

2022
**Corporate
Responsibility
Report**

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BRIXMOR[®]

Introduction

Corporate responsibility is a core component of our vision to be the center of the communities we serve.



About This Report



Brixmor Property Group is committed to providing our stakeholders with transparent, high-quality reporting on our Corporate Responsibility (CR) initiatives, goals, and performance.

This CR Report contains both quantitative and qualitative updates on our Environmental, Social, and Governance (ESG) program for calendar year 2022.

Additional information on Corporate Responsibility at Brixmor is available in the 2022 10-K (filed on February 13, 2023), 2022 Proxy (filed on March 14, 2023), and the Corporate Responsibility section of our website.

Reporting Standards

This CR Report was prepared in alignment with standards from the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD) and with reference to the Global Reporting Initiative’s (GRI) Sustainability Reporting Standard.

This report contains environmental performance data from areas under Brixmor’s operational control, using the organizational boundary setting approach in the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard. Areas under Brixmor’s operational control include Brixmor offices and portions of shopping centers over which the Company applies operating policies and has day-to-day property management responsibilities. Emissions from these areas constitute Brixmor’s Scope 1 and 2 GHG emissions. Certain environmental data is also reported for areas outside of Brixmor’s operational control, based on data availability; the emissions from these areas constitute Brixmor’s Scope 3 GHG emissions.



An independent third party has verified selected environmental and social performance data in this report to assure reliable, consistent, and comparable information.

Letter from the CEO

Thank you for your interest in Brixmor and our Corporate Responsibility Report.

Since 2019, we have utilized this report to highlight how the Company and our shopping centers positively impact the environmental, social, and economic well-being of the communities we serve. ESG principles align with our core values, our vision, and our mission, and they inform every decision we make.

In this report, we describe the progress we're making to create centers that deliver sustainable growth and value. Consider these metrics:

- We have reduced Scope 1 and 2 greenhouse gas emissions by 40%, as compared to a 2018 baseline.
- Since 2015, we have reduced water consumption in our common areas by 10% and smart irrigation systems at our properties have prevented an estimated 95 million gallons of wasted water.
- We have developed 10.3 MW of rooftop solar energy generating capacity and increased our annual production by over 4 million kWh.

Our tenants, suppliers, and vendors play an important role in how our shopping centers ultimately impact the environment, and as a result, we actively pursue CR partnerships with these stakeholders. Our efforts have improved data quality and data availability and have identified untapped opportunities to advance sustainable operations at our properties to mutual benefit. The results of our biennial tenant engagement survey and inaugural supplier engagement survey provided valuable feedback on ways to further extend the responsible stewardship of our properties to our interactions with business partners.

Our employees are the foundation of our success, and together we strive to create a culture that builds trust, supports diverse perspectives, and encourages thinking and acting like owners. During 2022, our DEI Leadership Council and Employee Resource Group hosted meetings dedicated to the varied dimensions of diversity, providing a platform to share and learn from the personal experiences of our teammates. Our progress is evident in two key results

from our 2022 employee satisfaction survey: 98% of employees feel a sense of belonging at Brixmor, and more than 99% of our employees are proud to work at Brixmor.

Our Board and executive leadership team have oversight of and are invested in the achievement of our ESG goals. Our Board receives regular quarterly ESG updates from our executive team, and beginning in 2022, 5% of each executive's total bonus at target is based on the achievement of individual ESG goals. Strong governance and accountability help to ensure we meet our CR objectives.

This year's CR Report is accentuated by case studies that highlight specific ways in which we uphold our mission. From acting like owners to focusing on the needs of the communities we serve, our centers provide the backdrop for the creative ways our team delivers value to our stakeholders everyday.

“Brixmor’s focus on Corporate Responsibility in our business practices and our shopping centers is integral to how we deliver value for all of our stakeholders.”

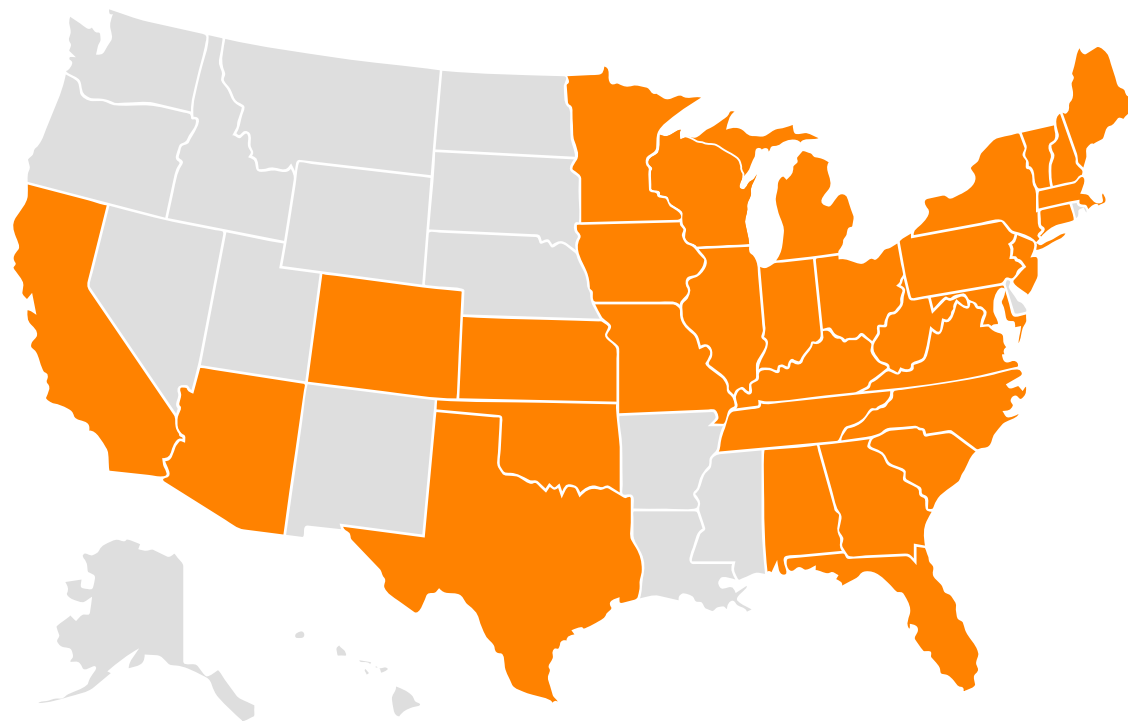


Jim Taylor,
Director, Chief Executive
Officer & President

About Brixmor

Brixmor Property Group (NYSE: BRX) is a real estate investment trust (REIT) that owns and operates one of America’s largest portfolios of open-air shopping centers, with 373 high-quality properties comprising 66 million square feet of gross leasable area across 32 states.

We strive to create and maintain properties that are the center of the communities we serve, by connecting dynamic, relevant retail with unique local culture. We are home to more than 5,000 national and regional tenants and local entrepreneurs across the country, including many essential and value-oriented retailers. Our tenant mix and proximity to households ideally position our centers to meet the needs of today’s consumers by providing a brick and mortar shopping experience and efficient last mile distribution solution.



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**

Corporate Responsibility Strategy

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

Our Culture Who we are

Our Culture values talented professionals who thrive in an inclusive environment founded on integrity, 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. In addition, we believe that building a team that reflects, respects, and celebrates diversity in all forms makes us stronger and better in everything we do.

Our Properties What we do

Our Properties reflect and respond to the unique character and needs of each local community, from physical attributes to merchandise mix.

Our focus on implementing sustainability initiatives, such as on-site renewable energy, LED lighting, smart irrigation, and electric vehicle charging stations, minimizes our environmental impact through reduced electricity consumption, water usage, and greenhouse gas emissions.

Our Stakeholders Who we serve

Our Stakeholders, including our tenants, customers, employees, and investors, drive our vision to be the center of the communities we serve.

We believe that matching vibrant retailers with thriving communities will drive sustainable long-term growth and value creation for all stakeholders.

Stakeholder Engagement

In order to drive long-term growth and value creation, we consistently and actively engage with our stakeholders to ensure that our business reflects their needs.

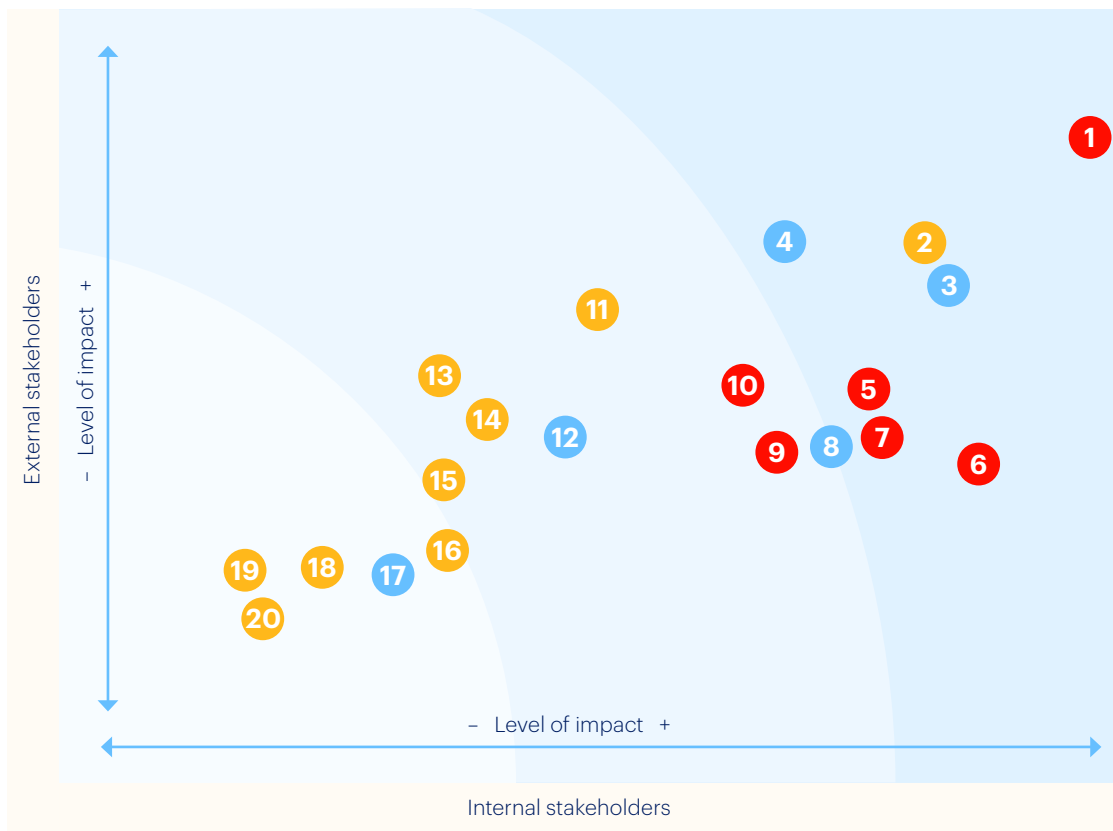
Stakeholder Group	Engagement Approach	Discussion Topics
Employees	<ul style="list-style-type: none"> • Biennial employee engagement surveys • Open door policy • Annual talent development process • Annual performance reviews • “Big Brain” events and other programming focused on personal and professional development • Employee-led initiatives, such as the Employee Resource Group, book clubs, and community service campaigns 	<ul style="list-style-type: none"> • Performance and benefits • Engagement and job satisfaction • Personal and professional development • Diversity, equity, and inclusion • Health, wellness, and safety
Tenants	<ul style="list-style-type: none"> • One-on-one meetings with tenants and their representatives • Biennial tenant engagement surveys • Tenant Resources webpage • Email, social media, and blog posts 	<ul style="list-style-type: none"> • Property-specific attributes • Health and safety • Sustainability initiatives • Tenant satisfaction
Investors	<ul style="list-style-type: none"> • Financial and ESG disclosures • Conferences and one-on-one meetings • Property tours 	<ul style="list-style-type: none"> • Business strategy • Financial and operational performance and expectations • ESG performance and initiatives
Communities	<ul style="list-style-type: none"> • Direct dialogue with communities and municipalities • Strategic partnerships with local organizations • Company-wide Day of Service, elective employee service days, charity events, and sponsorships 	<ul style="list-style-type: none"> • Center design, tenant mix, and amenities • Local economic development • Philanthropy and volunteerism • Disaster relief assistance
Vendors	<ul style="list-style-type: none"> • Supplier Code of Conduct included in new contracts • Regular review meetings with key national partners • Biennial supplier engagement surveys 	<ul style="list-style-type: none"> • Procurement • Health and safety • Sustainability initiatives

Materiality Assessment

Brixmor utilizes a materiality assessment to focus our CR strategy on the topics with the highest potential impact to internal and external stakeholders.

