

IMPACT REPORT 2024

Bringing Sustainability Home



invitation homes

Table of Contents

- 4 About This Report
- 5 A Message From Dallas Tanner
- 6 Invitation Homes at a Glance
- 15 Awards and Memberships
- 17 Our Approach:
Embedding Sustainability
Into Our Core Business Strategy
- 18 Environment
- 36 Social
- 59 Governance
- 70 Appendix





About This Report

Our Impact Report 2024: Bringing Sustainability Home (the “Report”) details the performance of Invitation Homes Inc. and its consolidated subsidiaries (collectively, the “Company,” “Invitation Homes,” “we,” “our,” or “us”) for the year. It includes both qualitative and quantitative data, highlighting our commitment to sustainability and corporate responsibility. This Report transparently shares our journey, progress, and achievements in becoming a more sustainable company, emphasizing our dedication to responsible practices and enhanced business performance.

We strive to align our data collection, measurement, and reporting activities with industry-recognized standards and frameworks, including the Greenhouse Gas (GHG) Protocol, the Global Reporting Initiative (GRI), and the Task Force on Climate-Related Financial Disclosures (TCFD). This Report has been prepared with reference to the GRI Standards for the period Jan. 1, 2024, to Dec. 31, 2024.

Unless otherwise stated, the data in this Report covers activities of Invitation Homes from Jan. 1, 2024, to Dec. 31, 2024.

A Message from Dallas Tanner

As we reflect on 2024, we are proud of our performance and progress in the areas that matter most — enhancing the resident experience, creating meaningful opportunities for our associates, and making a lasting impact in the communities we serve.

We continually strive to elevate our business and are now guided by a refreshed purpose and set of values that we launched earlier this year. Through a collaborative, companywide effort, we sharpened our focus around a single, unifying purpose: Unlock the Power of Home™. Every day, we deliver high-quality homes and exceptional service, creating a place that our residents can truly call home. I believe home is the most powerful place on Earth, and I am honored that we help hundreds of thousands of people experience that power every day.

Our new values, anchored in our enduring North Star of Genuine CARE™, are the foundation of our culture and guide every decision we make, including our steadfast commitment to sustainability. Our values shape how we serve our residents, support our associates, and grow as a company.

Sustainability remains central to our operations and growth strategy. We are embedding purposeful, measurable actions into our business to build a more resilient future. We also aim to align our reporting with leading global standards to meet the evolving expectations of our stakeholders and uphold best practices in transparency and disclosure.

Looking ahead, we remain committed to building on our strong foundation of sustainability and corporate responsibility. Together, we will continue to take meaningful action for our residents, our associates, our communities and, our shareholders. We appreciate your support as we continue to work toward **bringing sustainability home**.

Sincerely,

Dallas B. Tanner
President, Chief Executive Officer and Director



**Sustainability
remains central to
our operations and
growth strategy.**

Invitation Homes at a Glance



OUR BUSINESS

Invitation Homes, an S&P 500 company, is the nation's premier single-family home leasing and management company. We are proud to provide access to high-quality, updated homes with valued features, close proximity to jobs, and access to good schools. At the heart of our business is a clear purpose: Unlock the Power of Home. This purpose guides everything we do, aligning with our mission to deliver high-quality living solutions and Genuine CARE to our residents — our North Star that defines who we are and how we operate.

REAL ESTATE PORTFOLIO

As of December 31, 2024, we wholly owned 85,138 homes for lease, jointly owned 7,622 homes for lease, and provided professional third-party property and asset management services for an additional 17,678 homes, all of which were primarily located in 16 core markets across the country. These homes help meet the needs of a growing share of Americans who prefer the ease of a leasing lifestyle over the hassle of owning a home. The continued demand for our product proves that the choice and flexibility we offer are attractive to many people. In 2024, we continued to add much-needed supply to the nation's housing stock through our partnerships with and purchases of homes from third-party homebuilders.



Unlock the Power of Home is not just our purpose — it is a mindset that shapes how we lead, serve, and grow. When we act with Genuine CARE — we create lasting value for our residents, associates, communities, and shareholders.

Tim Lobner, Chief Operating Officer

OUR SUSTAINABILITY PATHWAYS

From Retrofits, Resident Engagement to New Builds:

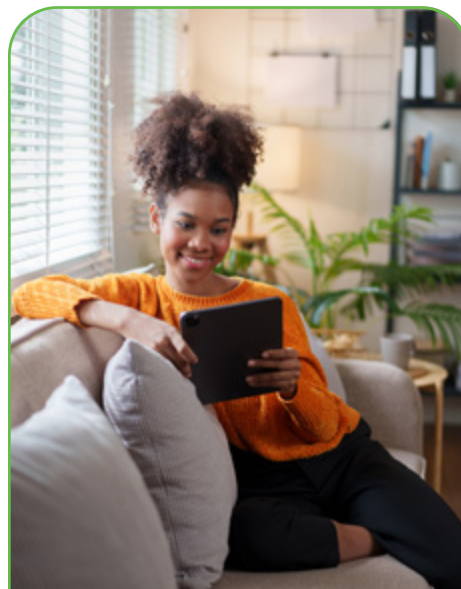
Embedding sustainability throughout
our business operations



RETROFITS AND RENOVATIONS

- Energy-efficient lighting and fixtures
- Low-flow plumbing installations
- Recycled materials in flooring and carpets
- Mobile maintenance app for diagnostics
- Route optimization to reduce emissions
- Smart home technology integration

Where feasible and applicable



RESIDENT ENGAGEMENT

- Smart home technology education
- Energy efficiency education
- Practical sustainability tips
- Digital newsletters and guidance



NEW COMMUNITIES

- Energy-efficient designs
- HERS benchmarking
- Smart Home systems integrated at build

Where feasible and applicable

NAVIGATING A DISTINCT OPERATING MODEL

Managing a large, geographically dispersed portfolio of single-family homes presents unique opportunities and complexities. We do not have direct control over resident utility consumption behaviors — water, energy use or waste management. Unlike commercial real estate models, our residents maintain their own electricity and natural gas use accounts, meaning energy use happens outside our operational control. This structure makes it difficult to access and aggregate actual whole-building energy data, particularly for calculating Scope 3 emissions. Alternative models — such as assuming responsibility for resident energy bills — introduce administrative challenges and risks including regulatory complexity, liability for non-payments, and costly sub-metering retrofits across thousands of legacy homes.

While we have visibility into water data and limited insight into resident-managed waste, when waste services are not paid directly by residents or HOAs (depending on jurisdiction), we do not exercise control over resident consumption or usage. When our utilities team identifies unusually high water usage, we engage residents to explore potential causes and share conservation tips to help reduce costs. We also install low-flow plumbing fixtures where feasible. To improve water and waste data quality, we are leveraging technology and deepening our engagement with our third-party billing provider, focusing on enhancing data accuracy, consistency, and completeness. Although granular waste data remains limited, our lease agreements include provisions encouraging residents to recycle per municipal guidelines, reinforcing our commitment to responsible waste management.

Legacy home constraints limit traditional green certification approaches. Most legacy single-family homes were not originally designed to meet these standards. Retrofitting thousands of unique homes to achieve certification would entail significant cost and logistical complexity. Despite portfolio constraints on broad industry standard implementation, we pursue practical, portfolio-appropriate strategies. Noteworthy is our Dallas corporate office which demonstrates our commitment to sustainability — it is Triple Green Certified with LEED Gold, ENERGY STAR, and BOMA 360 designations, plus has Fitwel 2-Star and Viral Response Module wellness certifications.

