



| LEA 02 | Discipline: Mandatory | Principle: PRI 1, 2, 3 |
|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| <p>Type of engagement</p> <p>Individual/ internal staff engagements</p> | <p>Reason for interaction</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> To support investment decisionmaking in & company's material ESG issues <input checked="" type="checkbox"/> To influence corporate practice or identify the need for additional or enhanced ESG disclosure <input type="checkbox"/> Other: specify <input type="checkbox"/> We do not engage in internal staff | |
| <p>Collaborative engagements</p> | <ul style="list-style-type: none"> <input type="checkbox"/> To support investment decisionmaking in & company's material ESG issues <input type="checkbox"/> To influence corporate practice or identify the need for additional or enhanced ESG disclosure <input type="checkbox"/> Other: specify <input type="checkbox"/> We do not engage in collaborative engagements | |
| <p>Service provider engagements</p> | <ul style="list-style-type: none"> <input type="checkbox"/> To support investment decisionmaking in & company's material ESG issues <input type="checkbox"/> To influence corporate practice or identify the need for additional or enhanced ESG disclosure <input type="checkbox"/> Other: specify <input type="checkbox"/> We do not engage in service providers | |

RI TRANSPARENCY REPORT

2018

Harvard University Endowment

About this report

The PRI Reporting Framework is a key step in the journey towards building a common language and industry standard for reporting responsible investment (RI) activities. This RI Transparency Report is one of the key outputs of this Framework. Its primary objective is to enable signatory transparency on RI activities and facilitate dialogue between investors and their clients, beneficiaries and other stakeholders. A copy of this report will be publicly disclosed for all reporting signatories on the [PRI website](#), ensuring accountability of the PRI Initiative and its signatories.

This report is an export of the individual Signatory organisation's response to the PRI during the 2018 reporting cycle. It includes their responses to mandatory indicators, as well as responses to voluntary indicators the signatory has agreed to make public. The information is presented exactly as it was reported. Where an indicator offers a response option that is multiple-choice, all options that were available to the signatory to select are presented in this report. Presenting the information exactly as reported is a result of signatory feedback which suggested the PRI not summarise the information. As a result, the reports can be extensive. However, to help easily locate information, there is a **Principles index** which highlights where the information can be found and summarises the indicators that signatories complete and disclose.

Understanding the Principles Index

The Principles Index summarises the response status for the individual indicators and modules and shows how these relate to the six [Principles for Responsible Investment](#). It can be used by stakeholders as an 'at-a-glance' summary of reported information and to identify particular themes or areas of interest.

Indicators can refer to one or more Principles. Some indicators are not specific to any Principle. These are highlighted in the 'General' column. When multiple Principles are covered across numerous indicators, in order to avoid repetition, only the main Principle covered is highlighted.

All indicators within a module are presented below. The status of indicators is shown with the following symbols:

| Symbol | Status |
|--------|-------------------------------------------------------------------|
| ✓ | The signatory has completed all mandatory parts of this indicator |
| ☑ | The signatory has completed some parts of this indicator |
| 🔒 | This indicator was not relevant for this signatory |
| - | The signatory did not complete any part of this indicator |
| Ⓜ | The signatory has flagged this indicator for internal review |

Within the table, indicators marked in blue are mandatory to complete. Indicators marked in grey are voluntary to complete.

Principles Index

| Organisational Overview | | | | Principle | | | | | | General |
|-------------------------|-----------------------------------------------------------------------------|--------|------------------------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| OO TG | | - | n/a | | | | | | | |
| OO 01 | Signatory category and services | ✓ | Public | | | | | | | ✓ |
| OO 02 | Headquarters and operational countries | ✓ | Public | | | | | | | ✓ |
| OO 03 | Subsidiaries that are separate PRI signatories | ✓ | Public | | | | | | | ✓ |
| OO 04 | Reporting year and AUM | ✓ | Public | | | | | | | ✓ |
| OO 05 | Breakdown of AUM by asset class | ✓ | Asset mix disclosed in OO 06 | | | | | | | ✓ |
| OO 06 | How would you like to disclose your asset class mix | ✓ | Public | | | | | | | ✓ |
| OO 07 | Fixed income AUM breakdown | ✓ | Private | | | | | | | ✓ |
| OO 08 | Segregated mandates or pooled funds | ✓ | Private | | | | | | | ✓ |
| OO 09 | Breakdown of AUM by market | ✓ | Private | | | | | | | ✓ |
| OO 10 | Active ownership practices for listed assets | ✓ | Public | | | | | | | ✓ |
| OO 11 | ESG incorporation practices for all assets | ✓ | Public | | | | | | | ✓ |
| OO 12 | Modules and sections required to complete | ✓ | Public | | | | | | | ✓ |
| OO LE 01 | Breakdown by passive, quantitative, fundamental and other active strategies | ✓ | Private | | | | | | | ✓ |
| OO LE 02 | Reporting on strategies that are <10% of actively managed listed equities | 🔒 | n/a | | | | | | | ✓ |
| OO FI 01 | Breakdown by passive, active strategies | ✓ | Private | | | | | | | ✓ |
| OO FI 02 | Option to report on <10% assets | 🔒 | n/a | | | | | | | ✓ |
| OO FI 03 | Breakdown by market and credit quality | - | n/a | | | | | | | ✓ |
| OO SAM 01 | Breakdown by passive, quantitative, fundamental and other active strategies | ✓ | Private | | | | | | | ✓ |
| OO PE 01 | Breakdown of investments by strategy | 🔒 | n/a | | | | | | | ✓ |
| OO PE 02 | Typical level of ownership | 🔒 | n/a | | | | | | | ✓ |
| OO PR 01 | Breakdown of investments | ✓ | Private | | | | | | | ✓ |
| OO PR 02 | Breakdown of assets by management | ✓ | Private | | | | | | | ✓ |
| OO PR 03 | Largest property types | ✓ | Private | | | | | | | ✓ |
| OO INF 01 | Breakdown of investments | 🔒 | n/a | | | | | | | ✓ |
| OO INF 02 | Breakdown of assets by management | 🔒 | n/a | | | | | | | ✓ |
| OO INF 03 | Largest infrastructure | 🔒 | n/a | | | | | | | ✓ |
| OO End | Module confirmation page | ✓ | - | | | | | | | |

| CCStrategy and Governance | | | | Principle | | | | | | General |
|---------------------------|--------------------------------------------------------------------|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| SG 01 | RI policy and coverage | ✓ | Public | | | | | | | ✓ |
| SG 02 | Publicly available RI policy or guidance documents | ✓ | Public | | | | | | | ✓ |
| SG 03 | Conflicts of interest | ✓ | Public | | | | | | | ✓ |
| SG 04 | Identifying incidents occurring within portfolios | ✓ | Private | | | | | | | ✓ |
| SG 05 | RI goals and objectives | ✓ | Public | | | | | | | ✓ |
| SG 06 | Main goals/objectives this year | ✓ | Private | | | | | | | ✓ |
| SG 07 | RI roles and responsibilities | ✓ | Public | | | | | | | ✓ |
| SG 07 CC | Climate-issues roles and responsibilities | 🔒 | n/a | | | | | | | ✓ |
| SG 08 | RI in performance management, reward and/or personal development | ✓ | Private | | | | | | | ✓ |
| SG 09 | Collaborative organisations / initiatives | ✓ | Public | | | | ✓ | ✓ | | |
| SG 09.2 | Assets managed by PRI signatories | ✓ | Private | ✓ | | | | | | |
| SG 10 | Promoting RI independently | ✓ | Public | | | | ✓ | | | |
| SG 11 | Dialogue with public policy makers or standard setters | ✓ | Private | | | | ✓ | ✓ | ✓ | |
| SG 12 | Role of investment consultants/fiduciary managers | ✓ | Public | | | | ✓ | | | |
| SG 13 | ESG issues in strategic asset allocation | ✓ | Public | ✓ | | | | | | |
| SG 14 | Long term investment risks and opportunity | ✓ | Private | ✓ | | | | | | |
| SG 15 | Allocation of assets to environmental and social themed areas | ✓ | Private | ✓ | | | | | | |
| SG 16 | ESG issues for internally managed assets not reported in framework | ✓ | Public | | | | | | | ✓ |
| SG 17 | ESG issues for externally managed assets not reported in framework | ✓ | Public | | | | | | | ✓ |
| SG 18 | Innovative features of approach to RI | ✓ | Private | | | | | | | ✓ |
| SG 19 | Communication | ✓ | Public | | | | | | | ✓ |
| SG End | Module confirmation page | ✓ | - | | | | | | | |

| Indirect – Manager Selection, Appointment and Monitoring | | | | Principle | | | | | | General |
|----------------------------------------------------------|----------------------------------------------------------------------------------------------|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| SAM 01 | ESG incorporation strategies | ✓ | Public | ✓ | | | | | | |
| SAM 02 | Selection processes (LE and FI) | ✓ | Public | ✓ | | | | | | |
| SAM 03 | Evaluating engagement and voting practices in manager selection (listed equity/fixed income) | 🔒 | n/a | | ✓ | | | | | |
| SAM 04 | Appointment processes (listed equity/fixed income) | ✓ | Public | ✓ | | | | | | |
| SAM 05 | Monitoring processes (listed equity/fixed income) | ✓ | Public | ✓ | | | | | | |
| SAM 06 | Monitoring on active ownership (listed equity/fixed income) | 🔒 | n/a | ✓ | | | | | | |
| SAM 07 | Percentage of (proxy) votes | 🔒 | n/a | | ✓ | | | | | |
| SAM 08 | Percentage of externally managed assets managed by PRI signatories | ✓ | Private | ✓ | | | | | | |
| SAM 09 | Examples of ESG issues in selection, appointment and monitoring processes | ✓ | Public | ✓ | | | | | | ✓ |
| SAM End | Module confirmation page | ✓ | - | | | | | | | |

| Direct - Listed Equity Incorporation | | | | Principle | | | | | | General |
|--------------------------------------|------------------------------------------------------------------------------|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| LEI 01 | Percentage of each incorporation strategy | 🔒 | n/a | ✓ | | | | | | |
| LEI 02 | Type of ESG information used in investment decision | 🔒 | n/a | ✓ | | | | | | |
| LEI 03 | Information from engagement and/or voting used in investment decision-making | 🔒 | n/a | ✓ | | | | | | |
| LEI 04 | Types of screening applied | 🔒 | n/a | ✓ | | | | | | |
| LEI 05 | Processes to ensure screening is based on robust analysis | 🔒 | n/a | ✓ | | | | | | |
| LEI 06 | Processes to ensure fund criteria are not breached | 🔒 | n/a | ✓ | | | | | | |
| LEI 07 | Types of sustainability thematic funds/mandates | 🔒 | n/a | ✓ | | | | | | |
| LEI 08 | Review ESG issues while researching companies/sectors | 🔒 | n/a | ✓ | | | | | | |
| LEI 09 | Processes to ensure integration is based on robust analysis | 🔒 | n/a | ✓ | | | | | | |
| LEI 10 | Aspects of analysis ESG information is integrated into | 🔒 | n/a | ✓ | | | | | | |
| LEI 11 | ESG issues in index construction | ✓ | Private | ✓ | | | | | | |
| LEI 12 | How ESG incorporation has influenced portfolio composition | 🔒 | n/a | ✓ | | | | | | |
| LEI 13 | Measurement of financial and ESG outcomes of ESG incorporation | 🔒 | n/a | ✓ | | | | | | |
| LEI 14 | Examples of ESG issues that affected your investment view / performance | 🔒 | n/a | ✓ | | | | | | |
| LEI End | Module confirmation page | ✓ | - | | | | | | | |

