



Lead, Inspire & Succeed

PMG Sustainability Report
For the financial year ended 31 March 2023

“

Sustainability is about creating an environment fit for people to thrive, where businesses can attract and retain great talent, run efficient operations and grow their bottom lines. Achieving this supports the performance of our funds and the sustainability of returns for our investors.

Scott McKenzie
CEO and Director, PMG Funds

“

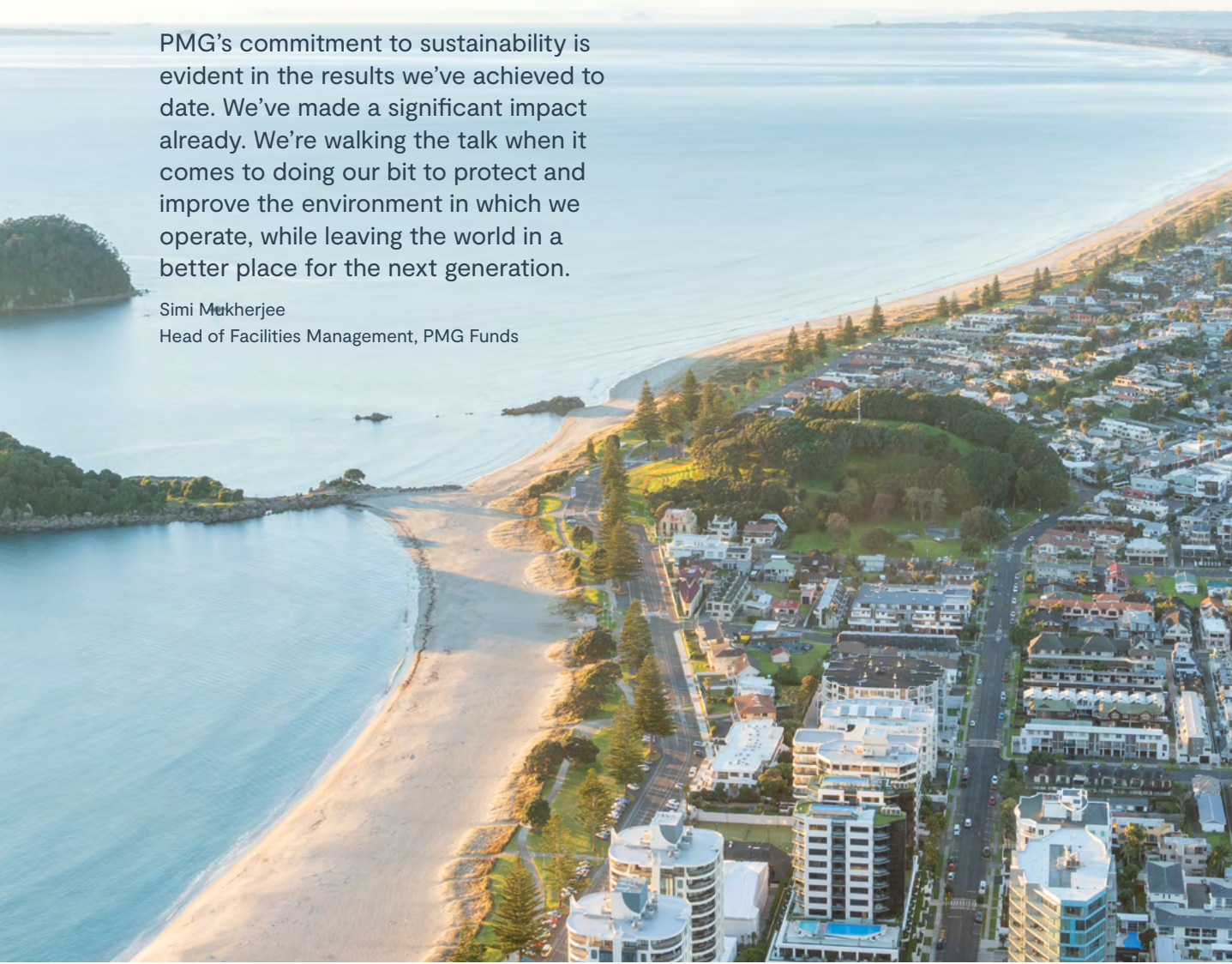
Being a property partner of choice to our tenants, and meeting their increasing needs for sustainable spaces, is a win-win for both tenants and investors. Not only do we attract and retain quality tenants, but sustainability features help to maintain and grow property values over time compared to properties with no such features.

Jamie Reid
GM Property, PMG Funds

“

PMG's commitment to sustainability is evident in the results we've achieved to date. We've made a significant impact already. We're walking the talk when it comes to doing our bit to protect and improve the environment in which we operate, while leaving the world in a better place for the next generation.