We focus on controllable levers: Integrating sustainable practices into renovations and maintenance, embedding sustainability features into newly built homes where feasible, and partnering with our residents through empowerment and education. Through these efforts, we strive to improve the sustainability performance of our existing homes. This approach underscores our commitment to environmental stewardship across our substantial portfolio.



OUR PURPOSE



Unlock the power of home.™



ROOTED IN VALUES, GROWING WITH PURPOSE:

Charting the Next Era of Growth

Last year, we took a step back to listen across every corner of our organization — and in doing so, redefined our former vision, mission, and values into a renewed purpose and set of values to guide us into our next era of growth. Thousands of survey responses and focus-group insights converged on a simple purpose: Unlock the Power of Home, while our longstanding cultural compass, Genuine CARE, is now the umbrella value that frames every decision and action.

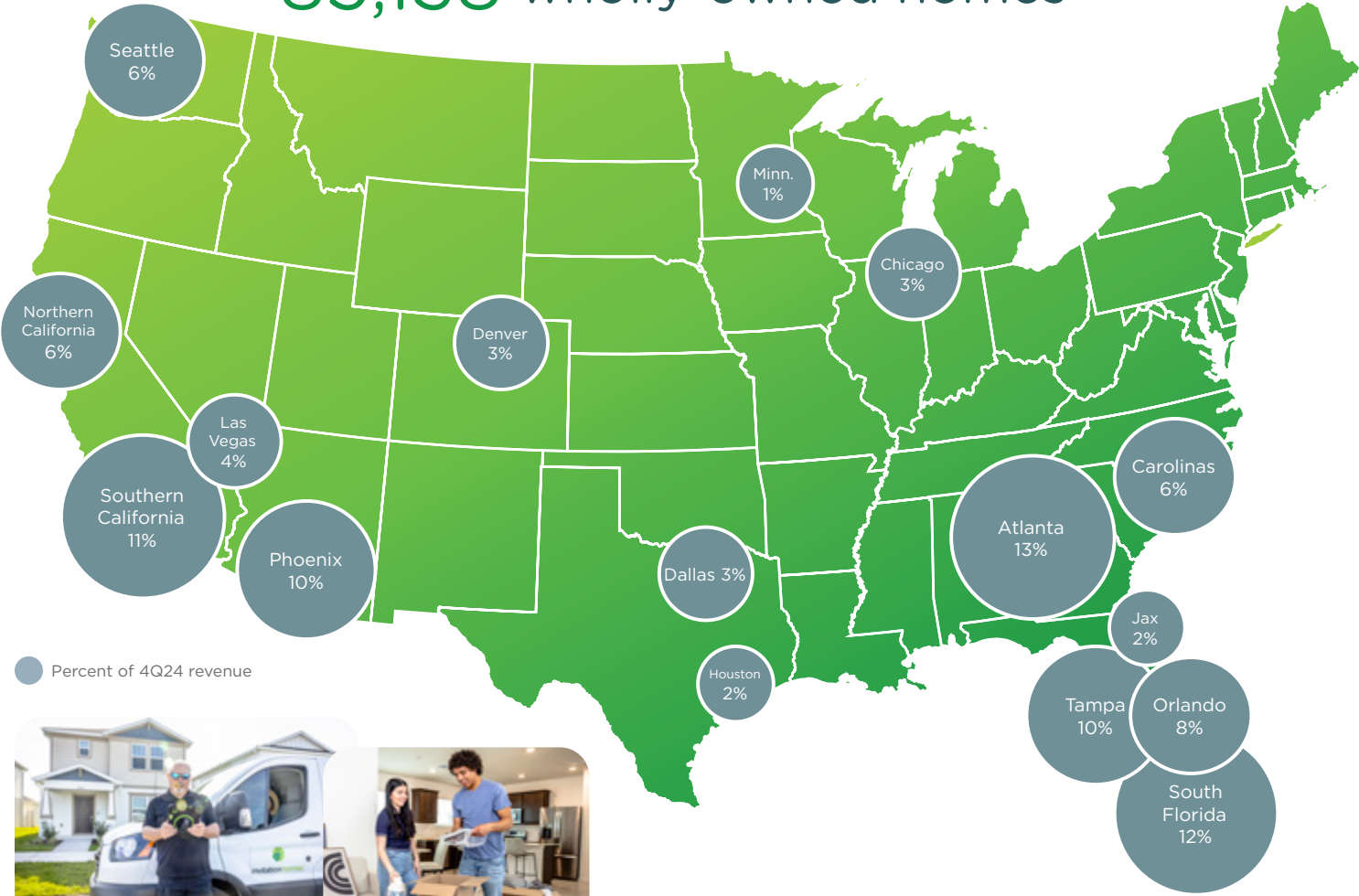
We are committed to living these values through actions — not just words. These principles guide not only how we treat each other but also how we approach sustainability in every aspect of our business.



We're the nation's premier single-family home leasing and management company.

We focus on high-growth markets and infill neighborhoods with proximity to jobs, transportation, and schools.

85,138 wholly-owned homes



Percent of 4Q24 revenue



~96% of revenue from Western U.S., Sunbelt, and Florida

6.1% 6.1% average annual Same Store (FN1) Net Operating Income ("NOI") growth from 2017 to 2024¹

32% more home price appreciation than U.S. average since 2012²

1.7x more job growth than U.S. average since 2012²

1. "Same Store" and "NOI" are defined, and a reconciliation of net income (as determined in accordance with GAAP) to NOI is included, in our Annual Report on Form 10-K.
2. John Burns Research and Consulting, S&P CoreLogic Case-Shiller Home Price Indices, September 2024. Growth rates are for the entire market in which Invitation Homes owns homes, weighted by Invitation Homes home count for each entire market as of December 31, 2024, and represent market-level data for the entire market rather than Invitation Homes home-specific data.

Differentiated Portfolio and Platform

We are strategically positioned around three pillars that enhance growth and the resident experience.



TRACK RECORD OF SECTOR-LEADING GROWTH AND HIGH-QUALITY RESIDENT EXPERIENCE

LOCATION	SCALE	EYES IN MARKETS
<ul style="list-style-type: none">~96% of wholly owned portfolio in Western U.S., Sunbelt, and FloridaPrimarily infill locations, offering more insulation from new supplyOutsized long-term growth drivers (e.g., population growth, job growth, household formation)Desirable neighborhoods, good schools, and easy access to jobs, amenities, and population centers	<ul style="list-style-type: none">Average of over 5,300 wholly owned homes across our 16 core markets~99% of revenue from markets with 2,000+ wholly owned homesOver 25,000 JV and third-party managed homes, nearly all of which are in our core and identified target marketsThree markets (Atlanta, Phoenix, and Tampa) with over 10,000 homes owned and/or managed	<ul style="list-style-type: none">>1,000 operations personnel across 40 local home pods20 in-house investment professionals serving our core marketsProactive "ProCare" service visits by in-house techsLocal, in-house control of the resident experienceData-informed decision making in the acquisitions process

RESIDENT SATISFACTION

36.9 Months

Average Same Store Resident Tenure

97.3%

Average Same Store Occupancy Rate

79.5%

Average Same Store Renewal Rate

4.1

Cumulative All-Time Google and Yelp Rating



As of or for the year ended December 31, 2024.
"Same Store" is defined in our Annual Report on Form 10-K for the fiscal year ended December 31, 2024.

