2020 Environmental, Social and Governance Report

Seabridge Marketplace in Oxnard, California
# TABLE OF CONTENTS

**MESSAGE FROM OUR CEO** ................................................................. 3

**ROIC OVERVIEW** ........................................................................... 4

- Properties ........................................................................................ 6
- Awards and Recognition ................................................................. 6
- Leadership ....................................................................................... 7

**GOVERNANCE** ............................................................................... 8

- Board Oversight of ESG ................................................................. 9
- Board Composition ........................................................................ 9
- Stockholder Engagement ............................................................... 10
- ESG Plans and Policies ................................................................. 10
- COVID-19 Response ..................................................................... 12
- Cybersecurity ................................................................................ 13

**ENVIRONMENTAL** ...................................................................... 14

- Sustainability Policies and Priorities ........................................... 15
- Environmental Performance and Targets .................................... 21
- Approach to Climate Change ....................................................... 22

**SOCIAL** ....................................................................................... 23

- Employees ..................................................................................... 24
- Tenants and Communities ............................................................. 26

**ABOUT THIS REPORT** ................................................................. 27

**REPORT INDICES** ....................................................................... 28

- Sustainability Accounting Standards Board ............................. 28
- Task Force on Climate-related Financial Disclosures ............... 30
- Sustainable Development Goals ............................................... 31
MESSAGE FROM OUR CEO

On behalf of the entire ROIC team, I am proud to introduce our inaugural Environmental, Social and Governance (ESG) Report. Writing this letter in 2020, it is evident to me that ESG issues have never been more relevant to our business, our employees, tenants, and our communities in which we operate. We hope to demonstrate the concrete steps we’ve taken to more systematically integrate environmental sustainability, social responsibility, and transparent governance into the management of our shopping centers and corporate practices.

In matters of governance, ROIC’s Board of Directors takes an active role in overseeing our ESG strategy, initiatives, and programs. In 2019, we formalized our commitment to integrate ESG and sustainability into our wider business strategy through the establishment of an ESG Committee reporting into our Board’s Nominating and Corporate Governance Committee. We are actively implementing ESG initiatives that will have the greatest impact to our business and stakeholders.

The COVID-19 pandemic is further reinforcing our purpose and commitment to ESG matters. As an owner and operator of necessity-based shopping centers, ROIC fulfilled its responsibility of ensuring business continuity and serving the needs of our tenants and their customers. We continue to diligently help tenants get their businesses reopened safely and efficiently, per state guidelines.

Finally, this year’s report would be remiss if it did not address another salient topic for ROIC as both an employer and a landlord: diversity and inclusion. ROIC is firmly supportive of equal opportunity and intolerant of any form of discrimination or harassment in our workplaces and shopping centers. These commitments are further outlined in our newly adopted Policy on Human Rights.

Although this may be the first formal ESG report for ROIC, our long-standing commitment to operating responsibly and sustainably is evidenced by our exceptional performance as a retail REIT and the strong relationships we’ve fostered in our neighborhoods and communities. We look forward to broadening and deepening many of the performance indicators in this report as well as our long-term corporate ESG strategy and mindset.

Stuart Tanz
President and Chief Executive Officer
ROIC OVERVIEW

Retail Opportunity Investments Corp. (NASDAQ: ROIC), is the largest publicly-traded, grocery-anchored shopping center real estate investment trust (REIT) focused exclusively on the West Coast. We own and operate a diverse portfolio of necessity-based retail properties, including, primarily, well located community and neighborhood shopping centers, anchored by national or regional supermarkets and drugstores. ROIC is a member of the S&P SmallCap 600 Index.
BUSINESS STRATEGY

Retail Opportunity Investments Corp. is a fully integrated real estate company that is qualified as a REIT for U.S. federal income tax purposes. We own and operate a diverse portfolio of necessity-based retail properties, including, primarily, well located community and neighborhood shopping centers, anchored by national or regional supermarkets and drugstores. ROIC targets properties strategically situated in densely populated, middle and upper income markets in western regions of the United States. The Company presently owns and operates eighty eight shopping centers encompassing approximately 10,100,000 square feet.

KEY FIGURES
(as of December 31, 2019)

The operational boundary for the quantitative environmental performance metrics in this report is ROIC owned and operated facilities with available 2019 calendar year data. Data points are primarily from the 2019 calendar year as this was the first full calendar year ROIC had data available in a third-party data management system. This report also includes non-environmental information from the 2019 calendar year and partial year data from the 2020 calendar year.

