



## 2022 ESG Report May 2023

[brookdale.com](https://brookdale.com)





Photo: Brookdale Galleria

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All data provided within this report is as of December 31, 2022, unless otherwise noted.



Dear Stakeholders,

We are thrilled to share our 2022 Environmental Social Governance report with you. Brookdale has a history of achievements when it comes to sustainability and inclusion, and we continue to commit to further growth and innovation.

We are a community focused on social responsibility, strong governance and being environmentally conscious. I believe we must continue to be intentional in our efforts in these areas and in communicating our progress. Our mission is to enrich the lives of those we serve with compassion, respect, excellence and integrity; and to be as successful as possible in doing this, we believe it is important to focus on our sustainable corporate pillars. Therefore, in this update, you will read about the Pillars of Brookdale's ESG focus:

• Enriching Lives and Social Responsibility • Leadership and Governance • Environmental Impact

Brookdale is a place for people seeking purpose, and at our core, we take care of seniors and their families. Our Brookdale HealthPlus® program, which we recently started in certain communities, involves registered nurse care managers working to help improve residents' quality of life and help prevent avoidable emergency room visits or hospitalizations. We do this in partnership with a resident's family and their healthcare providers. In communities that rolled out this pilot program, the data revealed that residents had better health outcomes. Importantly, we are also seeing longer lengths of stay in HealthPlus® communities, as our residents are improving their health spans. These longer lengths of stay also help drive our occupancy rates.

We recognize the importance of diverse voices to deliver both the best business outcomes and maximum enrichment. We have a strong independent board of directors who value diverse perspectives. We offer our associates robust training and development opportunities and nurture a culture of caring and inclusion. Additionally, to reinforce our focus, a portion of our executive compensation is now linked to our success in meeting our diversity and inclusion goals.

Our dedicated diversity and inclusion team continues to advance our efforts by developing new programs, tools and enhanced processes to further establish and nurture inclusion. We also continue to have a committed team of leaders collaborating to help support and advance our ESG performance.

As of December 31, 2022, approximately 72% of the leadership roles in our communities and at the corporate levels were held by women. Brookdale's 36,000 associates — our "everyday heroes" — have continued to accomplish extraordinary things, and I will forever be grateful for the commitment and dedication they have demonstrated. They have truly enriched lives.

We are advancing our efforts on energy efficiency, water conservation and responsible waste management. We remain focused on being there when people need us most.

From strengthening our inclusive culture to promising advances in environmental sustainability, Brookdale has made impressive strides. Our culture of compassionate care extends to everyone: our residents and associates alike. At Brookdale, we are committed to continuing to help lead the way by creating a brighter future for everyone.

A handwritten signature in black ink that reads "Lucinda".

**Lucinda M. Baier**

President and Chief Executive Officer





At Brookdale, we know our success is dependent on providing meaningful work to help us attract, engage, develop and retain the best associates. We believe it is important that our residents and their families are engaged, and that we build strong relationships between associates and residents. Our commitment to enhancing our ESG efforts is central to our work, and we believe it is our corporate responsibility to take steps to protect the environment in which we live, to focus our associates' knowledge and skills in ways that enable our workforce to execute on our mission, to promote diversity and inclusion in the workforce, and to adopt and practice best-in-class corporate governance.

Our Board's commitment to overseeing and ensuring our corporate strategy is informed by the opportunities and risks associated with our human capital resources and environmental strategies. The Board's Nominating and Corporate Governance Committee reviews management's work to develop such initiatives and reporting.

Our business is a combination of multiple SASB industries, and we are reporting on two sectors that most closely align with our business: Health Care Delivery (HC-DY) and Hotels and Lodging (SV-HL). An SASB reporting table can be found at the end of this report.



## ENRICHING LIVES AND SOCIAL RESPONSIBILITY

Our residents and their families, our associates, and our suppliers are all part of our community. Given this, we begin with the Social element of our ESG update.

Through programs offered by our senior living communities, fundraisers for the Alzheimer's Association and more, we support our residents and help strengthen our local communities.





## Impact on Society — Residents

We are passionate about helping people with the challenges of aging, both inside our communities and in the greater neighborhoods in which we are located.

### Residents

Retirement should be about spending time finding fulfillment, forming meaningful connections and seeking enrichment. This philosophy is what helps drive the lifestyle and atmosphere at our communities. Through intentional work to understand who our residents and families are, we are able to offer them the types of personalized engagement opportunities that they enjoy and that add meaning to their lives.

- Our residents and families engage in welcome and orientation programs to make new friends, pursue existing and new passions, and support a strong sense of belonging in their community. This is also part of the ongoing engagement of our residents that is supported by building relationships and making connections with fellow residents and family members.
- Our **Optimum Life®** well-being approach is focused on resident wellness of the mind, heart and soul.
- Brookdale's **HealthPlus®** program offers a medical advocate for our residents dedicated to their health and well-being by providing proactive assistance with the management of preventive healthcare services, support for chronic health conditions and help managing urgent care needs.
- We have established a resident council or other resident advisory committee in many of our communities that meets regularly with the community's Executive Director. These committees promote resident involvement and satisfaction, and enable community management to be more responsive to their residents' needs and desires.
- Brookdale's **National Resident Advisory Council (NAC)**, an invaluable source of input and feedback for our leadership team, entered its fourth year in 2022. The NAC provides critical feedback to improve our resident and family experience. In 2022, our NAC earned an Argentum Best of the Best Award.
- Veterans are special to Brookdale. We honor their service and their role in preserving our freedom through events and activities throughout the year, with special emphasis on **Memorial Day, Veterans Day** and **Military Appreciation Month**.
- Our **Resident and Family Connection Line** is available 24/7 to provide prompt resolution to questions and concerns and to share compliments about our associates.

