



GRI CONTENT INDEX



GRI Content Index

Standard Disclosure	Standard Description	2019 Response	Page
GRI 101: Foundation 2016			
GRI 102: General Disclosures 2016			
102-1	Name of the organization	Regency Centers	
102-2	Activities, brands, products, and services	Regency Overview Reference pages 1-3 in our 2019 Regency Centers 10-K Filing for additional information	6
102-3	Location of headquarters	Regency’s corporate headquarters is located at One Independent Drive, Suite 114, Jacksonville, Florida.	
102-4	Location of operations	Regency Centers does not operate outside of the United States	6
102-5	Ownership and legal form	Regency’s common stock is listed on the NASDAQ Global Select Market and traded under the symbol “REG” Reference our 2019 Regency Centers 10-K Filing for additional information	
102-6	Markets served	Regency Overview Reference pages 18-19 in our 2019 Regency Centers 10-K Filing for additional information	6
102-7	Scale of the organization	Regency Overview Appendix: Financial Performance Data Regency has 22 offices nationwide, including corporate headquarters, that participate in management, leasing, construction, and investment activities. Regency employs 457 employees. Reference our 2019 Regency Centers 10-K Filing for additional information	6, 55
102-8	Information on employees and other workers	Appendix: Our People Data a. Regency Centers had 457 permanent employees (59% Female, 41% Male) as of Dec. 31, 2019 and no temporary employees b. Regionally, our employees are located in Florida (59%), California (14%), Northeast (10%), Southeast [Excluding Florida] (5%), Texas (5%), Upper Midwest (3%), Pacific Northwest (2%), Colorado (2%) c. Female: 265 Full time, 5 part time. Male: 187 Full time d. We are not aware of a significant portion of Regency’s activities that are performed by workers who are not employees. e. There are no seasonal variations in Regency’s employee data. f. Regency’s employee data is captured through an HRIS system. Full-time employees are those that work 40 hours per week.	56-58
102-9	Supply chain	Regency disburses more than \$750 million to approximately 7,100 vendors for services, annually. Regency’s extensive vendor base is a result of owning, operating and developing more than 400 locations in 28 market areas, nationwide. A third of the expense and vendor base that Regency contracts with is attributable to corporate expenses such as insurance, taxes, legal and employee related costs generally associated with operating a corporation. The remaining two thirds are costs related to capital investments and general operating expenses necessary to develop, refurbish, and maintain assets to Regency’s brand initiatives. In that regard, the vast majority of vendors are sourced by regional teams to perform work at a local level while a smaller handful of vendors are contracted on a national scale to provide support to the collective portfolio.	
102-10	Significant changes to the organization and its supply chain	No changes to report.	

For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.

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102-11	Precautionary Principle or approach	Regency Centers uses a comprehensive risk assessment process to support its decision-making, however, it does not explicitly use the precautionary principle in that process.	
102-13	Membership of Associations	Partners and Affiliates <ul style="list-style-type: none"> ■ International Council of Shopping Centers (ICSC) ■ National Association of Real Estate Investment Trusts (Nareit) ■ Real Estate Sustainability Council ■ Global Real Estate Sustainability Benchmark (GRESB) Member ■ California Business Properties Association (CBPA) Board Member ■ U.S. Department of Energy (DOE) Better Buildings Alliance Partner ■ Real Estate Roundtable Sustainability Policy Advisory Committee ■ Urban Land Institute ■ S&P 500 ESG Index Member ■ Association of Corporate Counsel ■ World Affairs Council ■ Jacksonville Women's Leadership Forum ■ ICSC Certified Retail Real Estate Professional Governing Committee ■ National Diversity Council ■ Institute of Real Estate Management ■ 2020 Women on Boards ■ American Bar Association Commission on Sexual Orientation and Gender Identity ■ ARMA 	24
Strategy			
102-14	Statement from senior decision-maker	CEO Letter	3-4
102-15	Key impacts, risks, and opportunities	Reference pages 6-17 in our 2019 Regency Centers 10-K Filing	
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	CEO Letter Ethics and Governance Reference our Code of Business Conduct and Ethics available on our web site at www.regencycenters.com for additional information	3, 26-28
102-17	Mechanisms for advice and concerns about ethics	Ethics and Governance Whistleblower Information available on our website at www.regencycenters.com	27
Governance			
102-18	Governance structure	Ethics and Governance a. Reference Regency's 2020 Proxy Statement and Corporate Governance site for additional information b. The Nominating and Governance Committee of the Board of Directors is tasked with oversight of Corporate Responsibility initiatives, objectives and goals.	26-28
102-19	Delegating authority	Ethics and Governance	26-28
102-20	Executive-level responsibility for economic, environmental and social topics	Ethics and Governance	26-28
102-21	Consulting stakeholders on economic, environmental, and social topics	Regency Overview Our Communities Ethics and Governance	8-10, 21

