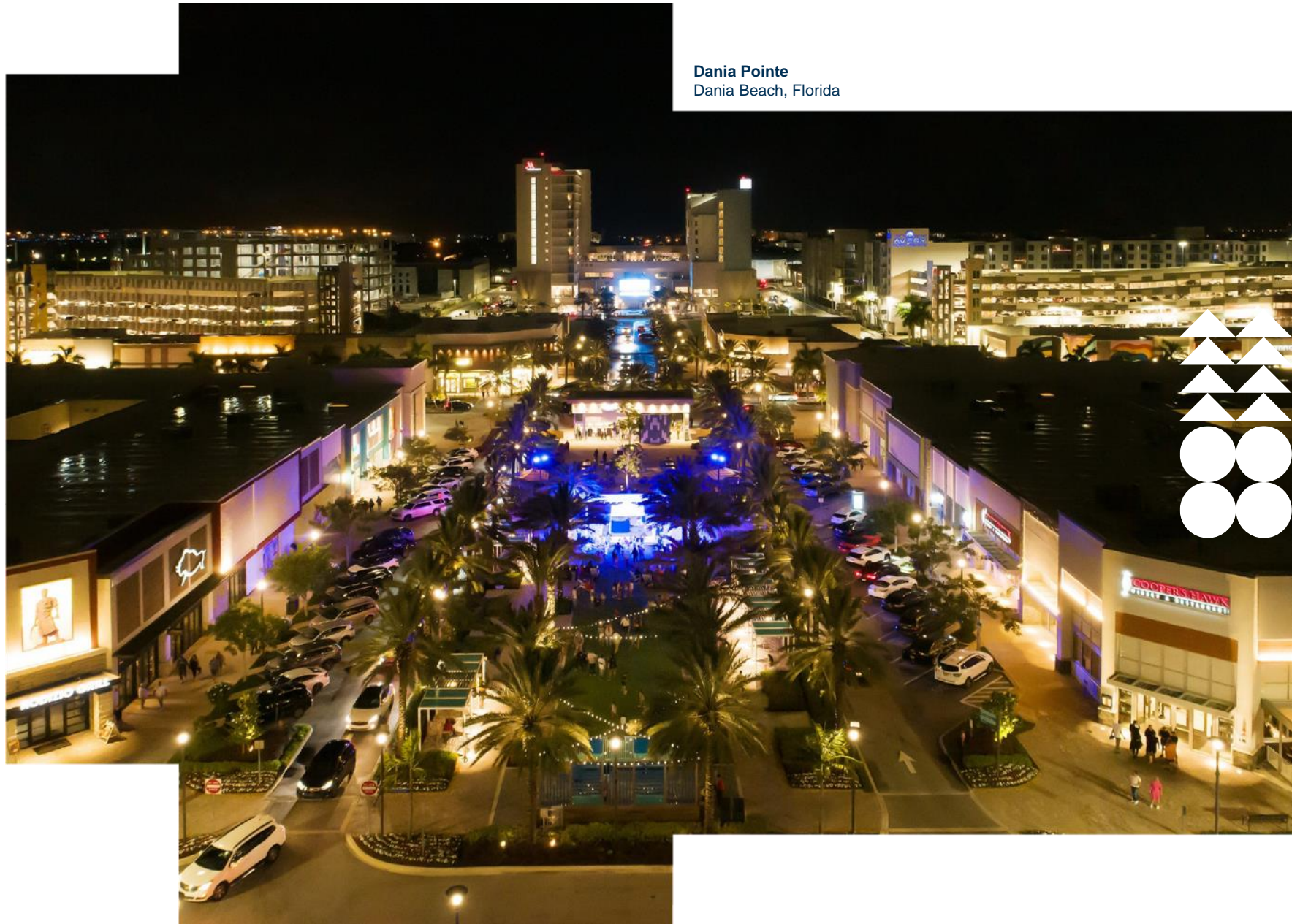
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# ESG Leadership



Dania Pointe  
Dania Beach, Florida



# 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
- 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
  - Launched Diversity, Equity, and Inclusion council
- 2020**  
Henry Moniz appointed to the Board
- 2021**
  - Merger with Weingarten Realty Investors
  - Launched Employee KIMunity Councils
- 2022**  
ESG incorporated into compensation across leadership team
- 2023**  
Launched Employee Resource Groups

## ESG Foundation Building

- 2010**  
Installed first rooftop solar array
- 2011**  
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
  - Launched LED lighting retrofit initiative
- 2015**  
Launched water management efforts

## ESG Leadership

- 2019**
  - Launched national call center
  - Aligned ESG reporting with TCFD and SASB
  - Signed the CEO Action for Diversity & Inclusion Pledge
- 2017**  
KimCares scholarships
- 2020**
  - Created Tenant Assistance Program
  - Issued \$500M Green Bond
- 2021**  
Investment in Fifth Wall's Climate Tech Fund
- 2022**
  - Published first Workforce Diversity Report (EEO-1)
  - Launched Milton Cooper Trailblazer in Real Estate Award
- 2023**
  - Launched IREM Certified Sustainable Properties Volume Program

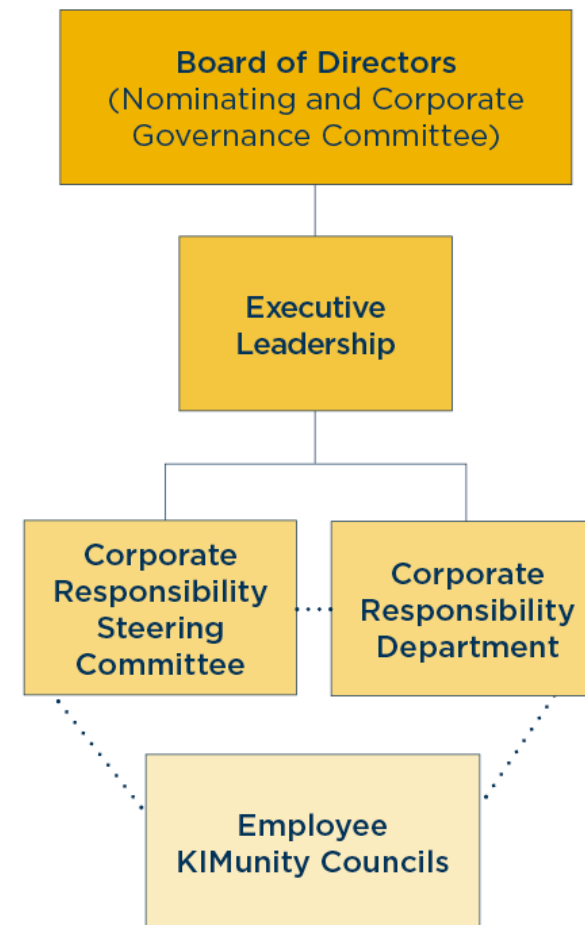
## ESG Initiatives

# ESG Leadership

## ESG Oversight

- The **Nominating and Corporate Governance Committee** of Kimco's **Board of Directors** is responsible for reviewing and monitoring the development and implementation of goals and related metrics established for the ESG program, as well as progress against those goals
- Kimco's CEO, Conor Flynn, who is a director, is the **executive management** sponsor of the ESG program
- The management-level **Corporate Responsibility Steering Committee** is cross-functional and diverse, comprised of both named executive officers and departmental and regional executives across multiple dimensions of the company
- Led by the Vice President of Corporate Responsibility, the **Corporate Responsibility Department** includes staff dedicated to driving key strategies, programs, and initiatives across the company
- Employee feedback and programming is driven through **KIMunity Councils**

For more information on Kimco's Corporate Responsibility Governance Structure see the "ESG Oversight" section of our most recent [Proxy Statement](#).