National Community Impact

1,750

Full-time associates

\$203.5M

Wages and benefits

3,330

Trades and services vendors

18,220

Volunteer hours

Invitation Homes provides each associate 20 hours of paid work time annually to volunteer in their communities and encourages them to use the time to support causes that are important to them.

64,365

Active smart home devices
Saves on energy use

70,719

Air filter subscribers
Provides better air quality

85,138

Wholly owned homes

\$425.2M

Invested in improving homes

\$410.8M

Property taxes



Awards and Memberships

AWARDS

We view external recognition as an objective measure of our ability to create a positive, supportive work environment. Our 2024 accolades — including two Comparably awards and two U.S. News and World Report awards — reflect our strong culture and the dedication of our associates, reinforcing our ongoing commitment to excellence.



MEMBERSHIPS

Our memberships provide important forums for Invitation Homes to educate key stakeholders on critical policies and regulations shaping the real estate sector. These affiliations also offer valuable opportunities for us to engage with and learn from others in real estate and broader business circles.



For the year ended December 31, 2024



OUR APPROACH:

Embedding Sustainability Into Our Core Business Strategy

Our commitment to embedding sustainability throughout our business reflects our purpose to Unlock the Power of Home and our values, centered on Genuine CARE. Anchored by these principles, sustainability initiatives are integral to our strategic objectives and long-term success. We strive to offer high-quality housing options while enhancing the resident experience and delivering value to our stockholders.

Our achievements rely on the strength of our dedicated internal experts and external relationships. We regularly engage with stakeholders across our business profile, portfolio, and operations, enabling us to comprehend, adapt, manage risks, and focus on

critical matters. This ongoing engagement allows us to stay responsive to the needs and expectations of all those we serve and work with.

We place a strong emphasis on our community and environmental impact and develop programs to advance our commitment. Additionally, we operate under strong, well-defined governance practices and policies, and we continually strive to uphold the highest ethical standards. Our sustainability policies and practices extend across every facet of our business, reflecting our dedication to providing exceptional resident experiences, supporting our associates, fostering vibrant communities, and minimizing our environmental footprint.

We take a proactive approach to sustainability by integrating energy-efficient technologies, reducing our reliance on natural resources, and supporting residents in making eco-friendly choices. Every day, our teams act with purpose to safeguard our communities, protect company assets, and preserve the planet for future generations.



ENVIRONMENTAL SUSTAINABILITY APPROACH

ENERGY
EFFICIENCY

RESOURCE
EFFICIENCY

RESILIENT AND
RECYCLED
SURFACES

Guided by our purpose to Unlock the Power of Home — we bring environmental stewardship to life. This includes integrating smart home technology into our homes, piloting renewable energy solutions, embedding climate risk considerations into decisions, using recycled materials where feasible, and encouraging residents to live more sustainably.

As a leading nationwide owner and manager of single-family homes for lease, we’re committed to continuously reducing our environmental

footprint — by improving energy and water efficiency, minimizing waste, and integrating climate resilience measures into our operations.

2024 KEY HIGHLIGHTS

70,719
HOMES
ENROLLED IN
HVAC AIR-FILTER
SUBSCRIPTION
PROGRAM

37.7M
PLASTIC BOTTLES
DIVERTED FROM
LANDFILLS
THROUGH USE
OF RECYCLED
FLOORING

64,365
HOMES WITH
SMART HOME
TECHNOLOGY

Our dispersed single-family rental portfolio presents unique challenges, such as the complexity of tracking retrofit details across over 85,000 legacy homes and the difficulty of securing green certifications for homes not built to modern standards.

Despite these inherent constraints, we remain committed to maximizing our environmental impact by focusing on areas where we have direct influence and can meaningfully integrate sustainable practices. Our strategy prioritizes three key areas: capital improvements and renovations; integrating energy efficiency and sustainability into new construction, where feasible; and resident engagement through conservation tools and guidance.

Property upgrades create opportunities for installing efficient lighting systems, water-saving fixtures, flooring made from recycled materials, and appliances throughout our holdings, when practical and feasible. Our maintenance app gives our associates the opportunity to perform remote diagnostics, which may help reduce service trips.

Our long-term goal is to equip 100% of our homes with smart home technology. We install these systems in new homes and during turns, helping residents manage heating and cooling efficiently. We also offer an orientation during move-in to ensure new residents can fully utilize these tools to maximize energy efficiency and resource conservation. By empowering our residents, we aim to create a lasting positive impact on the environment and the communities we serve.

In our newly built communities, we are partnering with builders to integrate sustainability from the ground up, including HERS benchmarking and modern efficiency standards, where feasible.

By concentrating our efforts on these controllable levers and fostering a partnership with our residents, we strive to enhance the resident experience while contributing positively to environmental protection. The following section details the specific programs and initiatives we are implementing across these key focus areas.

PROMOTING ENVIRONMENTAL STEWARDSHIP

We are committed to minimizing our environmental impact while enhancing the lives of our residents. Here are some of the key initiatives we are undertaking to promote sustainability:

ENERGY EFFICIENCY

- Using ENERGY STAR® certified appliances, when feasible.
- Replacing HVAC units, where needed, with models that offer greater efficiency, based on governmental standards for equipment.
- Equipping our homes with remote, programmable smart home technology to help residents run their heating and cooling more efficiently and to allow us to monitor and control home temperatures when a home is vacant.

SUSTAINABLE PRACTICES

- Investing in the Fifth Wall Climate Technology Fund to support companies creating climate-friendly technologies for real estate.
- Replacing deficient plumbing with low-flow fixtures, when feasible.
- Optimizing routes for repair technicians to reduce drive times.
- Offering HVAC air filter delivery, where available.
- Installing water-saving landscape designs in arid locations, when feasible.
- Educating residents about energy-efficient practices.

WASTE REDUCTION AND RECYCLING

- Using recycled flooring materials, thereby diverting millions of plastic bottles from landfills.
- Utilizing paperless, electronic work order processing.
- Stocking vehicles with tools and supplies to eliminate unnecessary travel.

RENEWABLE ENERGY AND SUSTAINABLE COMMUNITIES

- Deploying rooftop solar technology in our Cimarron Ridge build-to-rent community in Southern California.
- Improving outdoor community spaces through our Green Spaces initiative.

REPORTING AND ALIGNMENT

- Monitoring and reporting on our Scope 1 and Scope 2 GHG emissions
- Striving to align our impact reporting with leading voluntary frameworks, including the GHG Protocol, GRI, TCFD, and UN SDGs.

These efforts demonstrate our ongoing commitment to sustainability and our desire to make a meaningful difference in protecting our planet for generations to come.

AIR FILTER DELIVERY PROGRAM

Invitation Homes’ HVAC air filter delivery program provides a convenient subscription service for most residents. As of December 31, 2024, 70,719 residents across our wholly owned portfolio were subscribed to the program, ensuring timely replacements every quarter.

Benefits:

- Reduces energy cost: Changing air filters every three months allows the HVAC system to run more efficiently, potentially lowering resident energy bills.
- Promotes healthier living: Filters block harmful toxins and allergens, such as pollen, dust mites, mold, and bacteria.
- Extends HVAC lifespan: Consistent replacements extend HVAC system lifespan and prevent costly repairs.