Simi Mekherjee
Head of Facilities Management, PMG Funds



CONTENTS

04 SUSTAINABILITY
SCORECARD

10 PROPERTY
PARTNER OF
CHOICE

17 SOCIAL
SUSTAINABILITY

06 OUR KEY ESG
HIGHLIGHTS

13 SUPPLIER STORY:
JT GROUP

20 ENVIRONMENTAL
SUSTAINABILITY

08 TENANT
STORY: **PACT
PACKAGING**

14 PARTNER STORY:
SUNERGISE

22 FY24 STRATEGY

Sustainability scorecard

In 2021, PMG Funds produced its first full Sustainability Report, two years on from embarking on our sustainability journey. Our sustainability framework covers all elements of ESG (Environmental, Social and Governance), with an overarching strategy to Lead, Inspire and Succeed.



Lead ENVIRONMENTAL STRATEGY

Lead the unlisted property funds sector in the reduction of waste, energy and water consumption, and carbon emissions. *Environmental wellbeing*



Inspire SOCIAL STRATEGY

Inspire the minds of young New Zealanders and help them build better financial futures for themselves and their country. *Financial wellbeing*



Succeed GOVERNANCE STRATEGY

By maintaining robust governance structures and ensuring clear accountability, we are executing on our goals by measuring our performance and that of our stakeholders.

This way, we hold ourselves to account and ensure we are creating real value for our clients, people, and the environment – so we all succeed. *Stakeholder wellbeing*

We are thrilled to share our success in applying these strategies across PMG Funds' business and operations.

We have achieved this by remaining focused on implementing sustainability features and systems (within our portfolio of 47 commercial properties) which make environmental and financial sense to both tenants and investors, and within our business (as a funds manager).

When establishing fundraising targets for PMG Charitable Trust during its first year of operation, it was difficult to forecast the level of donations the Trust would attract, as well as anticipate what the impact would be on charitable giving, with the changing economic conditions of FY23.

While the Trust did not reach its fundraising target of \$500,000, this is not unique to the PMG Charitable Trust. Our charity partners, as well as New Zealand's wider philanthropic community, have noted lower levels of donations given to not-for-profit organisations in the last year than seen in previous years.

ENVIRONMENT	Achieved 31 March 2023	Goal 31 March 2023
Percentage of office and retail properties in our portfolio with standardised waste management practices for measurement and reporting of waste ¹	73%²	80%
Percentage of office buildings in our portfolio with building management systems (BMS) installed	57%	57%
Number of PMG properties with 4 star or better NABERSNZ ³ energy ratings	4	4
Toitū carbonzero certification for PMG Funds (the Manager)	Certification achieved	Achieve certification
SOCIAL	Achieved 31 March 2023	Goal 31 March 2023
Support Year 10 students nationwide to attend Life Education Trust's SMART\$ financial literacy programme	15,000⁴	22,000
Funds raised through PMG Charitable Trust	\$185,922⁵ <small>(since PMG 2021 Sustainability Report)</small>	\$500,000
GOVERNANCE	Achieved 31 March 2023	Goal 31 March 2023
PMG investors would recommend PMG as a funds manager	95%⁶	>80%
PMG tenants would recommend PMG as a landlord	78%⁷	>60%
Number of notifiable incidents or accidents to employees or contractors across portfolio (48 properties)	Nil	Nil
Percentage of average contractor daily check-ins on sites	95%	>95%
PEOPLE	Achieved 31 March 2023	Goal 31 March 2023
Employee satisfaction score vs commercial benchmark ⁹	11% above benchmark⁸	Equal to commercial benchmark
PMG team retention rate	83%	>90%
Employee wellbeing initiatives	10	>5
PMG employees invested in employee share trust (employed by PMG for 12 months or more) ¹⁰	100%	100%

Notes

¹Among the properties where PMG Funds manages the waste or recycling programme.

²While we were close to achieving the waste management target, we fell 7% short of the target due to waiting on the expiration of existing waste management contracts for certain properties.

³NABERSNZ is a system for rating the energy efficiency of office buildings. It is an independent tool, backed by the New Zealand government.

⁴Due to COVID-19 red traffic light setting in the first term of 2022 and orange setting in term two, schools were reluctant to allow external visitors on to the school grounds, hence the Smart\$ programme was unable to reach as many students as hoped.

⁵While the Trust did not reach its fundraising target of \$500,000, this is not unique to the PMG Charitable Trust. Our charity partners, and New Zealand's wider philanthropic community, noted lower levels of donations than seen in previous years.

⁶Investor survey undertaken in December 2021.

⁷Tenant survey completed December 2022.

⁸Above benchmark provided by Institute of Strategic Leadership (ISL), 2023.

⁹Commercial benchmark based on collective results for NZ clients of Smart Leader and Institute of Strategic Leadership 2022

¹⁰Employees with PMG for 12 months or more are eligible to benefit from PMG's Employee Share Trust (EST). EST hold shares in PMG Group and are able to participate in share value gains and dividends at no cost to the employee.