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102-22	Composition of the highest governance body and its committees	Ethics and Governance Appendix: Our People Data Reference pages 7-18 and 21-30 of our 2020 Proxy statement available at www.regencycenters.com .	26, 57
102-23	Chair of the highest governance body	The company has an Executive Chair. Reference Regency's 2020 Proxy Statement .	
102-24	Nominating and selecting the highest governance body	Ethics and Governance Reference pages 15-20 in our 2020 Proxy statement for additional information.	26
102-26	Role of highest governance body in setting purpose, values, and strategy	Ethics and Governance Regency Centers' approach to Corporate Responsibility, which includes environmental, social and governance initiatives, strategies, policies and goals, are discussed, prioritized and approved by the Corporate Responsibility Committee. The Chair of the Committee, as well as department representatives that work toward accomplishing Regency's Corporate Responsibility initiatives, objectives and goals report frequently to the Chief Operating Officer, President and CEO and Chief Financial Officer regarding key material topics related to our Corporate Responsibility pillars ensuring that they have oversight of and contribute to the management of the program.	28
102-27	Collective knowledge of highest governance body	Ethics and Governance The Chair of the Corporate Responsibility Committee reports annually to the Nominating and Governance Committee (the Board) on key material topics related to our Corporate Responsibility pillars, which include environmental, social and governance topics, that are relevant to Regency. In addition, the full Board of Directors along with Regency's Executive Committee participates in discussion around key material topics during the annual Strategic Planning process.	28
102-28	Evaluating the highest governance body's performance	Ethics and Governance The Chair of the Corporate Responsibility Committee reports annually to the Nominating and Governance Committee (the Board) on the organization's performance with respect to governance, environmental, and social topics as well as collectively on our approach to Corporate Responsibility. Performance is measured through progress on Regency's Corporate Responsibility goals as well as through scores provided by third-party data aggregators, which are most often scored on a basis relative to a peer group.	28
102-29	Identifying and managing economic, environmental, and social impacts	Ethics and Governance	28
102-30	Effectiveness of risk management processes	Ethics and Governance The Chair of the Corporate Responsibility Committee reports annually to the Nominating and Governance Committee (the Board) on the organization's performance with respect to governance, environmental, and social topics as well as collectively on our approach to Corporate Responsibility. Performance is measured through progress on Regency's Corporate Responsibility goals as well as through scores provided by third-party data aggregators, which are most often scored on a basis relative to a peer group.	28
102-31	Review of economic, environmental, and social topics	Ethics and Governance The Board of Directors reviews the organization's economic, environmental, and social topics and their impacts, risks, and opportunities as part of the annual Strategic Planning process.	28
102-32	Highest governance body's role in sustainability reporting	Ethics and Governance The Corporate Responsibility Committee along with the President and CEO and Chief Financial Officer provide final approval for the annual Corporate Responsibility Report.	28
102-33	Communicating critical concerns	Ethics and Governance The Chair of the Corporate Responsibility Committee reports annually to the Nominating and Governance Committee (the Board) on key material topics related to our Corporate Responsibility pillars, which include environmental, social and governance topics, that are relevant to Regency. In addition, the full Board of Directors along with Regency's Executive Committee participates in discussion around key material topics during the annual Strategic Planning process.	28
102-35	Remuneration policies	Reference pages 23-40 of our 2020 Proxy Statement and our Officer Clawback Strategy available on our web site at www.regencycenters.com for additional information	
102-36	Process for determining remuneration	a. Refer to disclosure 102-35 above b. The Company does use remuneration consultants as described in Regency's 2020 Proxy Statement c. The remuneration consultants generally attend meetings of the Compensation Committee, and are available to participate in executive sessions and to communicate directly with the Compensation Committee chair or its members outside of meetings. They report on peer group considerations, executive compensation trends, and current trends and regulatory developments.	

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Stakeholder Engagement			
102-40	List of stakeholder groups	Regency Overview	8-10
102-41	Collective bargaining agreements	No collective bargaining agreements with Regency’s employees are in place.	
102-42	Identifying and selecting stakeholders	Regency Overview	8-10
102-43	Approach to stakeholder engagement	Regency Overview	8-10
102-44	Key topics and concerns raised	Regency Overview	8-10
Reporting Practice			
102-45	Entities included in the consolidated financial statements	Reference pages 54, 55 and 85-87 in our 2019 Regency Centers 10-K Filing	
102-46	Defining report content and topic Boundaries	Regency Overview	10
102-47	List of material topics	Regency Overview	10
102-48	Restatements of information	None	
102-49	Changes in Reporting	None	
102-50	Reporting period	January 1, 2019 to December 31, 2019	
102-51	Date of most recent report	January 1, 2018 to December 31, 2018	
102-52	Reporting cycle	Annual Reporting	
102-53	Contact point for questions regarding the report	Laura Clark, Senior Vice President Capital Markets 904-598-7831	
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core Option.	
102-55	GRI content index	GRI Content Index	39
102-56	External assurance	This report was not externally assured.	

