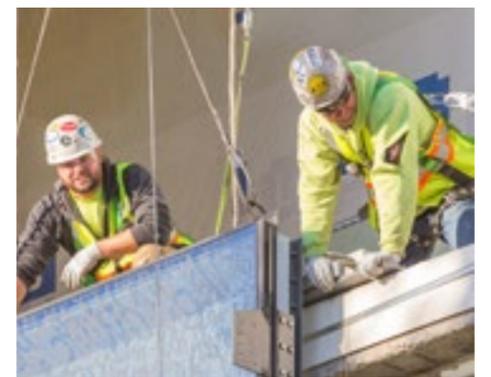




# CORPORATE SOCIAL RESPONSIBILITY REPORT 2020





Cira Green at Cira Centre South

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# A MESSAGE FROM OUR CEO

102-14

**For many years, Brandywine Realty Trust has proven our ability to embrace change, challenge the status quo, and remain nimble in bringing value to our stakeholders, tenants, and employees.**

This year, as the world faces unprecedented challenges due to the COVID-19 pandemic, our team has risen to the occasion, not only by enduring and adapting, but also by taking swift action to deepen relationships, seize opportunities, and forge an even stronger future for the company. Above all else, the safety and wellbeing of our employees and tenants remains our top priority.

The reality of the present day has further fortified what makes Brandywine special—our deep commitment to serving the communities in which we do business. Our approach is collaborative, using the expertise of local partners and our own industry leadership to own and operate exceptional buildings. We continue to recognize the vital role we can play in uplifting local communities through strategic investment, volunteer and charitable efforts, providing resources and regular updates, and strengthening relationships across our portfolio.

Brandywine's ability to remain strong both financially and operationally during this difficult time would not be possible without the dedicated employees who make Brandywine a great place to work. The resilience of our team is evident throughout the stories of success in this comprehensive Corporate Social Responsibility report. I am thankful for the ongoing support of our Board of Trustees and the continued devotion of our employees, who work tirelessly to create and manage our exceptional spaces while delivering the highest standard of excellence in service and product.

**Gerard H. Sweeney**  
PRESIDENT AND CHIEF EXECUTIVE OFFICER

# THE BRANDYWINE DIFFERENCE

The value in what we do lies in the difference we can make.

102-16

At Brandywine, we are proud of our strong foundation, pioneering spirit, and thoughtful, strategic approach to real estate that embodies the highest principles for environment, social, and governance (ESG) standards. The Brandywine Difference is defined by both the positive impact we have on our communities and stakeholders, and the pillars that define our company culture.



## A DIFFERENT SET OF IDEALS

- **Quality** – Brandywine designs and operates “best in class” quality workspaces that are optimized for efficiency and prioritize human health and wellbeing
- **Innovation** – Brandywine employs and partners with the best architects, engineers, planners, and designers who seek innovative solutions to deliver operational excellence
- **Community** – Brandywine uses buildings as bridges to positively impact and enrich the local community
- **Integrity** – Brandywine is guided by an unwavering moral compass that governs the way it invests, develops, serves, and engages with stakeholders

## A DIFFERENT VISION FOR REAL ESTATE

- Redefining “best in class” buildings and service with an uncompromising commitment to excellence
- Bold and unique developments that utilize high-performance building technologies and strategies
- Healthy buildings with purposeful wellness strategies that provide the highest levels of safety and comfort for all occupants

## A DIFFERENT DEFINITION OF SUCCESS

- **Not just ROI**, but a deep commitment to community engagement, investment durability and environmental performance
- Engagement and partnerships – when our stakeholders win, we win

# ABOUT BRANDYWINE

102-1 | 102-2 | 102-3 | 102-4 | 102-5 | 102-6  
102-7 | 201-1 | 203-2

**Brandywine Realty Trust (NYSE: BDN) is one of the largest, publicly traded, full-service, integrated real estate companies in the United States, with a core focus in the Philadelphia, PA, Washington, D.C., and Austin, TX, markets.**

Headquartered in Philadelphia and organized as a real estate investment trust (REIT), we own, develop, lease, and manage an urban, town center, and transit-oriented portfolio. Our purpose is to shape, connect, and inspire the world around us through our expertise, the relationships we foster, the communities in which we live and work, and the history we build together.