# ESG Leadership

## ESG Strategic Areas of Focus

Pillars	Strategy
 <b>COMMUNICATE</b> Openly With Stakeholders	Regularly engage with key stakeholders, reporting relevant information on pertinent issues
 <b>EMBRACE</b> The Future Of Retail	Foster a sense of place at our shopping centers, creating people-centered properties for enhanced convenience and accessibility
 <b>ENGAGE</b> Tenants & Communities	Support tenant success and foster community well-being, serving as a positive presence
 <b>LEAD</b> In Operations & Resiliency	Enhance operational efficiency and safeguard assets from operational disruption
 <b>FOSTER</b> An Engaged, Inclusive & Ethical Team	Actively cultivate employee satisfaction and foster diversity and inclusion across organizational levels



Kimco Tenant and Shopper




Kimco Employees

# ESG Leadership

## ESG Goals Update




### Communicate Openly with stakeholders

	Our Goals	Progress	Status
SDG 17 	<p><b>1</b> Regularly <b>engage with key stakeholders</b> and annually <b>report relevant ESG information</b> in alignment with leading voluntary ESG disclosure standards.</p>	On-going Practice	 ON GOING

### Embrace The Future of Retail

	Our Goals	Progress	Status
SDG 11 	<p><b>2</b> Construct or entitle at least 12,000 <b>residential units</b> by 2025, as part of our effort to create quality mixed-use live-work-play environments.</p>	10,723 units* (built, under construction, or entitled)	 ON TRACK
	<p><b>3</b> Establish <b>Curbside Pickup infrastructure</b> at 100% of all qualified locations by 2025.</p>	371 properties (100% of all qualified properties) <sup>1</sup>	 ON TRACK
	<p><b>4</b> Establish dedicated space for the <b>activation of outside common areas</b> at 20% of properties by 2030</p>	28% of properties	 ACHIEVED
	<p><b>5</b> Establish <b>low-carbon transportation infrastructure</b> at 25% of properties by 2025.</p>	22% of properties	 ON TRACK

### Engage Tenants & Communities

	Our Goals	Progress	Status
SDG 17 	<p><b>6</b> Maintain an average tenant satisfaction rate of at least 80%.</p>	90% tenant satisfaction rate	 ACHIEVED
	<p><b>7</b> Give \$1 million annually in cash and in-kind contributions to support small businesses and charitable causes in the communities in which we operate.</p>	\$1.3 million	 ACHIEVED

Unless otherwise noted, goal, status and progress as of 12/31/23

Unless otherwise stated, baseline year for ESG Goals is 2020

\*Data as of 06/30/24

<sup>1</sup> Stated progress reflects 100% of eligible properties pre-RPT merger (which closed in January 2024)



# ESG Leadership

## ESG Goals Update

### Lead In Operations & Resiliency

	Our Goals	Progress	Status
SDG 13 CLIMATE ACTION	<b>8</b> Invest \$500 million in eligible <b>Green Bond projects</b> by 2030.	\$373.8 million deployed as of June 2023 <sup>1</sup>	ON TRACK
	<b>9</b> Reduce <b>Scope 1 and 2 GHG emissions</b> by 30% from 2018 to 2030, and achieve net zero Scope 1 and 2 GHG emissions by 2050 <sup>3</sup> . Partner with tenants to quantify and <b>reduce Scope 3 emissions</b> , establishing a goal by 2025.	18.6% Reduction in Scope 1 and 2 GHG emissions since 2018 <sup>2</sup>	ON TRACK
SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	<b>10</b> Improve common area water efficiency at properties by 20% by 2025.	20% decrease in usage since 2020 <sup>2</sup>	ACHIEVED
	<b>11</b> Achieve 50% waste diversion rate for <b>waste-to-landfill</b> in our corporate offices by 2025.	45% waste diversion rate <sup>4</sup>	ON TRACK
SDG 17 PARTNERSHIPS FOR THE GOALS	<b>12</b> Establish a comprehensive <b>Vendor Business Practices Policy</b> and expand supply chain reporting.	On-going Practice	ON GOING




### Foster An Engaged, Inclusive & Ethical Team

	Our Goals	Progress	Status
SDG 10 REDUCED INEQUALITIES	<b>13</b> Maintain an average <b>employee satisfaction</b> rate of at least 90%.	94% employee satisfaction rate	ACHIEVED
	<b>14</b> Continue progress on <b>programs to recruit, develop and retain talent</b> from a diversity of backgrounds. <sup>5</sup>	On-going Practice	ON GOING
SDG 3 GOOD HEALTH AND WELL-BEING	<b>15</b> Provide 100% of employees with <b>individual development opportunities</b> and maintain a voluntary turnover rate below 10% annually.	100% of Employees; Voluntary Turnover: 4.6%	
	<b>16</b> Achieve 75% participation in <b>employee well-being programs</b> annually.	100%	ACHIEVED

Unless otherwise noted, goal, status and progress as of 12/31/23  
 Unless otherwise stated, baseline year for ESG Goals is 2020  
 1. Over \$115 million additional expected (see 2023 Green Bond Report)  
 2. These figures include re-baselined prior year values  
 3. Kimco's near-term Scope 1 and 2 30% GHG emissions reduction target is validated by the Science-Based Targets initiative.  
 4. As of 12/31/23, office data coverage is 41% based on eligible square footage. This data includes office waste, recycling, and shredding  
 5. Stated goal reflects Kimco goal as of Q12024. Achieved previous goal to "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." \*We recognize that there are many attributes that contribute to the diversity of our management and workforce. However, for purposes of this goal and reporting, included individuals who identified as belonging to an underrepresented race/ethnicity and/or gender. Progress against the previous goal was 60.1% as of Q12024.

# ESG Leadership

## Recent Results & Recognition

Pillars	Recent Results	
 <b>COMMUNICATE</b> Openly With Stakeholders	Awarded <b>Green Lease Leader™ at Platinum Level</b> , recognizing green leasing practices and portfolio-wide social goals	Awarded Nareit®'s 2023 <b>“Leader in the Light” Award for outstanding sustainability practices</b> within the retail REIT sector
 <b>EMBRACE</b> The Future Of Retail	<b>Exceeded our 2030 common area activation goal</b> , establishing dedicated space for the activation of outside common areas at more than 20% of properties	<b>Achieved 10,723 residential units entitled, under construction, or built</b> as of Q2 2024
 <b>ENGAGE</b> Tenants & Communities	Completed third annual <b>Kimco Realty Season of Giving campaign</b> , engaging with non-profit organizations across the country	Completed <b>160+ portfolio reviews in 2023</b> with retailer partners, expanding conversations beyond leasing to include ESG collaboration
 <b>LEAD</b> In Operations & Resiliency	Launched <b>IREM Certified Sustainable Properties Certification Volume Program</b> – certified 19 properties	Implemented a <b>bundled renewable energy credit (REC) procurement pilot</b> , supplementing operational efficiency measures as we explore our pathway to net zero
 <b>FOSTER</b> An Engaged, Inclusive & Ethical Team	Received top score on the Corporate Equality Index – designated recipient of the <b>Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion</b>	Certified as a <b>Great Place to Work®</b> for the 6 <sup>th</sup> year in a row and named one of the <b>2023 Best Workplaces in Real Estate™</b>

## Recognition

### Nareit®

Nareit®'s 2023 Retail Leader in the Light

### Dow Jones® Sustainability Indices

DJSI North America Indexes

### GRESB®

GRESB #1 in U.S. Retail: Retail Centers Peer Group, Public Disclosure – “A” Rating

### FTSE4Good®

FTSE4Good Index

### Great Place To Work®

Great Place To Work Certified for the 6<sup>th</sup> year in a row

### Human Rights Campaign Foundation™ Corporate Equality Index 2023-2024

Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion

### Green Lease Leader™

Platinum Green Lease Leader

### ISS Corporate ESG Rating

Prime Status

All the above trademarks are the property of their respective owners and used for identification purposes only.

