

*Our center
is you[®]*

2021 Corporate Responsibility Report



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About This Report

Brixmor Property Group (Brixmor) is committed to providing our stakeholders with transparent, high-quality reporting on our corporate responsibility initiatives, goals, and performance. This Corporate Responsibility (CR) Report contains both quantitative and qualitative updates on our Environmental, Social, and Governance (ESG) program for calendar year 2021. Additional information on corporate responsibility at Brixmor and our ESG program is available in the Annual Report/10-K and the Proxy Statement, which are available on our website.

This CR Report was prepared in accordance with the Global Reporting Initiative's (GRI) Sustainability Reporting Standards: Core option and incorporates disclosures generally aligned with the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD).

This report contains environmental performance data from areas under Brixmor's operational control, using the organizational boundary setting approach in the GHG Protocol Corporate Accounting and Reporting Standard. Areas under Brixmor's operational control are Brixmor offices and portions of properties over which the company applies operating policies and has day-to-day property management responsibilities. These areas comprise "managed" areas, and their emissions constitute Brixmor's Scope 1 and 2 greenhouse gas (GHG) emissions. Some environmental data are also reported for areas outside of Brixmor's operational control; these "non-managed" areas are tenant spaces, and their emissions make up a portion of Brixmor's Scope 3 GHG emissions.

An independent third party has verified the relevant environmental and social performance data in this report to assure reliable, consistent, and comparable information. For additional information, please visit our website at www.brixmor.com/why-brixmor/corporate-responsibility.



Letter from the CEO

Purpose-Driven

Our strong commitment to environmental, social, and governance (ESG) issues directly aligns with Brixmor's core values and our mission to be the center of the communities we serve. This commitment is embodied by our teammates, who on a daily basis, respond with integrity and passion to this call to action. Simply put, our people make our properties, our communities, and our business better.

Across the country, Brixmor shopping centers provide essential services, innovative retail, and exciting dining to our communities. We strive to create centers that are dynamic and sustainable reflections of our communities' identities.

We believe our goal to achieve net zero carbon emissions for areas under our operational control by 2045 is appropriately aggressive and challenges us to be ever better stewards of the resources entrusted to us. Our tenants and our communities also play an important role in how our shopping centers impact the environment, and we actively pursue partnerships with these stakeholders that produce measurable results.

By gathering and using data in new ways, we gain fresh insights at the individual property level. This data enables us to make each center better through improvements that embrace, serve, and respect the community while also benefiting the environment, our tenants, and our investors. How do we measure success? Improved traffic flow, economic vibrancy, and centers that truly become the centers of the communities they serve.

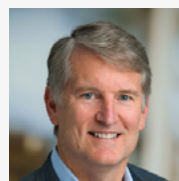
At the core of Brixmor's culture is this belief: great real estate matters, but great people matter more. Our employees are the foundation of our success, and together we strive to create a culture that builds trust, supports diverse perspectives, and encourages thinking and

acting like owners. I am proud that our Chief Talent Officer, Carolyn Carter Singh, received the Diversity, Equity, and Inclusion Recognition Award from Nareit for advancing DEI within our organization, and within the real estate industry at large.

"Corporate responsibility isn't a point of arrival, but a direction, inspiring us to continuously grow and improve."

As you read this report, we are continuing to grow and improve in every area. You'll find a wide variety of interesting facts and impressive numbers within this report. But in the end, corporate responsibility at Brixmor is less about the Company and more about the remarkable individuals who every day answer the call to serve our communities. I hope you will enjoy some of their stories, as well.

Sincerely,



James Taylor
Chief Executive Officer
and President

Brixmor's 2021 ESG highlights include:

- > Formalizing Brixmor's Climate Change Policy and setting clear targets to minimize electricity use and greenhouse gas emissions: become net carbon neutral by 2045; increase on-site renewable energy capacity to 20 megawatts by 2025; and install electric vehicle charging stations at 25% of our portfolio by 2025 ([page 29-30](#)).
- > Supporting our communities through acts of service and donations, logging more than 3,400 hours and \$232,000 ([page 40](#)).
- > Cultivating a culture of growth and healthy mindsets among employees, by expanding Brixmor's offering of health and well-being benefits ([page 17](#)).
- > Appointing Sandra A. J. Lawrence to the Board of Directors. Ms. Lawrence brings executive leadership experience in healthcare, real estate, financial services, and personal computing ([page 20 and 23](#)).
- > Recognitions for Brixmor's Corporate Responsibility and ESG initiatives, including related disclosures ([page 10](#)).



About Brixmor

Brixmor owns and operates one of America's largest portfolios of open-air shopping centers, with 382 high-quality properties located across 33 states, primarily in the top 50 metropolitan areas. We are home to more than 5,000 national, regional, and local tenants, including many essential retailers and some of the most recognized retailers in the country.

We strive to create properties that become the center of the communities they serve, by connecting dynamic, relevant retail with unique local culture. Over the past six years, we have secured our place as a leader in value-enhancing reinvestment activity, transforming our portfolio and driving accretive returns today, while also enhancing our long-term growth prospects.



Our Culture Who we are

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



48% 52% employees



98%
positive employee
satisfaction rating



100%
employee participation in annual
reviews and talent development



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.



382
shopping centers



67M+
square feet of GLA



\$1.3B+
in process and upcoming
community reinvestment



Our Stakeholders Who we serve

By connecting vibrant retailers with thriving communities, our tenants, communities, employees, and investors benefit from sustainable long-term returns.



>5K
tenants across
the United States



\$12.4B
total market
capitalization



~53.2M
population served
by our centers



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



Brixmor's Corporate Responsibility Strategy

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



Our Culture

Who we are

Fostering an inclusive and collaborative workplace with deep employee engagement and high ethical standards.

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. We believe that building a team that reflects, respects, and celebrates diversity in all forms makes us stronger and better in everything we do.



Our Properties

What we do

Redeveloping and managing assets, while minimizing environmental impact and integrating seamlessly into our communities.

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



Our Stakeholders

Who we serve

Creating true partnerships that improve the social, economic, and environmental well-being of all, while generating sustainable long-term growth.

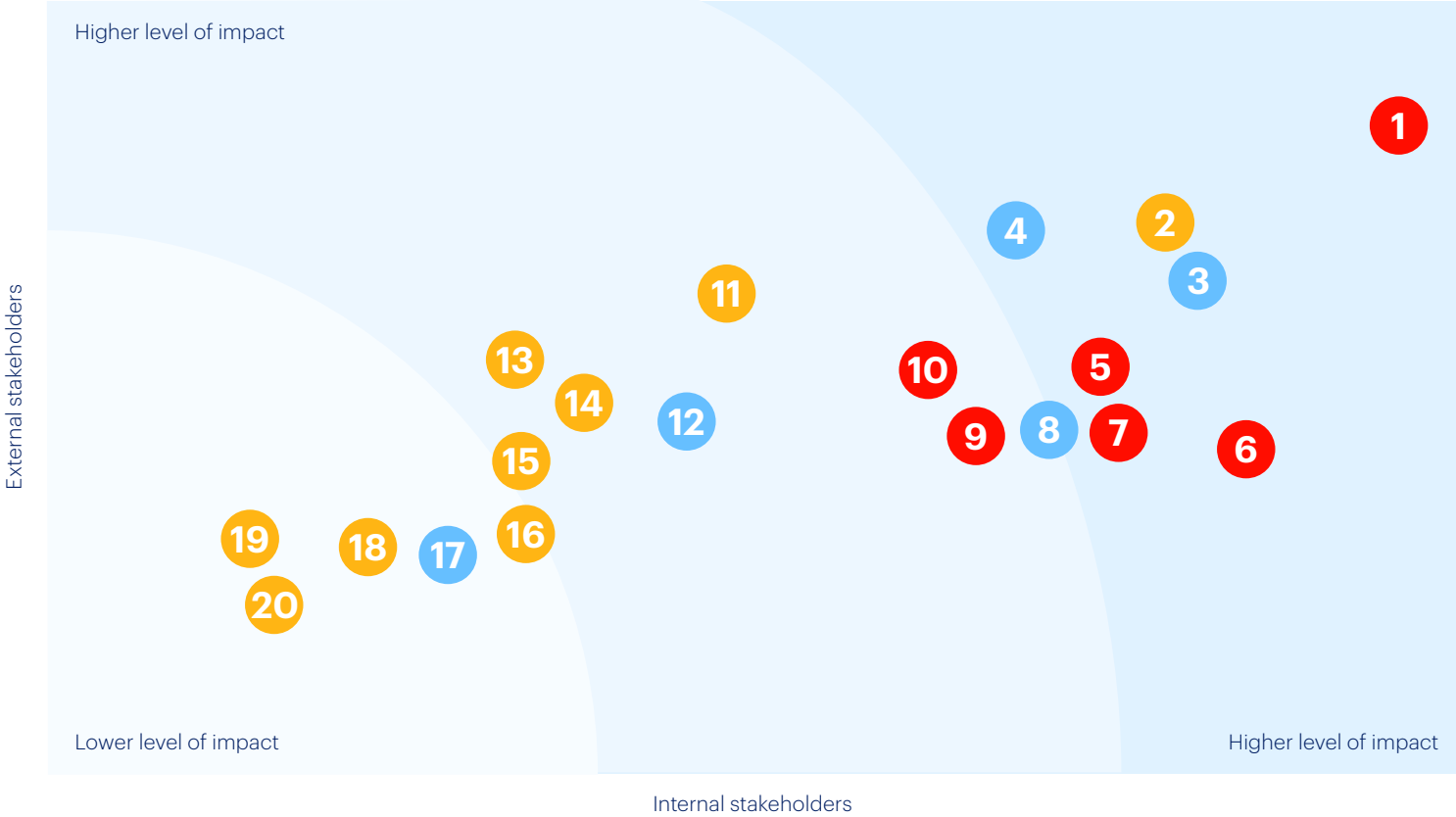
Our Stakeholders drive our focus. Developing initiatives and seizing on opportunities to engage and support our employees, tenants, and communities are core to our management philosophy. Our commitment to connecting vibrant retailers with thriving communities generates sustainable long-term growth for all.

2021 Materiality Assessment

Brixmor uses a materiality assessment to narrow the focus of our CR strategy. We carefully selected 20 topics aligned with our CR strategy that impact our stakeholders, our properties, and our culture. Using an online survey, we asked 97 internal stakeholders and 86 external stakeholders to rate each of the 20 topics according to their level of impact. Internal stakeholders were comprised of Brixmor employees at varying levels of seniority and from a variety of departments and functional areas. External stakeholders included investors, tenants, industry experts, and suppliers.

The materiality assessment plots the responses from external stakeholders against internal stakeholders, with the topics considered to have the highest level of impact at the top-right corner, and topics with the lowest level of impact in the bottom-left corner. The topics are ranked by potential impact, and they are color-coded to demonstrate their relation to the three pillars of our CR strategy.

This report highlights Brixmor’s initiatives related to the most material topics identified in 2021. We will continue to provide greater transparency about these key topics in future CR reports and other disclosures. In 2022, we will evaluate if our goals require further adjustment to enhance our performance relative to the topics deemed to have the highest potential impact.



Our Culture

- 1 Business Ethics
- 5 Employee Engagement and Satisfaction
- 6 Cybersecurity
- 7 Diversity, Equity, and Inclusion
- 9 Employee Training and Development
- 10 Employee Health and Well-Being

Our Properties

- 2 Health and Safety (asset level)
- 11 Sustainable Redevelopments
- 13 Reduction of Directly Controlled Energy Use
- 14 Greenhouse Gas Emissions
- 15 Water Conservation
- 16 Sustainable Corporate Operations

- 18 Waste Management
- 19 Reduction of Indirectly Controlled Energy Use (Scope 3)
- 20 Green Building Certifications

Our Stakeholders

- 3 Corporate Governance
- 4 Tenant Engagement and Satisfaction
- 8 Community Engagement
- 12 Climate Change Risks and Opportunities
- 17 Responsible Procurement



Stakeholder Overview

Engaging with all of our critical stakeholders is fundamental to our success. We are a dedicated, transparent, and trusted business partner who focuses on building strong and engaged relationships. The table below summarizes how we engage with and support our key stakeholders.

 **501**
employees

Brixmor offers industry leading benefits in a dynamic and supportive work environment that encourages growth and diversity of thought and enhances inclusion.

- > Biennial employee engagement surveys
- > Big Brain Days and other unique trainings
- > Opportunities for engagement and growth through learnings hosted by our DEI Leadership Council
- > Work-life balance including a hybrid schedule and flex time in the workday, plus summer hours
- > Personal and professional development support
- > Paid maternity, paternity, and adoption leave

 **>5K**
tenants

Brixmor supports over 5,000 national, regional, and local tenants and entrepreneurs in nearly 400 shopping centers across the United States.

- > Local leasing expertise to attract the most relevant businesses and services to our shopping centers
- > Dedicated National Accounts leasing team to act as a key partner for multisite retailers
- > Tenant coordination team to support new store openings
- > Free small business resources
- > Biennial tenant engagement surveys
- > Green Lease clauses and joint efficiency projects

 **287**
communities

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

- > Consistent dialogue with communities and municipalities
- > Strategic partnerships with local organizations
- > Brixmor's company-wide Day of Service and elective employee service days
- > Charity events and sponsorships
- > Investments in center upgrades and the creation of local jobs

 **~3K**
suppliers
and vendors

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

- > Supplier Code of Conduct, including annual affirmations to ensure compliance
- > Regular review meetings with key national partners
- > Partner Engagement Pledge focused on work-site safety
- > Collaboration to ensure appropriate service levels

 **~300**
institutional
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, one-on-one meetings, and property tours
- > Transparency on ESG performance through GRESB participation, GRI reporting, alignment with SASB and TCFD reporting frameworks, joining the SBTi, and disclosures available on our website

Note: communities are calculated as unique communities within a 3-mile radius of Brixmor properties



Corporate Responsibility Governance

Our Board of Directors, through the Nominating and Corporate Governance Committee (NCGC), oversees our corporate responsibility initiatives to ensure that our actions consistently demonstrate our strong commitment to operating in an environmentally and socially responsible manner. To facilitate their oversight, the NCGC and the full Board of Directors are provided frequent updates by our senior leadership.

Our ESG Steering Committee, comprised of executives and senior leadership from a variety of functional areas, meet quarterly to set, implement, monitor, and communicate our corporate responsibility strategy and related initiatives. We also hold periodic Company-wide corporate responsibility trainings to ensure initiatives are communicated effectively throughout the organization. Importantly, corporate responsibility objectives are included as part of our executives' goals and the achievement of such goals impacts the individual performance portion of each executive's compensation. Beginning in FY 2022, 5% of each executive's total bonus at target will be based on the achievement of individual ESG goals.

In 2021, the ESG Steering Committee formalized our Climate Change Policy, which articulates our strategy for the assessment of and response to risks posed by climate change and natural hazards to our properties, our tenants, and the communities we serve. As part of this policy, we set a goal to achieve net zero carbon emissions by 2045 for areas under our operational control.

We also became a signatory to the Science Based Targets initiative (SBTi) aligned with the 1.5 degree Celsius pathway, committing to an interim reduction of 50% for greenhouse gas emissions by 2030 for areas under our operational control. As of December 31, 2021, we have achieved a 38% carbon reduction against this interim SBTi. We also will continue to be transparent on our progress through our disclosures and collaborate with our key stakeholders to further address climate change.

As a result of our Corporate Responsibility efforts, we have been recognized by GRESB as a Green Star recipient and by the U.S. Department of Energy Better Buildings Alliance/The Institute for Market Transformation as a Green Lease Leader at the highest Gold level. In addition, we earned an "A" rating in GRESB's 2021 Public Disclosure Score, which measures material sustainability disclosures of listed property companies and REITs globally.

Brixmor's leadership team has also been recognized for its efforts on diversity and inclusion. Our Chief Talent Officer, Carolyn Carter Singh, received Nareit's Diversity, Equity, & Inclusion Recognition Award for advancing diversity, equity, and inclusion (DEI) within our organization, and the real estate industry at large.

"ESG is more than metrics – it is a critical component of our business plan, our values, and our mission."



Tiffany Yang
Manager, ESG and Sustainability





United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (UNSDGs) call for global partnership in pursuit of a better and more sustainable future for our planet in 17 different areas.

At Brixmor, we answer this call by focusing on the goals where we have the greatest impact. This page details where our CR program aligns with eight specific UNSDG goals. Through collaborative efforts with our stakeholders, we can effect positive change and assist in reaching United Nations's goals.

Throughout the report, we provide additional examples of actions and initiatives taken in 2021 to promote the following UNSDGs.



Ensure healthy lives and promote well-being for all at all ages.

Industry leading policies, benefits that support employee personal and professional development, health and well-being, and work life-balance.



Achieve gender equality and empower all women and girls.

Providing equal opportunities for all employees. Working to ensure diversity and inclusion is considered throughout our actions. Studying and taking actions to minimize gender pay gaps. Providing benefits that help to support employees, their families, and enhance work-life balance.

Ensure availability and sustainable management of water and sanitation for all.

Minimizing water needs through proactive stormwater management and landscaping upgrades, with the goal of reducing common area water consumption 15% by 2025 compared to 2014 baseline.

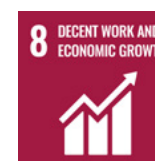


Ensure access to affordable, reliable, sustainable and modern energy for all.

Measurably reducing energy use on our properties and setting a goal for onsite renewable energy capacity to reach 20MW by 2025, accomplished in part through engagement with tenants via our Green Lease program. In 2021, Brixmor's on-site renewable energy capacity totalled 6.72MW at 11 centers.

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Promote gender equality by maintaining a gender pay gap of 0 and continuing to pay equitable wages.



Make cities and human settlements inclusive, safe, resilient and sustainable.

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.

Ensure sustainable consumption and production patterns.

Providing increased transparency on our sustainability practices and establishing aggregated services to more efficiently manage waste and improve recycling rates.



Take urgent action to combat climate change and its impacts.

Targeting net zero carbon emissions by 2045 for areas under our operational control, while continuing to support tenants impacted by natural hazards and implementing mitigation measures at our properties. Brixmor has reduced our Scope 1 and 2 GHG emissions by 38% since 2018.



Our 2021 Corporate Responsibility Performance

Brixmor has set ambitious corporate responsibility goals in each of the three pillars of our CR strategy. The table below summarizes progress made as of December 31, 2021.

