

2024

REGENCY CENTERS

Corporate Responsibility Report

Regency
Centers.



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Forward-Looking Statements and Other Legal Matters

Forward-Looking Statements

Certain statements in this report may be “forward-looking statements.” These statements are based on the current beliefs of Regency Centers and are subject to numerous risks, uncertainties and changes in circumstances, some of which may be unforeseen or unknown today. These statements are not guarantees of future results, goal achievement or outcomes.

Similarly, statements about our goals, objectives and targets to positively impact climate and environmental-related issues, such as emission-reduction roadmaps and targets to drive toward net zero and other emissions, environmental and climate-related reduction goals, are also forward-looking statements. Actual results, achievement of goals and financial condition may differ materially from those anticipated or expected from or represented by these statements due to a variety of factors, including, among others, sociodemographic and economic trends, energy prices, the pace, cost and effectiveness of technological innovations, climate-related conditions and weather events, legislative and regulatory changes and other unforeseen events or conditions, the potential impacts of climate change on our business and our ability to mitigate them. Reference is made to the precautionary statements and risk factors included in Regency Centers’ filings with the Securities and Exchange Commission (SEC), including the Risk Factors disclosed in Item 1A of the Company’s most recent Annual Report on Form 10-K, and subsequent quarterly filings with the SEC.

All forward-looking statements are based on management’s knowledge and reasonable expectations at the time of publication. We do not undertake to provide any further updates or changes to any data or forward-looking statements in this Report. Neither future distribution of this material nor the continued availability of this material on our website or in archive form should be deemed to constitute an update or re-affirmation of any estimates, forecasts, calculations or statements as of any future date. Any future update will be provided only through a public disclosure indicating that fact. While this report describes potential future events that may be significant, the significance of those potential events should not be read as equating to materiality as the concept is used in Regency Centers’ filings with the SEC.

This Report is not an SEC Filing

This Report and the content of our website, including other reports posted there relating to corporate responsibility, are not filings made with the SEC and are not, and shall not be deemed to be, incorporated by reference into any filings Regency Centers has made or will make with the SEC.

Other Disclaimers Relating to This Report

This Report has been prepared primarily, but not exclusively, for the use and convenience of Regency Centers shareholders and potential investors, and is intentionally focused on unknown future events that we have been asked to consider. Forward-looking and other statements regarding environmental and other sustainability efforts and aspirations are not intended to communicate any material investment information under the laws of the United States or represent that these are required disclosures. This Report is not intended to imply that Regency Centers has access to any significant non-public insights on future events that the reader could not independently research. In addition, historical, current, and forward-looking environmental and other sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future, including future laws and rulemaking. Forward-looking and other statements regarding environmental and other sustainability efforts and aspirations are for informational purposes only and are not intended as an advertisement for Regency Centers’ equity, debt, businesses, products, or services, and the reader is specifically notified that any investor-requested disclosure or future required disclosure is not and should not be construed as an inducement for the reader to purchase any product or services. The statements and analysis in this Report represents a good faith effort by the Company to address these requests for information despite significant unknown variables and, at times, inconsistent market data, government policy signals, and calculation, methodologies, or reporting standards.

Third Parties

Any reference to Regency Center’s use of, support of, work with, reporting “consistent with” or “in accordance with”, or collaboration with, a third-party organization does not constitute or necessarily imply an endorsement by Regency Centers of any or all of the positions or activities of such organization. Regency Centers participates, along with other companies, institutes, universities and other organizations, in various initiatives, campaigns, projects, groups, trade organizations, and other collaborations among industry and through organizations like the United Nations that express various ambitions, aspirations and goals related to climate change, emissions, sustainability, and energy transition.

Regency Centers’ participation or membership in such collaborations is not a promise or guarantee that its individual ambitions, future performance or policies will align with the collective ambitions of the organizations or the individual ambitions of other participants, all of which are subject to a variety of uncertainties and other factors, many of which may be beyond Regency Centers’ control, including government regulation, availability and cost-effectiveness of technologies, and market forces and other risks and uncertainties. Regency Centers will continue to make independent decisions regarding the operation of its business, including its climate-related and sustainability-related ambitions, plans, goals, commitments, and investments, and may unilaterally change them for various reasons, including adoption of new reporting standards or practices, market conditions; changes in its portfolio; and financial, operational, regulatory, reputational, legal and other factors.

OUR CORPORATE RESPONSIBILITY REPORT

Our Corporate Responsibility Report highlights our progress, recognition and commitment to transparency—reflecting how our business performance is enhanced by our efforts to support our people, communities, ethics and governance, and environmental stewardship.



#WhatLiftsYou
#VillageAtLaFloresta
@KelseyMontagueArt

About Our Report

Regency Centers (Regency or the Company; we also sometimes refer to Regency as “we” or “us”) is committed to transparent, systematic disclosure. This annual Corporate Responsibility Report, covering our 2024 calendar year (the “2024 Report”), contains qualitative and quantitative data highlighting our longtime commitment to corporate responsibility, also known as Corporate Responsibility (CR), to sustain and improve our business performance. We use the terms “Corporate Responsibility” and “CR” interchangeably in this 2024 Report. Throughout, we attempt to transparently share our journey towards sustainability while highlighting our goals, progress, and areas for improvement, including key achievements.

Reporting Period

Unless otherwise stated, the data in this 2024 Report covers activities between January 1, 2024, through December 31, 2024, and represents the business activities of all wholly- owned Regency subsidiaries, directly or indirectly.

Data Management

We have a company-wide approach to recording, measuring, and reporting CR performance. Across the Company, we capture data on a range of key metrics and use the data to inform and assist in the development and evolution of our Corporate Responsibility Program. Throughout 2024, we remained committed to strengthening data governance by enhancing the quality and rigor of our data collection processes and disclosures. This included implementing a new carbon accounting system and a corporate responsibility reporting suite to improve accuracy, transparency, and efficiency in our reporting. While we have taken reasonable steps – and have used what we believe to be reliable processes and controls available to us – certain information in this 2024 Report is based on estimates, forecasts, calculations and modeling and could be incomplete or inaccurate. While we undertake no obligation to update prior year reports, as more accurate information becomes available to us in the future, we will consider its inclusion in future reports to the extent it’s relevant and significant to the overall mix of information available. Additional information on our approach to corporate responsibility, specifically our reporting definitions, methodology, and reporting changes, as well as disclaimers relating to forward-looking statements and other legal matters, are detailed within the Appendix and Frameworks section of this Report.

Reporting Boundaries

Regency Centers’ environmental sustainability data is calculated consistent with the [Greenhouse Gas Emissions Protocol](#) (“GHG Protocol”) and applicable [U.S. Environmental Protection Agency](#) (“EPA”) guidelines. We use the control approach to set organizational boundaries and define operational boundaries/ controls as common areas and vacant spaces at our shopping centers. For this Report, Scope 1 (direct) and Scope 2 (indirect) emissions are from sources within our operational boundary and primarily relate to energy used for exterior parking lot lighting, common areas, maintaining inside vacant tenant spaces, and corporate offices. Scope 3 covers emissions from sources we do not control and is based on data availability. As for waste, we do not generate the majority of waste at our properties considered within our operational control boundary; however, we are responsible for its disposal method.

Reporting Frameworks

We strive to align our data collection, measurement, and reporting activities with industry-recognized standards and frameworks, including the [GHG Protocol](#), [Global Reporting Initiative™](#) (“GRI”) Sustainability Reporting Guidelines, the [Sustainability Accounting Standards Board](#) (“SASB”) Standards, the [Carbon Disclosure Project](#) (“CDP”), the [Task Force on Climate-Related Financial Disclosures](#) (“TCFD”), and the [United Nations Sustainable Development Goals](#) (“UN SDGs”).

California Voluntary Carbon Market Disclosures Act

Some information within this 2024 Report is being provided with respect to the California Voluntary Carbon Market Disclosures Act. The statements made herein are based on information currently available to Regency. We assume no obligation to update any information or statements contained in this document as a result of new information, figures, events or otherwise, except as required by law. This document applies only to the extent AB 1305 applies or may apply to Regency. The fact that these disclosures are being made is in no way intended to suggest these matters are material as such term is defined, interpreted or used under the US securities laws or any other domestic or international, national, provincial or local law, directive, regulation or requirement which we may or may not be subject to.



Hap Stein

Martin E. (Hap) Stein, Jr.
Executive Chairman

“Transparency is central to our corporate responsibility program. We’re committed to sharing our progress, areas for improvement, and impact as we create long-term value for our shareholders and communities.”

Message From Our CEO

At Regency Centers, corporate responsibility is not just an initiative — it’s a guiding principle that shapes how we do business and is crucial to our strategy for building value for shareholders. Our long-term success is directly tied to **our founding core values**, strong governance, and meaningful connections with the communities in which we operate.

Through cycles and evolving consumer trends, our ability to remain grounded in our core values has helped us to navigate change and continue to drive strong, sustainable growth.

As a national owner, operator, and developer of high-quality shopping centers, we understand the role we play in shaping vibrant, resilient communities. In 2024, we continued to reinforce this commitment by further integrating environmental stewardship, social responsibility, and ethical business practices into our operations.



Lisa Palmer
President and Chief Executive Officer

Creating Impact That Lasts

Over the past year, we focused on tangible actions that align with our values and business strategy, and drove meaningful progress:

- **Sustainability in Action** – We advanced our energy efficiency and emissions reduction efforts, aiming to ensure that our properties are operating in a high-performing, resilient, and environmentally friendly manner.
- **Investing in People** – Our culture of inclusion and professional development continues to empower our teams, fostering innovation and long-term growth.
- **Strengthening Communities** – Through philanthropy, local partnerships, and thoughtful development, we support the neighborhoods in which we operate—enhancing the quality of life for those who live and work there.
- **Governance with Purpose** – We strive to uphold the highest standards of integrity, accountability, and transparency to foster the trust of our investors and other key stakeholders.

Looking Ahead

As the retail landscape continues to evolve, our commitment to responsible business practices remains unwavering. Through innovation, collaboration, and purpose-driven leadership, we will continue to build a future where successful business and responsibility go hand in hand.

Thank you for being part of this journey with us.



Lisa Palmer
President and Chief Executive Officer

Blakeney Town Center | Charlotte, NC



Our Core Values



We are our people.

Our people are our greatest asset, and we believe a talented team from differing backgrounds and experiences makes us better.



We do what is right.

We believe in acting with unwavering standards of honesty and integrity.



We connect with our communities.

We promote philanthropic ideals and strive for the betterment of our neighborhoods by giving our time and financial support.



We are responsible.

Our duty is to balance purpose and profit, being good stewards of capital and the environment for the benefit of all our stakeholders.



We strive for excellence.

When we are passionate about what we do, it is reflected in our performance.



We are better together.

When we listen to each other and our customers, we will succeed together.

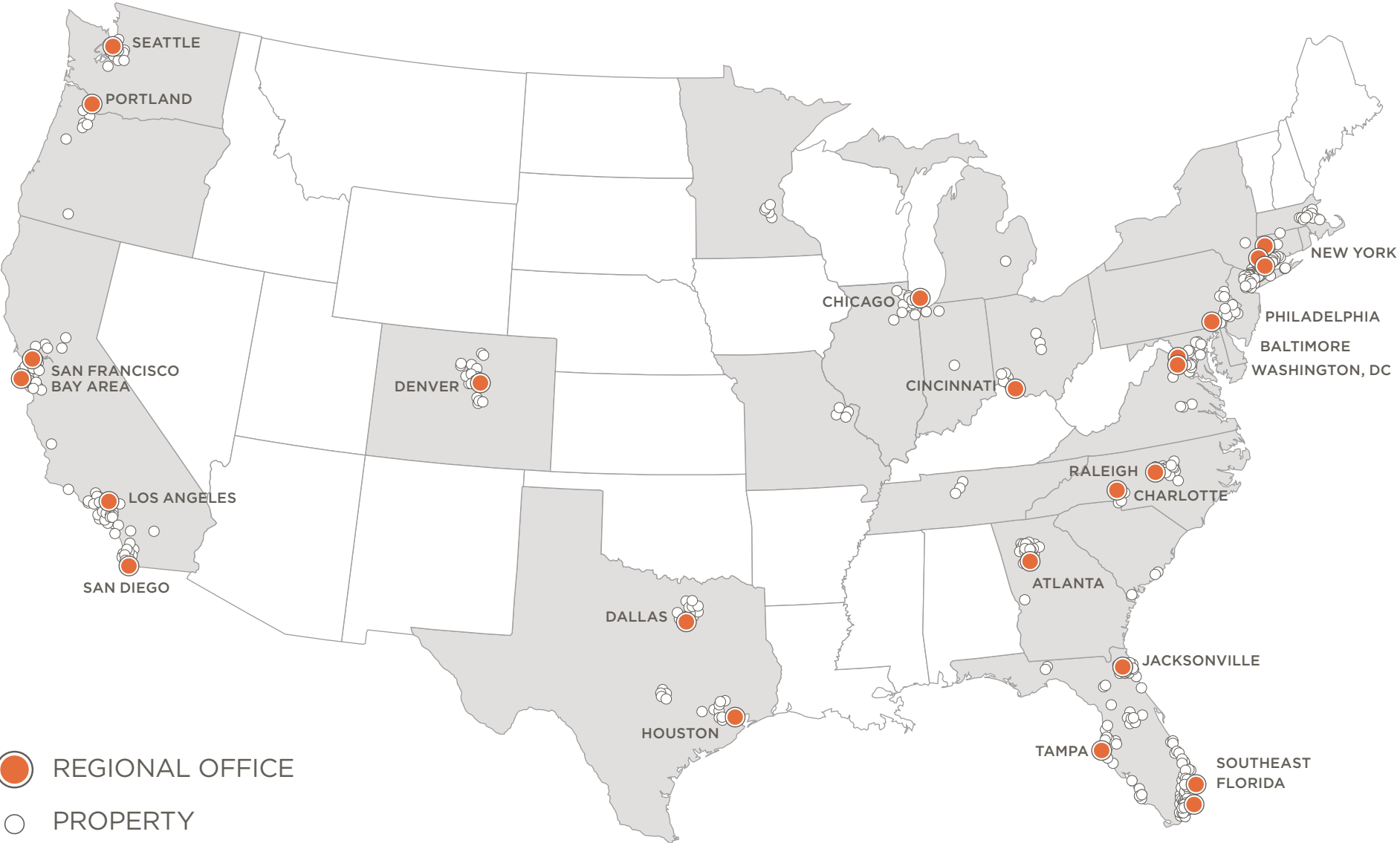


Regency Overview

Regency Centers (NASDAQ:REG), headquartered in Jacksonville, Florida, is a preeminent national owner, operator, and developer of shopping centers located in suburban trade areas with compelling demographics. Our portfolio includes thriving properties merchandised with highly productive grocers, restaurants, service providers, and best-in-class retailers that connect to their neighborhoods, communities, and customers. Operating as a fully integrated real estate company, Regency Centers is a qualified real estate investment trust (REIT) that is self-administered, self-managed, and an S&P 500 Index member.

480+
National Properties

9,000+
Total Tenants



Mellody Farm | Chicago, IL

REG
Nasdaq

1963
Founded

S&P 500
Member

~\$18B
Total Market Cap

~96%
Leased

3.7%
Dividend CAGR
(2014-2024)

24
Regional Offices

~500
Employees

~57M
Sq FT GLA



CORPORATE RESPONSIBILITY @ REGENCY

Corporate responsibility is embedded in our strategy and operations, guiding us to deliver strong business performance while creating lasting impact for our people, communities, and the environment.



2024 Recognition and Partnerships



GRESB
★★★★★ 2024

“A”
for Public Disclosure



6th Overall on Newsweek’s
Most Responsible
Companies List



Included in the **Bloomberg**
Gender-Equality Index



MSCI ESG Rating of
“AA”



Highest Score of “1”
in ISS’ Governance



Partnership with
MicroHabitat Urban Farm



16th Consecutive Year
at Platinum



Participant in a
Leading Internship
Program



Green Lease Leader
Gold Recognition

Memberships Associations



WHERE
THE FUTURE
IS BUILT



SILVER



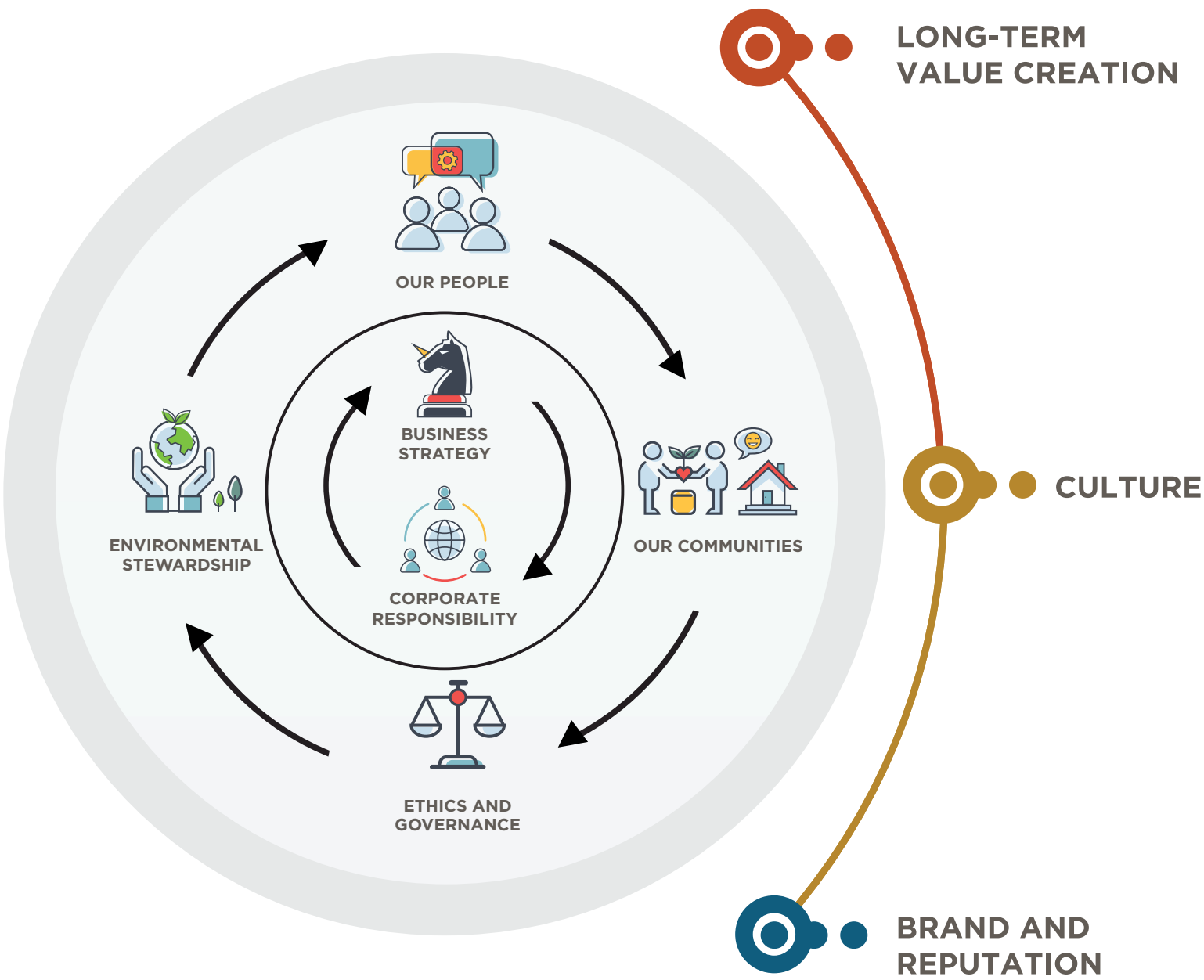
The Pruneyard | Campbell, CA
Burger Lounge

Corporate Responsibility Governance and Strategy

Regency’s Corporate Responsibility Program is built on four pillars: **Our People, Our Communities, Ethics and Governance**, and **Environmental Stewardship**. These guide our long-term commitment to creating value for shareholders, actively engaging with our stakeholders, strengthening our culture, and protecting and enhancing our brand.

