



BRIXMOR[®]

Property Group

Corporate Responsibility Report 2018

Corporate Responsibility Report 2018

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Our center is you

At Brixmor, we believe sustainable growth is founded in the environmental, social and economic well-being of all stakeholders: our employees, investors, tenants and communities. In this, Brixmor's first Corporate Responsibility (CR) Report, we are proud to highlight how, through trust, transparency and accountability, we strive for continued growth.

Great real estate matters. Great people matter more.

We believe outstanding results require outstanding people. We are committed to attracting and retaining the very best talent through creating and sustaining a positive work environment. We focus on talented and passionate professionals who align with our cultural tenets: integrity, accountability and trust. We work everyday to build an inclusive workplace culture characterized by high levels of engagement and personal responsibility. We encourage employees to act and think like owners and provide training to help them succeed personally and professionally. And through regular employee surveys we ensure we are responding to evolving employee needs.

Striving to be the center of our communities.

Our goal is to achieve the perfect mix of vibrant national and local retailers that connect with the communities we serve, transforming each center through thoughtful merchandising and sustainable, value-enhancing reinvestment. Creating inviting places that encourage tenants and shoppers to connect, in stores and public spaces. All executed with attention to detailed property management and secure operation.

Our growth is driven by the growth of our team.

Our employees participate in numerous community events, share knowledge across teams through BRX Connect and, most importantly, improve the care provided for our retailers based on the results of tenant engagement activities and the employment of new technologies.

Sustainability supports our operational objectives.

Our commitment to reducing environmental impact is clear. We set intermediate and long-term targets and provide updates against those goals. These include the reduction of electricity, water usage and greenhouse gas emissions, development of on-site renewable energy, conversion to LED lighting and installation of electric vehicle charging stations, earning industry accolades along the way.

Our journey.

For us, true corporate responsibility is not a point of arrival, but a journey of continual growth and improvement. We constantly evaluate our practices and disclosures to ensure we remain at the forefront of the industry. Through these efforts, we maintain a steady focus on creating sustainable value that will stand the test of time and building true partnerships based on integrity and mutual trust.



"Sustainable growth is founded in the well-being of our stakeholders."

James M. Taylor Jr.
Chief Executive Officer and President

About Brixmor

Brixmor owns and operates one of America's largest portfolios of open-air shopping centers. Our 425, high quality centers are located across 34 states, primarily in the top 50 metropolitan areas. We are home to more than 5,000 national, regional and local tenants, including many of the most recognized brands in the country.

We strive to create properties that become the centers of their communities, by connecting dynamic, relevant retail with unique local culture. Over the past decade, we have secured our place as a leader in anchor repositioning and redevelopment, transforming our portfolio for strong performance today and well into the future.

Why Brixmor >



Our Culture

Who we are

Brixmor values talented professionals who thrive in an inclusive culture based on integrity, accountability, and trust.



47% 53%

employees nationwide at 12-31-18



positive employee satisfaction rating



employees provided with ethics training

Our Properties

What we do

Brixmor is a real estate investment trust (REIT) that owns and operates a high-quality, national portfolio of open-air shopping centers.



shopping centers at 12-31-2018



in process and upcoming community reinvestment



square feet of GLA at 12-31-2018

Our Stakeholders

Who we serve

By connecting relevant retail with thriving communities our employees, tenants, communities and investors benefit from stable long-term returns.



tenants across the United States



population served by our centers



total market capitalization at 12-31-2018



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Our Vision

To be the center of the communities we serve by matching vibrant retailers with thriving communities.

Our Mission

Deliver compelling total returns to our shareholders by
Acting Like Owners

Aggressively managing and
Upgrading Our Shopping Centers

To make them
Relevant To The Communities

They serve with **Merchants That Thrive**

In a dynamic and
Competitive Environment

Our Cultural Tenets

Great real estate matters,
but great people matter even more.

Make smart decisions with the best available information,
be decisive and critically assess results so we improve.

The best ideas often come from those closest
to the real estate.

Healthy competition of ideas and constructive conflict
are the hallmarks of dynamic organizations that thrive
in a competitive environment.

There is no room for politics or silos in a great
company, period.

For there to be accountability for results, there must
be empowerment. For there to be empowerment,
roles and responsibilities must be clear.

There is huge economic value in trust.
Let's work everyday to earn the trust of our teammates,
our tenants, the communities we serve and our investors.

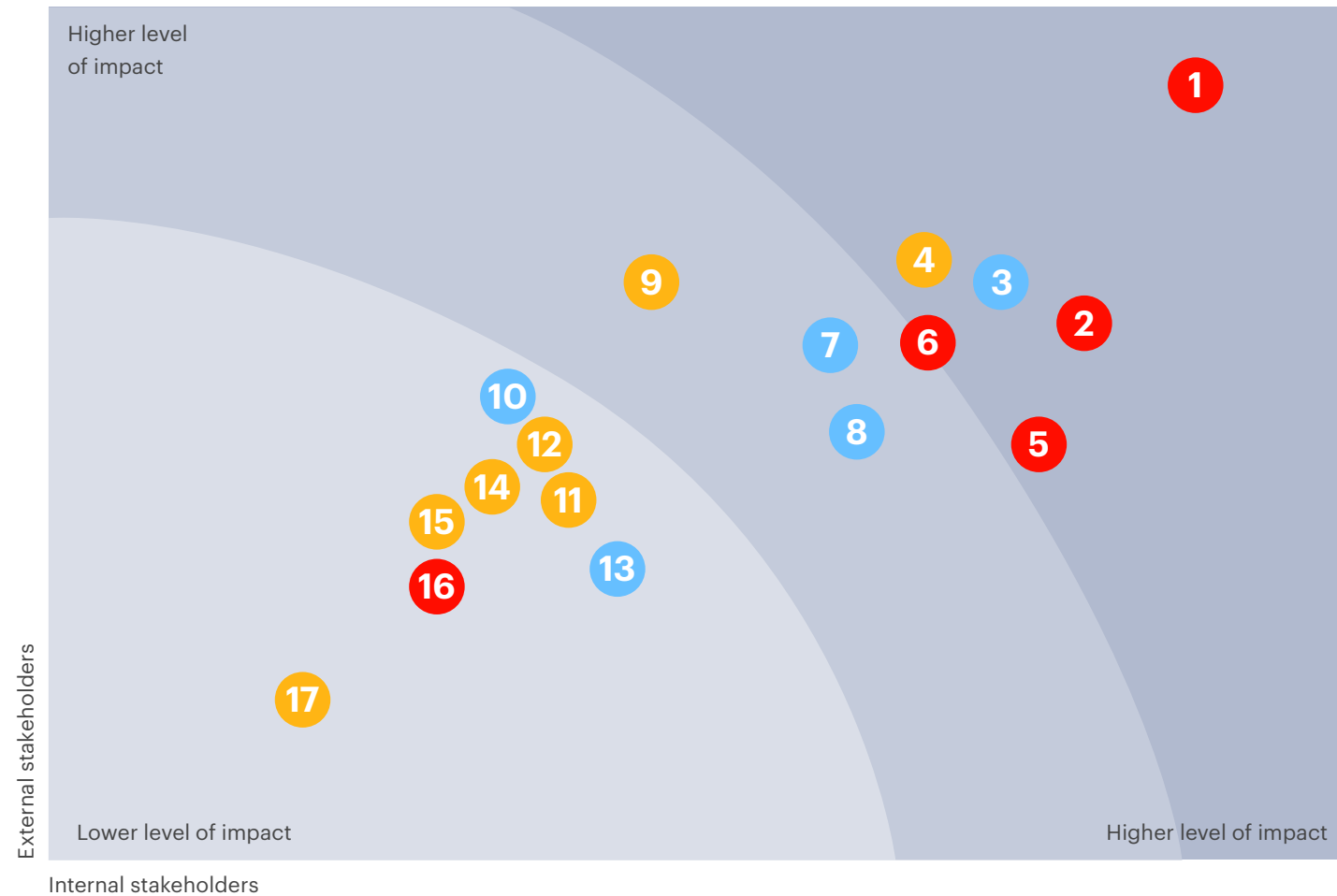
Integrity, which requires the courage to confront
reality, and passion, which requires that we never accept
"good enough", must be paramount in all that we do.

What matters most

Brixmor's CR strategy is built on three main pillars: Our Culture, Our Properties and Our Stakeholders.

In 2018 we completed a materiality assessment to identify environmental, social and governance aspects of higher potential impact in the coming years. We chose 17 topics and used an online survey to collect feedback from critical internal stakeholders (senior leadership and representatives from different functional areas) and external stakeholders (investors, tenants and industry experts).

The outcome is shown on this materiality matrix in order of potential impact, along with a color-coded view of the topics in relation to the three pillars of our CR strategy. We are responding with greater transparency about these key topics, in this and future reporting. And we have set ambitious goals to improve our performance relative to the topics of highest potential impact.