Program Impact:

Real-time tracking through our integrated data systems allows us to monitor subscriptions and deliveries and optimize program performance across the portfolio. Additionally, the program’s use of foldable filters significantly reduces shipping volume and transportation emissions.

SMART HOME TECHNOLOGY

Our smart home technology helps residents manage access to and security of their homes and save on energy bills. Features include virtual locking and unlocking of front doors, video doorbell monitoring, thermostat control, and home notifications. We maintain energy-efficient set-points in vacant homes and can control thermostats remotely to ensure systems are not operating excessively during vacancies. The smart lock allows prospective residents to self-tour, reducing the need for leasing agents to commute.

Our long-term target is to equip all our homes with smart home functionality. **As of December 31, 2024, 75.6% of homes in our wholly owned portfolio had smart home devices.** We are installing smart home technology in all newly acquired homes and on all turns of existing homes where the technology is not already in place.



GREENHOUSE GAS (GHG) EMISSIONS INVENTORY AND MANAGEMENT

A key component of our commitment to transparency and environmental stewardship is understanding and managing our greenhouse gas (GHG) emissions. We calculate Scope 1 and Scope 2 emissions in accordance with the World Resources Institute’s GHG Protocol using the operational control approach.

2024 GHG EMISSIONS INVENTORY

Our 2024 emissions inventory reflects a significant enhancement in our accounting methodology, providing our most accurate and comprehensive footprint to date.

GHG EMISSIONS CATEGORY In metric tons of CO2e	2024
Scope 1 Emissions	
Stationary Fuel Combustion	5,426
Mobile Combustion (Fleet)	5,688
Fugitive Emissions (Refrigerants)	1,597
Scope 2 Emissions	
Location-based	18,694
Total Scope 1 + 2	31,405

METHODOLOGY ENHANCEMENTS AND CONTINUOUS IMPROVEMENT

While we have been calculating Scope 1 and 2 emissions since 2021, in 2024, we refined our methodology by expanding our organizational boundary to include emissions from vacant homes within our portfolio. This change led to a more accurate representation of our organization’s GHG emissions profile. Under the new methodology, our Scope 1 and 2 emissions reflect energy use across corporate offices,

maintenance fleet operations, and vacant homes within our wholly-owned portfolio, including electricity, natural gas, and fuel sources.

While this improvement does not necessarily reflect an increase in underlying energy usage, it does result in higher reported emissions compared to prior years. As such, emissions data from 2024 onward should not be directly compared to previous years. This refinement enhances the accuracy, transparency, and alignment of our reporting with leading GHG accounting practices.



EFFICIENT AND EFFECTIVE MAINTENANCE FLEET

At Invitation Homes, we are committed to providing exceptional maintenance support to our residents while minimizing our environmental impact. We recognize that our fleet of service vans contributes to vehicle emissions, and we are taking proactive steps to reduce our carbon footprint.

Key Sustainability Strategies:

- Leveraging technology to remotely identify and troubleshoot home maintenance issues, eliminating unnecessary trips and associated emissions.
- Employing route optimization techniques for associates to minimize excess travel and related emissions.
- Utilizing electronic work order processing to streamline processes, reduce waste, and conserve resources.
- Regularly stocking vehicles with essential tools and supplies to minimize trips to hardware stores, further reducing our carbon footprint.

- Investing in fuel-efficient and low-emission vehicles for our maintenance fleet to reduce our environmental impact.

By prioritizing sustainability in our maintenance operations, we contribute to responsible property management in the single-family rental industry while continuing to deliver convenient and hassle-free living experiences for our residents.

SUSTAINABLE CLOUD STORAGE

Our shift to cloud-based storage supports a more sustainable technology infrastructure by reducing the need for Invitation Homes to operate dedicated on-premises data centers. Instead, we leverage Amazon Web Services (AWS), which prioritizes energy efficiency and sustainability in its physical data centers — using renewable energy sources like solar and wind, and employing water-efficient cooling systems. Cloud storage can also reduce electronic waste by minimizing strain on user devices, potentially extending their lifespan and decreasing the need for frequent replacements.



A STEP UP IN WASTE MANAGEMENT: RECYCLED FLOORING

At Invitation Homes, we are proud of the steps we have taken to minimize waste and contribute to a circular economy, particularly through our use of recycled materials in flooring installations. Since 2018, we have been installing flooring made from recycled materials, enhancing the durability and appeal of our properties while diverting waste from landfills.

By diverting 37.7 million plastic bottles from landfills in 2024, we reduced our environmental footprint and set a powerful example for sustainable practices within the single-family rental industry. Since 2018, we have saved approximately 183 million plastic bottles from landfills.

RESPONSIBLE DEVICE MANAGEMENT AND ELECTRONIC WASTE REDUCTION

Through our partnership with a specialized third-party provider, we ensure that obsolete or unused electronic devices from our corporate use, including laptops, tablets, phones, and network gear are given a second life whenever possible. To date, approximately 99% of devices we send to our partner are successfully refurbished and resold, extending their useful life and preventing unnecessary waste

generation. The small percentage of devices that cannot be refurbished are responsibly recycled through our partner's R2-certified e-waste recycler, ensuring environmental compliance and data security in accordance with the Responsible Recycling standard. This approach aligns with our commitment to responsible resource management throughout the device lifecycle.

TECHNOLOGY TEAM JOINS "TRASH-OFF" CLEANUP

In 2024, our Dallas-based Technology team took part in the "Don't Mess with Texas" Trash-Off — the state's largest single-day cleanup and part of the national Great American Cleanup campaign. Their involvement reflects our continued commitment to environmental stewardship and strengthening the communities where we live and work.



Our builder partners are increasingly using sustainable materials and eco-conscious amenities in our newly built homes and communities — promoting healthier living environments and reducing our environmental footprint.

Scott Eisen, EVP and Chief Investment Officer

Building Sustainable, High-Quality Single Family Home Communities

INVITATION HOMES' APPROACH TO NEWLY BUILT HOMES

Invitation Homes partners with leading homebuilders nationwide to deliver purpose-built homes for lease, adding much-needed supply to U.S. single-family housing. These newly built homes offer modern features and amenities, with the cost of the lease often lower than ownership, expanding access to quality housing in desirable neighborhoods for individuals and families. We are proud to help build thriving, sustainable homes designed for long-term value — for our residents, communities, investors, and the environment. This rapidly growing segment of our business is crucial to expanding our portfolio and providing superior housing options in a competitive market.

OUR RESIDENT-CENTERED DESIGN AND EXPERIENCE

Our newly built communities are thoughtfully designed with the resident experience in mind. While offerings vary by market, key features include:

Lifestyle perks: Resort-style pools, children's playgrounds, and lawn care (market-dependent) — all factored into the rent.

Seamless leasing: Fully digital applications, quick approvals, and responsive maintenance.

Modern interiors: Contemporary and durable finishes, open floor plans, and energy-smart fixtures that enhance everyday living.

Sustainability is woven into homes built through our partnerships with regional and national home builders, who leverage industry-leading purchasing power, standardized quality processes, and consistent sustainable practices at scale. These partnerships enable us to incorporate energy-efficient systems, environmentally responsible materials, water-conserving fixtures, and enhanced insulation designed to promote resource conservation and potential utility savings for our residents, where available and feasible



PARTNERSHIP SPOTLIGHT

Building Sustainable Futures with D.R. Horton

Our strategic collaboration with D.R. Horton is accelerating the delivery of high-quality, newly built single-family homes for lease that combine modern design, affordability, and sustainability.