We set near- and long-term goals to ensure our corporate responsibility efforts remain aligned with business success and community impact.

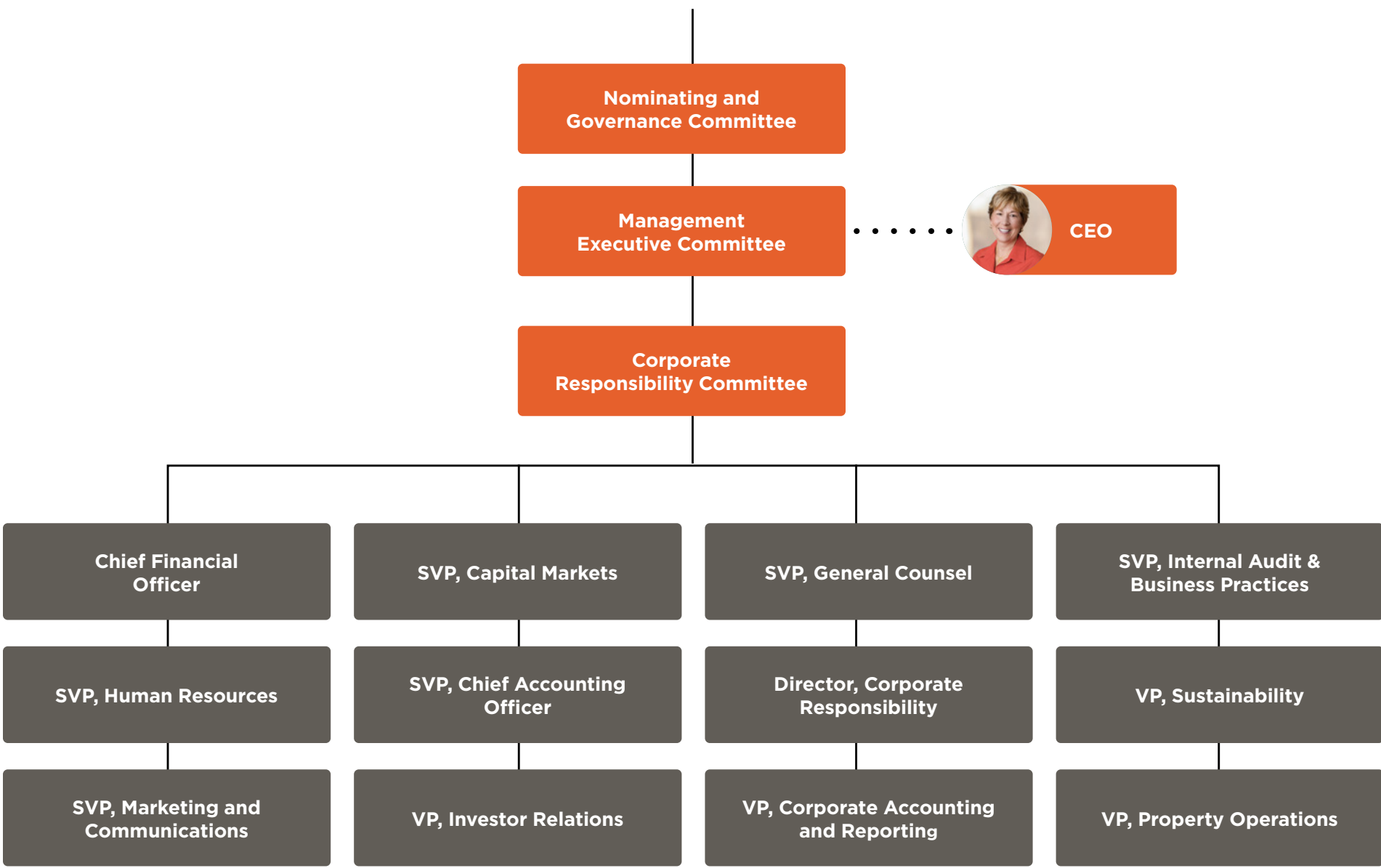
Our [Corporate Responsibility Policies and Practices](#) reflect how sustainability is woven into our values—clarifying expectations across key corporate responsibility areas.



Oversight Structure



BOARD OF DIRECTORS



Oversight begins with our **Board of Directors**, which has delegated responsibility of our corporate responsibility strategy, initiatives and business alignment to the Nominating and Governance Committee. Our **President and CEO**, supported by our Executive Committee, leads corporate responsibility strategy and alignment through Regency’s management-led **Corporate Responsibility Committee**. In her role as leader of the Executive Committee, she is the ultimate decision-maker on all major corporate responsibility initiatives and business alignment.

In 2024, the Nominating and Governance Committee received regular updates on key corporate responsibility initiatives, progress on goals, climate risk and resilience strategies, and industry developments shaping the broader business sustainability landscape.

Company-wide Goals and Progress

Our company-wide corporate responsibility goals underscore Regency’s commitment to our people, our communities, ethics and governance, and environmental stewardship. These goals hold us to high standards, driving long-term value for our shareholders and productive engagement with our stakeholders.

We remain focused on each pillar—setting clear, measurable goals that strengthen transparency, accountability, and business performance while building on the progress we’ve made.

	GOAL	2024 PROGRESS	
Our People	85% or greater average annual employee engagement score	88%	
	15% or below voluntary employee turnover rate	6%	
	Recruit and retain employees that reflect the diversity of the communities we serve	Achieved	
Our Communities	Maintain a values-aligned philanthropic program	100%	
	90% or greater employee participation in our ‘Together for Good’ giving campaigns	95%	
Ethics and Governance	Maintain a Board comprised of members with diverse attributes	Achieved ¹	
	Provide board and committee education on strategic and risk-related trends	100%	
	100% completion of annual Code of Conduct training by all Employees + Directors	100%	
	100% completion of “Responsibilities of an Officer” training for all new officers	100%	
			CUMULATIVE '19-'24
Environmental Stewardship	Generate on-site renewable energy equal to at least 10% of purchased electricity under operational control ²	13%	—
	Achieve a 35% waste diversion rate across all of our operating properties based on operational control ²	30%	—
	Install electric vehicle charging stations at 50% or more of our properties ²	32%	—
	28% absolute reduction in Scope 1 and 2 greenhouse gas emissions ^{2, 3}	-6%	-23%
	30% like-for-like reduction in energy consumption within operational control ^{2, 3}	-9%	-20%
	10% like-for-like reduction in water consumption based on operational control ^{2, 3}	-4%	-11%

¹ Represents four women, and one ethnically diverse male, among other diverse attributes.
² For more information on the calculation methodology and additional performance data, please refer to the Environmental Stewardship section and Appendix.
³ From the baseline year 2019.

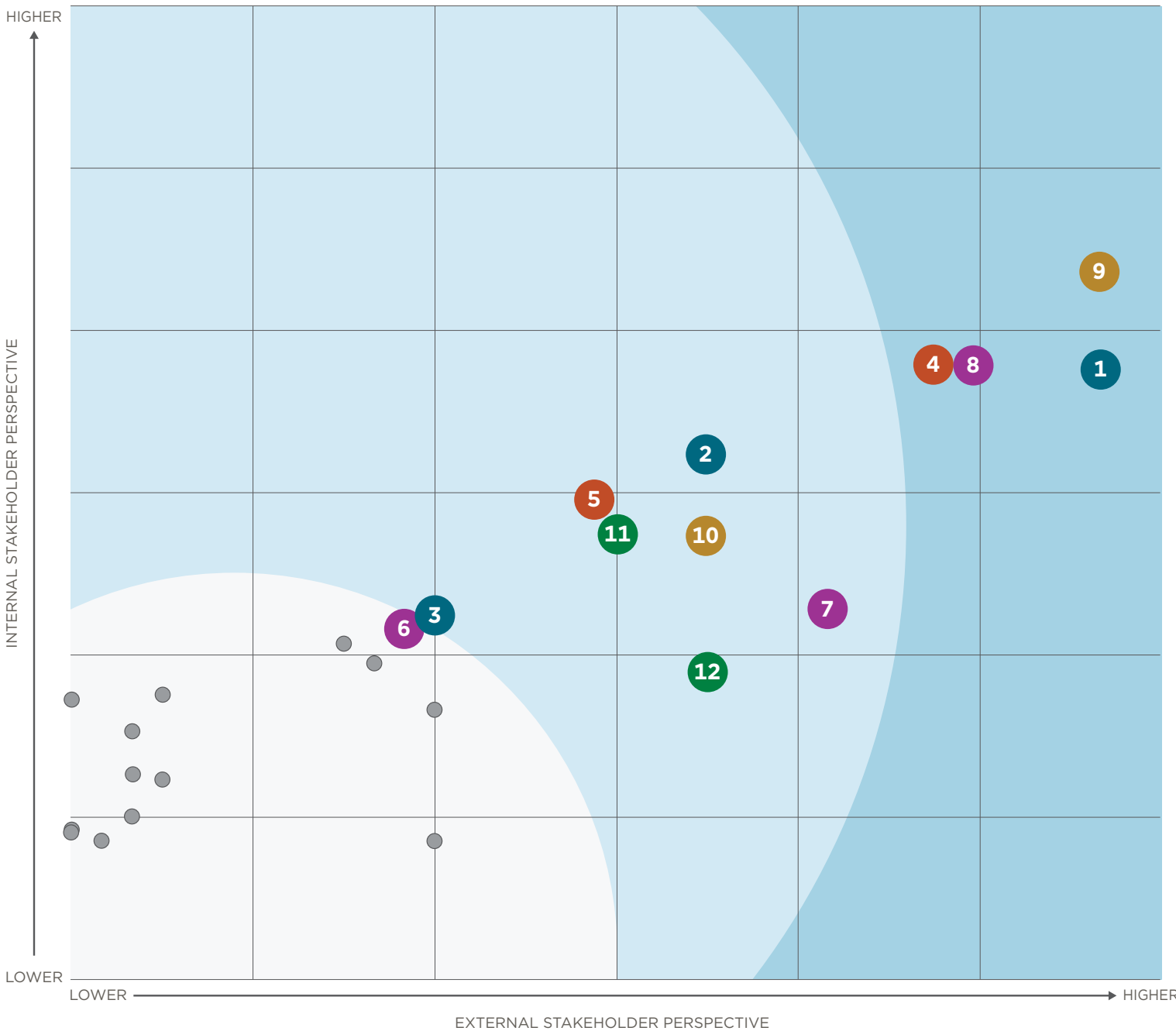


Materiality Assessment

Our corporate responsibility strategy focuses on what matters most—to Regency, our shareholders, and other key stakeholders. To guide that strategy, we conducted a materiality assessment in 2020, working with a third-party expert to better understand stakeholder priorities and benchmark against industry best practices.

Through this process, we gathered input from shareholders, internal teams, and other key stakeholders, and benchmarked against industry best practices. We reviewed direct feedback and identified key areas of focus across each of the four pillars that guide our corporate responsibility strategy and reporting: Our People, Our Communities, Ethics & Governance, and Environmental Stewardship.

In the year ahead, we aim to refresh our materiality assessment to ensure our focus areas continue to reflect the most significant issues impacting our business, our communities, and the environment—supporting long-term value creation.



Topics Aligning Across All Four Pillars

- 1 Long Term Value Creation
- 2 Corporate Culture
- 3 Brand & Reputation

Our People

- 4 Inclusion & Belonging
- 5 Talent Attraction & Retention

Our Communities

- 6 Community Engagement
- 7 Local Economic Impacts
- 8 Tenant & Center Experience

Ethics and Governance

- 9 Corporate Governance
- 10 Business Continuity Management

Environmental Stewardship

- 11 Sustainable Operations & Resource Efficiency
- 12 Climate-Related Risks & Opportunities

Stakeholder Engagement

To successfully own, operate, and develop high-quality shopping centers, we **actively engage with our shareholders** and a broad range of **other stakeholders**. Their insights help to shape our strategy as we aim to build long-term value.

Shareholder and other stakeholder feedback—both internal and external—is essential to our success. It reflects one of our core values: **We are better together**. By listening, learning, and collaborating, we build stronger outcomes for everyone.

BOARD OF DIRECTORS

- Board meetings, at least four times per year
- Board committee meetings
- Detailed written materials before every board & committee meeting
- Executive sessions among independent directors
- Frequent board member meetings with management

VENDORS & CONTRACTORS

- Vendor & contractor due diligence process
- Vendor & contractor principles

JV PARTNERS

- Dedicated co-investment portfolio management team
- Proactive & regular one-on-one dialogue
- Property tours
- Periodic business reviews
- Annual meetings

COMMUNITIES & LOCAL GOVERNMENTS

- Philanthropy & community support programs
- Matched employee donations & volunteer hours
- Local government engagement on major redevelopment projects and sustainability topics
- Membership on civic boards
- Participation with industry groups
- Dialogue through open houses & town halls

EMPLOYEES

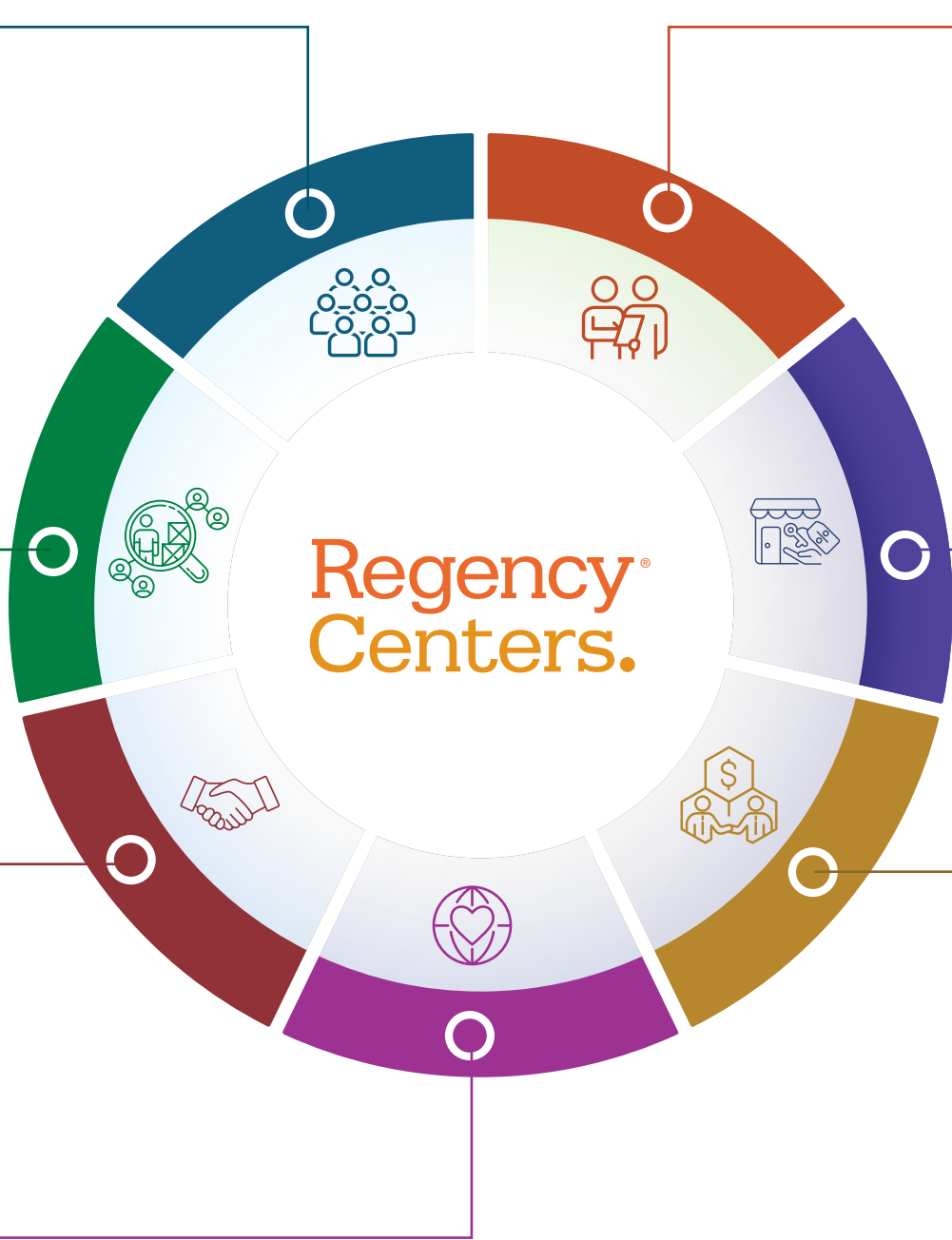
- Quarterly company-wide town hall meetings
- Annual engagement survey & feedback on results
- Performance evaluations
- Employee committees & employee resource groups
- Ethics hotline/whistleblower policy
- Service awards
- Volunteer program
- Training & professional development
- Employee intranet

TENANTS

- Dedicated tenant resource website
- One-on-one dialogue with tenants & portfolio management team
- Tenant sustainability guide
- Direct feedback via tenant survey & focus groups

SHAREHOLDERS, BONDHOLDERS, LENDERS & CREDIT RATING AGENCIES

- Press releases
- SEC filings
- Quarterly written business updates
- Quarterly earnings calls
- Sell-side analyst conferences
- One-on-one meetings & calls
- Property tours



OUR PEOPLE

Our people are our greatest asset, and we believe a talented team from differing backgrounds and experiences makes us better.



Our 2024 People Highlights



Employee Engagement
88%



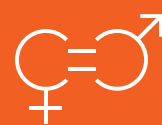
Employee Retention
90%



Average Employee Tenure
8 Years



Women Employees
59%



Gender Pay Gap
<1%



Total Employee Promotions
11%



Total Professional
Development
Training Hours
~11K



Healthiest Companies
Award with Recognition at
Platinum Level

PROJECT
DESTINED

Partnership with a Leading
Diverse Internship Program

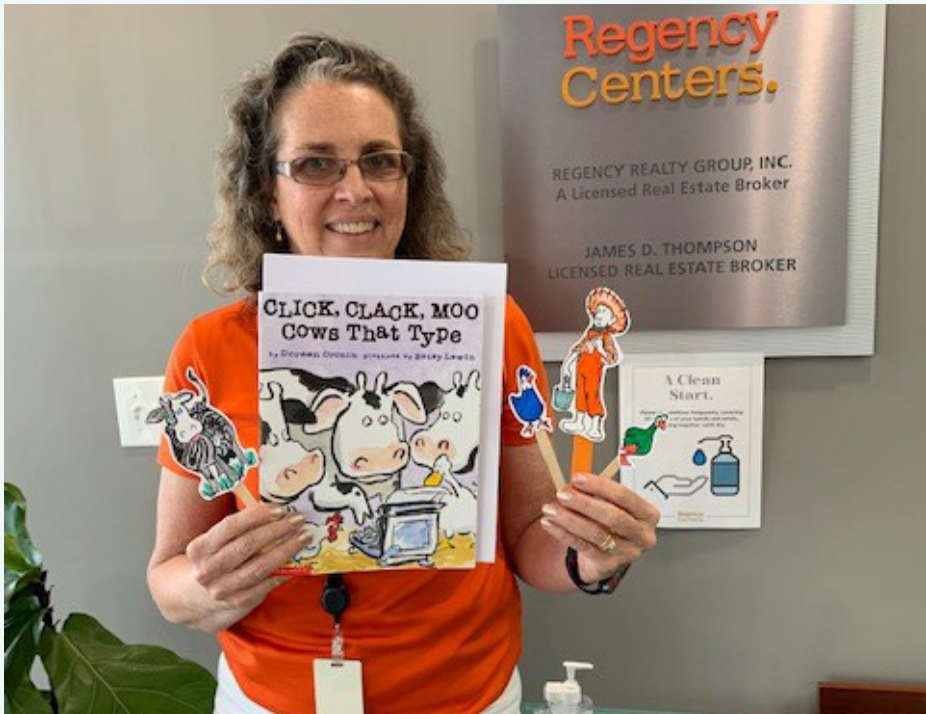


A Culture Built Around Our People

Our people are our greatest asset. They shape our culture, drive our success, and carry us through challenges and milestones alike. Every step forward begins with their dedication. Throughout it all, they remain focused on what is best for our business, knowing that they are at the heart of our long-term success.