Our Culture

1. Business Integrity
2. Employee Engagement and Satisfaction
5. Data Security
6. Diversity and Equal Opportunities
16. Sustainable Corporate Operations

Our Properties

4. Health & Safety
9. Energy Management and Conservation
11. Waste Management
12. Water Conservation
14. Transportation and Accessibility
15. Climate Change Risks
17. Building Certifications

Our Stakeholders

3. Tenant Engagement and Satisfaction
7. Revitalize Centers / Neighborhoods
8. Community Engagement
10. Responsible Procurement
13. Strategic Partnerships



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Corporate Responsibility Strategy

Our CR Strategy is integrated throughout our organization and into the three pillars that form the foundation for how we plan, think and act.



Our Culture is people-first and rooted in integrity, personal accountability and trust. We empower employees to act like owners and expect them to uphold the highest ethical standards. We provide extensive training opportunities for continual personal and professional growth and success.

Our Properties reflect and respond to the unique character and needs of each local community, from physical attributes to retail mix. Our focus on implementing enhanced operating standards minimizes environmental impact through reduced electricity consumption, water usage and greenhouse gas emissions, on-site renewable energy, LED lighting and electric vehicle charging stations.

Our Stakeholders are the focus of all of our efforts. Developing initiatives and seizing opportunities that help us to engage and better partner with our employees, tenants and communities are a core part of our management philosophy. Our commitment to matching vibrant retail with thriving communities generates stable long-term growth for all.

Creating the Center of Tomorrow



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Our Culture

Connected, collaborative and caring

It all begins with you

As our CEO often says, “Great real estate matters, but great people matter even more.” Our culture begins with our employees, who are at the center of our success. We seek to attract and retain diverse and talented professionals who align with our cultural tenets: integrity, accountability and trust. We individually support each employee, focusing on their engagement, personal and professional growth, and happiness and health. Connecting employees with each other and our communities is a cornerstone of Brixmor’s policies and benefits. Our employees are empowered to think and act like owners with a goal of creating a collaborative, skilled and highly motivated team.

Engagement

We listen and respond. Through engagement surveys, annual performance reviews and talent development discussions, we seek to understand what matters most to our employees and update our benefits and perks appropriately. Over the last three years, we have added more opportunities to learn, both in and out of the office.

Connectivity

Essential to the way we operate is connection and communication. Programs like BRX Connect support employee travel to other office locations and provide opportunities to learn about other functional areas. Quarterly all-employee meetings are held using video conference technology, ending with an open question and answer period. Regular updates on Brixmor happenings are provided via our blog, corporate intranet and on social media channels. Brixmor employees also support numerous community organizations. Volunteerism connects employees to each other and our communities, fostering strong professional relationships and bringing teams together around a common cause.

Growth

We continuously invest in our most important value-creating resource: our employees. Brixmor’s Human Resources and senior leadership teams play essential roles in fostering our culture of excellence. Ongoing personal and professional growth are supported through a variety

of programs, including Big Brain Days led by inspiring speakers, online training, one-on-one coaching, tuition assistance, professional licensure reimbursement, and a personal development account for each employee.

Health

At Brixmor we support our employees and their families with a comprehensive health plan and well-being program. We also go a step further. We organize health fairs, provide gym reimbursements, and host recurring fitness challenges. This leads to healthier employees and greater camaraderie. We recently built out three new regional office locations, housing about a quarter of our employees, with ergonomics and comfort at the forefront of our considerations.

[Our Benefits >](#)

SNAPSHOT

Engaged Employees

Your voice counts

Our first biannual employee survey was performed in 2016. This feedback was used to develop a new, comprehensive Benefits & Perks program. We expanded personal and professional training options, increased volunteer days and provided additional tools and resources to help our employees and their families thrive.

In 2018 our second employee survey was completed with 96% of employees responding, demonstrating a high level of engagement. Of the respondents, 96% expressed overall positive satisfaction with the environment at Brixmor and 87% would recommend Brixmor as an employer, an increase for both indicators compared to the initial survey.

In 2020, Brixmor will perform our next employee survey, tracking our performance and looking for opportunities to continuously improve based on employee input.

Ownership and opportunity

Encouraging growth

Brixmor encourages all employees to think and act like owners. Weekly executive management meetings and monthly senior leadership team meetings ensure company goals and specific risks and opportunities are properly communicated and discussed. Numerous training and development opportunities are provided for all employees, from outside speakers, third-party technology tools and online webinars, to attendance at industry conferences, events, and seminars. We support our employees' interests and passions personally as well as professionally.

We provide employees with easy access to a multitude of professional development resources on our intranet site - Brixnet. In addition, each employee has a personal development account – one of our most unique benefits - which includes a day off and expense reimbursement for a personal or professional development activity of their choosing, such as cooking classes, creative writing

workshops, sailing lessons or public speaking training. Employee satisfaction and engagement are top priorities at Brixmor. As a result, vacancies and promotion opportunities are frequently filled internally or through employee referrals. Annual performance reviews and talent development meetings are conducted for all employees to check progress towards professional goals and allow for open dialogue about any challenges faced and opportunities for improvement.

Internships and new graduate programs

Interns from around the country get a window into various careers in real estate and recent college graduates can build their careers in our two-year development programs in Leasing, Property Management and Financial Asset Management. These programs help bring new talent into the company with dedicated training opportunities and a clear path to succeed.



"We listen to our team and respond with resources to support them personally and professionally at Brixmor and beyond."

Carolyn Carter Singh
EVP, Chief Talent Officer



Team development events

At Brixmor's Big Brain events, leading authors from a variety of fields present and discuss topics to inspire individual and team growth. Topics for these innovative seminars come from employee suggestions and bring focus and meaning to our cultural tenets. One highly rated event discussed comfort with delivering or receiving difficult news, aligning with our cultural tenet to have the courage to confront reality. We also recently introduced a Board of Directors lunch series where employees have the opportunity to get to know Brixmor Directors and learn from their personal and professional journeys.

BRX Connect

With Brixmor offices all across the country, we don't always get to meet the people we collaborate with every day. BRX Connect is an internal exchange program, where employees are encouraged to visit a Brixmor office of their choice to connect with peers, experience the environment and gain a deeper understanding of other functions and how their own job impacts the organization as a whole. The program fosters personal relationships and broader appreciation for challenges others may face.

Recognizing Ingenuity

Celebrating success

Recognition for outstanding work is a hallmark of the company. Our Find A Better Way award highlights ingenuity with companywide recognition.

How does it work? Each quarter, VPs and SVPs nominate individuals who they feel have come up with a unique solution to a challenge (an innovation, creative process enhancement, etc). The Executive Committee reviews all nominations and selects a winner. At each quarterly all-employee meeting, we reveal the winner.

In addition, at the first all-employee meeting of every year, our top leasing professionals are applauded and receive rewards for their productivity and creativity in the prior year.

SNAPSHOT

Tony Deering Award

Leadership rewarded

The highest award bestowed by Brixmor was created in honor of our beloved former Board member, Tony Deering, to recognize those who possess the same qualities that made Tony so special: he was genuine, caring, distinguished, and a person of true character.

Kim Ward showed these qualities by spearheading Brixmor's quick reaction and long-term coordination efforts in response to the massive destruction caused by Hurricane Michael. Thanks to the immediate actions taken by Kim and her team, we own the first shopping center within miles to re-open, truly adhering to our core value of being the "center of the communities we serve".

Kim received the Tony Deering Award of Excellence for 2018 for the leadership she showed in the aftermath of this devastating event. Her determination and compassion have made us proud.





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Healthy work-life balance

Supporting families via flexible schedules

Our Flex Time benefit enables employees to start their work day earlier or later, which supports work-life balance and easier commutes. Currently about one quarter of our employees take advantage of this unique benefit. Additionally, on Fridays during the summer, employees work an abbreviated day, giving them more time with their families and to enjoy weekend activities.

Promoting healthy lifestyles

Every summer we increase our connections with fellow employees and promote healthy habits by engaging in friendly competition through the Summer Step Challenge. Employees are offered a free fitness tracker and anyone with an existing fitness tracker can participate. In 2018, 25% of our employees tracked over 46,000 miles (equivalent to walking a loop from NYC to all four Brixmor regions and back – seven times!). We also encourage employees to participate in the New York City J.P. Morgan

Corporate Challenge® series, part of the largest corporate running event in the world, by sponsoring a team and holding a post-race celebration.

In 2018, Brixmor organized our second employee Health Fair to share ideas for improvement of personal health and well-being, including healthy cooking demonstrations, massages and health screening for skin and vision.

New for 2019: achieve 50 days of gym attendance in six months and receive \$100, which can be used in combination with gym membership discounts to further encourage healthy lifestyles.



SNAPSHOT

Diversity, Inclusion and Equal Opportunity

As an equal opportunity employer, Brixmor promotes inclusion at every level of our organization. We prohibit discrimination of any kind. Throughout our hiring process we seek to include a diverse range of applicants, who upon joining Brixmor, pledge each year to respect and commit to creating and maintaining an inclusive culture.

In 2018, we began annual training for employees focused solely on harassment, diversity and inclusion; and 100% of the company was trained by early 2019. Gender pay equality is closely monitored and tracked with solutions to discrepancies developed and implemented.

