



invitationhomes™



Bringing Sustainability Home

An Invitation to Engage



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CEO Letter

Dear Stakeholders,

Invitation Homes was founded with a simple purpose: To provide high-quality single-family homes for lease and to care for those homes and residents with exceptional service. For more than a decade, we've lived up to this purpose while focusing on **bringing sustainability home** through our strategy, processes, and operations. Now, we're proud to share an overview of our environmental, social, and governance (ESG) approach and mark an important milestone by offering **an invitation to engage**.

As the nation's premier home leasing company, we believe we have an opportunity to make a profound impact on our stakeholders and on society in general. Perhaps more importantly, we want to be a force for positive change for our residents, our associates, our investors, our partners, and our communities.

Sustainability is central not only to our purpose and our operations, but also to our plans for growth. We've integrated this concept into our business and our long-term strategy because we believe it makes us a stronger, more resilient company. We recognize that we have many opportunities ahead as we advance our approach to sustainable business practices that will benefit all of our stakeholders.

While we have set a solid foundation for our ESG efforts and we're committed to learning

and improving our approach, we know we can't do it alone. As you read on and gain a better understanding of our sustainability approach, we hope you'll accept our **invitation to engage**. Your feedback will help inform our next sustainability report and our plans for 2023 and beyond.

We deeply appreciate your support as we continue to work toward **bringing sustainability home** to all of our stakeholders, and we look forward to your continuing engagement.

Sincerely,



A stylized, handwritten signature in black ink, appearing to read 'Dallas B. Tanner'.

Dallas B. Tanner
Chief Executive Officer

Our Approach to Sustainability

Invitation Homes offers high-quality single-family residences for lease in 16 markets across the country. In this, our 11th year, we're proud of the growth and success we've achieved, the team that's helped us build a best-in-class company and portfolio, and the Genuine Care we deliver to our residents. **Our position gives us an opportunity — and, we believe, the responsibility — to make a positive impact on our associates' lives, the communities we serve, and the world around us.** It's not just good business, it's a good business strategy; sustainability is increasingly important to our stakeholders and essential to helping Invitation Homes create further value as we grow.



Our Mission

Together with you, we make a house a home.



Our Vision

Be the premier choice in home leasing by continuously enhancing our residents' living experience.



Our Shared Values

Unshakeable Integrity, Continuous Excellence, Genuine Care, and Standout Citizenship.

Foundational to our strategy and success is an underlying, steadfast commitment to establish and implement value-added ESG policies that move beyond the status quo. We aim to lead the industry with forward-thinking programs that align with our values and reflect our commitment to lead by example.

In an ever-changing, increasingly complex and global world, we're fully aware of the sustainability challenges we all face. At Invitation Homes, we have dedicated ESG professionals and a cross-functional taskforce who ensure daily, consistent focus on ESG matters. Our highest-level leaders are actively engaged in developing our initiatives

and advancing our progress. And the Nominating and Corporate Governance Committee of the Board of Directors monitors, reviews, and provides ESG oversight. We continue to participate in the Global Real Estate Sustainability Benchmark (GRESB) for third-party evaluation of our ESG performance, and we were the first U.S. Real Estate Investment Trust (REIT) to link the pricing of a revolving credit facility to our GRESB score.

A sample of our 2022 achievements include:

- Hired professional in-house expertise, adding two vice president positions to our leadership team to expand and deepen our approach to ESG and energy matters.



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At Invitation Homes, we're committed to leading the single-family industry by example. This includes creating an exceptional leasing experience for our residents, a workplace where our associates can thrive, and Environmental, Social, and Governance (ESG) policies that set a high bar for ourselves and our industry.

- DALLAS TANNER
Chief Executive Officer, Invitation Homes

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- Continued to improve our residents' experience with a mobile maintenance app and enhanced smart home features, and offered exclusive discounts at popular retailers.
- Advanced our diversity, equity, and inclusion (DEI) efforts, including improving our hiring profile so that 55% of our hires in 2022 were people of color and 45% were women.
- Enhanced career development opportunities by introducing new programs to help

associates thrive.