We believe diverse backgrounds, experiences, education and perspectives make us stronger, more innovative, and better prepared to achieve long-term success. Many of our employees have built meaningful, lasting careers here—a testament to the strength of **our culture** and the deep sense of belonging we cultivate. Their dedication, expertise, and passion have shaped who we are today and continue to pave the way.

Take **George Whetstone**, who began his journey with Regency more than 40 years ago, and now serves as our Chief Engineer, leading our retail capital projects. As our second-most tenured employee, George embodies our values of commitment, growth, and purpose. He even keeps a binder of Regency milestones dating back to 1984, filled with awards, memos, and achievements that tell not just his story, but ours.



Renee Squillante, our 2024 **Joan and Martin E. Stein Award** recipient, is another powerful example. She joined Regency through a merger, and her path reflects how blending diverse experiences enriches our culture and strengthens our team.

Stories like those of George and Renee remind us that when we invest in our people, they become part of Regency’s foundation—past, present, and future.

George Whetstone
Chief Engineer | Jacksonville, FL

¹ Excludes Executive Chairman tenure.



**8
Years**
Average
Employee Tenure

**15
Years**
Average Company
Officer Tenure

**24
Years**
Average NEO Tenure ¹

Fostering Inclusion, Belonging, and Community

Our Employee Resource Groups (ERGs) help to foster a **culture of inclusion, belonging, and community**. These employee-led, voluntary groups bring together team members with shared experiences, interests, or backgrounds—creating space for connection, support, and contribution to a culture where everyone feels valued and heard. Each of our ERGs is open to all of our employees and provides opportunities for connection, understanding and personal growth.

In 2024, our employees launched a new ERG: **LIFT** (Living In Faith Together), a faith-based group where employees can explore and celebrate their various beliefs while building meaningful relationships. LIFT joins our existing ERGs—**EDGE** (Ethnic Diversity Group for Everyone) and **WIN** (Women’s Initiative Network).

By supporting employee-driven communities, we’re building a workplace where every voice matters—and where we grow stronger, together.



2024 United Way Volunteer Event
Jacksonville, FL



Investing in the Next Generation of Leaders

At Regency, we're intentional about building our next generation of leaders. By investing in early-career development and creating inclusive pathways into the industry, we're shaping a future that reflects a broad range of perspectives, backgrounds, and experiences.

This commitment reflects a core Regency value: **differing backgrounds and experiences make us better**. By expanding access and awareness, we're helping the next wave of professionals become equipped, empowered, and ready to lead us to future success.

In 2024, we deepened this mission through six direct partnerships—including [Project Destined](#), ICSC, and [The Ferguson Centers for Leadership Excellence](#). These connections indirectly reach more than **250 real estate firms** and **300+ universities nationwide**, opening doors for students and professionals who may not have previously considered careers in real estate.

Our first cohort of **Project Destined** students—joining us from **Florida A&M University** and the **University of Miami**—competed in a live deal pitch, earning first place in their division. It's a proud moment that speaks to the power of mentorship and access.

We also launched the **Employee Empowerment Fund** in partnership with the **University of Southern California**, providing Regency employees the opportunity to attend the prestigious **USC Ross Program in Real Estate**—supporting continued learning and career advancement.

Our outreach goes beyond campuses. We're actively engaging with **veterans, individuals with disabilities**, and members of our alumni network, recognizing the value each brings and ensuring they have opportunities to grow with us.

By bridging campuses to careers, we're not just filling roles—we're investing in the leaders, innovators, and owners who will shape the future of our company and industry.

**PROJECT
DESTINED**

ESTD 2022
cle
THE FERGUSON CENTERS FOR
Leadership

ICSC
INNOVATING COMMERCE
SERVING COMMUNITIES

FAMU [FLORIDA
AGRICULTURAL AND
MECHANICAL
UNIVERSITY]



2024 Project Destined Partnership
Miami, FL





Case Study:

Turning Internship Opportunities into Career Pathways



Project Overview:

As part of our talent development strategy, we've established six direct partnerships with organizations and academic institutions--including Project Destined and several universities such as the University of North Florida (UNF).

Impact:

In 2024, a former UNF intern joined our team full-time, further strengthening our connection with the university and supporting our goal of investing in early career development.

Broader Significance:

This hire reflects the success of our internship-to-employment pipeline and our commitment to building a skilled next generation of leaders through strategic partnerships.

Cultivating Talent for the Future

We're committed to empowering growth and investing in our people. We aim to create an environment where employees feel connected, supported, and inspired to do their best work—no matter their role or career stage.

We encourage all team members to take ownership of their development. Through a mix of on-the-job learning, coaching, leadership programs, and skills training, we provide meaningful opportunities that support growth and strengthen our ability to attract and retain top talent.

In 2024, we launched our inaugural **Day of Learning**, a company-wide initiative that gave our people dedicated time to focus on personal and professional development. With a curated library of resources, each employee created their own learning path, selecting sessions aligned with their goals and interests.

We also provide **annual performance assessments and career development discussions** for every employee. Tools like **LinkedIn Learning®**, **Crucial Conversations®**, and communication skills training help team members grow their capabilities and confidence.

Our commitment extends beyond internal learning. We partner with external organizations like Generation W, Jacksonville Women's Leadership Forum, Urban Land Institute, ICSC, and Nareit, to provide access to powerful networking and education experiences.

For leaders, we offer tailored training—including **Leadership Essentials**, **Leading with Integrity**, and **Hiring Dos and Don'ts**—ensuring they have the tools to support their teams with purpose and impact.

We also invest in continuing education. In addition to our support of licenses and certifications, we also supported many employees through our educational assistance program in 2024—encouraging advancement through further study.



Regency Day of Learning,
Employee Ball Cap

11,338

Total Professional
Development
Training Hours

23

Avg. Hours of Training
Per Employee



Thriving Employees

Our people make us who we are—and they’re the reason Regency is an employer of choice. We’re committed to attracting, retaining, and empowering top talent to build long-term value for our shareholders.

To support this, we offer **some of the most competitive pay and benefits** in the industry, and are always evaluating ways to enhance our compensation and rewards programs to ensure we attract and retain top talent.

As part of our ongoing review process, we work with third-party experts to analyze pay equity and market competitiveness. When unintended disparities arise, we take corrective action. Our most recent analysis confirmed that, when considering factors such as role, tenure, experience, and location, **Regency has no gender-based pay gap.**

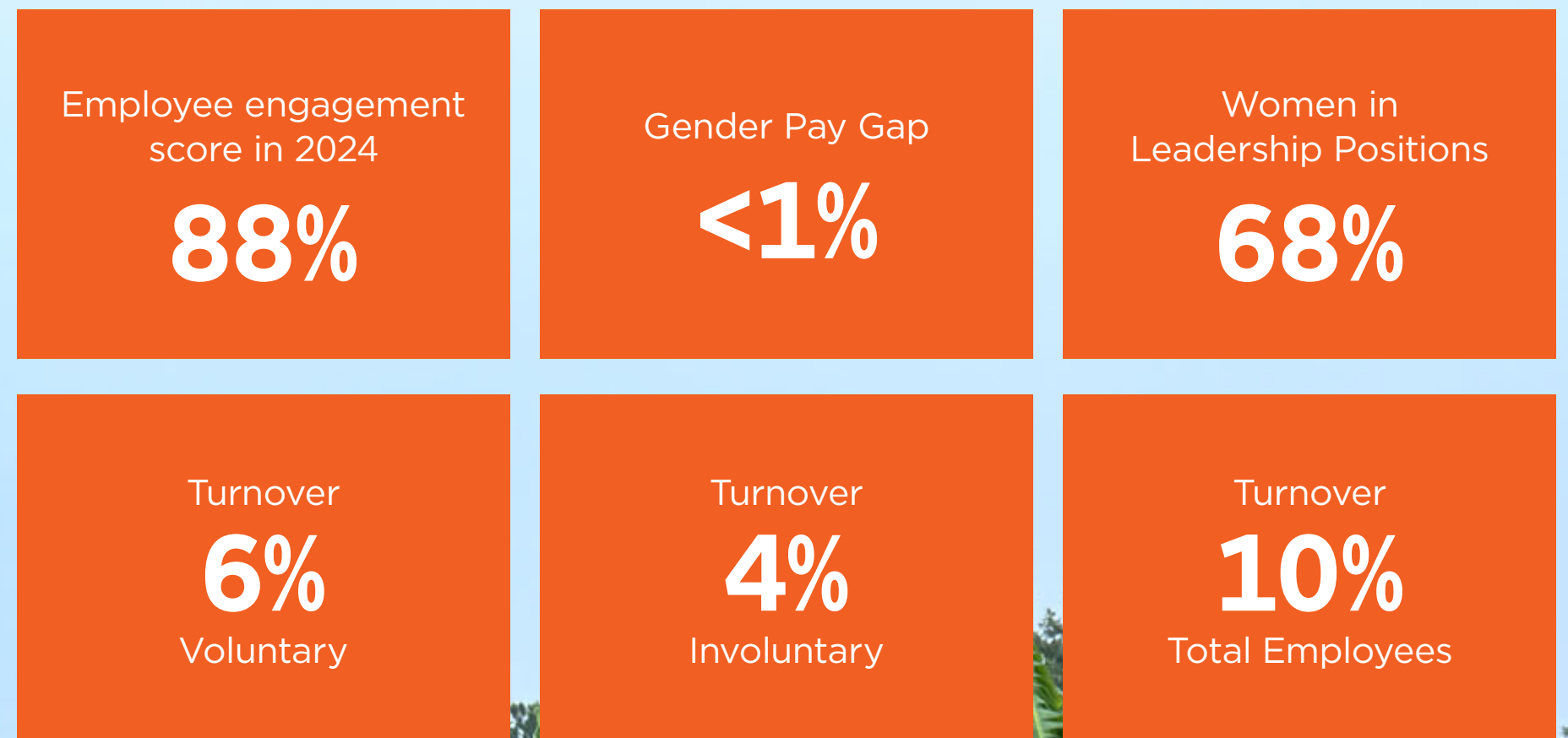
Additionally, **59% of all promotions were awarded to women** and 41% to men, reflecting promotion rates that align with the overall gender distribution of our employee base.

Beyond compensation, our **Benefits Committee** ensures our benefits package supports employee well-being, covering healthcare, financial security, and work-life harmony. These benefits are designed not only to attract new talent but also to support our people at every stage of their careers.

We also listen. Our **annual employee engagement survey** gives every team member a voice. In 2024, **86% of employees** participated, and we achieved **88% average engagement score**—our highest yet for the second consecutive year!

Survey highlights showed strong confidence in leadership and a supportive work environment. While career growth and development remains an opportunity, we saw a 5% increase in favorability—a positive step toward ensuring every employee has a clear path forward.


2024 United Way Volunteer Event
Jacksonville, FL



OUR COMMUNITIES

We promote philanthropic ideals and strive for the betterment of our neighborhoods by giving our time and financial support.

Our 2024 Community Highlights



Total Donated
~\$1.8M



Employee Community
Volunteer Hours
2,338



Average Employee
Donation
\$1,434



Indirect Community Impact
\$236M



Crisis Match Donation
\$50K



Bi-Annual Tenant
Engagement Survey



Partnered with
MicroHabitat Urban Farm



The Abbot Honored
with Prestigious Historic
Preservation Award



Fighting Childhood
Cancer Through Our
Annual Campaign



Making an Impact Where We Live and Work

Connecting with our communities isn't just what we do—it's a core value. It's deeply woven into our culture and central to our long-term success. We believe that thriving communities build a strong foundation for growth, and we're proud to make meaningful impact through service, support, and partnerships.

We activate our dedicated people, company resources, and long-standing relationships to help create lasting change. We **support a wide range of nonprofit programs** through strategic giving and hands-on volunteerism.

In 2024, we celebrated the fifth year of ouRCommunities, an employee-driven philanthropy program. Team members nominate nonprofits close to their hearts, amplifying the causes that matter most to our people and their communities. Each organization submits a proposal, which our employees then vote on. Three candidates are selected, and funds are distributed based on employee vote counts.

Our continued partnerships with groups like [Habitat for Humanity](#)®, [United Way](#)®, and [YMCA](#)® helped us reach new milestones in 2024. Together, our team clocked in **2,338 volunteer hours** and contributed a record-breaking **~\$1.8 million** in donations—including a dollar-for-dollar corporate match of additional charitable donations from our employees.

Though we're a team of only 500 people, we believe small groups with purpose can create outsized impact. Giving back is more than a responsibility—it's part of how we operate, lead, and grow.



Regency Gives



- UNITED WAY™
- JAGUARS FOUNDATION
- YMCA™
- CRISIS MATCHING GIFTS
- CORPORATE + REGIONAL DONATIONS
- MATCHING GIFTS
- HABITAT FOR HUMANITY™



~\$1.8M

Total Donated



1,637 Hours

United Way® Campaign







\$1,434

Average Employee Donation



701 Hours

Other Volunteer Work

				Crisis Matching Gifts	 Matching Gifts	Other Corporate + Regional Donations
Employee Contribution	\$689,944	\$16,180	\$2,000	—	—	\$9,099
Corporate Match	\$339,285	\$16,180	\$27,000	—	—	\$9,099
Corporate Contribution	—	\$15,000	\$89,500	\$50,000	\$35,000	\$468,849
Total Contribution	\$1,029,229	\$47,360	\$118,500	\$50,000	\$35,000	\$18,198
						\$468,849



Growing a Greener Future

We are proud to partner with MicroHabitat to bring the first-ever Urban Farm to life at our Mellody Farm center outside of Chicago—an exciting new chapter in Regency’s placemaking and sustainability journey.







This 30-pot farm is a first-of-its-kind for Regency Centers, blending **urban agriculture** with community connection, **environmental stewardship**, and guest experience.

From June through October 2024, the

garden produced 300 pounds of fresh vegetables and herbs—with **95% donated** to the **Vernon Township Food Pantry** and the rest shared with our food-focused tenants.

By integrating sustainable farming into our centers, we’re creating meaningful, lasting value—for people, for partners, and for the planet.

In 2024, our urban farm made a meaningful impact to our community, demonstrating how local partnerships can

 30-pot farm at Mellody Farms	 500 edible plants nourish local wildlife and provide refuge	 160 meals donated through Team No Kid Hungry®
 300 lbs of fresh vegetables and herbs harvested	 95% of the harvest donated to the Vernon Township Food Pantry	 \$2,500 donated to the Food Pantry by Regency Centers

Mellody Farm | Chicago, IL

Case Study:

Community Engagement Meets Environmental Stewardship



Our urban farm was established as a dual-purpose initiative: to **serve the local community** while promoting **environmental sustainability**. Designed with intention, the space provides access to fresh produce, educational opportunities, and green infrastructure benefits in an urban setting.

Impact:

- **Carbon Sequestration & Air Quality:** Diverse vegetation helps sequester carbon and improve local air quality.
- **Stormwater Management:** Permeable soils and thoughtful landscaping helps absorb rainwater.
- **Biodiversity & Ecosystem Support:** The garden includes a variety of native and pollinator-friendly plants.
- **Community Engagement:** As a hub for hands-on-learning, volunteering, and environmental education, the garden deepens community connection.

Broader Significance:

Our urban farm illustrates how green infrastructure can address environmental challenges—sequestering carbon, managing stormwater, and supporting biodiversity—while also empowering communities. It’s more than a garden; it’s a living example of how sustainability and community impact can grow side-by-side.

Carbon Dioxide
Absorbed
123.76 kg CO₂e¹

Nitrous Oxide
Absorbed
81.923 g

Particulate Matter
Absorbed
971.12 g

Joules of
Heat Offset
88,895,347.80 J

Mellody Farm | Chicago, IL

¹ For methodology and additional information, please refer to the Endnotes and Sources section of the Appendix.



Strengthening Biodiversity with Trees and Bees

At Regency, we welcome new employees with a gift that reflects our culture and our commitment to well-being. Rooted in our “Live Well. Work Well. Be Well.” philosophy, the gift supports physical, emotional, financial, and community wellness—and includes a meaningful gesture: a **voucher to plant a tree**.

The trees are planted by a global reforestation partner, giving each new team member the opportunity to contribute to environmental impact from day one. In 2024 **alone, 50 trees were planted**, which will collectively absorb approximately **2,470 pounds of carbon dioxide** annually¹.

As part of our broader ecological efforts, we also partner with Alvéole, a social beekeeping company, to transform our rooftops into thriving habitats for honeybees. Alvéole partners with hundreds of other companies and schools for these installations, whose buzzing occupants collect nectar and pollen from flowers within a three-mile radius of their properties. By installing beehives on our properties, we help sustain

pollinator populations while fostering environmental awareness among our employees and communities. These hives support **urban biodiversity**, strengthen local ecosystems, and produce **locally-sourced honey**, connecting sustainability directly to the communities where we live and work.

We also integrate nature into our centers through thoughtful **placemaking and design**. Across our development and redevelopment projects, we prioritize:

- Lush landscaping and modern architecture
- Branded crosswalks and signage to enhance community connectivity
- Water features and updated playgrounds to support families and encourage outdoor engagement

By weaving nature, sustainability, and wellness into our spaces and culture, we create lasting value—for our employees, communities, and the environment.

¹ Source: [US Department of Agriculture](#) and [US Environmental Protection Agency](#)



Preserving History and Community

In 2024, Regency completed the restoration of The Abbot, a landmark property in the heart of Cambridge's historic Harvard Square.

The site includes three buildings: the Abbot Building and the Brattle Building—both with origins in the late 1800s and early 1900s—and a newly constructed building designed to complement the historic architecture. To ensure authenticity and respect for the site's legacy, we partnered with one of Greater Boston's leading design firms, drawing inspiration from the surrounding architecture to thoughtfully restore the property.

This project went beyond preservation—it celebrated **community connection and environmental responsibility**.

The Abbot features green roofs that manage stormwater while offering dramatic views overlooking Harvard Square. The property also achieved LEED Gold certification, reflecting our commitment to sustainable, high-performance development.

In recognition of its impact, The Abbot was honored with the 2024 Mayor Thomas M. Menino Legacy Award from Preservation Massachusetts, which celebrates projects that revitalize history, foster partnerships, and strengthen communities.

This restoration embodies Regency's core values: connecting to the community, doing what is right, **balancing purpose with profit**, and being good stewards of the environment. By honoring the past while building for the future, The Abbot stands as a model for thoughtful, community-focused development.