| Direct - Listed Equity Active Ownership | | | | Principle | | | | | | General |
|-----------------------------------------|------------------------------------------------------------------------------|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| LEA 01 | Description of approach to engagement | ✓ | Public | | ✓ | | | | | |
| LEA 02 | Reasoning for interaction on ESG issues | ✓ | Public | ✓ | ✓ | ✓ | | | | |
| LEA 03 | Process for identifying and prioritising engagement activities | 🔒 | n/a | | ✓ | | | | | |
| LEA 04 | Objectives for engagement activities | 🔒 | n/a | | ✓ | | | | | |
| LEA 05 | Process for identifying and prioritising collaborative engagement | ✓ | Public | | ✓ | | | | | |
| LEA 06 | Objectives for engagement activities | ✓ | Public | | ✓ | | | | | |
| LEA 07 | Role in engagement process | 🔒 | n/a | | ✓ | | ✓ | | | |
| LEA 08 | Monitor / discuss service provider information | 🔒 | n/a | | ✓ | | | | ✓ | |
| LEA 09 | Share insights from engagements with internal/external managers | ✓ | Public | ✓ | ✓ | | | | | |
| LEA 10 | Tracking number of engagements | ✓ | Public | | ✓ | | | | | |
| LEA 11 | Number of companies engaged with, intensity of engagement and effort | ✓ | Private | | ✓ | | | | | |
| LEA 12 | Engagement methods | ✓ | Public | | ✓ | | | | | |
| LEA 13 | Companies changing practices / behaviour following engagement | ✓ | Private | | ✓ | | | | | |
| LEA 14 | Examples of ESG engagements | ✓ | Private | | ✓ | | | | | |
| LEA 15 | Voting policy & approach | ✓ | Public | ✓ | ✓ | ✓ | | | | |
| LEA 16 | Typical approach to (proxy) voting decisions | ✓ | Public | | ✓ | | | | | |
| LEA 17 | Percentage of voting recommendations reviewed | 🔒 | n/a | | ✓ | | | | | |
| LEA 18 | Confirmation of votes | - | n/a | | ✓ | | | | | |
| LEA 19 | Securities lending programme | ✓ | Private | | ✓ | | | | | |
| LEA 20 | Informing companies of the rationale of abstaining/voting against management | ✓ | Public | | ✓ | | | | | |
| LEA 21 | Percentage of (proxy) votes cast | ✓ | Public | | ✓ | | | | | |
| LEA 22 | Proportion of ballot items that were for/against/abstentions | ✓ | Public | | ✓ | | | | | |
| LEA 23 | Shareholder resolutions | ✓ | Private | | ✓ | | | | | |
| LEA 24 | Examples of (proxy) voting activities | ✓ | Private | | ✓ | | | | | |
| LEA End | Module confirmation page | ✓ | - | | | | | | | |

| Direct - Property | | | | Principle | | | | | | General |
|-------------------|--------------------------------------------------------------------------------------|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| PR 01 | Responsible Property Investment (RPI) policy | ✓ | Public | ✓ | | | | | ✓ | |
| PR 02 | Fund placement documents and RI | 🔒 | n/a | ✓ | | | ✓ | | ✓ | |
| PR 03 | Formal commitments to RI | 🔒 | n/a | | | | ✓ | | | |
| PR 04 | Incorporating ESG issues when selecting investments | ✓ | Public | ✓ | | | | | | |
| PR 05 | Types of ESG information considered in investment selection | ✓ | Private | ✓ | | ✓ | | | | |
| PR 06 | ESG issues impact in selection process | ✓ | Public | ✓ | | | | | | |
| PR 07 | ESG issues in selection, appointment and monitoring of third-party property managers | ✓ | Public | | | | ✓ | | | |
| PR 08 | ESG issues in post-investment activities | ✓ | Public | | ✓ | | | | | |
| PR 09 | Proportion of assets with ESG targets that were set and monitored | ✓ | Public | | ✓ | ✓ | | | | |
| PR 10 | Certification schemes, ratings and benchmarks | ✓ | Private | | ✓ | | | | | |
| PR 11 | Proportion of developments and refurbishments where ESG issues were considered | ✓ | Public | | ✓ | | | | | |
| PR 12 | Proportion of property occupiers that were engaged with | ✓ | Public | | ✓ | | | | | |
| PR 13 | Proportion of green leases or MOUs referencing ESG issues | ✓ | Public | | ✓ | | | | | |
| PR 14 | Proportion of assets engaged with on community issues | ✓ | Private | | ✓ | | | | | |
| PR 15 | ESG issues affected financial/ESG performance | ✓ | Private | ✓ | ✓ | | | | | |
| PR 16 | Examples of ESG issues that affected your property investments | - | n/a | ✓ | | ✓ | | | | |
| PR End | Module confirmation page | ✓ | - | | | | | | | |

| Assurance | | | | Principle | | | | | | General |
|-----------------|------------------------------------|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| CM1 01.1 | Assurance, verification, or review | ✓ | Public | | | | | | | ✓ |
| CM1 01.2 & 01.8 | Assurance of this year's PRI data | ✓ | Public | | | | | | | |
| CM1 01.3 & 01.9 | Assurance of last year's PRI data | ✓ | Public | | | | | | | ✓ |
| CM1 01.4, 10-12 | Other confidence building measures | ✓ | Public | | | | | | | ✓ |
| CM1 01.5 | External assurance | 🔒 | n/a | | | | | | | ✓ |
| CM1 01.6 | Assurance or internal audit | 🔒 | n/a | | | | | | | ✓ |
| CM1 01.7 | Internal verification | 🔒 | n/a | | | | | | | ✓ |
| CM1 01 End | Module confirmation page | ✓ | - | | | | | | | |

Harvard University Endowment

Reported Information

Public version

Organisational Overview

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Basic information

OO 01

Mandatory

Public

Gateway/Peering

General

OO 01.1

Select the type that best describes your organisation or the services you provide.

- Non-corporate pension or superannuation or retirement or provident fund or plan
- Corporate pension or superannuation or retirement or provident fund or plan
- Insurance company
- Foundation
- Endowment
- Development finance institution
- Reserve - sovereign or government controlled fund
- Family office
- Other, specify

OO 01.3

Additional information. [Optional]

HMC provides investment management services to Harvard University, investing the University's endowment and related financial assets. HMC's mission is to help ensure that Harvard University has the financial resources to confidently maintain and expand its preeminence in teaching, learning, and research for future generations. Returns from the endowment support academic programs, provide financial aid, and fund scientific and medical research. Since its inception in 1974, HMC has made cumulative distributions to Harvard University totaling \$26.3 billion.

OO 02

Mandatory

Public

Peering

General

OO 02.1

Select the location of your organisation's headquarters.

United States

OO 02.2

Indicate the number of countries in which you have offices (including your headquarters).

- 1
- 2-5
- 6-10
- >10

OO 02.3

Indicate the approximate number of staff in your organisation in full-time equivalents (FTE).

FTE

175

OO 02.4 Additional information. [Optional]

As of June 30, 2017, HMC has largely exited the internal management of public markets assets as part of a plan to restructure HMC. The plan also included establishing and integrating a generalist investment model, spinning off various internal platforms, rebuilding our investment processes and analytics, and creating a new risk framework. As a result of HMC's new investment approach, the size of HMC's support organization has been reduced.

OO 03 **Mandatory** **Public** **Descriptive** **General**

OO 03.1 Indicate whether you have subsidiaries within your organisation that are also PRI signatories in their own right.

- Yes
- No

OO 04 **Mandatory** **Public** **Gateway/Peering** **General**

OO 04.1 Indicate the year end date for your reporting year.

30/06/2017

OO 04.2 Indicate your total AUM at the end of your reporting year, Exclude subsidiaries you have chosen not to report on and any advisory/execution only assets.

| | trillions | billions | millions | thousands | hundreds |
|---------------|-----------|----------|----------|-----------|----------|
| Total AUM | | 37 | 100 | 000 | 000 |
| Currency | USD | | | | |
| Assets in USD | | 37 | 100 | 000 | 000 |

OO 06 **Mandatory** **Public** **Descriptive** **General**

New selection options have been added to this indicator. Please review your prefilled responses carefully.

OO 06.1 Select how you would like to disclose your asset class mix.

- as percentage breakdown
- as broad ranges

| | Internally managed (%) | Externally managed (%) |
|---------------|------------------------|------------------------|
| Listed equity | 10-50% | 10-50% |
| Fixed income | <10% | 0 |

| | | |
|--------------------|------|--------|
| Private equity | 0 | 10-50% |
| Property | <10% | <10% |
| Infrastructure | 0 | 0 |
| Commodities | 0 | 0 |
| Hedge funds | 0 | 10-50% |
| Forestry | <10% | 0 |
| Farmland | <10% | 0 |
| Inclusive finance | 0 | 0 |
| Cash | <10% | 0 |
| Other (1), specify | 0 | 0 |
| Other (2), specify | 0 | 0 |

OO 06.2 Publish asset class mix as per attached image [Optional].

OO 06.3 Provide contextual information on your AUM asset class split. [Optional]

As of June 30, 2017, HMC has largely exited the internal management of public markets assets as part of a plan to restructure HMC. The plan also included establishing and integrating a generalist investment model, spinning off various internal platforms, rebuilding our investment processes and analytics, and creating a new risk framework.

Asset class implementation gateway indicators

OO 10

Mandatory

Public

Gateway

General

OO 10.1 Select the active ownership activities your organisation implemented in the reporting year.

Listed equity – engagement

- We engage with companies on ESG factors via our staff, collaborations or service providers.
- We require our external managers to engage with companies on ESG factors on our behalf.
- We do not engage directly and do not require external managers to engage with companies on ESG factors.

Listed equity – voting

- We cast our (proxy) votes directly or via dedicated voting providers
- We require our external managers to vote on our behalf.
- We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf

Fixed income SSA – engagement

- We engage with companies on ESG factors via our staff, collaborations or service providers.
- We do not engage directly and do not require external managers to engage with companies on ESG factors. Please explain why you do not.

Please explain why you do not engage directly and do not require external managers to engage with companies on ESG factors.

For the reporting period, fixed income positions were mostly comprised of US treasuries with some other sovereign credits.

Fixed income Corporate (non-financial) – engagement

- We engage with companies on ESG factors via our staff, collaborations or service providers.
- We do not engage directly and do not require external managers to engage with companies on ESG factors. Please explain why you do not.

Please explain why you do not engage directly and do not require external managers to engage with companies on ESG factors.

For the reporting period, fixed income positions were mostly comprised of US treasuries with some other sovereign credits.

| | | | | |
|-------|-----------|--------|---------|---------|
| OO 11 | Mandatory | Public | Gateway | General |
|-------|-----------|--------|---------|---------|

OO 11.1

Select the internally managed asset classes in which you addressed ESG incorporation into your investment decisions and/or your active ownership practices (during the reporting year).

Listed equity

- We address ESG incorporation.
- We do not do ESG incorporation.

Fixed income - SSA

- We address ESG incorporation.
- We do not do ESG incorporation.

Fixed income - corporate (non-financial)

- We address ESG incorporation.
- We do not do ESG incorporation.

Property

- We address ESG incorporation.
- We do not do ESG incorporation.

Forestry

- We address ESG incorporation.
- We do not do ESG incorporation.

Farmland

- We address ESG incorporation.
- We do not do ESG incorporation.