Target status



Achieved



On track



Needs focus

Target

Progress

Status



Our Culture

Maintain a minimum employee satisfaction score of 90% on the biennial all employee survey (2020 survey results shown)	98%	
Provide culture training (including ethics and diversity) to 100% of employees annually	100%	
Increase community volunteer participation to 100% by 2025	85%	
Provide performance evaluations and talent reviews for 100% of employees annually	100%	
Achieve 90% employee participation annually in at least one company-sponsored health and well-being initiative	51%	
Achieve a minimum of 45 training hours average per employee annually	65.6 hours	
Adhere to Diversity, Equity, and Inclusion goals	See page 20 for details	



Our Properties

Install electric vehicle charging stations at 25% of portfolio by 2025	11%	
Achieve on-site renewable energy capacity reaching 20 megawatts by 2025	6.72MW	
Achieve "Proudly Owned" status for 85% of properties by 2025 ¹	33%	
Reduce like-for-like common area water consumption 15% by 2025	13%	
Upgrade all properties to LED lighting by 2025	90%	
Reduce GHG emissions by 50% by 2030 for areas under our operational control (compared to 2018 baseline) ²	38%	
Achieve net zero carbon emissions by 2045 for areas under our operational control ²	25,617 metric tons	



Our Stakeholders

Stabilize \$1.3B+ value enhancing reinvestment projects positively impacting our communities by 2025 (since 2016)	\$692M	
Achieve tenant satisfaction rating of 90% for Brixmor in our biennial tenant survey by 2026	72%	

¹ Adjustment reflects current pace of value enhancing reinvestment and capital recycling activities

² The reduction target applies to areas controlled directly by Brixmor (i.e., scope 1 and 2 GHG emissions)



Selected 2021 ESG Performance Indicators

Reducing Our Impact


GHG Emissions (tonnes CO ₂ e)	2020	2021
Scope 1 GHG emissions	3,772	3,724
Scope 2 GHG emissions	22,705	21,893
Scope 1 & 2 GHG emissions	26,427	25,617
Scope 3 GHG emissions	22,211	22,346
Scope 1, 2 & 3 GHG emissions	48,637	47,963

Building a Stronger Brixmor

 20
participants in tuition reimbursement

 32K+
hours of employee training

 15
summer interns in 11 departments

 99%
of employees feel proud to work at Brixmor

Promoting Health & Well-Being

 135
employees participated in the summer fitness challenge

 735
minutes of live, weekly meditation

Positioned for Growth

 ~300
institutional investors

 600+
equity and fixed income investor touchpoints in 2021

 \$1.3B
in process and upcoming reinvestment

 67%
of board members have expertise in corporate responsibility/ESG

The Center of the Community

 129
properties achieved "Proudly Owned" status

 \$120M
investments in operating, repairing, maintaining, and beautifying properties

 >5K
national, regional, and local tenants and entrepreneurs

 >159K
direct, local jobs estimated to be provided by tenants at our properties

Diversity, Equity, & Inclusion

 97%
of employees feel they have a sense of belonging at Brixmor

 27%
of 2021 promotions were earned by those who identify as racially diverse¹

 52%
of 2021 promotions were earned by females²

 25%
of 2021 promotions to leadership levels were earned by those who identify as racially diverse¹

 50%
of 2021 promotions to leadership levels were earned by females²

 33%
of Board members are female

Serving Our Communities

 3,400
service hours logged

 14K+
meals donated

 \$232K
philanthropic donations

 50
non-profit organizations supported

¹ 23% of Brixmor's employees in 2021 were racially diverse
² 52% of Brixmor's employees in 2021 were female



Our Culture

Connected, collaborative, and caring



Building a Stronger Brixmor

Brixmor's commitment to being a responsible employer and creating and sustaining a positive work environment is foundational: our first Cultural Tenet is Great Real Estate Matters, But Great People Matter Even More. Our talented and dedicated employees underpin our success.

Together, we strive to promote a culture that is supportive, collaborative, and inclusive and provides opportunities for both personal and professional growth. We empower our employees to think and act like owners, in order to create value for all stakeholders. This approach enables us to attract and retain diverse and talented professionals while fostering collaborative, skilled, and motivated teams.

Engaged Workforce

We have monitored employee engagement since 2016 through biennial surveys, using this tool to ensure that our employees are engaged, motivated, and heard. Brixmor's employee engagement surveys are administered by a third party to preserve anonymity, and results are used to incorporate employee feedback to continually improve the organization. The latest engagement survey was undertaken in 2020 with a 97% response rate. Overall, employees indicated high satisfaction with the Company (98%).

Many employees feel proud to work at Brixmor (99%), feel motivated to outperform expectations (96%), and have a sense of belonging at Brixmor (97%). Despite the challenges posed by the pandemic and disruptions to daily life, we consider it a great achievement that employees overwhelmingly felt supported by Brixmor, both professionally and personally. The next employee engagement survey will be conducted in 2022.



Talent Reviews

Brixmor's Talent Development process is intended to provide more well-rounded perspective on individual growth and performance. Every year, employees take part in a Talent Development process in addition to their annual performance evaluation. The goal of these reviews is to recognize the employee's strengths, identify opportunities for growth, and develop actionable plans for professional development. Additionally, employees are provided with a host of Talent Development tools to improve on a wide range of professional skills at their own pace. Brixmor offered a mid-year employee self-assessment as part of the Talent Development process; about 55% of employees took advantage of this tool, using it to evaluate progress and recalibrate their identified goals prior to year-end performance reviews. As in prior years, 100% of employees received a performance evaluation and a Talent Development plan.



of employees feel proud to work at Brixmor



training hours per employee (average)



of employees received a performance evaluation and a Talent Development plan





Learning and Development

Brixmor encourages employees to grow and develop their interests, skills, and passions by providing learning opportunities along with professional and personal training. Through BRIXNET, employees can access a variety of growth and development resources, with subject areas such as communication, data analytics, collaboration, leadership, and time management. Additionally, we provide employees with access to One Day University and LinkedIn Learning, to continue their professional development journey.

In 2021, our team logged 32,028 training hours, an average of 65.6 hours per employee.

For employees seeking to advance their professional careers, in 2021 we increased our tuition reimbursement from \$2,000 to \$5,250 per calendar year. In 2021, 20 employees opted into this benefit. One day a year employees are encouraged to take advantage of “Personal Development Day,” where employees receive a \$200 stipend toward a class or experience of their choosing. Past activities have included: cooking classes, sailing lessons, public speaking instruction, music lessons, creative writing classes, and fly fishing lessons.

By continuing to focus on the development of our employees, we create new opportunities to promote current talent and minimize external hiring, which has resulted in 18% of our open/new roles filled by our existing employee base.

Development Programs

Our commitment to cultivating young, talented professionals in the real estate industry prompted us to create two-year intensive development programs in leasing, property management, and construction (new in 2021) to provide a foundation for entry-level employees pursuing a career in commercial real estate. In 2021, eight employees from the inaugural class moved into leasing and property management roles, and three new hires began in the construction development program in 2021. Brixmor is building on the success of these programs to design additional development programs in other functional areas, as appropriate.

Summer Internship Program

Brixmor’s Summer Internship Program allows undergraduate and graduate students to gain work experience and mentorship for future careers in real estate. A typical six-week internship includes career development sessions; participation in health and wellness events; meetings with senior executives; and the opportunity to learn about our culture. We welcomed 15 summer interns in 11 different company functions in 2021; five of these interns were hired into full-time positions in Leasing, Property Management, Acquisitions/Dispositions, and Financial Asset Management. In line with our DEI goals, the Company’s internship program is a valuable tool for growing diversity through hiring early-in-career talent.



Summer interns and Brixmor Leasing Team at Mamaroneck Centre

Behavioral Assessments

In 2021, we expanded our use of the Predictive Index (PI) Behavioral Assessment to better understand our individual behavioral drives and needs, provide context on team dynamics, and promote better collaboration within and across departments. The PI Behavioral Assessment provides a framework for understanding workplace behaviors, drivers, and blind spots. With a trained practitioner, employees learn how their strengths and blind spots create a unique workstyle and how to optimize their workstyle to interact successfully with others. In 2021, 241 PI Assessments were conducted, with the goal of having assessments completed for all employees by the end of 2022.

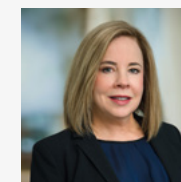
BRX Book Clubs

Book clubs are one of the most effective, enjoyable, and intimate connectors of the team, across disciplines and across the country, while also spurring personal and professional growth. This year, more than 50 employees read and discussed books such as Priya Parker’s *The Art of Gathering*, *How We Meet and Why it Matters* and R.J. Palacio’s *Wonder*. BRX Book Club Leaders present their book selections at all-employee meetings and invite interested colleagues to join them. Book Clubs are a valuable leadership opportunity for all, but especially so for those employees in non-leadership roles.

Take Our Daughters and Sons to Work Day

Take Our Daughters and Sons to Work Day has been a special day for Brixmor employees and their children for almost 20 years. We value the opportunity for the team to get to know each other’s families, to share what it’s like to work at a real estate company, and to encourage children to envision their work and personal lives as adults. The 2021 event was held virtually: children played a Brixmor trivia game and visited one of our centers with their parents to learn about the many aspects of managing open-air shopping centers. The highlight of the day was a video montage of the children openly and honestly answering the question: “What do you think your parent does at work all day?”

“Brixmor seeks to deliver a best-in-class employee experience. We continually add benefits, update our initiatives, and engage our employees to foster their personal and professional growth.”



Carolyn Carter Singh
EVP, Chief Talent Officer



Promoting Health and Well-Being



Our commitment to the health and well-being of our employees is a crucial component of our company culture. Brixmor designs programs around three pillars of wellness: physical health, mental health, and financial health. We provide a wide range of employee benefits, including: comprehensive medical, prescription, dental, and vision insurance coverage; paid maternity, paternity, and adoption

leave; matching 401(k) contributions; life insurance, disability benefits, and spousal death benefits; education assistance reimbursements; and a variety of time off benefits. In 2021, we expanded our offerings of Company-sponsored health and well-being initiatives around each of our pillars of wellness. We will monitor employee participation in these initiatives and adjust offerings to suit employees' needs.

Our commitment to these pillars of wellness guided our response to the extraordinary challenges presented by the COVID-19 pandemic. While our physical offices were closed, we invested significant resources to ensure all employees were safe, functional, and efficient while working at home. We supplemented our health and well-being programs with counseling sessions and provided additional resources for parents navigating schooling challenges. For any employees directly impacted by COVID-19, we have ensured the availability of appropriate time off, coverage for their work responsibilities, and additional support as needed. In the second half of 2021, we implemented a hybrid work schedule that includes flexibility in the workday; the aim of the program is to maximize team engagement, collaboration, and efficiency, while also supporting a healthy work-life balance.

Wellness Wednesdays



In 2021, Brixmor began hosting Wellness Wednesdays, providing employees with interactive guides and resources to improve health and well-being in a variety of topics.

Weekly Wellness Wednesday emails provide information and inspiration (and some levity), around Brixmor's three pillars of wellness: physical health, mental health, and financial health. In addition, the second Wednesday of each month is an opportunity for the team to gather virtually for a live, interactive wellness event.

At the first live Wellness Wednesday event in November, a nutritionist and a chef guided viewers through shopping for and preparing a vegetarian recipe, while also offering kitchen tips and a tutorial on knife skills. In December's live event, called 'Making Hybrid Work', experts in workplace culture and organizational design shared insights on making hybrid environments successful, well-being within a hybrid team, setting hybrid norms, and combatting burnout.

Wellness Wednesday events have been positively received and well attended by employees. The slate of events in 2022 includes sessions on saving smarter, to the benefits of yoga (with live instruction), cultivating happiness, and additional live cooking demonstrations.

Encouraging Healthy Lifestyles

Brixmor encourages a healthy lifestyle through initiatives such as our partnership with Headspace, a mobile application that enables guided mindfulness and meditation, gym membership discounts, and health-oriented employee competitions, such as our "Summer Fitness Challenge". Over 135 employees (27% of all employees) participated in the 2021 Summer Fitness Challenge, which tracked steps, strength training, swimming, yoga, meditation, and cycling.

In 2021, Brixmor added benefits to recognize the many aspects of health and well-being: a \$150 annual wellness spending allowance, comprehensive identity protection and financial monitoring through AllState, and a partnership with Noom, a program that empowers users to make healthier choices in areas ranging from weight management to stress reduction. Brixmor also makes financial education, planning, and investing resources easy to access on our intranet.



> Snapshot

Big Brain Days

Brixmor's Big Brain Days bring leading experts in diverse fields to Brixmor's offices to present and discuss topics that engage and inspire professional and personal growth.

Jim Taylor, Angela Aman, and Brian Finnegan moderated a Big Brain Day in 2021, featuring **Dan Harris**, New York Times bestselling author of *10% Happier*.

Dan, a self-described workaholic, was an ABC News anchor and correspondent who had traveled the world covering wars and other stories, described a frightening moment – suffering a panic attack while anchoring a live news segment. This frightening incident was the culmination of anxiety and substance abuse, which led Dan to begin his journey to understand how to better manage his strong emotions and find peace.

Dan's search eventually led him to mindfulness meditation, a type of meditation that has been extensively studied by scientists and has

proven benefits, such as lowering blood pressure and reducing anxiety, depression, and stress. Dan gave the Brixmor team actionable steps for making meditation a 'daily-ish' habit, such as starting slowly with one minute and gradually extending that time, combining meditation with existing habits to establish a routine, and using meditation apps to stay on schedule, such as the Headspace app offered by Brixmor.


Brixmor adopted a weekly mindfulness meditation schedule, instituting a live meditation event every Friday to help employees wind down from the work week and transition into the weekend.



Key facts about the
10% Happier Big Brain Day:

 84%

of the team attended the event,
rating it 4+ out of 5 (5 = very
engaging)

 95%

reported learning at
least one useful practice,
takeaway or tip



A copy of Dan Harris's
book, *10% Happier*, was
provided to all employees
for follow-on learning



Diversity, Equity, and Inclusion



We believe our success is driven by an inclusive environment that reflects the diversity of the communities we serve. We pursue diversity, equity, and inclusion in every part of our organization, striving to create equal opportunities for all current and future employees.

Each of us is accountable for creating an inclusive environment. Every year, we each participate in culture and ethics training and sign a pledge committing to helping create and maintain an inclusive culture free from harassment based on race, sexual orientation, gender, and other protected classes.

Diversity within Our Organization

In 2020, we formed a Diversity, Equity, and Inclusion (DEI) Leadership Council, which reports directly to our CEO and assists us in maintaining best practices and behaviors to enhance inclusion and promote equity and diversity. Advancing our commitment to DEI, in 2021, we formed an Employee Resource Group (ERG) to further these initiatives. More than 40 Brixmor employees are members of the ERG and use the forum to share ideas on recruitment, retention, and development activities to support the DEI Leadership Council. Also, in 2021, our CEO signed the CEO Action for Diversity & Inclusion™ pledge, which is the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. By signing the pledge, Brixmor has made a public commitment to cultivating a culture that develops, implements, and continually evaluates DEI programs and initiatives while maintaining an open dialogue on progress.

Celebrating Juneteenth

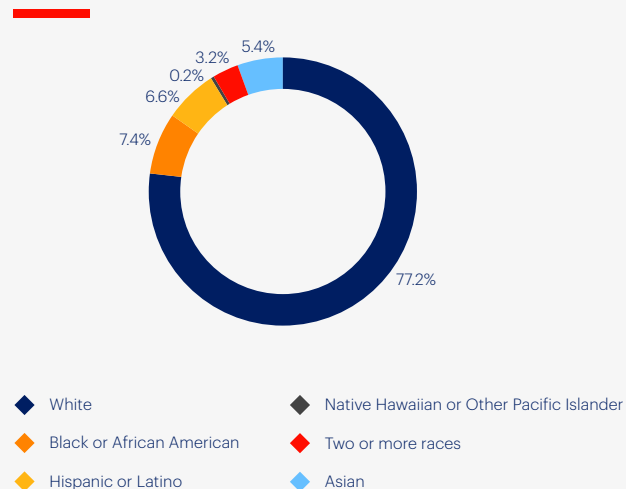
In 2020, Brixmor declared Juneteenth a Company holiday and pledged to support efforts to declare Juneteenth a national holiday, as well. In 2021, we individually contacted Congressional representatives of the communities surrounding our properties, urging them to support the Juneteenth National Independence Day Act. We believe that the impact of declaring Juneteenth a national holiday goes to the very heart of the country we aspire to be, and the strength and well-being of the diverse communities we serve. We are proud of our advocacy efforts supporting the passage of this bill.


Promotions and Gender Pay

We continue to focus on hiring, developing, and promoting talented professionals who are diverse in gender, race, and ethnicity. The following highlights the promotions awarded within the Company as a result of the CY21 review process.

We strive for pay equity as it relates to gender, race, and ethnicity in all roles across the organization. We periodically review compensation, analyzing pay on a role/similar-role basis and on average, there is no pay gap with respect to gender or race/ethnicity across the company.


Brixmor's 2021 employee population, by diversity indicator



 **23**
promotions were earned by females, **8** of whom are diverse in race/ethnicity



 **21**
promotions were earned by men, **4** of whom are diverse in race/ethnicity

 **6**
promotions were earned by females, **1** of whom is diverse in race/ethnicity



 **6**
promotions were earned by men, **2** of whom are diverse in race/ethnicity

*Leadership levels include Director, Vice President, and Senior Vice President. No promotions were made to the Executive Vice President level in 2021.



Our Diversity, Equity, and Inclusion Goals



In support of diversity, equity, and inclusion at Brixmor, we integrated the following actions throughout our business:

Provide internship and development programs, and training opportunities that give individuals of diverse backgrounds exposure early in their careers.

We pride ourselves in our actions to grow the diversity of our workforce. Brixmor offers multiple undergraduate- and graduate-level summer internship positions annually, and began a partnership with ICSC Launch Academy in 2021, which seeks to provide summer internship opportunities for racially diverse undergraduate students. Brixmor's early career two-year development programs in leasing, property management, and construction/development provide intensive, on-the-job training to cultivate expertise in professionals beginning their careers in commercial real estate.

Ensure ample diversity of job candidates through targeted recruiting and partnerships with DEI focused organizations.

All open positions are posted through Job Target, directing the job advertisement to diversity job sites, reaching ethnic minorities, veterans, women, individuals with disabilities, the LGBTQ community, and older workers. Taking our inclusive recruitment process a step further, we engage with Jopwell,

a Black-owned platform that connects employers with professionals from underrepresented ethnic backgrounds. In addition to posting open jobs and internships on Jopwell's platform, in February 2021, Brixmor served on a Jopwell panel to introduce young professionals to commercial real estate. Panelists talked about their own unique career paths, what makes employees thrive within our organization, and the myriad ways that Brixmor supports professional development.

Employ the Rooney Rule for any executive and/or board positions when available.

When hiring for executive or board positions, we interview female candidates and/or persons of color. During our search for a new board member in late 2021, we interviewed multiple diverse candidates before ultimately appointing Sandra A. J. Lawrence to the Board of Directors in December 2021. Ms. Lawrence contributes to the Board's leadership experience and expertise in multiple areas, as well as the Board's racial and gender diversity.

No executive positions were available for filling in 2021; however, we have several women in key leadership positions, including our Executive Vice President, Chief Financial Officer and Treasurer, our Executive Vice President, Chief Talent Officer, and multiple Senior Vice Presidents, among others. At year-end 2021, approximately 52% of our employees were female.

