

Kimco Realty Corporation

ESG Policy

Version 3.1

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1.0 ESG Program Overview

Introduction

As one of North America's largest publicly traded owners and operators of open-air shopping centers, Kimco is committed to being a leader on environmental, social and governance issues. For nearly six decades, Kimco has delivered long-term value for our many stakeholders. Our Corporate Responsibility Program is an integral part of this value proposition.

Kimco is committed to sustainability. We recognize our obligation to conserve natural resources and enhance the communities in which we own and operate shopping centers. We seek to continuously improve our performance by making investments and implementing business practices that will improve the efficiency of our operations, enhance the satisfaction of our tenants and their customers, support the growth of our talented employees, and ensure the long-term viability of our business. As a public company, we are committed to the highest standards of corporate governance and business ethics.

This policy details the company's approach to sustainability, including 1) program purpose, governance and goals, 2) our approach to reporting and disclosure, and 3) specific standards and management activities focused in the environmental, social and governance areas. It is intended to provide an overview of how the company organizes and executes its Corporate Responsibility Program, and in the spirit of transparency, the policy is made available publicly via the company's website at <http://www.kimcorealty.com/corporate-responsibility>

Business Context

Kimco Realty Corporation (NYSE: KIM) is a real estate investment trust (REIT) headquartered in New Hyde Park, N.Y., that is one of North America's largest publicly traded owners and operators of open-air shopping centers. As of March 31, 2019, the company owned interests in 430 shopping centers comprising 75 million square feet of leasable space primarily concentrated in the top major metropolitan markets. Publicly traded on the NYSE since 1991, and included in the S&P 500 Index, the company has specialized in shopping center acquisitions, development and management for 60 years.

The company is governed by a single-tier board of directors, elected annually by its shareholders. The board is comprised of 8 members, 6 of whom are independent directors. A listing of current board members is available on the company's [investor relations website](#). The company's named executive officers (NEOs) include:

Milton Cooper – Executive Chairman of the Board of Directors

Conor C. Flynn – Chief Executive Officer (CEO)

Ross Cooper – President and Chief Investment Officer (CIO)

Glenn G. Cohen – Executive Vice President, Chief Financial Officer and Treasurer (CFO)






David Jamieson – Executive Vice President, Chief Operating Officer (COO)

The company employs approximately 530 associates across 20 office locations who perform a variety of roles related to shopping center acquisitions, management and related enterprise support functions. As of year-end 2018, Kimco leased space to approximately 4,000 tenants – many of whom are national or regional chains leasing multiple locations within the company’s shopping center portfolio. The company procures a wide variety of products and services from thousands of vendors who collectively comprise its supply chain. The population of vendors is extremely distributed since the majority of purchases pertain to specific properties. Although some vendors provide services for multiple locations, the company’s largest vendor comprises less than 1% of total enterprise Accounts Payable expenditures.

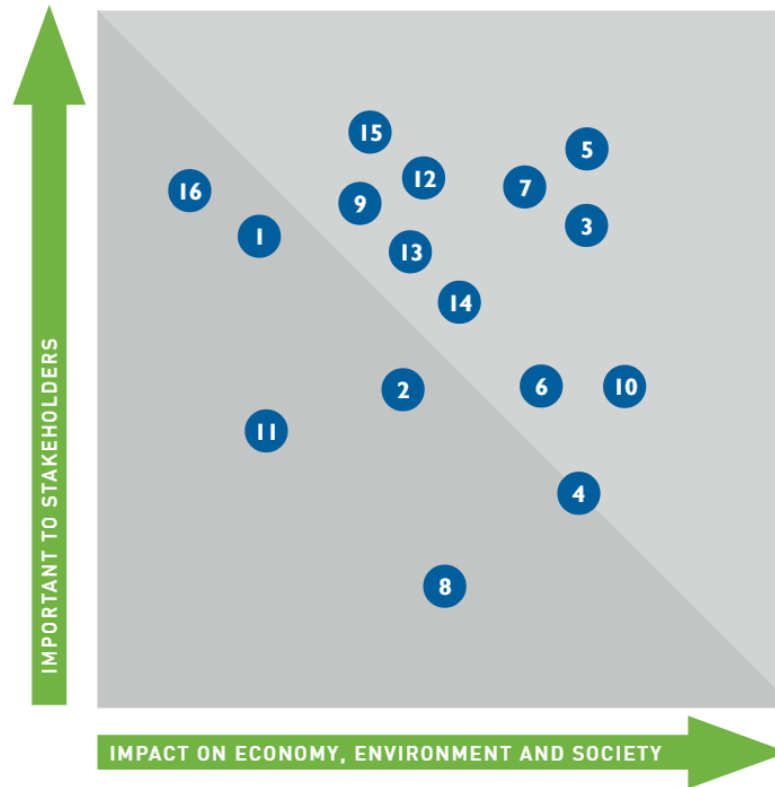
Kimco’s business operations are funded through a combination of operating cash flow, debt and equity. Shareholders include a wide variety of investors – from large institutions to individuals. The company’s largest shareholders currently include index and exchange traded funds (ETFs), mutual funds, pension and sovereign wealth funds and insurance companies based both in the U.S. and abroad. Joint venture partners, who co-invest directly in real estate with the company, are a source of capital for a subset of the company’s portfolio.

Stakeholder Engagement

Kimco proactively engages with key stakeholder groups on an ongoing basis, at a minimum annually but in most cases more frequently. Our stakeholders include, but are not limited to, investors, tenants, vendors, employees, and communities. Our engagement and dialogue with key stakeholders informs our program development and implementation, as well as how we communicate performance. The table below summarizes methods of engagement and key topics of discussion with each stakeholder group. The issues that are most material to both Kimco and our key stakeholders are highlighted in [blue](#).

STAKEHOLDER GROUP	LEVEL OF ENGAGEMENT	ENGAGEMENT APPROACH	SPECIFIC TOPICS OF DISCUSSION
Shareholders and Joint Venture Partners 	Organizational level	<ul style="list-style-type: none"> • One-on-one dialogue with individuals and institutions • Direct dialogue with domestic and international joint venture partners • Information sharing via established investor disclosure forums (e.g., CDP, Global Real Estate Sustainability Benchmark) • Interactions facilitated via convening industry associations (e.g., NAREIT) • Dialogues with investor issue alliances (e.g., CERES) 	Corporate governance, transparency/reporting, energy disclosure, climate risks, energy, emissions, water, waste, health & safety
Tenants 	Organizational level Project/Asset level	<ul style="list-style-type: none"> • One-on-one dialogue with national, regional, and local tenant representatives • Tenant satisfaction surveys • Participation in joint industry association issue working groups (e.g., ICSC/RILA Landlord-Tenant Working Group) 	Energy, emissions, water, waste, materials, building efficiency, economic performance
Vendors 	Organizational level Project/Asset level	<ul style="list-style-type: none"> • One-on-one dialogue with individual vendors • Policy setting and information sharing requests made through contracts and other mechanisms 	Procurement practices, compliance, anti-corruption, occupational health & safety, materials, energy, emissions, water, waste, building efficiency
Employees 	Individual level	<ul style="list-style-type: none"> • One-on-one engagement & satisfaction surveys • Focus groups and workshops for specific areas, such as training, wellness and benefits • Formal reporting mechanisms for issues of fraud, harassment, etc. 	Employment, training & education, health & wellness, benefits, diversity & equal opportunity
Communities and NGOs 	Project/Asset level	<ul style="list-style-type: none"> • Direct dialogues with towns, cities, planning boards, and citizen groups • Direct dialogues with NGOs 	Procurement practices, compliance, economic development, local communities, energy, emissions, water, effluents & waste, transport, building certification, energy disclosure

On an annual basis, Kimco undertakes a process of defining topics of relevance to assess program direction and defining topics of focus for annual reporting. This process includes reviewing issues of contextual importance to our industry through peer benchmarking, and reviewing the topics raised by our stakeholders through ongoing engagement efforts. The matrix below maps significant topics on two criteria: Importance to stakeholders and significance to Kimco’s strategic priorities.



