

Who We Are

American Campus Communities is the nation's largest owner, manager and developer of high-quality student housing with nearly 180 properties serving approximately 140,000 residents. We have more than 3,200 dedicated team members working toward one goal: delivering the best possible experience for students. That means we build communities that are specialized, inclusive and sustainable, with the resources students need to succeed personally, academically and professionally.



Our Mission

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

Our Values

1. Put students first.
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.
9. Optimize.
10. Give back.



180 Properties * 140,000 Residents * 3,200 Team Members

2023 ESG Highlights



Environmental

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

Sustainable Procurement
Added more sustainability criteria to our procurement strategies, such as asking suppliers for their environmental goals and prioritizing products with fewer materials and longer lifespans.

For the Greener Good
Expanded our peer-to-peer resident sustainability education campaign, primarily through engaging social media videos that reached more than 300,000 people.

LEED-ing by example
Continued to lead the student housing industry with 40 projects that are LEED-certified and another 11 that are tracking LEED certification.

Green Certification Policy
Launched new policy stating all newly developed and acquired ACC communities must meet Fitwel standards in their first year of operation. And new developments must pursue LEED, ENERGY STAR® and/or Passive House certification.

GHG Emissions Reduction
Reduced greenhouse gas emissions from ACC's owned portfolio by 9.8% from 2022 to 2023 (our goal is a 15% reduction by 2025, using 2022 as our baseline year).



Social

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

Mental Health Support
Partnered with the Hi, How Are You Project to scale the College Student Mental Wellness Advocacy Coalition to 26 student residential housing companies, publish the second-annual Thriving College Student Index Report and develop a national training program.



Diversity, Equity & Inclusion
Continued to uphold the diversity of our leadership, with 47% of senior-level management positions held by women and 48% held by people of color.



CoreGiving
Launched a partnership with CoreGiving, a nonprofit dedicated to eliminating child hunger, and organized team members and resident volunteer events at local food banks nationwide.

Governance

Our business is built on integrity.

Technology Roadmap
Continued to implement our three-year technology roadmap, which is designed to efficiently provide the best possible experience for residents as we scale our business.

Risk Mitigation
Consolidated all our risk mitigation activities, including compliance and privacy, under our newly expanded legal department for greater efficiency and reporting.

Compensation Structure
Formally aligned our compensation structure for all ACC team members to ESG roadmap goals.

Industry Leadership

We are proud to be widely recognized for our exceptional culture, communities and experience.

- 2023 & 2022 Great Place to Work Certification™
- 2024, 2023 & 2022 Newsweek’s list of Most Trustworthy Companies in America
- 2023 GlobeSt. Best Place to Work Award
- 2023 & 2022 Fortune’s Best Workplaces in Real Estate
- 2023 Student Housing Business Innovator Awards (4 Awards)



[Learn More](#)

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“We are honored to be recognized for the trust we’ve earned from those we work with and serve every day and will continue to operate our business every day with a steadfast focus on delivering value to all of our stakeholders.”

– Rob Palleschi, CEO

ESG Vision & Goals

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.

Our ESG Goals

Our ESG goals help us drive measurable progress toward our vision. These goals reflect the strategic focus areas identified in our materiality assessment and are aligned with the U.N. Sustainable Development Goals. All quantitative goals will be measured against a 2022 baseline.

Live Responsibly

	GOAL	2023 STATUS
ENVIRONMENT	Design & Development <ul style="list-style-type: none"> Develop standard certification and post-occupancy process with a focus on our ESG priorities Study and develop comprehensive guidelines for waste, recycling and reuse at student housing communities 	<ul style="list-style-type: none"> Created a post-occupancy process and a new green certification policy Continued to study best practices and identify opportunities, primarily during the development phase
	Resource Management <ul style="list-style-type: none"> Reduce greenhouse gas (GHG) emissions by 15% over three years Reduce water consumption by 10% over three years Implement conservation measures to evaluate and reduce consumption of natural resources at ACC communities 	<ul style="list-style-type: none"> Reduced by 9.8% since 2022 Reduced by 4.6% since 2022 Implemented \$5.4 million in large-scale conservation measures since 2022 (with 38% average ROI)
SOCIAL	Team Members <ul style="list-style-type: none"> Continue supporting a diverse workforce Support small businesses, with a special focus on those certified as diverse-owned businesses 	<ul style="list-style-type: none"> ACC team is 51% women and 57% people of color Conducted an assessment of our relationships and spending; found that 5% of our operating contracts are with businesses that self-identify as diverse entities
	Engagement <ul style="list-style-type: none"> Continue For the Greener Good resident sustainability education campaign to incorporate sustainable behavior and resource conservation into our residents' daily living Expand team members' participation in YourCause by 20% in 2023 Continue industry leadership with the Hi, How Are You Project and College Student Mental Wellness Advocacy Coalition 	<ul style="list-style-type: none"> Scaled the campaign to over 300,000 people through engaging, social media-driven initiatives from our communities Exceeded goal with a 99% increase in participation, and we are setting new internal targets Partnered with HHAYP to scale the Coalition to 26 student residential housing companies, publish the second-annual Thriving College Student Index Report and develop a national training program
GOVERNANCE	<ul style="list-style-type: none"> Maintain annual ESG reporting to university partners, ACC residents and team members with continued alignment to SASB framework Add ESG performance goals to existing criteria for team members' annual incentive compensation Create a comprehensive data tracking system that drives accountability and consistency across our portfolio 	<ul style="list-style-type: none"> Published 2022 ESG Update in 2023; worked on 2023 ESG Update for 2024 publication Formally adopted ESG performance criteria as part of annual and bonus compensation structures Upgraded development and operations systems following our three-year technology roadmap (launched in 2023)