161

PROPERTIES

1,207

TENANTS

\$5B

GROSS ASSET VALUE

\*As per 2019 Annual Report

24.1M

SQUARE FEET

339

EMPLOYEES

\$580M

2019 REVENUE

7

STATES

\$4.98B

APPROX. MARKET  
CAPITALIZATION

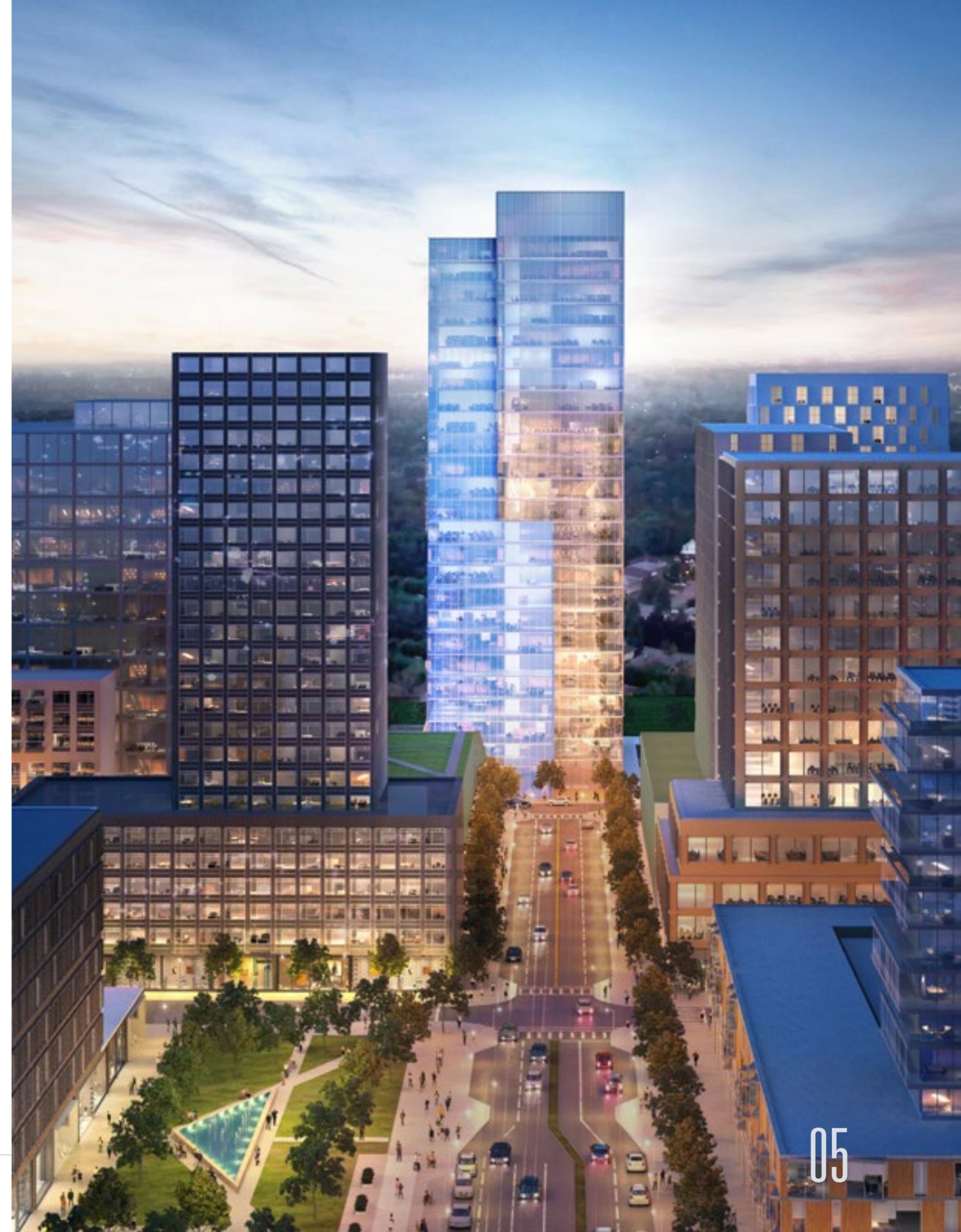
18.3%

2019 SHAREHOLDER  
RETURN



ONE OF PHILADELPHIA'S  
BEST PLACES TO WORK  
IN 2020

NAMED A 2019  
OUTSTANDING  
EMPLOYER BY  
KORN FERRY



# AN ONGOING COMMITMENT

102-54

## Making a difference requires commitment.

As a pioneer of sustainable commercial real estate, Brandywine remains steadfast in the commitment to continual improvement of our operations, portfolio performance, and community impact. We are proud of our accomplishments and the recognition we have received from our ESG efforts, but we also know there is more work to be done. As such, in 2020 we reviewed and updated our strategy to ensure continuous improvement going forward. We have updated our ESG policies, refined our goals and objectives, as evidenced by our alignment with the United Nations Sustainable Development Goals (SDGs), and we are working to evaluate, understand, and better mitigate our risks to climate change. We are also enhancing our communications efforts, including through this Report which was prepared in alignment with the GRI Standards Core option.



## ESG LEADERSHIP AND RECOGNITION

- Committed to the **CEO Action for Diversity and Inclusion** initiative
- Earned industry-leading **ISS Governance Quality Score of 1** in 2019, representing the lowest shareholder risk and highest score that can be received by ISS
- Continued to maintain an **A Rating** from MSCI ESG Research LLC
- Received our **fifth GRESB Green Star** 2019 ranking and a **perfect score on the Social aspect** of our 2019 Public Disclosure
- Achieved 2020 **Green Lease Leaders Gold**
- Recognized as the most committed building owner in the **Philadelphia 2030 District** partnership to achieve substantial reductions in energy and water use by the year 2030
- Honored with a 2019 **Korn Ferry Engagement Award**, which recognizes employers with superior performance in employee engagement and employee enablement
- Named to **Best Places to Work** in Philadelphia Business Journal's 2020 list and Austin Business Journal's 2019 list

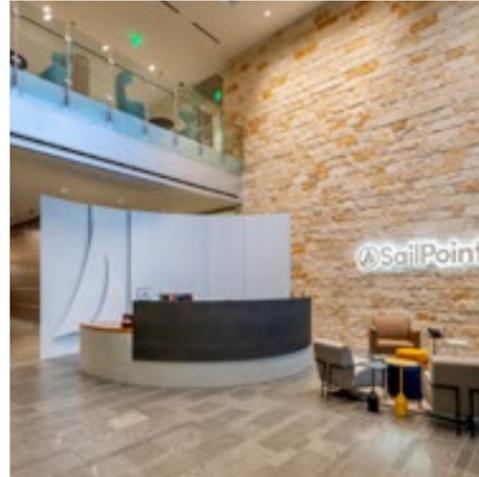
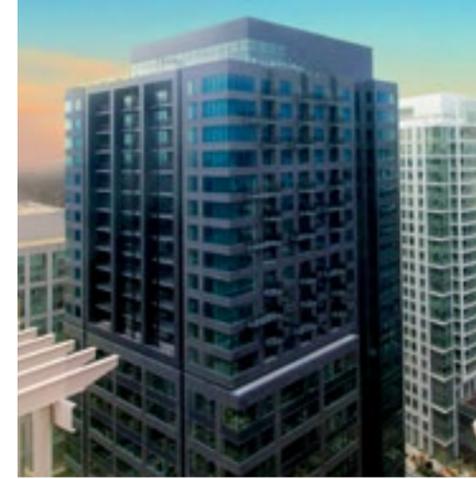
## BUILDING CERTIFICATIONS

Brandywine has been a proud ENERGY STAR partner since 2000, and since 2016, all new construction has been LEED Certified or, at a minimum, built to LEED standards. As an early adopter of healthy buildings, Brandywine obtained the very first WELL Core Certified project at the Bronze level with our FMC Tower. We also earned the first WELL v2 project certification in the U.S. and became a Fitwel Champion in 2018.

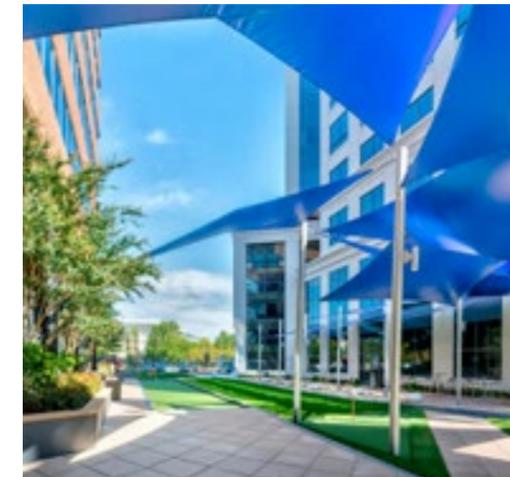
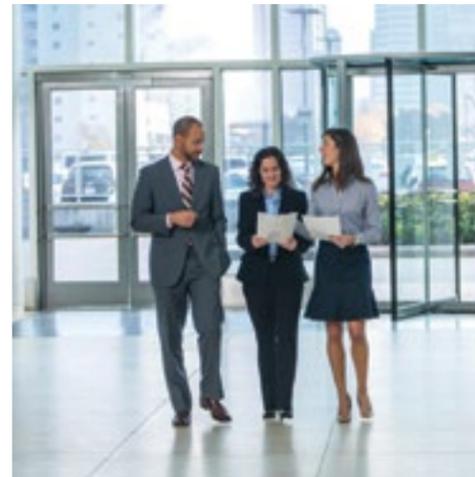


