



BRANDYWINE REALTY TRUST ESG POLICIES

THE VALUE OF WHAT WE DO LIES IN THE DIFFERENCE WE CAN MAKE

Introduction

Integrating environmental, social, and governance (ESG) policies and best practices into our corporate, operational, and development strategies is an innate component of our commitment to social responsibility and helps us drive the exceptional quality and results that create the Brandywine difference.

Responsibilities

To achieve our goals and continue our legacy, all Brandywine employees are responsible for the implementation of our ESG policies and practices. Across our portfolio and organization, we pursue optimal performance in ESG, with an understanding that certain factors, such as asset class and geographical location, may limit the adoption of certain policies and practices.

Sustainability at our buildings not only involves the dedication of the entire Brandywine team including property managers and engineers, it also relies on our vendors and tenants to do their parts. Our policies guide vendors and tenants in the implementation of sustainability practices under their operational control.

Brandywine governs our ESG policies through an ESG 'Green Team' that drives our commitment towards company-wide success. The Green Team makeup reflects multiple departments and geographic regions to enable consensus and determine feasibility of decisions and initiatives. The Green Team reviews and updates the Policies annually.

Environmental Policies

Brandywine Realty Trust (Brandywine) is dedicated to designing, building, and maintaining a real estate portfolio that reflects our uncompromising commitment to excellence and sets the stage for a collective sustainable future. Further, Brandywine is committed to providing best-in-class building environments that are resource-efficient and emphasize the health and well-being of our employees, tenants, and visitors. Our environmental best practices are designed to drive value through reducing operating costs, mitigating risk-exposure, and while providing exceptional spaces for tenants.

Data Management

The ability to understand and evaluate building performance and make informed business decisions begins with a reasonable utility data management process. Brandywine works with our in-house property management teams to gather and track energy, water, and waste data in ENERGY STAR® Portfolio Manager®.

- Upon acquisition of a new property, the Property Manager or designated staff, works with utilities and/or the previous owner or tenants to obtain the last two years of available utility data, obtaining whole building data where feasible.
- Property Managers are responsible for ensuring the information tracked in ENERGY STAR Portfolio Manager is updated on a regular basis, and work with our third party data tracking consultants accordingly.
- Property Managers of buildings located in municipalities with benchmarking and efficiency ordinances are responsible for complying with specified requirements, and work with our third-party data tracking consultants accordingly.

Energy and GHG Management

Brandywine optimizes energy usage and costs across the portfolio, thereby reducing greenhouse gas emissions. Strategies may include, but are not limited to the following:

- Per the Data Management policy above, all available energy data is collected and tracked in ENERGY STAR Portfolio Manager.
- Energy management best practices are integrated into the day-to-day operations of all Brandywine buildings.
- High-efficiency technologies are evaluated and integrated where practical. Examples include, but are not limited to, lighting strategies such as LEDs and daylighting, and high-efficiency HVAC equipment and controls.
- Development and Property management teams pilot new and innovative strategies that challenge the status quo. Where it makes good business sense, strategies are considered and implemented. Examples include, but are not limited to, renewables, battery storage, and/or microgrids.

Water Management

Brandywine continually seeks optimization of water usage and costs across our portfolio by measuring and monitoring performance and implementing strategies and technologies that improve efficiency and make good business sense.

- Property teams are to refer to the Data Management policy above, which details tracking water data in ENERGY STAR Portfolio Manager.
- Water management best practices are integrated into the day-to-day operations where possible.
- Use of Storm Water Management projects to limit the impact on the local environment and reduce impervious surfaces at our properties.

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- Water efficient products, such as low-flow fixtures and high-efficiency toilets, are considered and integrated where practical.
 - Adherence to ASHRAE 188 Water Management Plans to help ensure a healthy environment.

Waste Management

Brandywine reduces waste and costs across the portfolio by measuring and monitoring performance and implementing strategies that improve waste diversion. Through these efforts, we reduce greenhouse gas emissions and demonstrate responsible corporate citizenship.

- Property teams are to refer to the Data Management policy above, which details tracking waste data in ENERGY STAR Portfolio Manager.
- Waste management best practices are integrated into the day-to-day operations where possible.
- Landscape contractors collect landscape waste including, but not limited to, leaves, cut vines, and pruned branches for composting piles, and use the compost to mulch existing plantings to reduce watering and fertilizing.
- Property teams work with landscape contractors to collect reports on the amount of landscape waste collected and work to achieve diversion of at least 20% of landfill-bound waste, measured by weight (lbs.).
- Property teams work with tenants and vendors to ensure waste management best practices are followed in Brandywine buildings, including but not limited to disposal of ongoing consumables, durable Goods, mercury-containing lamps, facility alteration and additions, construction and demolition waste, e-waste, and batteries.

