We create communities where students love living. Like any home, our communities must be built on a strong foundation. That foundation includes ACC’s environmental, social, and governance (ESG) commitment across our organization.
American Campus Communities is the nation’s largest owner, manager and developer of high-quality student housing with 202 properties and more than 140,000 beds. We have over 3,000 dedicated team members working toward one goal: delivering the best possible experience for students — at every price point. That means we build communities that are specialized, inclusive and sustainable, with the resources students need to succeed personally, academically and professionally.
2021 ESG HIGHLIGHTS

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

Environmental Management
Completed an Environmental Management System, signed off by our environmental committee, ESG task force, and our chief purpose and inclusion officer.

LEED-certified Leader
ACC continues to lead the industry, we have developed (including tracking) 39 Leadership in Energy and Environmental Design (LEED)-certified projects, more than any other student housing provider.

10.4 million kWh
Sourced renewable energy consumption at 5 properties, bringing renewable consumption to 10.4 million kWh annually.

177 million gallons
Completed 15 additional plumbing retrofit projects in 2021, which represents 83 million gallons of water per year. To date, we have completed 31 total retrofits that save more than 177 million gallons of water annually (more than 268 Olympic-sized pools).

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

Diversity and Inclusion Training
Engaged diversity and inclusion (D&I) consultant to facilitate unconscious bias training. Also developed D&I training curricula for all team members and supervisors to be implemented in 2022. Maintained diversity in ACC’s team, which is more than 50 percent female and 55 percent minority representation.

Peer-to-Peer Support
Expanded our long-term partnership with the Hi, How Are You Project and continued staff training on peer-to-peer support at more than 200 communities across the country.

Scholarship Programs
Developed scholarship programs at Arizona State University and Prairie View A&M, which will be used to support student scholarships and sustainability initiatives.

Governance
Our business is built on integrity.

SASB Alignment
Joined ESG community in aligning our reporting to the SASB (Sustainability Accounting Standards Board) framework. Please see SASB index on page 62.

ESG Strategy
Our board worked with management to assign a senior vice president/corporate responsibility and development, and director/ESG and corporate responsibility to work in concert with our multi-functional ESG Committees, our D&I Task Force and our D&I Task Force and our chief purpose and inclusion officer to support and ensure execution of ESG strategy.

Independent Board
Refreshed our board of directors; women comprise 30 percent of the board including the Board Chair. 90 percent of our board is independent and all directors are elected annually.
INDUSTRY LEADERSHIP

Innovative products and services, new ways of thinking and continual self-evaluation maintain our competitive advantage.

- One of America’s Most Trusted Companies by Newsweek
- 2022 Great Place to Work Certification™
- Property Management Company of the Year-Silver (Multi Housing News)
- 2021 Best Boss by Globe St. Real Estate Forum: CEO Bill Bayless
- Hi, How Are You Project Hero
- Best New Development & Design: Student Housing (Multi Housing News)
- On-Campus Innovator Awards
  - Best Public-Private Financing Solution
  - Best Implementation of Mixed-Use/Live-Learn
  - Best New Development
  - Best Architecture

University of Illinois Chicago received a 2021 On-Campus Innovator Award for Best Architecture.
Architect: Solomon Cordwell Buenz
OUR COMMITMENT
Doing the right thing for people & the planet.

OUR ESG VISION
We create healthy, sustainable environments with a sense of community and connection by giving back, investing in our team members 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 an internal ESG Task Force that manages ESG initiatives and reports directly to our chief purpose and inclusion officer, our executive team, and our board of directors. These initiatives are all related to the strategic focus areas identified in our materiality assessment. The environmental, social, D&I (diversity and inclusion) and governance committees all support the ESG Task Force in implementing our ESG roadmap.

“IT was very good to hear about the team and governance structure ACC has put in place to take action on climate related issues. We found them to be responsive to our concerns and appreciated our ability to engage on climate matters.”

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

OUR MISSION

OUR VALUES

1. Put students first.
2. Be passionate.
3. Surprise and delight.
4. Do the right thing.
5. Pursue growth.
6. Create team spirit.
7. Reward achievement.
8. Drive evolution.
10. Give back.
**STRATEGIC FOCUS AREAS**

Sustainability has long been a focus for American Campus Communities. To expand our reach in this area, in 2021 we created a department dedicated to enhancing and expediting ACC’s ESG program and are reporting here in the SASB framework for the first time. We’re also setting a strategy for short- and long-range targets that align with internationally recognized standards. We perform an annual greenhouse gas (GHG) inventory and a climate assessment is underway, which could eventually lead to climate related financial disclosure through the TCFD (Task Force on Climate-related Financial Disclosures).

**SUSTAINABLE DEVELOPMENT GOALS**

**United Nations Sustainable Development Goals**

The United Nations (UN) has identified 17 Sustainable Development Goals (SDG) to serve as a “universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere.”

As ACC strives to create a more sustainable future for all, our work aligns with several key areas within the SDG blueprint.
Since our inception, ACC has always sought to create and nurture student housing communities built on the foundations of sustainability, health and wellness, diversity and inclusion. We reinforce those foundations in everything we do, including formal policies in a publicly available format for our broad stakeholder base.

In 2021, our board and executive team invested additional resources to create a department dedicated to our corporate responsibility journey, initiatives and measurement. This included appointing Lonnie Ledbetter, chief purpose and inclusion officer, along with Jason Wills, senior vice president/corporate responsibility and development, and Steven Kinzie, director/corporate responsibility to lead our ESG Task Force. Our executive team and board of directors continue to maintain regular oversight in all ESG areas.
Long before we created our environmental, social and governance (ESG) vision, American Campus Communities was driven to do the right thing — for our planet, student residents, team members, and shareholders. We committed to this purpose from the beginning, and we haven’t quit. Across the entire organization, our leaders and team members are receptive, open to doing better, and constantly striving for improvement.

We’ve always known we’ve had a strong culture at ACC. We also knew we didn’t want to lose it as the company grew and evolved. So, we did the work — we examined the “uber cultures”. We modeled their best practices and built some of our own — all with the intent of ensuring ACC’s value system would continue to be embedded in everything we do. Today our culture remains strong. We have engaged employees — in fact, 92 percent of employees say ACC is a great place to work - 35 points higher than the average U.S. company.

As a university professor, I have seen how ACC’s desire to do the right thing is also very present in the student population we serve. This generation has a deep respect for the planet. The concept of “Do no harm” is no longer just an afterthought or a hip slogan. It’s a way of life and it’s what students expect from their community. According to our annual survey, 73 percent of our residents say it’s important to them to have sustainable features in their apartment community. As an organization, ACC is in a strategic position to gain traction and set ourselves apart through the sustainable features and lifestyle we promote in our student living communities.

ACC’s Board of Directors and management team remain committed to embedding ESG in our business strategy. I’m extremely proud to share that in 2021 our board and executive team invested resources to create a department dedicated to our ESG journey, initiatives, and measurement. This included appointing an SVP and a director who are dedicated to our ESG progress. We have also named Lonnie Ledbetter as chief purpose and inclusion officer and executive sponsor for our ESG initiatives. In addition, our ESG Task Force has assembled stakeholder committees that meet regularly to establish company environmental, social and governance goals. Our executive team and this board of directors are involved and unified in support of these ESG initiatives.

This report captures our ESG achievements from 2021. Rest assured that we will continue working for the best balance for our planet, residents, team members, and shareholders for years to come.

Cydney Donnell
Board Chair
From the beginning, doing the right thing has been deeply embedded into our culture. It guides how we conduct our business, treat our fellow team members and serve our residents and our community. It also extends to our stewardship of the environment on behalf of this generation of students and the next.

As a student at West Virginia University, I worked as a dishwasher, grill cook, and night desk attendant. But my favorite job was serving as a resident assistant (RA) at Summit Hall. That’s where my enthusiasm and passion for creating healthy environments for student living began. On a daily basis, my role as an RA helped me see the need and the opportunity to provide modern, high quality, amenitized student communities that could foster an environment conducive to academic success.

For more than 25 years, American Campus Communities has paved the way as the nation’s premier developer and manager of student housing. We have developed 207 on- and off-campus properties on 99 campuses and remain just as committed to doing the right thing as we were when we formed our first on-campus partnership with Prairie View A&M. We learned that when we do the right things, those partnerships endure.

I could never have imagined the challenges created by COVID-19. As a CEO facing those challenges, I can say that relying on our leadership and integrity were key to addressing the challenges we faced — as an organization, as community members, and as global citizens. Two years into this unprecedented crisis, our commitment to corporate responsibility is unwavering.

This update provides stakeholders with transparency into our 2021 achievements. We are proud that this 2021 report represents a major milestone as we begin reporting along the SASB framework. Plans are already underway this year for ESG goalsetting and portfolio analysis, which will eventually lead to climate related financial disclosure.

Perhaps most importantly, this report spotlights ACC team members like Tosha Bowles who began as a student community assistant at Prairie View A&M back in 1996 and is a senior vice president today. Their voices represent how ESG is a natural extension of our values and is not only the right thing to do for our society and the planet, but it makes good business sense as well.

Today, our ESG accomplishments and transparency also represent the tip of the ACC spear … it is the most effective way for someone to learn about our values, who we are, and how we do business.

We are proud to share our 2021 progress, as well as our plans for 2022 and our vision moving forward. We invite you to follow our work at esg.americancampus.com/. We know that transparency, connection and sustainability are imperative to our future.
As long-term owners, sustainability drives ACC’s decisions at every stage — investment criteria, planning, project design, construction and ongoing operations — and each is considered through an environmental lens.
A significant component of our environmental management system (EMS) revolves around resource management. We are committed to operating our communities in a way that decreases our greenhouse gas emissions, our use of natural resources and overall environmental impact. In most cases, conserving resources and improving efficiencies also reduces operating costs. Our asset management team and ESG team collaborate with third-party experts and are ultimately responsible for collecting, managing and analyzing our environmental resource data to identify best practices, opportunities for improvement and to measure and verify the results of our sustainability initiatives. We perform ongoing analysis of our energy use, water use and solid waste diversion data across our portfolio of real estate.

Our resource management efforts rely heavily on our utility expense management (UEM) platform. Early on, ACC began to recognize the significant value of measuring usage to better reduce energy consumption. Using UEM allows us to capture, sort and analyze all data metrics from our utility invoices across the portfolio. Access to this data allows us to monitor consumption, benchmark properties and identify opportunities to reduce usage. We also supply this usage data to third-party engineering partners who help us identify opportunities to complete energy conservation measures.

We perform ongoing analysis of our energy use, water use and solid waste diversion data across our portfolio of real estate.
We have a broad team of people working towards our environmental objectives. In his roles at ACC, Wayne Schrader works to develop and implement building systems, standards and specifications. At every stage of development, he conducts a “page-turn” review which includes confirming our environmental objectives are met. Wayne has been a member of the ACC team for more than 20 years. He says being a part of evolving ACC’s standards and systems is exciting, especially when it comes to energy management and building automation.

“The technological advancement in the last five years has been amazing. All our machines are going to be able to talk to each other. We will be able to globally set targets for hot water, return air, HVAC and lighting. We can see functional issues before they become a problem and address them before we even receive a work order. The role of the ACC facilities professional has become much more proactive.”

— Wayne Schrader
Vice President/Facilities
Energy Conservation

Energy Conservation Measures (ECMs) are an essential aspect of our EMS, development approach and capital investment plans. In 2021, ACC developed a partnership with an energy management, engineering and consulting firm which, upon receiving historical usage data for our buildings, conducts ASHRAE Level II energy audits to identify ECM opportunities.

For all proposed ECMs, ACC performs a full analysis to compare upfront capital cost against ongoing energy use and recurring cost reduction. For new ECMs, we use a pilot approach to measure and verify projected savings at select properties. Upon a successful pilot, we expand the ECM initiative across the portfolio in phases, at properties where it meets the required return threshold.

Building Automation Systems (BAS)
A building controlled by a BAS is often referred to as an intelligent or smart building. For ACC, the goal of using BAS is to improve resident comfort while ensuring efficient operation, reduced energy consumption, lower operating costs and an improved life cycle of equipment and related utilities.

As we continue to bring more equipment into the BAS, our objective is to have all BAS and utility metering data accessible via internet in a single cloud location, using the same software.

