

Environmental, Social, and Governance at Kimco Realty®

ESG First Quarter 2022



Westwood Plaza
Charleston, SC



Safe Harbor

This communication 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, are generally identifiable by use of the words "believe," "expect," "intend," "commit," "anticipate," "estimate," "project," "will," "target," "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. Factors which may cause actual results to differ materially from current expectations include, but are not limited to, (i) general adverse economic and local real estate conditions, (ii) the inability of major tenants to continue paying their rent obligations due to bankruptcy, insolvency or a general downturn in their business, (iii) 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, (iv) the availability of suitable acquisition, disposition, development and redevelopment opportunities, and risks related to acquisitions not performing in accordance with our expectations, (v) the Company's ability to raise capital by selling its assets, (vi) increases in operating costs due to inflation and supply chain issues, (vii) risks related to future opportunities and plans for the combined company, including the uncertainty of expected future financial performance and results of the combined company following the merger between Kimco and Weingarten Realty Investors (the "Merger"), (viii) the possibility that, if the Company does not achieve the perceived benefits of the Merger as rapidly or to the extent anticipated by financial analysts or investors, the market price of the Company's common stock could decline, (ix) changes in governmental laws and regulations and management's ability to estimate the impact of such changes, (x) valuation and risks related to the Company's joint venture and preferred equity investments, (xi) valuation of marketable securities and other investments, including the shares of Albertsons Companies, Inc. common stock held by the Company, (xii) impairment charges, (xiii) pandemics or other health crises, such as coronavirus disease 2019 ("COVID-19"), (xiv) financing risks, such as the inability to obtain equity, debt or other sources of financing or refinancing on favorable terms to the Company, (xv) the level and volatility of interest rates and management's ability to estimate the impact thereof, (xvi) changes in the dividend policy for the Company's common and preferred stock and the Company's ability to pay dividends at current levels, (xvii) unanticipated changes in the Company's intention or ability to prepay certain debt prior to maturity and/or hold certain securities until maturity, and (xviii) the other risks and uncertainties identified under Item 1A, "Risk Factors" in our Annual Report on Form 10-K for the year-ended December 31, 2021. 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 in the Company's Quarterly Reports on Form 10-Q and Current Reports on Form 8-K that the Company files with the Securities and Exchange Commission ("SEC").



Westlake Shopping Center
Dale City, CA



Table of Contents

- 4** Kimco Realty® ESG Leadership
- 11** Environmental Platform
- 20** Social Platform
- 29** Governance Platform

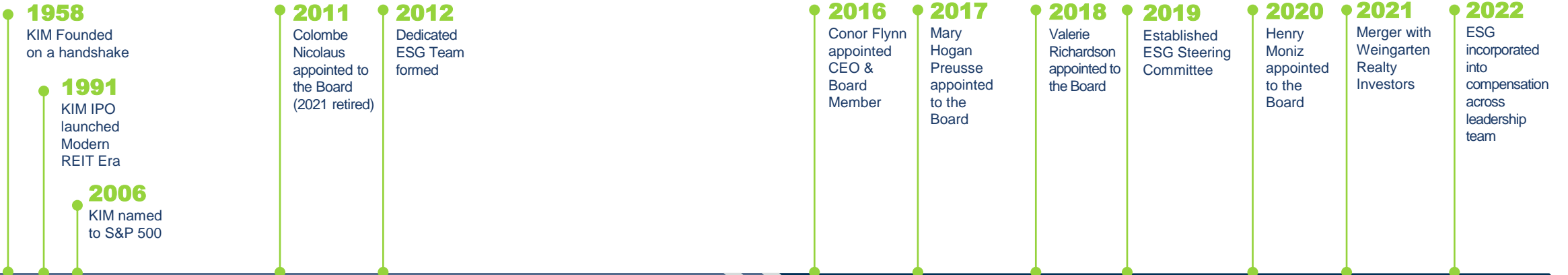
Kimco Realty® ESG Leadership



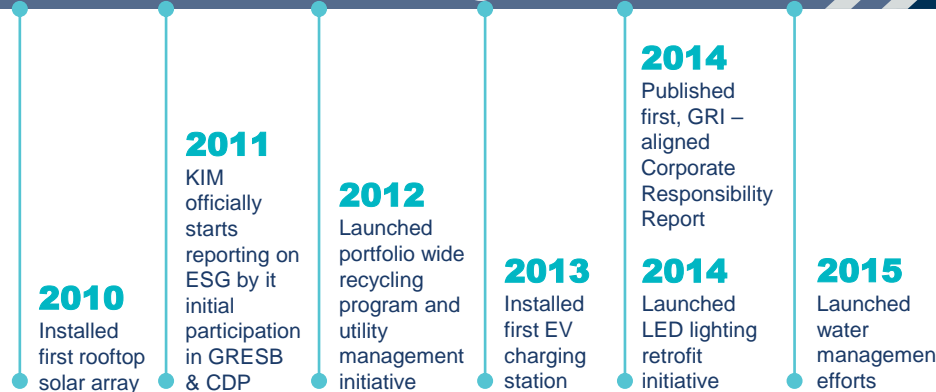
The District @ Tustin Legacy
Tustin, CA

Longstanding History of ESG at Kimco Realty

Kimco Realty and ESG Governance



ESG Foundation Building



ESG Leadership



ESG Initiatives



ESG Governance

Integrated Throughout the Business



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

ESG Strategic Areas of Focus

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



The Marketplace at Factoria
Bellevue, WA

5 and 10 Year ESG Goals

Our Pillars

Our Goals



COMMUNICATE

Openly With
Our Stakeholders

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



EMBRACE

The Future
Of Retail

- Construct or entitle at least 12,000 multi family units by 2025, as part of our effort to create quality mixed-use live-work-play environments
- Establish Curbside Pickup infrastructure at 100% of all qualified locations by 2025
- Establish dedicated space for the activation of outside common areas at 20% of properties by 2030
- Establish low-carbon transportation infrastructure at 25% of properties by 2025



