

CBL's COMMITMENT TO HUMAN & LABOR RIGHTS

For more than four decades, CBL Properties has been giving back to the communities that surround our properties across the country - striving to improve the quality of life in these communities by being a destination of choice.

Our respect for human rights is core value of our organization. At our properties, as well as across our workforce, we are committed to creating welcoming environments that exemplify the respect for and enablement to enjoy such rights.

The purpose of this statement is to affirm our commitment to the UN Guiding Principles on Business and Human Rights* in our workplace and at our properties. We do so by maintaining policies and practices for our business, our people, and our vendors that include the following:

- As reflected in the Code of Business Ethics and Conduct, the Company is an Equal Opportunity and Affirmative Action Employer encouraging diversity in the workplace. All qualified applicants will receive consideration for employment and subsequent opportunities for training, advancement, promotion, compensation (increases and/or reductions) and/or termination without regard to race, color, ethnicity, religion, national origin, gender, gender identity, age, pregnancy, disability, sexual orientation, veteran status, marital or familial status or any other status protected under local, state or federal laws.
- We prohibit and do not condone the use of all forms of forced labor, including all forms of slavery, child labor and any form of human trafficking.
- We are committed to adhering to applicable minimum age laws and prohibiting the hiring of any individuals that are not legally eligible to work.
- We are committed to ensuring a fair wage for all employees that complies with all applicable wage laws of the country where they are employed.
- We believe in maintaining workplaces that are free from discrimination or physical or verbal harassment on the basis of race, sex, gender identity or gender expression, color, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law.
- At CBL we are committed to fostering a respectful, inclusive workplace where every team member is valued and empowered to succeed. We believe that a welcoming environment not only strengthens our team but also enhances our

connections with retailers and customers. Inclusion and belonging are core to our culture and define how we engage with one another, our partners, and the communities we serve. We remain dedicated to creating a workplace where everyone feels valued, supported, and empowered to make a difference..

- We believe it is important to operate responsibly, and we fully comply with all employment laws, including those related to child labor, collective bargaining, forced labor, minimum wage, and excessive work hours.
- We understand our business partners have varying policies regarding human rights. This is why we maintain a Vendor Code of Conduct giving guidance to vendors in our supply chain to help them comply with all laws related to child labor, forced labor, minimum wage, excessive work hours, discrimination, and collective bargaining.

These policies apply to CBL, the properties we own, the properties in which we hold majority interest, and the properties we manage. We require all employees to comply with this human rights statement and related directives and policies. We take the commitments made herein seriously and as such, we provide annual training for all employees on our ESG, business ethics and core commitments.

We understand that the protection of human rights is a continuing effort. We are committed to monitoring compliance and have set standards in place to immediately address any issues that may arise.

** As published 2011*