Each home is constructed with consideration to the local climate and leverages the size and scale of D.R. Horton to incorporate quality, high-efficiency specifications, which are often verified by a HERS® score, where feasible. Inside, smart design drives lower utility bills and a healthier living environment.

Our collaboration with D.R. Horton — along with many other respected homebuilders — demonstrates how sustainability thrives when scale meets stewardship.

INSIDE EVERY HOME WE BUY FROM D.R. HORTON

Energy and Water Efficiency	Healthy Indoor Environment	Resilience	Low-waste Construction	Smart Home Technology
Dual-pane or low-E windows 100% LED lighting 100% WaterSense™-labeled bathroom fixtures Native drought-tolerant landscaping and installed irrigation systems	Low-/zero-VOC paints Carpet and carpet pads made from recycled material and tested for/certified to meet the Indoor Air Quality requirements to achieve the Carpet and Rug Institute's GREEN LABEL Plus program	Climate-specific durability features built to local code requirements Strategic site management and flood-zone assessments Enhanced protection in vulnerable regions (hurricane-impact glass, roof strapping, concrete-block exteriors where appropriate)	Standardized designs and floor plans for efficiency Prefabricated components when readily available and cost effective (panelized walls, roof trusses) to minimize material waste and emissions Supply chain sustainability assessment to nudge use of recycled and sustainably sourced materials	Central hub panel for control and monitoring of smart home technologies Programmable thermostat that can be controlled remotely Video doorbell Front door smart lock Smart home app for control of smart home devices on-the-go

OUR APPROACH DELIVERS CLEAR BENEFITS:

Reduced environmental footprint, cost savings across the board, healthier homes, and enhanced asset value. Our partnership combines expertise in construction and property stewardship to create communities that meet today's housing demand — and tomorrow's sustainability expectations — in one integrated solution



Addressing Climate Change; Climate-related Risk Management

Potential consequences of global climate change may range from more frequent extreme weather events to extensive governmental policy developments and shifts in consumer preferences, which have the potential individually or collectively to disrupt our business as well as negatively affect our vendors, contractors, and residents. Sustainability risk areas for our company include various physical, regulatory, and adaptation/transition risks of climate change and related regulatory policies and investor expectations.

Our climate-related risk assessment and resilience efforts are an integral part of our comprehensive Enterprise Risk Management (ERM) strategy, which includes business continuity and crisis response. For more information on our ERM program, please refer to our “Oversight of risk management” section.

To the extent that significant changes in the climate occur in areas where our properties are located, we may experience extreme weather and/or changes in precipitation and temperature, all of which may result in physical damage to, or a decrease in demand for, properties located in these areas or affected by these conditions. We strive to consider physical risks such as hurricanes, floods, droughts, and wildfires when assessing our portfolio of homes and our business processes, while recognizing there is still room to enhance how these risks are integrated into our broader decision-making processes. Where appropriate, we take a proactive approach to protect our properties against potential risks related to climate change and business interruptions. We recognize that continued adaptation of our policies, objectives, and processes may be necessary to enhance the resilience of our properties and overall business operations.

Our Risk Management team, in collaboration with other departments throughout the organization, is responsible for disaster preparedness and related business continuity planning and provides updates to our executive team on this matter on a regular basis. We appoint top executives as sponsors to promote the development and implementation of our business continuity plans. Our internal teams are responsible for executing disaster preparedness and response processes and procedures with respect to extreme weather events, public health crises, and security threats. Our processes and procedures for such events are reviewed on a regular basis with teams in each of our markets and corporate headquarters.

We maintain insurance policies for our properties against natural hazards such as flood, wind, fire, earthquake, and other catastrophic weather events subject to deductibles and co-insurance. Furthermore, our internal Risk Management team works with multiple third-party vendors to enhance our ability to respond quickly and efficiently to various natural disasters and other weather events. These collaborative partnerships allow us to optimize how we respond to resident issues and result in quicker repairs so our residents may continue to safely inhabit their home after a disaster.



Our Board of Directors, through both its Audit Committee and its Nominating and Corporate Governance Committee, is responsible for oversight of our sustainability strategy, initiatives, policies, and risk management, including risks related to environmental issues, climate change, and social issues.

Our Board of Directors is focused on our long-term business strategy, including fostering sustainability-driven innovations, and incorporates our sustainability risks and opportunities into its overall strategic decision-making. The process to identify, manage, and integrate climate-change risk is part of our comprehensive enterprise risk management program.

Our executive leadership takes a hands-on role in furthering strategy and in ensuring we are accurately following and reporting on sustainability activities and outcomes, including in preparation for compliance with laws and regulations relating to climate change. Our in-house sustainability professionals and other members of our senior management regularly report to the Audit Committee, Nominating and Corporate Governance Committee, and the Board of Directors on sustainability risk areas and initiatives to manage and mitigate these risks and to inform and support them in executing their oversight responsibilities for matters relating to sustainability, corporate social responsibilities, and corporate citizenship. By taking a proactive approach to climate-related risk, we aim to remain well-prepared for various weather events, supporting our commitment to transparency and effective risk management.

We intend to continue to research, evaluate, and utilize new or improved products and business practices consistent with our sustainability commitment. We believe our initiatives in this area can help better position us to comply with evolving regulations directed at addressing climate change and similar environmental concerns. We intend to publish our inaugural Task Force for Climate-Related Financial Disclosure (TCFD) Report by year-end 2025.



A Brighter Future for Sustainability: Harnessing Solar Power

At Invitation Homes, we view solar power as a transformative opportunity in residential real estate, providing financial and environmental advantages, and strategic market positioning.

The primary goals of our solar program are threefold: increase the adoption of renewable energy; reduce greenhouse gas emissions; and lower energy bills for residents.

Solar power allows homeowners and residents to reduce utility costs, hedge against electricity price fluctuations, and support sustainability. Companies and investors can enhance asset values, differentiate offerings, and potentially generate supplemental income via net metering, which allows customers to sell excess solar electricity back into the grid. Solar energy savings also contribute to GHG emissions reduction targets, aligning with global efforts to combat climate change.



CIMARRON RIDGE

We are proud to invest in Cimarron Ridge, a new housing community under construction in Menifee, California, featuring rooftop solar installations. The community includes both homes for sale by the homebuilder and 127 single-family homes for lease through Invitation Homes. The project integrates our commitment to sustainable living by integrating solar power into every home we have acquired or plan to acquire upon completion in 2025.

As of December 31, 2024, 60 homes have already been delivered. All homes will be equipped with a solar energy system ranging from 3.6kW to 5.2kW capacity, tailored to the specific configuration of each home. Additionally, the homes include whole-home energy monitoring devices and electric vehicle charging infrastructure. Residents will have access to real-time, breaker-level energy consumption data and 240V outlets for EV charging, promoting sustainable living.





FIFTH WALL

We are investors in Fifth Wall’s Climate Technology Fund, which invests in technologies that address decarbonization across all stages and asset classes within the global real estate ecosystem, including materials, construction, operations, and revitalization.

XERISCAPING AND BIODIVERSITY

We continue to adapt our landscaping practices for enhanced sustainability and resilience. In arid or high water-risk regions, we implement xeriscaping techniques in our acquisitions and newly constructed properties, when feasible or where mandated by regulations or limited water availability. Xeriscaping uses native, drought-resistant plants that require minimal irrigation, reducing water consumption while supporting local biodiversity and reducing the need for pesticides and fertilizers.