Since onboarding utility expense management, ACC has:
- Installed LED retrofits at more than 125 of our properties
- Completed water-saving plumbing retrofits at more than 30 properties
- Identified opportunities to pilot new sustainability and operational efficiency solutions

Currently, ACC has approximately 20 properties with BAS infrastructure under management.

The Castilian in Austin, TX
**Retrofits**

**LED** We have now completed our LED initiative, having retrofitted all properties that did not have existing LED infrastructure, or in a small minority of cases, didn’t meet our project requirements. Over 95 percent of our existing owned portfolio is now equipped with LED lighting. ACC’s development standards include LEDs for all new projects, and we will audit all acquisitions for LED retrofit opportunity. Our ROI for these retrofit projects has consistently exceeded 14 percent. Residential LED bulbs use at least 75 percent less energy and last 25 times longer than incandescent lighting.*

**Plumbing** ACC is continually seeking out ways to conserve water at our properties. We have plans to expand the plumbing retrofit across the remaining portfolio. Our targeted return for these retrofit projects has consistently been above 20 percent, with an average project payback of just over a year.

<table>
<thead>
<tr>
<th>Completed Plumbing Retrofits</th>
<th>2021</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td># Projects/Properties</td>
<td>15</td>
<td>31</td>
</tr>
<tr>
<td>Dollars Invested (Project Cost)</td>
<td>$1,310,131</td>
<td>$2,515,987</td>
</tr>
<tr>
<td>Dollars Saved (Annual)</td>
<td>$905,784</td>
<td>$2,112,524</td>
</tr>
<tr>
<td>Gallons Saved (Annual)</td>
<td>82,647,888</td>
<td>177,173,198</td>
</tr>
</tbody>
</table>

**Renewable Energy**

Scaling our use of renewable energy such as solar and wind will enable us to reduce our greenhouse gas emissions. As technology improves, the cost of renewables is rapidly decreasing and is often less expensive than fossil fuels. In 2020, we modified our energy procurement process to include renewable energy in our RFPs for deregulated energy procurement. In 2021, we expanded our energy procurement policy across our entire portfolio to identify renewable energy opportunities for all properties. By leveraging our UEM data and the expertise of our third-party consultants, we continue to refine our approach to sourcing renewable energy that enables us to reduce GHG emissions.

In 2021, ACC’s renewable energy consumption totaled 10.4 million kWh at five properties. This avoids the same amount of CO2 emissions as 829,000 gallons of gasoline consumed. We have sourced renewable energy at four additional properties, bringing our total estimated annual volume of renewable energy to over 14 million kWh at nine properties in 2022.

Learn more in our [Energy Procurement Policy](#).

* Source: U.S. Department of Energy
Resource Use

To reduce ACC’s greenhouse gas (GHG) emissions, we must first understand the amount of emissions we generate and which of our business activities produce the most emissions. The Greenhouse Gas Protocol divides emissions into three different types, or scopes, as an industry standard of measurement. We have conducted a three year inventory of absolute GHG emissions, Scopes 1, 2 and 3, as well as a measurement of our Scopes 1 and 2 emissions intensity.

### 2021 Energy Use Intensity

<table>
<thead>
<tr>
<th>Source</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per Unit Electric Power</td>
<td>8,085</td>
<td>7,054</td>
<td>7,599</td>
</tr>
<tr>
<td>Per SF Electric Power</td>
<td>7.71</td>
<td>6.61</td>
<td>7.13</td>
</tr>
<tr>
<td>Per Unit Natural Gas</td>
<td>4,327</td>
<td>3,574</td>
<td>3,650</td>
</tr>
<tr>
<td>Per SF Natural Gas</td>
<td>3.01</td>
<td>2.46</td>
<td>2.53</td>
</tr>
</tbody>
</table>

### Water Use Intensity (gallons)

<table>
<thead>
<tr>
<th>Source</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per Unit Water</td>
<td>52,647</td>
<td>45,288</td>
<td>52,390</td>
</tr>
<tr>
<td>Per SF Water</td>
<td>36.37</td>
<td>32.38</td>
<td>36.18</td>
</tr>
</tbody>
</table>

(1) Includes irrigation, excludes wastewater

### Solid Waste Intensity (lbs)

<table>
<thead>
<tr>
<th>Source</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per Unit Solid Waste</td>
<td>1,669</td>
<td>1,544</td>
<td>1,696</td>
</tr>
</tbody>
</table>

By implementing UEM, we are able to track and report on our greenhouse gas emissions and water usage. This data will inform our future efforts to set measurable targets. ACC supplies the usage data collected from UEM to our environmental consultant to upload into a program that allows further data manipulation, analysis, and graphic display.

Learn more in our EMS & Environmental Policy.

### Types of GHGs and ACC Sources

#### SCOPE 1
All direct emissions from sources that are owned or controlled by the company.
ACC sources: Natural gas and propane
2021 Market Based Scope 1 Emissions: 17,696 Metric Tons CO2e

#### SCOPE 2
Indirect emissions that result from the generation of electricity, heat or steam that is purchased by the company from a utility provider.
ACC sources: Electric power, chilled water and steam
2021 Market Based Scope 2 Emissions: 112,339 Metric Tons CO2e

#### SCOPE 3
All other indirect emissions that are produced by sources not owned or directly controlled by the company.
ACC sources: Solid waste and business travel
2021 Market Based Scope 3 Emissions: 9,916 Metric Tons CO2e

Total 2021 MB Emissions: 139,951 MTCO2e
Waste Diversion

A decade ago, the student housing calendar reflected its most intense waste periods around student move-in, the holidays and move-out. Today, it’s a year-round phenomenon, and one that is causing ACC to rethink the design and operation of our communities.

In a time where Americans are demanding more deliveries, our norms have changed drastically. In a 2019 (pre-pandemic) ACC Pulse survey of residents, more than 91 percent of respondents admitted to receiving at least one package a week. This delivery culture and resulting waste has only been exacerbated during the pandemic.

Managing waste at student housing properties across the country continues to be one of the industry’s — and ACC’s — most formidable and ever-increasing challenges. With the recycling industry’s inconsistency in standards and demand, increased volumes of cardboard, and often-confusing options for waste disposal and diversion, the operation of our communities often seems to revolve around waste management.

Currently, we have 96% of our portfolio transitioned to paperless leases, and we plan to be fully transitioned in 2022.

We are dedicated to designing lasting, sustainable, portfolio-wide solutions, guidelines and outreach as we work with our residents regarding waste aversion, diversion, recycling and reuse. We are also working with our university partners and our waste service professionals to better track and quantify our waste by category and develop programs and solutions that mitigate the waste impacts of today’s delivery culture.

We are already making progress, as we have transitioned from paper leases to electronic documents. In this effort our most important partners are our residents. We will be developing improved and accessible educational outreach for our residents regarding their behavior and the community waste options.
Resident Sustainability Engagement

Resident engagement is a core component of our ESG strategy and resource management. In our communities we showcase sustainable features and building systems to promote awareness and make sustainable behavior commonplace in everyday life. We also actively engage in education and engagement with residents around sustainability topics.

2021 Resident Pulse Survey

What better way to understand what’s important to our residents when it comes to sustainability than to ask them? In ACC’s 2021 Resident Pulse Survey, residents expressed a desire to adopt sustainable practices in their apartments.

73% of residents say it’s important to them to have sustainable features in their apartment community.

54% say it’s important that the companies and brands they buy from have sustainability and corporate responsibility programs.

These insights are paramount as we consider new initiatives and innovations across our portfolio. ACC’s residence life program promotes sustainability among students through education and events focused on conservation, innovation and best practices. We communicate building functionality to our residents so that they can make the most of those features.

Utility & Energy Use Awareness

Student housing has historically been provided as an all-inclusive utility housing. However, increasing concern about environmental awareness and resource consumption has created a shift in this market expectation. Financial responsibility for utility costs creates a vested interest for a resident to reduce consumption, and thus it has become increasingly standard to have residents pay their utility costs at student housing properties.

Residents are responsible for all or a portion of utility costs at over 80 percent of our owned assets, creating a vested interest for our residents to conserve energy. In markets where the landlord typically provides utilities, ACC often implements a utility cap, or maximum allowance for usage before the tenant becomes financially responsible. For many residents, it can be their first time being responsible for utility payments, so we share practical advice for how to minimize costs.
ACC is proactive about communicating with residents around sustainability. This year we launched our For the Greener Good campaign. To encourage best practices around utility and water use, as well as communicate about ACC’s sustainability initiatives, we focus on resident awareness and education by:

- Providing move-in information with environmental tips
- Sharing energy and water information for residents to conserve their usage
- Offering tips on reducing utility expenses
- Describing our sustainability initiative when notifying residents of unit entry for ECM upgrades
- Educating residents on their community’s sustainability features

ACC is committed to promoting alternative forms of transportation for our residents that are affordable, reduce environmental impacts and improve human health. We encourage options such as public transit, carpooling, bicycling and walking. Over the years our residents have been bringing fewer cars to their colleges and universities, and some of them have been bringing electric vehicles (EV) in lieu of traditional internal combustion engine vehicles. We are currently studying whether providing EV charge stations would benefit residents in our communities, and even promote more EV usage.
Development & Operations Standards

We strive to choose materials, products and fixtures that are highly resource-efficient, cost-effective and conducive to the health of our residents and the local environment. Below is a list of sustainable products and services we aim to include in each community we develop, balanced against student affordability. We conduct thorough reviews of our operating and maintenance procedures for major mechanical systems. And our in-house engineer oversees building and preventive maintenance programs and provides training to our on-site facilities staff.

Sustainable Products and Services

**Energy**
- ENERGY STAR® appliances
- Motion/occupancy sensors — in both offices and auxiliary spaces
- LED lighting throughout the community and the units
- Programmable and zoned thermostats in common areas
- Timers on hot tubs and fire pits (reduces gas consumption)
- HVAC commissioning, testing, adjusting and balancing (maximizes efficiency)
- Building automation systems (BAS)
- Touchless main entry doors and fixtures

**Water**
- Low-flow plumbing fixtures and aerators
- 1.28-gallons-per-flush efficiency toilets
- Native plant landscaping
- Advanced irrigation controls on photocell and timers
- Recessed sprinkler heads to avoid tampering and accidental damage causing major leaks
- Braided toilet and sink lines to minimize leaks

**Waste**
- Touchless hand dryers (replace paper products)
- Recycling programs
- Durable, long-lasting floors and countertops
- Design for box disposal in package rooms
- Water bottle filling stations required at drinking fountain

**Resident Engagement**
- Cleaning products that meet U.S. EPA safer product standards
- Dilution control system (ensures proper mixing of cleaning chemicals)
- Promoting conservation through rate and utility structure and sustainability education
- Packaging recycling system
- Motion sensor lights in common restrooms and other common areas
- HVAC zones per amenity area to better control temperature and usage in each area
Designed with sustainability in mind, the 55 H Street Residence Hall at Georgetown University is tracking LEED Platinum certification by the US Green Building Council and showcases numerous sustainable features that even include rooftop beekeeping.

The project’s sustainability begins with its location in proximity to the Capitol Campus and just over two blocks to Union Station offering residents a centrally located and walkable community. The partial green roof is intended to help reduce emissions, improve durability, and increase insulation. A bioretention garden is intended to treat stormwater before it is infiltrated or discharged.

The project is net-zero energy when including the 5 percent on-site renewable (solar) energy and off-site renewables, and will achieve a 25 percent energy savings modeled against an ASHRAE 90.1 2013 baseline.

Some of the other sustainable elements of this all-electric student community include:

- 50 percent indoor water use reduction, no potable irrigation water use
- Passive load reduction strategies (solar shading, reduced glazing area)
- Green roof/urban heat island reduction
- Energy monitoring and display for resident engagement
- Promotion of sustainable transportation (bike storage, minimal parking, electrical vehicle charging station)
- Indoor daylighting design/outdoor lighting plan to minimize light pollution
- Dynamic glazing (changes tint to keep sun out or allow it in)

“The whole team has been working together through the design process, weaving in sustainability from the beginning. That’s the difference between LEED Certified and LEED Platinum ... it really requires a coordinated and long-term effort from the team and an engaged and supportive owner to champion it.”