Our key ESG highlights



PMG Funds (the manager) achieved Toitū carbonzero certification



73%

of PMG office and retail properties with standardised waste and recycling systems installed

367.44¹

tonnes of waste recycled



New Board in place





15,000

Year 10 students supported in financial literacy



Online financial literacy tool built

4 PMG Fund buildings
4+ Star NABERSNZ² ratings



70 Gloucester Street, Christchurch



6 Alderman Drive, Auckland



123 Victoria Street, Christchurch

¹Since PMG's waste and recycling programme was established in July 2019, across office and retail properties where PMG manages the waste.

²NABERSNZ is a system for rating the energy efficiency of office buildings. It is an independent tool, backed by the New Zealand government.

PMG tenant's sustainability success

Ending waste by 2025

As PMG Funds has dived into its own sustainability journey, we have been pleased to find many of our valued tenants are making significant headway in theirs.

465kg

Amount of cardboard recycled each month

90%

Of protective equipment is sent to Future Post and converted into fence posts

\$25,000

Saved by replacing cardboard bins with permanent bins

Pact (formerly Alto Packaging) has been a long-standing tenant at 33 Vickery Street, Te Rapa, Hamilton, a property now owned by Pacific Property Fund (PPF). Pact's vision is to lead the circular economy through innovative packaging, reuse and recycling solutions.

Circularity of plastics is certainly a topical point when it comes to the environment. Pact Group, including the Pact Hamilton plant, is focused on reducing its impact on the environment by using recyclable plastics and reprocessing them into other products, and reusing as much as possible.

Pact's Hamilton site, along with its 28 other sites around New Zealand, have been heavily involved in leading sustainability improvement efforts outside of manufacturing products.



Health, Safety and Sustainability Coordinator for the site, Michelle Rae, has been working on a number of initiatives which she says are all about 'recycling, reusing or remaking'.

Initiatives include the following:

- Recycling 465kg of cardboard each month.
- Replacing cardboard bins at the end of production lines with permanent bins that save the company approximately \$25,000 per year.
- Recycling shrink wrap used to protect customer product through Pact Recycling (Astron).
- Recovering items that are no longer usable, such as broken pallets, which may be recycled and reused.
- Sending 90% of its protective equipment (masks and hair nets) to Future Post and converting them into fence posts for farming, equestrian and vineyard use.
- Replacing all single-use work, contractor and visitor overalls with washable and reusable versions.
- Giving bulk containment solutions a second life through the collection of commercial waste.





33 Vickery Street, Te Rapa, Hamilton

The Pact Wellington Facility is New Zealand's only polyethylene terephthalate (PET) wash plant and integrated manufacturing facility. The Coke bottles, meat trays and other clear PET materials collected from kerbside recycling bins are sorted at Material Recovery Facilities (MRFs) across New Zealand and then sent to Pact's Wellington facility, which reprocesses it back into food packaging for use across New Zealand.

Michelle says Pact is on track to meet the sustainability goals of Pact Group to eliminate all non-recyclable packaging that it produces and offers 30% recycled content across the packaging portfolio from its operations by 2025, and more broadly aiming to reduce emissions by 50% by 2030.

“

While this is an ambitious target, we are well on track to achieve it.

- Michelle Rae, Pact Group

**The information in this testimonial reflects the opinion of the specific tenant and/or partner and does not necessarily reflect the opinion of PMG. It is of a general nature and was current as at June 2023. It is not intended to be regulated financial advice for the purpose of the Financial Markets Conduct Act 2013, and does not take your individual circumstances and financial situation into account. PMG does not provide financial advice. Please seek advice from a licensed financial advice provider before making any investment decisions.*

Being a property partner of choice to our tenants, matters

Sustainability is key to retaining and attracting great tenants.

When it comes to the way we want to work, in part we have COVID-19 to be thankful for. As the world has emerged out of lockdowns, and a new hybrid way of working has taken hold, businesses have changed the way they use their office spaces, demanding more flexibility and facilities that support greater work life balance.¹

As a property partner of choice to our tenants, PMG has responded to this change in demand by installing a number of end-of-trip (EOT) facilities and sustainability features into two of our office properties. This has resulted in retaining quality tenants in these properties.



123 Victoria Street, Christchurch

123 VICTORIA STREET, CHRISTCHURCH

Home to leading national and local tenants Nexia, NZ Merino, Alliance, Pacific Radiology and Clearwater, 123 Victoria Street was built in 2017, and when PPF purchased it in 2021, the only existing EOT facilities were a few showers and limited bike parking.

PMG's property team set to work consulting with tenants by redesigning and renovating the property to include the following:

- Refreshed, repainted and redesigned the layout of the EOT area within the building.
- Installed new warm wooden panelling, bench seating, improved lighting and double the amount of lockers.
- Reconfigured the carpark slightly to include more bike and e-bike parking, as well as more space for e-scooters and charging capabilities.

Rebecca Hummelstad, Office Manager of Alliance Group says the improved EOT Facilities has encouraged their team to undertake more eco-friendly transportation, leading to cost savings for both employees and the company.