We are proud that Brookdale earned the most senior living community recognitions by *U.S. News & World Report* during 2022, and 15 of our 17 eligible skilled nursing communities earned the *U.S. News & World Report* Best Nursing Homes award for short-term rehabilitation. In addition, J.D. Power awarded Brookdale #1 in customer satisfaction among assisted living/memory care communities.\*



**#1 in Customer Satisfaction Among Assisted Living/Memory Care Communities\***



**The Most Communities Recognized by U.S. News & World Report**

\*Tied in 2022. For J.D. Power 2022 award information, visit [jdpower.com/awards](https://www.jdpower.com/awards).

## Impact on Society — Community



To be truly sustainable at Brookdale, we create caring, healthy and supportive environments for our residents and their families, both now and for generations to come. This is one reason why our residents and associates are so active in our surrounding communities.

In 2022, our residents, families and associates embraced many outreach opportunities, including raising money for causes important to them, giving their time to help those in need, producing needed items for ICU babies and children in war-torn countries across the world, planning and planting gardens for sustainability, and joining intergenerational programs with youth and college groups.

Brookdale also continued to be a leader in fundraising to fight Alzheimer's disease. During 2022, Brookdale maintained its commitment to supporting those seeking a cure for Alzheimer's disease, raising **\$1.3 million<sup>1</sup>** for **Walk to End Alzheimer's® as a National Team**, comprising Brookdale residents and associates around the country. We are proud to have raised **more than \$20 million** for the Walk to End® program since 2008.

1. Funds raised by associates, residents, families and business partners.



## Our Associates — Attract, Engage, Develop and Retain

~36,000

Associates  
Strong



### Attracting and Retaining Associates

At Brookdale, our business relies on people serving people, and we seek to hire associates who want to make a difference in the lives of others and to continue to learn and grow with Brookdale. To attract and retain the best associates, we also offer a competitive total rewards program as part of our overall compensation.

Good associates attract good candidates. Our **Good People Program** encourages our associates to refer friends or family to Brookdale by rewarding them with financial incentives. In 2022, Brookdale paid out over \$800,000 in referral bonuses as part of the Good People Program.

### Brookdale Benefits



#### PHYSICAL WELL-BEING

- Medical
- Dental
- Vision
- Smoking cessation
- Weight management
- Diabetes management
- Joint health



#### FINANCIAL WELL-BEING

- 401(k)
- Life insurance
- Vendor discount program
- Adoption benefit
- Financial coaching
- Associate Compassion Fund