Continue to enhance inclusivity through engagement, mentorship, and education at all levels of the company.

The DEI Leadership Council is composed of members of our mid- and senior leadership team and reports directly to our CEO and Chief Talent Officer, assisting in maintaining best practices and behaviors to grow diversity and enhance equity and inclusion. The ERG furthers the DEI Leadership Council's initiatives by bringing employees at all levels together to connect, learn, and share their experiences on a quarterly basis. Time is reserved at each of our quarterly All-Employee meetings to update employees on DEI initiatives and progress. Brixmor also seeks diverse representation in the speakers and experts invited to our Company events, recognizing that diverse representation helps connect cultures and combat implicit bias.

Measure and report our progress on an annual basis to provide greater transparency and accountability.

In our efforts to integrate DEI into every facet of our business, we hold ourselves accountable through our commitment to transparent reporting. We monitor our performance through detailed tracking of a variety of social performance indicators at all levels. Key social performance indicators are verified by a third party for transparency and accuracy and can be found in the Appendix of this report.



> Snapshot

Learning While Doing

Brixmor's two-year development programs were created to attract early-in-career talent to commercial real estate by cultivating interest and turning it into expertise. Meet two 2021 graduates of the Leasing and Property Manager Development Programs, Dien Nguyen and David Ortiz.

Dien Nguyen, a member of the Leasing Associate Development Program's first cohort, received personalized guidance on how to connect with new tenants, execute new leases, navigate lease maintenance, renewals, and terminations. Through the program, Dien turned his interest in real estate into a passionate career, taking to heart Brixmor's mission and acting "like an owner" to serve our communities. His experience was tested during the pandemic, as business owners and tenants were faced with an uncertain reality. Dien took initiative, guiding tenants through a range of strategies to mitigate the impact of the pandemic on their businesses.



Applying the knowledge from the program, Dien quickly became one of Brixmor's rising stars. His supervisor, Ron Buckley, VP of Leasing, described Dien as "conscientious and genuine, and tenants know that he is a partner long before a lease is executed. Dien became a leasing expert in a short and incredibly difficult period of time, and the multitude of ways that he's been involved with tenants at our centers makes him a great asset to Brixmor's leasing team." After completing the program, Dien was promoted to a Senior Leasing Representative in Brixmor's South Region, maintaining relationships with nearly 250 tenants at nine Brixmor centers.

David Ortiz joined Brixmor as an Administrative Assistant in the Midwest Region's Property Management Department in 2015 and subsequently joined the Property Manager Development Program's first cohort in 2019. Throughout the program, David learned how to cultivate vendor, tenant, and customer relationships while properly maintaining properties according to Brixmor's standards. According to his supervisor, Miriam Velez, Director of Property Management, "What sets David apart is his immediate ability to see beyond the basics of property management: David has such empathy and a truly service-oriented mindset. He's continuously seeking ways to ensure our centers are best suited to meet the customers' needs and serve our communities, and he's a mentor to other members of the team, training them to think and act in a similar way."

David leveraged the skills he gained from the program during the pandemic, vigilantly assessing the needs of tenants, customers, and our centers, identifying creative solutions, and applying his local expertise to make management decisions with a big picture perspective. David embodies Brixmor's cultural tenets, acting with integrity, passion, excellence, and expertise every day to ensure his centers thrive. Shortly after completing the Development Program, David was promoted to Senior Property Manager, overseeing ten Brixmor centers in the Chicago metro area and Indiana.



Action Guided by Ethics

We believe there is huge economic value in trust. Through a cultural foundation built on ethics and earned trust, our team creates value for our tenants, our stakeholders, and the communities we serve. Operating with the highest levels of integrity in an environment of accountability is fundamental to who we are and how we operate.

Our Code of Business Conduct and Ethics (the “Code”) and related policies and procedures guide our employees, officers, and Board of Directors. Brixmor’s General Counsel holds the 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. In 2021, 100% of employees signed the Code.

In 2021, all employees participated in a live Culture and Ethics training. Annually, Culture and Ethics training is conducted live and presented by leaders across the organization, at all levels. The training includes explanations of the Code’s policies and expectations of all employees, including information on supporting our DEI initiatives. The breadth and depth of the session’s presenters underscores that culture and ethics is a shared responsibility across the organization.

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.

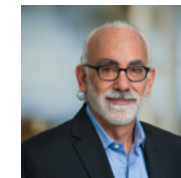
Key aspects:

- > The current Code of Business Conduct and Ethics, Whistleblower Policy, and Human Rights Policy are available on [our website](#).
- > Brixmor’s 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 2021, no violations occurred.
- > Political involvement/contributions on behalf of the Company are forbidden, and no political donations were made on behalf of the Company in 2021.
- > Employees may report any suspected violations of accounting or auditing issues openly, confidentially, or anonymously through a third-party whistleblower hotline. In 2021, no issues were raised through this process.

Our Whistleblower Policy clearly describes procedures for reporting and investigating complaints and concerns regarding accounting, internal accounting controls, and auditing matters. Brixmor’s Board of Directors, officers, and employees are provided with three avenues through which they can report violations or suspected violations with respect to accounting or auditing matters: a toll-free phone number, written communication, and an online form. All reports are received by the Chairperson of the Audit Committee and will undergo a review by the Audit Committee for further action.

Treating everyone with dignity, fairness, and respect including all the stakeholders we engage with, is core to our business. In 2021 we formalized and published our Human Rights Policy, outlining our commitments to fundamental human rights principles and labor statements, aligning our actions with our Pledge, Cultural Tenets, and Mission.

“Brixmor’s high ethical standards form the foundation of our strong governance practices. Our team remains dedicated to these standards, acting with excellence and integrity, and continually moving the Company forward.”



Steven F. Siegel
EVP, General Counsel



Corporate Governance Highlights

Our Board is committed to strong corporate governance practices and to conducting business according to the highest ethical standards. We believe we have structured our corporate governance in a manner that closely aligns our interests with those of our stockholders. We believe that each of our Board members possess the professional and personal qualifications necessary for effective service as a Director and, that together, our Directors have a complementary balance of knowledge, experience, and capabilities that will best serve Brixmor and our stakeholders.

We believe the quality, focus, and diversity of skills and experience on our Board have been a key driver of our success and that the strength of our Board is a competitive advantage. In December 2021, Brixmor appointed Sandra A. J. Lawrence to our Board of Directors.

Ms. Lawrence is a seasoned executive with senior leadership experience in the healthcare, real estate, and packaging industries, whose appointment addressed, among other things, the Board's strategic goals of further building on the Board's financial expertise, increasing public company board experience, and expanding racial and gender diversity.

We have been recognized consistently for our outstanding corporate governance by Green Street, ranking second across the entire REIT sector for corporate governance, and Institutional Shareholders Services (ISS), receiving the highest possible corporate governance score (1/10), which represents the lowest level of governance risk. In addition, Institutional Investor magazine ranked the Company second among mid-cap REITs for Crisis Management – COVID-19.

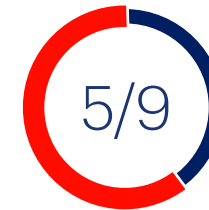
Notable features of our corporate governance include:

- > Opted out of the Maryland business combination and control share acquisition statutes
- > No poison pill provision
- > Stockholder ability to amend bylaws
- > Robust executive officer and director stock ownership guidelines
- > Pledging and hedging of BRX stock by Directors and executive officers prohibited
- > Majority voting standard for directors
- > No cumulative voting
- > No supermajority voting standards

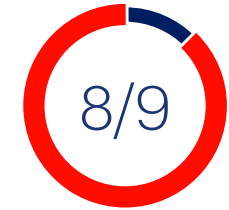
Key Facts about Brixmor's Board of Directors:

- > Unclassified Board of Directors
- > Diversity in composition and background (33% female; 11% racially diverse)
- > Separate Chairperson and CEO
- > Average age of directors – 61
- > Average director tenure – 6 years
- > 100% attendance at annual stockholder meeting
- > Independent directors – 89% (CEO is the only non-independent Director)
- > Fully independent Audit, Compensation, and Nominating and Corporate Governance Committees
- > Nominating and Corporate Governance Committee oversees Brixmor's Corporate Responsibility initiatives

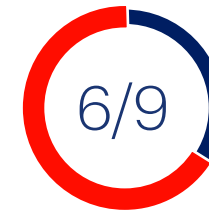
Board Directors' Expertise



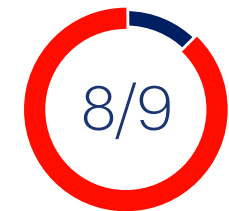
Current or Former CEO



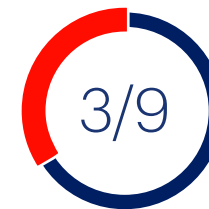
Investment/Financial



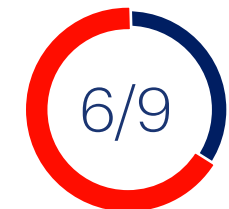
Public Company/Board



Real Estate



Retail/Omnichannel Retail



Corporate Responsibility and ESG



Supporting Our Team and Protecting Our Data

Cybersecurity was identified as one of the highest ranking material topics. We strive to vigilantly protect all of our resources and information from unauthorized access through our cybersecurity program.

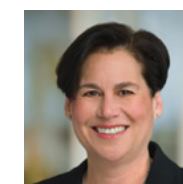
Our approach to cybersecurity incorporates a layered portfolio of technology products and tools, documented policies, end-user training, and dedicated resources to manage and monitor the evolving threat landscape. We employ dedicated cybersecurity personnel to focus on preventing, identifying, and detecting cybersecurity risks. Using advanced next generation protection technologies, we are able to rapidly detect and investigate any evidence of malicious activity, enabling us to quickly isolate affected systems to contain and prevent damage and restore systems. Incidents are required to be internally reported, including to the Board of Directors, if material or appropriate. The Audit Committee is responsible for overseeing cybersecurity risks, and Management provides the Audit Committee with updates on current cybersecurity projects and industry trends on at least a quarterly basis.

Brixmor's cybersecurity program aligns with the National Institute of Standards and Technology (NIST) Cybersecurity Framework. An Information Technology (IT) Steering Committee monitors Brixmor's cybersecurity posture. The committee meets on a quarterly basis to discuss current trends and metrics, the possible threat landscape, and upcoming projects, processes, and opportunities to further improve our security. The committee is comprised of representatives from Brixmor's IT, Risk Management, Internal Audit, and Operations departments. A cybersecurity maturity assessment is performed annually in the first quarter to identify areas of improvement to ensure the team is up to date on industry best practices.


employees received
cybersecurity training in 2021

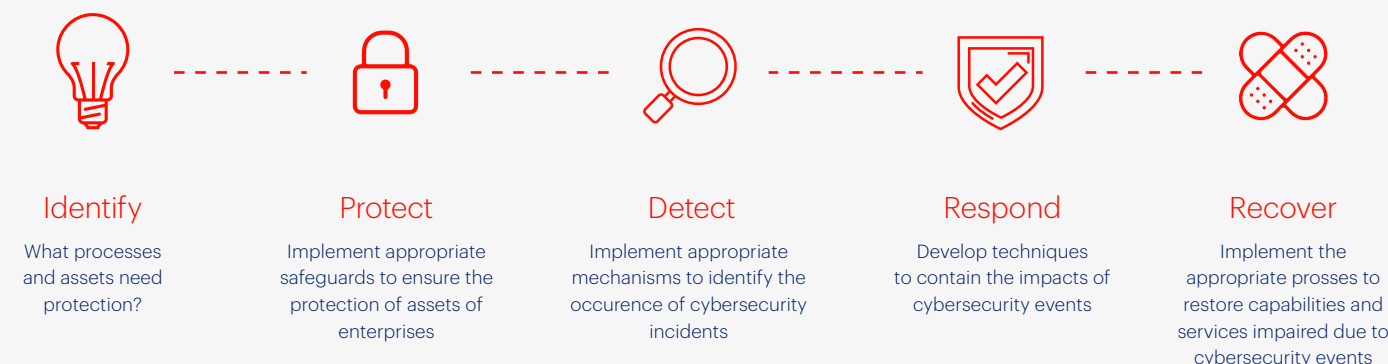
We have also implemented formal cybersecurity training programs to help prevent attacks that could compromise our data security and to encourage a culture of cybersecurity vigilance for all employees. In 2021, 100% of employees received this training. We have a fully-developed Incident Response Plan and we perform annual tabletop exercises. In addition, controls related to our information technology environment are tested as part of our Sarbanes-Oxley audit. Lastly, Brixmor maintains stand-alone cyber insurance coverage that, among other things, covers third party liability as well as additional coverage for social engineering fraud, funds transfer fraud, and invoice manipulation fraud.

"Cybersecurity at Brixmor is fundamentally aligned with our values and our business. Our cybersecurity posture protects our business by ensuring our resilience against constantly evolving cybersecurity threats."



Helane Stein
SVP, Chief Information Officer

Brixmor's Cybersecurity Framework





Recognizing Outstanding Achievements

Celebrating employee accomplishments regularly and often is a hallmark of our culture. We honor our employees through a variety of accolades presented at all-employee meetings.

We demonstrate appreciation for each other by nominating peers for “Shout Outs” given by our CEO during each all-employee meeting. Shout Outs in 2021 were given for strong leadership, excellent customer service, developing impactful reports, creating efficiencies, and hosting virtual events to keep the team connected. At the first all-employee meeting of the year, our top leasing professionals are acknowledged and receive awards for outstanding productivity and creativity demonstrated in the prior year. We recognize outstanding employees with three additional quarterly awards.

Find a Better Way Award

Each winner of the quarterly Find a Better Way Award has used ingenuity to a business need or challenge in a highly unique and creative way:

- > **Brianna Afflick**, Leasing Associate, who set up a virtual onboarding program for new Leasing professionals and expanded the program to departments across Brixmor.
- > **Lysa Solano**, Construction Project Manager, who partnered with Habitat for Humanity to donate, upcycle, and sell 6,000+ pounds of furniture and goods left behind by a tenant.
- > **Bart Cole**, Senior Project Manager, who developed an abbreviated design book to reduce expenses and streamline the design process for our redevelopment projects.



Our Center Is You Award

This quarterly award celebrates employees who truly embody our mission by taking that extra step to serve the communities in which we operate. In 2021, Our Center is You Awards were given to the following individuals who embody what it means to be part of the community:

- > **Erica Bradley**, Property Manager, and **Burkhard Bruessow**, Facility Manager, who prioritized tenant relationships during the redevelopment of Marco Town Center in Marco Island, Florida.
- > **Fred Spille**, Senior Property Manager, who worked with city zoning officials to erect a new pylon sign for Watts Mill Plaza in Kansas City, Missouri.
- > **Katharine Slowe**, Property Manager, who collaborated with community leaders to clean up an unclaimed parcel of land adjacent to our Capitol Shopping Center in Concord, New Hampshire.



Best New Concept Award

This award recognizes leasing agents who identify and introduce new retail, dining, or service concepts to our portfolio that deliver on our vision to connect vibrant retail with thriving communities:

- > **Nick Andreadis**, Regional VP, Leasing, for Wren Kitchens, a UK-based kitchen designer and manufacturer opening state-of-the-art showrooms in the Northeast.
- > **Matt Johnson**, Senior Leasing Representative, for The Cluckery, a ghost kitchen-turned-brick and mortar restaurant at Mequon Pavilions in Mequon, Wisconsin.
- > **Selina Bolden**, Senior Leasing Representative, for Rodeo Goat, a Texas burger institution at Preston Ridge in Frisco, Texas.





Brixmor recognizes exemplary employees with two annual awards, named for leaders who embodied Brixmor's vision, mission, and cultural tenets.



Robert DeLizzio Award

In 2021, Brixmor introduced the annual Robert DeLizzio Award. Rob was part of our Collections team for six years and passed away on May 21, 2020 from COVID-19. His passing left a deep impression on many colleagues at Brixmor. Rob was deeply respected by our tenants for his effective 'can-do' attitude in tenant negotiations and highly appreciated by his teammates for his collaborative nature and permanent smile.

The inaugural Robert DeLizzio Award was presented to **Gloria Griffin**, an Account Specialist in the Collections team, who successfully negotiated many deferral agreements to retain tenants despite the pandemic's substantial impact on their businesses. Gloria has the same 'can-do' work style that Rob embodied and demonstrates respect and genuine compassion in everything she does.

Tony Deering Award

The annual Tony Deering Award of Excellence, the highest honor bestowed by Brixmor, recognizes those who best exemplify Tony's grace, wisdom, love for people, and selfless leadership, while possessing the same qualities that made our beloved former Board member so special: he was genuine, caring, distinguished, and a person of true character.

The 2021 award recipient, **Tiffany Yang**, Executive Assistant (currently Manager, ESG & Sustainability), was honored for her efforts to make our centers the true centers of the communities they serve. Despite her short tenure at Brixmor, Tiffany has made a profound, organization-wide impact. Tiffany played a key role in organizing food drives for our inaugural Day of Service in 2020 and spearheaded those efforts in 2021. Coordinating with a team of more than 200 Brixmor volunteers and liaising with 20 different organizations, including food pantries, food banks, shelters, and religious organizations directly connected to our communities, the Day of Service was a huge success.

Day of Service food drives resulted in more than 14,000 meals being provided to the neediest in the communities we serve - a 27% increase year-over-year.

After we declared Juneteenth a Company holiday in 2020, Tiffany played a vital role in our efforts to urge Congress to declare Juneteenth a federal holiday. She organized a letter writing campaign to contact Congressional representatives in each of the districts in which we operate. On June 16, 2021, the Biden administration signed legislation which established Juneteenth as a new federal holiday. We were thrilled – and grateful for Tiffany's contribution.

These examples demonstrate the impact that Tiffany has had across the organization and highlight the leadership qualities that Tony embodied. Like Tony, she is an enthusiastic, purpose-driven leader, who displays grace and wisdom and always puts people first. Her humility and impact inspire each of us to be better.





Our Properties

Relevant, vibrant, and resilient

Village at Mira Mesa



Reducing Our Impact

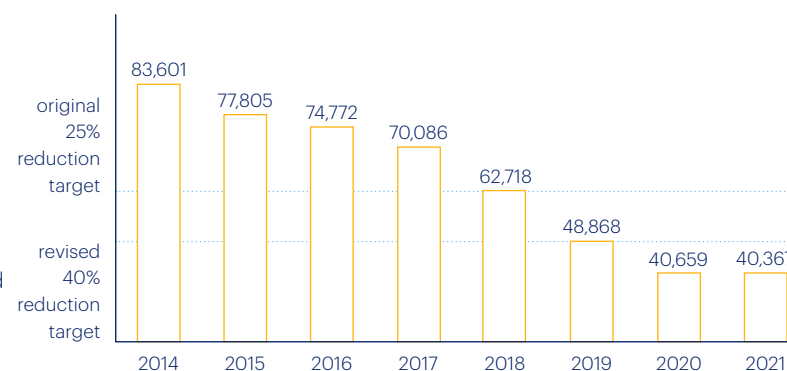
At Brixmor, we promote environmental stewardship by integrating sustainable practices and initiatives into our business operations, creating long term value for our stakeholders. Our efforts are inspired by the communities we serve today and driven by the communities we envision in the future. We are constantly searching for ways to make each center environmentally friendly with an emphasis on energy efficiency, biodiversity, water conservation, and waste diversion.

