



BRIXMOR[®]
Property Group

Corporate Responsibility
Report 2019

Our commitment

We are pleased to share Brixmor Property Group's second annual Corporate Responsibility (CR) Report and are committed to providing regular updates on our CR goals, performance and initiatives for all stakeholders.

This report was prepared in accordance with the Global Reporting Initiative's (GRI) Sustainability Reporting Standard (Core). Relevant environmental performance data has been verified by a third party to assure reliable, consistent and comparable information. For additional information and feedback, please contact us at investorrelations@brixmor.com.

The scope of this report is focused on all properties owned by Brixmor, employees working for Brixmor and our direct stakeholders.

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Pursuing positive impact

At Brixmor, we believe sustainable growth is founded in the environmental, social and economic well-being of all stakeholders: our employees, communities, tenants and investors. In pursuit of that well-being, we've identified key environmental, social and governance (ESG) initiatives that promise positive impact, and regularly measure our accomplishments against clear goals.

In this, our second Corporate Responsibility (CR) Report, we provide updates on our continued progress towards these goals with transparency and accountability. We are proud of our 2019 performance and achievements, and the resulting benefits for our stakeholders.

Our Culture

We believe each member of our team has a role in corporate responsibility and in 2019 our talented and dedicated employees continued to be the solid foundation of our success. We prioritize employee development and strive to create an environment where all are empowered to think and act like owners. We focus every day on building a culture that is supportive and inclusive, providing opportunities for both personal and professional growth. Our regular employee surveys not only demonstrate a consistently high level of employee engagement, they serve as a roadmap for our continued growth as a company. In 2019, 28% of new employees were identified by referrals from existing employees and 9% of our employees were promoted into new positions. Employees also spent over 4,000 hours on inspiring company-sponsored initiatives

like TED-style Big Brain Events, BRX Connect and Personal Development Days.

Our Properties

We focus on creating inviting places that encourage tenants and shoppers to connect, both in stores and in appealing public spaces. In the last 6 years we have reinvested over \$615 million through our redevelopment program, adding relevant retail specific to local culture and needs, meaningful community amenities, and upgraded building designs. As we invest in our properties to make them more valuable to the communities we serve, we also set a high bar for minimizing our environmental impact.

In 2019 we made major investments towards meeting our long-term sustainability commitments. We have installed solar panels to generate clean energy for our communities and tenants and updated over 100 properties with LED lighting to reduce energy consumption by an estimated 55%. Our smart irrigation program and landscaping specifications have resulted in reduced water consumption of over 40M gallons in the past 2 years. In 2019, we added 37 new charging stations to our properties. Since the program's inception, approximately 9 million miles of electric vehicle range was provided to visitors of our properties. We reduced our carbon impact by 23% in 2019 alone and have exceeded our 2025 reduction target of 40% to assist in addressing climate change and minimizing our impact on the environment.

Our Stakeholders

Our commitment to matching vibrant retail with thriving communities generates sustainable long-term growth for all stakeholders, tenants, employees, communities, and investors.

Although this report summarizes our 2019 efforts, we cannot ignore the implications and impact of the COVID-19 outbreak on our employees, tenants, and communities. These are uncertain times in which stakeholder health and well-being are key and the support we can provide to our communities is vital. I am especially proud of the swift response of our teams in supporting our tenants wherever they can, by rolling out curbside pickup, assisting with government support program applications, and providing whatever additional support necessary. Our HR and IT teams quickly and efficiently moved our entire company to a remote work environment by providing all necessary tools to support our stakeholders and each other. Truly, the connections we have formed working together to get through this unprecedented event will have lasting positive impacts of their own.



"Through these challenging and unprecedented times, our first concern remains unchanged: the well-being and safety of our employees, tenants, communities and all our stakeholders."

James Taylor
Chief Executive Officer and President

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Responding to COVID-19

The COVID-19 pandemic has challenged all of us and has had a tremendous effect on all of our stakeholders. Although outside the scope of the reporting period, it would be remiss not to address an event as impactful as this crisis. Our goal has been to support those on the front lines, including all of our essential tenants and their employees. We have worked hard to ensure that they can continue supplying our communities with critical needs: food, medicine, medical services, office and pet supplies, etc.

The safety and health of our employees and stakeholders remains our first priority. Prior to governmental orders to close, our Executive team made a quick and difficult decision to close our physical offices in order to do our part to minimize the spread of COVID-19. It was a massive undertaking, especially by our HR and IT teams, to ensure all employees were safe, functional, and efficient while working at home. We equipped our team with the appropriate tools to work from home, brought everyone

together virtually to enjoy a bit of comradery, and provided additional resources to manage the stresses of our new working environment. These efforts included a focus on health and wellbeing via no-copay counseling sessions free meditation app availability and fitness challenges; productivity and personal development aids through IT resources and virtual training; and finally staying connected through company recipe sharing, book club and virtual happy hours to keep spirits high. For any employees directly impacted by COVID, we have ensured the availability of appropriate time off, coverage for their work responsibilities, and whatever additional support they need at a difficult time for their families.

Communication is key in times of uncertainty and Brixmor has focused on keeping employees and stakeholders informed during COVID-19. We moved our quarterly all-employee call to weekly to ensure efficient dissemination of information. We created a separate website section for

tenants to provide updates on and assist in navigating the various assistance programs available, links to resources for re-opening, and other resources to help tenants navigate this crisis.

Most of our properties are merchandised with tenants that provide necessity-based goods and services deemed to be essential. We are doing everything we can to make sure they can continue providing the critical goods and services to meet the needs of their communities: from groceries, pharmaceuticals, medical services, bank services, office and pet supplies to hardware, electronics, auto repairs, dollar stores and quick service restaurants. We have taken a number of measures to continue our mission to be the center of the communities we serve, including over 25% of the company volunteering to visit properties, providing timely, actionable information regarding tenant and property issues to fellow team members for quick resolution.



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Our teams also responded by finding creative and meaningful ways to use our conveniently located centers as valued community assets during this difficult time. We have fast-tracked approvals of drive-thru testing centers, blood drive locations, and food trucks. We have provided hot meals for hospital workers, added farmers markets to increase access to fresh food options, donated perishable food to food banks to help those in need and prevent food waste, and reimbursed Brixmor employees for purchasing meals from our restaurant tenants. Brixmor has also utilized social media channels to amplify communications for our retailers on special initiatives such as early shopping hours for senior citizens, delivery services, takeout and curbside pick-up options, and job opportunities.

BrixAssist program

Our **BrixAssist** program identifies ways to support local small business across our portfolio, who have often been forced to close, while also partnering with national tenants and other organizations for relief efforts. Our retailers work hard to serve their customers and we have provided additional storage and logistics capacity to help keep shelves full and kitchens stocked. We have provided financial support through rent deferrals and also partnered with external resources to help small shop tenants access governmental assistance. We have accommodated and aided in touchless delivery, curbside pick-up and use of outdoor space to serve customers where governmental restrictions limit indoor capacity. We are grateful for the extraordinary efforts our tenants continue to make in response to the COVID-19 crisis, as we partner with them in trying to ensure our communities get what they need. We will continue to support our tenants as they recover from the crisis.

[BrixAssist Webpage >](#)



About Brixmor - 2019

Brixmor owns and operates one of America's largest portfolios of open-air shopping centers with over 400 high quality properties located across 34 states, primarily in the top 50 metropolitan areas, as of December 31, 2019. We are home to more than 5,000 national, regional and local tenants, including many of the most recognized brands in the country.

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

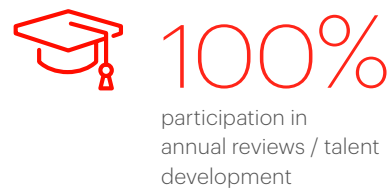
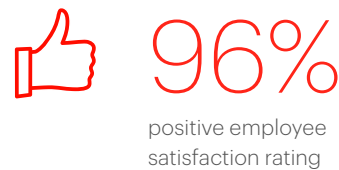
[Why Brixmor >](#)



Our Culture

Who we are

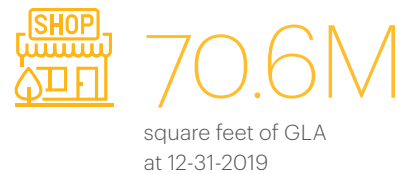
Brixmor values talented professionals who thrive in an inclusive culture based on integrity, accountability, and trust.



Our Properties

What we do

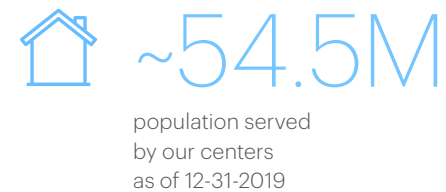
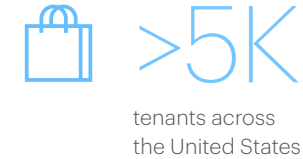
Brixmor is a real estate investment trust (REIT) that owns and operates a high-quality, national portfolio of open-air shopping centers.



Our Stakeholders

Who we serve

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



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Our Vision

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

Our Mission

Deliver compelling total returns to our shareholders by
Acting Like Owners

Aggressively managing and
Upgrading Our Shopping Centers

To make them
Relevant To The Communities

They serve with
Merchants That Thrive

In a dynamic and
Competitive Environment

Our Cultural Tenets

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

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

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

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

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

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

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

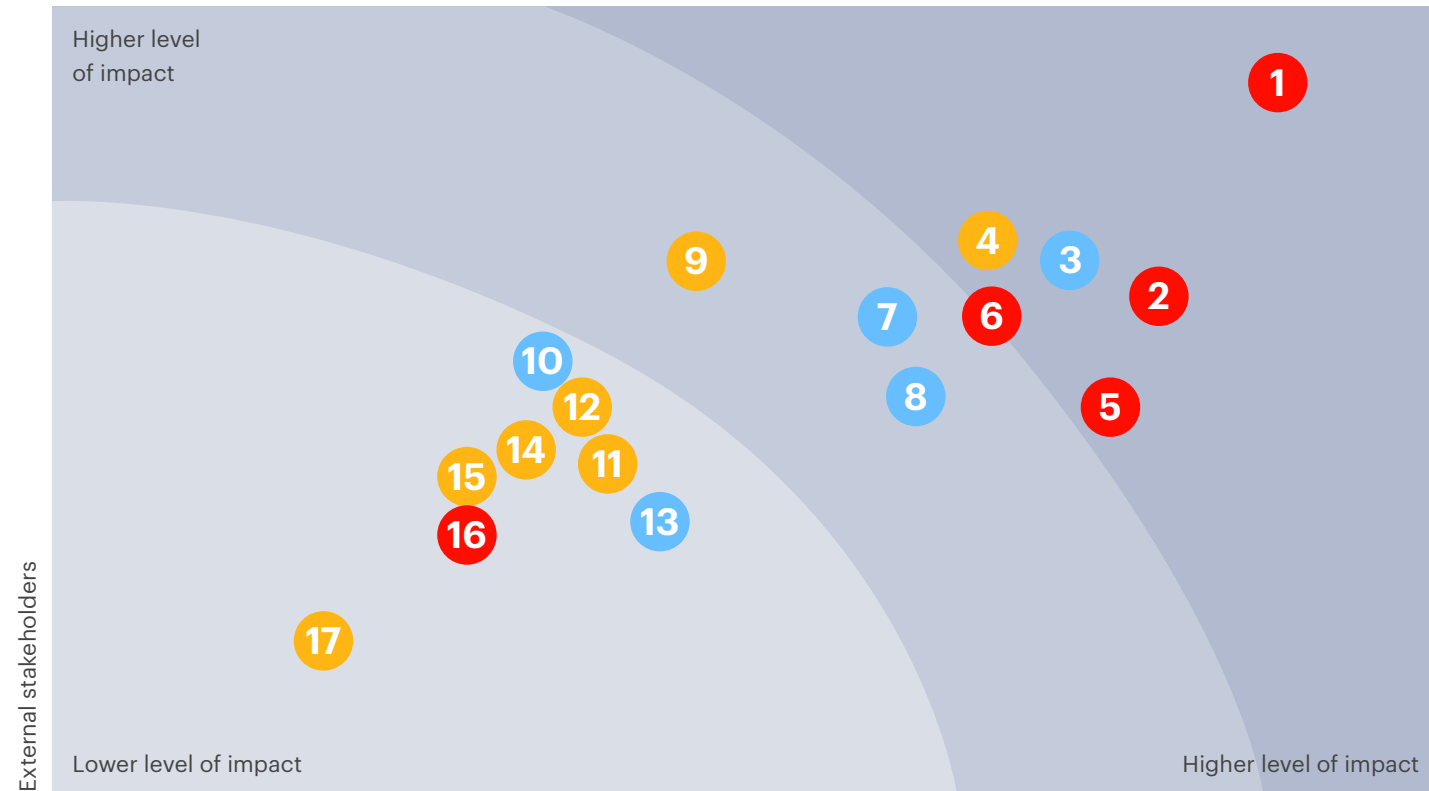
Integrity, which requires the courage to confront
reality, and passion, which requires that we never accept
"good enough", must be paramount in all that we do.

