



# CORPORATE SOCIAL RESPONSIBILITY REPORT 2021



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# A MESSAGE FROM OUR CEO

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**2020 was a year like no other, with the COVID-19 pandemic having far-reaching impacts across the globe. At Brandywine, we successfully navigated uncharted waters by leveraging the core values we have lived out for over 25 years—community, integrity, quality, and innovation.**

Our ability to remain nimble continues to drive our success, allowing our team to adapt to the changing needs of our employees, tenants, and partners, while pushing forward with persistence and executing on our overall business strategy.

Through the pandemic, Brandywine remained steadfast in our commitment to excellence in environmental, social, and governance (ESG) practices by:

- Leveraging industry expertise in operating healthy buildings to keep our buildings open and provide safe workspaces for our tenants and employees
- Providing financial support to minority-owned contractors and black-owned businesses who were hit the hardest by COVID-19
- Implementing state-of-the-art efficiency measures to offset the impacts of increased ventilation needs
- Expanding our initiatives on diversity, equity and inclusion to ensure these critical objectives touch all aspects of our business
- Giving back to support our local communities and our business partners
- Positioning our company for the future with a strategic focus on the growing Life Sciences sector

The Board and I truly appreciate and commend the commitment to excellence exhibited by our employees over the past year, who faced unprecedented challenges with grit and grace, ultimately, leading to great successes. Now, more than ever, we believe that meaningful partnerships built between our tenants, the community, and our broad base of stakeholders, drives shared success and sustainable impact.

Best personal regards and best wishes for great success,

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

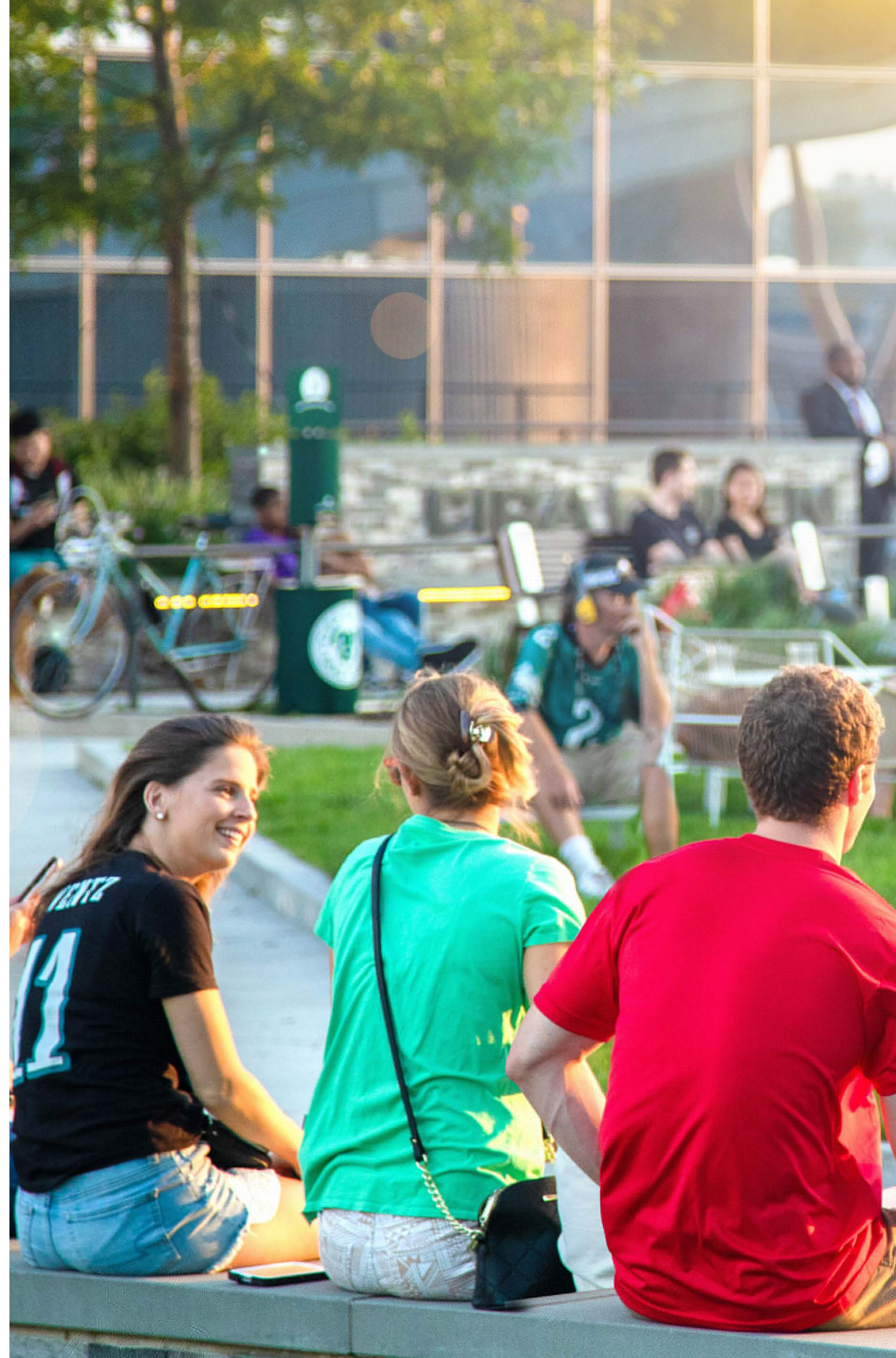


# THE BRANDYWINE DIFFERENCE

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

102-16

The Brandywine Difference is defined by both the positive impact we have on our communities and stakeholders, and the key pillars that exemplify our company culture.



## A DIFFERENT SET OF IDEALS

- **Quality** – Brandywine designs and operates “best-in-class” workspaces optimized for efficiency and human health & wellbeing
- **Innovation** – Brandywine employs and partners with the best architects, engineers, planners, and designers, who seek innovative solutions to deliver operational excellence
- **Community** – Brandywine believes buildings serve as bridges to the community, and invests in programs that create long-term sustainable impact for generations to come
- **Integrity** – Brandywine is guided by an unwavering moral compass that governs the way it invests, develops, serves, and engages with stakeholders

## A DIFFERENT VISION FOR REAL ESTATE

- Reimagining design excellence through a human-centric approach to creating physical spaces and tenant service
- Bold and unique developments that utilize high-performance building technologies and strategies
- Healthy buildings with purposeful wellness strategies that provide the highest levels of safety and comfort for all occupants

## A DIFFERENT DEFINITION OF SUCCESS

- Success is not just ROI, but a deep commitment to community stewardship and environmental performance
- Engagement and partnerships come first, because when our stakeholders win, we win