Driving Efficiencies

Brixmor continues to invest in improvements that reduce energy usage. Since 2014, we have installed approximately 86,700 LED lamps and fixtures with a gross investment in such upgrades of over \$40 million. In 2021, we completed 35 LED upgrade projects, resulting in 90% of our portfolio having efficient lighting in place, relative to our goal to have all properties upgraded by 2025. Thanks to these installations, our tenants benefit from lower lighting expenses and better visibility, improvements that also benefit the environment and the surrounding community.

We also utilize motion sensor technology for parking lot lighting and reflective roofing and insulation to reduce the use of air conditioning and heating systems. These initiatives have resulted in a like-for-like common area electricity reduction of 52% over the past seven years. Our HVAC inventory program will further enhance efficiency for HVAC energy use that is beyond our direct operational control.

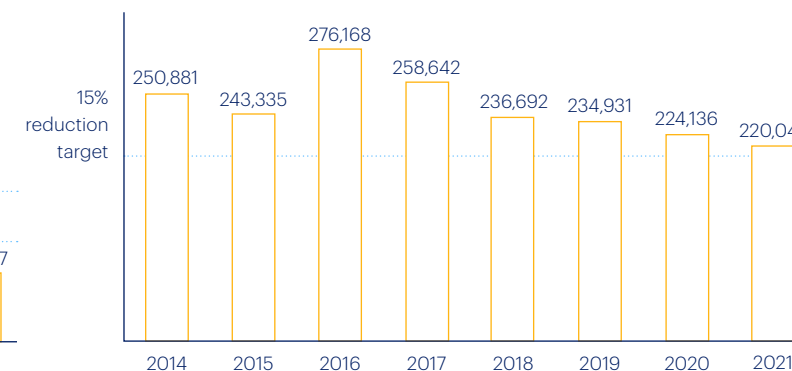
Electricity consumption (MWh)
Common area, like-for-like



Temperature Sensors

We introduced temperature sensors in over 1,775 of our vacant spaces and riser rooms. When the ambient temperature falls below a certain threshold, the sensors notify a third-party vendor and/or the Property Management Team. These alerts provide our Property Management team with early warnings of extreme cold temperatures, which may cause pipes to freeze and burst, resulting in flooding and water damage.

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

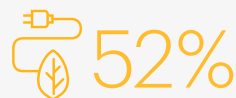


Water Conservation

Over the last several years, we have taken steps to minimize water consumption at our properties through a variety of initiatives. Xeriscaping in arid climates and selecting plants based on soil type and weather conditions at properties in other parts of the country reduce the need for irrigation. Where irrigation is required, drip irrigation systems have been installed to reduce watering requirements and improve resource efficiency. Irrigation wet checks are performed annually to ensure operating performance.



LED lamps and fixtures
installed since 2014



like-for-like common area electricity
reduction over the past seven years



gross investment in LED lighting
upgrades since 2014



of portfolio has efficient
lighting in place



Smart irrigation systems have been deployed at 28 of our properties with large irrigation requirements and have collectively saved approximately 69 million gallons of water.

In 2022, we will install wireless smart meters for all water meters to increase data monitoring. These meters also have a leak alert capability, helping our local teams reduce water consumption at our properties.

In 2021, we performed water assessments for our entire portfolio, analyzing changes in indoor and exterior water consumption over time, calculating usage intensities, and identifying outliers. One of the main outdoor water consumers identified in our portfolio was Pointe Orlando in Orlando, Florida. Further investigation showed that this was caused by two small fountains and an exterior pond. Pointe Orlando was going through a redevelopment, and based on these insights, the team removed the fountains and pond, significantly reducing direct water usage. The team also introduced separate meters for the restaurants and several public restrooms, to optimize data monitoring at one of Brixmor's busiest shopping centers.

We aim to use recycled water and collaborate with local municipalities to minimize the usage of potable water, where feasible. At Rose Pavilion, in Pleasanton, California we are working with the City of Pleasanton to connect our asset to the recycled water distribution system. This system is intended to serve landscapes currently irrigated with potable water and is projected to save the city approximately 450 million gallons of potable water.



tons of waste diverted from
landfills



of waste recycled or
composted from 373
properties

Waste Management

Our tenants play an essential part in minimizing our impact on the environment. In partnership with our tenants, Brixmor is committed to reducing overall waste and increasing the diversion of waste to landfills. Brixmor contracts waste disposal and recycling and offers this service to tenants, providing several environmental benefits: offering the service increases rates of recycling, and aggregating waste pickups by center allows tenants to receive the benefit of scale pricing, while significantly reducing the number of truck trips and resultant vehicle emissions. Through this partnership, tenants have increased their recycling rates and improved the efficiency of their disposal practices. In 2021, 29% of the waste that was picked up from 373 properties was recycled or composted, resulting in approximately 28,850 tons of waste diverted from landfills.

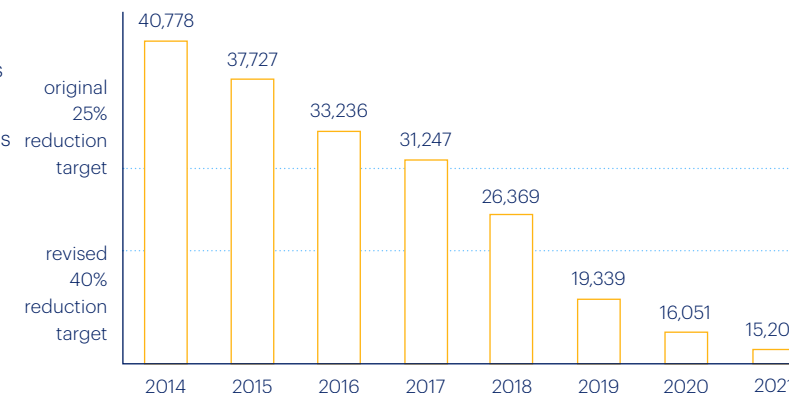
We strive to improve the efficiency of waste management efforts through our value-enhancing re-investment program. In 2021, our former Westminster satellite office in Westminster, Colorado, was decommissioned. Local teams donated office furniture, equipment, and kitchen appliances. At Felicita Town Center in Escondido, California, our local construction project manager partnered with the local chapter of Habitat for Humanity to donate, upcycle, or sell 6,000+ pounds of furniture, fixtures, and consumer goods left behind by a tenant.

Investing in Biodiversity

At Brixmor, we have direct control over the resource consumption of exterior spaces. By making efficient and sustainable landscaping choices, we are able to enhance local ecosystems by introducing a variety of local plants and vegetation. Native landscaping mitigates the need for intensive watering, reducing operational costs of irrigation. During our 2021 redevelopment project at Arapahoe Crossings in Aurora, Colorado, we took advantage of the opportunity to replace the existing non-native ornamental trees with a variety of local tree species. Many of the ornamental trees were infected with a fungal disease, and the native trees selected to replace them are adapted to the local weather and ecosystem, making them more resilient overall. Similarly, at Superior MarketPlace, in Superior, Colorado, we replaced dead and



Greenhouse gas emission (Metric tonnes) Common area, like-for-like



diseased ash trees with native trees and new perennials, enhancing color and vibrancy at the center as they bloom throughout the year.

Reducing GHG Emissions

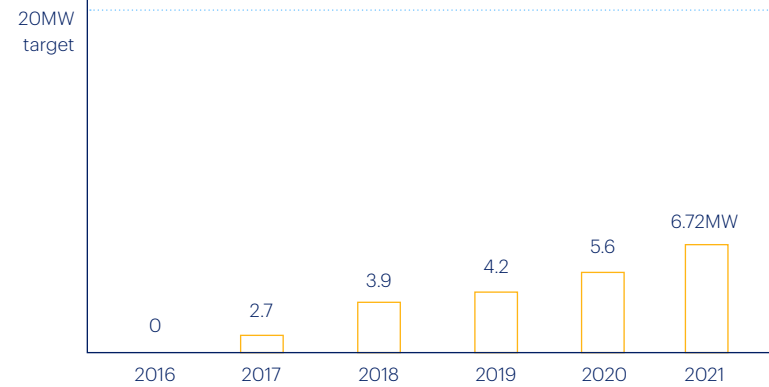
As part of our newly published Climate Change Policy, we set an ambitious GHG emissions goal:

Brixmor will achieve net zero carbon emissions by 2045 for areas under our operational control, with an interim target of reducing GHG emissions in these areas by 50% by 2030.

Our strategy to achieve this target includes: reducing our own direct energy consumption, procuring energy from renewable sources, and investing in on-site renewable energy projects. In 2021, we introduced solar projects at four properties, Carmen Plaza, Felicita Plaza, Felicita Town Center, and Ocean View Plaza, generating on-site renewable energy to be used at these centers by tenants and in common areas. In total, these projects raise our portfolio's total system size to 6.72MW of capacity, with several additional projects currently in development and more being assessed across the portfolio.



Renewable energy developments completed
(MW capacity)



 **20MW**
goal for renewable energy
capacity installed by 2025

 **6.72MW**
portfolio's total system capacity size

Our 2025 goal is to install at least 20 MW of renewable energy capacity throughout the portfolio, helping the Company reach our net zero carbon emissions target while also assisting additional tenants in reducing their own carbon footprint.



7 AFFORDABLE AND
CLEAN ENERGY



11 SUSTAINABLE CITIES
AND COMMUNITIES

> Snapshot

Connecticut Clean Communities Leader


Providing sustainable transportation opportunities is becoming more and more relevant to the communities we serve. In addition to exploring public transportation options to connect our centers with surrounding communities, Brixmor also recognizes the opportunity that growing electric vehicle ownership has in promoting decarbonization and minimizing fossil fuel use.


Brixmor began installing electric vehicle charging stations in 2011. As of year-end 2021, a total of 180 charging stations encompassing 11% of our portfolio provide electric vehicle charging services for our customers, and an additional 50 properties are under assessment for potential installations in the coming years.

Our goal is to have 25% of our properties equipped with this amenity by 2025.

In October 2021, Brixmor, along with Electrify America, EVgo, and National Realty & Development Corporation, was honored by Connecticut officials and Greater New Haven Clean Cities for making high-speed, long distance charging available for the growing number of electric vehicle drivers along two interstate highways, I-91 and I-95. In a partnership with Electrify America, Brixmor installed four fast chargers at North Haven Crossing in North Haven, Connecticut, easily accessible to 111,000 vehicles per day.



 **180**
charging stations
provided by our portfolio

 **11%**
of Brixmor's portfolio provide electric
vehicle charging services



Addressing Climate Change



The increased frequency of extreme weather events has a direct impact on our portfolio and the communities we serve. Proper preparation requires investments in property-level resiliency measures, advanced preparedness, business continuity planning, and rapid and coordinated disaster response.

Our goal is to understand and minimize risks and respond to events that are beyond our control as quickly, safely, and thoroughly as possible for our tenants and our communities.

Brixmor's [Climate Change Policy](#) was finalized in early 2021 and details the Company's three areas of focus:

- > On-going portfolio-wide climate change risk assessments to better understand potential impacts to our properties, our tenants, and the communities we serve.
- > A goal of achieving net-zero carbon emissions by 2045 for areas under our operational control, with an interim Science Based Target Initiative aligned 50% reduction by 2030 as compared to a 2018 baseline.
- > Collaboration with key stakeholders to jointly work together to address climate change.

We aim to provide a high level of transparency on the impact of climate change risks by reporting in general accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework.

Climate Risk Governance

At Brixmor, climate risk and corporate responsibility are fundamental to our business, and oversight for both resides in multiple levels of the organization. Our internal ESG Steering Committee, comprised of executive and senior leadership from a variety of functional areas across the Company, helps ensure ESG and climate change-related concerns are integrated throughout the organization. A number of different departments play key roles in preparing for, managing, assessing, and reporting on climate change risks and performance, including Operations, Transactions, Redevelopment, and Risk Management. At the Board level, responsibility for overseeing our overall corporate responsibility strategy, including climate change risks and opportunities, resides with the NCGC. To facilitate their oversight, the NCGC and Board of Directors are provided with frequent updates by our senior leadership.

A Clear Strategy

We are committed to reducing our carbon footprint and ensuring that our properties are resilient and prepared for the future. Our efforts have culminated in numerous initiatives focused on reducing our properties' environmental impacts. We strive to communicate these initiatives clearly to all stakeholders.

We have documented procedures in place to assist our trained property managers with responding to major emergencies, such as fires, hurricanes, flooding, or prolonged power outages.

To prepare the portfolio for extreme weather events, Brixmor invests in resilience measures such as hurricane-rated glass / storefronts, stronger attachments for HVAC units, stormwater management upgrades, and higher wind zone-rated roofing. Our all-volunteer Disaster Assistance Recovery Team (DART) mobilizes following natural disasters near our centers and provides immediate and long-term assistance to help rebuild local communities.



Risk management

In early 2020, prior to the onset of COVID-19, we undertook a full company emergency prevention, preparedness, response, and recovery review and developed a plan for ensuring protection against a variety of potential disruptions to our business. In 2021, we began periodic climate change and natural hazard risk assessments for our existing portfolio and incorporated climate-related risk assessments as part of our standard underwriting due diligence processes for acquisitions and redevelopments. We are using Four Twenty Seven's proprietary Climate Risk Scoring data to support our climate-related risk assessments. Their methodology is consistent with the IPCC Representative Concentration Pathway (RCP) 8.5 scenario, estimating global temperatures will rise ~4 degrees over the next two or three decades. This conservative assessment represents the "business as usual" climate scenario and names certain key risks related to climate change, including wildfires, flooding, hurricanes, heat and water stress, earthquakes, and sea level rise.

We use this critical information to identify properties potentially at risk in accordance with TCFD recommendations. We assess the potential impact and develop mitigation strategies to minimize such risks.

These risks are categorized into:

- > Physical risks – such as those attributable to rising sea levels or increased temperatures, or acute risks like extreme weather events.

- > Transition risks – such as those attributable to compliance and reducing reputational risks.

Each year, the ESG Steering Committee will review climate change risk assessment activities and update stakeholders through external reporting on our progress. An overview of climate change risks is included in the appendix on [page 53](#).

We will conduct training on climate and natural hazard risks in 2022 and we will be challenging our teams to think strategically about resilience measures for higher risk properties such as hurricane/high wind upgrades, white roofs to reduce heat stress and utility use, native landscaping to reduce water stress, and stormwater infrastructure upgrades.

Metrics and targets

Brixmor is committed to providing transparency on our carbon footprint as well as our climate change risks. Our environmental performance can be viewed in the appendix on [page 52](#) and is reported in accordance with the Global Reporting Initiative (GRI): Core option.

Brixmor uses the Operational Control approach as defined in the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard to help set our organizational boundaries and

delineate sources of Brixmor's GHG emissions. We report Scope 1 (direct) and Scope 2 (electricity indirect) GHG emissions from operations of Brixmor offices and of Brixmor-controlled or "managed" areas in our centers (e.g., shopping center common areas and utilities for vacant tenant spaces). Scope 3 emissions sources are primarily tenant spaces or "non-managed" areas for which information is available and properties where utilities are provided via a master meter, as well as other activities conducted in support of Brixmor's business operations. We will continue to actively engage with our tenants to facilitate better data collection and analysis, finding opportunities to further drive emissions reductions in areas outside of our operational control.

We previously achieved our revised reduction goals for both GHG emissions and electricity consumption ahead of schedule, and in 2021, we set a new commitment to achieve net zero carbon emissions by 2045 for areas under our operational control. Brixmor has signed onto the SBTi under the more stringent 1.5C aligned scenario, committing to reduce Scope 1 and 2 emissions by 50% by 2030, as compared to a 2018 baseline.

Through 2021, we have achieved a ~38% reduction against this interim SBTi goal.

Climate change risk management process





The Center of the Community

Brixmor's success begins at the property level. Our Property Management team takes an individual approach at each center, continuously visiting, monitoring, managing, improving, and identifying additional ways to make each center a more relevant and authentic center of the community it serves.

In 2021, the team worked hard to support tenants opening new stores across the portfolio. Over 591 spaces were turned over to tenants, contributing to 568 new tenant openings by year-end. To expedite the process, tenant coordinators and construction teams reduced the time between lease signing and store opening by 20% compared to the prior year, demonstrating the impact of streamlined processes and the dedication of our operations team.

Property Management Tools

Our Property Management team utilizes various technology tools to monitor and maintain the portfolio. In 2021, Brixmor re-designed and re-released our internally developed app, SpeakUp!. The app is a fully mobile tool that conveniently connects tenants with our Property Management team, resulting in enhanced reporting capabilities and lower response times. The SpeakUp! app is also available to all Brixmor employees, who use the app to provide the Property Management team with observations on property conditions, praise for exceptionally maintained properties, or suggestions for improvements. Brixmor employees can also use the app to submit photos and videos of their own experiences at Brixmor centers, or to identify acquisition candidates.

In 2021, 631 SpeakUp! submissions identified opportunities for improvement, ways to better serve our tenants and communities, and recognition for excellence in operations. We also processed 42,751 work orders for recurring services, general maintenance, and repairs, demonstrating the detailed care with which we operate our properties.

Brixmor's technology tools also provide our Property Management team with an easy way to connect with vendors; tracking performance, reducing costs, automating workflows, increasing efficiency, and gaining insights to better support decision making. These tools are used to improve and innovate, and in conjunction with our vendor partners, are often utilized to complete pavement, ADA, roof, HVAC, and lighting assessments, ensuring that current conditions are well-documented, upgrades are efficiently conducted, and capital is appropriately deployed.

Enhanced Systems

HVAC management is an industry-wide challenge for large triple net leased retail centers. Brixmor has actively searched for a solution to minimize expenses associated with early HVAC replacement and/or under-maintenance by tenants, and to address delays in the lease negotiation process that may result from a lack of available information about existing HVAC units.

We completed an HVAC inventory (over 25,000 units in total) for the entire portfolio in 2021. With the portfolio inventory now complete, we are conducting outreach to assess tenant compliance with HVAC maintenance schedules to keep HVAC equipment operating as efficiently as possible. Having readily available information related to the age and condition of all HVAC units in our portfolio allows us to make better repair and replacement decisions and helps us ensure that units remain operational for the entirety of their estimated useful life, reducing replacement expenses and our environmental impact.