ENGAGE

Our Tenants
& Communities

- Maintain an average tenant satisfaction rate of at least 80%
- Give \$1 million annually in cash and in-kind contributions to support small businesses and charitable causes in the communities in which we operate



LEAD

In Operations &
Resiliency

- Invest \$500M in eligible Green Bond projects by 2030
- Reduce Scope 1 and 2 GHG emissions by 30% from 2018 to 2030, and achieve net zero by 2050
- Partner with tenants to quantify and reduce Scope 3 emissions, establishing a goal by 2025
- Improve common area water efficiency at properties by 20% by 2025
- Achieve 50% waste diversion rate for waste-to-landfill in our corporate offices by 2025
- Establish a comprehensive Vendor Business Practices Policy and expand supply chain reporting








FOSTER

An Engaged, Inclusive
& Ethical Team

- Maintain an average employee satisfaction rate of at least 90%
- 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
- Provide 100% of employees with individual development opportunities and maintain a voluntary turnover rate below 10% annually
- Achieve 75% participation in employee well-being programs annually

Recent Results & Recognition

Industry Leading Platform

Our Pillars	Q4 2021 Results	
 <p>COMMUNICATE Openly With Our Stakeholders</p>	<p>Achieved #1 GRESB peer group ranking for both The Real Estate Assessment and Public Disclosure</p>	<p>Kimco Realty remained a constituent of the DJSI North America Index</p>
 <p>EMBRACE The Future Of Retail</p>	<p>Completed 2021 Curbside Pickup® installations at 300+ properties with more to come from the expanded portfolio following the WRI merger</p>	<p>Investment in Fifth Wall's Climate Tech Fund underscoring our commitment to exceptional, sustainable real estate.</p>
 <p>ENGAGE Our Tenants & Communities</p>	<p>Completed Kimco Realty's Season of Giving campaign, helping Kimco Realty exceed our 2021 giving goal of \$1 Million</p>	<p>Completed over 150 meetings with retailers at the ICSC conference, expanding many conversations to include ESG collaboration</p>
 <p>LEAD In Operation & Resiliency</p>	<p>Established language in recurring services contracts that promotes the use of environmentally friendly materials and chemicals</p>	<p>Initiated the enrollment of all new properties into Kimco Realty's integrated waste management program</p>
 <p>FOSTER An Engaged, Inclusive & Ethical Team</p>	<p>Received maximum score on the Corporate Equality Index – recognized as Best Place to Work for LGBTQ+</p>	<p>Re-certified as a Great Place to Work® for the 4th year in a row</p>

RECOGNITION



FTSE4Good
FTSE4Good Index



Dow Jones Sustainability Indexes
DJSI North America Index



Great Place to Work – Certified 2020



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



Gold Green Lease Leader



Best Place to Work for LGBTQ+ Equality



WSJ Top 250 Best-Run Companies 2021

BARRON'S
The 10 Most Sustainable REITs

Barron's: Highest Ranked Retail REIT



Disclosure Best Practices

Committed to Transparency

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

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



Disclosure Roadmap

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



Annual Report/10-K
Summarizes ESG program priorities and material risk disclosures.



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



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

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



Sodo Shopping Center
Orlando, FL

Environmental Platform



The Boulevard
Staten Island, NY

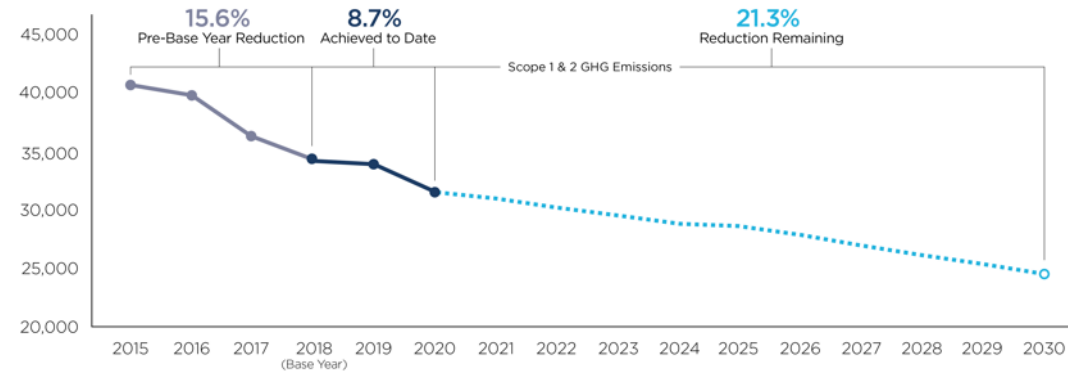
Achieving Our Science-Based Target*

Kimco Realty Science-Based Target:

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



Pathway to 30% Emissions Reduction



Planned Emissions Reduction Strategies

STRATEGY	COMMON AREA LIGHTING RETROFITS	COMMON AREA BUILDING CONTROLS	VACANCY BEST PRACTICES	RENEWABLE ENERGY & OFFSETS
Anticipated GHG Reduction	20-25% REDUCTION	5-10% REDUCTION	0-5% REDUCTION	0% REDUCTION
Anticipated Investment	\$30-40M INVESTMENT	\$5-10M INVESTMENT	\$0-5M INVESTMENT	\$0 INVESTMENT

* Kimco Realty's target is aligned with the Paris Agreement, has been certified by the Science-Based Targets initiative and is aligned with a well-below 2 degrees celsius scenario