# ABOUT BRANDYWINE

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

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



NAMED ONE OF  
PHILADELPHIA'S  
BEST PLACES TO WORK  
IN 2020

181

PROPERTIES\*

1,375

TENANTS\*

24.8M

SQUARE FEET\*

\$5.6B

GROSS ASSET VALUE

\$535M

2020 REVENUE

341

EMPLOYEES

8

STATES

\* Includes wholly-owned and joint venture properties



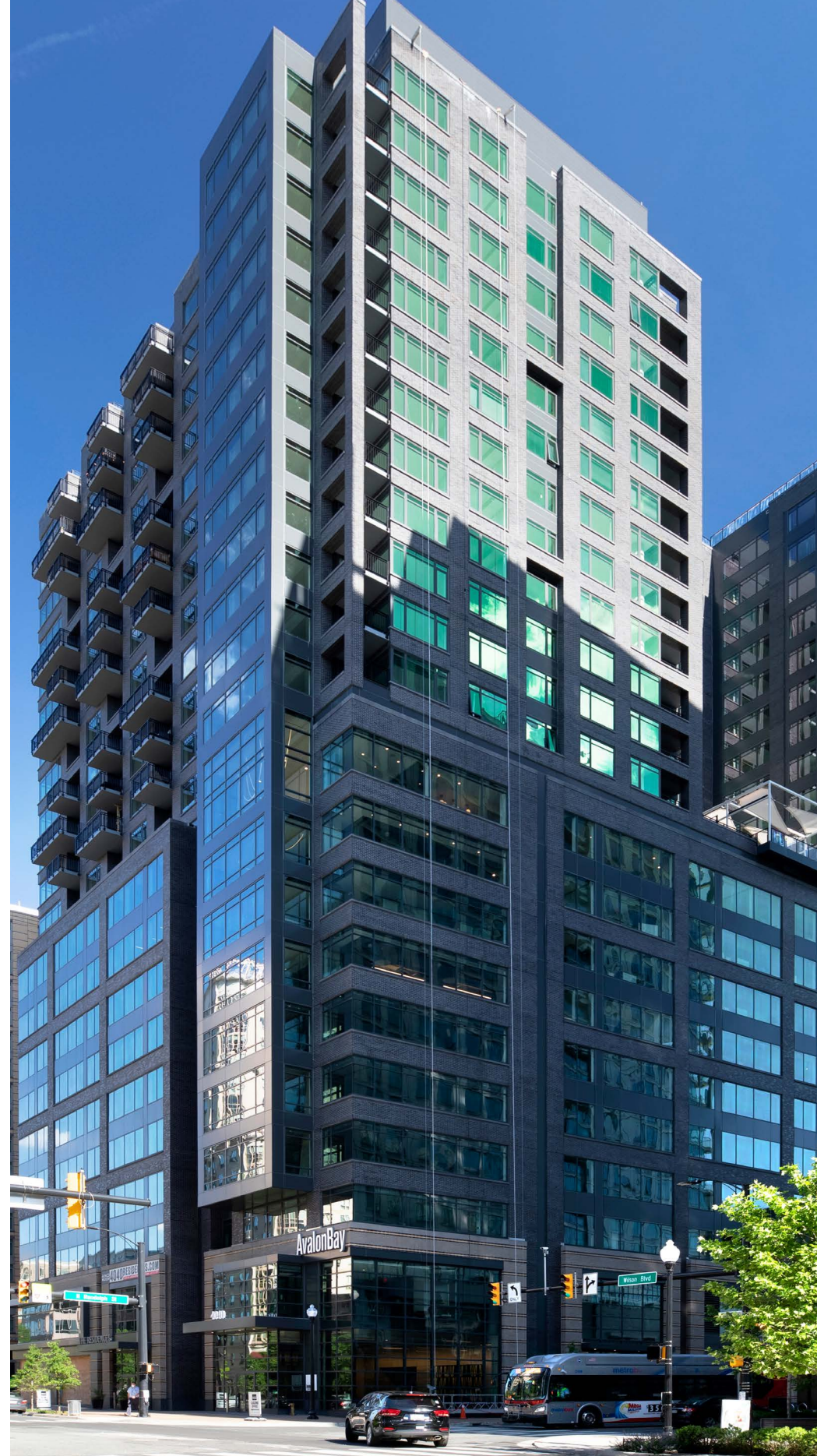


# AN ONGOING COMMITMENT

102-54

## Our everyday actions matter.

As a pioneer of sustainable commercial real estate, Brandywine remains committed to the continual improvement of our operations, portfolio performance, and community impact. We have made great strides in our environmental, social, and governance (ESG) efforts since our inception, and also recognize there is much more work to be done. As such, in 2020, we refined our ESG strategy to ensure continuous improvement going forward. We have updated our policies, goals, and objectives, as evidenced by our alignment with the **United Nations Sustainable Development Goals (UN SDGs)**, and we are working to better evaluate, understand, and mitigate our risks to climate change through the use of the **Task Force on Climate-related Financial Disclosures (TCFD)**. We are also enhancing our communication efforts, which includes producing and sharing this report which was prepared in alignment with the **Sustainable Accounting Standards Board (SASB)** and the **GRI Standards Core** option.



## ESG LEADERSHIP AND RECOGNITION

**CEO ACTION FOR DIVERSITY & INCLUSION**

Committed to the **CEO Action for Diversity and Inclusion** initiative



Extended our industry-leading **ISS Governance Quality Score of 1** in 2020, representing the highest possible score and lowest shareholder risk



Ranked as **"Low Risk"** by Sustainalytics ESG Risk Ratings



Continued to maintain an **A Rating** from MSCI ESG Research LLC



Received **2020 GRESB Green Star** for the sixth consecutive year

Performed **10% above peer average** in GRESB Management Score and **5% above peer average** in GRESB Social score



Achieved **2020 Green Lease Leaders Gold** for collaborating with tenants to equitably align financial and environmental benefits



Recognized as the most committed building owner in the **Philadelphia 2030 District** partnership to achieve substantial reductions in energy and water use by the year 2030



Named as one of Philadelphia's Business Journal's **2020 Best Places to Work**



# BUILDING CERTIFICATIONS

Brandywine has been a pioneering ENERGY STAR partner since 2000, which has allowed us measure and track our buildings' energy use. Additionally, since 2016, all of our new construction has been **LEED Certified** or, at a minimum, built to LEED standards. As an early adopter of healthy buildings, Brandywine obtained the very first **WELL Core Certified** project at the Bronze level at Cira Centre South. We also earned the first **WELL v2** project certification in the U.S. and became a **Fitwel Champion** in 2018.

**11.5M**  
 SQUARE FEET  
 OF OUR PORTFOLIO  
 IS GREEN BUILDING  
 CERTIFIED

Square footage totals include certifications for new development and operational assets, and buildings with multiple certifications are counted only once.



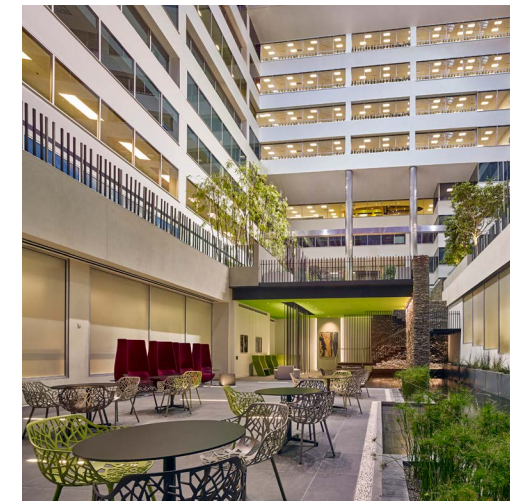
**1M**  
 CERTIFIED  
 SQUARE FEET



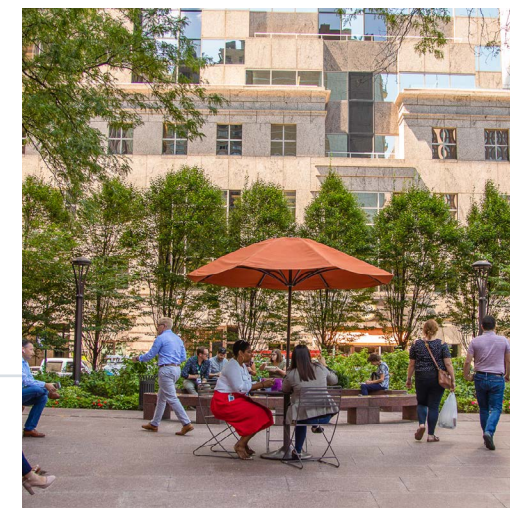
**7.5M**  
 CERTIFIED  
 SQUARE FEET



**5.6M**  
 CERTIFIED  
 SQUARE FEET



**11.6M**  
 CERTIFIED  
 SQUARE FEET








**3.7M**  
 CERTIFIED  
 SQUARE FEET



# UN SUSTAINABLE DEVELOPMENT GOALS

To achieve a more sustainable future for all, we have aligned our goals with the United Nations Sustainable Development Goals (UN SDGs).