# ESG Leadership Disclosure Best Practices

## Committed to Transparency

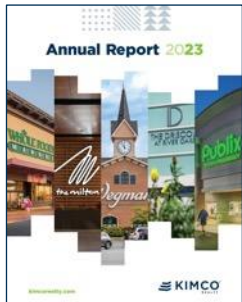
Kimco Realty is committed to excellence in ESG disclosure and has aligned its third party verified, annual reporting with cross-industry leading standards:

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



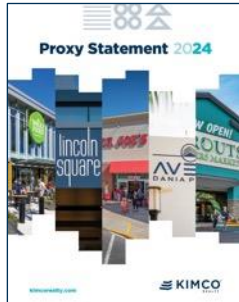
## Disclosure Roadmap

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.



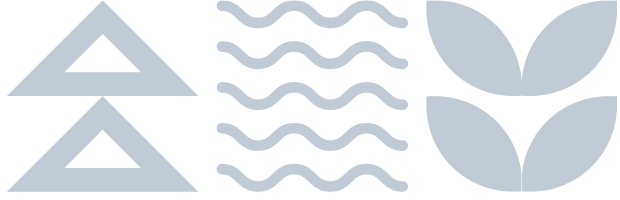
### Corporate Responsibility Report

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.



Quail Corners  
Charlotte, North Carolina



# Environmental Platform



The Milton  
Pentagon City, VA



# Environmental Platform

## Achieving Our Science-Based Target<sup>1</sup>

### Scope 1 and 2 GHG Emissions

- Science-Based Target: Reduce **Scope 1 and 2 GHG emissions** by 30% from 2018 to 2030
- Net zero Target: Achieve **net zero Scope 1 and 2 GHG emissions** by 2050

### Scope 3 GHG Emissions:

- Partner with tenants to quantify and reduce **Scope 3 emissions**, establishing a Scope 3 GHG emissions reduction goal by 2025

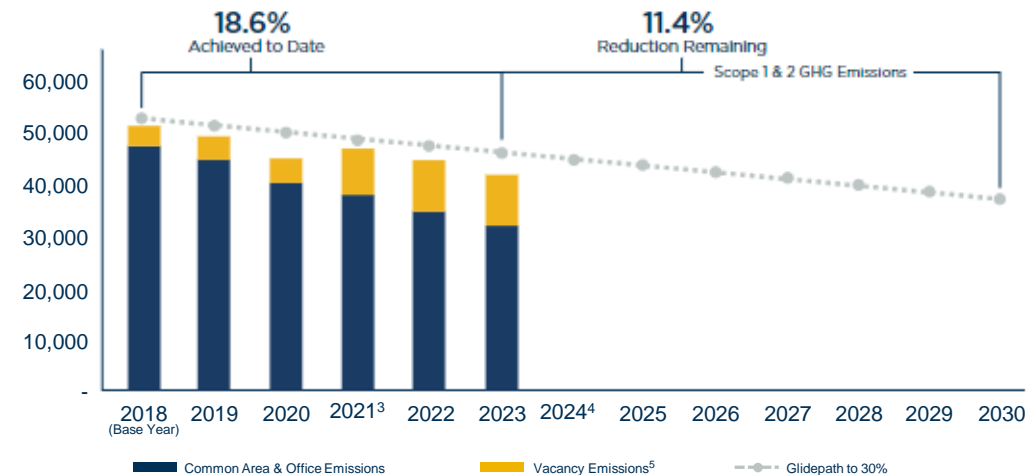


Edgewater Commons  
Edgewater, New Jersey

Reported figures in these charts reflect Kimco's pre-RPT merger portfolio as of 12/31/2023.

1. Kimco's target is aligned with the Paris Agreement, has been validated by the Science-Based Targets initiative, and is aligned with a well-below 2 degrees Celsius scenario
2. Reported figures in the Pathway to 30% Emissions Reduction Chart represent market-based Scope 1 and 2 GHG emissions and reflect the results of a re-baselining exercise performed in accordance with the GHG Protocol.
3. The increase in emissions from 2020 to 2021 was primarily driven by elevated vacancy rates caused by pandemic-related tenant fallout.
4. ~\$10 to \$15 million of 2024 capex earmarked for ESG projects (i.e. lighting, smart meters, irrigation controls etc.)
5. Vacancy emissions attributable to the portion of our buildings that are not currently leased to tenants, during which time Kimco assumes operational control of the vacant space.
6. 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 as a part of its net zero aspirations but does not anticipate these efforts will be required to obtain its 30% reduction goal.
7. These estimates include previous (as of 12/31/2023) and anticipated overall spend through 2030 for the Company to obtain its Science-Based target reduction goal for Scope 1 and 2 GHG emissions.
8. Due to implementation periods for efficiency projects, previous spend as of 12/31/2023 includes capital investments for which corresponding GHG savings has not yet been reflected in completed GHG reductions reported as of 12/31/2023 in Pathway to 30% Emissions Reduction chart.

### Pathway to 30% Emissions Reduction<sup>2</sup>



### Emissions Reduction Strategies

Strategy	Common Area Lighting Retrofits	Common Area Building Controls	Vacancy Best Practices	Renewable Energy & Offsets <sup>6</sup>
Completed and Anticipated GHG Reductions	20-25% REDUCTION	5-10% REDUCTION	0-5% REDUCTION	0-10% REDUCTION
Completed and Anticipated Investments <sup>7</sup>	\$30-40M INVESTMENT	\$5-10M INVESTMENT	\$0-5M INVESTMENT	\$0-1M INVESTMENT
Remaining GHG Reductions <sup>8</sup>	5-10% REDUCTION	1-5% REDUCTION	0-5% REDUCTION	0-1% REDUCTION
Remaining Anticipated Investments	\$10-15M INVESTMENT	\$1-5M INVESTMENT	\$0-5M INVESTMENT	\$0-1M INVESTMENT

Data as of 12/31/23 unless noted otherwise

# Measuring and Reporting Emissions

Kimco discloses Scope 1, 2, and 3 greenhouse gas (GHG) emissions\* on an annual basis

	Scope 1 and 2 GHG Emissions	Scope 3 GHG Emissions
<b>Goal</b>	<ul style="list-style-type: none"> <li>Reduce Scope 1 and 2 GHG emissions by 30% from 2018 to 2030, and achieve net zero Scope 1 and 2 GHG emissions by 2050</li> </ul>	<ul style="list-style-type: none"> <li>Partner with tenants to quantify and reduce Scope 3 GHG emissions, establishing a Scope 3 GHG emissions reduction goal by 2025</li> </ul>
<b>Applicable emissions sources</b>	<ul style="list-style-type: none"> <li>Common areas (outdoor parking lots)</li> <li>Vacant tenant spaces</li> <li>Kimco offices</li> </ul>	<p>Kimco will finalize relevant emissions categories as we set our Scope 3 GHG emissions target. Tenant energy consumption is currently anticipated to be our largest emissions category. The below categories represent what we currently track:</p> <ul style="list-style-type: none"> <li>Tenant energy usage in their own spaces due to triple net lease (NNN) structure</li> <li>Emissions from waste in operations</li> <li>Business travel</li> </ul>
<b>How is Kimco addressing these emissions?</b>	<ul style="list-style-type: none"> <li>Common area lighting retrofits and building controls</li> <li>Vacancy and office best practices</li> <li>Exploration of renewable energy credits (RECs)</li> </ul>	<ul style="list-style-type: none"> <li>Piloting programs and lease structures that incentivize and curtail tenant energy usage</li> <li>Integrated national waste program, extending recycling programs to more tenants through aggregation</li> <li>Investment in remote capabilities and flexible work model to reduce business travel needs</li> </ul>
<b>Data availability</b>	<ul style="list-style-type: none"> <li>Directly accessible through internal data systems</li> </ul>	<ul style="list-style-type: none"> <li>Tenant energy usage: Limited availability as tenants are generally direct-metered by utility. Lease provisions related to tenant-to-landlord data disclosure have had limited success to date. Kimco is exploring other avenues for data access.</li> <li>Portfolio waste emissions: Access to data through national program</li> <li>Business travel: Managed through internal systems</li> </ul>