In 2018, two Brixmor executives served as advisors to NAREIT's Dividends Through Diversity and Inclusion initiative, which promotes the recruitment, inclusion and advancement of women and members of other diverse groups in REITs and the broader commercial real estate industry. Brixmor was also a developer and financial sponsor of the Commercial Real Estate Diversity and Inclusion (D&I) Roundtable for a second year. This event assists HR and diversity professionals in understanding top D&I matters and managing their D&I program, to build a more inclusive workforce.



Ethics is a top priority

Enhancing value creation while upholding high ethical standards is of paramount importance throughout our business and in our daily interactions with stakeholders.

Uncompromising ethics

Operating with the highest integrity in an environment of accountability and trust goes beyond obeying the law; it is the foundation on which Brixmor operates. Our Code of Business Conduct and Ethics (Code) and related policies and procedures guide our employees, officers and directors. Brixmor's General Counsel holds ultimate responsibility for monitoring and tracking Code compliance. Each year, every employee must acknowledge that they have reviewed, understand and will adhere to Brixmor's high ethical standards and comply with the Code. Key aspects:

- > The Code defines anti-bribery/anti-corruption practices, with employees forbidden to receive or give any gifts, bribes or payments in return for goods or services. In 2018 no violations were identified.
- > Political involvement/contributions on behalf of the company are forbidden, and no political donations were made on behalf of the company in 2018.
- > Employees may report any suspected violations of accounting or auditing issues openly, confidentially or anonymously through a third-party whistleblower hotline. In 2018, no issues were raised through this process.

Data security

An ever-growing amount of data is collected and maintained by organizations. To better protect sensitive Brixmor stakeholder information, we recently revised our Information Technology (IT) Security Policy, updating internal systems and procedures and enhancing several security measures through third-party monitoring/management of security tasks in order to stay at the forefront of IT security.

These steps have strengthened our data integrity and privacy in regard to preventing unauthorized access to or misuse of data. Everyone at Brixmor receives training each year and is tested periodically to ensure they understand the importance of cybersecurity and potential negative consequences of a lack of vigilance.



"Integrity is the foundation for Brixmor's sound corporate governance and high ethical standards."

Steven F. Siegel
EVP, General Counsel

Our Pledge

I pledge to act with
Integrity,

Consistent with our company's
Standards and Policies,

To commit to a culture of
Excellence and Inclusion,

And to demand the very
Same from my Teammates

Corporate governance highlights

Our focus on ethical behavior and strong governance practices has been noticed by the industry. Brixmor was ranked third out of all public REITs in the 2018 Green Street corporate governance rankings and has a "1" ranking in governance by Institutional Shareholder Services, indicating better disclosure and lower risk.

Compensation program

Brixmor’s overall compensation philosophy is designed to align executive compensation with long-term stockholder interests and accordingly our executive compensation program is primarily based on company performance with equity participation and ownership. Details of the program are shared via our proxy statement and stockholders annually have an opportunity to cast an advisory vote on executive compensation. Executive compensation consists of cash and equity components including market comparable base salary, bonuses tied to financial and individual performance and long-term equity incentives. All executive employment contracts contain a “double trigger” provision in the event of a change of control and there are no “gross up” provisions. In addition, the Company reserves the right, at the direction of the Board, to recoup or claw back equity compensation in the event the Company’s financial statements are restated or were materially misstated due to intentional misconduct or fraud.

General

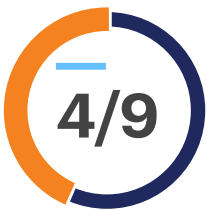
- > Opted out of the Maryland business combination and control share acquisition statutes
- > No poison pill provision
- > Stockholder ability to amend bylaws

Board of Directors

- > Unclassified Board of Directors
- > Diversity in composition and background of directors (33% female)
- > Separate Chairperson and CEO positions
- > Average age of Directors - 57
- > Average Director tenure - 4 years
- > 100% attendance at annual stockholder meeting
- > Independent Directors - 89%

[Our corporate governance policies >](#)

Board of Directors' Expertise



Current or Former CFO



Investment/Financial



Public Company/Board



Real Estate



Retail/Consumer

2018 HIGHLIGHTS

Our Culture

Connected,
collaborative
and caring

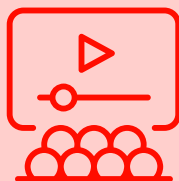
87%

employees recommended Brixmor as an employer per most recent employee engagement survey. The 96% survey response rate indicates employees are engaged and look forward to the opportunity to make Brixmor better.



BRX CONNECT

8 employees participated with BRX Connect in 2018.



> 35,000

person-hours video conferencing employed to keep employees connected and minimize the environmental impacts associated with travel.



1 OUT OF 3

employees chose to flex their work hours to accommodate home life or improve commute.



100%

employees participated in annual reviews and talent development discussions.

~3,000

hours spent developing personally and professionally through Personal Development Accounts, Big Brain events & BRX Connect.



1 IN 4

new hires in 2018 were referrals by employees.

8 OF 9

Independent Directors

1/3

female Board membership

4

years average Director tenure

57

years average Director age



~300

employees registered for each of the Big Brain events in 2018.



UPDATED BENEFITS AND PERKS

Industry leading benefits and perks, continually updated based on feedback from the most recent employee survey.



458

total employees at 12-31-18.



47%

53%



>46,000

miles logged in the Summer Step challenge.



100%

employees received both ethics and data security training.

10%

employees recognized for their achievements and provided growth opportunities through promotions to new roles.



\$200 & 1 DAY OFF

Personal Development Account available to all employees for any type of class or experience that helps them improve personally or professionally.



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Relevant, vibrant and sustainable

Leading the way

As one of the nation’s preeminent owners and operators of shopping centers, we believe it is our duty to lead the industry by example. Our approach to value-enhancing reinvestment demonstrates our ongoing commitment to both sustainability and relevance to the communities we serve.

Minimizing our impact

Brixmor has set an aggressive internal goal to bring all of our properties up to our “Proudly Owned” standard by 2025 (see page 24 for additional details). This is accomplished by strategically investing in the appearance and sustainability of our assets and maintaining that high standard. This includes a strong focus on reducing our environmental impact through initiatives like renewable energy, sustainable design, electric vehicle charging stations, stormwater management upgrades and extreme weather preparations.

Improving energy efficiency

Exterior building and parking lot lighting represent the majority of our energy consumption at a property. To reduce common area energy use, we are systematically upgrading lighting to LEDs and utilizing motion sensors to further reduce energy use. We also work to replace aging HVAC units and install reflective/white roofing and efficient roofing insulation, which reduces the load placed on heating and air conditioning systems.

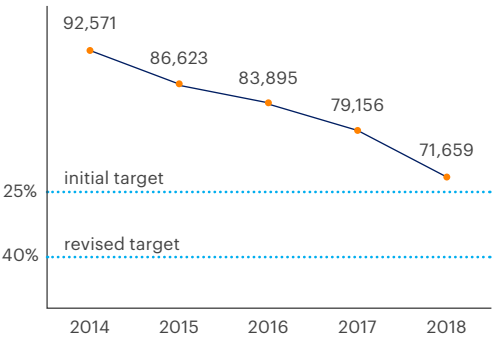
Since 2014 we have invested ~\$30 million in LED upgrades alone while improving property visibility and tenant/customer safety. These efforts led to common area electricity usage reductions of over 22% between 2014 and 2018. More than 215 Brixmor shopping centers have been upgraded with LED lighting, with a goal of completing our entire portfolio by 2025. Additionally, we are committed to reducing electricity usage and greenhouse gas (GHG) emissions for common areas and having achieved our initial targets of 25% for GHG in 2018, we have reset both targets to a 40% reduction by 2025 (compared to a 2014 baseline).

Brixmor is an active inaugural member of the Landlord-Tenant Energy Partnership, a collaboration between Institute for Market Transformation, International Council of Shopping Centers and Retail Industry Leaders Association, with a goal of reducing barriers to energy efficiency and promoting shared best practices. Brixmor recently joined the U.S. Department of Energy’s Better Building Alliance, and participates in other industry conferences and on committees with like-minded companies pursuing the shared goal of increasing energy efficiency.

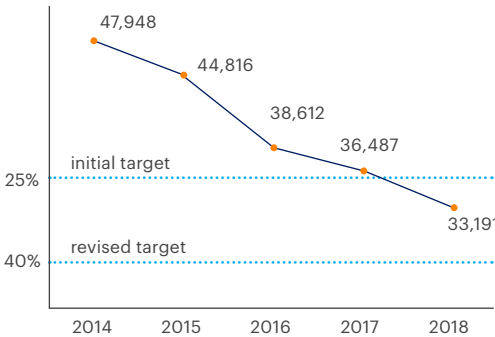
Reducing our carbon footprint

Brixmor monitors reductions in greenhouse gas emissions achieved through efficiency measures and energy-reducing initiatives, with a reduction goal of 40% by 2025 compared to a 2014 baseline. We also support on-site renewable energy generation and to date have 5.6 megawatts of rooftop solar developments installed or currently under construction. We actively partner with tenants, seeking to expand on-site renewable energy with a target of 20 megawatts of installed capacity by 2025.