Cash

- We address ESG incorporation.
- We do not do ESG incorporation.

| Asset class | ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes |
|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Listed equity | <div data-bbox="387 338 1474 423" style="background-color: #0070C0; color: white; padding: 5px;">Listed equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</div> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process <input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process <input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process <input type="checkbox"/> We do not do ESG incorporation |
| Private equity | <div data-bbox="387 651 1474 736" style="background-color: #0070C0; color: white; padding: 5px;">Private equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</div> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process <input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process <input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process <input type="checkbox"/> We do not do ESG incorporation |
| Property | <div data-bbox="387 965 1474 1050" style="background-color: #0070C0; color: white; padding: 5px;">Property - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</div> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process <input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process <input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process <input type="checkbox"/> We do not do ESG incorporation |
| Hedge funds | <div data-bbox="387 1279 1474 1364" style="background-color: #0070C0; color: white; padding: 5px;">Hedge funds - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</div> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process <input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process <input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process <input type="checkbox"/> We do not do ESG incorporation |

OO 11.4

Provide a brief description of how your organisation includes responsible investment considerations in your investment manager selection, appointment and monitoring processes.

HMC includes ESG-related questions in the due diligence process when assessing investment managers. As part of this assessment, HMC seeks to understand the manager's approach to responsible investment, including its ESG-related policies and how ESG factors influence the manager's investment beliefs. We seek to identify any ESG-related risks and understand how the manager uses ESG factors to create value. Once the decision to move forward with a manager has been made, ESG-related side letter provisions may be put in place. The ESG provisions are tailored by asset class and the manager's ESG risk (as determined in the selection process). HMC also takes the investment manager's willingness to incorporate these provisions into their fund documents when making an investment decision.

Following the investment, HMC periodically communicates with its investment managers about HMC's commitment to the PRI Principles and Sustainable Investing Policy, and the managers' ESG activities. HMC tracks and reviews

all periodic (generally, annual) manager ESG reports and/or disclosures. Individual discussions are held with a subset of select investment managers to better understand their approach to ESG issues and track their progress.

| | | | | |
|-------|-----------|--------|---------|---------|
| OO 12 | Mandatory | Public | Gateway | General |
|-------|-----------|--------|---------|---------|

OO 12.1 Below are all applicable modules or sections you may report on. Those which are mandatory to report (asset classes representing 10% or more of your AUM) are already ticked and read-only. Those which are voluntary to report on can be opted into by ticking the box.

Core modules

- Organisational Overview
- Strategy and Governance

RI implementation directly or via service providers

Direct - Listed Equity incorporation

- Listed Equity incorporation

Direct - Listed Equity active ownership

- Engagements
- (Proxy) voting

Direct - Other asset classes with dedicated modules

- Property

RI implementation via external managers

Indirect - Selection, Appointment and Monitoring of External Managers

- Listed Equities
- Private Equity
- Property

Closing module

- Closing module

Harvard University Endowment

Reported Information

Public version

Strategy and Governance

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Investment policy

SG 01

Mandatory

Public

Core Assessed

General

New selection options have been added to this indicator. Please review your prefilled responses carefully.

SG 01.1

Indicate if you have an investment policy that covers your responsible investment approach.

Yes

SG 01.2

Indicate the components/types and coverage of your policy.

Select all that apply

| Policy components/types | Coverage by AUM |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Policy setting out your overall approach <input type="checkbox"/> Formalised guidelines on environmental factors <input type="checkbox"/> Formalised guidelines on social factors <input type="checkbox"/> Formalised guidelines on corporate governance factors <input checked="" type="checkbox"/> Asset class-specific RI guidelines <input type="checkbox"/> Sector specific RI guidelines <input checked="" type="checkbox"/> Screening / exclusions policy <input checked="" type="checkbox"/> Engagement policy <input checked="" type="checkbox"/> (Proxy) voting policy <input checked="" type="checkbox"/> Other, specify (1) Investment due diligence framework <input type="checkbox"/> Other, specify(2) | <input checked="" type="radio"/> Applicable policies cover all AUM <input type="radio"/> Applicable policies cover a majority of AUM <input type="radio"/> Applicable policies cover a minority of AUM |

SG 01.3

Indicate if the investment policy covers any of the following

- Your organisation's definition of ESG and/or responsible investment and it's relation to investments
- Your investment objectives that take ESG factors/real economy influence into account
- Time horizon of your investment
- Governance structure of organisational ESG responsibilities
- ESG incorporation approaches
- Active ownership approaches
- Reporting
- Climate change and related issues
- Other RI considerations, specify (1)
- Other RI considerations, specify (2)

| | |
|----------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| SG 01.4 | Describe your organisation's investment principles and overall investment strategy, and how they consider ESG factors and real economy impact. |
|----------------|------------------------------------------------------------------------------------------------------------------------------------------------|

As a long-term investor, HMC is focused on material environmental, social, and governance (ESG) factors that may impact the performance of our investments, now and in the future. HMC has moved to a generalist investment model in which all members of the investment team take ownership of the entire portfolio. HMC's investment staff are focused on debate and discussion about investment opportunities, both within asset classes and across the investment universe. The Sustainable Investing team provides support and resources for staff in reviewing investment opportunities and post-investment management. For our direct investments in natural resources, the investment team has developed a strategy which specifically states "we will go above and beyond seeking the best ESG practices." We are committed to sustainable ownership of our direct investments in agriculture and farmland.

| | |
|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SG 01.5 | Provide a brief description of the key elements, any variations or exceptions to your investment policy that covers your responsible investment approach. [Optional] |
|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|

HMC commits to consider material ESG factors in the course of our underwriting, analysis, and monitoring of investments to the extent reasonably practical under the circumstances. HMC defines material ESG factors as those that we have determined, in our sole discretion, have, or have the potential to have, direct impacts on a company or asset's ability to create, preserve, or erode economic value. As part of this commitment HMC has a Sustainable Investment Policy ("SIP"). The SIP covers all asset classes under management. It specifies environmental, social and governance risk factors that, if material, HMC will consider when investing. The SIP identifies roles and responsibilities and articulates HMC's approach to sustainable investment. The SIP includes HMC's due diligence process; commitment to sustainability certification for its forestry and agricultural investments; approach to active ownership; intent to collaborate with other responsible investors and commitment to reporting on its activities.

Other Harvard University policies and procedures complement the SIP and provide a holistic framework for HMC's approach to responsible investment. For example, Harvard's Advisory Committee on Shareholder Responsibility ("ACSR"), which advises Harvard's Corporation Committee on Shareholder Responsibility ("CCSR"), developed proxy voting guidelines which help inform its recommendations with regard to voting select environmental and social issues for which the committees' body of precedent provides a clear indication of a voting preference. HMC maintains a Proxy Voting Policy, which pertains to voting on government issues. On the rare occasion when the CCSR has instructed HMC to divest from securities, the CCSR has issued a public statement describing its rationale for doing so.

No

| | | | | |
|--------------|------------------|---------------|----------------------|--------------|
| SG 02 | Mandatory | Public | Core Assessed | PRI 6 |
|--------------|------------------|---------------|----------------------|--------------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

| | |
|----------------|--------------------------------------------------------------------------------------------------------------------------------------|
| SG 02.1 | Indicate which of your investment policy documents (if any) are publicly available. Provide a URL and an attachment of the document. |
|----------------|--------------------------------------------------------------------------------------------------------------------------------------|

Policy setting out your overall approach

| | |
|--|----------------|
| | URL/Attachment |
|--|----------------|

URL

URL

http://www.hmc.harvard.edu/investment-management/sustainable_investment_policy.html

- Attachment (will be made public)
- Asset class-specific RI guidelines
- Screening / exclusions policy

URL/Attachment

- URL

URL

<http://www.harvard.edu/shareholder-responsibility-committees>

- Attachment (will be made public)
- Engagement policy
- (Proxy) voting policy
- Other, specify (1)
- We do not publicly disclose our investment policy documents

SG 02.2

Indicate if any of your investment policy components are publicly available. Provide URL and an attachment of the document.

- Your organisation's definition of ESG and/or responsible investment and it's relation to investments

URL/Attachment

- URL

URL

http://www.hmc.harvard.edu/investment-management/sustainable_investment_policy.html

- Attachment
- Time horizon of your investment
- Governance structure of organisational ESG responsibilities

URL/Attachment

- URL

URL

http://www.hmc.harvard.edu/investment-management/sustainable_investment_policy.html

Attachment

ESG incorporation approaches

URL/Attachment

URL

URL

http://www.hmc.harvard.edu/investment-management/sustainable_investment.html#activeOwnership

Attachment

Active ownership approaches

URL/Attachment

URL

URL

http://www.hmc.harvard.edu/investment-management/sustainable_investment.html#activeOwnership

Attachment

Reporting

URL/Attachment

URL

URL

http://www.hmc.harvard.edu/investment-management/sustainable_investment_policy.html

Attachment

Climate-related issues

We do not publicly disclose any investment policy components

SG 02.3 Indicate if your organisation's investment principles, and overall investment strategy is publicly available

Yes

No

| | |
|----------------|------------------------------------|
| SG 02.4 | Additional information [Optional]. |
|----------------|------------------------------------|

The public can view our approach to responsible investment at this url: http://www.hmc.harvard.edu/investment-management/sustainable_investment.html

| | | | | |
|--------------|------------------|---------------|----------------------|----------------|
| SG 03 | Mandatory | Public | Core Assessed | General |
|--------------|------------------|---------------|----------------------|----------------|

| | |
|----------------|-------------------------------------------------------------------------------------------------------------------|
| SG 03.1 | Indicate if your organisation has a policy on managing potential conflicts of interest in the investment process. |
|----------------|-------------------------------------------------------------------------------------------------------------------|

Yes

| | |
|----------------|---------------------------------------------------------------------------------------------|
| SG 03.2 | Describe your policy on managing potential conflicts of interest in the investment process. |
|----------------|---------------------------------------------------------------------------------------------|

HMC's Code of Conduct requires that HMC employees act at all times in a manner consistent with their fiduciary responsibilities to HMC and exercise care that no detriment results from conflicts of interest. An employee is considered to have a conflict of interest when the individual either: (i) has an existing or potential financial or other interest which impairs or might impair the individual's independence of judgment in the discharge of responsibilities; or (ii) may receive a material financial or other benefit from knowledge of information confidential to HMC.

HMC's Conflict Policy for Directors establishes guidelines for resolving potential conflicts between the interests of HMC and those of non-employee Directors. The Policy follows three general principles: (i) HMC Directors should ensure that Harvard University receives all appropriate investment opportunities; (ii) Director involvement in a potential conflict requires advance approval by disinterested Directors; and (iii) conflicts must be reported to the HMC Board and the Harvard University Corporation. Each HMC Director is responsible for reporting any real or potential conflict of interest promptly to HMC's Chief Compliance Officer ("CCO"). This information is reported to the HMC Board on a quarterly basis.

No

Objectives and strategies

| | | | | |
|--------------|------------------|---------------|------------------------------|----------------|
| SG 05 | Mandatory | Public | Gateway/Core Assessed | General |
|--------------|------------------|---------------|------------------------------|----------------|

| | |
|----------------|-------------------------------------------------------------------------------------------------------------------------|
| SG 05.1 | Indicate if and how frequently your organisation sets and reviews objectives for its responsible investment activities. |
|----------------|-------------------------------------------------------------------------------------------------------------------------|

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad-hoc basis
- It is not set/reviewed

| | |
|----------------|------------------------------------|
| SG 05.2 | Additional information. [Optional] |
|----------------|------------------------------------|

When approaching aspects of responsible investment, HMC consults from time to time with Harvard University's CCSR. HMC also reviews its progress on sustainability issues with the HMC Board of Directors on a quarterly basis.