\*Based on operational control in accordance with the GHG Protocol Corporate Accounting and Reporting Standard

# Environmental Platform

## Climate Risk Management

Risk	Timing and Exposure*	Management Approach
<b>Physical – Acute Hazards - Windstorms</b>	<b>Short to Long Term (0-30 years)</b> <b>Portfolio Coverage (GLA*)</b> <ul style="list-style-type: none"> <li>0.5% Highest Risk</li> <li>54.2% High Risk</li> </ul> <b>Portfolio Coverage (ABR*)</b> <ul style="list-style-type: none"> <li>0.4% Highest Risk</li> <li>56.3% High Risk</li> </ul>	<ul style="list-style-type: none"> <li>Geographically diverse portfolio</li> <li>Resiliency efforts focused on safety preparations and business continuity after storms</li> <li>131 assets carry additional windstorm insurance</li> </ul>
<b>Physical – Acute Hazards - Flooding</b>	<b>Short to Long Term (0-30 years)</b> <b>Portfolio Coverage (GLA*)</b> <ul style="list-style-type: none"> <li>6.3% Highest Risk</li> </ul> <b>Portfolio Coverage (ABR*)</b> <ul style="list-style-type: none"> <li>6.3% Highest Risk</li> </ul>	<ul style="list-style-type: none"> <li>Geographically diverse portfolio</li> <li>Resiliency efforts focused on safety preparations and business continuity after rainfall events</li> <li>58 assets carry additional Federal flood insurance</li> </ul>
<b>Physical – Chronic Stressors - Sea Level Rise</b>	<b>Long Term (30 years)</b> <b>Portfolio Coverage (GLA*)</b> <ul style="list-style-type: none"> <li>1.3% Highest Risk</li> </ul> <b>Portfolio Coverage (ABR*)</b> <ul style="list-style-type: none"> <li>1.3% Highest Risk</li> </ul>	<ul style="list-style-type: none"> <li>Geographically diverse portfolio</li> <li>Resiliency efforts focused on safety preparations and business continuity after rainfall events</li> <li>58 assets carry additional Federal flood insurance</li> </ul>
<b>Physical – Chronic Stressors - Wildfires</b>	<b>Short to Long Term (0-30 years)</b> <b>Portfolio Coverage (GLA*)</b> <ul style="list-style-type: none"> <li>3.0% Highest Risk</li> <li>37.6% High Risk</li> </ul> <b>Portfolio Coverage (ABR*)</b> <ul style="list-style-type: none"> <li>3.3% Highest Risk</li> <li>38.8% High Risk</li> </ul>	<ul style="list-style-type: none"> <li>Geographically diverse portfolio</li> <li>Resiliency efforts focused on safety preparations and business continuity after wildfire events</li> </ul>

\*Gross Leasable Area (GLA) and Annualized Base Rent (ABR) figures are stated based on Kimco's pro-rata ownership share, referred to in other reporting commonly as "KIMshare". Please note that our third-party climate risk analysis vendor's methodology and climate models are subject to change over reporting cycles. Other than Flooding, these exposures figures represent full exposure of Red Flag and High-Risk categories per our third-party climate risk analysis vendor's methodology. Information on the location of properties within Kimco's portfolio is available on [the Company's website](#).

Risk	Timing and Exposure*	Management Approach
<b>Physical – Chronic Stressors - Heat and Water Stress</b>	<b>Medium to Long Term (2-30 years)</b> <b>Heat</b> <b>Portfolio Coverage (GLA*)</b> <ul style="list-style-type: none"> <li>0.0% Highest Risk</li> <li>0.0% High Risk</li> </ul> <b>Portfolio Coverage (ABR*)</b> <ul style="list-style-type: none"> <li>0.0% Highest Risk</li> <li>0.0% High Risk</li> </ul> <b>Water</b> <b>Portfolio Coverage (GLA*)</b> <ul style="list-style-type: none"> <li>0.0% Highest Risk</li> <li>13.2% High Risk</li> </ul> <b>Portfolio Coverage (ABR*)</b> <ul style="list-style-type: none"> <li>0.0% Highest Risk</li> <li>13.0% High Risk</li> </ul>	<ul style="list-style-type: none"> <li>Geographically diverse portfolio</li> <li>Investments in both energy and water efficiency programs</li> </ul>
<b>Transition – Policy and Legal</b>	<b>Medium to Long Term (2-30 years)</b> Regulations at the federal, state, and local levels, in addition to stakeholder adherence to international regulations, could impose additional operating and capital costs associated with utilities, energy efficiency, building materials, and building design.	<ul style="list-style-type: none"> <li>Active monitoring of regulations</li> <li>Investments in energy and water efficiency programs</li> <li>Green construction criteria</li> <li>Pilot programs to address Scope 3 tenant energy usage</li> </ul>
<b>Transition – Reputation and Market</b>	<b>Long Term (6–30 years)</b> Increasing interest among retail tenants in building efficiency, sustainable design criteria and "green leases" could result in decreased demand for outdated space. Potential of fluctuating cost for carbon-intensive raw materials used to construct and renovate our properties.	<ul style="list-style-type: none"> <li>Engage with suppliers, tenants, and other stakeholders on ESG priorities</li> <li>Green leases and construction criteria</li> </ul>
<b>Transition – Technology</b>	<b>Short to Long Term (0–30 years)</b> Increasing market and regulatory expectations may result in increased investment in upgrading technology and assets, including training and startup costs.	<ul style="list-style-type: none"> <li>Partnerships to understand the pipeline of latest technologies</li> <li>Engaging with technology companies for assistance in reporting and monitoring efficiency</li> <li>Identify new vendors to improve efficiency</li> </ul>

Data as of 12/31/23 unless noted otherwise and reflects Kimco's portfolio as of 12/31/23 pre-RPT merger.

# 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.
- In 2023, recast \$2 Billion unsecured revolving credit facility with enhanced sustainability matrix tied to our GHG emissions reduction strategy, with applicable margin benefits tied to Scope 1 and 2 Science-Based Target.
- In 2024, Kimco entered into a credit agreement in which \$310 Million in new term loans were issued that are tied to the Scope 1 and 2 Science-Based Target.

## 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

Enhance operational efficiency and safeguard our assets from operational disruption

## Sustainable Building and Operations:

### Green Building Certifications:

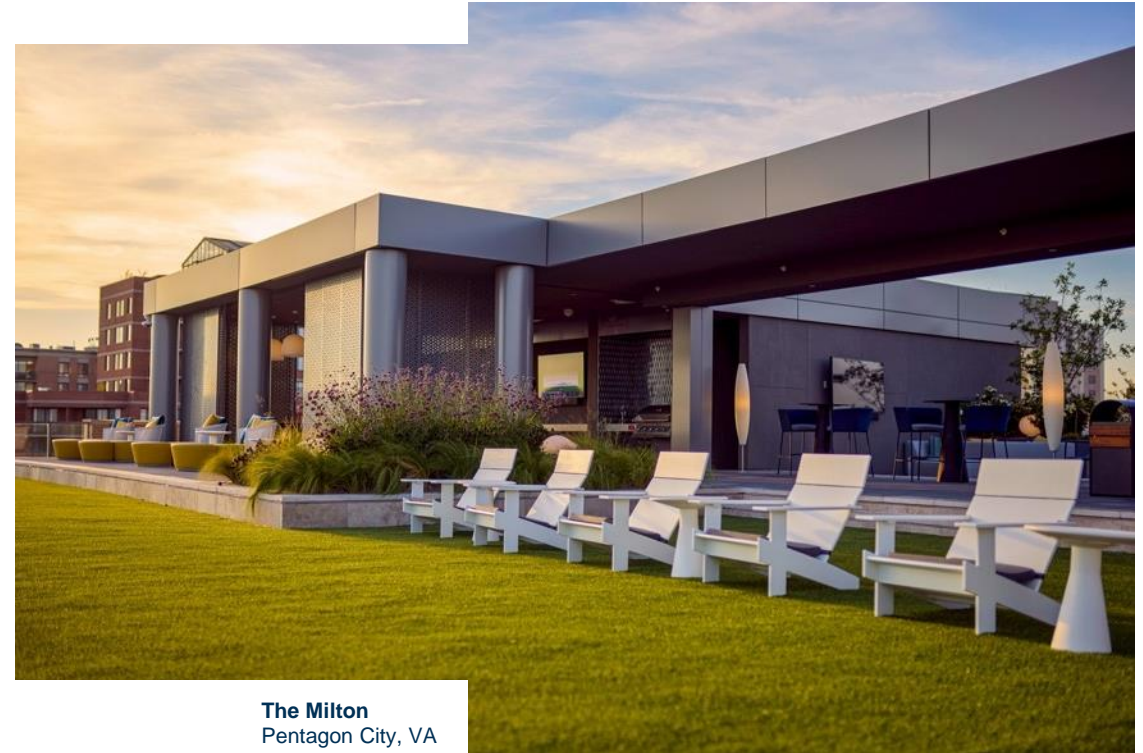
- Launched IREM Certified Sustainable Property Volume Program in 2023, 19 certified properties
- 5% portfolio by GLA and 4.4% by property count is covered via a whole building certification<sup>1</sup>
- Kimco LEED Certifications and select tenant green building certifications disclosed in annual [Green Bond Report](#)

