



2024

Corporate Responsibility Report

BRIXMOR[®]



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About this Report

Brixmor Property Group is committed to providing our stakeholders with transparent, robust, and comprehensive 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 2024.

Additional information on Corporate Responsibility at Brixmor is available in the 2024 Form 10-K (filed on February 10, 2025), 2025 Proxy Statement (filed on March 12, 2025), 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 partially applies the IFRS Sustainability Disclosure Standards IFRS S1 and IFRS S2 as issued by the International Sustainability Standards Board (ISSB). Brixmor intends to achieve full compliance with IFRS Sustainability Disclosure Standards when sufficient sustainability data becomes available, and after we have further refined control systems and processes for sustainability disclosure.

This report contains environmental performance data for assets, areas, and activities under Brixmor's organizational boundary, using the operational control approach as defined in the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard. Under this approach, Brixmor's Scope 1 direct and Scope 2 indirect emissions include emissions from Brixmor offices and portions of shopping centers over which the Company applies operating policies and has day-to-day property management responsibilities. Brixmor's Scope 3 emissions include emissions from all other activities occurring within the Company's value chain and not otherwise captured as part of Scope 1 or Scope 2 disclosures.

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



A Message from Our CEO

Enduring as the vibrant center of the communities we serve is no small feat, particularly in today's rapidly evolving retail landscape. At its core, this requires more than just strong corporate governance. It's about fostering an environment of trust, where our teams are empowered to act as true partners to our tenants and the communities we serve, leveraging their expertise to deliver exceptional results.

Our teams have continued to deliver sector-leading growth, increasing operating income and driving remarkable performance. In 2024 alone, we achieved record leasing activity, signed transformative tenant deals, and drove occupancy to new highs—all while maintaining a disciplined focus on capital allocation. This success is a testament to our first cultural tenet: "Great real estate matters, but great people matter even more." It's a principle that comes to life every day through the actions of our team.

In this year's report, you'll find examples of how our teams embody this culture. Whether it's coordinating tenant build-outs and merchandising or rolling up their sleeves to help tenants reopen after a natural disaster,

our teams consistently rise to the occasion, acting as stewards of the communities we serve. These moments underscore the exceptional quality of our people and the strength of our culture.

This cultural alignment also drives our approach to sustainability. To say we have the right organizational purpose for sustainability would be an understatement—it's simply good business. By balancing short-term returns with long-term growth, we're creating value for all stakeholders. From LED lighting upgrades to water conservation initiatives, our teams continue to find innovative ways to make our properties more efficient and sustainable. I'm particularly excited about the role our properties can play in addressing some of the energy and natural resource challenges facing the communities we serve. For example, our investments in energy efficiency have reduced like-for-like common area electricity usage by 60% and costs by 31% since 2015, avoiding as much as 27,374 metric tons of greenhouse gas emissions from being released to the atmosphere over the same period.

Our organization's success is driven by collaboration across teams, with each group playing a vital role in delivering strong performance. The leasing team has been instrumental in attracting better tenants at better rates, contributing to record-setting results and transforming our portfolio to meet community needs. Redevelopment and construction teams have enhanced the value of our centers through reinvestments,

creating opportunities for long-term growth. Our property management teams' continuous focus on property condition and tenant and customer experience have kept our properties operating and looking their best. Meanwhile, the investments team has strategically managed acquisitions and dispositions, ensuring we remain focused on growth in key markets. Together, these efforts are supported by a strong financial foundation, enabling us to pursue future opportunities and continue creating value for stakeholders.

At the heart of it all are our cultural tenets and shared beliefs. They serve as the foundation for decision making, guide every interaction, and ultimately drive the exceptional performance that defines our organization year after year. Every team plays a critical role in delivering results. Together, we've created a portfolio that continues to set company records and experiences sustained tenant demand—a portfolio that is not only resilient but positioned to thrive in any environment.

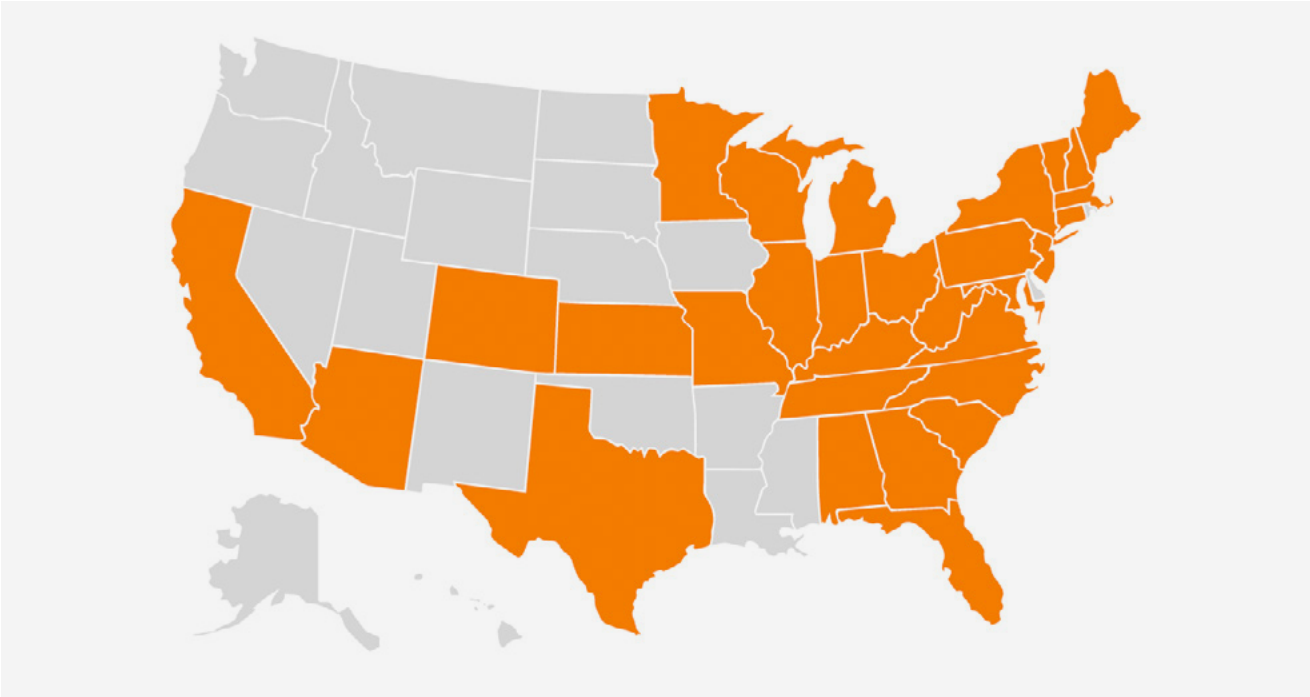
As we look to the future, we remain focused on disciplined execution, strategic growth, and creating value for all stakeholders. The momentum we've built, combined with the strength of our culture, position us to continue outperforming in the years to come.

James Taylor,
Chief Executive Officer

About Brixmor

Brixmor Property Group (NYSE: BRX) is a real estate investment trust (REIT) that owns and operates one of America's largest publicly-traded portfolios of open-air shopping centers, with 363 high-quality properties comprising approximately 64 million square feet of gross leasable area across 30 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, regional, and local businesses, including many non-discretionary and value-oriented retailers, as well as consumer-oriented service providers. With our diverse tenant mix and close proximity to households, our centers are ideally located 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**

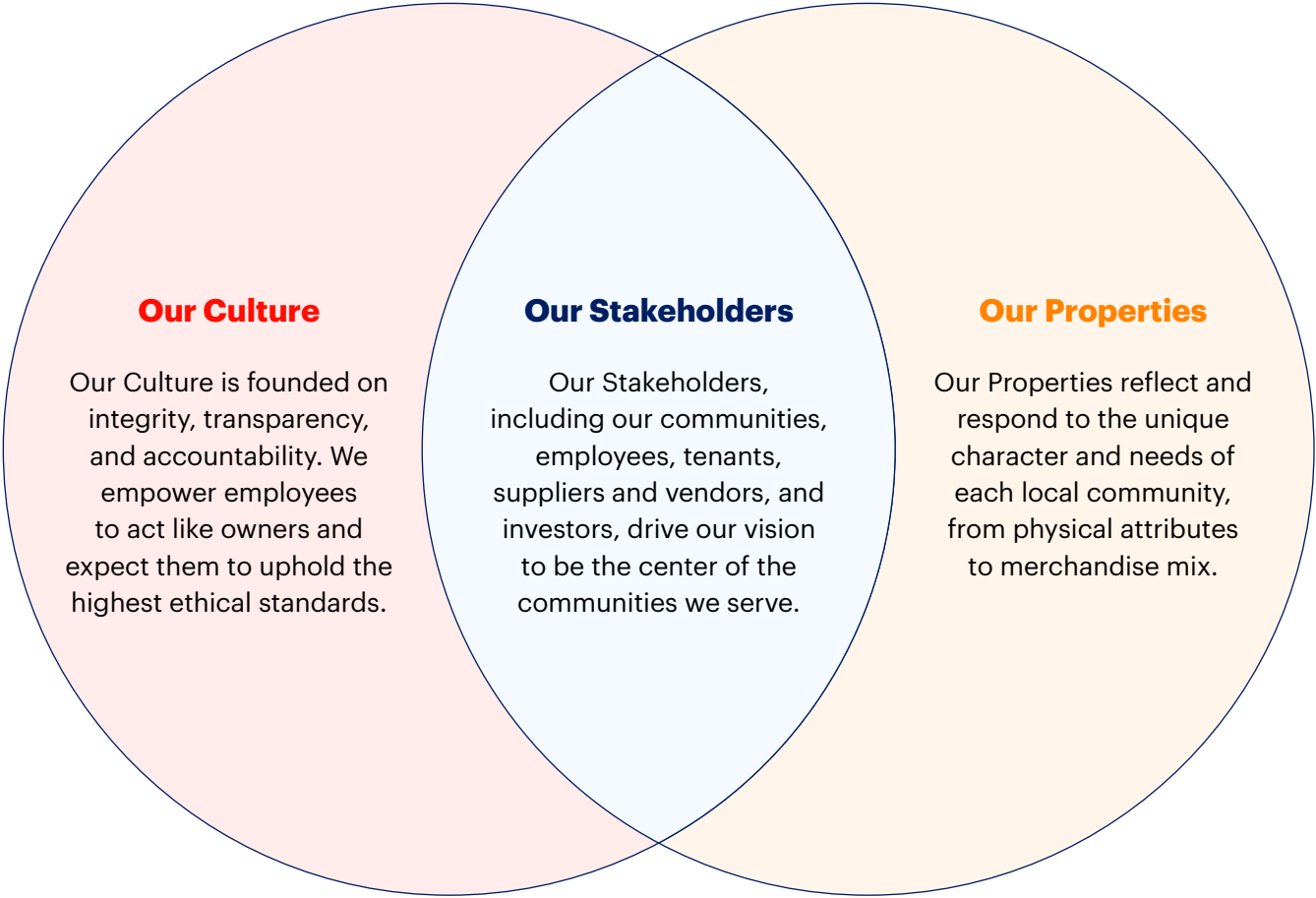
In a dynamic and **Competitive Environment**

Corporate Responsibility Strategy

We believe that operating in a socially responsible manner is critical to delivering consistent, sustainable growth by creating partnerships that improve the social, economic, and environmental wellbeing of all our stakeholders. Our CR strategy is framed in three pillars: **Our Culture**, **Our Properties**, and **Our Stakeholders**.

The following materiality topics informing our CR strategy were identified through a survey and interviews conducted with our key stakeholders in 2024:

- [Employee Engagement and Satisfaction](#)
- [Tenant Satisfaction and Engagement](#)
- [Community Engagement](#)
- [Employee Health and Well-Being](#)
- [Property-level Health and Safety](#)
- [Business Ethics](#)
- [Cybersecurity](#)
- [Waste Management](#)
- [Brixmor's Greenhouse Gas Emissions](#)
- [Climate-Related Risks](#)
- [Regulatory and Legal Compliance](#)
- [Corporate Governance](#)
- [Water Conservation](#)
- [Inclusive Culture](#)



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
Investors	<ul style="list-style-type: none"> Financial and CR disclosures Conferences and one-on-one meetings Property tours Industry meetings and partnerships Annual stockholder meeting 	<ul style="list-style-type: none"> Business strategy and industry trends Financial and operational performance and expectations CR performance and initiatives
Tenants	<ul style="list-style-type: none"> Consistent in-person and virtual communication with representatives of our retail partners Biennial tenant survey 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
Suppliers and Vendors	<ul style="list-style-type: none"> Supplier Code of Conduct included in new contracts Regular review meetings with key national partners 	<ul style="list-style-type: none"> Procurement Health and safety Sustainability initiatives
Communities	<ul style="list-style-type: none"> Direct dialogue with community leaders and municipalities Strategic partnerships with federal and 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
Employees	<ul style="list-style-type: none"> Quarterly all-employee meetings Quarterly and annual recognition and awards Employee survey Mentorship Program Annual talent development process Annual performance reviews Company-wide enrichment events focused on personal and professional development Employee-led initiatives, such as community service campaigns 	<ul style="list-style-type: none"> Performance and benefits Engagement and job satisfaction Personal and professional development Inclusive culture Health, wellness, and safety

2024 Corporate Responsibility Performance

Brixmor has set Corporate Responsibility goals in each pillar of our CR strategy. This table summarizes progress made as of December 31, 2024.

