

333 ELLINGTON APARTMENTS, GAITHERSBURG, MD – LEED GOLD CERTIFIED



2024 Corporate Responsibility Report

FAIRFIELD.

Letter from the CEO.

In the third year of our annual report, we are proud to share the strides Fairfield has made throughout 2024 and show how we continue to operate our company to maximize associate, resident, and investor satisfaction.

While staying true to our guiding principles and organizational goals, we effectively navigated recent market uncertainty by following best practices that bolster the financial resilience of our portfolio, spanning four decades.

Throughout 2024, we continued to make a positive impact through our robust portfolio of properties and the initiatives led by our Corporate Responsibility Committee, in collaboration with our third-party sustainability consultant Verdani Partners™. The results of this partnership in 2024 included the launch of our comprehensive Living Green Residents' Guide and our submission to the annualGRESB® Assessment. Our work resulted in targeted reductions to our organizational risks and operational costs along with value for our residents, associates, and shareholders.

As we enter our 40th year of operations, we are empowered by how much Fairfield has grown and how our actions and activities from 2024 accelerated our ongoing success, including:

Culture & Engagement – Fairfield continued to employ creative ways of engaging our residents, including through our EVOLVE program. Several

of our affordable properties completed their resyndications in 2024, enabling external and internal upgrades that aim to maximize the cost effectiveness and resilience of the properties and comfort for the residents. These resyndications also preserve and extend the properties' rent restrictions, a homage to the Multifamily Impact Council's Framework, of which we are a founding sponsor. Showcasing our support for our associates, we launched the Fairfield Associate Relief Fund, which provides financial assistance to associates experiencing hardship. This philanthropic endeavor complements the volunteer and fundraising initiatives at Fairfield, including Breast Cancer Awareness and others that fall under our Creating Kindness umbrella.

Resilience & Efficiency – A theme across Fairfield in 2024 was resilience, where we took strides to bolster our environmental due diligence, including incorporating climate-related hazard information. We also increased the number of electric vehicle (EV) chargers and green building certifications across our portfolio. We were proud to make efficiency and resilience-focused upgrades across

our portfolio, including at Woodcreek Apartments, where residents now enjoy high efficiency, cost-reducing updates. Additionally, we continued our partnership with WatchWire® to track utility and resource usage throughout the year, a contributing factor in our annual GRESB Assessment submission.

Governance – Our Corporate Responsibility and Executive committees governed Fairfield in adherence with our compliance and risk management best practices. Along with our ongoing strategies to reduce risk and ensure compliance, we partnered with VendorShield® and HappyCo® to help strengthen our certificate management and on-site maintenance software, respectively. We also leveraged a third-party claims administrator and proactively championed risk-mitigating safety measures across our construction operations that enhance our organizational resilience and quality assurance.

In this report, we demonstrate how we have strived to contribute to Fairfield’s ongoing success and value creation for our residents, associates, and investors throughout 2024.



A stylized, handwritten signature in black ink, consisting of two distinct, flowing loops.

**RICHARD
BOYNTON**
CHIEF EXECUTIVE OFFICER



FAIRFIELD CORPORATE OFFICE, SAN DIEGO, CA

Table of Contents.

2

Introduction.

2

Letter from the CEO.

5

Corporate Responsibility Commitment.

6

Company Profile.

8

Culture & Engagement.

10

Engaged Resident Living.

12

Preservation of Affordable Housing.

14

Spotlight: Multifamily Impact Council.

15

Associate Engagement & Education.

16

Associate Recognition.

17

Volunteering & Philanthropy.

18

Connection, Culture, & Community.

20

Resilience & Efficiency.

22

Environmental Due Diligence.

24

Spotlight: EV Chargers.

25

Green Building Certifications.

26

Spotlight: Woodcreek.

27

Utility Data Management.

28

Governance.

30

Corporate Responsibility Framework.

31

Spotlight: IMN Conferences.

32

Compliance, Risk Management, & Ethics.

34

Case Study: Construction Risk Management.

36

Industry Partnerships.

37

Industry Leadership.

38

Sustainable Development Goals.

40

Multifamily Impact Framework.

44

Reporting & Disclosures.

46

About this Report.

47

GRI Content Index.

49

Ratings & Recognitions.

Corporate Responsibility Commitment.



Fairfield remains steadfast in advancing the efficiency of our portfolio, enabled by our commitment to our corporate responsibility program and its guiding principles. In doing so, we pursue activities, projects, and programs that maximize the positive impact for the communities we serve, the environment, and our shareholders.*

Vision

We envision engaged and inclusive communities that enhance the well-being of people and the environment.

Mission

We deliver meaningful benefits to our stakeholders, rooted in our core values.

Guiding Principles



Resilience & Efficiency

We drive operational excellence through responsible resource management and effective building design.

- Conservation & Efficiency
- Resilience
- Utility Data Management & Monitoring



Culture & Engagement

We create purpose-driven work that empowers our associates and fosters a sense of community for our residents.

- Community Engagement & Well-being
- Accessibility to Housing
- Associate Empowerment



Governance

We value our strong partnerships while upholding our fiduciary responsibilities.

- Compliance
- Risk Management
- Ethics & Engagement

*The facts and figures in this report are for all of Fairfield and are not indicative of property portfolios held by the registered investment adviser.

Company Profile.



Fairfield takes pride in our role as an owner, developer, and operator of multifamily communities spanning the United States.

Using our vertically integrated platform and diverse multifamily investing strategies, we aim to deliver meaningful impact through our real estate portfolio. Since 1985, we've been building better partnerships, leadership teams, and company values, allowing us to evolve, expand, and excel.

Our portfolio of approximately 45,500 units offers a diverse range of housing choices for various income levels, including an affordable housing program with 19,400 units.*

*The facts and figures in this report are for all of Fairfield and are not indicative of property portfolios held by the registered investment adviser.