Biodiversity & Habitat

Brandywine utilizes environmentally sensitive procedures in our building operations where feasible, to minimize the impact of our buildings upon the biodiversity and habitat of our buildings. We do this through use of best practices in the categories below, which decrease reliance on chemicals that are harmful to soil conditions and to the health of employees, tenants, guests, and vendors.

- **Pest Management and Landscaping Guidelines:** Brandywine has implemented an Integrated Pest Management (IPM) program and landscaping program in conjunction with operational best practices to decrease the reliance on harmful chemicals.
- **Snow and Ice Removal:** Brandywine utilizes environmentally preferred best practices for snow and ice removal, as feasible, and will strive to phase out use of all deicers that are not environmentally preferred over a 3-year period beginning in 2020.
- **Chemical Fertilizer Use:** Property teams work with the landscape contractors to ensure best practices for chemical fertilizer use are followed, including use of locally adapted plants that do not need fertilizers, using organic and natural fertilizers, and only using chemical fertilizers by exception where required.
- **Cleaning of Building Exterior:** Brandywine's operations avoid the use of cleaning products that degrade air quality, damage vegetation, or contaminate groundwater. As such, property teams follow the best practices for cleaning building exterior to maintain a safe environment, while maintaining a pleasing building appearance.

Indoor Air Quality

Brandywine provides safe and healthy work environments, which includes minimization of indoor contaminants such as particulates, volatile organic compounds, and formaldehyde. Brandywine provides healthy indoor air quality through, but not limited to, the following best practices:

- 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.
- Routine indoor air quality testing.
- Ongoing commissioning of mechanical systems to ensure correct performance.
- Maintaining humidity at an optimal range.
- Frequent cleaning and disinfecting of high-touch surfaces.
- Annual indoor air quality testing.
- Green cleaning products and procedures: The utilization of green cleaning practices, including the purchase of sustainable products and equipment, chemical handling and storage, staff training, hand hygiene, and occupant feedback, unless economically infeasible (exceeds standard cost by 5%).

Climate Risk and Resilience

Brandywine understands that our changing climate will affect our buildings and communities, and we continuously work to improve our resilience to these risks through several measures. We identify climate risks annually, at a minimum, as part of general risk analysis and acquisition and due diligence processes. We utilize ALTA surveys, zoning reports, Environmental Site Assessments, and more to assess all relevant risks for our properties. To prepare for and ensure all Brandywine buildings are operational as soon as possible after a climate event, we perform preventative measures, including but not limited to:

- Provide related in-house training for our engineers.
- Regularly review health and safety measures for our buildings.
- Ensure all buildings have Emergency Response / Preparedness Plans in place unique to the building and its location.
- Educate tenants through our Tenant Safety Series of emergency informational videos and regular drills, including shelter as part of tornado and earthquake preparation.
- Establish a reliable network of supplier partners ready to bring the building back into operation as quickly as possible and provide emergency services as needed.

Social Policies

Brandywine is committed to fostering a culture in both our buildings and our business that is empowering, respectful, and collaborative. We strive to be good neighbors and corporate citizens in the communities in which we live and work, recognizing the long-standing impact our developments and operations can have, and focusing on working with our communities to create equitable opportunities for all.

Human Rights Policy

Recognizing the enormous responsibility inherent in our business, Brandywine Realty Trust's culture of responsibility and care informs and sustains policies that affect our employees and all people who may be influenced by our business. We strive to create a supportive environment in which our employees feel empowered to provide all our stakeholders with better real estate solutions, services, and results. Our Human Rights Policy was developed after considering the UN's Guiding Principles on Business and Human Rights and other applicable regulations and guidance.

Workplace Free From Violence

We are committed to maintaining a workplace that is free from violence, harassment, intimidation, and other unsafe conditions. We have established a number of provisions and procedures, while maintaining an employee's right to privacy, designed to minimize exposure to workplace violence.

Forced Labor and Human Trafficking

The Company prohibits all forms of slavery and related practices including debt slavery, serfdom, human trafficking, labor camps and any other kind of work for which an individual is not doing voluntarily.

Child Labor

The Company complies with all child labor laws including the Fair Labor Standards Act and applicable state law and other regulations.