### Green Leasing:

- Recognized as a Green Lease Leader<sup>2</sup>
- **90% of new leases executed in 2023** incorporated “green” provisions
- Approximately 40% of the company’s revenue is derived from green buildings and leases.<sup>3</sup>

### Green Design Standards:

- Developed and implemented tenant construction standards in partnership with U.S. EPA Energy Star® program that establishes base 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



The Milton  
Pentagon City, VA

1. Data as of 12/31/2023 and reflects Kimco portfolio pre-RPT merger.

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

3. Revenue reported as percentage of pro-rata ABR as of 12/31/2023.

Data as of 12/31/23 unless noted otherwise

# Environmental Platform Energy Solutions



## Submetering

Implemented an ongoing industry-leading program to individually submeter energy and water in applicable tenant spaces at long-hold sites, 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 400 common area lighting systems to LED nationwide
- Developed a custom lighting control system that allows property managers to remotely manage lighting
- Leading cause of reducing GHG emissions at more than 50% of the total portfolio



## 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

# 6,600

SUBMETERS INSTALLED ACROSS OUR NATIONWIDE PORTFOLIO

# 400+

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

# 580+

EV CHARGING STATIONS INSTALLED OR IN PROGRESS

# +27MW

OF SOLAR PRODUCTION CAPACITY INSTALLED OR IN PROGRESS

Data as of 12/31/23 unless noted otherwise

# Environmental Platform

## Water Stewardship

### Submetering

Implemented an ongoing industry-leading program to individually submeter energy and water in applicable tenant spaces at long-hold sites, 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
- Developed ongoing water stewardship best practices and national programs applied across our portfolio

TOP WATER-CONSUMING SITES HAVE  
DEMONSTRATED SAVINGS OF

# 20-30%

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

# 20%

DECREASE IN COMMON AREA  
WATER USAGE AT PROPERTIES  
SINCE 2020, EXCEEDING OUR GOAL



Data as of 12/31/23 unless noted otherwise

# Environmental Platform

## Waste Management and Recycling

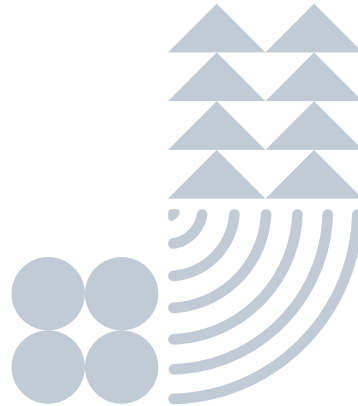
Integrated national waste management program consolidates vendors to service our portfolio:

- 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



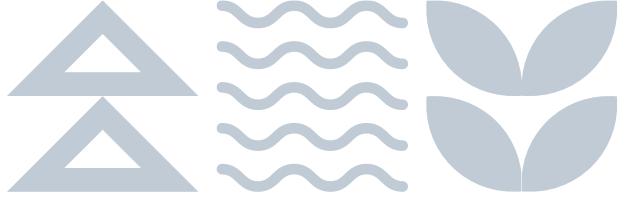
# 22%

WASTE DIVERSION RATE\*



\*Waste diverted from landfill

Data as of 12/31/23 unless noted otherwise



# Social Platform



# Social Platform Fostering an Engaged and Ethical Team

## Culture, Human Capital and Employee Engagement

- During onboarding, new employees are assigned a mentor, goals, and plan for the first 90 days
- Offer all associates opportunities to take training programs and courses to further their professional and personal development
- Our significant investment in technologies have streamlined our operations, created efficiencies across the organization, and made the company more agile and adaptable
- Launched six Employee Resource Groups (ERGs) in 2023; Existing KIMunity Associate Engagement Councils
- A robust health program, inclusive of medical, dental and vision coverage, all at a cost that we believe is significantly less than average out-of-pocket costs for employees across our industry
- Ongoing health and wellness programming, including a platform hosting challenges that promote physical and mental health

## 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 our employees and business partners



**94%**

EMPLOYEES INDICATED  
THEY ARE SATISFIED IN 2023

**23K+**

HOURS OF TRAINING – AN AVERAGE  
OF 36 HOURS PER EMPLOYEE IN 2023

**0**

CODE OF CONDUCT  
VIOLATIONS IN 2023

Data as of 12/31/23 unless noted otherwise

# Social Platform

## Enhancing Culture and Belonging

### Board Diversity

- Board members from traditionally underrepresented genders or racial/ethnic groups make up 50% of our board, representing 67% of independent directors.

### Diversity & Employee Recruitment

- Continue progress on programs to recruit, develop and retain talent from a diversity of backgrounds.
- Initiatives include:
  - Partnering with Project Destined<sup>1</sup>, ICSC on its Launch Academy Internship and ICSC Foundation/Project Destined Retail Real Estate Bridge programs, and Nareit on its REITs and Commercial Real Estate Internship program

### Employee Engagement

- Employee-driven KIMunity Councils
- Launched Employee Resource Groups (ERGs) in 2023

### Community

- Funds annual Milton Cooper Trailblazer in Real Estate Award in partnership with the ICSC Foundation<sup>2</sup>
- Signatory to CREW's CRE Pledge for Action<sup>3</sup> and the CEO Action for Diversity and Inclusion<sup>TM</sup> pledge<sup>4</sup>
- Trevor Project<sup>5</sup> Champion
- Ferguson Foundation on Center for Leadership Excellence initiative<sup>6</sup>

1. Organization that provides financial support, training, networking opportunities, and mentorship to students from various backgrounds interested in real estate  
 2. Award includes \$10,000 real estate scholarships to undergraduate and graduate students, students from underrepresented groups in the industry are encouraged to apply.  
 3. CREW (Commercial Real Estate Women) Network is a global organization that supports the advancement of women and other individuals in underrepresented groups in commercial real estate through business networking, industry research, leadership development, and career outreach.  
 4. Largest CEO-driven business commitment to drive measurable action and meaningful change in advancing diversity equity and inclusion (DEI) in the workplace  
 5. A leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender, queer & questioning youth  
 6. Educational program designed to foster leadership and industry knowledge at the undergraduate level in real estate and related sectors

### Employee Resource Groups

Members of our DEI/Culture and Belonging Council laid the groundwork for the 2023 launch of Kimco's first Employee Resource Groups (ERGs). ERGs are voluntary, employee-organized communities designed to cultivate connection among employees with shared interests, characteristics, or backgrounds. ERGs are open to any employees who are interested, regardless of whether they self-identify with a particular background, and include the following:



Emerging Professionals



Empowering Women to Lead



LGBTQ+



Multicultural



Military Veterans & Support



Working Parents and Caregivers

Data as of 12/31/23 unless noted otherwise

# Social Platform

## Engage Our Tenants



### Partners in Our Tenant's Success

- Tenant coordinators guide tenants through the opening process
- Regularly seeking feedback and insights through ongoing engagement
- Create welcoming spaces at our centers through placemaking, creating community gathering spaces
- Regional marketing teams are focused on helping our tenants gain visibility and drive traffic
- Launched pilot initiative with select national tenants to provide them with a single point of contact for all locations across portfolio

COMPLETED

# 430+

PORTFOLIO REVIEWS WITH  
RETAILER PARTNERS SINCE  
2020, EXPANDING  
CONVERSATIONS BEYOND  
LEASING TO INCLUDE ESG  
COLLABORATION

# 125K+

CALLS FIELDIED SINCE  
LAUNCHING OUR  
NATIONAL CALL  
CENTER IN 2019



Data as of 12/31/23 unless noted otherwise



# Social Platform

## Engage Our Communities

We work to make a positive impact on our tenant partners and in the communities where we operate and live.