Brixmor has aligned our CR goals with the following eight specific United Nations Sustainable Development Goals (UNSDGs). These UNSDGs 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	Status	Progress
Our Culture		
Maintain a minimum employee satisfaction score of 90% on the all employee survey (last survey results shown)		99%
Provide annual training on ethics and our culture to employees		100%
Increase community volunteer participation to 100% by year-end 2025		91%
Provide annual employee performance evaluations and talent reviews		100%
Achieve 90% employee participation annually in at least one company-sponsored elective benefit or health and well-being initiative		95%
Achieve a minimum of 45 training hours average per employee annually		49 hours
Our Properties		
Achieve electric vehicle charging station availability at 25% of portfolio by year-end 2025		19%
Achieve on-site renewable energy capacity reaching 20 megawatts by year-end 2025		12.5 MW
Achieve "Proudly Owned" status for 75% of properties by year-end 2025*		68%
Reduce like-for-like common area water consumption by 15% by year-end 2025		55%
Upgrade all properties to LED lighting by year-end 2025		98%
Reduce GHG emissions by 50% by year-end 2030 for areas under our operational control (compared to 2018 baseline)		59%
Achieve net zero carbon emissions by year-end 2045 for areas under our operational control		17,604 metric tons
Our Stakeholders		
Stabilize \$1.3B+ value enhancing reinvestment projects positively impacting our communities by year-end 2025 (since 2015)		\$1.2B
Achieve tenant satisfaction rating of 90% for Brixmor in our biennial tenant survey by year-end 2026		80%

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

Recognition and Industry Partnerships



- GRESB Participant since 2017
- 1st Place Ranking in peer group
- Public Disclosure rating of "A"



Awarded Green Lease Leader – Gold Level



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



Named Best ESG Program in mid-cap REITs



ICSC ESG Steering Committee member



Nareit Real Estate Sustainability Committee member

Our Culture

Our work starts with building an inclusive and collaborative team that is highly engaged and operates with the highest ethical standards. We support continuous personal and professional growth and success. We believe that building a team that reflects, respects, and celebrates diversity in all forms makes us stronger and better in everything we do.

Target	Status	Progress
Maintain a minimum employee satisfaction score of 90% on the all employee survey (last survey results shown)		99%
Provide annual training on ethics and our culture to employees		100%
Increase community volunteer participation to 100% by year-end 2025		91%
Provide annual employee performance evaluations and talent reviews		100%
Achieve 90% employee participation annually in at least one company-sponsored elective benefit or health and well-being initiative		95%
Achieve a minimum of 45 training hours average per employee annually		49 hours


 **Achieved**  **On Track**  **Needs Focus**

2024 Highlights


23,700+
 hours of employee training


<10%
 voluntary turnover


3,300+
 hours of community service


7.3 years
 average employee tenure



CASE STUDY

Acting Like Owners



The annual Tony Deering Award of Excellence, the highest honor bestowed by Brixmor, recognizes an employee who best exemplifies the grace, wisdom, love for people, and selfless leadership of this former member of our Board of Directors.

The 2024 recipient of this award is Michelle Davenport, VP, Corporate Accounting. Throughout her career, Michelle's strong work ethic, integrity, and unwavering character have earned her the trust and respect of her colleagues.

Michelle's contributions at Brixmor showcase her technical expertise and human-centered nature. As an accounting professional, she has developed dynamic

budgeting and tracking tools, implemented new reporting processes, and enhanced our best-in-class disclosure practices. Her dedication to people and professional development is evident in her active role in the department's New Hire Training and Mentorship program. In 2023, she led the Brixmor effort to organize and host the AD HOC Accounting Conference, a premier accounting and finance conference that hosts hundreds of participants in the real estate sector from across the country. And in 2024, she started a resource group for working caregiver colleagues sharing the challenges of balancing a demanding career with family life.

Michelle's exemplary leadership and commitment to excellence make her a deserving recipient of this prestigious award.



Culture of Performance

We are highly committed to being a responsible employer and creating and sustaining a positive work environment that values integrity, transparency, and accountability. We strive to promote a culture that is supportive 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 inclusive culture.



ENGAGEMENT

Our employees are personally engaged in our culture of inclusion. We foster connectivity and engagement in the following ways:

Big Brain Days, where leading authors discuss topics to inspire individual and team growth. In 2024, Marc Jensen, CIO and Partner at space150, joined us to share his knowledge and love for AI. We learned how to use AI to automate repetitive tasks and design prompts to generate data-driven insights that enhance productivity.

Annual Company-sponsored Day of Service and additional employee-led volunteer activities, including food drives, public works projects, desktop research, and other volunteer activities in support of issues such as food insecurity, animal activism, and historical preservation.

Events and initiatives that spark connections and shared experiences, like weekly breakfasts, team outings, volunteer events, and promotion celebrations. Cultural tradition exchanges and round table events allow employees to share meaningful aspects of their heritage and provide a forum for other employees to broaden their understanding of their colleagues and promote collegiality and teamwork.

Quarterly recognition of employee excellence in customer, community, and company service, recognition of milestone service anniversaries, and annual awards to exemplary employees who embody Brixmor’s vision, mission, and cultural tenets.

Our engagement and connectivity initiatives have resulted in being recognized as a Top Workplace by the Philadelphia Inquirer for 2023-25 and contributed to high employee satisfaction results in our employee engagement survey. Last administered in 2022 with a 96% response rate, employees reported the following:

99.2%

of employees are satisfied working at Brixmor



98.1%

of employees feel a sense of belonging at Brixmor



99.8%

of employees feel proud to work at Brixmor



Growth and Development

Brixmor's first cultural tenet is "Great real estate matters, but great people matter even more." We pride ourselves on our ability to recruit and hire some of the best talent in the industry. We encourage our employees to grow and develop their interests, skills, and passions by providing a variety of professional and personal training opportunities. In 2024, Brixmor employees achieved an average of 45 training hours per employee.

WE FOSTER EMPLOYEE GROWTH BY PROVIDING:

Annual Talent Development reviews, which 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. Employees received both a performance evaluation and a talent development plan in 2024.

Comprehensive training programs tailored to specific job functions, supplemented with BRX YOUiversity, Brixmor's internally-developed learning management system and ADP Workforce Now® Essential Learning. Training subject areas include principles of property management, communication, data analytics, 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 2024, two new hires began in development programs, and four employees graduated from development programs into leasing, property management, and construction roles.

Company-wide mentorship program, launched in 2023, which pairs employees with a leader across function, region, and behavioral profile to provide exposure, diversity of perspective, and 1-on-1 coaching to further develop the leadership skills and business acumen of Brixmor's high-potential talent.

Education assistance through reimbursements for tuition and professional licensure, up to \$5,250 per calendar year. In 2024, 54 employees opted into this benefit.

Personal development accounts, which provide time off and up to \$200 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 2024, 86 employees opted into this benefit.

Internal mobility through promotions and lateral moves, which we believe creates additional opportunities for talented professionals at all levels. In

"At Brixmor, our greatest asset isn't a property we own—it's our team. Our culture of inclusion ensures every team member feels valued, and our focus on development empowers them to grow their skills and careers."

Shea Taylor,
EVP, Chief Talent Officer

2024, internal promotions were awarded to 59 individuals, and 13 individuals transferred to new positions within the Company.

Fair pay for all roles and levels, which we believe reinforces our culture of performance. We conduct a pay equity analysis each year to ensure that regardless of gender, race or national origin, employees who perform similar work under similar circumstances are paid similar wages. We are pleased this work confirms that our pay practices are fair and equitable.

Health and 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 elective Company-sponsored benefits and initiatives focused on the physical, mental, and financial health of our team.

All employees are entitled to paid time off, plus birthdays, volunteer days, and additional personal days to use throughout the year, and a combined remote and in-office hybrid work model to maximize engagement, collaboration, and efficiency, while supporting a healthy work-life balance. Brixmor also provides matching 401(k) contributions, life insurance, disability and spousal death benefits, access to our Employee Assistance Program, and a variety of corporate discounts.

We also offer a wide range of employee-selected health benefits, including: comprehensive medical, prescription, dental, and vision insurance, family forming, fertility, and expanded maternal care benefits, paid parental leave, behavioral coaching for adults, children, and families, critical illness and accident insurance, and identity protection insurance.

ADDITIONAL BENEFITS AND INITIATIVES INCLUDE:

Wellness Spending Account: Employees receive an annual \$150 allowance to be used toward wellness-related products or activities of their choosing.

Health-oriented Employee Competitions: During Brixmor's annual Summer Fitness Challenge, employees track their physical activity and share the ways they stay active, from gardening to mountain climbing. Winners receive an additional deposit to their Wellness Spending Accounts.

Live Wellness Events: In 2024, Brixmor's Plymouth Meeting and New York City offices hosted **health fairs** featuring cooking demos, a smoothie bar, massages, stretching sessions, and health screenings.

OnePass Select: This program provides access to thousands of gyms, fitness studios, online workouts, and grocery delivery, regardless of whether employees are enrolled in a Company-sponsored medical plan.

In 2024, 95% of Brixmor employees participated in at least one of these Company-sponsored elective benefits or health and well-being initiatives.



Inclusive Culture

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 inclusion is critical to our ability to attract and retain talented employees and to deliver on our strategic goals and objectives. Annually, employees sign 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. We advocate for inclusivity 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 to increase early-career exposure to the real estate industry.

We pride ourselves on our actions to expand our workforce. Brixmor offers multiple undergraduate- and graduate-level summer internship positions annually. These positions are filled through in-person and virtual on-campus recruiting and partnerships with organizations geared toward young real estate talent. In 2024, we continued our partnerships with Sponsors for Educational Opportunity (SEO) and ICSC and [Project Destined's Retail Real Estate Bridge Program](#), which provides students with a hands-on learning program and training in financial literacy, entrepreneurship, and real estate fundamentals to support future careers in retail real estate. We continued our partnership with ACE Mentor Program of America to introduce high school students to a broad spectrum of design and construction-related careers.

[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. Since inception, 25 individuals have completed these programs.

Ensure ample pool of job candidates, including through partnerships with diversity-focused organizations.

Brixmor's recruitment philosophy is rooted in the belief that diversity in expertise and life experiences drives innovation and strengthens our team, enabling us to tackle challenges from multiple perspectives. We are committed to broadening our talent search to ensure we attract candidates from varied backgrounds and fostering an inclusive environment where unique skills and experiences are valued and celebrated.

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

To celebrate and promote an inclusive work environment, we hold a variety of events to recognize the backgrounds and unique perspectives of our employees. Cultural tradition exchanges and round table events allow employees to share meaningful aspects of their heritage and provide a forum for other employees to broaden their understanding of those around them.

Brixmor invites speakers with a broad range of expertise and backgrounds to speak at our Company events, recognizing that diverse viewpoints help foster connection and advance our Company culture.



Corporate Governance

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

“Our team consistently demonstrates excellence and integrity, reflecting our culture’s commitment to high ethical standards at every level of the organization.”

Steven Siegel,
EVP, General Counsel
& Secretary

BUSINESS CONDUCT AND ETHICS

Our [Code of Business Conduct and Ethics](#) (the “Code”) and related policies and procedures apply to our employees, officers, and Board of Directors. Brixmor’s Code sets forth our policies and expectations on topics including conflicts of interest, compliance with laws (including insider trading laws), use of our assets, business conduct, and fair dealing. Brixmor’s General Counsel holds the ultimate responsibility for monitoring and tracking Code compliance. Each year, every employee is required to acknowledge that they have reviewed, understand, and will adhere to Brixmor’s ethical standards and comply with the Code.

Our Code and [Whistleblower Policy](#) describe procedures for reporting and investigating complaints and concerns regarding business conduct, accounting, internal controls, and auditing matters, as well as acts of retaliation. Reports can be made securely and anonymously. Brixmor enforces a no-retaliation policy for reporting parties.

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 or parties or any political action committees in 2024.

HUMAN RIGHTS POLICY

Treating everyone with dignity, fairness, and respect, including all the stakeholders we engage with, is core to our business. In 2024, we updated our [Human Rights Policy](#), outlining our commitments to fundamental human rights principles and aligning our actions with our pledge, cultural tenets, and mission.

BOARD OVERSIGHT

Our Board is committed to strong corporate governance practices and to conducting business according to the highest ethical standards. We believe we have structured our corporate governance in a manner that closely aligns our interests with those of our stakeholders. We have been recognized consistently for our outstanding corporate governance by Green Street, ranking first in the REIT sector for corporate governance, and ISS, receiving and maintaining the highest score of 1 in ISS’s Governance QualityScore category continuously in 2024.

Additional information on corporate governance at Brixmor is available in the 2024 Form 10-K (filed on February 10, 2025), 2025 Proxy Statement (filed on March 12, 2025), and the Corporate Responsibility section of our website.

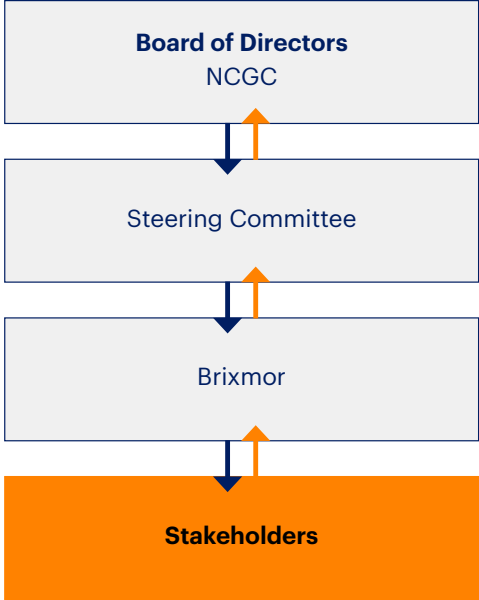
Corporate Responsibility Oversight

Our Board of Directors, through our Nominating and Corporate Governance Committee (“NCGC”), oversees our CR initiatives to ensure that our actions 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 senior leadership team. CR objectives are included as part of our executive officers’ goals and the progress toward achievement of such goals is a component of the individual performance portion of their compensation.

Our internal 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. The committee is chaired by the SVP, Chief Accounting Officer and its membership includes

leadership from a variety of functional areas, including Property Operations, Leasing, Accounting, Re/ Development, Human Resources, Investor Relations, and Legal. The committee plays a key role in aligning our CR priorities with the broader strategic goals of the company, ensuring integration across all areas of the business.