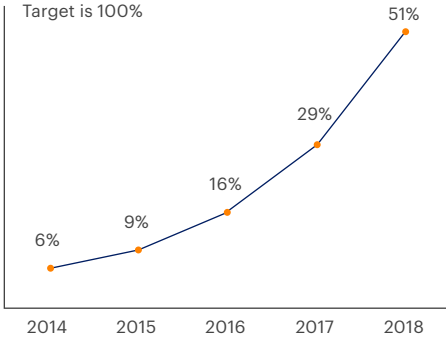
Progress against 2025 targets



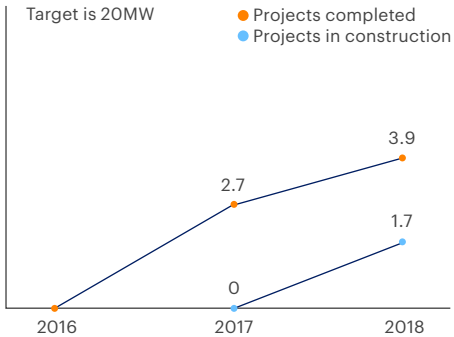
Electricity consumption (mWh)
Common area, like-for-like



Greenhouse gas emissions (Metric tons)
Common area, like-for-like



LED implementation (% of portfolio)



Renewable energy (MW capacity)



Conserving water

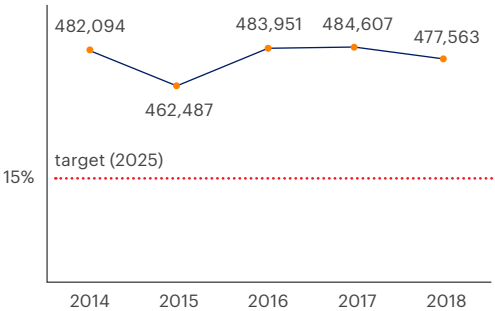
Our primary common area water usage comes from landscape irrigation. Brixmor landscaping policies specify drip irrigation and annual wet checks to ensure efficiency. Drought tolerant, native landscaping is recommended whenever possible. Properties with higher irrigation requirements are retrofitted with smart irrigation systems that only water when needed and alter the schedules based on soil type, weather conditions and plant materials.

The smart irrigation controllers have resulted in a savings of over 20 million gallons of water in 2018 alone as compared to the pre-installation baseline.

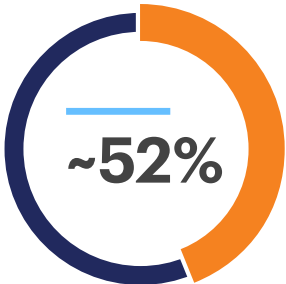
Managing waste

Brixmor has facilitated a solution to help thousands of our tenants reduce waste disposal expenses and increase recycling. Collaborating with a waste management company, we have aggregated waste services across the

bulk of our portfolio to improve efficiency and minimize the number of truck trips through neighborhoods. Through this partnership, we also provide training to tenants with an aim to increase recycling rates.



Water consumption (in Mgal)
Common area, like-for-like



Recycling rate for 2018 of the 264,032 total tons of waste collected via our aggregated service provider



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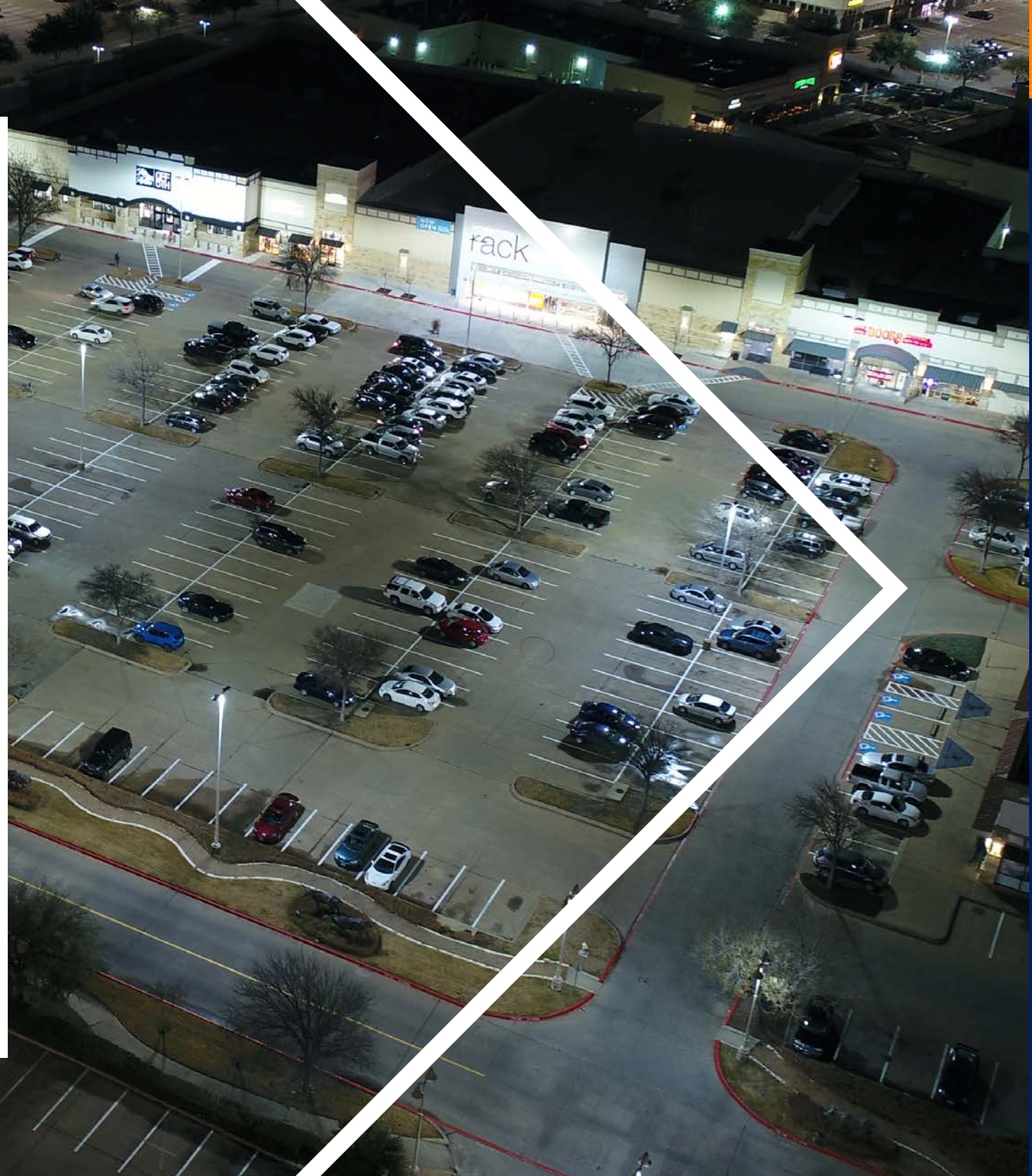
SNAPSHOT

LEDs Light the Way

Upgrading to efficient lighting

The Brixmor operations team has been busy upgrading older, inefficient lighting to LED and employing motion sensors to further reduce energy use. Approximately 50% of our properties have been upgraded, with approximately 60,000 new fixtures/lamps. With over 100 projects completed in 2018, and a goal of 100 more in 2019, we expect to achieve our target of upgrading the entire portfolio by 2025 well ahead of schedule.

With common area electric use reduced by over 55% at upgraded assets, our tenants benefit from lowered operating expenses and improved visibility. The quality of our outdoor lighting has bolstered the feeling of safety and security for customers and tenants. LEDs are a true win-win for Brixmor and all of our stakeholders.





Setting standards, serving needs

Brixmor is dedicated to providing our tenants and communities with attractive, safe shopping centers uniquely relevant to local culture and needs. Our operating standards are set high, and our property managers are focused on meeting these standards and quickly addressing tenant and community concerns.

Pursuing ongoing improvement

In 2018 we introduced a new property management initiative called “Proudly Owned”. Our goal is to ensure we are providing best-in-class properties for our tenants and communities via attractive landscaping, clean parking lots, modern lighting, updated facades, pleasing open spaces, comfortable common areas and vibrant, relevant retail.

Properties were classified by level of investment necessary to achieve the standard. Adding special branding at each property that achieves our “Proudly Owned by Brixmor”

standard announces our achievement and ongoing commitment to tenants and customers. This program will help reshape Brixmor’s portfolio and level of community engagement into the future.

Facilitating team success

To help our property management teams be as effective as possible, we undertook a time study to assess how we could streamline tasks to increase efficiency and improve tenant support. As a result we identified that shifts in scheduling and enhanced technology solutions could free up time for more property visits and tenant interaction. In conjunction, we introduced our new Speak Up! app that can be used from any smartphone or computer. It is an easy way for everyone at Brixmor to communicate with property managers, identifying day-to-day opportunities for improvement and ways to better serve our tenants and communities.