Climate Risk Management*

Risk	Timing and Exposure	Management Approach
Physical – Windstorms	Short to Long Term (0-30 years) Portfolio Coverage (GLA*) <ul style="list-style-type: none"> 0% Highest Risk 22% High Risk Portfolio Coverage (ABR*) <ul style="list-style-type: none"> 0% Highest Risk 20% High Risk 	<ul style="list-style-type: none"> Geographically diverse portfolio Resiliency efforts focused on safety preparations and business continuity after storms 67 assets carry additional windstorm insurance
Physical – Sea Level Rise	Long Term (30 years) Portfolio Coverage (GLA*) <ul style="list-style-type: none"> 1.5% Highest Risk 1.6% High Risk Portfolio Coverage (ABR*) <ul style="list-style-type: none"> 0.1% Highest Risk 3% High Risk 	<ul style="list-style-type: none"> Geographically diverse portfolio Resiliency efforts focused on safety preparations and business continuity after rainfall events 39 assets carry additional Federal flood insurance
Physical – Flooding	Short to Long Term (0-30 years) Portfolio Coverage (GLA*) <ul style="list-style-type: none"> 0.2% Highest Risk Portfolio Coverage (ABR*) <ul style="list-style-type: none"> 0.3% Highest Risk 	<ul style="list-style-type: none"> Geographically diverse portfolio Resiliency efforts focused on safety preparations and business continuity after rainfall events 39 assets carry additional Federal flood insurance
Physical - Wildfires	Short to Long Term (0-30 years) Portfolio Coverage (GLA*) <ul style="list-style-type: none"> 0.2% Highest Risk 30% High Risk Portfolio Coverage (ABR*) <ul style="list-style-type: none"> 0.3% Highest Risk 28% High Risk 	<ul style="list-style-type: none"> Geographically diverse portfolio Resiliency efforts focused on safety preparations and business continuity after wildfire events

Risk	Timing and Exposure	Management Approach
Physical – Heat and Water Stress	Heat - Medium to Long Term (2-30 years) Portfolio Coverage (GLA*) <ul style="list-style-type: none"> 0% Highest Risk 9% High Risk Portfolio Coverage (ABR*) <ul style="list-style-type: none"> 0% Highest Risk 7% High Risk Water - Medium to Long Term (2-30 years) Portfolio Coverage (GLA*) <ul style="list-style-type: none"> 0.2% Highest Risk 22% High Risk Portfolio Coverage (ABR*) <ul style="list-style-type: none"> 0.2% Highest Risk 19% High Risk 	<ul style="list-style-type: none"> Investments in both energy and water efficiency programs
Transition - Regulation	Medium to Long Term (2-30 years) Regulations at the federal, state, and local levels could impose additional operating and capital costs associated with utilities, energy efficiency, building materials, and building design.	<ul style="list-style-type: none"> Active monitoring of regulations Investments in energy and water efficiency programs Green construction criteria
Transition - Reputation	Long Term (6–30 years) Increasing interest among retail tenants in building efficiency, sustainable design criteria and “green leases” could result in decreased demand for outdated space.	<ul style="list-style-type: none"> Engaging with suppliers, tenants, and other stakeholders on ESG priorities Green leases and construction criteria

*Portfolio risk data as of YE2020, pre-dating Weingarten acquisition

Sustainability-Focused Financing and Investing

Green Bond:

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

Sustainable Revolving Credit Facility:

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

Investment in Fifth Wall's Climate Tech Fund:

- In September 2021, Fifth Wall, the largest venture capital firm focused on technology for the global real estate industry announced its Climate Tech Fund
- As part of the consortium of investors, Kimco Realty has underscored our commitment to exceptional, sustainable real estate and our belief that leadership in climate and sustainability goals can create long-term value for all of our stakeholders. Early access to emerging companies and technologies will serve as an added benefit.

Lead in Operations and Resiliency

We maximize the efficiency of our operations and protect our assets from disruption

Sustainable Building and Operations:

Green Leasing:

- Kimco Realty recognized as Green Lease Leader*
- *99% of new leases executed in 2020 representing 1.6 million square feet of GLA* incorporated “green” provisions

Green Design Standards:

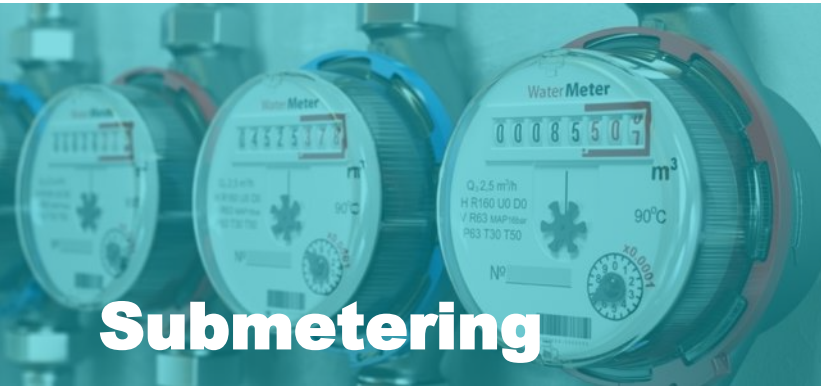
- Kimco Realty developed and implemented a set of tenant construction standards in partnership with U.S. EPA Energy Star® program representatives that establishes base level and enhanced options for each major component of a standard construction project scope
- Can result in significantly reduced operating expenses and environmental impacts during the life of a tenant’s lease

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



Pentagon Centre
Pentagon City, VA

Energy Solutions



Submetering

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

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



Lighting Upgrades

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



Solar & EV Charging

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

5,400+

ENERGY & WATER SUBMETERS INSTALLED ACROSS OUR NATIONWIDE PORTFOLIO

302+

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

154

EV CHARGING STATIONS INSTALLED OR IN PROGRESS

7MW

OF SOLAR PRODUCTION CAPACITY INSTALLED TO DATE

Water Use Reduction



Submetering

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

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

Landscaping and Irrigation Management

- Kimco Realty developed an internal water assessment and benchmarking program that actively monitors consumption and proactively identifies retrofit opportunities
- We implemented a comprehensive approach to optimizing irrigation at our top 60 water-consuming sites through smart controllers

TOP 60 WATER-CONSUMING SITES HAVE
DEMONSTRATED SAVINGS OF

20-30%

AND ARE EXPECTED TO RECOVER THEIR INVESTMENT
WITHIN 1-3 YEARS IN WATER SAVINGS ALONE



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

24%

WASTE DIVERSION RATE* IN 2020



* Waste diverted from landfill



Case Study

The Witmer at Pentagon

About the Property:

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

Project Highlights:

11% CO2e emissions avoided annually

65% Estimated irrigation water use savings

39% Estimated potable water use savings

25% Estimated annual energy cost savings

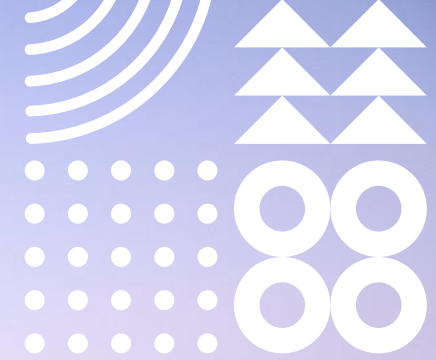
20% Building materials manufactured using recycled materials

28% Building materials sourced locally

94% Diverted construction waste from landfill

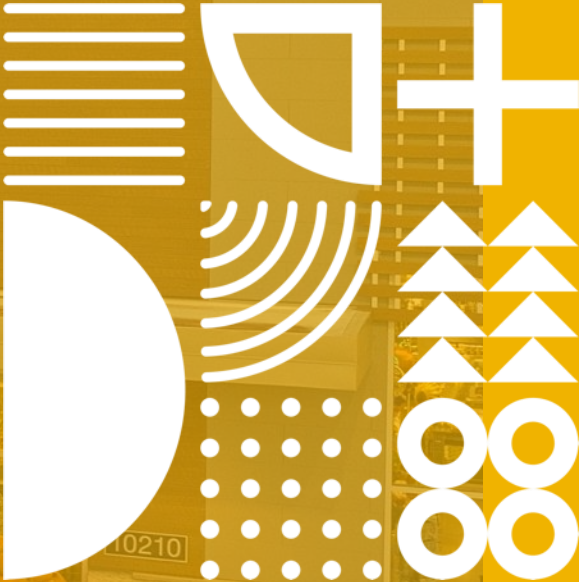


Statistics compared to industry baseline





Social Platform



Mill Station
Owings Mills, MD



Fostering an Engaged, Inclusive, and Ethical Team



Human Capital

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

Diversity, Equity, and Inclusion (DEI)

- Kimco Realty established an internal DEI Committee in 2019, which helps to establish organizational goals and guides our strategy

Human Rights

- Kimco Realty 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 and business partners

95%

EMPLOYEES INDICATED THEY ARE SATISFIED IN 2020, UP FROM 91% IN 2019

40,869

HOURS OF TRAINING – AN AVERAGE OF 84 HOURS PER EMPLOYEE IN 2020

0

CODE OF CONDUCT VIOLATIONS IN 2020

DEI: Strides Made in 2020

Board

- Increased the proportion of diverse Board members to 50%, representing 67% of independent directors

Management

- Signatory to the CEO Action for Diversity & Inclusion
- Kimco Realty committed to increase the proportion of diverse employees in management to 60% by 2030

Employees

- Provided unconscious bias training for all employees
- Partnered with Jopwell* to recruit from underrepresented communities - Kimco Realty brought on 3 diverse interns to date
- Posted open positions on more than 40 diversity job boards

Community

- Became a national and regional sponsor of CREW (Commercial Real Estate Women)**
- Became a financial supporter of the Trevor Project***
- Provided Project Destined with financial support and real estate mentors****

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

**an organization focused on building diversity in the real estate sector

***a leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender, queer & questioning youth

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



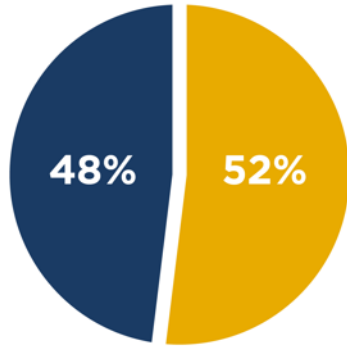
DEI in Management and Workforce

Kimco Realty is committed to increase the proportion of diverse employees in management to 60% by 2030

Progress Towards Our 2030 Goal

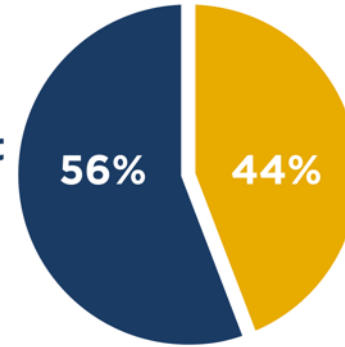
Diversity in Management

- Diverse
- Other



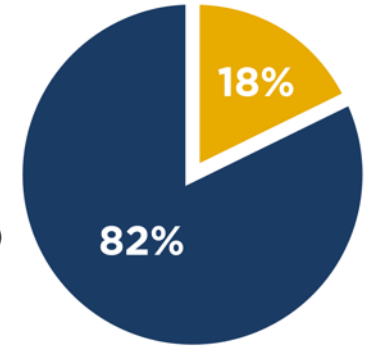
Gender Diversity in Management

- Female
- Male



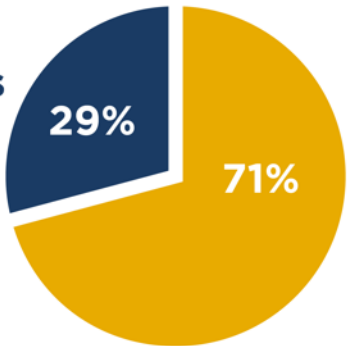
Racial Diversity in Management

- Diverse (POC)
- Other



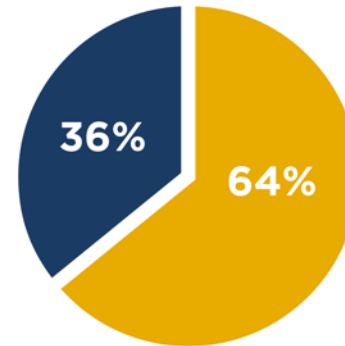
Diversity Across Workforce

- Diverse
- Other



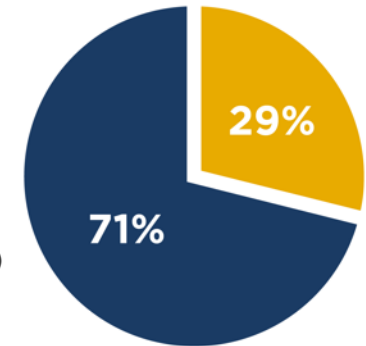
Gender Diversity Across Workforce

- Female
- Male



Racial Diversity Across Workforce

- Diverse (POC)
- Other



Data as of year end 2020

Recent Senior Leadership Appointments

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



Leah Landro

Executive Vice President
and Chief Human Resources
Officer



Kathleen Thayer

Senior Vice President,
Corporate Accounting and
Assistant Treasurer



Jen Maisch

Vice President, Marketing
and Communications



Tammy Chernomordik

Senior Director, ESG

Engage Our Tenants & Communities

We work to make a positive impact and to be known in the communities where we operate and live. That means everything from being a partner to our tenants, to hosting community events at our properties, and finding other creative ways to give back.