Our Corporate Responsibility Team implements our environmental management strategy (EMS), facilitates communication between functional teams and our internal steering committee, and manages CR reporting, ratings, materiality assessments, and requests for information and data. The Corporate Responsibility Team also oversees the implementation of Brixmor’s sustainability initiatives with local teams and conducts outreach with CR counterparts at peer companies, tenants, and other stakeholders.



Cybersecurity

Given the critical importance of cybersecurity, we have developed a cybersecurity program, supported by risk management and oversight procedures.

The cybersecurity program includes written policies and standards that take into account the guidance of well-recognized industry cybersecurity frameworks.

We have dedicated cybersecurity resources led by our EVP, Chief Information Officer (CIO), who regularly provides reports on cybersecurity to our executive officers, including the CEO, COO, and CFO. We have developed a cybersecurity incident response plan (CSIRP) for cybersecurity incidents that may jeopardize the confidentiality, integrity, or availability of our IT systems. Our CSIRP guides the internal response to cybersecurity incidents, including the engagement of our incident response team (IRT) following a process consistent with well-recognized industry cybersecurity frameworks.

We consider cybersecurity as part of our broader consideration of business strategy and enterprise risk management. Our Board of Directors has delegated to the Audit Committee the responsibility of overseeing our risk management program, including for the cybersecurity program. The Audit Committee receives quarterly updates from our CIO with respect to the cybersecurity program. As part of its oversight, the Audit Committee may, for example, receive updates regarding assessments of our alignment with certain industry cybersecurity frameworks, cybersecurity-related internal controls, results of penetration testing,

revisions to the CSIRP, business continuity plans, and threat assessments.

OUR CYBERSECURITY PROGRAM HAS FOUR COMPONENTS:

Preparation and Prevention: Brixmor employs a suite of cybersecurity tools, processes, software, and hardware and tests vulnerabilities through audits and assessments. Vendor access is reviewed, authorized, and monitored. All employees complete an annual cybersecurity training program, which includes regular phishing tests. The results of these phishing tests are linked to annual compensation.

Detection and Analysis: Once a potential cybersecurity incident is identified, the incident response coordinator follows the CSIRP to investigate the potential incident, including classifying the nature and severity of the event.

Incident Response: Brixmor's IRT is activated to respond to incidents by containing the incident, conducting eradication and recovery efforts, and communicating updates according to protocol.

Post-Incident Analysis: After recovery, the IRT conducts a post-incident analysis to identify potential enhancements to the cybersecurity program that can mitigate the risk and/or severity of future incidents.

While we and our third-party vendors have experienced cybersecurity incidents, including phishing attacks, over the last three years we have not had any known instances of material cybersecurity incidents, including

third-party incidents. However, there can be no assurance that our cybersecurity efforts and measures will be effective or that attempted cybersecurity incidents or disruptions would not be successful.








Additional information on cybersecurity at Brixmor is available in the 2024 Form 10-K (filed on February 10, 2025) and 2025 Proxy Statement (filed on March 12, 2025).

“Brixmor’s enterprise-wide cybersecurity program combines technical expertise, industry-leading tools, and continuous awareness training to ensure our resilience against cybersecurity threats.”

Helene Stein,
EVP, Chief Information Officer

Our Properties

Our goal is to responsibly manage and reinvest in our assets to maximize their community connectivity while minimizing their environmental impact. We promote environmental stewardship by integrating sustainability initiatives such as LED lighting, water conservation, onsite renewable energy, and electric vehicle charging stations at our properties, which in turn reduce utility-related operational expenses, generate ancillary income, and lower the environmental impact of our centers and communities.

Target	Status	Progress
Achieve electric vehicle charging station availability at 25% of portfolio by year-end 2025		19%
Achieve on-site renewable energy capacity reaching 20 megawatts by year-end 2025		12.5 MW
Achieve "Proudly Owned" status for 75% of properties by year-end 2025		68%
Reduce like-for-like common area water consumption by 15% by year-end 2025		55%
Upgrade all properties to LED lighting by year-end 2025		98%
Reduce GHG emissions by 50% by year-end 2030 for areas under our operational control (compared to 2018 baseline)		59%
Achieve net zero carbon emissions by year-end 2045 for areas under our operational control		17,604 metric tons



Achieved



On Track



Needs Focus

2024 Highlights



11%

year-over-year energy reduction



18%

year-over-year GHG emissions reduction



28%

waste diversion rate at properties

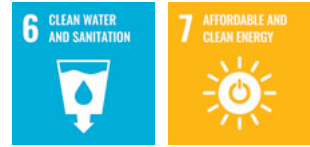


99%+

new leases executed in 2024 with green clauses



Reducing Our Impact

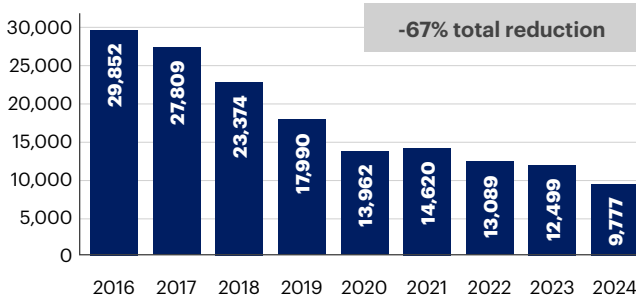


We promote environmental stewardship by integrating sustainable practices and initiatives into our business operations, thereby creating resiliency and long-term value for our stakeholders.

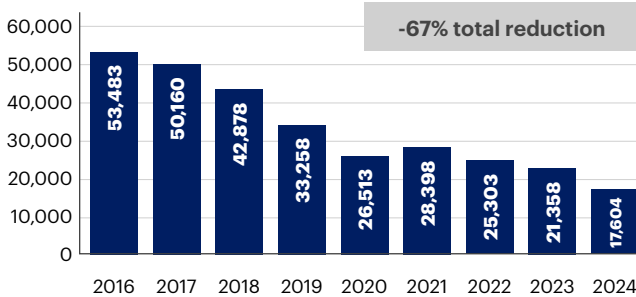
In addition to improving our resiliency and environmental efficiency, integrating sustainable practices and initiatives into our business operations has reduced utility-related operational expenses and added ancillary income to our properties. We continually evaluate opportunities to improve the environmental efficiency of each center with an emphasis on energy efficiency, water conservation, waste management, and resilience.

GREENHOUSE GAS EMISSIONS (MT CO2E)

Common area, like-for-like

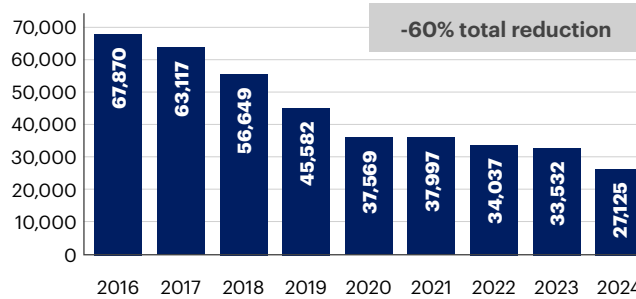


Common area, absolute

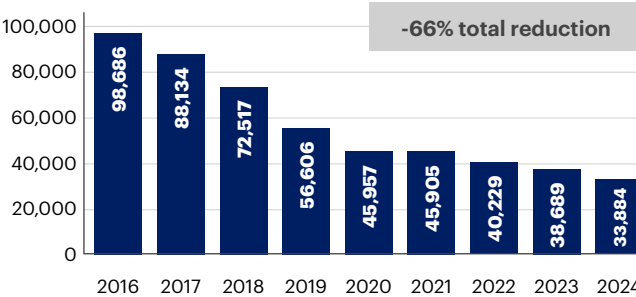


ELECTRICITY CONSUMPTION (MWH)

Common area, like-for-like

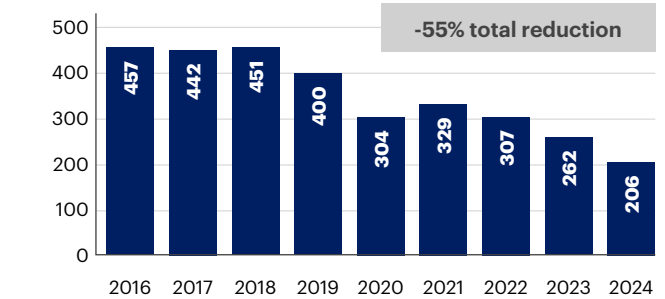


Common area, absolute

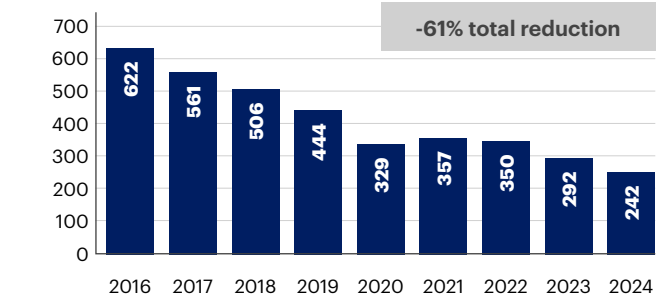


WATER CONSUMPTION (MGAL)

Common area, like-for-like



Common area, absolute



Reducing Our Impact

ENERGY EFFICIENCY

Brixmor continues to invest in improvements that reduce electricity usage, the largest source of greenhouse gas emissions within our operational control. Energy efficiency improvements include motion sensor technology and LED conversions for parking lot lighting, reflective coatings and improved insulation on roofing systems, and upgraded, more efficient HVAC systems.

LED conversions have been the primary driver for reducing our GHG emissions. Since 2015, we have installed approximately 87,116 LED lamps and fixtures with a gross investment of nearly \$40 million. In 2024, we completed 11 LED upgrade projects, and, as a result, 98% of our portfolio now has efficient lighting in place, relative to our 100% goal by year-end 2025. As we complete these installations, our tenants benefit from lower lighting expenses and better visibility, improvements that benefit both the environment and the surrounding community. Our combined energy

efficiency initiatives have contributed to a like-for-like common area electricity reduction of 60% since 2015 and an absolute energy reduction of 66% over the same time period.

While our tenants retain control of utility usage in their leased spaces, we contribute to energy efficiency in these areas by funding HVAC upgrades and roof replacements. Since 2021, we have replaced approximately 2 million square feet of rooftops with a gross investment of approximately \$14 million. These roof replacements improve energy efficiency by reducing infiltration, improving insulation, and improving reflectivity, thereby reducing heating and cooling costs in our tenant spaces. On an annual basis, we estimate that roof replacements have had the effect of reducing tenant utility costs and avoiding approximately 1,200 metric tons of CO₂e from being released to the atmosphere.

98%

of portfolio upgraded with LED lighting



66%

reduction in absolute electricity since 2015



60%

reduction in like-for-like electricity since 2015



Reducing Our Impact



SOLAR ENERGY AND ENERGY PURCHASING

Solar energy and renewable energy purchasing are key aspects of our plan to achieve our net zero goal by 2045 and our interim target by 2030.

We began our rooftop solar program at shopping centers in 2017, advancing our commitment to sustainability. At some centers, these panels provide clean energy to tenants and our common areas offsetting our utility-related greenhouse gas emissions, while at others, the panels are part of community solar programs that provide residential subscribers with the opportunity to purchase clean, renewable energy.

We are maintaining our goal to install at least 20 MW of renewable energy capacity throughout the portfolio by year-end 2025. Our pipeline for future solar arrays comprises more than 15 MW of capacity over the next several years. In 2024, we energized solar arrays at two properties, Santa Paula Center in Santa Paula, CA,

and Gateway Plaza in Santa Fe Springs, CA, raising our portfolio-wide capacity to 12.5 MW. Projects are currently in development in New Jersey, New York, and California, and future projects are being evaluated across the portfolio.

In 2023, we entered into a retail supply agreement with TXU Energy, allowing Brixmor to procure and retire renewable energy credits to offset emissions from electricity used in common areas at properties in our Texas portfolio. This agreement went into effect in May 2023 and is reflected in the market-based emissions calculation in the Appendix.

Brixmor plans to evaluate additional opportunities for renewable energy purchasing as they become available, recognizing that driving demand for electricity from renewable or zero carbon sources supports utilities' expansion of grid greening efforts and further reduces Brixmor's greenhouse gas emissions.



WATER CONSERVATION

Landscape irrigation represents Brixmor's largest source of water use within our operational control. We are committed to water conservation and seek opportunities to minimize water consumption at our properties through a combination of technology, landscape improvement, and leak detection.

At our irrigated properties, we employ sprinkler systems and drip irrigation to keep landscaping vibrant for our customers and visitors. Wet checks are performed to ensure that water usage is limited to our landscaped areas. After evaluating irrigation-related water usage, we began deploying smart irrigation systems at some of our most water-intensive properties. These systems adjust watering schedules based on recent weather conditions and soil moisture levels, ensuring that watering is optimized to local conditions.

Xeriscaping in arid climates, planting native or drought-tolerant plants, and reconfiguring landscaped areas are other ways we reduce the volume of water needed for irrigation. 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.

Our water conservation initiatives have contributed to a like-for-like common area water reduction of 55% since 2015. At our irrigated properties, our initiatives have saved an estimated 104 million gallons over the same time frame.

Reducing Our Impact



WASTE MANAGEMENT

Brixmor developed a waste management program for tenant-generated waste at our centers. Under this program, Brixmor contracts for waste disposal and recycling centrally and offers these services to tenants at centers throughout our portfolio, simplifying waste management options and increasing recycling rates at our shopping centers. In addition, through these aggregate 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 2024, approximately 28% of the waste that was picked up from our properties was recycled or composted, resulting in the diversion of over 30,000 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 Puente Hills Town Center in Rowland

Brixmor's Sustainability Tips

provide tenants with quick tips to decrease energy costs, reduce water usage, manage waste and improve indoor air quality

Heights, CA, we partnered with the local chapter of Habitat for Humanity to donate, upcycle, or sell 1,000+ pounds of furniture, fixtures, and consumer goods left behind by a tenant. Nearly 5,500 square feet of bricks from Pointe Orlando's redevelopment activities were reused in construction projects in the local community.