UN SDG	KEY PERFORMANCE INDICATOR	STATUS
<b>3</b> GOOD HEALTH AND WELL-BEING 	<b>ENVIRONMENT</b> Achieve green cleaning program in 100% of managed portfolio	<b>ACHIEVED</b>
	<b>ENVIRONMENT</b> Implement integrated pest management program in 100% of managed portfolio	<b>ACHIEVED</b>
<b>5</b> GENDER EQUALITY 	<b>SOCIAL</b> Track gender % by level: achieve and maintain a 50:50 general balance (+/-) by 2022	<b>IN PROGRESS</b>
	<b>GOVERNANCE</b> Provide Ethics and Code of Conduct training to 100% of employees	<b>ACHIEVED</b>
<b>6</b> CLEAN WATER AND SANITATION 	<b>ENVIRONMENT</b> Reduce water use intensity 15% by 2025 from 2018 baseline	<b>ON TRACK</b>
<b>7</b> AFFORDABLE AND CLEAN ENERGY 	<b>ENVIRONMENT</b> Reduce energy use intensity 15% by 2025 from 2018 baseline	<b>ON TRACK</b>
	<b>ENVIRONMENT</b> Achieve 100% LED retrofits of portfolio by 2025	<b>ON TRACK</b>
<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	<b>SOCIAL</b> Offer employee tuition reimbursement and paid time-off for non-profit volunteering	<b>ACHIEVED</b>

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



## MANAGING CLIMATE RISK

102-15 | 201-2

A critical element of our ESG commitment is to effectively understand and manage climate risk. In 2020, we aligned with the Task Force on Climate-related Financial Disclosures (TCFD) because we believe it is the industry gold standard framework to help us identify material climate risks and opportunities in our business.

### GOVERNANCE

Oversight of our climate risk is provided by the Board of Directors Audit Committee. The Committee has tasked Management to continuously review exposures and present risk analysis findings annually, at a minimum. These efforts are led by the Senior Vice President of Operations and Sustainability to ensure all material aspects of climate change are regularly reviewed and reported.

### STRATEGY AND RISK MANAGEMENT

There are two types of risk to the portfolio—physical risk and transitional risk.

**PHYSICAL RISK:** To better understand these physical risks of climate change, we have incorporated climate assessments into the acquisition due diligence process and plan to evaluate the entire portfolio of standing investments over the next three years. This process will help Brandywine better respond to and mitigate the short- and long-term effects of changing weather patterns.



**TRANSITIONAL RISK:** Transitional risks identified include increasing energy compliance and building regulations, as well as jeopardizing our reputation or losing tenants as a result of not being prepared. To effectively monitor these risks, we conduct annual reviews of all energy policy legislation, and work diligently and proactively to benchmark and optimize building performance to ensure compliance. We also have robust emergency response plans for each building and conduct regular drills with tenants.

### METRICS AND TARGETS

We track Scope 1, Scope 2 and Scope 3 greenhouse gas emissions across our portfolio with intensity reduction targets of 15% by 2025 over a 2018 baseline. Emissions target results can be found on pages 18-19 and in detail on pages 46-47.





# QUALITY

Brandywine's commitment to excellence continued to shine through in 2020 as we navigated building operations throughout the pandemic, while prioritizing human safety, health and wellbeing.

Our commitment to our tenants kept our buildings "Doors Open, Lights On" so each business had the ability to use their spaces safely. Every step of the way, our property management teams met the rapidly changing needs of our tenants, while keeping their focus on operational quality and excellence.

2020 also presented an opportunity to focus on our utility data collection through streamlining processes, increasing benchmarking data coverage and quality, and providing a new dashboard tool for property teams to better understand their buildings' performance.

## INSITE OPTIMIZATION PROGRAM

The InSite Optimization Program was developed in partnership with InSite to drive performance through real-time energy monitoring. Highlights from 2020 include:

- **46** buildings were included in the program in 2020
- **168** major efficiency opportunities were identified totaling **\$556,900** in energy savings
- Almost **40%** of the measures identified improved the indoor environmental quality through enhanced ventilation, humidity, temperature and CO<sub>2</sub> levels
- **\$153,342** in retro-commissioning rebates were secured
- **\$215,600** in efficiency drift was recaptured



## ENERGY EFFICIENCY

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

Energy best practices and projects implemented include, but are not limited to:

- 100% of the property teams conducted internal audits to find opportunities for increased efficiency
- InSite Optimization Program expanded as an ongoing commissioning service to continually optimize building performance
- By providing electric vehicle charging stations, we avoided 31,602 kg of greenhouse gas emissions, which is the equivalent amount produced from 79,422 miles driven by an average passenger vehicle

## RENEWABLE ENERGY

305-5

- Brandywine is committed to evaluating and incorporating renewable energy, including solar photovoltaic systems, for both the existing portfolio and new developments
- To the extent feasible, new development projects will consider the inclusion of rooftop solar for future installations, if not part of the original project
- When onsite solar is not feasible, Brandywine will procure green power to offset 100% of the electrical usage of the building
- In 2020, Brandywine procured 132M kWh of wind power to offset 100% of electricity consumption of properties located in deregulated markets



## GREENHOUSE GAS EMISSIONS

Minimizing our impact and mitigating risks from climate change includes understanding, monitoring and reducing greenhouse gas (GHG) emissions from our buildings. We currently track Scope 1 & 2 emissions and have a 15% reduction goal by 2025 over our 2018 baseline. While we continued to drive energy performance in 2020, a portion of the energy and GHG reductions can be attributed to the reduced building occupancy from COVID-19, making 2020 an outlier year that will not be recognized as meeting the long-term targets.

## WATER MANAGEMENT

303-5

Water management best practices were paramount in 2020 and included modifications critical throughout COVID. Due to the lower occupancy of buildings and subsequent low usage, there was a focus on water reliance and treatment to mitigate any risk of legionella. Brandywine's ongoing water management best practices include:

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



## WASTE REDUCTION

306-2

Brandywine requires a high diversion rate in new construction projects and actively manages the waste stream in our portfolio. While waste consumption was lower in 2020 due to COVID, we continued to work on expanding our waste data coverage to 100%. Our waste best practices include, but are not limited to:

- Maximizing landfill diversion during construction by requiring **75% waste reduction** through reuse, salvage, or recycling on our projects
- Optimizing **waste streams for daily operations** through oversight from building management teams



WASTE

86%

AVERAGE CONSTRUCTION  
WASTE DIVERSION RATE

58%

PORTFOLIO WASTE  
DIVERSION RATE

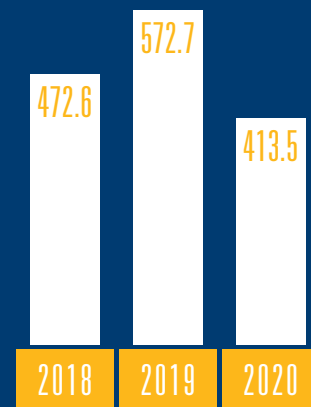


# ENVIRONMENTAL PROGRESS



## ENERGY

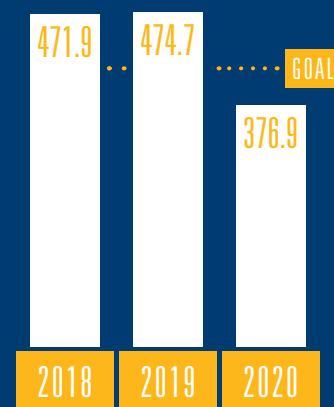
ABSOLUTE CONSUMPTION OVER BASELINE ( W )



**-12.5%**  
CHANGE IN ENERGY CONSUMPTION OVER BASELINE

**-20.6%**  
CHANGE IN ENERGY CONSUMPTION FROM PRIOR YEAR

LIKE-FOR-LIKE CONSUMPTION OVER BASELINE ( W )



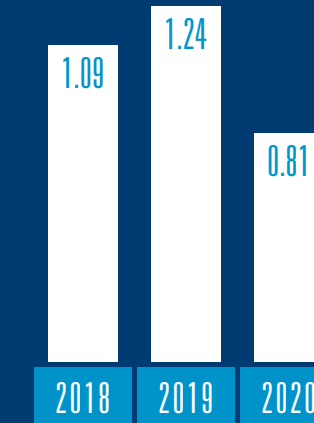
**-20.1%**  
CHANGE IN ENERGY CONSUMPTION OVER BASELINE



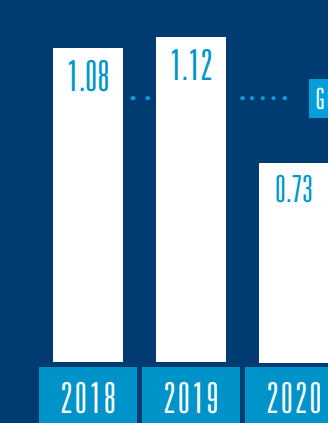
## WATER

TOTAL WATER CONSUMPTION BY PORTFOLIO ( C M )