Our Company at a Glance*

198
properties under management

45.5K
units nationwide

\$12.3B GAV
under management

34
geographical markets

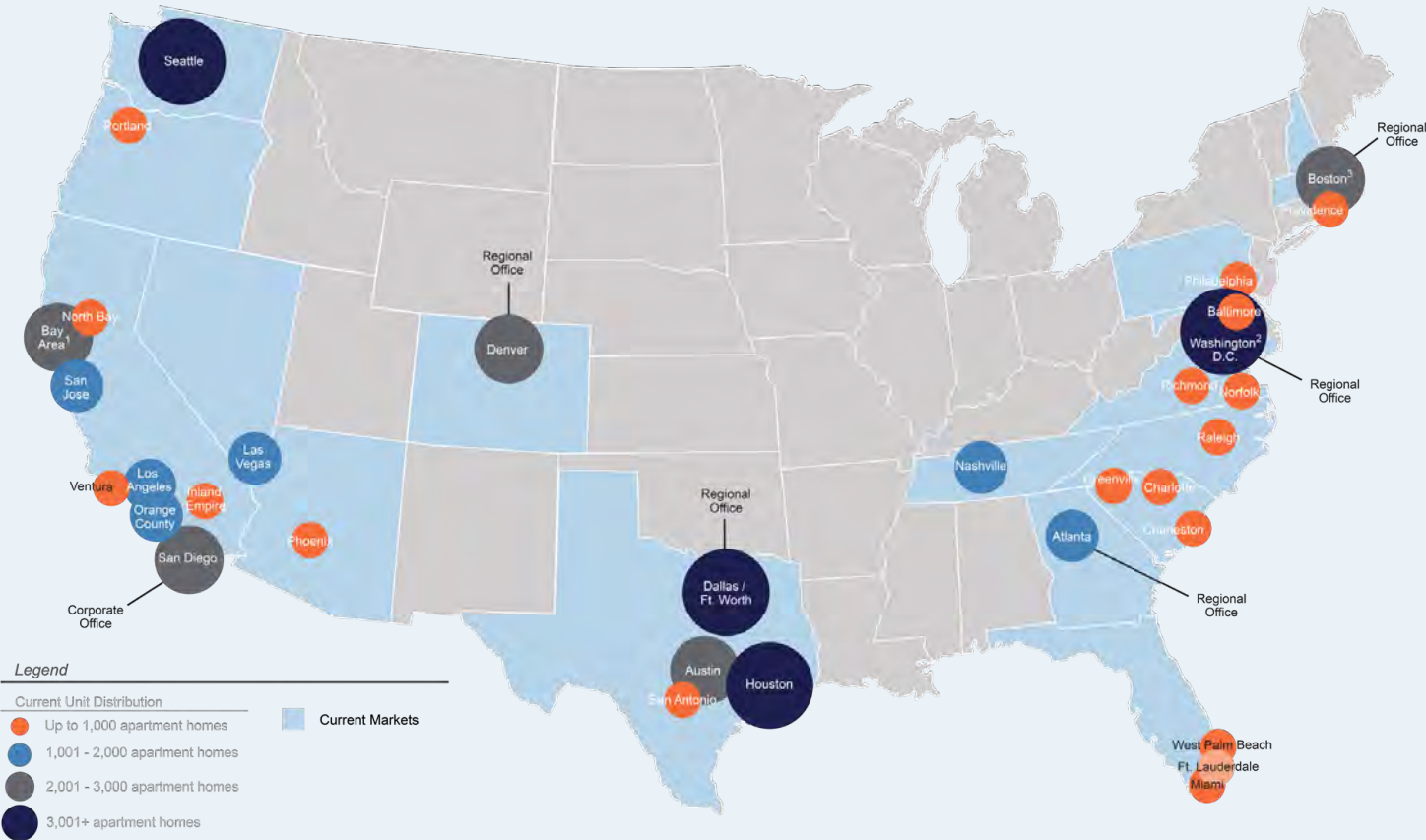
17
states + Washington D.C.

1,480
associates across 6 offices

Affordable Housing

93
affordable housing properties

19.4K
affordable housing units



*All data as of December 31, 2024.



Culture & Engagement.



Engaged Resident Living.



A guiding principle at Fairfield is to foster a sense of community for our residents, including through community engagement.

In 2024, one of the ways Fairfield interacted with our residents and gauged their feedback was through our survey-based EVOLVE program. With EVOLVE, we obtain key data on resident demographics, amenity and unit preferences, and overall experience of residents living at our properties, as feedback for our operations.

EVOLVE

AN ENDLESS PURSUIT FOR BETTER LIVING

In 2024, we collected data from:

7

EVOLVE surveys sent in 2024

2,600

surveys sent to tenants with a

20

surveys sent to date

20%

response rate

Also in 2024, we launched a survey specifically for our affordable properties — incorporating components of the Multifamily Impact Council's Framework. Engaging with our residents promotes a healthy relationship and indicates our willingness to listen, take feedback, and improve the residential experience.

Fairfield understands that engaged, satisfied residents maintain loyalty and reduce resident turnover; our tools for resident engagement, such as EVOLVE, help us maintain our resident-centric approach.

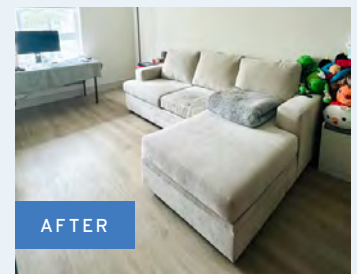
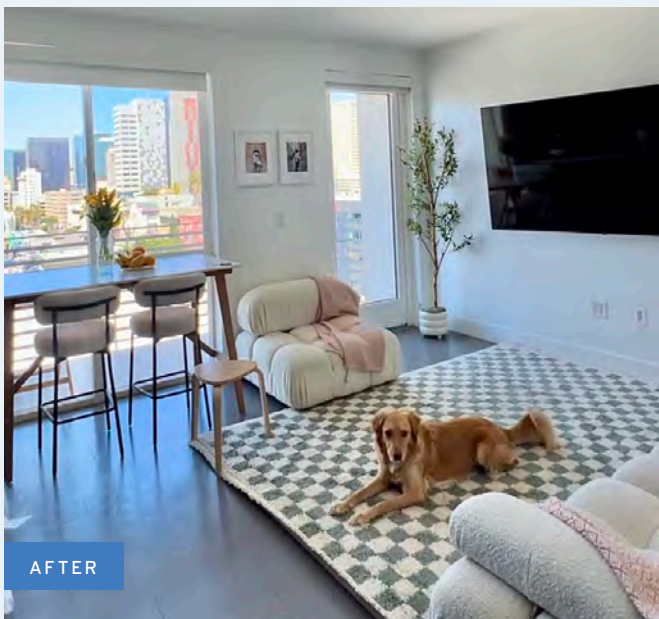
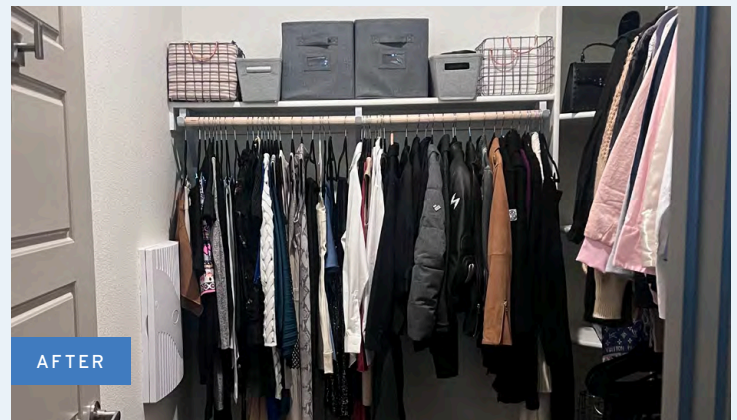
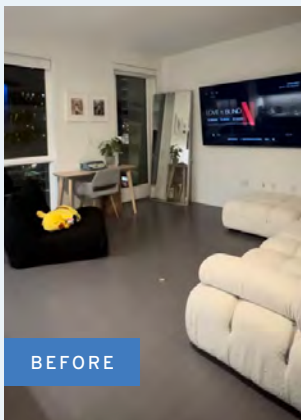


FAIRFIELD.

Before/After Resident Renovation

In addition to our surveys, Fairfield holds various events and promotions that foster engaged resident living; in 2024, this included a “before-and-after” spring cleaning contest with over \$2,500 in resident prizes, which challenged residents to clean and improve a portion of their home.

Over 300 contest entrants identified an area of their home to clean, reorganize, and upgrade. Participants submitted before and after photos or videos, along with a brief description of the work they did, to a panel of Fairfield judges who selected winners. Fairfield was pleased to see so many of our residents empowered to spruce up their homes as well as continuing to find unique ways to engage with our residents.



Preservation of Affordable Housing.

Affordable housing is an important priority at Fairfield, and providing efficient, high-quality, cost-effective housing is a core facet of our business. In 2024, we had 19,400 affordable housing units across 93 properties within our affordable housing platform.



