

Agree Realty Corporation Supplier Code of Conduct

Agree Realty Corporation (the “Company” or “Agree”) is committed to conducting our business to the highest standards of ethical conduct, which extends to the relationships we have with our vendors and suppliers. Our partners and their affiliates are expected to follow the same ethical standards as Agree related to environmental, social, and governance matters and to comply with the following Supplier Code of Conduct (the “Code”).

The Code may not cover all situations that could happen during normal business operations. If there are questions or concerns about a violation or potential violation of the Code, vendors and suppliers can seek guidance from the Company’s legal department. Any issues or violations will be taken seriously and investigated for remediation. Agree reserves the right to audit vendor compliance with this Code and to request documentation. Violations may result in corrective action, including termination of the business relationship.

Business Practices

- Comply with all applicable anti-corruption, anti-trust and fair competition laws.
- Demonstrate a commitment to quality and sustainability in all products and services.
- Uphold professional standards in all business dealings.
- Maintain the integrity and confidentiality of data, record keeping and intellectual property.
- Preserve a secure information technology environment and comply with all applicable privacy / data protection and information security laws and regulations.
- Obtain all required licenses and permits to conduct business in applicable jurisdictions.

Labor Rights and Working Conditions

- Prohibit the use of child and/or forced labor.
- Conduct employment practices in compliance with all applicable laws and regulations.
- Conform with all local labor laws and standards regarding working hours, minimum wage, overtime, public holidays and payday requirements.
- Agree respects vendor rights regarding freedom of association, provided the vendors act in accordance with all applicable labor and employment laws.
- Treat all employees with dignity and respect and forbid inhuman treatment.
- Provide a work environment that does not discriminate on the basis of race, color, gender, religion, age, sexual orientation, national or ethnic origin, disability, marital status, veteran status, or any other occupationally irrelevant criteria.
- Promote a safe and healthy work environment in accordance with all applicable regulations.
- Maintain formal policies and procedures that provide employees with access to a process for raising concerns regarding the workplace or business practices and prohibit retaliation against whistleblowers in accordance with state and local laws as applicable.
- Adhere to policies and directives of the [Agree Realty Corporation Human Rights Policy](#).

Environmental

- Adhere to all applicable federal, state and local environmental laws and regulations. Ensure that any hazardous materials that are used in the course of work are used and disposed of in accordance with applicable regulations.
- Develop best practices that reduce negative environmental and social impacts associated with their properties.
- Develop strategies to benchmark and reduce water and energy consumption.
- As applicable, vendors and suppliers will work to minimize or eliminate the use of hazardous materials intended for use on Agree properties and products containing hazardous chemicals and materials.

Grievances

- Partners and affiliates can report a grievance via the Company's [Whistleblower Policy](#).

Adopted: June 19, 2024

Amended: November 25, 2025