What matters most

Brixmor's CR strategy is built on three main pillars: Our Culture, Our Properties and Our Stakeholders. In 2018 we completed a materiality assessment to identify environmental, social and governance aspects of higher potential impact in the coming years. We chose 17 topics and used an online survey to collect feedback from critical internal stakeholders (senior leadership and representatives from different functional areas) and applicable external stakeholders (investors, tenants and industry experts).

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

This report will tell you more about our actions and activities regarding the most material topics in 2019. We will evaluate the results and our performance in 2020 by gathering additional information from our employees and tenants via our engagement surveys.



Internal stakeholders

Our Culture

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

Our Properties

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

Our Stakeholders

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

Corporate Responsibility Strategy

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



Our Culture

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.

Our Properties

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 retail mix. Our focus on implementing enhanced operating standards minimizes environmental impact through reduced electricity consumption, water usage and greenhouse gas emissions, on-site renewable energy, LED lighting and electric vehicle charging stations.

Our Stakeholders

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

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

Progress update

In 2019 Brixmor made great strides towards creating the sustainable center of tomorrow. With a strong focus on optimizing efficiencies and heavily investing in our properties, we were able to significantly reduce our environmental impact. We achieved our revised 40% reduction goal in GHG/common area electricity use by investing over \$14 million in energy saving technologies and efficiency measures this year alone, and have seen an overall decline of 8% for energy use intensity across the portfolio. Our investment in redevelopment and property enhancements enabled 22% of our portfolio to qualify as “Proudly Owned”. We also strengthened our responsible procurement policy and rolled out important new initiatives focused on employees. “Actions speak louder than words” characterizes Brixmor’s culture as a whole, and particularly when it comes to addressing CR.

We set additional targets for “social” aspects of ESG: to strengthen external relationships and improve our own organization. In the coming years, we will need to work closely with all stakeholders to further reduce our combined environmental impact.

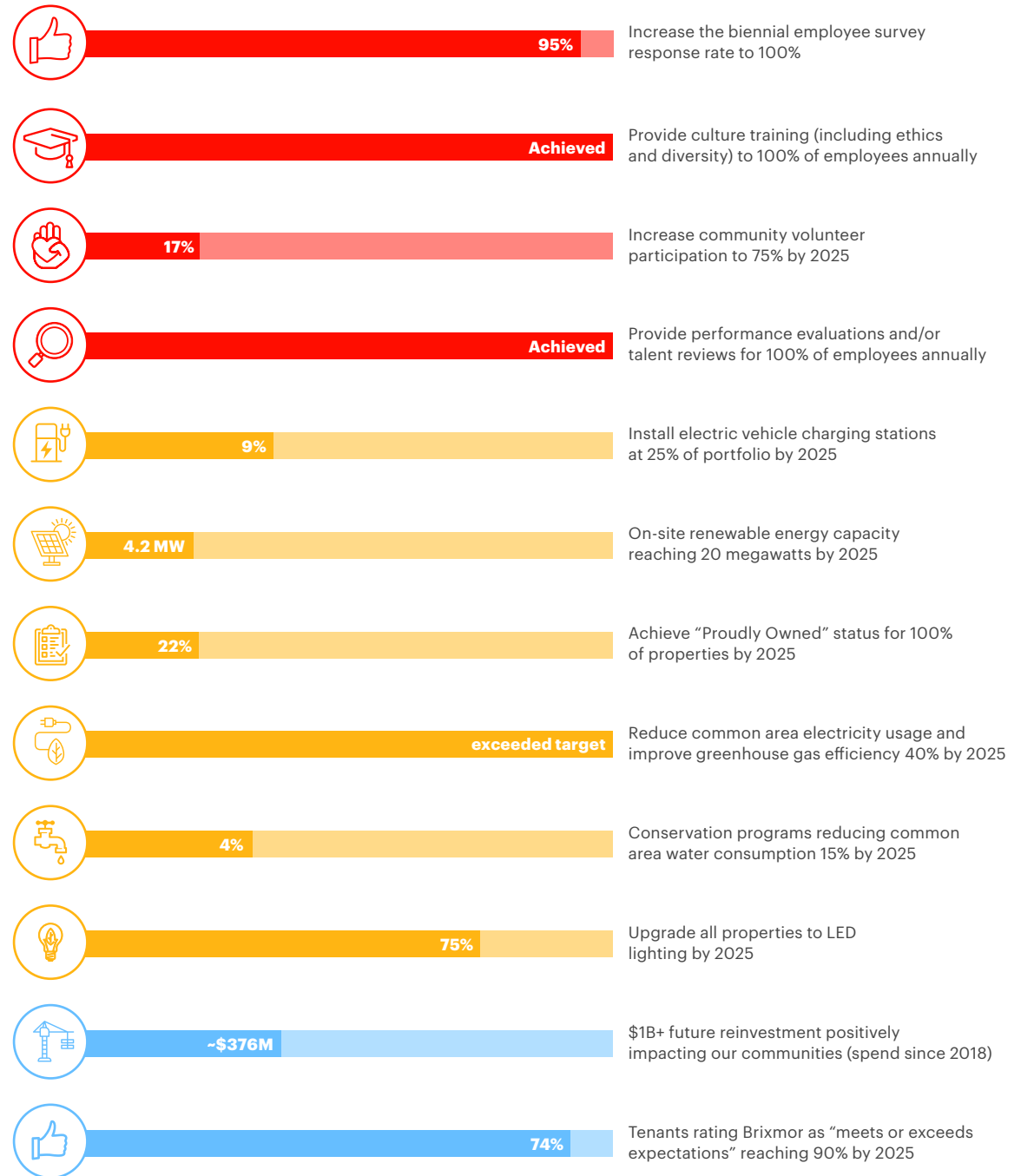
Corporate Responsibility governance

These initiatives are integral to our success, how we think and how we operate. As such, the final responsibility for corporate responsibility sits with Brixmor’s board of directors. Employees receive relevant training and the Senior Management Team gets frequent updates on ESG performance and initiatives.



“Brixmor’s leadership truly believes in our ESG initiatives and consistently provides the support required to achieve significant progress on a wide range of goals.”

Daren Moss
SVP, Operations & Sustainability



Progress shown is as of 12-31-19

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Our Culture

Connected, collaborative and caring



Our team drives our success

Integrity, accountability and trust; our employees embody the three principles our culture is built on. In return we do everything we can to support them, by focusing on their health, happiness, and engagement as well as personal and professional growth. Connecting employees with each other and our communities is an essential aspect of Brixmor's approach. We want our employees to think and act like owners and strive to provide them with the tools they need to create teams that are skilled, driven and collaborative.

Employee Recognition

Brixmor aims to be the preferred employer for talented real estate professionals. We believe that employee recognition is key to ensuring our team members know how important they are to the Company and each other. Quarterly awards include the "Our Center is You" Award recognizing employees for immersing themselves in and serving our communities and the "Find A Better Way" award which is earned for ingenuity. In 2019 we also

introduced "Shout Outs", where peers can nominate each other for demonstrating a commitment to excellence. These employees are recognized by our CEO during our all-employee meetings. Some recent examples of Shout Outs: implementing a Mentorship Program; developing strong relationships with tenants; and addressing safety considerations at our properties.

Personal and Professional Growth

We encourage our employees to grow and develop their interests and passions by providing a number of training and learning opportunities. We have invited outside authors and speakers, held online webinars, supported employee attendance at industry conferences, seminars and events, and given them third-party technology tools. In 2019, to better hire, develop and retain professionals, we implemented the Predictive Index Behavioral Assessment. The PI Behavioral Assessment is an untimed, free-choice, stimulus-response tool that measures a person's motivating

drivers, needs, and working style. PI assessment has been utilized by hiring managers to understand strengths and areas of necessary support for new team members. PI helps build empathy among team members and improve day-to-day relationships and team collaboration. The Leasing and executive teams were the first to take the PI assessment and receive educational feedback. By year end, over 25% of the Company had participated.

Our intranet site, Brixnet, gives employees easy access to a wide range of opportunities for professional development. Employee personal development accounts include a day off and expense reimbursement for a personal or professional development activity of their choosing such as a cooking class, a sailing lesson, a public speaking class or a creative writing class. Every employee has an annual Talent Development review, where the employee's manager evaluates their development and provides plans for professional growth. Employees are encouraged to use the



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Talent Development tools provided, which focus on a wide range of professional skills. In 2019, as in prior years, close to 100% of employees received a performance evaluation. Our year-end review process was enhanced this year to include additional feedback from outside of an employee’s direct reporting line. This has allowed for more holistic feedback related to achievement of goals and areas in which to improve and grow.

BRX Board of Directors Lunch series

In 2019 we launched a new initiative where we share the vast experiences and expertise of the Board of Directors. We kicked off in April 2019 with Gabrielle Sulzberger (co-founder of Rustic Canyon/Fontis Partners, a private equity fund), who shared her perspective and experiences with a focus on diversity and inclusion while being interviewed by Angela Aman (EVP, Chief Financial Officer). The second meeting was held in October 2019, with Julie Bowerman (Chief Global Digital Officer of Kellogg Company) who was interviewed by Brian Finnegan (EVP Leasing). Julie provided valuable insight on how to attract and secure customers through multiple channels, how various channels continue to evolve and how

physical stores continue to play a critical role. All offices were able to participate via videoconference and many employees demonstrated high levels of engagement during the Q&A.

BRX Book Club

Another new initiative launched in 2019, the BRX Book Club, arose from employee feedback that they would appreciate additional ways to further their connections with their peers. Employees can make recommendations to a BRX Reading List and anyone within Brixmor can start a book club. Reading books and sharing personal experiences help employees connect and grow. Brixmor reimburses for books, facilitates Book Club meetings, and communicates details through the Brixmor intranet site.

BRX Connect

Our internal exchange program BRX Connect encourages employees to visit another Brixmor office to connect with peers and experience their environment in order to gain a deeper understanding of other functions within the Company and the impact their own role has on the

organization as a whole. It creates better understanding of challenges co-workers may face and strengthens employee relationships. This is one of our most popular offerings.

Take Our Daughters and Sons to Work

To give children an opportunity to learn about what a parent, family member, or mentor in their lives does during the work day, Brixmor participates in the national Take Our Daughters and Sons to Work Day. During this day we show our children, nieces, nephews and youthful friends why we are proud to go to work each day and teach them about business, collaboration and the real estate industry. We help them discover the power and possibilities associated with a balanced work life, provide them with an opportunity to share how they envision their own future, and have fun along the way.

SNAPSHOT

Big Brain Days

Personal growth

At Brixmor's Big Brain Day events, leading authors from a variety of fields present and discuss topics to inspire individual and team growth. Topics for these innovative seminars come from employee suggestions and bring focus and meaning to our cultural tenets.