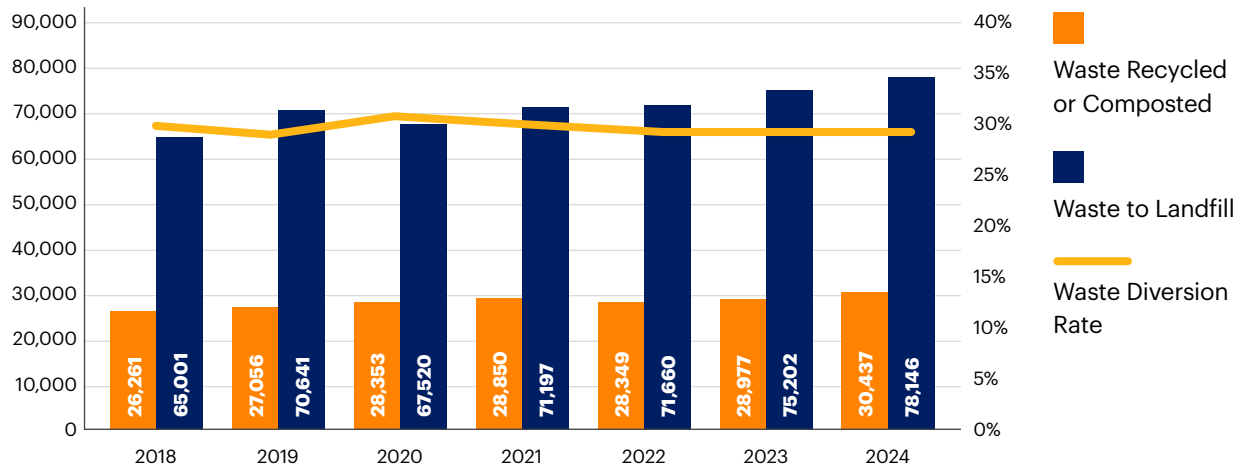
Waste management programs are in place at our corporate and regional offices, where we seek to divert waste to recycling and composting based on local availability. In addition to recycling typical office waste, Brixmor recycles office electronics. In 2024, we recycled over 5,000 pounds of electronic waste.

SUSTAINABLE TRANSPORTATION

Providing sustainable transportation options is becoming increasingly relevant to the communities we serve. In addition to exploring opportunities to improve walkability and connect public transportation to our centers, Brixmor also recognizes the opportunity that growing electric vehicle ownership has in promoting decarbonization and reducing emissions from personal vehicles.

Brixmor began installing electric vehicle charging stations in 2011. As of year-end 2024, charging stations were present at 69 properties, representing 19% of our portfolio. Our goal is to make charging stations available at 25% of our properties by year-end 2025.

WASTE DIVERSION OVER TIME, METRIC TONS



At Our Properties

HEALTH AND SAFETY

Brixmor takes the responsibility of providing safe shopping centers very seriously. Our 363 centers are home to more than 5,000 tenants across the portfolio.

Brixmor's Property Management team leads our efforts around day-to-day property operations, property maintenance, safety and security, and tenant engagement. This group of 91 individuals performs property inspections and surveys to identify areas where capital should be allocated for repairs, equipment replacements, and other improvements to enhance center experience.

Health and safety assessments are conducted throughout the lifecycle of a shopping center, including during acquisition, construction and redevelopment, and in the continuous operation of our centers. Assessments may include Phase I and Phase II environmental assessments; asbestos-

containing material, mold, and lead-based paint surveys; assessment and maintenance of equipment, infrastructure, and asphalt/concrete parking and common areas; regular testing of fire suppression systems; and other assessments as applicable or required by federal, state, and local regulations. Brixmor coordinates inspections and visits to properties and tenant spaces to:

- Evaluate the potential presence of environmental liabilities prior to the purchase of a shopping center;
- Ensure the structural safety of our centers for occupants;
- Assess tenant concerns and identify insurance requirements during the leasing process; and
- Coordinate actions to ensure tenant operations, redevelopment activities, and transactions are not impacted by environmental issues.

Brixmor's operations and maintenance and action and prevention plans contain best management practices to minimize the potential exposure to materials such as asbestos, lead-based paint, and mold by Brixmor employees, tenants, maintenance personnel, contractors and vendors, as well as the general public.

Brixmor is committed to making our centers accessible to all as prescribed by the Americans with Disabilities Act (ADA). After completing an internal review of our centers, we have begun making systematic improvements across the portfolio. Accessibility is a component of all of our construction and development plans.



At Our Properties

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. Of the new leases and ground leases signed in 2024, 99%+ of them were green leases.

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

DISASTER RECOVERY

Disaster preparedness and response are critical components of our Property Management program and help minimize the disruption caused by unexpected incidents, such as weather-related damage, natural disasters, or emergency events. Comprised of employee volunteers all over the country, Brixmor’s Disaster Assistance Recovery Team (DART) assembles at affected properties within 48 hours to provide personnel support such as repair and risk management coordinators, construction and restoration experts, tenant and administrative contacts, 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.

Brixmor’s DART partners with local and federal agencies to ensure that volunteers are prepared for mobilization. DART volunteers are trained on hazard-specific response activities and best practices for effective communication and coordination during recovery efforts.

In 2024, Brixmor’s DART worked tirelessly to prepare before Hurricane Milton and Hurricane Helene and mobilized to triage and assess damage after both storms passed. Faced with road and bridge closures, our Florida team used a helicopter to conduct an aerial survey of property damage. Recovery activities included roofing assessments, utility restoration, and setting up support centers at our properties to assist businesses affected by the storms. See more about storm response on [Brixmor’s At the Center blog](#).



“Brixmor’s commitment to operational excellence extends to corporate responsibility. Our improvement to resource efficiency have reduced our properties’ operating costs and their strain on resources, benefitting our business and the communities we serve.”

Jason Vipperman,
SVP, Property Operations



At Our Properties

PROUDLY OWNED BY BRIXMOR

Brixmor initiated 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, community engagement, and merchandising mix. As of year-end 2024, 248 of our shopping centers (68% of our portfolio) have achieved our Proudly Owned designation. Our goal is to reach 75% of our portfolio by year-end 2025.

In 2024, Brixmor invested over \$160 million in maintaining, beautifying, amenitizing, placemaking, redeveloping, 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 Brixmor’s most sought-after properties.



Enhancing Our Climate Resilience

Brixmor recognizes that climate change could have an impact on our portfolio and the communities we serve. Our goal is to identify, understand, and minimize such risk. We align our disclosure of these risks with the four thematic areas of the Task Force on Climate-related Financial Disclosures (TCFD) framework and have begun applying IFRS S1 and IFRS S2 disclosure standards in this report.

GOVERNANCE

Our Board of Directors, through the Nominating and Corporate Governance Committee (NCGC), oversees our CR initiatives, including climate change and resilience. Additionally, our internal steering committee, chaired by the SVP, Chief Accounting Officer, meets quarterly to set, monitor, and align CR strategies with broader business goals across various functional areas. For more details on CR oversight and governance, refer to page 17.



METRICS AND TARGETS

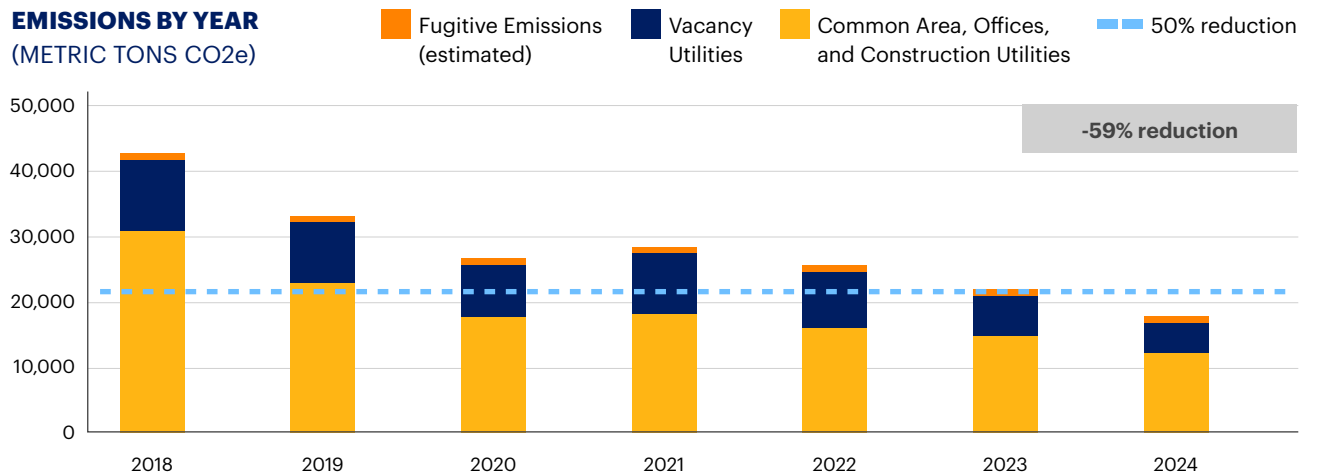
Brixmor is committed to providing transparency on our carbon footprint, and we report a variety of metrics summarizing our environmental performance on an absolute and like-for-like basis, in both the body and Appendix of this report.

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, we also signed onto the SBTi under the more stringent 1.5C aligned scenario, committing to a gross target of reducing our absolute Scope 1 and 2 emissions by 50% by 2030, as compared to a 2018 baseline. Brixmor's Scope 1 and 2 GHG emissions primarily consist of electricity usage in our common areas and vacant tenant spaces. As of December 31, 2024, improvements in occupancy and energy

efficiency, clean energy procurement, and the addition of renewable energy sources to our properties have resulted in a 59% reduction, meeting our interim SBTi goal. See page 20-22 for more information on these initiatives.

While Scope 3 emissions are not part of our SBTi target, we have committed to measuring and obtaining third party verification of certain categories of Scope 3 emissions based on their relevance and significance to our business operations, which can be found in the Appendix of this report. Emissions from tenant operations is the largest component of our Scope 3 emissions. We engage with tenants of all sizes to address utility usage and initiatives to monitor and/or curb energy usage and will continue to encourage partnership on initiatives where possible.

EMISSIONS BY YEAR (METRIC TONS CO₂e)



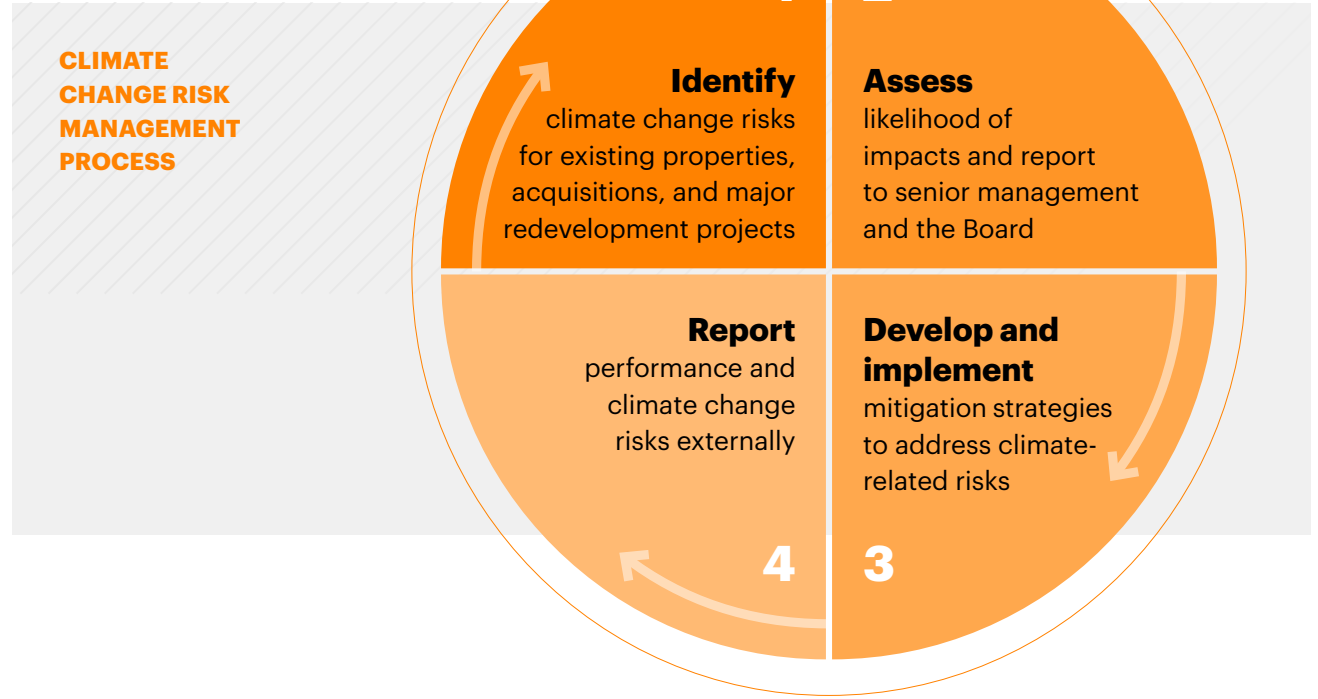
Enhancing Our Climate Resilience

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. Our climate risk strategy also includes the identification of climate-related opportunities and is informed by stakeholder engagement, including through dialogue with tenants, investors, community members, and industry experts, and membership and participation in industry committees, conferences, and events.

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-related and natural hazard risk assessments for our existing portfolio are conducted annually and reviewed by our internal steering committee. 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 assess climate-related risk using a proprietary tool that evaluates the impact of multiple scenarios on our business. Physical climate risks are assessed at the property level under RCP 8.5, in which emissions continue to rise at their current rate, and RCP 4.5, an intermediate scenario in which emissions peak around 2040 and then decline.