The materiality assessment was conducted via survey of nearly 200 stakeholders in 2021. The matrix to the right plots the responses from external stakeholders against internal stakeholders, with the topics considered to have the highest level of impact at the top-right corner, and the topics with the lowest level of impact in the bottom-left corner.

This report highlights Brixmor's initiatives related to the most material topics identified in 2021. We will continue to disclose initiatives and performance related to these key topics in our ESG disclosures. The next materiality assessment is scheduled for 2024.



Our Culture

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

Our Properties

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- 11 Sustainable Redevelopments
- 13 Reduction of Directly Controlled Energy Use
- 14 Greenhouse Gas Emissions
- 15 Water Conservation
- 16 Sustainable Corporate Operations
- 18 Waste Management
- 19 Reduction of Indirectly Controlled Energy Use (Scope 3)
- 20 Green Building Certifications

Our Stakeholders

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- 12 Climate Change Risks and Opportunities
- 17 Responsible Procurement

2022 Corporate Responsibility Performance

Achieved On Track Needs Focus

Brixmor has set ambitious Corporate Responsibility goals in each pillar of our CR strategy. This table summarizes progress made as of December 31, 2022.

Brixmor has aligned our CR goals with the following eight specific United Nations Sustainable Development Goals (SDGs). These SDGs provide a framework for addressing issues that are important to our CR strategy and focus our efforts in areas where we believe we can have the greatest impact.



Target	Progress	Status
Our Culture		
Maintain a minimum employee satisfaction score of 90% on the biennial employee engagement survey	99%	
Provide culture training (including ethics and diversity) to 100% of employees annually	100%	
Increase community volunteer participation to 100% by 2025	85%	
Provide performance evaluations and talent development reviews for 100% of employees annually	100%	
Achieve 90% employee participation annually in at least one company-sponsored health and well-being initiative	64%	
Achieve a minimum of 45 training hours average per employee annually	70.7 hours	
Adhere to Diversity, Equity, and Inclusion objectives	See page 18 for details	

Our Properties

Install electric vehicle charging stations at 25% of portfolio by 2025	18%	
Achieve on-site renewable energy capacity of 20 megawatts by 2025	10.3MW	
Achieve "Proudly Owned" status for 85% of properties by 2025 ¹	48%	
Reduce like-for-like common area water consumption by 15% by 2025	10%	
Upgrade all properties to LED lighting by 2025	95%	
Reduce GHG emissions by 50% by 2030 for areas under our operational control (compared to 2018 baseline) ²	40%	
Achieve net zero carbon emissions by 2045 for areas under our operational control ²	23,144 metric tons	

Our Stakeholders

Stabilize \$1.3B+ of value enhancing reinvestment projects positively impacting our communities by 2025 (since 1/1/2016)	\$872M	
Achieve tenant satisfaction rating of 90% in our biennial tenant engagement survey by 2026	71%	

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

²Refers to Brixmor's Scope 1 and 2 GHG emissions

Selected 2022

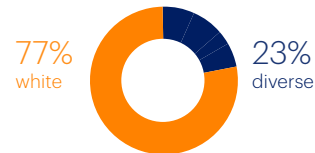
ESG Performance Indicators

Brixmor's employees

Gender diversity



Racial diversity



Brixmor's Board of Directors

Gender diversity



Racial diversity



GHG Emissions (metric tons CO ₂ e)	2021	2022
Scope 1 GHG emissions	3,326	3,774
Scope 2 GHG emissions	20,058	19,370
Scope 1 & 2 GHG emissions	23,383	23,144
Scope 3 GHG emissions	25,786	25,361
Scope 1, 2, & 3 GHG emissions	49,169	48,505

28K+ Metric tons of waste diverted from landfill

15M kWh of on-site solar production

275 EV charging stations installed

Recognition



GRESB Participant since 2017
Public Disclosure rating of "A"



Awarded "BBB" MSCI ESG rating



4/5 ESG Globes and Risk Rating of 11.3, Low Risk



Awarded Prime status by ISS ESG



Green Lease Leader - Gold Level



Awarded the highest score of 1 in ISS's Governance QualityScore category

BRIXMOR[®]

Our Culture

Our work starts with building an inclusive and collaborative team that is highly engaged and operates with the highest ethical standards.



Case Study

Acting Like Owners

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



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

The 2022 recipient of this award, Miriam Velez, Director, Property Management, has demonstrated a desire to make a positive impact on her team, her portfolio, and the communities she serves. At our Sun Ray Shopping Center in St. Paul, MN, Miriam's commitment to providing safe and inviting properties for our tenants, customers, and communities drove her to proactively develop productive partnerships



with the local alderperson for our district in St. Paul, local police departments, and other branches of government in the Twin Cities.

Miriam also has a passion for creating vibrant events at our shopping centers that foster community and fun. She has been instrumental in hosting various events, including the annual "Spooktacular" Halloween event at Sun Ray Shopping Center and the annual Guitars for Vets event at Mequon Pavilions, in Mequon, WI, which raises donations to assist veterans at risk of suicide.

These examples demonstrate the impact that Miriam has had across the portfolio and highlight the leadership qualities that Tony embodied. Like Tony, she is an enthusiastic, purpose-driven leader who displays grace and wisdom and always puts tenants, customers, and our communities first.

Employee Engagement

We are committed to being a responsible employer and creating and sustaining a positive work environment. Our talented and dedicated employees are the foundation of our success.

Together, we strive to promote a culture that is supportive, collaborative, and inclusive and that provides opportunities for both personal and professional growth.

We empower our employees to think and act like owners in order to create value for all stakeholders. We believe this approach enables us to attract and retain diverse and talented professionals while fostering collaborative, skilled, and motivated teams. The pillars of our human capital strategy are **engagement, growth and development, health and well-being, and diversity, equity, and inclusion (DEI).**

Engagement

We believe that employees that are personally engaged in our vision to be the center of the communities we serve and are connected with similarly engaged colleagues will be more effective in their roles.

We foster connectivity through Company-wide enrichment events, such as our TED-Talk style “Big

Brain Days,” where leading authors discuss topics to inspire individual and team growth, book clubs, and annual Company-wide community service projects, which have focused on important social issues such as food insecurity and implicit bias.

Company-wide recognition of excellence is another way we show our team members how important they are to our communities, our Company, and each other. Our quarterly employee awards include 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 recognizes employees for using ingenuity to solve a business need or challenge.

Our annual employee awards recognize exemplary employees who embody Brixmor’s vision, mission, and cultural tenets: the Robert DeLizzio Award recognizes an employee who provides exceptional customer service to tenants; the Suzanne Cadden-Christman award recognizes the leasing agent who signed the most small-shop deals during the calendar year; and the annual Tony Deering Award of

Excellence, the highest honor bestowed by Brixmor, recognizes an employee who best exemplifies our beloved former Board member’s grace, wisdom, love for people, and selfless leadership.

Our engagement and connectivity initiatives contributed to high employee satisfaction results in our biennial employee engagement survey. Last administered in 2022 with a 96% response rate, employees reported the following:

- 99% of employees are satisfied working at Brixmor;
- 98% of employees feel a sense of belonging at Brixmor; and

99+% of employees feel proud to work at Brixmor.



“Brixmor’s employee experience is rooted in a culture of trust, inclusivity, and continuous growth. Our employees are empowered to think and act like owners, and their talents differentiate our culture and our business.”



Shea Taylor,
EVP, Chief Talent Officer

Growth & Development



We encourage our employees to grow and develop their interests, skills, and passions by providing a variety of professional and personal training opportunities.



Our annual talent development (TD) process is intended to provide a well-rounded perspective by recognizing employee strengths, identifying opportunities for growth, and developing actionable plans for professional development in a process that is separate from the annual performance and compensation cycle.

As in prior years, 100% of employees received both a performance evaluation and a talent development plan in 2022. Brixmor employees and their supervisors found that they can give more consideration to long-term career goals in separate TD discussions. For example, after a graphic designer expressed interest in videography, he and his manager sought out projects to incorporate videography. As the Company's needs in this area expanded, videography became one of his core responsibilities.

We foster employee growth by providing:

- **Comprehensive training programs** geared towards specific job functions, supplemented with access to LinkedIn Learning and BRX YOUiversity, Brixmor's internally-developed learning management system, which provides functional training by department in subject areas such as communication, data analytics, collaboration, leadership, and time management.
- **Innovative development programs**, such as two-year intensive apprenticeship programs for entry level employees in leasing, property management, and construction. In 2022, seven new hires began in development programs, and three employees graduated from development programs into leasing, property management, and construction roles.
- **Predictive Index Behavioral Assessments** to enhance awareness of personal workplace strengths and blind spots, provide context on team dynamics, and promote effective collaboration between teams and departments.
- **Education assistance** through reimbursements for tuition and professional licensure. In 2021, we increased our tuition reimbursement from \$2,000 to \$5,250 per calendar year. In 2022, 61 employees opted into this benefit.
- **Personal development accounts**, which provide time off and expense reimbursement for a personal or professional development activity chosen by the employee. Past activities have included: cooking classes, sailing lessons, craft classes, fly fishing lessons, and courses in risk management and real estate financial modeling. In 2022, 49 employees opted into this benefit.

Health & Well-Being



Our commitment to the health and well-being of our employees is a crucial component of our culture. We encourage healthy lifestyles through initiatives focused on the physical, mental, and financial health of our team.



Diversity, Equity, and Inclusion



Our Guiding Purpose

The guiding purpose of the Diversity, Equity & Inclusion Leadership Council

Is to build upon a Culture of Inclusion that Celebrates Diversity in all forms,

Fosters an Environment of Trust wherein Multiple Viewpoints are freely expressed, and

Drives Outstanding Outcomes of team growth and success.

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

We believe a culture based on DEI is critical to our ability to attract and retain talented employees and to deliver on our strategic goals and objectives. Every year, each employee participates in Culture and Ethics training and signs a pledge to commit to helping create and maintain an inclusive culture, free from harassment based on race, sexual orientation, gender, and other protected classes.

DEI Leadership Council

In 2020, we formed our DEI Leadership Council to identify opportunities, set clear goals, and take meaningful action to enhance DEI throughout the organization. Our DEI Leadership Council, comprised of diverse senior leaders from a variety of functional areas, reports directly to our CEO.

Employee Resource Group

In 2021, we formed an Employee Resource Group (ERG) to celebrate, educate, and promote diversity and inclusivity. The ERG furthers the DEI Leadership Council’s initiatives by bringing employees at all levels together to connect, learn, and share their experiences on a quarterly basis. Time is reserved at each of our quarterly All-Employee meetings to update the entire employee base on DEI initiatives and progress.

CEO Action for Diversity & Inclusion Pledge

In 2021, our CEO signed the CEO Action for Diversity & Inclusion™ pledge, which is the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. By signing the pledge, Brixmor has made a public commitment to cultivating a culture that develops, implements, and continually evaluates DEI programs and initiatives while maintaining an open dialogue on progress.

Our Diversity, Equity, and Inclusion Objectives



We advocate for DEI in every part of our organization and strive to create equal opportunities for current and future employees through a variety of initiatives.

Provide internship and development programs and training opportunities that give individuals of diverse backgrounds exposure to the real estate industry early in their careers.

We pride ourselves on our actions to expand the diversity of our workforce. Brixmor offers multiple undergraduate- and graduate-level summer internship positions annually. In 2022, we continued our partnership with ICSC Launch Academy and began a partnership with Sponsors for Educational Opportunity (SEO), which both seek to provide summer internship opportunities for racially diverse students.

Brixmor's two-year development programs in leasing, property management, and construction provide intensive, on-the-job training to cultivate expertise in professionals beginning their careers in commercial real estate. In 2022, Brixmor was also a Founding Donor to the Nareit Dividends Through Diversity, Equity & Inclusion (DDEI) Giving Campaign, which will support readiness programs, training, and internship and job opportunities in commercial real estate.