- | | | |
|-------------------------|-----------------------------|-----------------------------------|
| 1. Climate Risks | 7. Building Efficiency | 13. Health & Safety |
| 2. Economic Development | 8. Environmental Compliance | 14. Training & Education |
| 3. Energy Use | 9. Non-Discrimination | 15. Diversity & Equal Opportunity |
| 4. Water Use | 10. Local Communities | 16. Corporate Governance |
| 5. GHG Emissions | 11. Anti-Corruption | |
| 6. Waste | 12. Employment | |

Program Governance & Compensation Alignment

The company has established a program governance structure that includes the Board of Directors, members of Executive Management, full-time employees and a Sustainability Steering Committee, each of whom play a defined role in program strategy and execution.

Board of Directors: The Executive Compensation Committee of the Board of Directors is tasked with overseeing the company's program. On a quarterly basis, management joins the Committee's standing meeting for a briefing and discussion, then provides a summary update to the full Board. Typical topics of discussion include program strategy, program governance, progress against goals and objectives, external reporting and stakeholder engagement.

CEO Conor Flynn, who serves as the company's executive program sponsor is a member of the board, but in keeping with the company's corporate governance approach does not serve on any board committees (reserved for independent directors).

Executive Management: CEO Conor Flynn serves as executive program sponsor. He receives monthly updates on program progress, and oversees the implementation of all enterprise initiatives in this area. Mr. Flynn’s annual performance objectives include specific and quantitative targets related to the program.

On a day-to-day basis, COO David Jamieson is tasked with overseeing the implementation of program initiatives. Mr. Jamieson’s annual performance objectives include specific and quantitative targets related to the program.

Full-Time Staff: In 2011, the company established a full-time position responsible for oversight of the company’s Corporate Responsibility Program. The Vice President of Business Operations role is responsible for coordinating all program activities, and overseeing annual stakeholder engagement, strategic planning and external reporting efforts.

As elements of the program have matured, additional resources have been put in place to manage critical aspects of program coordination and execution. The Senior Vice President of Property Management oversees operational initiatives including utility management and property capital improvements. A full-time Manager of Property Services and Director of Property Standards direct these efforts. The Senior Vice President of Development and Construction is responsible for overseeing sustainable construction standards and the implementation of those standards across small scale and larger redevelopment and development projects. The Vice President of Human Resources oversees all employee-focused initiatives.

Sustainability Steering Committee: In 2019, the company established a cross-functional executive steering committee to plan and coordinate program execution. Led by the VP of Business Operations, the group meets on a bi-monthly basis and is responsible for recommending strategic priorities and goals to Executive Management and the Board, and ensuring the execution of those initiatives takes place in a coordinated fashion.

Members of the Committee currently include the VP of Business Operations, VP of Human Resources, SVP of Property Management, SVP of Development and Construction, SVP of Strategy and Investor Relations, Director of Corporate Communications, VP Pacific Northwest, and General Counsel.

Annual performance objectives are established for teams and individuals that reflect specific aspects of program execution and compensation rewards are reflective of overall performance. The VP of Business Operations meets on a monthly basis with the COO to review progress against annual objectives and to seek direction and input on key outstanding questions.

Program Objectives

To guide our Corporate Responsibility Program, Kimco has established a set of five strategic program priorities. In addition to these priorities – the company establishes specific goals deemed to be of relevance to the company’s efforts to improve environmental, social and governance performance. Those specific goals, where applicable, are stated in their topic sections later in this document.

The company's five strategic priorities are:

- 1 OPENLY ENGAGE OUR KEY STAKEHOLDERS** Our organization relies on a network of stakeholders to succeed—including investors, tenants, vendors, employees, and communities. Regularly engaging with each group helps ensure that our corporate responsibility efforts are relevant and impactful.
- 2 LEAD BY EXAMPLE IN OUR OPERATIONS** Our core shopping center and back-office operations should form the foundation of our program. Leadership starts by setting a positive example through actions that improve the efficiency and reduce the impact of our operations.
- 3 POSITIVELY INFLUENCE TENANTS & PARTNERS** As an organization, our future is inextricably linked to the success of our customers and vendors. Although tenant and vendor impacts are outside of our direct control, we can work to positively influence their operations—both benefiting them and multiplying the impact of our actions.
- 4 ENHANCE OUR COMMUNITIES** We live and work in the communities where our shopping centers are located. By choosing to own and maintain best-in-class properties, supporting brick-and-mortar retail as a positive economic engine, and finding ways for employees to give back, we will be a net contributor to our communities.
- 5 BUILD & RETAIN A QUALITY TEAM** Our employees are the company's most important asset. Their diverse perspectives define who we are as an organization, and their actions determine our success. We will succeed by recruiting and retaining a high-quality workforce and by maintaining rigorous ethical and governance standards.

Approach to Reporting & Disclosure

As a part of Kimco's commitment to sustainability leadership, the company has invested in the development of robust capabilities for measuring and reporting progress in the areas of environmental, social and governance issues. Providing relevant, accurate and timely information to stakeholders is an area where the company seeks to lead by example, and to that end Kimco regularly engages with industry groups and external standard-setting organizations to help establish norms for reporting in this emerging area.

The company's approach to sustainability reporting is guided by four principles:

- 1. Commitment to Transparency** – We seek to provide regular information to relevant stakeholder groups on the company's actions and impacts in the areas of environment, social and governance. When possible, we strive to provide equal access to information for all stakeholders
- 2. Commitment to Materiality** – We seek to focus reporting on those issues that are deemed to be of greatest relevance to the company and its stakeholders. We utilize a stakeholder engagement process to identify those topic areas of greatest relevance.
- 3. Commitment to Standardization** – We support the creation of standards within our industry

and more generally for all companies to report ESG progress. To that end, we favor standardized forms and forums for annual disclosure of information to reduce reporting burden and improve comparability.

4. **Commitment to Accuracy** – We have created internal processes and systems to improve the accuracy and completeness of program information. On an annual basis, we engage with a third-party professional provider to verify the accuracy of our reporting.

On an annual basis, the company assembles and releases a number of reports and disclosures related to program performance. This annual reporting cycle begins at the conclusion of the company's fiscal year on December 31st, and involves the collection of hundreds of metrics across the organization. Certain data sources, such as utility bill data, are not available until all relevant invoices pertaining to prior year consumption have been paid. 3rd party verification is performed following data collection and internal quality reviews. As a result, reports and disclosures typically are made during the second quarter of the following fiscal year.

