



GRI CONTENT INDEX



GRI Content Index

Standard Disclosure	Standard Description	2020 Response and URLs	Page
GRI 101: Foundation 2016			
GRI 102: General Disclosures 2016			
102-1	Name of the organization	Regency Centers	
102-2	Activities, brands, products, and services	Regency Overview Reference pages 1-3 in our 2020 Regency Centers 10-K Filing for additional information.	6-7
102-3	Location of the headquarters	Regency’s corporate headquarters is located at One Independent Drive, Suite 114, Jacksonville, Florida.	
102-4	Location of operations	Regency Centers does not operate outside of the United States.	
102-5	Ownership and legal form	Regency’s common stock is listed on the NASDAQ Global Select Market and traded under the symbol “REG”.	
102-6	Markets served	Regency Overview Reference pages 21-35 in our 2020 Regency Centers 10-K Filing for additional information.	6-7
102-7	Scale of the organization	Regency Overview Appendix: Financial Performance Data Regency has 22 offices nationwide, including corporate headquarters, that participate in management, leasing, construction, and investment activities. At 31 December 2020, Regency employed 433 individuals.	6-7 , 54
102-8	Information on employees and other workers	Appendix: Our People Data a. Regency Centers had 433 permanent employees (60% Female, 40% Male) as of Dec. 31, 2020 and no temporary employees b. Regionally, our employees are located in Florida (60%), California (13%), Northeast (10%), Southeast [Excluding Florida] (5%), Texas (4%), Upper Midwest (3%), Pacific Northwest (3%), Colorado (2%) c. Female: 254 Full time, 4 part time. Male: 175 Full time d. We are not aware of a significant portion of Regency’s activities that are performed by workers who are not employees. e. There are no seasonal or other variations in Regency’s employee data. f. Regency’s employee data is captured through an HRIS system. Full-time employees are those that work 40 hours per week.	56-58
102-9	Supply chain	Regency disburses over \$642 million to approximately 6,300 vendors for services, annually. Regency’s extensive vendor base is a result of owning, operating and developing more than 400 locations in 38 of the top 50 markets in the US, managed by local experts in 22 market offices. A third of the expense and vendor base that Regency contracts with is attributable to corporate expenses such as insurance, taxes, legal and employee related costs generally associated with operating a corporation. The remaining two thirds are costs related to capital investments and general operating expenses necessary to develop, refurbish, and maintain assets. In that regard, the vast majority of vendors are sourced by regional teams to perform work at a local level while a smaller handful of vendors are contracted on a national scale to provide support to the collective portfolio.	
102-10	Significant changes to the organization and its supply chain	No changes to report.	
102-11	Precautionary Principle or approach	Regency Centers uses a comprehensive risk assessment process to support its decision-making, however it does not explicitly use the precautionary principle in that process.	
102-12	External initiatives	United Nations Universal Declaration of Human Rights UN Guiding Principles on Business and Human Rights OECD Guidelines for Multinational Enterprises	

For the GRI Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report.

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102-13	Membership of Associations	<p>Partners and Affiliates International Council of Shopping Centers (ICSC) Environmental Committee and Sustainability Working Group National Association of Real Estate Investment Trusts (Nareit) Real Estate Sustainability Council Nareit Social Responsibility Committee Global Real Estate Sustainability Benchmark (GRESB) Member U.S. Department of Energy (DOE) Better Buildings Alliance Partner Real Estate Roundtable Sustainability Policy Advisory Committee Urban Land Institute S&P 500 ESG Index Member Association of Corporate Counsel World Affairs Council Jacksonville Women’s Leadership Forum ICSC Certified Retail Real Estate Professional Governing Committee National Diversity Council Institute of Real Estate Management 2020 Women on Boards American Bar Association Commission on Sexual Orientation and Gender Identity ARMA NCREIF Downtown Vision, Inc Leadership Jacksonville</p>	21
Strategy			
102-14	Statement from senior decision-maker	CEO Letter	4-5
102-15	Key impacts, risks, and opportunities	Reference pages 8-20 in our 2020 Regency Centers 10-K Filing .	
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	<p>CEO Letter Ethics and Governance Reference Regency’s Code of Business Conduct and Ethics for additional information.</p>	4-5, 26
102-17	Mechanisms for advice and concerns about ethics	<p>Ethics and Governance Whistleblower Information available on our website</p>	25-26
Governance			
102-18	Governance structure	<p>Ethics and Governance a. Reference Regency’s Corporate Governance site for additional information b. The Nominating and Governance Committee of the Board of Directors is tasked with oversight of Corporate Responsibility initiatives, objectives and goals.</p>	25
102-19	Delegating authority	Ethics and Governance	25
102-20	Executive-level responsibility for economic, environmental and social topics	Ethics and Governance	25
102-21	Consulting stakeholders on economic, environmental, and social topics	<p>Stakeholder Engagement Our Communities Ethics and Governance</p>	9 22-23 25

Standard Disclosure	Standard Description	2020 Response and URLs	Page
102-22	Composition of the highest governance body and its committees	Reference pages 8-24 of our 2021 Proxy Statement available at www.regencycenters.com .	
102-23	Chair of the highest governance body	The company has an Executive Chair. Reference page 16 of our 2021 Proxy Statement .	
102-24	Nominating and selecting the highest governance body	Reference pages 16-21 in our 2021 Proxy Statement for additional information.	
102-26	Role of highest governance body in setting purpose, values, and strategy	Ethics and Governance Regency Centers' approach to Corporate Responsibility, which includes environmental, social and governance initiatives, strategies, policies and goals, are discussed, prioritized and approved by the Corporate Responsibility Committee. The Chair of the Committee, as well as department representatives that work toward accomplishing Regency's Corporate Responsibility initiatives, objectives and goals report frequently to the members of the Executive Committee and the Nominating and Governance Committee of the Board regarding key material topics related to our Corporate Responsibility pillars ensuring that they have oversight of and contribute to the strategies, goals and management of the program.	25
102-27	Collective knowledge of highest governance body	Ethics and Governance The Chair of the Corporate Responsibility Committee reports at least annually to the Nominating and Governance Committee of the Board on key material topics related to our Corporate Responsibility pillars, which include environmental, social and governance topics, that are relevant to Regency. In addition, the full Board of Directors get regular Corporate Responsibility updates and they, along with Regency's Executive Committee participate in discussion around key material topics during the annual Strategic Planning process.	25
102-28	Evaluating the highest governance body's performance	The Chair of the Corporate Responsibility Committee reports at least annually to the Nominating and Governance Committee of the Board on the organization's performance with respect to governance, environmental, and social topics as well as collectively on our approach to Corporate Responsibility. Performance is measured through progress on Regency's Corporate Responsibility goals as well as through scores provided by third-party data aggregators, which are most often scored on a basis relative to a peer group.	
102-29	Identifying and managing economic, environmental, and social impacts	Ethics and Governance Refer to our Corporate Responsibility Policies and Practices for further information.	25
102-30	Effectiveness of risk management processes	Ethics and Governance The Chair of the Corporate Responsibility Committee reports at least annually to the Nominating and Governance Committee of the Board on the organization's performance with respect to governance, environmental, and social topics as well as collectively on our approach to Corporate Responsibility. Performance is measured through progress on Regency's Corporate Responsibility goals as well as through scores provided by third-party data aggregators, which are most often scored on a basis relative to a peer group.	25
102-31	Review of economic, environmental, and social topics	Ethics and Governance The Board of Directors reviews the organization's economic, environmental, and social topics and their impacts, risks, and opportunities as part of the annual Strategic Planning process.	25
102-32	Highest governance body's role in sustainability reporting	The Corporate Responsibility Committee along with the President and CEO, and Executive Vice President and Chief Financial Officer provide final approval for the annual Corporate Responsibility Report.	
102-33	Communicating critical concerns	Ethics and Governance The Chair of the Corporate Responsibility Committee reports at least annually to the Nominating and Governance Committee of the Board on key material topics related to our Corporate Responsibility pillars, which include environmental, social and governance topics, that are relevant to Regency. In addition, the full Board of Directors receive regular Corporate Responsibility updates and they, along with Regency's Executive Committee participate in discussion around key material topics during the annual Strategic Planning process.	25
102-35	Remuneration policies	Reference pages 25-46 of our 2021 Proxy Statement and our Officer Clawback Strategy available on our web site at www.regencycenters.com for additional information.	
102-36	Process for determining remuneration	a. Refer to disclosure 102-35 above. b. The Company does use remuneration consultants as described at page 30 in Regency's 2021 Proxy Statement . c. The remuneration consultants generally attend meetings of the Compensation Committee, and are available to participate in executive sessions and to communicate directly with the Compensation Committee chair or its members outside of meetings. They report on peer group considerations, executive compensation trends, and current trends and regulatory developments.	

