BRIXMOR®
Property Group

Corporate Responsibility
Report 2020

Our commitment

We are pleased to share Brixmor Property Group's third annual Corporate Responsibility (CR) Report in order to provide all stakeholders with transparency regarding our CR goals, initiatives and performance.

This report was prepared in accordance with the Global Reporting Initiative's (GRI) Sustainability Reporting Standard (Core) and incorporates disclosures aligned with the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD). Relevant environmental performance data has been verified by a third party to assure reliable, consistent and comparable information. For additional information and feedback, please visit our website at www.brixmor.com/why-brixmor/corporate-responsibility and/or 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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"The pandemic revealed the amazing strength and resilience of our team as well as opportunities to continue to drive growth."

James Taylor
Chief Executive Officer and President

Meeting the Moment

There are times that reset everything that follows. 2020 tested the world, our country, our business and ourselves. 2020 also demonstrated the resilience of our team and our portfolio, accelerating many trends that will propel our business in the future. I am beyond grateful for how our Brixmor team rose together to meet this moment with determination, compassion and creativity.

People first
When the pandemic began, we prioritized our team by proactively addressing the many challenges our employees encountered as we quickly transitioned to a remote-work environment. The exceptional resilience and outstanding performance of the Brixmor team across all operational and financial metrics this past year has been nothing short of remarkable.

Our culture empowers and challenges each of us to think like owners in order to grow and create value for all stakeholders. We believe that the best ideas often come from those closest to the real estate, and that our centers thrive when they truly become the "center" of the communities they serve. We believe that our culture of ownership and empowerment enables us to attract, engage and retain the very best talent and helps us build collaborative, skilled, and engaged teams. Conducted during the height of the pandemic, our 2020 all employee survey demonstrated continued high engagement among our employees, with a 97% response rate where 99% of those responding stated they were "proud to work for Brixmor."

We also believe that excellent teams are built on trust and thrive in an inclusive environment that embraces a broad diversity of backgrounds and thought, much like the communities our centers serve. We work hard each and every day to earn the trust of our teammates and the communities we serve. To ensure that we continue to foster excellence, we formed a Diversity & Inclusion Leadership Council, which reports directly to me and assists us in maintaining best practices and behaviors to grow diversity and enhance inclusion.

Being the center of our communities
Throughout the pandemic, we maintained our high property operational standards while minimizing unnecessary expenses for our tenants, as we implemented enhanced safety and cleanliness protocols across our portfolio. We also worked to creatively activate common area space in order to provide additional attractive and appropriate gathering places for tenants and visitors during COVID-19 and beyond.

When many of our retailers were forced to temporarily close due to government-mandated orders, we took action to provide critical resources and additional support through our BrixAssist program. These dedicated efforts, in conjunction with short-term rent deferral and, in more limited circumstances, rent abatement agreements, helped over 97% of our tenants weather the storm and make it through to reopening.

We strive to create inviting open air centers where tenants and shoppers connect. Over the last five years, we have invested over $500 million, with another $400 million underway, in our value-enhancing reinvestment program, adding relevant retailers specific to local cultures and needs, meaningful community amenities, and upgraded building designs. We also continue to implement sustainability initiatives across the portfolio, achieving recognition from GRESB and others as a leader in sustainability.

As we invest in our properties to make them more engaging and relevant to the communities we serve, we set a high bar for ourselves with respect to minimizing our environmental impact and planning for the future. We are:
> Committing to Net Zero Carbon by 2045 for areas in our operational control
> Upgrading all properties to LED lighting by 2025
> Implementing energy and water conservation initiatives
> Pursuing renewable energy developments, including partnering with tenants where possible
> Assessing property-specific climate change risks

The way ahead
The pandemic highlighted the importance of retailers having a physical presence near the consumer, with retailers actively looking for efficient multichannel connections to a convenience-driven consumer. Our brick and mortar locations provide a cost and environmentally effective way for retailers to provide the highest level of service to their customers. We believe that appreciation for the value proposition offered by physical locations in neighborhood and community shopping centers located within the "last mile" to the consumer will continue to grow, and that the personal relationships retailers have built with their customers will become even more meaningful once COVID-19 wanes.

In 2021 and beyond, the Brixmor team will continue to deliver value for all of our stakeholders through continued focus on making our national portfolio of dynamic, community-based open-air centers the "center of the communities" they serve.

Jim Taylor
CEO & President

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About Brixmor

Brixmor owns and operates one of America's largest portfolios of open-air shopping centers with 393 high quality properties located across 34 states, primarily in the top 50 metropolitan areas[1]. We are home to more than 5,000 national, regional and local tenants, including many essential retailers and some of the most recognized retailers in the country.

We strive to create properties that become the 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 value-enhancing reinvestments, including anchor space repositioning and redevelopments, transforming our portfolio and driving stronger performance today and well into the future.
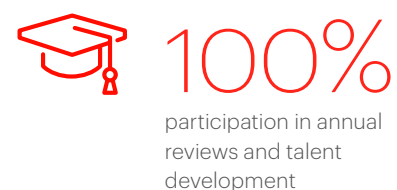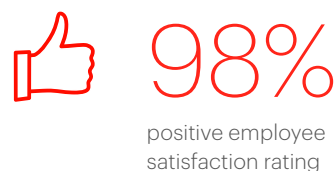
1   As of December 31, 2020

Why Brixmor >

Our Culture
Who we are

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

47%   53%

475
employees[1]

98%
positive employee satisfaction rating

100%
participation in annual reviews and talent development

Our Properties
What we do

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

393
shopping centers[1]

$1.3B+
in process and upcoming community reinvestment

68.9M
square feet of GLA[1]
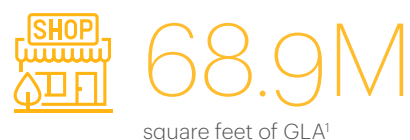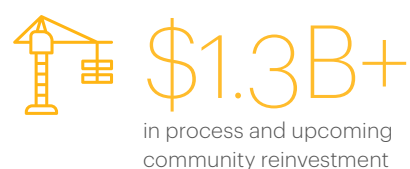
Our Stakeholders
Who we serve

By connecting relevant retail with thriving communities, our tenants, communities, employees and investors benefit from stable long-term returns.
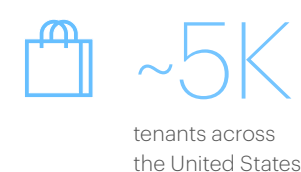
~5K
tenants across the United States

~53.4M
population served by our centers[1]

$9.7B
total market capitalization[1]

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.
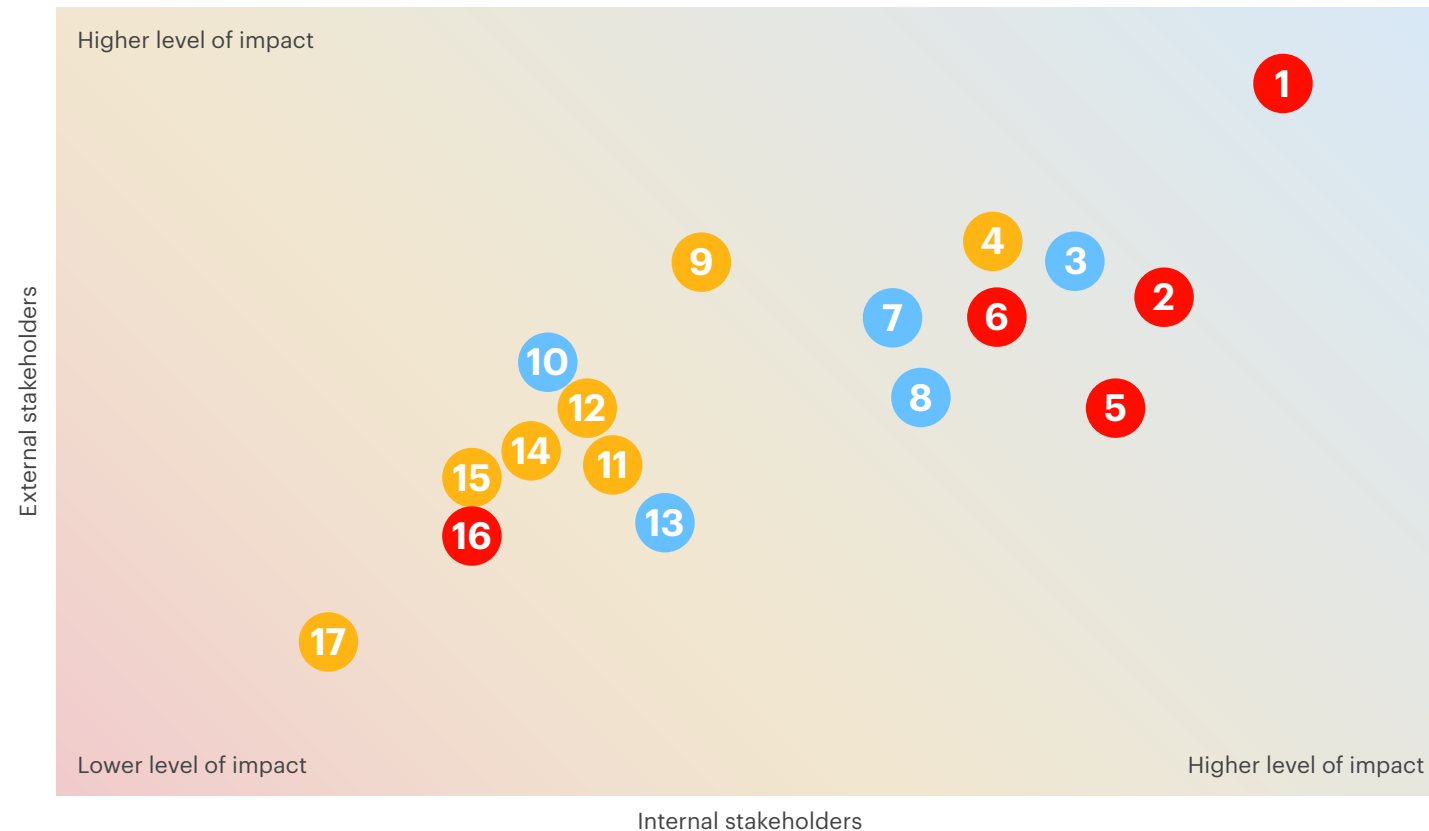
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What matters most

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 of this assessment is shown on the 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. Our CR reporting and disclosures will seek to continue to provide transparency about these key topics. We have set ambitious goals to improve our performance relative to the topics of highest potential impact.

This report will highlight our initiatives related to the most material topics in 2020. Topics appearing in the top right quadrant of our materiality matrix remained high priorities for our organization and stakeholders in 2020. Engaging with and supporting our employees and tenants, while ensuring the health and safety or our properties for tenants and their customers, have been critical over the last year.

Higher level of impact

External stakeholders

Lower level of impact

Higher level of impact

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 is organized into 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 Properties

Managing and reinvesting in assets while minimizing our environmental impact and integrating seamlessly into the communities we serve.

Our Stakeholders

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

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

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

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

Corporate Responsibility Governance

Our Board of Directors, through the Nominating and Corporate Governance Committee (NCGC), oversees our corporate responsibility initiatives to ensure that our actions consistently demonstrate our strong commitment to operating in an environmentally and socially responsible manner. To facilitate their oversight, the NCGC and the full Board of Directors is provided periodic updates from our Executive Vice President, Operations.

In 2020, management established an ESG Steering Committee (ESG Committee), comprised of executive and senior leadership from a variety of functional areas across the Company and led by our Senior Vice President, Operations & Sustainability. The ESG Committee meets quarterly and focuses on setting, implementing, monitoring, and communicating the Company's corporate responsibility strategy and related initiatives. Employees receive relevant ESG training throughout the year and the Senior Management Team gets frequent updates on ESG performance and initiatives in various formats. All Executive Committee members have ESG objectives in their 2021 goals and the achievement of these goals is a factor in their individual performance reviews and affects the personal performance portion of their compensation.

A Climate Change Policy was recently formalized by the ESG Committee, which dictates our strategy for the assessment of and response to risks and opportunities posed by climate change and natural hazards, including our recent Science Based Target and Net Zero Commitments (see page 36 for additional information).

As a result of our CR efforts, we have been recognized by GRESB as a Green Star recipient and by the Institute for Market Transformation and U.S. Department of Energy Better Buildings Alliance as a Green Lease Leader at the highest Gold level. In addition, we earned an "A" rating in GRESB's Public Disclosure Score, reflecting the robustness of our material ESG disclosures.

Brixmor employees participate in industry ESG thought leadership through various channels, and in 2020, our Chief Talent Officer, Carolyn Carter Singh, was named Co-Chair of Nareit's new Social Responsibility Council (SRC). This council is a cross-disciplinary group representing Nareit's corporate membership and will advise Nareit regarding social responsibility initiatives that Nareit should undertake on the industry's behalf, as well as those that corporate members should individually consider.

"ESG is deeply integrated into the way we think, plan and act, ensuring Brixmor remains a leader in our industry."

Daren Moss
SVP, Operations & Sustainability

Stakeholder overview

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

475 Employees	~5,000 Tenants	372 Communities	~3,000 Vendors	~300 Institutional Investors
Brixmor offers industry-leading benefits in a dynamic, inclusive and supportive work environment that encourages growth, diversity of thought, and inclusion.	Brixmor supports approximately 5,000 national tenants and local entrepreneurs in nearly 400 shopping centers across the United States.	Brixmor strives to be the center of our communities by providing relevant, safe and inviting places to shop, dine, work, and meet.	Brixmor partners with vendors who share our passion for efficient, resilient properties built and maintained to meet our high operational standards.	Brixmor focuses on providing sustainable long-term financial returns while maintaining the highest ethical standards.

475 Employees
> Biennial employee engagement surveys
> Big Brain days and other unique training opportunities
> Opportunities for engagement and growth through learnings hosted by our Diversity & Inclusion Leadership Council
> Work-life balance including flex time and summer hours
> Personal and professional development support
> Paid maternity and paternity leave

~5,000 Tenants
> Local leasing expertise to attract the most relevant businesses & services to our shopping centers
> Dedicated National Accounts leasing team to act as a key partner for multi-site retailers
> Tenant coordination team to support retailer openings
> Biennial tenant engagement surveys
> Green Lease clauses and joint efficiency projects
> Free small business resources offered through third-party consultants

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

~3,000 Vendors
> Supplier Code of Conduct, including annual affirmations to ensure compliance
> Regular review meetings with key national partners
> Partnership Engagement Pledge focused on work-site safety
> Collaboration to ensure appropriate service levels

~300 Institutional Investors
> Best-in-class financial disclosures
> Continual engagement with shareholders through conferences and one-on-one meetings
> Transparency on ESG performance through GRESB participation, GRI reporting and our website

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Our 2020 Corporate Responsibility Performance

In 2020, Brixmor continued to make strides towards creating the sustainable center of tomorrow, while consistently focusing on the well-being of all stakeholders. We continued to see reductions in our common area GHG emissions and electricity use and an overall, year-over-year decline in absolute energy use intensity across the portfolio. In addition, we continued to plan and execute value-enhancing reinvestment projects across our portfolio and position properties to achieve Proudly Owned status in 2021 and beyond. During 2020, we also published our Supplier Code of Conduct and, among other COVID-related changes, continued to roll out important new initiatives focused on employees, including our Diversity & Inclusion Leadership Council. "Actions speak louder than words" characterizes Brixmor's culture as a whole, and particularly when it comes to stakeholder engagement and corporate responsibility at large.