“

The facilities have also promoted a healthier, more sustainable and more accessible workplace, along with helping to reduce noise pollution, air pollution and road traffic. A pleasing win-win for us and the environment.

- Rebecca Hummelstad, Alliance Group



152 Fanshawe Street, Auckland

152 FANSHAWE STREET, AUCKLAND

For Direct Office Fund's property in Fanshawe Street in Auckland, the PMG team have fully rebuilt the EOT area from what was a temporary shipping container with a few showers, to elegant and modern facilities which include:

- Separate men's and women's locker rooms with showers, lockers, toilets and drying rooms for wet gear.
- Work-ready appliances such as ironing facilities and hairdryers.
- E-charging for cars in the basement carpark.
- A new waste and recycling station set up with signage, and a recycling education seminar run for tenants and cleaners.

Tenant Lizarn Swanepoel, CRES Office Manager of Capgemini says the new EOT facilities are fantastic.

"Our staff now make use of sustainable transport, cycling to work and storing their cycles safely on site," says Lizarn.

“

They also have the ability to take care of their physical and mental wellbeing by exercising before work or during their lunch break with the beautiful new bathroom and shower facilities at their disposal.

- Lizarn Swanepoel, Capgemini

¹<https://www.stuff.co.nz/business/property/126965761/why-the-rise-in-remote-working-does-not-mean-the-office-is-dead>.

**The information in this testimonial reflects the opinion of the specific tenant and/or partner and does not necessarily reflect the opinion of PMG. It is of a general nature and was current as at June 2023. It is not intended to be regulated financial advice for the purpose of the Financial Markets Conduct Act 2013, and does not take your individual circumstances and financial situation into account. PMG does not provide financial advice. Please seek advice from a licensed financial advice provider before making any investment decisions.*

43 SEAVIEW ROAD, WELLINGTON

Our PPF tenant in the Seaview property in Wellington, Allied Pickfords logistics and moving company, is also taking great strides to reduce the impact of waste on our environment from their operations.

To reduce the amount of waste produced by the site, and to increase their recycling efforts, Allied have bought two waste compactor machines:

- The larger machine compacts cardboard that can't be reused into haybale-sized amounts which are then taken to the recycling facility.
- The second machine is for compacting plastic materials which can then be sent to a recycling facilities and also takes up less space on the site.



43 Seaview Road, Wellington



Hikotron charger installed at 152 Fanshawe Street



ChargeNet chargers coming soon at the Bethlehem Town Centre



Locky Dock Bike chargers installed now at Bethlehem Town Centre



JT Group- using products which provide long lasting cleans hence reducing the overall water consumption

Partnering to preserve our precious natural resources

At PMG, partnering with like-minded, innovative businesses who are passionate about creating a sustainable future for us all, is an important part of our approach to sustainability.

We are proud to partner with Lower Hutt-based JT Group, a professional commercial cleaning business, who have developed New Zealand-first technology that reduces water usage/waste by up to 80% every time they clean PMG's properties.

JT Group owner Ray Tomlinson, a keen triathlete and cyclist, said it was after water blasting properties in Wellington and heading out for a swim at Oriental Bay that he started thinking about where the water his team used to clean local properties ended up, and how they could reduce the amount of water going down the drain.

Ray and his team of engineers developed products and solutions designed to reduce overall water consumption, including Aotearoa's first 100% electric rechargeable commercial pressure washer, the automatic robotic building wash machine, and a waterless cleaning system. JT Group's sister company, Summit Building Wash Technologies are the first building wash company in Aotearoa to adopt this technology.

"These products and solutions offer longer lasting cleans, while eliminating the risk of water entering the stormwater systems and using less water than your regular garden hose," says Ray.

“

They also reduce water use by around 80% charging the batteries for the electric water blaster for a year's use will emit around 400kg of CO₂e – where petrol use in the same period amounts to around 20,000kg of CO₂e.

– Ray, JT Group

Tina to provide



The electric water blaster, which is used across the PMG-owned buildings JT Group services, operates with low noise, zero emissions, and uses no fuel.

Ray's second product, the automatic robotic building wash machine, is a safer, faster, and more sustainable solution compared to more traditional methods of using abseilers to clean high-rise buildings. Not only does this method reduce water usage by 85%, but we also don't need to use chemicals," says Ray.

Ray's goal is to have a fully electric fleet of water blasters by the end of 2023.

For more information on JT Group's products, visit <https://www.jt-group.co.nz>

Turnkey solar solutions with Sunergise New Zealand



Over the last year, PMG's property management team has been looking for ways to introduce cost-effective energy solutions for our tenants.

Partnering with Sunergise New Zealand, an award-winning solar provider, will enable us to provide our tenants with turnkey solar power solutions which include design, installation and ongoing maintenance at little to no cost to PMG, our tenants or investors.

Initially we will see solar panels installed on a number of suitable PMG-managed properties in the North Island, and we have plans to expand to additional properties in the South Island over time.

PMG Funds' CEO, Scott McKenzie, says the partnership is an important next step in our ongoing sustainability strategy and a win-win solution that responds to the evolving expectations of both our tenants and investors.