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Stakeholder Engagement			
102-40	List of stakeholder groups	Stakeholder Engagement	9
102-41	Collective bargaining agreements	No collective bargaining agreements are in place with Regency's employees.	
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	9-10
102-43	Approach to stakeholder engagement	Stakeholder Engagement	9
102-44	Key topics and concerns raised	Stakeholder Engagement Understanding Stakeholders' Priorities	9-10
Reporting Practice			
102-45	Entities included in the consolidated financial statements	Reference pages 65-91 in our 2020 Regency Centers 10-K Filing .	
102-46	Defining report content and topic boundaries	Regency Overview	2
102-47	List of material topics	Understanding Stakeholders' Priorities	10
102-48	Restatements of information	None	
102-49	Changes in Reporting	None	
102-50	Reporting period	January 1, 2020 to December 31, 2020	
102-51	Date of most recent report	June 2020, reporting on the period January 1, 2019 to December 31, 2019	
102-52	Reporting cycle	Annual Reporting	
102-53	Contact point for questions regarding the report	Christy McElroy, Senior Vice President Capital Markets 904-598-7616	
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core Option.	
102-55	GRI content index	GRI Index	38
102-56	External assurance	Regency Centers has worked with an independent party to verify the environmental data contained in our 2020 Corporate Responsibility report. The details of the verification process and level of assurance obtained are set out in their certificate.	62

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Economics			
GRI 103: Management Approach 2016			
103-1, 103-2, 103-3		Economic performance is material to Regency due to its relevance to shareholders, bondholders and lenders, employees, co-investment partners, tenants and the communities where Regency's properties are located. Through strong financial performance, Regency enhances the capital of its investors and partners, establishes its ability to remain a reliable workplace and landlord and grows its ability to positively contribute to its local communities through job creation and by maintaining high quality properties. Responsibility for economic performance lies with Regency's Executive Committee who, collectively, are responsible for establishing goals, monitoring progress against those goals and reporting to the Board of Directors on a quarterly basis. The effectiveness of the management of this topic is assessed through financial reporting and monitoring performance relative to goals and expectations. Indirect economic impacts are material to Regency and the local communities in which Regency operates as new properties stimulate job creation and revenue for localities through taxes generated. Oversight of Regency's investments in shopping centers, newly acquired as well as investment in new development and redevelopment of Regency's existing portfolio, comes from the Board of Directors and Regency's Executive Committee, which includes the President and Chief Executive Officer, Executive Vice President and Chief Financial Officer, and Executive Vice President and Chief Operating Officer. The Capital Allocation Committee, which includes Regency's Executive Committee and Managing Directors, approves investments and monitors progress and performance through quarterly business reviews, Investment Committee Meetings and Board of Director meetings. The management of this topic is evaluated by assessing the economic return of such investments.	
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	Appendix: Financial Performance Data Reference item 8 of our 2020 Regency Centers 10-K Filing for additional information.	55
201-2	Financial implications and other risks and opportunities due to climate change	Environmental Stewardship Reference page 13 of our 2020 Regency Centers 10-K Filing for additional information.	33-36
GRI 203: Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	Our Communities Reference page 16 of 2020 Regency Centers 10-K Filing for additional information.	22
Governance			
GRI 103: Management Approach 2016			
103-1, 103-2, 103-3		Central to Regency's success is its adherence to best-in-class corporate governance principles, as they underscore Regency's commitment to ethics and integrity and to being a good corporate citizen. The General Counsel facilitates management oversight of governance-related topics, with responsibility resting with the Executive Committee and ultimately the Board of Directors and its Nominating and Governance Committee to whom the Counsel reports no less than quarterly. Regency's governance structure and practices are material to its employees, tenants, partners, vendors, and the communities in which Regency operates. Strong governing principles ensure accountability and compliance with all applicable laws and regulations and enhance credibility with stakeholders. By adhering to good governance principles, Regency maintains investor confidence and ensures the Company's lasting success. As examples of Regency's commitment to best-in-class practices, in 2017, Regency developed a Clawback Policy to ensure that Board members and executives are incentivized appropriately. In 2014, Regency developed a Board Refreshment Plan to ensure that its Board reflects diverse and balanced perspectives and backgrounds, which helps to preserve the quality, dedication and chemistry of the Board. Regency's refreshed Speak Up Initiative encourages employees to voice any ethics, compliance or governance grievances directly with managers, trusted officers or the Human Resources department or by reporting via an online portal or calling a toll-free, anonymous AlertLine. In evaluating the management of this topic, Regency relies heavily on feedback from its investors and institutional investor advisory firms to seek ways to improve its governance practices.	

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GRI 103: Management Approach 2016			
103-1, 103-2, 103-3		The ethical conduct of Regency and its leaders is material for all its stakeholders. Adherence to fair and honest business practices is fundamental to minimizing and mitigating risks, reducing liabilities, and maximizing Regency’s potential to achieve its strategic goals. Responsibility for this topic belongs to Regency’s Executive Committee, General Counsel, Vice President of Internal Audit, the Compliance Committee, and, ultimately, the Board of Directors, which oversees and approves the Company’s Code of Business Conduct and Ethics. Regency’s Compliance Committee influences its culture and ensures Regency is conducting business ethically through the identification and remediation of risks through risk action plans, which are reviewed and updated by the Committee quarterly. Significant updates are communicated no less often than quarterly to the President and Chief Executive Officer, and the Audit and Nominating and Governance Committees of the Board.	
GRI 205: Anti-corruption 2016			
205-2	Communication and training about anti-corruption policies and procedures	<p>Ethics and Governance 100% of employees are trained in our anti-corruption policies and procedures. In 2020 Regency implemented the refreshed "Speak Up" program, as well as a manual on how managers should resolve concerns and conflicts.</p> <p>Reference Regency's Code of Business Conduct and Ethics and Corporate Responsibility Policies and Practices available at www.regencycenters.com for more information.</p>	26
205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption at Regency during the reporting period.	
GRI 206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no legal actions for anti-competitive behavior, anti-trust, or monopoly practices at Regency during the reporting period.	
GRI 103: Management Approach 2016			
103-1, 103-2, 103-3		Regency’s employees are a vital component of our success. Our unique culture attracts, retains, and engages highly talented people. The Executive Committee bears ultimate responsibility for the management and engagement of employees. Regency’s managers, with support from Human Resources, actively manage this topic by fostering an open and inclusive environment, providing employees with tools and training, supporting a dynamic and balanced work environment, and by providing competitive benefits. In 2020, Regency built on its efforts to advance diversity, equity and inclusion both within and without our workplace by working with expert vendors to develop a DEI Strategy and roadmap. Regency evaluates its approach and identifies areas for improvement by monitoring the annual employee engagement score and through other formal and informal channels.	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	<p>Appendix: Our People Data Employee turnover in 2020 was 15%, a breakdown of new hires and departures is in the Appendix: Our People Data.</p>	57

