

Monmouth Real Estate Investment Corporation **Commitment to Environment and Society**

At Monmouth Real Estate Investment Corporation, we are committed to incorporating environmental and social considerations, in addition to significant governance considerations (together, “ESG”), into our business.

Commitment to Environment

- We invest in state-of-the-art industrial properties located near major transportation hubs and distribution networks, reducing the time and energy needed to deliver products.
- Our portfolio of modern buildings, including those incorporating solar panels, LEED Certification, and other sustainable features, capitalizes on the growth of e-commerce, saving customers time and money and helping them reduce their environmental footprint.
- We comply with applicable environmental laws and regulations.
- Our tenants are committed to creating and improving healthy, sustainable communities. This commitment extends to the sustainability of forests, water stewardship, reduction of waste, reduction of emissions, responsible sourcing, recycling, maintaining green workspaces, minimizing their carbon footprint and other energy and resource conservation measures.
- We manage our properties in a first-class manner while achieving outstanding efficiency. We believe these properties will continue to generate high-quality returns for our shareholders.

Commitment to Society

- We value diversity at every level of our workforce. More than half of our senior management team is diverse based on gender, race or ethnicity. We endeavor to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, or any other status protected by applicable law. We conduct annual training to prevent harassment and discrimination and monitor employee conduct year-round. Employees are advised to notify the Legal Department of any claims of violation of these policies. We do not tolerate retaliation of any kind. We are committed to equal opportunity. The basis for recruitment, hiring, development, training, compensation and advancement at the Company is qualifications, performance, skills and experience.
- Our employees are fairly compensated and routinely recognized for outstanding performance.
- We continually assess employee satisfaction and engagement.
- Our employees are offered regular opportunities to participate in professional development programs.
- We adhere to a robust Code of Business Conduct and Ethics.
- We afford all employees meaningful whistleblower protections.
- We take responsible actions to promote the security and privacy of our data.
- Our Company refrains from using Company funds for political purposes.
- Our employees are encouraged to devote their time and resources to community activities and charitable giving. Our employees donate hundreds of thousands of dollars and countless hours of service annually to local, regional and national charities.