Governance and human resources

SG 07

Mandatory

Public

Core Assessed

General

SG 07.1

Indicate the roles present in your organisation and for each, indicate whether they have oversight and/or implementation responsibilities for responsible investment.

Roles present in your organisation

- Board members or trustees
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Chief Executive Officer (CEO), Chief Investment Officer (CIO), Investment Committee
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Other Chief-level staff or head of department, specify
Chief Compliance Officer

- Oversight/accountability for responsible investment
- Implementation of responsible investment
- No oversight/accountability or implementation responsibility for responsible investment
- Portfolio managers
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- ESG portfolio manager
- Investment analysts
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Dedicated responsible investment staff
- External managers or service providers
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Investor relations
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Other role, specify (1)
- Other role, specify (2)

| | |
|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| SG 07.2 | For the roles for which you have RI oversight/accountability or implementation responsibilities, indicate how you execute these responsibilities. |
|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------|

During the reporting period, the Chief Compliance Officer (CCO) helped the organization set ESG goals and objectives, develop ESG policies and procedures, and implement ESG integration plans across the portfolio. The CCO also met regularly with Harvard University's CCSR to update the CCSR on ESG initiatives across the endowment. Additionally, the CCO prepared and delivered a quarterly sustainable investing report to HMC's Board and Chief Executive Officer. The CCO also attended meetings of the ACSR as a non-voting participant during the 2017 proxy voting season.

The other members of the Sustainable Investing team support the CCO by tracking and gathering information, preparing reports, and liaising with internal portfolio managers and external investment managers.

Portfolio managers identify relevant ESG risk factors that may have a material impact on investments in their portfolios. Portfolio managers are responsible for managing these risk factors and developing plans to monitor and mitigate these risks. Portfolio managers within HMC are also responsible for working with external managers to identify relevant ESG risk factors that may have a material impact on investments managed by those third party managers.

| | |
|----------------|--------------------------------------------------------------------------------------|
| SG 07.3 | Indicate the number of dedicated responsible investment staff your organisation has. |
|----------------|--------------------------------------------------------------------------------------|

| Number |
|--------|
|--------|

2

SG 07.4

Additional information. [Optional]

The responsible investment activities are integrated into the Legal/Compliance group at HMC. Four members of that staff (the CCO, a Senior Vice President, an Assistant Vice President and an Analyst) dedicate time to responsible investment initiatives at HMC.

Promoting responsible investment**SG 09****Mandatory****Public****Core Assessed****PRI 4,5**

New selection options have been added to this indicator. Please review your prefilled responses carefully.

SG 09.1

Select the collaborative organisation and/or initiatives of which your organisation is a member or in which it participated during the reporting year, and the role you played.

Select all that apply

Principles for Responsible Investment

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
 Moderate
 Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

HMC was the first US-based university endowment to join the PRI. HMC has promoted the PRI when engaging with other endowments, as well as companies. HMC is currently participating as a co-lead investor in the PRI's methane engagement. HMC is also a member of the PRI private equity advisory committee. During the reporting period HMC representatives joined the PRI Hedge Fund Advisory Committee and the Private Equity Advisory Committee. Representative are also helping to develop guidelines through their membership on the PRI Working Group on Private Equity Monitoring and Reporting Guide and the Working Group on Hedge Fund Responsible Investment Industry Guide.

HMC representatives have also spoken at PRI events, including Mike Cappucci acting as the moderator for "The 'why', 'how' and 'what' of RI in hedge funds" at the PRI IN Person 2017.

- Asian Corporate Governance Association
 Australian Council of Superannuation Investors
 AFIC – La Commission ESG
 BVCA – Responsible Investment Advisory Board
 CDP Climate Change

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative.
[Optional]

HMC is a signatory to CDP's climate change program. CDP is an international non-profit organization that works with governments, public companies, and over 700 investors to drive environmental disclosure and performance of publicly listed companies. CDP urges companies to disclose information regarding greenhouse gas emissions, energy use, and the risks and opportunities from climate change, and shares that information with its signatories. One key way in which HMC supports CDP is by signing onto CDP's letters to companies each year.

- CDP Forests
- CDP Water
- CFA Institute Centre for Financial Market Integrity
- Code for Responsible Investment in SA (CRISA)
- Code for Responsible Finance in the 21st Century
- Council of Institutional Investors (CII)
- Eumedion
- Extractive Industries Transparency Initiative (EITI)
- ESG Research Australia
- EVCA – Responsible Investment Roundtable
- Global Investors Governance Network (GIGN)
- Global Impact Investing Network (GIIN)
- Global Real Estate Sustainability Benchmark (GRESB)
- Green Bond Principles
- Institutional Investors Group on Climate Change (IIGCC)
- Interfaith Center on Corporate Responsibility (ICCR)
- International Corporate Governance Network (ICGN)
- Investor Group on Climate Change, Australia/New Zealand (IGCC)
- International Integrated Reporting Council (IIRC)
- Investor Network on Climate Risk (INCR)/CERES
- Local Authority Pension Fund Forum
- Principles for Sustainable Insurance
- Regional or National Social Investment Forums (e.g. UKSIF, Eurosif, ASRIA, RIAA), specify
- Responsible Finance Principles in Inclusive Finance
- Shareholder Association for Research and Education (Share)
- United Nations Environmental Program Finance Initiative (UNEP FI)
- United Nations Global Compact
- Other collaborative organisation/initiative, specify
- Other collaborative organisation/initiative, specify
- Other collaborative organisation/initiative, specify
- Other collaborative organisation/initiative, specify

SG 10

Mandatory

Public

Core Assessed

PRI 4

SG 10.1

Indicate if your organisation promotes responsible investment, independently of collaborative initiatives.

Yes

SG 10.2

Indicate the actions your organisation has taken to promote responsible investment independently of collaborative initiatives. Provide a description of your role in contributing to the objectives of the selected action and the typical frequency of your participation/contribution.

- Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training may be for clients, investment managers, actuaries, broker/dealers, investment consultants, legal advisers etc.)
- Provided financial support for academic or industry research on responsible investment
- Provided input and/or collaborated with academia on RI related work
- Encouraged better transparency and disclosure of responsible investment practices across the investment industry

Description

During the reporting period HMC sent letters to our external managers outlining HMC's commitment to the PRI and our Sustainable Investing Policy. Following up on the letter, the Sustainable Investing team opened up a dialogue with a portion of our external managers to further discuss their practices and offer to be a resource in the development of sustainable investing programs.

Frequency of contribution

- Quarterly or more frequently
 - Biannually
 - Annually
 - Less frequently than annually
 - Ad hoc
 - Other
- Spoke publicly at events and conferences to promote responsible investment

Description

HMC representatives have spoken publicly at events for investors that described how ESG factors can be integrated into investment decision making, including:

- Responsible Investment Forum New York 2017 – Panelist on “Implementing an effective ESG policy”
- The Investment Integration Project (TIIP) and the Center for Applied Research (CAR) conference on Effective Investing for the Long Term: Intentionality at Systems Levels July 2017, Boston – Panelist on “Implementation Challenges and Opportunities”
- PRI In Person 2017, Berlin, Germany – Moderator “The ‘why’, ‘how’ and ‘what’ of RI in hedge funds”
- 2017 LGT Capital Partners Alternative Investment Conference, Vienna Austria

Frequency of contribution

- Quarterly or more frequently
 - Biannually
 - Annually
 - Less frequently than annually
 - Ad hoc
 - Other
- Wrote and published in-house research papers on responsible investment

Description

The ESG Integration Paradox, written by Michael Cappucci on June 8, 2017 (<https://corpgov.law.harvard.edu/2017/07/26/the-esg-integration-paradox/>)

Frequency of contribution

- Quarterly or more frequently
 - Biannually
 - Annually
 - Less frequently than annually
 - Ad hoc
 - Other
- Encouraged the adoption of the PRI

Description

Encouraged asset managers to join the PRI.

Frequency of contribution

- Quarterly or more frequently
 - Biannually
 - Annually
 - Less frequently than annually
 - Ad hoc
 - Other
- Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.)
- Wrote and published articles on responsible investment in the media
- A member of PRI advisory committees/ working groups, specify
- On the Board of, or officially advising, other RI organisations (e.g. local SIFs)
- Other, specify
- No

| | |
|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SG 10.3 | Describe any additional actions and initiatives that your organisation has taken part in during the reporting year to promote responsible investment [Optional] |
|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|

Promoting the acceptance and implementation of responsible investment principles is a key part of HMC's approach to sustainable investment. HMC seeks to raise awareness and adoption of responsible investment practices with its external managers and peer asset owners. During the course of 2017, we spoke with several dozen investment managers about our belief in and commitment to responsible investing. Members of HMC's Sustainable Investment team also participated in industry forums and spoke publicly at investor events describing HMC's approach to responsible investment. The speaking events included the Responsible Investment Forum New York 2017; The Investment Integration Project (TIIP) conference on Effective Investing for the Long Term; LGT Capital Partners Alternative Investment Conference in Vienna Austria; and PRI In Person 2017 in Berlin, Germany.

Harvard University, HMC's parent institution, also actively participates in the advancement of sustainable investing in a broad range of initiatives. For example, Harvard University committed \$3 million to help establish a community development program called the All Bright Home Ownership program. The program is an affordable homeownership initiative that is intended to reverse the negative impact from transient renters on the local Allston Brighton area. The Harvard Center for Green Buildings began a project to retrofit a conventional building near the Harvard campus to become an energy efficient headquarters and lab space for the Graduate School of Design for Green Buildings. The project seeks to prove that older buildings can be turned green and inspire more homeowners to include green housing technology in their own homes. These examples are representative of the broader sustainability efforts of Harvard University.

Outsourcing to fiduciary managers and investment consultants

| | | | | |
|--------------|------------------|---------------|----------------------|--------------|
| SG 12 | Mandatory | Public | Core Assessed | PRI 4 |
|--------------|------------------|---------------|----------------------|--------------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

| | |
|----------------|-----------------------------------------------------------------|
| SG 12.1 | Indicate whether your organisation uses investment consultants. |
|----------------|-----------------------------------------------------------------|

- Yes, we use investment consultants
- No, we do not use investment consultants.

ESG issues in asset allocation

| | | | | |
|--------------|------------------|---------------|--------------------|--------------|
| SG 13 | Mandatory | Public | Descriptive | PRI 1 |
|--------------|------------------|---------------|--------------------|--------------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

SG 13.1

Indicate if your organisation executes scenario analysis and/or modelling in which the risk profile of future ESG trends at portfolio level is calculated.

- We execute scenario analysis which includes factors representing the investment impacts of future environmental trends
- We execute scenario analysis which includes factors representing the investment impacts of future social trends
- We execute scenario analysis which includes factors representing the investment impacts of future governance trends
- We consider scenario analysis that includes factors representing the investment impacts of future climate-related risks and opportunities
- We execute other scenario analysis, specify
- We do not execute such scenario analysis and/or modelling

SG 13.2

Indicate if your organisation considers ESG issues in strategic asset allocation and/or allocation of assets between sectors or geographic markets.