Strategic Focus Areas & ESG Reporting

We are committed to developing ESG initiatives that leverage our unique strengths as a student housing leader to make a measurable impact. We develop ESG initiatives based on our short- and long-term targets, our materiality assessment and industry best practices and standards.

ESG Reporting

Thorough, transparent reporting keeps us on track toward our goals and accountable to our student, university and team member stakeholders. We report our progress annually using the Sustainability Accounting Standards Board (SASB) framework. We perform an annual GHG inventory and completed a climate assessment in 2023. We also collect information in alignment with the Global Real Estate Sustainability Benchmark (GRESB) format, which provides our stakeholders with an accurate measure of our portfolio's sustainability.

Building Design & Development

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

Resource Management

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

Our Material Issues

Governance and Strategy

- + Ethics and integrity
- + Communication and reporting
- + Governance structure and accountability
- + Compliance and anti-corruption
- + Leadership engagement
- + Stakeholder engagement

Resident Engagement

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

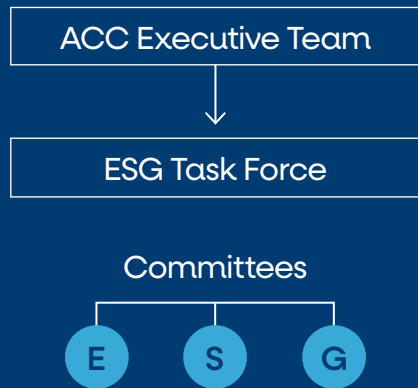
Employees and Team Members

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

ESG Organization

ACC’s commitment to ESG starts at the top of our organization, with executive oversight of our policies and initiatives. We have a dedicated ESG team and ESG Task Force, which are supported by our environmental, social (diversity, equity & inclusion) and governance committees in implementing our ESG road map. Additionally, we empower all ACC team members to implement our initiatives and pursue ideas for grassroots efforts.

Overight of ESG Initiatives



ESG Team



Lonnie Ledbetter
EVP, Chief Purpose & Inclusion Officer,
ESG Executive Sponsor



Jason Wills
SVP, Corporate Responsibility & Development

ESG Task Force



Stacey Heller
SVP,
Strategic Initiatives & Internal Audit



Gina Cowart
SVP, Brand & MarCom Strategy



Heather Laney
SVP, Procurement



Derek Elpers
Senior Director,
Asset Management

Message From Leadership

As a longtime team member of American Campus Communities, I've had the fortunate experience to be on the front lines of our journey from student housing startup to industry leader. In reflection, I have always associated that success with our culture.

From the start, ACC has been dedicated to doing the right thing in pursuit of our mission to help students succeed. This clear, shared focus has fostered a culture of hard-working people who enjoy working with each other to create long-lasting partnerships and healthy, thriving communities. Our value of doing the right thing has shaped our transactions and relationships, fueling decades of enterprise growth, team member retention and a drive to continually evolve as the best in the industry.

Our culture and values at our genesis led us to naturally develop environmental, social and governance (ESG) strategies and programs long before the acronym ESG existed.

The E in ESG, environmental, centers around reducing the water and energy resources ACC consumes and the waste it disposes. These have long been priorities for creating value for our residents and partners, leading us to become a leader in green building and operations. We are now scaling our sustainability innovations to address long-term decarbonization goals.

S, or social, has always centered around supporting our communities and the well-being of our residents and team members. This approach has evolved to encompass mental wellness as well as diversity,

equity and inclusion. Along the way, we've focused on building strong relationships and trust with the people and institutions where we do business, and that starts with engagement: We continually listen to our residents, parents, partners and team members to ensure we're focused on what matters most.

And G, governance, reflects our internal system of practices and controls for leading with integrity, making informed and effective decisions, complying with the law and satisfying external stakeholders.

Although this 2023 ESG report specifically shares our progress in these areas over the last year, it also reflects the culmination of following our values for the last 30 years. This report is also more than the transparent disclosure of 2023 data. It also shares inspiring stories of our team members, residents and communities embodying our mantra to "Live Responsibly" by working every day to make a lasting positive impact.

Our focus on ESG is integral to ACC's business success and financial performance. The culture and values that drive our ESG program also help us retain and attract the best talent, provide an exceptional resident experience and ultimately drive value for our stakeholders. As we look toward ACC's future transformation, it is critical that our founding principles continue to have a meaningful presence in our structure, strategy and systems.

As it turns out, "doing the right thing" is an excellent foundation for building a great company.



Jason Wills

Senior Vice President,
Corporate Responsibility
& Development