— Aaron Armstrong
Vice President, Development Management

- Architect: Robert AM Stern
- General Contractor: John Moriarty & Associates
- Sustainability Consultant: Lorax Partnerships
- MEP Engineering: Burdette, Koehler, Murphy & Associates
**Materials**

We prioritize suppliers that share our approach to sustainability — that includes everything from the siding we use on a property to the interior furnishings at our residences. Whenever possible, we promote the use of recycled, recyclable or renewable materials for manufacturing, packaging and shipping, and our day-to-day operations incorporate environmentally friendly practices.

**Furniture Sustainability**

As typical in student housing, ACC units come furnished, which is unique from many other real estate development companies, and therefore, in-unit furniture is an essential component of our sustainable development approach. When looking for furniture for ACC properties, we consider durability as well as aesthetic appearance. We want to ensure what we purchase and provide for students lasts. Low furnishing replacement rates not only decrease the environmental impact, but also help reduce our expenses.

Our current supplier, University Furnishings, has an average replacement rate of 1 percent per year. As part of their design, our supplier sources environmentally conscious laminate materials, including verifiable recycled content of at least 30 percent, Forestry Stewardship Council certified wood fibers, and Greenguard certification for low chemical emissions. They also use recycled steel and composite wood and particle boards that are low VOC-emitting. They also ship in a way that doesn’t require significant packaging. From the production line to placement in ACC’s living spaces, our goal is to purchase furniture that exceeds the standard for comfort, quality and sustainability.

**Walkability**

Proximity to campus is a core investment criterion when we develop or acquire communities. Walkability helps students reduce transportation costs and maintain a healthy lifestyle. Reducing students’ dependence on single-occupancy vehicles also reduces emissions and the impact cars can have on the environment.

*As of 11/1/2021. Includes owned communities, those currently under construction.*
New Community Development

All ACC developments are at a minimum designed to meet, and in many cases exceed, all applicable code and environmental standards established by local, municipal, and state authorities. From the early stages of design and construction, we evaluate design and system alternatives related to facility repair and replacement cost over the product’s lifespan. ACC utilizes a life-cycle cost analysis (LCCA) approach to decision-making throughout the life cycle of a building to determine the ongoing cost and impact of ownership of each community’s improvements.

We evaluate our development opportunities with a prioritization for capital investment that yields long-term savings, valuing the ongoing savings potential of energy conservation. In our existing communities, we refine our sustainability standards by implementing best practices established in the development of new communities and by enhancing efficiencies, durability or replacement of existing materials and systems.

Green Building Standards

The framework of the Leadership in Energy and Environmental Design (LEED) rating system is integrated into our work at all levels, from site planning to operations, and our development standards are designed to meet LEED requirements. Our team is experienced with both the New Construction and Multifamily Midrise rating systems and is prepared to manage the certification process on any project where LEED recognition is desired. ACC is a member of the U.S. Green Building Council, an organization dedicated to transforming the way buildings and communities are designed, built and operated through LEED.

ACC now has an industry-leading 39 projects that are LEED-certified or tracking certification, including 24 projects that are tracking or certified LEED Platinum or Gold. Click here to view ACC’s LEED Certified Communities
The North District is a new 50-acre living-learning district at the University of California, Riverside (UCR) that will transform the campus life experience.

UCR identified a low-density and functionally obsolete expanse of campus for this ambitious and transformational project. The North District Master Plan calls for the creation of 6,000 beds of student housing to address UCR’s substantial projected increase in student enrollment by 2030.

Support for student success
Home to more than 1,500 UCR students, North District Phase 1 features a mix of one-, two- and four-bedroom units. To accommodate a variety of financial backgrounds, the community’s pricing remains consistent with similar, older on-campus accommodations.

The community is designed to support student success. It features academic space for group and private study, three seminar classrooms and direct access to university facilities. The community also includes an 18,600-square-foot community center with social spaces, community kitchen and study space, a fitness center, arcade room, soundproof music practice rooms, laundry facilities and outdoor terraces.

Passive sustainable design
The LEED Gold project combines passive sustainable design strategies with innovative building systems. The project is all-electric, the first student housing project to be so on campus. Extensive shading studies informed building placement to facilitate self-shading of the facades and courtyards over the course of the day. Water usage by occupants is reduced through low-flow plumbing fixtures. Outside, a landscape of drought-tolerant and native plantings is minimally maintained by an efficient low-water irrigation system.

- Architect: Solomon Cordwell Buenz
- General Contractor: Benchmark Contractors
- Sustainability Consultant: The Cadmus Group
Climate Resilience & Portfolio Risk Evaluation

Climate change may increase the frequency of natural disasters and severe weather conditions that impact our operations. Prior to any investment, we evaluate the significant financial and physical aspects and environmental regulatory requirements of every site or property. This process requires an understanding of the environmental and physical condition of the property and the property’s exposure to identified climate-related risks, among many other items.

Our climate evaluation drives ACC’s overall investment decision and strategic planning decisions, such as:

- Additional property insurance policies (flood, earthquake)
- Building envelope material options
- Consultant selection
- Site design and planning
- Development schedule
- Supply purchase timing
- Operations budgeting

All investments are reviewed closely by ACC’s vice president/risk management to address these risks and ensure adequate budgeting for mitigation. ACC’s governance structure also requires that significant investments undergo a rigorous approval process through our investment committee and board of directors, who further evaluate and review our identified climate risks and mitigation procedures.

ACC’s internal audit department is critically responsible for protecting our internal control over financial reporting. The internal audit team helps to ensure procedures are in place to minimize fraud both at the corporate level and throughout ACC’s portfolio, spanning more than 96 campuses across the country. The internal audit department also protects ACC from regulatory non-compliance penalties. The audit committee and the strategic planning risk committee of the board of directors oversee the work of the internal audit team.

As part of business continuity planning at our residences, we have automated our utility payment process to ensure utility services for our residents and properties are not disconnected. As we witnessed during the pandemic, automation can help operations continue to run smoothly even during disruptive times.
**Existing Communities**

In 2021, we modified our due-diligence process for property acquisitions to include ESG criteria and environmental due diligence. Before purchasing real estate assets, we engage external consultants to audit the property to verify compliance with all environmental regulations and identify energy efficiency, water efficiency and carbon reduction opportunities. We also have consultants review and advise on carbon offsetting and carbon neutralizing opportunities, including on-site generation, green power and renewable energy credits (RECs). For properties we purchase that are not designed to ACC’s environmental standard, we are committed to spending the necessary capital to increase efficiency and drive down energy usage.

**Real Estate Life Cycle Assessment**

ACC uses a life cycle cost approach (LCCA) to our decision making around all our investments, including in our existing communities. By using LCCA, we can ensure our properties will provide the lowest ownership costs, while also meeting our requirements for quality and function.
Using The Summit, a 351-unit, 1315-bed, high-rise development as a pilot property, ACC has commenced installation of intelligent, occupancy-based thermostats as a potential new energy conservation measure initiative. Because The Summit is now equipped with a BAS (building automation system) that provides data, we can closely monitor results from the retrofit.

Benefits of intelligent thermostats
Typical student apartments can be vacant up to 70 percent of an average day, especially during breaks and holidays. This provided an opportunity to install intelligent, wireless thermostats which utilize both motion and infrared sensors to automatically adjust temperature based on the occupancy. Motion-activated setback technology provides significant energy savings while maintaining tenant comfort. We are leveraging technology used in hotels and customizing it for student housing operations to meet ACC’s needs.

Projected savings
In December 2021, we began installing intelligent thermostats in every unit at The Summit and completed the project within a week. These thermostats are projected to save more than 575,000 kWh of electricity annually, equivalent to 1.5 million pounds of CO2, with a return of more than 30 percent and $60,000 annually in savings.
ACC creates environments where our residents, team members and communities thrive.
Tosha Bowles, Senior Regional VP, remembers having an aha moment during the first ACC Inside Track class in 2003. At that point, she had been living at University Village at Prairie View A&M University since 1997, and worked as a Community Assistant, and had been recruited into various positions at the on-campus communities.

“At that point, I knew that ACC was a life decision for me. I was being trained and mentored on systems and processes unique to what we do. Most importantly, I was exposed to people who helped me be successful in any role within the company. Those lessons about working together with a shared vision continue to serve me today.”

— Tosha Bowles
SRVP/Management Services

ACC’s values revolve around developing people, like Tosha, who have a passion for helping students. Tosha’s commitment to students has remained steadfast, even as her responsibilities have increased. In the last 20+ years, she has held every property-level position from Resident Director to General Manger and has served as Regional Manager and Regional Vice President. Now, as part of ACC’s senior leadership team, Tosha oversees the success of ACC’s third-party management division.
Delivering the best possible student experience doesn’t just happen. It takes a corporate culture built on shared values, a higher purpose and a team of people who truly love what they do. As passionate as we are about helping students succeed, we’re just as passionate about creating rewarding careers for our team members.

**Talent by the Numbers**
Our commitment to job training and our promote-from-within approach create a motivating culture with unlimited potential for team members to contribute and grow.

- **90%** of senior management were promoted from within
- **33** senior management team members started out as community/resident assistants
Talent Recruitment

In addition to internal talent recruitment through career development, we also use methods such as career fairs to recruit external talent. Our online recruiting platform assists us in sourcing, hiring, and onboarding top talent.

Job Fairs and Career Fairs

Job fairs allow properties that have multiple positions open within the market to hold interviews over designated days with the goal of initiating same-day offers. The employee development team has reached numerous candidates within a market through job fairs.

University Career Fairs

Each season, our employee development team travels to universities to connect with students and build brand awareness for ACC. In addition, we participate in virtual career fairs that provide an opportunity to have highly engaged conversations with students and alumni in markets near and far. Through group and private chats, we are able to easily recruit for current and future positions remotely. These virtual career fairs maximize reach while minimizing travel expense and environmental impact.

LEAD: Internal Recruitment Program

Since 2015, we’ve had 38 participants in our LEAD (Lead-Equip-Advance-Develop) Program. This offering is for graduating community/resident assistants who are transitioning into full-time careers and want to experience the range of full-time opportunities at our communities nationwide.

LEAD specialists gain first-hand experience in guerilla marketing, Salesforce administration, leasing, and social media campaigns. To ensure a positive development experience, LEAD specialists partner with the employee development team to maximize the summer experience and help secure the right full-time career opportunity with ACC. Some participants choose full-time positions with ACC after one assignment; others try three or four assignments to gain a variety of experiences. In 2021, four LEAD specialists participated in the program.

Recruitment by the Numbers

We’re passionate about creating rewarding careers for our team members. ACC is committed to a positive candidate experience, job training and our promote-from-within approach. In 2021, our approach helped us recruit and hire more people who truly love what they do:

- **815** external hires
- **31** days average time-to-fill for full-time regular positions
- **500+** internal promotions or transfers in 2021

All data specific to full-time team members.
Culture

Our company values revolve around people. Value number one is to put students first. Serving students well requires engaged, passionate team members, so we’ve created a culture that fosters growth and rewards achievement. We currently have 270 team members that have served the company more than 10 years.

ACC is proud to be certified by Great Place to Work® for the third year.

The prestigious award is based entirely on what current employees say about their experience working at ACC. This year, 92 percent of employees said it’s a great place to work; that’s 35 points higher than the average U.S. company.

Survey Responses

- When you join the company, you are made to feel welcome: 96%
- People here are given a lot of responsibility: 97%
- I am given the resources and equipment to do my job: 96%

Employee Engagement Survey: Property Teams

In 2021, we implemented an annual employee pulse survey for our property teams. We received over 1,200 responses (45 percent response rate) to our 2021 Employee Engagement survey. The responses were received from communities across our portfolio.

Our culture is built on shared values, a higher purpose and a team of people who truly love what they do. To attract and retain exceptional talent, we have created a work environment that is motivating and rewarding and allows our team members to rise as high as their ambition. Our culture committee is key to fostering our culture of service and team spirit.
Diversity & Inclusion

We are proud that our ACC team represents the diversity of the residents and communities we serve. While we have 55 percent minority representation and more than 50 percent female team members, we still have meaningful work to do to ensure comprehensive representation is achieved throughout all levels of our organization and our industry.

All our job postings reinforce that our people are devoted to a culture of inclusion, diversity and equality in the workplace and our communities. Having a diversity of backgrounds and perspectives makes our team more innovative. We strive to have an inclusive culture where all know their unique voices will be valued. This is our commitment to our team members, our communities and society because it’s the right thing to do.