EMERALD DUNES APARTMENTS, MIAMI GARDENS, FL

Fairfield's efforts in the preservation of affordable housing drives the procurement and management of affordable properties, utilizing public and private funding to maximize the efficiency and quality of these properties. Our resyndication projects are a core component of this program, where we purchase and renovate properties – often securing grants and tax incentives to revitalize a building for its tenants. In 2024, we worked on one of our largest resyndication projects to date, a 757-unit property in Maryland.

In 2024, our resyndication projects included:

1,870

units across

6

resyndication projects

Projects

- Cedar Grove – 288 units, Miami Gardens, FL
- Running Brook – 186 units, Miami, FL
- Villages at Marley Station – 757 Units, Glen Burnie, MD
- Emerald Dunes – 141 units, Miami Gardens, FL*
- Bonito Parque – 250 units, San Antonio, TX *
- The Sorento – 248 units, San Antonio, TX*

*Resyndication Project Completed

Across our affordable housing platform, the below metrics demonstrate Fairfield’s dedication to affordable housing across the country.

19,400
units

21%
resident turnover

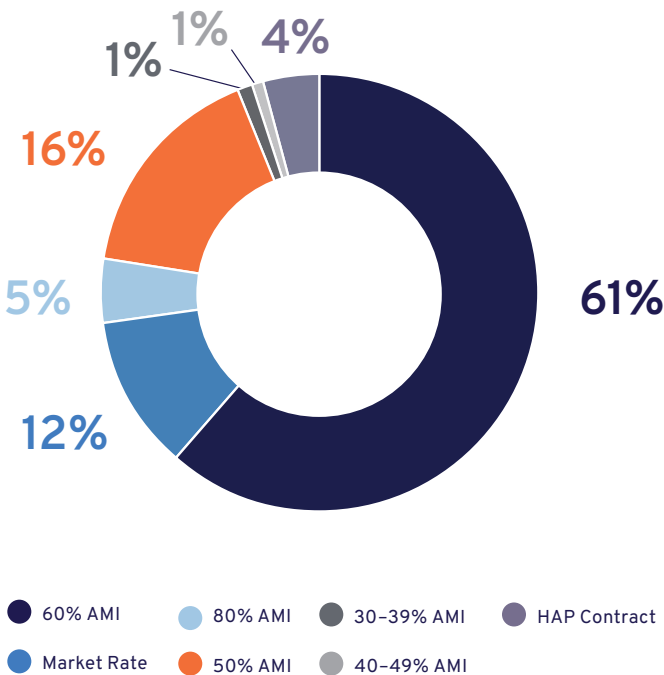
24%
residents utilizing Section 8
Housing Choice vouchers

93
properties

93%
resident retention

4.3 yrs.
average length of stay

Affordability Breakdown



Multifamily Impact Council.



In our pursuit of industry leadership in meaningful affordable housing, Fairfield became a founding member of the Multifamily Impact Council.

The Council's Impact Framework serves as an inspiration to help us bolster the affordability and sustainability of our properties – especially within our affordable housing platform.

The Multifamily Impact Council's Impact Framework comprises seven principles that Framework adoptees can utilize to create a positive impact across their portfolios, including: Affordability, Resident Engagement, Housing Stability, Economic Health and Mobility, Health and Wellness, Climate and Resilience, and Good Business.

In alignment with this Framework, Fairfield surveyed 38 of our affordable properties to assess their priorities and satisfaction with the resident services offered at their properties.

7,990

web-based surveys
distributed

14%

response rate

1,104

completed surveys



The survey results indicated that 80% of respondents felt that additional resident services would be helpful; 87% were either satisfied or neutral towards the quality of services in their communities, with only 13% reporting dissatisfaction. Those surveyed also indicated that the most sought-after services included food assistance, community inclusion, health and wellness, financial counseling, childcare, and job training.

In utilizing this Framework, Fairfield has our sights set on providing relevant services that increase resident satisfaction, affordability, and sustainability at our affordable housing properties. We have rolled out formal action items at our 38 properties to improve the quality and type of service based on the direct feedback given by our residents.

Associate Engagement & Education.



The over 1,400 associates at Fairfield are integral to the success of our company and are champions of our workplace culture. To show our commitment to associate health and well-being, Fairfield takes steps each year to promote their professional and personal development.

Fairfield maintains a learning management system, our internal HUB, where associates have access to an array of webinars and trainings. We are firm believers that an empowered team works better, and we are proud of the 30,035 training sessions our associates completed, exceeding 20,000 hours.



We also advocate for the development, health, and well-being of our associates by providing:

- A benefits program that includes medical, dental, and vision coverage
- Life insurance, long-term disability coverage, and pet insurance
- 401(k)-matching program
- Paid Time Off (PTO), including holidays, vacation time, and paid volunteer time
- Associate assistance program, myEAP
- Wellness seminars
- Community Manager Leadership and National Maintenance Supervisor conferences (alternating annually)
- Flex-spend allowances (health, commuter, etc.)
- Legal aid, identity theft protection
- Fairfield Associate Relief Fund*

We are proud of our hardworking associates and are pleased to provide them with a desirable place to work, aligning with our mission to deliver meaningful environmental and social benefits rooted in our core values.



*New in 2024

Associate Recognition.

In addition to the competitive compensation and benefits we offer our dedicated associates, Fairfield utilizes our IMPACT platform to further honor their hard work. IMPACT is our associate recognition program, where peers and managers can digitally recognize hardworking associates that exemplify one of the five award categories of Better Living, Pillar of Excellence, Social Impact, Champion Spirit, and Visionary. Through IMPACT, Fairfield has seen an increase of internal engagement and celebrations of one another, cultivating a workplace where associates are valued for their efforts. Within the IMPACT platform, recognitions sent from the managerial level and above convert to reward points that are redeemed at our internal shop. In 2024, IMPACT saw roughly a 240% increase in recognitions compared to 2023, with:



3,456

recognitions posted

2.2M

points awarded, valued at

\$110,000

of IMPACT merchandise for associates



Fairfield's associate recognition program is one way we act on our guiding principle for a purpose-driven environment that empowers our associates, and we are pleased to see an annual increase in internal recognitions.

Volunteering & Philanthropy.

Fairfield and our associates engage in a myriad of charitable and philanthropic efforts that boost the positive impact we have on the communities we serve and those our associates belong to. 2024 was our fourth consecutive year supporting Breast Cancer Awareness (BCA) through Fairfield-matched associate fundraising and was also the inaugural year for our Fairfield Associate Relief Fund, which provides financial assistance to our associates in the wake of disasters.

Paired with philanthropic donations, Fairfield sees volunteering as a powerful way for our associates to engage in, connect with, and uplift their communities, so we provide paid volunteer time off (VTO) that allows the space for them to do just that. Under the umbrella of our Creating Kindness initiative, which motivates associates to participate in volunteer events throughout the year, our associates used their VTO to support food banks, school events, charity golf tournaments, toy drives, cleanup events, and more.

Volunteer Time Off Usage in 2024

743

volunteer hours in 2024 vs 706 volunteer hours in 2023

219

associates in 2024 vs 189 associates in 2023

Fairfield Associate Relief Fund

Fairfield is aware of the financial and emotional toll that a disaster – be it natural or personal – can take. Launched in 2024, Fairfield’s Associate Relief Fund was developed in partnership with third-party platform E4E Relief to provide a safety net for our associates experiencing hardship.

The Fund was developed over the course of 2024 and became accessible to our associates in the fall. Associates in need of financial support can submit a request for monetary assistance in the aftermath of incidents such as unexpected medical or familial issues, natural disasters, or domestic violence and their applications are processed by E4E for a third-party, objective review. The financing of this fund comes from a variety of sources, including from both Fairfield and our associates.