#### EMOTIONAL WELL-BEING

- Paid time off (PTO)
- PTO donation program
- Employee Assistance Program





# Our Associates — Attract, Engage, Develop and Retain

## Inclusion and Diversity

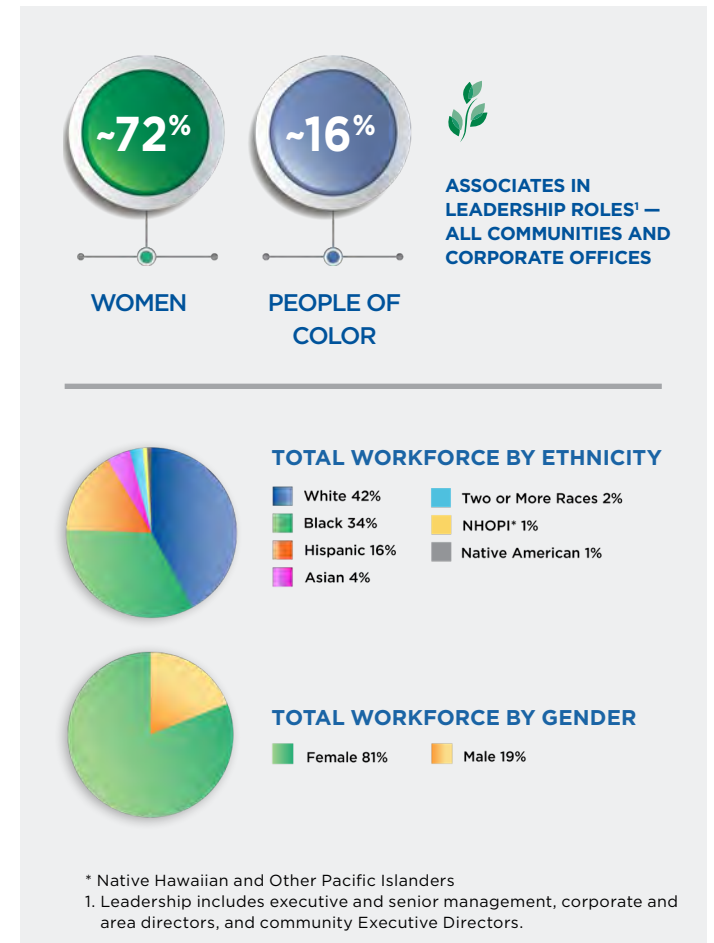
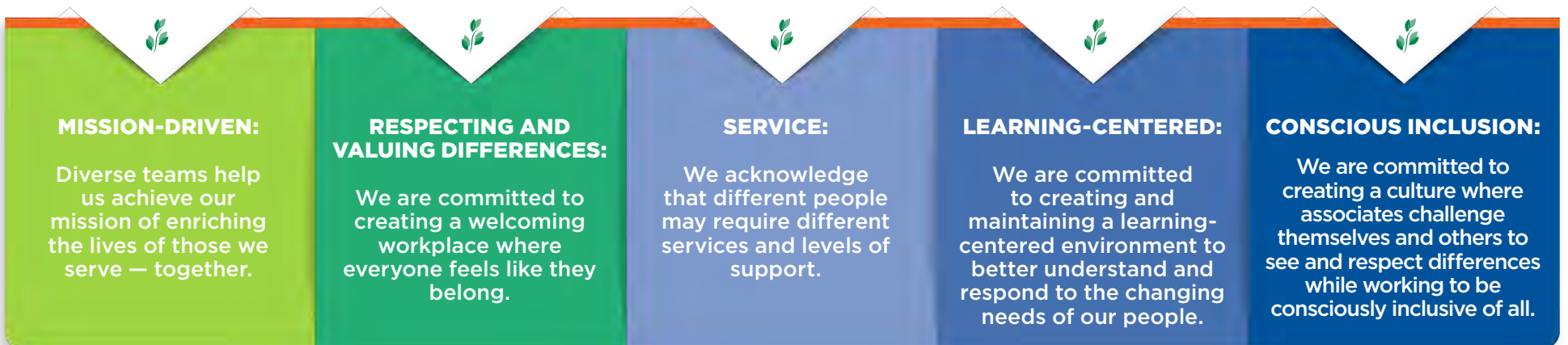
Brookdale is committed to inclusion and diversity built on a foundation of trust, partnership, courage and passion. We define diversity as the representation of associates from different groups, ideas, perspectives and values. We define inclusion as a culture of policies and practices that actively engages and provides each of our associates with the opportunity to be successful at Brookdale.

We believe an inclusive and diverse culture can help achieve our mission by:

- **Attracting and retaining the best talent** by recruiting from a broad array of backgrounds for all levels of the organization and investing in our talent
- **Increasing growth, productivity and engagement** by fostering a workplace where all associates feel valued and contribute to their fullest potential
- **Making Brookdale the place for top talent**, driving outstanding service for our residents and increasing shareholder value
- **Equipping our associates** with resources to serve the changing demographics and needs of residents.

Our Inclusion and Diversity Communications Calendar highlights the rich stories from our residents and associates. For example, this year we showcased residents and associates from several Brookdale communities during Black History Month, Asian American and Pacific Islander Heritage Month, National Hispanic Heritage Month and Pride Month.

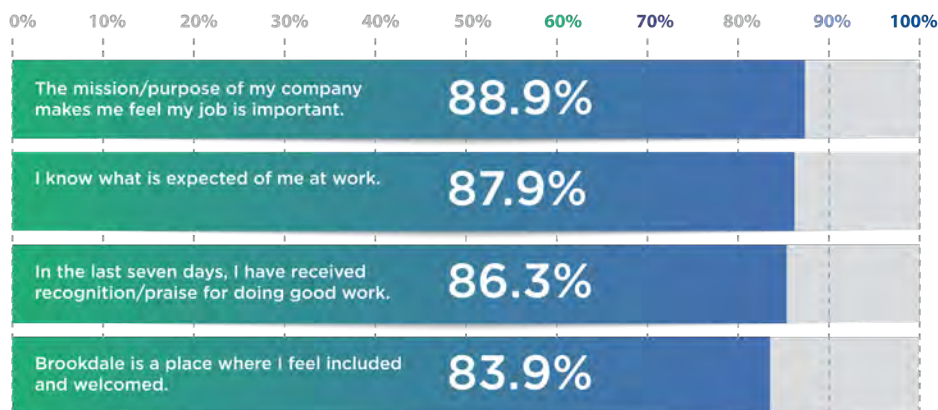
## OUR GUIDING PRINCIPLES





# Our Associates — Attract, Engage, Develop and Retain

## Brookdale Associates Pulse Survey Results\*



\*Out of the 23,000+ hourly associates who responded, percentage of respondents who agreed and responded with "Yes."

In addition to listening to our associates, we provide them opportunities to hear from us on development topics. For corporate supervisors and managers, we conducted virtual "Lunch and Learn" programs, which provided sessions on instilling trust in teams, leadership styles, and navigating challenging conversations. Our Executive Leadership Team also held **virtual Town Hall meetings** to allow community and corporate leaders to hear from them directly on topics important to business operations and associate engagement.



## Associate Compassion Fund and Other Assistance

We have a strong culture of associates supporting associates. The future can be uncertain, and we know there may be a time when associates need financial assistance due to extraordinary circumstances. Our **Associate Compassion Fund**, a nonprofit fund for associates funded by our associates and our Board of Directors, provides short-term assistance for eligible associates in need due to unexpected illness or injury, catastrophic events, or other special situations outside the associate's control.