16,300

NUMBER OF CALLS FIELDLED SINCE LAUNCHING OUR NATIONAL CALL CENTER IN 2019

IN 2020, KIMCO REALTY DONATED

\$576,378

IN CASH AND IN-KIND CONTRIBUTIONS, \$32,839 OF WHICH REPRESENTED MATCHES OF INDIVIDUAL EMPLOYEE GIFTS THROUGH OUR YOURCAUSE PROGRAM.



Suburban Square
Ardmore, PA

Supporting Our Stakeholders through the Pandemic



Supporting Our Employees

- **Technology:** Utilized prior technology investments to smoothly transition 500 team members to remote work model
- **Benefits:** Provided PTO and additional benefits to allow employees to care for themselves or family members impacted by COVID-19
- **Communication:** Hosted regular, company-wide, virtual meetings to enhance communication across the entire employee base



Supporting Our Tenants

- **Tenant Assistance Program:** Created program focused on helping tenants secure PPP loans at no cost. *Helped our tenants secure an estimated \$20M in small business relief funding*
- **Curbside Pickup® Program:** Deployed at over 300 properties to help tenants adapt to new shopping habits, allowing customers to shop while feeling safe
- **Outdoor Dining:** Fast-tracked approvals to create outdoor dining spaces for our restaurant tenants



Supporting Our Communities

- **Community Resources:** Fast-tracked the approval of drive-thru testing centers, blood drive locations, and school lunch pick-ups
- **Focus on Safety:** Immediately increased the frequency and intensity of our janitorial services to help prevent the spread of the virus
- **Giving Back:** Sponsored meal delivery to local frontline workers in the Northern region – Kimco Realty purchased meals through our tenants to provide much-needed support during pandemic

Embrace the Future of Retail

In addition to our active projects, we have a pipeline of future projects with entitlements secured for more than **4,000 multi-family units, 575 hotel keys, 114k sf of new retail, and 908k sf of office space.**

Creating destinations and cultivating unique experiences:

- Signature Series®
- Mixed-use spaces
- Activating common areas
- Low carbon transportation

Adapting to a constantly changing environment:

- Curbside Pickup®
- Fast tracking outdoor dining

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



Mission Bell Shopping Center
Tampa, FL



Marina Village
Huntington Beach, CA

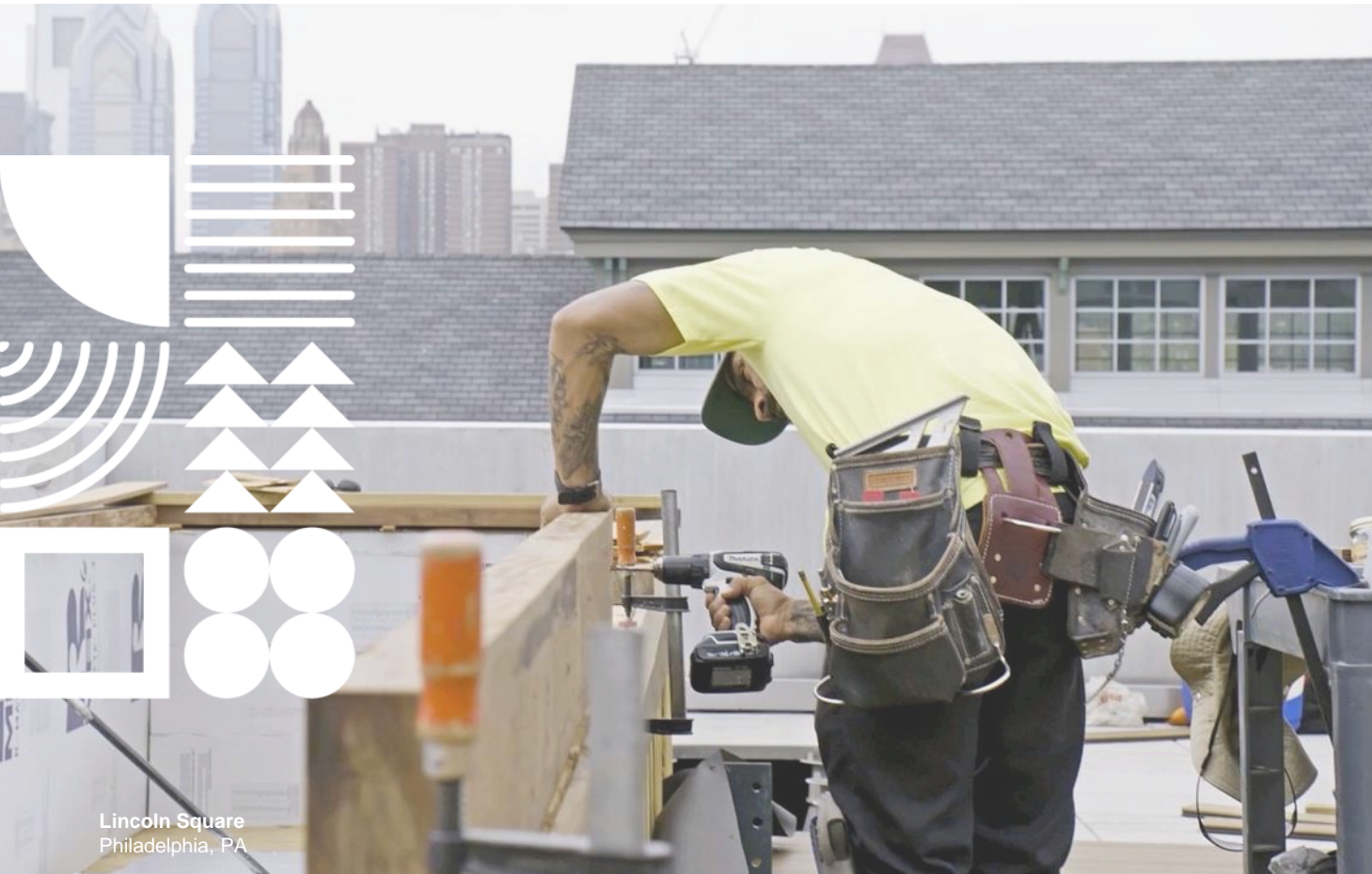
Kimco Realty's Curbside Pickup® Program

Kimco Realty launched Curbside Pickup® Program to help tenants adapt to changing shopping habits during the COVID-19 Pandemic and beyond. Since the program launched in April 2020, more than 300 shopping centers have designated curbside pickup parking spots for use by all tenants and their customers. The program is designed to help businesses adapt to the new shopping habits that have emerged as a result of the pandemic, and to allow customers to ease back into a daily shopping routine while feeling safe and comfortable.

Fast-Tracking Of Outdoor Dining Approval

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

Resiliency, Safety, and Accessibility



Lincoln Square
Philadelphia, PA

Physical Safety During Natural Events

- Safety and business continuity training for local employees
- Designated property managers, vendors, engineers and inspectors to assess and address damage

Digital Security

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

ADA* Compliance

WE HAVE INVESTED MORE THAN

\$50 MILLION

ON ADA* COMPLIANCE SINCE 2013

* Americans with Disabilities Act

Governance Platform



Grand Parkway Marketplace
Spring, TX

Corporate Governance

Kimco Realty's Corporate Governance Framework Supports Oversight and Accountability

What We Do

- ✓ **DO** maintain majority voting for the election of directors in uncontested elections
- ✓ **DO** provide for annual election of all directors
- ✓ **DO** provide stockholders the right to amend the Bylaws
- ✓ **DO** align pay and performance as a significant majority of total compensation is a balanced mix of Company and individual performance criteria tied to operational and strategic objectives established at the beginning of the performance period by the Executive Compensation Committee
- ✓ **DO** allocate a substantial portion of equity awards in performance shares, and if our total stockholder return for a performance period is less than the minimum threshold level, no performance shares are earned/issued.
- ✓ **DO** maintain rigorous stock ownership guidelines for directors and NEOs
- ✓ **DO** maintain a clawback policy
- ✓ **DO** conduct annual assessments of compensation at risk
- ✓ **DO** have an Executive Compensation Committee comprised solely of independent directors
- ✓ **DO** retain an independent compensation consultant that reports directly to the Executive Compensation Committee and performs no other services for the Company
- ✓ **DO** provide caps with annual and long-term incentive plan awards
- ✓ **DO** provide continuing education for our Board
- ✓ **DO** have an annual offsite strategic review by the Board with management
- ✓ **DO** have Nominating and Corporate Governance Committee that reviews and monitors the development and implementation of goals established for the ESG program
- ✓ **DO** have an Environmental, Social and Governance ("ESG") Steering Committee comprised of employee representatives throughout the Company to plan and coordinate the execution of the Company's ESG program

✓ **DO** require any search firm to include in its initial list of board candidates, qualified candidates who reflect diverse backgrounds, including, but not limited to, diversity of race, ethnicity, national origin, gender, and sexual orientation

NEW FOR 2022

What We Don't Do

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

Board Of Directors

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



Milton Cooper
Executive Chairman (93)
 Other Boards: Getty Realty Corp.
 Director Since 1991



Philip E. Coviello Jr.
Director (78)
 Other Boards: Getty Realty Corp.
 Director Since 2008



Richard B. Saltzman
Director (65)
 Other Boards: Ranger Global Real Estate Advisors, Peaceable Street Capital, RXR Acquisition Corp.
 Director Since 2003



Frank Lourenso
Director (81)
 Director Since 1991

Recent Board Refreshment



Conor C. Flynn
Director, CEO (41)
 Director Since 2016



Mary Hogan Preusse
Director (53)
 Other Boards: Digital Realty Trust, Inc.; Host Hotels & Resorts, Inc., Realty Income Corporation
 Director Since 2017



Valerie Richardson
Director (63)
 Director Since 2018



Henry Moniz
Director (53)
 Other Boards: Advisory Board of the Center on the Legal Profession at Harvard Law School
 Director Since 2021

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

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

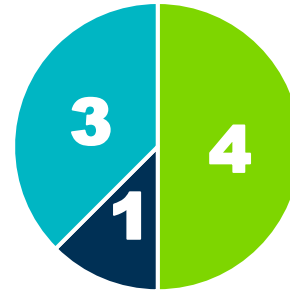
Board Composition

Age



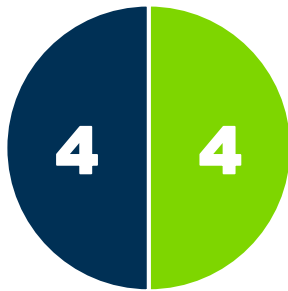
■ 40's ■ 50's ■ 60's ■ >70

Tenure



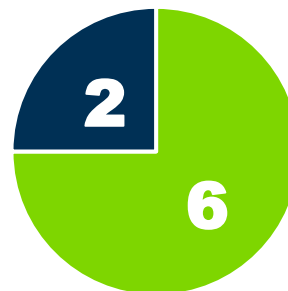
■ 0-7 ■ 8-15 ■ >15

Diversity*



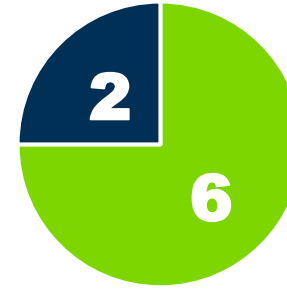
■ Not Gender or Racially or Ethnically Diverse
 ■ Gender or Racially or Ethnically Diverse