Each year, the company evaluates available reporting and disclosure opportunities and elects to participate in those forums it deems to be most relevant given stated stakeholder interests. Typical publications and disclosures include:

- Corporate Responsibility Report, aligned with the Global Reporting Initiative (GRI) standard
- Global Real Estate Sustainability Benchmark disclosure
- CDP disclosure
- Dow Jones Sustainability Index (DJSI) disclosure
- Individual reporting for specific joint venture partners

Publicly available reporting and disclosures are made available on the company's corporate responsibility website: <https://www.kimcorealty.com/corporate-responsibility-reporting>

Conclusion

Kimco views sustainability strategy, in particular those actions taken to minimize expense and contribute to existing or additional sources of income, as directly influencing property Net Operating Income (NOI) – one of the most significant financial and operational performance metrics for individual sites within our portfolio. As such, these actions are central to our overall business strategy. Ultimately, we believe sustainability creates value for both our company and its stakeholders, and therefore requires a conscientious strategy and best-in-class execution.

The remainder of this policy is designed to provide additional detail on the specific standards and management activities focused in the environmental, social and governance areas. In instances where the scope of these policies is more directly addressed in another document, links are provided to the appropriate location and a reference describes the information contained therein.

2.0 Environment

Environmental Commitment

In the U.S., buildings account for 40% of all energy and 70% of all electricity consumed. Kimco's direct environmental impact is large; and our tenants' impact is significantly larger – a recent internal assessment estimated that more than 80% of the environmental impacts associated with energy consumption at the company's shopping centers occur as a result of tenant operations. In our own operations, and in partnership with our tenants, we have the opportunity to drive improved environmental and economic results.

We seek to continuously improve our performance by making investments and implementing business practices that will improve the efficiency of our operations, enhance the satisfaction of our tenants and ensure the long-term viability of our portfolio and the communities in which we operate. Kimco's environmental efforts focus on laying a strong foundation for a robust long-term program. The program enhances the environmental and economic performance of our organization through a variety of initiatives that seek to address the following environmental priorities:

- Energy Use and Carbon Emissions
- Water Scarcity and Quality
- Waste Reduction and Recovery
- Building Material Health and Sustainability

Statement on Climate Change

Kimco recognizes climate change is a real phenomenon that threatens the viability of economic and environmental systems globally. Climate change has been studied, evidence collected and analysis performed for decades by the scientific community. A consensus exists among scientists that climate change is occurring outside of the boundaries of historical planetary warming trends, and that human sources of carbon emissions are a significant contributor to the warming phenomenon.

As a large real estate owner, Kimco measures the climate impacts of its business, both direct and indirect, by quantifying major emissions sources and assessing risks and opportunities in areas such as regulation, physical operations and corporate reputation. The results of this analysis, which is ongoing, informs the company's strategy for addressing climate change. A detailed narrative describing the company's approach to managing climate risks and opportunities can be found in its [most recent CDP disclosure](#).

Environmental Goals

In general, specific initiatives implemented as a part of the company's program are designed to reduce environmental impacts – for example by improving efficiency of resource use, reducing and recycling waste, and transitioning toward the use of building materials that possess sustainable attributes. These broad objectives guide the development of strategy and actions, and for each initiative, internal goals are set to guide program implementation and accountability.

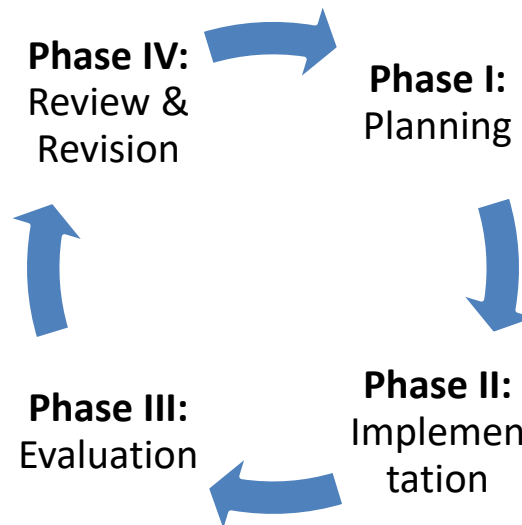
In addition to these broad objectives, the company has set the following public quantitative goals:

- Achieve a 10% absolute reduction in same-site Scope 1 and 2 energy use and greenhouse gas (GHG) emissions by 2020, as measured from a base year of 2015; and
- Achieve at least a 5% absolute reduction in same-site common area electric use at properties where energy efficiency projects are implemented within the calendar year; and
- Achieve a 20% diversion rate for waste-to-landfill as a part of the company’s Integrated Waste and Recycling Initiative by 2020

Goals are evaluated on an annual basis, and additional internal and external (public) goals may be set at a later date.

Environmental Management System (EMS)

The company’s approach to managing environmental impacts is aligned with the [ISO 14001 Standard](#), which provides a framework to establish a structured process for ensuring continuous performance improvement. In order to ensure maximum effectiveness, elements of the company’s management system are performed in a distributed fashion by individuals and teams across the organization. The system as a whole is coordinated by the Senior Director of Strategic Operations, with oversight by Executive Management and the Board of Directors (see Section 1.4). This policy document is the foundation of the company’s EMS, articulating Kimco’s commitment to the management system. The system is comprised of the following four phases, which are cyclical in nature:



Phase I: Planning

At the enterprise level, the company conducts regular stakeholder analysis to identify the most material environmental issues of focus. Additional quantitative analysis is performed annually to assess the scope, relative impact and cost associated with various impact areas. These analyses are used to establish priorities for the current budget year as well as for setting goals for the business as a whole.

At the individual property level, the company conducts a specific planning process that is tied to the company’s annual budget cycle. For existing properties, priorities are established for the next budget

year beginning in June of the prior year. This planning process takes the form of an Asset Strategy Plan for each asset that includes an overall vision for the asset as well as a detailed 5-year capital plan. Included in these plans are specific sustainability priorities that are designed to support the company's overall program objectives. Through this process, targets are established for individual properties - scheduling retrofits, identifying changes in operations/management approaches, and other improvements.

When new acquisitions take place, a similar approach is undertaken as a part of the underwriting process. Information, such as historical utility consumption and capital retrofit investments, are collected as part of due diligence. Additionally – the company orders professional third party assessments designed to identify opportunities for physical improvements, such as roofs and energy efficiency, as well as identifying potential environmental remediation needs. Targets are incorporated into underwriting models, to be verified at regular intervals post-acquisition.

When an existing asset is identified as a candidate for redevelopment (major renovation, partial demolition, addition of new structures/densification), the company includes sustainability criteria as early as the design and entitlement phase. Efforts are made to incorporate sustainable designs – and the company utilizes internal and external green construction standards to identify areas for improvement such as building core & shell, lighting systems, and material selection. Targets are set for the specific project to be monitored through completion.

Phase II: Implementation

At the enterprise level, the COO is responsible for delegating various aspects of program implementation to individual business leaders. The VP of Business Operations is responsible for overall program coordination. The SVP of Property Management oversees all aspects of operations – including capital retrofits and operations protocols – at existing properties. The SVP of Development and Construction oversees all aspects of redevelopment – including design and construction standards – at properties slated for renovation or ground-up development. The CIO oversees the company's acquisitions, including the underwriting process, but the implementation of plans related to acquisition sites is executed by the Property Management and Development/Construction teams.