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401-2	Benefits provided to full-time employees	<ul style="list-style-type: none"> • Medical with HRA fund (Regency funds \$1,500 for Employee Only coverage and \$3,000 for Employee + 1 and Employee + Family Coverage to offset out-of-pocket deductible), HDHP with HSA (employer contribution \$500 for employee only and \$1,000 for family), dental and vision • Teladoc (telemedicine) • Flexible spending accounts Health Care, Dependent Care, Limited Purpose • Wellness Program to include employer paid onsite or offsite biometric screenings for employees and spouses as well as up to \$1,000 in incentives per household, onsite annual flu shots (Jacksonville only), 7x winner of Platinum award for healthiest companies • 401(k) enrollment with employer match (100% up to \$5,000/year) and a discretionary annual profit sharing contribution • ALEX - interactive decision support tool available to employees and spouses to help make the right benefit choices dependent upon individual needs • Financial Wellbeing resources through Principal to include will preparation and student loan repayment • Anniversary Stock Grant Awards (non-LTI participant) for milestone anniversaries (employees receive \$1,000 worth of Regency stock) • Employees become Regency shareholders after 1 year of employment receiving stock either through the Anniversary Stock Grant Award program or through their compensation plan (Officers). • Education Assistance • Recruiting Refer-a-Friend Incentives • Fully company-paid Life/AD&D/Disability (Short & Long Term) Insurance • Voluntary Supplemental Benefit Options • Paid Time Off (23 - 33 days per year based on length of service with 10 day carryover per year exception with CA) • 10 Paid Holidays • Health Advocate (Health Advocacy and Claims Assistance/Employee Assistance Program fully company-paid and available to employee, spouse, children, and in-laws do not have to elect health insurance) • Bereavement Leave, Jury Duty Leave, Military Leave, FMLA, Personal Leave, Parental Leave, Compassion Leave • Matching Gifts to non-profit organizations • Volunteer Time Off (up to 52 hours per year) • Parking Allowance (Jacksonville and Los Angeles) • Benefits provided to full-time employees that are not provided to temporary or part-time employees • Supplemental Benefits <p>**These plans are available to full-time temporary employees who meet eligibility requirements</p>	
401-3	Parental leave	<p>Regency offers Parental Leave to birth mothers and non-birth parents allowing three weeks of paid time to bond with baby after delivery or adoption.</p> <p>a. 91% (N = 236) of female employees were entitled to leave related to a newborn child in 2020. Those not entitled did not meet the eligibility requirements of working 1,250 hours and being employed for 12 months. 91% (N=160) of male employees were entitled to leave related to a newborn child in 2020. Those not entitled did not meet the eligibility requirements of working 1,250 hours and being employed for 12 months.</p> <p>b. Total number of employees that took parental leave, by gender 4% (N=10) of females took parental leave in 2020; 1 leave continued into 2021 5% (N=9) of males took parental leave in 2020; 5 leaves continued into 2021</p> <p>c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. 100% (N=9) females returned to work after leave (started and returned in 2020). 100% (N=4) males returned to work after leave (started and returned in 2020).</p> <p>d. 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. 2 of 3 females (leave began October - December 2019) 8 of 8 males (leave began March - December 2019)</p> <p>e. Return to work and Retention rates (started and returned in 2020) Return to work = Female 100% Male = 100% Retention = Female 78% Male = 100%</p>	

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GRI 103: Management Approach 2016			
103-1 103-2 103-3		Regency complies with all laws regarding workplace safety both federal and state specific (where applicable). We conduct annual inspections and have employees responsible for, and tasked with, monitoring and ensuring the safety of our offices and centers. These employees receive regular training to conduct these duties. We have processes in place for health and safety concerns to be reported, anonymously where the employee chooses. When injuries and accidents are reported we coordinate investigations to understand the cause and where appropriate, implement measures to prevent future incidents. We also coordinate insurance and legal reporting through our HRIS system. We do not monitor or manage the safety of workers in workplaces outside our operational control. However, we work with our vendors and contractors to ensure they have appropriate health and safety protocols in place.	
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	Regency complies with all laws regarding workplace safety both federal and state specific (where applicable). Once HR or Risk Management is notified of a work-related accident or injury to an employee, it is reported to the workers' compensation carrier to determine whether a claim needs to be filed. The incident is also reported in HR's HRIS system in order to comply with annual OSHA reporting requirements. Regency does not manage work-related accident or injury processes in workplaces outside our operational control but we do work with contractors to ensure they meet all legal requirement with respect to their workers' health and safety.	
403-2	Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> a. Regency conducts regular risk assessments of workplaces within our operational control. Employees conducting these assessments are appropriately briefed and trained on office management. If an accident or injury occurs we investigate the circumstances and update our processes accordingly. b. Employees are encouraged to report any accidents, injuries or issues to their managers, HR and/or Risk Management. Employees undertake annual 'Speak Up' training through which they are made aware that reprisals for reporting issues are not acceptable. They are also made aware that reports can be made anonymously through our AlertLine. c. Regency regularly advises employees that their health and safety is a priority. They are encouraged to report concerns and remove themselves from situations they believe could cause injury or ill health. Employees undertake annual 'Speak Up' training through which they are made aware that reprisals for reporting issues or concerns are not acceptable. They are also made aware that reports can be made anonymously through our AlertLine. d. HR and Risk Management undertake a rigorous investigation of any accident or injury in the workplace. This includes identifying and implementing corrective actions and improvements required to ensure the workplace is safe and further accidents or injuries do not occur. 	
403-3	Occupational health services	When working with vendors and contractors Regency undertakes due diligence to ensure all applicable health and safety requirements for those organizations' workers are met. Regular reviews of health and safety are conducted with our contractors on the sites of our developments and redevelopments.	
403-4	Worker participation, consultation, and communication on occupational health and safety	a. Regular surveys of our benefits, including our health and wellness program, are undertaken to ensure there is participation and consultation in the development, implementation and evaluation of our health and safety processes, programs and procedures. We communicate regularly about our benefits, provide compulsory annual training, and offer a voluntary wellness program to employees.	
403-5	Worker training on occupational health and safety	Regency does not provide health and safety training to workers that are not employees. However, we conduct due diligence on vendors and contractors to ensure they meet applicable requirements and have regular reviews with contractors on our development and redevelopment sites to ensure ongoing training and requirements are met.	
403-6	Promotion of worker health	<ul style="list-style-type: none"> a. We provide a competitive benefits package including access to telemedicine and comprehensive insurance for employees to access non-occupational medical and healthcare services. b. Our benefits include access to a health and wellness program that provides comprehensive advice and support for non-occupational health risks such as smoking and diet. This program also offers biometric testing and mentoring for specific concerns. The program is available electronically through an app and our intranet. 	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	a. Regency owns, operates and develops neighborhood shopping centers and strives to ensure they are safe and secure for our employees, tenants and visitors. Annual risk assessments are undertaken to assist with this and annual safety training is compulsory.	