ABSOLUTE



LIKE-FOR-LIKE



**-34.2%**  
SAME-STORE CHANGE IN WATER WITHDRAWN FROM PRIOR YEAR

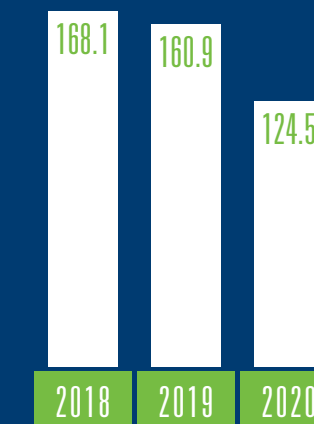
**-31.7%**  
SAME-STORE CHANGE IN WATER WITHDRAWN FROM BASELINE YEAR



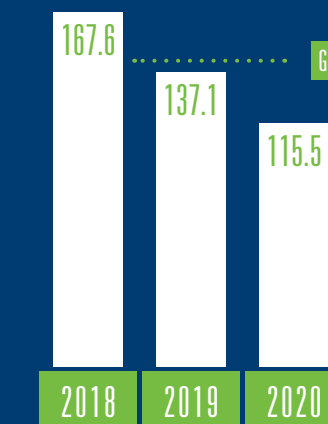
## GREENHOUSE GAS EMISSIONS

TOTAL SCOPE 1 & 2 GREENHOUSE GAS EMISSIONS ( CO<sub>2</sub> )

ABSOLUTE



LIKE-FOR-LIKE



**-15.7%**  
SAME-STORE CHANGE IN SCOPE 1 & 2 GHG EMISSIONS FROM PRIOR YEAR

**-31.1%**  
SAME-STORE CHANGE IN SCOPE 1 & 2 GHG EMISSIONS FROM BASELINE YEAR

A portion of the 2020 reductions can be attributed to the reduced building occupancy from COVID-19, making 2020 an outlier year that will not be recognized as meeting the long-term targets.

For detailed performance data, see pages 46-47.

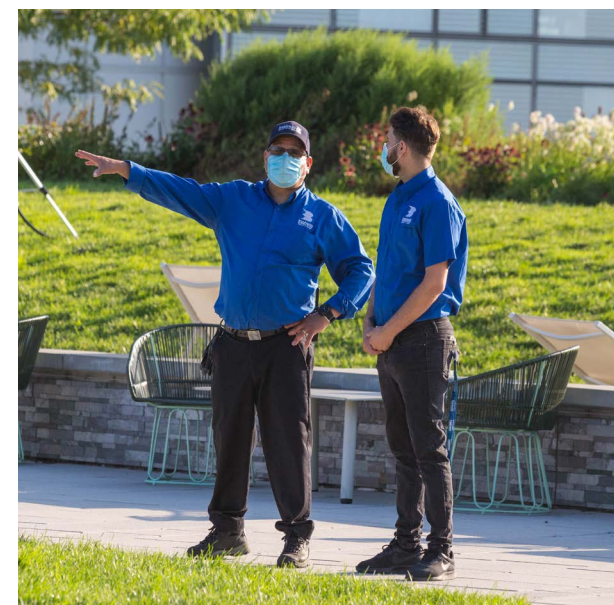


## PRIORITIZING HEALTH AND WELLBEING

Brandywine has always focused heavily on the intersection between sustainability and human health and wellness, working to reduce our environmental impact while positively impacting our building occupants.

During the pandemic, our expertise allowed our teams to take immediate action to implement enhanced measures with increased impact. These industry-leading strategies include:

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



## HEALTHY BUILDING HIGHLIGHTS

- **UL Verified Healthy Building Certifications** were achieved for Cira Centre in Philadelphia and One Rodney, the first and only building in Wilmington, DE, to receive this certification to date
- **Fitwel Certifications** have been achieved for 7.5M square feet, including Cira Square in Philadelphia and 1676 International, the first Fitwel 2 certified Multi-tenant building in the state of Virginia
- **WELL Building Certification** was achieved at our at Cira Centre South in Philadelphia, earning the first Bronze level certification and the first v2 project certification in the U.S.
- All new construction is designed to leading healthy building standards including WELL and Fitwel, with an emphasis on indoor air quality, enhanced filtration, optimal humidity levels, and access to ample natural light and dynamic outdoor spaces







# INNOVATION

102-40 | 102-42 | 102-43

Brandywine has a proven track record of delivering transformative developments in partnership with the industry's best architects, engineers, planners, and designers. We work closely with a wide range of partners to make long-term investments that serve local needs and foster a sense of community. In 2020, we leveraged exciting opportunities to promote innovative, sustainable transportation options, which benefit both local communities and the environment:

- **Working with the City of Austin, TX, to develop a new commuter rail station** that will revitalize an existing under-utilized rail line to connect downtown Austin to the 'second downtown' expanding 10 miles north, by the Domain and Brandywine's new Broadmoor development.
- **Collaborating with Southeastern Pennsylvania Transportation Authority (SEPTA) to advocate for rail extension** that will connect an existing High-Speed Line to five added stops in King of Prussia, PA, thereby connecting the three largest employment centers in the region. Brandywine's CEO Jerry Sweeney is the chairman of the King of Prussia Rail Coalition.
- **Partnership with SEPTA and the City of Philadelphia** on a campaign to ensure people feel safe using mass transit for their commute when returning to the workplace.
- **Working with SEPTA to develop the new 30th Street Headhouse** on the site of Brandywine's Drexel Square park. The new design has a modern, overhead structure to cover entrances to the underground trolley and subway lines, for convenient access for the many riders that board on and off at this location.
- **Collaborating with Schuylkill River Development Corporation (SRDC) to promote their fundraising efforts** in support of ongoing expansion and improvement of their trails, which provide connection and access while also encouraging well-being and community in our Philadelphia-area neighborhoods.







## CASE STUDY: UPTOWN ATX

AUSTIN, TX

Located in Austin, Texas, the master-planned Uptown ATX development will transform an existing 66-acre campus into a thriving mixed-use community featuring smart workspace, vibrant residential, locally inspired retail, 11 acres of dedicated public greenspace, and its own dedicated MetroRail station. Brandywine's masterplan embodies striking architecture, walkable city streets, access to 23 miles of trails, and a mix of vibrant spaces and amenities.

Another key feature of the Uptown ATX development is our commitment to an Affordable Housing Program, which designates 15% of our 3,000 multifamily units as affordable housing, and provides a substantial investment to the Affordable Housing Trust Fund to promote the construction of additional affordable units in District 7 and around the city of Austin.



## CASE STUDY: 3151 MARKET AT SCHUYLKILL YARDS

PHILADELPHIA, PA

In the booming Life Science sector, Brandywine offers dynamic spaces for scientific breakthroughs, next generation innovations, and attracting world-class talent. As Philadelphia continues to solidify its standing as one of the world's leading cell and gene therapy hubs, we have doubled down on providing the world-class lab, incubator, and manufacturing space that is in high demand.

3151 Market is a premier Life Science development shovel-ready for 2023 delivery within the Schuylkill Yards master-planned site. The tower will feature a sustainable design, large, open floorplates, and state-of-the-art building systems; and delivers customizable lab and research space strategically designed for flexibility, complemented by dynamic amenities and green spaces that amplify employee wellness and productivity.

Features include:

- Climate-responsive design
- Substantially higher base building technology and infrastructure—in lab capacity, HVAC, bay size, elevator capabilities and more—at delivery vs. market standard
- Ventilation optimized for fresh air intake, filtration, air quality, and circulation
- Emergency power generation
- Extra floor loading capacity
- Two service elevators
- State-of-the-art technology
- Upgraded building and waste treatment systems
- Targeting LEED and WELL certification





# COMMUNITY

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

## WE ARE #BDNSTRONG

Brandywine's culture of giving back to the community reached new heights in 2020. With each new challenge, our teams rose to the occasion, helping to uplift the communities in which we operate through volunteer efforts and financial contributions that safeguarded local livelihoods.