A variety of project managers are responsible for daily execution of plans. As a result, systems have been established to maintain accountability and provide visibility to executive management of progress throughout the year. The company has developed a library of standards, protocols and national vendors to assist individual project managers in executing their responsibilities while maintaining consistency of results across the portfolio. Finally, training is provided on an ongoing basis to key individuals involved in implementation.

Phase III: Evaluation

At the enterprise level, goals are tracked and progress is reported publicly through the company's [Corporate Responsibility website](#). A master information system has been established for collecting and housing quantitative performance data related to the EMS. This system is updated on an ongoing basis,

and acts as a central point of collection for data from a number of different sources in the organization including utility management, project management, budgeting, accounting and other applications. At the individual property level, performance is tracked on a monthly basis. Progress in the implementation of capital retrofit and redevelopment projects is monitored through project management and budget variance reporting. Ongoing trends in individual environmental impacts at existing properties, such as energy and water consumption, are monitored through reporting from the company's utility management system. The company benchmarks all properties within its portfolio against one another using several key performance measures on an ongoing basis to identify outliers and refine its management strategies.

Phase IV: Review & Revision

At the conclusion of each annual cycle, overall program results are reviewed and used to inform the next year's planning process. A plan for the following year is established – both at the enterprise and individual property level.

The overall EMS is reviewed on an annual basis by Executive Management and key members of the leadership team including the VP of Business Operations, SVP of Property Management and SVP of Development and Construction. Changes to the EMS are made on an as-needed basis to ensure the company performs in line with stated objectives.

At the conclusion of Phase IV, the cycle begins again with Phase I: Planning.

Scope of Environmental Impact

The vast majority of Kimco's properties are traditional grocery-anchored or multi-tenant anchored shopping centers. Most properties in the portfolio are single-story, open-air format community and neighborhood shopping centers.

In some limited instances, Kimco co-owns a property together with a partner. In such joint-venture situations, the property can be managed by Kimco but significant decisions relating to the operation of the shopping center involve discussion and, in some instances, the approval of our partner.

As an owner, Kimco is directly responsible for some, but not all, utility expenses at its shopping centers. A typical open-air shopping center has multiple utility meters that serve tenant spaces and/or common areas such as parking lots. Control of these meters, and responsibility for the payment of associated expenses, varies by individual property and is primarily driven by 1) the physical infrastructure at the site, 2) the occupancy status of leasable units, and 3) the terms of individual tenant lease agreements. In most instances, tenants have a triple net lease and as a result directly control and pay utility expenses for those meters that serve their space. As the landlord Kimco is generally responsible for four types of meters, but note that in some instances all four types are not present at the same property:

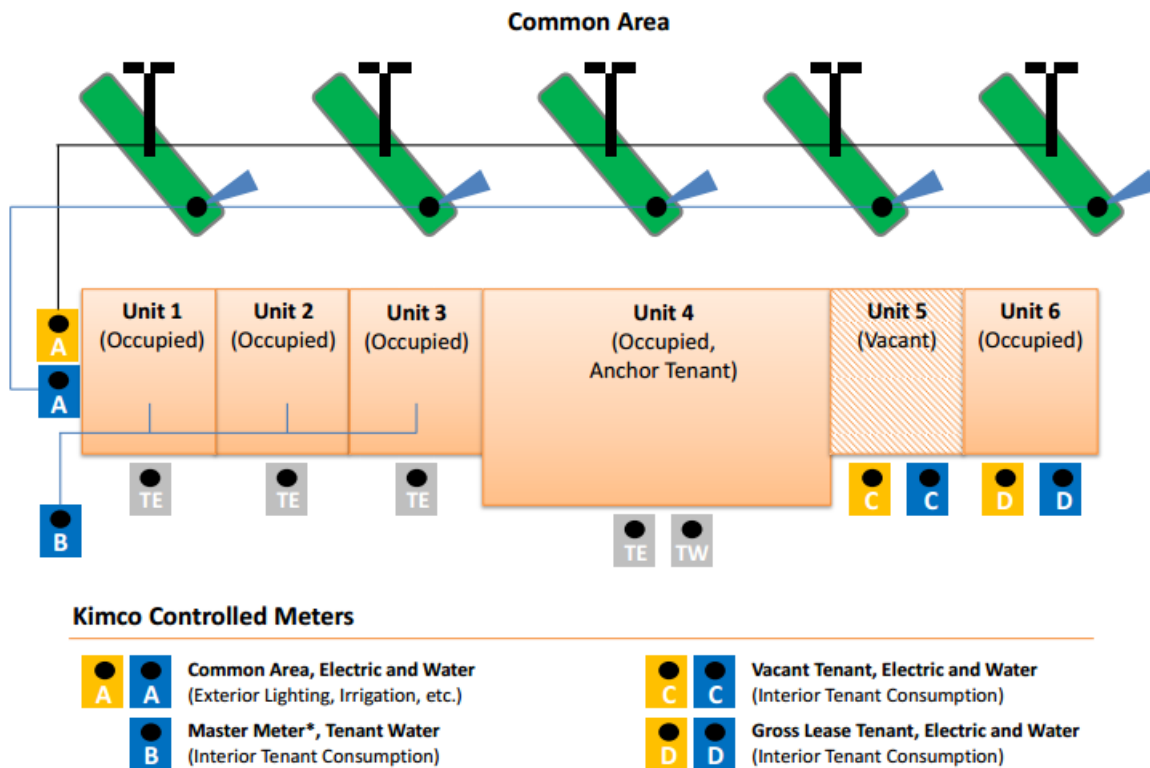
- A) Common Area Meter – Provides utility service to the common areas of the shopping center. Typical use drivers include building lighting, parking lot lighting, signage, landscape irrigation, public restrooms, etc.

B) Master Meter – Provides utility service to multiple tenant units, or a combination of tenant units and the common area. Most frequently, master meter situations arise out of a developer or utility-driven decision not to individually meter tenants for water service

C) Vacant Tenant Meter – Provides service to a single tenant unit. When a tenant space is vacated, utilities become the responsibility of the landlord

D) Gross Lease Tenant Meter – Provides service to a single tenant unit. In some rare instances, a tenant has a “gross” lease arrangement, where they pay a single lump-sum rent amount and Kimco retains responsibility for paying the utility and other maintenance costs

The diagram below illustrates the typical utility infrastructure at a Kimco shopping center. In addition to Kimco-controlled meters, the graphic depicts tenant-controlled meters which are shaded in grey. Maintaining an ability to track the specific purpose a meter serves is of importance to Kimco, as lease obligations dictate that certain types of meter expenses be billed and “recovered” from tenants. Common Area Meter and Master Meter expenses are generally recoverable, whereas Vacant Tenant Meter and Gross Lease Tenant Meter expenses are not recoverable.



As an organization, Kimco utilizes the [WBCSD/WRI Greenhouse Gas Protocol](#) accounting standard in determining our sustainability reporting boundaries. Kimco establishes its boundaries for reporting of energy, water and GHG inventories on the basis of “Organizational Control.” As a result, third-party managed properties are considered outside of Kimco’s reporting boundaries.

The organization considers Common Area and Vacancy utilities and associated emissions to be “Scope

1” and “Scope 2” impacts due to the fact that Kimco directly pays for utility expenses on these meters and has responsibility for the operational factors that drive the use of those commodities. A similar philosophy is used in scoping impacts not associated with energy and water.