"The partnership demonstrates how we can simultaneously deliver on our promise to be partner of choice for both our tenants and investors. For our tenants, the partnership gives them access to cheaper and cleaner power; while for our investors, it means little capital outlay is required from the funds they are invested in to install the green energy sources today's tenants are demanding."

“

Green energy is an increasingly important factor in helping us retain our quality tenants, thereby aiding our ability to continue to deliver regular returns to investors.

- Scott McKenzie, CEO PMG Funds



Image supplied by Sunergise and is not a PMG building.

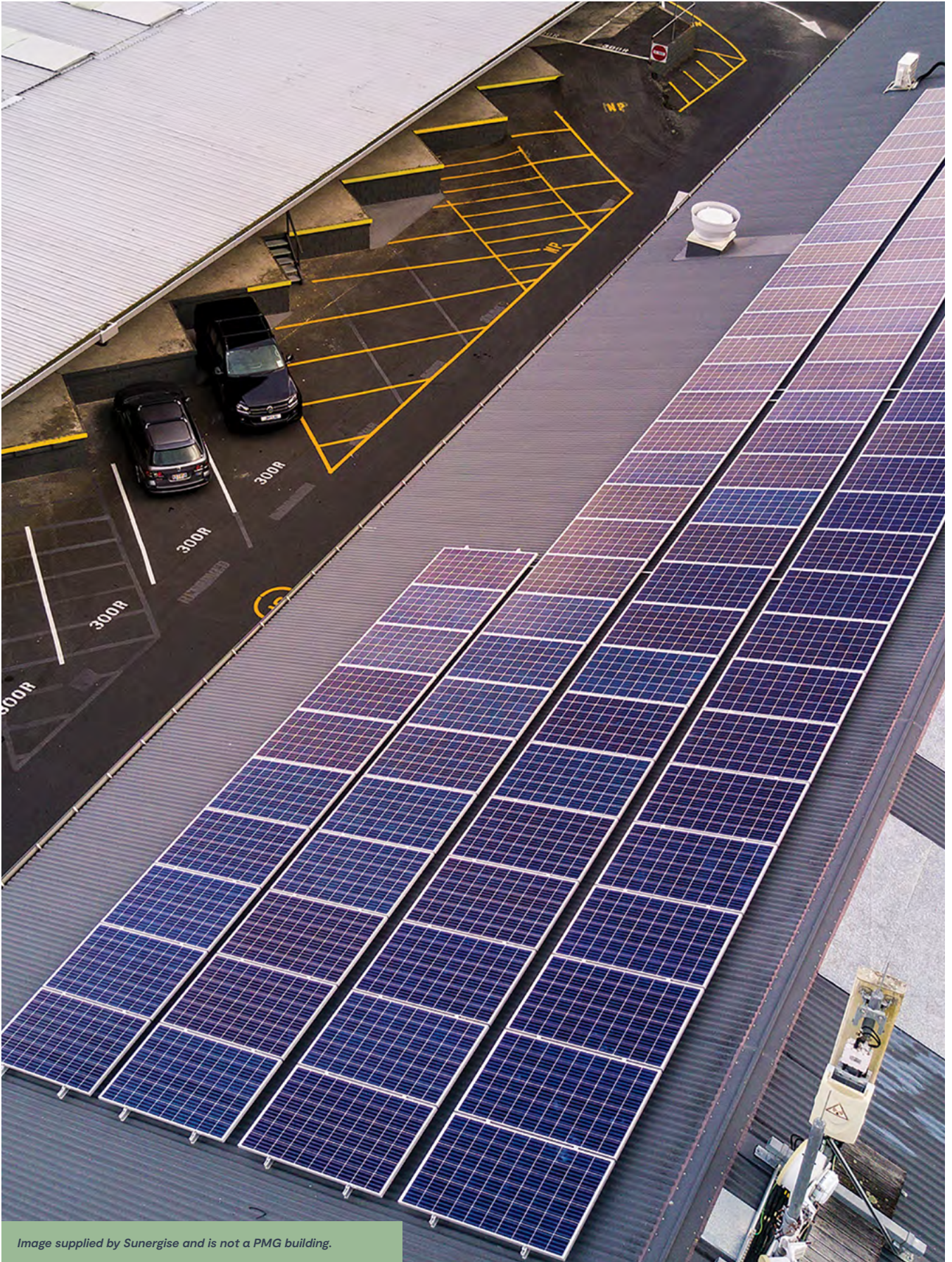


Image supplied by Sunergise and is not a PMG building.



PMG Charitable Trust takes flight



Last year was a productive year for the PMG Charitable Trust (the Trust). We saw increasing demand from youth programmes, schools and community organisations around the country for our financial literacy programmes. Below is a snapshot of what we achieved.