- Promoting Arts and Literacy via partnership with Performing Arts Center of the East Side at Marketplace at Factoria and Free Little Library installations at Suburban Square and Jericho Commons
- Wellness Wednesdays, Cultural Saturdays and Family Sundays at Dania Pointe and Family Sundays at Suburban Square
- Cultural Celebrations include Hispanic Heritage Month, Lunar New Year and Pride programming, among others
- Promoting Mental Health Awareness through participation in the “Signs of Hope Initiative,” installing signage at 300 of our sites by end of 2024
- Annual giving, including Kimco’s Season of Giving Campaign, matching gifts, and two employer sponsored volunteer days for all employees

IN 2023, KIMCO REALTY DONATED

# \$1.3 MILLION

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



Data as of 12/31/2023

# Social Platform

## Embrace the Future of Retail

### Creating destinations and cultivating unique experiences:

- Our mixed-use portfolio exemplifies our vision for the future of retail through the creation of dynamic and vibrant retail destinations
- Mixed-use components such as residential, hotel or office are added to compliment the retail space.
- Placemaking:
  - In 2022, exceeded our goal of establishing dedicated space for the activation of outside common areas at 20 percent of our properties
  - Properties across our portfolio boast unique features:
    - the Farmer's Market at **Suburban Square** in Ardmore, PA;
    - a rooftop community garden at **The Milton** in Arlington, VA;
    - an acoustically-designed outdoor amphitheater at **Santee Trolley Square** in Santee, CA;
    - and versatile outdoor lawns at **Dania Pointe**, which were designed to be easily adapted for business meetings, public and private events, exercise and wellness classes, and much more.
- Discovering & delivering what people want using crowdsourcing technology
- Enrich the lives of our customers through free access to art and cultural activities through installing murals, hosting pop-up art galleries, or free orchestral performances



# Resiliency, Safety, and Accessibility



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. Our first concern is always the safety and security of our employees, retailers, customers, and communities.

## Culture of Safety

- Preventative maintenance is performed across our portfolio
- Our robust protocol includes training for property managers and utilization of technology such as emergency response systems
- Designated property managers, vendors, engineers and inspectors to assess and address damage
- Bolstered the regional and corporate teams to enhance programs focused on natural disaster preparedness as well as employee and site safety
- Annual training for property management and development teams on safety standards, policies and procedures

## Cybersecurity

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

## Accessibility

- Maintain common areas in compliance with ADA\*
- Perform alternations, improvements and maintenance in accordance with applicable ADA laws\*

\*Americans with Disabilities Act

# Social Platform Case Study



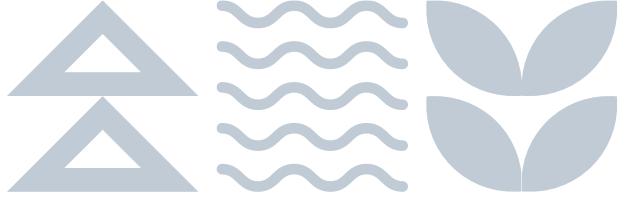
## Partnership with Project Destined

- Kimco's employee-driven DEI/Culture and Belonging Council laid the groundwork for the partnership, which is in its fourth year
- Aspects of our partnership with Project Destined<sup>1</sup> include:
  - Active mentorship of diverse students in real estate
  - Professional development experiences, including site visits and pitch competitions
  - Expanding Kimco's recruitment pipeline, including hosting an intern
  - Financial support to Project Destined

**40+** STUDENT MENTEES, PAIRED  
WITH MENTORS FROM  
VARIOUS DEPARTMENTS

<sup>1</sup>Project Destined programming pairs students with leading real estate executives to evaluate live deals in their community and present them in a pitch competition, providing the skills, experiences and networks that prepare them to secure a strong first job or internship. Scholars emerge with the skills, confidence, experiences and networks that prepare them to secure a strong first job or internship.





Grand Parkway Marketplace  
Spring, TX

# Governance Platform



# Governance Platform

## Corporate Governance

### Kimco Realty's Corporate Governance Framework Supports Oversight and Accountability

#### Board Structure and Independence

- ✓ Separate Chairman and CEO
- ✓ Lead Independent Director, who is elected by the independent directors
- ✓ 6 of 8 directors are independent; Audit, Executive Compensation and Nominating and Corporate Governance Committees are each entirely comprised of independent directors
- ✓ 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
- ✓ Executive sessions of non-management directors held at all Board and committee meetings
- ✓ Annual offsite strategic review by the Board with management
- ✓ Diverse Board with two female directors and two ethnically and/or racially diverse members
- ✓ No familial relationships among Board members
- ✓ Limits on other board service to prevent "overboarding"
- ✓ Formal "Clawback" Policy

#### Board Oversight

- ✓ Structured oversight of the Company's corporate strategy and risk management
- ✓ ESG strategy and initiatives, as well as corporate governance oversight by Nominating and Corporate Governance Committee
- ✓ Provide continuing education for our Board
- ✓ Cybersecurity and regulatory compliance oversight by Audit Committee
- ✓ Board and senior management succession planning
- ✓ Annual self-assessment of Board and Board committee performance

#### Accountability and Best-In-Class Governance Practices

- ✓ Met or spoke with stockholders representing 64% of our common stock in 2023
- ✓ Stock ownership policy for directors and NEOs and stock retention requirement for directors and NEOs who have not achieved the applicable stock ownership level
- ✓ Prohibition of hedging and pledging Company stock by directors and NEOs
- ✓ Code of Conduct for directors, officers and employees
- ✓ ESG Steering Committee to manage ESG program
- ✓ Oversight of political contributions (de minimis amounts in 2023)

#### Stockholder Rights

- ✓ Annual election of all directors
- ✓ Majority voting for directors in uncontested elections
- ✓ No supermajority vote requirements
- ✓ Annual Say-on-Pay advisory vote
- ✓ Stockholders have the right to amend the Bylaws
- ✓ Stockholders representing a majority can call special meeting
- ✓ Proxy Access: stockholder (or a group of 20) owning 3% of our common stock for at least three years may nominate up to 20% of board members
- ✓ No "poison pill" in effect
- ✓ "Double trigger" change in control arrangement that covers certain of our named executive officers ("NEOs")\*
- ✓ Feedback solicited from stockholders is shared with our Board

#### Executive Compensation Highlights

##### WHAT WE DO

- Align pay with performance
- Deliver a substantial portion of the value of equity awards in performance shares
- Include ESG metrics in our annual incentive program
- Review and approve our annual and long-term incentive plan awards
- Pay dividends earned on performance shares only after the performance shares are earned and vested
- Review our peer group annually
- Use an independent compensation consultant
- Have severance arrangements but not employment agreements
- Have a compensation clawback policy
- Maintain a 100% independent Executive Compensation Committee
- Conduct annual assessments of compensation at risk

##### WHAT WE DO NOT DO

- Provide payment gross-ups for taxes
- Provide compensation or incentives that encourage unreasonable risk-taking

Unless otherwise noted all information provided comes from the 2024 Kimco Proxy Statement.