1<sup>ST</sup>  
CERTIFIED  
BRONZE

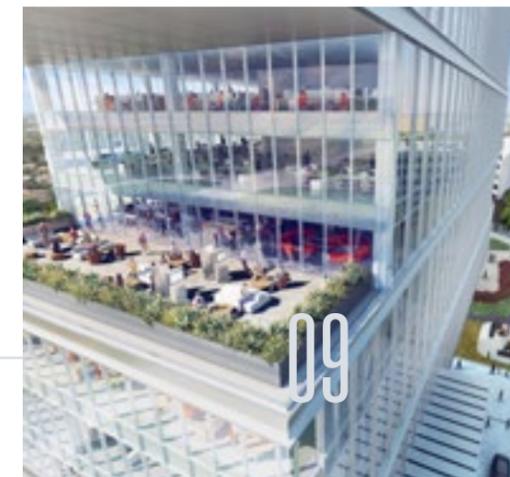
1M  
CERTIFIED  
SQUARE FEET



6M  
CERTIFIED  
SQUARE FEET



2.4M  
CERTIFIED  
SQUARE FEET



12.5M  
CERTIFIED  
SQUARE FEET

# U.N. SUSTAINABLE DEVELOPMENT GOALS

We are proud to be part of a global movement to achieve a more sustainable future for all. As such, we have aligned our goals with the United Nations Sustainable Development Goals (SDGs).

U.N. SDG	KEY PERFORMANCE INDICATOR	STATUS
<b>3</b> GOOD HEALTH AND WELL-BEING 	<b>ENVIRONMENT</b> Achieve green cleaning program in 100% of managed portfolio	<b>ACHIEVED</b>
	<b>ENVIRONMENT</b> Achieve integrated pest management program in 100% of managed portfolio	<b>ACHIEVED</b>
<b>5</b> GENDER EQUALITY 	<b>SOCIAL</b> Gender % by level: achieve and maintain a 50:50 general balance (+/-) by 2022	<b>IN PROGRESS</b>
	<b>GOVERNANCE</b> 100% of employees receive ethics/code of conduct training	<b>ACHIEVED</b>
<b>6</b> CLEAN WATER AND SANITATION 	<b>ENVIRONMENT</b> Reduce water use intensity 15% by 2025 from 2018 baseline	<b>ON TRACK</b>
<b>7</b> AFFORDABLE AND CLEAN ENERGY 	<b>ENVIRONMENT</b> Reduce energy use intensity 15% by 2025 from 2018 baseline	<b>ON TRACK</b>
	<b>ENVIRONMENT</b> Achieve 100% LED retrofits of portfolio by 2025	<b>ON TRACK</b>
<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	<b>SOCIAL</b> Offer employee tuition reimbursement	<b>ON TRACK</b>

U.N. SDG	KEY PERFORMANCE INDICATOR	STATUS
<b>10</b> REDUCED INEQUALITIES 	<b>SOCIAL</b> Increase spend % from local and minority/women-owned businesses (MWBE)	<b>ACHIEVED</b>
	<b>SOCIAL</b> Develop and maintain a dedicated diversity council/initiative	<b>ACHIEVED</b>
	<b>SOCIAL</b> Provide diversity and inclusion and unconscious bias training for 100% of employees	<b>ACHIEVED</b>
	<b>SOCIAL</b> Track employee % by age, gender, and race	<b>ACHIEVED</b>
<b>11</b> SUSTAINABLE CITIES AND COMMUNITIES 	<b>SOCIAL</b> Maintain # of employee hours dedicated to community service	<b>ACHIEVED</b>
<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 	<b>ENVIRONMENT</b> Track and report extra recycling programs such as E-waste, lightbulbs, and batteries	<b>ON TRACK</b>
	<b>ENVIRONMENT</b> Achieve an average 75% diversion rate for all new construction projects	<b>ON TRACK</b>
	<b>ENVIRONMENT</b> Purchase 100% ENERGY STAR labeled computers	<b>ACHIEVED</b>
<b>13</b> CLIMATE ACTION 	<b>ENVIRONMENT</b> Reduce greenhouse gas (GHG) emissions 15% by 2025 from 2018 baseline	<b>ON TRACK</b>
	<b>SOCIAL</b> Maintain an average number of training hours per employee	<b>ON TRACK</b>
<b>17</b> PARTNERSHIPS FOR THE GOALS 	<b>SOCIAL</b> Develop and maintain a dedicated corporate citizenship committee that collaborates with Neighborhood Engagement Initiative	<b>ACHIEVED</b>
	<b>GOVERNANCE</b> Maintain an ESG Committee	<b>ACHIEVED</b>

## MANAGING CLIMATE RISK

102-15 | 201-2

An important part of our ESG commitment is to effectively understand and manage climate risk. Beginning in 2020, we are working to align with the Task Force on Climate-related Financial Disclosures (TCFD) in order to provide our shareholders with climate-related risks through a consistent model.



## GOVERNANCE AND RISK MANAGEMENT

Oversight of our climate risk is provided by the Board of Directors Audit Committee. The Committee has tasked the Brandywine Internal Auditor to continuously review exposures and present risk analysis findings annually, at a minimum. The Auditor will be supported by the SVP of Operations and Sustainability to ensure all material aspects of climate change are included.

## STRATEGY

Brandywine identifies climate risks annually, at a minimum, as part of the general risk analysis and the acquisition and due diligence processes. This is done through standard practices including, without limitation, obtaining ALTA surveys, zoning reports, township letters of authorization, Environmental Site Assessments, Property Condition Reports, and Energy and Sustainability Assessments from qualified third parties. We also provide in-house training for our engineers, review health and safety measures, and conduct regular drills for shelter as part of tornado and earthquake preparation.

## METRICS AND TARGETS

We track Scope 1, Scope 2, and Scope 3 greenhouse gas emissions across our portfolio, and increased data coverage for our 2019 GRESB reporting. Our reduction targets include a 15% reduction in greenhouse gas, energy, and water use intensity from a 2018 baseline by 2025.

# QUALITY

Brandywine's commitment to quality and excellence is evidenced by our industry-leading operational best practices and initiatives strategically designed to optimize building efficiency and prioritize human health and wellbeing.

This attention to quality is good for the bottom line—reducing operating expenses while simultaneously reducing negative environmental impact. But even more importantly, it helps us provide safe, productive, and comfortable environments for our tenants and communities where they reside.

## ENVIRONMENTAL GOALS

In order to drive continuous improvement in our environmental performance, Brandywine set the following goals for our managed portfolio as compared to a 2018 baseline:



15%

ENERGY USAGE  
REDUCTION



15%

GREEN HOUSE  
GAS EMISSIONS  
REDUCTION



15%

WATER USAGE  
REDUCTION



## ENERGY EFFICIENCY

302-1 | 302-3 | 302-4 | 302-5

We have embedded high quality and efficient energy best practices that include, but are not limited to:

- Enhancing **real-time building automation** and control equipment throughout the portfolio
- Procuring renewable energy offsets for 100% of properties in deregulated markets since 2017, including **199,405 MWh of wind generated power purchased** in 2019
- Offsetting **67%** of total portfolio energy consumption through green power procurement
- Conducting routine **energy audits** and **ongoing building commissioning**
- Installing **EV Charging stations**, with stations at 32 properties, covering ~20% of our portfolio

## GREENHOUSE GAS EMISSIONS

Minimizing our impacts and mitigating risks from climate change includes understanding, tracking, and reducing greenhouse gas (GHG) emissions from our buildings. Through our aggressive energy reduction programs, we have been able to achieve significant GHG reductions for our managed portfolio.