Prioritizing Health & Safety

At Regency, the safety and well-being of our tenants, shoppers, and communities are top priorities. With a national presence spanning 24 offices, 480+ centers, and over 57 million square feet of GLA, we serve more than 9,000 tenants and welcome over 750M visitors per year. That scale comes with responsibility, and we take it seriously.

Our dedicated, in-house **Property Operations team** oversees daily maintenance, safety protocols, and tenant relations across all markets. Located in offices nationwide, these boots-on-the-ground professionals provide immediate, localized support—including during emergency situations.

Our Property Operations teams are the day-to-day operators of our centers, performing a range of services for the benefit of our tenants and shoppers, including:

01

Frequent property inspections to identify property-level areas for improvement.

02

Capital surveys and budget exercises for the purpose of identifying areas for capital repairs, replacements, or improvements to be included in the capital plan

03

Annual Stewardship Reporting, facilitated by our internal risk management team, is conducted as a supplemental property inspection that’s performed by a third party on a sample of properties each year, in order to further identify areas of improvement to help avoid and mitigate potential risks.

To guide our response efforts, Regency uses a comprehensive **Crisis Management Program**, known as the **Regency Playbook**. This protocol ensures the right people receive the right information—quickly—enabling an effective, coordinated response. From natural disasters to critical incidents, the Playbook has proven to be a vital tool in protecting our properties and the people who rely on them.

We review and refine the program annually to keep our centers safe, responsive, and prepared. **Operational excellence and care for our communities go hand in hand.**

Village District | Raleigh, NC
75th Anniversary Celebration



Creating Direct and Indirect Economic Impacts

Regency’s operations directly and indirectly support the economic health of the communities in which we operate. Our centers generate meaningful tax revenue that helps fund essential public services—ranging from **infrastructure improvements** (roads, water, and sewer) to **public safety, schools, and libraries**.

In 2024, Regency contributed approximately:

- **\$236 million** in real estate property taxes
- **\$2 million** in franchise taxes
- **\$1 million** in transfer taxes

These dollars represent a tangible investment in the places where we live, work, and do business.

Businesses at our centers contribute hundreds of millions in **sales taxes** each year, providing essential revenue for municipal and state services. Beyond tax contributions, **our centers support local employment and job creation**—from retail and restaurant staff, to the architects, contractors, and designers involved in developments and redevelopments—while ongoing operations create additional jobs in maintenance, infrastructure, leasing, and property management functions.

By partnering with best-in-class grocers, restaurants, and service providers, we help create vibrant, connected spaces that serve as both economic engines and valued community hubs.

It’s all part of our long-term approach: building centers that not only perform—but contribute lasting value to



2024 Real Estate Taxes

\$236M



2024 Franchise Taxes

\$2M



2024 Transfer Taxes

\$1M

Grand Ridge Plaza | Seattle, WA
Bai Tong Thai Restaurant



ETHICS AND GOVERNANCE

We believe in acting with unwavering standards of honesty and integrity.



Our 2024 Ethics and Governance Highlights



Board Gender and Ethnic Diversity
45%



One of 41 S&P 500 Companies with Female CEO



Average Board Tenure
10 Years



Board Committee CR Related Sessions
4 Annually



Average Board Age
63 Years



CR Goal Achievement Valued at **20%** of NEO Annual Incentive Program



Board Experience in Driving CR Excellence



Cybersecurity and Risk Management Oversight



Vendor and Contractor Due Diligence Program



Oversight That Drives Excellence

Strong corporate governance is foundational to Regency’s long-term success. It drives sound decision-making, accountability, and value creation for our shareholders and other stakeholders.

Our **Board of Directors** provides strategic oversight and guidance with effective governance, sound business judgment, and a long-term perspective that reflects the mix of skills, experiences and other attributes of its members.

Board oversight is carried out directly and through four standing committees:

- **Audit**
- **Investment**
- **Compensation**
- **Nominating and Governance**

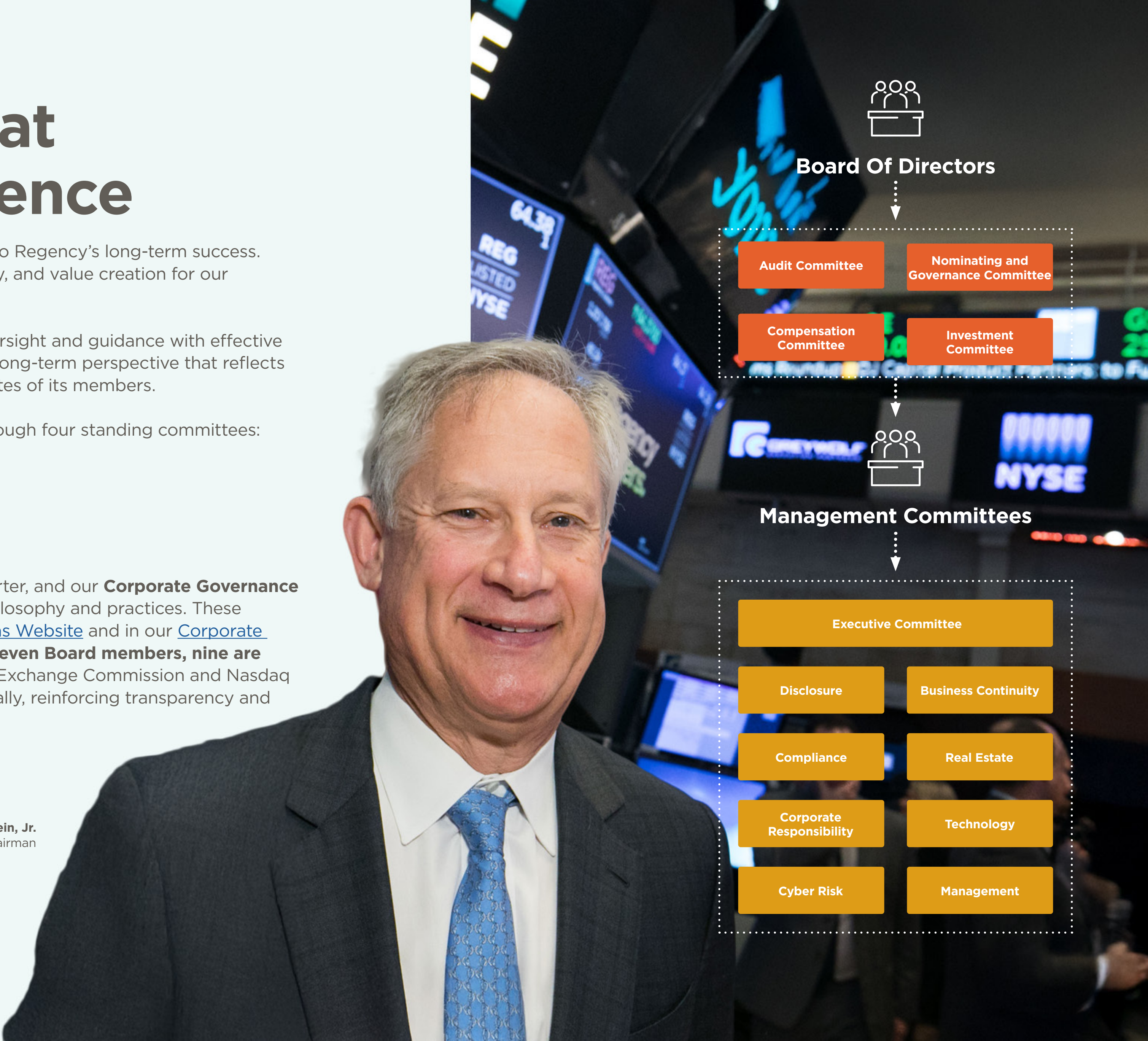
Each committee operates under a written charter, and our **Corporate Governance Guidelines** outline the Board’s governance philosophy and practices. These materials are available on our [Investor Relations Website](#) and in our [Corporate Responsibility Policies and Practices](#). Of our **eleven Board members, nine are independent** under applicable Securities and Exchange Commission and Nasdaq rules, and all directors stand for election annually, reinforcing transparency and accountability at the highest level.



NEO Annual Incentive Program tied to Corporate Responsibility

20%

Martin E. (Hap) Stein, Jr.
Executive Chairman





2024 Regency Centers Executive Committee (left to right): Nick Wibbenmeyer, Lisa Palmer, Alan Roth, and Mike Mas.

Strategic Board Selection & Refreshment

A balanced and diverse Board is essential to Regency’s long-term success. The mix of skills, experience, backgrounds, tenures, and competencies contributes to effective oversight, strategic guidance, and continuity.

To preserve and enhance this balance, our Board has implemented a formal **succession planning process**, reviewed annually by both the Nominating and Governance Committee and the full Board.

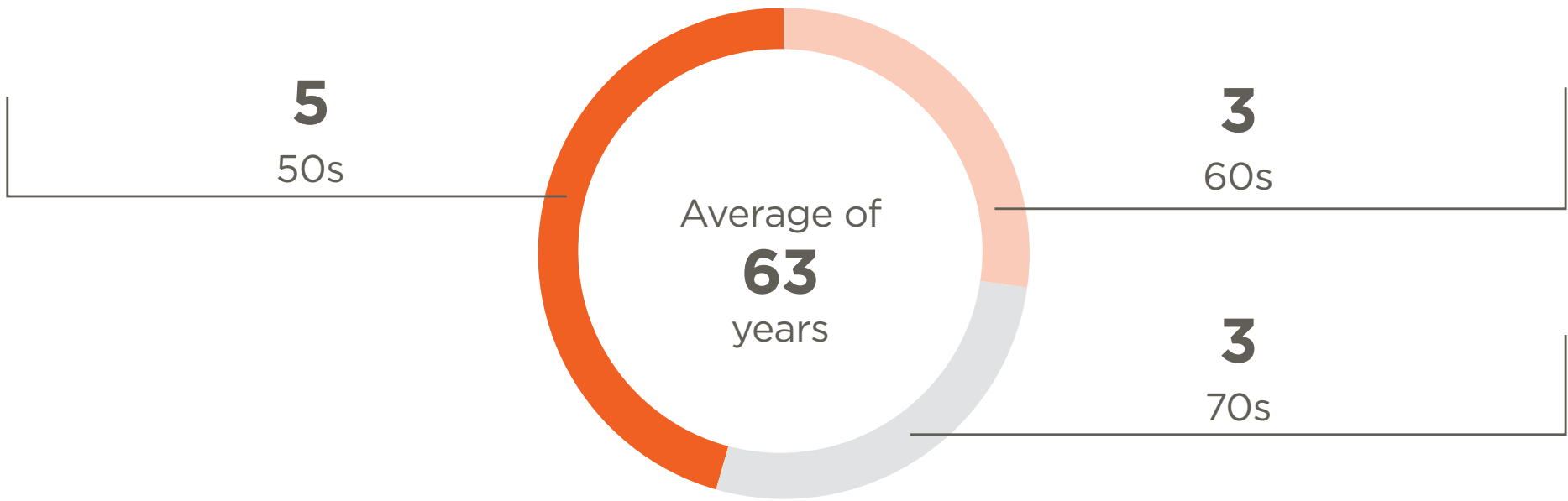
The Committee evaluates potential directors based on the Board’s current composition, anticipated transitions and retirements, and future needs—seeking individuals whose attributes complement the existing group

and support effective succession and long-term Board performance.

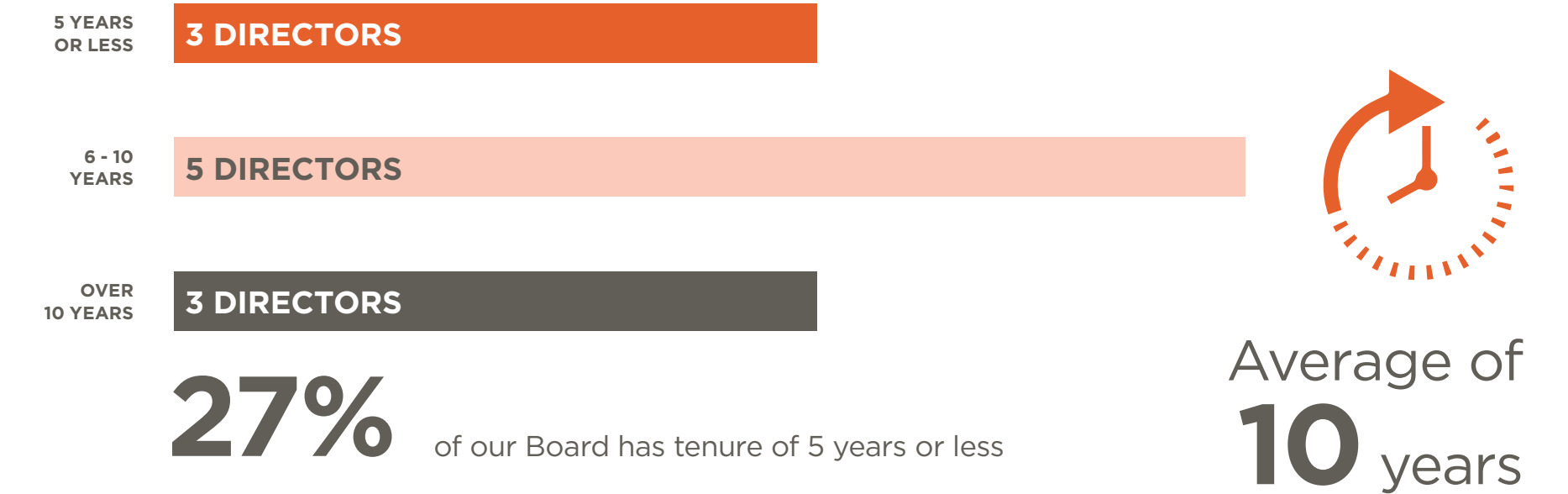
As of 2024, **36% of our directors are women** and **one member is ethnically diverse, reflecting** Board diversity totaling **45%**.

In August 2024, we welcomed Gary E. Anderson to the Board. His extensive global experience in commercial real estate development ownership and operation, logistics, and capital markets strengthens our collective expertise and supports our continued focus on responsible growth.

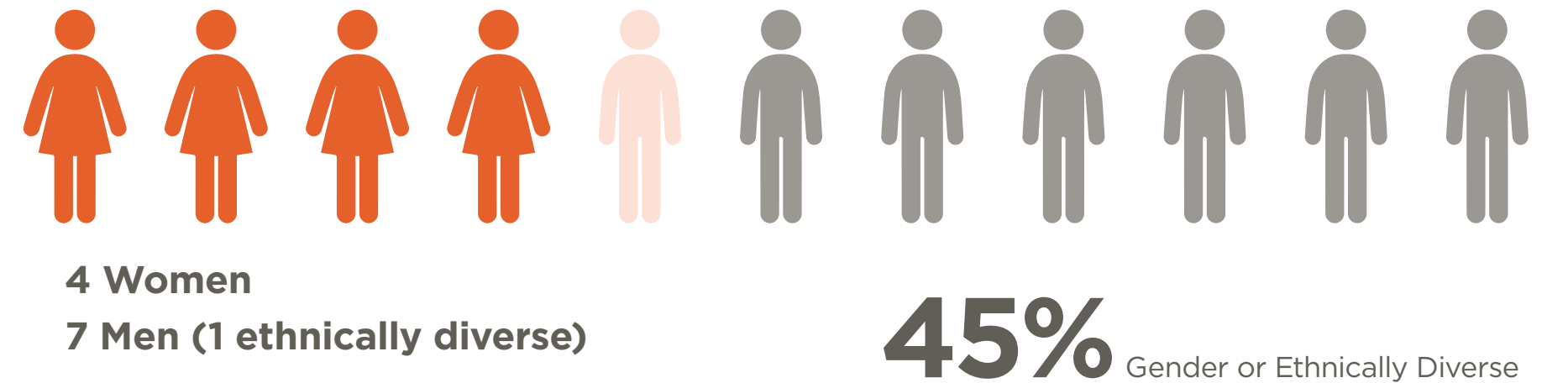
Board Average Age














Tenure of Director Nominees



Gender and Ethnic Diversity



Skilled Board Driving Strategy

											
	Gary E. Anderson Recently Retired Chief Operating Officer Prologis, Inc.	Bryce Blair Principal of Harborview Associates, LLC	C. Ronald Blankenship Lead Director of the Board and Director of Civeo Corporation	Kristin A. Campbell Recently Retired Executive Vice President, General Counsel and Chief ESG Officer of Hilton Worldwide Holdings Inc.	Deirdre J. Evens Recently Retired Executive Vice President and General Manager, IT Asset Lifecycle Management of Iron Mountain	Thomas W. Furphy Chief Executive Officer and Managing Director of Consumer Equity Partners	Karin M. Klein Founding Partner of Bloomberg Beta	Peter D. Linneman Principal of Linneman Associates	Lisa Palmer President and Chief Executive Officer of Regency Centers Corporation	James H. Simmons, III Chief Executive Officer and Founding Partner of Asland Capital Partners	Martin E. Stein, Jr. Executive Chairman of the Board and Former Chief Executive Officer of Regency Centers Corporation
Director Since	2024	2014	2001	2023	2018	2019	2019	2017	2018	2021	1993
Skills/Experience											
Business/Strategic Leadership											
Real Estate/REIT											
Capital Markets											
Consumer Retail											
Corporate Governance/ Public Board											
Financial/Accounting											
Human Capital											
Technology/CyberRisk											

For additional detail on our Board members, please see Regency’s 2025 Proxy Statement, filed with the SEC on March 26, 2025.

Protecting Data, Strengthening Trust

Cybersecurity is a business imperative—and Regency takes a proactive, layered approach to managing risk and protecting data.

We’ve established an extensive **cybersecurity governance framework** to provide oversight, awareness, and preparedness at all organizational levels.

At the Board level, **our Audit Committee oversees cybersecurity**, with day-to-day implementation by Regency’s management-led **Cyber Risk Committee**. This group reports regularly to the Audit Committee, providing updates on program performance, emerging trends and threats, and risk mitigation strategies.

Our cybersecurity strategy is built around **five core pillars**:



Identification



Protection



Detection



Response



Recovery

This structure is tailored to Regency’s business needs and is intended to safeguard the confidentiality, integrity, and availability of our systems and information. We’ve also adopted a Cyber Risk Management and Data Breach Preparedness Policy to proactively guide incident response and readiness.

We recognize that people are often the most vulnerable link, as they are susceptible to increasingly sophisticated hackers and cyber-attacks. Therefore, we design our training to emphasize continuous education and awareness.

This includes:

- Cybersecurity training at onboarding
- Ongoing phishing simulations and awareness testing
- Annual refresher training with advanced courses for specialized users

In addition, we partner with third-party experts to perform **cyber due diligence and audits** of key vendors and contractors—doing our best to ensure that our extended network maintains strong cyber standards.



ENVIRONMENTAL STEWARDSHIP

Our duty is to balance purpose and profit, being good stewards of capital and the environment for the benefit of all our stakeholders.



Our 2024 Environmental Stewardship Highlights



Scope 1 & 2 GHG
Emissions Reduction
23% since 2019



Like-for-Like
Energy Reduction
20% since 2019



Invested in High-Efficiency
LED Projects
\$2.2M in 2024



LED-upgraded
Portfolio
77%



Renewable Energy Generated
from On-site Solar
9,042 MWh



Like-for-Like Water
Reduction
11% since 2019



Waste Diverted
30% in 2024



Active Electric Vehicle
Charging Stations
1,316



LEED Certified
1.6M SQ FT

Committed to Environmental Impact

At Regency, being good stewards of capital and the environment is one of our core values. We believe in being **responsible stewards** of both **capital and the environment**—ensuring that our actions deliver long-term value for our shareholders while carefully considering other key stakeholders, including our communities and future generations.