We took a fresh look at existing ESG targets and set additional targets regarding employee engagement, carbon emissions reduction, and diversity and inclusion. In the coming years, we will need to work closely with all stakeholders to reduce our combined environmental impact and further our new target of net zero carbon emissions for areas in our operational control by 2045.

Progress and status shown in the table is as of 12/31/2020

1. *Revised target*
2. *The reduction target is focused on direct controlled areas by Brixmor, e.g. scope 1 and 2 emissions*

Target	Progress	Status
Our Culture		
Maintain a minimum employee satisfaction score of 90% on the biennial all employee survey (2020 survey results shown)	98%	New
Provide culture training (including ethics and diversity) to 100% of employees annually	100%	Achieved
Increase community volunteer participation to 100% by 2025[1]	88%	On track
Provide performance evaluations and talent reviews for 100% of employees annually[1]	100%	Achieved
Achieve 90% employee participation annually in at least one company-sponsored health and well-being initiative	Not measured in 2020	New
Achieve a minimum of 45 training hours average per employee annually	38.6 hours	New
Diversity and Inclusion Goals	See page 23 for details	New
Our Properties		
Install electric vehicle charging stations at 25% of portfolio by 2025	10.4%	On track
Achieve on-site renewable energy capacity reaching 20 megawatts by 2025	5.6MW installed	On track
Achieve "Proudly Owned" status for 100% of properties by 2025	23%	On track
Reduce like-for-like common area water consumption 15% by 2025 (compared to 2014 baseline)	0%	Needs focus
Upgrade all properties to LED lighting by 2025	81%	On track
Become Net Zero Carbon by 2045 for areas under our operational control[2]	26,427 tonnes of CO_2 equivalent	New
Sign onto Science Based Target Initiative, committing to an interim reduction of 50% for scope 1 and 2 by 2030 (compared to 2018 baseline)[2]	36% reduction	New
Our Stakeholders		
Stabilize $1.3B+ value enhancing reinvestment projects positively impacting our communities by 2025 (stabilized since 2016 shown)[1]	>$520M	On track
Achieve tenant satisfaction rating of 90% for Brixmor in our biennial tenant survey by 2026[1]	72%	Needs focus

United Nations Sustainable Development Goals

The United Nations (UN) Sustainable Development Goals (SDGs) are a call for global partnership in pursuit of a better and more sustainable future for our planet.

At Brixmor, we view this as a serious responsibility. The chart on the right highlights where our CR program aligns with seven specific UNSDG 2030 goals. Through collaborative efforts with our stakeholders, we can effect positive change and assist in reaching these goals.

Throughout the report, you will read more examples of actions and initiatives taken in 2020 to promote these SDGs. Click on one of the sevens icons on the right to find out more information about our 2020 initiatives.

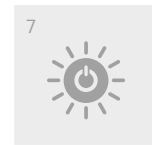|	UNSDG 2030 Goals	Brixmor's Actions and Goals
3	Ensure healthy lives and promote well-being for all at all ages.	Industry leading policies and benefits that support employee personal and professional development, health and wellbeing, and work-life balance.
5	Achieve gender equality and empower all women and girls.	Providing equal opportunities for all employees. Working to ensure diversity and inclusion is considered throughout our actions. Striving for pay equity as relates to gender, race and ethnicity in all roles across the organization. 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 2014 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.	Become Net Zero Carbon by 2045 for areas under our operational control, while continuing to support tenants impacted by natural hazards and implementing mitigation measures.
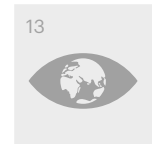
Our Culture

Connected, collaborative and caring

Staying connected as a team

2020 was a year of adaptation, resiliency and finding new ways to connect. Despite the ever-changing challenges, our teams made sure we continued to operate at the top of our game and stayed connected throughout the pandemic.

Before governmental orders to close, Brixmor's executive team made a quick and difficult decision to close all offices to help minimize the spread of COVID-19 and to protect our employees. It took a massive effort, especially by our HR/Talent and IT teams, to ensure all employees were safe, functional and efficiently working from home. We made sure our talent remained engaged and supported through a fully remote environment so we could continue to function at a high level. And we remained a team throughout 2020, with no layoffs, furloughs, or pay reductions in response to the pandemic.

Keeping informed
Communication is vital in times of uncertainty. Brixmor focused on keeping employees and stakeholders informed and updated on new developments regarding COVID-19. We launched a Team Support page on our intranet with resources for team members and their families and increased our all-employee call frequency from once a quarter to weekly to ensure efficient dissemination of information. Furthermore, we provided first daily, then weekly/monthly, news briefs with advice for working from home (WFH), how to balance WFH with caring for families, working in a fully remote environment, and even provided fun tips for recipes and entertainment.

Supporting those in need
The Company also provided no-copay counseling sessions, free meditation app availability and other virtual training and resources. For employees directly impacted by COVID, Brixmor ensured appropriate time off, assistance for travel, coverage for work responsibilities and individualized support based upon their needs during a difficult time for them and their families.

In addition to our biennial engagement survey, Brixmor rolled out two employee check-in surveys, to see how employees were doing at home, how the Company could better support them and how to best engage while working from home. We reviewed the results of the surveys during all employee meetings to foster deeper connection across the team in the midst of crises, shared employees' solutions to common issues and importantly used the results to guide the Company in offering additional, creative support across the platform.

Ready to open again
Our local offices have been prepared to re-open and welcome our employees back this fall. With enhanced cleaning supplies available, a modified floorplan, an app for daily health screening and employee training, we will have a comprehensive, phased re-entry plan in place and will follow current guidance at that time.

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Working at Brixmor

Employee focused

We are highly committed to being a responsible employer and creating and sustaining a positive work environment because we believe that Great Real Estate Matters, But Great People Matter Even More (our first Cultural Tenet). Our talented and dedicated employees are the foundation of our success. Together, we focus on building a culture that is supportive, collaborative, and inclusive; that provides opportunities for both personal and professional growth; and empowers and encourages thinking and acting like owners to create value for all stakeholders. In 2020, we conducted 17 all-employee meetings to ensure the team was connected, with consistent updates on the ever-changing environment.

We also provided 66 newsletters containing resources for both personal and professional support. High engagement was demonstrated with average attendance at all-employee meetings of nearly 90%.

An attractive place to work

We believe providing an engaging place to work, where people are valued and encouraged to grow professionally and personally, enables us to attract and retain diverse and talented professionals. We monitor our performance through recurring employee engagement surveys and utilize the results from such surveys to continually improve our organization.

Training and development

In 2020 we provided new growth and development resources on our internal website BRIXNET, focused on improved communication, collaboration, leadership, and time management.

We continued to expand our use of the Predictive Index (PI) Behavioral Assessment to understand our individual behavioral drives and needs, have a deeper understanding of those in our departments, and promote better collaboration within and across our teams. In 2020, 181 PI

Assessments were conducted, and we are well on our way to having assessments completed for all employees in 2021.

By continuing to focus on developing our employees, we create new opportunities to promote current talent and minimize external hiring. In fact, 32% of open/new roles were filled from the current employee base in 2020, significantly higher than in prior years. Additionally, we have continued to use our Leasing Assistant Development Program, and, more recently, the Property Management Assistant Development Program, two-year intensive apprenticeships for entry-level employees that are trained on the job and receive a head start in their careers. In 2020, seven employees graduated from these programs and moved into full leasing and property management roles. In 2021, we will expand this important initiative to our Construction Department.

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BRX Internship Program

In 2020, we chose to continue our internship program with ten interns working virtually with our employees in eight different departments. These students joined us from different universities across the United States to gain work experience and learn various facets of the real estate business. The BRX Internship Program includes career development sessions, meetings with senior executives and the opportunity to learn about our culture.

Personal and professional growth

We continue to encourage our employees to grow and develop their interests and passions by providing a wide variety of professional and personal training and learning opportunities. In addition to comprehensive training programs geared toward specific job functions, we provide several innovative development programs. "Personal development accounts" provide for a day off and expense reimbursement for a personal or professional development activity of the employee's choosing, such as a cooking class, sailing lesson, public speaking, creative writing classes, or Microsoft Excel training.

When COVID-related lockdowns began, Brixmor explored ways to continue supporting personal growth and selected MasterClass subscriptions due to the breadth of topics and impressive roster of "star" experts.

Our intranet site BRIXNET gives employees easy access to a wide range of opportunities for professional development, like LinkedIn Learning. In 2020, our team logged more than 18,300 training hours, an average of 38.6 hours per employee and we recently set a minimum average annual training goal of 45 hours per employee.

Talent reviews

Every year, employees take part in a Talent Development review separate from their annual performance evaluation. During these reviews, the focus is on fostering an employee's strengths, identifying areas for improvement and developing actionable plans for professional growth. Employees are provided with a host of Talent Development tools that focus on a wide range of professional skills.

Our year-end performance review process was facilitated through a new online portal, which enabled the ability to obtain feedback from additional employees and not just immediate supervisors, resulting in a more well-rounded perspective on individual performance. As in prior years, 100% of employees received a performance evaluation and a Talent Development review.

BRX Book Club

Participation in the BRX Book Club expanded to more than 111 team members during 2020. An employee suggestion was the genesis for this program, and it has proven to be an effective way to deepen connections with coworkers across disciplines and regional offices through lively discussions on book titles ranging from digital cleanse, inclusion, self-discovery and resilience. Any employee can host and/or join a book club.

Take our daughters and sons to work

Take our Daughters and Sons to Work Day has been special for Brixmor employees and their children for almost 20 years. We value the opportunity for the team to get to know each other's families, to share what it's like to work at a real estate company, and to encourage children to envision their dreams for work and personal lives as adults. Given we were all newly remote, in 2020 we pivoted and offered a special edition of The Brixmor Daily newsletter geared towards kids activities from home and shared photos of those taking part in this virtual event.

Making time to vote

Brixmor joined the non-partisan #TimetoVote organization in advance of the 2020 Presidential election and worked to remove the number one barrier to voting: time. All Brixmor offices were closed on Election Day, encouraging employees to vote, volunteer at the polls if they could do so safely and/or do something good in their communities with the extra time.

"When the pandemic forced us to go remote, high employee engagement kept us strong and connected."

Carolyn Carter Singh
EVP, Chief Talent Officer

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> Materiality
> CR Strategy
> Culture
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SNAPSHOT

High employee engagement

Since 2016, we have performed biennial employee engagement surveys. In 2020, this survey had a 97% response rate, demonstrating a very high level of engagement.

Despite the challenges related to COVID and a remote work environment, employee satisfaction increased. We consider it a great achievement that regardless of the difficulties presented over the course of the year, employees overwhelmingly felt supported professionally and personally by Brixmor.

Overall, employees indicated high satisfaction with the environment at the Company (98%).

Key results of the survey are provided below, with employee agreement with the following statements shown.

99%
I feel proud to work at Brixmor

96%
I feel motivated to outperform expectations

97%
I feel I belong at Brixmor

96%
I see others using behaviors that foster inclusion

97%
Within my team, my opinion seems to count

SNAPSHOT

Brixmor Day of Service

Connecting employees with each other and our communities is an essential aspect of Brixmor's management and operational philosophy.

In 2020, we initiated a company-wide Day of Service: a full day dedicated to volunteerism in our communities. In particular, we focused on addressing food insecurity as many communities across the country faced food shortages in 2020 based upon significant economic hardship and/or job loss. Employees organized contactless food drives in their neighborhoods and collection sites at our properties, which resulted in over 11,000 donated meals that benefited 33 different organizations. We also reallocated funds originally set aside for corporate holiday celebrations to allow each employee to donate $125 to agencies in their communities focused on addressing food insecurity. Any personal donations made in addition to the $125 were matched by BRX.

Beyond food drives, additional virtual and in-person volunteer activities allowed every employee the opportunity to participate in a manner meaningful to their interests and communities. This included answering questions from students through Career Village, performing work for blind and low vision people through Be My Eyes and knitting squares to build blankets for babies and adults through Warm Up America. All offices were closed to encourage maximum participation with 420 team members (86%) taking part.

In addition to our Day of Service, each employee receives two paid Service Days every year to make an impact in their community.

Promoting healthy lifestyles

Focusing on health and well-being

Our commitment to the health and well-being of our employees is a crucial component of our company culture. We provide a wide range of employee benefits including comprehensive medical, prescription, dental, and vision insurance coverage (the majority of which is paid for by the Company), paid maternity, paternity, and adoption leave, matching 401(k) contributions, free life insurance, disability benefits, spousal death benefits, education assistance reimbursements and flexible hours. In 2020, 86% of employees participated in the Brixmor Health Plan. Additionally, we expanded the mental health benefit and we recently set an annual goal to have 100% employee participation in at least one Company-sponsored health and well-being initiative.

Encouraging healthy lifestyles

We also encourage a healthy lifestyle through initiatives such as our partnership with Headspace, a mobile application that enables guided mindfulness and meditation, gym membership discounts, and health-oriented employee competitions like our "Summer Step Challenge" where all employees are offered a free fitness tracker. Over 167 employees (35% of all employees) participated in the 2020 Summer Step Challenge, with over 102,000,000 steps (over 51,000 miles) in total. During 2020, group Peloton rides and a weekly Zoom group meditation on Friday afternoons were introduced to help keep employees socially connected, physically active and mentally motivated.

Taking extra care

To assist employees in getting through the unique professional and personal challenges posed by the pandemic, we introduced Brixmor Recharge Days, which showed appreciation for our employees and helped to avoid burnout. During a Recharge Day, Brixmor closed its virtual doors allowing employees to disconnect from devices and hike, bike, walk, read a book or spend time with their families, free from work.

SNAPSHOT

Tony Deering Award - 2020

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

This year's award winner, Jeff Bell, vice president of construction, was honored for making our centers the true centers of the communities they serve. Jeff consistently takes on tasks with a level of commitment and vigor that inspires his teammates. In addition to company-wide recognition during our Board Meeting and all-employee meeting, Jeff received $10,000 in Brixmor stock.

Building out our new Atlanta office was one of Jeff's very first tasks upon being hired. His design ideas were both creative and thoughtful, and the Atlanta office became the model for all our company offices. He has responded to new challenges, such as our Property Enhancement Program, with unmatched creativity, developing innovative low-cost/high-impact design standards at properties like Marshalls at Eastlake and Holcomb Bridge Crossing, which helped set design standards for center improvements company-wide.