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Topic-specific Disclosures			
Economics			
GRI 103: Management Approach 2016 - Economic Performance and Indirect Economic Impacts			
103-1, 103-2, 103-3		Economic performance is material to Regency due to its relevance to shareholders, bondholders and lenders, employees, joint venture partners, tenants and the communities where Regency’s properties are located. Through strong financial performance, Regency enhances the capital of its investors and partners, establishes its ability to remain a reliable workplace and landlord and grows its ability to positively contribute to its local communities through job creation and by maintaining high quality properties. Responsibility for economic performance lies with Regency’s President and Chief Executive Officer, Executive Vice President and Chief Financial Officer, Chief Operating Officer and Executive Vice President, Chief Investment Officer who, collectively, are responsible for establishing goals, monitoring progress against those goals and reporting to the Board of Directors on a quarterly basis. The effectiveness of the management of this topic is assessed through financial reporting and monitoring performance relative to goals and expectations. Indirect economic impacts are material to Regency and the local communities in which Regency operates as new properties stimulate job creation and revenue for localities through taxes generated. Oversight of Regency’s investments in shopping centers, newly acquired as well as investment in new development and redevelopment of Regency’s existing portfolio, comes from the Board of Directors and Regency’s Executive Committee, which includes the President and Chief Executive Officer, Executive Vice President and Chief Financial Officer, Chief Operating Officer and Executive Vice President, Chief Investment Officer. The Capital Allocation Committee, which includes Regency’s Executive Committee and regional Managing Directors, approves investments and monitors progress and performance through quarterly business reviews, Investment Committee Meetings and Board of Director meetings. The management of this topic is evaluated by assessing the economic return of such investments.	
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	Appendix: Financial Performance Data Reference our 2019 Regency Centers 10-K Filing for additional information.	55
201-2	Financial implications and other risks and opportunities due to climate change	Environmental Stewardship Reference page 10 of our 2019 Regency Centers 10-K Filing for additional information.	37
GRI 203: Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	Our Communities Reference 2019 Regency Centers 10-K Filing and Q4 2019 Quarterly Supplemental for additional information.	21
Governance			
GRI 103: Management Approach 2016 - Governance Practices			
103-1, 103-2, 103-3		Central to Regency’s success is its adherence to best-in-class corporate governance principles, as they underscore Regency’s commitment to ethics and integrity and to being a good corporate citizen. The General Counsel facilitates management oversight of governance-related topics, with responsibility resting with the Executive Committee and ultimately the Board of Directors and its Nominating and Governance Committee. Regency’s governance structure and practices are material to its employees, tenants, partners, vendors, and the communities in which Regency operates. Strong governing principles ensure accountability and compliance with all applicable laws and regulations and enhance credibility with stakeholders. By adhering to good governance principles, Regency maintains investor confidence and ensures the Company’s lasting success. As examples of Regency’s commitment to best-in-class practices, in 2017, Regency developed a Clawback Policy to ensure that Board members and executives are incentivized appropriately; in 2014, Regency developed a Board Refreshment Plan to ensure that its Board reflects diverse and balanced perspectives and backgrounds, which helps to preserve the quality, dedication and chemistry of the Board. Regency’s Speak Up Initiative was refreshed in 2019 and encourages employees to voice any ethics, compliance or governance grievances directly with managers, trusted officers or the Human Resources department or by reporting via an online portal or calling a toll-free, anonymous AlertLine. In evaluating the management of this topic, Regency relies heavily on feedback from its investors and institutional investor advisory firms to seek ways to improve its governance practices. Responsibility for managing this topic resides with the General Counsel, who advises and reports to the Board and its Nominating and Governance Committee no less often than quarterly.	

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GRI 103: Management Approach 2016 - Ethical Business (anti-corruption, anti-competitive behavior)			
103-1, 103-2, 103-3		The ethical conduct of Regency and its leaders is material for all its stakeholders. Adherence to fair and honest business practices is fundamental to minimizing and mitigating risks, reducing liabilities, and maximizing Regency’s potential to achieve its strategic goals. Responsibility for this topic belongs to Regency’s Executive Committee, General Counsel, Vice President of Internal Audit, the Compliance Committee, and, ultimately, the Board of Directors, which oversees and approves the Company’s Code of Business Conduct and Ethics. Regency’s Compliance Committee influences its culture and ensures Regency is conducting business ethically through the identification and remediation of risks through risk action plans, which are reviewed and updated by the Committee quarterly. Significant updates are communicated no less often than quarterly to the Chief Executive Officer and the Audit and Nominating and Governance Committees of the Board.	
GRI 205: Anti-corruption 2016			
205-2	Communication and training about anti-corruption policies and procedures	Ethics and Governance 100% of employees are trained in our anti-corruption policies and procedures. In 2020 Regency will implement the refreshed “Speak Up” and “Leading with Integrity” programs, as well as a manual on how managers should resolve concerns and conflicts. Reference Regency’s Code of Business Conduct and Ethics for more information.	27
205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption at Regency during the reporting period.	
GRI 206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no legal actions for anti-competitive behavior, anti-trust, or monopoly practices at Regency during the reporting period.	
Social			
GRI 103: Management Approach 2016 - Employment			
103-1, 103-2, 103-3		Regency’s employees are a vital component of our success. Our unique culture attracts, retains, and engages highly talented people. The Executive Committee bears ultimate responsibility for the management and engagement of employees. Regency’s managers, with support from Human Resources, actively manage this topic by fostering an open and inclusive environment, providing employees with tools and training, supporting a dynamic and balanced work environment, and by compensating employees well. Regency evaluates its approach by monitoring the annual employee engagement score and through other formal and informal channels.	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Appendix: Our People Data Employee turnover in 2019 was 12%, a breakdown of new hires is in the Our People Data.	57