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

All open positions are posted through Job Target, which directs job advertisements to diversity-focused job sites, reaching racial and ethnic minorities, veterans, women, individuals with disabilities, the LGBTQ community, and workers at all career stages.

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

When hiring for executive or Board positions, we interview female candidates and/or persons of color. In 2022, one executive position was filled and no Board appointments were made. During our search for a new Executive Vice President and Chief Talent Officer, we interviewed multiple diverse candidates before ultimately selecting Shea Taylor, who joined the Company in September 2022.

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

Our DEI Leadership Council, comprised of diverse senior leaders from a variety of functional areas, reports directly to our CEO and assists in maintaining best practices and behaviors to enhance diversity and promote equity and inclusion. In addition, our employee-led ERG helps further the DEI Leadership Council's key initiatives by bringing employees together to connect and learn on a quarterly basis. Brixmor also seeks diverse representation in the speakers and experts invited to our Company events, and we regularly feature DEI themes in employee trainings and events, recognizing that diverse representation helps connect cultures and combat implicit bias.

34% of executives are women

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

As we work to integrate DEI into every facet of our business, we hold ourselves accountable through our commitment to transparent reporting. We monitor our performance through the detailed tracking of a variety of social performance indicators. Key social performance indicators are verified by an independent third party for reasonableness and accuracy and can be found in the Appendix of this report. Additional demographic data is available in our EEO-1 report, which can be found on the CR section of our website.

Promotions and Pay Equity



We continue to focus on hiring, developing, and promoting talented professionals who are diverse in gender, race, and ethnicity. This page highlights the promotions awarded by the Company in 2022 relative to the gender and racial diversity of our employee base.

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

52 Total Promotions

Gender diversity



Racial diversity



19 Leadership Promotions

Gender diversity



Racial diversity

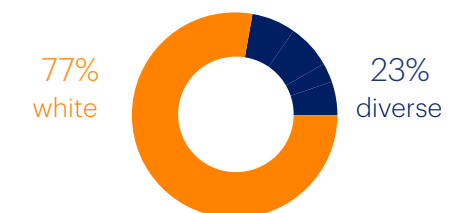


Overall Diversity

Gender diversity



Racial diversity



Actions Guided by Ethics

We believe there is substantial economic value in trust. Operating with the highest levels of integrity in an environment of accountability is fundamental to who we are.

Business Conduct and Ethics

Our Code of [Business Conduct and Ethics](#) (the “Code”) and related policies and procedures guide our employees, officers, and Board of Directors. Brixmor’s Code defines anti-bribery/anti-corruption practices, with employees forbidden to receive or give any gifts, bribes, or payments in return for goods or services. 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. No known violations of the Code occurred in 2022.

Culture and Ethics Training

Culture and Ethics training is conducted live on an annual basis and includes explanations of the Code’s policies and the Company’s expectations of all employees, in addition to information on supporting our DEI and cybersecurity initiatives. The training is presented by leaders across the organization.

The breadth and depth of presenters is intended to underscore that Culture and Ethics are responsibilities shared by all employees. As in prior years, Culture and Ethics training was provided to 100% of employees in 2022.

Whistleblower Policy

Our [Whistleblower Policy](#) clearly describes procedures for reporting and investigating complaints and concerns regarding accounting, internal controls, and auditing matters. Employees are provided with three avenues through which they can report violations or suspected violations: a toll-free phone number, written communication, and an online form. All reports are received by the Chairperson of the Audit Committee and undergo a review by the Audit Committee for further action. In 2022, no issues were raised through this process.

Political Contributions

All political contributions made by the Company are reported quarterly to the Nominating and Corporate

Governance Committee. We did not make any contributions to political candidates, parties, or political action committees in 2022.

Human Rights Policy

Treating everyone with dignity, fairness, and respect, including all the stakeholders we engage with, is core to our business. In 2021 we formalized and published our [Human Rights Policy](#), outlining our commitments to fundamental human rights principles and labor statements, further aligning our actions with our pledge, cultural tenets, and mission.

Additional information on Corporate Responsibility at Brixmor is available in the 2022 10-K (filed on February 13, 2023) and 2022 Proxy (filed on March 14, 2023), which are available on the Investors section of our website.

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



Steven Siegel,
EVP, General Counsel
& Secretary

Corporate Governance

Our Board is committed to strong corporate governance practices and to conducting business according to the highest ethical standards. Accordingly, our Board plays an active role in the oversight our ESG program and related initiatives.

Notable features of our corporate governance include:

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

We believe we have structured our corporate governance in a manner that closely aligns our interests with those of our stakeholders.

We have been recognized consistently for our outstanding corporate governance by Green Street, ranking second in the REIT sector for corporate governance, and ISS, receiving the highest possible corporate governance score (1/10), which represents the lowest level of governance risk (as of June 2023).

ESG Oversight

ESG oversight resides at multiple levels at Brixmor, which we believe best supports our ESG program's near, mid-, and long-term goals. Our Board of Directors, through our Nominating and Corporate Governance Committee (NCGC), oversees our CR 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 our Board of Directors are provided with quarterly updates on our initiatives by our executive leadership team. CR objectives are included as part of our executive officers' goals and the achievement of such goals impacts the individual performance portion of their compensation.

Our ESG Steering Committee, which is comprised of executive and senior leadership from a variety of functional areas, meets quarterly to set, implement, monitor, and communicate our CR strategy and related initiatives.

Our ESG Team oversees our ESG strategy, facilitates communication between functional teams and the ESG Steering Committee, and manages ESG reporting, ratings, materiality assessments, and requests for information and data. The ESG Team also conducts outreach with ESG counterparts at peer companies, tenants, and other stakeholders.

ESG Hierarchy

Board of Directors

Nominating and
Corporate Governance Committee

ESG Steering Committee

Brixmor ESG Team

Stakeholders

Cybersecurity

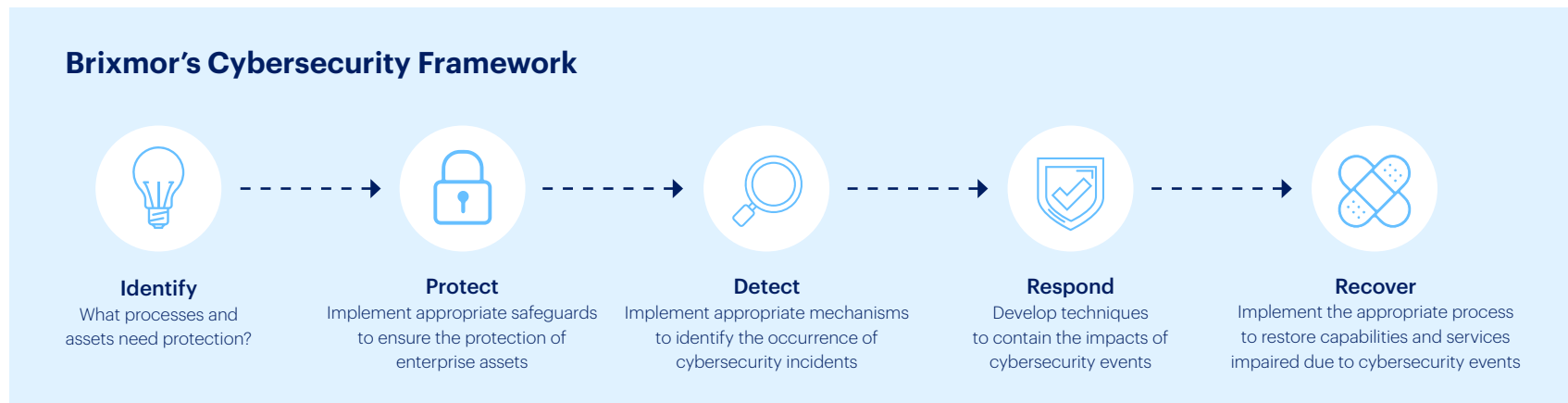
We are committed to cybersecurity and vigilantly protecting all of the Company’s resources and information from unauthorized access.

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 and formal cybersecurity maturity assessments via a third party to ensure that we are consistent with security best practices.

We employ dedicated cybersecurity personnel, led by our Chief Information Officer and reporting to our Chief Financial Officer, 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 system operability.

Incidents are required to be internally reported, including to the Board, if material or appropriate. The Audit Committee, which consists solely of independent directors, is responsible for overseeing cybersecurity risks, and management provides the Audit Committee with updates on current cybersecurity projects and industry trends on at least a quarterly basis.

“Brixmor’s cybersecurity posture protects our business by ensuring our resilience against constantly evolving cybersecurity threats.”



Helene Stein,
SVP, Chief Information Officer

BRIXMOR[®]

Our Properties

Our goal is to responsibly manage and reinvest in our assets to minimize their environmental impact and maximize their community connectivity.



Case Study

Upgrading Our Shopping Centers



The Village at Mira Mesa in San Diego, CA has undergone years of reinvestment activity, driving significant growth and value creation. Brixmor's Re/Development team transformed the center into a vibrant, community-oriented gathering place, featuring a combination of well-known national retailers and unique local merchants.

The initial redevelopment project demised and expanded an underperforming tenant space to accommodate Sprouts Farmers Market, BevMo!, Michaels, and Five Below. Common areas in the center were improved by the addition of public gathering areas, including a new dining courtyard and children's play area. In addition, extensive landscaping and irrigation improvements were made, including the addition of bioswales to store and pretreat runoff at the property. LED lighting

upgrades, a 1 MW solar installation, a smart irrigation system, and electric vehicle charging stations were also added in this phase of the redevelopment.

In Phase 2 of the redevelopment, dated outparcel buildings were replaced with new, multitenant buildings, additional communal gathering spaces, and a specialty lit patio. Common areas also feature bicycle parking and pedestrian connections between buildings.

Following the second phase of the redevelopment, occupancy at this center increased by 18%, and average annual base rent per square foot increased by 14% compared to two years prior to the initial redevelopment project. Tenants are drawn to the center's highly trafficked location, appearance, and ambiance, and customers are drawn to the center's vibrant merchandise mix and community amenities.

See more about *The Village at Mira Mesa* on Brixmor's [At The Center Blog](#).

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

Reducing Our Impact

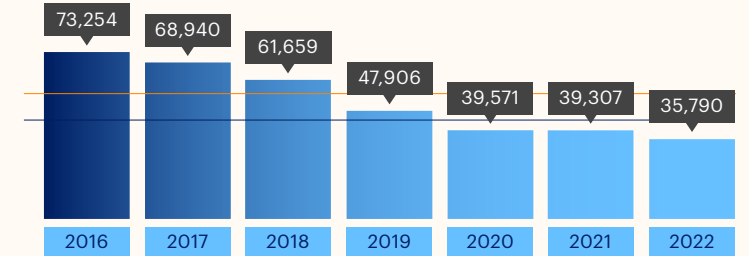


We promote environmental stewardship by integrating sustainable practices and initiatives into our business operations, thereby creating resiliency and long-term value for our stakeholders.

We continually evaluate opportunities to improve the environmental efficiency of each center with an emphasis on energy efficiency, water conservation, waste management, and resilience.

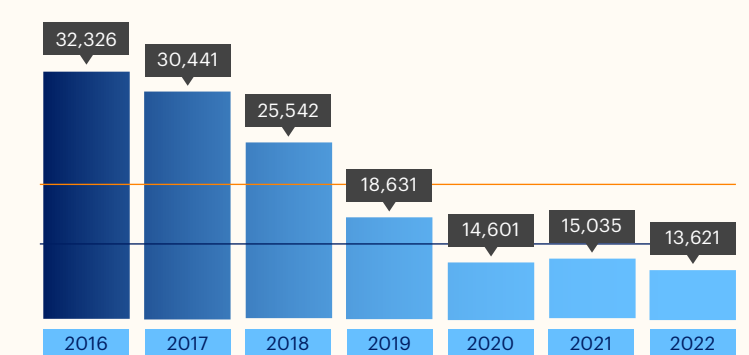
Electric Consumption (MWh)

Common area, like-for-like — 25% reduction target
 — 40% reduction target



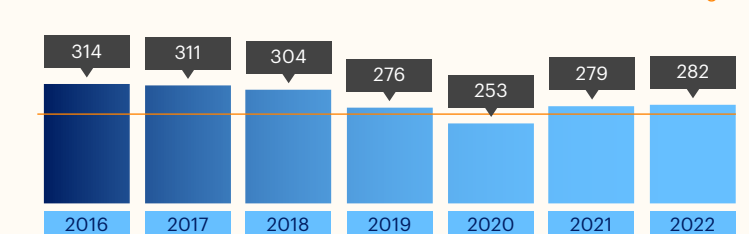
Greenhouse Gas Emissions

(Metric Tons CO₂ and Equivalents) — 25% reduction target
 Common area, like-for-like — 40% reduction target



Water Consumption (Mgal)

Common area, like-for-like — 15% reduction target



Reducing Our Impact



Energy Efficiency

Brixmor continues to invest in improvements that reduce energy usage. Since 2015, we have installed approximately 82,842 LED lamps and fixtures with a gross investment of over \$37 million. In 2022, we completed 17 LED upgrade projects, and, as a result, 95% of our portfolio now has efficient lighting in place, relative to our 100% goal by 2025. As we complete these installations, our tenants benefit from lower lighting expenses and better visibility, improvements that also benefit the environment and the surrounding community.