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403-8	Workers covered by an occupational health and safety management system	Regency complies with all laws regarding workplace safety both federal and state specific (where applicable). Once HR or Risk Management is notified of a work-related accident or injury to an employee, it is reported to the workers' compensation carrier to determine whether a claim needs to be filed. The incident is also reported in HR's HRIS system in order to comply with annual OSHA reporting requirements. 100% of Regency's employees are covered by this system. Regency does not manage work-related accident or injury processes in workplaces outside our operational control but we do work with contractors to ensure they meet all legal requirement with respect to their workers' health and safety.	
403-9	Work-related injuries	There were zero Regency employees injured in the workplace in 2020 and zero workplace injury-related missed days of work. Regency does not monitor or report on workers in workplaces outside our operational control however we do work with vendors and contractors to ensure health and safety requirements are met.	
GRI 103: Management Approach 2016			
103-1, 103-2, 103-3		Regency understands that a well-trained workforce is more innovative, effective and efficient. Regency's Human Resources department is responsible for this topic but also receives support from managers and the Compliance Committee who communicates the importance of ethics and compliance training to employees. The Executive Committee approves the training budget and also supports Regency's programs. Regency's effectiveness in managing this topic is evaluated through the annual employee engagement survey results and by monitoring job performance metrics.	
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Our People In 2020, Regency employees undertook a total of 10,528 hours of training, an average of 24 hours per employee. The average for both male and female employees was also 24 hours.	15
404-2	Programs for upgrading employee skills and transition assistance programs	Our People	15
404-3	Percentage of employees receiving regular performance and career development reviews	For the 2020 performance review period, 100% of eligible employees received a regular performance and career development review. A breakdown of employees by gender and employee category is in the Appendix: Our People Data .	15 , 56
GRI 103: Management Approach 2016			
103-1, 103-2, 103-3		Regency is committed to enhancing diversity, equity and inclusion within and without the workplace. The Executive Committee, facilitated by the Senior Vice President of Human Resources, is responsible for executing Regency's DEI Strategy and Roadmap. They are supported by a dedicated DEI Team and the leadership team who actively participate in the development and implementation of initiatives set out in the Roadmap. The General Counsel assists the Board in achieving diversity at the Board level.	
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Ethics and Governance Appendix: Our People Data	25 , 57-58
GRI 103: Management Approach 2016			
103-1, 103-2, 103-3		Connecting with local neighborhoods and communities is an essential part of Regency's objectives as it seeks to develop and operate shopping centers that are thriving environments for outstanding retailers and service providers. Regency's President and Chief Executive Officer approves the budget for the philanthropic program, which supports Regency's connection with communities. Regency evaluates the effectiveness of the philanthropic program in ongoing dialog with local agencies and support groups and its overall community engagement through local meetings and in social media. Regency strives to improve the communities it serves by investing in property enhancements at new and existing shopping centers through development, redevelopment, and other capital projects. Oversight of Regency's investments in shopping centers, newly acquired as well as investment in new development and redevelopment of Regency's existing portfolio, comes from the Board of Directors and Regency's Executive Committee. The Capital Allocation Committee approves investments and monitors progress and performance through quarterly business reviews, Investment Committee Meetings, and Board of Directors meetings. The management of this topic is evaluated by assessing the economic return of such investments.	

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GRI 413: Local Communities 2016			
413-2	Operations with significant actual and potential negative impacts on local communities	Our Communities	22
GRI 103: Management Approach 2016			
103-1, 103-2, 103-3	Providing a safe and secure environment increases the likelihood of operating a successful shopping center. High-quality tenants draw customers however, a safe environment retains their continued business. These topics are managed by the Managing Director, Property Operations and executed by Regency’s in-house Property Management team, which performs frequent property inspections to identify property level maintenance and repair needs, including those related to safety. Tenants can submit improvement opportunities and needs through work order submissions on Regency’s corporate website and in annual tenant surveys. A safe and secure shopping center is fundamental to a customer’s overall experience and Regency is able to monitor its effectiveness in this area, as well as the overall success of a shopping center, through occupancy rates, tenant sales and health.		
GRI 415: Public Policy 2016			
415-1	Political contributions	Reference Code of Business Conduct and Ethics for details on Regency’s policy on Political Contributions. In 2019/20, Regency updated its Code of Business Conduct and Ethics to include enhancements to address political activities and contributions. For the reporting period, Regency did not make any material political contributions.	
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	Our Communities All of Regency’s properties are inspected on an ongoing basis for health and safety impacts, including, roof inspections, building inspections, fire/life safety inspections and general liability inspections. In addition, Regency also conducts environmental assessments, especially on acquisitions and development projects, and performs ongoing monitoring of sites previously identified for remediation activities.	23
<p data-bbox="98 1314 263 1338">Environment</p> <p data-bbox="765 1154 2499 1502">Environmental stewardship is a central component of Regency’s Corporate Responsibility Program and we are committed to continually improving our performance through our environmental management system. Our Vice President of Sustainability is directly responsible for environmental policy, strategic planning, goal setting and performance monitoring. This role reports to the Managing Director, Operations weekly, and the Chief Operating Officer quarterly. They are supported by the Corporate Responsibility Team who reports quarterly to the Corporate Responsibility Committee and regularly to the Operating Committee and Board of Directors. These more senior stakeholders continually evaluate program Environment effectiveness through monitoring of internal performance metrics, peer benchmarking, and stakeholder feedback. In general, Regency’s boundary for environmental impacts is where we have ‘operational control’, which is defined as operations and areas where the company has the full authority to implement its policies and practices. In our development program, we have varying levels of operational control, depending on tenant type and lease specifications. In the operating portfolio, our area of control is typically limited to exterior common areas. For impacts associated with our properties but outside our operational control, typically tenant controlled areas, Regency actively engages stakeholders to promote and facilitate environmental responsibility. Material topics under this category include: “302 Energy”, “303 Water”, “305 Emissions”, “306 Waste and Effluents”, and “307 Environmental Compliance”.</p>			
GRI 103: Management Approach 2016			
103-1, 103-2, 103-3	<p data-bbox="765 1573 1108 1598">Environmental Stewardship</p> <p data-bbox="765 1602 2499 1800">Energy is a significant operating expense and is the largest source of Greenhouse Gas emissions for Regency. It is also a material environmental issue for our retailers and communities. Regency is committed to reducing energy consumption at our properties, achieving carbon-neutrality for our Scope 1 and 2 Greenhouse Gas emissions and facilitating energy and emission reductions across our value-chain. In our development program, Regency is focused on developing energy-efficient buildings utilizing low-emission construction practices. In the operating portfolio, Regency continually monitors its energy consumption using a data acquisition system that enables utility and sub-meter level usage tracking, the data is analyzed to identify energy conservation and emission reduction opportunities. Additionally, we strive to promote emissions reductions by partnering with tenants to expand the use of renewable energy and the use of electrified transportation at our properties.</p>		29-30

Standard Disclosure	Standard Description	2020 Response and URLs	Page
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> a. 6,854 MWh of natural gas was consumed. b. We estimate 13,230 MWh of renewable energy was consumed based on eGRID 2019 subregion resource mix. c. 74,579 MWh of total electricity was consumed. d. 4,038 MWh of electricity was sold. e. 81,433 MWh of total energy was consumed. f. Energy has been inventoried using an organization boundary that aligns with the Operational Control approach defined by The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Regency's boundaries of operational control are confined to common areas and vacant premises, and exclude tenants' premises within the operating portfolio as well as Regency's leased corporate offices. g. Factors used are from eGRID 2019, February 2021. 	
302-1 Sector	Energy consumption within the organization	4,038 MWh of solar electricity was produced by Regency-owned solar arrays for tenant consumption.	
302-2	Energy consumption outside of the organization	<ul style="list-style-type: none"> a. We estimate that 1,369,812 MWh of energy was consumed outside our organization. b. We accessed aggregated energy data for approximately 52% of the properties. For the remaining properties, each tenant space was identified as either grocer or retail and their energy use was estimated based on the average electricity and natural gas consumption per floor area for each space type, per the US Department of Energy's Commercial Building Energy Consumption Survey (2012). 	
302-3	Energy intensity	<ul style="list-style-type: none"> a. Our energy intensity ratio using energy consumption within our operational control is 0.002 MWh per square foot of gross lettable area, we estimate the energy intensity within our tenants' operational control is 0.03 MWh per square foot of gross lettable area. b. Intensity is calculated as energy consumption divided by total square feet of gross lettable area. c. Types of energy included in our calculations are fuel and purchased electricity. d. We have calculated energy intensity both within our operational control and outside of it. 	
302-4	Reduction of energy consumption	<p>Environmental Stewardship</p> <ul style="list-style-type: none"> a. We reduced our energy consumption by 5,587 MWh in the reporting period as a direct result of our energy conservation programs. b. Types of energy included in our calculations are fuel and purchased electricity. c. 2018 is our base year for environmental goals as it aligns with our emissions reduction goals which were reset following early achievement of our original goals. Since our base year we have reduced our energy consumption by 7,630 MWh through our energy conservation programs. d. Energy has been inventoried using an organization boundary that aligns with the Operational Control approach defined by The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Regency's boundaries of operational control are confined to common areas and vacant premises, and exclude tenants' premises within the operating portfolio as well as Regency's leased corporate offices. 	30
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> a. Gross Scope 1 emissions in 2020 were 1,283 MT CO₂e. b. CO₂, CH₄, N₂O were included in the calculation. c. Zero biogenic CO₂ emissions in 2020. d. 2018 is our base year for emissions reduction goals following a reset when our original goals were achieved. e. Factors used are eGRID 2019, February 2021 and EPA Emission Factors for Greenhouse Gas Inventories, March 2018. f. We use an operational control boundary in our calculations. g. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). 	
305-2	Energy-indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> a. Gross location-based Scope 2 emissions were 25,619 MT CO₂e. b. Gross market-based Scope 2 emissions were 23,399 MT CO₂e. c. CO₂, CH₄, N₂O were included in the calculation. d. 2018 is our base year for emissions reduction goals following a reset when our original goals were achieved. e. Factors used are eGRID 2019, February 2021 and EPA Emission Factors for Greenhouse Gas Inventories, March 2018. f. We use an operational control boundary in our calculations. g. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). 	