Our approach integrates environmental stewardship across our entire portfolio and is deeply ingrained in our business strategy, decision-making, and operations. We recognize that environmental stewardship is not separate from our financial goals—it is essential to achieving them.

We accomplish this by focusing on **eight strategic priorities** that guide our environmental efforts and drive measurable impact. These priorities ensure we’re addressing the most material risks and opportunities while aligning with our broader commitment to sustainability, innovation, and building shareholder value.

Strategic Priorities

 Greenhouse Gas Emissions	 Climate Change	 Energy Efficiency	 Renewable Energy
 EV Charging	 Water Conservation	 Waste Management	 Green Building

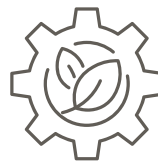
2008

Formal climate strategy work began



2017

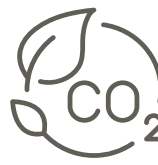
Developed our own Green Building Standard ensuring that all of our construction projects achieve a higher level of green building performance



Set initial 10-year environmental targets, which were achieved ahead of schedule

2022

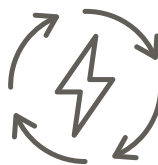
Developed a net zero Scope 1 and 2 GHG goal and an interim Science-based target endorsed by SBTi



Introduced property-level climate risk reports into our due diligence process for all new investments

2024

Reintroduced LEED Green Building Certification standards into all new development and redevelopment projects, and entered into a bundled renewable energy procurement program



2014

Became the first U.S. REIT, and the second U.S. Corporation, to issue a Green Bond for financing environmentally sustainable projects



2019

Developed and implemented our Tenant Sustainability Guide



2023

Launched green building and green leasing task forces to revitalize certification efforts and strengthen tenant engagement in lease negotiations



Advancing Climate Strategy to Achieve Resilient Growth

As a long-term owner, operator, and developer of real estate, we recognize that climate change presents both physical and transitional risks that could impact our properties, our people, and our long-term success. Understanding and managing these risks is essential to our role as responsible stewards of capital and the built environment.

To support this, we have aligned our climate-related disclosures with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This framework informs our strategy for identifying, assessing, and managing climate-related risks and opportunities across our portfolio.

We have published a stand-alone 2024 TCFD Report, which provides additional detail and context regarding our climate strategy, governance, risk management, and metrics. This 2024 Corporate Responsibility Report should be read together with, and as a companion to, our 2024 TCFD Report, which can be accessed at RegencyCenters.com/CorporateResponsibility.



Grand Ridge Plaza | Seattle WA
LEED Silver



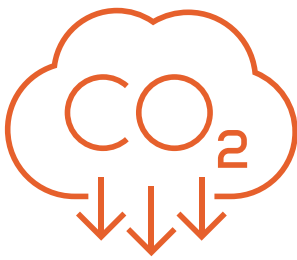
Reducing Our Carbon Footprint

As part of our broader climate strategy, we are committed to measuring, reducing, and transparently reporting our GHG emissions. Scope 1 and 2 emissions primarily result from electricity use in common areas and vacant tenant spaces, while Scope 3—our largest emissions sources—includes tenant activities, business travel, and employee commuting.

We have set a science-based target to reduce absolute Scope 1 and 2 GHG emissions by **28% by 2030**, a goal formally endorsed by the Science Based Targets initiative (SBTi). In addition, we are committed to achieving **net zero Scope 1 and 2** GHG emissions across all operations by 2050, reflecting our long-term dedication to environmental stewardship and climate resilience.

As a result of our focused efforts, we have achieved a **23% absolute reduction in Scope 1 and 2 GHG emissions from 2019 to 2024**¹—4% annual average.

The Crossing Clarendon | Washington, D.C. | LEED Gold

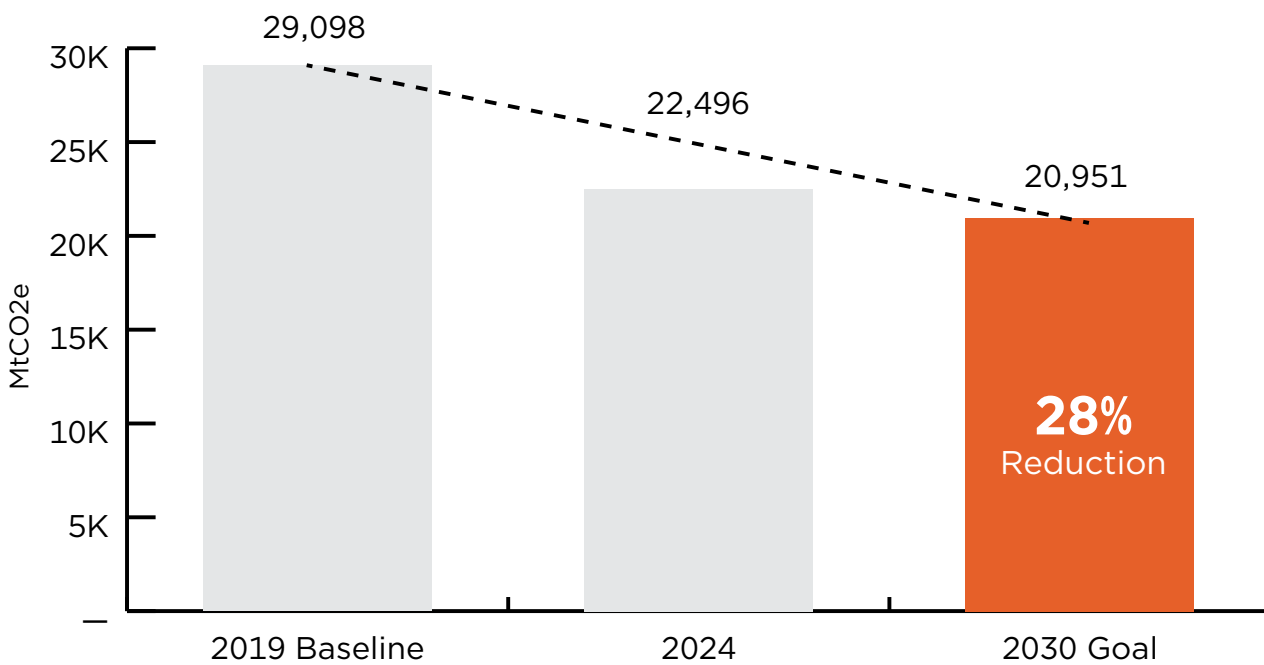


Absolute
Scope 1 and 2
GHG Reduction
23%↓
since 2019¹

2024 Scope 1 & 2 GHG Emissions¹

Source	Ton	%	
Purchased and Used Electricity	19,317	86%	<div></div>
Stationary Combustion	1,959	9%	<div></div>
Fugitive Emissions	895	4%	<div></div>
Mobile Combustion	325	1%	<div></div>
Total Ton: 22,496		100%	

Total Absolute Scope 1 and 2
(Market-Based) GHG Emissions¹



¹ Regency calculates GHG emissions reduction progress in absolute terms in accordance with the SBTi and GHG Protocol, and measures both location-based and market-based Scope 2 emissions. Figures presented above correspond to market-based Scope 2 emissions. For more information on the methodology and additional performance data, please refer to the About This Report section and Appendix.

Our Roadmap to Meaningful Carbon Reduction

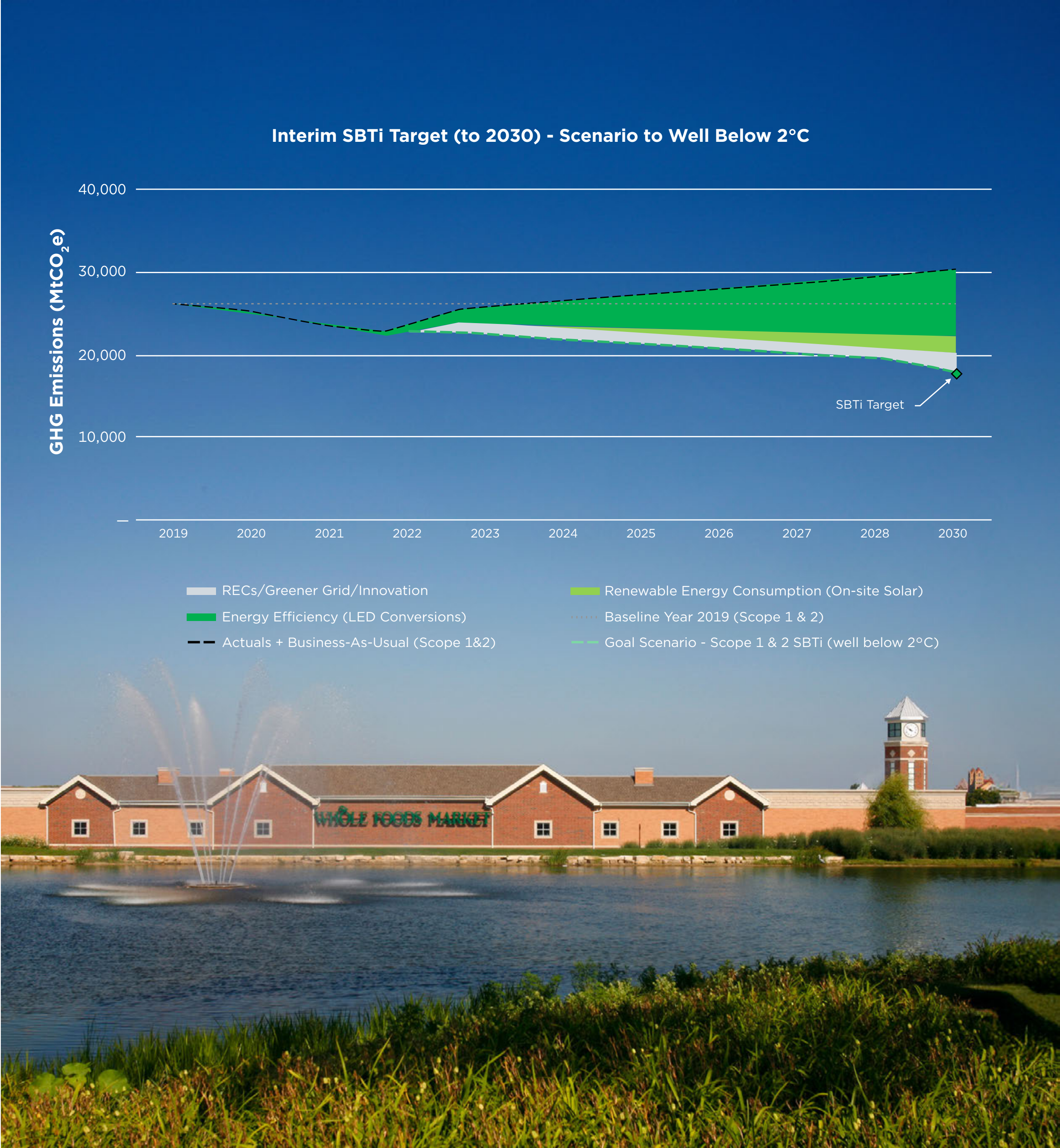
We’ve developed an interim **reduction strategy** aligned with limiting global warming to well below 2°C, positioning Regency to support the global transition to a net-zero future.

Our reduction efforts focus on **three key strategies**:

- Enhancing common area energy efficiency through **LED conversions** and lighting controls
- Expanding **on-site renewable** energy generation, and
- Supplementing with purchased renewable energy certificates (**RECs**) when on-site solar RECs are unable to be retained.

As part of our broader decarbonization strategy, we retain and, when appropriate, purchase Green-e-eligible or certified offsite RECs to complement our emissions reduction efforts. For our 2024 reporting, we applied both retained and purchased RECs to reduce Scope 2 GHG market-based emissions. The RECs total **9,042 MWh**, equivalent to our on-site production generated in 2024, and when applied to our Scope 2 market-based emissions, is equal to the reduction of 2,955 MtCO₂e.

Willow Festival | Chicago, IL



Reducing Our Energy Use

Improving **energy efficiency** across our operational control is critical to achieving our science-based targets. Exterior common area lighting accounts for the majority of Regency’s total energy consumption and is our largest source of GHG emissions, followed by stationary combustion.

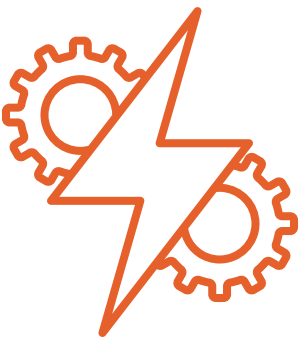
We’ve made significant progress in improving energy efficiency through strategic investments in LED retrofits. Since 2019, we’ve **invested ~\$8 million**—including **\$2.2 million** in **2024** alone.

During the year, we **completed 21 retrofit projects**, bringing LED lighting conversion across **our entire portfolio to 77%**.

In 2024, we achieved an **8% reduction in absolute energy consumption** and a **9% reduction in Like-For-Like** energy use.

We continue to make progress and remain on track to **complete our first round of LED** retrofits portfolio-wide by **mid-2027**.

The Gallery At Westbury Plaza | New York, NY
Rooftop Solar Panels

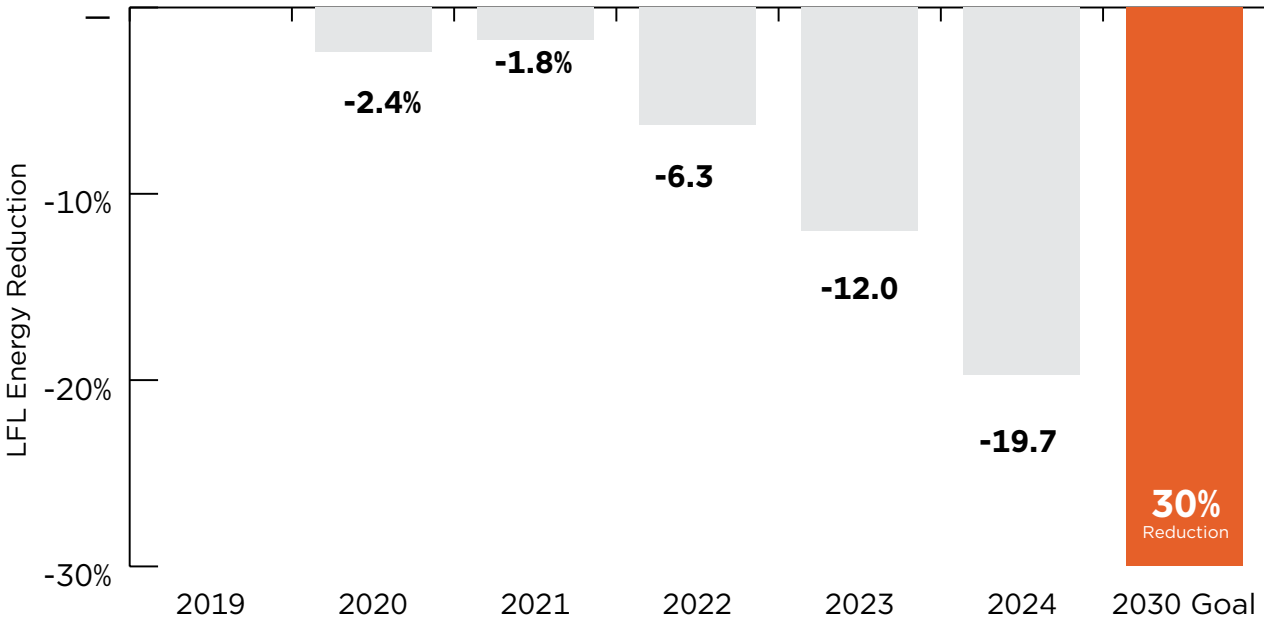


Like-for-Like
Energy Reduction
20%↓
since 2019 ¹

2024 LFL Energy Consumption¹

Source	MWh	%	
Purchased and Used Electricity	50,230	91%	<div></div>
Stationary Combustion	4,965	9%	<div></div>
Fugitive Emissions	—	—	<div></div>
Total MWh: 55,195		100%	

Cumulative LFL Energy Reduction Since 2019¹



¹ For our Like-For-Like (LFL) definition, methodology, and additional performance data, please refer to the About This Report section and Appendix.

Case Study:

Energy Reduction Through LED Lighting Retrofit

Project Overview:

In 2024, Regency completed a **comprehensive LED lighting retrofit** for the common area parking lot at Blakeney Town Center, one of our neighborhood shopping centers located in North Carolina. This project replaced high-intensity discharge parking lot fixtures with **high-efficiency LED alternatives**, improving energy performance while maintaining safety and visibility.

Impact:

Following the retrofit, data showed an **18% year-over-year reduction** in electricity consumption for the common area accounts. This improvement resulted in approximately **\$13,000** in annual **utility cost savings**, demonstrating a financial return from energy efficiency upgrades. This measurable decrease in consumption underscores the tangible benefits of targeted energy efficiency investments and validates the effectiveness of our operational decarbonization strategies.

Broader Significance:

This successful retrofit is a clear example of how strategic capital investments can yield meaningful environmental impact. It supports our broader objective to reduce our environmental footprint and do our part in the global effort to combat climate change. By aligning efficiency upgrades with long-term sustainability goals, we continue to make progress toward decarbonizing our operations and delivering value across our portfolio.



Leveraging Our Portfolio to Accelerate Renewable Energy

Regency continues to focus on expanding the use of renewable energy technologies at our shopping centers and sharing the benefits of affordable, clean power with our tenants and local communities through community solar programs.

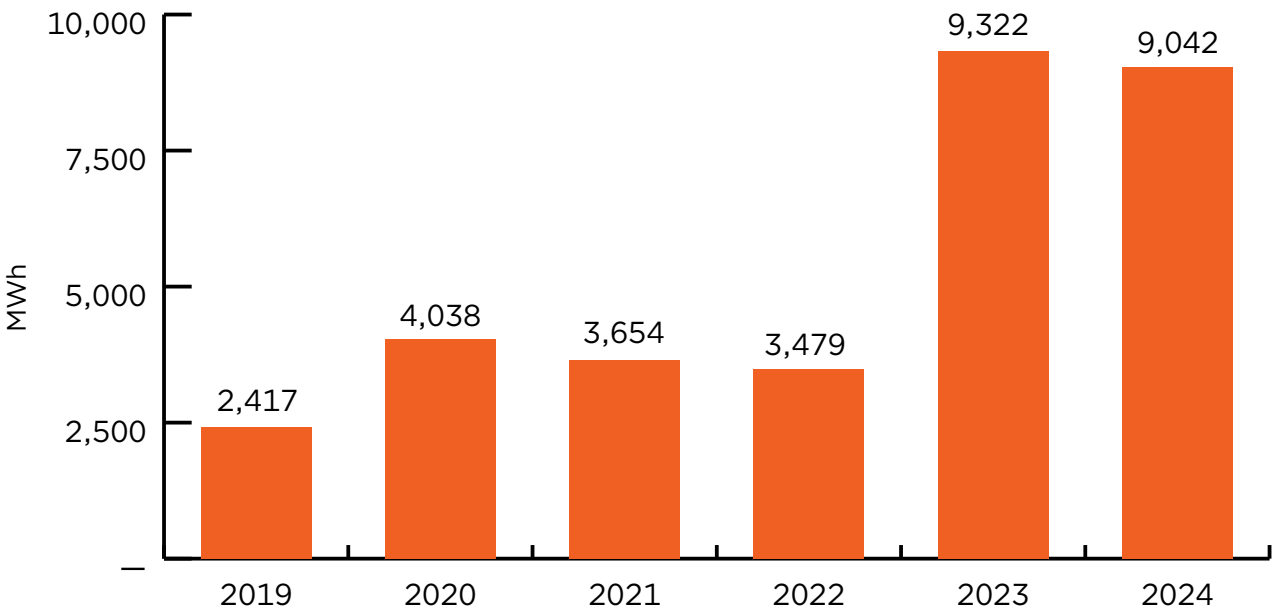
While we continue to deploy opportunities to directly provide our tenants with affordable and **clean renewable energy**, we also plan to strategically procure renewable energy to reduce Regency’s own GHG emissions footprint where appropriate. Given the wide geographic distribution of our centers and market offices nationally, solar is currently the most effective and readily available renewable option, but we continue to review other potential renewable energy alternatives for future deployment.