We also utilize motion sensor technology for parking lot lighting and reflective roofing and insulation to reduce the use of air conditioning and heating systems. These initiatives have contributed to a like-for-like common area electricity reduction of 51% over the past seven years.

Water Conservation

Over the last several years, we have taken steps to minimize water consumption at our properties through a variety of initiatives. Brixmor began installing wireless smart meters in 2021 to increase data monitoring and leak detection capabilities. Automated alerts allow our local teams to investigate leaks and initiate corrective actions more quickly, minimizing water waste at our properties.

Xeriscaping in arid climates and utilizing native plant species and plants based on soil type and weather conditions allow us to reduce the need for irrigation. Where irrigation is required, drip irrigation systems have been installed to reduce watering requirements and improve resource efficiency. Irrigation wet checks are performed annually to ensure operating performance. Collectively, our smart irrigation program has saved approximately 95 million gallons of water since inception. Smart irrigation systems are currently deployed at 30 of our properties. Our water conservation initiatives have contributed to a like-for-like common area water reduction of 10% over the past seven years.

In our common areas, we have reduced like-for-like electricity usage by 51% and water usage by 10% since 2015.

Reducing Our Impact



Waste Management

In partnership with our tenants, Brixmor is committed to reducing overall waste and increasing the diversion of waste from landfills. Brixmor contracts for waste disposal and recycling and offers these services to tenants, which we believe increases recycling rates at our shopping centers. In addition, by aggregating waste pickups, tenants receive the benefit of scale pricing, while significantly reducing the number of truck trips to our centers and the associated vehicle emissions.

In 2022, 28% of the waste that was picked up from our properties was recycled or composted, resulting in the diversion of approximately 28,349 metric tons of waste from landfills.

We also strive to improve the efficiency of waste management efforts at our value-enhancing reinvestment projects. At construction and demolition sites, waste is sorted for salvage and recycling. Additionally, throughout our stabilized portfolio, our local teams work to donate office furniture, equipment, kitchen

appliances, and other items discarded during tenant move-outs. As an example, at Felicita Town Center in Escondido, CA, our local Construction Property Manager partnered with the local chapter of Habitat for Humanity to donate, upcycle, or sell 6,000+ pounds of furniture, fixtures, and consumer goods left behind by a tenant. At Braes Heights in Houston, TX, our local Property Manager donated items otherwise headed to a landfill to a performing arts organization for young musicians.

Solar Energy

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

Brixmor began adding solar panels to rooftops of shopping centers in 2017 to provide clean energy to tenants and offset our own greenhouse gas emissions in our common areas. We also engage in community solar programs to provide residential

subscribers with the opportunity to purchase clean, renewable energy. In 2022, we energized additional community solar arrays at three properties, Ocean View Plaza in San Clemente, CA, Puente Hills Town Center in Rowland Heights, CA, and Dalewood Shopping Center in Hartsdale, NY, raising our portfolio-wide capacity to 10.3 MW. Several additional projects are currently in development in New Jersey and New York and future projects are being evaluated across the portfolio.

Electric Vehicle Charging Stations

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

Brixmor began installing electric vehicle charging stations in 2011. As of year-end 2022, charging stations were present at 66 properties, representing

18% of our portfolio, and an additional 28 properties are currently under evaluation for potential installations in coming years. Our goal is to install charging stations at 25% of our properties by 2025.

Our 2025 goal is to install at least 20 MW of renewable energy capacity throughout the portfolio.

At Our Properties

Proudly Owned by Brixmor

Brixmor launched the “Proudly Owned by Brixmor” standard in 2018 to recognize outstanding properties in our portfolio. The “Proudly Owned by Brixmor” standard is reflected in the appearance and operations of each property, with particular focus on landscaping, facades, lighting, events, engagement, and merchandising mix. As of year-end 2022, 180 of our shopping centers (48% of our portfolio) have achieved our Proudly Owned designation. Our goal is to reach 85% of our portfolio by 2025.

In 2022, Brixmor invested over \$146M in maintaining, beautifying, amenitizing, placemaking, and upgrading our portfolio. Brixmor properties that have received the Proudly Owned designation consistently receive higher satisfaction ratings in Brixmor’s biennial tenant engagement surveys and are among some of Brixmor’s most sought-after properties by prospective tenants.

Disaster Preparedness and Response

Disaster preparedness and response are critical components of our Property Management program and help minimize the disruption caused by unexpected weather events. Our Market Research team developed an internal storm tracking tool to monitor severe weather conditions and initiate preparedness activities before an imminent event. Our team of Property Managers follows the Company’s crisis management plan and site-specific protocols to reduce potential damage, and after an event occurs, they and members of our all-volunteer Disaster Assistance Recovery Team (DART) mobilize to provide immediate and long-term assistance to restore our shopping centers and assist with rebuilding local communities. Comprised of employees all over the country, DART assembles at affected properties within 24 hours to provide support as repair and risk management coordinators, construction and restoration experts, tenant and administrative liaisons, and local aid agency liaisons to support our communities and ensure that our centers are operational as quickly as possible to customers and those in need.

Green Leasing

Lease agreements define the expectations of Brixmor and our tenants for the operations of our shopping centers. Several key lease provisions set forth various rights and responsibilities that promote mutual goals to reduce negative impacts to the environment while also reducing operating expenses. The incorporation of these key lease provisions results in “green leases” and have facilitated Brixmor’s progress towards our sustainability goals. Indeed, these provisions help to make rooftop solar developments feasible, support Brixmor’s utility submetering program, and bring EV charging stations to our shopping centers.

Our green leasing efforts earned Green Lease Leader recognition at the Gold level from the Institute for Market Transformation and the U.S. Department of Energy.

“Brixmor’s connection to our communities begins at our properties. Advancing environmental responsibility in property maintenance and operations ensures that our properties are vibrant, sustainable hubs within the communities we serve.”



Haig Buchakjian,
EVP, Operations

Addressing Climate Change



Brixmor recognizes that climate change is a pressing and significant issue that will continue to have a major impact on our portfolio and the communities we serve. Our goal is to identify, understand, and minimize the impact of climate-related risks on our portfolio and to align our disclosure of these risks with the four thematic areas of the Task Force on Climate-related Financial Disclosures (TCFD) framework.

Governance

At Brixmor, oversight of Corporate Responsibility and climate risk management resides in multiple levels of the organization. A variety of departments play key roles in identifying, assessing, managing, and reporting on climate-related risks and performance, including Operations, Transactions, Re/Development, and Risk Management. Our internal ESG Steering Committee, comprised of executive and senior leadership from a variety of functional areas across the Company, helps ensure that ESG and climate-

related awareness and initiatives are integrated throughout the organization. At the Board level, responsibility for overseeing our overall Corporate Responsibility strategy, including climate-related risks, resides with the NCGC. To facilitate their oversight, the NCGC and Board of Directors are provided with quarterly ESG updates by our senior leadership.

Metrics and Targets

Brixmor is committed to providing transparency on our carbon footprint and we report a variety of metrics summarizing our environmental performance on an absolute and like-for-like basis, including on pages 25-26 and in the Appendix of this report.

After achieving our initial and revised reduction goals for GHG emissions and electricity consumption ahead of schedule, we released our Climate Change Policy in 2021 and committed to achieving net zero carbon emissions by 2045 for areas under our operational control. In the same year, Brixmor also signed onto the SBTi under the more stringent 1.5C

aligned scenario, committing to reducing our Scope 1 and 2 emissions by 50% by 2030, as compared to a 2018 baseline. As of year-end 2022, improvements in energy efficiency and the addition of renewable energy sources to our properties have resulted in a ~40% reduction against this interim SBTi goal.

We have achieved a 40% reduction in GHG emissions relative to our interim 50% reduction SBTi goal.

Addressing Climate Change

Strategy and Risk Management

Our strategy for ensuring the resiliency of our portfolio and our platform is based on a continuous risk oversight cycle, wherein we identify and assess risks, develop and implement mitigation strategies, and monitor and report on performance.

We manage day-to-day risk through the proactive implementation of resiliency measures, property insurance, and emergency response, business continuity, and life safety plans. Climate change and natural hazard risk assessments for our existing portfolio are conducted annually and reviewed by our ESG Steering Committee, and climate-related risk assessments are part of our standard underwriting due diligence processes and are appropriately considered by our Investment Committee with respect to potential acquisitions and major redevelopment projects.

We utilize Moody's Climate on Demand proprietary climate risk scoring data to support our climate-related risk assessments. Moody's methodology is consistent with the IPCC Representative Concentration Pathway (RCP) 8.5 scenario, estimating global temperatures will rise ~4 degrees by 2040. In alignment with TCFD recommendations, we categorize risks as physical risks (impacts attributable to climate change) or transition risks (reputational or regulatory impacts as a result of the transition to a lower carbon economy).

An overview of climate risks and opportunities can be found on pages 31-32.

Climate Change Risk Management Process



Addressing Climate Change

Short Term (1-3 years)

Medium Term (4-10 years)

Long Term (10+ years)

Risks

- Increasing costs required to respond to the effects of physical climate risks on our properties, including property damage or property loss, business interruption, elevated insurance costs, capital and operation expenses
- Increasing capital and operational expenses to meet regulatory requirements and tenant and investor expectations for energy efficiency, and greenhouse gas emissions

- Increasing capital and operational expenses to meet additional or more stringent regulatory standards for energy efficiency and greenhouse gas emissions
- Additional expenses associated with technological advancements and obsolescence as new "green" technologies emerge

- Increasing expenses required to respond to the effects of physical climate risks to the markets in which we operate that are affected by outside climate risk, including failing infrastructure, increasing losses due to underinsured or uninsurable properties, and decreased tenant and customer demand in affected markets

Opportunities

- Increasing tenant and investor engagement as a result of ESG initiatives and disclosures

- Expense savings from decreasing utility usage
- Increasing access to ESG-dedicated capital sources as a result of ESG initiatives and disclosures

- Increasing availability of incentives to adopt or implement new technologies
- Decreasing lifetime operating expenses for certain assets
- Increasing property resiliency, reducing expected property loss and/or business interruption following adverse weather events

Management Approach

- Maintain geographically diversified portfolio to minimize the potential impact of any individual weather event
- Perform regular evaluations of climate risks and property insurance coverage
- Incorporate climate risk evaluations into due diligence processes for significant investments (i.e., acquisitions and major redevelopment projects)
- Invest in property resilience tools, products, and services to minimize business disruption and deploy DART following severe weather events
- Invest in renewable energy and services, technologies, and practices that support energy and water efficiency and waste management at our properties
- Conduct investor outreach to communicate the integration of ESG practices in Brixmor's business strategy and operations
- Produce best-in-class, audited ESG disclosures to communicate ESG performance

- Adopt tools, products, and services at scale to improve property resilience and sustainability across the portfolio
- Achieve net zero goal

Addressing Climate Change

Physical Risks	Risk Exposure (% GLA)		Potential Impact	Specific Resiliency Strategy
	High Risk	Red Flag		
Hurricanes 0-20 years	21%	2%	<ul style="list-style-type: none"> • Property loss or damage • Business interruption • Increased insurance expenses • Damage to local infrastructure • Population migration 	<p>Brixmor’s nationally diversified portfolio helps to minimize risks of individual weather events. Brixmor invests in resiliency measures for each asset based on property-specific risks, including: hurricane-rated glass/storefronts; stronger attachments for HVAC units; higher wind zone-rated roofing; stormwater management upgrades; and flood mitigation devices.</p> <p>Brixmor uses an internally developed natural hazard tracking dashboard to monitor for severe weather and mobilizes our DART to provide immediate and long-term assistance to our tenants and the communities we serve.</p>
Flooding 0-20 years	14%	6%		
Wildfires 0-20 years	20%	0%		
Heat Stress 0-20 years	27%	0%	<ul style="list-style-type: none"> • Increased operating and maintenance costs • Business interruption • Stress on electrical grid • Population migration 	<p>Brixmor’s continued focus on energy and water efficiency initiatives reduces exposure to utility expenses and utility supply interruptions. The installation of energy efficient equipment (HVAC units, LED lighting, etc.) and renewable energy capacity help lessen our reliance on the electric grid, while more sustainable landscaping and updated irrigation systems reduce our water usage.</p>
Water Stress 0-20 years	17%	0%		
Sea Level Rise 0-20 years	1%	0%	<ul style="list-style-type: none"> • Property loss or damage • Increased insurance expenses • Damage to local infrastructure • Population migration 	<p>Brixmor’s nationally diversified portfolio helps to minimize exposure to sea level rise in any one market. Brixmor purchases insurance to mitigate flood risk, and we incorporate an evaluation of sea level rise into due diligence processes when making significant investments in our assets (i.e., acquisitions and major redevelopment projects).</p>

Designing for the Future

To see more of our reinvestments at Cudahy Plaza, Western Hills, and the Village at Newtown, visit our blog, [At The Center](#), and the Re/Development section of our website.