While Fairfield’s ongoing wish is that our associates are spared from disasters or hardship, we know that life happens. We established this fund so our associates know they’re not alone.

Connection, Culture, & Community.



Fairfield’s Connection, Culture & Community (FC³)

initiative continued its journey of honoring and embracing our differences in 2024, led by our FC³ committee.

Over the course of the year, Fairfield championed inclusion in many ways, from internal bias trainings to the annual offering of a diverse set of holidays

that encourage our employees to take time off as suited to their beliefs and identities. Below is a list of the holidays, awareness events, and celebrations Fairfield recognized in 2024.

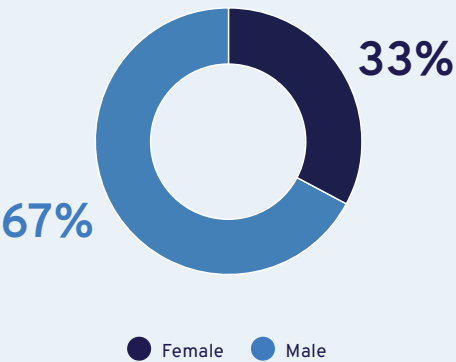
Our FC³ efforts are centered around our belief that individual differences drive innovation and create value for our associates, residents, investors, and the communities in which we all live and work. Fairfield recognizes that our differences make our culture more collaborative and more effective – something that creates benefits for the communities we serve and for our investors.

MONTH	HOLIDAYS, AWARENESS EVENTS, AND CELEBRATIONS
January	New Year’s Day*, Martin Luther King Jr. Day*, National Mentoring Month, Human Trafficking Awareness Month
February	Black History Month, Presidents’ Day*
March	International Women’s Day, National Associate Appreciation Day
April	Celebrate Diversity Month
May	Asian American and Pacific Islander Heritage Month, Jewish American Heritage Month, Mental Health Awareness Month, Memorial Day*
June	Juneteenth*, Pride Month
July	National Disability Independence Day, Independence Day*
August	World Humanitarian Day
September	International Day of Peace, Hispanic Heritage Month, Labor Day*
October	World Mental Health Day
November	Movember, Veteran’s Day*, Thanksgiving holidays*
December	Year-end celebrations (including Christmas Eve*, Christmas Day*)

Workforce Diversity

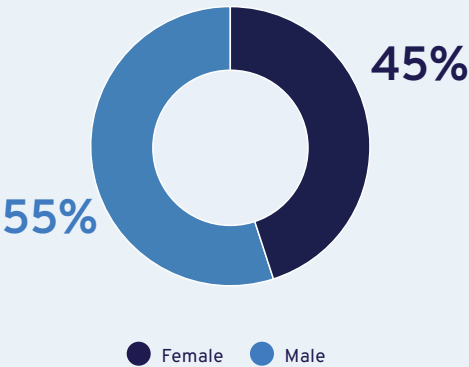
SENIOR MANAGEMENT REPRESENTATION

Senior Vice Presidents and above



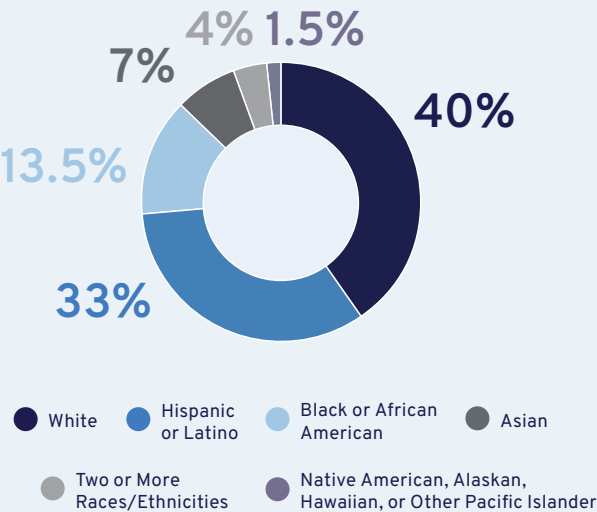
GENDER REPRESENTATION

All associates



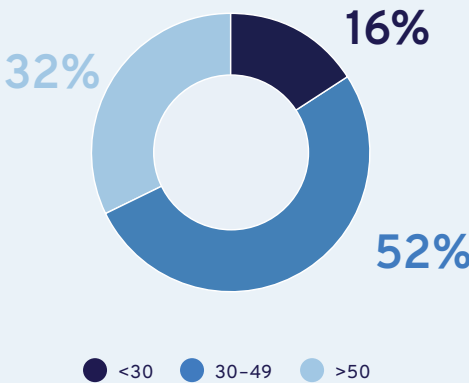
RACE/ETHNICITY REPRESENTATION

All associates



GENERATIONAL REPRESENTATION

All associates





**Resilience
& Efficiency.**

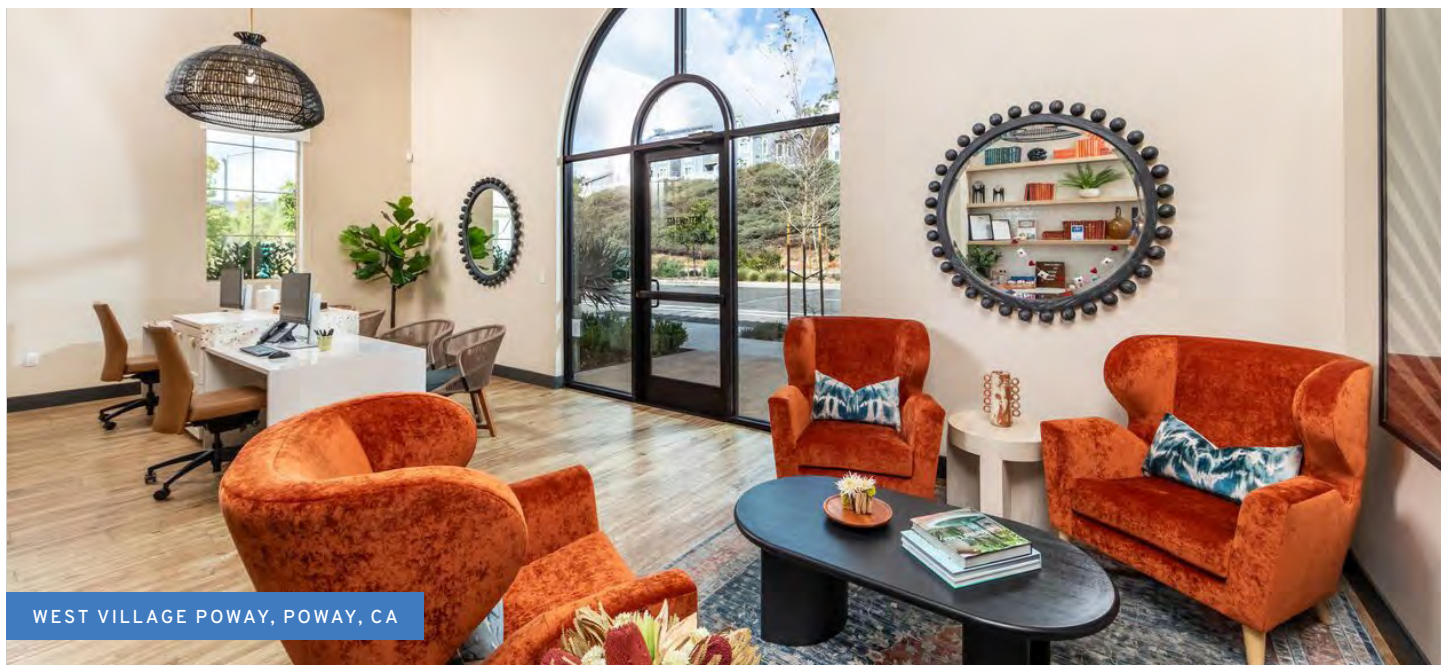


TOTEM LAKE APARTMENTS, KIRKLAND, WA

Environmental Due Diligence.



