



Inclusion and Belonging Statement

At American Homes 4 Rent® (AMH), we take care of each other, so we can take care of the people that choose to make their home with us. Taking care of each other means being committed to inclusion and belonging for all employees across our businesses and infrastructure and having a workplace that supports employee well-being. We advance our culture of belonging by embracing different backgrounds, beliefs, and experiences among our team members regardless of their protected characteristics. We strive to create an environment in which all feel valued and respected as individuals.

The Inclusion and Belonging principles below guide how we engage one another in the workplace, and we are committed to providing equal employment opportunities in all aspects of employment including, but not limited to, recruitment, compensation and benefits, professional development and training, and promotions.

These principles apply and extend beyond our in-house team to our residents, vendors, and suppliers as well. We fully embrace equal housing opportunity and comply with fair housing laws as established by federal, state, and local governments of the regions in which we operate. We further outline our expectations and commitments to our external partners in our *Human Rights Statement*, our *Vendor Integrity Code*, and our *Code of Business Conduct and Ethics* as represented on our website.

Our Inclusion and Belonging principles are:

- **Embrace individual differences.** We believe that innovative solutions emerge from fostering a work environment where different thoughts and opinions are welcome. We work to develop our collective ability to effectively listen to, understand, and respond to others who hold differing perspectives and approaches.
- **Treat people fairly.** We believe that everyone has the right to be treated equally and with respect and dignity, as well as the responsibility to afford others the same.

At all times, we treat our stakeholders in compliance with federal, state, and local law and in keeping with the Company's policies.

- **Create a sense of belonging.** We believe that to ignite a sense of purpose, people must first feel that they belong to and are supported by their team. We work to unite our colleagues in a shared vision and build trust across our organization through authenticity and communication.