“Through our Proudly Owned program, we strive to ensure our portfolio is maintained to our highest standards, aesthetically pleasing, relevant, and appealing to shoppers and tenants alike.”

Haig B. Buchakjian
EVP, Operations

SNAPSHOT

Supporting Sustainable Transportation

Brixmor is making significant strides in connecting our properties and surrounding communities to sustainable transportation options. This includes understanding where public transportation is available and integrating it into our centers whenever possible.

Working through partners, we are also installing electric vehicle charging stations across the country, with 27 properties already operational and an additional 13 under assessment. This furthers our efforts to reduce our indirect carbon impact and support alternative transportation modes.

Consumers and tenant employees frequently use the charging stations, with over 2,750,000 miles of charging provided in 2018 alone. Our goal is to have electric vehicle charging stations located at 25% of our portfolio by 2025.



Reinvestment: let's build communities together

Completed Projects (2014-2018)

\$454M of reinvestment projects
154 properties impacted



Gateway Plaza, Vallejo, CA

This project entailed the acquisition of a former pharmacy building located at the perimeter of the property, giving Brixmor full ownership of the entire center as well as crucial outparcel building rights. Following the acquisition, Brixmor redeveloped the center by replacing the former pharmacy with a DSW and an ULTA Beauty and constructed a new Panera Bread outparcel with a drive-thru. Solar arrays were also installed as part of the redevelopment.

In-Process Projects

\$325M of reinvestment projects
35 properties impacted



Wynnewood Village, Dallas, TX

This phased redevelopment in the heart of Dallas will transform this asset into a center of the community. The initial phase includes a newly constructed Maya Cinemas (the first in Texas), LA Fitness and linear retail. Site improvements will include the reconfiguration of vehicular and pedestrian ways, renovation of existing retail facades and the addition of site signage.

Future Projects

\$1B+ proposed and upcoming community investment
>50 properties to be transformed



Mall at 163rd Street, Miami, FL

Potential project opportunities include de-mall the center to drive rental rates with additional street exposure, expand merchandise mix to include grocery, fitness and entertainment & enhance restaurant experience. Additional opportunity to incorporate multi-family residential component

● ~10% average incremental returns

● Annual incremental value creation of ~\$100M

● Potential for ~600-800 bps small shop occupancy improvement following reinvestment



Creating sustainable value

Our approach to value-enhancing reinvestment reflects Brixmor’s ongoing commitment to sustainability and the well-being of the communities we serve.

Relevant transformations

With our newly developed design guidelines, we have policies in place to ensure operationally efficient and attractive investment, uniquely relevant to the character and climate of our local communities. Our guidelines include efficient lighting, high quality facades, thoughtful landscaping and the creation of inviting outdoor common areas for seating, eating and gathering.

A primary goal is to include more functional uses and to provide additional amenities wherever possible. Giving careful consideration to the current and future needs of each community, including student or multifamily housing, hospitality, medical offices, restaurants, entertainment or expanded open space.

Planning for change

Future proofing is at the forefront of Brixmor’s planning and construction; from tenant mix, special design elements and alternative uses to potential climate change risks. We conduct annual risk assessments for extreme weather and seismic impact for our entire portfolio in conjunction with our insurance carriers.

Following these assessments, proactive measures are taken to ensure our properties are resilient and well-prepared, such as roof upgrades to improve wind resistance, and seismic straps and hail guards for HVAC units. Investing now helps to mitigate risks in the future.



“We are redeveloping properties that put us at the heart of the communities we serve by providing relevant retailers, new entertainment concepts, and unique dining options.”

William L. Brown
EVP, Development/Redevelopment



Mamaroneck Centre: resilient redesign

Our redevelopment in Mamaroneck, New York blends the town's desire to enhance pedestrian accessibility with our focus on sustainable design. It is just one example of the types of reinvestment projects that will transform our portfolio.

Responding to the community

Mamaroneck's recent transit-oriented development initiative focused on key issues such as parking density, access and energy efficiency. Our design reflects the character of the village and includes broad sidewalks that outline the property, welcoming neighbors and pedestrians from the nearby commuter train station. A highly desired specialty grocer was added. The parking lot uses LED lighting with motion-sensing controllers to minimize energy use during off hours and lower operating expenses.

Respecting the river

Mitigating the risks presented by floods and stormwater was of extreme importance due to the adjacent Sheldrake River and the property's elevation. The new retail building was designed with a removable flood barrier system that took into account aesthetics as well as functionality. Existing buildings were retrofitted with waterproofing and removable flood barriers. Stormwater and surface runoff are managed with pervious pavement, underground detention and bio-retention swales.

"Brixmor worked closely with the Village to provide an exciting and accessible retail project that integrates with the neighborhood and enhances the quality of life of its residents"

Tom Murphy
Mayor, Village of Mamaroneck



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SNAPSHOT

An Education in Redevelopment

Directly across from the University of California at Davis and its 35,000 students, University Commons is a unique sustainable redevelopment opportunity.

We are in early planning stages, assessing the addition of much needed student housing and creating a lively, all-encompassing neighborhood. Our existing shopping center includes a specialty grocer perfectly suited to the student population. An updated tenant mix will bring new life to the restaurant experience along with retailers relevant to the community. Plans also include a significant amount of bike parking and storage facilities.

Brixmor's focus on sustainability at this property will include upgraded high-efficiency lighting, reflective roofing, drought-tolerant landscaping, and a smart irrigation system.



OCEAN VIEW PLAZA

PLAZA BY THE SEA



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Disciplined capital allocation

Our asset management strategy is grounded in systematic capital allocation. We focus on exiting underperforming or low-growth assets and clustering investment in productive retail nodes. Our goal is to achieve immediate efficiencies while delivering sustainable long-term value for our stakeholders.

Leveraging strategic proximity

Single asset markets are challenging to lease and inefficient to manage. We look to selectively acquire assets that offer opportunities to build critical mass in attractive existing markets, providing higher efficiencies across all measures of management. Clustered assets also help to reduce our carbon footprint by cutting down on travel, while improving property management responsiveness and providing the benefits of additional scale with our vendors.

Transforming opportunity

From January 2017 through the end of 2018 we exited over 75 single-asset markets. Sale proceeds have been used to fund redevelopment, pay down debt and repurchase stock. Proceeds also facilitated over \$200 million of strategic acquisitions of parcels or properties clustered at or near existing assets, like the Plaza by the Sea acquisition adjacent to our Ocean View Plaza property.



“Disciplined capital allocation strategies set the company up for long-term growth.”

Mark Horgan
EVP, Chief Investment Officer

2018 HIGHLIGHTS

Our Properties

Relevant,
vibrant and
sustainable

>150

employees in Operations serving the needs of local communities, operating properties efficiently, and ensuring we are providing best-in-class service to our tenants.



264,032

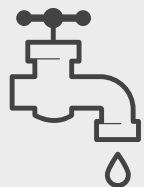
tons of waste collected by our aggregated waste management service provider (~52% of which was recycled), reducing truck trips through local communities and improving efficiency.

>\$200,000,000

strategic acquisitions clustered near existing assets completed since January 2017 using sale proceeds from non-strategic asset sales.



~20,000,000



gallon reduction of common area irrigation water consumption as compared to pre-installation baselines as a result of smart irrigation system installations.



SPEAK UP APP

implemented providing an easy way for everyone at Brixmor to communicate wins as well as identifying day-to-day opportunities for improvement and ensuring concerns can be addressed quickly.



100%



goal by 2025 for properties meeting the recently launched Proudly Owned standard. This initiative was designed to ensure we are providing best-in-class properties for our tenants and communities via attractive landscaping, clean parking lots, updated facades, pleasing open spaces, comfortable common areas and vibrant, relevant retail.

100%

assets continuously monitored for compliance with ADA.



5.6

megawatts of rooftop solar developments installed or under construction.



>22%

cumulative electricity use reduction from 2014 baseline for common area utility use.

>21,000,000

total square feet of "cool" roofs currently installed across the portfolio. (~30% of portfolio)

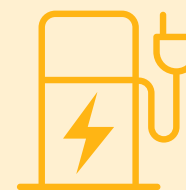


425

well-located properties with 73.7M square feet of gross leasable area as of 12-31-18

>2,750,000

approximate miles of electric vehicle driving range provided by our 85 operational charging stations at 27 properties across the country. We have an additional 40 stations at 13 properties under assessment for future installations.



>30%

cumulative greenhouse gas emissions reduction from 2014 baseline for common area utility use.



>\$454,000,000

reinvestment projects delivered from 2014 to 2018 enhancing 154 properties by adding relevant retail uses, community amenities, and upgraded building designs.

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Our Stakeholders

Partnership, integrity and commitment

Our Stakeholders

Valued partners

Brixmor proactively connects with critical stakeholders each and every day; at in-person tenant meetings, participation at industry conferences, employee surveys, formal investor presentation, or during community service events. Our success is centered on being a trusted partner for all stakeholders. Below is an overview of the key engagement and support activities related to each stakeholder group.