### \$20,000+ COLLECTED

by individual employees, via GoFundMe donations, and a company match to support third-party vendors in-need and to provide meals to the community

### 16 COMPANIES

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

### 38,000+ MEALS

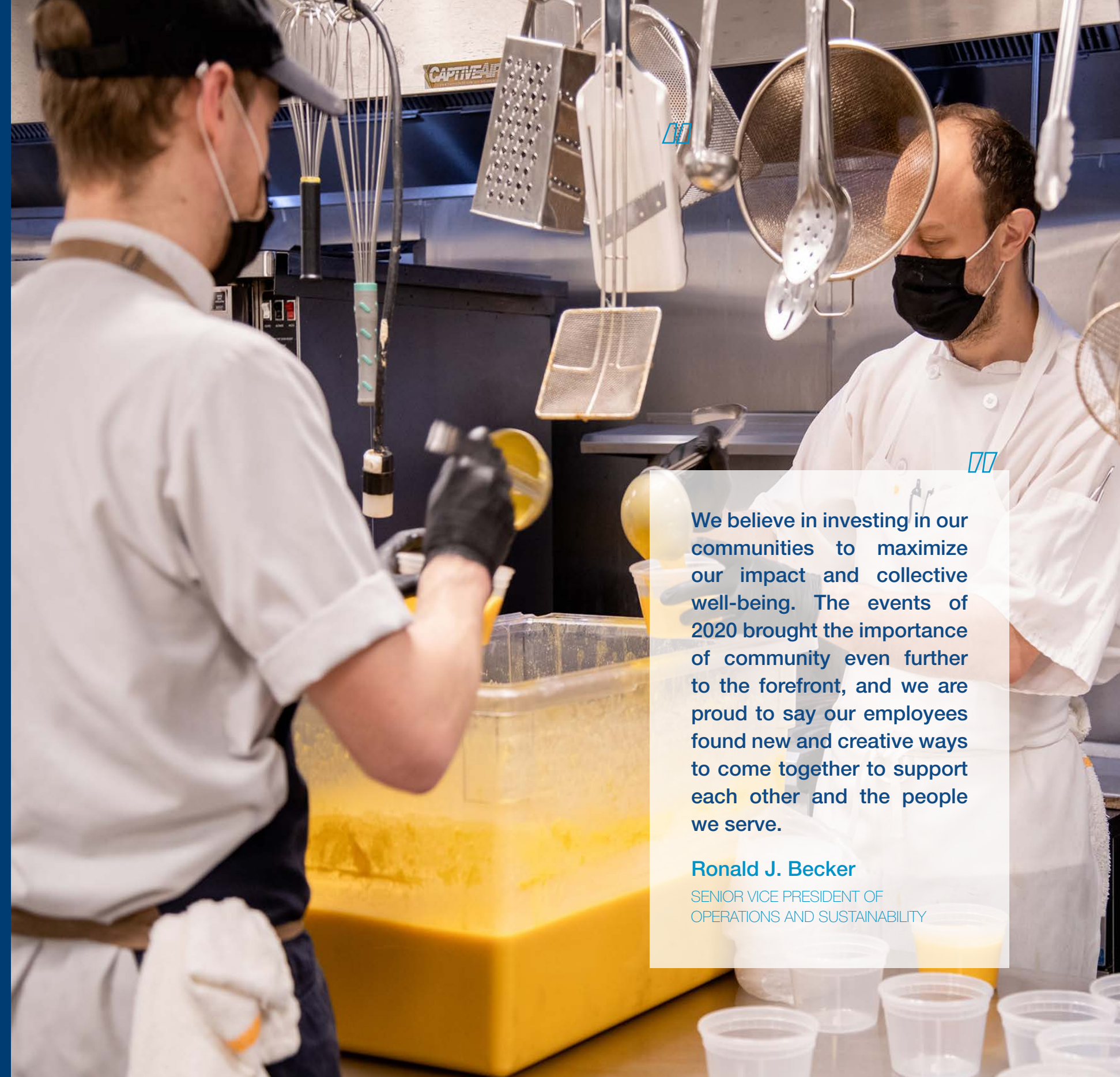
provided to Philadelphians in-need. Partners at the Ronald McDonald House, Chosen 300 Homeless Services, People's Emergency Center of West Philadelphia, Centennial Parkside CDC, and Mount Vernon Manor CDC

### \$350,000 GRANT

provided to the Enterprise Center to launch the Grow Philadelphia Small Business COVID-19 Fund for minority-owned businesses

### \$185,000 LOAN PROGRAM

established to support black-owned enterprises in Philadelphia in partnership with the African American Chamber of Commerce



We believe in investing in our communities to maximize our impact and collective well-being. The events of 2020 brought the importance of community even further to the forefront, and we are proud to say our employees found new and creative ways to come together to support each other and the people we serve.

**Ronald J. Becker**

SENIOR VICE PRESIDENT OF  
OPERATIONS AND SUSTAINABILITY



## COMMUNITY IMPACT

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

Even though things looked a little different in 2020, our commitment to giving generously and creating programs that engage local stakeholders and promote small and minority businesses is stronger than ever. Highlights of these programs include:

- **\$550,000 in low-interest loans** were made available to struggling small, local, and minority-owned businesses
- Our **Economic Opportunity Plan totals \$1.24M** for the City of Philadelphia and invests in local minority and women-owned businesses
- Our annual **Day of Caring** allows Brandywine employees to support their local communities by sharing their time, talent, and dollars
- Our **Matching Gift Program** supports charitable organizations by matching 50% of personal, eligible, charitable contributions made by employees (up to \$1,000 per employee).



## BUILDING BRIDGES

West Philadelphia has always been incredible, so when we laid the plans for our Schuylkill Yards project, we started by listening. **Jobs. Training. Affordable housing. Education. These are the things that matter**, our neighbors told us. So these are the things we have doubled down on. In collaboration with a wide range of partners, we introduced an unprecedented Neighborhood Engagement Initiative, totaling a **\$16+ million commitment to the community**.

### Programs include:

- Grow Philadelphia Capital Fund
- Local Sourcing Initiative
- CDC Co-Development Program
- Construction Apprenticeship Preparatory Program
- Community Fund for affordable housing, small and minority businesses, education and capacity building



# STAKEHOLDER ENGAGEMENT

102-9 | 102-21 | 102-40 | 102-42 | 102-43

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

## STAKEHOLDER



### Our Employees

## ENGAGEMENT STRATEGIES

- Weekly virtual town halls throughout COVID
- Action plans, training, focus groups, and feedback sessions with both executive staff and within departments
- Training and career development tools
- Employee Affinity Groups
- Tuition Reimbursement encouraging continuous learning and industry knowledge
- Paid time-off for non-profit volunteering



### Our Tenants

- Weekly communications with updates throughout COVID
- Sent questionnaires, surveys, return to work packages, and additional resources and services to help get our tenants in the office
- Use of green leasing in 100% of executed leases
- Semi-annual or more often surveys, tenant meetings, and informal feedback at any time with Property Management teams
- Tenant education on sustainability and energy management



### Our Investors

- Active investor outreach and virtual meeting schedule throughout the pandemic
- Annual and quarterly publications
- Meetings and reporting channels

## STAKEHOLDER



### Our Supply Chain

## ENGAGEMENT STRATEGIES

- Frequent communications throughout the pandemic, including virtual group meetings by division
- Pivoting work assignments to keep everyone working while bettering the buildings during the low occupancy period
- Provided online learning/training opportunities for our building engineers who had to stay at home
- Suppliers align with Brandywine's Code of Business Conduct & Ethics
- Seek local, women and minority-owned suppliers through several signature partnerships
- Incorporate green purchasing standards



### Our Local Community

- Provided \$550,000 in low interest loans to struggling small, local and minority-owned businesses during COVID
- Hosted an event in partnership with City of Philadelphia and SEPTA to help community get comfortable with safely returning to their workplaces
- Host community events in our common areas and outdoor green space as viable while complying with COVID restrictions
- Participating as a key stakeholder contributor to Ready.Set. Philly!, an civic initiative to welcome employees back to Center City Philadelphia workspaces
- Serve as key sponsor to Philadelphia's Green Buildings United 2030 Initiative and associated events
- Establish a public-private partnership with Capital Metro to support the development of new rail station in Austin, TX
- Actively engage the local communities to create valuable programs to drive economic prosperity
- Created a GoFundMe account to provide aid to local business partners affected by COVID-19
- Emphasizes partnerships with local businesses



## OUR TENANTS

102-44

Brandywine's award-winning property teams deliver an unmatched customer service platform, reflecting our commitment to the highest standard of excellence and directly contributing to tenant satisfaction and shareholder returns. Our teams facilitate open communication, build relationships, and embrace a solutions-oriented attitude that puts our tenants and their people first, always.