CEO Action for Diversity & Inclusion™ Pledge
American Campus Communities CEO Bill Bayless signed the CEO Action for Diversity & Inclusion™ pledge, joining a group of 1,500 company leaders working together to cultivate diversity and inclusion (D&I) in workplaces across the country. The pledge outlines a specific set of actions the signatory CEOs will take to cultivate a trusting environment where all ideas are welcomed, and team members feel comfortable and empowered to have discussions about diversity and inclusion.

Inclusive Roommate Matching
In 2021, we were excited to join many universities across the nation by offering same gender and gender inclusive roommate matching for the 2022–2023 leasing season at our owned communities (minus residence halls). Once a resident selects a compatible roommate on the RoomSync app, the property’s leasing office receives a full roommate report, eliminating the paper process entirely which supports our environmental strategies.

“As we embed D&I initiatives in our culture, we have been working with consultants to integrate diversity and inclusion into existing programs and evaluating new opportunities for impact. We have had third-party groups review the ACC program foundation including vision, goals, statement and company demographic breakdown. We also had an outside consultant conduct ‘Unconscious Bias/Business Training’ for ACC management employees. We are continuing that relationship by collaborating to develop D&I training curriculum for employees and supervisors.”

— Lonnie Ledbetter
Executive Vice President and Chief Purpose and Inclusion Officer

Unconscious Bias Training
ACC’s D&I Task Force, established in 2020, oversees the execution of our long-term diversity and inclusion goals. We have also engaged a third-party consultant to review the ACC employment program according to D&I criteria, including vision, goals, statement and company demographic breakdown. In concert with the third-party consultant, ACC has conducted unconscious bias/business training for ACC team members with vice president titles and above. We have also collaborated with our consultant to develop D&I training curriculum for team members and supervisors.
Contractor & Workforce Diversity

ACC is committed to developing a diverse network of partners, professionals and contractors for its development projects benefiting small and disadvantaged businesses as well as the regional labor force.

We have also commenced an internal process to evaluate and track participation of the following certified categories for new developments:

- Minority Business Enterprise (MBE)
- Woman Business Enterprise (WBE) or Female Business Enterprise (FBE)
- Disadvantaged Business Enterprise (DBE), often a reference to women- and minority-owned businesses
- Veterans Business Enterprise (VBE)
- Service-Disabled Veterans Business Enterprise (SDVBE)
- Persons with Disabilities Business Enterprise (PBE)
- Regional labor force participation

In 2021, we implemented a business development outreach program to broaden our network of minority- and women-owned businesses for development projects. The program is already delivering results. An ACC project team led by an MBE architect and a WBE general contractor, both identified through the program, was selected by Emory University to develop a 500-bed graduate student community opening in fall of 2024.

Equal Opportunity Employer

American Campus Communities provides equal employment opportunities to all team members and applicants without regard to race, color, religion, sex, sexual orientation, national origin, age, disability, military status, veteran status, genetic information, gender identity, pregnancy, childbirth, related medical conditions or any other classification protected by applicable law. In addition, we comply with applicable state and local laws governing nondiscrimination in employment in every location in which we have facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

<table>
<thead>
<tr>
<th>Project</th>
<th>University</th>
<th>% Project Budget Spent with Diverse Businesses*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bentley Hall</td>
<td>Drexel University</td>
<td>33% M/WBE**</td>
</tr>
<tr>
<td>Academic and Residential Complex</td>
<td>University of Illinois Chicago</td>
<td>10% M/W/PBE**</td>
</tr>
<tr>
<td>LightView</td>
<td>Northeastern University</td>
<td>16% M/WBE</td>
</tr>
<tr>
<td>Tubman-Laws Hall</td>
<td>Delaware State University</td>
<td>25% M/WBE</td>
</tr>
<tr>
<td>Gladding Residence Center</td>
<td>Virginia Commonwealth University</td>
<td>7% M/WBE**</td>
</tr>
<tr>
<td>University Crossings (Exterior improvements)</td>
<td>Drexel University</td>
<td>31% M/WBE</td>
</tr>
<tr>
<td>The Nest</td>
<td>Northeastern Illinois University</td>
<td>13% M/WBE</td>
</tr>
<tr>
<td>Honors Academic Village</td>
<td>University of Toledo</td>
<td>10% M/WBE</td>
</tr>
<tr>
<td>The Summit at University City</td>
<td>Drexel University</td>
<td>24% M/WBE</td>
</tr>
<tr>
<td>Chestnut Square</td>
<td>Drexel University</td>
<td>24% M/WBE</td>
</tr>
<tr>
<td>Euclid Commons</td>
<td>Cleveland State University</td>
<td>15% M/WBE</td>
</tr>
<tr>
<td>University Centre</td>
<td>Newark, NJ (off-campus)</td>
<td>25% M/WBE</td>
</tr>
<tr>
<td>Fenn Tower</td>
<td>Cleveland State University</td>
<td>6% M/WBE</td>
</tr>
<tr>
<td>Rams Commons</td>
<td>Winston Salem State University</td>
<td>22% M/WBE</td>
</tr>
</tbody>
</table>

* As defined by each municipality’s unique reporting categories and standards.
** M/WBE: Minority/Women-owned Business Enterprises; PBE: PBE: Persons with Disabilities Business Enterprise
Benefits, Health & Wellness

Keeping our team members safe continues to be a top priority. In response to the COVID-19 pandemic, we assisted our team members by adopting pervasive work-from-home and emergency leave measures. To keep our student housing communities safe for team members and residents, we implemented touchless preventive measures and collaborated with RB, the makers of Lysol, to set a new standard and approach to cleanliness and disinfection.

In 2020, our senior management team reallocated approximately $1 million of additional cash incentive compensation to field-level team members to recognize their important role in supporting our residents and implementing our significantly expanded operational procedures during the pandemic. We also granted team members five additional sick days to take if they or a family member had to quarantine or got sick from COVID-19.

We continued to invest in the health, happiness and financial security of our team members by providing a comprehensive benefits package. Highlights include ample vacation and sick time, health coverage for domestic partners, paid maternity leave and an educational assistance program that offers team members up to $1,500 per year.

Within our 401(k) investment options, plan participants may actively choose one fund that uses an indexing investment approach designed to track the performance of the FTSE4Good U.S. Select Index. This fund is screened for certain ESG criteria and specifically excludes stocks of certain companies that have violations of labor rights, human rights, anti-corruption and environmental standards as defined by the U.N. Global Compact principles.

To foster team members’ health and wellness, in 2020 we switched to a virtual format for our ongoing wellness challenges and educational newsletters. We also promoted resources from our partners at the Hi, How Are You Project to support team members’ mental health. And we continued to provide free flu shots, CPR classes and discounted gym memberships to our corporate team members.
Team Member Development

We believe that in order to be successful and satisfied in their jobs, employees must have the training necessary to further their effectiveness. That’s why we assist with career advancement and retention. Our management team supports a culture of developing future leaders from our existing workforce, enabling us to promote from within for many leadership positions.

We’ve built a comprehensive team member development program with opportunities at every career stage. Through ACC University and other learning programs, we tailor learning plans to their goals and often connect them with mentors.

Team members are auto-enrolled for the appropriate courses when they are hired for or promoted into new positions. In addition to our training designed to address regulatory and statutory matters (harassment, cybersecurity, etc.), our ACC University offers a catalog of 790 on-demand training courses, having added or updated about 200 in the last year, totaling more than 250 hours of training content. Approximately 190,000 courses were completed by ACC employees in the past year. Our training courses have received an average rating of 4.5/5.

Inside Track Development Program

High-performing assistant general managers (AGMs) are the target audience for Inside Track. This engaging internal recruitment and general manager development program includes a mentorship component, as well as a four-day conference in Austin. The program also provides intensive training emphasizing residence life, human resource management, business operations, marketing and leasing, facilities and career development.
Team Member Recognition
Each quarter, CEO Bill Bayless addresses all team members via Zoom. “Bill’s Quarterly Update” provides ACC news and recognizes individuals and properties that have exemplified exceptional performance and leadership. Team members are able to submit questions that Bill answers directly on this call.

“ACC promotes an open-door policy, where every team member feels comfortable approaching their leadership hierarchy with questions, complaints and feedback, and managers are trained to create such a work environment amongst their teams.”
— Bill Bayless
CEO

Professional Development Conferences
- ACCelerate: One-day regional conference for student employees to AGMs.
- Facilities Inside Track: Two-day leadership conference in Austin for maintenance managers.
- Inside Track: Four-day conference that is part of the Inside Track program for AGMs. Since 2003, nearly 400 ACC team members have attended this unique development event.
- Leadership Conference: In 2021, more than 200 ACC leaders from across the nation came together at Walt Disney World for our annual conference. They heard from expert panels and celebrated the work it took to make it a successful year.
Product Service & Safety Programs

Whether on property or in the home office, safety is everyone’s responsibility. Every supervisor is expected to devote the time and effort necessary to ensure the safety of team members at all times. Team members are expected to be equally conscientious about workplace safety, including proper work methods, reporting potential hazards and abating known hazards. Unsafe work conditions in any work area that might result in an accident should be reported immediately to a supervisor.

ACC has a comprehensive approach to safety-related work practices for team members, contractors and subcontractors. Our programs emphasize individual responsibility to meet or exceed safety requirements while performing work related to ACC. We have a comprehensive Product Health and Safety Plan that includes safety-related work practices that apply to our student housing communities.

Responsibilities of the team member include:
- Obey safety rules and safe job procedures.
- Attend safety meetings and training sessions whether in person or via electronic media.
- Keep work areas clean and free from slipping or tripping hazards.
- Immediately report all malfunctions to a supervisor.
- Use care when lifting and carrying objects.
- Observe restricted areas and all warning signs.
- Know emergency procedures.
- Report unsafe conditions to supervisors and notify supervisors of every accident or injury.

We also require service contract agreements, which mandate that all contractors and subcontractors that perform work in facilities or on property controlled by American Campus Communities abide by all safety rules and follow safety procedures. We maintain contractor safety training records that are accessible for review by property staff.

Basic Operating Standards & Systems (BOSS)

BOSS is the quality control program that ACC uses to establish a set of minimum operating standards — focused on curb appeal and customer service — that a resident should be able to expect at any ACC property. Every new hire completes BOSS training as part of their orientation.

Staff members are expected to meet or exceed the following standards:
- Put students first
- Surprise and delight
- Be passionate

BOSS helps team members continually improve our communities, ensure cleanliness and provide responsive customer service. At each of our communities, our operational goal is to maintain safe, attractive and inspiring spaces that delight residents and serve as a living billboard, advertising our attention to detail. Our BOSS Weekly Walk policy requires that a member of management together with a member of the maintenance team should walk by each resident’s unit at least once per week to ensure that the facilities are in good condition and that excellent curb appeal is being maintained throughout the entire community. Any deficiencies are reported and resolved.

Team Member Safety

The personal safety and health of each team member of American Campus Communities is of primary importance. Our objective is a safety and health program that will reduce the number of injuries and illnesses to an absolute minimum, not merely in keeping with, but surpassing the best experience of operations similar to ours. Our goal is zero accidents and injuries.
Facilities Plan
We pride ourselves on providing ACC residents with the best possible facilities, which requires that our assets are well maintained on an ongoing basis. To ensure that the facilities are kept in excellent condition, preventive maintenance is imperative. As such, our Facilities Plan serves as an integral part of each property’s daily maintenance routine.

Facilities Assessment
In addition to daily maintenance, our corporate Facilities department also conducts facilities assessments on a periodic basis. The purposes of the assessment are to ensure:

- The property is maintained according to the ACC Facilities Plan
- Unit condition, cleanliness, safety and security standards are met
- Facilities policies and procedures are followed
- Site management team is knowledgeable and responsible for all facility-related issues

During the assessment, facilities inspectors conduct a visual inspection of the property and indicate on the assessment form whether or not each item complies with ACC standards. Any items that require further action are noted on the form so they can be addressed by the property management team.

Safety Training
ACC supervisors are responsible for administering safety training with their team members. All team members — including operations specialists, bookkeeping specialists, leasing and marketing specialists, facilities specialists and facilities directors — are required to complete the Safety Training for All Employees online modules at ACC University. The course includes video instruction, a test after completion and supervisor verification that training was completed on time.

Maintenance team members have potential exposure to different workplace hazards than office staff. As such, maintenance staff are required to complete some additional safety training. All on-site maintenance team members, as well as facilities specialists and facilities directors, must also complete the Safety Training for Maintenance Employees modules.
Residents

Creating Communities Where students love living.