Communities

Brixmor strives to be the center of our communities by providing uniquely relevant and inviting places to shop, dine, work, and meet.

- Dialogue with communities and municipalities
- Strategic partnerships with local organizations
- Employee service days
- Charity events and sponsorships



Employees

Brixmor offers industry leading perks and benefits in a dynamic, inclusive and supportive work environment that encourages growth.

- Employee engagement surveys
- Big Brain days and unique training opportunities
- BRX Connect interoffice collaboration with peers
- Work-life balance includes flex time and summer hours
- Maternity and paternity leave



Tenants

Brixmor partners with over 5,000 national tenants and local entrepreneurs in over 400 shopping centers across the United States.

- Tenant engagement surveys
- Dedicated National Accounts team as a key partner for multi-site retailers
- Tenant coordinators supporting tenant openings
- Green Lease clauses and joint efficiency projects
- Participation with industry organizations



Vendors

Brixmor partners with vendors who share our passion for efficient, resilient properties built and maintained to meet our high standards.

- Ensure compliance with regulations and ethical standards via annual affirmation
- Vendor virtual summit to share knowledge among teams
- Regular meetings with key national partners



Investors

Brixmor focuses on providing sustainable long-term financial returns while maintaining the highest ethical standards.

- Best-in-class financial disclosures
- Continual engagement with shareholders through conferences and one-on-one meetings
- Transparency on ESG performance through GRESB participation, GRI reporting and our website



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Positive community impact

At Brixmor, we're focused on taking meaningful action. We empower employees to connect with and contribute to our communities. We encourage employees to work as partners with local municipalities, residents, tenants and non-profits to support efforts that strengthen communities for the future.

Contributing to economic growth

Brixmor is fully invested in our local communities. Our employees live, work and shop there. Our properties create jobs that provide income for local residents. Our innovative marketing efforts help generate sales for our tenants. Local property and sales tax revenues also have a positive impact in the broader neighborhood.

Volunteering to make a difference

Employees are provided with two paid Service Days each year to support local communities. Additional corporate volunteer and donation opportunities expand our impact.

Recently these included providing back to school supplies and backpacks, donating clothes and materials for communities destroyed by hurricanes, and supporting homeless individuals by working at soup kitchens.

In 2018, Brixmor employees provided over 600 hours of community support. Through our Service Days and other volunteer opportunities we have set a goal of at least 75% of employees participating in a company-sponsored charitable event or community activity by 2025.

Supporting our veterans

Veterans gave their all for us. Now it's our turn to give back. Brixmor supports veterans by donating time and money to organizations focused on veterans (\$150K total in the past two years). Additionally, a new corporate initiative created facility manager positions at select properties, which were all filled with veterans living in the communities our centers serve.





Aiding our communities in times of need

Brixmor's Disaster Assistance Recovery Team (DART) was created after devastating hurricanes in Houston and Florida in 2017. This all-volunteer team from across the country trains to quickly respond to emergencies following extreme weather events.

Quick response, deep commitment

On October 10, 2018 Hurricane Michael slammed into coastal Florida. The next morning two Brixmor teams drove from Atlanta and Orlando to Panama City to provide assistance to tenants. The teams arrived to find roofs, facades, HVAC equipment and portions of nearby homes strewn throughout the parking lots. As night fell, criminals began to loot our tenants' stores.

Acting like owners, our two initial DART teams coordinated a response in their hotel room that night and began executing the following day. All of Brixmor joined together to support the community, with DART members coming from across the United States to work 24-7 to clear damage, restore power and help meet the needs of our tenants and community. Employees donated, Brixmor matched those funds and our Board of Directors also contributed, providing over \$325,000 in medical aid and over 180,000 meals in partnership with Americares and Feeding America.

Within days we helped Publix and Walmart reopen at our properties, providing the community with critical supplies and necessities, and we continue to support affected tenants today.



True retail partnerships

Brixmor's vision is for our centers to become the center of their communities by connecting vibrant, relevant retail with unique local culture and needs.

Finding the perfect fit

Our National Accounts, Leasing and Marketing teams use rigorous research, market knowledge, extensive experience and local presence to identify tenants who will thrive in our centers. We partner with highly productive grocers, leading retailers and top brand names to attract foot traffic. Our extensive Specialty Leasing team offers flexible options like short-term trials, pop-up shops, and seasonal leases, pursuing favorite local merchants and budding entrepreneurs like the trendy neighborhood food truck.

Creating an appealing place

We focus on creating welcoming retail centers and public spaces where people want to gather, connect and engage. Providing an attractive and safe environment for our tenants and their customers is a top priority. Local property managers and regional tenant coordinators respond promptly to concerns. Frequent Brixmor inspections, both by operations staff and through our new Speak Up! initiative, combined with proactive property management, help to ensure clean, well-maintained and secure properties.

Engaging with our tenants

In late 2017 and into early 2018, Brixmor conducted our first major tenant engagement survey. Topics included interactions with leasing, construction and legal staff, cleanliness and maintenance, adequacy of security, and responsiveness and communication from Brixmor.

With a response rate of over 50%, representing 54% of leased GLA, we heard from a significant and representative cross-section of tenants. While we were pleased that 74% would recommend Brixmor as a landlord, we also identified room for improvement. Using that feedback, we have focused on improving employee responsiveness and providing amenities like benches and seasonal landscaping to enhance the visitor experience. We plan to conduct tenant engagement surveys biennially to continue to improve all of our centers and strengthen our retail partnerships.



"We are uniquely positioned to support all tenants, from startup entrepreneurs to the largest retailers and grocers in the country."

Brian Finnegan
EVP, Leasing

Bringing retailers to our communities



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Going green together

Through our green leasing program, Brixmor partners with tenants to accomplish sustainable and renewable energy efficiency projects.

Setting mutual goals

Brixmor works with our tenants to overcome what's commonly known as the landlord-tenant split incentive. In many commercial lease structures, the party expending capital for an energy efficiency upgrade does not sufficiently benefit from the energy savings created by the upgrade. Our green lease clauses set forth rights and responsibilities that help promote mutual goals. These lease clauses recently helped make several rooftop solar developments economically feasible.

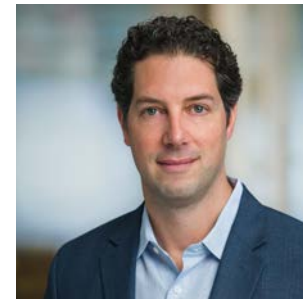
How it works

First, green lease clauses provide a foundation for Brixmor to obtain a critical mass of tenants while providing access rights to install renewable energy systems on a property's

roof. Second, tenants buy their electricity directly from Brixmor, or our designated partner, who then provides renewable energy generated on site at a discounted rate. To date, Brixmor has six solar projects in construction or operational with a number of additional projects in various stages of assessment across the country.

Sharing the benefits

Renewable energy sources, increased energy efficiency and reduced operating expenses benefit tenants and our communities. More than 20 tenants at Gateway Plaza in Vallejo, California signed up for solar using this model. As part of the project, Brixmor also installed new reflective roofs with the added benefit of lower roof and HVAC maintenance requirements. Our overall efforts earned Gold Level Green Lease Leader Recognition from the Institute for Market Transformation and U.S. Department of Energy.



"At Brixmor, we work collaboratively with industry organizations and like-minded retailers with a common goal of increasing energy efficiency while reducing operating expenses."

Daren Moss
SVP, Operations & Sustainability

SNAPSHOT

Responsible Procurement

We view our vendors as collaborative partners, on a national and local level, and literally trust them with our business. Brixmor works with consultants, architects, vendors and contractors day in and day out and we rely upon them as if they were our own employees.

Together with five of our largest national consultants, we recently held a virtual summit to discuss potential improvements in collaboration. We identified new avenues for Brixmor and our vendors to expand and improve services for our tenants and property managers.

We expect all vendors to uphold our ethical standards and require all significant vendors to provide an affidavit each year confirming their business processes and requirements regarding ethics and corrupt business dealings. Over 750 affidavits were sent to vendors for 2018 work. If there is no response, we do not utilize their services.





Investing in sustainable values

Brixmor's overarching goal is to deliver long-term sustainable growth for our investors. We accomplish this by ensuring sound corporate governance as the foundation from which we operate, and focusing on the well-being of our employees, tenants and the communities we serve.

Engaging with our investors

During 2018 our Investor Relations team focused on educating investors about our business strategy and commitment to long-term sustainable growth. Over 500 investor meetings took place, including dedicated environmental, social and governance (ESG) meetings. Large shareholders were asked for input on our CR strategy during our materiality assessment, providing valuable feedback that has been incorporated into our CR roadmap.

Delivering transparency and performance

Brixmor has long integrated environmental, social and governance considerations into our daily operations. Going forward, we're committed to providing enhanced transparency on our initiatives, goals, and performance. Along those lines, this report was prepared in accordance with the Global Reporting Initiative standards.