Investing in Our Team

In 2021 we continued to invest in training and education for the Property Management team with our internally developed training program. Approximately 43% of Property Management employees received training in the 75+ training modules available on the Company intranet. The modules include training on IT systems, property inspection standards, accounting, risk management, emergency response, and advanced facility management, among other topics.

In 2021, we also launched the Construction Project Manager Development Program. Associate Project Managers are hired into the program as junior project engineers supporting senior project managers on a variety of redevelopment, leasing, and enhancement projects. Graduates of the program transition from Associate Project Managers to Project Managers. In 2021, three new associates were hired into this program.

Visible, Safe, and Secure Properties

To ensure business continuity and keep our customers and tenants safe, we closely monitor our properties. We expanded our remote security monitoring program, with over 102 systems installed as of year-end 2021. This proactive and efficient security measure uses a combination of computer algorithms and real time operators to track activities at

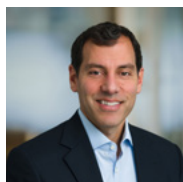


the properties, trigger voice commands, alert on-site security, and/or contact the appropriate authorities. This system has been a powerful crime deterrent, reducing trespassing, illegal dumping, and break-ins, ultimately making properties safer for tenants and communities and reducing damage- and security-related expenses to Brixmor and our tenants. Cameras installed around our properties enable our operational teams to better anticipate and manage any potential security concerns, while demonstrating Brixmor's commitment to safety at our properties. We also employ remote-controlled camera systems at many of our larger construction and redevelopment projects to track progress and reduce unnecessary physical trips to the properties.

Serving the Communities

As the country continued to navigate life during a pandemic, Brixmor recognized the need for convenient COVID-19 testing facilities in our communities. We collaborated with Curative to provide mobile testing units in the parking areas of many of our properties. In Spring 2021, Curative mobilized over 50 locations across the Brixmor portfolio, bringing necessary COVID testing to highly impacted communities in California, Florida, Illinois, Michigan, Pennsylvania, and Texas.

"Our connection to our communities begins with our Property Management team. Their local expertise and focus on our tenants ensure that each of our properties are vibrant hubs within the community."



Haig Buchakjian
EVP, Operations

> Snapshot

Proudly Owned by Brixmor

Our goal is to create inviting, market-relevant retail centers that serve and are respectful of the needs of the surrounding communities. By extension, we also strive to make our properties resilient and resource efficient. To help accomplish these goals, Brixmor launched the Proudly Owned program in 2018 to recognize signature properties in Brixmor's portfolio. A "Proudly Owned by Brixmor" property is supported by investments to the appearance and operation of the property, such as landscaping, facades, and upgraded lighting, and boasts an exciting, appealing tenant mix that reflects the needs of the surrounding community. As of year-end 2021, 129 assets (33% of our portfolio) have achieved our Proudly Owned designation. Our goal is for 85% of our portfolio to achieve this designation by 2025.

In 2021, Brixmor invested over \$120M in operating, repairing, maintaining, beautifying, adding amenities, placemaking, and upgrading the portfolio. Brixmor properties that have received the Proudly Owned designation consistently receive higher satisfaction ratings in Brixmor's biennial tenant engagement surveys and are among some of Brixmor's most sought-after properties from prospective tenants.



Proudly Owned criteria were standardized in 2021 via the use of the Proudly Owned Scorecard in Brixmor's SpeakUp! app. Candidates for the Proudly Owned designation are nominated by the Property Management team and scored by regional leadership and other members of the Property Management team. Some of the Brixmor centers achieving the "Proudly Owned by Brixmor" designation in 2021 include: Meridian Village in Carmel, Indiana; Ridge Plaza in Arlington Heights, Illinois; and West Loop Shopping Center in Manhattan, Kansas.



Designing for the Future

Brixmor is one of the largest owners and operators of shopping centers in the United States, with a nationally diversified portfolio of properties. We are actively reinvesting in our centers, with approximately \$692M of projects stabilized since year-end 2015 and over \$374M of active projects, as of December 31, 2021.

These projects, combined with an additional >\$900M of projects in our forward-looking redevelopment pipeline, support the execution of our 2025 target to stabilize a total of \$1.3B+ of value-enhancing projects since year-end 2016. In 2021, we delivered a total of \$168M in reinvestments, the equivalent value creation of nearly \$840M of ground development, but at much lower risk.

The Redevelopment team's goal is to deliver an appealing, inviting, and sustainable center that extends customer visits, which they accomplish through a variety of redevelopment projects. From small-scale "refresh" projects to full asset redevelopments, the Redevelopment team thoughtfully designs projects that reinvigorate our assets, such as by dividing large anchors into multiple, smaller tenant spaces, redeveloping outparcels, adding landscaping and gathering places for customers and visitors, and making modern, aesthetic improvements to add to the asset's ambiance.

Our reinvestment in Brixmor centers has the effect of drawing new and higher quality anchor and small shop tenants, as well as mall-native retailers seeking competitive traffic in our centers; remerchandising with new national and regional retailers and thriving local entrepreneurs creates centers that reflect the surrounding community, better address their needs, and enhance their connection further. The following projects are just a few examples of the great results we have achieved.



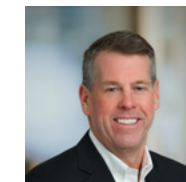
The Village at Mira Mesa in San Diego, California, one of Brixmor's busiest centers, recently benefited from a multi-phased full site redevelopment. The redevelopment improved the merchandise mix by demising a vacant anchor box for three new, vibrant retailers. Phase 1 also consisted of extensive landscaping and irrigation improvements, including the addition of bioswales to store and pretreat runoff at the property. LED lighting upgrades, solar panels, and electric vehicle charging stations were also added in this phase of the redevelopment. Common areas were improved with the addition of public gathering areas, including a new dining courtyard and children's play area. Future investments at the Village at Mira Mesa will replace outdated buildings with new, multi-tenant buildings to maximize the use of the existing site.

At Seminole Plaza, located just outside of Tampa, Florida, Brixmor's team recognized the opportunity to turn a busy center into a flourishing one. This two-year redevelopment project completely transformed the look and feel of a 50-year old center to match the changing needs of the community. We worked with Burlington Stores to right-size their existing space, reducing the footprint to better align with their current business model and brand image. Brixmor attracted Sprouts Farmers Market to the space recaptured from this redesign,

which increased fresh, healthy food offerings to the surrounding community and helped diversify our tenant line up in the center. Aesthetic improvements included LED fixtures and new building facades; updated landscaping; and pergolas with bench seating along the building frontage to create a cohesive, modern, and inviting look. The changes have resulted in a monthly traffic increase of 39%, demonstrating added relevance to the community.

Cascade East in Grand Rapids, Michigan, underwent a refresh in 2021. The update included new façades for all the small shop spaces, replacing older glass canopies with more modern, metal versions, and adding stone and concrete features for a cleaner aesthetic. New LED lights and sconces and decorative street lamps illuminate the asset, and new planters with ornamental trees, grasses, and annuals provide pops of color throughout the center. The focal point of the improvement is a pergola at the center of the property, a space that Brixmor plans to develop as community gathering space to complement future tenants on either side.

"Brixmor excels at re-envisioning its centers. Our Redevelopment team addresses current needs and anticipates future trends to create exciting centers for our customers, tenants, and local community."



Bill Brown

EVP, Development/Redevelopment



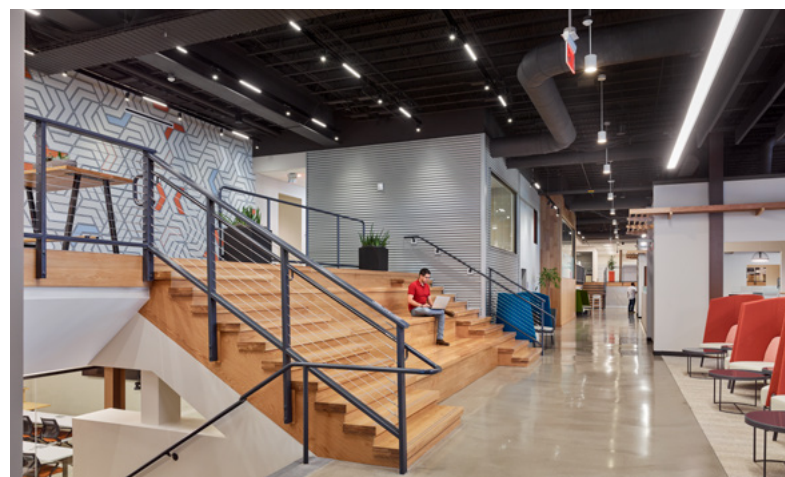
> Snapshot

Welcome to Plymouth Square

In 2021 we celebrated the opening of our new flagship office located in Brixmor's Plymouth Square shopping center. Brixmor purchased Plymouth Square in 2019 and redeveloped a loading zone and underutilized tenant space in the rear of the center into a high tech, efficient, and beautiful new workplace for the company's Accounting Center and North Regional office.

The focal points of the office, north- and west-facing double-height glass façades, create a light-filled, open, and airy workspace for our employees. Work areas blend seamlessly with collaboration and gathering spaces; state of the art conference rooms give employees space to focus and connect with employees in other offices; a fully appointed commercial grade kitchen and indoor/outdoor café provide nourishment; and transportation to and from the nearby train station is a convenient amenity for commuting employees.

Employee wellness was of particular focus in the design of the Plymouth Square office space. In addition to expansive exterior windows, interior glass partitions allow natural light to permeate the space. Greenery is present throughout the workspace; living walls and containers of live plants thrive in the abundance of natural light.



ADA-accessible stairwells were constructed using design strategies to encourage occupants to use the stairs, not elevators, contributing to increased daily physical activity rates. The primary stairwells in the space are incorporated into a tiered gathering space, dubbed "Penn's Landing", an homage to nearby Philadelphia. Under Penn's Landing is space for large-scale trainings and meetings, and a gym, locker rooms, and meditation spaces providing occupants with dedicated spaces for respite, reducing stress and enhancing mental health.

The office redesign included multiple environmental considerations. A series of outdoor patios flow seamlessly with the interior common spaces thanks to roll-up doors, opened as often as possible. Landscaped areas cover a former parking lot, contributing to an overall reduction in pavement on the site. Stormwater management improvements, energy-efficient LED lighting, and new low-maintenance landscaping throughout the shopping center further contribute to the environmental benefits of the redevelopment.

The Plymouth Square office received multiple certifications, including a Fitwel 1 Star rating, reserved for buildings whose design positively impact occupants' health behaviors across seven impact categories, and a LEED Silver certification, awarded for the office's use of energy efficient Energy Star appliances and low emissions materials, adherence to a waste management plan, and commitment to reduced water consumption during development, construction, and operation.



Our Stakeholders

Partnership, integrity, and commitment



Positioned for Growth

Our high-quality, nationally diversified portfolio of neighborhood and community shopping centers continues to benefit from the desire of many thriving retail platforms to locate in physical formats that provide greater proximity and access to their customers, resulting in robust leasing demand and below-average levels of tenant move-outs.

We continued to drive internal growth during 2021 by capitalizing on the strength of the current retail real estate environment to improve the vibrancy and long-term growth potential of our asset base. We continued to execute on our accretive, value-enhancing reinvestment program, while also accelerating acquisition activity in the second half of the year. We sourced a variety of compelling open-air retail assets, located in attractive retail submarkets with near-term value-add potential, while maintaining significant financial liquidity and flexibility to support the execution of our long-term balanced business plan.

As of December 31, 2021, we had approximately \$1.5 billion of liquidity. Subsequent to December 31, 2021, we repaid our \$250.0 million Floating Rate Senior Notes due February 1, 2022 and recast our unsecured credit facilities, increasing capacity and extending duration. On a pro forma basis for these transactions, we have no debt maturities until 2024.

Investor Engagement

Our focus on strong corporate governance is supported by transparent, high-quality disclosure, and consistent investor engagement. Through a strategic, proactive outreach program, we have meaningful discussions with our investors regarding business and industry trends and market conditions, our operational strategy and performance, and our corporate responsibility initiatives and governance practices, while also soliciting their feedback. We share the feedback we receive with our Board of Directors, providing them valuable insight into shareholder views about Brixmor.

In general, we engage with our investors through a mix of in-person and telephonic meetings, conferences, and property tours. In 2021, while most of our interactions were virtual due to the pandemic, we had over 600 equity and fixed income investor touchpoints and connected with the majority of our actively managed investors. We supplemented traditional outreach methods with new virtual events, including two Company-hosted panels focused on the leasing environment and the depth of our leasing team, as well as a simulated property tour.

Delivering Transparency and Performance

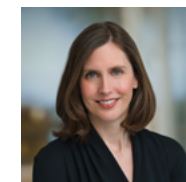
Brixmor has long integrated environmental, social, and governance considerations into our daily operations, reflected by a variety of accolades. We were ranked #116 overall on Newsweek's list of America's 499 Most Responsible Companies of 2022, and #8 in the Real Estate & Housing Industry. We have been recognized consistently for our outstanding corporate governance by Green Street, ranking #2 across the entire REIT sector. We have also been recognized by Institutional Shareholders Services (ISS), receiving the highest possible corporate governance score (1/10), which represents the lowest level of governance risk. In addition, Institutional Investor magazine ranked the Company second among mid-cap REITs for Crisis Management – COVID-19, and GRESB awarded the Company an "A" rating for its public disclosures.



equity and fixed income
investor touchpoints

In 2022, we added a sustainability-linked pricing adjustment to our unsecured credit facilities. Accordingly, incremental annual 1-2% reductions in our Scope 1 and 2 GHG emissions for 2021-2025, calculated relative to a 2020 base year and verified by a third party, will allow us to realize 1-2 basis points of interest rate savings. As a result of the initiatives detailed in this report, we achieved a 1% reduction in Scope 1 and 2 GHG emissions in 2021.

"Brixmor continues to deliver on the value-added strategy we outlined for stakeholders six years ago. The strength of our platform, the transformation of our portfolio, and our significant liquidity and financial capacity will allow us to continue to capitalize on the strength of the current retail environment."



Angela Aman
EVP, Chief Financial Officer



Disciplined Capital Allocation

Our portfolio management strategy is focused on clustering our investments in productive retail nodes to drive long-term sustainable growth and attractive risk-adjusted returns. Over the last six years, we have enhanced our operational platform, while significantly upgrading the quality and efficiency of our portfolio through a combination of value enhancing reinvestment activity and prudent capital recycling.

Improved Local Engagement

Since year-end 2015, Brixmor has executed \$2.0B dispositions and approximately \$600M acquisitions, changing the composition and characteristics of our portfolio. By exiting single-asset markets and acquiring properties in dense and/or high-income sub-markets, we are building critical mass in attractive metro areas, such as Southern California, Southwest Florida, Dallas, Chicago, and Atlanta. Across the portfolio, these changes have resulted in a 10% improvement in average population density and 28% improvement in average household income.

Our clustering strategy has improved the operational efficiency of our portfolio. Our leasing team executed over 3.0 million square feet of new leases in 2021. Operationally, our team has more time, resources, and capital to advance our capital reinvestment program and match the changing needs of our communities. Since year-end 2015, ~\$692M of accretive projects have been stabilized, impacting 161 properties. The tenancy in our centers has shifted, welcoming retailers with growing market shares, exciting new retailers and concepts, and small shops drawn to the population served by our centers.

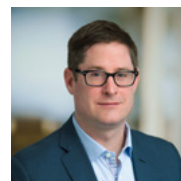
 ~\$692M

of accretive projects have been stabilized,
impacting 161 properties

Transformation and Growth

Value-enhancing reinvestment and active capital recycling have resulted in incremental NOI yields of 11%, driven a 21% increase in annualized base rent per square foot, and created \$577M of value. Over the last several years, this has strengthened Brixmor's balance sheet, reducing leverage and increasing liquidity, allowing us to take advantage of a wide range of external growth opportunities. As we exit the pandemic, we are focused and disciplined on redeploying capital in markets where we can leverage our platform and drive value.

“Our acquisition strategy takes advantage of the fundamentals of our business - market presence, community connection, and tenant demand - to actively develop a portfolio that creates value for our shareholders and our communities.”



Mark Horgan
EVP, Chief Investment Officer





Serving the Community

Community Connectivity

Our properties serve an important role in the communities they serve, creating jobs and providing many essential goods and services, as well as entertainment and space for communities to gather.

As such, we are deliberate and thoughtful to merchandise our properties with a robust mix of retailers and service providers that are appropriate for their local markets. We provide our tenants and their customers with inviting, safe, and attractive retail centers where they can meet, interact, and engage, both in stores and in public areas across our portfolio.

We support and encourage our employees to engage and connect with local municipalities, tenants, residents, and nonprofit organizations to partner in the growth and well-being of the communities we serve. Brixmor supported over 50 non-profit organizations in 2021.

Day of Service

Volunteers have a tangible impact on lives within our communities. Brixmor supports these efforts by sponsoring an annual, company-wide Day of Service, offering employees two paid volunteer service days each year, and sponsoring a variety of events throughout the year. Our second annual Brixmor Day of Service took place in November 2021. Our employees used the day to make an impact on food insecurity within our communities. Company-wide, we collected and donated 16,980 pounds of food (equivalent to over 14,000 meals) to various local food banks, shelters, and religious organizations. In addition to food drives, virtual and in-person volunteer activities gave every employee the opportunity to get involved in a meaningful way. Other initiatives included answering questions from students through Career Village, helping blind and visually impaired individuals through Be My Eyes, and knitting squares to make blankets through Warm Up America.



A Brixmor employee prepares meals at Second Harvest Food Bank in Orlando, FL



Brixmor employees at Second Harvest Food Bank in Orlando, FL

Additional initiatives to give back to our communities in 2021 included community cleanups, school supply drives, meal preparation and donation, and toiletry supply drives. Brixmor employees dedicated over 3,400 hours and contributed over \$232,000 worth to our communities in 2021, with 85% of our employees participating. By 2025, we aim to further expand our employee volunteer efforts to 100% participation in community activities or charitable events.

Compassion and Clean-up

At our Capitol Shopping Center in Concord, New Hampshire, Property Manager Katharine Slowe exemplified our values and determination to serve our communities. The land behind the center was in dire need of restoration and cleanup, as the area had become riddled with debris and was unsafe for the community. Kathie took charge and embarked on a months-long effort that resulted in a remarkable, community-wide revitalization of the area. More than 50 volunteers and 23 organizations joined Kathie and the Brixmor team to collect more than 70,000 square yards of trash and debris.

 >3,400
hours of community service
were contributed by Brixmor
employees in 2021

 14K+
meals donated

 \$232K
worth of community service
was contributed by Brixmor
employees in 2021



> Snapshot

Center-specific Art

At Brixmor we are continuously upgrading our properties to make them more relevant and connected to the communities we serve.

Since 2019, we have offered exterior wall space at selected centers as canvases for local artists to create one-of-a-kind murals that reflect the local community, creating a sense of ownership and pride in our centers.