In 2019, two Big Brain Day events were organized and hosted by best-selling authors. David Silverman, Entrepreneur and former Navy Seal, shared insights on leadership and the value of diverse teams, and Kevin Cashman, Global Leader of CEO & Executive Development at Korn Ferry, highlighted the value of stepping back to lead forward through the power of "the pause". Key takeaways from these Big Brain Days include finding value in collaboration without politics, building trust with teammates, tenants, investors and the communities we serve, and encouraging healthy competition of ideas and constructive conflict.





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Promoting healthy lifestyles

Every summer we increase our connections with fellow employees and promote healthy habits by engaging in friendly competition through the Summer Step Challenge. Employees are offered a free fitness tracker and anyone with an existing fitness tracker can participate. In 2019, we had our most successful year yet for the Summer Step Challenge with over 71,000 miles walked or run by participants – an increase of over 50% compared to 2018.

In 2019, Brixmor provided additional health tools for its employees, including incentives for healthy lifestyles. In conjunction with gym membership discounts, if employees achieved 50 days of gym attendance in six months, they would receive \$100.

Our new meditation and mindfulness benefit also rolled out in December 2019. Brixmor partnered with Headspace, an app that teaches guided meditation and relaxation techniques for reducing anxiety and getting a restful

night’s sleep. Now Brixmor employees can access free expert guidance on meditation and mindfulness to help with everything from stress, focus, and overall health, all through Headspace. About 25% of the team signed up in the first month and utilization continues to grow.



“We look for fresh and meaningful ways to support and strengthen our team, personally and professionally.”

Carolyn Carter Singh
EVP, Chief Talent Officer

SNAPSHOT

Tony Deering Award

2019 recognition

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

Ashley Kurtz provides leadership within portfolio accounting that truly elevates others. She has been selfless and tireless in making sure others succeed as she built up the portfolio accounting group. Her leadership has set an example across the organization and she has met new challenges with unmatched vigor while elevating and supporting those around her.

We are very grateful for Ashley's contributions and most importantly for the leader and person that she is. Recognition during our Board Meeting and all-employee meeting is given together with \$10,000 in Brixmor shares.





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Celebrating outstanding achievements

Recognizing outstanding work and celebrating employee accomplishments are hallmarks of our culture. We award employees who go above and beyond, or demonstrate exceptional ingenuity. Additionally, at the first all employee meeting of the year, our top leasing professionals are recognized and receive rewards for outstanding productivity and creativity in the prior year.

Our Center is You Award

This award celebrates employees who truly take that extra step in serving the communities where we operate. Each quarter, VPs and SVPs nominate individuals and the Executive Committee reviews all nominations and selects a winner. At each quarterly all employee meeting, we reveal the winner and recognize their achievements. In 2019, three awards were given: Nicki Perkins (Senior Property Manager), Miriam Velez (Director, Property Management) and Renardis Johnson (Director, Property Management).

Nicki addressed vacancy and traffic concerns, providing a better experience for our shoppers. She also partnered with vendors to organize a relationship-building dinner with local authorities. Miriam demonstrated passion and leadership by forming a partnership with the city and successfully obtaining additional patrols following safety concerns at a property, restoring customer confidence. Renardis has worked with several area non-profit organizations over the past few years organizing numerous events to bring true community back to Wynnewood Village (see video link below).

Find a Better Way Award

This award recognizes ingenuity and thinking and acting like an owner. Similar to the Our Center is You Award, each quarter, VPs and SVPs nominate individuals who they feel have come up with a unique solution to a challenge. The Executive Committee reviews all nominations and selects a winner. At each quarterly all employee meeting, we reveal

the winner and recognize their achievements. In 2019, four awards were given: Jenny Long (Senior Property Manager), Andrew Davis (Manager, FAM), Christopher Mitsoulis (Software Engineer, IT) and Adina (Miles) Bules (Construction Coordinator).

Jenny pursued a solution that allowed all lease drawings to be accessed via the same portal, increasing efficiency in making and closing leasing deals. Andrew developed an Excel-based model that significantly shortened the budgeting process. Christopher automated the Annual Talent Development form and review process by creating an online interactive tool. Adina created an on-demand Building Engines training process.



Unity in the community video >



Diversity, inclusion and equal opportunity

Brixmor advocates for diversity and inclusion in every part of our organization and strives to create equal opportunities for all current and future employees. This begins with our hiring process as we seek a diverse range of applicants. Once on board, all employees sign a pledge each year to commit to helping us create and maintain an inclusive culture free from harassment based on race, sexual orientation, gender, and other protected classes. We also work to bring different perspectives, ideas, and opportunities to employees across the organization through TED-style Big Brain days, which include Q&A sessions with the speakers, paid professional and personal development opportunities, book clubs, and semi-annual Board of Director “lunch and learns”.

Our approach to promoting diversity and inclusion at the Company has multiple facets and our efforts have contributed to high rates of employee engagement and satisfaction. In the most recent survey, 96% of employee

survey participants expressed satisfaction with Brixmor’s company culture. By mid-2019, 100% of the Company’s employees were trained in diversity, inclusion and anti-harassment. We expect this training to continue every year and have set that achievement as an annual target.

As of December 31, 2019 we had 477 employees working at Brixmor; 53% of which are female, exceeding the industry benchmark of 48%. Female representation has been prioritized, with senior vice president representation increasing over the past few years to 31% and at the board level to 33%. Brixmor began assessing gender pay equity at the end of 2018 and we continue to evaluate annually, across all levels of the organization and we aim to provide external transparency on gender pay equity. The US Bureau of Labor and Statistics estimates an overall pay discrepancy between female and male employees of -18.9%. Brixmor performs a gender pay audit annually and uses the results to inform compensation decisions

during the annual review process including for purposes of mitigating gender pay disparity. **At the end of 2019, there was no gender pay gap at the top two levels of the Company, EVP and SVP, for total compensation. For all other levels at Brixmor, the adjusted gender pay ratio for total compensation is less than the U.S. Bureau of Labor Statistics estimate.** Our study includes all employees except for the less than 10% compensated via a commissions program. We will continue to work to achieve gender pay equity.

Ethics is a top priority

Upholding the highest ethical standards is of paramount importance throughout our organization and in our daily interactions with stakeholders. This commitment goes beyond obeying the law; it is fundamental to who we are and how we operate.

Our Code of Business Conduct and Ethics (Code) and related policies and procedures guide our employees, officers and directors. Brixmor's General Counsel holds the ultimate responsibility for monitoring 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 2019 100% of employees signed the Code.

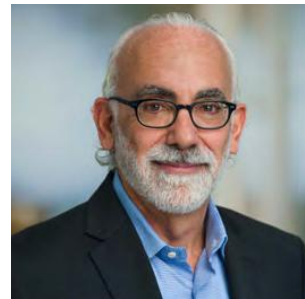
Key aspects:

- > The Code defines anti-bribery/anti-corruption practices, with employees forbidden to receive or give any gifts, bribes or payments in return for goods or services. In 2019 no violations were identified.
- > Political involvement/contributions on behalf of the company are forbidden, and no political donations were made on behalf of the company in 2019.
- > Employees may report any suspected violations of accounting or auditing issues openly, confidentially or anonymously through a third-party whistleblower hotline. In 2019, no issues were raised through this process.

Data security

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

In 2019, 100% of employees received data security training and their knowledge is tested periodically to ensure they understand the importance of cybersecurity and potential consequences of a lack of vigilance.



"Integrity, accountability and trust are foundational cultural tenets that drive Brixmor's high ethical standards."

Steven F. Siegel
EVP, General Counsel

Our Pledge

I pledge to act with
Integrity,

Consistent with our company's
Standards and Policies,

To commit to a culture of
Excellence and Inclusion,

And to demand the very
Same from my Teammates

Corporate governance highlights

Our focus on ethical behavior and strong governance practices has been noticed by the industry. In 2019, we ranked first among REITs overall by Green Street Advisors for corporate governance and first for best ESG/SRI metrics and Corporate Governance by Institutional Investor. We have also received the highest possible corporate governance score from ISS – a 1/10, which indicates the lowest level of governance risk.

Compensation program

Brixmor’s overall compensation philosophy is intended to align compensation with long-term stockholder interests. Accordingly, our executive compensation program is designed to attract and retain individuals with the qualifications to manage and lead the Company, motivate them to develop professionally and contribute to the achievement of our financial and operational goals. Executive compensation is primarily based on company performance with equity participation and ownership. Details of the program are shared via our proxy statement (detailed on the next page) and stockholders annually have an opportunity to cast an advisory vote on executive compensation.

General

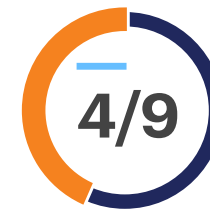
- > Opted out of the Maryland business combination and control share acquisition statutes
- > No poison pill provision
- > Stockholder ability to amend bylaws

Board of Directors

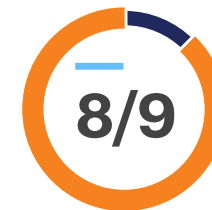
- > Unclassified Board of Directors
- > Diversity in composition and background of directors (33% female)
- > Separate Chairperson and CEO positions
- > Average age of Directors – 58
- > Average Director tenure – 5 years
- > 100% attendance at annual stockholder meeting
- > Independent Directors – 89%
- > Board refreshment – mandatory retirement age of 75
- > Oversees corporate responsibility

[Our corporate governance policies >](#)

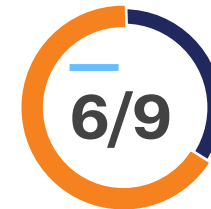
Board of Directors' Expertise



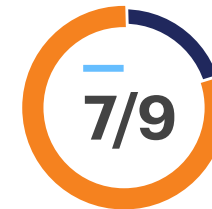
Current or Former CFO



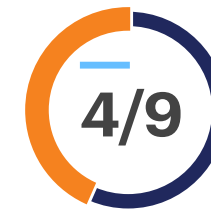
Investment/Financial



Public Company/Board



Real Estate



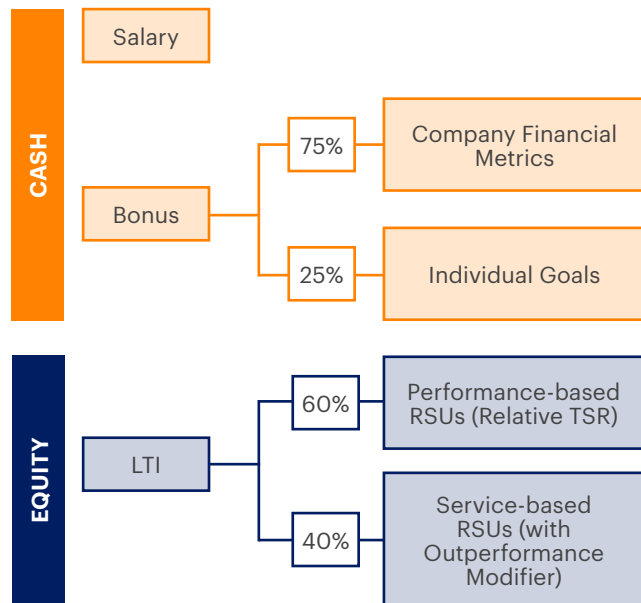
Retail/Consumer

Executive compensation philosophy

Executive compensation consists of cash and equity components including market comparable base salary, bonuses tied to financial and individual performance and long-term equity incentives. All executive employment contracts contain a “double trigger” provision in the event of a change of control and there are no “gross up” provisions. In addition, the Company reserves the right, at the direction of the Board, to recoup or claw back equity compensation in the event the Company’s financial statements are restated or were materially misstated due to intentional misconduct or fraud.