We also recognize the importance of promoting and preserving biodiversity. Through our **Green Spaces community initiative**, we focus on developing, improving,

and conserving outdoor community spaces. Our recently completed three-year collaboration with the Hawes Trail system near Phoenix, Arizona, strengthened the local ecosystem and protected native flora and fauna. In 2024, as part of our Green Spaces program, we launched an associate grant-making competition designed to harness our team’s local knowledge and passion for sustainability. This engaging program invited associates to identify and champion meaningful community projects that would simultaneously create shared recreational spaces while advancing biodiversity conservation objectives. Through this competitive process, we provided grants to restore and expand a community garden in South Florida, and to install an outdoor health and wellness space for a women’s center in Northern California. We will continue to pursue more partnerships that enhance outdoor community spaces and conservation efforts in the communities where we operate.

As we expand our portfolio, we seek to implement xeriscaping techniques and pursue partnerships prioritizing biodiversity, demonstrating our dedication to building a more sustainable future.

CERTIFIED GREEN

Our Dallas Headquarters at Lincoln Centre

Our 52,000-sq-ft corporate office at Lincoln Centre brings sustainability and associate well-being under one green roof:

Environmental Excellence

- Triple Green Certified: LEED Gold, Energy Star, and BOMA 360 Designation.
- Water Conservation: Using advanced analytics to monitor, adjust, and optimize the environmental and financial impacts of water use in real time.
- Biodiversity Initiatives: Eco-friendly landscaping, urban beekeeping, and pollinator gardens.
- Waste Management: Comprehensive recycling, composting, and e-waste programs advancing circular economy principles.
- Sustainable Operations: Green cleaning, GHG emissions reporting, EV charging stations, and straw-free campus.

Health and Wellness Focus

- Wellness Certifications: Fitwel 2-Star and Fitwel Viral Response Module certified.
- Active Lifestyle Support: State-of-the-art fitness facilities.
- Supporting Working Mothers: Dedicated spaces including lactation suites.
- Air Quality: 100% smoke-free policies for healthier indoor air.
- Sustainable Commuting: Convenient bike racks and EV charging stations.



The Lincoln Centre headquarters represents Invitation Homes’ vision for the future — where sustainability, wellness, and innovation converge to create an inspiring workplace that benefits our associates, communities, and the planet.

INVESTING IN OUR FUTURE:

Our First Companywide Sustainability Training

Program Development

- Developed collaboratively with companywide feedback
- Tailored specifically to Invitation Homes
- Now part of onboarding orientation
- Commitment to sustainability clear from day one

Training Focus

- How sustainable practices benefit residents
- How sustainability supports associates
- How green initiatives create shareholder value
- Company-specific context and applications

94%

COMPANYWIDE
PARTICIPATION IN
OUR INAUGURAL
SUSTAINABILITY
TRAINING

89%

OF SURVEYED ASSOCIATES
REPORTED A STRONGER
UNDERSTANDING OF
SUSTAINABILITY AFTER
THE TRAINING

Social

BUILDING A SUSTAINABLE LIFESTYLE

At Invitation Homes, our impact begins with the people and places we serve. We are committed to providing residents with a flexible, worry-free lifestyle and making a lasting difference in the communities where we live and work. Behind that promise is our team of dedicated associates. We believe that by investing in a workplace that attracts, develops, and retains top talent through meaningful career development and an engaging associate experience, we empower them to provide exceptional service. We believe that when we support our residents, associates, and communities, we strengthen our business and create lasting value for all.

Our social impact is rooted in our purpose to Unlock the Power of Home — by providing high-quality living solutions and an unmatched professional experience to our residents, associates, and the communities we serve. Guided by our Genuine CARE values, we build strong relationships and lasting impact across every home and community we touch.



EMPOWERING INDIVIDUALS AND FAMILIES

Our Residents

At Invitation Homes, we empower individuals and families to Unlock the Power of Home by offering them the opportunity to live in a high-quality home without the burdens of homeownership. In a landscape where homeownership is out of reach for many, we are making it possible for our residents to live in updated homes in desirable neighborhoods near good schools, jobs, and transportation.

THE INVITATION HOMES DIFFERENCE

Top-level property management: We hire experienced, caring professionals who are committed to providing outstanding service.

ProCare service: Our proactive maintenance program sets a new standard for care, and our maintenance app puts residents in control.

Wide selection of homes in desirable neighborhoods: We carefully select homes in great neighborhoods with close proximity to good schools and jobs.

Smart home technology features: Residents enjoy the ease and security of managing their homes right from their phones, and potential to save on their electric bills, too.

Homes updated with sustainability in mind: We use home turns and renovations as an opportunity to make sustainable upgrades to Invitation Homes standards.

Good neighbors: We hire locally and are actively engaged in a broad range of community and philanthropic activities.





CULTURE OF GENUINE CARE

Our culture of Genuine CARE begins with our goal to provide residents with a flexible and worry-free lifestyle. We begin this comprehensive service with a step-by-step guide to our application process, and user-friendly mobile apps for both prospective and existing residents. Our care continues by welcoming new residents with a home orientation, making their lives easier with smart home technology and other value-add service offerings, maintaining their home through our ProCare property management platform, and providing access to emergency maintenance services. This culture is further reinforced through a formal recognition program and by tying a portion of every Operations associate's compensation to resident satisfaction — ensuring our teams remain focused on delivering an exceptional resident experience.

RESIDENT SATISFACTION

~36.9 months
average Same Store resident tenure

79.5%
average Same Store renewal rate

4.1
cumulative all-time Google and Yelp rating

100%
of our market-based Operations associates have a portion of their compensation tied directly to resident satisfaction scores

97.3%
Same Store average occupancy rate

As of or for the year ended December 31, 2024.

"Same Store" is defined in our Annual Report on Form 10-K for the fiscal year ended December 31, 2024.



RESIDENT APPRECIATION MONTH

Our residents are the lifeblood of our business. They are why we work hard every day to provide a great product and great services. And they are why we annually declare November "Resident Appreciation Month." All month long, we offer contests and giveaways to our residents to show them how much we value them.

TRANSPARENT LEASING

Maintaining consistent and transparent communication with our residents is a priority. We work hard to provide clarity and open communication across all aspects of leasing throughout a resident's time with us, especially when it comes to financial obligations and fees. In the last few years, we have updated resources on our company website and home listings to promote transparency, including:

- Clear and prominent presentation of total monthly obligations and all fees, to build residents' awareness of the charges they are responsible for when they lease a home.
- A step-by-step guide to our application process for potential residents, including detailed qualification requirements.
- A detailed move-out guide to inform residents of the steps to take when moving out of one of our homes.

ENHANCING THE RESIDENT EXPERIENCE

As a data-driven, tech-enabled real estate company, we leverage advanced analytics to revolutionize the resident experience.

Our mobile-responsive website and iOS/Android apps allow prospective and current residents to easily browse homes, take virtual tours, request information, apply for leases, pay rent, and access value-add services. The system also interfaces with our third-party resident screening vendor to expedite evaluations of prospective residents' rental applications.