In alignment with TCFD recommendations and the IFRS S2 standard, the results from these climate-related risk and scenario analyses inform the tables of physical and transition risks and climate-related opportunities on the following pages. We take both risks and opportunities into consideration when assessing our potential business exposure to climate change and investments in climate resiliency.

Enhancing Our Climate Resilience

TRANSITION RISKS

Transition Risk	Anticipated Timeframe	Risk Management Approach
<p>Regulation: Compliance with regulatory requirements at the federal, state, and local level could result in increased capital and operational costs to meet standards for items such as energy efficiency, energy use and greenhouse gas emissions intensity, climate risk and resilience, disclosure requirements, waste disposal, building standards, property features, and construction materials.</p>	<p>Short to Long Term (1-10+ years)</p>	<p>Brixmor actively monitors emerging regulations and their impacts to ensure compliance and provide training to responsible personnel and leadership.</p> <p>The Company is currently subject to laws and regulations on utility benchmarking, building performance, and disclosures. While not part of Brixmor’s operational control, utility usage in tenant spaces is part of these requirements, and the Company’s management approach involves engagement with tenants at the store and national level (where applicable) on sustainability education and improvements and data sharing and with utilities to obtain aggregated data. The energy and water efficiency improvements discussed on pages 21-22 support compliance with current and future regulations geared toward resource efficiency.</p> <p>Construction and redevelopment activities are part of Brixmor’s typical operations. Activities are performed in compliance with building standards and requirements for/around property features (e.g., stormwater management and EV charging stations) and construction material recycling, as applicable.</p>
<p>Market: Unexpected inflation or shifts in utility, materials, or construction costs could result in increased operating and capital costs, delays to project timeline, or project non-viability.</p> <p>Consumer and/or investor preference for energy efficient and resilient buildings could result in increased capital costs or lower demand for older space.</p>	<p>Short to Long Term (1-10+ years)</p>	<p>As a large property owner, Brixmor seeks out and leverages economies of scale to reduce material costs and lead times. Brixmor conducts work across the country with a variety of vendors, which serves to reduce the impact of delays or elevated costs across the portfolio.</p> <p>Brixmor conducts market research and actively engages with tenants and investors to understand their preferences, including around sustainability. Brixmor’s portfolio-wide energy and water efficiency improvements and waste management program align with industry standards and the sustainability preferences held by the majority of our tenants and investors. Brixmor offers tenant allowances to some tenants to support individual tenant build-outs, which may include enhanced sustainability features.</p>
<p>Reputation: Differing expectations for sustainability from retail tenants and key investors could result in increased capital costs, loss of revenue, or less availability/higher cost of capital if expectations are not met.</p>	<p>Medium to Long term (3-10+ years)</p>	<p>Brixmor conducts market research and actively engages with tenants and investors to understand their preferences, including around sustainability. Brixmor communicates CR’s role in the Company’s business strategy and our commitment to long-term sustainable growth through 1-on-1 meetings, social media features, and formal disclosure.</p>
<p>Technology: Expectations may result in added or upgraded technology to meet market and regulatory expectations; this would include technological advancements and obsolescence as new “green” technologies emerge.</p>	<p>Medium to Long term (3-10+ years)</p>	<p>Brixmor monitors the regulatory landscape and current practices to evaluate the need for additional technology versus our CR and overall business objectives. Whether related to the climate transition or otherwise, changes in technology are subject to a review and vetting procedure, including a needs assessment, a cost-benefit analysis, vendor evaluation, data/cybersecurity review, and pilot testing or phased implementation.</p>

Enhancing Our Climate Resilience

CLIMATE OPPORTUNITIES

Sustained energy, water, and greenhouse gas emissions reductions at our properties could be seen as a competitive advantage, resulting in:

Improved Demand

- Tenant preferences for spaces with lower operating costs, improved resilience, or specific sustainability features present in Brixmor properties



Lower Costs

- Reduced operating expense resulting from lower energy and water usage
- Avoidance of penalties associated with excess utility usage/poor utility performance at our properties
- Availability of incentives to offset costs from new technologies or property improvements
- Reduced insurance costs where climate risk mitigation and resiliency measures have been implemented



Improved Reputation

- Inclusion in indices and improved access to capital, as a result of transparent CR disclosures on these initiatives and their performance over time
- Ability to attract and retain employees, tenants, and investors who support sustainability initiatives



Enhancing Our Climate Resilience

PHYSICAL RISKS

The table below summarizes our portfolio's highest climate-related risk exposure, calculated as a percentage of GLA, using Moody's Climate on Demand platform. "Highest Risk" indicates the most severe exposure to physical climate hazards, posing critical threats to assets and operations, while "High Risk" represents significant but comparatively less extreme vulnerability to each hazard.

Physical Risks		Risk Exposure (% GLA)		Potential Impact	Specific Resiliency Strategy
		Highest Risk	High Risk		
Acute Risks	Hurricanes	0%	45%	<ul style="list-style-type: none"> Property loss or damage, property de-valuation Increased insurance expenses, reduced insurance coverages Business interruption Damage to local infrastructure Demographic changes, including 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%	30%		
	Wildfires	0%	21%		
Chronic Risks	Heat Stress	0%	0%	<ul style="list-style-type: none"> Increased operating & maintenance costs Stress on electrical grid and heightened risk of power outages Scarcity of freshwater and increased drought exposure Property loss or damage, property de-valuation Business interruption Stress on human health Demographic changes, including 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 requirements. Brixmor's nationally diversified portfolio helps to minimize exposure to sea level rise. 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>
	Water Stress	0%	4%		
	Sea Level Rise	0%	1%		

Designing a Sustainable Future

We are actively reinvesting in our centers, with approximately \$1.2 billion of projects stabilized since January 1, 2016 and approximately \$390 million of active, in-process projects, as of December 31, 2024.

These projects, combined with a healthy future redevelopment pipeline, support the execution of our 2025 target to stabilize a total of at least \$1.3 billion of value enhancing projects (since January 1, 2016). In 2024, we delivered a total of \$205 million in value-enhancing reinvestments.

Our goal is to deliver appealing, inviting, and sustainable centers that increase the number of customer visits and extend dwell time. Whether

they are minor refresh projects or comprehensive 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 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.



“Our Redevelopment team is dedicated to creating exceptional retail environments that leave a lasting impression. Our goal is to design centers that elevate the customer experience through features and amenities that reflect the local community and cultivate connection between tenants, customers, and visitors.”

Bill Brown,
EVP, Chief Redevelopment
and Construction Officer



CASE STUDY

Upgrading Our Shopping Centers

Brixmor's Re/Development team is transforming Westridge Court to add a vibrant restaurant and entertainment district and community-oriented event plaza just minutes from downtown Naperville, Illinois.

Called Block 59, this portion of Westridge Court will feature newly constructed outparcels with elevated dining options. Future tenants, including The Cheesecake Factory, Yard House, Ruth's Chris Steak House, Shake Shack, Stan's Donuts, Piccolo Buco by Cooper's Hawk, First Watch, Velvet Taco, Crisp & Green, and Fresh Fin will enhance the merchandise mix at Brixmor's adjoining property, Westridge Court, home

to The Fresh Market, Bath & Body Works, Hollywood Palms Cinema, and Wayfair Outlet.



The redevelopment will also feature sustainability improvements to its landscaping, including native planting, advanced irrigation systems, and a sub-surface storm drainage system to store and pretreat runoff at the property. The design also features energy efficient signage and lighting, as well as improvements to support pedestrian walkability and vehicular circulation.

See more about Westridge Court / Block 59 on [Brixmor's At The Center Blog](#).



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 and vendors, shareholders, and communities. We believe that matching vibrant retailers with thriving communities will drive sustainable long-term growth and value creation for all stakeholders. We actively engage with all identified stakeholder groups, emphasizing open and continued communication, improved community and tenant outreach, and alignment with recommended ESG disclosure standards.

Target	Status	Progress
Stabilize \$1.3B+ value enhancing reinvestment projects positively impacting our communities by year-end 2025 (since 2015)		\$1.2B
Achieve tenant satisfaction rating of 90% for Brixmor in our biennial tenant survey by year-end 2026		80%

 **Achieved**  **On Track**  **Needs Focus**

2024 Highlights



95.2%
total leased
occupancy



\$205M
reinvestment projects
stabilized in 2024



\$1.6B
available liquidity



Baa2
Moody's credit rating
(upgraded 2024)



Positioned for Growth

The ongoing robust retail environment, coupled with the durability of our value-added business plan, the transformation of our portfolio, and the strength of our platform and team, enabled us to again deliver strong internal growth and drive intrinsic value during 2024. And, importantly, we have excellent visibility into our future growth due to the momentum of our operational results and the ongoing execution of our disciplined reinvestment and capital recycling programs.

Through our accretive reinvestment program, we continued to reposition and remerchandise our assets to align with our vision of owning and operating the “centers of the communities we serve.” We also capitalized on positive market dynamics and accelerated our acquisition activity, adding several value-add properties to our portfolio that will fuel our ongoing reinvestment pipeline and further our strategy of clustering assets in our key markets, while also disposing of assets where value had been maximized.

As of December 31, 2024, we had approximately \$1.6 billion of liquidity.

In December 2024, our credit rating was upgraded to Baa2 with a stable outlook by Moody’s, in recognition of the Company’s consistently strong operating results, strong asset quality, and improved leverage ratios, following the improvements that have been made to the platform since 2015.

In 2022, we added a sustainability-linked pricing adjustment to our unsecured credit facilities.

Accordingly, incremental annual 1-2% reductions in our like-for-like Scope 1 and 2 GHG emissions for 2021-2025, calculated relative to a 2020 base year and verified by a third party, allow us to realize 1-2 basis points of interest rate savings. As a result of the initiatives detailed in this report, we qualified for the pricing adjustment for 2024.

INVESTOR ENGAGEMENT

Our focus on strong corporate governance expands to our commitment to transparent, high-quality disclosure and consistent investor engagement. We value the outlook and opinions offered by our investors and believe that ongoing dialogue is an important component of our governance practices. Through a strategic, proactive outreach program, we discuss business and industry trends and market conditions, our operational strategy and performance, our CR initiatives, and our governance practices. We share the feedback we receive with our Board of Directors, providing them with valuable insight into stakeholder views about Brixmor.

In general, we engage with our investors through a mix of in-person and telephonic meetings, conferences, and property tours. In 2024, we had over 550 equity and fixed income investor touchpoints and connected with the majority of our actively managed investors. We supplement traditional outreach methods with videos and social media, providing additional avenues to showcase our ongoing portfolio transformation.

“Our value-add strategy continues to drive record operational results across our portfolio. Our significant liquidity and financial capacity provide us with the flexibility to capitalize on additional opportunities in 2025.”

Steven Gallagher,
EVP, Chief Financial
Officer and Treasurer



Disciplined Capital Allocation

“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

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.

Since 2015, 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 \$2.8 billion of dispositions and \$1.3 billion 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, and Atlanta.

During the due diligence process, the following CR considerations are included in research and analysis to support the Transactions team’s decision-making: physical climate risks and risk resiliency, energy efficiency, water and waste management, onsite or local contamination and natural hazards, regulatory compliance, and socio-economic demographics. The results of this review serve to inform the Property Operations team of what sustainability initiatives should be prioritized in line with our CR strategy.

TRANSFORMATION AND GROWTH

Strong leasing productivity, value-enhancing reinvestment activity, and active capital recycling have resulted in new portfolio records for occupancy and a 38% 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. These factors have positioned us well to take advantage of accretive external growth opportunities that may arise.

Community Connectivity

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 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, holiday events and activities, drive-in movies, fundraising, and other charity events. We also provide each employee with two paid service days each year to make an impact in their respective communities.

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 murals showcase:

- Sunrise over local marshes and old growth trees with Spanish moss at Victory Square (Savannah, GA)
- Local landmarks and icons at Southland Shopping Center (Middleburg Heights, OH)
- Texan wildflowers and mockingbirds at Northshore West (Houston, TX)

SIGNS OF HOPE

Brixmor spearheaded the [Signs of HOPE initiative](#) in collaboration with six other commercial real estate companies, installing parking lot signage to bring attention to mental health wellness and the federally funded 988 Suicide & Crisis Lifeline. Collectively, 8,400 "Signs of HOPE" will be installed across more than 1,600 shopping centers in 40 states to help raise awareness about emotional support services available to those in our community. This cross-industry effort was recognized with a 2024 ICSC MAXI Gold Award for impact and innovation.



Community Connectivity

ABUZZ IN ATLANTA

Our centers also support local natural communities. In 2023, 19 of our Atlanta-area shopping centers became new homes for honeybees. Working with a local beekeeper, each center purchased a pair of beehive boxes located on the rooftops of our centers. The bees pose little threat to people, fly up to three miles away, and hover about ten feet around the box. A local beekeeper checks on the health of the bees monthly and harvests and packages the honey, which is gifted to our tenants. Our first hives yielded 10+ gallons of honey in their first year!



SERVICE IN OUR COMMUNITIES

During our **2024 Company-wide Day of Service**, we hosted food drives that resulted in over 7,200 meals for those in need within the communities we serve. Our employees also donated over 3,100 hours of service to community organizations, including local fire departments, public parks, and libraries, as well as to nationwide organizations like Warm Up America, Project Implicit, and Project Gutenberg.

In addition to our Company-wide Day of Service, Brixmor offices individually hosted Success Suits YOU clothing

drives benefitting local non-profit organizations that provide professional resources and business attire to disadvantaged job seekers, and other service events, including local clean-ups and races.

Through both our Company-wide Day of Service and elective service days: 91% of Brixmor employees chose to donate their time and energy to local causes in 2024, with a cumulative impact of 3,300+ volunteer hours.