We are actively reinvesting in our centers, with approximately \$872M of projects stabilized since January 1, 2016 and over \$343M of active, in-process projects, as of December 31, 2022.

These projects, combined with an additional \$1B+ of projects in our future redevelopment pipeline, support the execution of our 2025 target to stabilize a total of \$1.3B+ of value-enhancing projects (since January 1, 2016). In 2022, we delivered a total of \$179M in value-enhancing reinvestments, resulting in approximately \$120M of value created.

Our goal is to deliver appealing, inviting, and sustainable centers that increase the number of customer visits and extend dwell time. From small-scale “refresh” projects to full asset redevelopments, our Re/Development team thoughtfully designs projects that reinvigorate our assets. Projects include dividing large anchors into multiple, smaller tenant spaces, developing new outparcels at existing

centers, upgrading and re-energizing small shop spaces, adding landscaping and gathering places for customers, and making modern, aesthetic improvements to improve the ambiance of our centers. We work to ensure that our redevelopment projects employ sustainability features and resiliency measures and utilize efficient materials, fixtures, and equipment to optimize redevelopment with future operational costs and successfully deliver transformed properties as part of Brixmor’s value-add business plan.

“Reinvesting in our centers is key to our vision of operating the centers of the communities we serve. Through thoughtful design and a deep understanding of our markets, the Re/Development team reimagines existing centers to deliver a truly memorable customer experience.”



**Bill Brown,
EVP, Development/
Redevelopment**

Case Study

Relevant to the Communities

Our Mission

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Acting Like Owners

Aggressively managing and
Upgrading Our
Shopping Centers

To make them
Relevant To The
Communities

They serve with
Merchants That Thrive

In a dynamic and
Competitive Environment



Brixmor's business strategy focuses on accretively reinvesting in our shopping centers to transform them into vibrant, dynamic reflections of the surrounding communities. Our centers feature a mix of national and local retailers that cater to the unique needs and preferences of the communities we serve. Placemaking initiatives such as art installations, common area décor, and signage are complementary to our centers and help create a sense of ownership and pride within the community.

At Marco Town Center in Marco Island, Florida, Brixmor's Re/Development team transformed a Publix-anchored center to more accurately reflect the community's unique tropical lifestyle. This \$11.5M redevelopment included architectural features such as a gabled roof tower, porticos, and louvres. Placemaking details included a beach-friendly color

palette, lush landscaping, nautical-themed signage, fabric awnings, Adirondack chairs, public art, and an open-air central plaza that encourages guests to visit and linger at the center, in keeping with the island's more leisurely pace.

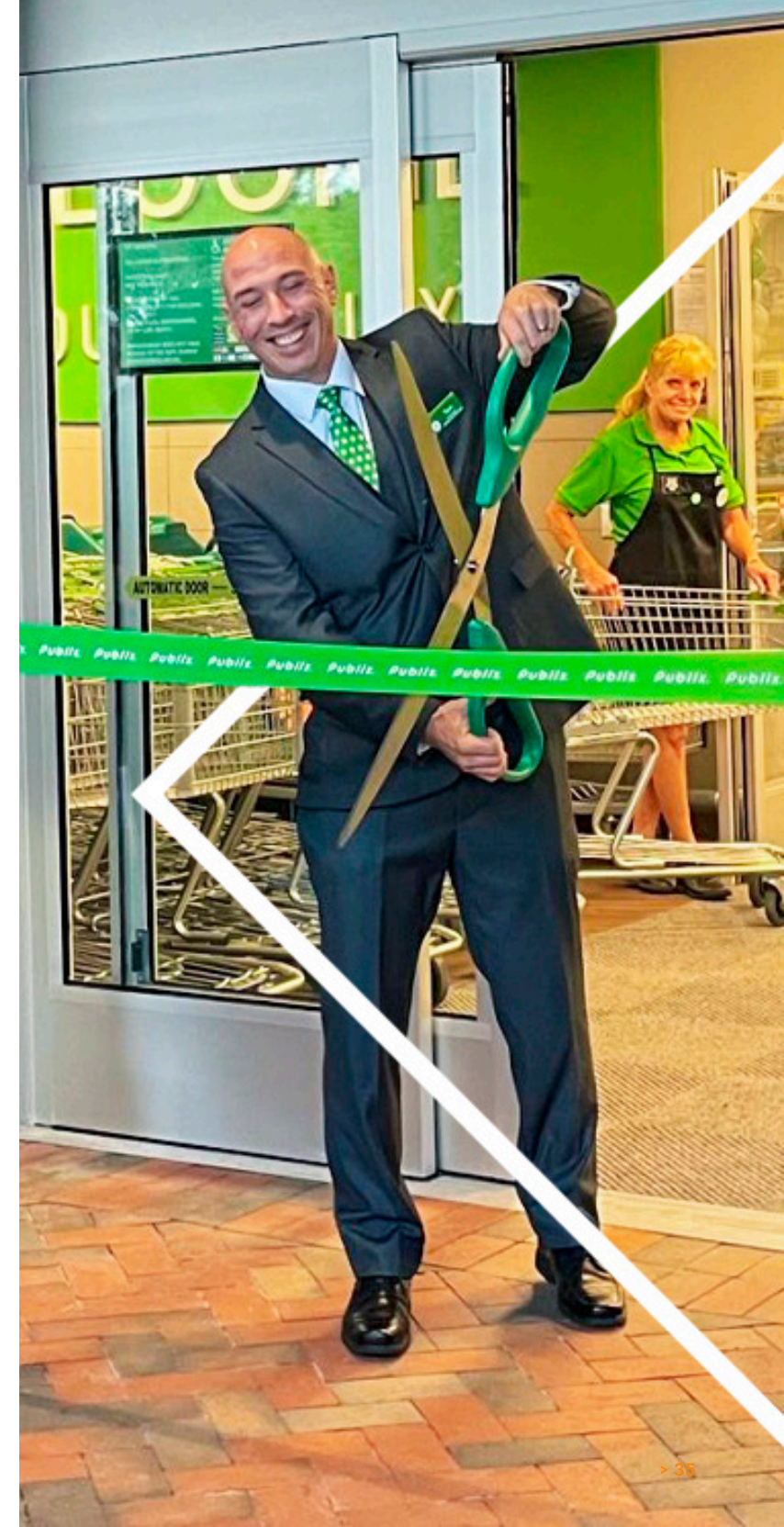
These improvements had a follow-on impact on leasing, further improving the center's occupancy and merchandising with apparel and resort wear tenants such as J. McLaughlin, Coton Frais, and Everything But Water. A longtime dining destination, Cocomo's Grill, recently relocated to the center, joining other local favorites, such as Marco Island Brewery, Paddy Murphy's Irish Pub, Thai Thai Sushi, and Margarita's, all with outdoor patios. The community has embraced the center, which is home to the area's live theater, and the local gardening club maintains the succulent-filled landscaping pots in the common areas.

By investing in the social and economic well-being of the communities in which we operate, Brixmor is helping to create a more vibrant and thriving community for all.

BRIXMOR[®]

Our Stakeholders

We seek to operate our portfolio of shopping centers in a manner that improves the social, economic, and environmental well-being of our employees, tenants, suppliers, vendors, shareholders, and communities.



Positioned for Growth



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

During 2022, we continued to execute on our accretive, value-enhancing reinvestment program, while maintaining significant financial liquidity and flexibility to support the execution of our long-term balanced business plan. As of December 31, 2022, we had approximately \$1.3 billion of liquidity, a weighted average maturity of 4.9 years, and no debt maturities until June 2024.

In 2022, our credit rating was upgraded to BBB by Fitch and was placed on positive outlook by S&P in recognition of the improvements that have been made to the balance sheet, the portfolio, and the platform over the last seven years.

Investor Engagement

Our focus on strong corporate governance expands to our commitment to transparent, high-quality disclosure and consistent investor engagement. Through a strategic, proactive outreach program with our investors, we discuss business and industry trends and market conditions, our operational strategy and performance, our Corporate Responsibility initiatives, and our governance practices. We share the feedback we receive with our Board of Directors, providing them with valuable insight into shareholder views about Brixmor.

We engage with our investors through a mix of in-person and telephonic meetings, conferences, and property tours. In 2022, we had nearly 475 equity and fixed income investor touchpoints, representing over 300 unique investors. We supplemented traditional outreach methods with social media engagement, providing an additional avenue to showcase our ongoing portfolio transformation.

“Our value-add strategy has driven record operational results across our portfolio, and our significant liquidity and financial capacity provide us with the flexibility to capitalize on additional opportunities in 2023.”



**Angela Aman,
EVP, Chief Financial Officer
and Treasurer**

Disciplined Capital Allocation

Our portfolio management strategy is focused on clustering our investments in productive retail nodes to drive long-term sustainable growth and attractive risk-adjusted returns.



Over the last seven years, we have enhanced our operational platform, while significantly upgrading the quality and efficiency of our portfolio through a combination of value-enhancing reinvestment activity and prudent capital recycling.

Improved Local Engagement

Since year-end 2015, Brixmor has executed on approximately \$2.5B of dispositions and \$1B of acquisitions, significantly changing the composition of our portfolio. By exiting single-asset markets and acquiring properties in dense and/or high-income sub-markets where we already have a significant presence, we have expanded critical mass in attractive markets, such as Southern California, Southwest Florida, Dallas, Chicago, and Atlanta.

Transformation and Growth

Strong leasing productivity, value-enhancing reinvestment activity, and active capital recycling have resulted in new portfolio records for occupancy and a 27% increase in annualized base rent per square foot since year-end 2015. Over the last several years, our capital allocation decisions have also strengthened our balance sheet, reducing leverage and increasing liquidity, positioning us well to take advantage of accretive external growth opportunities that may arise.

“The Transactions team focuses on expanding our footprint in markets where we have a significant existing presence, deep community connection, and strong tenant demand, which allows us to deploy capital in areas where we can drive the most value to our shareholders and the communities we serve.”



Mark Horgan,
EVP, Chief Investment Officer

At the Center



Center-Specific Art

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

Examples of recent art installations include:

- Murals at Venice Shopping Center (Venice, FL), Lehigh Shopping Center (Bethlehem, PA), and Shoppes of Vestal (Vestal, NY)
- “Wings of the City” exhibit, featuring Mexican art at Northeast Plaza (Brookhaven, GA)
- Beach-inspired mural, selfie spot, and sculptures at Marco Town Center (Marco Island, FL)

Community Connectivity

Our properties serve an important role in their communities and, as such, we are deliberate and thoughtful in merchandising our properties with a robust mix of relevant non-discretionary and value-oriented retailers, as well as consumer-oriented service providers. We provide our tenants and their

customers with inviting, safe, and attractive retail centers to gather, connect, and engage, both within stores and in public spaces at our centers throughout our portfolio. We further support our communities by hosting local events, volunteering, and providing aid in times of need. To promote connection within our communities, we host farmers markets, carnivals, blood drives, holiday events and activities, drive-in movies, fundraising, and other volunteer events.