## Integrity Line

The Brookdale Integrity Line is another means of communication available to all associates. The Integrity Line is managed by an independent third-party organization and provides a web-based reporting option, as well as a toll-free telephone-based service. Associates can contact the Integrity Line 24 hours a day, seven days a week to report a concern or suspected violation of our policies or our **Code of Business Conduct and Ethics**.

## Engaging Associates

Our culture is based on servant leadership, where we believe purpose-driven work allows each of us to have a positive impact on our residents and associates. We celebrate associates through our **Everyday Hero Program**. Through this program we recognized approximately **5,000 associates** in 2022 who exemplify the Brookdale experience by finding a way to help others.

In 2022, we wanted to find additional ways to solicit feedback from community-based hourly associates. We implemented **pulse engagement surveys** via our time clocks to better understand their experience. We learned associates felt engaged in our mission and like they belonged.



# Our Associates — Attract, Engage, Develop and Retain

## Career Growth and Development



We offer learning opportunities for our associates when they join Brookdale, both for their own development and to better serve our residents. Our learning and development programs were again recognized when Brookdale was named a 2022 winner for *Training* magazine's Training APEX Awards.

Our **Brookdale University** provides training and leadership development for leaders across the organization. Highlights for 2022 include:

- Our associates completed more than 1.9 million courses.
- The **BECOME** program had a strong second year as our six-month-long program that equips new leaders with the skills they need to lead their teams effectively.
- We successfully launched and completed our **EXPAND** pilot program, a targeted development program for current leaders with an interest in becoming Executive Directors. The **EXPAND** program was created to give leaders from diverse perspectives and backgrounds the opportunity to receive training to help advance their careers. To date, 24% of the initial class has been promoted to Executive Director.
- To further support career opportunities for our community-based associates, Brookdale implemented an advanced fees program. This program pays for expenses related to Certified Nursing Assistant (CNA) or medication administration training for eligible associates.

We continue to offer a tuition-reimbursement program for associates who want to grow their careers.



### BECOME PROGRAM

2,000+

LEADERS  
ENROLLED

69%

WOMEN

39%

PEOPLE OF  
COLOR

### EXPAND PROGRAM

24%

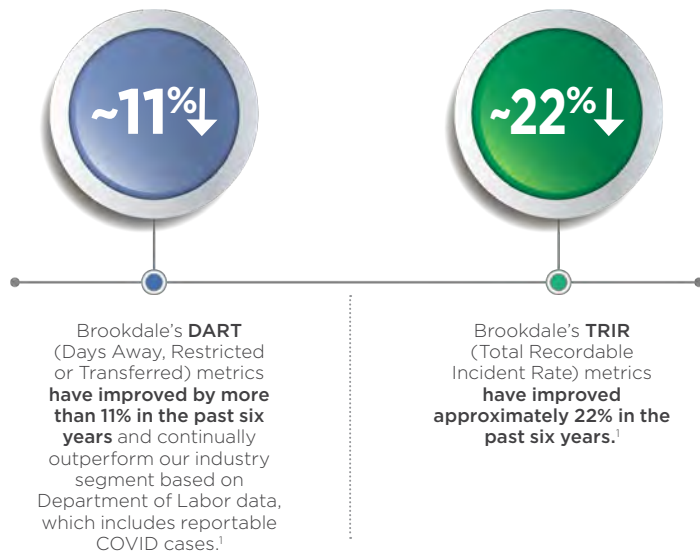
LEADERS  
PROMOTED

Our **Brookdale University** provides training and leadership development for leaders across the organization.

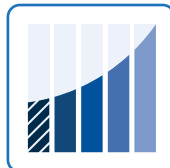


# Associate Safety

Brookdale continues to maintain a thoughtful and robust associate safety and workers' compensation program. For the past seven years, we have convened a cross-functional **Risk Committee** that meets quarterly and sets the stage for a company-wide culture of safety ownership. As a result, we have created an authentic safety culture where community teams benefit from exceeding operational safety target goals.

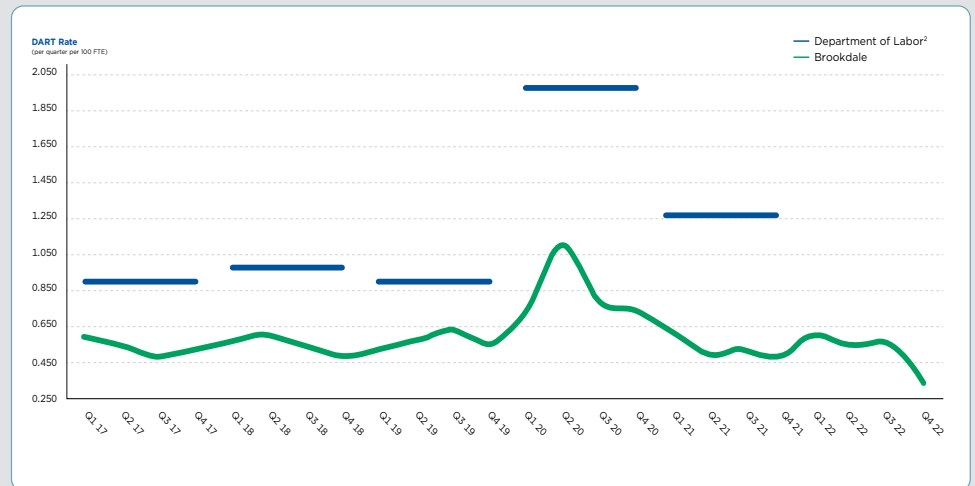


These measures have resulted in an **improved trend** of total claims and time to report claims over the past six years in our current operating footprint. Brookdale continually outperforms the Department of Labor's statistical average with regard to lost-time claims.