88

88

total shopping centers

10.1M

10.1M

total owned square footage

98%

98%

portfolio lease rate

$3.1B

$3.1B

undepreciated real estate investments

73

73

employees including executive officers

25 years

25 years

management team has focused exclusively on West Coast grocery-anchored sector

1,944

1,944

tenants
In 2020, ROIC was awarded “Best Retail REIT (U.S.) 2020” by CFI.co. The award reflects ROIC’s strategic vision, resilient spirit, and a corporate culture marked by the care that the company shows customers, employees, communities and the planet. CFI.co also commended ROIC for its ongoing ESG-focused initiatives.
LEADERSHIP

Stuart A. Tanz has served as ROIC’s President and Chief Executive Officer and one of its directors since 2009. Mr. Tanz was the Chief Executive Officer of United Income Properties, Inc. from 2006 to 2009 and its Chief Operating Officer and President from 1988 to 1992. From 1997 to 2006, Mr. Tanz was the Chairman, Chief Executive Officer and President of Pan Pacific Retail Properties, Inc., during which period its total market capitalization increased by 795% from $447 million to over $4 billion. Mr. Tanz is a member of the Advisory Council for the University of Southern California Lusk Center for Real Estate and Chairman of the Advisory Council for the Tanz Centre for Research in Neurodegenerative Diseases. Mr. Tanz is a member of International Council of Shopping Centers and Young Presidents Organization. Mr. Tanz is a Trustee of the Sanford Burnham Prebys Medical Discovery Institute. Mr. Tanz received a B.S. in Business Administration from the University of Southern California, Marshall School of Business.

Michael B. Haines has served as ROIC’s Chief Financial Officer since December 2012. Prior to December 2012, Mr. Haines served as Chief Accounting Officer at Pacific Office Properties Trust, Inc., a publicly traded real estate investment trust that owns and operates institutional quality office properties in Hawaii and Southern California. For approximately 12 years, he held various financial and accounting positions, including Vice President, Finance, at Pan Pacific Retail Properties, Inc. Mr. Haines received a Bachelors in Business Administration from San Diego State University. Mr. Haines is a California-licensed Certified Public Accountant and is a member of the American Institute of Certified Public Accountants and the California Society of Certified Public Accountants.

Richard K. Schoebel has served as ROIC’s Chief Operating Officer since 2009. Prior to 2009, Mr. Schoebel served as the Vice President, Property Management for the West Region of Centro Properties Group (US). In this role, he was responsible for 8.9 million square feet of community and neighborhood shopping centers. For 12 years, he held numerous positions at Pan Pacific Retail Properties, Inc., ultimately serving as Vice President, Operations, where he directed the leasing and property management for a portfolio of 38 shopping centers, encompassing five million leasable square feet. Mr. Schoebel received a B.S. in Management with a minor in Applied Computer Science from Keene State College in New Hampshire.

Laurie A. Sneve has served as ROIC’s Chief Accounting Officer since November 2012. She previously served as Chief Financial Officer of Coreland Companies, Inc., a full-service commercial real estate firm. Prior to Coreland Companies, Ms. Sneve worked for Pan Pacific Retail Properties, Inc as Vice President and Controller for over eleven years. She received her Bachelor of Science in Accounting from The Pennsylvania State University. Ms. Sneve belongs to the American Institute of Certified Public Accountants and the California State Society of Certified Public Accountants.
GOVERNANCE

ROIC’s Board of Directors is committed to sound corporate governance and sets high standards for our employees, officers and directors. It is the duty of the Board to serve as a prudent fiduciary for shareholders and to oversee the management of ROIC’s business, which we believe should be conducted in accordance with the highest moral, legal and ethical standards.
BOARD OVERSIGHT OF ESG

Our Board of Directors oversees our ESG strategy, initiatives, and programs. Within our Board of Directors, the Nominating and Corporate Governance Committee which consists of 100% independent Board members, oversees ESG strategy development. In 2019, we created an internal ESG Committee that includes members from our executive, investor relations, special projects, and information technology teams. The ESG Committee is responsible for implementing our ESG strategy and providing updates to the Nominating and Corporate Governance Committee.

ESG OVERSIGHT

<table>
<thead>
<tr>
<th>BOARD OF DIRECTORS</th>
</tr>
</thead>
<tbody>
<tr>
<td>NOMINATING AND CORPORATE GOVERNANCE COMMITTEE</td>
</tr>
<tr>
<td>ESG MANAGEMENT COMMITTEE</td>
</tr>
</tbody>
</table>

CEO • CFO • COO • INVESTOR RELATIONS • SPECIAL PROJECTS • INFORMATION TECHNOLOGY

BOARD COMPOSITION

ROIC maintains separate roles for our Chief Executive Officer and Chairman of our Board of Directors. Our Board believes that the composition of our Board of Directors protects stockholder interests and provides sufficient independent oversight of our management. A majority of our current directors are independent under NASDAQ corporate governance requirements. The independent directors meet separately from our management on a regular basis at the conclusion of our Board of Directors’ regularly scheduled meetings. The independent directors oversee such critical matters as the integrity of our financial statements, the evaluation and compensation of our directors and executive officers and the selection and evaluation of directors.