- Invested in Pathway Homes, a new real estate company that opens the door to homeownership for residents who desire that option.
- Entered into our second sustainability-linked loan facility, with pricing dependent on the company meeting ESG performance targets.
- Contributed to our communities by volunteering a record 19,358 company-provided hours.
- Achieved a 13.3% increase on our sustainability score with GRESB, a third-party international organization that benchmarks ESG performance for the real estate industry.

We know we don't have all the answers, so we're engaging with experienced stakeholders and collaborating with partners who can help us advance our efforts. We're seeking feedback and acting on it. And we're pledging to transparently report on our progress.

When it comes to sustainability, we're learning, advancing, and leading the way. **We're bringing our sustainability home to all stakeholders, residents, associates, communities and investors.**

Environment

Our environmental focus is embedded in the upgrades and maintenance of the homes we lease as we enhance the resident experience. While green building certifications are common in other real estate sectors, they are not applicable in the single-family rental sector. To ensure we continue to make meaningful progress, we **focus on environmental sustainability because protecting the environment is critically important to us and because we recognize that how we invest and operate our assets can have a meaningful impact on the communities where we operate and the world around us.**



We saved
>100M
plastic bottles from landfills

Since 2018, through the installation of flooring made of recycled materials in many of our homes, we saved more than 100 million plastic bottles from landfills. Laid end-to-end, these bottles would stretch more than 12,000 miles — approximately half the distance around the planet, and almost twice the distance around the moon.

Today, each Invitation Homes resident is solely responsible for usage of utilities that control energy, water, and waste in their home. As a result, we seek on a broader scale to address environmental impacts within our control and to empower and encourage our residents to do the same in their homes. **For instance, to help residents monitor and conserve their heating and cooling needs, our long-term target is to have 100% of the homes in our Same Store portfolio equipped with smart home capability.**

To get there, we are installing smart home technology in all newly acquired homes and on all turns of existing homes if the technology is not already in place. We also provide instruction on efficient usage and in some cases additional training on how to use these tools for increased efficiency and resource conservation.

Our environmental stewardship approach focuses on three key pillars to help manage the company's carbon footprint and the environmental impact of our homes. Here are a few examples of how we

1 Energy Efficiency

focus on the environment:

We seek ways to reduce the energy needed for heating and cooling and to run appliances and electronics in our homes, using energy-efficient ENERGY STAR® certified appliances when feasible, replacing HVAC units with models that offer greater efficiency, using smart home technology to help residents manage their homes and save on their energy bills, and providing an HVAC air filter delivery program for our residents to increase the efficiency and prolong the life of

2 Resource Conservation

HVAC systems.


We work with our key stakeholders to help reduce the consumption of precious natural resources. We replace inefficient plumbing with low-flow fixtures and install water-saving landscaping in arid locations. We also reduce drive times for our maintenance technicians with route optimization software and triage maintenance issues, so technicians understand the job before they arrive.

3 Resilient and Recycled Surfaces

Reusing and repurposing materials allows us to help protect the environment while conserving natural resources. We install flooring made of recycled materials in our homes and eliminate paper use among field technicians by using software to electronically process work orders. We also upgrade components of our homes, such as countertops and floors, with more durable materials that require less frequent replacement.

Climate

Climate change is one of the greatest challenges of our time, and it impacts everyone in every corner of the globe and every industry. At Invitation Homes, we take a proactive approach to protecting our properties against potential risks related to climate change and to reducing climate impact.



Invitation Homes is proud to be an investor in Fifth Wall's Climate Technology Fund that addresses decarbonization across all stages of and asset classes within the global real estate ecosystem, including materials, construction, operations, and revitalization.

With a national portfolio of properties, Invitation Homes recognizes the serious risks associated with climate change, including the increased likelihood of acute weather events and business interruptions. When evaluating properties for acquisition, we consider physical risks such as earth movement, flooding, wildfires, and hurricanes, along with weather phenomena that could potentially impact our residences. When we add a home to our portfolio, we consider its ability to withstand extreme weather and whether renovations might better equip it for better resilience and durability when appropriate. We also carry insurance for all of our properties against natural hazards such as flood, wind, fire, earthquake, and other catastrophic weather events.