We do the following

- Allocation between asset classes
- Determining fixed income duration
- Allocation of assets between geographic markets
- Sector weightings
- Other, specify
- We do not consider ESG issues in strategic asset allocation

Asset class implementation not reported in other modules

| | | | | |
|--------------|------------------|---------------|--------------------|----------------|
| SG 16 | Mandatory | Public | Descriptive | General |
|--------------|------------------|---------------|--------------------|----------------|

| Asset Class | Describe what processes are in place and the outputs or outcomes achieved |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Forestry | HMC makes direct investments in timberlands with the goal of improving their environmental and social management. When assessing forestry-related ESG risk, HMC reviews country risk reports and obtains tailored information on each country, including analysis of rule of law. HMC is committed to working with third-party organizations, such as the Forestry Stewardship Council ("FSC"), which are devoted to encouraging responsible management of the world's forests. HMC also carries out on-site ESG due diligence for higher risk forestry investments. HMC has also developed impact metrics by adapting EIRIS's accounting metrics to HMC's timberland investments. |
| Farmland | HMC invests directly in farmland. HMC reviews country risk reports and obtains tailored information by country, including analysis of rule of law, when assessing social and environmental risk related to its farmland investments. HMC requires its farmland investments to pursue relevant certifications that require high environmental and social performance. For example, HMC expects its farmland investments to work towards and meet certification standards such as GlobalG.A.P. and Sustainability in Practice ("SIP"). GlobalG.A.P. is a non-governmental organization that sets certification standards for sustainable agriculture. Third parties conduct the certification. SIP is a sustainable certification standard for vineyards. In addition to its certification requirements, HMC conducts other activities to enhance the sustainability of its farmland. For example, HMC carries out on-site environmental and social due diligence for higher risk investments. HMC also has developed impact metrics by adapting EIRIS's accounting metrics to HMC's farmland investments. |

| | | | | |
|-------|-----------|--------|-------------|---------|
| SG 17 | Mandatory | Public | Descriptive | General |
|-------|-----------|--------|-------------|---------|

| | |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SG 17.1 | Describe how you address ESG issues for externally managed assets for which a specific PRI asset class module has yet to be developed or for which you are not required to report because your assets are below the minimum threshold. |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| Asset Class | Describe what processes are in place and the outputs or outcomes achieved | | | | | | |
|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------|----------------------------------|-----|-----------------------|----|
| Hedge funds - DDQ | <table border="1"> <tr> <td></td> <td>Select whether you use the PRI Hedge Fund DDQ</td> </tr> <tr> <td><input checked="" type="radio"/></td> <td>Yes</td> </tr> <tr> <td><input type="radio"/></td> <td>No</td> </tr> </table> | | Select whether you use the PRI Hedge Fund DDQ | <input checked="" type="radio"/> | Yes | <input type="radio"/> | No |
| | Select whether you use the PRI Hedge Fund DDQ | | | | | | |
| <input checked="" type="radio"/> | Yes | | | | | | |
| <input type="radio"/> | No | | | | | | |
| Hedge funds | HMC applies its due diligence framework to its hedge fund investments. This includes reviewing the ESG policies and governance of its potential hedge fund investments; identifying how the fund integrates ESG factors into its investment decisions; asking how the fund communicates ESG information to limited partners; and ascertaining whether the fund is a PRI signatory. | | | | | | |

Communication

| | | | | |
|-------|-----------|--------|---------------|-------|
| SG 19 | Mandatory | Public | Core Assessed | PRI 6 |
|-------|-----------|--------|---------------|-------|

SG 19.1

Indicate whether your organisation proactively discloses asset class specific information. Select the frequency of the disclosure to clients/beneficiaries and the public, and provide a URL to the public information.

Listed equity - Engagement

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

Disclosure to clients/beneficiaries

Disclosure to clients/beneficiaries

- Details on the overall engagement strategy
- Details on the selection of engagement cases and definition of objectives of the selections, priorities and specific goals
- Number of engagements undertaken
- Breakdown of engagements by type/topic
- Breakdown of engagements by region
- An assessment of the current status of the progress achieved and outcomes against defined objectives
- Examples of engagement cases
- Details on eventual escalation strategy taken after the initial dialogue has been unsuccessful (i.e. filing resolutions, issuing a statement, voting against management, divestment etc.)
- Details on whether the provided information has been externally assured
- Outcomes that have been achieved from the engagement
- Other information

Frequency

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad-hoc/when requested

Listed equity – (Proxy) Voting

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

The information disclosed to clients/beneficiaries is the same

- Yes
- No

| | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Disclosure to public and URL | |
| Disclosure to public and URL | |
| <ul style="list-style-type: none"><input type="radio"/> Explain all voting decisions<input checked="" type="radio"/> Explain some voting decisions<input type="radio"/> Only explain abstentions and votes against management<input type="radio"/> No explanations provided | |
| Frequency | |
| <ul style="list-style-type: none"><input type="checkbox"/> Quarterly<input type="checkbox"/> Biannually<input checked="" type="checkbox"/> Annually<input type="checkbox"/> Less frequently than annually<input type="checkbox"/> Ad hoc/when requested | |
| URL | |
| https://www.harvard.edu/shareholder-responsibility-committees | |

Listed equity - Incorporation

Do you disclose?

- We do not proactively disclose it to the public and/or clients/beneficiaries
- We disclose to clients/beneficiaries only.
- We disclose it publicly

| | |
|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Disclosure to clients/beneficiaries | |
| | <p>Disclosure to clients/beneficiaries</p> <p><input checked="" type="radio"/> Broad approach to ESG incorporation</p> <p><input type="radio"/> Detailed explanation of ESG incorporation strategy used</p> |
| | <p>Frequency</p> <p><input type="checkbox"/> Quarterly or more frequently</p> <p><input type="checkbox"/> Biannually</p> <p><input checked="" type="checkbox"/> Annually</p> <p><input type="checkbox"/> Less frequently than annually</p> <p><input type="checkbox"/> Ad-hoc/when requested</p> |

Property

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

| | |
|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Disclosure to clients/beneficiaries | |
| | <p>Disclosure to clients/beneficiaries</p> <p><input type="checkbox"/> ESG information on how you select property investments</p> <p><input checked="" type="checkbox"/> ESG information on how you monitor and manage property investments</p> <p><input type="checkbox"/> Information on your property investments' ESG performance</p> <p><input type="checkbox"/> Other</p> |
| | <p>Frequency</p> <p><input type="checkbox"/> Quarterly or more frequently</p> <p><input type="checkbox"/> Biannually</p> <p><input type="checkbox"/> Annually</p> <p><input type="checkbox"/> Less frequently than annually</p> <p><input checked="" type="checkbox"/> Ad-hoc/when requested</p> |

Selection, Appointment and Monitoring

Do you disclose?

- We do not disclose to either clients/beneficiaries or the public.
- We disclose to clients/beneficiaries only.
- We disclose to the public

| | |
|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Disclosure to clients/beneficiaries | |
| Disclosure to clients/beneficiaries | <input checked="" type="checkbox"/> How responsible investment considerations are included in manager selection, appointment and monitoring processes <input checked="" type="checkbox"/> Details of the responsible investment activities carried out by managers on your behalf <input type="checkbox"/> E, S and/or G impacts and outcomes that have resulted from your managers' investments and/or active ownership <input type="checkbox"/> Other |
| Frequency | <input checked="" type="checkbox"/> Quarterly or more frequently <input type="checkbox"/> Biannually <input type="checkbox"/> Annually <input type="checkbox"/> Less frequently than annually <input type="checkbox"/> Ad-hoc/when requested |

Harvard University Endowment

Reported Information

Public version

Indirect – Manager Selection, Appointment and Monitoring

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Listed Equity and Fixed Income Strategies

| | | | | |
|--------|-----------|--------|---------|-------|
| SAM 01 | Mandatory | Public | Gateway | PRI 1 |
|--------|-----------|--------|---------|-------|

SAM 01.1 Indicate which of the following ESG incorporation strategies you require your external manager(s) to implement on your behalf for all your listed equity and/or fixed income assets:

Active investment strategies

| Active investment strategies | Listed Equity | | | | |
|------------------------------|-------------------------------------|--|--|--|--|
| Screening | <input type="checkbox"/> | | | | |
| Thematic | <input type="checkbox"/> | | | | |
| Integration | <input type="checkbox"/> | | | | |
| None of the above | <input checked="" type="checkbox"/> | | | | |

SAM 01.2 Additional information. [Optional]

After making an investment with an external manager, HMC continues to monitor identified ESG risks and maintains a dialogue with such managers to ensure effective oversight.

With respect to external managers of listed equity commingled funds, HMC periodically notifies such managers of the University's investment restrictions with respect to tobacco stocks and the securities of certain companies operating in Sudan.

HMC requires external managers operating separately managed accounts for listed equities where positions are held in the name of Harvard University to comply with the University's investment restrictions regarding tobacco stocks and the securities of certain companies operating in Sudan.

Selection

| | | | | |
|--------|-----------|--------|---------------|-------|
| SAM 02 | Mandatory | Public | Core Assessed | PRI 1 |
|--------|-----------|--------|---------------|-------|

SAM 02.1 Indicate what RI-related information your organisation typically covers in the majority of selection documentation for your external managers

| | LE | | | | | Private equity | Property |
|---------------------------------------------------------|-------------------------------------|--|--|--|--|-------------------------------------|-------------------------------------|
| Investment strategy and how ESG objectives relate to it | <input checked="" type="checkbox"/> | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| ESG incorporation requirements | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> |
| ESG reporting requirements | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> |
| Other | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> |
| No RI information covered in the RFPs | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> |

SAM 02.2

Explain how your organisation evaluates the investment manager's ability to align between your investment strategy and their investment approach

Strategy

| | LE | | | | | Private equity | Property |
|---------------------------------------------------------------------------------------------------|-------------------------------------|--|--|--|--|-------------------------------------|-------------------------------------|
| Assess the time horizon of the investment manager's offering vs. your/beneficiaries' requirements | <input checked="" type="checkbox"/> | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Assess the quality of investment policy and its reference to ESG | <input checked="" type="checkbox"/> | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Assess the investment approach and how ESG objectives are implemented in the investment process | <input checked="" type="checkbox"/> | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Review the manager's firm-level vs. product-level approach to RI | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> |
| Assess the ESG definitions to be used | <input checked="" type="checkbox"/> | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Other | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> |

ESG people/oversight

| | LE | | | | | Private equity | Property | |
|----------------------------------------------------------------------------|-------------------------------------|--|--|--|--|-------------------------------------|-------------------------------------|--|
| Assess ESG expertise of investment teams | <input checked="" type="checkbox"/> | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Review the oversight and responsibilities of ESG implementation | <input checked="" type="checkbox"/> | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Review how is ESG implementation enforced /ensured | <input checked="" type="checkbox"/> | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Review the manager's RI-promotion efforts and engagement with the industry | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| Other | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |

Process/portfolio construction/investment valuation

| | LE | | | | | Private equity | Property | |
|-----------------------------------------------------------------------------------------------------------|-------------------------------------|--|--|--|--|-------------------------------------|-------------------------------------|--|
| Review the process for ensuring the quality of the ESG data used | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| Review and agree the use of ESG data in the investment decision making process | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| Review and agree the impact of ESG analysis on investment decisions | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact) | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| Review and agree manager's ESG risk framework | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| Review and agree ESG risk limits at the portfolio level (portfolio construction) and other ESG objectives | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| Review how ESG materiality is evaluated by the manager | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| Review process for defining and communicating on ESG incidents | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| Review and agree ESG reporting frequency and detail | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| Other, specify | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input checked="" type="checkbox"/> | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |

SAM 02.3 Indicate the selection process and its ESG/RI components

- Review ESG/RI responses to RfP, RfI, DDQ etc.
- Review responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ)
- Review publicly available information on ESG/RI
- Review assurance process on ESG/RI data and processes
- Review PRI Transparency Reports
- Request and discuss PRI Assessment Reports
- Meetings with the potential shortlisted managers covering ESG/RI themes
- Site visits to potential managers offices
- Other, specify

SAM 02.4 When selecting external managers does your organisation set any of the following:

| | LE | | | | | Private equity | Property | |
|-------------------------------------|-------------------------------------|--|--|--|--|-------------------------------------|-------------------------------------|--|
| ESG performance development targets | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| ESG score | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| ESG weight | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| Real world economy targets | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| Other RI considerations | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input checked="" type="checkbox"/> | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |

Appointment

SAM 04

Mandatory

Public

Core Assessed

PRI 1

SAM 04.1

Indicate if in the majority of cases and where the structure of the product allows, your organisation does any of the following as part of the manager appointment and/or commitment process

- Sets standard benchmarks or ESG benchmarks
- Defines ESG objectives
- Sets incentives and controls linked to the ESG objectives
- Requires reporting on ESG objectives
- Requires the investment manager to adhere to ESG guidelines, regulations, principles or standards
- None of the above
- None of the above, we invest only in pooled funds and have a thorough selection process

SAM 04.3

If none of the above, describe any other mechanisms in place to set expectations as part of the appointment or commitment process.