Hours of Work, Wages, and Benefits

Brandywine's compensation philosophy is a holistic approach that includes both pay and benefits as these combine to create an employee's Total Reward. In recognition of the many contributions our employees make, Brandywine is committed to providing a competitive and transparent compensation program that complies with all applicable wage and hour, employment and benefit laws and regulations.

Water Resources

The Company recognizes that access to water is an important human right.

Policy Awareness and Training

Brandywine's reputation for integrity is a valuable asset that is vital to the Company's success. Each employee is responsible for conducting the Company's business in a manner that demonstrates a commitment to this policy. We have documented this policy and provide training to ensure same.

Reporting of Potential Policy Violations/Whistleblower Protection

Brandywine provides multiple ways employees can report unethical conduct, including violations of this policy. Employees who observe, learn of, or, in good faith, suspect a violation of this policy are encouraged to immediately report the violation to the VP-Human Resources, General Counsel, or through our EthicsPoint Hotline, Brandywine's third-party ethics and compliance reporting tool. With EthicsPoint, employees can file a confidential, anonymous report via either the telephone at 1-844-848-6595 (US), or via email at www.brandywinerealty.ethicspoint.com. Brandywine routinely promotes the availability of the EthicsPoint hotline through ongoing internal and external communications.

Sustainable Procurement

Brandywine is deeply committed to creating local economic opportunity by investing in programs that serve as an incentive for local and minority businesses on procurement opportunities, encouraging the hiring of local workers, and promoting job training and technical assistance. As such, we have created and will continue to support programs such as, but not limited to:

- **Grow Philadelphia Capital Fund** in partnership with The Enterprise Center, which accelerates growth, enhances employment opportunities for local citizens, and drives economic development in West Philadelphia communities.
- **Local Sourcing Initiative**, which opens doors for local businesses to conduct business with Brandywine and its local tenant base by providing a discount to Brandywine tenants who purchase goods from our West Philadelphia small business partners.

Community Development

Brandywine has a long track record as a community-minded developer who is additive to the neighborhoods we serve. We follow a 'listen, learn, then decide' approach by regularly communicating with community members to understand their wants and needs. We have developed a model designed to be replicated as feasible throughout the portfolio, which consists of, but is not limited to, the following:

- Creating public amenity spaces for community use and enjoyment.
- Investing in and using local minority and women-owned businesses.
- **Construction Apprenticeship Preparation Program (CAPP)**, which increases the ranks of minorities and women in the Philadelphia area building trade unions by prescreening candidates and providing intensive classroom-based training.

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- Establishing a Community Fund that is managed by a consortium of local community groups, which provides capital for affordable housing and preservation initiatives, additional small business and employment programs, community capacity building, and educational support for local public schools.

Health, Safety, and Wellbeing

Brandywine prioritizes the health, safety, and wellbeing of our employees, building occupants and surrounding communities by thoughtfully considering building materials during development and build-out, and engaging in property operations and maintenance procedures that enhance overall quality of life. Strategies include, but are not limited to:

- Sustainable building and product materials and design features are integrated where feasible during the development and build-out process. Infrastructure that supports physical, mental, and emotional health is prioritized.
- Best practices that ensure health, safety, wellbeing of building employees, occupants and service providers is integrated into the design process and day-to-day operations where possible. Best practices may include, but are not limited to:
 - Janitorial Standards that reduce exposure to toxic chemicals.
 - Integrated Pest Management that reduces exposure to toxic chemicals.
 - Responsible landscaping practices that reduce outdoor chemical use.
 - Indoor Air Quality procedures during tenant fit-out and standard operations to reduce exposure to air pollutants.
 - An extensive Employee Safety Manual.
- Tenant Safety Series: an engaging video series available to all tenants that highlights various emergency situations and standard procedures for action. For example, an active shooter, earthquake and tornado and weather-related events.

Diversity and Inclusion

As a company, Brandywine fosters a collaborative atmosphere where internal and external partnerships spur creativity and inspiration. As such, we fervently promote diversity and inclusion throughout every level of our organization.

Our initiatives include, but are not limited to, the following:

- Equal opportunity: Brandywine provides and promotes equal opportunity for all employees and applicants. To this end, Brandywine fully complies with the spirit, as well as the letter, of all applicable local, state, and federal laws and regulations implementing the national objectives of equal employment opportunity for all persons. The Company does not discriminate in employment opportunities or employment practices on the basis of race, ancestry, color, religion, gender, sexual orientation, gender identity or expression, marital status, national origin, age, disability, pregnancy, citizenship, veteran status, military service obligation, atypical hereditary cellular or blood trait, genetic information, refusal to submit to a genetic test or to make available genetic test results, or any other characteristic protected by law.