# Governance Platform

## Board Of Directors

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



**Milton Cooper**  
Executive Chairman  
Primary Role: Kimco Co-Founder

Director Since 1991



**Conor C. Flynn**  
Director, CEO

Director Since 2016



**Philip E. Coviello Jr.**  
Director  
Primary Role: Former Latham & Watkins LLP Partner

Director Since 2008



**Mary Hogan Preusse**  
Director  
Primary Role: Formerly Managing Director and co-head of Americas Real Estate for APG Asset Mgmt. U.S.  
Director Since 2017



**Richard B. Saltzman**  
Director  
Primary Role: Senior Advisor and Chairman of the Board of Managers at Ranger Global Real Estate Advisors  
Director Since 2003



**Valerie Richardson**  
Director  
Primary Role: Chief Operating Officer of the ICSC  
Director Since 2018



**Frank Lourenso**  
Director  
Primary Role: Former EVP of JPMorgan Chase & Co.

Director Since 1991



**Henry Moniz**  
Director  
Primary Role: Chief Compliance Officer at Meta

Director Since 2021



During 2023, 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.

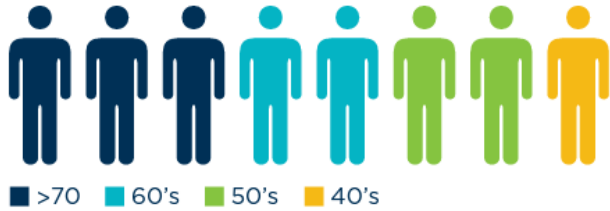
- Audit Committee
- Executive Compensation Committee
- Nominating & Corporate Governance Committee
- Independent (75%)
- Chairman

Unless otherwise noted all information provided comes from the 2024 Kimco Proxy Statement.

# Governance Platform

## Board Composition

### Age



### Tenure



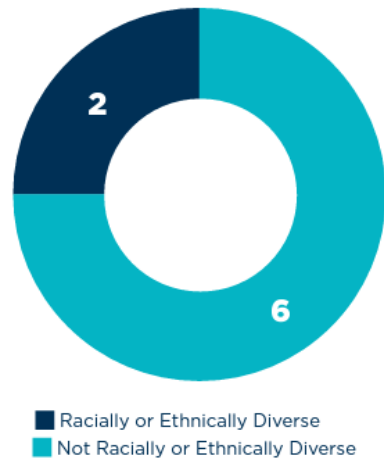
### Diversity\*



### Gender\*



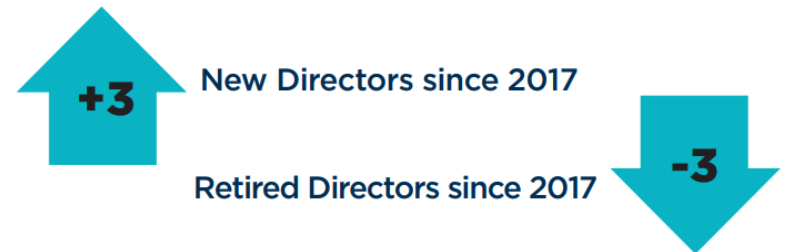
### Race / Ethnicity



### LGBTQ+

None of the Board members identified as LGBTQ+, based upon survey results

### Board Refreshment



\*Of the four board members identifying as from traditionally underrepresented genders or racial/ethnic groups, there is no overlap across racial/ethnic and gender diversity. Unless otherwise noted all information provided comes from the 2024 Kimco Proxy Statement.



# Governance Platform

## Board Of Directors

### Skills and Expertise of Kimco Realty's Board

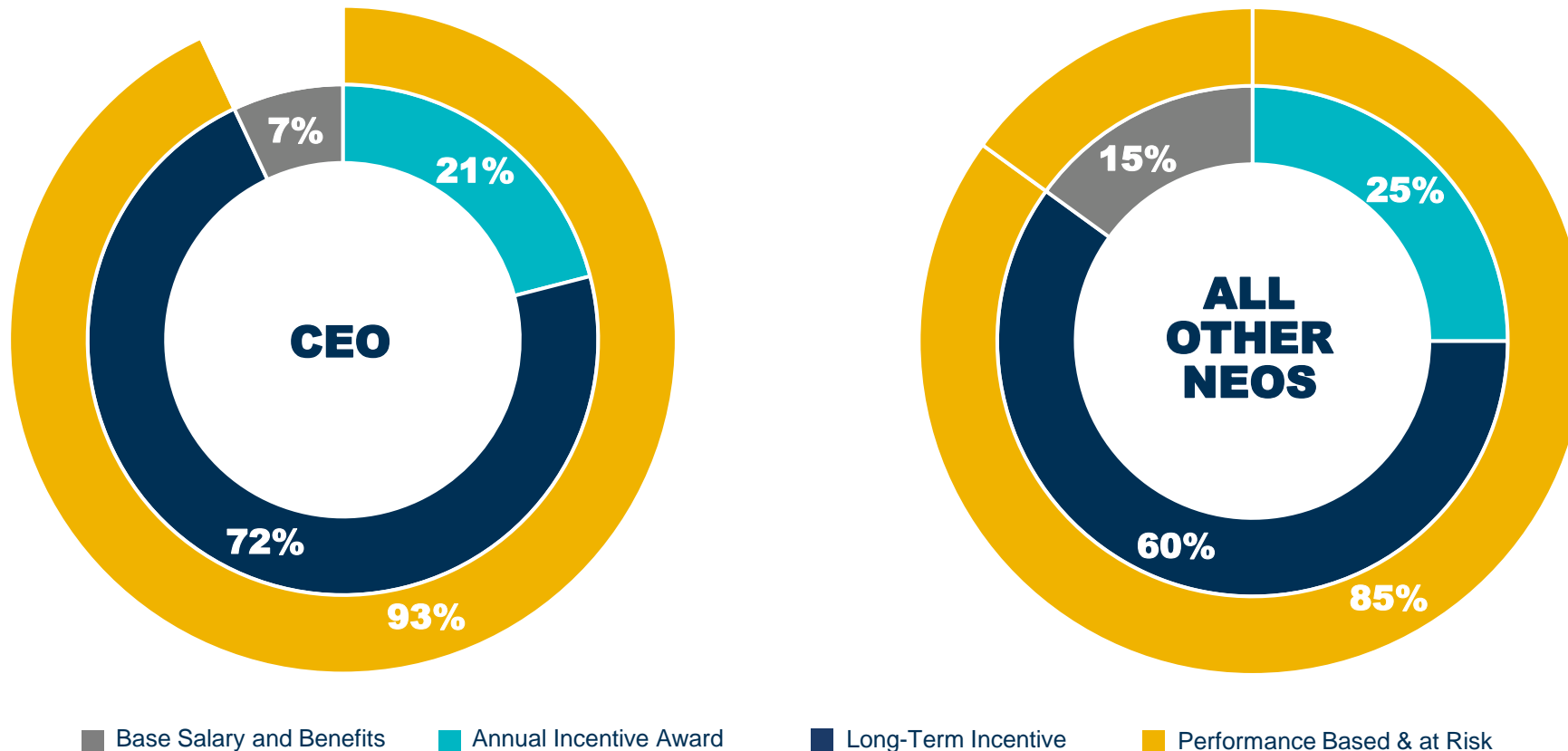
Experience or Expertise	Milton Cooper	Philip E. Coviello	Conor C. Flynn	Frank Lourenso	Henry Moniz	Mary Hogan Preusse	Valerie Richardson	Richard B. Saltzman
Business Leadership	✓	✓	✓	✓	✓	✓	✓	✓
REIT/Real Estate	✓	✓	✓	✓		✓	✓	✓
Public Company Executive	✓		✓	✓	✓		✓	✓
Investment/Financial	✓	✓	✓	✓	✓	✓	✓	✓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

Unless otherwise noted all information provided comes from the 2024 Kimco Proxy Statement.

