

ENVIRONMENTAL



Energy

GOAL: Reduce amount of energy consumed.

Metric: 15% energy intensity savings over 2019 baseline by 2025.

Maintain annual portfolio EUI Average of 44 or less.



Water

GOAL: Reduce amount of water consumed.

Metric: 10% water intensity savings over 2019 baseline by 2025.



Greenhouse Gas Emissions

GOAL: Reduce green house gas emissions by increasing energy efficiency and using renewable energy sources.

Metric: 15% GHG intensity savings over 2019 baseline by 2025



Technology & Innovation

GOAL: Create a more environmentally friendly/efficient building and operation.

Metric: Maintain portfolio with 100% LED retrofits in common areas.

Maintain portfolio with Smart Rent home technology in 100% of properties.

Maintain portfolio with hard surface flooring installed in 100% of properties.

Achieve whole building data for 80% of the portfolio by 2025.

Maintain portfolio that has 100% of properties with integrated pest management program.

SOCIAL



Invest In Our Teammates

GOAL: Increase employee engagement, safety, well-being, and overall happiness.

Metric: Increase response rate for annual employee engagement survey from 35% to 50% by 2023.

Promote from within and maintain internal mobility goal at a minimum of 50% for Manager and above positions.

Reduce voluntary turnover with a goal of no more than 20% annually.

Increase participation in health and wellness programs from current 15% participation rate to 25% by 2025.

Continue to promote the number of teammates utilizing AIR tuition reimbursement program.

Promote and invest in human capital through AIR programs including annual scholarships for children of teammates, AIR HUGS for teammates experiencing crisis, financial support for patriotic causes, US citizenship and English as a second language and support for military teammates while on active duty.



Stakeholder Engagement

GOAL: Increase overall engagement, and awareness and knowledge of ESG goals and actions.

Metric: Engage stakeholders in ongoing assessment of ESG priorities.

100% of teammates engaged in ESG program through at least one mechanism including AIR Gives, training, and internal communications.

Maintain 40% response rate of annual resident surveys.

Maintain a dedicated corporate citizenship committee to review and implement ESG programs.

Increase employee email engagement by 10% by 2024 including open rates and click rates.



Invest In Our Communities

GOAL: Increase company involvement and engagement with the community.

Metric: Achieve 4.25 or better annually for Customer Satisfaction Score.

Increase team member AIR Gives volunteer participation (Target: 30% increase in volunteer hours over 2021 baseline by 2024).

Continue to provide scholarships for students in affordable housing in partnership with the National Leased Housing Association.

GOVERNANCE



Governance Training

GOAL: Increase total % of employees receiving training on governance issues.

Metric: Achieve 95% documented completion rate for all team members on critical corporate governance topics including: Code of Business Conduct and Ethics, Insider Trading, REIT Compliance, Wage and Hour, and Fair Housing. Goals over time: 85% documented completion by 2022, 90% documented completion by 2023, and 95% completion by 2024.



Board & Investor Engagement

GOAL: Increase Board and Investor level involvement with ESG programs.

Metric: Seek and maintain a highly qualified board with a breadth of backgrounds and experience.

Board oversight of ESG initiatives and progress through dedicated Governance and Corporate Responsibility Committee. Board, committees, and directors are evaluated and elected annually with regular Board refreshment to ensure the Board is comprised of directors of varying tenures, backgrounds, and perspectives.

Engage stockholders holding at least 2/3 of outstanding shares annually on ESG priorities.

Perform and report to board annual enterprise risk management assessment on areas including: regulatory compliance efforts to mitigate risk including operations, liquidity, leverage, financial reporting, accounting, legal matters, and human resources.



Business Ethics

GOAL: Increase ethical business practices.

Metric: Continued transparency to shareholders and diligent compliance with laws, regulations, and industry standards.

Board oversight of lobbying and political contributions.

Maintain and promote Vendor Code of Conduct that provides standards including work procedures, compliance with AIR's Code of Business Conduct and Ethics, human rights and child labor prohibitions for vendors working at any AIR property.