### VALUED PARTNERSHIPS

We have a history of high tenant satisfaction rates, evidenced by our 2019 Kingsley survey findings that 93% of tenants are "highly satisfied." We embraced the challenges that COVID-19 presented, and worked with our tenants to help them safely keep their businesses running.

#### HIGHLIGHTS:

- All buildings remained safely open and available to any tenant that needed access
- Sent frequent communications to keep tenants informed of the ever-changing requirements and Brandywine's safety response
- Developed a dedicated "Return to Work" landing page with helpful resources, downloadable communication templates, a signage library, free space planning consultations and more
- Free health and wellness app offered to all tenants and their employees



## OUR VENDORS

102-9

Our vendors are our partners in providing best-in-class work environments. The Brandywine team found creative ways to keep our vendors working throughout the pandemic with win-win outcomes. These efforts included, but were not limited to:

- Shifting assignments to take advantage of making building improvements during lower occupancy months
- Providing online training opportunities for vendors that needed to work from home due to childcare responsibilities or high-risk health vulnerabilities
- Providing monetary support from our GoFundMe campaign to employees who were laid off or furloughed from our vendors during the pandemic
- Supporting our vendors right to collective bargaining and worked directly with the BOMA's BOLR (Building Operators Labor Relations, Inc.) to help ensure a successful contract settlement outcome



Together Drexel and Brandywine focus on creating a supplier experience that prioritizes local and diverse businesses to achieve equal access to procurement opportunity. We focus on removing traditional barriers and work to ensure our community is engaged through outreach, partnerships, as well as direct and indirect sourcing activity.

**Allen Riddick**

DIRECTOR OF SUPPLIER INCLUSION,  
DREXEL UNIVERSITY





## OUR EMPLOYEES

102-8 | 404-1 | 404-2

**Our employees are our greatest asset and the cornerstone of our extraordinary success.**

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

### TRAINING AND CAREER DEVELOPMENT

Team members are given the tools they need to successfully execute our mission, while simultaneously fostering career growth. Regular performance reviews foster engagement and career development, while valuable training opportunities through our Paycom library--including required training for unconscious bias and business ethics--creates a culture of lifelong learning. In addition to a tuition reimbursement program, employees are reimbursed for attending conferences, joining industry organizations, and pursuing professional designations.

### EVENTS AND TEAM BUILDING

Company culture means everything to us. Translating our strong culture to a virtual environment proved challenging but rewarding. Replacing holiday parties and team happy hours with Zoom trivia and socially-distant outdoor lunches, our employees found creative new ways to connect, celebrate and support each other through a difficult year.



## CRISTO REY INTERNSHIPS

Through our Cristo Rey partnership, Brandywine sponsors high school internships and summer work programs. Cristo Rey schools provide students from economically-disadvantaged families in urban areas with a private school education. Even though this program was paused Q2 of 2020, we are excited to pick it back up again soon!

**2,768**  
HOURS OF  
EMPLOYEE TRAINING

**8**  
HOURS EMPLOYEE TRAINING  
PER FULL-TIME EMPLOYEE

**100%**  
OF EMPLOYEES RECEIVE  
PROFESSIONAL TRAINING

**100%**  
OF EMPLOYEES RECEIVE  
ESG-SPECIFIC TRAINING

**7.6%**  
VOLUNTARY EMPLOYEE  
TURNOVER RATE



## HEALTH AND WELLBEING

403-6

Brandywine continued to prioritize employee health and wellbeing throughout 2020 through the following initiatives:

- Developed and launched exclusive "be.well by Brandywine" virtual wellness app that features free live programming and video content
- All employees remained employed throughout COVID and worked safely and comfortably in the manner that was best for them and their situation
- The few frontline workers who were critical to operations and required to be onsite were given all PPE and thanked with extra compensation
- Virtual "Brandywine Wellness Talk" Zoom calls were available to all employees to engage and discuss ideas for staying healthy during the pandemic. Examples include, "Improving Nutrition Balance" and "Posture at Work and at Home"
- Virtual wellbeing educational sessions were provided, such as 401K investing strategies

## EMPLOYEE SAFETY

403-5 | 403-8 | 403-9

Our employees receive regular safety training that helps teams work through responses to various crisis scenarios that could occur in our buildings. The Tenant Safety Series provides training and standard procedures for emergency situations for both employees and tenants.

100%

OF EMPLOYEE WORKSTATIONS ARE ERGONOMICALLY CORRECT WITH AUTOMATIC HEIGHT ADJUSTMENT DESKS AND SAFELY RETROFITTED WITH PLEXIGLASS BARRIERS THROUGHOUT COVID-19

ZERO

LOST DAY INCIDENT RATE IN 2020



## AFFINITY TEAMS

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

voices

Voices, Grow, and NextGen are helping us create a more diverse and inclusive culture that helps all employees thrive. Initiatives include:

- Introducing 20 mentor/mentee pairs that will strengthen workplace effectiveness while promoting career growth and success
- Creation of educational loops that provide valuable DEI content each month, such as Woman in History, Asian American Month, Hispanic Heritage, and Juneteenth

 GROW

NEXTGEN





## DIVERSITY AND INCLUSION

405-1

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



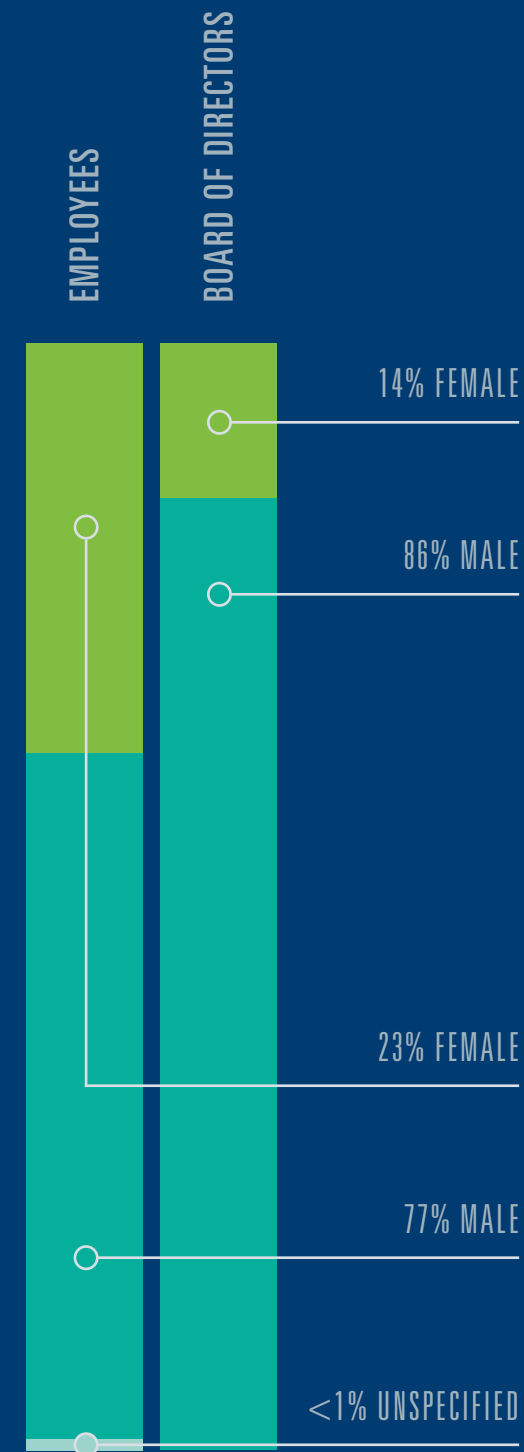
### A REMINDER OF OUR RESPONSIBILITIES

*The following is an excerpt from Brandywine's corporate statement following the murder of George Floyd*

