

Urstadt Biddle Properties Inc. Corporate Responsibility Policies & Practices

At Urstadt Biddle Properties Inc., we are committed to creating long-term value for our stockholders, while serving our communities, investing in our people and positively impacting the environment.

Environmental Stewardship

As an owner or manager of more than 5.6 million square feet of space on roughly 600 acres of land, we have the ability to make conscious, impactful choices regarding the environment, including investments in resource management that will have an economic benefit for our stockholders. To that end, we undertake the following:

- Strive to reduce the Company’s impact on climate change by, among other things, reducing our carbon footprint through the generation and use of solar power
- Help our customers and communities reduce their impact on climate change by, among other things, making electric vehicle (EV) charging stations available at our properties
- Reduce energy use by converting, when feasible, parking lot and other key lighting systems to LED and “smart” lighting systems
- Use native plants and pollinators at our properties, where feasible and appropriate, with a focus on drought resistant species
- Incorporate best practices in water management where feasible, including through permeable pavers and stormwater retention and mitigation systems
- Maintain wetlands in accordance with regulatory guidance
- Encourage our tenants to partner with us in becoming better stewards of the environment by including LEED and similar green provisions in leases and providing them with information resources on recycling, waste management and energy conservation

Social Responsibility: Our People

We believe that in addition to being good stewards of the environment, we have a social responsibility to invest in our employees, our greatest resource. We are committed to partnering with our employees to provide opportunities for their professional development and promote their well-being. To that end, we undertake the following:

- Provide department-specific training, access to online training seminars and opportunities to participate in industry conferences, as well as “Urstadtversity,” a company-wide training program that educates employees about various aspects of the real estate business through a regular speaker series
- Introduce the next generation of real estate leaders through summer internship programs
- Provide annual reviews and regular feedback to assist in employee development and provide opportunities for employees to provide suggestions to management and safely register complaints
- Provide family leave for the birth or adoption of a child, as well as sick leave, that exceed minimum regulatory requirements
- Focus on creating a workplace that values employee health and safety, free of unlawful discrimination and harassment
- Commit to the full inclusion of all qualified employees and applicants and provide equal employment opportunities to all persons, in accordance with the principles and requirements of the Equal Employment Opportunities Commission and the principles and requirements of the Americans with Disabilities Act
- Appreciate the many contributions of a diverse workforce, understanding that diverse backgrounds bring diverse perspectives, resulting in unique insights

Social Responsibility: Our Communities

We also believe in being a good neighbor, partnering with community leaders and non-profits to promote community-building events, through sponsorship and/or by donating the temporary use of our properties, many of which serve as critical hubs for basic neighborhood activities. To that end, we will look for opportunities to sponsor community-building events and contribute to the vitality of the neighborhoods we serve. Each event will be evaluated for suitability on a case-by-case basis.

Ethics & Governance

We are committed to operating our business in accordance with the highest moral, legal and ethical standards and maintaining sound corporate governance principles, which we believe are essential to serving our stockholders well and maintaining our integrity in the marketplace. Accordingly, we undertake the following:

- maintain and adhere to the Company’s Code of Business Conduct and Ethics, Code of Ethics for Senior Financial Officers, Whistleblower Policy, Related Party Transactions Policy, Policy Regarding Transactions in Company Stock, Stock Ownership Policy and Antifraud Policy, among others policies

- maintain and adhere to the Corporate Governance Guidelines, which address the qualifications and responsibilities of directors, director independence, committee structure and responsibilities, and interactions with management, among other matters
- require vendors to complete a vendor questionnaire and make key governance and operational representations, such as compliance with labor laws
- focus on cybersecurity, with oversight by the Board and circulation of quarterly updates on best practices to employees
- align the interests of our executives and stockholders by emphasizing long-term stock ownership and incentives in executive compensation

Adopted September 3, 2020