Throughout 2024, resilience was a common theme at Fairfield and a cornerstone of our environmental due diligence. Our resilience calls for considerations and modeling for climate risk, which we fold into our environmental due diligence process that informs our property investment evaluations.



In 2024, Fairfield began incorporating climate-related hazard information into our environmental due diligence process, which we have been expanding upon since its inception in 2022. To further integrate resilience considerations into our evaluation process, we contracted global risk management firm Munich Re to help understand, manage, and mitigate risk. Munich Re's climate-hazard risk analysis, which includes

risks of flood, heat stress, wind and fire, cyclone, river flood, and earthquakes, is now factored into our due diligence process for a more comprehensive look at the resilience of our properties. Our due diligence assessments guide us in navigating property upgrades and enhancements, utility cost reductions, and living-experience upgrades for our residents. In 2024, we took this one step

further by adopting new procedures that help us better understand environmental performance and marketability.

The goals for our environmental due diligence program include:

Heightened capital investment decisions

Leading on sustainability performance and within the commercial real estate industry

Understanding climate hazard risks for our portfolio

Increasing value for our investors, residents, and shareholders

Taking additional steps to understand and mitigate climate risk fortifies the resilience of our portfolio and is one of the ways Fairfield honors our Environmental Guiding Principle to drive operational excellence through responsible resource management and building design.



THE BRAYDON APARTMENTS, NAPA CA



EV Chargers.

Increasing the availability of electric vehicle (EV) chargers across new construction has been a growing focus for Fairfield, in alignment with our environmental goal of promoting conservation and efficiency.



JAYDEN APARTMENTS, PEABODY, MA

Over the last several years, Fairfield has reacted to the intensifying demand for EV charging stations and evolving local laws by installing more EV chargers where feasible. At some of our properties, as many as 50% of parking spots are wired for EV chargers. Across our portfolio in 2024, we had:

463

EV charging stations across 8 states

270

EV charging stations added in 2024

341 MTCO₂

offset by EV charging, across

183,856

charging hours

As market demand for EV chargers as an amenity accelerates, Fairfield remains consistent with our vision for engaged and inclusive communities that enhance the well-being of people and the environment.

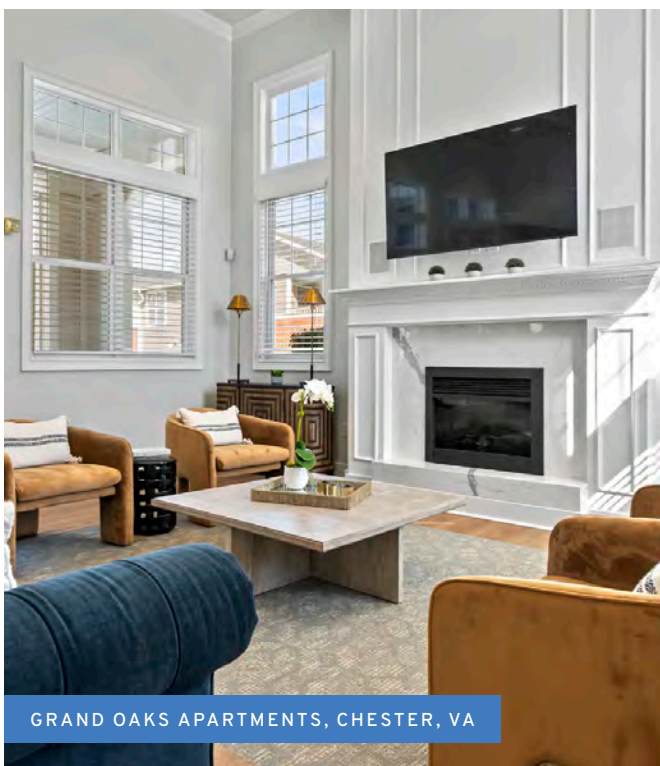


JADA LEGACY CENTRAL APARTMENTS,
CENTRAL, PLANO, TX

Green Building Certifications.

Pursuing and obtaining green building certifications validates the sustainability of Fairfield's properties. We made strides in 2024 to expand the number of certified properties within our portfolio.

Green building frameworks such as CalGreen and the U.S. Green Building Council's LEED program galvanize our efficiency efforts around a set of third-party checklists recognized by the industry. In aligning with these frameworks, we implement strategies for increased sustainable site development, water and energy efficiency, and indoor environmental quality, while enabling our properties to remain resilient in the years to come.



GRAND OAKS APARTMENTS, CHESTER, VA



Highlights from our slate of green building certified properties:

20

CalGreen®
certifications

8

U.S. Green Building
Council LEED®
certifications

4

ENERGY STAR®
certifications

1

National Green
Building Standard
(NGBS®) certification

We are affirmed by the volume of certifications held by our properties and the utility-reducing savings they enable for Fairfield and our residents.



Woodcreek.

Woodcreek Apartments in Las Vegas, NV, enjoyed its first full year of new-and-improved operations in 2024, following extensive resyndication upgrades in the previous year. Fairfield's top-to-bottom resyndication completely revitalized Woodcreek with comprehensive upgrades that promote efficiency and conservation, while also increasing the comfort for its residents.

Utilizing public and private funding, Fairfield was able to upgrade Woodcreek for an impressive and revitalization that was executed with great consideration for the residents who occupied the property. The 232-unit property received a full interior and partial exterior upgrade, complete with:



- Energy efficient appliances
- Lighting and plumbing efficiency upgrades
- High-efficiency split system HVAC upgrades
- Irrigation-improving landscapes
- Solar panel retrofits on the roof and carports*
- New roof and window installations
- Polybutylene pipe retrofit
- Balcony deck waterproofing
- Stair replacements
- New exterior paint
- Paving/concrete repairs
- Americans with Disabilities Act (ADA) compliant retrofits for 5% of the units as well as retrofitting the path of travel throughout the community



The Woodcreek resyndication project exemplifies Fairfield's dedication to our residents and the environment and is a testament to the capabilities of our affordable portfolio.

*Offset the common area energy usage

Utility Data Management.

In 2024, Fairfield continued its partnership with sustainability software management company WatchWire. We leverage WatchWire's technology to reduce consumption and minimize costs to our residents and to our environment. The platform contributes to our GRESB assessment efforts, monitoring our electricity, gas, water, waste, and greenhouse gas (GHG) data. The below data from 2024 was recorded for our Fairfield California Housing Fund LLC (CHF) and Affordable Housing Fund (AHF) properties.

2024 Performance Metrics



ENERGY USE INTENSITY

(kBtu/SF)

32.53

CHF

92% data coverage

34.32

AHF

58% data coverage

59.60

national median*



WATER USE INTENSITY

(gal/SF)

33.87

CHF

92% data coverage

53.46

AHF

94% data coverage

45.00

national median*



GHG EMISSIONS INTENSITY

(MtCO₂e/SF)

0.00217

CHF

92% data coverage

0.00254

AHF

58% data coverage

*National medians are established by the EPA.



Governance.



ASCENT AT CITYCENTER APARTMENTS, HOUSTON, TX

Corporate Responsibility Framework.