The organization considers Master Meter and Gross Lease utilities and associated emissions to be “Scope 3” as Kimco’s tenants have responsibility for the operational factors that drive the use of those commodities. Any data collected on tenant utility consumption or emissions are categorized as “Scope 3” in Kimco’s annual sustainability reporting. A similar philosophy is used in scoping impacts not associated with energy and water. In addition to downstream tenant impacts, the company also considers supplier impacts occurring outside of Kimco’s operational control to be Scope 3.

Management of Direct Impacts

The company defines direct impacts as those within its organizational control, in accordance with the [WBCSD/WRI Greenhouse Gas Protocol](#) accounting standard. This generally relates to common areas, building exteriors and interior vacant leasable spaces at a shopping center. A number of different initiatives exist to address direct impacts:

Energy and GHG Emissions

At most shopping centers, energy is consumed in two forms – electricity and natural gas. Electricity is purchased from a local utility provider, and is produced offsite at a generation facility whose fuel source varies by region. Natural gas, and in some rare cases other combustibles such as fuel oil, is burned onsite as a part of heating equipment such as rooftop HVAC units and boilers. GHG emissions are created on and offsite as a part of the combustion of source fuels.

Given that operational control for interior spaces generally falls within the scope of its tenants, Kimco is primarily responsible for the management of energy related to common areas and vacant leasable units at its shopping center properties. Most Kimco properties are open-air shopping centers, and as a result the single largest driver of energy use is electricity used to light exterior buildings, sidewalks, drive lanes and parking areas.

Kimco has developed multiple initiatives to manage water consumption. They include:

Initiative	Description
Utility Management	<ul style="list-style-type: none"> • Establishes a central information system for tracking utility cost and consumption • Automates utility invoice data capture, review and processing • Enables performance benchmarking & facilitates targeting of retrofits to properties and building systems in greatest need • Streamlines tenant billing through sub-metering and timely data collection
Lighting Controls	<ul style="list-style-type: none"> • Improves control of lighting systems, ensuring that schedules are optimized to balance efficiency, safety & security • Provides remote monitoring and fault diagnostic capabilities for Property Managers
Lighting Retrofits	<ul style="list-style-type: none"> • Replaces older light fixtures and luminaires with state-of-the-art LED

	technology, improving efficiency and lighting uniformity/quality
Vacancy Best Practices	<ul style="list-style-type: none"> Ensures that key building systems are managed effectively during periods of vacancy

Details on the results of these initiatives can be found in the company's [Corporate Responsibility Report](#).

Water

At most shopping center properties, water is sourced from domestic utility providers. In some rare instances, an onsite well is utilized to source groundwater to feed landscape irrigation systems. Typical uses for water in exterior common areas include landscape irrigation as well as public washrooms, decorative fountains, and other uses. Typical interior water uses include washrooms, cleaning and restaurant food preparation.

Within Kimco's operational control, landscape irrigation is by far the largest driver of water consumption. The rate at which water is consumed is typically driven by a number of factors including plant material selection, weather, and the system used to control irrigation.

Kimco has developed multiple initiatives to manage energy consumption. They include:

Initiative	Description
Benchmarking of Water Use	<ul style="list-style-type: none"> Combines utility usage data with weather and other site-specific operational information to determine whether properties are operating at maximum efficiency Identifies priority sites for retrofits and changes to operational control systems
Landscape Design Improvements	<ul style="list-style-type: none"> Ensures that landscape designs, including plant material selection and irrigation infrastructure is optimized to reduce unnecessary water use
Weather-Based Irrigation Controls	<ul style="list-style-type: none"> Enhances irrigation control capabilities to water in response to weather conditions (e.g. rainfall, evaporation), as opposed to watering on a fixed schedule

Details on the results of these initiatives can be found in the company's [Corporate Responsibility Report](#).

Waste

At most shopping center properties, operational waste is generated from tenant activities and common area sources such as public trash receptacles and cleaning activities such as parking lot sweeping. Tenant waste comprises the majority of volume produced at most properties.

As a general rule, tenants are responsible for expenses related to waste removal and/or recycling. Kimco has developed and implemented a third-party managed waste program that is designed to establish a consistent method for tenants to obtain and pay for waste services across the company's portfolio. In instances where the tenant's lease requires participation in this program, a tenant is contacted by the third-party waste management vendor to assess waste service needs and to enroll the tenant in the program. Kimco's waste program benefits tenants and the shopping center in several key ways:

- Tenants receive the services they need at rates at or below what they could obtain on their own, since services are procured in volume for the shopping center collectively vs. on an individual basis
- In viable markets, tenants can receive access to recycling services at competitive rates
- The shopping center, as a whole, reduces the number of vendors servicing the site, which reduces the number of trucks traveling to and from the property weekly and minimizes wear-and-tear to property hardscapes

Details on the results of these initiatives can be found in the company's [Corporate Responsibility Report](#).

Compliance

Kimco is committed to compliance with all federal, state and local laws. The company is subject to a range of requirements including but not limited to building codes, storm water management, environmental remediation (e.g. brownfields, asbestos), and mandatory energy benchmarking and disclosure.

The company has instituted procedures to identify compliance requirements at its individual properties and to take appropriate action to ensure compliance. Any significant incidents of non-compliance are reported annually via the company's [Corporate Responsibility Report](#).

Major Construction

The company undertakes major construction projects on an as-needed basis, typically related to major redevelopments of existing shopping centers or ground-up development of new shopping centers. These projects are intended to drive shareholder value by unlocking the highest and best use for the underlying real estate. Projects are typically multi-faceted, with a combination of site work and building system construction.

In an effort to promote sustainability across the company's major construction projects, Kimco has developed a set of National Design Guidelines to which projects will be designed. The standard includes best practices in a number of areas including aesthetic design, material selection, building performance and construction processes.

In instances where a local municipality requires certification of a project against a third-party green building standard, such as LEED (Leadership in Energy and Environmental Design), the company takes steps to ensure the project meets or exceeds the standard.

Biodiversity

The company is aware of the impact that development can have on biodiversity, and is committed to maintaining biodiversity through the avoidance of development within defined critical areas – specifically [UNESCO World Heritage](#) sites as well as [IUCN Category I-IV](#) protected areas. The company's core business involves owning and operating existing properties, and from time to time developing new properties, in densely populated areas. As of the publication of this policy, none of the company's properties fall within these critical areas.

Acquisitions Due Diligence

The company acquires new properties on an ongoing basis that are deemed to be of strategic relevance to Kimco's stated objectives. Environmental factors are included as a part of the due diligence process for new property acquisitions.

For a typical acquisition, the company:

- Conducts environmental assessments, such as Phase Is and if necessary Phase IIs, to determine if the site has been impacted by present or historical uses of the site
- Collects historical utility data related to energy and water. This information can be used to benchmark performance, and to identify where inefficiencies may exist that could be corrected by Kimco's existing energy and water efficiency initiatives
- Identifies any existing third party certifications previously attributed to building(s) at the property
- Requests Statements of Energy Disclosure for any property located in a jurisdiction with mandatory energy benchmarking regulations

Management of Indirect Impacts

The company defines indirect impacts as those outside of its organizational control over which it has some potential influence, in accordance with the [WBCSD/WRI Greenhouse Gas Protocol](#) accounting standard. This generally relates interior leased tenant spaces and vendor activities at a shopping center.