## WATER MANAGEMENT

303-5

Good water management is an important component of reducing our environmental impact. Our water best practices include, but are not limited to:

- Requiring **low-flow, high-efficiency water fixtures** in all new construction and renovations
- Utilizing **technology and process treatments** to reduce water consumption
- Implementing **preventative maintenance** programs that optimize and extend the life of chillers, HVAC, and MEP equipment
- Leveraging **capital investment opportunities** for high-efficiency upgrades

## WASTE REDUCTION

306-2

Brandywine manages waste by requiring a high diversion rate in new construction projects and by actively managing the waste stream in our portfolio. We currently manage waste in approximately 50% of the portfolio, but are continuously working to expand this coverage to 100%. Our waste best practices include, but are not limited to:

- Maximizing landfill diversion during construction by requiring **75% waste reduction** through reuse, salvage, or recycling on our projects
- Optimizing **waste streams for daily operations** through oversight from building management teams
- Hosting **electronic recycling events** throughout the year at the majority of our properties

# ENVIRONMENTAL PROGRESS



### ENERGY

8.4%

ABSOLUTE YEAR OVER YEAR DECREASE

9.5%

LIKE-FOR-LIKE YEAR OVER YEAR DECREASE

### LIKE-FOR-LIKE: CONSUMPTION OVER BASELINE (κBTU/SQFT)



### WATER

0.95%

ABSOLUTE YEAR OVER YEAR SLIGHT INCREASE

0.08%

LIKE-FOR-LIKE YEAR OVER YEAR DECREASE

### LIKE-FOR-LIKE: CONSUMPTION OVER BASELINE (κGAL)



### GREENHOUSE GAS EMISSIONS

7.9%

ABSOLUTE YEAR OVER YEAR EMISSIONS DECREASE

8.3%

LIKE-FOR-LIKE YEAR OVER YEAR EMISSIONS DECREASE

### LIKE-FOR-LIKE: EMISSIONS OVER BASELINE (TONNES)



### WASTE

49.7%

DIVERTED FROM LANDFILLS IN 2019

10.8%

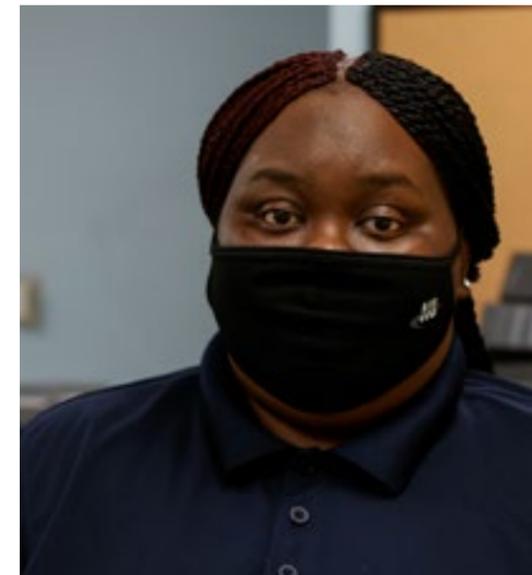
YEAR OVER YEAR WASTE DIVERSION INCREASE

## PRIORITIZING HEALTH AND WELLBEING

Brandywine utilizes purposeful health and wellness strategies that provide the highest levels of safety and comfort for all occupants on a daily basis.

With healthy buildings as part of our existing strategy, and as a fully integrated organization allowing for direct access to the frontline, in response to COVID-19, we took immediate action to implement enhanced measures with increased impact. These industry-leading strategies are:

- Higher ventilation rates that increase each building's fresh air intake in accordance with ASHRAE and exceeding Centers for Disease Control and Prevention (CDC) standards to help dilute airborne contaminants
- Enhanced filtration to help minimize cross-contamination and capture the majority of airborne particles
- Use of technology such as portable air purifiers where needed
- Routine indoor air quality testing
- Ongoing commissioning of mechanical systems to ensure correct performance
- Maintaining humidity at an optimal range
- Frequent cleaning and disinfecting of high-touch surfaces





# INNOVATION

102-40 | 102-42 | 102-43

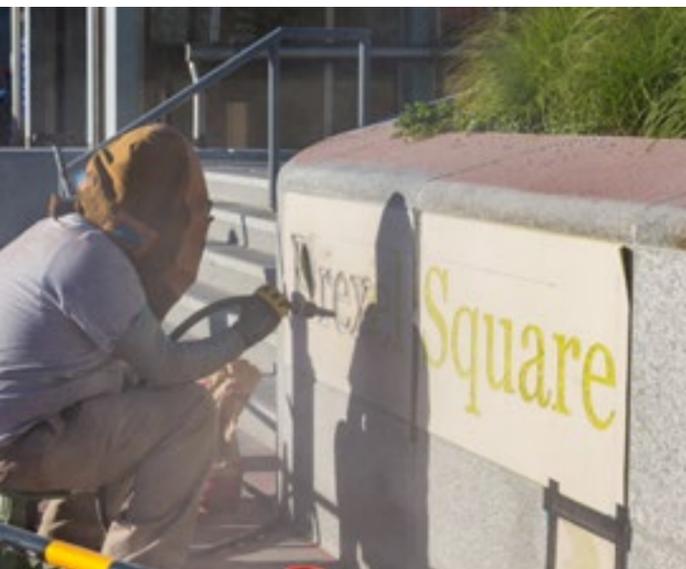
Brandywine has a proven track record of delivering transformative developments in partnership with the best architects, engineers, planners, and designers that exemplify innovation. We are always looking ahead to what demand might exist in the future, pushing the envelope with innovative design, new materials, and cutting-edge construction methods to deliver creative properties designed to inspire.

## DEVELOPMENT THROUGH PARTNERSHIPS

We have a proven history of collaborating with partners to make long-term investments that create spaces designed to serve local needs and foster a sense of community. Our partnerships have connected us with:

- 38+ Municipal, county, and state entities
- 43+ Economic development and business chambers
- 25+ Neighborhood groups
- 12+ Utilities and transit authorities

Together, we build dynamic, mixed-use spaces that emphasize thoughtfully planned public areas, greenspace, and walkable streets, creating a true sense of “place.” These environments are designed to foster connection, innovation, and equity, creating sustainable value for both the anchor institution and the surrounding community.



## CASE STUDY: INNOVATIVE PLANNING

### SCHUYLKILL YARDS

PHILADELPHIA, PA

- Partnership with Drexel University to transform University City
- Drexel Square provides an open, one acre, public green space within a 14 acre master plan for community events, pedestrians, and biking, directly adjacent to public transportation
- Master plan includes Life Science, office, residential, and retail spaces

A 14-acre neighborhood made up of dynamic life science, commercial, residential, retail and green spaces, Schuylkill Yards is Philadelphia's new nexus of knowledge and innovation in one of the world's leading Life Science hubs. Here, directly adjacent to Amtrak's 30th Street Station, Drexel University, and the University of Pennsylvania, Brandywine is building a connection point between Center City's economic core and the world-class healthcare and academic institutions, top-tier talent, and readily-available investment capital in University City's "eds and meds" epicenter.