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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> ■ Medical with HRA fund (Regency funds \$1,500 for Employee Only coverage and \$3,000 for Employee + 1 and Employee + Family Coverage to offset out-of-pocket deductible), HDHP with HSA (employer contribution \$500 for employee only and \$1,000 for family), dental and vision ■ Flexible spending accounts; Health Care, Dependent Care, Limited Purpose ■ Wellness Program to include employer paid onsite or offsite biometric screenings for employees and spouses as well as up to \$1,000 in incentives per household, onsite annual flu shots (JAX only), 6x winner of Platinum award for healthiest companies ■ 401(k) enrollment with employer match (100% up to \$5,000/year) and a discretionary annual profit sharing contribution ■ Anniversary Stock Grant Awards (non-LTI participant) for milestone anniversaries (employees receive \$1,000 worth of Regency stock) ■ Employees become Regency shareholders after 1 year of employment receiving stock either through the Anniversary Stock Grant Award program or through their compensation plan (Officers). ■ Education Assistance ■ Recruiting Refer-a-Friend ■ Fully company-paid Life/AD&D/Disability (Short & Long Term Insurance) ■ Voluntary Supplemental Benefit Options ■ Paid Time Off (23 - 33 days per year based on length of service with 10 day carryover per year; exception with CA) ■ Paid Holidays ■ Health Advocate (Health Advocacy and Claims Assistance/Employee Assistance Program; fully company-paid and available to employee, spouse, children, and in-laws; do not have to elect health insurance) ■ Bereavement Leave, Jury Duty Leave, Military Leave, FMLA, Personal Leave, Parental Leave, Compassion Leave, Voting Leave ■ Matching Gifts ■ Volunteer Hours (up to 52 hours per year) ■ Parking Allowance (JAX and LAX) ■ Benefits provided to full-time employees that are not provided to temporary or part-time employees <p>**These plans are available to full-time temporary employees that meet eligibility requirements</p>	
401-3	Parental Leave	<p>Regency offers Parental Leave to birth mothers and non-birth parents allowing three weeks of paid time to bond with baby after delivery or adoption.</p> <p>a. 85% (N = 230) of female employees were entitled to leave related to a newborn child in 2019. Those not entitled did not meet the eligibility requirements of working 1,250 hours and being employed for 12 months. 84% (N=157) of male employees were entitled to leave related to a newborn child in 2019. Those not entitled did not meet the eligibility requirements of working 1,250 hours and being employed for 12 months.</p> <p>b. Total number of employees who took parental leave, by gender 4% (N=10) of females took parental leave in 2019 4% (N=8) of males took parental leave in 2019</p> <p>c. Total number of employees who returned to work in the reporting period after parental leave ended, by gender. 90% (N=9) females returned to work after leave. One employee did not return to work that took leave in 2019; leave began March 2019 100% (N=8) males returned to work after leave</p> <p>d. Total number of employees who returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. 8 females (leave began March 2018 - September 2018) 0 males took parental leave during this reporting period (first male parental leave taken 3/12/19) <i>*8 males took parental leave in 2019 (12 months has not passed)</i></p> <p>e. Return to work and Retention rates Return to work = Female 90%; Male = 100% Retention = Female 100%; Male = 100%</p>	

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GRI 403: Occupational Health and Safety 2016			
403-2	Types of injury and rates of injury, occupational diseases, lost days, absenteeism, and number of work-related fatalities	<p>Regency complies with all laws regarding workplace safety both federal and state specific (where applicable). Once HR or Risk Management is notified of a work-related accident or injury, 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.</p> <p>Jacksonville: 1 Male; General Injury; 0 days missed Los Angeles: 1 Male; General Injury; 0 days missed Miami: 1 Male; General Injury; 7 days missed Denver: 1 Male; General Injury; 0 days missed</p> <p>Zero injuries to workers that were non-employees and zero work-related fatalities.</p>	
GRI 103: Management Approach 2016 - Training and Education			
103-1, 103-2, 103-3		Regency understands that a well-trained workforce is more innovative, effective and efficient. Regency's Human Resources department is responsible for this topic but also receives support from the Compliance Committee. The Executive Committee approves the training budget and supports Regency's programs through participation and by communicating the importance of ethics and compliance training to employees. Regency's effectiveness in managing this topic is evaluated through the annual employee engagement survey results and by monitoring job performance metrics	
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Employee training hours: Male 3,659 hours, Female 6,988 hours. Represents an average of 19.6 training hours per employee for male employees and 25.9 hours per employee for female employees.	
404-2	Programs for upgrading employee skills and transition assistance programs	Our People	15
404-3	Percentage of employees receiving regular performance and career development reviews	For the 2019 performance review period, 100% of eligible employees received a regular performance and career development review. A breakdown of our employees by gender and employment category is in Appendix: Our People Data .	15 , 56
GRI 103: Management Approach 2016 - Diversity and Equal Opportunity			
103-1, 103-2, 103-3		Regency seeks to have a workforce that is reflective of the communities in which it operates. The Executive Committee, facilitated by the Senior Vice President of Human Resources, is responsible for executing Regency's diversity initiative in its strategic plan. The General Counsel assists the Board in achieving diversity at the Board level. Human Resources is responsible for ensuring equal opportunity through Regency's hiring and promotion processes.	
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Appendix: Our People Data	56-58

