



Who We Are

American Campus Communities, Inc. (NYSE:ACC) is the nation's largest owner, manager and developer of high-quality student housing with 206 properties serving 141,000 residents. We have nearly 3,000 dedicated employees working toward one goal: delivering the best possible experience for students—at every price point. That means communities that are specialized, inclusive and sustainable, with the resources students need to succeed personally, academically and professionally.



2020 Highlights

Environment



Our commitment to students includes protecting the future of their environment.

First GHG Inventory

Completed our first greenhouse gas emissions inventory to inform our future efforts to set measurable targets.

11.4 Million kWh

Initiated renewable energy contracts at six communities, for a projected 11.4 million kWh annually.

LEED-certified

Awarded LEED Platinum certification for LightView community; ACC now has an industry-leading 38 projects that are LEED-certified or tracking certification.

[Learn More >](#)

Social



We create environments where our residents, team members and communities thrive.

\$32.9 Million

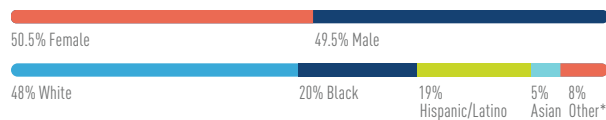
Created a Resident Hardship Program and provided \$32.9 million of assistance to aid students impacted by the pandemic.

Mental Health Support Training

Expanded our Hi, How Are You Project mental health peer-to-peer support training to staff at 200 communities and resident programs.

Diversity

Published employee demographic data: Total Workforce.



[Learn More >](#)

Governance



Our business is built on integrity.

30% Female Board Members

Refreshed our board of directors; women comprise 30% of the board including the incoming Board Chair.

90% Independent

90% of our board is independent and all directors are elected annually.

Direct Board Oversight

Board oversight of key areas including ESG, compensation, diversity, equity and inclusion and management succession planning.

[Learn More >](#)

OUR COMMITMENT

Doing the right thing for people and the planet.

OUR ESG VISION

Create healthy, sustainable environments with a sense of community and connection by giving back, investing in our employees and driving long-term value for all stakeholders.

We are committed to proactively tackling ESG issues, making a positive, measurable impact and sharing our progress. We have formalized an internal multi-departmental ESG team, reporting directly to our president. In 2019, we also created Environmental, Social and Governance task forces, which manage and implement our roadmap of ESG initiatives. These initiatives are all related to the strategic focus areas identified in our materiality assessment.



The COVID-19 pandemic showed the critical importance of ACC's ESG vision. And the team's rapid response to the year's unprecedented events translated each element of this vision into reality.

Cydney Donnell
Board Chair

Academic and Residential Complex (ARC),
University of Illinois at Chicago



As we navigate both the challenging times and the brighter days ahead, we will support our employees, residents, university partners, communities and shareholders and continue to deliver healthy, sustainable homes where students love living.

Bill Bayless
Chief Executive Officer



Our Mission

Consistently provide every resident with an environment conducive to healthy living, personal growth, academic achievement and professional success.

Our Values

1. Put students first.

Student success is our number-one priority. Whether it's providing the tools they need to succeed academically, creating a community atmosphere that lets them thrive socially or including amenities to help them maintain a fit and healthy lifestyle, our student-centric approach means students always come first.

2. Be passionate.

If we want our residents to love where they live, we know we have to love what we do. And believe us, we do. Our passion for helping students succeed can be seen in everyone from the community assistants to the CEO (and everyone in between). It's an enthusiasm that inspires our employees, our partners and most importantly, our residents.

3. Surprise and delight.

"Good enough" just won't do. From the communities we create to the partnerships we build, we aim to

exceed expectations you haven't even thought of yet. Going above and beyond is just how we operate.

4. Do the right thing.

We've built our business on integrity, trust and lasting partnerships. That means keeping our word and delivering on what we promise. We do the right thing, because it's the right thing to do for our employees, partners and residents — and for our business.

5. Pursue growth.

Growth keeps our company vital, competitive and adding value. But it also keeps our employees fulfilled, personally and professionally. Growth means unlocking potential, taking on new challenges and achieving more than you could have imagined. It's a value we hold for ourselves and instill in our residents.

6. Create team spirit.

We know what it means to cheer for a team — and what it takes to be part of

one: collaboration, communication and commitment. It also takes flexibility and a bit of fun. Sometimes you're the coach, and sometimes you're the running back. But either way, mutual respect and being in it together make moving the ball forward that much easier.