Jeff selflessly moved temporarily to Panama City following a hurricane and developed relationships with the Mayor and Town Council to ensure community needs were met as we rebuilt two essential retail shopping centers. He also partnered with a number of relief organizations to create a centralized hub for impacted residents to access critical supplies following the emergency. Jeff worked tirelessly from triage mode through re-emergence.

Jeff also strives to ensure others succeed and takes pride in mentoring direct reports as well as other employees outside of his own group. He is truly the embodiment of acting like an owner.

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Celebrating outstanding achievements

Recognizing outstanding work and celebrating employee accomplishments are hallmarks of our culture. We value our employees through quarterly awards like the "Our Center is You" Award, which recognizes employees for immersing themselves in and serving our communities and the "Find A Better Way" award which is earned for ingenuity. Additionally, at the first all-employee meeting of the year, our top leasing professionals are applauded and receive awards for outstanding productivity and creativity demonstrated in the prior year.

We also show our appreciation through "Shout Outs", where peers can nominate each other for demonstrating a commitment to excellence and be recognized by our CEO during each all-employee meeting. More than 100 Shout Outs were given in 2020 for accomplishments such as providing strong leadership, supporting a team in an interim manager role, providing excellent customer service, developing impactful reports that created efficiencies in departments, hosting virtual games to keep the team connected or identifying new opportunities for specialty leasing.

Our Center is You Award
This important award celebrates employees who truly embody our mission by taking that extra step to serve the communities where we operate. In 2020, three Our Center is You awards were given.

Senior Project Manager Jerry McMullen was honored for his work in the preservation of a former toll house that held significant historic value to the local community at the Village at Newtown outside Philadelphia. He coordinated with township and community organizations, establishing trust that helped to successfully complete the project and establish a historical landmark.

When the community was yearning for safe entertainment alternatives during lockdowns, Senior Property Manager Vanessa Dallatezza hosted a socially distanced drive-in movie night in the parking area at Martins Downs Village Center in Palm City, Florida with proceeds benefiting House of Hope in Stuart, FL.

Facility Manager Nikki Robson organized a fundraising concert in the parking area of Mequon Pavilions outside of Milwaukee to benefit Guitars 4 Vets, an organization that provides musical instruments to our nation's veterans.

Find a Better Way Award
This award is given to employees who identify a business need or challenge and solve it in a unique and creative way. In 2020, three Find a Better Way awards were given.

Zach Fox, graphic information systems analyst, used free public-domain data sources to create a severe weather dashboard that alerts Operations to potential natural hazards, allowing them to notify tenants and to prepare potentially impacted properties.

Leasing Assistant Catherine Zeck developed customized reports, utilizing multiple data sources, which provide prospective tenants with better information for making site selection decisions. These reports have been adopted by our leasing teams around the country.

Human Resources Manager Aline Dahruj adapted existing training tools to better support the development and growth of employees while working remotely.

SNAPSHOT

Best New Concept Award

The Best New Concept Award was initiated to recognize leasing agents who identify and introduce new retail, dining or service concepts to our portfolio that enhance the consumer's experience and deliver on our vision to connect dynamic, relevant retail with unique local culture.

Inaugural winners include:

> Tyler Barry for introducing Mostra Coffee, a women, minority, veteran and immigrant-owned small business. Mostra was recognized by ROAST Magazine as the 2020 Micro-Roaster of the year for its superior quality, dedication to sustainability, demonstrated commitment to the coffee industry, and promotion of employee and community education.

> Danny Morales for leasing our first location with Andrea, a unique apparel and footwear concept catering to Hispanic women, men and children through a multi-marketing channel platform.

> Evie Gross for securing Lunchbox Wax, a full-service speed-waxing salon that delivers a unique guest experience.

Thanks to the creativity and dedication of our colleagues, our centers are attractive to exciting local and national retailers looking to expand into new markets, enabling us to better serve our communities.

Upholding equal opportunities for our employees

Brixmor advocates for diversity and inclusion in every part of our organization and strives to create equal opportunities for all current and future employees. We believe a culture based on diversity and inclusion is critical to our ability to attract and retain talented employees and to deliver on our strategic goals and objectives. Every year each employee completes diversity and inclusion training and signs a pledge committing to helping create and maintain an inclusive culture free from harassment based on race, sexual orientation, gender, and other protected classes.

Diversity within our organization

In 2020, we formed a Diversity & Inclusion Leadership Council (D&I Council) which reports directly to our CEO, provides thought leadership and assists in maintaining best practices and behaviors to enhance inclusion and promote diversity. Additionally, an Employee Resource Group was developed by volunteers and in 2021 will report back to the D&I Council four times per year. We also dedicated our TED-style Big Brain Day in 2020 to inclusivity, and the D&I Council hosted the event side by side with our CEO. The event was well received with over 94% of the Company attending and 96% of participants indicating they had a useful takeaway from the event in our post-event survey.

As of year-end, 53% of our 475 employees were female, exceeding the industry benchmark of 48%. Several key leadership positions are filled by women, including our Executive Vice President & Chief Financial Officer, Executive Vice President & Chief Talent Officer, and multiple Senior Vice Presidents. Currently, female representation is 33% at the Board level. To further improve our recruitment of and ensure access to additional pools of diverse talent, we have among other things partnered with Jopwell, a community and job board for diverse professionals and we've recruited peer companies to join us.

We strive for pay equity as relates to gender, race and ethnicity in all roles across the organization. We periodically review compensation to ensure that we are achieving that goal. We are proud to report that at the senior executive levels, EVP and SVP, we have no gender pay gap. For associates below those levels, we analyze compensation on a role/similar-role basis and have on average a minimal pay gap of 1.3%. We are proud to report that using the aforementioned role/similar-role methodology analysis for pay related to our racially and ethnically diverse team members, there is on average no pay gap across the company.

Diverse communities are stronger communities

During 2020, Brixmor donated over $110,000, through a combination of Brixmor direct donations and an employee matching program, to organizations that supported change related to racial equality and building bridges between communities and police. Also, effective in 2020, we declared Juneteenth a company holiday and advocated for its adoption as a Federal holiday, as we believe such recognition re-affirms our country's founding principles, demonstrates our unlimited potential and celebrates our national journey towards a more perfect union.

Diversity and Inclusion Goals

We believe our success is driven by an inclusive environment that reflects the diversity of the communities we serve.

To achieve our goal, we will among other actions:

> Provide internship and development programs and training opportunities that give individuals of diverse backgrounds exposure early in their education/career
> Ensure ample diversity of job candidates through targeted recruiting and partnerships with DE&I focused organizations
> Employ the Rooney Rule for any executive and/or board positions when available
> Continue to enhance inclusivity through engagement, mentorship, and education at all levels of the company
> Measure and report our progress on an annual basis to provide greater transparency and accountability

Key Initiatives

> Proactive efforts taken to create and maintain a culture based on diversity and inclusion
> Annual employee training and pledge to commit to helping Brixmor create and maintain an environment free from harassment based on race, sexual orientation, gender, and other protected classes
> Diversity & Inclusion Leadership Council established that reports directly to our CEO (founded in 2020)
> Employee Resource Group established that reports to the Diversity & Inclusion Leadership Council
> Diversity and inclusion themes featured in employee training and community events
> Partnered with Jopwell, a community and job board for diverse professionals, to improve our recruitment of diverse talent and encouraged peer company participation
> Juneteenth declared a company holiday and advocated for adoption as a Federal holiday
> Pay equity assessed periodically which informs decisions on compensation

5 GENDER EQUALITY

Ethics is a top priority

Creating value for stakeholders while upholding the highest ethical standards is of paramount importance throughout our business. Operating with the highest levels of integrity in an environment of accountability and trust goes beyond obeying the law; it is fundamental to who we are and how we operate.

Our Code of Business Conduct and Ethics (the "Code") and related policies and procedures guide our employees, officers and directors. Brixmor's General Counsel holds the ultimate responsibility for monitoring and tracking Code compliance. Each year, every employee must acknowledge that they have reviewed, understand and will adhere to Brixmor's high ethical standards and comply with the Code. In 2020, 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 2020, a minor violation occurred. In accordance with our internal processes a swift and thorough investigation was conducted and appropriate remedial action was taken.
> Political involvement/contributions on behalf of the Company are forbidden, and no political donations were made on behalf of the Company in 2020.
> Employees may report any suspected violations of accounting or auditing issues openly, confidentially or anonymously through a third-party whistleblower hotline. In 2020, no issues were raised through this process.
> The current Code of Business Conduct and Ethics and Whistleblower Policy are both available on our corporate website.

Supporting our team and protecting our data
We are committed to cybersecurity and vigilantly protecting all resources and information from unauthorized access. The Company has implemented a strategic approach to cybersecurity based on the National Institute of Standard in Technology (NIST) framework and performs annual cybersecurity penetration tests via a third party to ensure that we are following current security best practices.

The Company's cybersecurity approach incorporates a layered portfolio of technology products and tools, documented policies, end user training and dedicated resources to manage and monitor the evolving threat landscape. We employ dedicated cybersecurity personnel to focus on preventing, identifying and detecting cybersecurity risks. We use advanced next generation protection technologies to rapidly detect and investigate any evidence of malicious activity, which allows us to quickly isolate systems to contain and prevent damage and restore systems, and incidents are required to be reported, including to the Board of Directors, if material or appropriate.

The Audit Committee is responsible for overseeing cybersecurity risks, and management provides the Audit Committee updates on at least a quarterly basis. Our cybersecurity personnel regularly evaluate risks and opportunities to improve our cybersecurity program. We also have formal cybersecurity training programs to help prevent attacks that could compromise the Company's data security and to encourage a culture of cybersecurity vigilance for all employees. Lastly, the Company maintains a stand-alone cyber insurance policy that among other things covers third party liability as well as additional coverage for social engineering fraud, funds transfer fraud and invoice manipulation fraud.

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**

"Despite the significant challenges encountered in 2020, Brixmor employees remained dedicated to our high ethical standards, which form the foundation of our strong governance practices."

Steven F. Siegel
EVP, General Counsel

Corporate governance highlights

Our Board is committed to strong corporate governance practices and to conducting business according to the highest ethical standards. We believe we have structured our corporate governance in a manner that closely aligns our interests with those of our stockholders. Our focus on ethical behavior and strong governance practices has been noted by the industry.

We have been recognized consistently for our outstanding corporate governance by Green Street, scoring second out of 83 REITS, and Institutional Shareholders Services (ISS), receiving the highest possible corporate governance score from ISS – a 1/10, which represents the lowest level of governance risk. In addition, Institutional Investor magazine ranked the Company second among mid-cap REITs for the best financially material ESG disclosures and communication of strategy and risk management during COVID-19.

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 – 59

> Average Director tenure – 6 years

> 100% attendance at annual stockholder meeting

> Independent Directors – 89% (CEO is the only non-independent Director)

> Oversees corporate responsibility through the Nominating and Corporate Governance Committee

Our corporate governance policies >

Board of Directors' Expertise
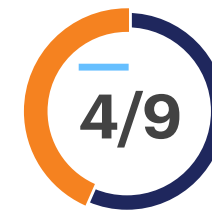
4/9
Current or Former CEO
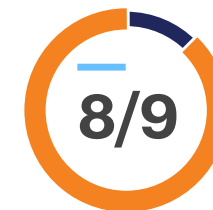
8/9
Investment/Financial

6/9
Public Company/Board

7/9
Real Estate

4/9
Retail/Consumer

Executive compensation philosophy

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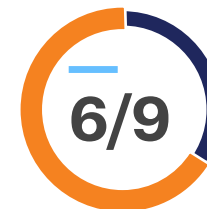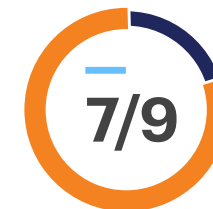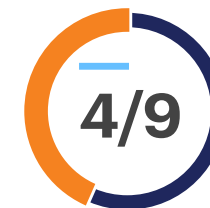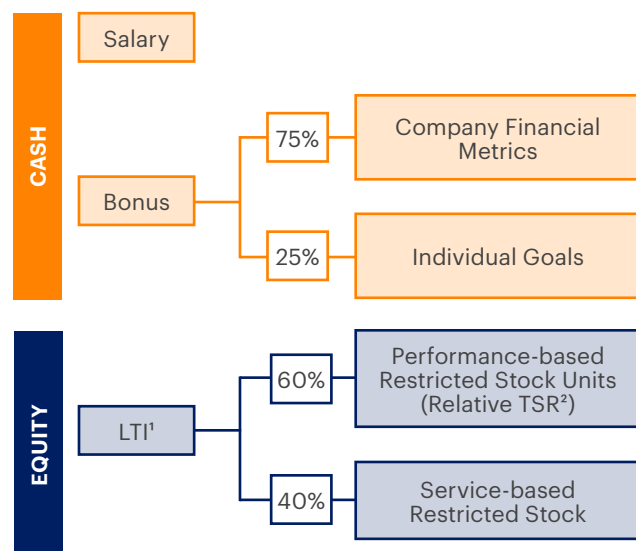
Executive compensation consists of cash and equity components including market comparable base salary, bonuses tied to financial and individual performance and long-term equity incentives. All executive employment contracts contain a "double trigger" provision in the event of a change of control and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

Primary Components of Executive Compensation

CASH
- Salary
- Bonus
  - 75% → Company Financial Metrics
  - 25% → Individual Goals

EQUITY
- LTI[1]
  - 60% → Performance-based Restricted Stock Units (Relative TSR[2])
  - 40% → Service-based Restricted Stock

---

1   Long-Term Incentives
2   Total Shareholder Return

What we do:

✔ Structure our Board with experienced independent leadership including an independent Chairman, a Presiding Independent Director and knowledgeable independent committee chairs

✔ Design our compensation programs to reflect our culture of pay for performance, with more than three-quarters of named executive officer compensation being performance and equity based

✔ Undertake an annual review of compensation strategies and programs by the Compensation Committee, including our compensation risk profile

✔ Subject cash and equity incentive compensation to clawback provisions

✔ Subject executive officers and directors to robust stock ownership guidelines

✔ Utilize an independent compensation consultant to advise the Compensation Committee

What we do not do:

x Offer excessive perquisites or special health and welfare plans to executives

x Guarantee salary / bonus increases

x Allow hedging and pledging of Company stock

x Have single trigger cash severance payments in the event of a change-in-control

x Provide excise tax gross-ups

x Encourage unreasonable risk-taking through compensation

Our Culture

Connected, collaborative and caring

99%
employees proud to work at Brixmor.

17
all-employee meetings in 2020 with average attendance of ~90%.

6.5
average tenure of all employees.

10.9
average tenure of Executive Management.

96%
employees motivated to outperform expectations.

100%
employee participation in annual performance reviews and talent development discussions.

+18,300
employee hours spent developing personally and professionally through Personal Development Accounts and Big Brain events.

40%
new hires in 2020 who were referred by existing employees.

94%
employees attending Big Brain event on D&I in 2020.