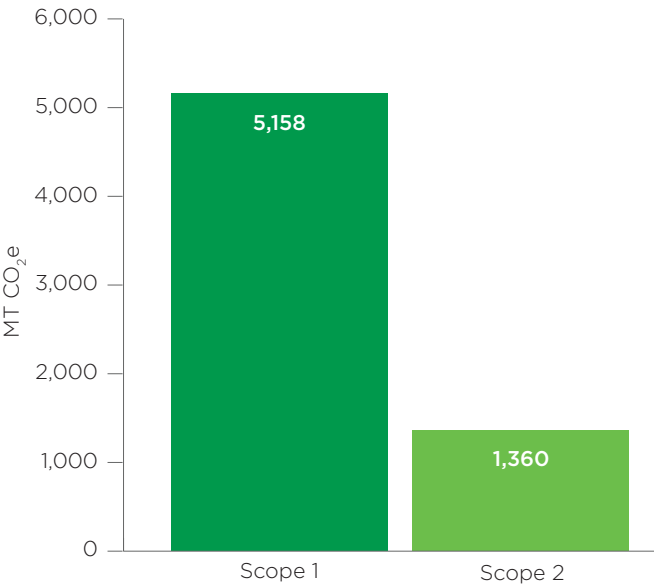
Our portfolio resilience efforts are an essential element of our Enterprise Risk Management (ERM) strategy, which includes business continuity, crisis response, and risk management. The Audit Committee of our Board of Directors oversees our ERM strategy and performance,

while our VP of ESG and our ESG Taskforce help coordinate climate-related portfolio activities. Multiple internal teams execute the processes and procedures for disaster preparedness and response, including in cases of extreme weather, public health crises, and security threats.

An essential element of our business is acquiring and improving existing homes for future residents. After we acquire a home or when we turn a home between residents, we make enhancements that can reduce greenhouse gas emissions. Some examples include:

- Ensuring that windows are appropriate.
- Where possible, installing new energy-efficient appliances and using energy-efficient materials.
- Equipping homes with smart home technology, including remote programmable thermostats.
- Installing water-saving landscaping in arid locations.
- Educating new residents on how to effectively use their homes in an energy-efficient manner.

2022 Emissions (MT CO₂e)



Scope 1 Total	5,158
Scope 1 Vehicle Fleet	5,149
Scope 1 Corporate Real Estate	9
Scope 2 Total	1,360

Key Definitions:

- Scope 1 — Direct GHG emissions (i.e., fuel or natural gas) that come from sources owned or controlled by Invitation Homes.
 - Scope 2 — Includes GHG emissions from the generation of directly metered or purchased electricity consumed by Invitation Homes at its corporate and field offices.
- For leased sites with unmetered electricity, estimations were conducted using industry-accepted emissions coefficients and methodologies (EPA and GHG Protocol).

MT CO₂e — Metric tons of carbon dioxide equivalent

Social Responsibility

Making a house into a home requires more than providing a building — it needs essential human qualities of understanding and a sense of belonging. That's why we put people at the center of everything we do. We strive to provide work environments where our associates can thrive, vital communities that foster strong connections and opportunities, and, of course, homes that offer our residents a better way to live. Focusing on bettering the experiences of our associates, communities, and residents helps us deliver strong financial results while supporting and positively impacting their lives.



Through *Invitation to SkillUp*, we partner with and give support to organizations that provide job-readiness training in skilled trades. We broaden access to essential jobs for diverse students, help families move toward meaningful employment and financial security, and serve as an economic driver in our markets. By signing dedicated partnerships with trade schools in four of our markets as part of our continuing *Invitation to SkillUp* skilled trades program, we are developing deep relationships that will expand skilled trades education and help close the skills gap.