HMC seeks to include side letter provisions regarding ESG integration for our external managers. Provisions are tailored by asset class and the manager's ESG risk. HMC takes into account an external manager's willingness to incorporate these provisions into their fund documents when making an investment decision.

SAM 04.4

Indicate which of these actions your organisation might take if any of the requirements are not met

- Discuss requirements not met and set project plan to rectify
- Place investment manager on a “watch list”
- Track and investigate reason for non-compliance
- Re-negotiate fees
- Failing all actions, terminate contract with the manager
- Other, specify
- No actions are taken if any of the ESG requirements are not met

Monitoring**SAM 05****Mandatory****Public****Core Assessed****PRI 1****SAM 05.1**

When monitoring managers, indicate which of the following types of responsible investment information your organisation typically reviews and evaluates

| | LE | | | | | Private equity | Property | |
|---------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--|--|--|--|-------------------------------------|-------------------------------------|--|
| ESG objectives linked to investment strategy | <input checked="" type="checkbox"/> | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Evidence on how the ESG incorporation strategy(ies) affected the investment decisions and financial / ESG performance of the portfolio/fund | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| Compliance with investment restrictions and any controversial investment decisions | <input checked="" type="checkbox"/> | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| ESG portfolio characteristics | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| How ESG materiality has been evaluated by the manager in the monitored period | <input checked="" type="checkbox"/> | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Information on any ESG incidents | <input checked="" type="checkbox"/> | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Metrics on the real economy influence of the investments | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| PRI Transparency Reports | <input checked="" type="checkbox"/> | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| PRI Assessment Reports | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| RI-promotion and engagement with the industry to enhance RI implementation | <input checked="" type="checkbox"/> | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Other general RI considerations in investment management agreements; specify | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |

SAM 05.2

When monitoring external managers, does your organisation set any of the following to measure compliance/progress

| | LE | | | | | | Private equity | Property | |
|-----------------------------------|-------------------------------------|--|--|--|--|--|-------------------------------------|-------------------------------------|--|
| ESG score | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| ESG weight | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| ESG performance minimum threshold | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| Real world economy targets | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| Other RI considerations | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input checked="" type="checkbox"/> | | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |

SAM 05.3 Provide additional information relevant to your organisation's monitoring processes of external managers. [OPTIONAL]

HMC considers relevant material ESG risk factors in evaluating external managers on a case-by-case basis without assigning specific weighting to these factors in our evaluation.

Outputs and outcomes

SAM 09 Mandatory Public Additional Assessed PRI 1,6

SAM 09.1 Provide examples of how ESG issues have been addressed in the manager selection, appointment and/or monitoring process for your organisation during the reporting year.

Add Example 1

| | |
|-------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic or issue | External Manager ESG Engagement |
| Conducted by | <input checked="" type="checkbox"/> Internal staff |
| Asset class | <input checked="" type="checkbox"/> All asset classes <input type="checkbox"/> Listed Equity <input type="checkbox"/> Private equity <input type="checkbox"/> Property |
| Scope and process | HMC Sustainable Investing staff have held phone interviews with external managers to discuss their ESG policies, learn about any sustainability reporting, and share HMC's views. |
| Outcomes | HMC has opened a dialogue with some external managers regarding ESG issues. Select managers have been more inclined to keep HMC updated regarding developments to their sustainable investing practices. |

Add Example 2

| | |
|-------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic or issue | Anti-corruption program |
| Conducted by | <input checked="" type="checkbox"/> Internal staff |
| Asset class | <input type="checkbox"/> All asset classes <input type="checkbox"/> Listed Equity <input type="checkbox"/> Private equity <input checked="" type="checkbox"/> Property |
| Scope and process | Over the past two years, existing external managers in natural resources have been provided with more detailed guidance on reporting expectations surrounding interaction with government officials. These more detailed expectations are a result of increased focus on ensuring best practices surrounding anti-corruption efforts and ensure that HMC is able to effectively monitor and ensure proper governance within each investment. |
| Outcomes | As a result of these new guidelines, external managers are now providing HMC with more detailed reporting on government interactions and prompt notice regarding any incidents or potential issues thereby allowing both HMC and the external manager the opportunity to adhere to best practices. |

Add Example 3

| | |
|-------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic or issue | Side Letters |
| Conducted by | <input checked="" type="checkbox"/> Internal staff |
| Asset class | <input checked="" type="checkbox"/> All asset classes <input type="checkbox"/> Listed Equity <input type="checkbox"/> Private equity <input type="checkbox"/> Property |
| Scope and process | HMC seeks to include in its side letters to new fund investments provisions regarding ESG integration and disclosure. The provisions are tailored by asset class and the manager's ESG risk. |
| Outcomes | Select managers have acknowledged the PRI principles and HMC's commitment to sustainable investing, and agreed to provide additional reporting on ESG incidents and/or performance. |

- Add Example 4
- Add Example 5
- We are not able to provide examples

Harvard University Endowment

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Public version

Direct - Listed Equity Incorporation

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Harvard University Endowment

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Engagement

Overview

LEA 01

Mandatory

Public

Core Assessed

PRI 2

New selection options have been added to this indicator. Please review your prefilled responses carefully.

LEA 01.1

Indicate whether your organisation has a formal engagement policy.

Yes

LEA 01.2

Attach or provide a URL to your engagement policy.

Attachment provided:

URL provided:

URL

http://www.hmc.harvard.edu/investment-management/sustainable_investment_policy.html

LEA 01.3

Indicate what your engagement policy covers:

- Conflicts of interest
- Insider information
- Alignment with national stewardship code requirements
- Due diligence and monitoring process
- Prioritisation of engagements
- Transparency of engagement activities
- Environmental factors
- Social factors
- Governance factors
- Other, describe
- None of the above

LEA 01.4

Provide a brief overview of your organization's approach to engagement

As an investor, HMC recognizes that a company's ability to identify and manage ESG risks effectively may affect its valuation. Therefore, engagement with companies plays an important role in our approach to sustainable investment. We select opportunities for engagement based on a number of factors, including the relevance of the ESG risks to shareholder value, risk management, and disclosure practices. Given the current asset allocation of the endowment, we believe the most impactful way to engage with publicly listed companies is through collaborative engagements, such as those organized by the UN PRI, where we can join voices with other asset managers and owners. In 2017 HMC joined the PRI's global collaborative engagement on the management and disclosure of methane emissions as co-lead investor.

No

LEA 02

Mandatory

Public

Gateway

PRI 1,2,3

LEA 02.1

Indicate the method of engagement, giving reasons for the interaction.

| Type of engagement | Reason for interaction |
|---------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Individual/Internal staff engagements | <p> <input type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input type="checkbox"/> To encourage improved/increased ESG disclosure <input type="checkbox"/> Other, specify <input checked="" type="checkbox"/> We do not engage via internal staff </p> <p style="background-color: #0070C0; color: white; padding: 5px;">Please specify why your organisation does not engage via internal staff.</p> <p>Given the current asset allocation of the endowment, we believe the most impactful way to engage with publicly listed companies is through collaborative engagements, such as those organized by the UN PRI, where we can join voices with other asset managers and owners.</p> |
| Collaborative engagements | <p> <input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input checked="" type="checkbox"/> To encourage improved/increased ESG disclosure <input type="checkbox"/> Other, specify <input type="checkbox"/> We do not engage via collaborative engagements </p> |
| Service provider engagements | <p> <input type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input type="checkbox"/> To encourage improved/increased ESG disclosure <input type="checkbox"/> Other, specify <input checked="" type="checkbox"/> We do not engage via service providers </p> <p style="background-color: #0070C0; color: white; padding: 5px;">Please specify why your organisation does not engage via service providers.</p> <p>HMC does not use service providers.</p> |

Process

Process for engagements conducted via collaborations

| | | | | |
|--------|-----------|--------|---------------|-------|
| LEA 05 | Mandatory | Public | Core Assessed | PRI 2 |
|--------|-----------|--------|---------------|-------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

LEA 05.1 Indicate whether your organisation has a formal process for identifying and prioritising collaborative engagements

Yes

LEA 05.2 Describe the criteria used to identify and prioritise collaborative engagements.

- Potential to learn from other investors
- Ability to add value to the collaboration
- Geography / market of the companies targeted by the collaboration
- Materiality of ESG factors addressed by the collaboration
- Systemic risks to global portfolios addressed by the collaboration
- Exposure (holdings) to companies targeted by the collaboration
- In reaction to ESG impacts addressed by the collaboration that have already occurred.
- As a response to divestment pressure
- As a follow-up from a voting decision
- Consultation with clients/beneficiaries
- Consultation with other stakeholders (i.e. NGOs, trade unions etc.)
- Other, describe

No

| | | | | |
|--------|-----------|--------|---------------|-------|
| LEA 06 | Mandatory | Public | Core Assessed | PRI 2 |
|--------|-----------|--------|---------------|-------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

LEA 06.1 Indicate if you define specific objectives for your engagement activities carried out collaboratively.

Yes

- Yes, for all engagement activities
- Yes, for the majority of engagement activities
- Yes, for a minority of engagement activities

We do not define specific objectives for engagement activities carried out collaboratively.

LEA 06.2 Indicate if you monitor the actions companies take during and following your collaborative engagements.

- Yes
 - Yes, in all cases
 - Yes, in the majority of cases
 - Yes, in the minority of cases
- We do not monitor the actions that companies take following engagement activities carried out collaboratively

LEA 06.3 Indicate if you do any of the following to monitor and evaluate the progress of your collaborative engagement activities.

- Define timelines for your objectives
- Tracking and/or monitoring progress against defined objectives
- Tracking and or monitoring progress of actions taken when original objectives are not met
- Revisit and, if necessary, revise objectives on continuous basis
- Other, please specify
- We do not monitor and evaluate progress of engagement activities carried out by internal staff

LEA 06.4 Additional information. [Optional]

General processes for all three groups of engagers

LEA 09 Voluntary Public Additional Assessed PRI 1,2

LEA 09.1 Indicate if insights gained from your engagements are shared with your internal or external investment managers.

| Type of engagement | Insights shared |
|---------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Collaborative engagements | <input type="radio"/> Yes, systematically <input checked="" type="radio"/> Yes, occasionally <input type="radio"/> No |

LEA 10 Mandatory Public Gateway PRI 2

LEA 10.1 Indicate if you track the number of your engagement activities.

| Type of engagement | Tracking engagements |
|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Collaborative engagements | <input checked="" type="radio"/> Yes, we track the number of our engagements in full <input type="radio"/> Yes, we partially track the number of our engagements <input type="radio"/> We do not track and cannot estimate our engagements |

Outputs and outcomes

| | | | | |
|--------|-----------|--------|---------------------|-------|
| LEA 12 | Voluntary | Public | Additional Assessed | PRI 2 |
|--------|-----------|--------|---------------------|-------|

LEA 12.1 Indicate which of the following your engagement involved.