We have implemented several innovative solutions to streamline processes and improve resident satisfaction:

- **Seamless lease application:** In 2023, we completed the national rollout of our easy-to-use proprietary leasing application platform.
- **Simplified maintenance requests:** The Resident Maintenance Mobile App empowers technicians to quickly address maintenance requests. In 2024, nearly half of our residents submitted work orders via our maintenance app.
- **Digital home prep:** Our new app for associates digitizes the home preparation process, enabling efficient quality checks and ensuring homes are move-in ready.



Cultivating Resident Satisfaction and Engagement

Our resident-centric approach and innovative technology deliver proactive engagement, transparent policies, and personalized service. But service is not the focus of one department, tool, or resource; every Invitation Homes associate puts the customer — our residents — at the center of everything they do.

We also believe it is important to listen to our residents, and we take their feedback to heart in our quest to continuously enhance the Genuine CARE we provide. We survey residents at each key step in their journey with us, such as at move-in and move-out and after every maintenance interaction they have with an Invitation Homes associate or vendor. We use this feedback and other information to hold ourselves accountable, with 100% of our Operations associates having a portion of their compensation tied directly to resident satisfaction survey scores. We also use feedback from surveys and focus groups to help inform new service offerings and enhancements we make to the resident experience.

To foster deeper connections and direct dialogue, in the first half of 2025, we launched our Resident Advisory Panel. These biannual, in-person discussions aim to connect a select group of residents directly with their local Invitation Homes leadership team. The panels strive to provide a vital opportunity for corporate teams, local market offices, and residents to exchange ideas, offer recommendations, and share company updates and strategic direction. As we continue to grow and expand across our 16 core markets, these panels underscore our paramount commitment to transparency, resident satisfaction, and improving operations.

Beyond structured feedback, we maintain continuous engagement through various communication channels. **Our digital newsletter, The Neighborhood Monthly,** features lifestyle recommendations, sustainable living tips, key dates, and important reminders tailored to seasons and upcoming events. We also share valuable insights through **blog posts on our website,** covering topics such as sustainability practices, business operations, and philanthropic endeavors across our markets. Additionally, we actively engage residents through social media campaigns and contests across various platforms throughout the year.

from the voice of our
residents

Super-fast response to questions and issues. Constant communication through the process of renting. Honest and transparent. I recommend checking their properties out. I love the fact that I could go and view the homes on my own. No rush or distractions from a landlord.

- Northern California Resident
★★★★★ 5-star Yelp review

FINANCIAL WELL-BEING

A strong credit score can unlock numerous financial opportunities, from better credit history and insurance rates to job eligibility. In 2023, we entered into a partnership with Esusu, a financial technology platform designed to facilitate the reporting of positive rent payment behavior to all three credit reporting agencies. We believe our residents should receive credit for timely rent payments. **At no cost to them, as of December 31, 2024, we have successfully enrolled over 180,000 residents in the positive rent reporting program. Credit scores for a majority of our residents have improved on average by over 44 points since enrollment.** Additionally, our residents benefit from convenient access to Esusu’s online portal where they can view their credit scores and trended score data, gaining valuable insights to enhance their financial awareness.



Building credit for healthier, more financially-stable communities.



Enabling our residents to have more financial opportunities in the future.



Credit scores for a majority of our residents have improved on average by over 44 points since enrollment.

HEALTH AND SAFETY

One of our primary goals is to help residents create a safe and secure home for their loved ones. This starts with an emphasis on product safety, ensuring that residents are well informed about the proper use and maintenance of the various home features and appliances. During move-in orientation sessions, dedicated associates provide comprehensive guidance to residents, walking them through the operation of essential systems such as HVAC units, smart home technology, appliances, and swimming pool systems, where applicable.

Ahead of severe weather conditions, we send tailored emails and text alerts that outline important steps to safeguard people, pets, and property. Post-event messages follow with information on shelter options, relief resources, and how to report any damage.

Through our monthly resident newsletter, we provide valuable insights and tips to our residents to promote a healthy lifestyle and healthy living spaces. We also collaborate with our partners to offer exclusive discounts and promotions on health and wellness products and services, making it easier for our residents to prioritize their well-being.

Our Communities

\$425M

INVESTED IN
ENHANCING OUR
PROPERTIES
IN 2024

3,330

SERVICE VENDORS
NATIONWIDE
CONTRACTS

SOUND THE
ALARM™ HOME-
FIRE-SAFETY
CAMPAIGN WITH
THE AMERICAN
RED CROSS

\$410M

PROPERTY TAXES

10

SCHOOLS UNDER
INVITATION TO
SKILLUP PROGRAM

NYSE

GLOBAL GIVING
CAMPAIGN
PARTICIPANT

Our business thrives when our communities flourish. By enhancing our properties and investing in the communities we serve, we not only create jobs but also make life better for our residents and their neighbors. We also actively engage in philanthropic activities in our markets, contributing funds nationwide and encouraging our associates to be active in their communities.

We believe our Genuine CARE values should extend beyond the walls of our offices and drive our desire to be a good neighbor in each of our communities. While we serve under a companywide mantra of “go do good,” much of our community engagement is locally driven. As such, we empower our associates to make an impact in the communities where they live and work through volunteerism and through

recommendations for contributions to local charitable organizations.

We are a long-term investor in each of the markets where we operate. **We hire locally, employing 1,750 dedicated full-time associates** as of December 31, 2024, and contracting with thousands of professional service vendors nationwide. We also take good care of our homes. In 2024, we spent approximately \$425 million upgrading, improving, and maintaining our wholly owned homes, which we believe increases the value of surrounding houses and neighborhoods. In 2024, we paid approximately \$410 million in state and local property taxes — money that was invested back into local programs and services, schools, and more.



PAID VOLUNTEER PROGRAMS

We actively support our associates' engagement in community service by providing them with dedicated paid time off for volunteering. All of our full-time associates receive 20 hours of paid work time annually to volunteer in the communities where they live and work to support causes that are important to them.

We encourage our associates to be good neighbors in their respective communities by partnering with local organizations to provide support to those in need. In 2024, our associates volunteered 18,220 hours in their local communities.



Strategic Partnerships with American Red Cross

SOUND THE ALARM™ HOME-FIRE-SAFETY CAMPAIGN

In 2024, we became a regional sponsor of the American Red Cross Sound the Alarm™ initiative. Working alongside Red Cross teams in Dallas, Atlanta, Tampa, and Charlotte, our associates had the opportunity to:

- Install free smoke alarms for households in at-risk communities that lacked them
- Guide people through two-minute escape-plan drills and basic fire-safety checklists

We have also continued to amplify fire prevention messages across our social media channels and resident newsletters.

Sound the Alarm™ initiative has already delivered 2.5 million alarms nationwide and documented more than 2,100 lives saved. By embedding our volunteers with American Red Cross personnel in local neighborhoods, we helped expand this life-saving work's reach.

DISASTER RESPONDER PROGRAM AND HURRICANE RELIEF

In 2024, we joined the Red Cross Disaster Responder Program, which supports year-round preparedness and response to over 60,000 disasters annually. Following hurricanes Helene and Milton, we:

- Matched associate donations dollar-for-dollar, contributing an additional \$10,000 to the Hurricane Disaster Relief Fund
- Promoted the Red Cross giving portal through internal communications to encourage associate participation in charitable giving
- Encouraged associates to use their 20 hours of paid volunteer time to support disaster recovery or virtual relief efforts

Together, these efforts focused on both prevention and response — helping protect families from home-fire tragedies today while strengthening national disaster-relief efforts for the future.