The corporate responsibility framework at Fairfield is rooted in compliance-smart, risk-reducing strategies and principles that reinforce the resilience of our business. The structure of this framework is anchored by a cross-departmental Corporate Responsibility Committee that looks to ensure Fairfield is meeting our goals, making a positive impact, and efficiently managing our portfolio.

CORPORATE RESPONSIBILITY COMMITTEE

CHAIRIED BY EXECUTIVE VP OF PORTFOLIO MANAGEMENT

PROPERTY MANAGEMENT, ASSET MANAGEMENT, PORTFOLIO MANAGEMENT, BRANDING AND MARKETING, AND COMPLIANCE



Included in our Corporate Responsibility framework are initiatives and policies that enable the future success of Fairfield and our portfolio, with oversight from members of our Executive Committee.



IMN Conferences.

Conference attendance is an important way that Fairfield engages with the industry, derives valuable insights that inform our operations, and showcases our subject matter expertise.

In 2024, our Deputy Chief Compliance Officer Danielle Grant spoke at two Information Management Network (IMN) conferences, where she both shared and learned best practices, innovations, and trends across environment, social, and governance in the multifamily real estate market.

In early 2024, Danielle was a speaker on the 'ESG Transparency and Disclosure of Reporting, Metrics, & Measurement for Corporate Governance' panel at IMN's ESG and Decarbonizing Real Estate Forum (Winter) in Nashville, TN. Joined by other industry leaders, Danielle discussed the benefits of bolstering transparency and trust and described industry changes, including within reporting frameworks such as GRESB. This well-attended panel allowed attendees to learn from Danielle while simultaneously increasing Fairfield's recognition and industry presence in multifamily housing.



Following IMN's forum in Nashville, Danielle was invited to speak again at the Summer rendition of the event in Dana Point, CA. Danielle co-moderated 'Supporting Women in Real Estate Leadership' and participated in a panel titled 'SEC's New Climate Disclosure Rules & What Everyone Needs to Know About California's New Laws'. Once again, Danielle was able to foster connections with other industry leaders, discuss industry trends such as an emphasis on risk reduction, and increase Fairfield's visibility to an important regional market.

Fairfield's representation at events like IMN provides invaluable access to industry best practices that we can apply to our business. As we continue to mitigate risk and stay abreast of compliance requirements, attending and speaking at industry events helps drive our operations.

Compliance, Risk Management, & Ethics.

Fairfield's ongoing culture of compliance and risk management efforts are vital to our success. Our Risk Management department partners with our Compliance department to mitigate risk, champion compliance, and undertake ethical business practices. Fairfield deployed the following resilience-bolstering activities and best practices in 2024:



Compliance

- Engaging with third-party compliance consultants
- Benchmarking procedures against industry best practices
- Proactively ensuring compliance with local, state, and federal regulations
- Reviewing and approving of charitable contributions and donations made by Fairfield
- Providing continuous training and awareness programs on:
 - Cybersecurity
 - Anti-bribery and corruption
 - Bribery awareness
 - Fraud awareness
 - Affordable Housing Compliance
 - A dedicated team who monitors and ensures adherence to various affordable housing regulatory requirements
 - Provides enhanced measures to determine income eligibility of households at move-in and recertification





Risk Management

- Ongoing risk assessment inherent to our operations, development of strategies to avoid these risks, and establishing protocols and policies to control, manage, mitigate, and reduce risks that cannot be completely avoided.
- Maintaining a comprehensive insurance program, including vendor insurance with EBIX
- Utilizing certificate managing software ‘Vendor Shield’*
- Using HappyCo software to optimize on-site maintenance*
- Conducting studies of exposures for those that are vulnerable to earthquakes, along with engineering assessments
- Conducting regular community-level audits
- Conducting 18-month financial audits and 12–24-month property walks
- Promoting cybersecurity best practices, including NIST CIF framework, CIS controls, and cloud security tools
- Claims management utilizing third-party claims administrator and National Defense Counsel*
- Legal and Transactions
 - Dedicated in-house legal team comprising real estate counsel, attorneys, and transaction specialists, including a legal professional dedicated to regulating Low-Income Housing Tax Credit (LITHC) transactions
 - Engage with outside counsel for entity formation and due diligence



Ethics and Engagement

- Associates annually certify adherence to:
 - Fairfield’s Code of Business Conduct and Ethics (The Code)
 - Fairfield’s Associate Handbook
 - Regulatory Compliance Manual (for relevant associates)
- Providing channels for ethics issues reporting
- Maintaining HR-reporting and ethics hotlines
- Requiring qualification and review for vendors and subcontractors
- Providing transparent stakeholder communications such as newsletters, annual sustainability reports, social media
- Reporting to annual GRESB Assessments to benchmark appropriate funds

*Indicates new or updated provisions from 2024.

CASE STUDY



Construction Risk Management.

In 2024, Fairfield focused on construction safety, enhancing it across our operations from preconstruction through final delivery.



FAIRFIELD.



These efforts target minimizing risk and increasing worker safety, ensuring compliance, and creating a scalable, resilient construction model that supports our long-term growth.

A key element of our enhanced construction risk management processes is the formalization and adoption of Fairfield's Standard Operating Procedures (SOPs) and safety practices. Updated policies now emphasize stricter on-site safety protocols, including 'no smoking' rules, safety equipment signage, educational collateral on accident prevention, and quarterly safety meetings. These initiatives aim to reduce operational risk and ensure compliance.

Fairfield made substantial advances in our Quality Assurance and Quality Control (QA/QC) construction process in 2024. We use construction management platforms like Procore to conduct thorough inspections and maintain compliance with laws including the Americans with Disabilities Act. These extra checkpoints clarify the process and remove costly delays to construction budgets

and timelines. We also began leveraging artificial intelligence (AI) and predictive analytics tools to conceptualize project data – identifying trends, resource gaps, and high-risk areas before they escalate into serious issues. Our on-site construction practices experienced growth in 2024, complete with site-specific risk assessments that consider environmental contexts relating to contamination risks, socio-economic transitions, and altering surveillance technology to strengthen our loss-prevention strategies for properties under construction.

These construction risk management best practices contribute to our organizational resilience, helping us meet today's standards while strengthening a construction platform that is built to last for years to come. Our strategic updates demonstrate our dedication to reducing risk, increasing efficiency, and enabling our assets for long-term success in an evolving construction landscape.

Industry Partnerships.



ENERGY STAR® is the government-backed symbol for energy efficiency, with which Fairfield is an active ENERGY STAR Partner.



Fairfield submits annually to GRESB, an industry-driven sustainability performance assessment for real estate portfolios across the globe, for all our CALSTRS properties.



Fairfield engages OrangeGrove Consultancy to support our DEIB Committee in operationalizing our inclusions efforts.

SEO

Fairfield partners with Sponsors for Educational Opportunity® (SEO), facilitating summer internships that culminate with capstone investment project presentations, showcasing the integration of new perspectives into our core business functions.



Verdani Partners assists with the development and implementation of sustainability programs. Partnering with Verdani allows Fairfield to leverage the consulting firm's wide range of professionals and expertise, including sustainable real estate experts, technical engineers, and certifications specialists.



Leveraging the WatchWire® utility data analytics platform enables more efficient utility benchmarking, reporting, and tracking of our buildings' utility performance.



CIRC Living prioritizes the care of elderly residents by ensuring the availability of food supplies through partnerships with food banks, assisting with lease signing and appointment scheduling, providing transportation services, and offering mental health resources and social services.



LifeSTEPS supports thriving communities by offering a wide range of empowering services including education support, health and wellness programs, activity coordination, mediation and crisis intervention, and career assistance.