During our 2022 Company-wide Day of Service, we hosted food drives that resulted in over 9,355 meals for those in need within the communities we serve. Our employees also gave over 3,200 hours of service to community organizations, including local fire departments, public parks, and libraries. Through both our Company-wide Day of Service and elective service days, 85% of Brixmor employees chose to donate their time and energy to local causes in 2022.

Case Study

Merchants That Thrive



Brixmor's commitment to curating shopping centers that are relevant to the communities we serve is rooted in our dedication to helping merchants thrive. We select tenants that address the needs of our communities and complement covenants, supporting the long-term success of our centers.

We seek to add retailers that enhance our customers' shopping experience, while supporting national retailers, entrepreneurs, and local small businesses.

- At Northtown Plaza in Houston, TX, the Mexican-based apparel franchise, **Andrea**, caters to Hispanic and Latino customers, which comprise 44% of Houston's population and 78% of the population within a one-mile radius of the center.
- **Howdy Homemade Ice Cream** at Arapahoe Crossings in Aurora, CO provides meaningful jobs for people with intellectual and developmental disabilities and aims to change the way society treats neurodiverse individuals through ice cream.

- **Bark Social** at Vail Ranch Center in Temecula, CA combines dog parks and beer gardens to create a social club for dogs and their owners. This center serves an affluent population characterized by educated professionals who live and work in the area. With covenants like a specialty pet store and popular grocery and dining establishments, Bark Social brings a new type of customer experience and community connection to this center.
- **Wren Kitchens** at College Plaza in Selden, NY provides an all-in-one kitchen design experience, where customers can visit 65+ kitchen displays and order cabinets, hardware, appliances, countertops, and backsplashes all at once. This center serves a densely populated area with a homeownership rate of 82%, nearly 30% higher than the national average.
- **Burlington Stores** (multiple locations), the popular off-price retailer, underwent a rebrand and moved to a smaller store format that better serves its cost-conscious customers on their next "treasure hunt". As one of its biggest landlords, Brixmor partnered with Burlington to bring updated stores to centers as efficiently as possible.

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In a dynamic and
Competitive Environment

True Retail Partnerships

As one of the largest open-air retail landlords in the United States, we support over 5,000 national and regional retailers and local entrepreneurs across the country.

The success of our Company is highly dependent on the success of our tenants. By utilizing a combination of local leasing professionals and a dedicated National Accounts leasing team, we attract and retain a wide variety of relevant retailers to our shopping centers.

We strive to be a key partner in the success of our tenants by providing proactive property management, ongoing tenant coordination, and additional services such as marketing support for our local tenants. We work to ensure that our properties are safe and accessible and adhere to our high operational standards. Our commitment to maintaining best-in-class properties that serve the surrounding communities is evidenced by various initiatives and programs we have in place, including:

- **Biennial tenant engagement survey:** monitors tenant engagement and guides our tenant approach as we implement changes based on feedback received
- **Digital Bytes:** provides tenants with digital marketing tips, available on our website, that are easy to implement and require little to no investment; this program was launched in response to feedback received from our tenant surveys
- **Proudly Owned by Brixmor:** recognizes properties across our portfolio based on a set of criteria, including tenant mix and relevance, design, property operations, landscaping, and sustainability
- **Tenant Resources webpage, linked to our internally-developed SpeakUp! app:** connects tenants and employees directly with our Property Management team, resulting in lower response times when issues arise
- **Incubator program:** offers retail space to small business owners or retailers seeking to launch new concepts or brands, allowing them to test their concepts over a limited 90-day period
- **Tenant coordination:** supports new tenants during the store opening process by providing hyperlocal expertise to guide them through permitting and other various local regulations
- **Adapting our centers:** meets the evolving needs of our customers by adding dedicated curbside pick-up areas, outdoor dining options, and vibrant community spaces
- **Sustainability best practices:** offer cost-saving sustainability tips to help small business owners reduce their energy and water expenses, and their environmental footprint

“Having great partnerships with our retailers is critical to our goal of being the center of the communities we serve. Our team is constantly developing new initiatives to support our tenants.”



Brian Finnegan,
EVP, Chief Revenue Officer

Monitoring Engagement



Brixmor administers biennial engagement surveys to tenants and suppliers to solicit feedback and assess areas for improvement. Both surveys were conducted in 2022.

Tenant Engagement Survey

The Tenant Engagement Survey has been conducted three times since 2018. Over 700 tenants responded to the 2022 survey, representing 28.5% of our leased GLA. Survey results found that while 100% of national tenant respondents would recommend Brixmor as a landlord (up from 80% in 2020), 69% of non-national tenants would recommend Brixmor as a landlord (down from 71.2 percent in 2020), resulting in a combined tenant satisfaction score of 71.4% down from 71.9% in 2020).

Survey results again indicated that satisfaction in key customer service areas and property conditions was higher at “Proudly Owned by Brixmor” properties. On average, tenant respondents located at “Proudly Owned by Brixmor” centers were 7% more satisfied

than tenant respondents located at other Brixmor properties, up 3% from 2020 survey results. Please see page 28 for more detail on our “Proudly Owned by Brixmor” program.

Supplier Engagement Survey

The Supplier Engagement Survey was launched in late 2022 to understand supplier satisfaction, diversity, and the extent to which our suppliers and vendors embrace ESG considerations. Survey results found that 86% of respondents would recommend Brixmor as a partner; 20% of respondents identify as a woman-, minority-, or veteran-owned business; and 44% of respondents have an environmental or sustainability program in place.

Conclusions

Both surveys provide valuable feedback on our properties, business practices, and relationships with tenants and vendors. For example, consistently higher satisfaction scores from respondents at “Proudly Owned by Brixmor” properties directly led to the expansion and formalization of our “Proudly

Owned by Brixmor” program to support cohesive improvements across the portfolio. Responses from our inaugural Supplier Engagement Survey and additional supplier engagement activities will inform policies and initiatives around improving supplier diversity. The next engagement surveys are scheduled to take place in 2024.

100% of national tenant respondents would recommend Brixmor as a landlord.

Supplier and Vendor Relationships

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



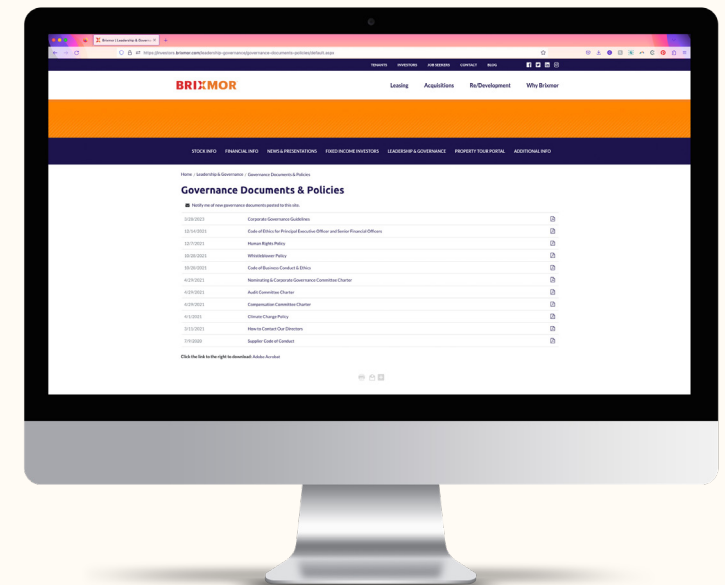
We maintain open dialogue with our suppliers through:

- Regular review meetings with key national partners
- Supplier engagement surveys, launched in late 2022 to understand the extent to which our suppliers and vendors embrace ESG considerations and to increase our awareness of upstream ESG considerations in pursuit of more sustainable operating practices
- Mutual commitment to the Partnership Engagement Pledge focused on work-site and community health and safety

Supplier Code of Contact

Our Supplier Code of Conduct, which includes ESG standards that we expect from our suppliers and vendors, is included in all new contracts.

The Supplier Code of Conduct is also available on the Governance Documents & Policies page on our website.



Case Study

Competitive Environment

Our Mission

Deliver compelling total returns to our shareholders by
Acting Like Owners

Aggressively managing and
Upgrading Our
Shopping Centers

To make them
Relevant To The
Communities

They serve with
Merchants That Thrive

In a dynamic and
Competitive Environment



Brixmor's clustering strategy has improved the operational efficiency of our portfolio.

By clustering our assets in thriving and dynamic retail sub-markets, our team is better able to leverage internal resources to respond to the changing needs of our communities. The Atlanta market is a prime example of our clustering strategy: we have leveraged our existing market presence and local insight to expand our portfolio in the Atlanta market to 23 well-located, open-air retail assets.

In Roswell, Georgia, an affluent, densely populated, and fast-growing suburb just north of Atlanta, Brixmor recently purchased two shopping centers in close proximity to our existing center in the market, Holcomb Bridge Crossing, expanding our presence at one of the busiest intersections of the region. Holcomb Bridge Crossing, Connexion, and King's Market each provide different retail, dining, and customer experiences in one retail node. At Holcomb Bridge Crossing, local and specialty retail

tenants draw loyal followings, while the adjacent center, Connexion, houses service-based tenants and a multitude of restaurants. King's Market is home to several large-format tenants, including Publix and experiential and recreational anchors. Future redevelopment projects will enhance and densify these centers, while also leveraging their complementary strengths, providing continued growth and value creation opportunities.

See more about Brixmor's clustering strategy on Brixmor's [At The Center Blog](#).

BRIXMOR®

Appendix



Inventory Boundary



Brixmor uses the Operational Control approach as defined in the GHG Protocol Corporate Accounting and Reporting Standard to help set our organizational boundaries, delineate sources of Brixmor's GHG emissions, and calculate our emissions.

Under this approach, we define our organizational boundary to be Brixmor-controlled or "managed" areas in our shopping centers (e.g., common areas and directly-metered vacant spaces), as well as our corporate offices.

Brixmor's Scope 1 and Scope 2 GHG emissions consist primarily of emissions related to the energy used to power these areas. Scope 1 emissions are derived from direct combustion within our organizational boundary, and Scope 2 emissions are derived from grid electricity purchased and consumed by Brixmor to power these areas.

Brixmor's Scope 3 GHG emissions sources are reported based on data availability and primarily represent energy used to power tenant spaces ("non-managed" areas). We will continue to actively engage with our tenants to facilitate better data collection and analysis, and identify opportunities to further drive emissions reductions in areas outside of our operational control.

Utility consumption and GHG emissions are reported on an absolute basis for areas within our operational boundary, and where data is available for areas outside of our operational boundary. Where noted, like-for-like utility consumption and GHG emissions represent the same for properties owned continuously since 2016, including the balance of a shopping center when an outparcel has been acquired or if a partial disposition can be disaggregated from the remaining property.



INDEPENDENT ASSURANCE STATEMENT

BRIXMOR PROPERTY GROUP

FOOTPRINT PERIOD: 2022

VERIFICATION OPINION

Based on the evidence provided and the samples selected for verification, it is the opinion of Lucideon CICS that the Brixmor assertion covering the 2022 calendar year is materially correct and is a fair representation of the GHG and utility data.

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

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

Signed for and on behalf of
Lucideon CICS Limited

T. Summers - Lead Auditor
25 May 2023

Shaun Bainbridge - Independent Technical Reviewer
26 May 2023

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

VERIFICATION CRITERIA

ISO 14064-3:2019
WRI "The Greenhouse Gas Protocol" March 2004, revised May 2013
ISAE 3000 (Revised, IAASB, December 2013)
Brixmor Property Group "Guidelines for Utility Data Monitoring and Reporting for ESG Disclosures".

OBJECTIVES

Lucideon CICS was contracted by Brixmor Property Group Inc. (the reporter) to undertake the actions necessary to provide limited assurance verification of their GHG emissions and other utility and social metric data. The data is for Brixmor ESG disclosures and other reporting platforms. Brixmor are reporting under operational management control criteria for 2022.

SCOPE OF THE VERIFICATION

The verification covers Brixmor Property Group Inc. operations for the 2022 calendar year. Where assumptions have been made then these have been documented for transparency. The verification was conducted to a limited level of assurance and concludes that the GHG emissions and utility consumption reported (assertion) are materially correct.

