

ESG+R Objectives

ENVIRONMENTAL

- Track and monitor energy, water, and waste continuously using ENERGY STAR Portfolio Manager
- Obtain whole building (landlord + resident) utility data where available
- Evaluate properties for energy and water efficiency improvement opportunities
- Review portfolio for opportunities to install electric vehicle (EV) charging stations
- Pursue ENERGY STAR Certification for eligible properties annually
- Assess all properties for the potential to achieve a green building certification, such as IREM Certified Sustainable Property

PMI Portfolio Targets

- Decrease energy consumption by 30% over 10 years
- Reduce GHG emissions by 30% over 10 years
- Decrease water consumption by 20% over 10 years
- Increase absolute waste diverted from landfill by 50%
- Increase renewable energy use by 5%
- Certify 25% of PMI portfolio with green building certifications
- Improve data coverage to 90%
- Baseline year 2016, target year 2026. Targets based on space within landlord control.

SOCIAL

- Engage residents and the local communities through the Pacific Cares program to help the growth and development of communities in which we live and work.
- Assess tenant health and well-being by distributing regular resident surveys
- Prioritize our property teams', employees', and residents' mental, physical, and social health by providing healthy, comfortable, and inclusive spaces and amenities.
- Provide updated Sustainability Reference Guides and Green Living Guides for property teams and residents annually
- Prioritize inclusion and diversity across governing bodies and all employees and track our organization's international backgrounds, age, gender, and racial diversity
- Provide equal employment opportunities to all qualified applicants and employees without discrimination

GOVERNANCE

- Hold regular ESG+R Taskforce meetings to oversee the EcoLogic program, monitor progress and make updates
- Disclose our ESG+R objectives publicly, review and update them regularly
- Utilize sustainability reporting frameworks such as GRESB and GRI to improve overall ESG+R transparency and performance of our portfolios and update investors regularly on our sustainability initiatives and progress
- Ensure properties comply annually with applicable benchmarking and audit ordinances

RESILIENCE

- Develop a resilience program aligned with the Task Force on Climate-Related Disclosures (TCFD) framework
- Evaluate physical and transition risks during due diligence for new acquisitions
- Periodically, assess the existing portfolio for physical and transition risks due to climate change