Our No. 1 priority is delivering the best possible experience for students. We have an ongoing resident feedback program, which includes regular surveys, to ensure we are optimizing their living experiences.

We have three key objectives that guide all of our resident programs and initiatives:

1. Create inclusive communities where students feel connected, are involved in the university community and are academically successful.
2. Develop and nurture partnerships with our affiliated universities that support the residents’ academic and personal goals.
3. Support the financial objectives of our properties by creating a vibrant and desirable student community.

Student Staff

Resident interactions begin with our student staff team members. Community assistants and resident assistants (CA/RAs) help ensure our residents have the best possible experience in our communities. Just as they strive to ensure healthy living and academic success, these team members are dedicated to building a sense of community.

Responses to our Fall 2021 Resident Pulse Survey highlight just how frequently residents interact with the CA/RAs who make up our student staff.

Who do you interact with most at your community?

FALL 2021 RESIDENT SURVEY RESULTS:

- Student staff: 45%
- Receptionist: 31%
- Maintenance staff: 14%
ACC’s residence life program is the cornerstone of our communities. We invest in students’ success and well-being to create a sense of community where they live. This year we continued to support resident mental health through our partnership with the Hi, How Are You Project. At each community, we also offer engaging educational, recreational and social activities to help students connect and make the most of their college experience.

Pillars of Residence Life
- Academic Success
- Health and Wellness (physical and mental)
- Sustainable Living and Education
- Employability/Career Focus
- Giving Back/Charity
- Financial Literacy
- Community Engagement (property community and local community)
- Resident Appreciation
The Hi, How Are You Project

ACC and the Hi, How Are You Project continue to facilitate peer-to-peer trainings to:

• Equip ACC community assistants and other team members with the tools to create activities to help reduce stress.
• Recognize and understand warning signs and empower ACC’s teams to start a conversation and provide resources related to mental health and wellness.
• Provide the framework for programs and events for college students to continue to encourage open dialogue on mental well-being.

We are also teaming up with the Hi, How Are You Project to increase awareness about the importance of mental wellness each year:

• Hi, How Are You Day every January 22
• Mental Health Awareness Month in May
• National Suicide Prevention Week in September
• World Mental Health Day Events every October 10

Together, we continue to ask everyone to take a simple pledge: Because mental health matters, I pledge to ask others ‘Hi, How Are You?’ The goal is to help shed light on the current reality that one in five Americans experiences a mental health illness, with 75 percent of mental illnesses beginning by age 24. As part of the pledge, everyone is encouraged to upload a video of them taking the pledge on their social media channels.

Every resident who is given a tour at an ACC property is educated about the Hi, How Are You Project.

Our next step is taking our work with the Hi, How Are You Project and sharing what we’ve learned with the student housing industry and educational institutions. We are excited to expand the reach about this important topic as part of the College Student Mental Health Advocacy Coalition.
Student 2021 Mental Wellness Survey
In September 2021, we once again partnered with the Hi, How Are You Project to conduct the College Student Fall 2021 Mental Wellness Survey. The survey is the largest of its kind specifically targeting college students. It was administered via email resulting in 8,903 responses. Participants ranged from incoming freshmen to graduate students in university markets across the U.S. The survey findings are reported here.

“While stigma around mental health is still very real, the report reveals that it is starting to decrease, and with increased awareness and support, we have seen more students be comfortable with sharing and openly communicating about their troubles,” said Dr. Sonia Krishna, a board-certified physician specializing in child, adolescent and adult psychiatry. “This is certainly great news since college years are a high risk and critical time for impact when help and resources should be readily available.”

2021 Survey Top Line Takeaways
• Mental wellness continues to be an essential component of students’ overall health and well-being.
• Stress and anxiety are pervasive, but levels are down from last year.
• Students continue to have a high care quotient for others and seek peers to open up.
• COVID-19 has prompted students to evaluate their mental wellness.
• Students most look forward to socializing and interacting in person.
• Social media permeates students’ lives with more positive/neutral impact than negative.

“It is refreshing to see that students still very much view mental health as a key component of their overall well-being, and that they remain open to having healthy dialogues about it and feel very comfortable checking in on others,” said Lonnie Ledbetter, ACC chief purpose and inclusion officer. “However, there is still meaningful work we can all do. Together with our community partners, universities, parents and the students themselves, we are committed to helping further the dialogue and promoting mental wellness resources to college students across the nation.”

We discussed the College Student Fall 2021 Mental Wellness Survey findings and mental health on college campuses in our College Talk podcast episode, “Mental Health On College Campuses.” The episode brought together experts from university mental health services in psychiatry and a parent who has personally navigated the issue with her children.
College Talk Podcast

August 2021 brought the first episode of ACC’s new podcast: College Talk. Its purpose is to provide a place where we engage with students, parents and university leaders discussing best practices in succeeding academically and personally during the college experience.

Each episode, hosted by ACC training specialist, Anthony Raad, covers topics that can help impact college success, such as:

- Heading into college life following a year of quarantine, campus closures and online learning
- Reinforcing personal safety on and around campus
- Engaging with each other and sharing tools for community building
- Protecting against cybersecurity issues

Personal Safety Events

As students prepared for finals week and returned home for winter break, American Campus Communities held personal safety events across the country. In Austin, ACC partnered with The University of Texas at Austin Police Department to share general safety tips for students at off-campus housing. These safety reminders provided an easy go-to checklist that students could use to protect themselves and their living spaces during the holiday season and beyond.

Resident Feedback & Engagement

As soon as they move in, residents have the opportunity to share their opinions concerning the move-in process. First impressions are lasting ones, so we want to be sure that the memories our residents have of move-in are positive. We also conducted resident engagement surveys and an annual mental wellness survey to ensure we are providing opportunities for residents to provide feedback about their experience.
Be Safe. Be Smart. Do Your Part.

We must all do our part to help protect ourselves, other residents, staff members, friends, family and members of the surrounding community from exposure to communicable viruses.

We gained valuable learnings as a result of the pandemic and have overhauled our cleaning protocols with the aim of keeping students safe during the pandemic and beyond. These protocols are now established as part of our ongoing operations:

- A new standard and approach to cleanliness and disinfection at our student housing communities, created in collaboration with RB, the makers of Lysol.
- Touchless preventive measures in high-traffic areas such as no-touch doors, hand sanitizer and soap dispensers, and step-n-pull attachments on doors.
- Installation of antimicrobial surface overlays that continuously self-clean high-touch surfaces.

All of these measures are reinforced by our “Be safe. Be smart. Do your part.” resident education program about effective cleaning and hygiene.
Better Value For Students & Parents

Since our inception, ACC has implemented an inclusive customer base strategy, which we have referred to as build for the masses not the classes. While many of our peers have focused on developing communities that only serve students and parents at the top 25 percent of the socio-economic spectrum, ACC has uniquely focused on innovative programming and accommodation design that enables every student attending a given university, regardless of their socio-economic status, to live in the same high quality, well-amenitized American Campus community that is located in close proximity to the campus and offers an environment that is conducive to academic success. While rent per square foot is consistent across all accommodations, our innovative design approach results in a portion of our accommodations being offered at lower individual student price points that were not previously available in the market. Rather than designing communities that separate students by class, we design a broad range of accommodations and price points in a single community that brings students together from all walks of life creating vibrant, diverse and culturally rich communities.

ACC APPROACH TO ACCOMODATION DESIGN

- **64%** are priced below market median rent level
- **7%** lower average rate discount to market average
- **90%** are closer to campus than the market average distance
- **33%** lower average rate to communities built in 2017 or later

**ACC OFFERS LOWER PRICE POINTS AND BETTER VALUE**

(\% of ACC Properties)

- **43%**
- **21%**
- **21%**
- **15%**

25th Percentile  |  50th Percentile  |  75th Percentile  |  100th Percentile

Source: Data from RealPage Axiometrics' Student Housing Performance Time Series by Month report as of 10/12/2021. Market statistics are based on all properties tracked by RealPage in ACC’s 68 markets located within one mile from campus with effective rental rate data for September 2021.
UCI FRESH Hub

In October 2021, ACC properties at the University of California, Irvine (UCI) collaborated with the UCI FRESH Hub to host informational booths at Plaza Verde and Vista del Campo. The UCI Food Pantry at FRESH provides emergency food and toiletries to UCI students experiencing food insecurities.

At the informational booth, staff from FRESH provided residents with information about their services and gave away produce from their food pantry. Residents were also able to learn more about CalFresh benefits, which provides eligible individuals up to $250 per month in Electronic Benefits Transfer (EBT) benefits.

Students can access the weekly UCI FRESH Hub pantry distribution using their UCI student ID information. Item maximums are regulated through a one basket per student policy.

Scholarship Programs

To celebrate 25 years of our longest-running university relationship, we worked with our partners at Prairie View A&M to develop a scholarship fund endowment along with a fund to assist graduating seniors. In the interest of promoting more diversity in the field of architecture, we also created two annual “Success by Design” scholarships for students at PVAMU.

“I plan on using my funds towards my tuition balance and a self-built desktop to perform software AutoCAD, Revit and Photoshop to name a few. I would like to say thank you to ACC for the scholarship opportunity and PVAMU for making my transfer experience great.”

— William A. Spriggins V
Scholarship Recipient, PVAMU School of Architecture
Neighborhood Small Business Nurturing Program

In an effort to engage local retailers in the ACC retail portfolio, ACC developed our Neighborhood Business Nurturing Program, aimed at helping to bolster and support small, local businesses — particularly those owned by women and minorities.

The pilot program resulted in The Underground Café + Lounge, which opened in Boston in September 2021. The cafe is located at the entrance of LightView, a Northeastern University student apartment community owned and managed by ACC.

“The Underground Café represents opportunity. You’ve got people who are coming to learn here, invest in the community here. You’ve got people in the neighborhood looking for a place to learn and now they have a new location to come to and be a part of that ecosystem,” Nia Grace, owner of The Underground Café + Lounge, told Boston Public Radio.

The cafe sits right next to the subway’s Orange Line, which serves as an intersection for all of Boston. Grace, the cafe owner, says it is a perfect place for bringing together all walks of life, and that there’s an underlying rich history of overcoming struggle and adversity.

“We talk about going into a space that is blank, down to the studs...a young entrepreneur is trying to figure out where do I get the capital to actually build out,” added Grace. “In terms of support [for the cafe] there was build-out support — the walls, the lighting, the floors, etc. That was done in partnership. When we think about the equipment that needs to go inside the restaurant, that was something we were also able to do in partnership...a lease that was flexible also helped make this partnership happen.”

Grace named the space to pay homage to Harriet Tubman’s underground railroad, an intersection for a higher calling of freedom. To build community, she cites the importance of her partnership with Northeastern University as well as ACC.

“It is about building community and you have to do it with an authentic voice,” Grace said.
We Support Our Neighbors In Need

Our work to empower young people starts at our living communities, but it doesn’t end there. We focus our philanthropy on organizations that support youth in need with a focus on education, shelter and well-being. Every C-level executive at ACC holds a board position at one of our designated philanthropies, actively fundraising and advancing their mission. The American Campus Communities Charity Foundation will match $7,500 in funds raised by our student housing communities for their charitable endeavors, up to $1,000 per community.

Through the American Campus Charity Foundation, as well as the individual efforts of our team members, we’ve raised nearly $7.5 million to help community organizations make a difference in the lives of young people in our hometown of Austin and in the communities where we operate.

Give Back
In 2021, we conducted a soft launch of ACC’s Give Back Charity Platform by YourCause, an online one-stop-shop platform for making donations (one-time or monthly payroll deductions), logging volunteer hours and creating #GiveBack events for team members.

Whenever a donation is made through the YourCause platform, ACC will match these donations one-for-one up to $500 USD per team member, each calendar year to most 501c3 organizations (or the global equivalent). After launch in 2022, the platform will allow us to track portfolio philanthropy hours and donations company-wide for future ESG reporting.

Week of Kindness
At ACC, one of our primary values is to Give Back. As part of our annual week of kindness, we encourage our staff and residents to engage with charitable programs. American Campus Charities Foundation supports charitable activities focused on disadvantaged youth and education.