At Schuylkill Yards, the newly-renovated Bulletin Building's east facade incorporates high performance glass with an applied frit pattern. The frit was an opportunity for Brandywine to honor the building's history by creating a custom pattern using the original newspaper fonts for texture and depth. The result is a façade that optimizes natural light and views, while nodding to the art of the printed page.



## CASE STUDY: INNOVATIVE DESIGN

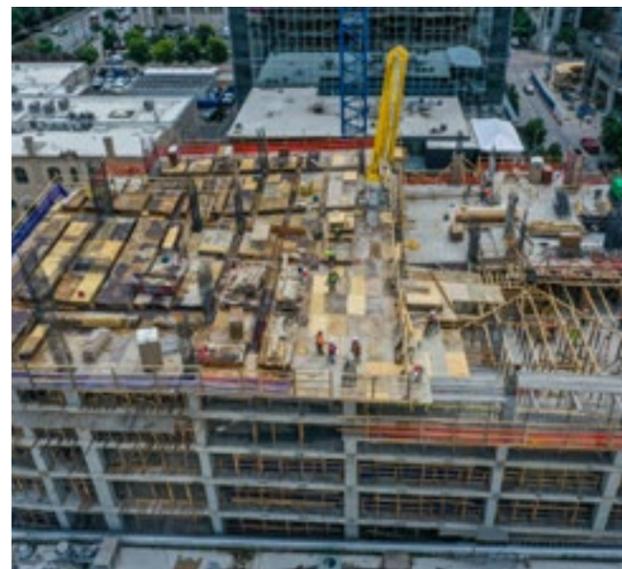
### 405 COLORADO

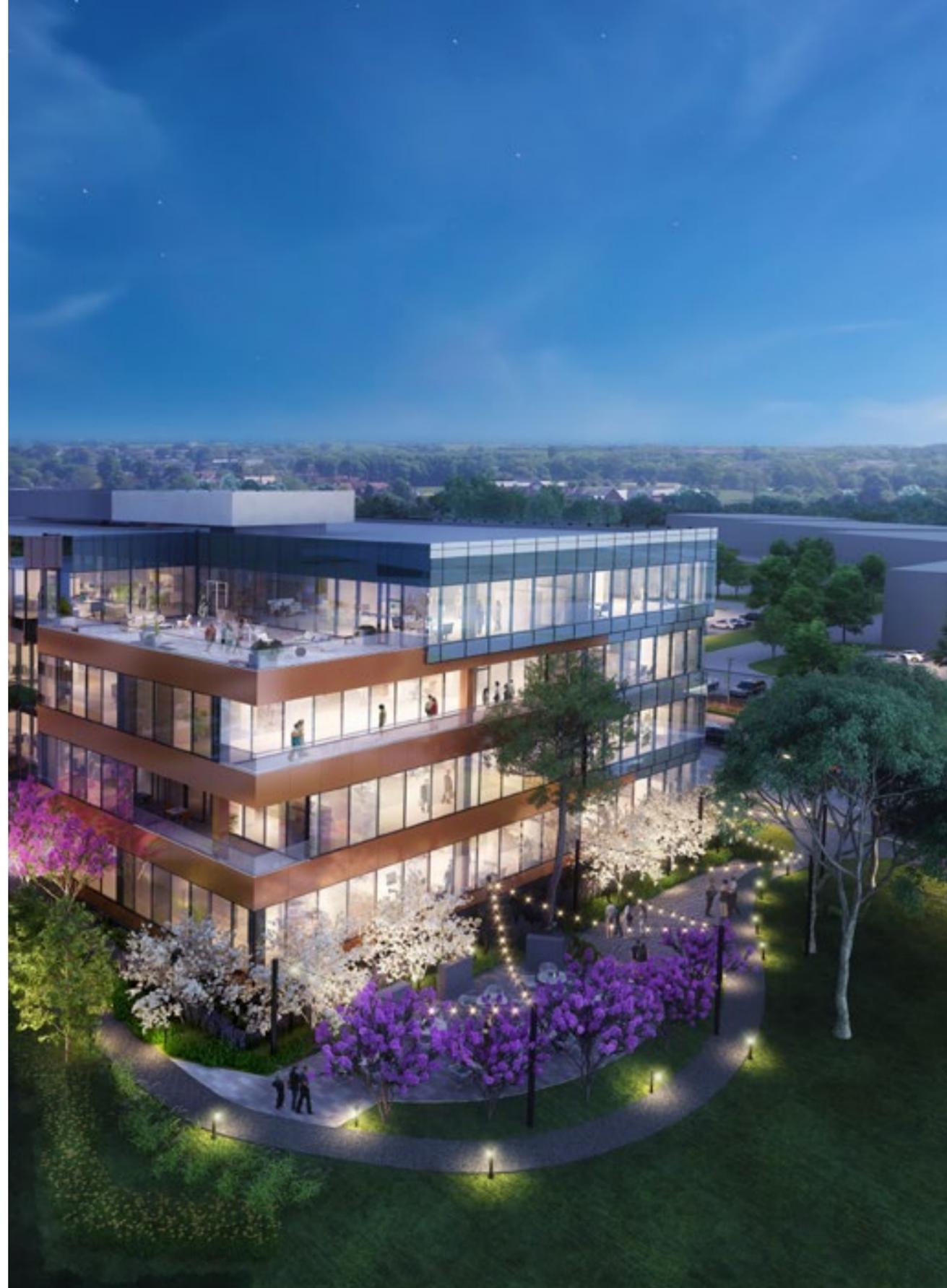
AUSTIN, TX

405 Colorado's unique design, with 24 floors that include 10 levels of glass-enclosed office space atop a masonry base, punctuate Austin's skyline. Designed to surpass standards for innovative workspaces and modern, urban lifestyles, 405 Colorado features:

- Two levels of outdoor spaces at the entry level and in the open 14th floor Sky Lounge
- Conference rooms with high-end finishes and cutting-edge technology
- A Sky Café with the convenience of a coffee bar that transitions to a cocktail bar
- The Terrace, a rare amenity in Downtown Austin, allows tenants and visitors to take in views from tucked-in spaces at the Sky Lounge

In addition to these beautiful features, 405 Colorado will be a high performance building designed to achieve both LEED and Austin Energy Green Building certifications.





## CASE STUDY: INNOVATIVE REDEVELOPMENT

### 650 PARK AVENUE KING OF PRUSSIA, PA

Our ground-up redevelopment of 650 Park Avenue in the growing regional economic hub of King of Prussia, PA creates a highly desirable workplace that rivals those found in urban centers.