At Magnolia Plaza in Morganton, North Carolina, local artist Kim Houston was invited to paint a mural depicting Morganton's history. The city is a gateway to state parks, national forests, and the Great Smoky Mountains. The mural depicts important Morganton landmarks, such as the train depot, courthouse, and museum. The artwork is the perfect addition to the updated center, reminding Magnolia Plaza's visitors of the town's rich history.



Book Drive for Little Free Libraries

In 2021, Brixmor teamed up with Little Free Libraries (LFL), a nonprofit organization that inspires a love of reading by improving book access through neighborhood book exchange boxes. At Little Free Libraries, anyone can leave a book or take a book, sharing favorite children's stories, graphic novels, thrillers, reference books, and more.

This year we introduced four Little Free Libraries at centers in Florida, Alabama, and Georgia. Each library had its own ribbon cutting ceremony and will be listed in the global map on LFL's website. LFLs at Brixmor centers will be stocked with a starter inventory from the "Read in Color" program, which brings diverse books to Little Free Libraries around the world. These books provide perspectives on racism and social justice and feature BIPOC and LGBTQ+ themes, stories, and characters. Through these initiatives, Brixmor endeavors to broaden mindsets, increase understanding, build empathy, and foster inclusion in our communities.

LFL has been recognized by the Library of Congress, the National Book Foundation and received the 2020 World Literacy Award. There are more than 100,000 Little Free Libraries around the world in 108 countries worldwide. Read more about Little Free Library's mission [here](#).



Feeling the Spirit

Our centers host events year-round. Whether organized by Brixmor or in partnership with tenants and communities, the events reflect the unique personality of each community.

Stratford Square Carnival: This annual event has welcomed the community to our shopping center in Stratford, Connecticut for over 15 years. The carnival features over 30 rides, games, and food concessions to entertain customers of all ages. This is one of the area's largest events attracting thousands of families to take part in good, old-fashioned fun, with tenants at the center participating through booths and kiosks promoting their specialties.

Halloween: Trunk-or-treats are hosted in Brixmor center parking lots, creating safe spaces for communities to gather and have some spooky fun. Brixmor's tenants and property managers get creative, hosting face painting, games, and contests. Halloween is one of Brixmor's favorite ways to connect with our local communities.



Halloween at Roosevelt Mall

Karate Kick-a-thon: Villari's Karate held its annual Kick-a-thon at New Britain Village Square in Chalfont, Pennsylvania to benefit the charity Manna on Main Street. The Kick-a-thon started in 2007 and is one of the area's most well-known charity events, featuring karate demonstrations, raffles, live music, and a food drive. The event raised \$13,000 and more than 1,200 pounds of food!

Guitars for Vets: Brixmor hosted our second annual Guitars for Vets Fun-Raising Concert at Mequon Pavilions, in Mequon, Wisconsin. The event featured a live concert with local bands, fun family activities, and a silent auction. All proceeds went to Guitars for Vets, a program that provides musical instruments and lessons for veterans to help cope with post-traumatic stress disorder.

Carside Cinema: Families enjoyed big-screen blockbusters from the comfort of their cars during the monthly Carside Cinema at Roosevelt Mall in Philadelphia, Pennsylvania. This free activity featured favorite family-friendly movies such as *Honey*, *I Shrunk the Kids*, *Hocus Pocus*, and *Home Alone*.



College Football Bowl Game Pep Rallies: December is Bowl Season in the U.S., but nowhere is it more apparent than in Florida, which hosts the majority of bowl games. Brixmor's Pointe Orlando is the official location for team pep rallies ahead of the Cheez-It Bowl and VRBO Citrus Bowl. Thousands of locals and out-of-town guests came to The Pointe to cheer on the marching bands, cheerleaders, team mascots, and coaches for Clemson University, Iowa State University, the University of Iowa, and the University of Kentucky.



Villari's Karate Kick-a-thon



Guitars for Vets



Cheez-It Bowl Game Pep Rally



True Retail Partnerships

We believe that prioritizing the well-being of all our stakeholders is critical to delivering consistent, sustainable growth. As such, our Corporate Responsibility strategy is focused on creating partnerships that improve the social, economic, and environmental well-being of all our stakeholders: our communities, employees, tenants, suppliers, and investors. We remain guided by our mission to be the “centers of the communities we serve.”

Tenant Partnerships

The success of our Company is highly dependent on the success of our tenants. As one of the largest open-air retail landlords in the United States, we support a broad mix of over 5,000 national and regional tenants and local entrepreneurs across the country, including many vibrant new retailers added to the portfolio over the past several years. By utilizing a combination of local leasing professionals and a dedicated National Accounts leasing team, we attract and retain the most relevant tenants to our shopping centers. We are active partners to our tenants, providing proactive property management, ongoing tenant coordination, and additional services, such as marketing support. We monitor our success through biennial tenant engagement surveys and implement changes based on the feedback received.

In our role as an owner and operator, we serve as an integral link between the tenants in our centers and the surrounding communities. We work to ensure that our properties are safe and accessible and adhere to our high operating standards. We have adapted our centers to accommodate curbside pick-up and outdoor dining options and to provide vibrant community spaces. While the pandemic accelerated the need for the broader activation of our common areas, we believe these important enhancements will be essential components of successful open-air retail centers going forward.

Incubator Program

Through our Incubator Program, Brixmor offers space in our portfolio to new retailers seeking to introduce their unique goods, services, or concepts to the community. We offer attractive license agreements designed for small business owners, allowing them to test their concepts over a limited 90 day period.

- > Dessertopia is the first Black female-owned bakery in Richfield, Minnesota. After success as a custom cake baker, the owner used Brixmor's incubator program to open a full bakery. Dessertopia provides sweet treats and more to the community, employing young residents (often with their first jobs), and helping them work ethic and skills for future employment. As the business's reputation and revenue grew, the owner and Brixmor negotiated an additional lease to create an event space next door to the bakery to host baking classes and parties.
- > Luxe Design & Furnishings, a high-end design studio, opened a pop-up space in Preston Park Village in Plano, Texas, based on the recommendation of another tenant in the same center. The owner took advantage of the opportunity to strike out on her own, after several years working for an interior designer. After a successful three-month trial, Luxe Design & Furnishings signed a 12-month lease in a larger space. As the store's customer base continues to grow, the owner's goal is to secure a long-term lease agreement in this shopping center.



Brixmor supports over 5,000
national, regional, and local
entrepreneurs across the country



Tenant Coordinators

Brixmor's Tenant Coordinators support new tenants by providing hyperlocal expertise to guide them through permitting and city regulations from pre-planning through store opening. This support helps business owners overcome some of the administrative challenges involved in opening new businesses and is critical for welcoming new, innovative, and relevant retailers into our portfolio.

Tenant Coordinators have provided a myriad of individualized support to tenants, including: assisting with applying for business licenses; working with translators; developing interior designs and plans; liaising between tenants and general contractors; monitoring and communicating construction progress; guiding tenants through city code requirements, inspections, and other checkpoints; and offering moral support in the months leading up to a new store opening.

Good Looks Barber Shop, located at Plaza Rio Vista in Cathedral City, California, opened for business in June 2021. Having no prior experience with opening a new business, the owner relied heavily on a Brixmor Tenant Coordinator for guidance related to business licensing, developing plans for interior build outs, and selecting a contractor. In addition to these tangible tasks, the Tenant Coordinator also provided continuous encouragement, assuaging doubts and addressing concerns as opening day drew closer. Good Looks Barber Shop opened three months after lease execution and has been a welcome addition to the community.

Monitoring Experience

One of Brixmor's key engagement tools is a biennial tenant engagement survey. The last survey took place in 2020 and was sent to tenants comprising >85% of our leased GLA. Over 1,400 tenants responded; a response rate of 42% by GLA, representing 36% of our leased GLA. Over 80 Brixmor employees were mentioned by name for great customer service, an increase of 60% compared to 2018 outcomes. Despite this survey occurring in the early days of the pandemic, approximately 72% of respondents noted that they would recommend Brixmor as a landlord.

The results of our biennial tenant engagement surveys are used to guide business decisions. For example, 2020 tenant satisfaction results were higher at properties where recent improvements to landscaping, building facades, and overall amenities had been made in line with our Proudly Owned by Brixmor program. As a result, Brixmor made additional investments to portfolio upgrades and bolstered the Proudly Owned program to support broader implementation. The next engagement survey will take place in 2022.



>1,400

tenants responded to the 2020 tenant engagement survey



>80

Brixmor employees were mentioned by name for great customer service

Working Together to Address Climate Concerns

Green lease provisions facilitate sustainable and renewable energy efficient projects, ensuring that tenants and Brixmor both benefit from energy savings created by upgrades at our properties. Our green lease clauses set forth rights and responsibilities that promote mutual goals to reduce negative impacts on the environment while also reducing operating expenses. Our green lease efforts have earned Gold Level, Green Lease Leader Recognition from the Institute for Market Transformation and U.S. Department of Energy. These lease clauses have helped make several rooftop solar developments economically feasible, leading to cheaper renewable energy for our tenants.

To further minimize the potential negative impact of our properties on the surrounding communities, we developed a sustainability tip sheet to assist tenants in reducing their individual impact. Our initiatives to install smart metering and more efficient lighting and encourage recycling support tenants in reducing their individual environmental impact and their overall operational costs.

"The vibrancy of our centers is a testament to the retail partnerships our team has cultivated. No matter the need, our team provides thoughtful support to our tenants."



Brian Finnegan
EVP, Chief Revenue Officer



Tenant Engagement

Brixmor continually assesses and tailors the resources we provide to tenants in order to provide timely, high-quality content, guidance, and support to our tenants.

Based on tenant survey feedback in late 2020, Brixmor launched Digital Bytes, a monthly series of digital marketing tips for tenants that are quick to implement and require little to no investment.

Created with a small business retail consultant, these quick-read guides share best practices and insider tips on how to grow their business using available tools such as Google My Business, TikTok, email, and other digital tools. These free guides are posted on the Tenants page of Brixmor's website and are also shared via email and social media.

Brixmor also worked with tenants looking to add exterior space or curbside pickup options to create an appealing environment that customers consider engaging, safe, and comfortable.

We have also provided cost-saving sustainability tips to help small business owners reduce their energy and water expenses, while minimizing their environmental footprint. Over 41,000 emails were sent in 2021 to tenants related to sustainability best practices. These emails had an average open rate of 34%, significantly higher than the industry average of 15-25%, and an average click-through rate of 3.6%, higher than the industry average of 2.6%.

In 2021, we also launched the [At The Center blog](#) on the company's website. The blog shares insights into the dynamic retail landscape and Brixmor's culture. The posts use employee photos and videos to illustrate the vibrancy and community connectedness of our centers. A number of the posts feature new tenant openings, in-store activities, and retailer interviews. Relevant posts are tagged with the retailer's name and promoted on our social media channels. In the first year of the blog, we posted 87 stories.

> Snapshot

Centered on Safety - Supplier Engagement

At Brixmor, we are centered on safety and expect the same commitment from our 3,000 trusted suppliers and vendor partners. Suppliers are required to affirm their support of Brixmor's safety program and commit to the health and safety of their employees and the community by signing our Partner Engagement Pledge.

We request that all vendors conducting work at our centers adhere to safety regulations, limit disruption to tenants and the community, and provide clear communication on-site, with the objective of minimizing health and safety risks to the public. Most importantly, by signing the pledge, vendors agree to empower their personnel to raise concerns and stop work if they observe an immediate danger. Every partner working with Brixmor is expected to be fully committed to job site safety.

In addition, we ask Brixmor partners to share our passion for efficient, resilient properties built and maintained to meet our high operational standards. We ask our vendors annually to affirm their compliance with our Supplier Code of Conduct, which outlines the environmental, social, and governance standards that we expect from our vendors. We also maintain open dialogue and transparency with our suppliers through regular review meetings with key national partners.

As a national property owner, we recognize the impact we have through appropriate vendor selection. In 2022, we will launch a supplier engagement survey to learn the extent to which our vendors embrace ESG considerations, including environmental policies, the embodied carbon or carbon footprint of materials used, labor conditions and considerations, and the level to which diversity is integrated in their business practices. By tracking supplier responses, Brixmor seeks to increase awareness and understanding of upstream ESG considerations in pursuit of more sustainable operating practices.

See the Supplier Code of Conduct [here](#)



Appendix

Center of Bonita Springs



INDEPENDENT ASSURANCE STATEMENT

BRIXMOR PROPERTY GROUP

FOOTPRINT PERIOD: 2021

VERIFICATION OPINION

Based on the evidence provided and the samples selected for verification, it is the opinion of Lucideon that the Brixmor assertion covering the 2021 calendar year is materially correct and is a fair representation of the GHG and utility data.

It is also considered that the emissions splits between “managed” (Scope 1 and 2 GHG emissions) and “non-managed” (Scope 3 GHG emissions) properties is materially correct for 2018, 2020 and 2021 reporting years.

Social data provided by the operator is a fair representation of the company operations.

The information was compiled in conformance with the verification criteria described above. The data and information supporting the assertion were historical in nature.

Signed for and on behalf of
Lucideon CICS Limited

T. Summers - Lead Auditor
13 June 2022

S. Bainbridge - Independent Technical Reviewer
14 June 2022

Lucideon CICS is a leading global expert in verification and certification services. Lucideon offers independent verification of greenhouse gas or carbon emissions for both voluntary and mandatory reporting schemes.

VERIFICATION CRITERIA

ISO 14064-3:2006
ISO 14064-1:2006
ISO 14065:2013

WRI “The Greenhouse Gas Protocol” March 2004, revised May 2013
ISAE 3000 (Revised, IAASB, December 2013)
Brixmor Property Group “Guidelines for Utility Data Monitoring and Reporting for ESG Disclosures”.

OBJECTIVES

Lucideon CICS was contracted by Brixmor Property Group Inc. (the reporter) to undertake the actions necessary to provide limited assurance verification of their GHG emissions and other utility and social metric data. The data is for Brixmor ESG disclosures and other reporting platforms. Brixmor are reporting under operational management control criteria for 2021 as well as verification of their sustainability metric and sustainability metric target, as defined in the terms of Brixmor’s 2022 credit facilities.

SCOPE OF THE VERIFICATION

The verification covers the 2021 calendar year associated with Brixmor Property Group Inc. global operations (USA). Where assumptions have been made then these have been documented for transparency. The verification was conducted to a limited level of assurance and concludes that the GHG and Utility Consumption reported (Assertion) is materially correct. The verification also concluded that Brixmor has reduced its Scope 1 and Scope 2 greenhouse gas emissions by 1% in 2021 compared to the Sustainability Baseline and has achieved the Sustainability Metric Target of 99% of the Sustainability Baseline for fiscal year 2021.

The verification also covers 2018 and 2020 data which has been split based on “managed” (Scope 1 and 2 GHG emissions) and “non-managed” (Scope 3 GHG emissions) properties.

Data and calculations selected for verification were based upon a risk assessment approach. The verification also included ‘boundaries’ completeness checks. Data in spreadsheets were also examined and specific sampling of data was conducted giving consideration to raw data sources. Emission factors were found to be based on best available information and were from robust and recognised sources.

Social Performance Indicator data has also been verified as part of this engagement. Data provided for review have been checked against company records.

The materiality threshold for this engagement is 5%.

The following criteria were used to assess all data with respect to the Audit Principles: Relevance, Completeness, Consistency, Transparency and Accuracy.

LUCIDEON

insight creating advantage

ENVIRONMENTAL DATA

GHG Emissions (tonnes CO ₂ e)	2018	2020	2021
Scope 1 GHG emissions	4,783	3,722	3,724
Scope 2 GHG emissions	36,496	22,705	21,893
Scope 1 & 2 GHG emissions	41,279	26,427	25,617
Scope 3 GHG emissions	28,761	22,211	22,346
TOTAL Scope 1, 2, & 3 GHG emissions	70,040	48,637	47,963

Excerpted Environmental Data	2021
Total municipal water supply withdrawals (MGAL)	739,908
Total weight of waste (tonnes)	100,047
Building energy intensity (kWh/sq. ft/year)	2.03
Greenhouse gas intensity from building energy (kgCO ₂ e/sq. ft/year)	0.71
Building water intensity (gallons/sq. ft/year)	10.97

Sustainability Metric Target Verification	2020 (base year)	2021
Total Scope 1 and 2 GHG Emissions (Tonnes CO ₂ e)	24,606	24,371
% of Sustainability Baseline	100.0%	99.0%

Note: additional, verified data is available in the full Verification Statement issued by Lucideon CICS

SOCIAL DATA

2021 Metrics

- Employee by Age Group and Gender
- New Hires by Age Group and Gender
- Employee Turnover
- Employees by Contract and Gender
- Average Tenure in Years
- Health & Safety Indicators
- Community Service
- Diversity indicators by Age Group
- Parental Leave by Gender
- Employees by Department and Gender



Our 2021 Corporate Responsibility Performance

Target	Progress	Status
Our Culture		
Maintain a minimum employee satisfaction score of 90% on the biennial all employee survey (2020 survey results shown)	98%	
Provide culture training (including ethics and diversity) to 100% of employees annually	100%	
Increase community volunteer participation to 100% by 2025	85%	
Provide performance evaluations and talent reviews for 100% of employees annually	100%	
Achieve 90% employee participation annually in at least one company-sponsored health and well-being initiative	51%	
Achieve a minimum of 45 training hours average per employee annually	65.6 hours	
Adhere to Diversity, Equity, and Inclusion goals	See page 20 for details	
Our Properties		
Install electric vehicle charging stations at 25% of portfolio by 2025	13%	
Achieve on-site renewable energy capacity reaching 20 megawatts by 2025	6.72MW	
Achieve “Proudly Owned” status for 85% of properties by 2025 ¹	33%	
Reduce like-for-like common area water consumption 15% by 2025	13%	
Upgrade all properties to LED lighting by 2025	90%	
Reduce GHG gas emissions by 50% by 2030 for areas under our operational control (compared to 2018 baseline) ²	38%	
Achieve net zero carbon emissions by 2045 for areas under our operational control ²	25,617 metric tons	
Our Stakeholders		
Stabilize \$1.3B+ value enhancing reinvestment projects positively impacting our communities by 2025 (since 2016)	\$692M	
Achieve tenant satisfaction rating of 90% for Brixmor in our biennial tenant survey by 2026	72%	

Target Status

 Achieved  On track  Needs focus

¹ Adjustment reflects current pace of value enhancing reinvestment and capital recycling activities

² The reduction target applies to areas controlled directly by Brixmor (i.e., scope 1 and 2 GHG emissions)

Note: all data as of December 31, 2021



Selected 2021 ESG Performance Indicators

Reducing Our Impact


GHG Emissions (tonnes CO ₂ e)	2020	2021
Scope 1 GHG emissions	3,772	3,724
Scope 2 GHG emissions	22,705	21,893
Scope 1 & 2 GHG emissions	26,427	25,617
Scope 3 GHG emissions	22,211	22,346
Scope 1, 2 & 3 GHG emissions	48,637	47,963