<table>
<thead>
<tr>
<th>NAME</th>
<th>TENURE (YEARS)</th>
<th>INDEPENDENT</th>
<th>FINANCIAL EXPERTISE</th>
<th>INDUSTRY EXPERTISE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charles Persico</td>
<td>11</td>
<td>√</td>
<td>√</td>
<td>√</td>
</tr>
<tr>
<td>Edward Meyer</td>
<td>13</td>
<td>√</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Eric Zorn</td>
<td>8</td>
<td>√</td>
<td>√</td>
<td>√</td>
</tr>
<tr>
<td>Laura Pomerantz</td>
<td>13</td>
<td>√</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lee Neibart</td>
<td>13</td>
<td>√</td>
<td>√</td>
<td></td>
</tr>
<tr>
<td>Michael Indiveri</td>
<td>13</td>
<td>√</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Richard Baker (Chairman)</td>
<td>13</td>
<td>√</td>
<td>√</td>
<td></td>
</tr>
<tr>
<td>Stuart Tanz (CEO)</td>
<td>11</td>
<td>√</td>
<td>√</td>
<td></td>
</tr>
</tbody>
</table>
STOCKHOLDER ENGAGEMENT

We believe that fostering long-term relationships with our stockholders and maintaining their trust is good practice, and we recognize the value of listening to and understanding their views about our business. We conduct stockholder outreach throughout the year, dialoguing and meeting with key institutional stockholders, in an effort to proactively address important issues.

Members of our senior management team were in regular contact with stockholders during 2019 and conducted 146 scheduled investor meetings on important topics including ROIC’s strategy, performance, corporate governance, executive compensation and other related matters.

Our management provides regular updates to our Board of Directors regarding these discussions and stockholder feedback. Our Board of Directors takes our stockholders’ and other stakeholders’ perspectives into consideration when overseeing the Company’s strategy, formulating governance and ESG practices and designing executive compensation programs.

ESG PLANS AND POLICIES

In 2019, we began to formalize our Environmental, Social and Governance Plans and Policies, which were adopted in 2020. The following topics summarize our key governance policies and priorities.

ESG MILESTONES IN EXECUTIVE COMPENSATION PROGRAM

Throughout 2019 and during the first quarter of 2020, the Compensation Committee continued to evaluate our performance-based equity award structure together with our long-term strategic goals. The Compensation Committee considered the company’s design and implementation of its ESG strategy and decided to incorporate the achievement of ESG milestones into the vesting criteria for performance-based equity awards. The Compensation Committee determined that the achievement of ESG milestones would replace the attainment of densification entitlements for performance-based equity awards in respect of performance for the year ended December 31, 2019 (granted in 2020).
CODE OF BUSINESS CONDUCT AND ETHICS

Our Board of Directors has adopted a Code of Business Conduct and Ethics (the “Code of Conduct”) that applies to our directors, officers and employees. The Code of Conduct was designed to assist directors, officers and employees in complying with the law, and in resolving moral and ethical issues that may arise in complying with our policies and procedures. Among the areas addressed by the Code of Conduct are:

- Compliance with applicable laws
- Conflicts of interest
- Use and protection of our assets
- Confidentiality
- Communications with the public
- Internal accounting controls
- Improper influence of audits
- Records retention
- Fair dealing
- Discrimination and harassment
- Health and safety

POLICY AGAINST MONEY LAUNDERING

We are committed to minimizing the risk of our operations being used by money launderers and to preventing any financing of terrorism. We comply with all applicable anti-money laundering laws and we will not knowingly do business with anyone who we suspect of being connected with criminal or terrorist activity or who is subject to applicable trade sanctions. ROIC’s employees, officers and directors are required to immediately report any suspicious activities to the Compliance Officer.
COVID-19 RESPONSE

As an owner and operator of shopping centers with essential services, we are committed to ensuring business continuity and serving the needs of our employees, tenants, and their customers. Some of the actions we’ve taken since March 2020 include:

**Employees**
- Suspended all company travel on March 5th
- All employees began working from home beginning March 16th
- Followed health and safety state-at-home orders per Centers for Disease Control and Prevention (CDC) guidelines

**Properties and Tenants**
- Enhanced sanitation protocols at properties
- Provided key support information to tenants (SBA loans, insurance, PPP loans and local grants)
- Suspended community events/performances at properties
- Commenced semi-weekly tracking of tenant open/close status
- Commenced rent deferment discussions

**Financial**
- Conducted thorough liquidity analysis through 2021
- Drew down $130 million on $600 million credit line as a safeguard
- Suspended non-essential capital expenditure and landscaping projects
- Temporarily suspended quarterly dividend in 2020
We have a well-formulated architecture for protection and maintenance of our IT resources with the items deemed critical for any organization currently in place and operational. With increasing risks and a constantly changing cyber environment, it is critical that access to data be filtered, redundant, and routinely backed up. The Board is updated quarterly on information security matters. Below is a list of critical components we employ to safeguard our IT environment.

- **Perimeter security** - perimeter security is enforced at the corporate and remote offices with a current model firewall
- **Physical security** - we maintain a datacenter in the corporate office, complete with network racks, a server cabinet, surveillance, and keyless access control
- **Email filtering services** - we use a third party offsite filtering service to actively filter email messages, attachments, and email links for spam, malware, and phishing attacks
- **Endpoint protection** - servers and workstations are protected with antivirus software which provides for centralized management of all systems under protection
- **Web filtering** - our combination of software solutions limits exposure to questionable sites and locations known to have been infected with malware/ransomware
- **Access controls** - data accessed by employees resides in cloud-based applications with access controls or on the corporate file server
- **Backups** - we protect our data using a number of backup mechanisms
- **Data redundancy** - we have active data in multiple locations where our data is replicated to/from the cloud
- **Multifactor authentication on critical systems** - we utilize multifactor authentication (MFA) across the company, requiring username/password + MFA acknowledgment prior to gaining access to any on-premise or hosted server
ENVIRONMENTAL