- Planned WELL and Fitwel Certification
- Multiple outdoor spaces including an activated 4th floor common terrace, 3rd and 2nd floor balconies, and an outdoor pavilion with flexible seating
- First-of-its-kind linear park will serve as an active public amenity with lush landscaping and recreational games
- Facade incorporates expanses of glass and colored metals to maximize natural light
- State-of-the-art HVAC and electrical systems provide lower operating costs
- Endless entertainment and shopping in nearby King of Prussia Town Center and King of Prussia Mall



# COMMUNITY

102-9 | 102-43 | 204-1 | 413-1

Brandywine's thoughtful approach to real estate is about more than ROI; it is guided by how its properties can positively impact and enrich the local community.

Our commitment includes volunteering our time and skills through community service, giving generously to local charities, and investing in the creation of community programs that engage local stakeholders and promote small and minority businesses. Highlights of these programs include:

- Our **Economic Opportunity Plan totaling \$124M** for the City of Philadelphia and **\$635K** invested towards local minority and women-owned businesses
- Our annual **Day of Caring** where Brandywine employees work in their local communities sharing time, talent, and dollars
- A **Matching Gift Program** where Brandywine matches 50% of personal eligible charitable contributions made by employees, up to \$1,000 per employee per year



## \$16.4M SCHUYLKILL YARDS NEIGHBORHOOD ENGAGEMENT INITIATIVE

### CDC Co-Development Fund

We hire a local non-profit community development corporation (CDC) as co-developer for each Schuylkill Yards project to give them exposure to our processes and contacts.

### Grow Philadelphia Capital Fund

Through a partnership with The Enterprise Center, we created a \$250,000 fund to provide working capital to help fund local minority enterprises. In response to COVID-19, we augmented this fund with an additional \$350,000 to assist impacted minority-owned contractors.

### Local Sourcing Initiative

Provides tenants a 10% discount on their first purchase of goods or services from local businesses and vendors in West Philadelphia.

### Construction Apprenticeship Preparatory Program

We sponsor CAPP, a 15-week, classroom-based curriculum designed to prepare candidates for the required entrance exams and interview process to join the skilled building trade unions. Participants who pass an apprentice exam are provided mentorship and offered employment on our projects.

### Community Fund

Our \$9.3 million grant contribution to a Community Fund managed by a consortium of local community groups will provide capital for affordable housing and preservation initiatives, additional small business and employment programs, community capacity building, and educational support for local public schools.

## PLACEMAKING FOR VIBRANT COMMUNITIES

Incorporating green space into our building designs allows employees, tenants, and visitors access to nature to promote well-being and productivity. Brandywine regularly hosts events in our green spaces that allow the local community to gather and bond. Examples of how we promote healthy living at our properties include:

- Obtaining Fitwel certification at 1676 International Drive in Virginia with a number of healthy initiatives including outdoor amenity space, a dedicated quiet room, and a social lounge and library
- Hosting free fitness classes with West Philadelphia fitness studios at Drexel Square, the new 1.3 acre public park at the center of Schuykill Yards, and Cira Green, the rooftop park 11 stories above street level at Cira Centre South
- Organizing a bi-weekly local farm stand at FMC Tower, thanks to employee volunteer leadership
- Installation of a green wall in Commerce Square’s lobby for tenants and visitors to enjoy
- Encouraging community gatherings at Garza Commons, a new and vibrant central gathering space at our Garza Ranch campus in Austin, Texas

### UNIVERSITY CITY’S ELEVATED PARK

PHILADELPHIA, PA

Our rooftop park in Philadelphia, Cira Green, received a 2019 Special Places Award for innovative planning and design, environmental leadership, and community impact from the Pennsylvania Environmental Council (PEC). The 31,221 square foot space includes a green space for community events, a casual restaurant, and a media screen overlooking Philadelphia’s skyline.



# STAKEHOLDER ENGAGEMENT

102-9 | 102-40 | 102-42 | 102-43

Our stakeholder engagement matrix highlights how we continuously work with each stakeholder group based on the material topics, unique needs, and goals of each partnership.

## STAKEHOLDER

## ENGAGEMENT STRATEGIES



### Our Employees

- Action plans, training, focus groups, and feedback sessions with both executive staff and within departments
- Training and career development tools
- Employee Affinity Groups
- Tuition Reimbursement encouraging continuous learning and industry knowledge



### Our Tenants

- Standard green lease used in 100% of executed leases
- Semi-annual (at a minimum) surveys, regular tenant meetings, and ongoing informal feedback to property teams
- Tenant education on sustainability and energy management
- Regular tenant appreciation events



### Our Investors

- Annual and quarterly publications
- Meetings and reporting channels
- Met with 100 institutional investors and 14 analysts in 2019

## STAKEHOLDER

## ENGAGEMENT STRATEGIES



### Our Supply Chain

- Require suppliers to sign onto Brandywine's Code of Business Conduct and Ethics
- Seek local, women and minority-owned suppliers through several signature partnerships
- Incorporate green purchasing standards



### Our Local Community

- \$2M Septa Headhouse Public Private Partnership contribution
- Host community events in our common areas and outdoor green spaces
- Serve as key sponsor to Philadelphia's Green Buildings United 2030 Initiative and associated events
- Support the development of a new rail station in Austin, TX, through a public-private partnership with Capital Metro
- Assist local communities in creating and developing programs that drive economic prosperity
- Support local business partners affected by COVID-19 through employee and company donations
- Prioritize using local businesses
- Officers serve on non-profits Boards

# #BDNSTRONG

## OUR COVID-19 RESPONSE

As new challenges arise, Brandywine is continuing to rise to the occasion, with a swift response prioritizing long-term health and safety, and proactive plans for a seamless “return to work”—all reflecting our core values of quality, innovation, community, and integrity. Our COVID-19 response also helps uplift the communities in which we operate through volunteer efforts and financial contributions that safeguard local livelihoods.

### \$20,000+ COLLECTED

by individual employees via GoFundMe Donations, which then received a company match and was used to support third party vendors in need and provide meals in the community

### 16 COMPANIES

in Brandywine’s extended family of vendors, who were impacted by furloughs and layoffs, received monetary support from our employee GoFundMe

### 36,000+ MEALS

provided to Philadelphians in need

### \$350,000 GRANT

to the Enterprise Center to launch the Grow Philadelphia Small Business COVID-19 Resilience Fund

### \$200,000 LOAN PROGRAM

for black-owned enterprises in Philadelphia in partnership with the African American Chamber of Commerce



## OUR TENANTS

102-44

**Brandywine strives to create a positive and safe environment for our tenants and building occupants.**

### AWARD-WINNING TENANT SATISFACTION

We are proud to receive **Kingsley Excellence Awards at 72 Brandywine properties** from our 2019 Tenant Study covering 100% of tenants with a 73% response rate. This marks an overall satisfaction average among our tenant base that exceeds the Kingsley Index. In 2019, tenant surveys demonstrated that 93% of Brandywine's tenants were "highly satisfied." Our emphasis on tenant satisfaction includes engaging executive leadership and C-suite staff in the review of tenant surveys. Through this review, we will proactively improve our tenant satisfaction by:

- Using feedback to develop an annual action plan for tenant retention percentage
- Articulating the top five priorities for the year that impact tenant satisfaction and lease renewal
- Assessing amenities and upgrade needs from tenant surveys