- Letters and emails to companies
 - In some cases
 - In majority cases
 - In all cases
- Meetings and/or calls with the appropriate team
- Visits to operations
- Participation in roadshows
- Other, specify

LEA 12.2 Additional information. [Optional]

HMC participated as a co-lead on the PRI Methane Engagement. During the reporting period the focus was on gathering information, filling out scorecards and drafting/sending introductory letters to companies.

(Proxy) voting and shareholder resolutions

Overview

| | | | | |
|--------|-----------|--------|---------------|-----------|
| LEA 15 | Mandatory | Public | Core Assessed | PRI 1,2,3 |
|--------|-----------|--------|---------------|-----------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

LEA 15.1 Indicate whether your organisation has a formal voting policy.

- Yes

LEA 15.2 Indicate what your voting policy covers:

- Conflicts of interest
- Share blocking
- Securities lending process
- Prioritisation of voting activities
- Decision making processes
- Environmental factors
- Social factors
- Governance factors
- Filing/co-filing resolutions
- Extraordinary meetings
- Regional voting practices
- Transparency of proxy voting activities
- Company dialogue pre/post vote
- Other, describe
- None of the above

LEA 15.4 Provide a brief overview of your organization's approach to (proxy) voting.

The CCSR determines how HMC will cast its proxy votes related to environmental and social proxy proposals. The Advisory Committee on Shareholder Responsibility ("ACSR") submits recommendations to the CCSR regarding how HMC should vote, relying on a rich set of precedent to help inform those recommendations. During the 2017 proxy season, the ACSR utilized Proxy Voting Guidelines to inform its recommendations with regard to voting on select environmental and social issues for which the committees' body of precedent provides a clear indication of a voting preference.

HMC determines how to cast votes related to governance. HMC has a Proxy Voting Policy for governance-related proposals and integrated that policy into HMC's automated research and proxy voting system. This system helps ensure that HMC votes proxies in a more consistent manner.

No

Process

LEA 16

Mandatory

Public

Descriptive

PRI 2

LEA 16.1 Indicate how you typically make your (proxy) voting decisions.

Approach

- We use our own research or voting team and make voting decisions without the use of service providers.
- We hire service provider(s) that make voting recommendations or provide research that we use to inform our voting decisions.

Based on

- the service provider voting policy signed off by us
 - our own voting policy
 - our clients' requests or policy
 - other, explain
- We hire service provider(s) that make voting decisions on our behalf, except for some pre-defined scenarios for which we review and make voting decisions.
- We hire service provider(s) that make voting decisions on our behalf.

LEA 16.2 Provide an overview of how you ensure your voting policy is adhered to, giving details of your approach when exceptions to the policy are made (if applicable).

As noted above, HMC determines how to cast votes related to governance. HMC has a Proxy Voting Policy for governance-related proposals and integrates that policy into HMC's automated research and proxy voting system. This system helps ensure that HMC votes proxies in a more consistent manner. Exceptions to the Proxy Voting Policy for governance-related proposals must be approved by their Chief Compliance Officer.

| | | | | |
|---------------|------------------|---------------|----------------------|--------------|
| LEA 20 | Mandatory | Public | Core Assessed | PRI 2 |
|---------------|------------------|---------------|----------------------|--------------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

LEA 20.1 Indicate whether you or the service providers acting on your behalf raise any concerns with companies ahead of voting

- Yes, in most cases
- Sometimes, in the following cases:
- Neither we nor our service provider raise concerns with companies ahead of voting

LEA 20.2 Indicate whether you and/or the service provider(s) acting on your behalf, communicate the rationale to companies, when , you abstain or vote against management recommendations.

- Yes, in most cases
- Sometimes, in the following cases.
- We do not communicate the rationale to companies
- Not applicable because we and/or our service providers do not abstain or vote against management recommendations

LEA 20.3 Additional information. [Optional]

The CCSR, which determines how HMC votes on social and environmental proposals, publishes an annual report that is public and explains the rationale for the votes. The public report is available on the CCSR website (<https://www.harvard.edu/shareholder-responsibility-committees>). On occasion, the CCSR may write directly to a company to convey further information about its views on a particular issue.

Outputs and outcomes

| | | | | |
|--------|-----------|--------|---------------|-------|
| LEA 21 | Mandatory | Public | Core Assessed | PRI 2 |
|--------|-----------|--------|---------------|-------|

LEA 21.1 For listed equities where you and/or your service provider have the mandate to issue (proxy) voting instructions, indicate the percentage of votes cast during the reporting year.

We do track or collect this information

Votes cast (to the nearest 1%)

%

100

Specify the basis on which this percentage is calculated

- of the total number of ballot items on which you could have issued instructions
- of the total number of company meetings at which you could have voted
- of the total value of your listed equity holdings on which you could have voted

LEA 21.2 Explain your reason(s) for not voting certain holdings

- Shares were blocked
- Notice, ballots or materials not received in time
- Missed deadline
- Geographical restrictions (non-home market)
- Cost
- Conflicts of interest
- Holdings deemed too small
- Administrative impediments (e.g., power of attorney requirements, ineligibility due to participation in share placement)
- On request by clients
- Other




We do not track or collect this information

| | | | | |
|--------|-----------|--------|---------------------|-------|
| LEA 22 | Mandatory | Public | Additional Assessed | PRI 2 |
|--------|-----------|--------|---------------------|-------|

LEA 22.1 Indicate if you track the voting instructions that you and/or your service provider on your behalf have issued.

Yes, we track this information

LEA 22.2 Of the voting instructions that you and/or third parties on your behalf issued, indicate the proportion of ballot items that were:

| Voting instructions | Breakdown as percentage of votes cast |
|-----------------------------------------------|------------------------------------------------------------------------------------------|
| For (supporting) management recommendations |  80 |
| Against (opposing) management recommendations |  17 |
| Abstentions |  3 |

100%

LEA 22.3 Describe the actions you take in relation to voting against management recommendations.

Votes were made in accordance with HMC's proxy voting guidelines.

No, we do not track this information

LEA 22.4 Additional information. [Optional]

The information above represents voting instruction for all ballot items and is not limited to environmental, social and governance proxies.

Harvard University Endowment

Reported Information

Public version

Direct - Property

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Overview

| | | | | |
|-------|-----------|--------|---------------|---------|
| PR 01 | Mandatory | Public | Core Assessed | PRI 1-6 |
|-------|-----------|--------|---------------|---------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

PR 01.1 Indicate if your organisation has a Responsible Property Investment (RPI) policy.

- Yes
 No

PR 01.3 Provide a brief overview of your organisation's approach to responsible investment in property, and how you link responsible investment in property to your business strategy.

While HMC does not have a formal RPI policy, it has promulgated detailed Real Estate Guidelines that include ESG factors that HMC's joint venture partners are expected to follow for HMC's direct real estate investments. Joint venture partners report to HMC on ESG factors on a quarterly basis. This disclosure informs HMC's discussions with its third-party managers regarding any necessary remediation of ESG issues.

Pre-investment (selection)

| | | | | |
|-------|-----------|--------|-----------------------|-------|
| PR 04 | Mandatory | Public | Gateway/Core Assessed | PRI 1 |
|-------|-----------|--------|-----------------------|-------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

PR 04.1 Indicate if your organisation typically incorporates ESG issues when selecting property investments.

- Yes

PR 04.2 Provide a description of your organisation's approach to incorporating ESG issues in property investment selection.

As noted previously, HMC conducts ESG due diligence on its potential joint venture partner. This includes a consideration of the potential joint venture partner's ability to manage ESG issues.

HMC also conducts ESG due diligence on the property itself. For example, we hire third-party experts to conduct environmental evaluations of the property, and also consider potential labor-related issues that may be associated with the property. We identify any existing litigation or regulatory violations associated with the property, which could encompass both environmental and social concerns.

If this initial due diligence identifies any material ESG risks, we consider how we can eliminate or mitigate this risk, and factor this into our investment decision. For example, we would consider energy inefficiencies, and how these can be improved.

PR 04.3 Indicate which E, S and/or G issues are typically considered by your organisation in the property investment selection process, and list up to three examples per issue.

ESG issues

Environmental

List up to three typical examples per E, S and G issue

- Climate change adaptation
- Contamination
- Energy efficiency
- Energy supply
- Flooding
- GHG emissions
- Indoor environmental quality
- Natural hazards
- Resilience
- Transportation
- Water efficiency
- Waste management
- Water supply
- Other
- Other

List up to three typical examples per E, S and G issue

- Climate change adaptation
- Contamination
- Energy efficiency
- Energy supply
- Flooding
- GHG emissions
- Indoor environmental quality
- Natural hazards
- Resilience
- Transportation
- Water efficiency
- Waste management
- Water supply
- Other
- Other

List up to three typical examples per E, S and G issue

- Climate change adaptation
 - Contamination
 - Energy efficiency
 - Energy supply
 - Flooding
 - GHG emissions
 - Indoor environmental quality
 - Natural hazards
 - Resilience
 - Transportation
 - Water efficiency
 - Waste management
 - Water supply
 - Other
 - Other
- Social

List up to three typical examples per E, S and G issue

- Building safety and materials
- Health, safety and wellbeing
- Socio-economic
- Accessibility
- Affordable Housing
- Occupier Satisfaction
- Other
- Other
- Other

List up to three typical examples per E, S and G issue

- Building safety and materials
- Health, Safety and wellbeing
- Socio-economic
- Accessibility
- Affordable Housing
- Occupier Satisfaction
- Other
- Other
- Other

List up to three typical examples per E, S and G issue

- Building safety and materials
 - Health, Safety and wellbeing
 - Socio-economic
 - Accessibility
 - Affordable Housing
 - Occupier Satisfaction
 - Other
 - Other
 - Other
- Governance

List up to three typical examples per E, S and G issue

- Anti-bribery & corruption
- Board structure
- Conflicts of interest
- Governance structure
- Regulatory
- Shareholder structure & rights
- Supply chain governance
- Other
- Other
- Other

List up to three typical examples per E, S and G issue

- Anti-bribery & corruption
- Board structure
- Conflicts of interest
- Governance structure
- Regulatory
- Shareholder structure & rights
- Supply chain governance
- Other
- Other
- Other

List up to three typical examples per E, S and G issue

- Anti-bribery & corruption
- Board structure
- Conflicts of interest
- Governance structure
- Regulatory
- Shareholder structure & rights
- Supply chain governance
- Other
- Other
- Other

No

| | | | | |
|-------|-----------|--------|---------------|-------|
| PR 06 | Mandatory | Public | Core Assessed | PRI 1 |
|-------|-----------|--------|---------------|-------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

| | |
|---------|-------------------------------------------------------------------------------------------------------|
| PR 06.1 | Indicate if ESG issues impacted your property investment selection process during the reporting year. |
|---------|-------------------------------------------------------------------------------------------------------|

- ESG issues helped identify risks and/or opportunities for value creation
- ESG issues led to the abandonment of potential investments
- ESG issues impacted the investment in terms of price offered and/or paid
- ESG issues impacted the terms in the shareholder/purchase agreements and/or lending covenants
- ESG issues were considered but did not have an impact on the investment selection process
- Other, specify
- Not applicable, our organisation did not select any investments in the reporting year
- We do not track this potential impact

| | |
|---------|-----------------------------------------------------------------------------------------------------------------|
| PR 06.2 | Indicate how ESG issues impacted your property investment deal structuring processes during the reporting year. |
|---------|-----------------------------------------------------------------------------------------------------------------|

- ESG issues impacted the investment in terms of price offered and/or paid
- ESG issues impacted the terms in the shareholder/purchase agreements and/or lending covenants
- ESG issues were considered but did not have an impact on the deal structuring process
- Other, specify
- Not applicable, our organisation did not select any investments in the reporting year
- We do not track this potential impact

Selection, appointment and monitoring third-party property managers

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|-------|-----------|--------|---------------|-------|
| PR 07 | Mandatory | Public | Core Assessed | PRI 4 |
|-------|-----------|--------|---------------|-------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

PR 07.1

Indicate if your organisation includes ESG issues in your selection, appointment and/or monitoring of third-party property managers.