Reduction in DART Rate					
2017	2018	2019	2020	2021	2022
-4.4%	2.6%	3.8%	-11.1%	3.1%	-4.7%
Cumulative →					<b>-11.2%</b>

Reduction in TRIR					
2017	2018	2019	2020	2021	2022
-4.7%	-1.9%	-7.3%	-14.9%	-2.4%	3.8%
Cumulative →					<b>-21.7%</b>



1. Brookdale DART and TRIR data includes documented experience through December 31, 2022, data subject to further development from claim progression.
2. Department of Labor NAICS statistics for continuing care retirement communities and assisted living facilities for the elderly



## Impact on Society — Suppliers

Brookdale's suppliers are a critical part of our business community and integral in delivering high-quality services and care to our residents. We make communication with suppliers a priority by hosting supplier summits and joint business planning roundtable discussions with top strategic partners, as well as providing supplier business reviews. Our suppliers are also actively involved in philanthropic efforts related to finding a cure for Alzheimer's.

We take intentional steps to work with partners who value diversity. As a result, we request supplier diversity information as part of our request-for-proposal process and at the onset of supplier onboarding. We believe it is important that our partners support both our mission of enriching the lives of those we serve with compassion, respect, excellence and integrity, and also our goal of working toward a more inclusive and diverse workplace.

### Supplier Code of Conduct

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To ensure our suppliers know our expectations, we utilize a [Supplier Code of Conduct](#) that can be found on our website.

Our suppliers make a difference in the lives of our associates, residents and shareholders every day.

- Associates need trusted partners to deliver so they can focus on taking care of our residents.
  - Residents expect high-quality products and services that support their care journey.
- .....



## Our Community — Data and Privacy

Brookdale has implemented cybersecurity controls to help improve the lives of those we serve by managing the confidentiality, integrity and availability of the personal and sensitive information that has been entrusted to us to protect. We strive to set the standard by achieving an industry-leading cybersecurity program.

In order to stay ahead of evolving threats, Brookdale continues to invest in modern and comprehensive programs to help protect against threats, such as ransomware, data theft/exfiltration, and social engineering.



**Email** — email protections against common and sophisticated attack vectors, including Business Email Compromise, phishing, malicious attachments & URL sandboxing, spamming/spoofing



**Endpoint** — Endpoint Protection Platform and Endpoint Detection and Response capabilities designed to prevent ransomware, fileless attacks, data exfiltration, and environmental pivoting, along with traditional malware



**Identity** — account protections based on the Least Privilege model and the right access at the right time principle, including single sign-on, adaptive Multi-Factor Authentication, privileged account monitoring/rotation, and account access automation and user accreditation



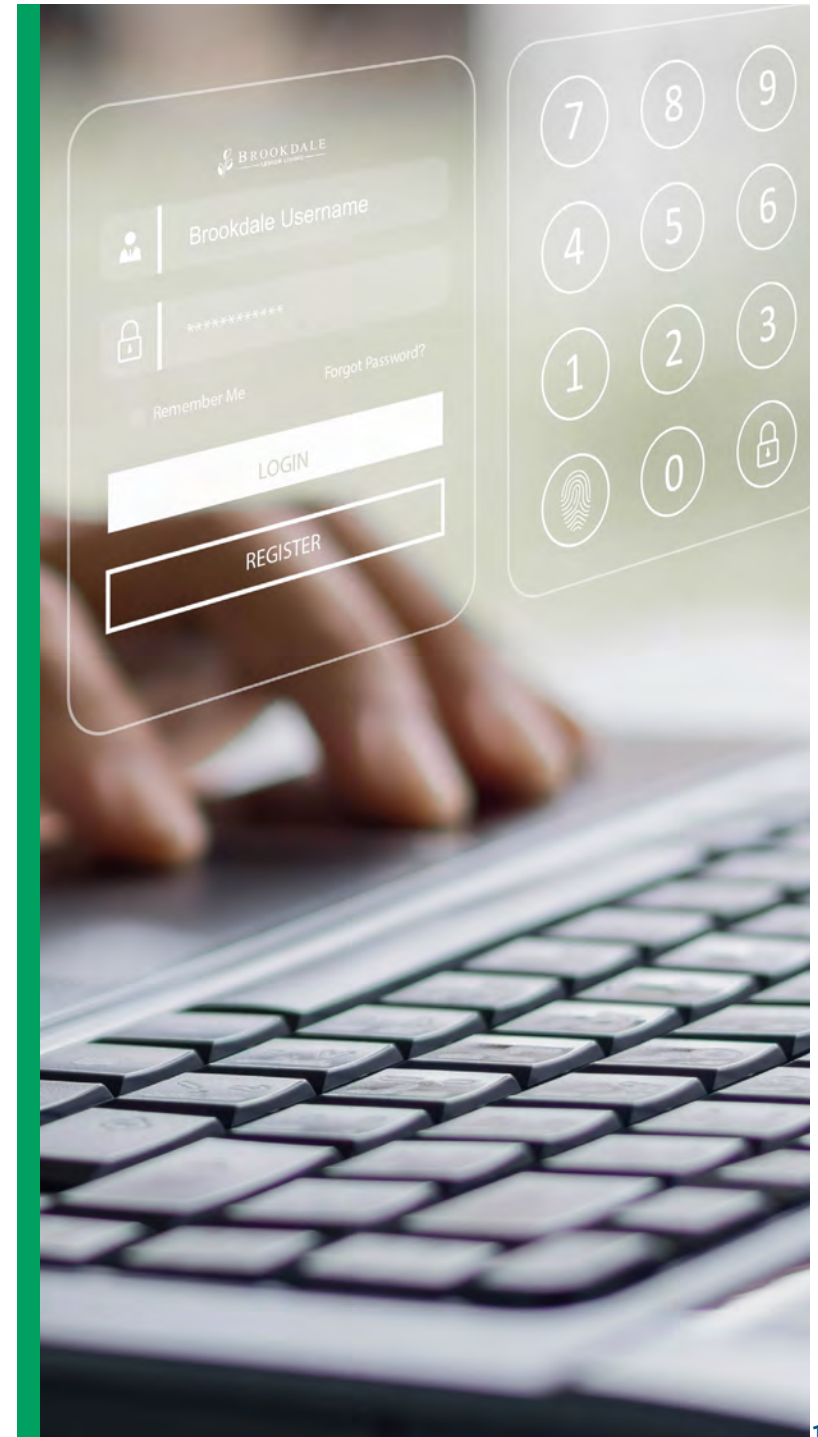
**Perimeter** — Next-Generation Firewall providing traditional firewall protections, application scanning, in-line packet inspection, and intrusion detection/protection