A number of initiatives exist to address indirect impacts:

Tenants

Kimco's mix of tenants range from large national anchor retailers (> 50K sq. ft.) to national and regional junior anchor retailers (10K-50K sq. ft.) to smaller franchisee and local "mom-and pop" retailers (< 10K sq. ft.). Lease structures can include both ground and building leases (typically "triple net"), and the terms of individual leases dictate responsibility for utility payments, interior maintenance, capital retrofits and recovery of associated costs.

Green Leasing

Commercial leases govern the terms of Kimco's relationship with each individual tenant, defining responsibilities for most major aspects of initial tenant construction and ongoing operations. A "green lease" is a lease that incorporates provisions intended to promote sustainability at the property.

Kimco has actively participated in industry efforts to create standards and definitions related to green leasing, and was recognized as one of the inaugural Green Lease Leaders – a program sponsored by the U.S. Department of Energy.

Kimco has adapted its base form lease to incorporate a number of "green" provisions. Examples include:

- A requirement that all tenant spaces be individually metered
- Capital cost recovery language that promotes investment in energy and other efficiency measures in common areas of the shopping center

- A requirement that tenants support energy benchmarking and disclosure efforts
- Specific provisions intended to promote sustainable operations, including waste management and recycling and solar energy programs
- A form construction work specification that incorporates numerous green criteria

The company actively works with national, regional and local retailers in an attempt to incorporate green provisions into leases.

Best Practices for Operations

In addition to addressing sustainability in the lease and new tenant construction phases, the company is also focused on giving its existing tenants the tools to improve the sustainability of their operations.

In partnership with the U.S. Environmental Protection Agency's (EPA) Energy Star® program, Kimco developed and released a Tenant Sustainability Tip Sheet that provides a set of best practices tailored to retail operators. The tips are separated into four categories: Energy, Waste, Water, and a special section dedicated to Food Service tenants. All new tenants receive a Tip Sheet as a part of a welcome package.

The recommendations incorporate a number of low- or no-cost measures that were identified through a comprehensive audit of food and non-food oriented retailers in the company's portfolio. We recognize that, for many reasons, larger equipment replacement projects are not feasible for some retailers. But retailers can improve their sustainability by pursuing operational best practices—such as benchmarking store energy performance through the EPA's Portfolio Manager® tool—and utilizing programmable thermostats to reduce after-hours heating and cooling.

Utility Sub-Metering

Beyond requiring individual tenant metering in all new leases, the company is actively working to sub-meter all existing properties.

Many shopping centers are constructed with shared meter infrastructure for water and in some cases energy, with the local utility bringing a single supply line onto the property and relying on the landlord to pay for those expenses and distribute water to each individual tenant. Historically, individual tenants were not sub-metered and expenses were billed to tenants on the basis of a calculation of the tenant's leased square footage relative to the total area served by a shared meter. This method, referred to as a pro-rata share cost allocation, commonly leads to inequities and disputes – with less intensive water users subsidizing heavy users at a property.

Kimco invested in sub-metering thousands of tenants across its portfolio who are served by a shared meter, fulfilling a goal of individually metering all tenant spaces for all utility services. Tenants who know their individual consumption have the information, and financial incentive, to conserve scarce resources such as energy and water.

Vendors

Given the large number of properties owned and/or managed by the company across the United States the number of vendors providing support is high. Vendors typically fall into one of four primary categories: Utility or insurance providers, firms that provide day-to-day property management support, firms that provide professional support such as advisory or audit support, and firms that provide construction or other services related to property redevelopment. During a typical year, the company

makes payments to approximately 7,000 distinct entities – a large number of which are local taxing or governmental authorities. 60% of the top 20 entities to which the company makes payments are local taxing authorities. Utility vendors comprise approximately half of all accounts payable invoice volume for the organization annually.

Vendor Pre-Qualification, Ethical Standards & Termination

All vendors undergo a standard series of pre-qualification steps to be eligible to supply goods and/or services to the company. Vendors must provide a variety of different information attesting to their historical background, financial strength, and insurance coverage. Each vendor undergoes an extensive background check including vetting of officers with the Office of Foreign Assets Control. Vendors are required to maintain proof of active insurance in accordance with Kimco's requirements applicable to their category of services.

In addition to pre-vetting, all vendors must complete and sign a Vendor Business Practices Statement. The statement articulates their commitment to acting in an ethical and responsible manner. It is Kimco's expectation that Vendors adhere to high ethical standards and follow all applicable laws in the specific jurisdiction(s) where they operate. Vendors who do not adhere to Kimco's expectations can be terminated as a supplier. The company has procedures in place for ensuring terminated vendors are not subsequently re-activated by a different purchasing manager or through a separate sourcing event.

A portion of this qualification documentation is included in the Appendix of this document.

Critical Suppliers

Our vendor pool is highly distributed, as the company owns hundreds of properties spread across dozens of states and Puerto Rico. The vast majority of vendors utilized are focused on local markets, and as a result the company's total spend is highly distributed. In a recent review, the company's largest vendor comprised less than 1% of total Accounts Payable spending annually. The ability for the company to transition vendors within a local area is generally a process without significant impact to business operations.

A small number of vendors, focused in the areas of development and construction, technology or corporate professional services, supply products or services that either 1) are unique in the marketplace and/or are difficult to reproduce by other vendors, or 2) are related to strategically important large-scale development or redevelopment projects in which the company has invested significant capital. These vendors are deemed "Critical Suppliers."

Environmental Requirements

Given the diversity of vendors that provide services to Kimco, the company does not have one-size-fits-all environmental requirements that apply to all vendors. Instead, the company establishes requirements for specific types of vendors based on the products and/or services they supply. For example, property landscape maintenance vendors are required to minimize the use of toxic pest control and chemical fertilizers when servicing properties.

Specific vendor requirements are typically laid out within the scope of a contract established between the vendor and Kimco. The company's standard recurring services contract forms, which are used to procure the most common property maintenance services, contain specific language that applies to all vendors. Other contract forms, such as those used to govern larger construction projects, are adapted

on an as-needed basis to articulate environmental expectations.

Social Requirements

It is Kimco's expectation that Vendors adhere to high ethical standards and follow all applicable laws in the specific jurisdiction(s) where they operate, inclusive of regulations prohibiting child labor, protecting worker health and safety, ensuring appropriate workplace conditions, and ensuring legal remuneration practices. The company's commitment and expectations surrounding human rights, as stated below, also extend to include its vendors.

3.0 Social

Employee Handbook

The company has created an Employee Handbook that governs policies and expectations related to all employees. Topics addressed in the handbook include but are not limited to:

- Ethics & Code of Conduct
- Conflicts of Interest
- Anti-Bribery
- Insider Trading
- Equal Employment Opportunity
- Non-Discrimination
- Drug Free Workplace
- Performance Appraisal
- Timekeeping and Payroll
- Benefits
- Leave and Volunteer Time
- Workplace Rules
- Safety
- Political Contributions

This ESG policy does not address all handbook topics or specific details, as requirements are spelled out in full in the Employee Handbook and other documents. A brief summary of company policies is included below.