2020 KEY PERFORMANCE INDICATORS

We continue to increase our disclosure on key social performance indicators. By providing transparency to our stakeholders, we demonstrate accountability and increase comparability between peers in the real estate industry. See the appendix for more details.

Social Performance Indicators >

2
Recharge Days, closing our virtual doors and providing employees time to disconnect and reenergize.

475
employees

47%   53%

>51,000
miles logged in the Summer Step Challenge.

100%
employee sign off on ethics and data security policies.

9%
employees recognized for achievements through promotion to new roles in 2020.

>100
employee Shout Outs given by the CEO during all-employee meetings in 2020.

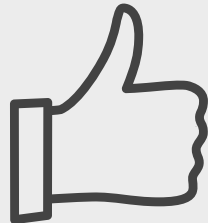**$200 & 1 DAY OFF**
Personal Development Account available to all employees for discretionary personal or professional improvement.

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Our Properties

Relevant, vibrant and resilient

SNAPSHOT

Be our guests from inside to outside

Of paramount importance during the pandemic has been to live our vision as the center of the communities we serve by actively supporting our tenants.

We accommodated and assisted in expanding touchless delivery and provided dedicated parking and traffic mitigation for BOPIS and curbside pick-up, as well as additional signage, storage and security enhancements as necessary.

To safely promote connection within communities during COVID-19, we hosted outdoor farmer's markets, food trucks, blood drives, art displays, and socially distanced family-friendly activities such as digital scavenger hunts and drive-in movies.

Brixmor collaboratively partnered with our tenants, specifically those operating in categories most impacted by the pandemic, to expand outdoor seating and patio dining options for our restaurants and allow space for our fitness operators to hold outdoor classes, while offering design tips and placemaking ideas to help our tenants connect with their customers during a challenging period.

Property management

COVID-19 significantly impacted the way we managed our properties during 2020. Our team worked diligently to maintain our high operating standards throughout the pandemic by utilizing technology, cross-training our team members, and exercising discipline with respect to discretionary operating costs and capital expenditures in order to preserve liquidity and resources for the Company and its tenants.

BRX Tour Assist
As a result of pandemic related travel restrictions, property manager visits to certain properties were limited. As a result, we established a volunteer program, BRX Tour Assist, to ensure that operating standards were being maintained and tenant needs were being met across the portfolio. Over 75 employee volunteers provided support by conducting asset visits and submitting frequent updates on the status of our portfolio. To further support our tenants, Brixmor reimbursed employees for lunch purchased from tenants while conducting asset visits.

Property management tools
During the course of 2020, our property management team continued to utilize various technology tools to monitor and maintain our portfolio. In addition to our mobile work order management tool, we found new ways to leverage our internally developed app, called Speak Up!, which allows all employees across the Company to quickly and efficiently communicate with property management. In 2020, we had approximately 2,137 Speak Up! submissions identifying opportunities for improvement and ways to better serve our tenants and communities as well as providing recognition for excellence in operations. We also processed over 44,000 work orders covering recurring services, general maintenance and repairs demonstrating the detailed care with which we operate our properties.

Our property management technology tools also provide our property management teams with an easy way to connect with vendors; tracking performance, reducing costs, saving time, automating workflows, increasing efficiency, and gaining insights to better support decision making. These tools are used to improve and innovate, and in conjunction with our vendor partners, are often utilized to complete pavement, ADA, roof, HVAC, and lighting assessments, making sure current conditions are documented, upgrades are efficiently conducted and capital is appropriately deployed.

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

Following a successful concept test, Brixmor rolled out an HVAC Management Program for the entire portfolio in 2020 and began laying the groundwork for ensuring that tenants comply with recommended maintenance schedules. Having information related to the age and condition of all HVAC units in our portfolio (over 25,000 of them) allows us to make better repair versus replacement decisions and helps us ensure that units remain operational for their entire estimated useful life, reducing replacement expenses and our environmental impact.

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Proudly Owned

Our goal is to create inviting, market relevant properties that serve the needs, and are respectful of, the surrounding communities. By extension, we also strive to make our properties resilient and resource efficient. To help accomplish these goals, we launched our Proudly Owned program in 2018. A property may achieve a "Proudly Owned by Brixmor" designation when it is supported by investments in the property such as landscaping, facades and upgraded lighting, and it boasts a tenant mix that reflects the needs of the surrounding community. Through the end of 2020, 90 assets (23% of properties) have achieved our Proudly Owned standard and we are well on our way to our goal of 100% by 2025.

Developing our team

Training and education for the Property Management team was significantly upgraded in 2020 with the release of our internally developed property management training program. Over 75 training modules were created by employees and made available for assignment by supervisors in our custom-built IT solution. These modules include a glossary of industry terms, as well as topics related to IT systems, property inspection standards, accounting, risk management, emergency response and advanced facility management, among others.

Displays with impact

To deliver on the Company's vision of becoming the center of the communities we serve, the property management team installed many attractive seasonal displays during 2020 that created a unique sense of place at our assets. Decorations enhanced the look of the properties, helped increase foot traffic, and were strategically placed near high-profile vacancies to drive leasing interest. Tenants took photos with friends and staff at these displays to share on social media, encouraging customers to visit their businesses.
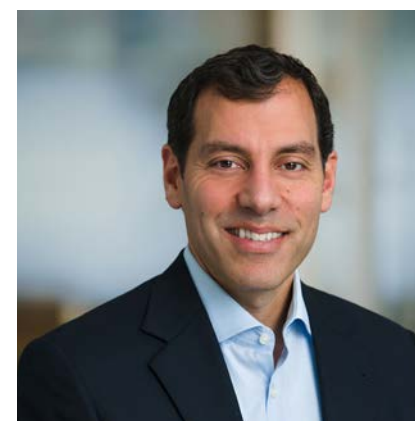
"Our property management team continuously strives to drive value, connect with the community and enhance traffic to our centers – constantly working to ensure the success of our tenants at every property."

Haig B. Buchakjian
EVP, Operations

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SNAPSHOT

"Shark Tank" transforms Water Tower Plaza

Brixmor's Property Enhancement program, internally dubbed "Shark Tank" due to the intense competition for this additional capital, challenges and empowers regional teams to add value through strategic, small-scale property investments.

The objective of the program is to deploy capital towards beautification projects that improve the curb appeal of Brixmor's assets, ensuring that they are inviting, respectful of the surrounding community, while providing a best-in-class shopping experience.

Water Tower Plaza in Leominster, MA was one of the beneficiaries of this program. We improved entrance areas, upgraded landscaping, created a designated area for bike racks and introduced seating. In addition, a walking path was created to connect the center to the Twin Cities Rail Trail, an eagerly anticipated local improvement project 25 years in the making.

Two new directional signage monuments and new under-canopy tenant signs were also installed to assist motorists and pedestrians in locating tenants while visiting the center.

These insightful and attractive improvements significantly increased the value of the center to the local community and our tenants.

11 SUSTAINABLE CITIES AND COMMUNITIES

Environmental performance

Investing in energy efficiency

We continue to invest in improvements that reduce our energy use. Since 2014 we have installed approximately 80,000 lamps and fixtures and invested approximately $41 million in LED lighting upgrades. We are well on our way to achieving our target of upgrading all properties to LED by 2025. We also utilize motion sensor technology for lighting in parking fields and reflective roofing and insulation to reduce the use of air conditioning and heating systems. These initiatives have resulted in a like-for-like common area electricity reduction of 51% over the past six years. Our new HVAC Managment Program tracking program will further enhance efficiency for HVAC energy use that is beyond our direct operational control.

Data tracking enhancements

To enhance data tracking and ensure that tenants receive detailed information on their utility usage, Brixmor is in the process of installing separate submeters in all common and tenant areas that are master utility metered. The resulting data will help us to identify outliers or leaks and track the success of various efficiency measures.

Water conservation

By conserving natural resources, we're not just helping the planet; we are also reducing expenses for Brixmor and our tenants. Over the last several years, we have taken substantial steps to minimize water consumption at our properties. Xeriscaping (upgrading landscaping with native and drought-tolerant plants) and drip irrigation systems reduce watering requirements and improve water efficiency.

Additionally, smart irrigation systems have been deployed at properties with some of our largest irrigation requirements, and we have saved approximately 50 million gallons of water in the last three years at the 29 properties with smart irrigation controllers in place.

Waste management

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 that can help thousands of our tenants reduce waste disposal costs and increase recycling. Aggregating waste pickups allows multiple tenants to receive the benefit of scale pricing, while significantly reducing the number of disruptive truck trips to the property and through the local community.

Through this partnership, tenants can increase their recycling rates and improve the efficiency of their disposal practices. In 2020, ~30% of the waste that was picked up from over 4,000 tenants at 376 properties was recycled or composted, resulting in approximately 28,353 tonnes of waste diverted from landfills.

> Introduction
> About Brixmor
> Materiality
> CR Strategy
> Culture
> Properties
> Stakeholders
> Appendix

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

Year	Value
2014	87,265
2015	81,236
2016	78,283
2017	73,634
2018	66,234
2019	51,794
2020	43,107

initial target 25%
40% revised target
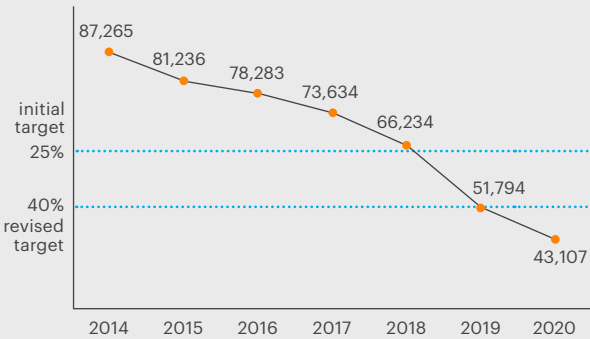
Greenhouse gas emissions (Metric tonnes)
Common area, like-for-like

Year	Value
2014	42,889
2015	39,709
2016	34,990
2017	33,009
2018	27,999
2019	20,571
2020	17,061

initial target 25%
40% revised target
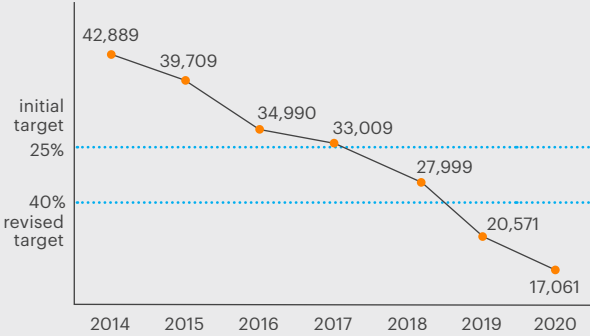
Water consumption (in Mgal)
Common area, like-for-like
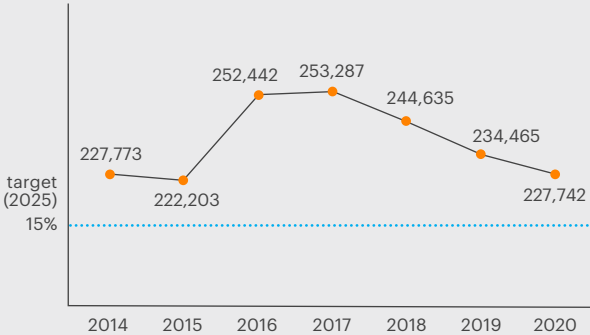
Year	Value
2014	227,773
2015	222,203
2016	252,442
2017	253,287
2018	244,635
2019	234,465
2020	227,742

target (2025) 15%

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SNAPSHOT

Partners in renewable energy

To date, Brixmor has facilitated solar projects at six properties, generating on-site renewable energy to be used at these centers by tenants and in the common areas. In total, these projects have ~5.6 MW of capacity, with many additional projects being assessed across the portfolio.

Most Brixmor tenants at these properties can opt into the renewable energy programs, allowing them to reduce their carbon footprint and operating expenses. Brixmor's 2025 goal is to have installed at least 20 MW of renewable energy capacity through these kinds of projects, helping the Company to reach our Net Zero Carbon emission target while also assisting additional tenants in reducing their own emissions.

Construction has recently begun on a community solar project at our Dalewood Shopping Center in Hartsdale, NY, which will deliver reduced cost renewable energy directly to tenants and the surrounding community. We are excited to have many additional renewable energy projects currently in our pipeline.

7 AFFORDABLE AND CLEAN ENERGY

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Addressing Climate Change

The increasing frequency of extreme weather events has had a direct impact on our portfolio. These events also negatively impact the communities we serve. Proper preparation requires investments in resiliency measures at our properties, business continuity planning, and rapid and coordinated disaster response. Our goal is to understand and minimize known risks and respond to risks that are beyond our control as quickly, safely, and thoroughly as possible for our tenants and communities.

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

Our Climate Change Policy, which was defined in 2020 and finalized in early 2021, consists of three primary areas of focus:

> On-going portfolio-wide climate change risk assessments to better understand potential impacts to our properties, our tenants, and the communities we serve.

> A goal of achieving net-zero carbon emissions by 2045 for areas under our operational control, with an interim Science Based Target Initiative aligned 50% reduction by 2030 as compared to a 2018 baseline.

> Collaboration with key stakeholders to address climate change.

Climate risk governance

At Brixmor, responsibility for overseeing our overall corporate responsibility strategy, including climate change risks and opportunities, resides with the Nominating and Corporate Governance Committee (NCGC). Our EVP Operations provides the NCGC and the full Board of Directors with periodic updates. Our EVP Operations is also a member of our internal ESG Steering Committee, which is led by the SVP of Operations & Sustainability. This committee, comprised of executive and senior leadership from a variety of functional areas across the Company, helps ensure ESG and climate change-related concerns are integrated throughout the organization.

A number of different departments play key roles in preparing for, managing and assessing the impacts of and reporting on climate change risks and performance, including Operations, Acquisitions, Redevelopment and Risk Management.

A clear strategy

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

We have procedures in place and provide training for property managers with clear guidelines on how to respond to a major emergency such as a fire, hurricane, flooding, acts of violence or terrorism, prolonged power outage or civil unrest. Our procedures, training and past experiences prepared us for the challenges our tenants faced during the COVID crisis and civil unrest of 2020.

Climate change risk management process

| Identify climate change risks for various business activities (development, acquisition, existing investments). | Assess likelihood and impact levels on a periodic basis and internally report to senior management. | Develop mitigation plans to address climate change risks. | Report externally on climate change impact on a periodic basis (e.g. risks and performance). |

To prepare the portfolio for extreme weather events, Brixmor invests in resilience measures like hurricane-rated glass / storefronts, stronger attachments for HVAC units, stormwater management upgrades, and higher wind zone-rated roofing. Brixmor also has a Disaster Assistance Recovery Team (DART) that reacts to natural disasters and provides immediate and long-term assistance to help rebuild local communities. This all-volunteer team of Brixmor employees from across the country trains to quickly respond to emergencies following extreme weather events.