- Yes

PR 07.2

Indicate how your organisation includes ESG issues in your selection, appointment and/or monitoring of third party property managers.

- Selection process of property managers incorporated ESG issues

Types of actions

- Request explanation of how ESG is effectively integrated, including inquiries about governance and processes
- Request track records and examples of how the manager implements ESG in their asset and property management
- Discuss property level out-performance opportunities through greater integration of ESG criteria
- Request explanation of engaging stakeholders on ESG issues
- Other, explain

Coverage

- >75% to 100%
- >50% to 75%
- >25% to 50%
- >0% to 25%

- Contractual requirements when appointing property managers includes ESG issues

Types of actions

- Include clear and detailed expectations for incorporating ESG
- Require dedicated ESG procedures in all relevant asset and property management phases
- Clear ESG reporting requirements
- Clear ESG performance targets
- Other, explain

Coverage

- >75% to 100%
- >50% to 75%
- >25% to 50%
- >0% to 25%

- Monitoring of property managers covers ESG responsibilities and implementation

Types of actions

- Performance against quantitative and material environmental / resource targets over specified timeframe.
- Performance against quantitative and material environmental / resource targets against relevant benchmarks
- Performance against quantitative and qualitative targets to address social impacts of the portfolio/investment,
- Other, explain

Property managers are required to provide HMC with monthly reports that address a variety of ESG issues.

Coverage

- >75% to 100%
- >50% to 75%
- >25% to 50%
- >0% to 25%
- No

PR 07.3 Provide a brief description of your organisations selection, appointment and monitoring of third party property managers and how they contribute to the management of ESG issues for your property investments.

HMC considers ESG issues when selecting and appointing third-party property managers, primarily by conducting due diligence on their ability to manage ESG issues. We also monitor their ESG performance. For example, third-party property managers are contractually obligated to provide HMC with monthly reports that address a variety of ESG issues, such as energy management, water use, health and safety, labor relations, and tenant relations. HMC reviews this information and engages with the third-party property manager as necessary to mitigate concerns.

Our third-party property managers are contractually required to comply with environmental, labor, and landlord-tenant laws. They also oversee day-to-day efforts to implement environmental improvements and manage social issues at the properties.

Post-investment (monitoring and active ownership)

Overview

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|-------|-----------|--------|---------|-------|
| PR 08 | Mandatory | Public | Gateway | PRI 2 |
|-------|-----------|--------|---------|-------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

PR 08.1 Indicate if your organisation, and/or property managers, considers ESG issues in post-investment activities relating to your property assets.

- Yes

PR 08.2 Indicate whether your organisation, and/or property managers, considers ESG issues in the following post-investment activities relating to your property assets.

- We consider ESG issues in property monitoring and management
- We consider ESG issues in property developments and major renovations.
- We consider ESG issues in property occupier engagements
- We consider ESG issues in community engagements related to our properties
- We consider ESG issues in other post-investment activities, specify

PR 08.3 Describe how your organisation, and/or property managers, considers ESG issues in post-investment activities related to your property assets.

HMC's third-party property managers take a number of steps to manage ESG issues during post-investment activities. As noted previously, third-party property managers are required to report to HMC on ESG issues on a quarterly basis. Third-party property managers also engage with a variety of regulatory bodies to ensure that ESG issues and plans are fully addressed. HMC encourages its joint venture partners to implement energy efficiency measures at our properties. These ESG measures include, but are not limited to: multiple strategies to diminish water use; numerous energy efficiency initiatives; use of local and organic food vendors; provision of affordable housing; anti-bribery efforts; and diminishing packaged waste. At some properties, third-party property managers use social media and signage to encourage tenants or patrons to improve their environmental or social footprint, and engage more generally with tenants around ESG issues, such as recycling and energy efficiency. Development investments are encouraged to utilize sustainable building materials, and several development projects engage Leadership in Energy and Environmental Design ("LEED") consultants for advice on best practices. Several of our buildings are LEED-certified or seeking LEED-certification. As we renovate existing properties, we seek opportunities to make them more energy efficient. For example, at one site, we are installing more water-efficient toilets, and we will monitor whether water usage drops as more of these toilets are installed. Some of our sites re-roof with light reflective roof membranes. In many cases, we also retrofit old light fixtures, which can result in significant energy savings. Additionally, when we replace heating, ventilation, and air conditioning systems at certain sites, we replace them with high efficiency models

No

Property monitoring and management

| | | | | |
|-------|-----------|--------|---------------|---------|
| PR 09 | Mandatory | Public | Core Assessed | PRI 2,3 |
|-------|-----------|--------|---------------|---------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

PR 09.1 Indicate the proportion of property assets for which your organisation, and/or property managers, set and monitored ESG targets (KPIs or similar) during the reporting year.

- >90% of property assets
- 51-90% of property assets
- 10-50% of property assets
- <10% of property assets

(in terms of number of property assets)

PR 09.2 Indicate which ESG targets your organisation and/or property managers typically set and monitor

- Environmental
- Social
- Governance
- We do not set and/or monitor against targets

PR 09.3 Additional information. [Optional]

HMC requires third-party managers to report on ESG issues on a quarterly basis. HMC uses this information to monitor ESG issues and has not set formal ESG KPIs. HMC monitors each third-party manager's progress on ESG issues and discusses ESG issues at joint venture meetings when applicable.

Property developments and major renovations

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|--------------|------------------|---------------|----------------------|--------------|
| PR 11 | Mandatory | Public | Core Assessed | PRI 2 |
|--------------|------------------|---------------|----------------------|--------------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

PR 11.1 Indicate the proportion of active property developments and major renovations where ESG issues have been considered.

- >90% of active developments and major renovations
- 51-90% of active developments and major renovations
- 10-50% of active developments and major renovations
- <10% of active developments and major renovations
- N/A, no developments and major renovations of property assets are active

(by number of active property developments and refurbishments)

| | |
|----------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| PR 11.2 | Indicate if the following ESG considerations are typically implemented and monitored in your property developments and major renovations. |
|----------------|-------------------------------------------------------------------------------------------------------------------------------------------|

- Environmental site selection requirements
- Environmental site development requirements
- Sustainable construction materials
- Water efficiency requirements
- Energy efficiency requirements
- Energy generation from on-site renewable sources
- Waste management plans at sites
- Health and safety management systems at sites
- Construction contractors comply with sustainability guidelines
- Resilient building design and orientation
- Other, specify

Occupier engagement

| | | | | |
|--------------|------------------|---------------|----------------------|--------------|
| PR 12 | Mandatory | Public | Core Assessed | PRI 2 |
|--------------|------------------|---------------|----------------------|--------------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

| | |
|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| PR 12.1 | Indicate the proportion of property occupiers your organisation, and/or your property managers, engaged with on ESG issues during the reporting year. |
|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|

- >90% of occupiers
- 50-90% of occupiers
- 10-50% of occupiers
- <10% of occupiers

(in terms of number of occupiers)

| | |
|----------------|---------------------------------------------------------------------------------------------------------------------------------|
| PR 12.2 | Indicate if the following practises and areas are typically part of your, and/or your property managers', occupier engagements. |
|----------------|---------------------------------------------------------------------------------------------------------------------------------|

- Distribute a sustainability guide to occupiers
- Organise occupier events focused on increasing sustainability awareness
- Deliver training on energy and water efficiency
- Deliver training on waste minimisation
- Provide feedback on energy and water consumption and/or waste generation
- Provide feedback on waste generation
- Carry out occupier satisfaction surveys
- Offer green leases
- Other, specify

| | | | | |
|-------|-----------|--------|---------------------|-------|
| PR 13 | Voluntary | Public | Additional Assessed | PRI 2 |
|-------|-----------|--------|---------------------|-------|

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|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PR 13.1 | Indicate the proportion of all leases signed during the reporting year that used green leases or the proportion of Memoranda of Understandings (MoUs) with reference to ESG issues. |
|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

- >90% of leases or MoUs
- 50-90% of leases or MoUs
- 10-50% of leases or MoUs
- <10% of leases or MoUs
- 0% of leases or MoUs
- N/A, no leases or MoUs were signed during the reporting year

(in terms of number of leases or MoUs)

Harvard University Endowment

Reported Information

Public version

Assurance

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Assurance

| | | | | |
|----------|-----------|--------|---------------|---------|
| CM1 01.1 | Mandatory | Public | Core Assessed | General |
|----------|-----------|--------|---------------|---------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

| | | | | |
|----------|-----------------------------------------------------------------------------------------------------------------------|--|--|--|
| CM1 01.1 | Indicate whether the reported information you have provided for your PRI Transparency Report this year has undergone: | | | |
|----------|-----------------------------------------------------------------------------------------------------------------------|--|--|--|

- Third party assurance over selected responses from this year's PRI Transparency Report
- Third party assurance over data points from other sources that have subsequently been used in your PRI responses this year
- Third party assurance or audit of the implementation of RI processes (that have been reported to the PRI this year)
- Internal audit conducted by internal auditors of the implementation of RI processes and/or RI data that have been reported to the PRI this year)
- Internal verification of responses before submission to the PRI (e.g. by the CEO or the board)
- Other, specify
Reported information has been reviewed by the CCO/MD of Sustainable Investing and our client.
- None of the above

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|-----------------|-----------|--------|-------------|--|
| CM1 01.2 & 01.8 | Mandatory | Public | Descriptive | |
|-----------------|-----------|--------|-------------|--|

| | | | | |
|----------|--------------------------------------------------------------------------------------|--|--|--|
| CM1 01.2 | Do you plan to conduct third party assurance of this year's PRI Transparency report? | | | |
|----------|--------------------------------------------------------------------------------------|--|--|--|

- Whole PRI Transparency Report will be assured
- Selected data will be assured
- We do not plan to assure this year's PRI Transparency report

| | | | | |
|-----------------|-----------|--------|-------------|---------|
| CM1 01.3 & 01.9 | Mandatory | Public | Descriptive | General |
|-----------------|-----------|--------|-------------|---------|

| | | | | |
|----------|---------------------------------------------------------------------------|--|--|--|
| CM1 01.3 | We undertook third party assurance on last year's PRI Transparency Report | | | |
|----------|---------------------------------------------------------------------------|--|--|--|

- Whole PRI Transparency Report was assured last year
- Selected data was assured in last year's PRI Transparency Report
- We did not assure last year's PRI Transparency report, or we did not have such a report last year.

| | | | | |
|-----------------|-----------|--------|-------------|---------|
| CM1 01.4, 10-12 | Mandatory | Public | Descriptive | General |
|-----------------|-----------|--------|-------------|---------|

CM1 01.4

We undertake confidence building measures that are unspecific to the data contained in our PRI Transparency Report:

- We adhere to an RI certification or labelling scheme
- We carry out independent/third party assurance over a whole public report (such as a sustainability report) extracts of which are included in this year's PRI Transparency Report
- ESG audit of holdings
- Other, specify
- None of the above