We recognize the environmental impact of ROIC’s operations as a diverse portfolio of necessity-based retail properties. We are committed to developing a process to track and review our environmental impact from landlord-controlled common areas and, to the extent feasible, encouraging tenants to reduce their environmental footprints and to operate sustainably.
**SUSTAINABILITY POLICIES AND PRIORITIES**

**PROPERTY ACQUISITION CRITERIA**

We include several ESG considerations in our property acquisition criteria (full document available on our corporate website). Among the submission information we request, the following topics are covered:

- Access to public transportation
- Biodiversity and habitat
- Building safety
- Climate change adaptation
- Compliance with regulatory requirements
- Contaminated land
- Energy efficiency
- Energy supply
- Flooding
- GHG emissions
- Health and well-being of employees, tenants, customers, third-party contractors and communities
- Indoor environmental quality
- Natural hazards
- Resilience to catastrophes and disasters
- Socio-economic considerations
- Transportation
- Water supply, efficiency and landscaping
- Waste management

**ENERGY MANAGEMENT**

We continuously seek operational improvement to operate our properties in the most efficient manner possible— to reduce expenses, add value, and reduce carbon emissions. We encourage employees and third-party contractors to actively engage in sound energy management practices as applicable.

We consider a combination of operational improvements and equipment retrofits with consideration given to the costs and benefits of any action to be taken. Measures that have been implemented and/or are planned include LED lighting upgrades in common areas and the solicitation of bids to install on-site renewable energy (solar with battery storage where feasible) at selected properties.

- **Solar energy**: We have targeted an initial group of 8 properties where we can potentially reduce energy consumption by as much as 30%

- **Electric vehicle (EV) charging stations**: We currently have 14 charging stations at four properties and we are working with a number of anchor tenants that have lease rights to parking spaces toward adding more EV charging stations. We will be adding additional charging stations at multiple properties in 2021.
As an owner of shopping centers located exclusively on the West Coast, ROIC’s single largest electricity draw in our portfolio is parking lot lighting, accounting for more than 80% of our electricity usage. ROIC has recognized the need to convert traditional parking lot lighting to new, state-of-the-art LED systems and we are working to identify the best properties to move forward with these upgrades.

Fallbrook Shopping Center in the Los Angeles area is ROIC’s largest asset. In the fall of 2019, we converted the common area parking lot lighting to LED lighting, which we estimate will reduce our parking lot lighting consumption at Fallbrook Shopping Center by more than 70% annually.

ROIC also received IREM® Certified Sustainable Property certification at the Fallbrook Shopping Center. This certification demonstrates sustainability performance in energy, water, health, recycling, purchasing and management.
WASTE MANAGEMENT

We encourage employees and our third-party contractors to actively engage in sound waste management practices that maximizes the amount of waste diverted from landfills or incineration. This approach includes issues associated with hazardous and non-hazardous waste generation, reuse, recycling, composting, recovery, incineration, landfill, and on-site storage that complies with local laws and codes.

We aim to address common area waste and encourage tenants to adopt similar practices that include appropriate signage, such as:

- Dedicated containers for recyclable materials such as mixed paper, corrugated cardboard, glass, plastics, and metals
- Safe storage and recycling of waste associated with maintenance activities such as cleaning products
- Separation of facility maintenance and renovation waste from ongoing waste and composting, re-use of landscaping trimmings
- Process to recycle e-waste such as batteries, electronics, and lamps

WATER MANAGEMENT

We encourage employees and our third-party contractors to actively engage in sound water management practices. This approach includes issues associated with planning, developing, distributing, and managing the optimum use of water resources that comply with local laws and codes. The types of water fixtures that may impact common area water usage may include water distribution systems used for landscaping and irrigation.

We aim to address common area water usage and encourage tenants to adopt similar practices, such as:

- Installation of irrigation systems that minimize water use such as drip irrigation instead of traditional sprinklers and smart meters that adjust for rainfall
- Use of native plantings and xeriscaping practices that require significantly less water to maintain
- Installation of water efficient fixtures that meet standards such as EPA WaterSense, a voluntary partnership program sponsored by the U.S. EPA that provides a label for water-efficient products
- At properties where we have completed water upgrades efforts so far, we have seen our water usage decrease by approximately 15%.
Using the World Resource Institute’s Aqueduct Water Risk Atlas, we have determined that approximately 41% of our portfolio (by floor area) is located in regions with extremely high or high baseline water stress. Water scarcity is one of the highest impact and most likely risks facing the planet. ROIC is committed to implementing water stewardship best practices across our portfolio.

