

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.

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

Obtain property certification for 95% of the portfolio by 2025.

SOCIAL



Investing In Our Teammates

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

Metric: Obtain response rate for annual employee engagement survey above 70%.

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

Provide 100% of our teammates with access to health and wellness opportunities throughout the year.

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.



Serving Others / Investing 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 2022 baseline by 2025).

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.

Maintain Board oversight of corporate responsibility 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, climate risks and opportunities, and human resources.



Business Ethics

GOAL: Increase ethical business practices.

Transparency to stockholders and diligent compliance with laws, regulations, and industry standards, including Business Conduct and Ethics, Insider Trading, REIT Compliance, Wage and Hour, and Fair Housing.

Board oversight of lobbying and political contributions.