SUPPORTING OUR COMMUNITIES

Supported **15,000** Year 10 students with access to the SMART\$ online financial literacy tool



FINANCIAL LITERACY

Delivered financial literacy workshops to the Graeme Dingle Foundation's Career Navigator programme in the Bay of Plenty



SOCIAL RETURN ON INVESTMENT (SROI)

Measured the performance of the programmes, and their SROI



JOINED THE CFFC'S STRATEGY

Joined the Commission for Financial Capability (CFFC's) National Strategy for Financial Capability Partnership



ONLINE FINANCIAL LITERACY TOOL

Designed and piloted PMG Charitable Trust and Life Education Trust's (LETNZ) Smart\$ online financial literacy tool (Results on page 18)

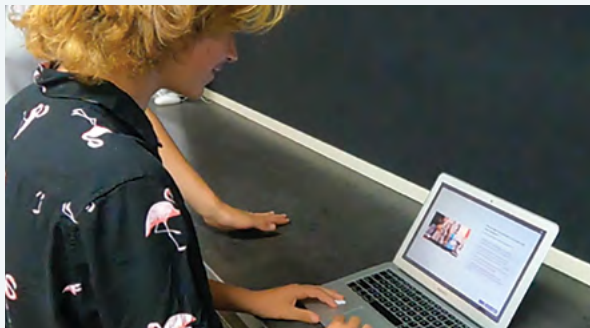
PMG Charitable Trust and LETNZ Smart\$ online financial literacy tool programme results¹

76.5%

of students said upon completing the tool they understood the key concepts of savings, debt, KiwiSaver and deferred payment.

60%+

of students said they'd recommend the tool to friends and whānau.



61%

of teachers felt their students' financial literacy had been improved or greatly improved by using the tool.

78.5%

of teachers said they would recommend the Smart\$ Online to other schools.

Following the module:

- 70% of students said they would join KiwiSaver.
- 84% said they would be more careful about getting into debt; save more or not use a credit card unless they can pay in full, on time.
- Over 50% said they would buy goods only if they had the money.

WHAT'S NEXT

The Smart\$ online tool is now being rolled out to Year 9 and 10 students around the country and we are aiming to reach approximately 5,000 students this coming financial year.

We will also look for opportunities to extend the use of the online tool with other youth organisations and leverage the results of the recent pilot to deepen our pool of donors.

The Trust will deliver bespoke workshops to approximately 250 15 to 24-year-olds who are part of the Graeme Dingle Foundation's Career Navigator programme – some of whom are considered at risk of not being in education, training or employment, in the second half of this year.

We need your help

To continue driving the sought-after activities in 2023 and 2024 we need the support of like-minded individuals, families and partners to donate to the Trust. There are a number of ways you can do this.

Please get in touch with us today and help build better financial futures for young New Zealanders.

0800 219 476
invested@pmgcharitabletrust.org.nz
pmgfunds.co.nz/pmg-charitable-trust

¹As per the results from the pilot programme results report May 2023. Available upon request.

PMG team gives back

Giving back to the communities in which we operate and to causes our employees care about, is hugely important to why our team choose to work with us. So in FY23, PMG Funds provided each of our team members with \$500 to donate to a charity or cause of their choice. Over half donated to the PMG Charitable Trust.



The PMG team raised money for several charitable causes throughout the year, including Pink Shirt Day, Heart Kids, Epilepsy New Zealand, Fred Hollows Foundation and the Graeme Dingle Foundation.



Mount Everest Challenge raising money for the Graeme Dingle Foundation



PMG Tauranga, RRR-Rescue, Revive, Rehome Bay of Plenty



PMG Auckland, Pink Shirt Day



PMG Tauranga, Stuff the Bus in support of children and families in Tauranga



Daniel Lem & Scott McKenzie, Mount Everest Challenge raising money for the Graeme Dingle Foundation

Sustainability in context

In 2020, New Zealand was one of the 55 nations which signed up to the United Nations Framework Convention on Climate Change's Paris Agreement.

New Zealand's commitment to the agreement includes reducing greenhouse gas emission by 30% below 2005 levels by 2030, and reach net carbon zero by 2050.

There is also growing emphasis from Government and industry bodies for organisations to work towards these targets, evidenced by new Climate Related Financial Disclosures (CRFD) reporting legislation brought in by MBIE this year.

For PMG Funds this will likely mean that there will continue to be increasing requirements for greater measurement and reporting (particularly in relation to carbon emissions) in the coming year and beyond.

FY24 Sustainability Strategy

At PMG our approach to sustainability is about improving the impact we have on the environment and the communities in which we operate, while maintaining financial sustainability for the benefit of all our stakeholders.

Therefore, our environmental strategy is three-fold:

- Continue to lead the unlisted property funds sector in the reduction of waste, energy and water consumption, and carbon emissions.
- Ensure initiatives are financially sustainable for all our stakeholders, working to minimise the costs of increasing measurement and reporting.
- Select sustainability-focused suppliers and partners when making procurement choices.



For an increasing number of New Zealand businesses, it's almost as common now to be asked about your emissions reduction plan as it is your profit and loss statement.