CASE STUDY

Relevant to the Communities

Brixmor's purpose is to transform our centers into vibrant, dynamic reflections of their surrounding communities. In addition to bringing in new tenants and ensuring seamless daily operations, we host events year-round to reflect our communities' unique personalities.

Grand openings celebrate the arrival of exciting local and national tenants, like IKEA at Mansell Crossing (Alpharetta, GA), Ulta Beauty at Paradise Pavilion (West Bend, WI), and Barnes & Noble at Barn Plaza (Doylestown, PA) and new concepts, like [Capital One Café at Wynnewood Village \(Dallas, TX\)](#), Amazon Fresh at Suffolk Plaza (East Setauket, NY), and Live! at Pointe Orlando (Orlando, FL).

Fairs and holiday celebrations bring out communities' favorite local vendors and entertainers for festive activities the whole family can enjoy. Now in its 24th year, the Mira Mesa Street Fair took place alongside the Village at Mira Mesa, where Brixmor partnered with the Mira Mesa Town Council for the event and served as a sponsor. Halloween Trunk-or-treats and parades are hosted in Brixmor center parking lots, creating safe spaces for communities to gather and have some spooky fun!

Fundraisers and drives hosted at Brixmor centers give to a variety of causes. Our [fifth annual Music 6s concert](#) took place at Paradise Pavilion (West Bend, WI) to benefit Music 6s, a non-profit organization dedicated to

healing communities through the power of music. They provide free band equipment and lessons to active duty, veterans, and first responders. Every band and solo artist at this event was a life saved through the healing power of camaraderie, community, and chords. Wynnewood Village (Dallas, TX) hosted a [back-to-school backpack drive](#), welcoming children and families to celebrate the beginning of a new school year with backpacks filled with school supplies, socks and shoes, vouchers for haircuts, and a picnic, complete with snowcones.





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 Laurel Square in Brick Township, NJ, Livoti's Old World Market combines the Livoti family's love for high quality food with traditional Italian hospitality. Livoti's is well-known in central New Jersey and opened their newest location at Laurel Square in 2024, capitalizing on a market with strong demographics that was without a specialty grocer. The addition of Livoti's not only addressed the community's grocery void, but also stimulated 13,000 square feet of follow-on leasing, thus improving the center's rate and occupancy.

At Westridge Court in Naperville, IL, Wayfair Outlet opened its fifth location in 2024. Wayfair Outlet is a brick-and-mortar version of the popular furniture and home goods online retailer, Wayfair, and features their inventory at reduced prices.

At Middletown Plaza in Middletown, NJ, Wonder Food Hall will offer customers a wide variety of award-winning dining options to customers under one roof. From Michelin-star spots to emerging chef hidden gems, the Wonder platform selects and assembles the country's best version of favorite cuisines, and then uses chef partners to replicate those dishes. Customers can order from multiple restaurants at once, exploring menus from over twenty restaurant partners, all in one place.

America's largest retail bookseller, Barnes & Noble, is making headlines with an expansion plan that includes several of our most prominent centers. Barnes & Noble joined a strong lineup of national tenants at Barn Plaza in Doylestown, PA, in 2024 and opened two more locations at Superior Marketplace in Superior, CO, and Park Shore Plaza in Naples, FL, in January 2025.



True Retail Partnerships

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.

Trust is the foundation of any successful partnership, built through consistent actions, open communication, and mutual respect over time. We strive to be a key partner in the success of our tenants by providing proactive property management, ongoing tenant coordination, and resources to help local tenants promote and operate their business.

Our National Accounts Team serves as a dedicated point of contact for national tenants, ensuring seamless communication and consistent results across all their locations, regardless of where their stores are situated. 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 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
- **Tenant Resources webpage:** connects tenants and employees directly with our Property Management team, resulting in lower response times when issues arise, and provides tenants with direct access to most requested information and services
- **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 local regulations
- **Adapting our centers:** engages the community and our consumers by adding outdoor dining options and vibrant community spaces
- **Green leasing:** facilitates progress on sustainability initiatives through lease provisions, including solar panel installations and submetering
- **Sustainability best practices:** offers 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,
President, Chief
Operating Officer

Tenant and Supplier Relationships

Brixmor actively engages with tenants and suppliers and administers biennial surveys to tenants to solicit feedback and assess areas for improvement.

TENANT SURVEY

The Tenant Survey has been conducted four times beginning in 2018. Nearly 1,100 tenants responded to the 2024 survey, representing 44% of our leased GLA. Survey results showed high tenant satisfaction rates among tenants: 98% of national tenant respondents would recommend Brixmor as a landlord (down from 100% in 2022), and 79% of non-national tenants would recommend Brixmor as a landlord (up from 69% percent in 2022), resulting in a Company-record combined tenant satisfaction score of 80% (up from 71% in 2022).

Survey results showed additional gains in tenant satisfaction with customer service and property

conditions. National tenants’ satisfaction with customer service increased from 97% in 2022 to 98% in 2024; for non-national tenants, satisfaction increased by 13%, from 62% in 2022 to 75% in 2024. At our properties, tenants’ satisfaction with overall amenities and property appearance improved by 4%, from 74% in 2022 to 78% in 2024. Survey results again indicated that satisfaction in property conditions was higher at “Proudly Owned by Brixmor” properties. Tenant respondents located at “Proudly Owned by Brixmor” centers were 7% more satisfied than tenant respondents located at other Brixmor properties. Please see page 26 for more detail on our “Proudly Owned by Brixmor” program.

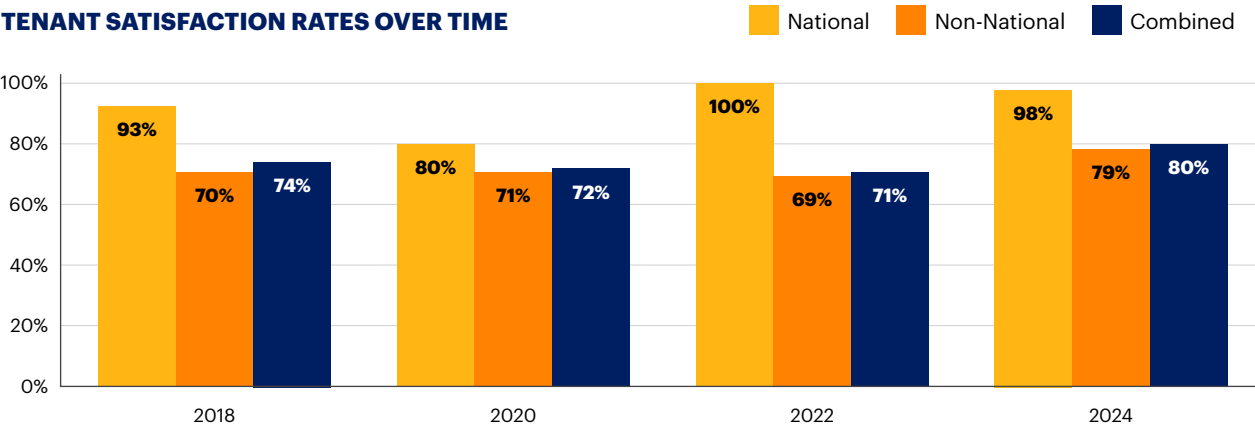
This survey provides valuable feedback on our properties, business practices, and relationships with tenants. For example, consistently higher satisfaction scores from respondents at “Proudly Owned by Brixmor”

properties directly led to the expansion and formalization of our “Proudly Owned by Brixmor” program to support cohesive improvements across the portfolio. The next tenant survey is scheduled to take place in 2026.

SUPPLIER CODE OF CONDUCT

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. Our [Supplier Code of Conduct](#), which outlines our expectations from suppliers and vendors related to working conditions / human rights, health and safety, environmental impact, and business integrity, is included in all new contracts. We maintain open dialogue with our suppliers through regular review meetings with key national partners.

TENANT SATISFACTION RATES OVER TIME



1,110

tenants responded to our 2024 tenant survey



98%

of national tenant respondents would recommend Brixmor as a landlord



CASE STUDY

Competitive Environment

Brixmor's efforts to transform the portfolio have delivered record results for the company as we outperform the peer group.

We have continued the pace of our CR initiatives, improving energy efficiency, reducing water usage, and cutting our greenhouse gas emissions. Our performance as a result of the strength of our execution supports our overall CR goals and provides value to each of our primary stakeholder groups, demonstrating the competitive advantage we hold in the industry.

By clustering our assets in thriving and dynamic retail sub-markets, we expand our critical mass and improve our market position. As importantly, we are acquiring centers that have a value-added component, whether through re-merchandising, marking rents to market, larger redevelopment opportunities, or adding density, creating growth opportunities at each asset and across our major markets. Clustering our assets has the added benefit of allowing us to achieve cost savings and further deploy capital for additional projects.

The transformation of our portfolio and platform positions us to continue to capture an outsized share of retailer demand, attracting new tenants and supporting

thriving retailers with their expansion plans. We are invested in the markets where retailers want to grow, enabling us to improve our centers by advancing new leases with tenants, adding appeal to customers and their communities, and demonstrating positive returns to our stakeholders.

Visit Brixmor's [At The Center Blog](#) to learn more about our portfolio's dramatic transformation, our industry leading team, and our unique opportunity to drive sector-leading growth and internally funded value creation for the next several years.



Appendix

In this section:

- Inventory Boundary
- Independent Assurance Statement
- United Nations Sustainable Development Goals
- Demographic Data
- Environmental Data
- Global Reporting Initiative (GRI) Content Index
- Sustainability Accounting Standards Board (SASB) Index



Inventory Boundary

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

Under this approach, we define Scope 1 direct and Scope 2 indirect emissions to include those generated in 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 direct emissions are derived from on-site fuel combustion and fugitive emissions, whereas Scope 2 indirect emissions are derived from grid electricity purchased and consumed by Brixmor to power such areas.

Brixmor’s Scope 3 indirect GHG emissions represent all other indirect emissions resulting from activities occurring within the Company’s value chain and not otherwise captured as part of the Scope 1 or Scope 2 emissions categories. Scope 3 emissions primarily represent the energy used to power tenant spaces (“non-managed” areas) and may involve estimates based upon data availability and in accordance with the GHG Protocol. We will continue to actively engage with our tenants to facilitate better data collection and analysis and identify opportunities to further drive emissions reductions over indirect emissions sources across our value chain.

Reporting across the Company’s emissions landscape may involve estimates and is based on data availability, data quality, and significance. Utility consumption and GHG emissions are reported on an absolute basis, based upon best available data provided by third parties. Where noted, like-for-like utility consumption and GHG emissions represent the same for properties owned continuously since the first year of reporting, 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

SCOPE AND METHODOLOGY

Brixmor Property Group Inc. (the “Company”) engaged Lucideon CICS (the “Verifier”) to conduct a verification review of certain metrics, including greenhouse gas (GHG) emissions, energy consumption, water withdrawal, intensity factors, waste generation, and certain social data indicators. The review encompassed an examination of the underlying sources and supporting evidence for the period from January 1, 2024 through December 31, 2024. These attributes are collectively referred to as the “Assertion”, and are reported publicly as part of, amongst other things, the Company’s 2024 Annual Corporate Responsibility Report.

The verification was conducted to a limited level of assurance, for which the Verifier is responsible for expressing a conclusion as to whether anything has come to our attention to suggest that the Assertion is not fairly stated or materially correct, as reviewed against applicable measurement criteria and in accordance with generally accepted GHG accounting and reporting standards (i.e., The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition).

Our verification review procedures included, but were not limited to, review of methodologies, raw data sources, emissions and conversion factors, and other information in support of applicable calculations. Sample selection within data sets was also conducted to determine data accuracy. Additionally, a review of the Company’s determinations over organizational and operational boundaries was conducted to ensure

the reasonableness and relevance of categories of GHG emissions, as well as the appropriateness of methodologies selected for the calculations of such emissions.

The materiality threshold for this engagement is 5%.

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

Lucideon 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: A Corporate Accounting and Reporting Standard, Revised Edition” (Revised May 2013)
- ISAE 3000 (Revised, IAASB, December 2013)
- Brixmor Property Group Inc. Inventory Management Plan (“IMP”) Document

OBJECTIVES

Lucideon CICS was contracted by the Company to undertake the actions necessary to provide limited assurance verification of their GHG emissions, energy consumption, and other utility, environmental, and social data. This data is intended for Brixmor’s ESG disclosures and other reporting platforms. Brixmor is reporting under operational management control criteria for 2024.

VERIFICATION OPINION

Based on our verification review procedures over the evidence provided, including samples selected for verification, it is the opinion of Lucideon CICS that the Company’s Assertion covering the 2024 calendar year is materially correct and constitutes a fair representation of the GHG emissions, energy consumption, water withdrawal, intensity factors, waste generation, and social data indicators. Furthermore, nothing has come to our attention that would cause us to believe that the Company’s Assertion is materially misstated.

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

Independent Assurance Statement

2024 ENVIRONMENTAL DATA VERIFIED INCLUDE:

GHG Emissions	(tonnes CO2e)
Scope 1 GHG emissions	3,013
Scope 2 GHG emissions (Market-Based)	14,591
Scope 1 & 2 GHG emissions	17,604
Scope 3 GHG emissions	697,565
TOTAL Scope 1, 2, & 3 GHG emissions	715,169

Excerpted Environmental Data	2024
Total municipal water supply withdrawals (Mgal)	731
Total weight of waste (tonnes)	108,583
Building energy intensity (kWh/sq. ft/year)	0.92
Greenhouse gas intensity from building energy (kgCO2e/sq. ft/year)	0.27
Building water intensity (gallons/sq. ft/year)	3.92

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

Signed for and on behalf of Lucideon CICS Limited

T. Summers - Lead Auditor
17th May 2025

Shaun Bainbridge - Independent Technical Reviewer
17th May 2025

SCOPE 1 DATA

Scope 1 emissions include emissions from on-site fuel combustion and fugitive emissions. The following category has been verified as de minimis:

- Scope 1 – Mobile Combustion

SCOPE 3 DATA

Scope 3 emissions include emissions from categories 1, 2, and 13. The following categories have been verified as de minimis:

- Category 5 – Waste Generated in Operations
- Category 6 – Business Travel
- Category 7 – Employee Commuting

2024 SOCIAL DATA VERIFIED INCLUDE:

- Employees by Age Group and Gender
- Employees by Race
- New Hires by Age Groups and Gender
- Turnover
- Employees by Gender
- Average Tenure in Years
- Parental Leave by Gender
- Employees by Department and Gender

This Assurance Statement is granted subject to conformance with the conditions of contract governing the verification.