<table>
<thead>
<tr>
<th>TOTAL</th>
<th>NUMBER OF BUILDINGS</th>
<th>PERCENTAGE OF TOTAL BUILDINGS</th>
<th>SQUARE FOOTAGE</th>
<th>PERCENTAGE OF TOTAL SQUARE FOOTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low</td>
<td>38</td>
<td>43%</td>
<td>3,660,023</td>
<td>36%</td>
</tr>
<tr>
<td>Low - Medium</td>
<td>12</td>
<td>14%</td>
<td>1,383,546</td>
<td>14%</td>
</tr>
<tr>
<td>Medium - High</td>
<td>8</td>
<td>9%</td>
<td>926,719</td>
<td>9%</td>
</tr>
<tr>
<td>High</td>
<td>22</td>
<td>25%</td>
<td>3,300,855</td>
<td>33%</td>
</tr>
<tr>
<td>Extremely High</td>
<td>8</td>
<td>9%</td>
<td>786,737</td>
<td>8%</td>
</tr>
<tr>
<td>Total Properties</td>
<td>88</td>
<td>100%</td>
<td>10,057,880</td>
<td>100%</td>
</tr>
</tbody>
</table>

Every year, billions of gallons of stormwater runoff from rooftops and parking lots go into the stormwater system which pours directly into the Puget Sound. This water carries oil, pollutants, and sediments which can negatively impact the ecosystem of local waterways.

The PCC Community Markets Plaza is a 34,459 square foot grocery-anchored retail center located in Edmonds, WA. PCC developed a sustainable stormwater solution to reduce its impact from this site. Rainwater from the roof is collected in a 5,000-gallon cistern and used to flush toilets and water landscaping while water from the parking lot flows into rain gardens. These landscaped areas reduce the burden on the stormwater system, and the native plants and soils filter pollutants as water soaks into the ground. The significantly cleaner water eventually makes its way to Puget Sound.
Given that we own and operate properties in western regions of the United States, our operations may impact issues related to wildlife, endangered species, ecosystems services, and habitat management. In order to minimize any potential impact on biodiversity and habitat, we consider implementing the following strategies directly or through third-party contractors:

- Monitor and eradicate invasive and exotic plant species from natural habitat areas
- Manage snow and ice in ways that limit degradation of water quality, surrounding plants and soil health from chemical deicer applications
- Prevent erosion by maintaining vegetative cover, and restore any eroded soils
- Reduce noise and air pollution resulting from gasoline powered equipment
- Divert from landfills plant material waste for composting reuse
- Reduce fertilizer use to only as needed for plant health applications based on soil testing. Eliminate preventive applications of herbicides, pesticides and fungicides applying only as needed for occurrences
- Prepare an Integrated Pest Management plan
- Store materials and equipment to prevent air and site contamination

Our property management team at the Crossroads Shopping Center participated in a focus group around sustainability issues in the City of Bellevue. The city is in the process of updating its Environmental Stewardship Plan, which will serve as a roadmap for reducing Bellevue’s greenhouse gas emissions and look at ways to promote green building, increase energy efficiency, support more recycling & composting, provide more mobility options, and more.

We expressed our desire to be more involved in recycling measures as well as provided input on reducing waste, single-use plastics, and energy use. We also shared our thoughts on the potential impacts the City of Bellevue should consider as it drafts the Environmental Stewardship Plan.
INDOOR AND OUTDOOR ENVIRONMENTAL QUALITY

Our employees, tenants, customers, and the communities in which we operate benefit from healthy indoor and outdoor environments. We strive to maintain healthy indoor and outdoor environments at the properties we own and operate.

- Effective cleaning of hard floors and carpets that will be consistently used and managed
- Addressing protection of building tenants during cleaning
- Promoting and improving hand hygiene
- Safe handling and storage of cleaning chemicals used in the building, including a plan for managing hazardous spills and mishandling incidents
- Reducing the toxicity of the chemicals used for laundry, ware washing, and other cleaning activities
- Selection and appropriate use of disinfectants and sanitizers
- Conserving energy, water, and chemicals during cleaning
- No Smoking Policy: We have adopted no smoking policies with signage in common areas at our properties that meet local laws and codes
- An ultraviolet system has been added to all HVAC units serving all ROIC offices, this system will continuously filter the air within the office as it is recirculated by the HVAC system

PROCUREMENT AND MATERIAL SOURCING

ROIC recognizes that sustainable purchasing typically includes procurement based on an assessment of a product or material’s life cycle environmental impacts, such as embodied carbon or water, from sourcing and manufacturing to use and disposal. We consider adopting the following practices in common areas, on a property-by-property basis, for existing as well as new construction and major renovation projects:

- Products manufactured with the maximum practicable amount of recovered material, especially post-consumer content
- Environmentally preferable products whenever cost-effective and to the extent practicable, such as rechargeable batteries
- Lamps without mercury content or an average low mercury content of 25 picograms per lumen-hour or less
ENVIRONMENTAL PERFORMANCE AND TARGETS

We are focused on four key common area metrics: energy, water, waste, and greenhouse gas (GHG) emissions. We implemented a data management system to benchmark and track our consumption for common areas using all attainable utility data for energy, water, waste, and GHG emissions.

In 2020, we set measurable and time-bound reduction targets for common area energy, water, waste, and GHG emissions.