As of year-end 2024, we had **30 properties** with solar energy arrays with a total installed capacity of 8.1 MW-DC. The on-site production generated **9,042 megawatt hours of clean energy**.



On-Site Solar Production Since 2019 ¹

Generated Renewable Energy On-Site
13%↑
in 2024¹



Chimney Rock Crossing | Bound Brook, NJ
Solar Rooftop Panels

¹ 2024 renewable energy figures correspond to Regency owned and leased on-site solar. For our methodology and additional notes, please refer to the About This Report section and Appendix.



Belmont Chase | Washington, D.C. | LEED Silver



Village at La Floresta | Los Angeles, CA | LEED Silver

Driving Impact Through Water Efficiency

Landscape irrigation is Regency’s largest use of water within operational control, driven largely by weather patterns and local restrictions. We’re committed to conserving this vital resource to protect the environment, reduce drought impacts, and preserve it for future generations.

At our properties, we implement efficient **water management strategies** that balance conservation with community benefits like shade and pedestrian-friendly landscape. These include high-efficiency irrigation systems with smart controllers that adjust to local weather, use of reclaimed water where available, and **planting native, drought-tolerant species**. We also incorporate stormwater systems, permeable paving, and rainwater retention cisterns to further reduce water use.

Our water is sourced from municipal, public, and private water utility providers, and we comply with applicable regulations. We closely monitor consumption and strive to reduce water use without compromising the environments at our centers. We also encourage our tenants and other stakeholders to conserve water through our [Tenant Sustainability Guide](#), which provides tools, best practices, and system recommendations for efficient use.

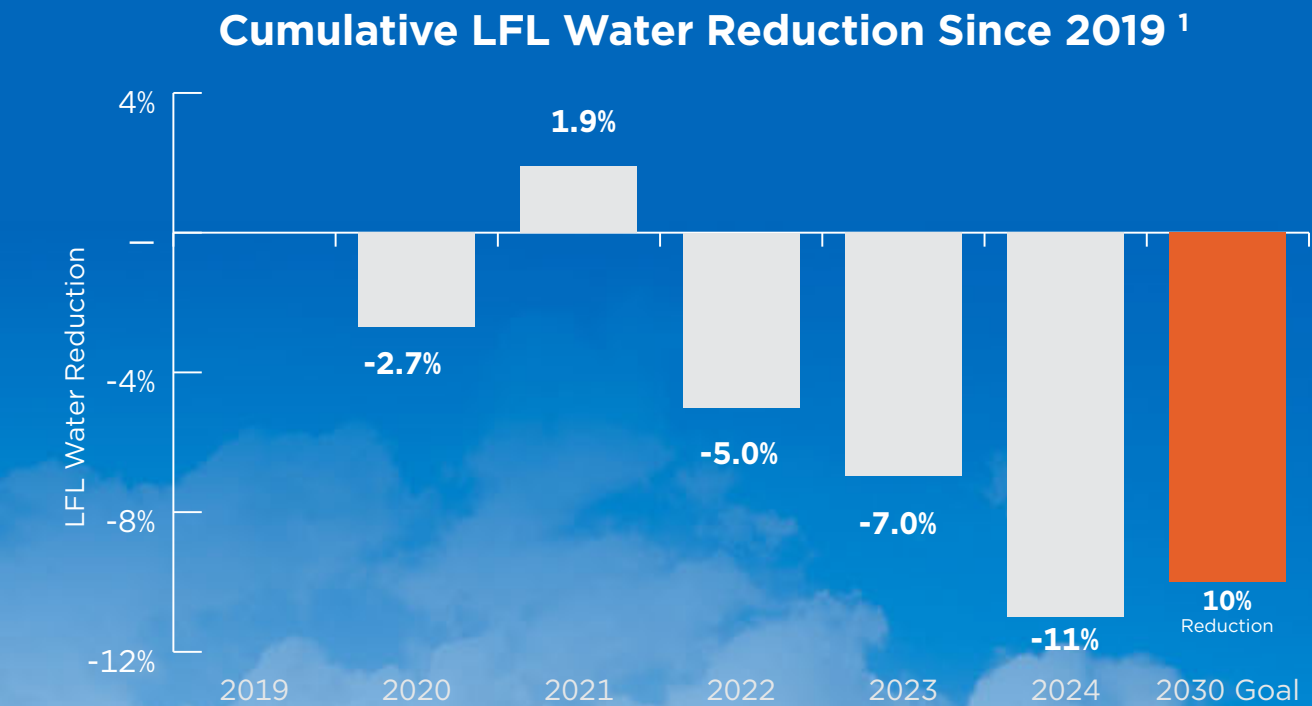
In 2024, we achieved an **4% Like-for-Like water reduction** and **11% since 2019—2% annual average**.

Market at Colonnade Center | Raleigh, NC
Water Cistern

¹ For our Like-For-Like (LFL) definition, methodology, and additional performance data, please refer to the About This Report section and Appendix.



Like-for-Like
Water Reduction
11%↓
since 2019 ¹



Diverting Waste, Driving Sustainability

In partnership with our tenants and networks of local recyclers, composters, and waste haulers, we work to promote responsible **waste management practices** across our shopping center portfolio. While recycling programs vary significantly based on local recycling infrastructure and applicable law and guidance, we continuously strive to provide our tenants and center visitors with the means to recycle and compost their waste.

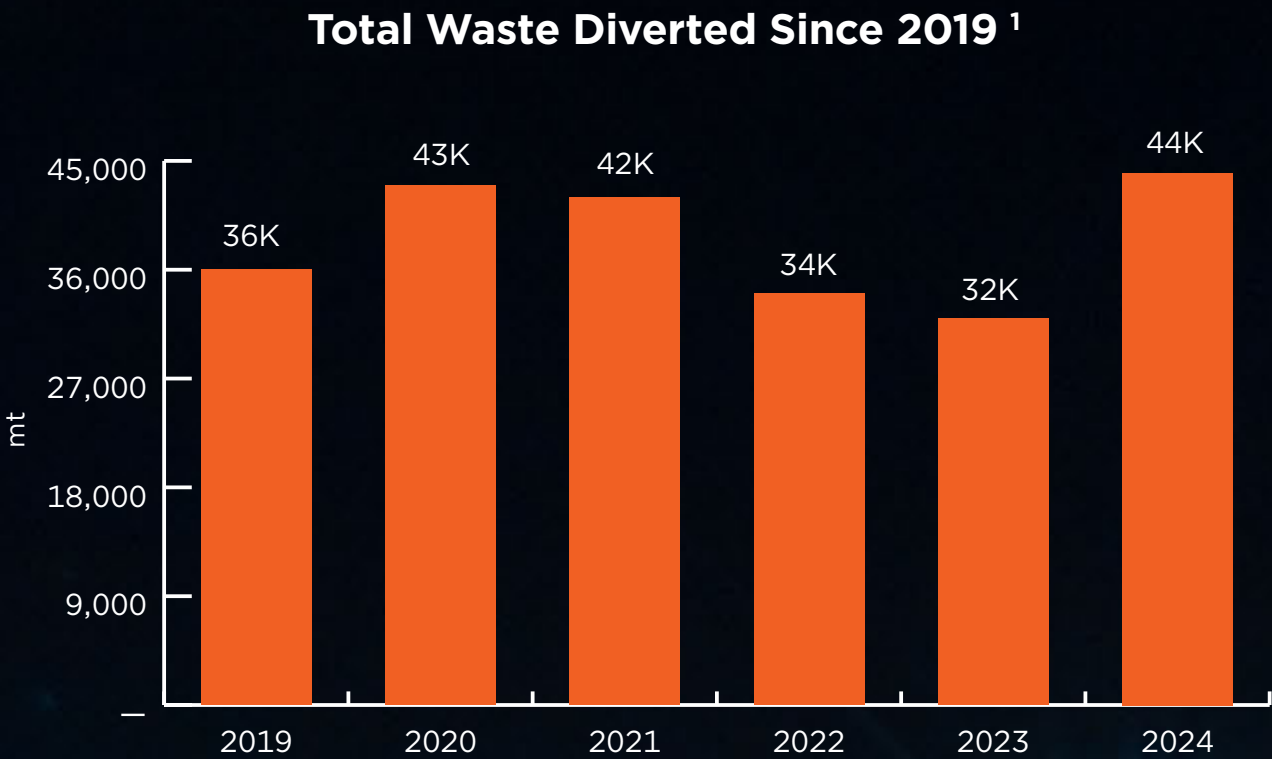
Collaboration with our tenants to reduce waste management is key to our success. While it presents a challenge, we advise our tenants on how **recycling** can be maximized, and its benefits to the environment and their businesses through our [Tenant Sustainability Guide](#).

Not only do we focus on **waste diversion** and resource conservation at our properties, but we also seek effective waste management programs at our corporate and regional offices. Together with tenant engagement, waste management remains a strategic priority.



Waste
Diversion Rate
30%
in 2024 ¹

Waste by Disposal Method ¹		
Disposal Method	Ton	%
Landfill	89,954	61%
Recycling	34,334	24%
Combustion	10,780	7%
Composting	9,473	7%
Total:	144,541	100%



Midtown East | Raleigh, NC

¹ For our methodology and additional notes, please refer to the About This Report section and Appendix.



Case Study:

Improving Diversion and Reducing Costs

Project Overview:

In early 2024, Potrero Center, one of our neighborhood shopping centers located in California, operated with limited waste infrastructure—a weekly trash and monthly recycling service. This setup led to a 0% diversion rate, frequent overflow, and elevated waste management costs due to incessant contamination in the recycling streams.

To improve performance, we launched a **site-specific waste optimization project**. Weekly assessments were conducted to evaluate costs, infrastructure, and recycling opportunities, with the goal of reducing waste-related expenses and improving environmental performance.

Impact:

Key changes implemented during the year included:

- Replacing the trash compactor with a 6-yard dumpster
- Increasing trash pickups from one to four times per week
- Switching to a more efficient recycling sorter service

As a result:

- **Diversion rate increased from 0% to 62%**
- Monthly **savings now average \$4,000** through recycling volume discounts
- Infrastructure upgrades reduced contamination and improved waste handling

Broader Significance:

This project demonstrates how focused operational improvements can deliver both cost savings and environmental benefits. The success at this property now serves as a template for waste management enhancements across our broader portfolio as we work to achieve our goal of a **35% waste diversion rate**.



Potrero Center | San Francisco, CA



Village Center at Dulles | Washington, D.C.



Paces Ferry Plaza | Atlanta, GA

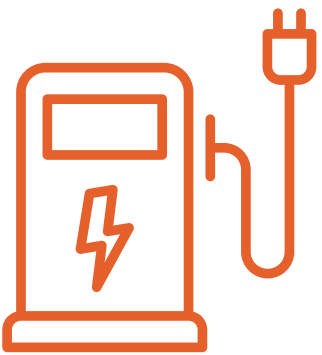
Expanding EV Charging for a Cleaner Tomorrow

Regency was an early adopter of electric vehicle (EV) charging stations nearly 15 years ago and has since led efforts to support the development of a national charging network. EV stations enhance our centers by offering a modern amenity for visitors while helping reduce carbon emissions and supporting more sustainable communities.

In 2024, we added **231 new EV charging stations** to our network, bringing our total to **1,316 active stations** across **156 Regency properties**.

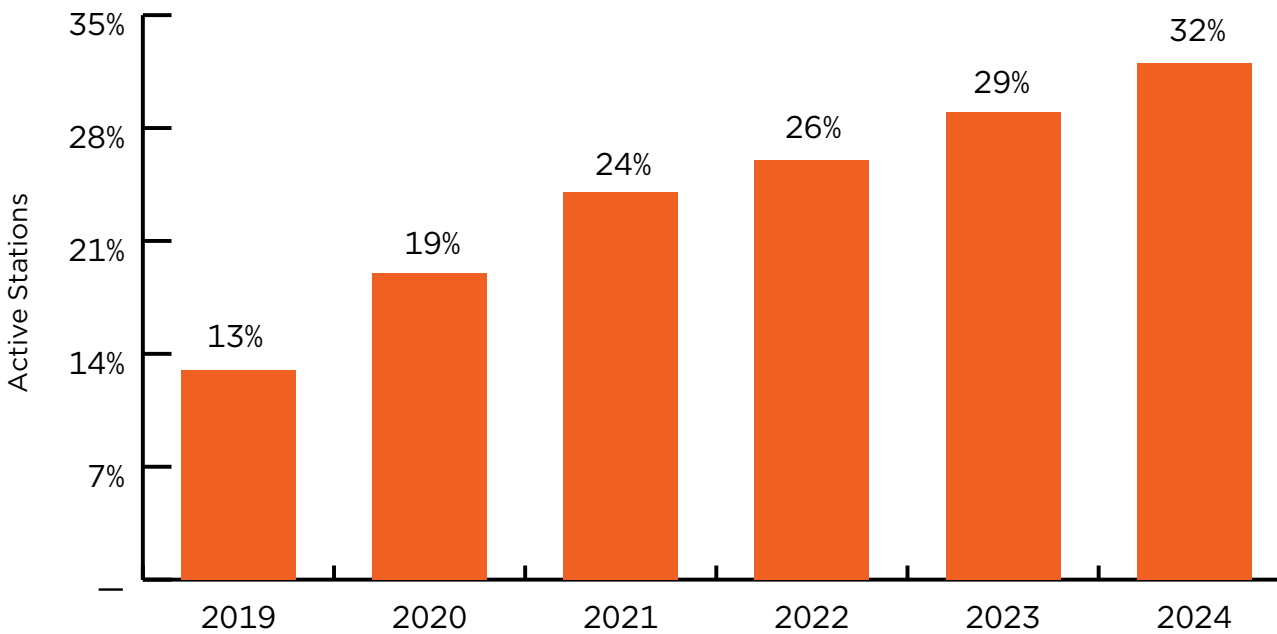
This continued expansion supports our broader initiative to make EV charging available at **50% of our centers by 2030**.

Ferry Street Plaza | Newark, NJ
Electric Charging Station



EV Charging at Regency Properties
32%
in 2024 ¹

Active EV Charging Stations Since 2019
(% of Regency’s Properties)



¹ For our methodology and additional notes, please refer to the About This Report section and Appendix.



Westbard Square | Washington, D.C. | LEED Silver



The Abbot | Cambridge, MA | LEED Gold



East San Marco | Jacksonville, FL | Grand Opening Ceremony

Sustainable Design for a Greener Future

Our green building efforts began with the use of LEED, later evolving into an internal standard that guided sustainable development across our portfolio. In 2024, we refined our approach by aligning all ground-up **development** and **major redevelopment projects** with established third-party certification standards, including **LEED**. This strategic shift enhances our existing practices and reinforces our commitment to recognize benchmarks in sustainable design and construction.

This renewed focus continues to drive excellence in environmental performance and operational efficiency throughout our portfolio.

In 2024, we successfully earned **LEED Gold certification** on The Abbot, a redevelopment project located in Cambridge, Massachusetts. The momentum generated from this project has supported the launch of several additional development efforts currently underway.



To date, we have developed

16 LEED certified

assets totaling **1.6M SQ FT.**



LEED PROPERTY COMPLETED IN 2024

The Abbot	Gold
-----------	------

REGENCY LEED PROPERTIES

Balboa Mesa Shopping Center	Silver
Ballard Blocks I	Silver
Belmont Chase	Silver
Granada Village	Gold
Grand Ridge Plaza	Silver
Lower Nazareth Commons	Silver
Market at Colonnade Center	Silver
Market at Springwoods Village	Certified
Northgate Marketplace Ph II	Certified
Persimmon Place	Gold
Roscoe Square	Silver
The Crossing Clarendon	Gold
The Field at Commonwealth	Silver
Village at La Floresta	Silver
Westbard Square Ph1	Silver

Protecting Habitats and Biodiversity Across Our Centers

We respect and strive to **protect biodiversity** and **natural habitats** at and around our neighborhood shopping centers, both during development and throughout ongoing operations. Our [Environmental Management System \(EMS\)](#) supports these efforts by guiding biodiversity and habitat protection practices during and after development and redevelopment.

Environmental considerations begin early in the site planning phase, where we conduct assessments aligned with applicable regulations and engage with local communities. Based on these evaluations, we may modify site construction plans—such as relocating protected or endangered species—to help mitigate environmental impacts.

In our operational approach, we also work to **minimize disruption** to surrounding ecosystems and seek opportunities to reintroduce **native habitats**. For example, our urban garden partnership—Mellody Farm Urban Farm—serves as a refuge for local wildlife and supports pollinators, contributing to broader diversity in the area.

We also require our vendors and contractors to align with our sustainability efforts and adhere to our [Vendor and Contractor Principles](#), which outline expectations around environmental responsibility, **biodiversity protection**, regulatory compliance, ethical conduct, and operational integrity.



Thoughtfully landscape to prevent soil erosion



Reduce noise and air pollution resulting from construction equipment



Increase waste diversion from landfill, including through recycling and composting



Reduce fertilizer use to only as-needed for healthy landscapes



Prevent air and site contamination through appropriate operations and storage of materials and equipment



Responsibly manage snow and ice to reduce potential impacts on water quality

Grand Ridge Plaza | Seattle, WA
LEED Silver



Collaborating with Tenants for a Green Future

While Scope 3 GHG emissions constitute the largest portion of our reported emissions, accurately measuring emissions in the supply chain – which includes our vendors, suppliers, and tenants – remains challenging due to the limited availability of reliable data.

We recognize that our engagement efforts are key to our long-term success in not only obtaining and making reliable data accessible but also providing education on sustainable procurement practices and emphasizing the pivotal role our suppliers and tenants play in reducing carbon emissions.

In 2024, we expanded the **green lease provisions** in our standard lease forms to further embed sustainability into the **landlord-tenant relationship**.

We also deepened tenant engagement through regular collaboration, including our ongoing partnership efforts with ICSC, which provide a platform for sharing best practices and aligning on shared sustainability goals.

In addition to lease form enhancements, we continue to support our tenants through our [Tenant Sustainability Guide](#), which offers actionable guidance on improving operational efficiency and reducing environmental impact.

We remain **committed to measuring**, reporting, and collaborating with both our **tenants and supply chain** vendors as part of our broader approach to advancing sustainability across our portfolio.