We have been consistently recognized by the Global Real Estate Sustainability Benchmark (GRESB) as a Green Star recipient. We were also named a Green Lease Leader at the highest Gold level by the U.S. Department of Energy Better Buildings Alliance/The Institute for Market Transformation.



"We have long integrated ESG considerations into our operations. With this our first Corporate Responsibility Report, we continue to demonstrate our commitment to transparency."

Angela Aman
EVP, Chief Financial Officer

2018 HIGHLIGHTS

Our Stakeholders

Partnership, integrity and commitment



out of all public REITs in the 2018 Green Street corporate governance rankings and a 1 score in governance by Institutional Shareholder Services.

3RD PLACE



>5,000

national tenants and local entrepreneurs in our 425 shopping centers across the United States.

33%

female members of our Board of Directors and 89% of the Board is comprised of independent directors.



\$333,411,000

total dividend paid to shareholders in 2018.



>500

investor meetings took place in 2018, including dedicated ESG meetings where our Investor Relations team communicated our business strategy and commitment to long-term sustainable growth to investors.

~200,000

direct, local jobs provided by tenants at our properties.



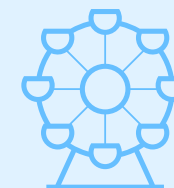
600

hours spent by Brixmor employees volunteering their time to support our communities.



9

organizations supported by Brixmor employees with activities including providing backpacks and supplies for back to school, donating clothes and materials for communities impacted by hurricanes, and supporting homeless individuals by working at soup kitchens.



>325

community-based events held at our properties, including carnivals, tent sales, food truck events, etc.

180,000



meals and >\$325,000 in medical aid donated in partnership with AmeriCares and Feeding America by Brixmor employees, the company itself, and our Board of Directors following Hurricane Michael.

~56,000,000

people in local communities served by our centers.



>750

affidavit requests were sent to vendors for 2018 work, confirming their business processes and requirements regarding ethics and corrupt business dealings.



Brixmor has been consistently recognized by the Global Real Estate Sustainability Benchmark (GRESB) as a Green Star recipient with four green stars earned in 2018.



GOLD LEVEL

Green Lease Leader recognition for Brixmor by the U.S. Department of Energy Better Buildings Alliance/ The Institute for Market Transformation.

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Barons market



Appendix

External Verification Statement

Verification of Brixmor Property Group's 2014 and 2018 Greenhouse Gas Emissions and other utility data:

In 2019, Lucideon CICS engaged with Brixmor Property Group to perform an independent, third party limited assurance of Brixmor Property Group's environmental data for 2014 and 2018:

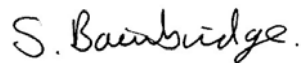
The scope of the verification included Natural Gas, Electricity, Water and Greenhouse Gas emissions.

Lucideon performed several tasks to provide the limited assurance of the GHG assertion and utility consumptions for calendar years 2014 and 2018 pursuant to the ISO 14064-3 verification standard. These tasks included evaluation of conflict of interest to ensure the risk of verifier bias was low, reviewing scope of verification and boundaries, developing a verification plan pursuant to ISO 14064-3, and testing of reported data and calculations against underlying data pursuant to the verification and sampling plan.

Lucideon developed the verification and sampling plans based on a risk evaluation of the GHG data per source type considering inherent risks, control risks, and detection risks, such that the plan was designed to minimize the risk of failing to detect material errors. A five percent (5%) materiality threshold was established and met.

A positive verification opinion was provided to Brixmor Property Group.

Sincerely



Shaun Bainbridge
Lead Auditor

07 June 2019
LUCIDEON

Environmental performance indicators

GRI	Indicator - absolute data	Verified	Units	2014	2015	2016	2017	2018
302-1	Electricity purchased and used by Brixmor	✓	MWh	101,528	96,197	94,749	92,578	86,848
	Fuels purchased and used by Brixmor		MWh	21,492	17,117	16,010	18,566	25,220
302-2	Electricity purchased by Brixmor and primarily used for tenant areas		MWh	53,396	54,491	55,790	56,491	59,054
	Fuels purchased by Brixmor and primarily used for tenant areas		MWh	2,340	1,421	1,731	1,468	1,899
	Total energy consumption from all sources	✓	MWh	178,757	169,226	168,279	169,103	173,021
305-1	Total direct GHG emissions GHG Protocol Scope 1		Tonnes CO ₂ e	4,076	3,246	3,036	3,521	4,783
305-2	Total indirect GHG emissions GHG Protocol Scope 2		Tonnes CO ₂ e	52,048	49,315	43,156	42,168	39,558
305-3	Total indirect GHG emissions GHG Protocol Scope 3		Tonnes CO ₂ e	27,817	28,204	25,739	26,009	27,258
	Total direct and indirect GHG emissions	✓	Tonnes CO ₂ e	83,942	80,766	71,932	71,698	71,599
303-1	Total municipal water supply withdrawals used by Brixmor		MGal	532,175	508,564	507,430	530,924	533,715
	Total municipal water supply withdrawals primarily used for tenants areas		MGal	507,255	482,612	474,040	479,599	452,879
	Total municipal water supply withdrawals	✓	MGal	1,039,430	991,176	981,470	1,010,522	986,593
306-2	Total weight of waste		Metric tonnes				289,193	264,032
	Recycled		Metric tonnes				152,864	136,580
	Composted		Metric tonnes				-	285
	Other		Metric tonnes				136,330	127,167
	Diversion rate		%				52.9%	51.8%
	Environmental intensity measures		Units	2014	2015	2016	2017	2018
302-3	Building energy intensity		kWh/sq. ft/year	2.465	2.328	2.308	2.299	2.348
305-4	Greenhouse gas intensity from building energy		kgCO ₂ e/sq ft/year	1.157	1.111	0.986	0.975	0.972
	Building water intensity		gallons/sq ft/year	14.33	13.64	13.46	13.74	13.39

Qualifying notes:

Absolute consumption data for each type of utility includes all utilities purchased directly by Brixmor for all properties for the applicable time period. This includes directly managed common areas, utilities used in vacant tenant spaces, and indirectly managed areas (generally consumption by tenants within their leased spaces). When properties are acquired, the consumption data will be incorporated in the external reporting for the annual period for which Brixmor purchased the property. Given the significant volume of property divestments in the last few years, to avoid skewing the data, divested properties have been fully removed from all reporting years and are not included in the data set for 2014-2018. The declines in utility consumption would be significant if divestments were included and therefore we believe the

data set is more representative without these properties included and affords a better comparison between years.

The directly managed consumption includes resources used for the common areas of the properties and the vacant tenant spaces at those properties. For common areas, Brixmor pays the utility bills and can directly affect the usage as these areas are under operational control. For vacant tenant spaces, there could be significant year to year fluctuations and these are not as comparable over longer time periods. As such, the long term reduction targets of Brixmor (see pages 8 and 21) only include the managed consumptions for common areas (exclusive of vacancies).

The indirectly managed consumption includes utilities used by tenants in the spaces they control. Brixmor pays for this utility usage directly via a master meter at the property and then sub meters or allocates utility usage and expense to the tenants.

Intensity figures are reported according to GRI standards and according to best practices in the real estate industry. To normalize data, Brixmor uses the total Gross leasable Areas (GLA) at 12-31 of the applicable year as the denominator for calculation. The aggregated total absolute consumption is divided by the total GLA corresponding to the data.

As indicated on page 41, Lucideon has verified data for electricity, water, and gas usage for 2014 and 2018.

The future we all want

The United Nations Sustainable Development Goals (UNSDG) are a call for global partnership in pursuit of a better and more sustainable future for our planet. At Brixmor, we take this responsibility seriously. The chart on the right shows how our CR program aligns with six specific UNSDG 2030 goals. Through collaborative efforts with our peers and stakeholders, we can effect positive change and assist in reaching these goals.