Risk management
In early 2020, prior to the impact of COVID-19, Brixmor undertook a full company emergency prevention, preparedness, response, and recovery review and developed a plan to ensure we were well protected against various potential disruptions to our business. In 2021, we began periodic climate change and natural hazard risk assessments for our existing portfolio and incorporated climate-related risk assessments as part of our standard due diligence process related to acquisitions, dispositions and redevelopments.

We are using Four Twenty Seven's proprietary Climate Risk Scoring data to support our climate-related risk assessments. Their methodology is consistent with IPCC Representative Concentration Pathway (RCP) 8.5 scenario, estimating global temperatures will rise ~4 degrees over the next two or three decades, a conservative assessment of risks since it represents the "business as usual" climate scenario. This data provides assessments of certain

key risks related to climate change, including wildfires, flooding, hurricanes, heat & water stress, earthquakes, and sea level rise.

For every asset, we use this critical information to identify properties potentially at risk in accordance with TCFD recommendations (see table on pages 59-60). We assess the potential impact and develop mitigation strategies to minimize such risks. These risks are categorized into:
> Physical risks – such as rising sea levels or increased temperatures, or acute risks like extreme weather events
> Transition risks – such as compliance with legislation, meeting changing market requirements, and reducing reputational risks.

Each year, the ESG Steering Committee will review climate change risk assessment activities and update stakeholders through external reporting on our progress.

Metrics and targets
Brixmor is committed to providing transparency on its carbon footprint as well as its climate change risks. Our environmental performance can be viewed in the appendix on page 58 and is reported in line with the Global Reporting Initiative (GRI).

We define scope 1 and scope 2 greenhouse gas emissions (GHG) as emissions related to direct-controlled areas in our centers across the United States. This includes common area use, Brixmor offices located within our properties, and utilities for vacant tenant spaces. We use the Operational Control approach as defined in the GHG

Protocol Corporate Accounting and Reporting Standard. scope 3 emissions relate to tenant areas for which Brixmor has information available and properties where utilities are provided via a master meter. We will continue to actively engage with our tenants to facilitate better data collection and find opportunities to further drive emission reductions in their spaces.

We previously achieved our revised reduction goals for both greenhouse gas emissions and electricity ahead of schedule and we have recently set a new commitment to operate Net Zero Carbon by 2045 for areas under our operational control (scope 1 and 2 emissions). Brixmor is supporting the Science Based Targets initiative (SBTi) and will sign onto SBTi under the more stringent 1.5C aligned scenario, committing to reduce scope 1 and 2 emissions by 50% by 2030 as compared to a 2018 baseline. Through 2020, we have achieved a ~36% reduction against this interim SBTi goal.

> Introduction
> About Brixmor
> Materiality
> CR Strategy
> Culture
> Properties
> Stakeholders
> Appendix

SNAPSHOT

Visible, safe and secure

To ensure business continuity and keep our customers and tenants safe, we closely monitor our properties.

We've expanded our remote monitoring program with over 90 systems installed through the end of 2020. This proactive solution uses a combination of computer algorithms and real time operators to track activities at the properties, trigger voice commands, alert on-site security and/or contact the appropriate authorities. This system has been a powerful crime deterrent, helping to reduce trespassing, illegal dumping, and break-ins, ultimately making properties safer for the public and reducing damage related expenses to Brixmor and its tenants.

Cameras installed around our properties enable our operational teams to better anticipate and manage any potential unrest. Enhanced security helps our tenants feel safe and reduces the overall cost of providing security. We also employ remote controlled camera systems at many of our larger construction and redevelopment projects to track our progress and reduce unnecessary physical trips to the property.

In 2020 we subscribed to a national threat monitoring and alert system that provides access to customizable dashboards that show real time reports of incidents and threats from both major media and social media sources. During 2020, this system provided critical early warnings of protests and riots allowing for advance notification to tenants and the ability to better secure the properties.

11 SUSTAINABLE CITIES AND COMMUNITIES

SNAPSHOT

Revitalizing Marco Town Center

Brixmor is transforming the 30-year-old Marco Town Center into a preeminent local destination through an ongoing $10 million redevelopment initiative.

The redevelopment will feature attractive new gathering places, create a unique sense of place, add artistic experiential elements and elevate tenant visibility through updated lighting and signage.

The parking lot will be reconfigured to add attractive islands with shade trees. Severe weather mitigating and environmental improvements will include pervious pavers to assist with stormwater management as well as landscape and hurricane upgrades throughout the property.

Guests will enjoy al fresco dining on four new outdoor restaurant patios. The open-air central plaza includes a flexible performance space and features wood decking, Tivoli lights, nautical railings and lush plantings. Local artists will further enhance the center through murals, sculptures, and creative crosswalks, adding to an inviting atmosphere that truly reflects the unique character of the local community.

11 SUSTAINABLE CITIES AND COMMUNITIES

While we temporarily curtailed spending on certain projects due to the pandemic, our redevelopment team kicked back into high gear in Q4 2020. Our redevelopment program is the best way to ensure our assets are positioned for long-term success by being resilient and meeting the needs of the communities we serve.
For additional information, see:
www.brixmor.com/re-development

Designing for the future

Brixmor is one of the largest owners and operators of shopping centers in the United States with a nationally diversified portfolio of properties. We are actively reinvesting in our centers, with approximately over $520M of projects stabilized since 2016 and over $400M of active projects underway. These projects, combined with another $1B of projects in our future reinvestment pipeline, will support the execution of our 2025 target to stabilize a total of $1.3B+ of value-enhancing projects since 2016. As the retail landscape shifts and consumers demand change, there is increasing motivation to refresh key assets by employing regionally appropriate architectural design, providing additional amenities and enhancing the connection to the local communities we serve.

Brixmor updated our Design Guidelines Handbook in 2020, which was created to guide the aesthetic feel of our properties and provide consistency across the portfolio in the way these projects are approached. Whether the intent is a full asset repositioning to add new amenities and drive leasing, or a simple "refresh" to make the center feel more approachable, the end goal is to design in an efficient way that adds value and enhances the strengths of the existing buildings and site. During our reinvestment efforts, we also look for opportunities to improve environmental performance and include the following objectives:

> Upgrading to efficient lighting and Energy Star equipment
> Installing resilience measures that address climate change risks
> Considering sustainable materials and products
> Focusing on the redevelopment of existing sites to avoid greenfield development
> Assessing opportunities for renewable energy projects
> Enhancing sustainable transport (walkability, bike connectivity, mass transit and electric vehicle charging)
> Understanding maintenance requirements, life cycle costs, and property management impacts

Focus on workplace sustainability

In 2019, we purchased Plymouth Square Shopping Center, which was located across the street from an existing Brixmor asset and only two miles from our largest office location. We are embarking on the redevelopment of this undermanaged property to add relevant, dynamic retail, while also repurposing historically underutilized space to create an efficient, eco-friendly and inspirational new workplace for our Accounting Center and North Regional office (opened in May 2021).

Brixmor is on track for LEED Silver and Fitwel certifications for our new office, demonstrating that environmental and employee health and well-being are primary considerations for this project. Low emission building materials, low flow water fixtures, fitness facilities and a green cleaning policy further evidence that commitment. The new office will have advanced metering in place, Energy Star equipment, and high-quality lighting. An indoor air quality plan will provide an ideal and safe working environment.

2020 HIGHLIGHTS
(as of 12/31/2020 unless otherwise indicated)

Our Properties

Relevant, vibrant and resilient

130

people in operations serving local communities, operating properties efficiently, and ensuring best-in-class service to tenants.

95,873

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

~30%

of such waste diverted.

~50M

gallon cumulative reduction of irrigation water consumption compared to pre-installation baselines as a result of smart irrigation systems.
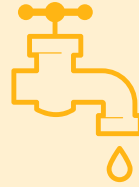
2,137

submissions in 2020 via our Speak Up app, an easy way for Brixmor employees to communicate successes and identify opportunities for improvement.

>9 MW

of rooftop solar developments completed or under construction.

23%

Brixmor properties meeting our Proudly Owned standard. 90 assets have achieved our Proudly Owned standard and we are well on our way to our goal of 100% by 2025.

>25,000

HVAC units inventoried under our HVAC management program, which was rolled out to the full portfolio in 2020.

~80%

portfolio upgraded to LED as of the end of 2020 with ~80,000 lamps/bulbs installed.

~51%

cumulative electricity use reduction from 2014 baseline for common area, like-for-like utility use.
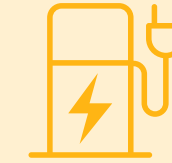
~2.3M

approximate miles of electric vehicle driving range provided in 2020 by our 133 operational charging stations at 41 properties across the country.

393

well-located properties with 68.9M square feet of gross leasable area.
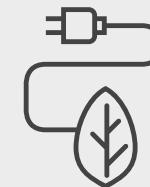
>36%

reduction in cumulative greenhouse gas emissions from 2018 baseline for areas within our operational control (in line with the SBTI interim target).

>$520M

reinvestment projects stabilized since 2016, creating value by enhancing ~125 properties.

Our Stakeholders

Partnership, integrity and commitment

Positioned for acceleration

Our goal is to achieve the perfect mix of dynamic national and local retailers that connect with the communities we serve, transforming each center through thoughtful merchandising and sustainable, value-enhancing reinvestment. Our commitment to matching vibrant retail with thriving communities generates stable long-term growth for all.

Impact of the pandemic on our business

During 2020, in response to the pandemic, we significantly expanded our financial capacity and liquidity through the temporary deferral of certain elective capital expenditure projects, the execution of two senior notes offerings aggregating $800 million, and a temporary suspension of our quarterly dividend.

As of March 31, 2021, we have approximately $373 million in cash and cash equivalents and restricted cash, approximately $1.2 billion of remaining availability under the Revolving Facility, and no debt maturities until 2022. Brixmor continues to be well-positioned with significant liquidity and the financial capacity and flexibility to continue to execute on our balanced long-term business plan.

Investor engagement

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

We took important steps during 2020 to enhance our financial and operational disclosures in light of COVID-19. We provided further detailed disclosure related to the composition of our portfolio and tenancy, the amount of our annualized base rent that was not operating primarily due to government-mandated closure orders, rent collection levels by merchandise category, and significant detail related to the complex accounting ramifications of the pandemic.

In general, we engaged with our investors through a mix of in-person and telephonic meetings, industry and broker-sponsored conferences, non-deal roadshows, and property tours. In 2020, we had approximately 600 equity and fixed income investor touchpoints and engaged with the majority of our actively managed investors, with most of these meetings occurring virtually as a result of the pandemic.

Delivering transparency and performance

Brixmor has long integrated environmental, social, and governance considerations into our daily operations. Going forward, we're committed to providing enhanced transparency on our initiatives, goals, and performance. Along those lines, this report was prepared in general 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 and in 2020 we led our GRESB peer group. We have 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 for the past 4 years. Institutional Investor magazine recognized Brixmor with high rankings in several aspects compared to all mid-cap REITs, including CEO, CFO and Investor Relations and the Company was ranked #2 among mid-cap REITs for the best financially material ESG disclosures and communication of strategy and risk management during COVID. Green Street Advisors ranked Brixmor #2 in the overall REIT sector for Corporate Governance (out of 83 companies ranked) and we have received the highest possible corporate governance score from ISS – a 1/10, which represents the lowest level of governance risk.

"Brixmor continues to be well-positioned with significant liquidity and the financial capacity and flexibility to continue to execute on our balanced long-term business plan during this crisis and beyond."

Angela Aman
EVP, Chief Financial Officer

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BrixAssist program

We are grateful for the significant efforts our tenants have made throughout the COVID-19 crisis, as we partnered with them to ensure that our communities had access to essential goods and services. With 59% of our portfolio designated as essential or hybrid essential retailers, our properties and many tenants were open and operating throughout 2020.

Brixmor swiftly mobilized early in the crisis to support essential tenants and ensure that they could continue to safely and effectively serve our communities. We took critical steps to maintain our high property operational standards, while minimizing unnecessary expenses for the Company and our tenants as we prioritized enhanced safety and cleanliness protocols across our portfolio.

To help identify ways to support local small businesses, often hardest hit by the closures and capacity restrictions, we created our BrixAssist program.

Key elements of the BrixAssist program :

> Roll-out of a robust COVID-19 resource website geared specifically to local, small shop tenants that included information on federal, state, local, and private financial and operational assistance programs
> Development of partnerships with external resources capable of assisting tenants with accessing federal relief programs
> Activation of underutilized outdoor spaces for the benefit of dining, fitness, and other operators across our portfolio
> Amplification of tenant messaging through Brixmor social media channels
> Creation of industry-specific programs, such as our Restaurant Re-Emergence Program, designed to provide entrepreneurs with access to industry experts and a peer-to-peer mentoring group format for sharing up-to-date ideas and best practices designed to help grow their business
> Monthly marketing tips to our tenants on strategies to connect with their customers and drive more traffic to their locations

Brixmor has taken a number of measures to fulfill our vision of being the center of the communities we serve, including enlisting over 75 employee volunteers to conduct asset visits and submit frequent updates on the status of our properties, ensuring tenant needs are addressed and property issues are quickly identified and resolved. We provided additional storage and logistics capacity to help tenants keep shelves full and kitchens stocked, and expanded our remote security initiatives to ensure tenant merchandise, employees and customers were safe and protected. We accommodated and aided in touchless delivery and curbside pickup via dedicated parking and traffic mitigation efforts.

Early on, Brixmor posted roadside banners to promote curbside pickup for restaurants and other tenants, created center and storefront signage to help retailers with their hiring needs, and utilized social media channels to amplify retailer communications on special initiatives such as early shopping hours for senior citizens, delivery, takeout, and curbside pick-up options, and job opportunities.

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SNAPSHOT

Support to go

Brixmor rolled out a Restaurant Re-Emergence Program in 2020 as part of our BrixAssist program. This entailed a series of live training calls in a mastermind format, once per week for four consecutive weeks.

The program was designed to help restaurants create a 90-day plan to stay relevant, thrive, and even grow while adapting to new realities and preparing for the future, including continued takeout and delivery, social distancing, sanitizing, and a need to handle surge business.

At our properties, Brixmor facilitated the expansion of restaurant dining areas to include expanded patio and tented dining options. This provided opportunities for restaurant owners to continue to service their customers and generate sales despite capacity restrictions in many municipalities.

Michael Bacon, owner of BrewBurgers Pub & Grill located at Brixmor's Venice Shopping Center in Florida, appreciated the focus on continued growth, rather than simply survival. "I have revised my business model, adding delivery services and remodeling one of the locations to better accommodate take-out. With help from BrixAssist, I am now fully focusing on this sector of the business, because takeout is where the growth is in the industry even before the crisis hit."

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Serving our communities

Making a vital contribution to the communities where we operate is always important to us, but was more necessary than ever in 2020. Our employees often live and work within our 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 in order to be a strong partner in the growth and well-being of the communities we serve. Over 127 non-profit organizations were supported in 2020. Of these, 55 received monetary support, and 72 benefitted from the Brixmor Day of Service, where all offices were closed so employees could volunteer and contribute in the communities where they live.