### TENANT SAFETY

Through top-of-the-line service, Brandywine is set apart from the industry in our efforts to safeguard tenant security. We put forth the extra effort to enhance our tenants' safety during the workday through:

- Tenant Safety Series highlighting various emergency situations and standard procedures for action
- Brandywine Connect, a platform with value-add services including work orders, building-specific information, and visitor registration, among other requests

### TENANT ENGAGEMENT

Our strategic building amenities and tenant engagement efforts have led to national recognition among best places to work. These include:

- Green spaces that provide respite and space for socializing
- Access to our b.well virtual wellness app
- Regular tenant appreciation events
- FOODA Food Halls at multiple properties provide fresh, high quality meals
- Transit-oriented locations in major metro areas

### GREEN LEASE LEADERS

Brandywine utilizes lease language to ensure excellence throughout the life cycle of our buildings. We engage tenants in our environmental initiatives through green lease clauses in 100% of our lease contracts, earning us Green Lease Leader Gold recognition from the Institute for Market Transformation and the U.S. Department of Energy's Better Building Alliance joint initiative.

## OUR EMPLOYEES

102-8 | 404-1 | 404-2

**At Brandywine, our employees are our greatest asset and the cornerstone of our extraordinary success.**

Our mission is to foster a work environment that is challenging, enriching, and rewarding. Our employees are engaged through annual employee surveys, regular training and career development, and tuition reimbursement that allows continuous learning.

### TRAINING AND CAREER DEVELOPMENT

As a part of the Brandywine team, employees are given the tools they need to successfully execute our mission, while simultaneously fostering career growth. Employees are provided valuable training opportunities through our Paycom training library, in addition to required training for unconscious bias and business ethics. In addition to a tuition reimbursement program, employees are reimbursed for attending valuable conferences, joining industry organizations, and pursuing professional designations.

### EMPLOYEE EVENTS AND TEAM BUILDING

Company culture means everything to us. Brandywine employees enjoy team building events that celebrate their hard work and increase bonding opportunities. Our teams regularly come together to enjoy local restaurants and sporting events, celebrate project milestones, and participate in meaningful community service events.



## CRISTO REY INTERNSHIPS

Through our Cristo Rey partnership, Brandywine sponsors high school internships and summer work programs. Cristo Rey schools serve students from low-income families in urban areas with a private school education. We are proud to play a role in enhancing the experiential learning outcomes of the diverse students who intern with Brandywine through this partnership.

2,712  
HOURS OF  
EMPLOYEE TRAINING

8  
HOURS EMPLOYEE  
TRAINING PER FTE

100%  
OF EMPLOYEES RECEIVE  
PROFESSIONAL TRAINING

75%  
OF EMPLOYEES RECEIVE  
ESG-SPECIFIC TRAINING



## HEALTH AND WELLBEING

403-6

As part of our wellness program, Brandywine employees can access several resources:

- Our new **b.well by Brandywine Realty Trust** virtual wellness app featuring free live programming and video content
- Through our **Healthy Choices initiative**, employees can meet with an on-site Registered Dietician at our corporate headquarters every other month
- **Lunch and Learn** events on workplace wellness like posture exercises, chair stretches, standing yoga, and breathing techniques to reduce stress
- **Monthly communications** on health and wellness news and awareness

## EMPLOYEE SAFETY

403-5 | 403-8 | 403-9

Our employees receive regular safety training that helps teams work through various crisis scenarios that could occur in our buildings. Brandywine is also working to install automated external defibrillators (AEDs) throughout our buildings, with trained AED administrators on each floor.

100%

OF EMPLOYEES AND THEIR WORKSTATIONS ARE SURVEYED ON HEALTH AND WELLBEING

ZERO

OUR LOST DAY RATE THROUGH AN EMPHASIS ON SAFETY

## AFFINITY TEAMS

Our three Affinity Teams enhance connections and facilitate important conversations between employees by focusing on stewarding opportunities to build leadership, promote employee engagement, and increase career success.

voices

The mission of **VOICES** is to cultivate a diverse, inclusive, and welcoming culture by advancing opportunities that build leadership, promote employee participation, and increase career success through Affinity Group involvement.



The mission of **GROW** is to inspire, promote, and empower a diverse alliance of women and colleagues through developing educational opportunities to build professional skills and competencies, provide a welcoming forum for community and mentorship between peers, and foster a more vibrant, collaborative environment for all employees to thrive.

NEXTGEN

The mission of **NEXTGEN** is to attract, develop, and retain the next generation of leading professionals within the company that will foster and strengthen workplace effectiveness and leadership abilities and promote career growth and success within the company.



## DIVERSITY AND INCLUSION

405-1

Brandywine is proud to be an equal opportunity employer committed to fostering a culture of Diversity and Inclusion. We understand that maintaining a culture that values and respects all employees because of their differences enables us to recruit and retain exceptional talent. It is the integration of unique skills and backgrounds that empowers us to yield innovative ideas, drive transformative work, and build exceptional environments. Brandywine is a company of action and as such we have created an action plan to bolster our diversity and inclusion strategy and create change that is impactful and enduring.



### A REMINDER OF OUR RESPONSIBILITIES

Brandywine has long been defined by our commitment to people and communities. Now, more than ever, we stand firmly with the Black community—our employees, partners, and neighbors—and in solidarity with those raising their voices for substantive and durable change in our country. As the discussion continues about what private companies like ours can do to promote broad-based solutions that are more equitable and just, we take the responsibility and opportunity to lead by example very seriously.



# DEMOGRAPHICS



### RACIAL AND ETHNIC DIVERSITY

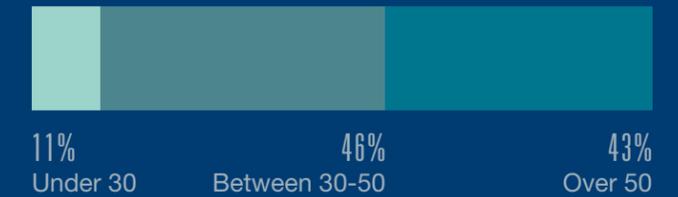
#### BOARD OF TRUSTEES

Black or African American	15%
White	85%

#### EMPLOYEES

Asian	4%
Black or African American	8%
Hispanic or Latino	9%
Two or More Races	1%
White	78%

### EMPLOYEE AGE DISTRIBUTION



### GENDER BREAKDOWN BY LEVEL

LEVEL	FEMALE	MALE
Administrative Support	4	0
Craft Workers	0	28
Executive/Senior Level	5	17
First/Mid-Level	23	38
Non-Manager	75	109
Professional	17	10
Sales	5	5
<b>TOTAL</b>	<b>129</b>	<b>207</b>

# INTEGRITY

102-20 | 102-21

**Our corporate governance platform is the bedrock for sound decision making at Brandywine, promoting transparency while focusing on the long-term interests of our shareholders.**

This approach led to an industry-leading ISS Governance Quality Score of 1 in 2019, representing the lowest shareholder risk and the highest score that ISS awards. Additionally, Brandywine continues to maintain an A Rating from MSCI ESG Research LLC.