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GRI 103: Management Approach 2016 - Local Communities			
103-1, 103-2, 103-3		Connecting with local neighborhoods and communities is an essential part of Regency's objectives as it seeks to develop and operate shopping centers that are thriving environments for outstanding retailers and service providers. Regency's President and Chief Executive Officer approves the budget for the philanthropic program, which supports Regency's connection with communities. Regency evaluates the effectiveness of the philanthropic program in ongoing dialog with local agencies and support groups and its overall community engagement through local meetings and in social media. Regency strives to improve the communities it serves by investing in property enhancements at new and existing shopping centers through development, redevelopment, and other capital projects. Oversight of Regency's investments in shopping centers, newly acquired as well as investment in new development and redevelopment of Regency's existing portfolio, comes from the Board of Directors and Regency's Executive Committee. The Capital Allocation Committee approves investments and monitors progress and performance through quarterly business reviews, Investment Committee Meetings, and Board of Directors meetings. The management of this topic is evaluated by assessing the economic return of such investments.	
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	Our Communities	21
GRI 103: Management Approach 2016 - Health and Safety and Product Responsibility			
103-1, 103-2, 103-3		Providing a safe and secure environment increases the likelihood of operating a successful shopping center. High-quality tenants draw customers; however, a safe environment retains their continued business. These topics are managed by the Senior Vice President of Operations and executed by Regency's in-house Property Management team, which performs frequent property inspections to identify property level maintenance and repair needs, including those related to safety. Tenants can submit improvement opportunities and needs through work order submissions on Regency's corporate website and in annual tenant surveys. A safe and secure shopping center is fundamental to a customer's overall experience and Regency is able to monitor its effectiveness in this area, as well as the overall success of a shopping center, through occupancy rates, tenant sales and health.	
GRI 415: Public Policy 2016			
415-1	Political contributions	Reference Code of Business Conduct and Ethics for details on Regency's policy on Political Contributions. In 2019/20, Regency updated its Code of Business Conduct and Ethics to include enhancements to address political activities and contributions. For the reporting period, Regency did not make any material political contributions.	
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	Our Communities All of Regency's properties are inspected on an ongoing basis for health and safety impacts, including, roof inspections, building inspections, fire/life safety inspections and general liability inspections. In addition, Regency also conducts environmental assessments, especially on acquisitions and development projects, and performs ongoing monitoring of sites previously identified for remediation activities.	23-24

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Environment			
<p>Environmental stewardship is a central component of Regency’s corporate responsibility program and we are committed to continually improving our performance through our environmental management system. Our Vice President of Sustainability is directly responsible for environmental policy, strategic planning, goal setting and performance monitoring. This role reports to the Senior Vice President of Operations weekly, Chief Operating Officer quarterly and Board of Directors annually. These more senior stakeholders continually evaluate program effectiveness through monitoring of internal performance metrics, peer benchmarking, and stakeholder feedback. In general, Regency’s boundary for environmental impacts is where we have ‘operational control’, which is defined as operations and areas where the company has the full authority to implement its policies and practices. In our development program, we have varying levels of operational control, depending on tenant type and lease specifications. In the operating portfolio, our area of control is typically limited to exterior common areas. For impacts associated with our properties but outside our operational control, typically tenant controlled areas, Regency actively engages stakeholders to promote and facilitate environmental responsibility. Material topics under this category include: “302 Energy,” “303 Water,” “305 Emissions,” “306 Waste and Effluents”, and “307 Environmental Compliance”.</p>			
GRI 103: Management Approach 2016 - Energy and Emissions			
103-1, 103-2, 103-3		<p>Energy is a significant operating expense and is the largest source of greenhouse gas emissions for Regency. It is also a material environmental issue for our retailers and communities. Regency is committed to reducing energy consumption at our properties, achieving carbon-neutrality for our Scope 1 and 2 greenhouse gas emissions and facilitating energy and emission reductions across our value-chain. In our development program, Regency is focused on developing energy-efficient buildings utilizing low-emission construction practices. In the operating portfolio, Regency continually monitors its energy consumption using a data acquisition system that enables utility and sub-meter level usage tracking, the data is analyzed to identify energy conservation and emission reduction opportunities. Additionally, we strive to promote emissions reductions by partnering with tenants to expand the use of renewable energy and the use of electrified transportation at our properties.</p> <p>For 2019, our energy goals were as follows:</p> <ul style="list-style-type: none"> ■ Short-term: annually reduce like-for-like energy consumption by 2.5% from prior year ■ Long-term: maintain an annual 2.5% reduction in like-for-like energy consumption every year until 2028 	
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	<p>a. 6,187 MWh of natural gas was consumed b. 0 MWh of renewable electricity was consumed c. 80,833 MWh of electricity was consumed d. 2,416 MWh of electricity was sold e. 87,020 MWh of total energy consumption f. Energy has been inventoried using an organization boundary that aligns with the Operational Control approach defined by The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Regency’s boundaries of operational control are confined to common areas and vacant premises, and exclude tenants’ premises within the operating portfolio as well as Regency’s leased corporate offices. g. Factors used are from eGRID 2018, March 2020</p>	
302-1 Sector Supplement	Energy consumption within the organization	2,416 MWh of solar electricity was produced onsite by Regency	
302-2	Energy consumption outside of the organization	<p>a. We estimate that 2,748,585 MWh of energy was consumed outside our organization b. Each tenant space was tagged as a grocery, office, residential, retail, restaurant, or warehouse space and the total floor area for each type was summed. The estimated energy use was estimated based on the average electricity and natural gas consumption per floor area for each space type, per the US Department of Energy’s Commercial Building Energy Consumption Survey (2012).</p>	
302-3	Energy intensity	<p>a. Our energy intensity ratio using energy consumption within our operational control is 0.002 MWh per square foot of gross lettable area, we estimate the energy intensity within our tenants’ operational control is 0.05 MWh per square foot of gross lettable area. b. Intensity is calculated as energy consumption divided by total square feet of gross lettable area. c. Types of energy included in our calculations are fuel and purchased electricity. d. We have calculated energy intensity both within our operational control and outside of it.</p>	