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



# DEMOGRAPHICS



### RACIAL AND ETHNIC DIVERSITY

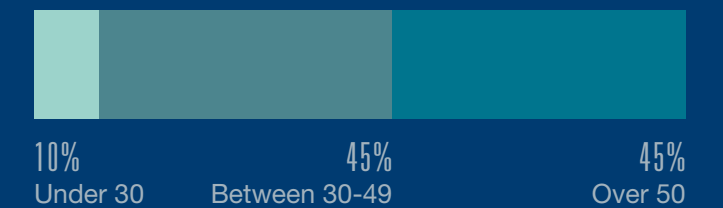
#### BOARD OF DIRECTORS

Black or African American	15%
White	85%

#### EMPLOYEES

Asian	4%
Black or African American	11%
Hispanic or Latino	10%
Two or More Races	1%
White	72%

### EMPLOYEE AGE DISTRIBUTION



### GENDER BREAKDOWN BY LEVEL

LEVEL	FEMALE	MALE
Administrative Support	3	0
Craft Workers	0	27
Executive/Senior Level	4	21
First/Mid-Level	23	35
Non-Manager	77	119
Professional	18	10
Sales	4	5
<b>TOTAL</b>	<b>129</b>	<b>217</b>



# INTEGRITY

102-20 | 102-21

Our corporate governance platform promotes sound decision-making, transparency, and a focus on the long-term interests of our shareholders.

This approach led to an industry-leading ISS Governance Quality Score of 1 in 2019 and 2020, representing the lowest shareholder risk and the highest score that ISS awards. Additionally, Brandywine continues to maintain an A Rating from MSCI ESG Research LLC.

## POLICIES AND RISK MANAGEMENT

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

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

## ESG GOVERNANCE

The ESG Governance Structure has been established to ensure strong management and oversight with senior level approval. The structure is based on well-defined roles and responsibilities, including accountability of the following stakeholders:

- SVP of Operations and Sustainability drives the ESG strategy and associated goals, risks and opportunities
- CEO is the ultimate decision maker for the organization and receives monthly updates from the SVP of Operations and Sustainability
- Board of Directors receive quarterly updates and provide strategic oversight of ESG. Additionally, the Audit Committee focuses on:
  1. Audit Committee focuses on ESG-related disclosures
  2. Compensation Committee focuses on Say-on-Pay matters
  3. Governance Committee focuses on all governance matters



## SHAREHOLDER RIGHTS

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

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







## EXECUTIVE LEADERSHIP

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

### STRUCTURE

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

### COMMITTEE CHARTERS

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

### COMPENSATION

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

### DIVERSITY

Brandywine is committed to diversity in all aspects of our business and activities and at all levels of the company, including our Board of Trustees. We believe that Board membership should reflect diversity in its broadest sense, including persons diverse in skills, background, gender, and ethnicity. We encourage and promote consideration of diverse candidates in the nomination and election of directors to the Board. Additionally, CEO Jerry Sweeney has joined the CEO Action for Diversity & Inclusion, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.



# BOARD OF TRUSTEES

### Michael J. Joyce

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

### Gerard H. Sweeney

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

### Terri A. Herubin

Trustee, Audit and Corporate  
Governance Committees

### Wyche Fowler

Trustee, Corporate Governance and  
Compensation Committees

### H. Richard Haverstick, Jr.

Trustee, Audit (Chair) and Corporate  
Governance Committees

### James C. Diggs

Trustee, Compensation (Chair) and  
Audit Committees

### Charles P. Pizzi

Trustee, Corporate Governance (Chair),  
Executive, and Compensation Committees

# EXECUTIVE TEAM

### Gerard H. Sweeney

President, Chief Executive Officer  
and Trustee

### H. Jeffrey DeVuono

Executive Vice President, Life Sciences &  
Regional Managing Director

### George D. Johnstone

Executive Vice President –  
Operations

### William D. Redd

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

### George S. Hasenecz

Senior Vice President –  
Investments

### Shawn Neuman

Senior Vice President -  
General Counsel

### Thomas E. Wirth

Executive Vice President -  
Chief Financial Officer



# APPENDICES

## ENVIRONMENTAL PERFORMANCE DATA

### ENERGY CONSUMPTION

YEAR	ABSOLUTE				LIKE-FOR-LIKE				
	TOTAL ENERGY CONSUMPTION DATA COVERAGE AS A % OF FLOOR AREA <sup>(a)</sup>	ABSOLUTE CONSUMPTION OVER BASELINE	ABSOLUTE CHANGE IN ENERGY CONSUMPTION OVER BASELINE	% OF ENERGY GENERATED FROM RENEWABLE SOURCES <sup>(b)</sup>	SAME-STORE ENERGY CONSUMED BY FLOOR AREA WITH DATA COVERAGE ( W )	LIKE-FOR-LIKE CONSUMPTION OVER BASELINE	SAME-STORE CHANGE IN ENERGY CONSUMPTION OF FLOOR AREA WITH DATA COVERAGE <sup>(c)</sup> FROM BASELINE YEAR	% OF ELIGIBLE PORTFOLIO THAT HAS AN ENERGY RATING AND IS ENERGY STAR CERTIFIED <sup>(d)</sup>	
2018	89%	472,624,686	N/A	49%	471,903,260	N/A	N/A	58%	
2019	87%	572,701,639	21.2%	49%	474,703,955	21.2%	21.2%	35%	
2020	79%	413,525,525	-12.5%	32%	376,927,512	-20.6%	-20.1%	38%	

### WATER CONSUMPTION

YEAR	WATER WITHDRAWAL DATA COVERAGE AS A % OF TOTAL FLOOR AREA <sup>(a)</sup>	ABSOLUTE WATER CONSUMPTION (C M)	LIKE-FOR-LIKE WATER CONSUMPTION	LIKE-FOR-LIKE WATER CONSUMPTION OVER PREVIOUS YEAR	LIKE-FOR-LIKE WATER CONSUMPTION OVER BASELINE
2018	88%	1,093,343	1,075,203	N/A	N/A
2019	87%	1,243,781	1,116,433	3.8%	3.8%
2020	79%	807,876	734,704	-34.2%	-31.7%

### GREENHOUSE GAS EMISSIONS (GHG)

YEAR	SCOPE 1 & 2 GHG DATA COVERAGE AS % OF TOTAL FLOOR AREA <sup>(f)</sup>	TOTAL ABSOLUTE SCOPE 1&2 GHG EMISSIONS ( CO <sub>2</sub> )	TOTAL SAME-STORE SCOPE 1 & 2 GHG EMISSIONS ( CO <sub>2</sub> )	SAME-STORE CHANGE IN SCOPE 1 & 2 GHG EMISSIONS FROM PREVIOUS YEAR <sup>(g)</sup>	SAME-STORE CHANGE IN SCOPE 1 & 2 GHG EMISSIONS FROM BASELINE YEAR <sup>(g)</sup>
2018	88%	168,138	167,570	N/A	N/A
2019	87%	160,861	137,120	-18%	-18%
2020	79%	124,463	115,539	-15.7%	-31.1%

### NOTES

- (a) Represents the percentage of gross square footage where consumption data was obtained for the portfolio for the calendar year
- (b) Percentage of energy generated from renewable sources represents purchasing of green power direct from utilities to offset energy usage in deregulated energy markets
- (c) Same Store change in energy consumption compares usage only for the buildings with data available across all reporting years
- (d) Reduction is substantially the result of the Commercial Buildings Energy Consumption Survey updated modeling in 2019 and the resulting industry-wide drop in ENERGY STAR scores

- (e) Same Store change in water consumption compares usage only for the buildings with data available for all reporting years
- (f) Scope 1 emissions are calculated by measuring the on-site fuel consumption and combustion (e.g., natural gas consumption), and Scope 2 emissions are calculated by measuring purchased electricity that is generated from off-site sources for the percentage of square footage where data was obtained for the portfolio for the calendar year
- (g) Same Store change in Scope 1 & 2 emissions is based on only comparing the emissions for buildings where comparable data was available for all reporting years