## ESG GOVERNANCE

To lead the advancement of ESG in the Brandywine portfolio, a new Senior Vice President of Operations and Sustainability position was created and filled. This position reports to the Executive Vice President of Operations who reports to the Chief Executive Officer. This allows for regular information flow to executive leadership and the Board of Directors, who oversee the ESG program.

## POLICIES AND RISK MANAGEMENT

Brandywine has a formal process to communicate any ESG-related incidents, misconduct, accidents, or penalties to the organization's stakeholders, including investors, tenants, vendors, and the public. Our governance best practices are guided through the following policies:

- Corporate Governance Principles
- Code of Business Conduct and Ethics
- Policy Statement on Insider Information
- Insider Trading Policy
- Brandywine Realty Trust Bylaws
- Audit and Risk Oversight

## SHAREHOLDER RIGHTS

We actively conduct outreach with our shareholders year-round and operate with the following shareholder rights:

- Proxy access provisions in our Bylaws
- No poison pill
- Shareholders have the right to call a special meeting
- As a Maryland REIT, we have opted out of the Maryland Unsolicited Takeover Act (MUTA) and the Maryland Business Combination Act
- Simple majority vote requirement for mergers requiring a shareholder vote
- Our shareholders have the power to amend our Bylaws





## EXECUTIVE LEADERSHIP

102-18 | 102-19 | 102-20 | 102-22 | 102-23  
102-24 | 102-35 | 102-36 | 102-37

### STRUCTURE

- Independent board exclusive of our President and CEO Separate Chairman and Chief Executive Officer
- Trustees are annually elected
- Resignation policy for any Trustee who does not receive majority support
- Annual Board and Committee self-assessment

### COMMITTEE CHARTERS

- Audit Committee Charter
- Corporate Governance Committee Charter
- Compensation Committee Charter
- Executive Committee Charter

### COMPENSATION

Brandywine’s compensation committee meets at least four times a year to review executive compensation based on the company’s financial performance, competitiveness, and general industry data.

### DIVERSITY

Brandywine is committed to diversity in all aspects of our business activities and at all levels of the company, including our Board of Trustees. We believe that Board membership should reflect diversity in its broadest sense, including persons diverse in skills, background, gender, and ethnicity. We encourage and promote consideration of diverse candidates in the nomination and election of directors to the Board.



# BOARD OF TRUSTEES

#### Michael J. Joyce

Chairman of the Board and Trustee  
Executive, Compensation, and Audit Committees

#### Gerard H. Sweeney

President, Chief Executive Officer and Trustee  
Executive Committee (Chair)

#### Terri A. Herubin

Trustee, Corporate Governance and Audit  
Committees

#### Wyche Fowler

Trustee, Corporate Governance and  
Compensation Committees

#### H. Richard Haverstick Jr.

Trustee, Audit (Chair) and Corporate  
Governance Committees

#### James C. Diggs

Trustee, Compensation (Chair) and  
Audit Committees

#### Charles P. Pizzi

Trustee, Governance (Chair) and  
Executive Committees

# EXECUTIVE TEAM

#### Gerard H. Sweeney

President, Chief Executive Officer  
and Trustee

#### H. Jeffrey DeVuono

Executive Vice President and Senior  
Managing Director – Pennsylvania

#### George D. Johnstone

Executive Vice President –  
Operations

#### William D. Redd

Executive Vice President and Senior  
Managing Director – Austin and Metro DC

#### George S. Hasencz

Senior Vice President –  
Investments

#### Shawn Neuman

Senior Vice President -  
General Counsel

#### Thomas E. Wirth

Executive Vice President -  
Chief Financial Officer

# DISCLOSURES

## TCFD DISCLOSURES

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Organizational processes for identifying, assessing, and managing climate related risk	12-13
Organizational process for managing climate-related risks	12-13
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Targets used by the organization to manage climate-related risks and opportunities and performance against targets	12-13

## GRI 102: GENERAL DISCLOSURES

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102-2 Activities, brands, products, and services	4
102-3 Location of headquarters	4
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102-6 Markets served	4
102-7 Scale of the organization	4
102-8 Information on employees and other workers	38-43
102-9 Supply chain	28, 33
102-13 Membership of associations	ULI, NAREIT , BOMA, USGBC, GBU Philadelphia, World Affairs Council, CEO Council for Growth, Development Workshop, NAIOP, and CREW

## GRI 102: GENERAL DISCLOSURES

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102-16 Values, principles, standards, and norms of behavior	1-4
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102-35 Remuneration policies	46-47
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<b>REPORTING PRACTICES</b>	
102-50 Reporting period	This report covers calendar year 2019 through June 2020
102-52 Reporting cycle	Reports issued annually
102-53 Contact point for questions regarding the report	Back cover of this report
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201-1	Direct economic value generated and distributed	4
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203-2	Significant indirect economic impacts	4
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**GRI 302: ENERGY**

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302-3	Energy intensity	15-17
302-4	Reduction of energy consumption	15-17
302-5	Reductions in energy requirements of products and services	15-17

**GRI 303: WATER AND EFFLUENTS**

303-5	Water consumption	16-17
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**GRI 305: EMISSIONS**

305-5	Reduction of GHG emissions	16-17
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**GRI 306: EFFLUENTS AND WASTE**

306-2	Waste type and disposal method	16-17
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**GRI 307: ENVIRONMENTAL COMPLIANCE**

307-1	Non-compliance with environmental laws and regulations	Brandywine is in compliance with all environmental laws and regulations
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**GRI 400: SOCIAL** **PAGE**

**GRI 403: OCCUPATIONAL HEALTH AND SAFETY**

403-5	Worker training on occupational health and safety	40
403-6	Promotion of worker health	40
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403-9	Work-related injuries	40

**GRI 404: TRAINING AND EDUCATION**

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404-2	Programs for upgrading employee skills and transition assistance programs	38-39

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405-1	Diversity of governance bodies and employees	42-43
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**GRI 413: LOCAL COMMUNITIES**

413-1	Operations with local community engagement, impact assessments, and development programs	28-31
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**GRI 415: PUBLIC POLICY**

415-1	Political contributions	Page 4 of Brandywine's Code of Business Conduct and Ethics states: "Do not, in violation of such laws, contribute, donate, give gifts or provide hospitalities using Brandywine funds, goods or services to any such candidates or PACs."
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CORPORATE  
SOCIAL  
RESPONSIBILITY  
REPORT 2020

Brandywine Realty Trust (NYSE: BDN) is one of the largest, publicly-traded, full-service, integrated real estate companies in the United States, with a core focus in the Philadelphia, PA, Washington, D.C., and Austin, TX markets. Organized as a real estate investment trust (REIT), we own, develop, lease and manage an urban, town center and transit-oriented portfolio.

Our purpose is to shape, connect and inspire the world around us through our expertise, the relationships we foster, the communities in which we live and work, and the history we build together. Our deep commitment to our communities was recognized by NAIOP when we were presented with the Developer of the Year Award—the highest honor in the commercial real estate industry.

**FOR MORE INFORMATION**

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