Gender



■ Male ■ Female

Race / Ethnicity



■ Not Racially or Ethnically Diverse
 ■ Racially or Ethnically Diverse

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

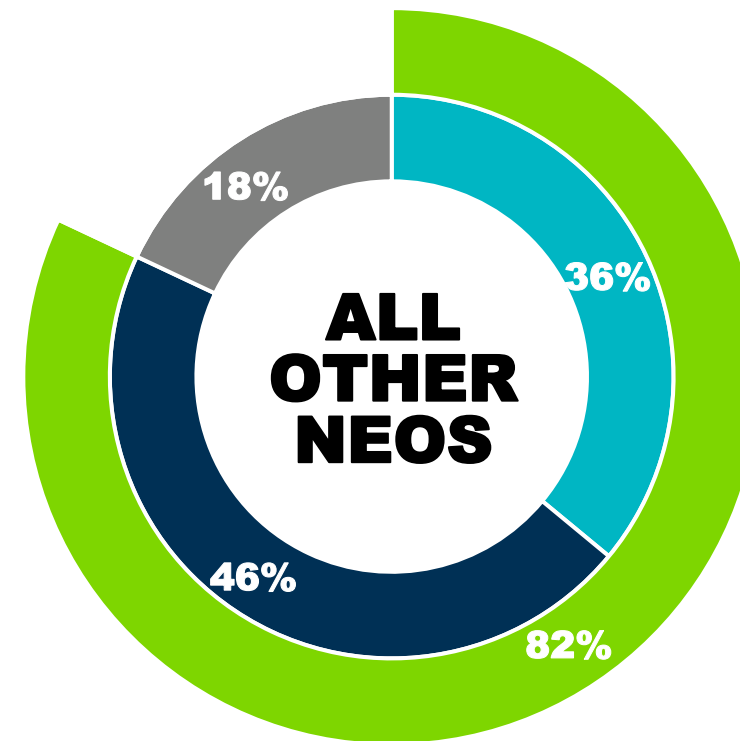
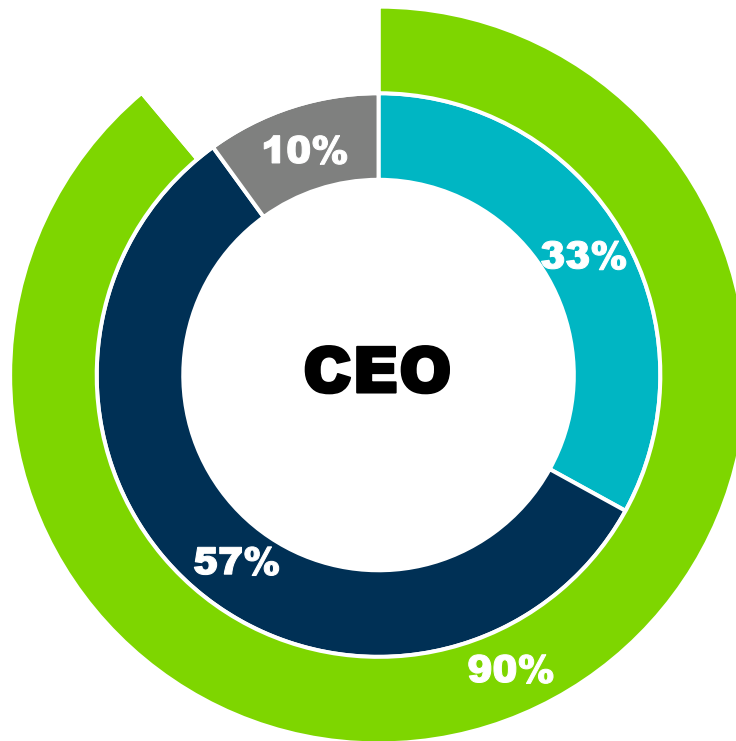
Board Of Directors