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

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

Additionally, due to changes in the methodologies used to report emissions data under different scopes, selected data from 2018 – 2021 has been re-verified. The revised 2018 – 2021 emissions figures have been verified as being materially correct and a fair representation of emissions data for those reporting years.

The materiality threshold for this engagement is 5%.

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

2022 ENVIRONMENTAL DATA

GHG Emissions (tonnes CO ₂ e)	
Scope 1 GHG emissions	3774
Scope 2 GHG emissions	19370
Scope 1 & 2 GHG emissions	23144
Scope 3 GHG emissions	25361
TOTAL Scope 1, 2, & 3 GHG emissions	48505

Excerpted Environmental Data 2022	2022
Total municipal water supply withdrawals (Mgal)	822
Total weight of waste (tonnes)	100009
Building energy intensity (kWh/sq. ft/year)	2.06
Greenhouse gas intensity from building energy (kgCO ₂ e/sq. ft/year)	0.74
Building water intensity (gallons/sq. ft/year)	12.46

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

2022 SOCIAL DATA

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

2022 Corporate Responsibility Performance

Achieved On Track Needs Focus

Brixmor has set ambitious Corporate Responsibility goals in each pillar of our CR strategy. This table summarizes progress made as of December 31, 2022.

Brixmor has aligned our CR goals with the following eight specific United Nations Sustainable Development Goals (SDGs). These SDGs provide a framework for addressing issues that are important to our CR strategy and focus our efforts in areas where we believe we can have the greatest impact.



Target	Progress	Status
Our Culture		
Maintain a minimum employee satisfaction score of 90% on the biennial employee engagement survey	99%	
Provide culture training (including ethics and diversity) to 100% of employees annually	100%	
Increase community volunteer participation to 100% by 2025	85%	
Provide performance evaluations and talent development reviews for 100% of employees annually	100%	
Achieve 90% employee participation annually in at least one company-sponsored health and well-being initiative	64%	
Achieve a minimum of 45 training hours average per employee annually	70.7 hours	
Adhere to Diversity, Equity, and Inclusion objectives	See page 18 for details	

Our Properties

Install electric vehicle charging stations at 25% of portfolio by 2025	18%	
Achieve on-site renewable energy capacity of 20 megawatts by 2025	10.3MW	
Achieve "Proudly Owned" status for 85% of properties by 2025 ¹	48%	
Reduce like-for-like common area water consumption by 15% by 2025	10%	
Upgrade all properties to LED lighting by 2025	95%	
Reduce GHG emissions by 50% by 2030 for areas under our operational control (compared to 2018 baseline) ²	40%	
Achieve net zero carbon emissions by 2045 for areas under our operational control ²	23,144 metric tons	

Our Stakeholders

Stabilize \$1.3B+ of value enhancing reinvestment projects positively impacting our communities by 2025 (since 1/1/2016)	\$872M	
Achieve tenant satisfaction rating of 90% in our biennial tenant engagement survey by 2026	71%	

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

²Refers to Brixmor's Scope 1 and 2 GHG emissions

Selected 2022

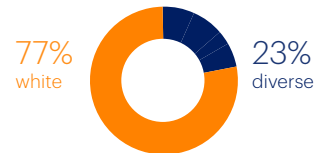
ESG Performance Indicators

Brixmor's employees

Gender diversity



Racial diversity



Brixmor's Board of Directors

Gender diversity



Racial diversity



GHG Emissions (metric tons CO ₂ e)	2021	2022
Scope 1 GHG emissions	3,326	3,774
Scope 2 GHG emissions	20,058	19,370
Scope 1 & 2 GHG emissions	23,383	23,144
Scope 3 GHG emissions	25,786	25,361
Scope 1, 2, & 3 GHG emissions	49,169	48,505

28K+ Metric tons of waste diverted from landfill

15M kWh of on-site solar production

275 EV charging stations installed

Recognition



GRESB Participant since 2017
Public Disclosure rating of "A"



Awarded "BBB" MSCI ESG rating



4/5 ESG Globes and Risk Rating of 11.3, Low Risk



Awarded Prime status by ISS ESG



Green Lease Leader - Gold Level



Awarded the highest score of 1 in ISS's Governance QualityScore category

Social Performance Indicators

All data as of December 31, 2022. The 2022 Social Performance Indicators marked with an asterisk (*) have been verified by a third party.

	2022		2021		2020	
	Female	Male	Female	Male	Female	Male
Employees by Age Group and Gender*						
Baby Boomers ('45-'64)	47	30	47	35	52	40
Generation X ('65-'80)	106	77	111	78	100	79
Millennial ('81-'95)	99	101	91	104	90	96
Generation Z ('96 and after)	17	25	10	25	8	10
Total	269	233	259	242	250	225
New Hires by Age Group and Gender*						
Baby Boomers ('45-'64)	3	1	3	2	3	2
Generation X ('65-'80)	15	10	24	12	10	4
Millennial ('81-'95)	23	23	22	23	9	12
Generation Z ('96 and after)	12	10	6	18	3	7
Total	53	44	55	55	25	25
Diversity Indicators*						
White		387		387		369
Black or African American		35		37		41
Hispanic or Latino		36		33		31
Native Hawaiian or Other Pacific Islander		2		1		1
Two or more races		15		16		17
Asian		27		27		16
Total		502		501		475

Social Performance Indicators

All data as of December 31, 2022. The 2022 Social Performance Indicators marked with an asterisk (*) have been verified by a third party.

	2022	2021	2020
Average Tenure in Years*			
Executive Team	12.67	12.7	10.9
Non-Executive Team	6.24	6.0	6
All Employees	6.40	6.1	6.5
Health and Safety Indicators*			
Sick time recorded	1.17%	1%	0.90%
Injury Rate	0.59%	0.41%	0.20%
Lost Day Rate	0.23	0%	0.20%
Number of Fatalities	-	-	-
Promotions by Gender*			
Female	26	30	25
Male	26	23	19
Total	52	53	44
Turnover*			
Total	19%	18%	11%
Voluntary	15%	14%	9%
Involuntary	4%	4%	3%
Other Indicators			
Average training hours per employee	71	66	39
Community service hours	3,574	3,401	3,143
Employee participation in community volunteer events	85%	85%	88%

Social Performance Indicators

All data as of December 31, 2022. The 2022 Social Performance Indicators marked with an asterisk (*) have been verified by a third party.

	2022		2021		2020	
	Female	Male	Female	Male	Female	Male
Employees by Contract and Gender*						
Full time employees	267	233	258	242	250	224
Part-time employees	2	0	1	0	0	1
Employees with a permanent contract	2	6	2	6	2	6
Employees with a temporary contract	0	0	0	0	0	0
Temporary employees	0	0	1	2	4	1
Parental Leave by Gender*						
Total number of employees that were entitled to parental leave, by gender	267	233	258	242	250	224
Total number of employees that took parental leave, by gender	5	13	7	7	5	12
Total number of employees that returned to work in the reporting period after parental leave ended, by gender	5	13	7	7	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	11	6	5	5	11
Return to work and retention rates of employees that took parental leave, by gender, as of 12/31/2022	100%	85%	100%	100%	100%	100%

Social Performance Indicators

All data as of December 31, 2022. The 2022 Social Performance Indicators marked with an asterisk (*) have been verified by a third party.

	2022			2021			2020		
Employees by Department and Gender*	Female %	Male %	Total	Female %	Male %	Total	Female %	Male %	Total
Acquisitions/Dispositions	20%	80%	10	23%	77%	13	10%	90%	10
Construction	46%	54%	46	41%	59%	44	40%	60%	43
Corporate Accounting	58%	42%	31	55%	45%	33	52%	48%	31
Data Analytics	33%	67%	3	N/A	N/A	N/A	N/A	N/A	N/A
Financial Asset Management	21%	79%	14	27%	73%	15	29%	71%	14
HR and Administration	75%	25%	16	80%	20%	15	78%	22%	18
Internal Audit	100%	0%	3	75%	25%	4	75%	25%	4
Investor Relations	75%	25%	4	67%	33%	3	67%	33%	3
IT	25%	75%	24	29%	71%	21	35%	65%	20
Leasing	54%	46%	71	54%	46%	74	57%	43%	72
Legal	76%	24%	37	76%	24%	37	78%	22%	36
Management Accounting	61%	39%	72	53%	47%	73	58%	42%	72
Management Committee	33%	67%	9	25%	75%	8	25%	75%	8
Marketing	56%	44%	9	56%	44%	9	56%	44%	9
National Accounts	36%	64%	11	40%	60%	10	50%	50%	10
Property Management	56%	44%	94	54%	46%	99	51%	49%	82
Property Operations	75%	25%	8	60%	40%	5	75%	25%	4
Regional President	0%	100%	5	0%	0%	4	0%	100%	4
Re/Development	48%	52%	21	50%	50%	20	41%	59%	22
Specialty Leasing	64%	36%	11	64%	36%	11	70%	30%	10
Tax	67%	33%	3	67%	33%	3	67%	33%	3
Total	54%	46%	502	52%	48%	501	53%	47%	475

Note: includes full-time and part-time employees

Environmental Performance Indicators

GRI Indicator	Description	Units	2016	2017	2018	2019	2020	2021	2022
302-1	Electricity purchased and used by Brixmor	MWh	110,272	102,069	84,569	64,597	53,056	52,974	51,264
302-2	Electricity purchased by Brixmor and primarily used for tenant areas	MWh	58,038	60,001	62,063	61,008	53,840	56,563	54,947
	Total electricity purchased	MWh	168,310	162,070	146,632	125,605	106,896	109,537	106,211
	Fuels purchased and used by Brixmor	MWh	16,146	16,051	18,058	14,549	13,123	17,785	20,076
	Fuels purchased by Brixmor and primarily used for tenant areas	MWh	4,718	5,919	9,569	11,222	11,115	9,070	9,344
	Total fuels purchased	MWh	20,864	21,970	27,627	25,771	24,238	26,855	29,420
	Total energy consumption from all sources	MWh	189,174	184,040	174,259	151,376	131,134	136,392	135,631
305-1	Direct (Scope 1) GHG emissions	Metric tons CO ₂ e	3,014	3,012	3,395	2,725	2,458	3,326	3,774
305-2	Electricity indirect (Scope 2) GHG emissions	Metric tons CO ₂ e	49,059	45,732	35,401	25,003	19,321	20,058	19,370
305-3	Other indirect (Scope 3) GHG emissions	Metric tons CO ₂ e	28,793	30,183	31,520	29,024	24,522	25,786	25,361
	Total direct and electricity indirect GHG emissions (Scope 1 and 2)	Metric tons CO ₂ e	52,073	48,744	38,796	27,728	21,779	23,384	23,144
	Total direct and indirect GHG emissions (Scopes 1, 2, and 3)	Metric tons CO ₂ e	80,866	78,927	70,316	56,752	46,301	49,170	48,505
303-3	Total municipal water supply withdrawals used by Brixmor	Mgal	565	514	414	368	287	313	355
	Total municipal water supply withdrawals primarily used for tenants areas	Mgal	608	595	567	502	383	447	467
	Total municipal water supply withdrawals	Mgal	1,173	1,109	981	870	670	760	822

Verified by a third party

Environmental Performance Indicators

GRI Indicator	Description	Units	2016	2017	2018	2019	2020	2021	2022
306-3	Total weight of waste	Metric tons	Data not available	98,151	91,262	97,697	95,873	100,047	100,009
306-4	Recycled	Metric tons	Data not available	28,933	25,521	26,222	27,551	27,142	27,395
306-4	Composted	Metric tons	Data not available	0	740	834	802	1,708	954
306-5	Other	Metric tons	Data not available	69,218	65,001	70,641	67,520	71,197	71,660
	Diversion rate	%	N/A	29.5%	28.8%	27.7%	29.6%	28.8%	28.3%
	Number of properties	Count	512	486	425	403	393	382	373
	Gross Leasable Area as of 12/31	Square feet	86,006,794	82,812,209	73,673,124	70,630,803	68,852,305	67,452,927	65,990,997
302-3	Building energy intensity	kWh/sq. ft/year	2.20	2.22	2.37	2.14	1.90	2.02	2.06
305-4	Greenhouse gas intensity from building energy	kgCO ₂ e/sq ft/year	0.94	0.95	0.95	0.80	0.67	0.73	0.74
	Building water intensity	gallons/sq ft/year	13.64	13.39	13.32	12.32	9.74	11.27	12.46

Verified by a third party

Notes:

Absolute consumption data for each type of utility includes all utilities purchased directly by Brixmor for all properties by calendar year. This includes directly managed areas, such as offices, shopping center common areas, and vacant tenant spaces, as well as indirectly managed areas (generally consumption by tenants within their leased spaces). Consumption data for acquired properties is included from the date of acquisition forward. Consumption data for divested properties is included for all reporting years through the year preceding divestment.