### 2019 ENVIRONMENTAL PERFORMANCE DATA

#### Energy

<table>
<thead>
<tr>
<th>TYPE</th>
<th>UNIT OF MEASURE</th>
<th>2019</th>
<th>DATA COVERAGE (FT²)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fuel purchased and used by ROIC</td>
<td>MWH</td>
<td>1,410</td>
<td>937,270</td>
</tr>
<tr>
<td>Electricity purchased and used by ROIC</td>
<td>MWH</td>
<td>13,256</td>
<td>7,754,847</td>
</tr>
</tbody>
</table>

#### Water

<table>
<thead>
<tr>
<th>USAGE TYPE</th>
<th>UNIT OF MEASURE</th>
<th>2019</th>
<th>DATA COVERAGE (FT²)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total municipal water supply withdrawals used by ROIC</td>
<td>Gallons</td>
<td>78,031,736</td>
<td>3,473,132</td>
</tr>
</tbody>
</table>

#### GHG Emissions

<table>
<thead>
<tr>
<th>SCOPE</th>
<th>UNIT OF MEASURE</th>
<th>2019</th>
<th>DATA COVERAGE (FT²)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1 emissions (Direct)</td>
<td>Metric Tonne CO₂e</td>
<td>256</td>
<td>937,270</td>
</tr>
<tr>
<td>Scope 2 emissions (Indirect)</td>
<td>Metric Tonne CO₂e</td>
<td>3,491</td>
<td>7,754,847</td>
</tr>
</tbody>
</table>

Data for each environmental metric is based on available ROIC managed common area usage for the 2019 calendar year. The data included in this report is based on data input and calculated in a third-party data management system. ROIC’s long-term reduction targets only include ROIC’s managed consumption for common areas and do not include tenant-controlled spaces.
We are committed to considering ways to prepare for long-term change in climatic conditions or climate-related events. We recognize that our corporate office and properties may experience existing and future climate changes and extreme weather events. ROIC has a comprehensive Disaster Recovery/Business Resumption Plan in place that includes how to respond to extreme weather events such as earthquakes, floods, fires and pandemics. In our solicitation of bids to install on-site renewable energy for selected properties, we included battery storage that can be used for emergency/backup power as part of our evaluation criteria.

Our operations and properties are subject to various federal, state and local laws and regulations concerning the protection of the environment, including air and water quality, hazardous or toxic substances and health and safety. Moreover, compliance with new laws or regulations such as those related to climate change, including compliance with “green” building codes, or more stringent laws or regulations or stricter interpretations of existing laws may require material expenditures by ROIC.

We are committed to reducing GHG emissions generated from the operations within our control. To the extent possible and based on data availability/resources, we benchmark and track our GHG emissions for common areas using all attainable utility data for energy consumption or management of energy from renewable and non-renewable sources. We have initiatives in place and/or plans to focus on energy, water, and waste reductions that contribute to reducing GHG emissions.

Climate change affects the real estate industry via frequent or high-impact extreme weather events and changing climate patterns. 100-year flood zones are defined as land areas subject to a one-percent or greater chance of flooding in any given year. Such areas may also be referred to as being subject to the one-percent annual chance flood or the 100-year flood.

Less than 3% of ROIC’s portfolio is located in 100-year flood zones.

We aim to ensure long-term growth and protection of stockholder value. We are committed to considering climate change adaptation strategies that are comprehensive and integrate consideration of all projected costs and benefits over the long term.
SOCIAL

Supporting our employees, our tenants, and our communities is at the heart of our business model. Our properties provide essential services and places to gather people in meaningful ways. We strive to impact all of our stakeholders positively through engagement and feedback.
EMPLOYEES

We are committed to providing our employees with a safe and healthy work environment. Our employees also have a responsibility for maintaining a safe and healthy workplace for all other employees by following health and safety rules and guidelines while reporting accidents, injuries, unsafe equipment, and conditions. We consider the health and well-being and safety impact of our operations on employees, tenants, customers, contractors, and communities.

EMPLOYEE TRAINING AND DEVELOPMENT INITIATIVES

We support our employees with several education and training opportunities to help them advance their professional skills and build our internal capacity for growth and development.

• Accounting and continuing education classes
• Professional certifications
• Software training
• International Council of Shopping Centers workshops and seminars

DIVERSITY AND INCLUSION

We value and advance a diverse and inclusive workplace for all of our employees. We are committed to equal opportunity and we work to maintain workplaces that are free from discrimination or harassment on the basis of race, religion, color, national origin, ethnicity, sex, sexual orientation, gender identity, gender expression, age, disability, veteran status, marital status, genetic information, or any characteristic protected by law. We do not tolerate disrespectful or inappropriate behavior, harassment, unfair treatment, or retaliation of any kind.

In 2020, we adopted ESG metrics as part of our long-term incentive plan that included holding diversity and inclusion training for employees annually. We look forward to sharing more data and information as we expand our diversity and inclusion programs and initiatives.

51 (70%) of our 73 total employees are females.
HUMAN RIGHTS POLICY

We aim to conduct operations that are consistent with the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. We are committed to help increase the enjoyment of human rights within the communities in which we operate and to engaging with our stakeholders in developing, implementing, and evaluating the policy’s effectiveness. Should we identify adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for or cooperate in, their fair and equitable remediation. Topics covered by our Human Rights Policy include:

- Workplace security
- Forced labor and human trafficking
- Work hours, wages, and benefits
- Freedom of association and collective bargaining
- Employee training and reporting
ROIC is committed to ongoing stakeholder engagement and developing meaningful relationships with tenants, customers, and communities that have an interest in ROIC’s ESG plans and commitments. Representative types of stakeholder engagement activities/resources we provide include hosting and/or sponsoring many free or not-for-profit led community events throughout the year.