[2020 Annual Proxy >](#)

Primary Components of Executive Compensation



What we do:

- ✓ Structure our Board with experienced leadership including an independent Chairman, a lead Independent Director and knowledgeable committee chairs
- ✓ Design our compensation programs to reflect our culture of pay for performance, with the majority of named executive officer compensation being performance-driven
- ✓ Conduct an annual “say-on-pay” advisory vote
- ✓ Undertake an annual review of compensation strategies and programs by the Compensation Committee, including our compensation risk profile
- ✓ Subject incentive compensation, including both cash and equity compensation, to claw back provisions under certain circumstances
- ✓ Have robust stock ownership guidelines for our executive officers and directors
- ✓ Ensure our LTI program drives long-term value creation and aligns interests of executives and stockholders, with a significant portion of LTI earned based on achievement of performance metrics

What we do not do:

- ✗ Offer excessive perquisites or special health and welfare plans to executives
- ✗ Guarantee salary / bonus increases
- ✗ Allow hedging and pledging of Company stock
- ✗ Have single trigger cash severance payments in the event of a change-in-control
- ✗ Provide excise tax gross-ups
- ✗ Encourage unreasonable risk-taking through compensation

2019 HIGHLIGHTS
(as of 12/31/2019 unless otherwise indicated)

Our Culture

Connected,
collaborative
and caring

87%

employees who recommend Brixmor as an employer per our most recent employee engagement survey.



15

employees participating with BRX connect.

5.7

average tenure of all employees.

10.7

average tenure of Executive Management.



1 OUT OF 3

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



100%

employees who participated in annual reviews and/or talent development discussions.

10,650

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



28%

new hires in 2019 that were referrals by employees.

2019 KEY PERFORMANCE INDICATORS

We have significantly increased our disclosure on social performance indicators in 2019. By showing more transparency towards our stakeholders, we are able to provide accountability and increase comparability between peers in the real estate industry.

[Social Performance Indicators >](#)

NEW BENEFITS

added to our industry-leading benefit offerings like meditation & mindfulness and the Brixmor Book Club.

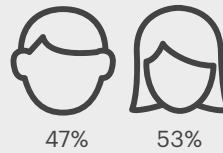


[Benefits >](#)



~75%

employees attending a Big Brain event virtually or in person in 2019.



477

total employees.

47%

53%

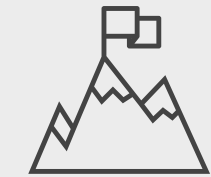
71,000

miles logged in the Summer Step Challenge.



100%

employees who received both ethics and data security training.



\$200 & 1 DAY OFF

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



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Our Properties

Relevant, vibrant and sustainable



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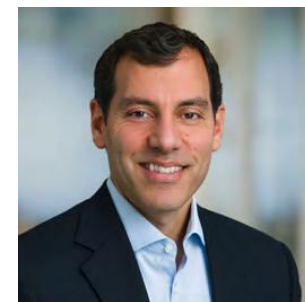
Enhancing the look - investing in our properties

Over the last few years, we have been heavily investing in our properties to upgrade amenities, be proactive about maintenance, and ensure they are attractive and relevant in the evolving retail landscape. Ensuring that maintenance is up to our standards is accomplished via our Speak Up! app and our work order tracking system, which were both launched in 2018. These provide an easy way for everyone at Brixmor to directly communicate with property managers, identifying opportunities for improvement and ways to better serve our tenants and communities. We had approximately 1,200 Speak Up! submissions and 35,000 work orders processed in 2019.

In addition to expenditures for redevelopment, typical capital expense upgrades, and sustainability initiatives, in 2018 we provided additional capital specifically for property enhancement projects, which was allocated via a healthy competition between regions.

The objective of this program is to deploy capital towards projects that improve the curb appeal of Brixmor's assets to ensure they are inviting, consistent with the aesthetic of the surrounding communities they serve, and provide a best-in-class shopping experience to the public. Projects primarily focus on enhancements to building facades, landscapes, hardscapes, site amenities and public spaces at core properties that have not been identified as disposition or redevelopment candidates.

Funding was awarded via a competition with each region presenting proposals for projects demonstrating the potential value enhancement at each asset. Each submission was a cross-disciplinary collaboration between property management, leasing, construction, redevelopment and financial asset management to prepare preliminary scopes, renderings, cost estimates, financial analyses and other related information for presentation to Brixmor's Investment Committee.



"In 2019, we made our centers better through smart use of capital and technology and we improved the way we operate at every level."

Haig B. Buchakjian
EVP, Operations



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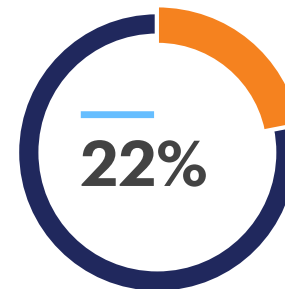
Making properties resilient

We are committed to reducing our impact on the environment and investing in our properties to ensure they are sensitive and responsive to issues related to climate change, and we believe we lead the way for others in our field. Our goal is to create resilient properties that are efficient with resources, respect their surroundings, and make us proud as owners.

To help accomplish that goal, we launched “Proudly Owned” in 2018. With this program we have committed ourselves to putting our best foot forward by providing safe, inviting environments, which include attractive landscaping, open space, gathering areas, clean parking lots, modern lighting, updated facades and dynamic, relevant retail that is in keeping with and matched to the community served.

We’ve set a high “Proudly Owned” standard and added special branding at each property that has achieved this standard. Our internal goal is to bring all of our properties to this standard by 2025. To support this initiative, we approved over \$35million in total for 2018 and 2019, with the sole purpose of enhancing the appearance and operation of the assets. This is over and above our investments in redevelopment projects, LED lighting upgrades, and other regular capital expenditures. By the end of 2019, 87 assets had already achieved our “Proudly Owned” standard.

We keep a strong focus on environmental responsibility through a wide range of initiatives that reduce our impact and increase sustainability. This is how we will reshape our portfolio and ensure future-proof, relevant properties.



Proudly Owned status 2019
Target is 100% of properties by 2025



Minimizing environmental impact

Investing in energy efficiency.

Our biggest direct impact on energy is our common areas. To reduce energy use, we are systematically upgrading to LED lighting and utilizing motion sensor technology for parking fields. We focus on installing reflective roofing and insulation to reduce the load placed on the heating and air conditioning systems that service tenant spaces. Since 2014 we've invested approximately \$40 million in LED alone, which has led to overall electricity usage reductions for common area usage by more than 40% between 2014 and 2019. By 2025, all properties will be upgraded with LED lighting.

Natural resources

By conserving our natural resources we're not just helping the planet. Saving water also saves financial resources for the Company and its tenants. Brixmor has taken substantial measures to minimize our water consumption and increase recycling at our properties.

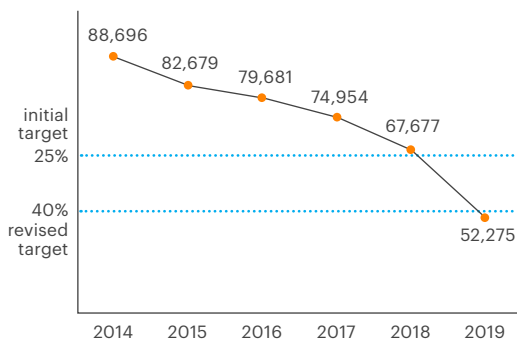
Upgrading landscaping with drought tolerant plant types, xeriscaping, and drip irrigation, we have reduced watering requirements. Additionally, smart irrigation systems have been deployed at properties with some of our largest irrigation requirements. Soil type, weather conditions and plant materials are all taken into consideration. Through these steps alone, we've saved over 40 million gallons of water in the last two years across the 29 properties with smart irrigation controllers in place.

For properties with a master water utility service, in 2019 we pilot-tested smart submeter installations for over 35 properties, installing submeters across either the entire property or just the high-water users. This will provide Brixmor with additional information on water usage at our properties, allow tenants to be accountable for their direct usage, property management to quickly identify and repair leaks, and the Company to regularly assess water reduction efforts. We plan to roll this out nationwide

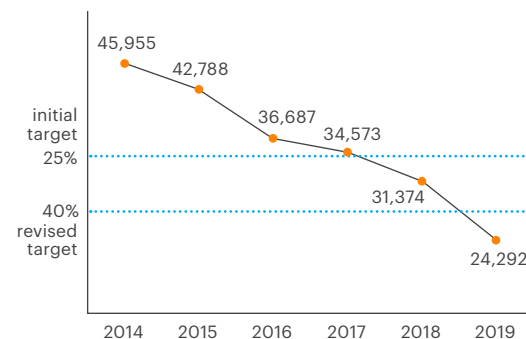
in the coming years with a goal to have all master metered locations in the portfolio sub metered by 2025.

Our tenants play an essential part in minimizing our impact on the environment. By collaborating with a third-party waste services company, Brixmor has facilitated a solution to help thousands of our tenants reduce waste disposal costs and increase recycling. Aggregating waste pickups for a number of tenants allows them to benefit from scale pricing, while significantly reducing the number of disruptive truck trips at the property and through the local community. Additionally, it reduces carbon and other emissions as well as wear and tear on parking lots. Through this partnership, we also provide information to tenants to help them increase recycling rates and improve the efficiency of disposal practices. In 2019 this resulted in 48% of waste recycled or composted from 357 properties with 267,218 tons of waste diverted from landfill.

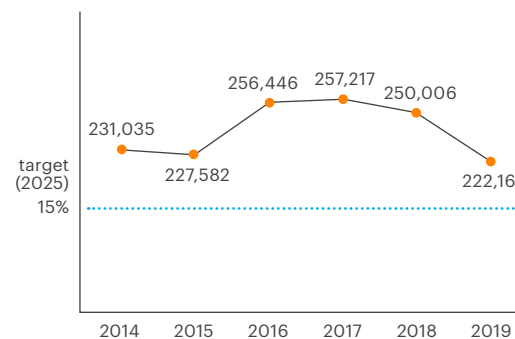
Progress against 2025 targets



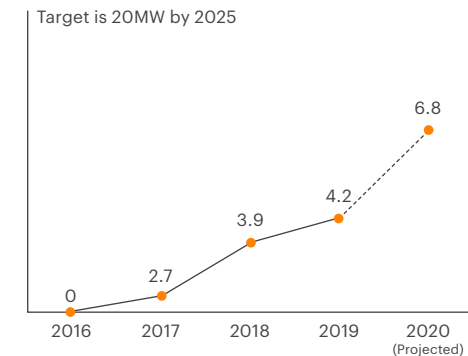
Electricity consumption (mWh)
Common area, like-for-like



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



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



Renewable energy developments
completed (MW capacity)

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SNAPSHOT

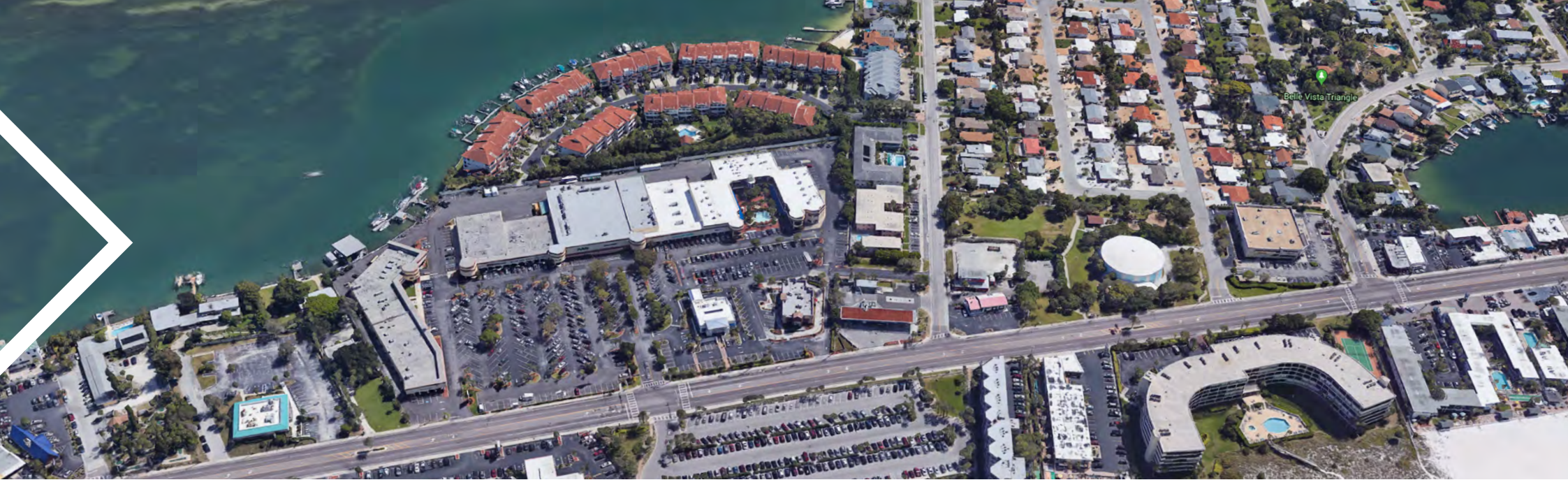
Connecting America

Sustainable transportation

Transportation offers a great opportunity to increase sustainability. Exploring public transportation options and optimally using them to connect our centers with surrounding communities is one way we reduce our impact on the environment and increase our accessibility at the same time.