Portfolio Resident Services provides comprehensive social assistance to residents of affordable housing communities. Their programs include job training, parenting classes, personal and teamwork development, counseling and educational services, creative arts and after-school programs, and home-buyer education.

FAIRFIELD.

Industry Leadership.



Fairfield is a Silver Founding Member of the Multifamily Impact Council, a collection of multifamily leaders working to establish multifamily impact investments as a separate, widely accepted, and credible real estate asset class.



Fairfield is on the Multifamily Leadership Board of NAHB®, a network of residential building designers and builders.



Fairfield is an Executive Committee Member of the National Multifamily Housing Council (NMHC®), a forum for insight, advocacy, and action for leaders in the apartment industry.



Fairfield is a PREA Foundation Founding Benefactor and has associates sitting on the Diversity, Capital Markets, Development, and Reporting & Valuations groups. PREA is a non-profit trade association for the global real estate industry with over 700 members.



Fairfield's Chief Compliance Officer and Risk Manager serves as the Director at Large of the San Diego local chapter of the risk management society® (RIMS®).







UC San Diego





Fairfield's SVP – Head of Project Finance, sits on the Real Estate and Development Advisory Board at UC San Diego, providing guidance and helping to shape future real estate professionals.

Sustainable Development Goals.



Fairfield's efforts align with the United Nation's Sustainable Development Goals (SDGs), a set of 17 goals established in 2015 as a roadmap to achieving a sustainable and flourishing planet. These SDGs address an array of important global issues including climate change and inequality. Our initiatives contribute to and advance the following goals.

SDG	DESCRIPTION	FAIRFIELD ACTION
3 GOOD HEALTH AND WELL-BEING 	Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> • Contribute to employees' health insurance premiums • Provide other health benefits (Fairfield EAP, fitness center for SD Corporate employees) • Provide fitness centers for residents
4 QUALITY EDUCATION 	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none"> • Offer education reimbursement program for associates
5 GENDER EQUALITY 	Achieve gender equality and empower all women and girls	<ul style="list-style-type: none"> • Track and report on DEIB metrics of employees and leadership • Provide DEIB training • Host annual Women in Leadership panel/event
6 CLEAN WATER AND SANITATION 	Ensure availability and sustainable management of water and sanitation for all	<ul style="list-style-type: none"> • Install in-unit low-flow fixtures and irrigation controls to improve water efficiency
7 AFFORDABLE AND CLEAN ENERGY 	Ensure access to affordable, reliable, sustainable, and modern energy for all	<ul style="list-style-type: none"> • Evaluate existing assets for solar and retrofit when feasible • Undertake in-unit and common area LED retrofits • Install ENERGY STAR certified appliances in units
8 DECENT WORK AND ECONOMIC GROWTH 	Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all	<ul style="list-style-type: none"> • Provide workforce development/professional training • Offer education reimbursement program for associates • Host corporate summer internship program

SDG	DESCRIPTION	FAIRFIELD ACTION
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation	<ul style="list-style-type: none"> • Evaluate and perform energy efficiency projects • Evaluate all sites for climate resilience • Comply with building codes and jurisdictional mandated efficiency requirements
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Ensure sustainable consumption and production patterns	<ul style="list-style-type: none"> • Undertake in-unit and common area LED retrofits • Recycling/composting initiatives
13 CLIMATE ACTION 	Take urgent action to combat climate change and its impacts	<ul style="list-style-type: none"> • Undertake Verdani Regional Resilience Assessment • Report to the annual GRESB Real Estate Assessment
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	<ul style="list-style-type: none"> • Provide ethics hotline • Enforce Fairfield's Code of Ethics

Multifamily Impact Framework.







The seven impact principles that constitute the Multifamily Impact Framework™ encompass the specific and intentional actions that multifamily owners, operators, investors, and service providers can take to deliver impact to renter households across the income spectrum.

While assets will deliver impact differently across each principle, individual properties and portfolios must meet the minimum impact threshold for all principles to meet the Multifamily Impact Council's expectations for a multifamily impact investment.




Organizations that use the Framework will join an industry platform upon which to build and enhance their impact strategies and send a clear message to the market that they are committed to meeting industry standards of excellence for delivering impact to their renters and communities. Those adopting the Framework in their reporting and impact decision making may use the logo provided within this workbook to signal to the market their commitment to these standards.

If you are interested in becoming a member of the Council to access associated tools and templates, to contribute to advancing and maintaining the Framework, and to benefit from the wisdom of this network, contact: MIC@MultifamilyImpactCouncil.org

PRINCIPLE	DEFINITION	IMPACT THRESHOLD
 Affordability	Affordability is defined along a spectrum of impact that begins with the Federal Housing Finance Agency (FHFA) definition of affordability up to the point where 100% of the renters in a property are paying no more than 30% of their income for rent.	<p>In order for a property or portfolio to meet the MIC's minimum threshold of affordability, 50% or more of the units must be affordable to renter households who make: 80% AMI or less in standard markets, 100% AMI or less in cost-burdened markets, or 120% AMI or less in very cost-burdened markets.</p> <p>Cost-burdened and very cost-burdened markets are defined by FHFA. FHFA's list of cost-burdened and very cost-burdened markets are updated annually and can be found in the MIC Resource Library.</p>

PRINCIPLE	DEFINITION	IMPACT THRESHOLD
 <p>Resident Engagement</p>	<p>Meaningful Resident Engagement is characterized by an approach that ensures that the resident services and programs provided are consistent with resident priorities, goals, and needs, leverage existing community resources, and build trust between residents and staff.</p>	<p>Corporate impact plan(s) and investment strategies should ensure that property owners are incorporating an approach to increase renter engagement that includes:</p> <ul style="list-style-type: none"> • Communication and feedback loops to measure renter satisfaction, program outcomes, and identify resident priorities and needs. • A process to identify and leverage existing community resources. • Initiatives to increase information sharing and communications between renters and on-site staff.
 <p>Housing Stability</p>	<p>Housing Stability is achieved when a household 1) is not more than 30 days behind on rent, or 2) has not moved in the past twelve months for financial reasons.</p> <p>Please note that while there are many factors that shape household stability, here we refer exclusively to the ability to maintain leaseholder status of the rental unit.</p>	<p>Corporate impact plan(s) and investment strategies must include specific activities that seek to increase lengths of stay and resident retention rates, reduce bad debt costs and evictions for non-payment, and promote a renter's ability to pay rent.</p>
 <p>Economic Health and Mobility</p>	<p>Economic Health and Mobility is defined by a person's ability to improve their financial condition, standard of living, and economic future while living in their rental unit.</p>	<p>Corporate impact plan(s) and investment strategies must include specific activities to help renters be more resilient to unexpected financial events, improve their standard of living, and enhance their economic future. This can be achieved by offering services and programming at rental properties that improve credit scores, expand access to educational and job training opportunities, enable greater participation in the Earned Income and Child Care Tax Credit programs, reduce utility costs, and provide access to affordable alternatives to daily expenses, such as child care, after school and summer-school programs, transportation costs, etc.</p>

Multifamily Impact Framework.