Environmental data from 2016-2021 have been updated relative to previously published Corporate Responsibility Reports due to the application of an updated methodology for calculating greenhouse gas emissions. Additionally, GHG conversions, which use the EPA's Emissions & Generation Resource Integrated Database (eGRID), may be updated retroactively to account for updates to eGRID factors released subsequent to prior report publications.

Energy consumption by Brixmor includes electricity and fuel utilities purchased and used in Brixmor office locations, shopping center common areas, and directly-metered vacant tenant spaces (Scope 1 and Scope 2 GHG emissions). In these areas, Brixmor pays the utility bill and can directly affect the usage, as these areas are under our operational control. For directly-metered vacant tenant spaces, there may be significant year-to-year fluctuations as a result of changing occupancy rates, which may affect relative comparability. Remaining consumption comprises electricity and fuel utilities purchased by Brixmor and primarily used for tenant spaces (Scope 3 GHG emissions).

Total waste collected includes only tenants participating with Brixmor's third-party vendor for aggregated waste collection services. Other tenants directly contract and coordinate waste disposal and Brixmor does not have access to their data.

Intensity is reported according to GRI standards and according to best practices in the real estate industry. The intensity data is derived from the total absolute consumption, divided by the total GLA.

Global Reporting Initiative Content Index

Statement of Use	Brixmor Property Group has reported the information cited in this GRI content index for the period January 1 - December 31, 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Report Location/Direct Response
GRI 2: General Disclosures 2021	2-1 Organizational details	Brixmor Property Group (NYSE: BRX) Form 10-K, F-20 and Schedule III
	2-2 Entities included in the organization's sustainability reporting	Annual Report/SEC Form 10-K
	2-3 Reporting period, frequency and contact point	2-3-a: Fiscal year 2022 (January 1 - December 31, 2022), annual 2-3-b: January 1 - December 31, 2022 2-3-c: June 22, 2023 2-3-d: Tiffany Yang, Director of Sustainable Operations and ESG, +1 212 369 8000
	2-4 Restatements of information	Environmental performance indicators have been restated as a result of improvements in data availability and changes to Brixmor's methodology for calculating GHG emissions.
	2-5 External assurance	CR Report, p. 46
	2-6 Activities, value chain and other business relationships	Annual Report/SEC Form 10-K
	2-7 Employees	CR Report, p. 48-51
	2-8 Workers who are not employees	CR Report, p. 48-51
	2-9 Governance structure and composition	Annual Report/SEC Form 10-K
	2-10 Nomination and selection of the highest governance body	Nominating & Corporate Governance Committee Charter
	2-11 Chair of the highest governance body	See Leadership page
	2-12 Role of the highest governance body in overseeing the management of impacts	CR Report, p. 9, 20-21, 29-31
	2-13 Delegation of responsibility for managing impacts	CR Report, p. 9, 20-21, 29-31
	2-14 Role of the highest governance body in sustainability reporting	CR Report, p. 9, 20-21, 29-31
	2-15 Conflicts of interest	Code of Business Conduct and Ethics, Annual Report/SEC Form 10-K, Proxy Statement
	2-16 Communication of critical concerns	CR Report, p. 20
	2-17 Collective knowledge of the highest governance body	See Leadership page
	2-18 Evaluation of the performance of the highest governance body	Nominating & Corporate Governance Committee Charter
	2-19 Remuneration policies	CR Report, p. 19, Proxy Statement
	2-20 Process to determine remuneration	CR Report, p. 19, Proxy Statement

Global Reporting Initiative Content Index

GRI Standard	Disclosure	Report Location/Direct Response
	2-21 Annual total compensation ratio	Proxy Statement
	2-22 Statement on sustainable development strategy	CR Report, p. 5
	2-23 Policy commitments	See Governance Documents & Policies page on Brixmor's website
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	CR Report, p. 20-21, 47
	2-25 Processes to remediate negative impacts	CR Report, p. 20, Code of Business Conduct and Ethics, Whistleblower Policy
	2-26 Mechanisms for seeking advice and raising concerns	CR Report, p. 20, Whistleblower Policy
	2-27 Compliance with laws and regulations	CR Report, p. 20, Code of Business Conduct and Ethics, Whistleblower Policy
	2-28 Membership associations	Memberships: National Association of Real Estate Investment Trusts, International Council of Shopping Centers, Urban Land Institute, Institute for Market Transformation, Connex
	2-29 Approach to stakeholder engagement	CR Report, p. 8, 14-15, 36, 38, 40-42
	2-30 Collective bargaining agreements	Not applicable
GRI 3: Material Topics 2021	3-1 Process to determine material topics	CR Report, p. 9
	3-2 List of material topics	CR Report, p. 9
GRI Material Topics		
GRI 201: Economic Performance 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report, p. 9, Annual Report/SEC Form 10-K
	201-1 Direct economic value generated and distributed	Annual Report/SEC Form 10-K
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report/SEC Form 10-K, CR Report, p. 31
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report/SEC Form 10-K
	201-4 Financial assistance received from government	Annual Report/SEC Form 10-K
GRI 205: Anti-corruption 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report, p. 9, 20
	205-1 Operations assessed for risks related to corruption	CR Report, p. 20
	205-2 Communication and training about anti-corruption policies and procedures	CR Report, p. 20, Code of Business Conduct and Ethics
	205-3 Confirmed incidents of corruption and actions taken	CR Report, p. 20

Global Reporting Initiative Content Index

GRI Standard	Disclosure	Report Location/Direct Response
GRI 302: Energy 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report, p. 9, 25-27, 29-31
	302-1 Energy consumption within the organization	CR Report, p. 52
	302-2 Energy consumption outside of the organization	CR Report, p. 52
	302-3 Energy intensity	CR Report, p. 52
	302-4 Reduction of energy consumption	CR Report, p. 25-27
	302-5 Reductions in energy requirements of products and services	CR Report, p. 25-27, 29-31
GRI 303: Water and Effluents 2018	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report, p. 9, 25-27, 29-31
	303-1 Interactions with water as a shared resource	CR Report, p. 25-26, 29-31
	303-3 Water withdrawal	CR Report, p. 52
GRI 305: Emissions 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report, p. 9, 25-27, 29-31
	305-1 Direct (Scope 1) GHG emissions	CR Report, p. 52
	305-2 Energy indirect (Scope 2) GHG emissions	CR Report, p. 52
	305-3 Other indirect (Scope 3) GHG emissions	CR Report, p. 52
	305-4 GHG emissions intensity	CR Report, p. 53
	305-5 Reduction of GHG emissions	CR Report, p. 10, 25, 29-31
GRI 306: Waste 2020	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report, p. 9, 25-27
	306-1 Waste generation and significant waste-related impacts	CR Report, p. 27
	306-2 Management of significant waste-related impacts	CR Report, p. 27
	306-3 Waste generated	CR Report, p. 53
	306-4 Waste diverted from disposal	CR Report, p. 53
	306-5 Waste directed to disposal	CR Report, p. 53
GRI 401: Employment 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report, p. 9, 12-19, Proxy Statement
	401-1 New employee hires and employee turnover	CR Report, p. 49-51
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	CR Report, p. 16, Career page on Brixmor's website
	401-3 Parental leave	CR Report, p. 50

Global Reporting Initiative Content Index

GRI Standard	Disclosure	Report Location/Direct Response
GRI 404: Training and Education 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report, p. 9, 14-15
	404-1 Average hours of training per year per employee	CR Report, p. 11, 15, 50
	404-2 Programs for upgrading employee skills and transition assistance programs	CR Report, p. 15
	404-3 Percentage of employees receiving regular performance and career development reviews	CR Report, p. 15
GRI 405: Diversity and Equal Opportunity 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report, p. 9, 17-19
	405-1 Diversity of governance bodies and employees	CR Report, p. 11, 19, 49-51
	405-2 Ratio of basic salary and remuneration of women to men	CR Report, p. 19

Sustainability Accounting Standards Board (SASB) Index

SASB Code	Accounting Metric	Units	Response and/or Location 2023
Activity Metrics			
IF-RE-000.A	Number of assets, by property subsector	Number	373
IF-RE-000.B	Leasable floor area, by property subsector	Square feet (ft ²)	65,990,997
IF-RE-000.C	Percentage of indirectly managed assets, by property subsector	Percentage (%) by floor area (ft ²)	0%
IF-RE-000.D	Average occupancy rate, by property subsector	Percentage (%) by floor area (ft ²)	90.2% (billed occupancy)
Energy Management			
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector.	Percentage (%) by floor area	Brixmor's energy use relates primarily to common areas including exterior spaces, parking lots, and vacant tenant spaces. Data coverage for these areas is 100%. At certain properties, energy is purchased by Brixmor and supplied to tenant areas. Data coverage to tenant areas, including common areas and vacancies, is 22%.
IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector.	Gigajoules (GJ), Percentage (%)	1a. Common areas: 144,579 GJ 1b. Tenant areas and vacancies: 280,970 GJ 2a. Common areas: 95% 2b. Tenant areas and vacancies: 84% 3a. Common areas: 5% 3b. Tenant areas and vacancies: 16%
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector.	Percentage (%)	Common areas: 9% decrease Tenant areas and vacancies: 0.25% increase
IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector.	Percentage (%) by floor area (ft ²)	Brixmor operates under a triple net leased structure with interior areas controlled by tenants. Some tenants have energy ratings and ENERGY STAR certifications. 1. GLA with Energy Star Certification is approximately 4.3M. 2. 6.2% of Brixmor's portfolio is certified ENERGY STAR.
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy.	N/A	See CR report pages 10-11, 24-32

Sustainability Accounting Standards Board (SASB) Index

SASB Code	Accounting metric	Units	Response and/or location
Water Management			
IF-RE-140a.1	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector.	Percentage (%) by floor area (ft ²)	<ol style="list-style-type: none"> As a result of our tenant lease structure, Brixmor's water use relates primarily to common areas (irrigation) and limited use in vacant tenant spaces. Tenants generally directly purchase water utilities. In a number of locations, water is purchased by Brixmor and supplied to tenants via a master meter/submeter structure. Data coverage for water purchased by Brixmor and used in tenant areas and water used in vacancies is ~36%. Using data from Moody's Climate on Demand, ~17% of our total GLA was identified as being located in High or Extremely High Baseline Water Stress areas.
IF-RE-140a.2	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector.		<p>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.</p> <ol style="list-style-type: none"> <ol style="list-style-type: none"> 1,187,465 m³ water withdrawal in common areas (100% data coverage) 1,863,224 m³ water withdrawal in tenant spaces (36% data coverage) <ol style="list-style-type: none"> 28% withdrawn in common areas in regions with high or extremely high baseline water stress 16% withdrawn in tenant spaces in regions with high or extremely high baseline water stress
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector.	Percentage (%) by cubic meters (m ³)	5% decrease
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A	See CR report pages 24-26 and 32

Sustainability Accounting Standards Board (SASB) Index

SASB Code	Accounting metric	Units	Response and/or location
Management of Tenant Sustainability Impacts			
IF-RE-410a.1	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property subsector.	N/A	100% of form leases in 2022 contain a cost recovery clause for resource efficiency-related capital improvements
IF-RE-410a.2	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector.	Percentage (%) by floor area (ft ²)	(1) 100% (2) 100%
IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants.	N/A	See CR Report pages 25-32, 40, 42, 47, and 52-53
Climate Change Adaptation			
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property subsector.	Square feet (ft ²)	7,342,625
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks.	N/A	See CR Report pages 29-32

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 367 retail centers comprise approximately 65 million square feet of prime retail space in established trade areas. The Company strives to own and operate shopping centers that reflect Brixmor's vision "to be the center of the communities we serve" and are home to a diverse mix of thriving national, regional and local retailers. Brixmor is a proud real estate partner to over 5,000 retailers including The TJX Companies, The Kroger Co., Publix Super Markets and Ross Stores.