- Kim Mundy, ASB Senior Economist and sustainability expert¹



Environmental sustainability initiatives for FY24

1. Waste management

- Continue current waste and recycling management programme in the properties where PMG manages the waste.
- Increase waste education seminars delivered for tenants to support their understanding of effective waste management.

2. Energy and water conservation

- Install further Hikotron EV Chargers into properties where tenants are requesting them. First EV Chargers installed January 2023 at no capital cost to our funds and leased directly by tenants.
- Installation of Chargenet EV charging stations at Bethlehem Town Centre (BTC) at no cost to PMG Generation Fund (the owner of BTC) nor BTC tenants by March 2024.
- Locky Docks bike charging stations installed at BTC by June 2023 at no cost to landlord or tenant.
- Sunergise solar installation on first property in August 2023.
- Consider further EOT facilities within office properties to encourage sustainable transportation and well being of tenants.
- Monitor and reduce water usage in six pilot buildings.

¹<https://www.nzherald.co.nz/sponsored-stories/the-pressure-building-on-nz-business/6FYVOT3NJB6LO6642LWKBMPQ/>

3. Measure and reduce carbon emissions

- Maintain PMG Funds (the Manager) Toitū carbonzero certification, and consider ways to further reduce.
- Start on Toitū carbonzero certification process to include operational carbon from properties within our portfolio where PMG Funds has operational control.

4. Medium to longer term target setting

- Research and consider setting science based targets (SBT) which align with New Zealand's Paris Agreement 2030 and 2050 targets, and as required under the CRFD's reporting.
- Understand reporting requirements under MBIE's CRFD legislation, in anticipation of reporting in the medium term (2025).

5. Overall sustainability approach

- Implementing sustainability and green features into our properties is beneficial in retaining and attracting quality tenants, maintaining and protecting property valuations over the long term, and enhancing the performance of our funds and returns to our investors.
- Therefore, as key in-built features (such as HVAC) within properties in our portfolio reach their end-of-life, we will replace them with products that offer greater sustainability benefits.
- Within the current economic environment, the focus remains on balancing the spend on incorporating sustainability features with existing operating and capital costs.

What our tenants and sustainability partners are saying about PMG



Having EV chargers in the workplace is awesome. A lot of our team use them and are grateful to PMG for putting them in.

– Aline Allan, from Workday
Tenant at Fanshawe Street Auckland



By partnering with PMG, ChargeNet will provide EV drivers visiting BTC with a seamless and reliable charging experience. Committing to EV charging powered by 100% renewable, Toitū climate-positive certified electricity – generated from wind, hydro and solar – shows that PMG is serious about offering the opportunity for everyday New Zealanders to be part of our low carbon future.

– Danusia Wypych, ChargeNet CEO.



PMG's continuous drive to educate and change behaviours in favour of more sustainable practices with their staff, tenants and suppliers, is a standout in the industry, with many businesses in the portfolio being driven to achieve greater changes in their waste management due to PMG's leadership. Great work PMG.

– Kristy Miller, Key Account Manager for Reclaim



We're thrilled to partner with PMG Funds and provide their properties with the solar power solutions that today's tenants expect.

– Paul Makumbe, Sunergise CEO



FY24 Strategy

Our sustainability strategy and framework for the coming financial year remains the same: to lead, inspire and succeed by achieving the following goals.