At ROIC’s Crossroads Shopping Center, we host several regular events and initiatives to engage and support the local community:

- A seasonal Farmers Market in the shopping center’s common area to promote local vendors, where we invite tenants to join the event location to promote their businesses
- A family-friendly evening the second Saturday of every month as a cross-promotion with the Crossroads Shopping Center’s marketing team and tenants to provide an activity or discount at their place of business
- A donation drive for military care packages coordinated with a tenant (First Financial Northwest Bank) that we advertise and host during our Farmers Market
- A Community Room where retailers and groups in need of a facility can host a meeting or function and with a purpose to foster inclusive community participation by providing a safe, low-cost meeting space for use by civic, community, cultural, educational, political, or religious organizations, groups, and individuals with unique programs such as a Mini City Hall and interpretation services

These engagement initiatives aim to improve the satisfaction and retention rate of our tenants at Crossroads Shopping Center and have been welcome events for the local community.
ABOUT THIS REPORT

This is ROIC’s first Environmental, Social and Governance (ESG) report. We defined the report content and topic boundaries based on feedback from external and internal stakeholders. We also referenced ESG reporting frameworks, standards, and industry groups such as the Global Real Estate Sustainability Benchmark, Sustainability Accounting Standards Board, Task Force on Climate-related Financial Disclosures, and UN Sustainable Development Goals.

The operational boundary for the quantitative environmental performance metrics in this report is ROIC owned and operated facilities with available 2019 calendar year data. This report also includes non-environmental information from the 2019 calendar year and partial year data from the 2020 calendar year. ROIC engaged HXE Partners to support the report content development, quantitative data collection and calculations, and report design. Our environmental information included in this presentation is preliminary, unaudited, and subject to revision.

Please send feedback and questions regarding this report to Carol Merriman at esg@roireit.net.

Reporting disclaimer

This report is for Retail Opportunity Investments Corp., a Maryland corporation (“ROIC”), and Retail Opportunity Investments Partnership, LP, a Delaware limited partnership (the “Operating Partnership”) of which Retail Opportunity Investments Corp. is the parent company and through its wholly owned subsidiary, acts as general partner. Unless otherwise indicated or unless the context requires otherwise, all references in this report to “the Company,” “we,” “us,” “our,” or “our company” refer to ROIC together with its consolidated subsidiaries, including Retail Opportunity Investments Partnership, LP. Unless otherwise indicated or unless the context requires otherwise, all references in this report to the Operating Partnership refer to Retail Opportunity Investments Partnership, LP together with its consolidated subsidiaries.
REPORT INDICES

SUSTAINABILITY ACCOUNTING STANDARDS BOARD

The Sustainability Accounting Standards Board enable businesses around the world to identify, manage and communicate financially-material sustainability information to their investors. The Sustainability Accounting Standards Board provides a complete set of 77 globally applicable industry-specific standards which identify the minimal set of financially material sustainability topics and their associated metrics for the typical company in an industry.