Supporting social justice and community safety

In the summer of 2020, Brixmor contributed $50,000 to the NAACP and $50,000 to the Center for Policing Equity, an organization that collects and utilizes data to help law enforcement agencies improve their relationships with the communities they serve. Additionally, our team was eager to get involved directly, so we matched every employee's personal contributions, up to $250, to a non-profit organization of their choice that they deemed as "dedicated to learning from this moment and bringing about change."

Making a measurable difference

During our annual, year-end Season of Giving charity event, Brixmor and its employees made donations of more than $86,000, including over $26,000 comprised of team member contributions and their associated Company matched donations. The donations were directed to a curated group of organizations located in the communities Brixmor serves and whose important work focuses on addressing food insecurity and relief. Employees could assist 16 different Feeding America partners, with Brixmor matching donations up to $125. A total of 336 (71%) of employees participated to support families facing food insecurity.

Increasing prosperity

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

The power of volunteering

Volunteers make a big difference in lives and communities. In 2020, 88% of Brixmor employees provided over 3,140 hours of community support. We hope to expand our volunteering efforts to 100% of employees participating in a community activity or charitable event by 2025. In addition to the Brixmor Day of Service, we further support this effort by providing employees with two paid Service Days each year and by sponsoring company-wide or regional philanthropic events.

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SNAPSHOT

Looking good in the neighborhood

Brixmor is committed to upgrading our properties in ways that make them more relevant and connected to the communities we serve.

At Northeast Plaza, new murals were designed by Yehimi Cambrón, an artist, activist, public speaker, and former teacher at Cross Keys High School. The mural was commissioned by Atlanta History Center, Latin American Association - Asociación Latinoamericana, Latino Community Fund (LCF Georgia), Freedom University, and Brixmor.

We believe that the arts are a reflection of the heart and soul of a community and we are excited by opportunities to build that reflection into the bricks and mortar of our centers.

For more information, click here:

Watch the video   >

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SNAPSHOT

Paint your Pointe

This past academic year was like no other with many traditions postponed or cancelled due to the pandemic. To celebrate and preserve a longstanding senior rite of passage, Pointe Orlando launched the Paint Your Pointe art contest.

In a normal year, Orlando, Florida high school seniors paint parking spots at their schools. Since schools were closed, Brixmor's Pointe Orlando team invited local seniors to continue this tradition and paint parking spaces at our property. After auditioning, 50 students were selected to paint the parking spots and compete for various prizes.

"The annual tradition of decorating a senior parking spot is a time-honored ritual that allows students to express their creativity and showcase their school pride. While many art programs and extracurricular activities were understandably sidelined last year, Pointe Orlando has always been a place that embraces art and music and we wanted to give students this opportunity and serve as their community canvas," said Brian Small, general manager at Pointe Orlando.

In a year where so much was lost, enabling students to keep this tradition meant a great deal to the local community, including everyone on Brixmor's team at Pointe Orlando.

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Responding to community concerns

Employees at Brixmor don't shy away from a challenge and when a new property manager came on board at Sun Ray Shopping Center in St. Paul, Minnesota, they were determined to address some difficult legacy issues. A number of important concerns, including safety, were being voiced by tenants, community members, police and elected officials. We needed to repair relationships and actively look for solutions.

Our local team met individually with police and elected officials, as well as other key stakeholders, including tenants. We also engaged a consultant to gain objective, third party viewpoints. This collaborative, hyper-local approach provided an opportunity for all to voice their concerns and was vital to demonstrating Brixmor's level of commitment moving forward.

Several comments were made about the importance of Sun Ray Shopping Center to the local community. It was referred to as the "Main Street" of the neighborhood with a

very rich history. The community wanted that sense of pride back.

Brixmor set clear short and long-term goals for the property's enhancement including improved maintenance of the parking and common areas, a refreshed landscape plan, changes in security services and increased police presence. Our goals continue to evolve as we deepen our relationships with the community and identify new opportunities while addressing needs.

These efforts became even more important when this property was impacted by civil unrest after the death of George Floyd. Tenant spaces were damaged and looting occurred. The direct communication established with the local municipalities as part of our stakeholder engagement efforts became invaluable. Our team remobilized as soon as the area was cleared for their return, providing valuable support to tenants impacted by the event.
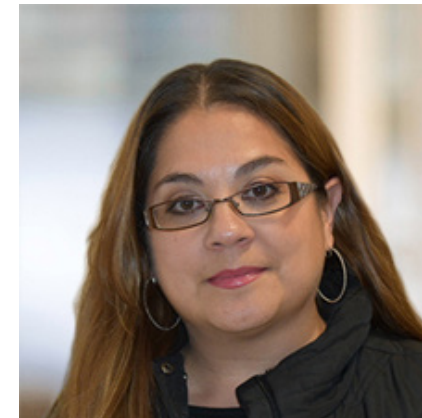
"Our direct engagement with all stakeholders was critical to identifying and resolving concerns at the property.""

Miriam Velez
Director, Property Management

Welcoming new tenants

Brixmor welcomes all new tenants, from the smallest local business to the largest national brands. Our dedicated tenant coordinators streamline the process and help tenants prepare to open, which is especially impactful for start-ups and smaller organizations.

Our tenant coordinators truly become partners for our retailers. They assist with all aspects of getting businesses up and running, from fast tracking the permitting process to finding contractors, and from organizing store layouts to providing tips on social media and hiring employees. Our tenant coordinators also provide critical support in times of crisis or when operational issues arise, such as during the COVID-19 pandemic.

Highland Village Town Center offers a good example. A first-time business owner wanted to open a dance studio and was supported by our Tenant Coordinator Lysa Solano. The tenant signed her lease just as the impact of COVID-19 began to be felt and the local permit approval process was significantly impacted as a result. Lysa helped navigate the challenging municipal approval process and stayed in consistent communication with the tenant during the build-out process, which enabled this dance studio to get up and running quickly and efficiently.

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 center of the communities they serve. By utilizing a combination of local leasing professionals, in addition to a dedicated National Accounts leasing team, we attract and retain the most relevant operators to our shopping centers. We strive to be a key partner in the success of our retailers by providing them complementary businesses in the shopping center, best in class proactive property management, ongoing tenant coordination, and additional services such as marketing support for our local tenants.

A partner for retailers in times of need
The COVID-19 pandemic impacted nearly every industry directly or indirectly, with a particularly adverse effect on many of our tenants, especially local small businesses. Many such tenants, particularly those deemed "non-essential" by state and local governments, sought financial assistance in 2020, which we provided on a case-by-case basis primarily in the form of rent deferrals and, in more limited cases, in the form of rent abatements. This financial support, in addition to the operational assistance our team provided as part of the BrixAssist program, helped thousands of our tenants to navigate an incredibly challenging time.

Ready for the future
The pandemic has resulted in the acceleration of many trends in the retail industry. Brixmor's high-quality, nationally diversified portfolio of neighborhood and community shopping centers will be a net beneficiary as retailers increasingly prioritize proximity to their customers and the convenience, accessibility and flexibility of the open-air retail format. That was evident in the hundreds of businesses that continued to sign leases and open stores with us during the pandemic. Going forward, our dedicated National Accounts team will continue to meet with our larger retail partners multiple times a year to better understand their businesses and expansion plans in addition to changes in store prototypes and space needs and proactively assess how Brixmor can further support their efforts.

Listening to our tenants
In 2020, we rolled out our second tenant engagement survey, which was sent to tenants comprising >85% of our leased GLA. Over 1,400 tenants responded; a response rate of 42% by GLA, representing 36% of our leased GLA. Over 80 Brixmor employees were mentioned by name as providing great service, an increase of 60% compared to 2018 outcomes. Despite this survey occurring in the early days of the pandemic, approximately 72% of respondents noted that they would recommend Brixmor as a landlord.

At properties where investments have recently been made in the form of upgrades, we see higher tenant satisfaction results as it relates to improved landscaping, building facades, and overall amenities and property appearance, demonstrating that our Proudly Owned program positively contributes to the needs of our tenants. We plan to continue to conduct tenant engagement surveys biennially and to respond to the feedback we receive. We anticipate that the third survey will take place in 2022.

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In November 2020, we rolled out an additional Small Shop Tenant survey to identify ways to further support small businesses and the specific needs they have. Lessons learned will help our leasing and operational teams better market to prospective tenants and support existing tenants. We will continue to conduct ad hoc surveys to ensure we are offering effective support to the full breadth of our tenant base.

Working together to solve challenges

Green lease provisions are one example of how Brixmor works with tenants to facilitate sustainable and renewable energy efficiency projects, ensuring that tenants benefit from energy savings created by upgrades at our properties while providing benefit to Brixmor as well. Our Green Lease clauses set forth rights and responsibilities that promote mutual goals to reduce impacts on the environment while also reducing expenses.

Our Green Leasing efforts have earned Gold Level, Green Lease Leader Recognition from the Institute for Market

Transformation and U.S. Department of Energy. These lease clauses have helped make several rooftop solar developments economically feasible. See page 34 for more information regarding our renewable energy initiatives.

To further minimize potential negative impact of our properties on the surrounding community, we developed a sustainability tip sheet to assist tenants in reducing their individual impact. Our initiatives to install smart metering and more efficient lighting, while also encouraging recycling, support tenants in reducing their individual environmental impact and lowering their operational costs. Helping tenants reduce their carbon footprint supports Brixmor's goal of reducing our scope 3 carbon emissions, which is consistent with our Science Based Targets initiative (SBTi) commitment.

"Our team displayed the true partnerships we have with our retailers in 2020 as we stepped up and supported tenants wherever possible and helped them navigate through an unprecedented period of disruption."

Brian Finnegan
EVP, Chief Revenue Officer

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SNAPSHOT

Centered on supplier engagement

Our vendors play a key role in the impact our business activities have on the communities we serve. We hold our vendors to our own high operational standards by directly engaging with them and optimizing our working relationships.

We initiated a Partner Engagement Pledge in 2020, which all vendors are required to sign. The Pledge focuses on health and safety issues for vendor employees, our tenants, and the safety of the communities we serve. The Pledge includes considerations like delivery protocols, signage when working on the property, truck/traffic impacts, protective barricades around work areas, and requires that all personnel are empowered to raise concerns or stop work if they see a problem.

In 2020, we formalized our Supplier Code of Conduct, which outlines the environmental, social, and governance standards Brixmor expects from our vendors. You can review the Supplier Code of Conduct here:

Supplier Code of Conduct >

2020 HIGHLIGHTS
(as of 12/31/2020 unless otherwise indicated)

Our Stakeholders

Partnership, integrity and commitment

#2 Brixmor corporate governance ranking by Green Street (out of 83 REITs).

#2 Brixmor ranking among mid-cap REITs by Institutional Investor magazine for best financially material ESG disclosures, communication of strategy and risk management during COVID.

~5,000 national tenants and local entrepreneurs in our 393 shopping centers across the United States.

97% shopping center Annual Base Rent open and operating.

~600 investor meetings in 2020 (primarily virtually), including dedicated ESG meetings.

~684 affidavit requests sent to vendors for 2020, confirming compliance with high operational standards.

>162,000 direct, local jobs estimated to be provided by tenants at our properties.

36% response rate by leased GLA to tenant engagement survey conducted in 2020.

CONNECT WITH US

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

#1 Brixmor ranking for our peer group in the Global Real Estate Sustainability Benchmark (GRESB) with 4 Green Stars earned in 2020.

59% Brixmor portfolio ABR that contains essential or hybrid retailers.

33% female members of our Board of Directors.

89% independent members of Board of Directors.

~53M people in local communities served by our centers (~16% of the U.S.)
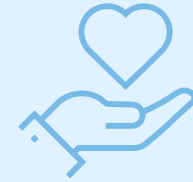
~88% Brixmor employees providing over 3,140 hours of community volunteer support.

GOLD LEVEL 2018-2021

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

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The NYSE joins Brixmor Property Group in thanking essential retailers & their employees for serving their communities nationwide by stocking shelves, delivering meals & meeting medical needs.

#Gratitude

NEW YORK STOCK EXCHANGE

Appendix

External verification statement

Verification of Brixmor Property Group's 2020 Greenhouse Gas Emissions and other utility data:

In 2021, Lucideon CICS engaged with Brixmor Property Group to perform an independent, third party limited assurance of Brixmor Property Group's environmental data for 2020:

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

Lucideon performed several tasks to provide the limited assurance of the GHG assertion and utility consumptions for the 2020 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

7th June 2021

LUCIDEON

Social performance indicators

Employee by Age Group and Gender		2019		2020	
	Female	**Male**	**Female**	**Male**	
Baby Boomers ('45 - '64)	55	43	52	40	
Generation X ('65 - '80)	98	83	100	79	
Millennial ('81 - '95)	98	100	90	96	
Generation Z ('96 and after)	-	-	8	10	
Total	251	226	250	225	

New Hires by Age Groups and Gender		2019		2020	
	Female	**Male**	**Female**	**Male**	
Baby Boomers ('45 - '64)	5	3	3	2	
Generation X ('65 - '80)	18	18	10	4	
Millennial ('81 - '95)	34	30	9	12	
Generation Z ('96 and after)	-	-	3	7	
Total	57	51	25	25	

Turnover		2019		2020	
	%	**Number of Employees**	**%**	**Number of Employees**	
Turnover for female employees	19.8%	49	10.4%	26	
Turnover for male employees	18.3%	41	12.0%	27	
Baby Boomers ('45 - '64)	17.0%	16	11.6%	11	
Generation X ('65 - '80)	15.7%	28	9.5%	17	
Millennial ('81 - '95)	23.2%	46	11.3%	21	
Generation Z ('96 and after)	-	-	26.7%	4	

Employees by Contract and Gender		2019		2020	
	Female	**Male**	**Female**	**Male**	
Full time employees	249	225	250	224	
Part-time employees	2	1	0	1	
Employees with a permanent contract	3	6	2	6	
Employees with a temporary contract	0	0	0	0	
Temporary employees	0	0	4	1	

Average Tenure in Years	2019	2020
Executive Team	10.7	10.9
Non Executive Team	5.6	6.0
All Employees	5.8	6.5

Health and Safety indicators	2019	2020
Sick time recorded	1.3%	0.9%
Injury Rate	0.2%	0.2%
Lost Day Rate	0.0%	0.2%
Number of Fatalities	0	0

Community service	2019	2020
Service Hours	566.25	3,142.5
Number of Employees Participating	82	419

Diversity indicators					2019								2020			
	Total	**Asian**	**Black or African American**	**Hispanic or Latino**	**Native Hawaiian or Other Pacific Islander**	**Two or more races**	**White**	**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	92	1	6	2	0	3	80		
Generation X ('65 - '80)	181	5	21	12	1	6	136	179	4	18	14	1	7	135		
Millennial ('81 - '95)	198	14	17	16	0	7	144	186	10	17	14	0	6	139		
Generation Z ('96 and after)	-	-	-	-	-	-	-	18	1	0	1	0	1	15		
Total	477	20	45	29	1	16	366	475	16	41	31	1	17	369		

Parental Leave by Gender		2019		2020
	Female	**Male**	**Female**	**Male**
Total number of employees that were entitled to Parental Leave, by Gender	249	225	250	224
Total Number of Employees that took Parental Leave, by Gender	6	9	5	12
Total Number of Employees that returned to Work in the Reporting Period after Parental Leave ended, by Gender	6	9	5	12
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	4	8	5	11
Return to Work and Retention Rates of Employees that took Parental Leave, by Gender	100%	100%	100%	100%

Employees by department and Gender			2019			2020
	Female %	**Male %**	**Total Employees**	**Female %**	**Male %**	**Total Employees**
Acquisitions/Dispositions	15%	85%	13	10%	90%	10
Construction	36%	64%	39	40%	60%	43
Corporate Accounting	48%	52%	33	52%	48%	31
Financial Asset Management	17%	83%	12	29%	71%	14
HR and Administration	75%	25%	16	78%	22%	18
Internal Audit	75%	25%	4	75%	25%	4
Investor Relations	100%	0%	2	67%	33%	3
IT	26%	74%	19	35%	65%	20
Leasing	61%	39%	69	57%	43%	72
Legal	78%	22%	36	78%	22%	36
Management Accounting	59%	41%	74	58%	42%	72
Management Committee	25%	75%	8	25%	75%	8
Marketing	60%	40%	10	56%	44%	9
National Accounts	50%	50%	10	50%	50%	10
Property Management	55%	45%	87	51%	49%	82
Property Operations	75%	25%	4	75%	25%	4
Re/Development	30%	70%	23	41%	59%	22
Regional President	0%	100%	4	0%	100%	4
Specialty Leasing	73%	27%	11	70%	30%	10
Tax	67%	33%	3	67%	33%	3
Total	53%	47%	477	53%	47%	475

Other HR indicators	2019	2020
Employees choosing to flex their Work Hours	33%	NA
Vacancies filled by referrals of employees	28%	38%
Employees Participated in Annual Reviews and/or Talent Development Discussions	100%	100%
Internal Promotions	9%	9%

Data provided in the Social Performance Indicator tables as of 12/31/2020
Tables do not include temporary employees.