In 2021, we invited staff and residents to Give Back during a Week of Kindness social media campaign. Participants posted about three national non-profit organizations selected by ACC and encouraged their followers to help give back. For every like, ACC donated $1 to the charity. To keep the kindness going, our communities also shared information via social media about how residents could use AmazonSmile to automatically donate 0.5 percent of their eligible purchases to the charitable organization of their choice.
Blue Jeans Go Green

Our properties in Corvallis and Eugene, Oregon partnered to give back through Blue Jeans Go Green. The simple and free program involves collecting denim and shipping it in a prepaid box via any Amazon account. The denim is eventually transformed into natural cotton fiber insulation, some of which is used to help with building efforts around the country.

ACC Fourth Annual Scholarship with Folds of Honor

At the University of Texas at Austin’s Veterans Day home football game, ACC and Folds of Honor took the field to present the partnership’s fourth scholarship. Since kicking off the partnership in 2018, ACC has provided scholarships to Texas college students and their families.

American Campus Communities Charity Foundation partners with nonprofit organization Folds of Honor to support their goal of providing educational scholarships to spouses and children of America’s fallen and disabled service members.

“The American Campus team is so proud to work with Folds of Honor to support their mission and honor our nation’s veterans. Student success is our top priority, so this partnership has given us an incredible opportunity to support college academic achievement and an incredible charity partner.”

— Kim Voss
ACC chief accounting officer, Folds of Honor Central Texas chapter treasurer
**Wesley Foundation Community Service**

ACC team members at Florida State University helped update the Wesley Foundation Apartments to ensure they were move-in ready for students in the fall of 2021. ACC covered the cost of paint and our team members dedicated three full days to paint the apartments.

“Every single one of our team members put their Picasso painting skills to the test and let me tell you, this apartment is going to shine for the new students moving in this fall because of it,” said Leah Prine, ACC senior area marketing manager in Tallahassee.

---

**Lights Out Texas**

Texas is globally important for birds — nearly two billion birds pass through the state between spring and fall each year. Protecting birds in Texas promotes conservation of bird populations across the Americas. In the spring of 2021, 36 of ACC’s communities across Texas helped to protect birds by turning out non-essential lights at night as part of a statewide initiative: Lights Out Texas. Using communication channels such as social media reminders, ACC encouraged residents to turn off all non-essential lights from 11 p.m. to 6 a.m. through the full spring migration of March 1 – June 1.

The goal is to help birds successfully migrate across our region. The value generated by operational efficiency and sustainable practices like Lights Out Texas benefits us not only as a company, but also extends to our shareholders and for generations to come.

“Joining the Lights Out Texas initiative is an immediate action that we can take as a Texas-based business to do our part to ensure millions of birds migrate successfully while also educating our residents on conservation.”

— Jennifer Beese  
President and Chief Operating Officer
Our business is built on integrity.
Lonnie Ledbetter is the executive responsible for leading ACC’s Human Resources, Organizational Development, Culture, Training, and Residence Life programs, and all diversity and inclusion (D&I) and ESG initiatives.

She began her student housing career as a resident assistant. In her many evolving roles at ACC, Lonnie has developed countless people initiatives and managed the strategy and execution of key processes and initiatives across departments. She was also instrumental in developing our InsideTrack Program, a career development program for property team members that helps ACC continue to build student housing expertise, rather than hiring from other real estate sectors. In 2021, Lonnie was promoted to executive vice president and chief purpose and inclusion officer to provide additional oversight related to the company’s ESG and D&I initiatives. This was a key step in furthering our important work in both sustainability and inclusion.

“From ACC’s inception we have understood that the quality and training of our people was how we will achieve long-term success. That recognition has informed how we approach engagement, development and oversight of this exceptional team of student housing experts rich in diversity of thought, background and experience.”

— Lonnie Ledbetter
Executive Vice President
Chief Inclusion & Purpose Officer
ESG Governance

Our Approach

Our guidelines on governance address significant corporate governance issues such as the board’s role, selection and composition; committees; operation and structure; orientation and evaluation; planning and oversight functions; and stock ownership guidelines.

ACC relies on our multi-functional ESG Committee and our D&I Task Force to keep us aiming higher and to execute on our vision and strategy. These entities pull together teams from across the company to execute key initiatives. They also report our ESG activities and results quarterly to our executive management team and board of directors.

Board of Directors

In 2021, we continued strong governance practices including board refreshment, the formation of a new independent board Capital Allocation Committee, and investor disclosure and transparency. Our board remains 90 percent independent, and the board chair is independent and separate from our CEO.

Independent directors make up 100 percent of our board’s primary committees:

- Audit Committee
- Compensation Committee
- Nominating and Corporate Governance Committee

We were the first U.S.-listed real estate investment trust (REIT) to include a performance component tied to all three pillars of environmental, social and governance in our senior unsecured revolving credit facility.
Board Diversity

Diversity is a priority in our board nomination process. A diverse board provides a more robust, multidimensional perspective as well as better oversight in driving sustainable financial performance in today’s rapidly evolving business environment.

We are proud that 40 percent of our independent board seats, including our board chair, Cydney Donnell, are held by women or people of color. Our Nominating and Corporate Governance Committee not only considers gender, age, race and ethnic diversity but also diversity of thought, background and experience.

In 2021, we formed our Capital Allocation Committee comprised of four independent directors with extensive real estate and capital allocation experience. This committee of experts has increased the breadth of capital allocation expertise.

The “Governance of the Company” section describes the governance framework, which includes the following highlights:

- Separate Chief Executive Officer and Independent Chair of the Board
- Annual election of directors by majority vote, with a plurality carveout in the case of contested elections
- Prohibition on a classified board structure
- 9 of our 10 current Board members are independent and independent directors comprise 100% of the Audit, Compensation, Nominating and Corporate Governance, Capital Allocation and Strategic Planning and Risk Committees
- Regular director performance assessment and annual board and committee evaluations
- Board oversight of environmental, social and governance practices, including human capital management matters
- Risk oversight by full Board and committees and independent Audit Committee and Strategic Planning and Risk Committee
- Ongoing succession planning for directors, the Chief Executive Officer and other executive officers
- Regular executive sessions of independent directors
- Robust board refreshment and director selection process, which resulted in three new independent directors joining the Board during 2021

- Gender diversified board with 30% of director nominees being women, including of our independent Chair
- Limits on board service
- Director and senior officer stock ownership guidelines, which include a prohibition on the sale by senior officers of vested restricted stock awards until the applicable ownership guideline has been met, and a requirement that the Chief Executive Officer own common stock having a market value of at least six times his annual base salary
- Prohibition on repricing options and stock appreciation rights, and prohibition on cash buyouts of underwater options and stock appreciation rights
- Anti-hedging and anti-pledging policies
- Clawbacks to recoup compensation
- No directors or executive officers a party to any material related party transactions
- Bylaw provision which permits shareholders to amend Bylaws

<table>
<thead>
<tr>
<th>INDEPENDENCE</th>
<th>90%</th>
<th>10%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not Independent</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TENURE</th>
<th>&lt;3 years</th>
<th>3-7 years</th>
<th>&gt;7 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>2</td>
<td>4</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GENDER</th>
<th>30%</th>
<th>70%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>RACIAL OR ETHNIC DIVERSITY</th>
<th>10%</th>
<th>90%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minority</td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>AGE</th>
<th>≤55 years</th>
<th>56-65 years</th>
<th>&gt;65 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>6</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FINANCIAL EXPERTISE</th>
<th>60%</th>
<th>40%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>No</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Executive Compensation

ACC’s executive compensation programs are designed to attract, retain and motivate talented executives. They reward executives for meeting individual goals, and also link a substantial portion of compensation to the achievement of company goals that drive sustainable shareholder value.

2021 Direct Compensation Target

- **CEO**: 22% Base Salary, 14% Long-term Equity Incentive, 64% Annual Cash Incentive, 86% At-risk Compensation
- **Other Named Executive Officers**: 30% Base Salary, 17% Long-term Equity Incentive, 53% Annual Cash Incentive, 83% At-risk Compensation

Ethics & Compliance

Our ethical culture is rooted in our company value to “do the right thing.” We keep this culture strong by providing clear codes and policies for ethical conduct, backed by a company-wide infrastructure that supports compliance. This includes training and resources to help team members understand policies, make good decisions and recognize violations.

All ACC team members must follow our Code of Business Conduct and Ethics, which covers topics such as conflicts of interest, fair dealing and disclosure of proprietary information. All team members must review and affirm the Code each year. We also have a Code of Ethical Conduct for Senior Financial Officers.

Our Internal Audit team performs key functions to support ACC’s ethical environment, culture and commitment to integrity. These include conducting an annual, entity-level control assessment based on the Committee of Sponsoring Organizations (COSO) internal control framework, including surveying executives through a COSO-aligned survey, and an annual fraud survey of all Sarbanes-Oxley framework process owners and participants to enhance our risk assessment.

Team members may report workplace concerns through EthicsPoint, an anonymous hotline administered by a third-party service. Any reports made through EthicsPoint are routed directly to our independent Audit Committee chair on the board of directors. Our Internal Audit team, which reports directly to the Audit Committee, administers EthicsPoint and is also immediately notified of any report or complaint. Internal Audit oversees EthicsPoint-based investigations, and if the situation warrants, Human Resources, Internal Audit, Legal, the board or an appropriate board committee will oversee a confidential investigation.

Further, our Protection of Whistleblowers policy protects reporting team members against retaliation.

We have not had significant bribery, fraud or corruption issues in 2021 or in any prior reporting years. In addition, we had no legal actions for anticompetitive behavior, anti-trust and monopoly practices in 2021 or any prior reporting years. Finally, we have an anti-harassment policy, which all team members have acknowledged.

Review our Code of Conduct here.
Stakeholder Engagement

Our regular engagement with stakeholders enables us to transparently communicate our company’s performance and receive feedback that helps us improve.

In 2021, our senior vice president/corporate responsibility and development and director/ESG and corporate responsibility hosted ESG-focused meetings that included the board chair, CEO, CFO and our Investor Relations team with governance/responsibility teams for investors holding more than 30 percent of the company’s outstanding shares.

Our board chair held calls with shareholders of more than 20 percent of our outstanding shares. Members of senior management and directors proactively engaged both passive and active shareholders in an ongoing annual review of ACC’s corporate governance policies, board composition, executive compensation program, sustainability initiatives, long-term business strategy and other topics.

Additional investor touch points include our annual stockholder meeting, quarterly earnings calls, reporting hotlines and investor conferences.

Residents
We keep an open, two-way dialogue with residents through our residence life programs, Hi, How Are You Project mental health program, surveys and events. Additional resident engagement programs address topics such as academic success, financial literacy, community engagement, and resident appreciation.

Communities/Universities
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.

Additional community interaction includes neighborhood and municipality outreach during new development Good Neighbor programs, as well as local volunteer opportunities for residents and on-site team members.

Team Members
Our quarterly CEO call, Inside Track and other leadership development programs encourage regular discussion of business priorities and gathering of team members’ feedback. Additional team member engagement includes Culture Committee events, wellness programs, and an anonymous EthicsPoint hotline for reporting workplace concerns.
“Our job is to understand the university climate and to initiate and steward our relationships in celebration and crisis. We honor our clients’ values and traditions and seek to contribute to their goals and mission. These relationships are core to everything we do. So serving these universities and building relationships is my highest priority.”

— Teri Bump

ACC Vice President/University Relations and Student Affairs

Teri, a nationally recognized expert in student affairs and higher education issues, is known for having a positive impact on her peers and puts her knowledge to use in support of our campus partners. Her reach, influence and understanding regarding our university professionals and partners adds immense value to ACC’s approach.

Teri brings vast experience in higher education to our team. Prior to joining ACC, she served Boston University, Oberlin College, University of Illinois Champaign-Urbana, Alfred University and SUNY Oswego in student affairs. She received her master’s in College Student Development from Alfred University.
Cybersecurity & Data Privacy

The board and the Strategic Planning and Risk Committee oversee the company’s management of cybersecurity risk. While ACC has not experienced a material cybersecurity breach, to mitigate the risks posed by cybersecurity incidents and cyber-attacks, we have developed processes and procedures — including incident response plans — which are designed to protect the confidentiality, integrity and continued availability of our data and systems.

To assist in our efforts, we partner with a third-party managed infrastructure and security services provider that operates a dedicated security operations center. Additionally, ACC maintains a cybersecurity risk insurance policy; conducts annual education, training and ongoing assessment of our team members and those with systems access; performs periodic third-party security assessments on our critical systems; and collaborates with peers and industry professionals to stay abreast of cybersecurity matters.