The Field at Commonwealth | Chantilly, VA
LEED Silver



The Pruneyard | San Diego, CA

2024 Scope 3 GHG Emissions ¹

Source	Ton	%	
Downstream Leased Assets	199,237	68%	<div></div>
Waste	61,131	21%	<div></div>
Employee Commuting	25,042	9%	<div></div>
Fuel-and Energy-Related Act Not Included in Scope 1 or Scope 2.	7,448	3%	<div></div>
Purchased Goods and Services	811	—	<div></div>
Employee Business Travel	174	—	<div></div>
Upstream Transportation and Distribution	11	—	<div></div>
Total Ton: 293,854		100%	

¹Regency calculates in accordance with the GHG Protocol. Scope 3 GHG figures are based on actuals provided by supply chain vendors and input into ENERGY STAR Portfolio Manager (ESPM). 2024 Scope 3 downstream leased assets data coverage was 36%. For our methodology and additional notes, please refer to the About This Report section and Appendix.

APPENDIX & REPORTING FRAMEWORKS

We are committed to transparency in our reporting, aligning our metrics and disclosures with leading corporate responsibility frameworks.



Regency Centers CR Metrics

OUR PEOPLE

	UNIT	2024	2023	2022
Gender Diversity				
Total Employees ⁽¹⁾	#	500	497	443
Full-Time Employees				
Female Full-Time	%	58%	58%	59%
Male Full-Time	%	41%	41%	40%
Part-Time Employees				
Female Part-Time	%	1%	1%	1%
Male Part-Time	%	—	—	—
Named Executive Officers ⁽²⁾				
Female	%	20%	25%	25%
Male	%	80%	75%	75%
Company Officers ⁽³⁾				
Female	%	28%	26%	28%
Male	%	72%	74%	72%
New Hires				
Female	%	51%	57%	59%
Male	%	49%	43%	41%
Departures				
Female	%	49%	44%	48%
Male	%	51%	56%	52%
Veteran Status				
Female	%	25%	67%	60%
Male	%	75%	33%	40%
Disability Status				
Female	%	79%	76%	65%
Male	%	21%	24%	35%
Average Gender Pay Gap	%	<1%	<1%	<1%

Regency Centers CR Metrics

OUR PEOPLE

	UNIT	2024	2023	2022
Ethnic Diversity				
Total Employees ⁽¹⁾				
White	%	75%	76%	74%
Asian	%	7%	7%	7%
Black or African American	%	7%	7%	7%
Hispanic or Latino	%	8%	8%	9%
Other Underrepresented Minority ⁽⁵⁾	%	3%	3%	4%
Named Executive Officers ⁽²⁾				
White	%	80%	80%	100%
Asian	%	—	—	—
Black or African American	%	—	—	—
Hispanic or Latino	%	20%	20%	—
Other Underrepresented Minority ⁽⁵⁾	%	—	—	—
Company Officers ⁽³⁾				
White	%	93%	93%	93%
Asian	%	2%	2%	—
Black or African American	%	4%	4%	4%
Hispanic or Latino	%	2%	2%	—
Other Underrepresented Minority ⁽⁵⁾	%	—	—	2%
New Hires				
White	%	69%	73%	73%
Asian	%	6%	8%	8%
Black or African American	%	10%	5%	5%
Hispanic or Latino	%	12%	8%	8%
Other Underrepresented Minority ⁽⁵⁾	%	4%	6%	6%

Regency Centers CR Metrics

OUR PEOPLE

	UNIT	2024	2023	2022
Age Diversity				
Total Average Employees ⁽¹⁾	age	43	43	42
< 30 years	%	10%	13%	13%
30 - 50 years	%	60%	62%	61%
> 50 years	%	30%	26%	26%
Average Named Executive Officers ⁽²⁾	age	55	54	60
< 30 years	%	—	—	—
30 - 50 years	%	40%	60%	25%
> 50 years	%	60%	40%	75%
Average Company Officers ⁽³⁾	age	50	49	50
< 30 years	%	—	—	—
30 - 50 years	%	52%	59%	56%
> 50 years	%	48%	41%	44%
Average New Hires	age	41	36	37
< 30 years	%	20%	25%	28%
30 - 50 years	%	55%	64%	60%
> 50 years	%	25%	11%	12%
Average Departures	age	42	42	42
< 30 years	%	14%	21%	20%
30 - 50 years	%	65%	52%	49%
> 50 years	%	22%	27%	31%
FLSA Status				
Exempt	#	414	406	365
Non-Exempt	#	86	91	78
Total	#	500	497	443

Regency Centers CR Metrics

OUR PEOPLE

	UNIT	2024	2023	2022
Workforce Level				
Officer ⁽³⁾	%	12%	11%	13%
Director/Senior Manager	%	23%	24%	10%
Manager (Junior/Mid)	%	24%	16%	8%
Professional	%	26%	31%	51%
Support	%	15%	18%	18%
Promotions				
Total Employee Promotions				
Female	%	59%	48%	53%
Male	%	41%	52%	47%
Compensation Ratio				
Annual Total Compensation Ratio				
Highest-paid employee : median employee	(:)	70	77	75
Increase of Highest-paid : median employee	(:)	1	1	3
Turnover				
Total Employees ⁽¹⁾				
Voluntary	%	10%	10%	19%
Involuntary	%	6%	7%	16%
Female	%	4%	3%	3%
Male	%	49%	44%	48%
	%	51%	56%	52%

Regency Centers CR Metrics

OUR PEOPLE

	UNIT	2024	2023	2022
Tenure				
Total Average Employees ⁽¹⁾	yrs.	8	8	8
Total Average Named Executive Officers ⁽²⁾	yrs.	29	23	23
Total Average Company Officers ⁽³⁾	yrs.	15	15	16
Parental Leave				
Employees Entitled to Parental Leave				
Female	%	99%	95%	97%
Male	%	97%	97%	96%
Employees that took Parental Leave				
Female	%	3%	6%	3%
Male	%	3%	6%	2%
Employees that Returned and employed 12+ months ⁽⁶⁾				
Female	#	13	9	11
Male	#	12	10	6
Return to Work Retention Rates ⁽⁶⁾				
Female	%	100%	80%	91%
Male	%	100%	100%	100%
Engagement Survey				
Participation Rate	%	86%	90%	91%
Engagement Score	%	88%	88%	87%
Employee Safety				
Work-related Injury	#	1	0	0
Lost Days	days	52	0	0
Fatalities	#	0	0	0
Professional Development and Training				
Professional Development	hrs.	11,338	12,947	13,657
Avg. Hours of Employee Training	hrs.	23	26	31
Performance and Development Evaluation	%	100%	100%	100%

Regency Centers CR Metrics

OUR COMMUNITIES

	UNIT	2024	2023	2022
Community Contribution				
Total Charitable Giving	\$	1,767,136	1,677,600	1,527,500
United Way®	\$	1,029,229	985,400	970,100
YMCA®	\$	47,360	44,500	39,500
Corporate and Regional Donations	\$	468,849	460,800	387,800
Matching Gifts	\$	18,198	37,400	40,600
Habitat for Humanity®	\$	118,500	114,500	89,500
Jacksonville Jaguars Foundation	\$	35,000	35,000	0
Crisis Matching Gifts	\$	50,000	0	0
Total Volunteer Hours	hrs.	2,338	3,070	1,836
United Way®	hrs.	1,637	1,640	1,140
Other Volunteer	hrs.	701	1,430	696
Average Employee Donation	\$	1,677	1,500	1,650
Indirect and Direct Contribution				
Real Estate Property Tax	\$	236,400,652	213,089,244	195,432,283
Franchise Tax	\$	2,464,000	2,062,000	2,130,000
Transfer Tax	\$	760,680	11,728,229	185,570

Regency Centers CR Metrics

ETHICS AND GOVERNANCE

	UNIT	2024	2023	2022
Governance ⁽¹⁰⁾				
Number of Board of Directors	#	11	11	11
Director Tenure				
< 5 years	#	3	4	6
6-10 years	#	5	4	2
> 10 years	#	3	3	3
Average Director Tenure	#	10	10	9
Director Age Distribution				
40s	#	0	0	0
50s	#	5	6	6
60s	#	3	2	2
70s	#	3	3	3
Average Director Age	#	63	62	61
Director by Gender Diversity				
Male	%	64%	64%	64%
Female	%	36%	36%	36%
Number of Directors by Ethnicity				
White	#	10	10	10
Black or African American	#	1	1	1
Ethics and Compliance				
Code of Conduct Certification	%	100%	100%	100%
Cyber Security Training	%	98%	94%	96%

Regency Centers CR Metrics

ENVIRONMENTAL STEWARDSHIP

	UNIT	2024	2019	PROGRESS 2019-2024
Greenhouse Gas Emissions ⁽¹¹⁾⁽¹²⁾				
Total GHG Emissions, Scope 1 and 2 (Market-Based)	MtCO ₂ e	22,496	29,098	↓ -23%
Scope 1 Direct ⁽¹³⁾	MtCO ₂ e	3,179	3,181	—%
Stationary Combustion		1,959	1,737	
Mobile Combustion		325	310	
Fugitive Emissions		895	1,133	
Scope 2 Indirect ⁽¹⁴⁾	MtCO ₂ e			
Location-Based		22,272	29,143	↓ -24%
Market-Based ⁽¹⁵⁾		19,317	25,918	↓ -25%
Renewable Energy Certificates (RECs) ⁽¹⁶⁾	MWh	9,042	3,585	
Scope 3 ⁽¹⁷⁾	MtCO ₂ e	293,856	312,691	↓ -6%
Cat. 1 Purchased Goods and Services		811	1,615	
Cat. 2 Capital Goods		(not calculated)		
Cat. 3 Fuel- and Energy-Related Act.		7,448	1,842	
Cat. 4 Upstream Trans. and Distribution ⁽¹⁸⁾		11	1,825	
Cat. 5 Waste Generated in Operations ⁽¹⁹⁾		61,131	57,798	
Cat. 6 Business Travel ⁽²⁰⁾		174	1,214	
Cat. 7 Employee Commuting ⁽²¹⁾		25,042	(not calculated)	
Cat. 8 Upstream Leased Assets		-	20	
Cat. 9 Downstream Transportation and Distribution		(not relevant)		
Cat. 10 Processing of Sold Products		(not relevant)		
Cat. 11 Use for Sold Products		(not relevant)		
Cat. 12 End of Life Treatment of Sold Products		(not relevant)		
Cat. 13 Downstream Leased Assets ⁽²²⁾		199,237	248,377	
Cat. 14 Franchises				
Cat. 15 Investments				
Scope 1 and 2 Emissions Intensity ⁽²³⁾	MtCO ₂ e/Sq. GLA	0.04%	0.05%	↓

Regency Centers CR Metrics

ENVIRONMENTAL STEWARDSHIP

	UNIT	2024		2023		2022		PROGRESS 2023-2024	PROGRESS 2019-2024
Energy ⁽²⁴⁾		ABSOLUTE	LIKE-FOR-LIKE	ABSOLUTE	LIKE-FOR-LIKE	ABSOLUTE	LIKE-FOR-LIKE	LIKE-FOR-LIKE	LIKE-FOR-LIKE
Total Energy Consumption within REG ⁽²⁵⁾⁽²⁶⁾	MWh	79,740	55,195	86,330	63,259	80,876	61,668	↓ -9%	↓ -20%
Energy Consumption outside REG ⁽²⁷⁾		1,030,160	—	1,132,957	—	870,114	—		
Energy Consumption from Renewable Sources ⁽²⁸⁾		14,333	10,715	13,265	13,156	12,678	12,034		
Solar Energy Produced and Sold ⁽²⁹⁾		9,042	—	9,322	—	3,479	—		
Electricity Consumption		68,736	50,230	73,850	56,003	69,503	54,161		
Stationary Consumption		9,726	4,965	11,218	6,100	9,850	7,507		
Mobile Combustion		1,277	—	1,262	1,156	1,522	—		
Energy Intensity ⁽³⁰⁾	MWh/Sq. GLA	0.0014	0.0013	0.0016	0.0014	—	—		
Water ⁽³¹⁾									
Total Water Consumption	m3	1,508,045	1,277,412	1,531,707	1,397,281	1,548,547	1,455,728	↓ -4%	↓ -11%
Water Intensity ⁽³²⁾	m3/ Sq. GLA	0.0264	0.0293	—	—	—	—		
Waste ⁽³³⁾		ABSOLUTE	OPERATIONAL	ABSOLUTE	OPERATIONAL	ABSOLUTE	OPERATIONAL	DIVERSION RATE	DIVERSION RATE
Total Weight Generated	mt	144,541	144,541	124,204	124,204	116,519	116,373		
Non-hazardous Waste		144,541	144,541	124,204	124,204	116,519	116,373		
Hazardous Waste		—	—	—	—	—	—		
Total Weight Diverted From Disposal	mt	43,807	43,807	31,844	31,844	34,104	34,037	30%	30%
Recycling		34,334	34,334	25,441	25,441	27,592	27,555		
Compost		9,473	9,473	6,402	6,402	6,512	6,482		
Total Weight Directed to Disposal	mt	100,734	100,734	92,360	92,360	82,415	82,335		
Combustion		10,780	10,780	13,044	13,044	10,719	10,719		
Waste to Landfill		89,954	89,954	79,316	79,316	71,696	71,616		
	UNIT	2024		2023		2022			
Renewable Energy ⁽³⁴⁾									
Total On-Site Solar Arrays	MWh	53		52		14			
Total On-Site Solar Production	MWh	9,042		9,322		3,479			
Total On-Site Generated Equiv. to Electricity Consumption ⁽³⁵⁾	MWh	13%		13%		5%			
Electric Vehicle Charging Stations									
Total Active EV Stations ⁽³⁶⁾	#	1,316		1,085		797			

Regency Centers CR Metrics

ENVIRONMENTAL STEWARDSHIP

	2024			2023			2022		
	SQUARE FOOTAGE (SF)	CENTER COUNT	PORTFOLIO COVERAGE BY SF	SQUARE FOOTAGE (SF)	CENTER COUNT	PORTFOLIO COVERAGE BY SF	SQUARE FOOTAGE (SF)	CENTER COUNT	PORTFOLIO COVERAGE BY SF
LEED Green Building Certifications									
Gold	524,367	4	0.9%	448,667	3	0.8%	440,920	3	0.8%
Silver	954,225	10	1.7%	769,924	10	1.2%	639,094	9	1.2%
Certified	134,829	2	0.2%	148,199	2	0.3%	148,152	2	0.3%

Type	LEED Certification Level	LEED Certified GLA	
2024 LEED Green Building Details			
Balboa Mesa Shopping Center	LEED/Building Design and Construction (BD+C)	Silver	25,982
Ballard Blocks I	LEED/Building Design and Construction (BD+C)	Silver	158,141
Belmont Chase	LEED/Building Design and Construction (BD+C)	Silver	25,703
Granada Village	LEED/Building Design and Construction (BD+C)	Gold	125,400
Grand Ridge Plaza	LEED/Building Design and Construction (BD+C)	Silver	168,361
Lower Nazareth Commons	LEED/Building Design and Construction (BD+C)	Silver	23,660
Market at Colonnade Center	LEED/Building Design and Construction (BD+C)	Silver	57,000
Market at Springwoods Village	LEED/Building Design and Construction (BD+C)	Certified	58,829
Northgate Marketplace Ph II	LEED/Building Design and Construction (BD+C)	Certified	81,000
Persimmon Place	LEED/Building Design and Construction (BD+C)	Gold	153,036
Roscoe Square	LEED/Building Design and Construction (BD+C)	Silver	54,904
The Abbot	LEED/Building Design and Construction (BD+C)	Gold	75,700
The Crossing Clarendon	LEED/Building Design and Construction (BD+C)	Gold	170,231
The Field at Commonwealth	LEED/Building Design and Construction (BD+C)	Silver	37,826
Village at La Floresta	LEED/Building Design and Construction (BD+C)	Silver	87,517
Westbard Square Ph1	LEED/Building Design and Construction (BD+C)	Silver	130,830

Endnotes and Sources

Our People

- (1) Represents total number of employees in 2024.
- (2) Named Executive Officers as of 12/31/2024.
- (3) Includes individuals with VP, SVP, MD, EVP or President titles.
- (4) Represents Company Officers, Directors, and Senior Managers.
- (5) Includes individuals who identify as American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, two or more races, or declined to provide.
- (6) Employed after 12 months from taking parental leave.

OUR COMMUNITIES

- (7) Calculations provided by MicroHabitat and assumes a typical growing season of five months. Total CO2 sequestered is calculated by CO2 sequestration per plant * number of each plant type per garden. Particulate Matter (PM) is calculated by PM reduction for each plant type during the season * number of each plant type per garden. Nitrous Oxides (NOx) is calculated by NOx reduction for each plant type during the season * number of each plant type per garden. Heat reduction is calculated by heat loss +/- changes in heat storage.
- (8) [US Department of Agriculture](#)
- (9) [US Environmental Protection Agency](#)

ETHICS AND GOVERNANCE

- (10) Board metrics are based on directors on the Board at 12/31/2024.

ENVIRONMENTAL STEWARDSHIP

- (11) Regency references the following emissions factor sources to calculate GHG emissions: DEFRA 2024 UK Government GHG Conversion Factors for Company Reporting, International Energy Agency (IEA) Emission Factors 2024, U.S. Environmental Protection Agency (EPA): Emission Factor Hub 2024, U.S. Environmental Protection Agency (EPA): eGRID 2022 Emission Factors for Greenhouse Gas Inventories by Sub-Region (Published 2024), and U.S. Environmental Protection Agency (EPA): Environmentally-Extended-Input-Output (EEIO) Emissions Factors 2.0.1-411 Fifth Assessment Report (AR5).

- (12) Absolute consumption figures correspond to all assets owned for any portion of the reporting period and include subsidiaries and joint ventures. Figures are based on actuals, unless otherwise noted, and are calculated using the methodology included in the GHG Protocol. We continue to make efforts to improve GHG emission data collection.
- (13) Scope 1 emissions are related to stationary combustion, mobile combustion, and fugitive emissions within Regency’s operational boundary. Fugitive emission figures are based on estimates. We continue to make efforts to increase data completeness.
- (14) Scope 2 emissions are related to purchased grid electricity consumed by Regency and primarily relate to parking lot lighting, common areas, maintaining inside vacant tenant spaces and corporate offices, and exclude electricity that our tenants consume. Tenant consumption is reported in our Scope 3, category 13 downstream leased assets in accordance with the GHG Protocol. Regency calculates both location-based and market-based Scope 2 emissions per the GHG Protocol.
- (15) Market-based GHG emissions were calculated by applying the value of any Green-e eligible Renewable Energy Certificate (RECs) purchased or retired in the reporting period from our Scope 2 location-based emissions.
- (16) Green-e-certified RECs purchased in the 2024 reporting year were primarily equivalent to the on-site renewable energy generated at Regency assets during the same year. Regency retired 2,225 MWhs and purchased 6,817 MWhs.
- (17) Scope 3 GHG emissions are from sources that Regency does not directly control and are reported based on data availability. As such, Scope 3 data availability will vary from year to year.
- (18) Reflects data from Regency’s two primary mail carrier service providers.
- (19) Reflects data provided by Regency’s third-party waste provider.
- (20) 2024 Business Travel includes business hotels, airline, car rentals, and ridesharing, and does not include other means of transportation.
- (21) Estimated using the GHG Protocol methodology.
- (22) Regency reports on purchased electricity and natural gas where data is available through Energy Star Portfolio Manager. As such, data availability will vary from year over year. Estimates are used for natural gas, where actual data is not available.
- (23) Intensity figures are calculated on total of absolute Scope 1 and 2 GHG emissions and square footage using the average of the GLA reported in our Quarterly Supplement Materials of the reporting year.
- (24) Regency calculates both absolute and like-for-like (LFL) energy consumption. Figures are based on actuals, unless otherwise noted. We continue to make efforts to improve data collection.
- (25) The absolute energy consumption figures correspond to all assets owned for any portion of the reporting period and include subsidiaries and joint ventures. Figures are related to purchased grid electricity consumed by Regency, stationary combustion (natural gas), and mobile combustion within our operational boundary, and are calculated using the methodology included in the GHG Protocol.
- (26) LFL energy consumption figures are calculated using the GRESB methodology and do not include mobile combustion consumption. Furthermore, assets are excluded from the LFL portfolio if they were acquired, sold or under development within the current or previous reporting and where two consecutive reporting periods of utility data were not available.
- (27) Energy Consumption Outside REG is from sources that Regency does not directly control, i.e., Scope 3 emissions, and are reported based on data availability. As such, data availability will vary from year to year. Estimates are used for natural gas where actual data is not available.
- (28) Energy Consumption from Renewable Sources is calculated by the portion of Regency’s operational control-purchased electricity that comes from the eGRID.
- (29) Solar Energy Produced and Sold represents energy generated and sold from Regency solar arrays.