Building a Stronger Brixmor

 20
participants in tuition reimbursement

 32K+
hours of employee training

 15
summer interns in 11 departments

 99%
of employees feel proud to work at Brixmor

Promoting Health & Well-Being

 135
employees participated in the summer fitness challenge

 735
minutes of live, weekly meditation

Positioned for Growth

 ~300
institutional investors

 600+
equity and fixed income investor touchpoints in 2021

 \$1.3B
in process and upcoming reinvestment

 67%
of board members have expertise in corporate responsibility/ESG

The Center of the Community

 129
properties achieved "Proudly Owned" status

 \$120M
investments in operating, repairing, maintaining, and beautifying properties

 >5K
national, regional, and local tenants and entrepreneurs

 >159K
direct, local jobs estimated to be provided by tenants at our properties

Diversity, Equity, & Inclusion

 97%
of employees feel they have a sense of belonging at Brixmor

 27%
of 2021 promotions were earned by those who identify as racially diverse¹

 52%
of 2021 promotions were earned by females²

 25%
of 2021 promotions to leadership levels were earned by those who identify as racially diverse¹

 50%
of 2021 promotions to leadership levels were earned by females²

 33%
of Board members are female

Serving Our Communities

 3,400
service hours logged

 14K+
meals donated

 \$232K
philanthropic donations

 50
non-profit organizations supported

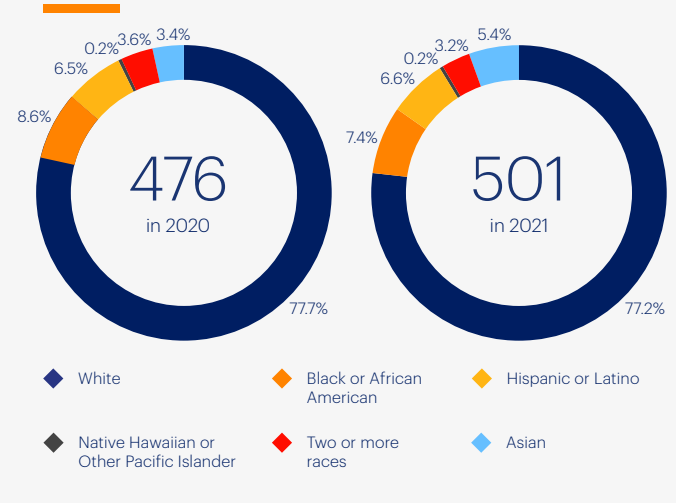
¹ 23% of Brixmor's employees in 2021 were racially diverse
² 52% of Brixmor's employees in 2021 were female



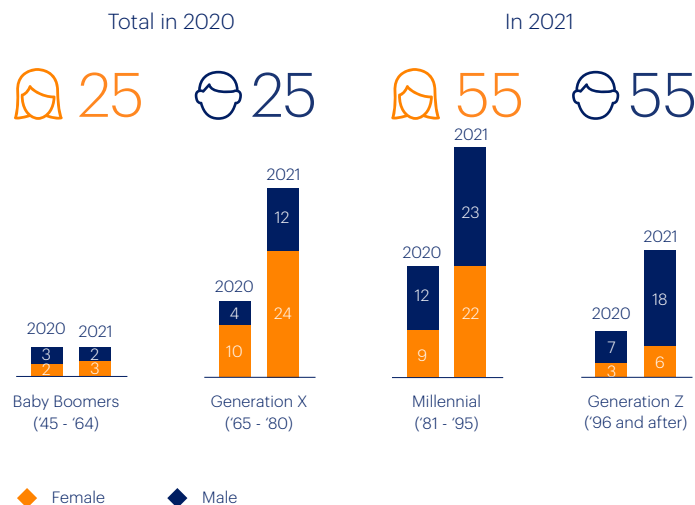
Social Performance Indicators

All data as of December 31, 2021. The 2021 Social Performance Indicators appearing on this page have all been verified by a third party.

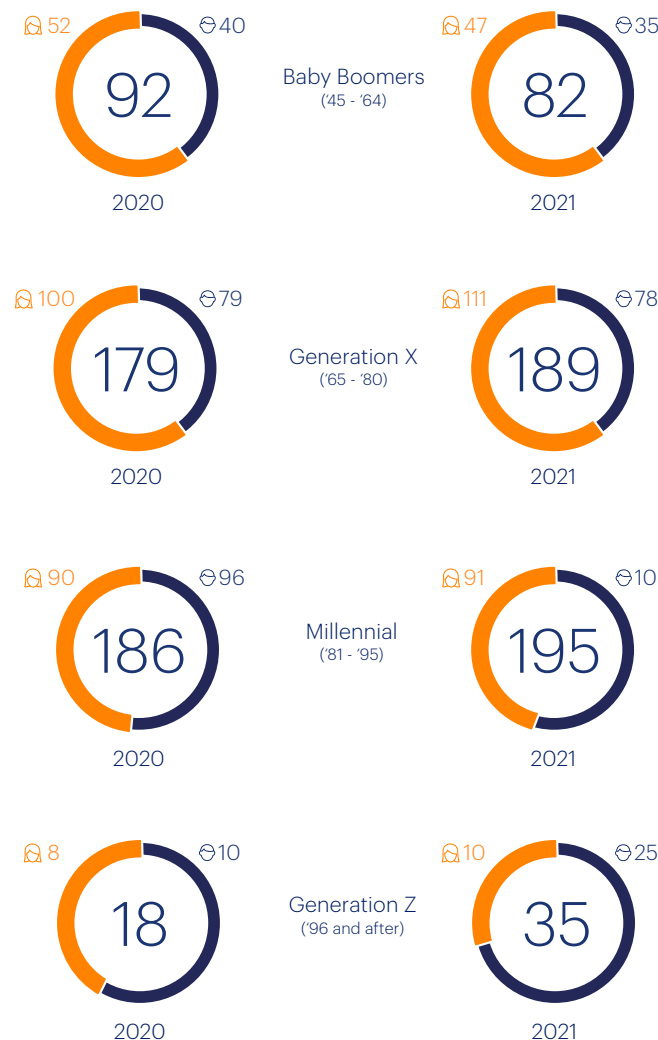
Diversity Indicators



New Hires by Age Group and Gender



Employees by Age Group and Gender



Average Tenure in Years

	2020	2021
Executive Team	10.88	12.71
Non Executive Team	6.03	6.0
All Employees	6.52	6.1

Health & Safety Indicators

	2020	2021
Sick time recorded	0.9%	1.0%
Injury Rate	0.2%	0.4%
Lost Day Rate	0.2%	0.0%
Number of Fatalities	0	0

Turnover

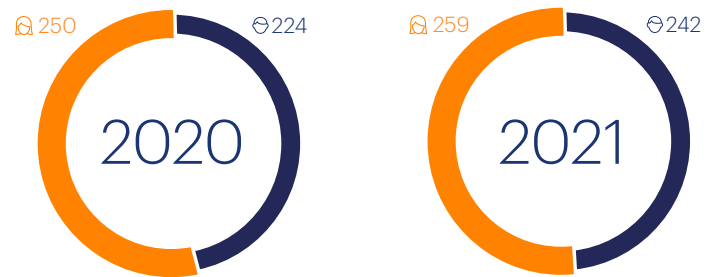
	2020	2021
Total Turnover	11.1%	17.8%
Turnover for female employees	10.4%	19.3%
Turnover for male employees	12.0%	16.1%
Baby Boomers ('45 - '64)	11.6%	18.1%
Generation X ('65 - '80)	9.5%	14.4%
Millennial ('81 - '95)	11.3%	19.1%
Generation Z ('96 and after)	26.7%	34.8%



Social Performance Indicators

All data as of December 31, 2021. The 2021 Social Performance Indicators marked with an asterisk (*) have been verified by a third party.

Total Number of Employees Entitled to Parental Leave by Year*



Total number of employees that took parental leave*



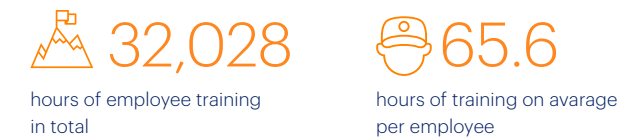
Total number of employees that returned to work in the reporting period after parental leave ended*



Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work*



Total Training Hours



Employees by Department and Gender*	2020			2021		
	Female %	Male %	Total Employees	Female %	Male %	Total Employees
Acquisitions/Dispositions	10%	90%	10	23%	77%	13
Construction	40%	60%	43	41%	59%	44
Corporate Accounting	52%	48%	31	55%	45%	33
Financial Asset Management	29%	71%	14	27%	73%	15
HR and Administration	78%	22%	18	80%	20%	15
Internal Audit	75%	25%	4	75%	25%	4
Investor Relations	67%	33%	3	67%	33%	3
IT	35%	65%	20	29%	71%	21
Leasing	57%	43%	72	54%	46%	74
Legal	78%	22%	36	76%	24%	37
Management Accounting	58%	42%	72	53%	47%	73
Management Committee	25%	75%	8	25%	75%	8
Marketing	56%	44%	9	56%	44%	9
National Accounts	50%	50%	10	40%	60%	10
Property Management	51%	49%	82	0%	100%	4
Property Operations	75%	25%	4	54%	46%	99
Re/Development	41%	59%	22	60%	40%	5
Regional President	0%	100%	4	50%	50%	20
Specialty Leasing	70%	30%	10	64%	36%	11
Tax	67%	33%	3	67%	33%	3
Total	53%	47%	475	52%	48%	501



Environmental Performance Indicators

GRI Indicator	Description	Units	2014		2018		2019		2020		2021	
			Performance	Verified	Performance	Verified	Performance	Verified	Performance	Verified	Performance	Verified
302-1	Electricity purchased and used by Brixmor	MWh	92,578		86,848		70,607		58,820		59,941	✓
302-2	Electricity purchased by Brixmor and primarily used for tenant areas	MWh	56,491		59,054		55,451		48,416		49,994	✓
	Total electricity purchased	MWh	149,069	✓	145,902	✓	126,058	✓	107,236	✓	109,936	✓
	Fuels purchased and used by Brixmor	MWh	18,566		25,220		24,657		19,837		19,845	✓
	Fuels purchased by Brixmor and primarily used for tenant areas	MWh	1,468		1,899		1,636		4,416		7,420	✓
	Total fuels purchased	MWh	20,034	✓	27,119	✓	26,294	✓	24,253	✓	27,265	✓
	Total energy consumption from all sources	MWh	169,103	✓	173,021	✓	152,352	✓	131,489	✓	137,201	✓
305-1	Direct (Scope 1) GHG emissions	Tonnes CO ₂ e	3,521		4,783	✓	4,627		3,722	✓	3,724	✓
305-2	Electricity indirect (Scope 2) GHG emissions	Tonnes CO ₂ e	42,168		36,496	✓	27,561		22,705	✓	21,893	✓
305-3	Other indirect (Scope 3) GHG emissions	Tonnes CO ₂ e	26,009		28,761		24,931		22,211	✓	22,346	✓
	Total direct and electricity indirect GHG emissions (Scope 1 and 2)	Tonnes CO ₂ e	45,689		41,279	✓	32,188		26,427	✓	25,617	✓
	Direct and electricity indirect GHG emissions (Scope 1 and 2) - Like-for-Like Progress Since 2020	%	N/A		N/A		N/A		100%	✓	↓ -1%	✓
	Total direct and indirect GHG emissions (Scopes 1, 2, and 3)	Tonnes CO ₂ e	71,698	✓	71,599	✓	62,351	✓	48,637	✓	47,963	✓
303-1	Total municipal water supply withdrawals used by Brixmor	MGAL	530,924		533,715		337,944		256,679		251,949	✓
	Total municipal water supply withdrawals primarily used for tenants areas	MGAL	479,599	✓	452,879	✓	580,149	✓	416,795	✓	487,959	✓
	Total municipal water supply withdrawals	MGAL	1,010,522	✓	986,593	✓	918,093	✓	673,474	✓	740,084	✓
306-2	Total weight of waste	Metric tons	98,151	✓	91,262	✓	97,696	✓	95,873	✓	100,047	✓
	Recycled	Metric tons	28,933	✓	25,521	✓	26,222	✓	27,551	✓	27,142	✓
	Composted	Metric tons	-	✓	740	✓	834	✓	802	✓	1,708	✓
	Other	Metric tons	69,218	✓	65,001	✓	70,641	✓	67,520	✓	71,197	✓
	Diversion rate	%	29.5		28.8		27.7		29.6		28.8	✓
	Gross Leasable Area as of 12/31	Square feet	82,812,209		73,673,124		70,630,803		68,852,305		67,452,927	✓
	Environmental intensity measures	Units	2014		2018		2019		2020		2021	
CRE1	Building energy intensity	kWh/sq. ft/year	2.30		2.35		2.16		1.91		2.03	✓
CRE3	Greenhouse gas intensity from building energy	kgCO ₂ e/sq ft/year	0.98		0.97		0.81		0.71		0.71	✓
CRE2	Building water intensity	gallons/sq ft/year	13.74		13.39		13.00		9.78		10.97	✓

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 offices, common areas, and utilities used in vacant tenant spaces, and indirectly managed areas (generally consumption by tenants within their leased spaces). When properties are acquired, consumption data is incorporated for the annual period starting from the date Brixmor purchased the property. Given the significant volume of property divestments prior to 2019, divested properties have been fully removed from the data set for reporting years 2014-2018 to ensure the data is more comparable (this change impacts the building energy intensities for these years). Divested properties in 2019 and later were included for the period of time they were owned. The declines in utility consumption would be significant and not representative if the consumption data included divestments prior to 2019. This methodology affords a better comparison between years. Progress since 2020 in Brixmor's Scope 1 and Scope 2 GHG emissions is reported on a like-for-like basis, as required under the terms of Brixmor's 2022 unsecured credit facilities.

Starting in 2018, GHG conversions use the 2018-2020 EPA's Emissions & Generation Resource Integrated Database (eGRID), as applicable. Due to this change in methodology, the GHG data for 2018 and 2019 has been updated from prior versions of the report.

Direct consumption by Brixmor includes utilities used in common areas, vacant tenant spaces, and Brixmor office locations. For common areas, Brixmor pays the utility bill 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 as a result of changing occupancy rates, and these may not be comparable year-over-year. Indirectly managed consumption (scope 3) only includes 1) utilities purchased by Brixmor but directly used by tenants in the spaces they control and/or 2) overall utility usage for master metered properties (generally applicable for water utilities). Some properties obtain utilities via a master meter for portions of or the entire property and use sub meters or alternate allocation methodology to proportion utility usage and expense to the tenants.

Brixmor's like-for-like energy consumption is adjusted to control for solely full property acquisitions and dispositions (i.e., sales of outparcels or portions of a property do not result in that property being excluded

from the like-for-like dataset). Brixmor's ongoing utility submetering program will help to further refine and enhance data quality. Total waste collected only includes tenants participating with Brixmor's third-party vendor for aggregated waste collection services. Other tenants directly contract and coordinate disposal and Brixmor does not have their data.

Intensity is reported according to GRI standards and according to best practices in the real estate industry. The intensity data is derived from the aggregated total absolute consumption, divided by the total GLA corresponding to the data, for the relevant dataset. Lucideon has verified the total absolute data for electric, gas, water, and GHG emissions for 2014, 2018, 2019, 2020, and 2021 as well as waste data for 2020. Solar energy production is measured by utility-grade metering of rooftop systems. As of 12/31/2021, solar developments sponsored by or owned by Brixmor are installed on ten properties, supplying power directly to tenants and/or common areas.



Overview of climate change risks

Identified risks	Impact	Risk description	Impact on Brixmor	Management approach
Physical risks - Acute				
Hurricanes	Regions Impacted: primarily FL & TX	Hurricanes or tropical storms could significantly impact asset structure or communities.	Properties could sustain minor or major damage, requiring closures for repairs and increased expenses for insurance deductibles. Closures could impact the ability for tenants to pay rent. Potential for significant impacts to local infrastructure and surrounding communities. Communities impacted by climate change could become less attractive places to live.	Brixmor has a nationally diversified portfolio, which helps to minimize risks of individual weather events. We use insurance to mitigate short-term risk and we conduct annual assessments to understand the properties at risk. We use an internally developed weather and natural hazard dashboard to track events and provide advanced warning to our tenants and the Operations team. We invest in resilience measures like hurricane-rated glass/storefronts, stronger attachments for HVAC units, stormwater management upgrades, and higher wind zone-rated roofing. When incidents occur, we utilize an internal Disaster Assistance Recovery Team (DART) that reacts to natural disasters and provides immediate and long-term assistance to help rebuild local communities. This all-volunteer team trains to quickly respond to emergencies following extreme weather events. Additional information regarding climate risk and our management approach is provided on pages 31-32 of this report.
Flooding	Regions Impacted: primarily FL, TX, IL, CA, & NY	Extreme rainfall events could flood properties or surrounding areas, making the properties less accessible.	Properties could sustain minor or major damage, requiring closures for repairs and increased expenses for insurance deductibles. Closures could impact the ability for tenants to pay rent. Potential for significant impacts to local infrastructure and surrounding communities. Communities impacted by climate change could become less attractive places to live.	Brixmor has a nationally diversified portfolio, which helps to minimize risks of individual weather events. We use insurance to mitigate short-term risk and we conduct annual assessments to understand the properties at risk. We use an internally developed weather and natural hazard dashboard to track events and provide advanced warning to our tenants and the operations team. We invest in resilience measures, including stormwater management structures, impervious pavers, flood mitigation devices, retention ponds, etc. When incidents occur, we utilize an internal DART that reacts to natural disasters and provides immediate and long-term assistance to help rebuild local communities. This all-employee team from across the country trains to quickly respond to emergencies following extreme weather events. Additional information regarding climate risk and our management approach is provided on pages 31-32 of this report.
Wildfires	Regions Impacted: primarily GA, FL, & CA	Wildfires could significantly impact asset structure or impact communities.	Properties could sustain minor or major damage, requiring closures for repairs and increased expenses for insurance deductibles. Closures could impact the ability for tenants to pay rent. Potential for significant impacts to local infrastructure and surrounding communities.	Brixmor has a nationally diversified portfolio, which helps to minimize risks of individual weather events. We use insurance to mitigate short-term risk and we conduct annual assessments to understand the properties at risk. We use an internally developed weather and natural hazard dashboard to track events and provide advanced warning to our tenants and the operations team. When incidents occur, we utilize an internal DART that reacts to natural disasters and provides immediate and long-term assistance to help rebuild local communities. This all-volunteer team from across the country trains to quickly respond to emergencies following extreme weather events. Additional information regarding climate risk and our management approach is provided on pages 31-32 of this report.
Physical risks - Chronic				
Rising mean temperatures	Regions Impacted: primarily GA, IL, OH, & TN	Rising mean temperatures could impact the operation and expense associated with HVAC units and grid reliability.	Brixmor's properties have approximately 25,000 HVAC units. As a result of higher temperatures, HVAC units could require higher levels of maintenance and/or more frequent replacements as they are used more heavily. Given our general tenant lease structure, HVAC replacement expenses are often Brixmor's responsibility. Expenses for operating and maintaining HVAC units are generally a tenant re-sponsibility. Increases in tenant operating expenses could negatively impact rents. Grid reliability issues could impact a tenant's ability to operate. Communities impacted by climate change could become less attractive places to live.	Brixmor has a nationally diversified portfolio, which helps to minimize risks of individual weather events. In 2020, we completed a full inventory of all HVAC units installed at our properties and are utilizing a third-party vendor to document tenant HVAC maintenance compliance and provide economies of scale related to HVAC purchases. This ensures HVAC units operate efficiently and provides supporting information to assess the need for upgrades. Additionally, we monitor and report on electricity procured by Brixmor for both areas under our operational control and tenant-controlled areas. Lastly, we install energy efficient equipment (HVACs, LED lighting, etc.) and support renewable energy developments to help lessen impacts on local electric grids. Additional information regarding climate risk and our management approach is provided on pages 31-33 of this report.
Sea level rise	Regions Impacted: primarily FL & TX	Flooding related to sea levels rising could lead to property damage, loss of property value and interruptions to business operations.	Properties could sustain minor or major damage, requiring closures for repairs and increased expenses for insurance deductibles. Potential for significant impacts to local infrastructure and surrounding communities. Long term shifts in population away from areas impacted by rising sea levels could lead to devaluation or stranded assets.	Brixmor has a nationally diversified portfolio, which helps to minimize risks of individual weather events. We use insurance to mitigate short-term risk and we conduct annual assessments to understand the properties at risk. While climate risk aspects were previously considered, commencing in 2021, climate risks will be formally incorporated into the due diligence process when making significant investments in our assets (i.e., acquisitions, dispositions and redevelopments). Additional information regarding climate risk and our management approach is provided on pages 31-32 of this report.