Standard Disclosure	Standard Description	2020 Response and URLs	Page
305-3	Other indirect (Scope 3) GHG emissions	a. Gross Scope 3 emissions are estimated to be 832,381 MT CO ₂ e. b. CO ₂ , CH ₄ , N ₂ O were included in the calculation. c. Zero biogenic CO ₂ emissions. d. Refer to the Appendix: Emissions Summary for Scope 3 categories included in our calculation. e. 2019 is the base year as it was the first year we have calculated Scope 3 emissions. f. Factors used are eGRID 2019, February 2021 and EPA Emission Factors for Greenhouse Gas Inventories, March 2018. g. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).	
305-4	GHG emissions intensity	a. Our Scope 1 and 2 emissions intensity is 0.0005 MT CO ₂ e and our Scope 3 emissions intensity is 0.016 MT CO ₂ e. b. Intensity is calculated as emissions per square foot of gross lettable area. c. Scopes 1, 2 and 3 are included in our intensity calculations. d. CO ₂ , CH ₄ , N ₂ O were included in our calculations.	
305-5	Reduction of GHG emissions	Environmental Stewardship a. We reduced our GHG emissions by 4,440 MT CO ₂ e in 2020 as a direct result of our reduction initiatives. b. CO ₂ , CH ₄ , N ₂ O are included in our calculations. c. 2018 is our base year as it aligns with our emissions reduction goals which were reset following early achievement of our original goals. d. Scopes 1 and 2 are where reductions took place, Scope 3 is outside our operational control and we commenced estimating this in 2019. e. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition); U.S. E.P.A. eGRID2016; 2014 Climate Registry Default Emission Factors (SAR - 100 year).	29
GRI 103: Management Approach 2016			
103-1, 103-2, 103-3		Water is a crucial resource for the communities in which we operate, and an increasing operating expense for Regency and our tenants. We are committed to using water efficiently and facilitating efficient use by our tenants. In our development program, we strive to balance communities' desire for public landscaping with water conservation through thoughtful design, plant selection and use of high-efficiency water systems in the design and construction of our projects. In the operating portfolio, Regency continually monitors its water consumption using a data acquisition system that enables utility and sub-meter level usage tracking. The data is continually analyzed to identify conservation opportunities. We also seek to assist our tenants to use water more efficiently and provide tips and advice in our Tenant Sustainability Guide.	
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	Environmental Stewardship Water use within Regency's operational control is largely for landscaping the common areas of our properties. The water is sourced from municipal, public and private water utility providers and landscaping is thoughtfully planned to maximize conservation of this essential resource. We comply with public policy and local requirements for water use and monitor consumption regularly. We strive to reduce our water use without compromising the environments at our centers and encourage our tenants and other stakeholders to undertake water conservation measures including through our Tenant Sustainability Guide which provides guidance on tools and practices our tenants can use to reduce their water use.	32
303-2	Management of water discharge-related impacts	Water and effluent discharge at Regency offices and shopping centers complies with all state and federal laws. The US laws and regulations applicable to our properties and offices reflect best practice, as such Regency has not developed an internal standard.	
303-3	Water withdrawal	a. 1,647 megaliters of third-party water was drawn for use in areas under Regency's operational control. d. Regency measures its water consumption using a data acquisition system that enables utility and sub-meter level usage tracking. All water use within Regency's operational control is from municipal, public and private water utility providers.	
303-5	Water consumption	a. 1,647 megaliters of third-party water was drawn for use in areas under Regency's operational control. d. Regency measures its water consumption using a data acquisition system that enables utility and sub-meter level usage tracking. All water use within Regency's operational control is from municipal, public and private water utility providers.	

Standard Disclosure	Standard Description	2020 Response and URLs	Page
GRI 103: Management Approach 2016			
103-1, 103-2, 103-3		Waste management is an operating expense and source of Greenhouse Gas emissions, and can be a crucial issue in many of the communities where we operate. Regency is committed to minimizing waste within our operational control boundary sent to landfills and expanding access to recycling and composting services at our properties. While we do not generate the majority of waste at our properties considered within our operational control boundary, we are responsible for its disposal method and have set annual and 10-year goals to ensure we maintain our focus on increasing diversion of such waste. In our development program, all significant projects are required to implement a construction waste management plan. In the operating portfolio, we encourage tenants to participate in recycling and composting services and provide a Tenant Sustainability Guide with advice and tips on how to do so.	
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	Waste management is an operating expense and source of Greenhouse Gas emissions, and can be a crucial issue in many of the communities where we operate. Regency is committed to minimizing waste within our operational control boundary sent to landfills and expanding access to recycling and composting services at our properties. While we do not generate the majority of waste at our properties considered within our operational control boundary, we are responsible for its disposal method and have set annual and 10-year goals to ensure we maintain our focus on increasing diversion of such waste. In our development program, all significant projects are required to implement a construction waste management plan. In the operating portfolio, we encourage tenants to participate in recycling and composting services and provide a Tenant Sustainability Guide with advice and tips on how to do so.	32
306-2	Management of significant waste-related impacts	Regency works with third party vendors to collect and dispose of waste generated at our properties. Our operations and sustainability teams work with these vendors to ensure appropriate methods are used in waste management and that efforts are made to increase diversion from landfill. Vendors provide comprehensive reports on collection and waste-related data at least annually.	
306-3	Waste generated	a. 159,905 metric tons of waste was generated within our operational control boundary. b. The waste is all non-hazardous and the data is reported to us from third party vendors contracted to collect and dispose of it on our behalf.	
306-4	Waste diverted from disposal	a. Total waste generated within operational control: 159,668 metric tons Recycling: 36,075 metric tons Composting: 26,897 Incineration or Landfill: 96,933 metric tons b. 0 metric tons of hazardous waste is generated at our properties. c. 9,178 metric tons of our recycled waste is cardboard.	
306-5	Waste directed to disposal	a. 96,933 metric tons of waste goes to landfill or incineration b. 0 metric tons of waste is hazardous c. i. Incineration with Energy Recovery: 20,271 metric tons ii. Incineration: 15,348 metric tons iii. Landfill: 61,314 metric tons	
GRI 103: Management Approach 2016			
103-1, 103-2, 103-3		Regency believes environmental compliance is part of our responsibility as good corporate citizens. It is also necessary to mitigate the potential for monetary and reputational risks associated with non-compliance. Regency's environmental policy is to comply with all applicable laws and regulations, and to proactively address potential environmental liabilities. Regency's Environmental Director and General Counsel are ultimately responsible for all compliance related issues. We have well established and sophisticated systems in place to ensure environmental compliance that includes a dedicated team of environmental consultants, legal counsel and insurance carriers. Outstanding environmental obligations are identified through rigorous due-diligence and are addressed through voluntary clean-up programs or other established corrective action programs conducted in close coordination with regulatory agencies.	
GRI 307: Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	Regency is committed to maintaining full compliance with environmental laws and regulations. Regency has not been subject to any significant fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations in 2020.	