**Third-Party Partnerships** — providing continuous monitoring/response, red team exercises, penetration tests and assessments



**Threat Intelligence** — Open-Source Intelligence and dark web monitoring for potential threats, leaked access credentials and data leaks



## Industry Leadership

Our Board is committed to best practices for our governance structure to promote building long-term value for our shareholders, while ensuring the vitality of our business for our residents, associates and others who depend on us.

We are committed to advancing our industry through thought leadership and engagement. Our executives serve on the boards of the leading senior housing associations, American Seniors Housing Association (ASHA), Argentum, and National Investment Center for Seniors Housing & Care (NIC), as well as the Nashville Health Care Council.



Public Company  
Lucinda M. Baier  
President and CEO



HERO AWARD  
(Awarded Posthumously)  
Jaimie Harel  
Sales Manager,  
Springs Mesa



HALL OF HONOR  
Sara Terry  
SVP of Resident and  
Family Engagement

BEST OF THE BEST  
Brookdale National  
Advisory Council

SPIRIT AWARD  
Rosita Taylor  
Health & Wellness Director,  
West Boynton Beach



# Corporate Governance

The Board is committed to creating and fostering an inclusive and diverse workplace. At least annually, the **Nominating and Corporate Governance Committee** seeks input from each director on Board composition to ensure the Board reflects an appropriate balance of knowledge, experience, skills, expertise and diversity — all of which are necessary to support our business strategy. From time to time, the Committee may seek and receive input from certain shareholders regarding characteristics shareholders believe would be beneficial to our Board composition. The Board has used this process to add directors with operations, sales and marketing, and clinical experience in the senior housing, hospitality and healthcare industries.

ALL NON-EXECUTIVE MEMBERS OF THE BOARD ARE INDEPENDENT (7 OF 8 DIRECTORS)

INDEPENDENT NON-EXECUTIVE CHAIRMAN

ANNUAL DIRECTOR ELECTIONS WITH MAJORITY VOTING STANDARD

ANNUAL BOARD AND COMMITTEE SELF-EVALUATIONS

DEMONSTRATED BOARD REFRESHMENT, WITH AVERAGE TENURE OF SIX YEARS

DEMONSTRATED COMMITMENT TO BOARD DIVERSITY

ANTI-HEDGING AND ANTI-PLEDGING POLICY

EXECUTIVE COMPENSATION CLAWBACK POLICY

5X RETAINER DIRECTOR STOCK OWNERSHIP GUIDELINES

SHAREHOLDER PROXY ACCESS

## THE BOARD CHALLENGE

Committed to help foster continued efforts to improve the representation of Black directors on public boards.

 3 of 8 female directors

 2 of 8 veterans

 65 average age

# Reducing Environmental Impacts

As the largest senior housing operator in the United States, we are committed to reducing the environmental impacts of our business while maintaining focus on helping to improve the safety and quality of life for our residents. Brookdale's environmental focus can be **categorized into four areas:**

- |          |                       |          |   |
|----------|-----------------------|----------|---|
| <b>1</b> | Energy Management     | <b>3</b> | Make Smart Investments                      |
| <b>2</b> | Promote Clean Climate | <b>4</b> | Prioritize Safety, Planning and Preparation |

As of December 31, 2022, our portfolio was comprised of 673 communities in 41 states, along with our Nashville headquarters and our Milwaukee office, totaling approximately 44 million square feet of real estate.