UNSDG 2030 Goals	Brixmor's Actions and Goals
<div>3</div> <div></div>	<div>Ensure healthy lives and promote well-being for all at all ages.</div> <div>Industry leading policies, benefits and perks that support employee's personal and professional development, health and wellbeing, and work life-balance.</div>
<div>6</div> <div></div>	<div>Ensure availability and sustainable management of water and sanitation for all.</div> <div>Minimizing water needs through proactive storm water management and landscaping upgrades, with the goal of reducing common area water consumption 15% by 2025 compared to baseline.</div>
<div>7</div> <div></div>	<div>Ensure access to affordable, reliable, sustainable and modern energy for all.</div> <div>Measurably reducing energy use on our properties and setting the goal for onsite renewable energy capacity to reach 15 megawatts by 2022 in partnership with tenants through our Green Lease program.</div>
<div>11</div> <div></div>	<div>Make cities and human settlements inclusive, safe, resilient and sustainable.</div> <div>Emphasizing relevance to the community and access to public transportation during redevelopment, with an additional goal of installing electric vehicle charging stations at 25% of our portfolio by 2025.</div>
<div>12</div> <div></div>	<div>Ensure sustainable consumption and production patterns.</div> <div>Providing increased transparency on our sustainability practices and establishing aggregated services to more efficiently manage waste and improve recycling rates.</div>
<div>13</div> <div></div>	<div>Take urgent action to combat climate change and its impacts.</div> <div>Setting the goal of improving common area energy and greenhouse gas efficiency 25% by 2025 compared to baseline, while implementing mitigation measures as needed in response to local climate impacts.</div>

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Global Reporting Initiative (Core) Content Index

GRI	Description	Source / Data
GRI 102: General disclosure		
102: Organizational profile		
102-1	Name of the organization	● Brixmor Property Group Inc.
102-2	Activities, brands, products, and services	● Form 10-K, F-16
102-3	Location of headquarters	● www.brixmor.com/contact
102-4	Location of operations	● Form 10-K, page 17 and schedule III
102-5	Ownership and legal form	● Form 10-K, F-16
102-6	Markets served	● Form 10-K, page 17 and schedule III
102-7	Scale of the organization	● Form 10-K, page 17 and schedule III; CR report page 4
102-8	Information on employees and other workers	● CR report pages 4, 10-19
102-9	Supply chain	● CR report page 38
102-10	Significant changes to the organization and its supply chain	● Form 10-K, page 18
102-11	Precautionary Principle or approach	● CR report page 29, 35
102-12	External initiatives	● CR report page 34
102-13	Membership of associations	● Memberships: National Association of Real Estate Investment Trusts, International Council of Shopping Centers, Urban Land Institute, Bob Woodruff Foundation, Institute for Market Transformation, Connex
102: Strategy		
102-14	Statement from senior decision-maker	● CR report page 3
102-15	Key impacts, risks, and opportunities	● CR report page 6
102: Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	● CR report page 5
102-17	Mechanisms for advice and concerns about ethics	● CR report page 16
102: Governance		
102-18	Governance structure	● Form 10-K, part III
102-20	Executive-level responsibility for economic, environmental, and social topics	● CR report page 3
102-21	Consulting stakeholders on economic, environmental, and social topics	● CR report page 6

GRI	Description	Source / Data
102-22	Composition of the highest governance body and its committees	● Form 10-K, part III and www.brixmor.com/why-brixmor/
102-26	Role of highest governance body in setting purpose, values, and strategy	● See www.brixmor.com/why-brixmor/leadership
102-29	Identifying and managing economic, environmental, and social impacts	● CR report page 6
102-31	Review of economic, environmental, and social topics	● CR report page 6
102-32	Highest governance body's role in sustainability reporting	● CR report pages 3 and 7. Our CR strategy is integrated throughout our organization and forms the basis for how we plan, think, and act. The CEO has overall responsibility for overseeing Corporate Responsibility and our related efforts, targets and progress are regularly reviewed and evaluated by our Board of Directors.
102: Stakeholder engagement		
102-40	List of stakeholder groups	● CR report page 33
102-41	Collective bargaining agreements	- Not applicable for Brixmor
102-42	Identifying and selecting stakeholders	● CR report pages 5 and 33
102-43	Approach to stakeholder engagement	● CR report pages 5, 33-40
102-44	Key topics and concerns raised	● CR report page 5
102: Reporting practice		
102-45	Entities included in the consolidated financial statements	● Form 10-K, section i
102-46	Defining report content and topic Boundaries	● CR report page 5
102-47	List of material topics	● CR report page 5
102-48	Restatements of information	- Not applicable since this is the first CR report
102-49	Changes in reporting	- Not applicable since this is the first CR report
102-50	Reporting period	● Fiscal year ended December 31, 2018
102-51	Date of most recent report	● 2018
102-52	Reporting cycle	● Biennial
102-53	Contact point for questions regarding the report	● Daren Moss, SVP, Operations & Sustainability, + 1 212 869 3000

Global Reporting Initiative (Core) Content Index

GRI	Description	Source / Data
102-54	Claims of reporting in accordance with the GRI Standards	● CR report pages 33 and 45
102-55	GRI content index	● CR report pages 45-46
102-56	External assurance	● CR report page 42
GRI 200: Economic aspects		
201: Economic performance		
GRI 103	Management Approach	● Form 10-K pages 22-32; CR report pages 4, 7, 19, 31, 40.
201-1	Direct economic value generated and distributed	● Form 10-K pages 22-32; CR report pages 4, 7, 19, 31, 40.
201-2	Financial implications and other risks and opportunities due to climate change	● Form 10-K, page 9; CR report pages 21-22 and 35
201-3	Defined benefit plan obligations and other retirement plans	● Form 10-K, page F-39
GRI 300: Environmental aspects		
302: Energy		
103-1	Explanation of the material topic and its Boundary	● CR report pages 21-22 and 43
103-2	The management approach and its components	● CR report pages 21-22 and 44
103-3	Evaluation of the management approach	● CR report pages 21-22 and 45
302-1	Energy consumption within the organization	● CR report pages 21 and 43
302-2	Energy consumption outside of the organization	● CR report pages 21, 37 and 43
302-3	Energy intensity	● CR report page 43
302-4	Reduction of energy consumption	● CR report pages 21 and 43
303: Water		
GRI 103	Management Approach	● CR report page 22
303-5	Water consumption	● CR report pages 22 and 43
305: Emissions		
GRI 103	Management Approach	● CR report pages 21-22 and 43
305-1	Direct (Scope 1) GHG emissions	● CR report pages 21 and 43
305-2	Energy indirect (Scope 2) GHG emissions	● CR report pages 21 and 43
305-4	GHG emissions intensity	● CR report page 43
305-5	Reduction of GHG emissions	● CR report pages 21 and 43
306: Effluent and waste		
GRI 103	Management Approach	● CR report page 22

GRI	Description	Source / Data
306-2	Waste by type and disposal method	● CR report pages 22 and 43
GRI 400: Social aspects		
401: Employment		
103-1	Explanation of the material topic and its Boundary	● CR report pages 10-16
103-2	The management approach and its components	● CR report pages 10-16
103-3	Evaluation of the management approach	● CR report pages 10-16
401-1	New employee hires and employee turnover	● 18% new employee hires ● 13% employee turnover
403: Occupational health and safety		
GRI 103	Management Approach	● CR report page 14
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	● 1 Injury resulting in lost work ● 0 occupational diseases ● Loss day rate .22 ● Illness rate 1.4% ● Injury rate .44% ● 0 work-related fatalities
404: Training and education		
GRI 103	Management Approach	● CR report pages 10-16
404-1	Average hours of training per year per employee (focused personal and professional development hours)	● CR report page 19 (6.6 hours of focused training per employee)
404-2	Programs for upgrading employee skills and transition assistance programs	● CR report pages 12-13
404-3	Percentage of employees receiving regular performance and career development reviews	● CR report page 19
405: Diversity and equal opportunity		
GRI 103	Management Approach	● CR report page 15
405-1	Diversity of governance bodies and employees	● Ages 55 -77, 105 employees ● Ages 39-54, 174 employees ● Ages 38 and below, 179 employees ● CR report pages 18, 19
406: Non-discrimination		
GRI 103	Management Approach	● CR report page 15
413: Local communities		
GRI 103	Management Approach	● CR report pages 17, 24, 28, 30, 34 and 35
413-1	Operations with local community engagement, impact assessments, and development programs	● CR report pages 17, 24, 28, 30, 34 and 35

ABOUT BRIXMOR PROPERTY GROUP

Brixmor (NYSE: BRX) is a real estate investment trust (REIT) that owns and operates a high-quality, national portfolio of open-air shopping centers. Its 422 retail centers comprise approximately 73 million square feet of prime retail space in established trade areas. The Company strives to own and operate shopping centers that reflect Brixmor's vision "to be the center of the communities we serve" and are home to a diverse mix of thriving national, regional and local retailers. Brixmor is a proud real estate partner to more than 5,000 retailers including The TJX Companies, The Kroger Co., Publix Super Markets, Wal-Mart, Ross Stores and L.A. Fitness.

Safe Harbor Language

This document may contain forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. These statements include, but are not limited to, statements related to the Company's expectations regarding the performance of its business, its financial results, its liquidity and capital resources and other non-historical statements. You can identify these forward-looking statements by the use of words such as "outlook," "believes," "expects," "potential," "continues," "may," "will," "should," "seeks," "approximately," "projects," "predicts," "intends," "plans," "estimates," "anticipates" or the negative version of these words or other comparable words. Such forward-looking statements are subject to various risks and uncertainties, including those described under the sections entitled "Forward-Looking Statements" and "Risk Factors" in the Company's Annual Report on Form 10-K for the year ended December 31, 2018, as such factors may be updated from time to time in our periodic filings with the SEC, which are accessible on the SEC's website at www.sec.gov. Accordingly, there are or will be important factors that could cause actual outcomes or results to differ materially from those indicated in these statements. These factors should not be construed as exhaustive and should be read in conjunction with the other cautionary statements that are included in this release and in the Company's filings with the SEC. The Company undertakes no obligation to publicly update or review any forward-looking statement, whether as a result of new information, future developments or otherwise, except as required by law.