Supplemental Environmental Disclosure

Standard Disclosure	Standard Description	Response	Page
GRI CRE Sector Supplement Disclosure			
CRE 2	Building Water Intensity	In 2020, Regency's building water intensity was 0.00003 megaliters per square foot of GLA.	
CRE 5	Land Degradation, Contamination and Remediation	In 2020, Regency had approximately 60 environmental clean-ups underway at properties. These efforts included soil and groundwater remediation as well as vapor intrusion mitigation. Many of these projects are to remediate the impacts of historic land use practices, frequently past dry cleaner and gas station operations, encountered during urban infill developments or brownfield redevelopments.	
CRE 8	Green Building	Appendix: Green Building Certification Data	59



Sustainability Accounting Standards Board (SASB) Report

Code	Accounting Metric	Response	Unit of Measure
ENERGY MANAGEMENT			
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector	Due to our leasing arrangements, Regency has energy consumption data coverage for 100% of common areas (a). These are typically parking lots and exterior landscaped areas. We also have energy consumption data for approximately 52% of our tenanted spaces (b).	Percentage (%) by floor area
IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity and (3) percentage renewable, by property subsector	(1)(a) 268,484 (b) 4,931,322 (2)(a) 92, of which approximately 36 is estimated to be renewable based on eGRID resource mix 2019 (3)(a) 0	Gigajoules (GJ), Percentage (%)
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	(a) -3.5 annual average since 2018	Percentage (%)

IF-RE-130a.5 Description of how building energy management considerations are integrated into property investment analysis and operational strategy

Energy costs are among the largest operational costs for our portfolio. For that reason, because energy is the largest source of Scope 2 Greenhouse Gas emissions within our operational control and because it's the right thing to do, energy conservation is a material topic for Regency. In 2012, we established 10-year goals to reduce our emissions and electricity consumption by 20%. Our steadfast commitment to sustainability enabled us to achieve those goals in 2017, 5 years ahead of our target. We set new goals with a base year of 2018 to reduce like-for-like Scope 1 and 2 Greenhouse Gas emissions annually by an average of 5% (50% over 10 years) and like-for-like electricity consumption annually by an average of 2.5% (25% over 10 years). In 2020 we saw an increase in vacant spaces which in turn increased energy use within our operational control when compared to 2019. However, despite this we achieved an average annual like-for-like energy consumption reduction of 3.5% since 2018.

Energy management is a key consideration when we analyze investments. Our investments team visit all properties and review the financials, including operating costs, as part of the due diligence process. Green building and energy certifications and ratings are also considered, as well as any capital improvements required to ensure energy management is consistent with best practice at our other centers. Our Green Building Standard ensures that developments and redevelopments at our properties apply leading energy efficiency protocols.

Our operations teams are aware of, and committed to, our sustainability goals. They work with our Vice President of Sustainability to identify opportunities to improve energy efficiency and manage any energy risks at our properties. A coordinated roll out of LED lighting and other energy efficiency initiatives at our centers is being implemented through our property managers with the support of the Sustainability team and our Sustainability Corporate Guidelines ensure our operations team is up to date on best-in-class practices for operational energy efficiency.

Regency is committed to expanding our use and production of renewable energy. In total, we have 16 Regency-owned solar arrays at 11 of our properties and plan to add more in line with our renewable energy strategy and efforts to offset our Scope 1 and 2 emissions. We started estimating our Scope 3 emissions, which are driven by our tenants' energy use, in 2019. While we don't have access to much of our tenants' data we do work to assist them to become more energy efficient and reduce their emissions. Our Tenant Sustainability Guide contains tips and advice on how they can do this.



Sustainability Accounting Standards Board (SASB) Report (continued)

Code	Accounting Metric	Response	Unit of Measure
WATER MANAGEMENT			
IF-RE-140a.1	Water withdrawal data coverage as a percentage of total floor area	Due to our leasing arrangements, Regency has water withdrawal data coverage for common areas only. These are typically parking lots and exterior landscaped areas.	Percentage (%) by floor area
IF-RE-140a.2	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	(1) 1,647 (2) 71	Thousand cubic meters (m3), Percentage (%)
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	-3.5 annual average since 2018	Percentage (%)

IF-RE-140a.4 Description of water management risks and discussion of strategies and practices to mitigate those risks

Regency Centers is the preeminent national owner, operator and developer of open-air shopping centers located in affluent and densely populated trade areas. Our leasing arrangements mean that our primary consumption of water is to maintain the outdoor landscaped areas that make our centers popular places for the communities around them. The water we use is from municipal, public and private water utility providers.

The water-related environmental risks and constraints we face are those of urban neighborhoods. We do not consider water quality a significant risk to our business. However, costs of municipal water have, and are projected to continue to rise making increased operational costs associated with water use a likelihood. Additionally, we face regulatory risks as locations in water stress impose limits and other constraints on local water use.

We are committed to minimizing these risks and the primary way in which we do this is by minimizing our use and increasing conservation efforts at our properties. Our landscaping is thoughtful and we use water-efficient plantings such as native and drought-tolerant plants. Where possible we use reclaimed water from our local utility providers. Over 130 of our centers have high-efficiency ‘smart’ irrigation systems that adjust schedules based on local weather conditions to optimize when they are operational. Stormwater management systems, permeable paving systems and rainwater retention cisterns are also measures we have implemented to ensure we adhere to best practice in water management across our portfolio. In 2020, we reduced our like-for-like water use by approximately 1% from 2019, making an annual average reduction of 3.5% since 2018.

We will continue to strive to reduce our water use and conserve this essential resource. In addition, we engage regularly with our tenants on their water use. Our Tenant Sustainability Guide contains a section on water conservation that encourages tenants to reduce their water use and provides a number of tools and tips to assist them with this.



Sustainability Accounting Standards Board (SASB) Report (continued)

Code	Accounting Metric	Response	Unit of Measure
Management of Tenant Sustainability Impacts			
IF-RE-410a.1	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements	100% of our form leases	Percentage (%)

IF-RE-410a.2 Discussion of approach to measuring incentivizing, and improving sustainability impacts of tenants

Our leasing arrangements do not enable us to monitor or directly impact our tenants’ sustainability measures. However, we take every opportunity to engage with them and provide leadership on sustainability.

Our form leases are ‘green leases’ and contain a number of clauses that promote sustainability measures including a cost recovery clause for sustainability-related capital improvements. In 2020, we were certified as Green Lease Leaders by the Institute for Market Transformation.

We provide all tenants with a Sustainability Guide upon commencement of their lease and this includes tips and advice on energy and water conservation as well as recycling. We know many of our large tenants have sustainability programs and look for opportunities to assist them achieve their goals and partner on projects. For example, we work with some of our larger tenants on renewable energy production and provide opportunities at our centers for our tenants to recycle, and where possible, compost.

CLIMATE CHANGE ADAPTATION

IF-RE-450a.3 Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks

Regency has a strong presence in Florida and identified that sea levels rising might pose a risk to our centers in that market. To better assess the potential impacts we conducted an analysis based on the National Oceanic and Atmospheric Administration (NOAA) sea level rise projections in coastal areas. We identified that, in the long term, seven assets would be most at risk by sea level rise of five to six feet, and one location that could be threatened by a rise of three feet. This analysis has contributed to how we assess asset and risk management in this region.

In 2020 we built on this analysis, and expanded our review to our entire portfolio and business over the medium to long term (2030-2100), including a robust assessment of a comprehensive range of climate-related risks and opportunities. Our analysis looked at two scenarios: One assuming low levels of greenhouse gas emissions that keep rises in average temperatures to 1.5-2 degrees Celsius (a ‘sustainable growth’ scenario) and another where greenhouse gas emissions continue to rise (a ‘current trends’ scenario). The results of this analysis are in our 2020 Taskforce on Climate-related Financial Disclosures (TCFD) Report which is available from our website and summarized in this Corporate Responsibility Report.