Over each of the last three years, Brookdale has invested an average of approximately \$152 million per year to make our communities more safe, comfortable and attractive for our residents and associates. Since Brookdale communities are our residents' home, we continuously review features for improvements to enhance community life. These investments have included upgraded mechanical and infrastructure, interior renovations, energy efficient upgrades and other improvements to help maintain and improve the quality of life for our residents.

**673** Communities

**41** States

**~44M** Square Feet of Real Estate

**~\$152M\*** Annual Community Improvements

\*Three-Year Average





## Energy Management

Brookdale has made incremental progress across many of our energy-related projects. In 2022, we certified 24 communities with the Energy Star® Award. We have 277 communities that have maintained an Energy Star® score above our threshold.

In 2022, we reduced our electricity consumption by 4.3 million kilowatt-hours compared to 2021, through completing LED-lighting projects across 41 communities. We also implemented water conservation projects across 34 communities, with an estimated water savings of 10.3 million gallons per year.



Usage data in millions for active communities as of December 31, 2022.  
100% of electric usage in 2022 is a nonrenewable source from the grid.



## Promote Clean Climate

In conjunction with our energy-reduction initiatives, Brookdale is also committed to improving the climate through the reduction of greenhouse gas emissions.

Brookdale operates a fleet of vehicles ranging from minivans and cars to 15-plus passenger buses with chairlift capability. Over the past seven years, we have continued to improve our fleet by working to replace any vehicle that is more than eight years old with **newer, more fuel-efficient options**, and, where appropriate, we have opted for **smaller buses and passenger vans** in lieu of larger vehicles.

# Make Smart Investments

We make significant annual capital investments in our portfolio to help make our communities safe, comfortable homes for our residents. Not only are our investments aimed at reducing energy consumption and greenhouse gases, but they are also targeted at helping to improve our residents' safety and their quality of life.

**HVAC Equipment and PTACS<sup>1</sup>** — We are constantly looking for ways to make our equipment more efficient, such as investing in Setpoint Climate Intelligence platform technology. In 2023 we plan to pilot smart technology to help reduce energy usage and increase equipment reliability and wear reduction.

**Needlepoint Bipolar Ionization** — We have continued retrofitting our common-area HVAC systems with needlepoint bipolar ionization (NPBI™) technology. We have installed this technology at an additional 67 communities. We've completed 70% of all Assisted Living, Memory Care and Skilled Nursing buildings.

**Aqua Mizer®** — We continue to extend our pilot and testing of the Aqua Mizer technology. While our anticipated savings were 32%, our 2022 results were higher, with savings of 59% at our pilot community. We are expecting to expand the installation of this technology at more of our communities in 2023.

1. Packaged terminal air conditioners (PTACS)

Brookdale is partnering with a real estate investment trust (REIT) partner on operating our first net-zero emissions community. Through this project, we are committed to decarbonization through electrification and energy efficiency. The planning for this community was done in 2022.



Photo: Brookdale Battery Park City



## Prioritize Safety, Planning and Preparation

We continued our efforts in maintaining our industry-leading disaster planning. In 2022, we began revising our processes and procedures around pipe freeze prevention to include more localized training, improved awareness and early detection protocols. We also reviewed our preventive maintenance procedures to ensure they meet our updated processes and requirements.

As part of our emergency planning, we have thoroughly updated our community generator database, which includes generator service providers and detailed generator information, so that we can quickly identify emergency power needs during a disaster to help reduce or eliminate community downtime.



### 16 Locations

**or 2.5% of our nationwide owned and leased locations are considered within the 100-year floodplain, and we carry National Flood Insurance Program (NFIP) coverage for these locations.**

### Disaster Planning

Our communities maintain industry-leading disaster planning. This is due in large part to collaborative regional property and operations management, in conjunction with strong corporate support. Portable generators were upgraded with newer, more accurate GPS devices, enabling us to accurately locate and track their locations in the midst of an emergency response effort. We have strategically placed our generators at key locations within each division that is prone to natural disasters. Understanding how widespread losses can be, we have expanded our network of national contract services for all emergency generators to manage full, nationwide coverage. The vendors selected have a workforce and supply of equipment that enables a timely response anywhere in the country in the most adverse conditions.

# SASB Disclosures

Given that our specific business is a combination of multiple Sustainability Accounting Standards Board (SASB) industries, we have elected to report on two sectors that most closely align with our business: Health Care Delivery (HC-DY) and Hotels and Lodging (SV-HL).



Photo: Brookdale Galleria

Topic	SASB Code	Metric	Reference Page/URL/Direct Response
<b>Energy Management</b>	SV-HL-130a.1	Total energy consumed	2022 ESG Report, page 18
	HC-DY-130a.1	Percentage grid electricity	2022 ESG Report, page 18
<b>Water Management</b>	SV-HL-140a.1	Total water consumed	2022 ESG Report, page 18
	HC-DY-150a.1		
<b>Waste Management</b>	HC-DY-150a.2	Total amount of medical waste (a) incinerated, (b) recycled or treated and (c) landfill	Our largest medical waste management vendor collected approximately 87,000 and 61,000 pounds of medical waste in 2021 and 2022 from the more than 350 communities it serviced in both years. This vendor has patented a waste conversion process that helps to enhance environmental sustainability by turning medical waste, including syringes and needles, into clean energy.
<b>Patient Privacy &amp; Electronic Health Records</b>	HC-DY-230a.2	Description of policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII)	HIPAA-covered communities, as well as certain field and all corporate associates, are required to complete a minimum of 1.5 hours of training on PHI and PII annually.