Overview of climate change risks

Identified risks	Impact	Risk description	Impact on Brixmor	Management approach
Physical risks - Chronic				
Water Stress	Regions Impacted: primarily CA, IL, & CO	Changing climatic conditions could lead to increased frequency and severity of droughts.	There could be reduced availability of water and/or higher water expenses as a result of increased water stress due to persistent and severe droughts. Given our general tenant lease structure, water expenses are often reimbursed by tenants or directly paid by tenants. Regulatory changes such as limiting new development, irrigation frequency, etc. could be enacted to address these concerns.	Brixmor has a nationally diversified portfolio, which helps to minimize risks of individual weather events. Brixmor takes measure to reduce the common area water usage, including installing native, drought tolerant, or low/no irrigation landscaping materials, and upgrading irrigation systems to use less water. We monitor and report on water purchased by Brixmor for both areas under our operational control and tenant-controlled areas. Additional information regarding climate risk and our management approach is provided on pages 28-29 and 31-32 of this report.
Transition risks - Reputational				
Shift in consumer preferences	Portfolio-wide	Tenants could be less likely to renew/lease from Brixmor if our assets are less attractive from a climate risk and ESG perspective.	If Brixmor is not seen as a sustainability focused owner and operator, tenants could be less likely to lease space from Brixmor, leading to a loss in revenues.	Brixmor has a robust ESG program and ESG governance process and structure. Our Board of Directors, through the Nominating and Corporate Governance Committee (NCGC), oversees our corporate responsibility initiatives, including climate change risks, to ensure that our actions continue to demonstrate our strong commitment to operating in an environmentally and socially responsible manner. The NCGC and our full Board of Directors receives periodic updates by our EVP, Operations, who is a member of the ESG Steering Committee. For additional details see pages 10 and 31-32 of this report.
Access to capital	Portfolio-wide	As investors are increasingly focused on ESG and climate risk, not appropriately addressing these risks could have impact Brixmor's availability or cost of capital.	Reduced access to capital would impact Brixmor's ability to fund operations and/or reinvest in our business.	Brixmor has a robust ESG program and ESG governance process and structure. Our Board of Directors, through the NCGC, oversees our corporate responsibility initiatives, including climate change risks, to ensure that our actions continue to demonstrate our strong commitment to operating in an environmentally and socially responsible manner. The NCGC and our full Board of Directors receives periodic updates by our EVP, Operations, who is a member of the ESG Steering Committee. For additional details see pages 10 and 31-32 of this report. Additionally, our executive leadership and investor relations teams conduct investor outreach, including through dedicated ESG meetings, where they communicate our business strategy and commitment to long-term sustainable growth. See page 38 for additional information.
Transition risks - Policy & legal risks				
Stronger regulations for the built environment	Portfolio-wide	Changing regulations related to climate risks and greenhouse gas emissions could have financial implications related to carbon pricing, new/changing regulations regarding energy efficiency and benchmarking, material costs, and additional taxes on energy and emissions.	Changing regulations by federal and/or local authorities could impact operating expenses via costly required upgrades and/or fines, higher energy material costs, and/or compliance monitoring expenses.	Brixmor has a robust ESG program and ESG governance process and structure. Our Board of Directors, through the NCGC, oversees our corporate responsibility initiatives, including climate change risks, to ensure that our actions continue to demonstrate our strong commitment to operating in an environmentally and socially responsible manner. The NCGC and our full Board of Directors receives periodic updates by our EVP, Operations, who is a member of the ESG Steering Committee. Additionally, we use centralized vendors to track and manage energy disclosure/benchmarking requirements, procurement of electricity in deregulated markets, and project expense tracking. We make investments in efficient equipment (HVAC, LED, landscaping, etc.), and renewable energy to reduce our impact on the environment and track and provide external transparency regarding electricity, water and greenhouse gas emission metrics. See pages 10 and 28-32 in this report for additional information.



Global Reporting Initiative (Core) Index

○ Fully reported ▮ Partially reported

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-20 and schedule III
102-3	Location of headquarters	○ www.brixmor.com/contact
102-4	Location of operations	○ Form 10-K, page 19 and schedule III
102-5	Ownership and legal form	○ Form 10-K, F-20
102-6	Markets served	○ Form 10-K, page 19 and schedule III
102-7	Scale of the organization	○ Form 10-K, page 19 and schedule III; CR report page 5
102-8	Information on employees and other workers	○ CR report pages 5 and 14-26
102-9	Supply chain	▮ CR report pages 9 and 45
102-10	Significant changes to the organization and its supply chain	○ Form 10-K, page 8
102-11	Precautionary Principle or approach	○ CR report pages 28-36
102-12	External initiatives	○ CR report pages 25-26 and 40
102-13	Membership of associations	○ Memberships: National Association of Real Estate Investment Trusts, International Council of Shopping Centers, Urban Land Institute, Institute for Market Transformation, Connex
102: Strategy		
102-14	Statement from senior decision-maker	○ CR report page 4
102-15	Key impacts, risks, and opportunities	○ CR report pages 8 and 53-54; Form 10-K pages 8-17
102: Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	○ CR report pages 6 and 22
102-17	Mechanisms for advice and concerns about ethics	○ CR report page 22
102: Governance		
102-18	Governance structure	○ Form 10-K, part III
102-19	Delegating authority	○ Form 10-K, page 5
102-20	Executive-level responsibility for economic, environmental, and social topics	○ CR report pages 10 and 31-32; Form 10-K schedule III; Proxy
102-21	Consulting stakeholders on economic, environmental, and social topics	○ CR report pages 7-10, 15, 38, and 43-45

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/leadership
102-23	Chair of the highest governance body	○ See www.brixmor.com/why-brixmor/leadership
102-24	Nominating and selecting the highest governance body	○ See Nominating & Corporate Governance Committee Charter
102-25	Conflicts of interest	○ Code of Business Conduct and Ethics Section 3, Form 10-K page 14, Proxy Statement pages 36 and 89
102-26	Role of highest governance body in setting purpose, values, and strategy	○ See www.brixmor.com/why-brixmor/leadership
102-27	Collective knowledge of highest governance body	○ See www.brixmor.com/why-brixmor/leadership
102-28	Evaluating the highest governance body's performance	○ See Nominating & Corporate Governance Committee Charter
102-29	Identifying and managing economic, environmental, and social impacts	○ CR report pages 8 and 10
102-31	Review of economic, environmental, and social topics	○ CR report page 8
102-32	Highest governance body's role in sustainability reporting	○ CR report pages 10, 23, and 31. 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
102-33	Communicating critical concerns	▮ CR report page 22
102-34	Nature and total number of critical concerns	▮ CR report page 22
102-35	Remuneration policies	▮ CR report page 18; Proxy Statement pages 46-71
102-36	Process for determining remuneration	▮ CR report page 19
102-38	Annual total compensation ratio	○ Proxy Statement page 86
102: Stakeholder engagement		
102-40	List of stakeholder groups	○ CR report pages 5 and 7
102-41	Collective bargaining agreements	Not applicable for Brixmor
102-42	Identifying and selecting stakeholders	○ CR report pages 5 and 7
102-43	Approach to stakeholder engagement	○ CR report pages 5 and 38-45
102-44	Key topics and concerns raised	○ CR report page 8



Global Reporting Initiative (Core) Index

○ Fully reported ▮ Partially reported

GRI	Description	Source / Data
102: Reporting practice		
102-45	Entities included in the consolidated financial statements	○ Form 10-K
102-46	Defining report content and topic boundaries	○ CR report pages 2-3, 5-7, and 13
102-47	List of material topics	○ CR report page 8
102-48	Restatements of information	- No significant changes
102-49	Changes in reporting	- No significant changes
102-50	Reporting period	○ Fiscal year ended December 31, 2021
102-51	Date of most recent report	○ June 30, 2021
102-52	Reporting cycle	○ Annual
102-53	Contact point for questions regarding the report	○ Tiffany Yang, Manager, ESG & Sustainability, + 1 212 869 3000
102-54	Claims of reporting in accordance with the GRI Standards	○ CR report pages 3 and 32
102-55	GRI content index	○ CR report pages 55-57
102-56	External assurance	○ CR report page 47
GRI 200: Economic aspects		
201: Economic performance		
103-1	Management Approach	○ Form 10-K pages 24-36; CR report pages 5, 7, 9, and 38-39
201-1	Direct economic value generated and distributed	○ Form 10-K part IV
201-2	Financial implications and other risks and opportunities due to climate change	○ Form 10-K page 12-13; CR report pages 31-32 and 53-54
201-3	Defined benefit plan obligations and other retirement plans	○ Form 10-K, page F-42
205-2	Communication and training about anti-corruption policies and procedures	CR report page 22
205-3	Confirmed incidents of corruption and actions taken	CR report page 22
GRI 300: Environmental aspects		
302: Energy		
103-1	Explanation of the material topic and its Boundary	○ CR report pages 11-12, 28-30, 35, 47-59, and 52
103-2	The management approach and its components	○ CR report pages 11-12, 28-30, 35, 47-59, and 52
103-3	Evaluation of the management approach	○ CR report pages 11-12, 28-30, 35, 47-59, and 52
302-1	Energy consumption within the organization	○ CR report pages 28, 47, 49, 52, and 58
302-2	Energy consumption outside of the organization	○ CR report pages 28, 47, 49, 52, and 58

GRI	Description	Source / Data
302-3	Energy intensity	○ CR report page 52
302-4	Reduction of energy consumption	○ CR report pages 28, 47, 49, 52, and 58
302-5	Reductions in energy requirements of products and services	○ CR report pages 28, 47, 49, 52, and 58
303: Water		
GRI 103	Management Approach	○ CR report pages 11 and 28-29
303-1	Water withdrawal by source	○ CR report pages 52, 58-59, and 64
303-5	Water consumption	▮ CR report pages 33, 58, 64
305: Emissions		
GRI 103	Management Approach	○ CR report pages 11, 28, 32, 35, and 44
305-1	Direct (Scope 1) GHG emissions	○ CR report pages 13, 47, 49, and 52
305-2	Energy indirect (Scope 2) GHG emissions	○ CR report page 13, 47, 49, and 52
305-3	Other indirect (Scope 3) GHG emissions	○ CR report page 13, 47, 49, and 52
305-4	GHG emissions intensity	○ CR report page 52
305-5	Reduction of GHG emissions	○ CR report pages 13, 29, 47, 49, and 52
306: Effluent and waste		
GRI 103	Management Approach	○ CR report pages 11 and 29
306-3	Waste generated	○ CR report page 29 and 52
306-4	Waste diverted from disposal	○ CR report pages 29 and 52
307-1	Non-compliance with environmental laws and regulations	○ Form 10-K pages 5, 12, and F-41
GRI 400: Social aspects		
401: Employment		
103-1	Explanation of the material topic and its Boundary	○ CR report pages 15-26
103-2	The management approach and its components	○ CR report pages 11 and 15-26
103-3	Evaluation of the management approach	○ CR report pages 15-26
401-1	New employee hires and employee turnover	○ CR report page 50
401-3	Parental leave	○ CR report page 51
403: Occupational health and safety		
GRI 103	Management Approach	○ CR report pages 11, 17, 33, 35-36, and 45
403-9	Work-related injuries	▮ CR report page 50



Global Reporting Initiative (Core) Index

○ Fully reported ▮ Partially reported

GRI	Description	Source / Data
404: Training and education		
GRI 103	Management Approach	○ CR report pages 11, 15-27, and 33
404-1	Average hours of training per year per employee	○ 65.6 hours of focused training per employee
404-2	Programs for upgrading employee skills and transition assistance programs	○ CR report pages 15-16 and 20-21
404-3	Percentage of employees receiving regular performance and career development reviews	100% of employees
405: Diversity and equal opportunity		
GRI 103	Management Approach	○ CR report pages 11, 15-20
405-1	Diversity of governance bodies and employees	○ CR report pages 13, 19-20, and 49-51
405-2	Ratio of basic salary and remuneration of women to men	CR report page 19
406: Non-discrimination		
GRI 103	Management Approach	○ CR report pages 19-20
413: Local communities		
GRI 103	Management Approach	○ CR report pages 4-5, 7-9, 11-13, 25-26, and 40-45
413-1	Operations with local community engagement, impact assessments, and development programs	▮ CR report pages 19, 25-26, and 40-45
413-2	Operations with significant actual and potential negative impacts on local communities	▮ CR report pages 45
415: Public Policy		
415-1	Political contributions	▮ CR report page 22
Sector Supplement		
CRE1	Building energy intensity	▮ CR report page 52
CRE2	Building water intensity	▮ CR report page 52
CRE3	GHG Emissions intensity	▮ CR report page 52
CRE5	Land remediated and in need of remediation for the existing or intended land use, according to applicable legal designations	▮ Form 10-K pages 5, 12, and F-41
CRE8	Type and number of sustainability certification, rating and labeling schemes for new construction, management, occupation and redevelopment	▮ CR report pages 36 and 58



Sustainability Accounting Standards Board (SASB) Index

SASB Code	Accounting metric	Units	Response and/or location
Activity Metrics			
IF-RE-000.A	Number of assets, by property subsector	Number	382
IF-RE-000.B	Leasable floor area, by property subsector	Square feet (ft ²)	68,852,305
IF-RE-000.C	Percentage of indirectly managed assets, by property subsector	Percentage (%) by floor area (ft ²)	0%
IF-RE-000.D	Average occupancy rate, by property subsector	Percentage (%) by floor area (ft ²)	88.7% (billed occupancy)
Energy Management			
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector.	Number	Due to the structure of our leases, Brixmor's energy use relates primarily to common areas including exterior spaces, parking lots, and vacant tenant spaces. At certain properties, electricity is purchased by Brixmor and supplied to tenants via submeters. Data coverage for tenant areas purchased by Brixmor, including common areas and vacancies is approximately 20%.
IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector.	Square feet (ft ²)	1- a 154,254GJ (Common Area) 1 - b 240,602 GJ (Tenant Areas and Vacancies purchased by Brixmor) 2 a 96% (common area) 2 b 86% (Tenant Areas and Vacancies) 3-a 4% (Common area) 3-b 13% (Tenant Areas and vacancies)
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector.	Percentage (%) by floor area (ft ²)	a. 2% increase (Total) b. n/a (Common areas and vacant spaces) c. 3% increase (Tenant areas)
IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector.	Percentage (%) by floor area (ft ²)	(1) Brixmor operates under a triple net leased structure with interiors areas controlled by tenants. Some tenants have energy ratings and energy star certifications. GLA with Energy Star Certification is approximately 4.3M. (2) 6.2% of Brixmor's portfolio is certified ENERGY STAR.
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy.	n/a	See CR report pages 11, 28-30, 33-35, 44, and 52
Water Management			
IF-RE-140a.1	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector.	Percentage (%) by floor area (ft ²)	(1) As a result of our tenant lease structure, Brixmor's water use relates primarily to common areas (irrigation) and limited use in vacant tenant spaces. Tenants generally directly purchase water utilities. In a number of locations, water is purchased by Brixmor and supplied to tenants via a master meter/submeter structure. Data coverage for water purchased by Brixmor and used in tenant areas and water used in vacancies is ~36%. (2) Using data from 427 Climate Analytics, ~17% of our total GLA was identified as being located in High or Extremely High Baseline Water Stress areas.



Sustainability Accounting Standards Board (SASB) Index

SASB Code	Accounting metric	Units	Response and/or location
Water Management			
IF-RE-140a.2	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector.	Cubic meters (m ³), Percentage (%)	As a result of our tenant lease structure, Brixmor's water use relates primarily to common areas (irrigation) and limited use in vacant tenant spaces. Tenants generally directly purchase water utilities. In a number of locations, water is purchased by Brixmor and supplied to tenants via a master meter/submeter structure. (1) a. 889, 028 M ³ water withdrawal (Common Areas) b. 1,912,413 M ³ water withdrawal (Tenant Areas) (2) a. 10% regions with high or extremely high baseline water stress (Common Area) b. 13% in regions with high or extremely high baseline water stress (Tenant Areas)
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector.	Percentage (%) by cubic meters (m ³)	1.8 percent decrease
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a	See CR report pages 11, 28-29, 35, and 45
Management of Tenant Sustainability Impacts			
IF-RE-410a.1	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property subsector.	n/a	100% of form leases in 2021 contain a cost recovery clause for resource efficiency-related capital improvements
IF-RE-410a.2	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector.	Percentage (%) by floor area (ft ²)	1- 100%; 2 - 100%
IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants.	n/a	See CR report pages 11, 28-30, 33-35, 44, and 52
Climate Change Adaptation			
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property subsector.	Square feet (ft ²)	6,711,272 (includde note on 24 propertes)
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks.	n/a	See CR report pages 31-32 and 53-54

> 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 382 retail centers comprise approximately 67 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 over 5,000 retailers including The TJX Companies, The Kroger Co., Publix Super Markets and Ross Stores.

Safe Harbor Language

This presentation 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," "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, 2021 and the Company's Quarterly Report on Form 10-Q for the quarter ended March 31, 2022, 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.