Financial Performance Data

Economic Performance (\$000)	2020	2019	2018	2017 ⁽¹⁾	2016	2015
Revenues	\$1,016,175	\$1,133,138	\$1,120,975	\$984,326	\$614,371	\$569,763
Operating expenses	\$746,620	\$763,226	\$740,806	\$744,763 ⁽²⁾	\$403,152 ⁽²⁾	\$365,098
General and administrative (included in Operating Expenses)	\$75,001	\$74,984	\$65,491	\$67,624	\$65,327	\$65,600
Real estate taxes (included in Operating Expenses)	\$143,004	\$136,236	\$137,856	\$109,723	\$66,395	\$61,855
Net income attributable to common stockholders	\$44,889	\$239,430	\$249,127	\$159,949	\$143,860	\$128,994
Nareit FFO ⁽³⁾	\$501,984	\$654,362	\$652,857	\$494,843	\$277,301	\$276,515
Dividends paid to common stockholders	\$301,903	\$391,649	\$376,755	\$323,285	\$201,336	\$181,691

(1) 2017 reflects the results of our merger with Equity One on March 1, 2017.

(2) During the years ended December 31, 2017 and 2016, the Company recognized \$80.7 million and \$6.5 million, respectively, of merger and integration related costs within Operating expenses associated with the Equity One merger, which was effective on March 1, 2017.

(3) See Item 1 in 10-K, Defined Terms, for the definition of Nareit FFO and Item 7, Supplemental Earnings Information, for a reconciliation to the nearest GAAP measure.

Our People Data

Total Employees by Region, Gender and Type								
Region	Female Full Time	Female Part Time	Female Total	Male Full Time	Male Part Time	Male Total	Total Employees	
California	29	0	29	29	0	29	58	13%
Colorado	4	0	4	3	0	3	7	2%
Florida	173	4	177	83	0	83	260	60%
Northeast	19	0	19	26	0	26	45	10%
Pacific Northwest	4	0	4	7	0	7	11	3%
Southeast	9	0	9	12	0	12	21	5%
Texas	9	0	9	10	0	10	19	4%
Upper Midwest	7	0	7	5	0	5	12	3%
Total Employees	254	4	258	175	0	175	433	100%

Our People Data

New Hire Totals and Rate by Age, Gender and Region

Category	Sub-Category	Number of Individuals	Rate of New Hires
Age Group	< 30 Years	9	22%
Age Group	30 - 50 years	22	55%
Age Group	> 50 years	9	23%
Total		40	100%

Gender	Female	24	60%
Gender	Male	16	40%
Total		40	100%

Region	California	4	10%
Region	Colorado	1	3%
Region	Florida	24	60%
Region	Northeast	4	10%
Region	Pacific Northwest	3	7%
Region	Southeast	2	5%
Region	Texas	1	2%
Region	Upper Midwest	1	3%
Total		40	100%

Composition of Named Executive Officers by Age and Gender

Category	Sub-Category	Number of Individuals	% of Individuals
Age Group	< 30 years	0	0%
Age Group	30 - 50 years	1	20%
Age Group	> 50 years	4	80%
Total		5	100%

Gender	Male	4	80%
Gender	Female	1	20%
Total		5	100%

Employee Departure Totals and Rate by Age, Gender and Region

Category	Sub-Category	Number of Individuals	Rate of Departures
Age Group	<30 years	6	10%
Age Group	30 - 50 years	38	59%
Age Group	>50 years	20	31%
Total		64	100%

Gender	Male	28	44%
Gender	Female	36	56%
Total		64	100%

Region	California	12	19%
Region	Colorado	2	3%
Region	Florida	33	52%
Region	Northeast	4	6%
Region	Pacific Northwest	2	3%
Region	Southeast	3	5%
Region	Texas	3	5%
Region	Upper Midwest	5	7%
Total		64	100%

Composition of Total Company by Age and Gender

Category	Sub-Category	Number of Individuals	% of Individuals
Age Group	< 30 years	56	13%
Age Group	30 - 50 years	272	63%
Age Group	> 50 years	105	24%
Total		433	100%

Gender	Male	258	60%
Gender	Female	175	40%
Total		433	100%

Our People Data

Composition of Company Officers by Age and Gender			
Category	Sub-Category	Number of Individuals	% of Individuals
Age Group	< 30 years	0	0%
Age Group	30 - 50 years	27	50%
Age Group	> 50 years	27	50%
Total		54	100%
Gender	Male	42	78%
Gender	Female	12	22%
Total		54	100%

Employees by Ethnicity, Veteran status and Disability		
Ethnicity	Number of Individuals	% of Individuals
Asian	26	
Black or African American	25	
Hispanic or Latino	36	
Other underrepresented minority*	10	
Underrepresented Minority Total	97	22%
White	336	78%
Total	433	100%

Veterans		
Male	4	
Female	2	
Total	6	1%

Disability		
Female	16	
Male	9	
Total	25	6%

*This includes individuals who identify as American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, or Two or More Races.

Gender Ratio by Broadband - Females:Males				
Pay Grade	Female	Male	Total	Female:Male
Executive Committee	1	4	5	0.25
Managing Director	1	3	4	0.33
Senior Vice President	3	12	15	0.25
Vice President	7	24	31	0.29
Director	10	15	25	0.67
Senior Management	29	31	60	0.94
Middle Management	28	23	51	1.22
Senior-Level Professional	46	20	66	2.30
Mid-Level Professional	35	13	48	2.69
Entry-Level Professional	69	24	93	2.88
Support	29	6	35	4.83
Grand Total	258	175	433	1.47

Green Building Certification Data

LEED Green Building Certifications			
Certification	Square Footage (SF)	Shopping Center Count	Portfolio Coverage by SF
Gold	448,719	3	0.9%
Silver	639,094	9	1.2%
Certified	148,152	2	0.3%

LEED Green Building Details			
Property	Re/development/acquisition	LEED Certification Level	LEED Certified GLA
Granada Village	Redev	Gold	125,400
Persimmon Place	Dev	Gold	153,088
The Crossing Clarendon	Redev	Gold	170,231
Lower Nazareth Commons	Dev	Silver	23,660
Market at Colonnade	Dev	Silver	57,000
Roscoe Square	Redev	Silver	54,904
Grand Ridge Plaza	Dev	Silver	168,361
Balboa Mesa	Redev	Silver	25,982
Belmont Chase	Dev	Silver	25,703
Village at La Floresta	Dev	Silver	87,517
The Field at Commonwealth	Dev	Silver	37,826
Ballard Blocks	Acq	Silver	158,141
Northgate Marketplace	Dev	Certified	80,953
Market at Springwoods Village	Dev	Certified	67,199
			1,235,965

Emissions Summary

Emissions Category	Emissions (metric tons CO2e)	% of Emissions
Scope 1 Emissions	1,283	0.1
Scope 2 Emissions (market-based)	23,399	2.9
Scope 3 Emissions	832,381	97
Category 1 - Purchased Goods and Services	(relevant, not yet calculated)	(NA)
Category 2 - Capital Goods	(relevant, not yet calculated)	(NA)
Category 3 - Fuel- and Energy-Related Activities	52,123	6
Category 4 - Upstream Transportation and Distribution	863	0.09
Category 5 - Waste Generated in Operations	69,000	8
Category 6 - Business Travel	70	0.01
Category 7 - Employee Commuting	(relevant, not yet calculated)	(NA)
Category 8 - Upstream Leased Assets	(not relevant)	(NA)
Category 9 - Downstream Transportation and Distribution	(not relevant)	(NA)
Category 10 - Processing of Sold Products	(not relevant)	(NA)
Category 11 - Use of Sold Products	(not relevant)	(NA)
Category 12 - End of Life Treatment of Sold Products	(not relevant)	(NA)
Category 13 - Downstream Leased Assets	710,325	82
Category 14 - Franchises	(not relevant)	(NA)
Category 15 - Investments	(not relevant)	(NA)
Scope 1, 2 and 3 Emissions	857,063	100

* Emissions from downstream leased assets are estimated based on actual data where known and national averages for our tenants' businesses where unknown

Historical Environmental Data Disclosure

This table contains a three year history for select environmental data. This information is provided to assist stakeholders. Please note that the values below may vary from previously published values due to our ongoing efforts to improve data quality.