Skills and Expertise of Kimco Realty's Board

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

Compensation Practices

Significant Portion of Pay is Performance-Based & At Risk

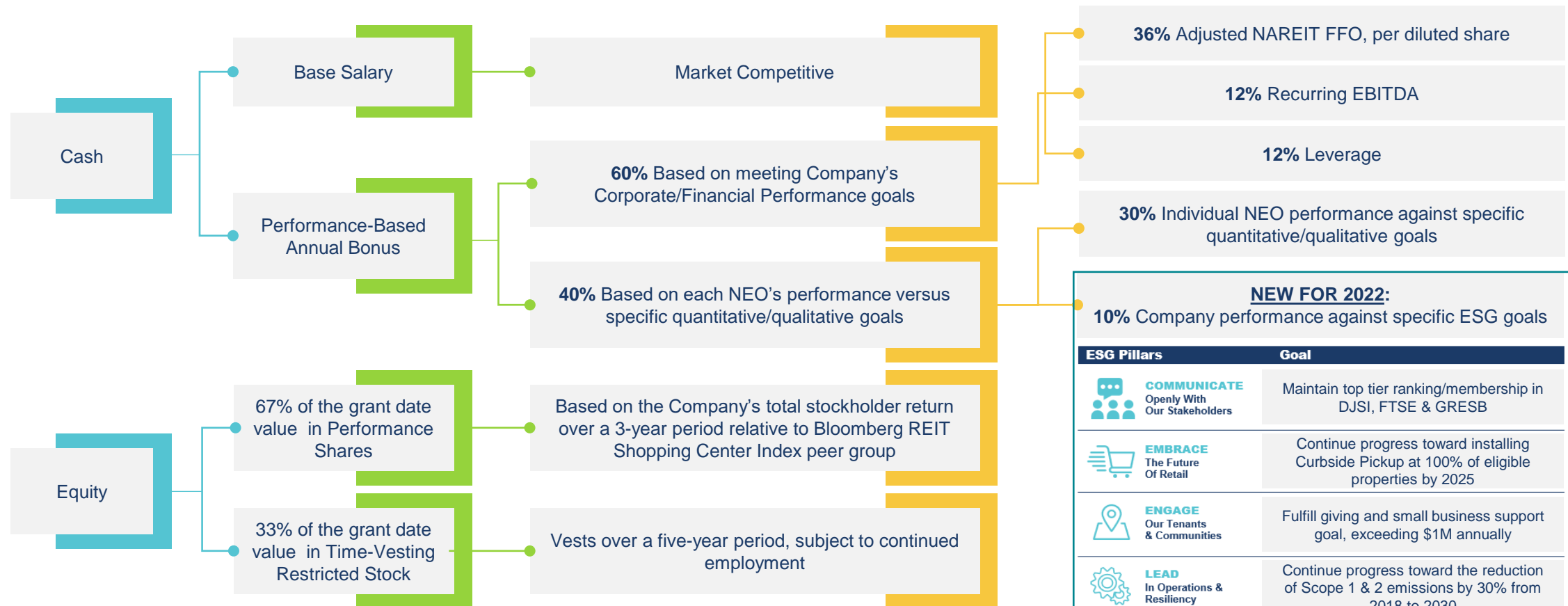


■ Annual Incentive Award ■ Base Salary and Benefits ■ Long-Term Incentive ■ Performance Based & at Risk

Compensation Practices

Components of 2022 Executive Compensation*

NEW FOR 2022:
10% Company performance against specific ESG goals



Compensation Practices

Peer Group Used for Benchmarking Our Long-Term Incentive Plan

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

For 2021, these companies were:

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

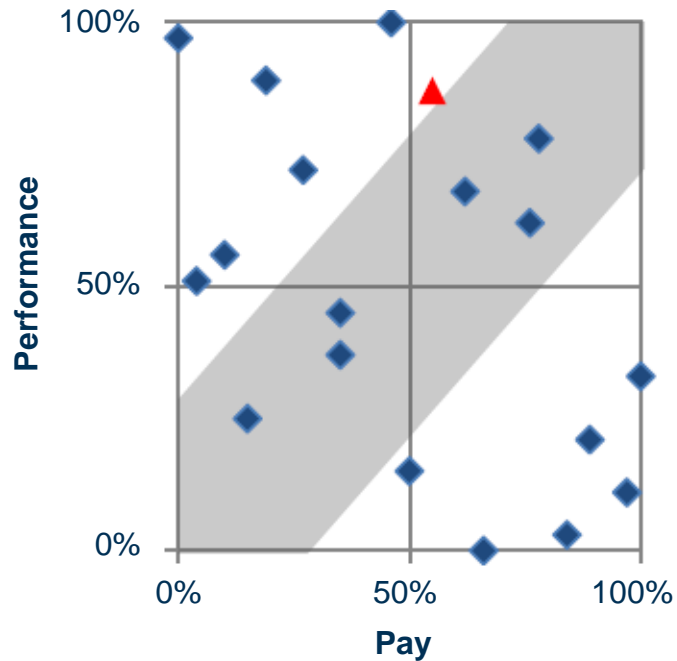


Compensation Practices

Benchmarking Executive Compensation Among Peers

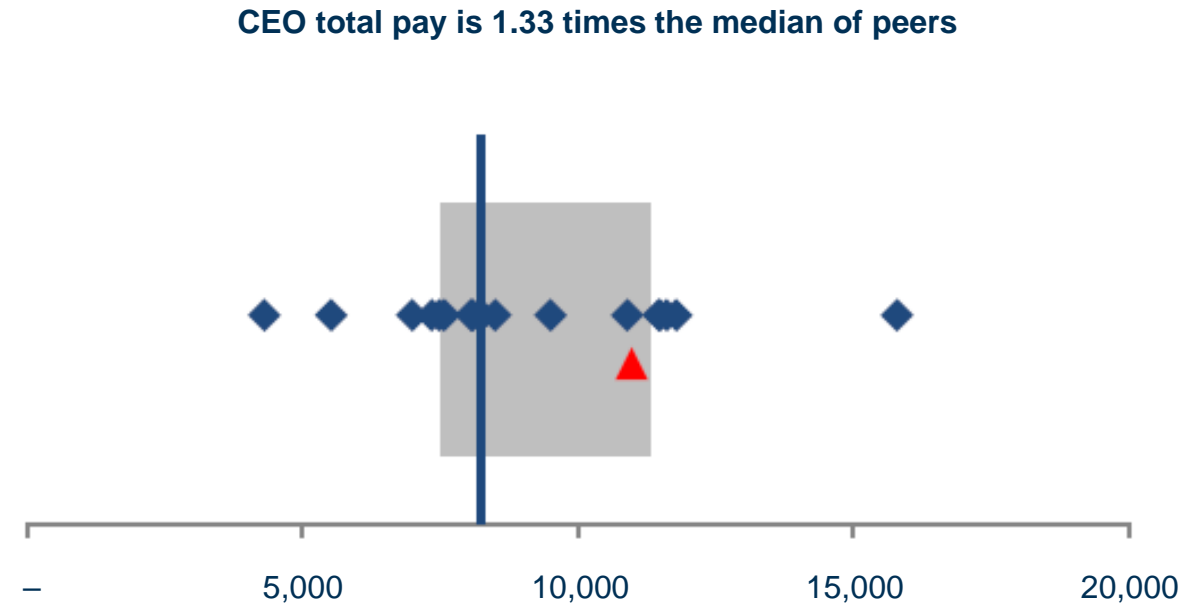
Relative Degree Of Alignment

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



Multiple of Median

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

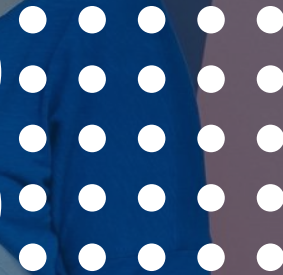


▲ KIMCO REALTY

Source: ISS Proxy Research Report April 2022



SQ.



SUBURBAN
EST. 1928

SQ. SQUARE

 **KIMCO**[®]
REALTY