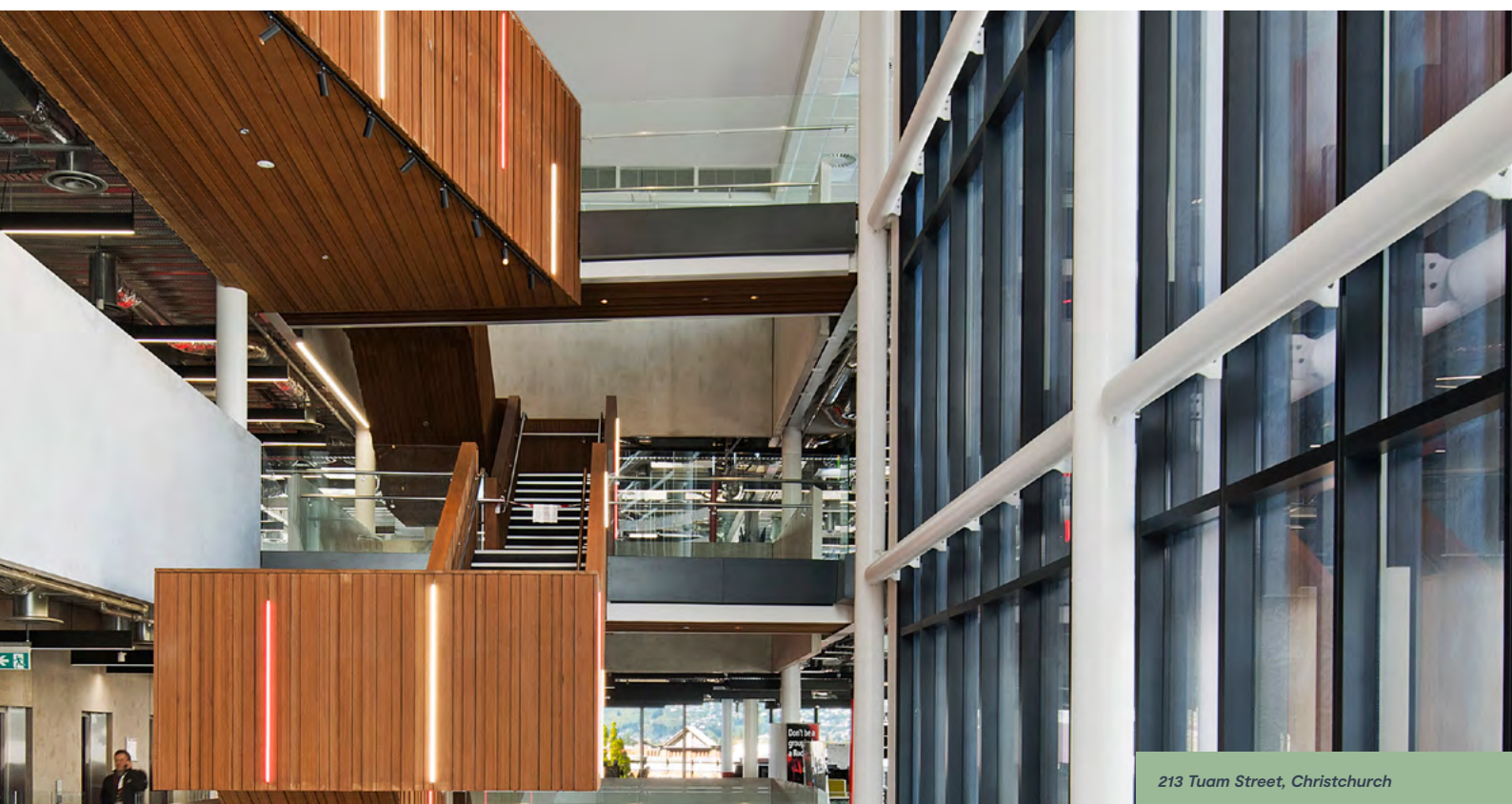
SUSTAINABILITY SCORECARD GOALS FOR FY24

ENVIRONMENT	31 March 2023	Goal 30 June 2024
Number of tenant recycling seminars conducted	1	6
Three buildings in our portfolio to have solar systems installed	nil	3
Number of PMG properties with 4-star or better NABERSNZ ¹ energy ratings	4	6
Toitū carbonzero certification for PMG Funds (the Manager)	Certified and achieved in FY22	Certification retained
Extend measurement of carbon emissions from properties within PMG's portfolio where PMG Funds manages the energy and waste	PMG Funds (the Manager) measured	Measure operational carbon
Develop science-based targets (SBT) for emissions reduction, across PMG Funds' portfolio in line with NZ's 2030 and 2050 Paris Agreement commitments	-	SBTs identified
Assess the gaps and measurements required for PMG to meet reporting requirements under the Climate related financial disclosures (CRFD) legislation	-	Gaps understood

SOCIAL	31 March 2023	Goal 30 June 2024
Support Year 10 students nationwide to attend the SMART\$ financial literacy programme	15,000	15,000
Young people who complete the PMG Charitable Trust financial literacy online tool	-	5,000
Young people who completed PMG Charitable Trust programmes feel they understand more about how to manage money and the fundamentals of good financial literacy	75%	75%
Funds raised through PMG Charitable Trust	\$185,922 <small>(since PMG 2021 Sustainability Report)</small>	\$100,000

GOVERNANCE	31 March 2023	Goal 30 June 2024
PMG investors would recommend PMG as a funds manager	Benchmark year ²	+25 NPS²
PMG tenants would recommend PMG as a landlord	+25 ⁴	+25 NPS²
Number of notifiable injuries or accidents to employees or contractors across portfolio (48 properties, as at 31 March, 2023)	Nil	Nil
Percentage of average contractor daily check-ins on sites	95%	>95%

PEOPLE	31 March 2023	Goal 30 June 2024
Employee engagement vs commercial benchmark, as per the Institute Strategic Leadership (ISL) measurement/score	10% above commercial benchmark	10% to commercial benchmark
PMG team retention rate	83%	90%
Employee wellbeing initiatives	10	12



¹NABERSNZ is a system for rating the energy efficiency of office buildings. It is an independent tool, backed by the New Zealand government.

²Last investor survey was undertaken in December 2021 using a different measurement score (95%). PMG will be implementing the net promoter score (NPS) measurement system which is a common benchmark and metric to measure loyalty. NPS scores are expressed as a score from -100 to 100.

³Net promoter score (NPS) is a common benchmark and metric that companies use to measure, evaluate and improve customer loyalty.

⁴Tenant survey completed, December 2022



www.pmgfunds.co.nz