7. Reward achievement.

Our organization was built on a promote-from-within philosophy that lets you climb as high as your ambition. And that's not just talk. Self-motivation, initiative, creative thinking and going above and beyond have turned more than one community assistant into a senior vice president. Our standards are high, but the rewards are great.

8. Drive evolution.

We revolutionized the industry, and we've never stopped evolving it. Innovative products and services, new ways of thinking and continual self-evaluation maintain our competitive advantage and allow us

to meet the emerging needs of an ever-changing marketplace.

9. Optimize.

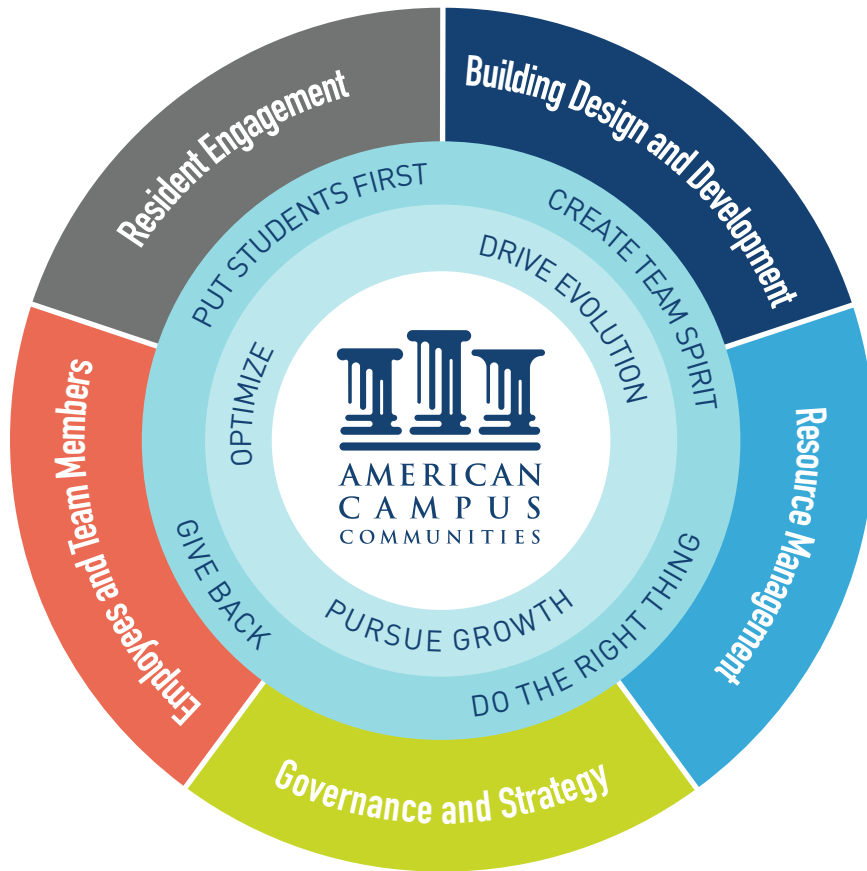
Pairing technology, highly efficient operating systems, sustainability solutions and sound business practices with an environment of continuous improvement helps us deliver the best possible experience for every resident — and create value for our shareholders and partners.

10. Give back.

Our definition of "community" goes beyond our communities. We support youth in need with a focus on education through our charitable foundation, as well as encourage volunteerism by our corporate and property staff. For us, giving back means being good corporate citizens and making a positive difference for those in need.

Strategic Focus Areas

Through our ESG materiality assessment, we surveyed stakeholders to determine which issues matter most to them and analyzed which issues we can most affect through our operations and influence. We're committed to making a positive, measurable impact and sharing our progress annually.



Building Design and Development

- Climate change adaptation and physical risk analysis
- Building quality and safety

Resource Management

- Energy and greenhouse gas reduction
- Water conservation
- Waste reduction

Governance and Strategy

- Ethics and integrity
- External communication and reporting
- Governance structure and accountability
- Compliance and anti-corruption
- Partnerships and industry collaboration
- Leadership engagement
- Stakeholder engagement

Employees and Team Members

- Diversity and equality
- Compensation and benefits
- Career development
- Philanthropy and volunteering
- Conservation

Resident Engagement

- Diversity and equality
- Philanthropy and volunteering
- Career development
- Conservation

ESG Task Force

Board Oversight of ESG Initiatives