Further clarifications regarding the scope of this certificate may be obtained by consulting the organisation.

United Nations Sustainable Development Goals

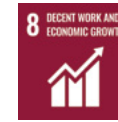
The United Nations Sustainable Development Goals (UNSDGs) call for global partnership in pursuit of a better and more sustainable future for our planet in 17 different areas.

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

Throughout the report, we provide additional examples of actions and initiatives taken in 2024 to promote the following UNSDGs.



Ensure healthy lives and promote well-being for all at all ages. Industry leading policies, benefits that support employee personal and professional development, health and well-being, and work-life balance.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Promote personal and professional development for all employees and provide opportunities for internal mobility.



Achieve gender equality and empower all women and girls. Providing equal opportunities for all employees. Providing benefits that help to support employees, their families, and enhance work-life balance.



Make cities and human settlements inclusive, safe, resilient and sustainable. Emphasizing relevance to the community and access to public transportation during redevelopment, with an additional goal of installing electric vehicle charging stations at 25% of our portfolio by year-end 2025.



Ensure availability and sustainable management of water and sanitation for all. Minimizing water needs through proactive stormwater management and landscaping upgrades, with the goal of reducing common area water consumption 15% by year-end 2025 compared to a 2016 baseline.



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



Ensure access to affordable, reliable, sustainable and modern energy for all. Measurably reducing energy use on our properties and setting a goal for onsite renewable energy capacity to reach 20MW by year-end 2025, accomplished in part through engagement with tenants via our Green Lease program.



Take urgent action to combat climate change and its impacts. Targeting net zero carbon emissions by 2045 for areas under our operational control, while continuing to support tenants impacted by natural hazards and implementing mitigation measures at our properties. Brixmor has reduced our Scope 1 and 2 GHG emissions by 59% since 2018.

Demographic Data

All data as of December 31, 2024. All data has been verified by a third party. Our EEO-1 report is available on the CR section of our website.

	2024		2023		2022	
EMPLOYEES BY AGE GROUP AND GENDER	Female	Male	Female	Male	Female	Male
Baby Boomers ('45-'64)	32	27	43	31	47	30
Generation X ('65-'80)	94	61	107	74	106	77
Millennial ('81-'95)	89	94	99	102	99	101
Generation Z ('96 and after)	22	35	23	34	17	25
Total	237	217	272	241	269	233
NEW HIRES BY AGE GROUPS AND GENDER	Female	Male	Female	Male	Female	Male
Baby Boomers ('45-'64)	1	3	1	3	3	1
Generation X ('65-'80)	8	5	9	6	15	10
Millennial ('81-'95)	12	5	15	17	23	23
Generation Z ('96 and after)	11	12	11	18	12	10
Total	32	25	36	44	53	44
EMPLOYEES BY RACE						
White		354		396		387
Black or African American		31		40		35
Hispanic or Latino		28		38		36
Native Hawaiian or Other Pacific Islander		3		3		2
Two or more races		16		12		15
Asian		22		24		27
Total		454		513		502
AVERAGE TENURE IN YEARS						
Executive team		13.46		12.27		12.67
Non-executive team		7.14		6.51		6.24
All employees		7.31		6.62		6.40

DEMOGRAPHIC DATA

All data as of December 31, 2024. All data has been verified by a third party. Our EEO-1 report is available on the CR section of our website.

	2024		2023		2022	
HEALTH AND SAFETY INDICATORS						
Sick time recorded	1.10%		1.20%		1.17%	
Injury rate	0		0		0.59%	
Lost day rate	0		0		0.23	
Number of fatalities	0		0		0	
TURNOVER						
Total	23%		14%		19%	
Voluntary	10%		10%		15%	
Involuntary	14%		4%		4%	
EMPLOYEES BY GENDER						
	Female	Male	Female	Male	Female	Male
Full time employees	236	217	269	241	267	233
Part-time employees	1	0	3	0	2	0
Permanent employees	237	217	270	241	268	233
Temporary employees	0	0	2	0	1	0
Non-guaranteed hours employees	0	0	0	0	0	0
PARENTAL LEAVE BY GENDER						
	Female	Male	Female	Male	Female	Male
Total number of employees that were entitled to parental leave, by gender	236	217	269	241	267	233
Total number of employees that took parental leave, by gender	8	8	10	9	5	13
Total number of employees that returned to work in the reporting period after parental leave ended, by gender	8	8	10	9	5	13
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	6	7	9	8	4	11
Return to work and retention rates of employees that took parental leave, by gender, as of 12/31/2024	75%	88%	90%	89%	100%	85%

DEMOGRAPHIC DATA

All data as of December 31, 2024. All data has been verified by a third party. Our EEO-1 report is available on the CR section of our website.

	2024		2023		2022	
EMPLOYEES BY DEPARTMENT AND GENDER	Female	Male	Female	Male	Female	Male
Acquisitions/Dispositions	1	9	2	10	2	8
Construction	22	19	24	23	21	25
Corporate Accounting	19	15	19	16	19	15
Executive Committee	2	7	2	6	3	6
Financial Asset Management	2	10	2	11	3	11
HR and Administration	11	3	12	4	12	4
Internal Audit	4	0	4	0	3	0
Investor Relations	2	1	3	0	3	1
IT	5	17	6	17	6	18
Leasing	34	25	39	30	38	33
Legal	22	9	29	11	28	9
Management Accounting	44	28	45	32	44	28
Marketing	5	4	5	4	5	4
National Accounts	4	6	4	7	4	7
Property Management	44	47	51	51	53	41
Property Operations	4	2	5	0	6	2
Regional President	0	3	0	4	0	5
Re/Development	3	9	10	11	10	11
Specialty Leasing	7	2	8	3	7	4
Tax	2	1	2	1	2	1
Total (#)	237	217	272	241	269	233
Total (%)	52%	48%	53%	47%	54%	46%

Note: includes full-time and part-time employees

Environmental Data

All data as of December 31, 2024. All data has been verified by a third party.

GRI Indicator	Description	Units	2018	2022	2023	2024
302-1	Total energy consumption by Brixmor	MWh	114,934	76,423	66,029	58,610
	Electricity purchased and used by Brixmor	MWh	88,915	54,298	49,750	44,226
	Fuels purchased and used by Brixmor	MWh	26,019	22,125	16,279	14,384
302-2	Total energy consumption outside of the organization (estimated)	MWh	2,464,481	2,243,675	2,234,178	2,263,405
	Total electric consumption outside of the organization (estimated)	MWh	1,577,897	1,418,874	1,412,131	1,429,934
	Total fuel consumption outside of the organization (estimated)	MWh	886,584	824,801	822,047	833,471
305-1	Direct (scope 1) GHG emissions	Metric tons CO2e	5,518	4,589	3,414	3,013
	Fuel Consumption	Metric tons CO2e	4,892	4,160	3,055	2,690
	Fugitive Emissions (a) (estimated)	Metric tons CO2e	626	429	359	323
305-2	Electricity indirect (scope 2) GHG emissions (Location-Based)	Metric tons CO2e	37,360	20,714	18,574	15,681
	Electricity indirect (scope 2) GHG emissions (Market-Based)	Metric tons CO2e	37,360	20,714	17,944	14,591
305-3	Other indirect (scope 3) GHG emissions	Metric tons CO2e	877,877	738,740	720,318	697,565
	Category 1 - Purchased Goods and Services	Metric tons CO2e	21,602	17,598	17,540	21,856
	Category 2 - Capital Goods	Metric tons CO2e	33,091	35,284	33,417	33,650
	Category 13 - Downstream Leased Assets	Metric tons CO2e	823,184	685,858	669,361	642,059
	Total direct and electricity indirect GHG emissions (scope 1 and 2)	Metric tons CO2e	42,878	25,303	21,358	17,604
	Total direct and indirect GHG emissions (scopes 1, 2, and 3)	Metric tons CO2e	920,755	764,043	741,676	715,169
303-5	Total municipal water supply withdrawals used by Brixmor	Mgal	585	382	340	251
	Total municipal water supply withdrawals primarily used for tenants areas	Mgal	358	417	497	480
	Total municipal water supply withdrawals	Mgal	943	799	837	731
306-3	Total weight of hazardous waste	Metric tons	0	0	0	0
	Total weight of non-hazardous waste	Metric tons	91,262	100,009	104,179	108,583

ENVIRONMENTAL DATA

All data as of December 31, 2024. All data has been verified by a third party.

GRI Indicator	Description	Units	2018	2022	2023	2024
306-4	Non-hazardous waste recycled	Metric tons	25,521	27,395	27,714	28,935
	Non-hazardous waste composted	Metric tons	740	954	1,263	1,502
306-5	Non-hazardous waste to landfill	Metric tons	65,001	71,660	75,202	78,146
	Non-hazardous waste incinerated	Metric tons	0	0	0	0
	Waste diversion rate	%	29%	28%	28%	28%
	Number of properties	Count	425	373	362	363
	Gross leasable area as of 12/31	Square feet	73,673,124	65,990,997	64,460,825	64,016,521
302-3	Building energy intensity	kWh/sq ft	1.56	1.16	1.02	0.92
305-4	Greenhouse gas intensity from building energy	kgCO ₂ e/sq ft	0.58	0.38	0.33	0.27
	Building water intensity	Gallons/sq ft	7.94	5.79	5.27	3.92

NOTES:

Utility data represents absolute consumption for each type of utility purchased directly by Brixmor for all properties by calendar year, and includes directly managed areas such as corporate offices, shopping center common areas, and vacant tenant spaces. Consumption data for acquired properties is included from the date of acquisition onward. Consumption data for divested properties is included for all reporting years through the year preceding divestment. Environmental data applicable to the year of reporting utilizes the most recently available conversion factors prior to report publication, such as the most recently published GHG conversion factors from the EPA's Emissions & Generation Resource Integrated Database (eGRID).

Energy consumption by Brixmor includes fuel utilities and electricity purchased and used in Brixmor corporate office

locations, shopping center common areas, and directly-metered vacant tenant spaces (Scope 1 and Scope 2 GHG emissions). In these managed areas, Brixmor has the ability to directly affect the usage. For directly-metered vacant tenant spaces, there may be significant year-over-year fluctuations as a result of changing occupancy rates, which may affect relative comparability.

Fuels and electricity purchased by Brixmor and primarily used for tenant spaces are part of Scope 3 indirect GHG emissions and estimated using the average data method in accordance with the GHG Protocol.

Total weight of waste collected includes only waste generated by tenants participating with Brixmor's third-party vendor for aggregated waste collection services. Other tenants directly contract and coordinate waste disposal, with

Brixmor not having access to their respective data. Intensity is reported according to GRI standards and best practices in the real estate industry. The intensity data is calculated as total consumption divided by total GLA.

We have evaluated possible sources of Scope 1, Scope 2, and Scope 3 emissions based on best available data, and have excluded the following categories in our reporting as they constitute de minimis sources of emissions: mobile combustion (Scope 1); waste generated in operations (Scope 3); business travel (Scope 3); and employee commuting (Scope 3). Calculations of emissions over such sources, as well as conclusions reached regarding their classification as de minimis, have been verified by an independent third party.

Global Reporting Initiative (GRI) 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, 2024 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Response
GRI 2: General Disclosures 2021	2-1 Organizational details	SEC 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 2024 (January 1 - December 31, 2024), annually 2-3-b: January 1 - December 31, 2024 2-3-c: June 12, 2025 2-3-d: Tiffany Yang, Vice President of Sustainable Operations and ESG, +1 212 369 8000
	2-4 Restatements of information	None
	2-5 External assurance	CR Report Appendix: Independent Assurance Statement
	2-6 Activities, value chain and other business relationships	Annual Report/ SEC Form 10-K
	2-7 Employees	CR Report Appendix, Demographic Data
	2-8 Workers who are not employees	CR Report Appendix, Demographic Data
	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	Brixmor website, Leadership page
	2-12 Role of the highest governance body in overseeing the management of impacts	CR Report: Corporate Responsibility Oversight; Addressing Climate Change
	2-13 Delegation of responsibility for managing impacts	CR Report: Corporate Responsibility Oversight; Addressing Climate Change
	2-14 Role of the highest governance body in sustainability reporting	CR Report: Corporate Responsibility Oversight; Addressing Climate Change
	2-15 Conflicts of interest	Code of Business Conduct and Ethics , Annual Report/ SEC Form 10-K
	2-16 Communication of critical concerns	CR Report: Corporate Governance