PRINCIPLE	DEFINITION	IMPACT THRESHOLD
 Health and Wellness	The principle of Health and Wellness is defined by the incorporation of healthy building design and property management practices that create and maintain living conditions that protect and enhance the health of renters.	Corporate impact plans and investment strategies should incorporate property management and building design practices that improve the health and safety of renters. Outcomes should demonstrate that life and safety issues at each property are addressed promptly and that resident health needs are prioritized within the property or portfolio's Resident Engagement platform.
 Climate and Resilience	The Climate and Resilience principle is achieved by taking actions to make the property more resource efficient, reduce greenhouse gas (GHG) emissions, increase the use of clean energy, and improve the resiliency of the property and its residents to climate risks.	<p>Corporate impact plans and investment strategies should include specific commitments to reduce greenhouse gas (GHG) emissions and achieve utility efficiencies at the property. This may be achieved by improving the functioning of older existing assets or designing new properties with climate functioning in-mind.</p> <p>Corporate impact plans and investment strategies should also include an assessment of climate-related risk and resiliency features at the property and portfolio level.</p> <p>Property owners should commit to utilizing Energy Star Portfolio Manager, GRESB, or equivalent service for benchmarking and performance tracking at their properties and portfolios.</p>
 Good Business	The principle of Good Business is defined by the incorporation of policies that create a more open and inclusive workforce that provides equal opportunities for staff at all levels of the organization. These policies should broaden the collective expertise and perspective of the workforce; improve the organization's ability to attract a larger talent pool of potential job applicants; increase productivity; drive innovation; and enhance understanding of the market they serve.	Corporate impact plans and investment strategies must identify the steps taken to incorporate Good Business practices that create and/or maintain a more open and inclusive workforce at all levels of the organization and how those efforts add value to the organization.



FALLBROOK RANCH APARTMENTS, HOUSTON, TX



Reporting & Disclosures.



BEVEL APARTMENTS, SAN DIEGO, CA

About this Report.

Our report reflects the progress of our corporate responsibility program and demonstrates our long-term commitment to corporate responsibility principles and values. We prepared this report with the intention of providing value to our stakeholders, showcasing transparency, and upholding accountability. This encompasses a comprehensive overview of our sustainability initiatives, progress, and accomplishments. The information presented throughout the report focuses on topics that are pertinent to our diverse stakeholder groups, including investors, residents, partners, management,

associates, vendors, and communities. Quantitative information regarding environmental and social metrics pertains to the 2024 calendar year, while any qualitative information explicitly indicates its timeframe as between January 1, 2024–December 31, 2024. The content of this report adheres to the Global Reporting Initiative (GRI®) 2021 Standards. All figures and data represent the status as of December 31, 2024, unless otherwise specified.

For more information about Fairfield’s corporate responsibility program and initiatives, please contact FairfieldESG@ffres.com



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based on any established standards or protocols. They may also reflect the influence of external factors, such as macroeconomic or industry trends, that are unrelated to the initiative presented. The information contained herein is not intended to address the circumstances of any particular individual or entity and is being provided solely for informational purposes. This publication does not constitute an offer to sell or a solicitation of an offer to buy any securities and is not intended to establish financial, legal, tax, investment, professional or expert advice. Nothing contained herein should be deemed to be a prediction or projection of Fairfield’s future performance.

GRI Content Index.

The Global Reporting Initiative (GRI®) is a widely adopted set of global reporting standards for private entities, including the world's largest 250 corporations, to report on their environmental, social and governance (ESG) policies and activities. The GRI Standards are developed by the Global Sustainability Standards Board (GSSB®), an international multi-stakeholder member-led non-profit. GRI provides reporting principles, disclosures and guidance for organizations to report on their activities within a given reporting period. With GRI Standards, organizations can consistently report on their ESG activities for diverse stakeholder groups to publicly access.

This report references the Standard Disclosures from the GRI Sustainability Reporting Guidelines. Below are the corresponding GRI Content Index based on the G2021 indicators. This report contains material that references GRI 1: Foundation 2021.

Statement of Use: Fairfield has reported the information cited in this GRI content index for the period January 1, 2024, to December 31, 2024, with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	PAGE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	6	Company Profile
	2-2 Entities included in the organization's sustainability reporting	46	About this Report
	2-3 Reporting period, frequency and contact point	46	About this Report
	2-6 Activities, value chain and other business relationships	6 36 37 46	Company Profile Industry Partnerships Industry Leadership About this Report
	2-7 Employees	6 18 32 30	Company Profile Connection, Culture & Community Compliance, Risk Management, & Ethics Corporate Responsibility Framework
	2-9 Governance structure and composition	5 32	Corporate Responsibility Commitment Compliance, Risk Management & Ethics
	2-13 Delegation of responsibility for managing impacts	5 32	Corporate Responsibility Commitment Compliance, Risk Management & Ethics
	2-22 Statement on sustainable development strategy	5 38	Corporate Responsibility Commitment Sustainable Development Goals

GRI Content Index.

GRI STANDARD	DISCLOSURE	PAGE	LOCATION
GRI 2: General Disclosures 2021	2-23 Policy commitments	5 32	Corporate Responsibility Commitment Compliance, Risk Management, & Ethics
	2-24 Embedding policy commitments	32	Compliance, Risk Management, & Ethics
	2-26 Mechanisms for seeking advice and raising concerns	32 31	Compliance, Risk Management, & Ethics Spotlight: IMN Conferences
	2-27 Compliance with laws and regulations	32	Compliance, Risk Management, & Ethics
	2-28 Membership associations	36 37	Industry Partnerships Industry Leadership
	2-29 Approach to stakeholder engagement	10 18	Engaged Resident Living Connection, Culture, & Community
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	32	Compliance, Risk Management, & Ethics
GRI 302: Energy 2016	302-1 Energy consumption within the organization	22 25 27	Environmental Due Diligence Green Building Certifications Utility Data Management
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	22 25 27	Environmental Due Diligence Green Building Certifications Utility Data Management
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	15 16	Associate Engagement & Education Associate Recognition
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	32	Compliance, Risk Management, & Ethics
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	15	Associate Engagement & Education
	404-2 Programs for upgrading employee skills and transition assistance programs	15	Associate Engagement & Education
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	18	Connection, Culture, & Community
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	17 36	Volunteering & Philanthropy Industry Partnerships

Ratings & Recognitions.

PROGRAM NAME	NO. OF ASSETS	CERTIFYING BODY	CERTIFICATION PERIOD	FURTHER DETAILS
GREEN BUILDING CERTIFICATIONS				
LEED BD+C: New Construction	6	U.S. Green Building Council (USGBC)	Certifications are issued at the time of building development or major renovation and last in perpetuity. Rankings range from Certified to Platinum level for individual properties.	Properties must pay registration and certification fees to pursue LEED certifications.
LEED O+M: Multifamily (Midrise)	1	U.S. Green Building Council (USGBC)	Certifications are issued on a rolling basis and are valid for three years. Properties must re-certify to maintain certification standing. Rankings range from Certified to Platinum level for individual properties.	Properties must pay registration and certification fees to pursue LEED certifications.
Green Globes™	1	United States by the Green Building Initiative®	Certifications are issued on a rolling basis and are valid for three years. Properties must re-certify to maintain certification standing. Certification to one of four levels (i.e., 1 to 4 globes) requires achieving minimum thresholds of 1,000 points. These Fairfield properties held a valid certification as of date. The property achieved a three Globes ranking.	Properties must pay an assessment fees to pursue Green Globes certifications.
EarthCraft Multifamily	2	Viridiant (formerly EarthCraft Virginia)	Certifications are issued on a rolling basis and last in perpetuity.	Properties must pay registration and certification fees to pursue EarthCraft Multifamily certification.
National Green Building Standard	1	National Association of Home Builders	Certifications are issued on a rolling basis and last in perpetuity for individual properties.	Properties must pay certification fees to pursue a National Green Building Standard certification.

As of December 31, 2024

All properties included in this list held valid certifications as of December 31, 2024



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