

# FAIRFIELD.

## ESG NEWSLETTER FALL 2024

Fairfield welcomes you to read our annual fall Environmental, Social, and Governance (ESG) Newsletter. We're pleased to share updates from our ESG program that have occurred since our Spring ESG Newsletter, including publishing our [Annual ESG Report](#) and GRESB submission – both for a second consecutive year!

## Activity Highlights.



Over the last few months Fairfield championed important causes, achieved ESG milestones and positive outcomes in our program, and provided ongoing growth opportunities for our communities and associates. Guided by our Creating Kindness initiative, Fairfield and our associates participated in fundraising for Breast Cancer Awareness (BCA) for the fourth year in a row. We also are happy to report that our associates continued to utilize their Volunteer Time Off (VTO) benefit to give back to their communities.

In addition to Fairfield's efforts to uplift our causes and communities, we took several actions to support associate and resident well-being this year. We hosted our bi-annual Community Manager Leadership Conference themed "Camp Fairfield" in May. It is designed to bring all our Property Management leadership, Community Managers, and our corporate department leaders who support Property Management together to learn, connect, engage, and enjoy time together. Fairfield finds value in providing this bi-annual event, equipping our leaders with the tools to succeed as effective team builders and contributors – something that can reverberate throughout our organization. In addition to bolstering associate well-being, we were excited to host a Spring Cleaning challenge for our residents. This challenge encouraged residents to compete in a nationwide competition where participants cleaned, organized, and revitalized a space in their home, with

\$2,500 in prizes available. This campaign was a success, drawing several hundred participants who improved their homes in the spirit of friendly competition, and advancing our goal of higher resident retention.

As we approach the close of the year, we are proud of the work we have done to increase the impact of our ESG program, benefiting our residents, associates, and greater community alike. To offer these stakeholders an organized place to learn about our ESG program, we launched the ESG landing page on our corporate website. This landing page serves as a hub for our ESG vision and mission statements, policies, activities, and annual reports – including our recently released 2023 Annual ESG Report.

**As you read this newsletter, we encourage you to periodically check our corporate website to stay abreast of our activities from our ESG program and thank you for your support!**

## 2023 Annual ESG Report & GRESB Assessment.



Fairfield is committed to transparency with our ESG program, and part of that commitment includes reporting. In 2024 we released our second Annual ESG Report and submitted to GRESB Assessment for a consecutive year. .

To review our 2023 ESG Report, [click here](#).

To learn more about GRESB, [click here](#).

## ESG Website.

Shortly after the publication of our Spring ESG Newsletter, Fairfield launched our ESG landing page on our corporate website. This section of our website holds information on our ESG program, including our vision and mission statements, our guiding principles, links to our annual reports, and details on recent ESG actions we've taken.

This section of our website provides our stakeholders with a dedicated space to learn more about all things Fairfield ESG. To check out the ESG landing page on our website, [click here](#).

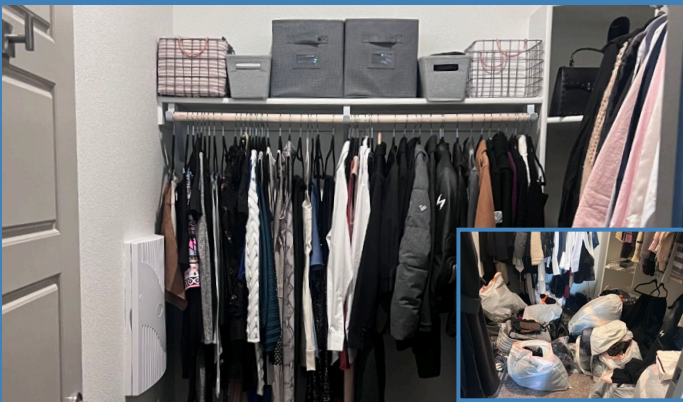
# Before/After Residential Campaign.



This spring, Fairfield hosted a Spring Cleaning contest that focused on enhancing our residents' living conditions while simultaneously championing resident engagement.

Our Spring Cleaning contest rewarded our residents for cleaning up an area of their home, with over \$2,500 in resident prizes. The contest included residents taking before and after photos (or videos), along with a brief description of the work they did, which was then submitted to a panel of Fairfield judges who selected the winners.

**The contest was a success, receiving over 300 submissions of impressive actions the residents took to refresh their spaces.**



## Breast Cancer Awareness.

October marks Breast Cancer Awareness (BCA) month, a cause Fairfield supported for a fourth year in 2024. Our fundraising efforts included Fairfield-matched associate donations, raising funds for this impactful charity. Fairfield is honored to be in the fight against breast cancer; if you're interested in joining us you can learn more here: [www.nationalbreastcancer.org/](http://www.nationalbreastcancer.org/).





# Volunteering.

Creating Kindness is Fairfield's initiative for giving back to the communities we serve and those our associates live in. Fairfield offers our associates 4 hours of Volunteer Time Off (VTO) each calendar year, which they can use at their discretion.

Fairfield sends out frequent reminders, encouraging our associates to utilize their VTO. This has included reminders on World Humanitarian Day and the upcoming World Kindness Day on November 13.





# Camp Fairfield.



In 2024, we hosted our bi-annual Community Manager Leadership Conference for all of our community managers, regional managers, and VPs. The theme for this year's conference was Camp Fairfield, with a concentration on team building.

Camp Fairfield was hosted in Austin, TX and featured team building exercises, a trade show, information sessions, and entertainment for our associates. Providing support and tools that encourage our leaders to learn, grow, connect, and engage is a key pillar of success at Fairfield.

**The Fairfield associates that attended Camp Fairfield derived valuable insights that they can leverage to be more effective leaders.**



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