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302-4	Reduction of energy consumption	<p>Environmental Stewardship</p> <p>a. We reduced our energy consumption by 5,448 MWh as a direct result of our energy conservation programs</p> <p>b. Types of energy included in our calculations are fuel and purchased electricity</p> <p>c. 2018 is our base year as it aligns with our emissions reduction goals which were reset following early achievement of our original goals</p> <p>d. Energy has been inventoried using an organization boundary that aligns with the Operational Control approach defined by The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Regency's boundaries of operational control are confined to common areas and vacant premises, and exclude tenants' premises within the operating portfolio as well as Regency's leased corporate offices.</p>	33
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	<p>a. Gross Scope 1 emissions in 2019 were 2,080 MT CO₂e</p> <p>b. CO₂, CH₄, N₂O were included in the calculation</p> <p>c. Zero biogenic CO₂ emissions in 2019</p> <p>d. 2018 is our base year as it aligns with our emissions reduction goals which were reset following early achievement of our original goals</p> <p>e. Factors used are eGRID 2018, January 2020 and EPA Emission Factors for Greenhouse Gas Inventories, Mar 2018</p> <p>f. We use an operational control boundary in our calculations</p> <p>g. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)</p>	
305-2	Energy indirect (Scope 2) GHG emissions	<p>a. Gross location-based Scope 2 emissions were 29,714 MT CO₂e in 2019</p> <p>b. Gross market-based Scope 2 emissions were 27,710 MT CO₂e</p> <p>c. CO₂, CH₄, N₂O were included in the calculation</p> <p>d. 2018 is our base year as it aligns with our emissions reduction goals which were reset following early achievement of our original goals</p> <p>e. Factors used are eGRID 2018, January 2020 and EPA Emission Factors for Greenhouse Gas Inventories, Mar 2018</p> <p>f. We use an operational control boundary in our calculations</p> <p>g. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)</p>	
305-3	Other indirect (Scope 3) GHG emissions	<p>a. Gross Scope 3 emissions are estimated to be 1,022,773 MT CO₂e</p> <p>b. CO₂, CH₄, N₂O were included in the calculation</p> <p>c. Zero biogenic CO₂ emissions</p> <p>d. Refer to the Appendix: Environmental Performance Data for Scope 3 categories included in our calculation</p> <p>e. 2019 is the base year as it is the first year we have calculated Scope 3 emissions</p> <p>f. Factors used are eGRID 2018, January 2020 and EPA Emission Factors for Greenhouse Gas Inventories, Mar 2018</p> <p>g. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)</p>	60
305-4	GHG emissions intensity	<p>a. Our Scope 1 and 2 emissions intensity is 0.0006 MT CO₂e and our Scope 3 emissions intensity is 0.019 MT CO₂e</p> <p>b. Intensity is calculated as emissions per square foot of gross lettable area</p> <p>c. Scopes 1, 2 and 3 are included in our intensity calculations</p> <p>d. CO₂, CH₄, N₂O were included in our calculations</p>	
305-5	Reduction of GHG emissions	<p>Environmental Stewardship</p> <p>a. We reduced our GHG emissions by 5,042 MT CO₂e as a direct result of our reduction initiatives</p> <p>b. CO₂, CH₄, N₂O are included in our calculations</p> <p>c. 2018 is our base year as it aligns with our emissions reduction goals which were reset following early achievement of our original goals</p> <p>d. Scopes 1 and 2 are where reductions took place, Scope 3 is outside our operational control and we commenced estimating this in 2019</p> <p>e. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition); U.S. E.P.A. eGRID2016; 2014 Climate Registry Default Emission Factors (SAR - 100 year)</p>	32
GRI 103: Management Approach 2016 - Water			
103-1, 103-2, 103-3		<p>Water is a crucial resource for the communities in which we operate, and an increasing operating expense for Regency and our tenants. We are committed to using water efficiently and facilitating efficient use by our tenants. In our development program, we strive to balance communities' desire for public landscaping with water conservation through thoughtful design, plant selection and use of high-efficiency water systems in the design and construction of our projects. In the operating portfolio, Regency continually monitors its water consumption using a data acquisition system that enables utility and sub-meter level usage tracking. The data is continually analyzed to identify conservation opportunities. We also seek to assist our tenants to use water more efficiently and provide tips and advice in our Tenant Sustainability Guide.</p>	