Topic	SASB Code	Metric	Reference Page/URL/Direct Response
<b>Management of Controlled Substances</b>	HC-DY-260a.1	Description of policies and practices to manage the number of prescriptions issued for controlled substances	Our policies and practices direct Brookdale associates to follow the orders of each resident's physician for the administration of medications. Brookdale's Assisted Living, Memory Care and Skilled Nursing communities have a compilation of medication policies, procedures and forms relative to the management of controlled substances. These include, among other important factors, the receiving, administration to the resident, storage in a double locking system, accounting for, and disposal of controlled substances.
	HC-DY-260a.2	Percentage of controlled substance prescriptions written for which a prescription drug monitoring program (PDMP) database was queried	Not applicable. Brookdale associates do not write prescriptions.
<b>Pricing &amp; Billing Transparency</b>	HC-DY-270a.2	Discussion of how pricing information for services is made publicly available	The Company defines pricing in the contracts which each resident or responsible party signs. These contracts detail base rent, care, and additional services. Residents are presented an itemized monthly bill in advance for the next month's rent and care services.
<b>Labor Practices</b>	SV-HL-310a.4	Policies and procedures to prevent worker harassment	<a href="#">Brookdale Integrity Line</a> <a href="#">Code of Business Conduct and Ethics</a>
<b>Employee Health &amp; Safety</b>	HC-DY-320a.1	1. Total recordable incident rate (TRIR) 2. Days away, restricted or transferred (DART) rate	2022 ESG Report, page 12
<b>Employee Recruitment, Development &amp; Retention</b>	HC-DY-330a.2	Description of talent recruitment and retention efforts for health care practitioners	2022 ESG Report, pages 8-11

Topic	SASB Code	Metric	Reference Page/URL/Direct Response																														
Diversity Representation	—	Breakdown of the gender and racial/ethnic composition of the Company’s workforce as of 12/31/22.	<table><tr><td colspan="2">Gender Representation</td><td>Male</td><td>Female</td></tr><tr><td colspan="2">Senior Leaders (Exec and Non-Exec Management)</td><td>29%</td><td>71%</td></tr><tr><td colspan="2">Professionals</td><td>20%</td><td>80%</td></tr><tr><td colspan="2">All Other Employees</td><td>17%</td><td>83%</td></tr><tr><td colspan="2">Total</td><td>19%</td><td>81%</td></tr></table>	Gender Representation		Male	Female	Senior Leaders (Exec and Non-Exec Management)		29%	71%	Professionals		20%	80%	All Other Employees		17%	83%	Total		19%	81%										
			Gender Representation		Male	Female																											
			Senior Leaders (Exec and Non-Exec Management)		29%	71%																											
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			All Other Employees		17%	83%																											
			Total		19%	81%																											
			<table><tr><td>Ethnic Group Representation</td><td>White</td><td>Black</td><td>Hispanic</td><td>Asian</td><td>Other</td></tr><tr><td>Senior Leaders (Exec and Non-Exec Management)</td><td>71%</td><td>13%</td><td>10%</td><td>3%</td><td>3%</td></tr><tr><td>Professionals</td><td>61%</td><td>21%</td><td>6%</td><td>8%</td><td>4%</td></tr><tr><td>All Other Employees</td><td>38%</td><td>37%</td><td>17%</td><td>4%</td><td>4%</td></tr><tr><td>Total</td><td>42%</td><td>34%</td><td>16%</td><td>4%</td><td>4%</td></tr></table>	Ethnic Group Representation	White	Black	Hispanic	Asian	Other	Senior Leaders (Exec and Non-Exec Management)	71%	13%	10%	3%	3%	Professionals	61%	21%	6%	8%	4%	All Other Employees	38%	37%	17%	4%	4%	Total	42%	34%	16%	4%	4%
			Ethnic Group Representation	White	Black	Hispanic	Asian	Other																									
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All Other Employees	38%	37%	17%	4%	4%																												
Total	42%	34%	16%	4%	4%																												
Climate Change Adaptation	SV-HL-450a.1	Number of lodging facilities located in 100-year flood zones	2022 ESG Report, page 20																														
Number of Available Room Nights	SV-HL-000.A	Number of available room nights	Units Available as of December 31, 2022: 2022 Form 10-K, Item 2																														
Average Occupancy Rate	SV-HL-000.B		Weighted Average Occupancy: 2022 Form 10-K, Item 7																														
Total Area of Lodging Facilities	SV-HL-000.C		2022 ESG Report, page 17 (includes Corporate office space of 254,672 square feet as disclosed in the 2022 Form 10-K, Item 2)																														



Topic	SASB Code	Metric	Reference Page/URL/Direct Response
Number of facilities and the percentage that are (1) managed, (2) owned and (3) franchised	SV-HL-000.D		2022 Form 10-K, Item 2

#### Links to Additional Documents:

[Brookdale Code of Business Conduct and Ethics, Supplier Code of Conduct, Brookdale Code of Ethics for Chief Executive and Senior Financial Officers](#)