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- Professional development and training: To encourage a culture of open dialogue and provide employees with the tools to align their career development with their goals, annual performance reviews shall be carried out by management to give employees an opportunity to garner formal feedback and set objectives for career growth. Employees are available to take advantage. To further encourage our employees to continue acquiring knowledge to grow their careers, Brandywine commits to offering a tuition reimbursement program open to all employees.

Employee Engagement

We recognize our success would not be possible without the dedication of our employees because our people are our most valuable asset. We are focused on creating a challenging, enriching, and rewarding work environment that allows our employees to excel. Our commitments to employee engagement include, but are not limited to:

- Conducting annual employee surveys
- Offering regular training and career development
- Supporting internal Affinity teams
- Providing tuition reimbursement
- Communications through our employee newsletters and employee calls
- Flexible work schedules; including but not limited to paid Volunteer Time Off
- Employee mentorship Program
 - Created an annual mentorship program that facilitates new, professional relationships between employees for the purposes of:
 - Career pathing
 - Networking
 - General career advice / discussion

Customer/Tenant Satisfaction

Customer satisfaction is paramount to Brandywine. Our company is built on long-term relationships and trust, created through effective two-way communication strategies, top-of-the-line service, and a solutions-oriented mindset to meeting ever-changing needs. Strategies to engage and ensure tenant satisfaction include, but are not limited to:

- Conducting tenant satisfaction surveys every 3 years, at a minimum, from Kingsley, a third-party survey provider.
- Utilizing Brandywine Connect, a web-based amenity that offers all tenants and their employees' value-add business and personal services including a robust work order system.
- Using feedback to develop action plans to improve tenant satisfaction.
- Offering the **b.well** virtual wellness app to help tenants stay active and healthy.

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- Prioritizing transit-oriented locations in major metro areas.
 - Hosting tenant appreciation events Introducing comprehensive tenant service offerings to help them navigate a safe return to the workplace, following the COVID-19 pandemic, with solutions ranging from space planning to childcare and parking.

Governance Policies

Brandywine is committed to exceptional corporate governance practices. Strong corporate governance encourages accountability and transparency to promote the long-term interests of shareholders, strengthens Board and management accountability, and helps build public trust in the Company.

- Board Structure & Shareholder Rights: Our Board of Trustees directs management of the business and affairs of Brandywine on behalf of our shareholders to ensure that the long-term interests of Brandywine and its shareholders are being served, to monitor adherence to Brandywine standards and polices, and to promote responsible corporate citizenship.
 - All Trustees are independent other than our President and CEO
 - Trustees are elected annually
 - Majority voting in uncontested elections
 - Resignation policy for any Trustee who does not receive majority support
 - Two Audit Committee members are “audit committee financial experts”
 - Express Board diversity commitment in Corporate Governance Principles
 - Regular executive sessions of independent Trustees
 - Separate Chairman and Chief Executive Officer
 - Robust role for Lead Independent Trustee, who chairs the Board
 - Proxy access provisions in our Bylaws
 - No poison pill
 - Shareholders have the right to call a special meeting
 - Active year-round shareholder outreach and engagement
 - Open communication and effective working relationships among Trustees with regular access to management
 - Robust trustee and officer share ownership requirements
 - Anti-hedging policy and anti-pledging policy
 - 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
 - Shareholders have the power to amend our Bylaws

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- Risk oversight by full Board and Committees
 - Annual Board and Committee self-assessment

Executive Compensation

Brandywine's compensation committee meets a minimum of four times each year to review executive compensation based on the company's financial performance, competitiveness, and general industry data. As stated in our Corporate Governance Principles, the compensation committee, which is composed of non-employee trustees, is responsible for administering compensation programs, policies, and practices. The Company's compensation policies with respect to the Company's executive officers are based on the principles that compensation should, to a significant extent, be reflective of the financial performance of the Company, and that a significant portion of executive officers' compensation should provide long-term incentives. The Compensation Committee seeks to have executive compensation set at levels that are sufficiently competitive so that the Company may attract, retain and motivate high quality executives to contribute to the Company's success. In assessing overall compensation for executive officers, the Compensation Committee considers the Company's performance, year over year annual business plan achievement, relative shareholder return and industry position, general industry data, awards given to the Company's executives in past years, and the recommendations of third-party consultants.

Please direct all questions or informational requests to:

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