Standard Disclosure	Standard Description	2019 Response	Page
GRI 303: Water 2016			
303-1	Interactions with water as a shared resource	Water use within Regency’s operational control is largely for landscaping the common areas of our properties. The water is sourced from municipal, public and private water utility providers and landscaping is thoughtfully planned to maximize conservation of this essential resource. We comply with public policy and local requirements for water use and monitor consumption regularly. We strive to reduce our water use without compromising the environments at our centers and encourage our tenants and other stakeholders to undertake water conservation measures including through our Tenant Sustainability Guide which provides guidance and tools and practices our tenants can use to reduce their water use.	35
303-3	Water withdrawal	a. 1,677 megaliters of third-party water was drawn for use in areas under Regency’s operational control. d. Regency measures its water consumption using a data acquisition system that enables utility and sub-meter level usage tracking.	
303-5	Water consumption	a. 1,677 megaliters of third-party water was drawn for use in areas under Regency’s operational control. d. Regency measures its water consumption using a data acquisition system that enables utility and sub-meter level usage tracking.	
GRI 103: Management Approach 2016 - Effluents and Waste			
103-1, 103-2, 103-3		Waste management is an operating expense and source of greenhouse gas emissions, and can be a crucial issue in many of the communities where we operate. Regency is committed to minimizing waste sent to landfills and expanding access to recycling and composting services at our properties. We have set annual and 10-year goals to ensure we maintain our focus. In our development program, all significant projects are required to implement a construction waste management plan. In the operating portfolio, we encourage tenants to participate in recycling and composting services.	
GRI 306: Effluents and Waste 2016			
306-2	Waste by type and disposal method	Environmental Stewardship b. Total weight of non-hazardous waste by disposal method: i. Reuse: Zero ii. Recycling: 31,256 metric tons iii. Composting: 6,100 metric tons iv. Recovery, including energy recovery: 17,858 metric tons v. Incineration: 212 metric tons vii. Landfill: 102,620 metric tons c. Figures are from tenant and common area dumpsters and only include containers serviced by vendors contracted directly by Regency. Shopping center anchor tenants commonly self-procure waste services. Waste volumes, where not reported by the vendor, are estimated by multiplying container volumes and haul frequencies with the assumption that each container is 100% full upon haul. Tonnage estimates are then estimated using U.S. EPA weight densities specific to the container type (e.g. glass recycling, compost, trash). Waste to energy recovery was estimated using the national average from the U.S. EPA.	
306-3	Significant Spills	Regency has set a goal to maintain zero significant spills and there were none in 2019.	
GRI 103: Management Approach 2016 - Environmental Compliance			
103-1, 103-2, 103-3		Regency believes environmental compliance is part of our responsibility as good corporate citizens. It is also necessary to mitigate the potential for monetary and reputational risks associated with non-compliance. Regency’s environmental policy is to comply with all applicable laws and regulations, and to proactively address potential environmental liabilities. Regency’s Environmental Director and General Counsel are ultimately responsible for all compliance related issues. We have well established and sophisticated systems in place to ensure environmental compliance that includes a dedicated team of environmental consultants, legal counsel and insurance carriers. Outstanding environmental obligations are identified through rigorous due-diligence and are addressed through voluntary clean-up programs or other established corrective action programs conducted in close coordination with regulatory agencies.	
GRI 307: Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	Regency is committed to maintaining full compliance with environmental laws and regulations. Regency has not been subject to any significant fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations in 2019.	

Supplemental Environmental Disclosure

Standard Disclosure	Standard Description	Response	Page
GRI CRE Sector Supplement Disclosure			
CRE 2	Building Water Intensity	In 2019, Regency’s building water intensity was 0.00034 megaliters per square meter.	
CRE 5	Land Degradation, Contamination and Remediation	In 2019, Regency had approximately 70 environmental clean-ups underway at properties. These efforts included soil and groundwater remediation as well as vapor intrusion mitigation. Many of these projects are to remediate the impacts of historic land use practices, frequently past dry cleaner and gas station operations, encountered during urban infill developments or brownfield redevelopments.	
CRE 8	Green Building	Appendix: Environmental Performance Data	59

Financial Performance Data

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

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

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

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

Our People Data

Total Employees by Region, Gender and Type							
Region	Female		Female Total	Male		Male Total	Total Employees
	Full Time	Part Time		Full Time	Part Time		
California	31	0	31	34	0	34	65
Colorado	4	0	4	4	0	4	8
Florida	182	0	182	84	0	84	266
Northeast	19	4	23	28	0	28	51
Pacific Northwest	3	0	3	7	0	7	10
Southeast	10	0	10	11	0	11	21
Texas	10	0	10	11	0	11	21
Upper Midwest	6	1	7	8	0	8	15
Total Employees	265	5	270	187	0	187	457

Gender by Pay Group			
	Female	Male	Total Employee
Officers	12	47	59
Senior Managers/Directors	46	59	105
Managers/Professionals	140	64	204
Support	72	17	89
Total Employees	270	187	457