# DISCLOSURES

## TCFD DISCLOSURES

	PAGE
<b>GOVERNANCE</b>	
Board's oversight of climate-related risks and opportunities	12-13
Management role in assessing and managing climate-related risks and opportunities	12-13
<b>STRATEGY</b>	
Climate-related risks and opportunities identified over the short, medium, and long-term	12-13
Impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning	12-13
<b>RISK MANAGEMENT</b>	
Organizational processes for identifying, assessing, and managing climate-related risk	12-13
Organizational process for managing climate-related risks	12-13
<b>METRICS AND TARGETS</b>	
Metrics used to assess climate-related risks and opportunities in line with strategy and risk management process	12-13
Scope 1 and 2 Greenhouse Gas Emissions and related risks	12-13
Targets used by the organization to manage climate-related risks and opportunities and performance against targets	12-13

## SASB DISCLOSURES

	UNITS	TOTAL	PAGE	CODE
<b>ENERGY MANAGEMENT</b>				
Energy consumption data coverage as a percentage of total floor area, by property subsector	Percentage (%) by floor area	79%	46-47	IF-RE-130a.1
(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	Gigajoules (GJ), Percentage (%)	(1) 1,488,600 GJ (3) 32%	18-19, 46-47	IF-RE-130a.2
Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Percentage (%)	-20.6%	18-19, 46-47	IF-RE-130a.3

## SASB DISCLOSURES

	UNITS	TOTAL	PAGE	CODE
Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	Percentage (%) by floor area	38%	8-9, 46-47	IF-RE-130a.4
Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Through our strategic partnership with InSite we developed the InSite Optimization Program to continuously drive efficiency through opportunities identified from real time energy monitoring.		14-15	IF-RE-130a.5
<b>WATER MANAGEMENT</b>				
Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	Percentage (%) by floor area	(1) 79%	46-47	IF-RE-140a.1
(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	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	(1) 807,876 m <sup>3</sup>	18-19, 46-47	IF-RE-140a.2
Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Percentage (%)	-34.2%	19, 46-47	IF-RE-140a.3
Description of water management risks and discussion of strategies and practices to mitigate those risks	Brandywine's ongoing water management best practices include requiring low-flow, high-efficiency water fixtures in all new construction and renovations, utilizing technology and process treatments to reduce water consumption, implementing preventative maintenance programs that optimize and extend the life of chillers, HVAC, and MEP equipment, and leveraging capital investment opportunities for high-efficiency upgrades.		16	IF-RE-140a.4



## SASB DISCLOSURES

	UNITS	TOTAL	PAGE	CODE
<b>MANAGEMENT OF TENANT SUSTAINABILITY IMPACTS</b>				
(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property subsector	Percentage (%) by floor area, Square feet (ft <sup>2</sup> )	(1) 100%	32	IF-RE-410a.1
Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	Brandywine implements the use of green leasing in 100% of executed leases, conducts semi-annual (or more frequent) surveys, tenant meetings, and informal feedback at any time with Property Management Team, and provides tenant education on sustainability and energy management.		32	IF-RE-410a.3
<b>CLIMATE CHANGE ADAPTATION</b>				
Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Brandywine understands that there are two types of risk to the portfolio, physical risk and transitional risk. <b>PHYSICAL RISK:</b> Physical risks identified include impacts to assets from severe storms, flooding, and other natural hazards. To better understand these physical risks of climate change, we have incorporated climate assessments into the acquisition due diligence process and plan to evaluate the entire portfolio of standing investments over the next three years. This process will help Brandywine better respond to and mitigate the short and long-term effects of changing weather patterns. <b>TRANSITIONAL RISK:</b> Transitional risks identified include increasing energy compliance and building regulations as well as risks of losing tenants and reputational risks of not being prepared. To effectively monitor these risks, we conduct annual reviews of all energy policy legislation, and we work diligently and proactively to benchmark and optimize building performance to ensure compliance. We also have robust emergency response plans for each building and conduct regular drills with tenants.		12-13	IF-RE-450a.2

## GRI 102: GENERAL DISCLOSURES

		PAGE
<b>ORGANIZATIONAL PROFILE</b>		
102-1	Name of the organization	4
102-2	Activities, brands, products, and services	4
102-3	Location of headquarters	4
102-4	Location of operations	4
102-5	Ownership and legal form	4
102-6	Markets served	4
102-7	Scale of the organization	4
102-8	Information on employees and other workers	36-41
102-9	Supply chain	33, 35
102-13	Membership of associations	ULI, NAREIT, BOMA, USGBC, GBU Philadelphia, World Affairs Council, CEO Council for Growth, Development Workshop, NAIOP, and CREW
<b>STRATEGY</b>		
102-14	Statement from senior decision-maker	1
102-15	Key impacts, risks, and opportunities	12-13
<b>ETHICS AND INTEGRITY</b>		
102-16	Values, principles, standards, and norms of behavior	1-4
<b>GOVERNANCE</b>		
102-18	Governance structure	44
102-19	Delegating authority	44
102-20	Executive-level responsibility for economic, environmental and social topics	42-43
102-21	Consulting stakeholders on economic, environmental and social topics	32-33
102-22	Composition of the highest governance body and its committees	44-45
102-23	Chair of the highest governance body	44-45
102-24	Nominating and selecting the highest governance body	44-45
102-25	Conflicts of interest	Page 8 of Code of Business Conduct and Ethics
102-35	Remuneration policies	44-45
102-36	Process for determining remuneration	44-45
102-37	Stakeholders involvement in remuneration	44-45
<b>STAKEHOLDER ENGAGEMENT</b>		
102-40	List of stakeholder groups	23, 32-33
102-42	Identifying and selecting stakeholders	23, 32-33
102-43	Approach to stakeholder engagement	23, 32-33
102-44	Key topics and concerns raised	34



**GRI 102: GENERAL DISCLOSURES** **PAGE**

**REPORTING PRACTICES**

102-50	Reporting period	This report covers calendar year 2020	
102-52	Reporting cycle	Reports issued annually	
102-53	Contact point for questions regarding the report	Back cover of this report	
102-54	Claims of reporting in accordance with the GRI standards		6
102-55	GRI content index		51-53

**GRI 200: ECONOMIC** **PAGE**

**GRI 201: ECONOMIC PERFORMANCE**

201-1	Direct economic value generated and distributed		4
201-2	Financial implications and other risks and opportunities due to climate change		12

**GRI 203: INDIRECT ECONOMIC IMPACTS**

203-2	Significant indirect economic impacts		4
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**GRI 204: PROCUREMENT POLICIES**

204-1	Proportion of spending on local supplies		28-29
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**GRI 300: ENVIRONMENTAL** **PAGE**

**GRI 302: ENERGY**

302-1	Energy consumption within the organization		14-15, 18, 46-47
302-3	Energy intensity		14-15, 18, 46-47
302-4	Reduction of energy consumption		14-15, 18, 46-47
302-5	Reductions in energy requirements of products and services		14-15, 18, 46-47

**GRI 303: WATER AND EFFLUENTS**

303-5	Water consumption		16, 19, 46-47
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**GRI 305: EMISSIONS**

305-5	Reduction of GHG emissions		16, 19, 46-47
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**GRI 306: EFFLUENTS AND WASTE**

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

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

**GRI 403: OCCUPATIONAL HEALTH AND SAFETY**

403-5	Worker training on occupational health and safety		38
403-6	Promotion of worker health		38
403-8	Workers covered by an occupational health and safety management system		38
403-9	Work-related injuries		38

**GRI 404: TRAINING AND EDUCATION**

404-1	Average hours of training per year per employee		36-37
404-2	Programs for upgrading employee skills and transition assistance programs		36-37

**GRI 405: DIVERSITY AND EQUAL OPPORTUNITY**

405-1	Diversity of governance bodies and employees		40-41
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**GRI 413: LOCAL COMMUNITIES**

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

415-1	Political contributions	Page 4 of Brandywine's Code of Business Conduct and Ethics states: "Do not, in violation of such laws, contribute, donate, give gifts or provide hospitalities using Brandywine funds, goods or services to any such candidates or PACs."	
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CORPORATE  
SOCIAL  
RESPONSIBILITY  
REPORT 2021

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

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

**FOR MORE INFORMATION**

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