Social Goals

The company has set the following goals related to this area:

- By the end of 2018, create a comprehensive Kimco 101 professional development training curriculum and make it available to all employees; and
- Achieve at least 60% enrollment in the company's Healthy Choices Rewards wellness program by the end of 2020; and
- Award \$100,000 in educational scholarships to children of employees in the inaugural year of this new program

Goals are evaluated on an annual basis, and additional internal and external (public) goals may be set at a later date.

Employee Hiring, Equal Opportunity & Non-Discrimination

Kimco's human resources (HR) policies are designed to promote fairness, equal opportunities, and diversity within Kimco. We believe that a diverse workforce possesses a broader array of perspectives that businesses need to remain competitive in today's economy.

Kimco is an Equal Opportunity and Affirmative Action Employer and is committed to providing equal

employment opportunities to all individuals regardless of race, color, religion, creed, age, gender, sexual orientation, marital status, national origin, disability, genetic information, ancestry, veteran status, citizenship, or any other characteristic protected by federal, state, or local law. Kimco will endeavor to make reasonable accommodation, as required by law, to known physical or mental limitations of a qualified applicant or employee with a disability unless the accommodation would impose an undue hardship on the operation of our business. Furthermore, Kimco is committed to complying with the Americans with Disabilities Act (“ADA”) and related laws that require employers to provide reasonable accommodations to applicants and employees to enable them to perform the essential functions of a job. Any employee who has a disability and feels that he or she needs an accommodation to perform the essential functions of his or her job should contact the Human Resources department, which will consider the request and, if warranted, offer an appropriate accommodation.

Kimco is proud of its professional and congenial work environment, and all employees are expected to treat each other with courtesy and respect. Kimco is committed to providing employees with a work environment that is free of discrimination, including harassment, on the basis of race, color, religion, creed, age, gender, sexual orientation, marital status, national origin, disability, genetic information, ancestry, veteran status, citizenship, or any other characteristic protected by federal, state, or local law. Accordingly, Kimco expressly prohibits any form of discrimination and harassment against any Kimco employee by anyone, including supervisors, co-workers, management, vendors, contractors, tenants and customers.

Additional details on the company’s approach to safety can be found in the company’s Employee Handbook.

Employee Wellness

Employee wellness is a key objective of the company. Employees who are healthy – both mentally and physically – are more productive and engaged, and are less likely to be absent due to illness. The company has developed a robust wellness program that incorporates a suite of health benefits, employee education and ongoing engagement. It is a year-round program designed to maintain a high level of engagement. The company’s Healthy Choices Rewards program allows employees to earn rewards throughout the year for participating in exercise, good nutrition, biometric screening, wellness education and other activities.

In addition to the company’s wellness program, its leave policies are designed to provide flexibility for employees to manage illnesses and personal time. Retention of employees who take parental leave is a key objective, and in support of this objective the company has in place a 2-week paid parental leave benefit for all employees regardless of gender.

A detailed description of the company’s wellness programs is contained in our [Corporate Responsibility Report](#).

Employee Training and Development

In addition to mandatory annual training on sexual harassment, discrimination, cyber-security and ethics, Kimco offers training focused on building the skills and capabilities of employees. We offer ongoing training in specific operational areas, such as property management and leasing, as well as an array of basic skills courses focusing on software, leadership and management, and other areas.

Individualized training, tailored to specific developmental needs, is also made available.

Our mentoring program pairs new employees to ease their transition into the organization, and provides opportunities for existing employees to gain knowledge and understanding of key topics. A women's leadership program has been recently launched to promote career success among female employees at all levels within the organization. Team Assimilations, conducted by HR facilitators, assist teams in establishing a strong foundation for communication, strategy and collaboration.

The Kimco LABS (Leaders Advancing Business Strategy) Program develops future leaders through experiential learning. Now in its second cycle, each class of participants included representatives from across major departments and experience levels, with an emphasis on gender and racial diversity. Each class of participants is mentored by executive management, and is responsible for identifying and implementing business innovation projects designed to grow revenues, improve profitability and differentiate the company among its peers.

Measuring Employee Satisfaction

Management conducts a comprehensive survey of employees annually. In the most recent survey 89% of employees responded, with the overall satisfaction level measured at 94%. Management is responding to feedback received through the survey, briefing regional and departmental leaders on thematic results as well as formulating new initiatives to address perceived gaps.

Safety

As part of our commitment to safety, we abide by all laws regarding jobsite safety, and our California offices conform to the Illness and Injury program required by The Division of Occupational Safety and Health (DOSH), better known as Cal/OSHA. Additional details on the company's approach to safety can be found in the company's Employee Handbook.

ADA Compliance

The American Disabilities Act sets out guidelines for accessibility among disabled individuals. Within our portfolio of shopping centers, Kimco has committed significant resources to professionally surveying each site, identifying ADA improvement opportunities, and putting in place plans and actions to achieve desired results. The company has invested millions of dollars in capital in making ADA-focused improvements across its portfolio over the past several years.

Commitment to Human Rights

Kimco is 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 as well as positively influencing vendors from which the company procures goods and services and business partners. Kimco is opposed to child and forced labor in any form and adheres to federal, state and local employment regulations designed to protect minors.

With respect to pay, the company is committed to compensating its employees at competitive rates by market – in all cases at or above prevailing minimum wages.

Corporate Citizenship

Kimco is committed to supporting the communities in which the company does business and where our employees live and work. The company provides financial, in-kind and volunteer support through the efforts of its employees.

Financial contributions are overseen by a cross-functional group of executives representing Investor Relations, Legal, HR, Tax and other departments. In general, donations must abide by the company's stated policies regarding conflicts of interest and political contributions. These policies are detailed in the Code of Conduct. Charitable donations are limited to tax exempt organizations whose missions are not primarily religious, fraternal or political in nature. Contributions that are political in nature are reported separately from charitable donations and are included in the company's annual [Corporate Responsibility Report](#).

In-kind donations can take many forms and are at the discretion of management in each of the employees' individual offices. The company's Kimco Entrepreneurs Year Start (KEYS) program focuses on incubating small retail businesses by providing guidance to entrepreneurs and leasing space rent-free to qualified tenants for a trial year period. Kimco also sponsors the SCORE Foundation in its effort to develop new educational services focused specifically on entrepreneurs who are starting, operating or managing small businesses in the brick-and-mortar retail, service or restaurant industries. The program and sponsorship align with Kimco's goals to support its small shop tenant base and to enrich local economies by helping to build and grow small businesses, including veteran, minority and women-owned retailers.

Employees are encouraged to give their time as volunteers to organizations and causes within their local communities. Employees are awarded two paid time off days per year for volunteer efforts. Volunteer hours can be used in support of local tax exempt organizations of their choosing with the stipulation that the group should not be political, religious, or fraternal in nature or something from which the employee benefits personally (e.g. school field trips and events). In addition to paid time off, the company additionally matches employee donations to qualifying tax exempt organizations. Kimco matches up to \$500 in donations per employee per year as a part of this program.

4.0 Governance

Kimco is committed to being a leader in corporate governance and ethical business practices. The company has taken proactive steps to lead in the areas of board composition, executive compensation, avoidance of conflicts of interest, and other areas.

Ethics

Our policies related to ethical behavior—including conflicts of interest and compliance with laws and regulations, such as the U.S. Foreign Corrupt Practices Act—are detailed in our [Code of Conduct](#), which all Kimco employees receive and formally acknowledge each year. We maintain an ethics hotline that employees and other stakeholders can use to report ethics violations anonymously.