Environmental performance indicators

GRI	Indicator - absolute data	Verified	Units	2014	2015	2016	2017	2018	2019	2020
302-1	Electricity purchased and used by Brixmor		MWh	101,528	96,197	94,749	92,578	86,848	70,607	58,820
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	48,416
	Total electricity purchased	✓	MWh	154,924	150,688	150,539	149,069	145,902	126,058	107,236
	Fuels purchased and used by Brixmor		MWh	21,492	17,117	16,010	18,566	25,220	24,657	19,837
	Fuels purchased by Brixmor and primarily used for tenant areas		MWh	2,340	1,421	1,731	1,468	1,899	1,636	4,416
	Total fuels purchased	✓	MWh	23,832	18,538	17,741	20,034	27,119	26,294	24,253
	Total energy consumption from all sources	✓	MWh	178,757	169,226	168,279	169,103	173,021	152,352	131,489
305-1	Total direct GHG emissions GHG Protocol Scope 1		Tonnes CO_2e	4,076	3,246	3,036	3,521	4,783	4,627	3,722
305-2	Total indirect GHG emissions GHG Protocol Scope 2		Tonnes CO_2e	52,048	49,315	43,156	42,168	36,496	27,561	22,705
305-3	Total indirect GHG emissions GHG Protocol Scope 3		Tonnes CO_2e	27,817	28,204	25,739	26,009	28,761	24,931	22,210
	Total direct and indirect GHG emissions	✓	Tonnes CO_2e	83,942	80,766	71,932	71,698	71,599	62,351	48,637
303-1	Total municipal water supply withdrawals used by Brixmor		MGAL	532,175	508,564	507,430	530,924	533,715	337,944	256,679
	Total municipal water supply withdrawals primarily used for tenants areas		MGAL	507,255	482,612	474,040	479,599	452,879	580,149	416,795
	Total municipal water supply withdrawals	✓	MGAL	1,039,430	991,176	981,470	1,010,522	986,593	918,093	673,474
306-2	Total weight of waste	✓	Metric tonnes					98,151	91,262	97,696	95,873
	Recycled	✓	Metric tonnes					28,933	25,521	26,222	27,551
	Composted	✓	Metric tonnes					-	740	834	802
	Other	✓	Metric tonnes					69,218	65,001	70,641	67,520
	Diversion rate	✓	%					29.5	28.8	27.7	29.6
	GLA as of 12-31		GLA		86,615,572	86,006,794	82,812,209	73,673,124	70,630,803	68,852,305

	Environmental intensity measures		Units	2014	2015	2016	2017	2018	2019	2020
CRE1	Building energy intensity		kWh/sq. ft/year	2.47	2.33	2.31	2.30	2.35	2.16	1.91
CRE3	Greenhouse gas intensity from building energy		$kgCO_2e$/sq ft/year	1.16	1.11	0.99	0.98	0.97	0.81	0.71
CRE2	Building water intensity		gallons/sq ft/year	14.33	13.64	13.46	13.74	13.39	13.00	9.78

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, consumption data is incorporated for the annual period starting from the date Brixmor purchased the property. Given the significant volume of property divestments prior to 2019, divested properties have been fully removed from the data set for reporting years 2014-2018 to ensure the data is more comparable (this change impacts the building energy intensities for these years). Divested properties in 2019 and later were included for the period of time they were owned. The declines in utility consumption would be significant and not representative if the consumption data included divestments prior to 2019. This methodology affords a better comparison between years. Starting in 2018, GHG conversions use the 2018 and 2019 EPA's Emissions & Generation Resource Integrated Database (eGRID), as applicable. Due to this change in methodology, the GHG data for 2018 and 2019 has been updated from prior versions of the report.

Direct consumption by Brixmor includes utilities used in common areas, vacant tenant spaces, and Brixmor office locations housed at our properties. For common areas, Brixmor pays the utility bill and can directly affect the usage as these areas are under operational control. For vacant tenant spaces, there could be significant year-to-year fluctuations as a result of changing occupancy rates and these may not be comparable year-over-year. Indirectly managed consumption (scope 3) only includes 1) utilities purchased by Brixmor but directly used by tenants in the spaces they control and/or 2) overall utility usage for master metered properties (generally applicable for water utilities). Some properties obtain utilities via a master meter for portions of or the entire property and use sub meters or alternate allocation methodology to proportion utility usage and expense to the tenants. While reviewing data for this reporting period, additional water accounts were noted to have portions of the property master metered. This usage was moved to scope 3 (some of which was previously included in usage by Brixmor) and therefore the year over year comparison using these categories may be less comparable. Brixmor's like-for-like energy consumption is adjusted to control for solely full property acquisitions and dispositions (i.e., sales of outparcels or portions of a property do not result in that

property being excluded from the like-for-like dataset). Brixmor's ongoing utility submetering program will help to further refine and enhance data quality. Total waste collected only includes tenants participating with Brixmor's third-party vendor for aggregated waste collection services. Other tenants directly contract and coordinate disposal and Brixmor does not have their data. Waste data for prior years has been adjusted from prior reports to reflect an updated methodology for the volumetric to weight conversions. Intensity is reported according to GRI standards and according to best practices in the real estate industry. The intensity data is derived from the aggregated total absolute consumption, divided by the total GLA corresponding to the data, for the relevant dataset. As indicated on page 55, Lucideon has verified the total absolute data for electric, gas, water, and GHG emissions for 2014, 2018, 2019, and 2020 as well as waste data for 2020. Solar energy production is measured by utility-grade metering of rooftop systems. As of 12/31/2020, solar developments sponsored by or owned by Brixmor are installed on six properties, supplying power directly to tenants and/or common areas.

Overview of climate change risks

Identified risks	Impact	Risk description	Impact on Brixmor	Management approach
Physical risks - Acute				
Hurricanes	Regions Impacted: primarily FL & TX	Hurricanes or tropical storms could significantly impact asset structure or communities.	Properties could sustain minor or major damage, requiring closures for repairs and increased expenses for insurance deductibles. Closures could impact the ability for tenants to pay rent. Potential for significant impacts to local infrastructure and surrounding communities. Communities impacted by climate change could become less attractive places to live.	Brixmor has a nationally diversified portfolio, which helps to minimize risks of individual weather events. We use insurance to mitigate short-term risk and we conduct annual assessments to understand the properties at risk. We use an internally developed weather and natural hazard dashboard to track events and provide advanced warning to our tenants and the Operations team. We invest in resilience measures like hurricane-rated glass/storefronts, stronger attachments for HVAC units, stormwater management upgrades, and higher wind zone-rated roofing. When incidents occur, we utilize an internal Disaster Assistance Recovery Team (DART) that reacts to natural disasters and provides immediate and long-term assistance to help rebuild local communities. This all-volunteer team trains to quickly respond to emergencies following extreme weather events. Additional information regarding climate risk and our management approach is provided on pages 35-36 of this report.
Flooding	Regions Impacted: primarily FL, TX, IL, CA, & NY	Extreme rainfall events could flood properties or surrounding areas, making the properties less accessible.	Properties could sustain minor or major damage, requiring closures for repairs and increased expenses for insurance deductibles. Closures could impact the ability for tenants to pay rent. Potential for significant impacts to local infrastructure and surrounding communities. Communities impacted by climate change could become less attractive places to live.	Brixmor has a nationally diversified portfolio, which helps to minimize risks of individual weather events. We use insurance to mitigate short-term risk and we conduct annual assessments to understand the properties at risk. We use an internally developed weather and natural hazard dashboard to track events and provide advanced warning to our tenants and the operations team. We invest in resilience measures, including stormwater management structures, impervious pavers, flood mitigation devices, retention ponds, etc. When incidents occur, we utilize an internal DART that reacts to natural disasters and provides immediate and long-term assistance to help rebuild local communities. This all-employee team from across the country trains to quickly respond to emergencies following extreme weather events. Additional information regarding climate risk and our management approach is provided on pages 35-36 of this report.
Wildfires	Regions Impacted: primarily GA, FL, & CA	Wildfires could significantly impact asset structure or impact communities.	Properties could sustain minor or major damage, requiring closures for repairs and increased expenses for insurance deductibles. Closures could impact the ability for tenants to pay rent. Potential for significant impacts to local infrastructure and surrounding communities.	Brixmor has a nationally diversified portfolio, which helps to minimize risks of individual weather events. We use insurance to mitigate short-term risk and we conduct annual assessments to understand the properties at risk. We use an internally developed weather and natural hazard dashboard to track events and provide advanced warning to our tenants and the operations team. When incidents occur, we utilize an internal DART that reacts to natural disasters and provides immediate and long-term assistance to help rebuild local communities. This all-volunteer team from across the country trains to quickly respond to emergencies following extreme weather events. Additional information regarding climate risk and our management approach is provided on pages 35-36 of this report.
Physical risks - Chronic				
Rising mean temperatures	Regions Impacted: primarily GA, IL, OH, & TN	Rising mean temperatures could impact the operation and expense associated with HVAC units and grid reliability.	Brixmor's properties have approximately 25,000 HVAC units. As a result of higher temperatures, HVAC units could require higher levels of maintenance and/or more frequent replacements as they are used more heavily. Given our general tenant lease structure, HVAC replacement expenses are often Brixmor's responsibility. Expenses for operating and maintaining HVAC units are generally a tenant responsibility. Increases in tenant operating expenses could negatively impact rents. Grid reliability issues could impact a tenant's ability to operate. Communities impacted by climate change could become less attractive places to live.	Brixmor has a nationally diversified portfolio, which helps to minimize risks of individual weather events. In 2020, we completed a full inventory of all HVAC units installed at our properties and are utilizing a third-party vendor to document tenant HVAC maintenance compliance and provide economies of scale related to HVAC purchases. This ensures HVAC units operate efficiently and provides supporting information to assess the need for upgrades. Additionally, we monitor and report on electricity procured by Brixmor for both areas under our operational control and tenant-controlled areas. Lastly, we install energy efficient equipment (HVACs, LED lighting, etc.) and support renewable energy developments to help lessen impacts on local electric grids. Additional information regarding climate risk and our management approach is provided on pages 30, 35-36, 58 of this report.
Sea level rise	Regions Impacted: primarily FL & TX	Flooding related to sea levels rising could lead to property damage, loss of property value and interruptions to business operations.	Properties could sustain minor or major damage, requiring closures for repairs and increased expenses for insurance deductibles. Potential for significant impacts to local infrastructure and surrounding communities. Long term shifts in population away from areas impacted by rising sea levels could lead to devaluation or stranded assets.	Brixmor has a nationally diversified portfolio, which helps to minimize risks of individual weather events. We use insurance to mitigate short-term risk and we conduct annual assessments to understand the properties at risk. While climate risk aspects were previously considered, commencing in 2021, climate risks will be formally incorporated into the due diligence process when making significant investments in our assets (i.e., acquisitions, dispositions and redevelopments). Additional information regarding climate risk and our management approach is provided on pages 35-36 of this report.

Overview of climate change risks

Identified risks	Impact	Risk description	Impact on Brixmor	Management approach
Physical risks - Chronic				
Water Stress	Regions Impacted: primarily CA, IL, & CO	Changing climatic conditions could lead to increased frequency and severity of droughts.	There could be reduced availability of water and/or higher water expenses as a result of increased water stress due to persistent and severe droughts. Given our general tenant lease structure, water expenses are often reimbursed by tenants or directly paid by tenants. Regulatory changes such as limiting new development, irrigation frequency, etc. could be enacted to address these concerns.	Brixmor has a nationally diversified portfolio, which helps to minimize risks of individual weather events. Brixmor takes measure to reduce the common area water usage, including installing native, drought tolerant, or low/no irrigation landscaping materials, and upgrading irrigation systems to use less water. We monitor and report on water purchased by Brixmor for both areas under our operational control and tenant-controlled areas. Additional information regarding climate risk and our management approach is provided on pages 33, 35-36 of this report.
Transition risks - Reputational				
Shift in consumer preferences	Portfolio-wide	Tenants could be less likely to renew/lease from Brixmor if our assets are less attractive from a climate risk and ESG perspective.	If Brixmor is not seen as a sustainability focused owner and operator, tenants could be less likely to lease space from Brixmor, leading to a loss in revenues.	Brixmor has a robust ESG program and ESG governance process and structure. Our Board of Directors, through the Nominating and Corporate Governance Committee (NCGC), oversees our corporate responsibility initiatives, including climate change risks, to ensure that our actions continue to demonstrate our strong commitment to operating in an environmentally and socially responsible manner. The NCGC and our full Board of Directors receives periodic updates by our EVP, Operations, who is a member of the ESG Steering Committee. For additional details see pages 9, 35-36 of this report.
Access to capital	Portfolio-wide	As investors are increasingly focused on ESG and climate risk, not appropriately addressing these risks could have impact Brixmor's availability or cost of capital.	Reduced access to capital would impact Brixmor's ability to fund operations and/or reinvest in our business.	Brixmor has a robust ESG program and ESG governance process and structure. Our Board of Directors, through the NCGC, oversees our corporate responsibility initiatives, including climate change risks, to ensure that our actions continue to demonstrate our strong commitment to operating in an environmentally and socially responsible manner. The NCGC and our full Board of Directors receives periodic updates by our EVP, Operations, who is a member of the ESG Steering Committee. For additional details see pages 9, 35-36 of this report. Additionally, our executive leadership and investor relations teams conduct investor outreach, including through dedicated ESG meetings, where they communicate our business strategy and commitment to long-term sustainable growth. See page 42 for additional information.
Transition risks - Policy & legal risks				
Stronger regulations for the built environment	Portfolio-wide	Changing regulations related to climate risks and greenhouse gas emissions could have financial implications related to carbon pricing, new/changing regulations regarding energy efficiency and benchmarking, material costs, and additional taxes on energy and emissions.	Changing regulations by federal and/or local authorities could impact operating expenses via costly required upgrades and/or fines, higher energy material costs, and/or compliance monitoring expenses.	Brixmor has a robust ESG program and ESG governance process and structure. Our Board of Directors, through the NCGC, oversees our corporate responsibility initiatives, including climate change risks, to ensure that our actions continue to demonstrate our strong commitment to operating in an environmentally and socially responsible manner. The NCGC and our full Board of Directors receives periodic updates by our EVP, Operations, who is a member of the ESG Steering Committee. Additionally, we use centralized vendors to track and manage energy disclosure/benchmarking requirements, procurement of electricity in deregulated markets, and project expense tracking. We make investments in efficient equipment (HVAC, LED, landscaping, etc.), and renewable energy to reduce our impact on the environment and track and provide external transparency regarding electricity, water and greenhouse gas emission metrics. See pages 9, 35-36 in this report for additional information.