Electric vehicle charging station installations across the country is another way we promote decarbonization and minimizing fossil fuel use. Over 3,000,000 miles of charging was provided in 2019 alone, by 117 charger stations, with a total of 9 million miles provided since our first station was installed in 2011.

So far, 9% of our portfolio has electric vehicle charging stations in place, up from 6.4% in the prior year, and an additional 32 properties are under assessment for potential installations in the coming years to drive towards our goal of having 25% of our properties providing this amenity by 2025.



Addressing climate change

Our efforts to reduce our carbon footprint and minimize impacts from climate change are the culmination of numerous in-progress initiatives focused on reducing negative impacts to the environment from business operations. Additionally, improving the resiliency of the portfolio as well as the overall business is also a major focus. We strive to communicate these initiatives and their intended impact clearly to our employees and stakeholders. We are committed to reducing our carbon footprint and ensuring our properties are resilient and ready for what the future has in store. To achieve this, we will be developing a clear guide that combines our various initiatives and assess additional risk reduction measures to help us achieve this goal. The past few years have seen increasing frequencies of natural disasters requiring investment in resiliency measures at our properties, business continuity planning, advanced preparations and rapid and coordinated disaster response.

Considering the increasing natural hazard concerns and focus on climate change risks, we plan to formalize our work in this arena into a Climate Change Policy to be rolled out in 2020. We will be assessing climate change risks and opportunities, reviewing available data and looking for data gaps to help us further understand our physical and transition risks associated with climate change. Additionally, lowering our carbon takes many forms like promoting onsite renewable energy developments, consuming energy from renewable energy sources, installing electric vehicle charging stations and reducing our energy usage. We have achieved our revised reduction goals ahead of schedule for both greenhouse gas emissions and electricity of 40% for like-for-like common area by 2025 (compared to a 2014 baseline) but will continue to push ahead with opportunities for further reductions. We will also continue and expand our work with tenants to help further drive reductions in their spaces.

Commencing in 2020, we plan to conduct periodic climate change risk assessments for all assets and assess any potential acquisitions for climate and related risks as part of our standard due diligence process. We understand we need to join forces with other stakeholders in the real estate industry. Therefore Brixmor will continue to collaborate with organizations and peers promoting transparency and sharing best practices to help advance awareness and action around climate change risk within the real estate industry overall. Activities include collaboration with industry organizations such as NAREIT and ICSC, non-profits like the Institute for Market Transformation, governmental entities like the Better Building Challenge, and with investor geared organizations like the Global Real Estate Sustainability Benchmark (GRESB).

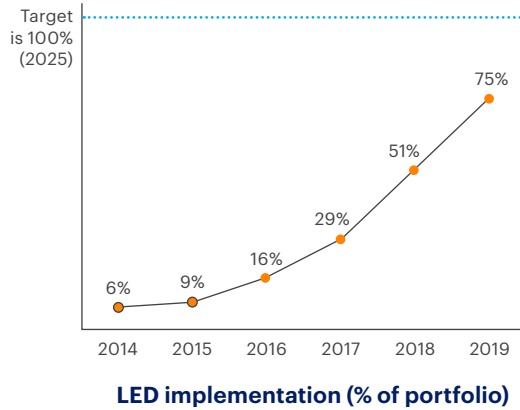
While our formal policy is under development, we have been actively working to reduce our impact and risk for years and have achieved impressive results.

SNAPSHOT

LEDs Continue to Light the Way

Ambitious targets ask for strong measures. We want all of our properties to be upgraded with efficient LED lighting by 2025. In 2019 we completed over 100 projects, putting us well ahead of schedule.

These investments are paying off, as common area electricity use has already been reduced by an average of 55% for the ~300 LED projects completed across our portfolio. Our tenants benefit from lower expenses and better visibility that makes them feel safe and secure; an improvement for the environment, Brixmor and all our stakeholders.



We're Centered on Safety



BRIXMOR



Health and safety in action

The health and safety of our employees, tenants, visitors and general public are always our first concern and we work closely to ensure everyone's wellbeing. Protocols give professionals clear tools on how to act in case of an emergency and through risk assessments we can take adequate measures to prevent incidents.

We have procedures in place and provide training for property managers with clear guidelines on how to respond to a major emergency at one of their properties. These procedures apply to all properties upon the discovery of an emergency such as a fire, hurricane flooding, acts of violence or terrorism, prolonged power outage, or civil unrest. Our procedures, training, and past lessons learned have better prepared us for the challenges our tenants faced during the COVID-19 crisis.

The Global Site Inspection Guide provides clear instructions to local teams regarding the preparation of Emergency Response Plans, as well as communication tools for tenants, a clear checklist for site inspections and an online training package.

In case of emergencies, we have a special Disaster Assistance Recovery Team (DART) that can react to natural disasters and provide immediate and long-term assistance to rebuild local communities. This all-volunteer team from across the country trains to quickly respond to emergencies following extreme weather events. Brixmor's DART was created after devastating hurricanes in Houston and Florida in 2017 and had their first, extremely successful response to Hurricane Michael in Panama City Beach, Florida in 2018.

At Brixmor, we're centered on safety and expect the same commitment from our trusted partners. Accordingly, we initiated a Partnership Engagement Pledge focused on safety for vendors identified as high risk when it comes to health and safety issues for their employees and safety of the community. Within this pledge we request vendors sign off to confirm their adherence to safety regulations, limit disruption to tenants and the community, and provide clear communications on-site with the objective to minimize health and safety risks to the public. Most importantly, all personnel are empowered and encouraged to raise concerns and even stop work if they observe a concern. Every partner working with Brixmor is expected to be fully committed to job site safety.

SNAPSHOT

An Historic Success Story

In Newtown, Pennsylvania, Brixmor worked with the township to save and repurpose an 1870's building as part of a multi-million-dollar renovation and expansion of the shopping center, an example of our dedication to connecting vibrant uses with local cultural needs. On Sept. 21, we celebrated the opening of the refurbished historic Toll House at the Village at Newtown shopping center. The Toll House is now home to Bucks County based Nina's Waffles and Ice Cream.

"The house had become unused and unoccupied. Brixmor undertook a major renovation and found an opportunity for what we call 'adaptive reuse'; saving an old building and bringing it back to life as a contributing part of the community" noted Nancy Freudenthal, a member of the Newton Joint Historic Commission.

The redevelopment of the entire center focused on upgrading the significantly dated building facades, as well as adding 60,000 square feet in new buildings designed to house restaurants, retail apparel, personal fitness and other service providers. Inviting and useful outdoor public spaces and safe pedestrian connectivity, energy efficient LED lighting as well as eco-friendly common area hardscape & landscape upgrades will also be part of comprehensive new site amenities.



Creating sustainable value

Our priority for value-accretive asset reinvestment reflects Brixmor’s commitment to contributing to the well-being of the communities we serve. Through careful consideration of the community’s current and future needs, we can morph our properties into premier local destinations.

The opportunity for transformative project elements, such as student housing at University Mall in Davis, California, multi-family residential at Richfield Hub in Minneapolis, Minnesota or a limited service hotel at Pointe Orlando, in Orlando, Florida, infuse jobs and needed services, helping us truly meet the needs of the communities where we operate. In addition to the potential to provide complementary uses, these projects afford the opportunity to complete energy efficiency upgrades, enhance climate change and resilience measures, create inviting community spaces for gathering, entertainment and dining, and enhance the customer environment with the inclusion of thoughtful native landscape.

The redevelopment of Mamaroneck Centre in Mamaroneck, New York, included an enhanced stormwater management system through underground storm detention and bio swale treatment prior to discharging into the previously impacted Sheldrake River. Resilience was key and this asset, previously identified as a flooding risk, was designed to incorporate a removable flood barrier system to lessen the potential risk to the new buildings.

Lastly, the reconstruction of two Panama City Beach assets following the devastation of Hurricane Michael, included structural upgrades to the entire roof diaphragm, upgraded storefronts and structural elements to withstand higher wind, as well as HVAC unit tie downs to minimize damage during a potential future reoccurrence of such a catastrophic event.



“With respect to the long-term viability and resiliency of our assets, future proofing is at the forefront of Brixmor’s redevelopment effort. Proactive planning measures ensure that our properties evolve to meet the future needs of our tenants and customers alike.”

William L. Brown
EVP, Development/Redevelopment

SNAPSHOT

The Village at Mira Mesa

San Diego, California

Investing in our local communities and meeting the demands of our future shoppers requires planning far out into the future. In San Diego, CA at the Village at Mira Mesa, Brixmor is planning to complete a multi-million dollar modernization project that includes a revitalized pedestrian breezeway where people can gather, be entertained and relax within this densely populated community while enjoying the offerings provided by our local tenants.

Environmental upgrades are a priority of this redevelopment and we are integrating energy efficient lighting, electric vehicle charging stations and additional bicycle parking. The installation of a ~1 MW rooftop solar system will serve to reduce tenant expenses while providing availability for onsite renewable energy. We've also incorporated drought-tolerant vegetation, high-efficiency drip irrigation systems, and other enhancements to provide soil moisture evaporation protection.

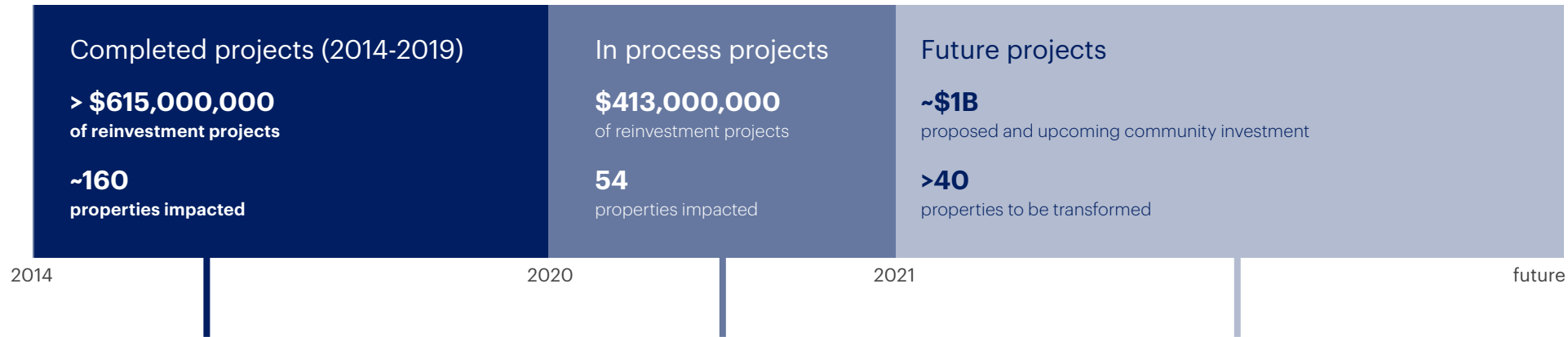
Furthermore, 65% of construction waste was sorted and taken to certified recycling facilities, minimizing impact to landfills.