Corporate Governance

Kimco's [Corporate Governance Guidelines](#) cover a number of governance topics, including:


- Board Composition (Size, Independence)
- Director Qualifications & Diversity Criteria
- Selection Procedures & Term Limits
- Limitations on Other Board Service
- Director Responsibilities
- Director Compensation & Stock Ownership Requirements
- Conflicts of Interest
- Director Education
- Access to Management & Independent Advisors
- Director Performance Evaluation
- Board Meetings (Frequency, Attendance Requirements)
- Standing Committees, Assignments and Responsibilities
- Succession Planning
- Annual CEO Performance Review

Our annual [Proxy Statement](#) provides up-to-date information on:

- Profiles of Current Board Members (Experience, Committee Roles, etc.)
- Corporate Governance Highlights
- Company Performance Highlights
- Committee Descriptions
- Profiles of Named Executive Officers (Executive Chairman, CEO, President & CIO, COO, CFO)
- Executive Compensation Discussion & Analysis
- Other Shareholder Proposals for Approval

5.0 Appendices

New Vendor Application & Vendor Business Practices Statement



New Vendor Request

Vendor Name:

Second Name: DBA – Yes No

Vendor Remittance Address:

City: State: Zip:

Phone: () Fax: ()

Vendor Email Address:

Vendor Dun & Bradstreet #:

Date of Incorporation: Place of Incorporation or Organization:

Is this Vendor a U.S. Person? Yes No

Please refer to the W9 instructions for the definition of a U.S. Person. If this vendor is **NOT** a U.S. person, please contact the Accounts Payable Department at APNewVendor@kimcorealty.com for the proper tax forms that need to be completed.

Section 1. Officers, Partners and Owners (* Note, Utility Companies DO NOT have to complete)
Please list individuals:

ALL INFORMATION (INCLUDING MIDDLE INITIAL) MUST BE INCLUDED.

NAME (Last, First, Middle)	TITLE/ INTEREST
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>

Vendor Type Exceptions to the RMIS website

<input type="checkbox"/>	<i>Detailed Police Officer</i>
<input type="checkbox"/>	<i>Estate/Trust</i>
<input type="checkbox"/>	<i>Financial Institution (i.e. Banks, Mortgage payments, etc.)</i>
<input type="checkbox"/>	<i>Government Agency/Municipality/Taxing Jurisdiction</i>
<input type="checkbox"/>	<i>Insurance/Insurance Title Company</i>
<input type="checkbox"/>	<i>Kimco Entity</i>
<input type="checkbox"/>	<i>Landlord/Buyer/Partner</i>
<input type="checkbox"/>	<i>Legal Settlement</i>
<input type="checkbox"/>	<i>One-Time Vendor</i>
<input type="checkbox"/>	<i>Publication/Journal/Newspaper</i>
<input type="checkbox"/>	<i>Utility Company</i>



Section 2. Civil Proceedings (* Note, Utility Companies DO NOT have to complete)

- 2.1 Does the Vendor Company have any civil, criminal, or administrative law proceeding(s) in which the Vendor Company, parent, subsidiary or affiliate is party to, and in which involves an uninsured claim in excess of \$25,000 or involves bankruptcy or reorganization? If yes, please list in the Explanation section below. Yes No
- 2.2 Does the Vendor Company, or its employees, have a close or family relationship with any employee of Kimco Realty Corporation? For the purpose of this question, a family relationship shall mean any person related by blood or marriage or whose relationship is similar to that of persons who are related by blood or marriage. Yes No

If you respond "Yes" to any of the above questions, please provide an explanation/details below:

Explanation

Section 3. References (* Note, Utility Companies DO NOT have to complete)

List at least three (3) references of an ongoing or recently performed projects and the dollar amount of your contract. Include name and phone numbers of person(s) we may contact.

.....

1. Project name/location [_____]
 Contact name/title [_____]
 Phone # (____) [__] - [____]
 E-mail Address: [____]
 Scope of Work [_____]
 Date of projected completion [____]
 Contract amount [_____]

.....

2. Project name/location [_____]
 Contact name/title [_____]
 Phone # (____) [__] - [____]
 E-mail Address: [____]
 Scope of Work [_____]
 Date of projected completion [____]
 Contract amount [_____]

.....

3. Project name/location [_____]
 Contact name/title [_____]
 Phone # (____) [__] - [____]
 E-mail Address: [____]
 Scope of Work [_____]
 Date of projected completion [____]
 Contract amount [_____]



Vendor Business Practice Statement
(Not required for Utility Companies)

All employees of Kimco Realty Corporation and its wholly owned subsidiaries (collectively "Kimco") adhere to a strict business code and ethics policy. Accordingly, it is the expectation of Kimco that all of its vendors and their employees, agents and sub-contractors (collectively, "Vendor" or "Vendors") conduct their business in a manner which maintains the highest ethical standards. In accordance with these standards, Vendors shall avoid any actual or potential conflict with the best interest of Kimco as a whole. Beyond customary and reasonable business courtesies, Vendor agrees that it will not directly or indirectly provide or offer to provide any Kimco employee with any personal benefits, gratuities, or promises of any future benefits intended to induce or reward a particular business decision. Monetary gifts of any kind are expressly prohibited.

In furtherance of this effort, Vendor hereby authorizes Kimco and its agents to obtain reports regarding the Vendor's organization and business background, i.e. Dun & Bradstreet, Office of Foreign Assets Control (OFAC), court record databases, and any other public record. This information will be used as part of the process by which Kimco determines if the Vendor is suitable for a business relationship with Kimco.

Additional Vendor Information

Have you or your company ever worked for Kimco under a different corporate entity name?

Yes No (circle one)

If yes, please provide the name of the company (or all companies, if more than one):

Do you or your company have interest or control (e.g., financial interest or family relationship) in another company that provides, or might provide, bids to Kimco?

Yes No (circle one)

If yes, please provide the name(s) of all companies (past, present, and/or future) that provides bids to Kimco that your company has interest in:

Kimco is an equal opportunity employer and federal contractor or subcontractor. Consequently, the parties agree that, as applicable, they will abide by the requirements of 41 CFR 60-1.4(a), 41 CFR 60-300.5(a) and 41 CFR 60-741.5(a) and that these laws are incorporated herein by reference. These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity or national origin. These regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status or disability. The parties also agree that, as applicable, they will abide by the requirements of Executive Order 13496 (29 CFR Part 471, Appendix A to Subpart A), relating to the notice of employee rights under federal labor laws.

Any vendor with questions regarding appropriate business conduct or to report a matter of concern may contact any of the following parties:

- Leah Landro, Vice President of Human Resources, at 516-869-7135 or at LLandro@Kimcorealty.com
- Bruce Rubenstein, General Counsel, at 516-869-7221 or at BRubenstein@Kimcorealty.com
- Ethics Helpline at 1-866-511-5866 or at <https://kimcorealty.alertline.com>. Administered by Global Compliance, a third party vendor, the Ethics Helpline provides an avenue to report concerns anonymously

VENDOR hereby agrees to inform its directors, officers, employees, agents and subcontractors of this Statement.

IN WITNESS WHEREOF, VENDOR has executed this Statement by its duly authorized representative on this [] day of [], 20[].

VENDOR NAME: []

Signature: _____

PRINTED NAME: []

TITLE: []

DATE: []