Endnotes and Sources

- (30) Intensity figures are calculated on absolute and like-for-like (LFL) total energy consumption within REG and square footage using the average of the GLA reported in our Quarterly Supplement Materials of the reporting year.
- (31) Regency calculates both absolute and like-for-like (LFL) water consumption. Figures are based on actuals unless otherwise noted. We continue to make efforts to improve data collection.
- (32) Intensity figures are calculated on absolute and like-for-like (LFL) total water consumption and square footage using the average of the GLA reported in our Quarterly Supplement Materials of the reporting year.
- (33) Regency calculates both absolute and like-for-like (LFL) total waste generated, total waste diverted and total waste directed. Figures are based on actuals unless otherwise noted. We continue to make efforts to improve data collection.
- (34) The 2024 renewable energy figure corresponds to Regency owned or leased solar.
- (35) Total on-site renewable energy equivalent to electricity consumption is calculated using purchased grid electricity consumed by Regency and divided by electricity generated from on-site renewable energy.
- (36) “Active” represents stations that no longer have a contingency period.



GRI™ INDEX

General Disclosures	Regency Centers has reported in accordance with the GRI Standards for the period January 1, 2024 through December 31, 2024
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	None

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REGENCY RESPONSE
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	Regency Overview	
	2-2 Entities included in the organization's sustainability reporting	About Our Report	
	2-3 Reporting period, frequency and contact point	About Our Report	Laura Davis, Director Corporate Responsibility (904) 598-7646
	2-4 Restatements of information	Appendix	None
	2-5 External assurance	External Statement of Verification	
	2-6 Activities, value chain and other business relationships	Regency Overview / Annual Report on Form 10-K p.2-5	1. GICS Sector: Real Estate, GICS Industry: Diversified REITs, 2. Regency's extensive vendor base is a result of owning, operating, and developing more than 500 properties in the U.S. 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.
	2-7 Employees	Appendix: Our People	
	2-8 Workers who are not employees	Appendix: Our People	
	2-9 Governance structure and composition	Corporate Responsibility Governance / Governance and Board Oversight / Board Composition / 2025 Proxy Statement p. 8	
	2-10 Nomination and selection of the highest governance body	2025 Proxy Statement p. 10-18	
	2-11 Chair of the highest governance body	2025 Proxy Statement p. 16	
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Responsibility Governance and Strategy / Ethics and Governance	
	2-13 Delegation of responsibility for managing impacts	Corporate Responsibility Governance and Strategy / Ethics and Governance	
	2-14 Role of the highest governance body in sustainability reporting	Corporate Responsibility At Regency / Diversity, Equity, and Inclusion / Ethics and Governance	
	2-15 Conflicts of interest	Ethics and Governance	
	2-16 Communication of critical concerns	Ethics and Governance	

GRI™ INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REGENCY RESPONSE
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Strategic Board Selection & Refreshment	
	2-18 Evaluation of the performance of the highest governance body	Ethics and Governance	
	2-19 Remuneration policies	2025 Proxy Statement p.36-45 / Clawback Policy	
	2-20 Process to determine remuneration	2025 Proxy Statement p.33-45	
	2-21 Annual total compensation ratio	2025 Proxy Statement p.40 / Appendix: Our People	
	2-22 Statement on sustainable development strategy	Message From Our CEO / Corporate Responsibility Governance / Company-wide Goals and Progress	
	2-23 Policy commitments	Regency's CR Policies and Practices	
	2-24 Embedding policy commitments	Corporate Responsibility Governance / Regency's CR Policies and Practices	
	2-25 Processes to remediate negative impacts	Corporate Responsibility Governance / Our People / Ethics and Governance	
	2-26 Mechanisms for seeking advice and raising concerns	Whistleblower	
	2-27 Compliance with laws and regulations	Ethics and Compliance	
	2-28 Membership associations	Membership Associations	
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	
	2-30 Collective bargaining agreements		Not Applicable
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment	
	3-2 List of material topics	Materiality Assessment	
	3-3 Management of material topics		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.

GRI™ INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REGENCY RESPONSE
Economic Performance			
Economic Performance 2016	201-1 Direct economic value generated and distributed	2024 Annual Report on Form 10-K p. 72-88 / 2024 Q4 Supplemental	
	201-2 Financial implications and other risks and opportunities due to climate change	2024 Annual Report on Form 10-K p. 8-23	
	201-3 Defined benefit plan obligations and other retirement plans	2024 Annual Report on Form 10-K	
	201-4 Financial assistance received from government	None in 2024	
Indirect Economic Impacts 2016	3-3 Management of material topics	Creating Direct and Indirect Economic Impacts	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.
	203-1 Infrastructure investments and services supported	Creating Direct and Indirect Economic Impacts	
	203-2 Significant indirect economic impacts	Creating Direct and Indirect Economic Impacts	
Procurement Practices			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		
Anti - Corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and Governance	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics and Governance	
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Governance	
	205-3 Confirmed incidents of corruption and actions taken	None in 2024	

GRI™ INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REGENCY RESPONSE
Anti-Competitive Behavior			
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and Governance	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		None in 2024
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	About Our Report / Company-wide Goals and Progress / Energy Performance / Appendix: Environmental Stewardship	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Performance / Appendix: Environmental Stewardship	
	302-2 Energy consumption outside of the organization	Energy Performance / Appendix: Environmental Stewardship	
	302-3 Energy intensity	Energy Performance / Appendix: Environmental Stewardship	
	302-4 Reduction of energy consumption	Company-wide Goals and Progress / Energy Performance / Appendix: Environmental Stewardship	
Water and Effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	About Our Report / Company-wide Goals and Progress / Water Conservation / Appendix: Environmental Stewardship	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Conservation	
	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 U.S. 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	Water Conservation / Appendix: Environmental Stewardship	
	303-4 Water discharge	Water Conservation / Appendix: Environmental Stewardship	
	303-5 Water consumption	Company-wide Goals and Progress / Water Conservation /Appendix: Environmental Stewardship	
Biodiversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Biodiversity and Habitat Protection Practices	
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity and Habitat Protection Practices	
	304-3 Habitats protected or restored		None in 2024
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		None in 2024

GRI™ INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REGENCY RESPONSE
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	About Our Report / Company-wide Goals and Progress / Greenhouse Gas Emissions /Appendix: Environmental Stewardship	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions /Appendix: Environmental Stewardship	
	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions /Appendix: Environmental Stewardship	
	305-3 Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions /Appendix: Environmental Stewardship	
	305-4 GHG emissions intensity	Appendix: Environmental Stewardship	
	305-5 Reduction of GHG emissions	Company-wide Goals and Progress / Greenhouse Gas Emissions / Appendix: Environmental Stewardship	
	305-6 Emissions of ozone-depleting substances (ODS)		
	305-7 Nitrogen oxides (NO), sulfur oxides (SO), and other significant air emissions		
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	About Our Report / Company-wide Goals and Progress / Waste Management / Appendix: Environmental Stewardship	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	About Our Report / Company-wide Goals and Progress / Waste Management / Appendix: Environmental Stewardship	
	306-2 Management of significant waste-related impacts	About Our Report / Waste Management / Appendix:Environmental Stewardship	Regency works with third-party vendors to collect and dispose of waste, as well as to provide comprehensive collection reports.
	306-3 Waste generated	About Our Report / Waste Management / Appendix:Environmental Stewardship	
	306-4 Waste diverted from disposal	About Our Report / Waste Management / Appendix:Environmental Stewardship	
	306-5 Waste directed to disposal	About Our Report / Waste Management / Appendix:Environmental Stewardship	

GRI™ INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REGENCY RESPONSE
Supplier Environmental Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		
	308-2 Negative environmental impacts in the supply chain and actions taken		
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our People	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our People / Appendix: Our People	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Regency Centers Careers	
	401-3 Parental leave	Appendix: Our People	

GRI™ INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REGENCY RESPONSE
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Health, Safety, and Well-Being	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		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		Employees are encouraged to report any accidents, injuries or issues to their managers, HR and/ or Risk Management, and are regularly advised that their health and safety is a priority. HR and Risk Management undertake rigorous investigation of any accident or injury within the workplace. If an accident or injury occurs we investigate and update our processes accordingly.
	403-3 Occupational health services	Regency's CR Policies and Practices	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health, Safety, and Well-Being /Regency's CR Policies and Practices p. 6	
	403-5 Worker training on occupational health and safety		Regency conducts 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	Health, Safety, and Well-Being	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Regency's CR Policies and Practices	
	403-8 Workers covered by an occupational health and safety management system		100% of Regency employees
	403-9 Work-related injuries	Appendix: Our People	
	403-10 Work-related ill health	Appendix: Our People	
Training and Education			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our People	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Our People / Appendix: Our People	
	404-2 Programs for upgrading employee skills and transition assistance programs	Our People	
	404-3 Percentage of employees receiving regular performance and career development reviews	Company-wide Goals and Progress	

GRI™ INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REGENCY RESPONSE
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our People	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our People / Appendix: Our People	
	405-2 Ratio of basic salary and remuneration of women to men	Pay Equity	
Non-Discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		None in 2024
Rights of indigenous peoples			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		None
Local Communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Communities	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Company-wide Goals and Progress / Our Communities	
	413-2 Operations with significant actual and potential negative impacts on local communities	Company-wide Goals and Progress / Our Communities	
Supplier social assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		None
	414-2 Negative social impacts in the supply chain and actions taken		None
Public policy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Regency’s Code of Business Conduct and Ethics	
GRI 415: Public Policy 2016	415-1 Political contributions	Governance and Board Oversight	No material contributions
Customer health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Communities	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Our Communities	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		None



SASB INDEX

Topic	Accounting Metric	Code	Unit	Regency Response Or Report Reference
Energy Management	Energy consumption data coverage as a percentage of total floor area, by property sector	IF-RE-130a.1	% by floor area	Areas Purchased by Landlord include 100% Common Area, such as parking lots and exterior landscaped areas, as well as 3.77% to 4.83% Vacancy spaces (a). We have visibility of 51.5% of our energy consumption is Purchased by Tenant (b).
	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity and (3) percentage renewable, by property sector	IF-RE-130a.2	GJ, %	(1)(a) 286,832 (b) 1,894,739 (2)(a) 86.2% (3)(a) 0
	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector	IF-RE-130a.3	%	(1)(a) -8.7%
	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property sector	IF-RE-130a.4	% by floor area	
	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	IF-RE-130a.5		Our operations teams 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. 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. Environmental Stewardship: Energy Efficiency
Water Management	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property sector	IF-RE-140a.1	% by floor area	(1) Areas Purchased by Landlord include 100% Common Area, such as parking lots and exterior landscaped areas, as well as 1.56% to 1.99% Vacancy spaces. (2)(a) 43.01%
	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property sector	IF-RE-140a.2	m3, %	(1)(a) 1,508,045 (2)(a) 43.01%
	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector	IF-RE-140a.3	%	(a) -4.3%
	Description of water management risks and discussion of strategies and practices to mitigate those risks	IF-RE-140a.4		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. Environmental Stewardship: Water Conservation






SASB INDEX

Topic	Accounting Metric	Code	Unit	Regency Response Or Report Reference
Management of Tenant Sustainability Impacts	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property sector	IF-RE-410a.1	% by floor area, ft2	100% of our form leases
	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property sector	IF-RE-410a.2	% by floor area	(1) 100% (2) 100%
	Discussion of approach to measuring, incentivising and improving sustainability impacts of tenants	IF-RE-410a.3		
	Discussion of approach to measuring, incentivising and improving sustainability impacts of tenants	IF-RE-410a.3		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. 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.
Climate Change Adaptation	Area of properties located in 100-year flood zones, by property sector	IF-RE-450a.1	ft2	6.6%
	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	IF-RE-450a.2		Environmental Stewardship
SASB Activity Metric	Number of assets, by property sector	IF-RE-000.A		482
	Leasable floor area, by property sector	IF-RE-000.B		573,150,002
	Percentage of indirectly managed assets, by property sector	IF-RE-000.C		0
	Average occupancy rate, by property sector	IF-RE-000.D		95.2%

TCFD INDEX

Topic	DESCRIPTION	Regency Response Or Report Reference
Governance	Disclose the board’s oversight of climate-related risks and opportunities.	Regency Centers 2024 TCFD Report; Pg. 5
	Describe management’s role in assessing and managing climate-related risks and opportunities.	Regency Centers 2024 TCFD Report; Pg. 5
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Regency Centers 2024 TCFD Report; Pg. 6
	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Regency Centers 2024 TCFD Report; Pg. 6
	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Regency Centers 2024 TCFD Report; Pg. 6
Risk Management	Describe the organization’s processes for identifying and assessing climate-related risks.	Regency Centers 2024 TCFD Report; Pg. 7
	Describe the organization’s processes for managing climate related risks.	Climate Change: Risk Management
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Regency Centers 2024 TCFD Report; Pg. 7
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Regency Centers 2024 TCFD Report; Pgs. 7-9
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Company-wide Goals and Progress / Reducing Our Carbon Footprint / Our Roadmap to Meaningful Carbon Reduction / Appendix
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Company-wide Goals and Progress / Reducing Our Carbon Footprint / Our Roadmap to Meaningful Carbon Reduction / Appendix

U.N. SD Goals

SDG	United Nations Target	Regency's Actions And Report Reference
<div><div>3</div><div></div><div>GOOD HEALTH AND WELL BEING</div></div>	Ensure healthy lives and promote well-being for all at all ages	Our people are our most fundamental asset. We provide a comprehensive wellness program and benefits and strive for a work environment that is safe and healthy. Our community partnerships are similarly focused on promoting health and well-being for all. Our People, Health, Safety, and Well-Being
<div><div>5</div><div></div><div>GENDER EQUALITY</div></div>	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	We are committed to cultivating and advancing an inclusive culture in our organization, operations, and communities. Our People
<div><div>11</div><div></div><div>SUSTAINABLE CITIES AND COMMUNITIES</div></div>	By 2030, significantly reduce the number of people affected and substantially decrease the direct economic losses caused by disasters, with a focus on protecting the poor and people in vulnerable situations.	Center experience is a key focus at Regency. Our Operations team strives to make our centers safe, inclusive, dynamic environments for the surrounding neighborhoods and communities. In addition, we implement our green building standard, plan for resilience and drive sustainable resource use. Environmental Sustainability
<div><div>12</div><div></div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>	Ensure sustainable consumption and production patterns	Responsible environmental stewardship and pursuing sustainable operations have always been our Corporate Responsibility Program's key components. We have ambitious near- and long-term targets to reduce our environmental impact. Company-wide Goals and Progress
<div><div>13</div><div></div><div>CLIMATE ACTION</div></div>	Integrate climate change measures into policies, strategies and planning. Strengthen resilience and adaptive capacity to climate related hazards and natural disasters in all countries.	Climate change is a significant issue for our nation and our planet. Our environmental targets demonstrate our commitment to combat climate change. Company-wide Goals and Progress and Environmental Stewardship



External 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 Centers’ 2024 corporate greenhouse gas (GHG) emissions inventory, energy consumption, water withdrawal, and waste disposal. This verification review included the underlying supporting evidence detailing the GHG emissions inventory and other environmental metrics in associated Regency Centers relevant source documents, and all activities under Regency Centers operational control, over the reporting period January 1, 2024 to December 31, 2024 inclusive. This includes the 2024 Regency Centers Corporate Responsibility Report. These elements are collectively referred to as the “Assertion” for the purposes of this statement.

Cventure verified GHG emissions data and associated energy and other environmental metrics as reported by Regency Centers for the following source categories:

- Direct (Scope 1) and Indirect (Scope 2) Greenhouse Gas Emissions, including:
 - Scope 2: Location-Based
 - Scope 2: Market-Based (including Renewable Energy Certificates [RECs] impacts)
 - Total Scope 1 + Scope 2
- Optional Scope 3 GHG emissions
 - Waste generated in operations
 - Total waste disposed, diverted, and recycled
- Direct Energy Consumption (fossil fuels consumed)
- Indirect Energy Consumption (non-renewable purchased electricity)
- Total water withdrawal/consumption (water usage and irrigation)
- Like-for-Like (L4L) % differences from 2023 to 2024, based on GRESB definitions for L4L analyses and reporting:
 - GHG emissions
 - Energy usage:
 - Electricity
 - Natural Gas
 - Water total consumption
 - Waste diversion

The Responsible Party is responsible for the preparation and presentation of the information within the GHG 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 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. The intended users of this statement include Regency Centers stakeholders and members of the public.

Independence

Cventure’s managers are independent, experienced verification practitioners, who were not involved in the preparation of Regency Centers’ GHG emissions inventory, energy usage, water consumption, and waste disposal metrics data results, as reported in the Assertion. We did not participate in any associated GHG emissions and other environmental metrics activity and characteristic data collection, management, or reporting activities; nor the development of associated fuel/energy usage or GHG emissions estimates; or any subsequent GHG 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 the Regency Centers 2024 GHG emissions inventory and other environmental metrics in accordance with Tier II of the ERT standard: “Corporate Greenhouse Gas Verification Guideline”, a CDP- and GRESB-approved verification standard; including its modules for verifying GHG emissions, activity data, characteristic data, calculation methodologies, and associated organizational and operational boundary conditions.

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

We planned and performed our GHG emissions inventory verification work to provide a limited level of assurance¹ that the GHG emissions and other environmental metrics data in the Assertion are materially correct, with respect to the quality and reliability of disclosed information on GHG emissions, environmental and energy metrics performance. Cventure reviewed Regency Centers’ Assertion, and associated underlying data and supporting documentation, with review criteria based on The Greenhouse Gas Protocol, and believe that our work provides a sound basis for our conclusion.

Conclusion

Based on our overall verification review and assessment procedures undertaken, Cventure finds that Regency Centers has the corporate GHG emissions inventory and environmental metrics reporting systems and processes in place, including data collection and management, degree of disclosure transparency, and accuracy of calculations and reporting, that are necessary to demonstrate the reliability of their associated GHG emissions and environmental performance information. We also find that the Regency Centers FY2024 (January 1, 2024 – December 31, 2024) 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. No material errors or omissions were identified by Cventure during the course of this verification program.

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 reporting data were calculated and presented in a consistent and transparent manner, and found to be a fair and accurate representation of Regency Centers’ actual conditions, and are 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 2024 Regency Centers Corporate Responsibility Report, are not materially correct; and no evidence that the Assertion is not consistent with Regency Centers’ actual GHG emissions and environmental metrics corporate position, with a limited level of assurance.

Kevin L. Johnson
Lead Verifier, Manager Member
Cventure LLC

¹ At a ten (10) percent materiality threshold.