<table>
<thead>
<tr>
<th>TOPIC</th>
<th>CODE</th>
<th>DESCRIPTION</th>
<th>REFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Energy Management</td>
<td>IF-RE-130a.1</td>
<td>Energy consumption data coverage as a percentage of total floor area, by property subsector</td>
<td>Environmental, pp. 21</td>
</tr>
<tr>
<td></td>
<td>IF-RE-130a.2</td>
<td>(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector</td>
<td>Environmental, pp. 21</td>
</tr>
<tr>
<td></td>
<td>IF-RE-130a.3</td>
<td>Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector</td>
<td>Not disclosed</td>
</tr>
<tr>
<td></td>
<td>IF-RE-130a.4</td>
<td>Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector</td>
<td>Not disclosed</td>
</tr>
<tr>
<td></td>
<td>IF-RE-130a.5</td>
<td>Description of how building energy management considerations are integrated into property investment analysis and operational strategy</td>
<td>Environmental, pp. 15</td>
</tr>
<tr>
<td>Water Management</td>
<td>IF-RE-140a.1</td>
<td>Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector</td>
<td>Environmental, pp. 18, 21</td>
</tr>
<tr>
<td></td>
<td>IF-RE-140a.2</td>
<td>(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector</td>
<td>Environmental, pp. 18, 21</td>
</tr>
<tr>
<td></td>
<td>IF-RE-140a.3</td>
<td>Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector</td>
<td>Not disclosed</td>
</tr>
<tr>
<td></td>
<td>IF-RE-140a.4</td>
<td>Description of water management risks and discussion of strategies and practices to mitigate those risks</td>
<td>Environmental, pp. 17-18</td>
</tr>
<tr>
<td>TOPIC</td>
<td>CODE</td>
<td>DESCRIPTION</td>
<td>REFERENCE</td>
</tr>
<tr>
<td>-------------------------------------------</td>
<td>----------</td>
<td>-----------------------------------------------------------------------------</td>
<td>-----------------------</td>
</tr>
<tr>
<td>Management of Tenant Sustainability Impacts</td>
<td>IF-RE-410a.1</td>
<td>(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property subsector</td>
<td>Not disclosed</td>
</tr>
<tr>
<td></td>
<td>IF-RE-410a.2</td>
<td>Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector</td>
<td>Not disclosed</td>
</tr>
<tr>
<td></td>
<td>IF-RE-410a.3</td>
<td>Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants</td>
<td>Social, pp. 26</td>
</tr>
<tr>
<td>Climate Change Adaptation</td>
<td>IF-RE-450a.1</td>
<td>Area of properties located in 100-year flood zones, by property subsector</td>
<td>Environmental, pp. 22</td>
</tr>
<tr>
<td></td>
<td>IF-RE-450a.2</td>
<td>Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks</td>
<td>Environmental, pp. 22</td>
</tr>
<tr>
<td>Activity Metrics</td>
<td>IF-RE-000.A</td>
<td>Number of assets</td>
<td>ROIC Overview, pp. 5</td>
</tr>
<tr>
<td></td>
<td>IF-RE-000.B</td>
<td>Leasable floor area</td>
<td>ROIC Overview, pp. 5</td>
</tr>
<tr>
<td></td>
<td>IF-RE-000.C</td>
<td>Indirectly managed assets</td>
<td>None</td>
</tr>
<tr>
<td></td>
<td>IF-RE-000.D</td>
<td>Average occupancy rate</td>
<td>ROIC Overview, pp.5</td>
</tr>
</tbody>
</table>
The Financial Stability Board Task Force on Climate-related Financial Disclosures is a market-driven initiative, set up to develop a set of recommendations for voluntary and consistent climate-related financial risk disclosures in mainstream filings. The work and recommendations of the Task Force help firms understand what financial markets want from disclosure in order to measure and respond to climate change risks and encourage firms to align their disclosures with investors’ needs.

### TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

<table>
<thead>
<tr>
<th>PILLAR</th>
<th>TOPIC</th>
<th>REFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governance</td>
<td>Board oversight of climate-related risks and opportunities</td>
<td>Governance, pp. 9</td>
</tr>
<tr>
<td>Governance</td>
<td>Management’s role in assessing and managing climate-related risks</td>
<td>Governance, pp. 9</td>
</tr>
<tr>
<td>Strategy</td>
<td>Short, medium, and long-term climate-related risks</td>
<td>Environmental, pp. 22</td>
</tr>
<tr>
<td>Strategy</td>
<td>Impact on business, strategy and planning</td>
<td>Environmental, pp. 22</td>
</tr>
<tr>
<td>Risk Management</td>
<td>Resilience of strategy using 2-degree or lower scenarios</td>
<td>Not disclosed</td>
</tr>
<tr>
<td>Risk Management</td>
<td>Process to assess climate-related risks</td>
<td>Environmental, pp. 22</td>
</tr>
<tr>
<td>Risk Management</td>
<td>Process to manage climate-related risks</td>
<td>Environmental, pp. 22</td>
</tr>
<tr>
<td>Risk Management</td>
<td>Integration of risk process into overall risk management</td>
<td>Environmental, pp. 22</td>
</tr>
<tr>
<td>Metrics and Targets</td>
<td>Metrics used to assess climate-related risks</td>
<td>Environmental, pp. 18, 21-22</td>
</tr>
<tr>
<td>Metrics and Targets</td>
<td>Scope 1 and Scope 2 emissions</td>
<td>Environmental, pp. 21</td>
</tr>
<tr>
<td>Metrics and Targets</td>
<td>Describe targets used</td>
<td>Environmental, pp. 21</td>
</tr>
</tbody>
</table>
The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet. At its heart are the 17 Sustainable Development Goals, which are an urgent call for action by all countries - developed and developing - in a global partnership. Measuring and disclosing their impact on the Sustainable Development Goals will help businesses better engage stakeholders, enhance sustainable decision-making processes and strengthen their accountability.

<table>
<thead>
<tr>
<th>GOAL</th>
<th>DESCRIPTION</th>
<th>RELEVANT TARGET(S)</th>
<th>REFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.3</td>
<td>By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally</td>
<td>Environmental, pp. 17-18, 21</td>
<td></td>
</tr>
<tr>
<td>6.B</td>
<td>Support and strengthen the participation of local communities in improving water and sanitation management</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7.2</td>
<td>By 2030, increase substantially the share of renewable energy in the global energy mix</td>
<td>Environmental, pp. 15-16, 21</td>
<td></td>
</tr>
<tr>
<td>7.3</td>
<td>By 2030, double the global rate of improvement in energy efficiency</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11.7</td>
<td>By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities</td>
<td>Social, pp. 26</td>
<td></td>
</tr>
<tr>
<td>12.5</td>
<td>By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</td>
<td>Environmental, pp. 17, 20-21</td>
<td></td>
</tr>
<tr>
<td>13.1</td>
<td>Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</td>
<td>Environmental, pp. 21-22</td>
<td></td>
</tr>
</tbody>
</table>