# Governance Platform

## Compensation Practices

### Significant Portion of Pay is Performance-Based & At Risk

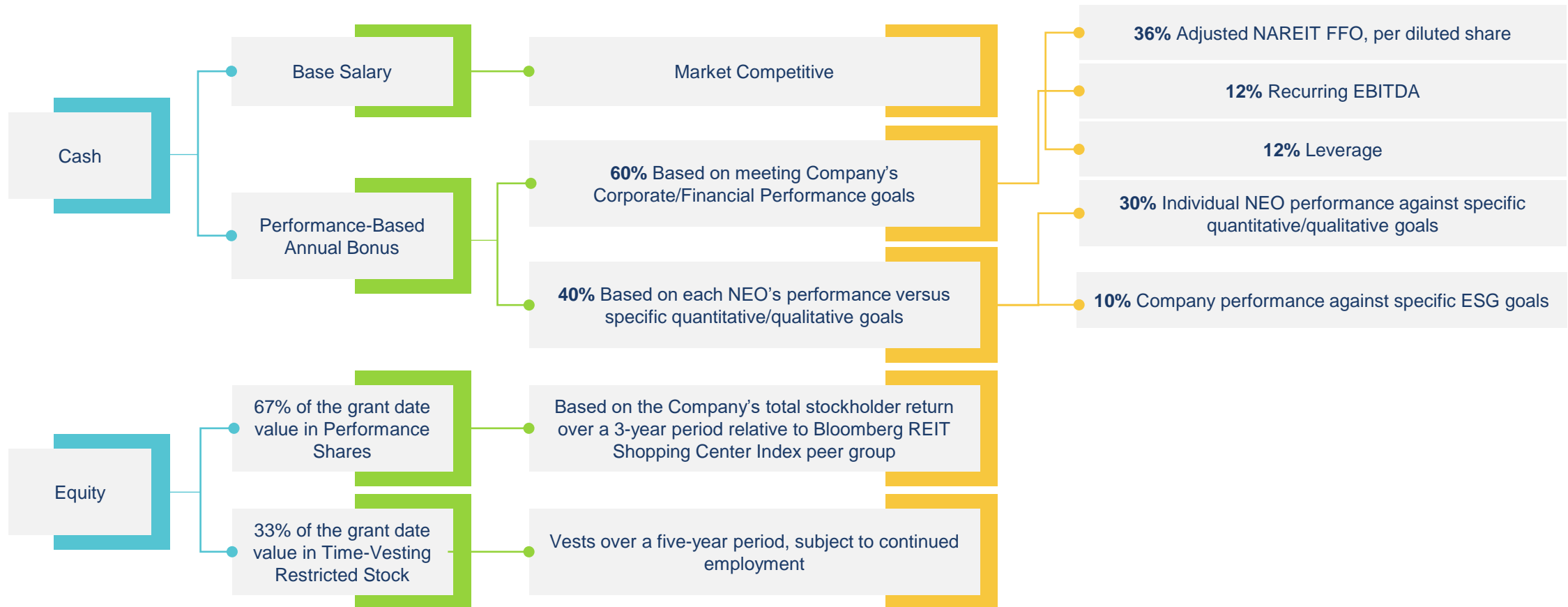


Unless otherwise noted all information provided comes from the 2024 Kimco Proxy Statement.

# Governance Platform

## Compensation Practices

### Components of 2023 Executive Compensation



Unless otherwise noted all information provided comes from the 2024 Kimco Proxy Statement.

# Governance Platform

## 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.

Bloomberg REIT Shopping Center Index as of 1/1/2024:

- Acadia Realty Trust
- Alexander's Inc.
- Brixmor Property Group, Inc.
- Federal Realty Investment Trust
- Kite Realty Group Trust
- Phillips Edison
- Regency Centers Corp.
- Retail Opportunity Investment Corp.
- Saul Centers Inc.
- SITE Centers Corp
- Urban Edge Properties
- Whitestone REIT



Unless otherwise noted all information provided comes from the 2024 Kimco Proxy Statement.

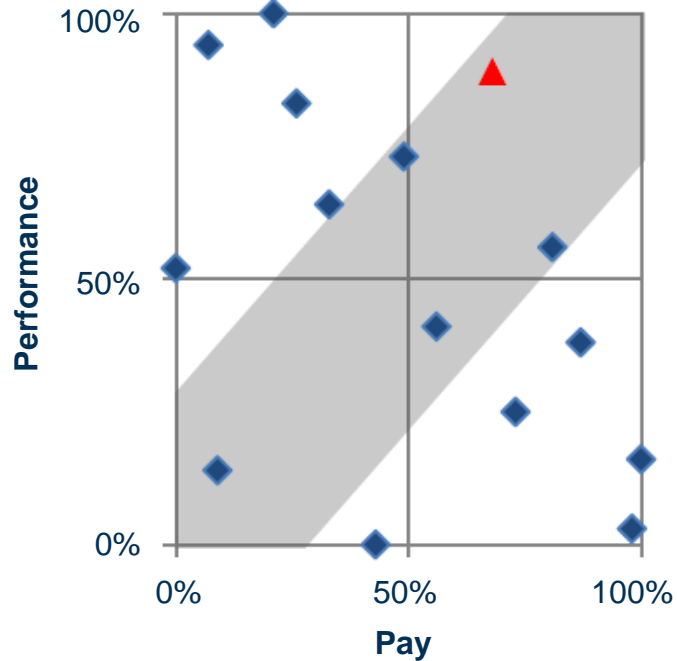
# Governance Platform

## Compensation Practices

### Benchmarking Executive Compensation Among Peers

#### Relative Degree Of Alignment

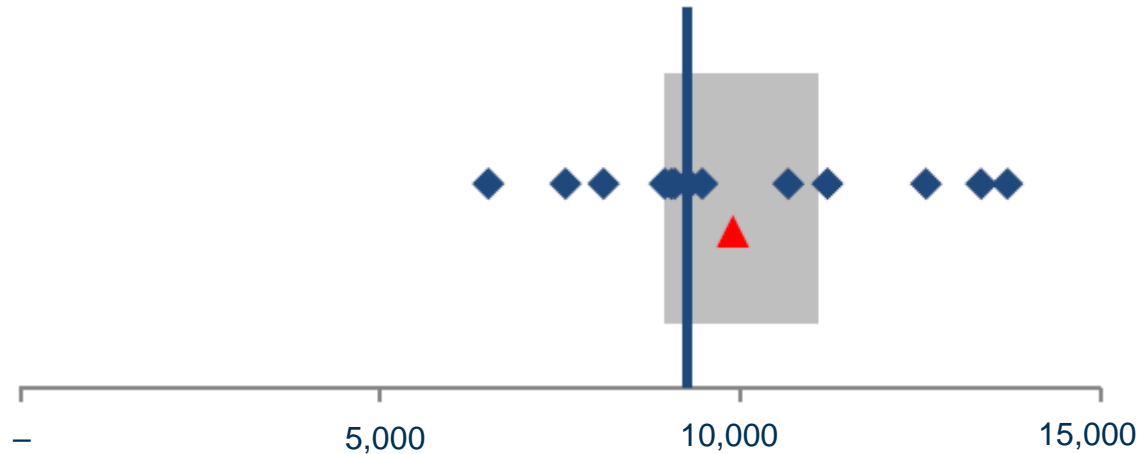
The chart plots percentiles of the annualized 3-year performance and pay rankings for the company (▲) and ISS' derived peers (◆). The gray band generally indicates alignment.



#### Multiple of Median

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

CEO total pay is 1.07 times the median of peers



▲ KIMCO REALTY

Source: ISS Proxy Research Report April 2024