Gender Ratio by Broadband - Females to Males				
Pay Grade	Female	Male	Total	Female:Male
Executive Committee	1	4	5	0.25
Managing Director	0	4	4	0.00
Senior Vice President	5	12	17	0.42
Vice President	6	26	32	0.23
Director	7	14	21	0.50
Senior Management	32	34	66	0.94
Middle Management	37	26	63	1.42
Senior-Level Professional	45	18	63	2.50
Mid-Level Professional	34	17	51	2.00
Entry-Level Professional	68	26	94	2.62
Support	35	6	41	5.83
Total	270	187	457	1.44

Our People Data

New Hire Totals and Rate by Age, Gender and Region

Category	Sub-Category	Number of Individuals	Rate of New Hires
Age Group	< 30 Years	29	41%
	30 - 50 years	31	44%
	> 50 years	10	14%
Total		70	100%
Gender	Female	39	56%
	Male	31	44%
Total		70	100%
Region	California	9	13%
	Florida	48	69%
	Northeast	5	7%
	Pacific Northwest	1	1%
	Southeast	3	4%
	Texas	4	6%
Total		70	100%

Composition of Board Members by Age and Gender*

Category	Sub-Category	Number of Individuals	% of Individuals
Age Group	< 30 years	0	0%
	30 - 50 years	0	0%
	> 50 years	11	100%
Total		11	100%
Gender	Male	8	73%
	Female	3	27%
Total		11	100%

*Effective December 31, 2019

Employee Departure Totals and Rate by Age, Gender and Region

Category	Sub-Category	Number of Individuals	Rate of Departures
Age Group	<30 years	4	7%
	30 - 50 years	36	63%
	>50 years	17	30%
Total		57	100%
Gender	Male	24	42%
	Female	33	58%
Total		57	100%
Region	California	8	14%
	Colorado	1	2%
	Florida	30	53%
	Northeast	3	5%
	Pacific Northwest	3	5%
	Southeast	4	7%
	Texas	4	7%
	Upper Midwest	4	7%
	Total		57

Composition of Named Executive Officers by Age and Gender

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

Our People Data

Composition of Company Officers by Age and Gender			
Category	Sub-Category	Number of Individuals	% of Individuals
Age Group	< 30 years	0	0%
	30 - 50 years	31	53%
	> 50 years	28	47%
Total		59	100%
Gender	Male	47	80%
	Female	12	20%
Total		59	100%

Composition of Total Company by Age and Gender			
Category	Sub-Category	Number of Individuals	% of Individuals
Age Group	< 30 years	54	12%
	30 - 50 years	288	63%
	> 50 years	115	25%
Total		457	100%
Gender	Male	187	41%
	Female	270	59%
Total		457	100%

Environmental Performance Data

Green Building Certifications			
Certification	Square Footage (SF)	Shopping Center Count	Portfolio Coverage by SF
Gold	299,201	3	0.6%
Silver	675,742	9	1.3%
Certified	148,152	2	0.3%

Green Building Project Details				
Property	Start Year	Re/development	Certification Level	LEED Certified GLA
Jefferson Square	2008	Dev	Gold	20,713
Granada Village	2011	Redev	Gold	125,400
Persimmon Place	2014	Dev	Gold	153,088
Market at Colonnade	2009	Dev	Silver	57,000
Roscoe Square	2010	Redev	Silver	54,904
East Washington Place	2011	Dev	Silver	203,313
Grand Ridge Plaza	2012	Dev	Silver	168,361
Balboa Mesa	2013	Redev	Silver	25,982
Belmont Chase	2014	Dev	Silver	25,703
Commonwealth	2018	Dev	Silver	33,362
Village at La Floresta	2014	Dev	Silver	86,957
Lower Nazareth Commons	2006	Dev	Silver	20,160
Northgate Marketplace	2011	Dev	Certified	80,953
Market at Springwoods Village	2018	Dev	Certified	67,199
				1,123,095

Emissions Summary

Emissions Category	Emissions (metric tons CO ₂ e)	% of Emissions
Scope 1 Emissions	2,080	0.2
Scope 2 Emissions (market-based)	27,710	2.8
Scope 3 Emissions	1,019,772	97
Category 1 - Purchased Goods and Services	Not yet calculated	0
Category 2 - Capital Goods	Not yet calculated	0
Category 3 - Fuel- and Energy-Related Activities	5,887	0.6
Category 4 - Upstream Transportation and Distribution	1,886	0
Category 5 - Waste Generated in Operations	75,000	7
Category 6 - Business Travel	1,000	0.1
Category 7 - Employee Commuting	Not yet calculated	0
Category 8 - Upstream Leased Assets	Not relevant	NA
Category 9 - Downstream Transportation and Distribution	Not relevant	NA
Category 10 - Processing of Sold Products	Not relevant	NA
Category 11 - Use of Sold Products	Not relevant	NA
Category 12 - End of Life Treatment of Sold Products	Not relevant	NA
Category 13 - Downstream Leased Assets*	936,000	89
Category 14 - Franchises	Not relevant	NA
Category 15 - Investments	Not relevant	NA
Scope 1, 2 and 3 Emissions	1,049,563	100

* Emissions from downstream leased assets are estimated based on national averages for our tenants' businesses

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