Here are a few examples of how we deliver on our Social Responsibility:



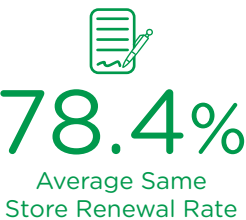
1 Associates: We're committed to our associates' health and well-being, and we provide a competitive benefits package and workplace wellness initiatives. We sponsor a national safety committee that provides direction, resources, and monthly awareness and education initiatives. And we conduct annual compliance training and offer over 900 learning and development programs to help associates build their skills. To strengthen a culture of DEI, we include DEI and Awareness of Unconscious Bias training for our leaders, and we formed six active Employee Resource Groups, including Together with Women; The Black Collective; Juntos; GenNext; Open Invitation; and Asian Alliance. To ensure we continue to make progress, we established measurable goals to create a workplace where everyone belongs, and each associate can achieve their greatest potential. And we continuously listen for opportunities to improve via anonymous surveys that seek feedback from 100% of associates monthly.



2 Community: We know the success of our business is linked to the vitality of the communities where we operate. In 2022, we spent approximately \$470 million on improvements, including upfront renovations of our homes, and we maintain them to high standards, creating jobs, enhancing neighborhood appearance and livability, and improving the overall quality of life for our residents and their neighbors. We're also actively engaged in community and philanthropic activities in our markets, contributing funds nationwide, and encouraging our associates to be active in their communities by providing each of them 20 hours of paid volunteer time each year.



3 Residents: Our culture of Genuine Care begins with our goal to provide residents with a flexible and worry-free lifestyle. We start by welcoming them with an in-person home orientation, making their lives easier with smart home technology and providing 24/7 maintenance through ProCare, our best-in-class property management platform. We survey residents at each phase of our relationship, including move-in and move-out, and after every maintenance interaction they have with an Invitation Homes associate or vendor. We use feedback to hold ourselves accountable, with 100% of our operational associates having a portion of their compensation tied directly to resident satisfaction survey scores. We also use feedback to develop new service offerings and enhancements to the resident experience.



Data shown for the year ended or as of December 31, 2022, as appropriate.

Governance

We recognize and respect the trust that our stakeholders place in Invitation Homes. From our associates to residents to investors, we strive every day to ensure that our actions demonstrate our commitment to earning that trust. Every decision we make and every action we take is made with a commitment to ethical business practices and good governance. In this way, we promote the long-term interests of our stockholders, strengthen the accountability of our Board of Directors and management, and improve our standing as a trusted member of the communities we serve.



89%
of our directors
are independent

As part of our commitment to the principles of good corporate governance, Invitation Homes adheres to best-in-class internal and external policies and procedures. Our actions are guided by our company's core values: Unshakeable Integrity, Genuine Care, Continuous Excellence, and Standout Citizenship. Examples of policies we have adopted for the benefit of our stakeholders include:

- A substantial majority of our directors (89%) are independent.
- Our Board of Directors is committed to diversity, and 44% of our directors represent women and people of color.
- Each of our directors is subject to annual re-election, and we will not classify our Board in the future without the approval of our stockholders.
- Stockholders holding at least 10% of outstanding shares have the right to call special meetings.
- We have opted out of the Maryland business combination and control share acquisition statutes (MUTA) and cannot opt in without stockholder approval.
- Part of our executive compensation is performance-based, tied to ESG goals.
- We have implemented a "whistleblower" policy, and have retained a third-party solution provider for automating ethics and compliance reporting.
- We have had a Vendor Code of Conduct since 2019 that extends our values to company vendors.
- Our Board of Directors or its Audit Committee meets no less than semiannually with senior information technology personnel, including our Chief Information Security Officer, to review our cybersecurity strategy, and we employ a multi-layered security model that leverages risk-based controls with a focus on protecting our residents' and associates' data.

Integrated ESG Governance and Leadership Approach





Looking Forward

While we're proud of the progress we made in our first decade, we know there's more to do on our sustainability journey. We believe the combination of our strategic, inclusive approach and commitment from the top down gives us a strong foundation on which to deliver meaningful results and increase our impact.