Our chief technology officer, who holds a CERT Certificate in Cybersecurity Oversight, provides quarterly updates to the Strategic Planning and Risk Committee, which regularly briefs the full board on these matters.

Business Continuity

Our world continues to change rapidly, driven in large measure by COVID-19 and its economic, social and personal impacts. In addition to protecting our team members, residents and others with whom we interact, we have challenged ourselves to remain agile in responding to local conditions and keep doing the right thing.

We have enacted detailed business continuity plans that allow us to continue to serve our residents and create value for shareholders, while protecting the well-being of our people. With our long-term strategy, our focus on residents and the communities we serve, and our performance and operating discipline, we believe we are well-positioned to navigate the future.

Additional Resources

- ACC Environmental Management System (EMS)
- ACC Code of Business Conduct and Ethics & Additional Policies for the Chief Executive Officer and Senior Financial Officers
- ACC D&I
- ACC Sustainability
- ACC Corporate Governance
- ACC proxy filing
- ACC Cares
- SASB Table
- ACC 10-K
### SASB Response Table

<table>
<thead>
<tr>
<th>Question ID</th>
<th>Section</th>
<th>Question Title</th>
<th>Unit of Measure</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>IF-RE-130a.1</td>
<td>Energy Management</td>
<td>Energy consumption data coverage as a percentage of total floor area, by property subsector</td>
<td>% by floor area</td>
<td>73%</td>
</tr>
<tr>
<td>IF-RE-130a.2</td>
<td>Energy Management</td>
<td>(1) Total energy consumed by portfolio area with data coverage</td>
<td>Gigajoules (GJ)</td>
<td>1,340,823</td>
</tr>
<tr>
<td>IF-RE-130a.2</td>
<td>Energy Management</td>
<td>(2) Percentage grid electricity</td>
<td>%</td>
<td>67%</td>
</tr>
<tr>
<td>IF-RE-130a.2</td>
<td>Energy Management</td>
<td>(3) Percentage renewable, by property subsector</td>
<td>%</td>
<td>2.78%</td>
</tr>
<tr>
<td>IF-RE-130a.3</td>
<td>Energy Management</td>
<td>Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector</td>
<td>%</td>
<td>-9.57%, 6.32%*</td>
</tr>
<tr>
<td>IF-RE-130a.4</td>
<td>Energy Management</td>
<td>Percentage of eligible portfolio that (1) has an energy rating, by property subsector</td>
<td>% by floor area</td>
<td>16%</td>
</tr>
<tr>
<td>IF-RE-130a.4</td>
<td>Energy Management</td>
<td>Percentage of eligible portfolio that (2) is certified to ENERGY STAR, by property subsector</td>
<td>% by floor area</td>
<td>0%</td>
</tr>
<tr>
<td>IF-RE-130a.5</td>
<td>Energy Management</td>
<td>Description of how building energy management considerations are integrated into property investment analysis and operational strategy</td>
<td>Discussion &amp; Analysis</td>
<td>EMS Report Environmental Section</td>
</tr>
<tr>
<td>IF-RE-140a.1</td>
<td>Water Management</td>
<td>Water withdrawal data coverage as a percentage of (1) total floor area, by property subsector</td>
<td>% by floor area</td>
<td>99%</td>
</tr>
<tr>
<td>IF-RE-140a.1</td>
<td>Water Management</td>
<td>Water withdrawal data coverage as a percentage of (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector</td>
<td>% by floor area</td>
<td>100%</td>
</tr>
<tr>
<td>IF-RE-140a.2</td>
<td>Water Management</td>
<td>(1) Total water withdrawn by portfolio area with data coverage, by property subsector</td>
<td>m3</td>
<td>6,630,862</td>
</tr>
<tr>
<td>IF-RE-140a.2</td>
<td>Water Management</td>
<td>(2) Percentage in regions with High or Extremely High Baseline Water Stress, by property subsector</td>
<td>%</td>
<td>36%</td>
</tr>
<tr>
<td>IF-RE-140a.3</td>
<td>Water Management</td>
<td>Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector</td>
<td>%</td>
<td>-13.72%, 18.12%*</td>
</tr>
<tr>
<td>Question ID</td>
<td>Section</td>
<td>Question Title</td>
<td>Unit of Measure</td>
<td>2021</td>
</tr>
<tr>
<td>--------------</td>
<td>--------------------------------</td>
<td>--------------------------------------------------------------------------------</td>
<td>------------------------------------------------------</td>
<td>-------</td>
</tr>
<tr>
<td>IF-RE-140a.4</td>
<td>Water Management</td>
<td>Description of water management risks and discussion of strategies and practices to mitigate those risks</td>
<td>Discussion &amp; Analysis</td>
<td>EMS Report</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Plumbing Retrofit Section</td>
<td></td>
</tr>
<tr>
<td>IF-RE-410a.1</td>
<td>Management of Tenant Sustainability Impacts</td>
<td>(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements</td>
<td>%</td>
<td>0%</td>
</tr>
<tr>
<td>IF-RE-410a.1</td>
<td>Management of Tenant Sustainability Impacts</td>
<td>(2) Associated leased floor area, by property subsector</td>
<td>sqf</td>
<td>0%</td>
</tr>
<tr>
<td>IF-RE-410a.2</td>
<td>Management of Tenant Sustainability Impacts</td>
<td>Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption, by property subsector</td>
<td>% by floor area</td>
<td>89%</td>
</tr>
<tr>
<td>IF-RE-410a.2</td>
<td>Management of Tenant Sustainability Impacts</td>
<td>Percentage of tenants that are separately metered or submetered for (2) water withdrawals, by property subsector</td>
<td>% by floor area</td>
<td>12%</td>
</tr>
<tr>
<td>IF-RE-410a.3</td>
<td>Management of Tenant Sustainability Impacts</td>
<td>Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants</td>
<td>Discussion &amp; Analysis</td>
<td>EMS Report</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Resident Sustainability Engagement</td>
<td></td>
</tr>
<tr>
<td>IF-RE-450a.1</td>
<td>Climate Change Adaptation</td>
<td>Area of properties located in 100-year flood zones, by property subsector</td>
<td>sqf</td>
<td>5%</td>
</tr>
<tr>
<td>IF-RE-450a.2</td>
<td>Climate Change Adaptation</td>
<td>Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks</td>
<td>Discussion &amp; Analysis</td>
<td>EMS Report</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Climate Resilience and Portfolio Risk Evaluation</td>
<td></td>
</tr>
<tr>
<td>IF-RE-000.A</td>
<td>Activity Metrics</td>
<td>Number of assets, by property subsector</td>
<td>Number</td>
<td>146</td>
</tr>
<tr>
<td>IF-RE-000.B</td>
<td>Activity Metrics</td>
<td>Leasable floor area, by property subsector</td>
<td>sqf</td>
<td>34,049,599</td>
</tr>
<tr>
<td>IF-RE-000.C</td>
<td>Activity Metrics</td>
<td>Percentage of indirectly managed assets, by property subsector</td>
<td>% by floor area</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>IF-RE-000.D</td>
<td>Activity Metrics</td>
<td>Average occupancy rate, by property subsector</td>
<td>%</td>
<td>86%</td>
</tr>
</tbody>
</table>

*2019-2020, 2020-2021*
## ACC LEED Certified Communities

<table>
<thead>
<tr>
<th>Community</th>
<th>University</th>
<th>LEED Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capitol Campus Housing (55 H Street)</td>
<td>Georgetown University</td>
<td>X Platinum</td>
</tr>
<tr>
<td>LightView</td>
<td>Northeastern University</td>
<td>X Platinum</td>
</tr>
<tr>
<td>Plaza Verde, Phase I</td>
<td>University of California, Irvine</td>
<td>X Gold</td>
</tr>
<tr>
<td>Plaza Verde, Phase II</td>
<td>University of California, Irvine</td>
<td>X Gold</td>
</tr>
<tr>
<td>Barrett, The Honors College</td>
<td>Arizona State University</td>
<td>X Gold</td>
</tr>
<tr>
<td>Tooker House</td>
<td>Arizona State University</td>
<td>X Gold</td>
</tr>
<tr>
<td>Casa de Oro Dining Pavilion</td>
<td>Arizona State University West Campus</td>
<td>X Gold</td>
</tr>
<tr>
<td>Fairview House</td>
<td>Butler University</td>
<td>X Gold</td>
</tr>
<tr>
<td>University Pointe at College Station</td>
<td>Portland State University</td>
<td>X Gold</td>
</tr>
<tr>
<td>Merwick Stanworth, Phase I</td>
<td>Princeton University</td>
<td>X Gold</td>
</tr>
<tr>
<td>Merwick Stanworth, Phase II</td>
<td>Princeton University</td>
<td>X Gold</td>
</tr>
<tr>
<td>Lakeside Graduate Community</td>
<td>Princeton University</td>
<td>X Gold</td>
</tr>
<tr>
<td>Graduate Student Housing</td>
<td>Princeton University</td>
<td>X Silver</td>
</tr>
<tr>
<td>Vassar Street Graduate Student Housing</td>
<td>Massachusetts Institute of Technology</td>
<td>X Platinum</td>
</tr>
<tr>
<td>Manzanita Square</td>
<td>San Francisco State University</td>
<td>X Gold</td>
</tr>
<tr>
<td>Raider Village</td>
<td>Southern Oregon University</td>
<td>X Gold</td>
</tr>
<tr>
<td>David Blackwell Hall</td>
<td>University of California, Berkeley</td>
<td>X Gold</td>
</tr>
<tr>
<td>Camino del Sol</td>
<td>University of California, Irvine</td>
<td>X Gold</td>
</tr>
<tr>
<td>Puerta del Sol</td>
<td>University of California, Irvine</td>
<td>X Gold</td>
</tr>
<tr>
<td>Dundee North Residence Hall</td>
<td>University of California, Riverside</td>
<td>X Gold</td>
</tr>
<tr>
<td>Dundee South Residence Hall</td>
<td>University of California, Riverside</td>
<td>X Gold</td>
</tr>
<tr>
<td>Suites at Third</td>
<td>University of Illinois</td>
<td>X Gold</td>
</tr>
<tr>
<td>Academic &amp; Residential Complex</td>
<td>University of Illinois Chicago</td>
<td>X Gold</td>
</tr>
<tr>
<td>Manzanita Hall</td>
<td>Arizona State University</td>
<td>X Silver</td>
</tr>
<tr>
<td>Glasgow Dining Hall</td>
<td>University of California, Riverside</td>
<td>X Silver</td>
</tr>
<tr>
<td>Irvington House</td>
<td>Butler University</td>
<td>X Silver</td>
</tr>
<tr>
<td>Dolphin Cove</td>
<td>College of Staten Island (CUNY Staten Island)</td>
<td>X Silver</td>
</tr>
</tbody>
</table>

(continued)
## ACC LEED Certified Communities (continued)

<table>
<thead>
<tr>
<th>Community</th>
<th>University</th>
<th>Tracking</th>
<th>Certified</th>
<th>Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Highlands, Phase I</td>
<td>Edinboro University of Pennsylvania</td>
<td>X</td>
<td></td>
<td>Silver</td>
</tr>
<tr>
<td>Recreation and Wellness Center/Parking Garage</td>
<td>University of Arizona</td>
<td>X</td>
<td></td>
<td>Silver</td>
</tr>
<tr>
<td>Honors College</td>
<td>University of Arizona</td>
<td>X</td>
<td></td>
<td>Silver</td>
</tr>
<tr>
<td>North District Phase I: Building A</td>
<td>University of California, Riverside</td>
<td>X</td>
<td></td>
<td>Gold</td>
</tr>
<tr>
<td>North District Phase I: Building B</td>
<td>University of California, Riverside</td>
<td>X</td>
<td></td>
<td>Gold</td>
</tr>
<tr>
<td>Frear Hall</td>
<td>University of Arizona</td>
<td>X</td>
<td></td>
<td>Silver</td>
</tr>
<tr>
<td>Casas del Rio</td>
<td>University of New Mexico</td>
<td>X</td>
<td></td>
<td>Silver</td>
</tr>
<tr>
<td>Gladding Residence Center</td>
<td>Virginia Commonwealth University</td>
<td>X</td>
<td></td>
<td>Silver</td>
</tr>
<tr>
<td>The 515 (Hub at Eugene)</td>
<td>University of Oregon</td>
<td>X</td>
<td></td>
<td>Silver</td>
</tr>
<tr>
<td>Bridges at 11th</td>
<td>University of Washington</td>
<td>X</td>
<td></td>
<td>Silver</td>
</tr>
<tr>
<td>TWELVE at U District</td>
<td>University of Washington</td>
<td>X</td>
<td></td>
<td>Silver</td>
</tr>
<tr>
<td>Greek Leadership Village</td>
<td>Arizona State University</td>
<td>X</td>
<td></td>
<td>Certified</td>
</tr>
<tr>
<td>Euclid Commons</td>
<td>Cleveland State University</td>
<td>X</td>
<td></td>
<td>Certified</td>
</tr>
<tr>
<td>Lobo Village</td>
<td>University of New Mexico</td>
<td>X</td>
<td></td>
<td>Certified</td>
</tr>
<tr>
<td>The Callaway House Austin</td>
<td>University of Texas</td>
<td>X</td>
<td></td>
<td>Certified</td>
</tr>
</tbody>
</table>
ACC Policies

Energy Procurement Policy
American Campus Communities’ (ACC) energy procurement policy is founded on leveraging our Utility Expense Management (UEM) data and third-party consultants to understand energy demand at each property. In addition to the energy profile of each property, we evaluate market conditions (both current and future), budget tolerance, asset life-cycle, current and future occupancy trends, weather patterns and available energy sources to make informed decisions to meet energy demand. This data allows us to understand current and future energy demands to maximize the efficiency of our energy procurement solutions.