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Reinvestment: building communities together

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Rose Pavilion – San Francisco, CA

\$19M multi-phased project
10% average incremental NOI yield

This phased redevelopment in the Tri-Valley retail hub included the acquisition of a former in-line pharmacy building, giving Brixmor full ownership of the entire center. Subsequently, Brixmor remerchandised the former pharmacy with a Total Wine & More and redeveloped underutilized retail space with a Trader Joe’s grocer which are major traffic draws to the center. Additional remerchandising included the addition of a Pet Supplies Plus, expansion of an existing Fitness 19 and Phenix Salon Suites. The shopping center was also improved via installation of solar arrays and LED lighting as well as façade and additional common area enhancements



Laurel Square – New York, NY (Brick, NJ)

\$13M project
10% average incremental NOI yield

This redevelopment was initiated in response to the local community’s need for a grocer following the closure of the existing grocer in 2015 due to bankruptcy. In order to purposefully remerchandise the space, Brixmor reviewed the center’s tenant mix, local competition and listened to community needs, including through an online survey of local residents with responses from 2.3K community members. Brixmor was able to attract Corrado’s Market – a regional specialty grocer to the center, much to the delight of the community. The project will include the addition of the specialty grocer as well as a Dollar Tree. Additional shopping center upgrades include façade renovations, parking lot enhancements and pylon sign upgrades.



Preston Park Village, Dallas-Fort Worth, TX (Plano, TX)

The proposed project would include a complete revision to the site plan, creating one cohesive center via removal of interior buildings. This will provide both physical and visual connectivity from one end of the property to the other. The changes will improve pedestrian accessibility, enhance vehicular circulation, upgrade common area landscaping and provide additional site amenities for an overall enhanced experience. In addition to site improvements, there will be several new buildings for additional retail, service, entertainment and restaurant uses with added outdoor seating and gathering areas. The remaining buildings will receive a façade update and new wayfinding signage will round out the proposed work.

SNAPSHOT

Plymouth Square

New sustainable offices

We purchased the Plymouth Square shopping center across the street from another Brixmor asset and only 2 miles from our largest office location. Our aim is to redevelop this underutilized property with relevant retail while creating a high tech, efficient and beautiful new workplace for our Accounting Center and North Regional office.

Our employees will benefit from ergonomic work areas, expansive meeting space, a large training room, wellness studio, indoor and outdoor café, fully appointed commercial-grade kitchen and shuttle service to and from the nearby commuter train. As part of this buildout, we are assessing LEED and other building certifications to ensure environmental impacts and employee wellness are at the forefront of the design.





Disciplined capital allocation

Our portfolio management strategy is to cluster our investments in productive retail nodes and simplify the portfolio to drive long-term sustainable value and attractive risk-adjusted returns.

Improved local engagement

From January 2017 through the end of 2019 we exited 118 assets, many of which were difficult to manage due to their remote locations relative to the nearest Brixmor asset or office location. Sale proceeds have been used to fund redevelopment, pay down debt and repurchase stock. Proceeds also facilitated over \$275 million of strategic acquisitions clustered near existing properties, most recently in Philadelphia and Denver.

The power of a targeted geographic focus allowed us to achieve leasing volumes at the top of our historical range of 2.0 to 2.5 million square feet per quarter, with approximately 20% fewer shopping centers. Operationally,

our team has more time, resources and capital to advance our capital reinvestment program. As an example, we recently completed remerchandising of a former Toys “R” Us box at Arborland Center in Ann Arbor, Michigan, to a family-owned furniture store tenant with ties to the local community that go back over 100 years.

Inclusive and informed decision making

Our asset management strategy is decentralized and driven by on the ground intel, ideas and relationships from all parts of the Company, including leadership, leasing, development and operations. By strategically locating our offices in markets where we have several properties, such as New York, Philadelphia, Houston, Dallas, Chicago and Atlanta, our employees often live in and are personally vested in the communities in which we operate. Investing in markets we know and where we live and work also provides an information advantage with respect to tenant demand, mix of uses, costs and development feasibility.



“Operationally, we are better equipped to serve our communities, with a more focused portfolio and local offices and employees close to our properties.”

Mark Horgan
EVP, Chief Investment Officer

2019 HIGHLIGHTS
(as of 12/31/2019 unless otherwise indicated)

Our Properties

Relevant, vibrant and sustainable

130

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



267,218

tons of waste collected by our aggregated waste management service provider.

48%

recycled waste, reducing truck trips through local communities and improving efficiency.

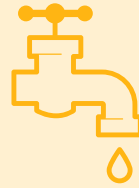
> \$275 M

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



~40M

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



~41%

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

> 22M

total square feet of "cool" roofs currently installed across the portfolio. (>31% of portfolio)



403

well-located properties with 70.6M square feet of gross leasable area.



~1,200

submissions in 2019 via our Speak Up app, which provides an easy way for everyone at Brixmor to communicate wins as well as identify opportunities for improvement.

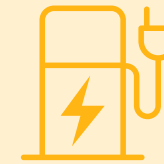


22%



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

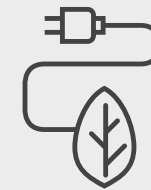
~3M



approximate miles of electric vehicle driving range provided by our 117 operational charging stations at 36 properties across the country. We have an additional ~200 stations at 32 properties under assessment for future installations.

>45%

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



100%

assets continuously monitored for compliance with ADA.



5.6 MW

megawatts of rooftop solar developments installed or under construction.



> 100

LED lighting projects substantially completed in 2019, with approximately 75% of the portfolio upgraded to LED as of the end of 2019.



>\$615M

reinvestment projects delivered from 2014 to 2019 enhancing ~160 properties by adding relevant retail uses, community amenities, and upgraded building designs.



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The Cozy Nest
it's good to be home

Our Stakeholders

Partnership, integrity and commitment

Our Stakeholders

Valued partners

Communicating, engaging with and caring about our critical stakeholders is fundamental to our success. We are an open, trusted and dedicated business partner that focuses on building strong relationships: during property visits, in meetings, through participation in industry conferences and employee/tenant surveys, by supporting community service efforts and events, and via formal investor presentations. Below is an overview of our key engagement and support activities related to each stakeholder group.



379
Communities

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

- Dialogue with communities and municipalities
- Strategic partnerships with local organizations
- Employee service days
- Charity events and sponsorships
- Investing in upgrades and creating local jobs



477
Employees

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

- Employee engagement surveys biennially
- Big Brain days and unique training opportunities
- BRX Connect interoffice collaboration with peers
- Work-life balance including flex time and summer hours
- Personal and professional development support
- Maternity and paternity leave



>5,000
Tenants

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

- Local leasing expertise to attract the most relevant operators to our shopping centers
- Dedicated National Accounts team as a key partner for multi-site retailers
- Tenant coordinators supporting tenant openings
- Tenant engagement surveys biennially
- Green Lease clauses and joint efficiency projects
- Participation with industry organizations



>3,000
Vendors

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

- Supplier Code of Conduct development
- Ensure compliance with regulations / ethical standards via annual affirmation
- Regular meetings with key national partners
- Partnership Engagement Pledge focused on safety
- Work together 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 and one-on-one meetings
- Transparency on ESG performance through GRESB participation, GRI reporting and our website

SNAPSHOT

Stronger Together

In October 2018 Hurricane Michael devastated the area in and around Panama City Beach. Our all-volunteer Disaster Assistance Recovery Team provided both immediate and long-term support to the community and our tenants. Brixmor's volunteers spent approximately 275 days supporting the Panama City community, helping to coordinate disaster response organizations at our property and helping tenants in any way necessary. These efforts helped our property to become one of the first in the area to reopen. During the rebuild, Brixmor has invested an additional \$2M in upgrades to the properties to be more resilient, including adding hurricane rated glass and storefronts, stronger attachments for HVAC units and higher wind zone rated roofing.

In addition Brixmor committed to the installation of 800 trees in support of Panama City's efforts to install up to 10,000 trees, replacing those lost in the storm. This contribution helps to restore the beauty of the area and to capture carbon emissions, creating a greener community in multiple ways. The community celebrated during the one-year anniversary of the hurricane with the theme 'Stronger Together' – reflecting the true collaboration between the community and Brixmor and our shared commitment to come back even stronger than before.





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Positive community impact

Making a vital contribution to the communities where we operate is important to us. Our employees often live and work within these communities, so we have strong ties and on the ground insights into the local landscape. We support and encourage employees to connect and work with local municipalities, tenants, residents and non-profits and to be a strong partner in the growth and well-being of the communities we serve.

Increasing prosperity

Brixmor is aware of our impact on local communities. Our properties create jobs that provide income for local residents, who also live nearby and shop there. Our committed marketing team provides assistance to help generate sales for our local tenants, while our property and sales tax revenues have a positive impact on nearby neighborhoods.

The power of volunteering

Volunteers make a big difference in lives and communities. Brixmor employees provided over 560 hours of community support in 2019 and we hope to keep expanding our volunteer efforts to at least 75% of employees participating in community activities or charitable events by 2025.

We support this effort by providing employees with two paid Service Days each year and by sponsoring charity events. Recent actions we've taken to give back to our communities include providing back to school supplies, clothes and materials for communities destroyed by natural disasters and working at soup kitchens to support the homeless.

Organizations supported in 2019 included:

- > New Alternatives for Children
- > Spirit of Children
- > Women in Need
- > National MS Society
- > Gary Sinise Foundation
- > American Cancer Society
- > Habitat for Humanity
- > American Red Cross
- > Schuylkill Center for Environmental Education
- > Cradles to Crayons

SNAPSHOT

Turning Walls Into Art

Our mission statement speaks to upgrading our properties in ways that make them more relevant and connected to the communities we serve. An embodiment of this is the Mural completed at Torrington Plaza in Torrington, CT by local artist Danielle Mailer, who started a three-year arts project which culminated in this mural.

The back of our center is visible from downtown Torrington, which is just across the river. The mural is now a vibrant accent that can be seen by a large portion of the local community. To help bring enjoyment of the mural into evening hours, Sr. Property Manager Larry Pope installed additional spot lights.

This artwork is part of the Beyond Walls project in Lynn, Connecticut which has attracted cultural interest throughout the city. There are regularly scheduled walking tours just to view all the art.



True retail partnerships

Connecting vibrant and relevant retail partners with unique local culture and needs is how we realize our vision of creating centers that become the thriving heart of their communities.

Making the match

Over the last four years, we have built a best-in-class operating platform and delivered sector leading leasing productivity. Attracting relevant operators who will flourish in our centers requires extensive market knowledge and research, experience and local presence with a national platform. Our Specialty Leasing team offers flexible, short term leases and pop-up store opportunities while responding to the most up-to-date trends in retail, pursuing favorite local merchants and budding entrepreneurs like the popular neighborhood food truck. Our National Accounts, Leasing and Marketing teams partner with dynamic retailers and top brand names to attract foot traffic to our well-located centers. We meet with our national retail partners multiple times a year to better understand their business, changes to store prototypes and space needs, discuss their expansion plans and assess how Brixmor can further support their efforts to grow their business.

An attractive destination

We frequently visit our properties to ensure clean, well-maintained and secure places and our local property managers promptly respond to any concerns. Property amenities are thoughtfully considered and we focus on creating welcoming and attractive retail centers and public spaces relevant to the culture and needs of the local community; places where people want to meet, connect and engage.

Interacting with our tenants

Our first major tenant engagement survey was conducted in 2018, showing that 74% of tenants would recommend Brixmor as a landlord. A good result but offering plenty of room for improvement. Using our tenants' feedback, we have improved employee responsiveness and provided desirable amenities like benches and seasonal landscaping. We plan to conduct tenant engagement surveys biennially to keep improving our centers, strengthen our retail partnerships, and measure our performance. The second survey will occur in early 2020.

Based on feedback from our tenant engagement survey, we recently launched a tenant portal on our public website to simplify basic tasks and improve communication. Tenants can go here to confirm their local utility information, pay rent, start a lease renewal, find contact information for their property manager, or place a maintenance/service request.

Our green leasing program is one example of how Brixmor teams up with tenants to facilitate sustainable and renewable energy efficiency projects, ensuring that they benefit from energy savings created by upgrades at the properties. Our green lease clauses set forth rights and responsibilities that help promote mutual goals to reduce impacts on the environment while also reducing expenses. These lease clauses recently helped make several rooftop solar developments economically feasible, and we have a number of these projects underway in California.