While there are limitations to some of the environmental and climate data we can gather from homes in which residents control utilization, we believe by working with residents, internal and external subject matter experts, and all of our stakeholders, we can expand the scope of the data we collect and enhance our management approach. This will also focus our efforts to continually reduce our environmental footprint.

Some of our priorities in the coming year include the following:

- Evaluating improvements to our existing properties to decrease the impact of our homes on the environment and advancing initiatives that will make our operations more sustainable.
- Further elevating resident services and promoting opportunities to help them decrease their environmental footprint at home.
- Continuing to provide development opportunities and programming to ensure

our associates have the resources, skills, experiences, and support they need to live healthy lives and achieve their fullest potential.

- Deepening our engagement with local organizations to ensure meaningful support for the communities where our residents and associates live and work.
- Enhancing disclosure of our ESG impact.
- Evaluating our energy and utility programs and practices to advance efficiency as part of our value-added energy strategy.
- Introducing ESG-specific training programs for our associates to deepen their understanding of their contributions to Invitation Homes' ESG impact.

Later this year, we look forward to releasing our next sustainability report. In this report, we'll transparently and proudly share our environmental, social, and governance initiatives, programs, policies, and plans for the coming year and beyond.

Invitation to Engage

As we indicated throughout this document, our approach to sustainability is inclusive. Not only do we know that we can't do this alone, we believe that we can accomplish much more together with our stakeholders. Our 2023 **Invitation to Engage** is now closed. We're thrilled with the response we received and look forward to incorporating new perspectives into our 2023 Sustainability Report. Your input will educate a Stakeholder Engagement Panel that we're establishing, which will include sustainability subject matter experts from various external groups. Insights and input from the panel will inform the development of our next sustainability report. Please indicate in your feedback if you'd like to be considered for this panel.

Learn More: SUSTAINABILITY | INVITATION HOMES

Forward-Looking Statements

This document contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, which include, but are not limited to, statements related to the company's expectations regarding the performance of the company's business, its financial results, its liquidity and capital resources, and other nonhistorical statements. In some cases, you can identify these forward-looking statements by the use of words such as "outlook," "guidance," "believes," "expects," "potential," "continues," "may," "will," "should," "could," "seeks," "projects," "predicts," "intends," "plans," "estimates," "anticipates," or the negative version of these words or other comparable words. Such forward-looking statements are subject to various risks and uncertainties, including, among others, risks inherent to the single-family rental industry and the company's business model, macroeconomic factors beyond the company's control, competition in identifying and acquiring properties, competition in the leasing market for quality residents, increasing property taxes, homeowners' association and insurance costs, poor resident selection and defaults and nonrenewals by the company's residents, the company's dependence on third parties for key services, risks related to the evaluation of properties, performance of the company's information technology systems, risks related to the company's indebtedness, and risks related to the potential negative impact of unfavorable global and United States economic conditions (including inflation and interest rates), uncertainty in financial markets, geopolitical tensions, natural disasters, climate change, and public health crises, including the ongoing COVID-19 pandemic, on the company's financial condition, results of operations, cash flows, business, associates, and residents. Accordingly, there are or will be important factors that could cause actual outcomes or results to differ materially from those indicated in these statements. The company believes these factors include, but are not limited to, those described under Part I. Item 1A. "Risk Factors" of the Annual Report on Form 10-K for the year ended December 31, 2022 (the "Annual Report"), as such factors may be updated from time to time in the company's periodic filings with the Securities and Exchange Commission (the "SEC"), which are accessible on the SEC's website at www.sec.gov. These factors should not be construed as exhaustive and should be read in conjunction with the other cautionary statements that are included in this release, in the Annual Report, and in the company's other periodic filings. The forward-looking statements speak only as of the date of this document, and the company expressly disclaims any obligation or undertaking to publicly update or review any forward-looking statement, whether as a result of new information, future developments or otherwise, except to the extent otherwise required by law.



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