Topic	GRI Disclosure	Description	Units	2018	2019	2020	
Energy	302-1	Total energy consumption within the organization	Megawatt hours	89,063	87,020	81,433	
		Total electricity consumption within the organization		83,803	80,833	74,579	
		Total fuel (natural gas) consumption within the organization		5,260	6,187	6,854	
		Total energy consumption from renewable sources				13,230*	
	302-1 Supplement	Solar energy produced onsite and sold		2,079	2,416	4,038	
	302-2	Estimated energy consumption outside of the organization			2,748,585+	1,369,812+	
	302-4	Reduction of total energy consumption			2%	6%	5,587
		Reduction of like-for-like energy consumption					1%
302-3	Energy intensity ratio for the organization	Megawatt hours/ Square Foot Gross Leasable Area	0.002	0.002	0.002		
Water	303-3	Total water consumption by source Municipal third-party water	Megalitres	1,785	1,677	1,647	
	CRE 2	Water intensity	Megalitres/ Square Foot Gross Leasable Area	0.00003	0.00003	0.00003	
Greenhouse Gas Emissions	305-1	Scope 1 emissions	Metric Tonnes CO2e	949	1,411	1,283	
	305-2	Scope 2 emissions: Location based			29,714	25,619	
		Scope 2 emissions: Market based		32,924	27,710	23,399	
	305-3	Scope 3 emissions			1,022,773+	832,381+	
	305-5	Reduction of total Scope 1 and 2 emissions				4,752	4,440
		Reduction of like-for-like Scope 1 and 2 emissions		7%	9%	9%	
305-4	Scope 1 and 2 emissions intensity	Metric Tonnes CO2e/ Square Foot Gross Leasable Area	0.0006	0.0006	0.0005		
Waste	306-3 (2020)	Total weight of waste generated	Metric Tonnes				
		Non-hazardous waste		198,378	158,046	159,905	
		Hazardous waste		0	0	0	
	306-4 (2020)	Total weight of waste diverted from disposal		39,733	37,356	62,972	
		Recycling		38,258	31,256	36,075	
		Compost		1,475	6,100	26,897	
	306-5 (2020)	Total weight of waste directed to disposal		158,644	120,690	96,933	
		Incineration with energy recovery			17,858	20,271	
		Incineration without energy recovery			212	15,348	
		Waste to landfill			102,620	61,314	

*Estimated using subregion resource mix (eGRID2019)

+Methodology for these estimates has changed year on year and will continue to be improved.

When considering an investment in the securities of Regency Centers Corporation, you should carefully review the information in our Annual Report on Form 10-K, Quarterly Reports on Form 10-Q and our other filings and submissions made with the U.S. Securities and Exchange Commission, which provide more information and detail on the Company and how we do business. Additional information on our risk management, compliance and governance programs can also be found on our web site, Regencycenters.com.



Statement of Verification

Scope

Regency Centers (also referred to as “Responsible Party”) engaged Cventure LLC (also referred to as “Verifier”) to conduct a verification review of Regency’s 2020 Corporate Greenhouse Gas (GHG) emissions inventory and several other environmental metrics reported. This verification review included the associated supporting evidence detailing specific GHG and other environmental metrics in source documents, over the reporting period January 1, 2020 to December 31, 2020 inclusive, and all activities under Regency Centers’ operational control. This includes Regency’s 2020 Corporate Responsibility Report, and their Corporate Responsibility Data Management Plan 2021. All of the above elements are collectively referred to as the “Assertion” for the purposes of this statement.

The Responsible Party is responsible for the preparation and presentation of the information within the Assertion. The Verifier’s responsibility is to express a conclusion as to whether anything has come to our attention to suggest that the Assertion is not fairly stated, as measured against suitable and acceptable criteria; in this case, in accordance with generally accepted GHG accounting and reporting standards (i.e., The Greenhouse Gas Protocol, A Corporate Accounting and Reporting Standard, Revised Edition, WRI/WBCSD, March 2004).

Independence

Cventure’s managers are independent, experienced verification practitioners who were not involved in the preparation of any of Regency’s GHG emissions inventory and other environmental metrics data and results as reported in the Assertion. We did not participate in any associated GHG emissions and other environmental metrics data collection, management, and reporting activities; nor the development of characteristic data or associated activity data and emissions estimates, and any subsequent assertions made by Regency Centers. Cventure has not provided any services to the Responsible Party which could compromise our independence as a third party verifier. Cventure disclaims any liability for any decision made by third parties based on this Verification Statement.

Methodology

We conducted our verification review of Regency Centers’ 2020 GHG emissions inventory in accordance with Tier II of the ERT standard: “Corporate Greenhouse Gas Verification Guideline”, a CDP- and GRESB-approved verification standard, including its associated modules for verifying GHG emissions, activity data, reporting boundaries, and characteristic data. The following other environmental parameters were also verified as part of this 2020 Regency Centers verification program:

- Direct (Scope 1) and Indirect (Scope 2) GHG emissions, including:
 - Scope 2: Location-Based
 - Scope 2: Market-Based
 - Total Scope 1 + Scope 2
- Indirect energy consumption (i.e., electricity consumption)
- Optional Scope 3 GHG emissions:
 - Waste generated in operations
 - Total waste disposed, diverted, and recycled
- Total water withdrawal/consumption:
 - Water usage
 - Irrigation
- Like-for-Like (L4L) % differences from 2019 to 2020, based on GRESB definitions for L4L analyses and reporting:
 - GHG emissions
 - Energy usage:
 - Electricity
 - Natural Gas
 - Water total consumption
 - Waste diversion

This verification level is appropriate for basic reporting purposes, including stakeholder reporting and other external communications, and voluntary efforts for which there are no imminent requirements for GHG emissions compliance, as is the case for Regency Centers. It is intended to support baseline determinations and enable assessments of entity-wide performance of GHG/energy use/waste reduction initiatives by Regency.

We planned and performed our work to provide a limited level of assurance that the GHG emissions and other environmental parameters data in the Assertion are materially correct, with respect to the quality of disclosed information on environmental and energy performance, and with review criteria based on The Greenhouse Gas Protocol. Cventure reviewed Regency Centers’ Assertion and

associated supporting documentation, and believe that our work provides a reasonable basis for our conclusion.

The intended users of this statement include Regency Centers’ stakeholders and members of the public.

Conclusion

Based on our overall verification review and assessment procedures undertaken, Cventure finds that Regency Centers has the corporate responsibility reporting systems, and data collection and management processes in place, necessary to demonstrate the reliability of their GHG and environmental performance information, including degree of disclosure transparency and accuracy of calculations and reporting. Cventure also finds that the Regency FY2020 (January 1, 2020 – December 31, 2020) GHG emissions inventory conforms to generally accepted GHG accounting standards, and that their GHG emissions and other environmental metrics performance information are complete and accurate.

Nothing has come to our attention that causes us to believe that the Assertion is materially misstated. The GHG emissions estimates and other environmental metrics data were calculated and presented in a consistent and transparent manner, and were found to be a fair and accurate representation of Regency’s actual conditions, and were free from material misstatements or omissions. Cventure has found no evidence that the GHG emissions and environmental metrics data, disclosures, and declarations, as reported in the Regency Centers 2020 Corporate Responsibility Report, are not materially correct; and no evidence that the Assertion is not consistent with Regency Centers’ actual corporate responsibility position, with a limited level of assurance.

Kevin L. Johnson
Lead Verifier, Manager Member
Cventure LLC

April 2021