Working together helps address the split-incentive problem in the triple net leased environment, where the expense for upgrades falls to the landlords while the tenants see the bulk of the benefit of reduced operating expenses. Our overall efforts earned Gold Level, Green Lease Leader Recognition from the Institute for Market Transformation and U.S. Department of Energy for 2018-2019 and we hope to be recognized again in 2020.



“Throughout 2019, national and local tenants expressed appreciation for thoughtful improvements at our properties and for the level of partnership we deliver on a consistent basis.”

Brian Finnegan
EVP, Chief Revenue Officer

SNAPSHOT

Strong Partnership

Target Green Star Award

Brixmor aims to be a key partner for all its tenants – to create sustainable communities, where we invest in renewable energy, upgrade to efficient lighting, and enhance landscaping while also reducing water use and minimizing waste.

In 2019 we are proud to have received Target Corporation’s inaugural Green Star Award for Landlords, in recognition of our efforts to work together with Target to manage our properties in an environmentally friendly manner.

This award honors organizations that have made outstanding contributions to protect the environment at Target facilities. We will continue to collaborate with Target and other retailers in the coming years to implement best practices, exchange ideas, and challenge each other to reduce our combined environmental impact.





Responsible supply chain

Our vendors play an important role in the impact our business activities have on communities where we operate. We expect a lot from our vendors, so engaging and optimizing our working relationships with them are of great importance.

We recently finalized a Supplier Code of Conduct to make sure our suppliers, vendors, and contractors uphold our expectations for safety, ethical conduct, their employee relations and impacts on the environment. This is a major step toward aligning their focus and actions with our partnerships and investments in our tenants and the communities where we operate.

Supplier Code of Conduct

Our Supplier Code of Conduct was developed in 2019 and formally adopted in 2020. Key aspects include:

- > Good working conditions for their employees and respecting human rights by compliance with labor regulations, fair wages and prohibiting the use of forced and illegal labor and/or child labor.
- > A healthy working environment where employees are safe.
- > Being mindful of employee work-life balance. Employees should be granted, and properly compensated for, any type of paid leave to which they are legally entitled.
- > Reducing impact on the environment and their carbon footprint to the best of their ability, by using efficient transport methods and promoting opportunities to minimize energy and water use, etc.
- > Keep on-site transport requirements to a minimum by packaging products and materials in an effective way for delivery and selecting resources that are locally produced.
- > Take industry-standard measures to prevent pollution, spills and manage wastewater and waste materials. If an incident occurs, the supplier will inform Brixmor immediately.
- > Use best efforts to minimize the wastes produced and recycle construction materials.

Pursuing sustainable growth

Brixmor's overarching goal is to deliver long-term sustainable growth for our investors, utilizing our self-funded business plan and a disciplined approach to capital allocation. We accomplish this by ensuring sound corporate governance as the foundation from which we operate, and focusing on the well-being of our employees, tenants and the communities we serve. We believe that a continued and expanded focus on stakeholder engagement and satisfaction is key to the long-term health of the Company.

Engaging with our investors

We engage in proactive outreach with our investors to communicate our operational strategy and our significant corporate responsibility achievements, while also soliciting feedback on our financial and operational performance and their views on industry trends and market conditions. We value the outlook and opinions offered by our investors and believe that ongoing dialogue is an important component of our governance practices. During 2019, we had approximately 500 equity and fixed income investor touch points and engaged with the majority of our actively managed investors through a mix of in-person and telephonic meetings, industry and broker sponsored conferences, non-deal roadshows, and property tours. We also engaged in dedicated environmental, social and governance (ESG) discussions.

Delivering transparency and performance

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

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

In 2019, we were also recognized by Institutional Investor with high rankings for our sector in a number of areas: including the top spot for ESG/SRI metrics, Corporate Governance, and best IR team. Also in 2019, Green Street Advisors ranked us #1 overall for all REITs in Corporate Governance. Lastly, we also received the highest possible corporate governance score from ISS – a 1/10, which represents the highest level of governance quality and lowest level of governance risk.

Update on COVID 19

COVID-19 has impacted us all in countless ways. At the time of the release of this CR Report, while COVID impacts are ongoing, Brixmor is well positioned with significant liquidity and the financial capacity and flexibility to maintain our business during this crisis and beyond. We will continue to provide updates on COVID related impacts to our company through our dedicated COVID web page, earnings calls, press releases and social media channels.

Brixmor is well positioned for a wide range of potential economic outcomes and has ample liquidity and flexibility to adapt to changing market conditions.



“We strive to deliver consistent, sustainable growth while remaining committed to transparency and engagement with all stakeholders.”

Angela Aman
EVP, Chief Financial Officer

2019 HIGHLIGHTS
(as of 12/31/2019 unless otherwise indicated)

Our Stakeholders

Partnership, integrity and commitment

#1



ranking in Corporate Governance by Green Street Advisors for all REITs. We have also received the highest corporate governance score from ISS, which represents the highest level of governance quality and lowest level of governance risk.

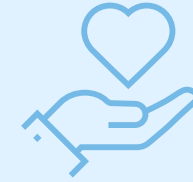
\$334,900,000

total dividend paid to shareholders in 2019.



566

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



31

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



~500

investor meetings took place in 2019, including dedicated ESG meetings where we communicated our business strategy and commitment to long-term sustainable growth to investors.

186,000

direct, local jobs provided by tenants at our properties.



74%

tenants that would recommend Brixmor as a landlord based on the most recent tenant engagement survey (2018), well on our way to our target of 90%.



>9,000

followers on Twitter.

~6,000

followers on Facebook.

CONNECT WITH US

Find out more about our latest stakeholder collaboration initiatives on our social media channels.



~54.5M

people in local communities served by our centers (-17% of the U.S.).



33%

female members of our Board of Directors.

89%

independent members of Board of Directors.



~700

affidavit requests were sent to vendors for 2019 work, confirming their business processes and requirements regarding ethics and corrupt business dealings.



Brixmor has been consistently recognized by the Global Real Estate Sustainability Benchmark (GRESB) as a Green Star recipient with three green stars earned in 2019.



GOLD LEVEL 2018 & 2020

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



5,000

national tenants and local entrepreneurs in our 403 shopping centers across the United States.



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Appendix



The future we all want

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



	UNSDG 2030 Goals	Brixmor's Actions and Goals
	3 Ensure healthy lives and promote well-being for all at all ages.	Industry leading policies, benefits that support employee's personal and professional development, health and wellbeing, and work life-balance.
	5 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 families, and enhance work-life balance.
	6 Ensure availability and sustainable management of water and sanitation for all.	Minimizing water needs through proactive storm water management and landscaping upgrades, with the goal of reducing common area water consumption 15% by 2025 compared to baseline.
	7 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.
	11 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.
	12 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.
	13 Take urgent action to combat climate change and its impacts.	Achieving our goal of reducing common area energy and greenhouse gas efficiency by over 40% each, while continuing to support tenants impacted by natural hazards and implementing mitigation measures.

External verification statement

Verification of Brixmor Property Group’s 2019 Greenhouse Gas Emissions and other utility data:

In 2020, Lucideon CICS engaged with Brixmor Property Group to perform an independent, third party limited assurance of Brixmor Property Group’s environmental data for 2019:

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

Lucideon performed several tasks to provide the limited assurance of the GHG assertion and utility consumptions for the 2019 calendar year pursuant to the ISO 14064-3 verification standard. These tasks included evaluation of conflict of interest to ensure the risk of verifier bias was low, reviewing scope of verification and boundaries, developing a verification plan pursuant to ISO 14064-3, and testing of reported data and calculations against underlying data pursuant to the verification and sampling plan.

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

A positive verification opinion was provided to Brixmor Property Group.

Sincerely

Tony Summers
Lead Auditor

23rd June 2020

Social performance indicators

Employee by Age Group and Gender	2018		2019	
	Female	Male	Female	Male
Baby Boomers ('45 - '64)	61	44	55	43
Generation X ('65 - '80)	96	78	98	83
Millennial (after '80)	85	94	98	100
Total	242	216	251	226

New Hires by Age Groups and Gender	2018		2019	
	Female	Male	Female	Male
Baby Boomers ('45 - '64)	5	6	5	3
Generation X ('65 - '80)	16	10	18	18
Millennial (after '80)	20	26	34	30
Total	41	42	57	51

Turnover	2018		2019	
	%	Number of Employees	%	Number of Employees
Turnover for female employees	21.5%	52	19.8%	49
Turnover for male employees	20.4%	43	18.3%	41
Baby Boomers ('45 - '64)	24.7%	28	17.0%	16
Generation X ('65 - '80)	17.3%	29	15.7%	28
Millennial (after '80)	22.0%	38	23.2%	46

Diversity indicators	2018						2019
	Total	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Two or more races	White
Baby Boomers ('45 - '64)	98	1	7	1	0	3	86
Generation X ('65 - '80)	181	5	21	12	1	6	136
Millennial (after '80)	198	14	17	16	0	7	144
Total	477	20	45	29	1	16	366

Employees by Contract and Gender	2019	
	Female	Male
Full time employees	249	225
Part-time employees	2	1
Employees with a permanent contract	3	6
Employees with a temporary contract	0	0

Average Tenure in Years	2018	2019
Executive Team	10.7	10.7
Non Executive Team	5.7	5.6
All Employees	5.8	5.8

Health and Safety indicators	2018	2019
Sick time recorded	1.4%	1.3%
Injury Rate	0.4%	0.2%
Lost Day Rate	0%	0.22%
Number of Fatalities	0	0

Community service	2018	2019
Service Hours	603.75	566.25
Number of Employees Participating	100	82

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Parental Leave by Gender	2018		2019	
	Female	Male	Female	Male
Total number of employees that were entitled to parental leave, by gender.	241	215	249	225
Total Number of Employees that took Parental Leave, by Gender.	2	13	6	9
Total Number of Employees that returned to Work in the Reporting Period after Parental Leave ended, by Gender.	2	13	6	9
Total Number of Employees that returned to Work After Parental Leave ended that were still Employed 12 Months after their Return to Work, by Gender.	2	11	4	8
Return to Work and Retention Rates of Employees that took Parental Leave, by Gender.	100%	100%	100%	100%

Employees by department and Gender	2018			2019		
	Female %	Male %	Total Employees	Female %	Male %	Total Employees
Acquisitions/Dispositions	25%	75%	12	15%	85%	13
Construction	31%	69%	29	36%	64%	39
Corporate Accounting	55%	45%	42	48%	52%	33
Financial Asset Management	8%	92%	13	17%	83%	12
HR and Administration	75%	25%	16	75%	25%	16
Internal Audit	75%	25%	4	75%	25%	4
Investor Relations	67%	33%	3	100%	0%	2
IT	32%	68%	19	26%	74%	19
Leasing	61%	39%	70	61%	39%	69
Legal	79%	21%	33	78%	22%	36
Management Accounting	58%	42%	65	59%	41%	74
Management Committee	25%	75%	8	25%	75%	8
Marketing	64%	36%	11	60%	40%	10
National Accounts	40%	60%	10	50%	50%	10
Property Management	56%	44%	80	55%	45%	87
Property Operations	33%	67%	3	75%	25%	4
Re/Development	29%	71%	21	30%	70%	23
Regional President	0%	100%	4	0%	100%	4
Specialty Leasing	67%	33%	9	73%	27%	11
Tax	83%	17%	6	67%	33%	3
Total	53%	47%	458	53%	47%	477

Other HR indicators	2018	2019
Employees choosing to flex their Work Hours	33%	33%
Vacancies filled by referrals of employees	25%	28%
Employees Participated in Annual Reviews and/or Talent Development Discussions	100%	100%
Internal Promotions	10%	9%