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> **Appendix**

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-18 and schedule III
102-3	Location of headquarters	●	www.brixmor.com/contact
102-4	Location of operations	●	Form 10-K, page 18 and schedule III
102-5	Ownership and legal form	●	Form 10-K, F-18
102-6	Markets served	●	Form 10-K, page 18 and schedule III
102-7	Scale of the organization	●	Form 10-K, page 18 and schedule III; CR report page 5
102-8	Information on employees and other workers	●	CR report pages 5 and 14-17
102-9	Supply chain	◐	CR report pages 10 and 52
102-10	Significant changes to the organization and its supply chain	●	Form 10-K, page 19
102-11	Precautionary Principle or approach	●	CR report pages 30-31, 33, 35-36, 38-39
102-12	External initiatives	●	CR report pages 18 and 45-48
102-13	Membership of associations	●	Memberships: National Association of Real Estate Investment Trusts, International Council of Shopping Centers, Urban Land Institute, Institute for Market Transformation, Connex
102: Strategy			
102-14	Statement from senior decision-maker	●	CR report page 4
102-15	Key impacts, risks, and opportunities	●	CR report pages 7 and 59-60
102: Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	●	CR report page 6
102-17	Mechanisms for advice and concerns about ethics	●	CR report page 24
102: Governance			
102-18	Governance structure	●	Form 10-K, part III
102-19	Delegating authority	●	Form 10-K, page 5
102-20	Executive-level responsibility for economic, environmental, and social topics	●	CR report pages 9 and 25
102-21	Consulting stakeholders on economic, environmental, and social topics	●	CR report pages 7-8, 10, 42, 48-52

GRI	Description		Source / Data
102-22	Composition of the highest governance body and its committees	●	Form 10-K, part III and www.brixmor.com/why-brixmor/leadership
102-23	Chair of the highest governance body	●	See www.brixmor.com/why-brixmor/leadership
102-24	Nominating and selecting the highest governance body	●	See Nominating & Corporate Governance Committee Charter
102-25	Conflicts of interest	●	Code of Business Conduct and Ethics page 3, Form 10-K page 13, Proxy Statement pages 31 and 71
102-26	Role of highest governance body in setting purpose, values, and strategy	●	See www.brixmor.com/why-brixmor/leadership
102-27	Collective knowledge of highest governance body	●	See www.brixmor.com/why-brixmor/leadership
102-28	Evaluating the highest governance body's performance	●	See Nominating & Corporate Governance Committee Charter
102-29	Identifying and managing economic, environmental, and social impacts	●	CR report pages 7 and 9
102-31	Review of economic, environmental, and social topics	●	CR report page 7
102-32	Highest governance body's role in sustainability reporting	●	CR report pages 9 and 25. 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
102-35	Remuneration policies	◐	CR report page 26
102-36	Process for determining remuneration	◐	CR report page 26
102: Stakeholder engagement			
102-40	List of stakeholder groups	●	CR report pages 7 and 10
102-41	Collective bargaining agreements	-	Not applicable for Brixmor
102-42	Identifying and selecting stakeholders	●	CR report pages 7 and 10
102-43	Approach to stakeholder engagement	●	CR report pages 10 and 41-53
102-44	Key topics and concerns raised	●	CR report page 7

● Fully reported   ◐ Partially reported

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GRI	Description		Source / Data
102: Reporting practice			
102-45	Entities included in the consolidated financial statements	●	Form 10-K, F-18 and schedule III
102-46	Defining report content and topic boundaries	●	CR report pages 2, 5, 7-8
102-47	List of material topics	●	CR report page 7
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, 2020
102-51	Date of most recent report	●	2020
102-52	Reporting cycle	●	Annual
102-53	Contact point for questions regarding the report	●	Daren Moss, SVP, Operations & Sustainability, + 1 212 869 3000
102-54	Claims of reporting in accordance with the GRI Standards	●	CR report page 2
102-55	GRI content index	●	CR report pages 61-63
102-56	External assurance	●	CR report page 55
GRI 200: Economic aspects			
201: Economic performance			
103-1	Management Approach	●	Form 10-K pages 26-39; CR report pages 5-6, 8, 42
201-1	Direct economic value generated and distributed	●	Form 10-K pages 22-33
201-2	Financial implications and other risks and opportunities due to climate change	●	Form 10-K page 11; CR report pages 35-36 and 59-60
201-3	Defined benefit plan obligations and other retirement plans	●	Form 10-K, page F-41
205-2	Communication and training about anti-corruption policies and procedures	●	CR report page 24
205-3	Confirmed incidents of corruption and actions taken	●	CR report page 24
GRI 300: Environmental aspects			
302: Energy			
103-1	Explanation of the material topic and its Boundary	●	CR report pages 11-12, 33-34, 39, 51, 58-60
103-2	The management approach and its components	●	CR report pages 11-12, 33-34, 39, 51, 58-60
103-3	Evaluation of the management approach	●	CR report pages 11-12, 33-34, 39, 51, 58-60

GRI	Description		Source / Data
302-1	Energy consumption within the organization	●	CR report pages 33, 58, 64
302-2	Energy consumption outside of the organization	●	CR report pages 33, 58, 64
302-3	Energy intensity	●	CR report page 58
302-4	Reduction of energy consumption	●	CR report pages 33, 58, 64
302-5	Reductions in energy requirements of products and services	●	CR report pages 33, 58, 64
303: Water			
GRI 103	Management Approach	●	CR report pages 12 and 33
303-1	Water withdrawal by source	●	CR report pages 58 and 64
303-5	Water consumption	◐	CR report pages 33, 58, 64
305: Emissions			
GRI 103	Management Approach	●	CR report pages 11-12, 33, 36, 39, 51
305-1	Direct (Scope 1) GHG emissions	●	CR report pages 33 and 58
305-2	Energy indirect (Scope 2) GHG emissions	●	CR report page 58
305-3	Other indirect (Scope 3) GHG emissions	●	CR report page 58
305-4	GHG emissions intensity	●	CR report page 58
305-5	Reduction of GHG emissions	●	CR report pages 33 and 58
306: Effluent and waste			
GRI 103	Management Approach	●	CR report pages 12 and 33
306-2	Waste by type and disposal method	●	CR report page 58
306-3	Significant Spills	●	See pages 5 and 12, F-40 of the 10-K
307-1	Non-compliance with environmental laws and regulations	●	See pages 5 and 12, F-40 of the 10-K
GRI 400: Social aspects			
401: Employment			
103-1	Explanation of the material topic and its Boundary	●	CR report pages 14-23
103-2	The management approach and its components	●	CR report pages 12, 14-23
103-3	Evaluation of the management approach	●	CR report pages 14-23
401-1	New employee hires and employee turnover	◐	CR report page 56
401-3	Parental leave	●	See page 57 in CR Report
403: Occupational health and safety			
GRI 103	Management Approach	●	CR report pages 12, 14, 19, 39, 52
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	◐	CR report page 56

● Fully reported   ◐ Partially reported

Global Reporting Initiative (Core) Content Index

GRI	Description		Source / Data
404: Training and education			
GRI 103	Management Approach	●	CR report pages 11, 15-16, 31
404-1	Average hours of training per year per employee	●	CR report page 11 (38.6 hours of focused training per employee)
404-2	Programs for upgrading employee skills and transition assistance programs	●	CR report pages 11, 15-16, 31
404-3	Percentage of employees receiving regular performance and career development reviews	●	CR report pages 5 and 16
405: Diversity and equal opportunity			
GRI 103	Management Approach	●	CR report pages 11-12, 23
405-1	Diversity of governance bodies and employees	●	CR report pages 23, 25, 56-57
405-2	Ratio of basic salary and remuneration of women to men	◗	CR report page 23
406: Non-discrimination			
GRI 103	Management Approach	●	CR report page 23
413: Local communities			
GRI 103	Management Approach	●	CR report pages 4-8, 10-12, 18, 45-48
413-1	Operations with local community engagement, impact assessments, and development programs	◗	CR report pages 10-12, 18, 45-48
413-2	Operations with significant actual and potential negative impacts on local communities	◗	CR report pages 51
415-1	Political contributions	◗	CR report page 24
Sector Supplement			
CRE1	Building energy intensity	●	CR report page 58
CRE2	Building water intensity	●	CR report page 58
CRE3	GHG Emissions intensity	●	CR report page 58
CRE5	Land remediated and in need of remediation for the existing or intended land use, according to applicable legal designations	●	See page 5, 11, & 12 in 10-K
CRE8	Type and number of sustainability certification, rating and labeling schemes for new construction, management, occupation and redevelopment	●	CR report page 64

● Fully reported ◗ Partially reported

Sustainability Accounting Standards Board (SASB) Index

SASB Code	Accounting metric	Units	Response and/or location
Energy Management			
IF0402-A	Number of assets, by property subsector	Number	393
IF0402-B	Leasable floor area, by property subsector	Square feet (ft^2)	68,852,305
IF0402-C	Percentage of indirectly managed assets, by property subsector	Percentage (%) by floor area (ft^2)	0%
IF0402-D	Average occupancy rate, by property subsector	Percentage (%) by floor area (ft^2)	87.8% (Billed Occupancy)
Energy Management			
IF0402-01	Energy consumption data coverage as a percentage of total floor area, by property subsector.	Number	As a result of our tenant lease structure, Brixmor's energy use relates primarily to common areas (exterior lighting) and vacant tenant spaces. In certain locations, electricity is purchased by Brixmor and supplied to tenants via a master meter/submeter structure. Data coverage for the tenant areas purchased by Brixmor and electric used in vacancies is ~20%.
IF0402-02	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector.	Square feet (ft^2)	1- a 158,854 GJ (common areas) 1-b 227,194 GJ (tenant areas and vacancies purchased by Brixmor) 2-a ~97% (common areas) 2-b ~98% (tenant areas and vacancies purchased by Brixmor) 3-a ~3% (common area) 3-b ~2% (tenant areas and vacancies purchased by Brixmor)
F0402-03	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector.	Percentage (%) by floor area (ft^2)	a) common area data coverage n/a 2.a) -17% (common areas), like-for-like only excludes whole property acquisitions or dispositions 2.b) -12% (tenant areas and vacancies purchased by Brixmor), like-for-like only excludes whole property acquisitions or dispositions
IF0402-04	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector.	Percentage (%) by floor area (ft^2)	Brixmor operates under a triple net leased structure with interiors areas controlled by tenants. Some tenants have energy ratings and energy star certifications. GLA with Energy Star Certification: ~4.3M
IF0402-05	Description of how building energy management considerations are integrated into property investment analysis and operational strategy.	n/a	See pages 30-31, 33, 39, 51 of CR report
Water Management			
IF0402-06	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector.	Percentage (%) by floor area (ft^2)	As a result of our tenant lease structure, Brixmor's water use relates primarily to common areas (irrigation) and limited use in vacant tenant spaces. Tenants generally directly purchase water utilities. In a number of locations, water is purchased by Brixmor and supplied to tenants via a master meter/submeter structure. Data coverage for water purchased by Brixmor and used in tenant areas and water used in vacancies is ~40%. Using data from 427 Climate Analytics, ~15% of our total GLA was identified as being located in High or Extremely High Baseline Water Stress areas.
IF0402-07	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector.	Cubic meters (m^3), Percentage (%)	As a result of our tenant lease structure, Brixmor's water use relates primarily to common areas (irrigation) and limited use in vacant tenant spaces. Tenants generally directly purchase water utilities. In a number of locations, water is purchased by Brixmor and supplied to tenants via a master meter/submeter structure. 1-a 878,300 m^3 water withdrawal for common area use 1-b 1,671,046 m^3 water withdrawal for tenant areas (including vacancy) 2-a ~10% in regions with high or extremely high baseline water stress (common area) 2-b ~14% in regions with high or extremely high baseline water stress (tenant area)

Sustainability Accounting Standards Board (SASB) Index

SASB Code	Accounting metric	Units	Response and/or location
Water Management *(continues from previous page)*			
IF0402-08	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector.	Percentage (%) by cubic meters (m^3)	21% decline, like-for-like only excludes whole property acquisitions or dispositions
IF0402-09	Discussion of water management risks and description of strategies and practices to mitigate those risks (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector.	n/a	See pages 11-12, 33, 36, 60 of CR report
Management of Tenant Sustainability Impacts			
IF0402-10	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements and (2) associated leased floor area, by property subsector.	Percentage (%) by floor area (ft^2), Square feet (ft^2)	100% of Form Leases
IF0402-11	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector.	Percentage (%) by floor area (ft^2)	Brixmor is currently in the process of submetering all tenant spaces that are served by a master meter 1- ~100% 2- ~92%
IF0402-12	Description of approach to measuring, incentivizing, and improving sustainability impacts of tenants.	n/a	See pages 11-12, 33-34, 39, 51 of CR report
Climate Change Adaptation			
IF0402-13	Area of properties located in 100-year flood zones, by property subsector.	Square feet (ft^2)	7,034,104 square feet of GLA, (include note on 24 properties not being mapped by FEMA)
IF0402-14	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks.	n/a	See pages 59-60 of CR report

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 389 retail centers comprise approximately 68 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 approximately 5,000 retailers including The TJX Companies, The Kroger Co., Publix Super Markets and Ross Stores.