ACC is committed to evaluating renewable energy opportunities for every procurement across our portfolio to identify renewable energy solutions that meet our strategic initiatives, targets and financial requirements and procure clean energy in the most efficient way possible.

Environmental Policy
As a long-term owner and operator of residential communities, American Campus Communities sees the integration of sustainable building and operational features into our properties as a critical component of delivering the best living experience. We know that a healthy, comfortable and socially responsible living environment is important to our residents and to the future of our planet. It’s not only the right thing to do; it also makes good business sense—the value generated by operational efficiency and sustainable practices benefits our communities, residents, stakeholders, and the environment.

Our dedication to these principles begins with our investment criteria and subsequent planning stages and extends through project design and construction to operations. We work with all stakeholders, including employees, university partners, suppliers, investors and residents, to achieve these environmental policy principles:

- Develop and implement an Environmental Management System (EMS) to establish a process to effectively implement our environmental efforts
- Invest in communities that are in close proximity to the campuses we serve, with a focus on walkability
- Continuously evolve our development standards to implement best practices for developing sustainable buildings
- Engage our residents and employees to create environmental awareness and educate them on sustainability topics to help reduce their carbon footprint
- Monitor, measure, and manage our use of natural resources and invest in renewable energy sources to preserve the longevity of our planet
- Establish short- and long-term goals that will drive energy and water efficiencies, reduce greenhouse gas emissions and generate long term asset value
- Engage stakeholders and regularly report on our environmental efforts

Governance
All employees are required to sign off on the Company’s Code of Business Conduct and Ethics and the policies in the Employee Handbook annually. In addition to any other avenue available to an employee including bringing any concern to the attention of an immediate supervisor or the Corporate Human Resources Department, a toll-free Ethics/Whistleblower Hotline has also been established. Any employee may report openly, confidentially or anonymously any Accounting Allegation, Legal Allegation or report of a Retaliatory Act by calling the Ethics/Whistleblower Hotline at: 1-800-517-4032. This toll-free number is managed by an outside, independent service provider and allows an employee to make a Report without divulging his or her name. The hotline service partner is required to share the information provided in the Report to management or, if requested by the individual making the Report, the Audit Committee of the Board of Directors as promptly as practicable.
Human and Labor Rights Policies

American Campus Communities is committed to the protection and advancement of human rights and to operate our business in accordance with our core mission and values.

The commitments outlined in this Human Rights Statement are adopted directly from the principles, standards, and policies in our Employee Handbook and our Vendor Code of Conduct.

Equal Opportunity
The Company provides equal employment opportunities to all employees and applicants without regard to race, color, religion, sex, sexual orientation, national origin, age, disability, military status, veteran status, genetic information, gender identity, pregnancy, childbirth, related medical conditions or any other classification protected by applicable law. This policy applies to all terms and conditions of employment.

Anti-Harassment
It is the policy of the Company to maintain a working environment which encourages mutual respect, promotes respectful and congenial relationships between employees and is free from all forms of unlawful harassment of any employee or applicant for employment by anyone, including supervisors, co-workers, vendors, residents, or customers. Unlawful harassment in any manner or form is expressly prohibited and will not be tolerated by the Company. The provisions of this policy will also apply to our relationship and interaction with our customer base, including but not limited to, the residents at each of our property locations. All Company supervisors and managers are expected to ensure compliance with the Company’s anti-harassment policy.

Fair Dealing
Each employee should endeavor to deal fairly with the Company’s vendors, clients, competitors and employees and with other persons with whom we do business. No employee should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other practice of unfair dealing.

Safe Workplace
It is the intent of the Company to provide a safe workplace for employees and to provide a comfortable and secure atmosphere for customers and others with whom we do business. The Company has no tolerance for violent acts or threats of violence. The Company expects all employees to conduct themselves in a non-threatening, non-abusive manner at all times. Employees within the Company share the responsibility in identification and alleviation of threatening or violent behaviors.

Employee Health and Safety
It is the policy of the Company to provide its employees a safe and healthy workplace and to follow procedures aimed at safeguarding all employees. Accident prevention and efficiency in operations go together; neither should be given priority over the other. Safety is everyone’s responsibility. Every supervisor is expected to devote the time and effort necessary to ensure the safety of employees at all times.

Diversity and Inclusion
Our people are devoted to a culture of inclusion, diversity, and equality in the workplace and our communities. We have zero tolerance for racism and discrimination. Our company and our student communities are defined and strengthened by the belief that every individual and their experience adds value and enhances our position as an industry leader and university partner. We intend to execute an evolving set of goals specific to inclusion, diversity, and accountability, driven by empathetic leadership and embraced by all.
Child and Forced Labor
The Company will not tolerate the use of child or forced labor in any of its operations and facilities, the exploitation of children, their engagement in unacceptably hazardous work, or the physical punishment, abuse, or involuntary servitude of any worker. We expect the suppliers and contractors with whom we do business to uphold the same standards. Should a pattern of violation of these principles become known to the Company and not be corrected, we will discontinue the business relationship. We do support temporary workplace internship and apprenticeship programs for younger persons as well as customary seasonal employment so long as such persons are closely supervised and their morals, safety, health and compulsory education are not compromised in any way.

Bribery and Corruption
The Company’s Code of Business Conduct and Ethics restricts employees’ receipt and giving of business gifts and other benefits to create good will and sound working relationships, not to gain unfair advantage.

Freedom of Association
We intend to comply with applicable laws protecting the rights of employees to freely associate and organize in accordance with applicable laws. We respect the rights of employees to communicate openly with management regarding working conditions without fear of retaliation, harassment, intimidation, penalty or interference.

Political Involvement Policies
The commitments outlined in these political involvement policies are adopted directly from the principles, standards, and policies in our Employee Handbook.

Relationships with Industry and Governmental Authorities
It is the policy of the Company that any and all corporate contributions to political parties or to candidates for public office be made in strict accordance with governing law. In the United States, this precludes corporate contributions to any candidate for national office as well as candidates in a number of states. Any legally permissible contributions by the Company may be made only with approval by the chief financial officer in writing or under a procedure adopted by the Company. Of course, individuals are free, as private citizens, to endorse or contribute to political parties or candidates of their choice, on their own. The Company will not directly or indirectly reimburse employees for their individual political contributions or in any way pressure any employee to make a particular contribution. Employees are permitted to serve in local elective offices of a civic nature, provided that such activity, including campaigning, occurs outside normal business hours, is carried on solely in the individual’s capacity as a private citizen and not as a representative of the Company, and involves no conflict of interest. In this regard, the duties of office should not involve activities which are related to the employee’s responsibilities as an employee of the Company. Employees may also support others in campaigns for public office, provided such activity is outside normal business hours and no use is made of the Company’s name, facilities or funds.

Dealings with Government and Industry Regulators
During the course of conducting the Company’s business, there may often be a need for contact with the regulators. It is the preference of the Company that all discussions with regulators on behalf of the Company be undertaken by the chief executive officer or the chief financial officer or their designee(s). If an employee is contacted by a government official or regulator (for example, the SEC or the NYSE) as to any matter directly or indirectly involving the Company, whether by telephone, letter, office visit or otherwise, the employee may not, under any circumstances, engage in any discussion or take any other action in response to the contact prior to notifying the chief financial officer for advice and counsel. It is expected and required that all employees fulfill their personal obligations to governmental and regulatory bodies. Such obligations include the filing of appropriate federal, state and local tax returns as well as the filing of any applicable forms or reports required by regulatory bodies.
### 2020 EMPLOYER INFORMATION REPORT
#### EEO-1 CONSOLIDATED

#### SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES                      | MALE | FEMALE | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES | OVERALL TOTALS |
|-------------------------------------|------|--------|-------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|-------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|--------------|---------------------|
| EXECUTIVE / OFFICIALS & MANAGERS    | 3    | 2      | 51    | 4                          | 0                                   | 0     | 0                                 | 0                 | 23    | 3                          | 0                                   | 1     | 0                                 | 1                 | 88           |
| PROFESSIONALS                       | 32   | 38     | 120   | 29                         | 1                                   | 5     | 1                                 | 5                 | 221   | 59                         | 0                                   | 16    | 3                                 | 22                | 553          |
| TECHNICIANS                         | 10   | 6      | 43    | 9                          | 0                                   | 4     | 1                                 | 1                 | 34    | 5                          | 0                                   | 7     | 0                                 | 1                 | 121          |
| SALES WORKERS                       | 2    | 0      | 1     | 1                          | 0                                   | 1     | 0                                 | 1                 | 2     | 0                          | 0                                   | 1     | 0                                 | 0                 | 9            |
| ADMINISTRATIVE-SUPPORT              | 56   | 122    | 230   | 95                         | 0                                   | 38    | 4                                 | 14                | 481   | 175                        | 3                                   | 57    | 5                                 | 42                | 1302         |
| CRAFT WORKERS                       | 0    | 0      | 0     | 1                          | 0                                   | 0     | 0                                 | 0                 | 0     | 0                          | 0                                   | 0     | 0                                 | 0                 | 1            |
| OPERATIVES                          | 0    | 0      | 0     | 0                          | 0                                   | 0     | 0                                 | 0                 | 0     | 0                          | 0                                   | 0     | 0                                 | 0                 | 0            |
| LABOURERS & HELPERS                 | 214  | 28     | 276   | 173                        | 2                                   | 13    | 11                                | 21                | 25    | 19                         | 1                                   | 4     | 1                                 | 2                 | 790          |
| SERVICE WORKERS                     | 3    | 70     | 25    | 20                         | 0                                   | 1     | 1                                 | 3                 | 42    | 47                         | 0                                   | 1     | 3                                 | 5                 | 258          |
| TOTAL                               | 325  | 272    | 746   | 338                        | 3                                   | 62    | 18                                | 46                | 809   | 308                        | 4                                   | 87    | 12                                | 73                | 3103         |

#### SECTION E - REMARKS

DATES OF PAYROLL PERIOD: 11/7/2020 THRU 11/20/2020

SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: Georgianna Patterson  
EMAIL: gpatterson@americancampus.com

EEO1 REPORT CONTACT PERSON: MICHAEL WEATHERS  
EMAIL: MWEATHERS@AMERICANCAMPUS.COM

CERTIFIED DATE [EST]: 10/24/2021 10:22 PM  
TITLE: HUMAN RESOURCES DIRECTOR  
PHONE: 512-732-1000

TITLE: VP Human Resources  
PHONE: 5127321000

Live Responsibly: ACC Environmental, Social & Governance Update 2021
We are committed to shaping a brighter future for our students, employees, communities and the planet we all share. We are inspired by the passion for sustainability we see on university campuses and the innovation we see in classrooms and corporations. No one entity can change the world alone, but we are determined to do our part. We welcome your feedback and ideas along this journey.