Environmental performance indicators

GRI	Indicator - absolute data	Verified	Units	2014	2015	2016	2017	2018	2019
302-1	Electricity purchased and used by Brixmor		MWh	101,528	96,197	94,749	92,578	86,848	70,607
302-2	Electricity purchased by Brixmor and primarily used for tenant areas		MWh	53,396	54,491	55,790	56,491	59,054	55,451
	Total electricity purchased	✓	MWh	154,924	150,688	150,539	149,069	145,902	126,058
	Fuels purchased and used by Brixmor		MWh	21,492	17,117	16,010	18,566	25,220	24,657
	Fuels purchased by Brixmor and primarily used for tenant areas		MWh	2,340	1,421	1,731	1,468	1,899	1,636
	Total fuels purchased	✓	MWh	23,832	18,538	17,741	20,034	27,119	26,294
	Total energy consumption from all sources	✓	MWh	178,757	169,226	168,279	169,103	173,021	152,352
305-1	Total direct GHG emissions GHG Protocol Scope 1		Tonnes CO ₂ e	4,076	3,246	3,036	3,521	4,783	4,627
305-2	Total indirect GHG emissions GHG Protocol Scope 2		Tonnes CO ₂ e	52,048	49,315	43,156	42,168	39,558	32,160
305-3	Total indirect GHG emissions GHG Protocol Scope 3		Tonnes CO ₂ e	27,817	28,204	25,739	26,009	27,258	25,564
	Total direct and indirect GHG emissions	✓	Tonnes CO ₂ e	83,942	80,766	71,932	71,698	71,599	62,351
303-1	Total municipal water supply withdrawals used by Brixmor		MGAL	532,175	508,564	507,430	530,924	533,715	337,944
	Total municipal water supply withdrawals primarily used for tenants areas		MGAL	507,255	482,612	474,040	479,599	452,879	580,149
	Total municipal water supply withdrawals	✓	MGAL	1,039,430	991,176	981,470	1,010,522	986,593	918,093
306-2	Total weight of waste		Metric tonnes				289,193	264,032	267,218
	Recycled		Metric tonnes				152,864	136,580	128,068
	Composted		Metric tonnes				-	285	322
	Other		Metric tonnes				136,330	127,167	138,828
	Diversion rate		%				52.9%	51.8%	48.0%
	Environmental intensity measures		Units	2014	2015	2016	2017	2018	2019
302-3	Building energy intensity		kWh/sq. ft/year	2.465	2.328	2.308	2.299	2.348	2.16
305-4	Greenhouse gas intensity from building energy		kgCO ₂ e/sq ft/year	1.157	1.111	0.986	0.975	0.972	0.88

Qualifying notes:

Absolute consumption data for each type of utility includes all utilities purchased directly by Brixmor for all properties for the applicable time period. This includes directly managed common areas, utilities used in vacant tenant spaces, and indirectly managed areas (generally consumption by tenants within their leased spaces). When properties are acquired, the consumption data will be incorporated in the external reporting for the annual period starting from the date Brixmor purchased the property. Given the significant volume of property divestments prior to 2019, to avoid skewing the data, divested properties have been fully removed from the data set for reporting years 2014-2018. Divested properties in 2019 were included for the period of time they were owned. The declines in utility consumption would be significant and not representative if divestments prior to 2019 had their data included and our methodology affords a better comparison between years.

The consumption by Brixmor includes utilities used for the common areas of the properties, vacant tenant spaces, and Brixmor office locations housed at our properties. For common areas, Brixmor directly 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 and these are not as comparable over longer time periods. As such, our long-term reduction targets (see pages 10 and 26) only include the managed consumption for common areas (exclusive of vacancies and offices). The indirectly managed consumption (scope 3) only includes utilities directly used by tenants in the spaces they control or overall utility usage for master metered properties. These properties obtain utilities via a master meter for portions of or the entire property the use sub meters or other allocations to proportion utility usage and expense to the tenants. Upon review of 2019 data, additional

water accounts were noted to have portions of the property master metered and this usage was moved to water supply used for tenant areas (some of which was previously included in usage by Brixmor) and therefore the year over year comparison using these categories may be less comparable.

Intensity figures are reported according to GRI standards and according to best practices in the real estate industry. To normalize data, Brixmor uses the total Gross leasable Areas (GLA) at 12-31 of the applicable year as the denominator for calculation. The aggregated total absolute consumption is divided by the total GLA corresponding to the data. As indicated on page 49, Lucideon has verified overall data for electricity, water, gas usage and GHG emissions for 2014, 2018, and 2019.

Global Reporting Initiative (Core) Content Index

GRI	Description	Source / Data
GRI 102: General disclosure		
102: Organizational profile		
102-1	Name of the organization	● Brixmor Property Group Inc.
102-2	Activities, brands, products, and services	● Form 10-K, F-17 and schedule III
102-3	Location of headquarters	● www.brixmor.com/contact
102-4	Location of operations	● Form 10-K, page 17 and schedule III
102-5	Ownership and legal form	● Form 10-K, F-17
102-6	Markets served	● Form 10-K, page 17 and schedule III
102-7	Scale of the organization	● Form 10-K, page 17 and schedule III; CR report page 4
102-8	Information on employees and other workers	● CR report pages 51-52
102-9	Supply chain	● CR report page 45
102-10	Significant changes to the organization and its supply chain	● Form 10-K, page 18
102-11	Precautionary Principle or approach	● CR report pages 31-34
102-12	External initiatives	● CR report pages 40-41 and 49
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 3
102-15	Key impacts, risks, and opportunities	● CR report page 8
102: Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	● CR report page 7
102-17	Mechanisms for advice and concerns about ethics	● CR report page 19
102: Governance		
102-18	Governance structure	● Form 10-K, part III
102-20	Executive-level responsibility for economic, environmental, and social topics	● CR report pages 3, 10 and 20
102-21	Consulting stakeholders on economic, environmental, and social topics	● CR report pages 8 and 43

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
102-26	Role of highest governance body in setting purpose, values, and strategy	● See www.brixmor.com/why-brixmor/leadership
102-29	Identifying and managing economic, environmental, and social impacts	● CR report page 8
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 3, 10 and 20. Our CR strategy is integrated throughout our organization and forms the basis for how we plan, think, and act. The CEO has overall responsibility for overseeing Corporate Responsibility and our related efforts, targets and progress are regularly reviewed and evaluated by our Board of Directors
102: Stakeholder engagement		
102-40	List of stakeholder groups	● CR report page 39
102-41	Collective bargaining agreements	- Not applicable for Brixmor
102-42	Identifying and selecting stakeholders	● CR report pages 8 and 39
102-43	Approach to stakeholder engagement	● CR report pages 7, 39-47
102-44	Key topics and concerns raised	● CR report page 8
102: Reporting practice		
102-45	Entities included in the consolidated financial statements	● Form 10-K, F-17 and schedule III
102-46	Defining report content and topic Boundaries	● CR report pages 2, 6 and 8
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, 2019
102-51	Date of most recent report	● 2019
102-52	Reporting cycle	● Annual
102-53	Contact point for questions regarding the report	● Daren Moss, SVP, Operations & Sustainability, + 1 212 869 3000

Global Reporting Initiative (Core) Content Index

GRI	Description	Source / Data
102-54	Claims of reporting in accordance with the GRI Standards	● CR report page 2
102-55	GRI content index	● CR report pages 54-55
102-56	External assurance	● CR report page 50
GRI 200: Economic aspects		
201: Economic performance		
103-1	Management Approach	● Form 10-K page 26-38; CR report pages 6, 9 and 47
201-1	Direct economic value generated and distributed	● Form 10-K pages 22-32; CR report pages 6, 9 and 47
201-2	Financial implications and other risks and opportunities due to climate change	● Form 10-K, part I page 10; CR report page 28
201-3	Defined benefit plan obligations and other retirement plans	● Form 10-K, page F-41
GRI 300: Environmental aspects		
302: Energy		
103-1	Explanation of the material topic and its Boundary	● CR report pages 25, 26, 29 and 53
103-2	The management approach and its components	● CR report pages 25, 26, 29 and 53
103-3	Evaluation of the management approach	● CR report pages 25, 26, 29 and 53
302-1	Energy consumption within the organization	● CR report pages 26 and 53
302-2	Energy consumption outside of the organization	● CR report pages 26 and 53
302-3	Energy intensity	● CR report page 53
302-4	Reduction of energy consumption	● CR report pages 26, 29 and 53
303: Water		
GRI 103	Management Approach	● CR report page 26
303-5	Water consumption	● CR report pages 26 and 54
305: Emissions		
GRI 103	Management Approach	● CR report pages 25, 26, 29 and 53
305-1	Direct (Scope 1) GHG emissions	● CR report pages 26 and 53
305-2	Energy indirect (Scope 2) GHG emissions	● CR report pages 26 and 53
305-4	GHG emissions intensity	● CR report page 53
305-5	Reduction of GHG emissions	● CR report pages 26 and 53
306: Effluent and waste		
GRI 103	Management Approach	● CR report page 26

GRI	Description	Source / Data
306-2	Waste by type and disposal method	● CR report page 53
GRI 400: Social aspects		
401: Employment		
103-1	Explanation of the material topic and its Boundary	● CR report pages 12-18
103-2	The management approach and its components	● CR report pages 12-18
103-3	Evaluation of the management approach	● CR report pages 12-18
401-1	New employee hires and employee turnover	● CR report page 51
403: Occupational health and safety		
GRI 103	Management Approach	● CR report pages 4, 5, 15 and 30
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	● CR report page 51
404: Training and education		
GRI 103	Management Approach	● CR report pages 12 and 14
404-1	Average hours of training per year per employee	● CR report pages 12 and 14 (35.2 hours of focused training per employee)
404-2	Programs for upgrading employee skills and transition assistance programs	● CR report pages 12 and 14
404-3	Percentage of employees receiving regular performance and career development reviews	● CR report page 22
405: Diversity and equal opportunity		
GRI 103	Management Approach	● CR report page 18
405-1	Diversity of governance bodies and employees	● CR report pages 20, 51-52
405-2	Ratio of basic salary and remuneration of women to men	● CR report page 18
406: Non-discrimination		
GRI 103	Management Approach	● CR report page 18
413: Local communities		
GRI 103	Management Approach	● CR report pages 29, 32, 33 and 40-42
413-1	Operations with local community engagement, impact assessments, and development programs	● CR report pages 29, 32, 33 and 40-42

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 403 retail centers comprise approximately 70.6 million square feet of prime retail space in established trade areas. The Company strives to own and operate shopping centers that reflect Brixmor's vision "to be the center of the communities we serve" and are home to a diverse mix of thriving national, regional and local retailers. Brixmor is a proud real estate partner to more than 5,000 retailers including The TJX Companies, The Kroger Co., Publix Super Markets, Wal-Mart, Ross Stores and L.A. Fitness.

Safe Harbor Language

This press release may contain forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. These statements include, but are not limited to, statements related to the Company's expectations regarding the performance of its business, its financial results, its liquidity and capital resources and other non-historical statements. You can identify these forward-looking statements by the use of words such as "outlook," "believes," "expects," "potential," "continues," "may," "will," "should," "seeks," "approximately," "projects," "predicts," "intends," "plans," "estimates," "anticipates" or the negative version of these words or other comparable words. Such forward-looking statements are subject to various risks and uncertainties, including those described under the sections entitled "Forward-Looking Statements" and "Risk Factors" in the Company's Annual Report on Form 10-K for the year ended December 31, 2019 and the Company's Quarterly Report on Form 10-Q for the quarter ended March 31, 2020, 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. Currently, one of the most significant factors that could cause actual outcomes to differ materially from forward-looking statements is the potential adverse effect of the current pandemic of the novel coronavirus, or COVID-19, on the financial condition, operating results and cash flows of the Company, its tenants, the real estate market, the global economy and the financial markets. The extent to which the COVID-19 pandemic impacts the Company, its tenants, and consumer behavior and will depend on future developments, which are highly uncertain and cannot be predicted with confidence, including the scope, severity and duration of the pandemic, the actions taken to contain the pandemic or mitigate its impact, and the direct and indirect economic effects of the pandemic and containment measures, among others. 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.