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI Standard	Disclosure	Response
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Brixmor website, Leadership page ; Proxy Statement
	2-18 Evaluation of the performance of the highest governance body	Nominating & Corporate Governance Committee Charter ; Proxy Statement
	2-19 Remuneration policies	Proxy Statement
	2-20 Process to determine remuneration	Proxy Statement
	2-21 Annual total compensation ratio	Proxy Statement
	2-22 Statement on sustainable development strategy	CR Report: Letter from the CEO; Our Properties; Our Stakeholders
	2-23 Policy commitments	Brixmor website, Governance Documents & Policies page
	2-24 Embedding policy commitments	CR Report: Corporate Governance; Addressing Climate Change
	2-25 Processes to remediate negative impacts	CR Report: Corporate Governance; Whistleblower Policy
	2-26 Mechanisms for seeking advice and raising concerns	CR Report: Corporate Governance; Whistleblower Policy
	2-27 Compliance with laws and regulations	CR Report: Corporate Governance; Code of Business Conduct and Ethics ; Whistleblower Policy
	2-28 Membership associations	Memberships: National Association of Real Estate Investment Trusts, ICSC, Urban Land Institute, Institute for Market Transformation
	2-29 Approach to stakeholder engagement	CR Report: Stakeholder Engagement; Our Stakeholders
	2-30 Collective bargaining agreements	Not applicable
GRI MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	CR Report: Corporate Responsibility Strategy Brixmor utilizes a materiality assessment to focus our CR strategy on the topics that are most relevant to our business and stakeholders. In 2024, we updated our materiality assessment. During the assessment, through interviews, surveys and desktop research, we gathered input from our internal and external stakeholders, including our leadership team, Board of Directors, investors, vendors and tenants. Our list of material topics includes those considered to be the highest priority to the business based on internal and external stakeholder input. This report highlights Brixmor's initiatives related to the most material topics identified in 2024. We will continue to disclose initiatives and performance related to these key topics in our CR disclosures.
	3-2 List of material topics	CR Report: Corporate Responsibility Strategy

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI Standard	Disclosure	Response
GRI 201: Economic Performance 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report: Corporate Responsibility Strategy
	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: Addressing Climate Change
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report/ SEC Form 10-K
GRI 205: Anti-corruption 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report: Corporate Responsibility Strategy; Corporate Governance
	205-1 Operations assessed for risks related to corruption	CR Report: Corporate Governance; Code of Business Conduct and Ethics ; Whistleblower Policy
	205-2 Communication and training about anti-corruption policies and procedures	CR Report: Corporate Governance; Code of Business Conduct and Ethics ; Whistleblower Policy
GRI 302: Energy 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report: Corporate Responsibility Strategy; Reducing Our Impact; Environmental Data
	302-1 Energy consumption within the organization	CR Report: Reducing Our Impact; Environmental Data In 2024, the total amount of energy consumed by Brixmor was 58,610 MWh. The amount of electricity purchased and used by Brixmor was 44,226 MWh in 2024; of this amount, the percentage derived from renewable sources was 32% (equivalent to 14,240 MWh) and the percentage derived from non-renewable sources was 68% (equivalent to 29,986 MWh). Renewable sources include energy purchased from TXU Energy and energy generated by onsite solar. Our rooftop solar program generated nearly 16,000 MWh of electricity for use by tenants, common areas, and local residents.
	302-2 Energy consumption outside of the organization	CR Report: Reducing Our Impact; Environmental Data
	302-3 Energy intensity	CR Report: Reducing Our Impact; Environmental Data
	302-4 Reduction of energy consumption	CR Report: Reducing Our Impact; Environmental Data The absolute amount of energy conserved through energy conservation programs is 56,324 MWh between 2018-2024.
	302-5 Reductions in energy requirements of products and services	CR Report: Reducing Our Impact; Environmental Data
GRI 303: Water and Effluents 2018	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report: Corporate Responsibility Strategy; Reducing Our Impact; Environmental Data
	303-1 Interactions with water as a shared resource	CR Report: Reducing Our Impact; Environmental Data
	303-5 Water consumption	CR Report: Reducing Our Impact; Environmental Data

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI Standard	Disclosure	Response
GRI 305: Emissions 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report: Corporate Responsibility Strategy; Reducing Our Impact; Addressing Climate Change; Environmental Data
	305-1 Direct (Scope 1) GHG emissions	CR Report: Reducing Our Impact; Addressing Climate Change; Environmental Data
	305-2 Energy indirect (Scope 2) GHG emissions	CR Report: Reducing Our Impact; Addressing Climate Change; Environmental Data
	305-3 Other indirect (Scope 3) GHG emissions	CR Report: Reducing Our Impact; Addressing Climate Change; Environmental Data
	305-4 GHG emissions intensity	CR Report: Reducing Our Impact; Addressing Climate Change; Environmental Data
	305-5 Reduction of GHG emissions	CR Report: Reducing Our Impact; Addressing Climate Change; Environmental Data
GRI 306: Waste 2020	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report: Corporate Responsibility Strategy; Reducing Our Impact; Environmental Data
	306-1 Waste generation and significant waste-related impacts	CR Report: Reducing Our Impact; Environmental Data
	306-2 Management of significant waste-related impacts	CR Report: Reducing Our Impact; Environmental Data
	306-3 Waste generated	CR Report: Reducing Our Impact; Environmental Data
	306-4 Waste diverted from disposal	CR Report: Reducing Our Impact; Environmental Data
	306-5 Waste directed to disposal	CR Report: Reducing Our Impact; Environmental Data
GRI 401: Employment 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report: Corporate Responsibility Strategy; Our Culture; Demographic Data
	401-1 New employee hires and employee turnover	CR Report: Demographic Data
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	CR Report: Our Culture; Demographic Data
	401-3 Parental leave	CR Report: Demographic Data
GRI 403: Occupational Health and Safety 2018	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report: Corporate Responsibility Strategy; Our Culture; Demographic Data
	403-6 Promotion of worker health	CR Report: Our Culture; Demographic Data
	403-9 Work-related injuries	CR Report: Demographic Data
	403-10 Work-related ill health	CR Report: Demographic Data

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI Standard	Disclosure	Response
GRI 404: Training and Education 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report: Corporate Responsibility Strategy; Our Culture; Demographic Data
	404-1 Average hours of training per year per employee	CR Report: Our Culture
	404-2 Programs for upgrading employee skills and transition assistance programs	CR Report: Growth and Development; Demographic Data
	404-3 Percentage of employees receiving regular performance and career development reviews	CR Report: Growth and Development; Demographic Data
GRI 405: Diversity and Equal Opportunity 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report: Corporate Responsibility Strategy; Our Culture; Demographic Data
	405-1 Diversity of governance bodies and employees	CR Report: Our Culture; Demographic Data; Investor Presentation
	405-2 Ratio of basic salary and remuneration of women to men	CR Report: Our Culture; Proxy Statement
GRI 406: Nondiscrimination 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report: Our Culture
	406-1 Incidents of discrimination and corrective actions taken	None in 2024
GRI 413: Local Communities 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report: Corporate Responsibility Strategy; Our Culture; Our Stakeholders
	413-1 Operations with local community engagement, impact assessments, and development programs	CR Report: Our Culture; Our Stakeholders
GRI 416: Customer Health and Safety 2016	GRI 3: Material Topics 2021, 3-3: Management of material topics	CR Report: Corporate Responsibility Strategy; Our Properties
	416-1 Assessment of the health and safety impacts of products and service categories	CR Report: At Our Properties
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	CR Report: Our Culture; Cybersecurity

Sustainability Accounting Standards Board (SASB) Index

SASB Code	Accounting Metric	Units	Response
ACTIVITY METRICS			
IF-RE-000.A	Number of assets, by property sector	Number	363
IF-RE-000.B	Leasable floor area, by property sector	Square feet (ft2)	64,016,521
IF-RE-000.C	Percentage of indirectly managed assets, by property sector	Percentage (%) by floor area (ft2)	0%
IF-RE-000.D	Average occupancy rate, by property sector	Percentage (%) by floor area (ft2)	91.4% (billed occupancy)
ENERGY MANAGEMENT			
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property sector.	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 of tenant areas under this arrangement is 17%.
IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property sector.	(1) Gigajoules (GJ) (2) Percentage (%)	1a. Common areas: 173,247 GJ 1b. Tenant areas: 249,548 GJ 2a. Common areas: 70% 2b. Tenant Areas: 80% 3a. Common areas: 30% 3b. Tenant areas: 20%
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector	Percentage (%)	Common areas: 19% decrease Tenant areas: 5% decrease
IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property sector	Percentage (%) by floor area	Brixmor operates under a triple net leased structure with interior areas controlled by tenants. Tenants pursue energy ratings and ENERGY STAR certifications on an individual basis.
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 section, Our Properties

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB Code	Accounting Metric	Units	Response
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 sector.	Percentage (%) by floor area (ft2)	<p>1. As a result of our tenant lease structure, Brixmor's water use relates primarily to common areas (irrigation) and limited use in vacant tenant spaces. Tenants generally directly purchase water utilities. In a number of locations, water is purchased by Brixmor and supplied to tenants via a master meter/submeter structure. Data coverage for common area water usage is 100%. Data coverage for water purchased by Brixmor and used in occupied and vacant tenant areas is ~37%.</p> <p>2. Using data from a third party, ~4% of our total GLA was identified as being located in High or Extremely High Baseline Water Stress areas.</p>
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 sector.	(1) Cubic meters (m3) (2) Percentage	<p>(1) a. 109,394 m3 water withdrawal in common areas b. 93,150 m3 water withdrawal in tenant spaces</p> <p>(2) a. 13% withdrawn in common areas in regions with high or extremely high baseline water stress b. 5% withdrawn in tenant spaces in regions with high or extremely high baseline water stress</p>
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector	Percentage (%) by cubic meters (m3)	<p>Common areas: 21% decrease Tenant areas: 20% decrease</p>
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A	See CR report section, Our Properties
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 sector	N/A	100% of form leases in 2024 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 sector.	Percentage (%) by floor area (ft2)	<p>(1) 100% (2) 100%</p>
IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants.	N/A	See CR report sections, Our Properties and Our Stakeholders
CLIMATE CHANGE ADAPTATION			
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property sector.	Square feet (ft2)	8,850,532
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 section, Our Properties

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 363 retail centers comprise approximately 64 million square feet of prime retail space in established trade areas. The Company strives to own and operate shopping centers that reflect Brixmor's vision "to be the center of the communities we serve" and are home to a diverse mix of thriving national, regional and local retailers. Brixmor is a proud real estate partner to over 5,000 retailers including The TJX Companies, The Kroger Co., Publix Super Markets and Ross Stores.

SAFE HARBOR LANGUAGE

This report may contain forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. These statements include, but are not limited to, statements related to our expectations regarding the performance of our business, our financial results, our liquidity and capital resources, and other non-historical statements. You can identify these forward-looking statements by the use of words such as "outlook," "believes," "expects," "potential," "continues," "may," "will," "should," "seeks," "projects," "predicts," "intends," "plans," "estimates," "anticipates," or the negative version of these words or other comparable words. Such forward-looking statements are subject to various risks and uncertainties. Accordingly, there are or will be important factors that could cause actual outcomes or results to differ materially from those indicated in these statements. We believe these factors include, but are not limited to, those described under the sections entitled "Forward-Looking Statements" and "Risk Factors" in our Form 10-K for the year ended December 31, 2024, as such factors may be updated from time to time in our periodic filings with the Securities and Exchange Commission (the "SEC"), which are accessible on the SEC's website at <https://www.sec.gov>. These factors include (1) changes in national, regional, and local economies, due to global events such as international military conflicts, international trade disputes, a foreign debt crisis, foreign currency volatility, or due to domestic issues, such as government policies and regulations, tariffs, energy prices, market dynamics, general economic contractions, rising interest rates, inflation, unemployment, or limited growth in consumer income or

spending; (2) local real estate market conditions, including an oversupply of space in, or a reduction in demand for, properties similar to those in our Portfolio (defined hereafter); (3) competition from other available properties and e-commerce; (4) disruption and/or consolidation in the retail sector, the financial stability of our tenants, and the overall financial condition of large retailing companies, including their ability to pay rent and/or expense reimbursements that are due to us; (5) in the case of percentage rents, the sales volumes of our tenants; (6) increases in property operating expenses, including common area expenses, utilities, insurance, and real estate taxes, which are relatively inflexible and generally do not decrease if revenue or occupancy decrease; (7) increases in the costs to repair, renovate, and re-lease space; (8) earthquakes, wildfires, tornadoes, hurricanes, damage from rising sea levels due to climate change, other natural disasters, epidemics and/or pandemics, civil unrest, terrorist acts, or acts of war, any of which may result in uninsured or underinsured losses; and (9) changes in laws and governmental regulations, including those governing usage, zoning, the environment, and taxes. These factors should not be construed as exhaustive and should be read in conjunction with the other cautionary statements that are included in this report and in our periodic filings. The forward-looking statements speak only as of the publication date of this report, and we expressly disclaim any obligation or undertaking to publicly update or review any forward-looking statement, whether as a result of new information, future developments, or otherwise, except to the extent otherwise required by law.

MATERIALITY

The inclusion of information or references in this report is not an indication that such information or references are material to Brixmor for purposes of applicable United States federal securities laws. The principles and methodologies used to determine whether to include information in this report do not comport with the principles of materiality as defined within federal securities laws, the concepts of materiality used to determine whether disclosures are required to be made in filings with the SEC or otherwise disclosed, or principles applicable to the inclusion of information in financial statements. This Corporate Responsibility Report and the information contained herein are not incorporated by reference into any of Brixmor's SEC filings.

UNAUDITED AND NON-GAAP DATA

The data and disclosures contained within this report are unaudited and are not calculated in accordance with United States Generally Accepted Accounting Principles (GAAP).

GENERAL

Except as otherwise noted, the information and opinions contained in this report are provided as of the date on which this report is issued and are subject to change without notice. We do not undertake to update or revise any such statements. This report represents our current policy and intent and is not intended to create legal rights or obligations. The goals, targets, and commitments presented in this report are aspirational and not guarantees or promises that such goals, targets, or commitments will be achieved. Certain information included in this report is based on standards and practices for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change, therefore, no assurance can be given that any goal, target, or commitment set forth in this report can or will be achieved, and such goals, targets, or commitments may be modified in the future.

CALIFORNIA VOLUNTARY CARBON MARKET DISCLOSURES ACT (AB 1305)

Certain information within this Report is disclosed pursuant to the California Voluntary Carbon Market Disclosures Act (AB 1305) as applicable to the Company. Such disclosures are made to satisfy applicable provisions of AB 1305 and are in no way intended to suggest that such information is material to the Company, as materiality is defined under United States federal securities laws.