INVITATION TO SKILLUP

At Invitation Homes, we believe in investing in the future of the American workforce. Invitation to SkillUp is our initiative to expand access to skilled trades education, create career pathways, and contribute to economic stability.

Through this program, we focus on:

- Broadening access to skilled trades education to equip students with in-demand skills
- Raising awareness of skilled trades careers and their role in building strong communities

By partnering with trade schools, we provide funding and job-readiness training that helps students secure well-paying, essential jobs. **We have already established partnerships with 10 schools across our core markets, with plans to grow to 16 schools in the coming years. Through these partnerships, we participate in career fairs and provide job readiness training.**

Beyond education, SkillUp is about changing perceptions — helping business partners, students, and the public recognize the value of trade careers and the opportunities they offer. Through this initiative, we are not only shaping the future workforce but also strengthening the communities we serve.



It has been incredibly fulfilling to help our local trade school build their latest curriculum, designed to create skills and job pathways for dedicated building maintenance. This first-of-its-kind program will directly benefit the single-family home leasing industry by providing students the skills and experiences that are unique to caring for a whole home.

Bobby Mongan,
Director, Rehab, Turns and Maintenance, Carolinas team



CELEBRATING NATIONAL TRADESMEN DAY THROUGH SERVICE

National Tradesmen Day honors the skilled professionals who power our infrastructure. We proudly recognize the contributions of our own associates serving in these vital roles.

Each year, we mark the occasion with hands-on volunteer projects like garden upkeep, highway cleanups, and home builds — demonstrating our commitment to community service and environmental care.



HABITAT FOR HUMANITY HONORS INVITATION HOMES TAMPA TEAM

In 2024, Habitat for Humanity recognized our Tampa team with the prestigious “Volunteer Team of the Year” award, celebrating their exceptional commitment to providing safe, stable housing for families in need. Their dedication exemplifies our Company’s core values of service and community engagement. Additionally, Tampa associate Stacey Curtis received the distinguished “Hammer Award” for outstanding individual volunteer contributions.

SUPPORTING STUDENTS THROUGH OUR ANNUAL SCHOOL SUPPLY DRIVE

Each July, teams across our core 16 markets unite to collect school supplies and assemble backpacks for local schools and nonprofits — helping students start the year with the tools they need to succeed.

In 2024, our associates donated over 1,800 backpacks, including more than 650 assembled by our Corporate Dallas team in partnership with local television station WFAA. Their generosity and teamwork reflect our commitment to empowering the next generation and strengthening the communities we serve.



CENTERS FOR LEADERSHIP EXCELLENCE

Invitation Homes supports the Ferguson Centers for Leadership Excellence, a program designed to connect students, universities, and hiring companies in order to create a replicable, scalable model that encourages students from varied backgrounds to pursue education and careers in real estate.

NYSE GLOBAL GIVING CAMPAIGN

Continuing our commitment to building stronger communities, we participated in the 2024 NYSE Global Giving Campaign. When NYSE invited companies to showcase their support for impactful organizations, we highlighted our partnership with the American Red Cross and its Sound the Alarm™ campaign. This initiative educates families on home fire safety and installs free smoke alarms in at-risk communities. An Invitation Homes-American Red Cross ornament displayed on the NYSE holiday tree symbolized our dedication to making homes safer for all.

MAPPING OUR IMPACT ON GLOBAL SUSTAINABILITY GOALS

We view the United Nations Sustainable Development Goals (SDGs) as a broad framework to consider how our activities relate to global sustainability priorities and where opportunities for future contribution to these global goals may exist. We hope that this high-level perspective informs our voluntary sustainability dialogue with stakeholders.



We believe in lending a helping hand to make our communities better, and our associates regularly ‘go do good’ where they live. Our culture of volunteerism is a perfect example of our Genuine CARE values in action.

Kristi DesJarlais
SVP, Communications

Our Associates



We encourage curiosity and welcome diverse perspectives to help shape our culture and move us forward. We are committed to building a workplace where every associate feels respected, empowered, and able to make a meaningful contribution.

Our associates are the backbone of our company — from front-line market associates who represent us each and every day with our residents to centralized team members who support the front line, they embody our principles of Genuine CARE. That is why our associates’ wellness, health, security, and achievements are central to our people strategy and a key focus of our internal culture.

Our commitment to unlocking each associate’s potential strengthens our understanding of residents’ needs, enhances team collaboration, drives business innovation, and attracts top talent — reinforcing our position as an employer of choice and the nation’s leading home leasing and management company.

Our efforts aim to foster a workplace culture that values respect, opportunity, and belonging. We support equal access to opportunities through our hiring practices and are committed to fair practices that ensure a level playing field for all associates. The investment in our people is directly linked to our strategic business initiatives and measured by those outcomes. We expect this to position us as an employer of choice and further our role as the nation’s premier single-family home leasing and management company. In response to stockholder feedback, we adopted a policy to disclose Equal Employment Opportunity (EEO-1) reports on our website to increase transparency on workforce representation throughout our company.

OUR ASSOCIATES AT A GLANCE

1,750 associates

18,220 hours volunteered

\$203.5M associate wages and benefits

3.5 years average associate tenure





We have made great strides in caring for the holistic needs of our associates through our benefits programs and through a workplace that ensures they are being developed as professionals and cared for as individuals. Our highest honor is the longstanding tenure of many of our associates who feel confident they have found a professional home.

Allison Mullis, EVP and Chief Human Resources Officer

BENEFITS

We believe that competitive compensation and benefits are key drivers of associate attraction, retention, motivation, and engagement. Part of that effort is illuminating the full value of the investment the company makes in each associate. Our Total Value program encompasses the full range of resources we provide to associates. It includes financial incentives, health and wellness support, career development opportunities, a robust benefits package, and recognition, demonstrating our commitment to holistically valuing, rewarding, and supporting our workforce.

BENEFITS AT A GLANCE

Well-being

- Health, vision, and dental insurance
- HSA and FSA offerings
- Online well-being resources
- Immunizations
- Employee assistance program
- Weight management program
- Smoking cessation program

Financial

- Competitive compensation
- Short-term incentive plan (annual bonus)
- Pre-tax contributions to eligible savings accounts
- 401(k) match up to 4% of base pay, and immediate vesting
- Paid short-term and long-term disability and life insurance

Life

- Paid bonding leave
- Maternity and fertility benefits
- Surrogacy and adoption benefits
- Discounts program
- Generous paid time off and holidays
- Paid volunteer time



MATCHING GIFT PROGRAM: AMPLIFYING OUR IMPACT

Giving back is at the heart of our culture. We are proud that our associates share our commitment to creating positive change in the communities where we live and work.

In 2024, we launched our Matching Gift Program and Community Care online platform, powered by Benevity, to make charitable giving easier and more impactful. Through this program, we match personal donations dollar-for-dollar — up to a set annual limit — supporting causes that matter most to our associates.

Together, we amplified our impact, empowering associates to “go do good” and strengthen our communities in meaningful ways



TWIN HEALTH PROGRAM

Innovation meets personal care with Twin Health

Twin Health is a groundbreaking program that creates a Digital Twin of an individual’s metabolism, using real-time data to develop a customized health plan in collaboration with dedicated care team to enhance a person’s metabolic health and support weight management goals.

We have made Twin Health a fully covered benefit with no cost to our associates, spouses, or adult dependents who are enrolled in our company’s health plan with specific metabolic conditions.

ONE PASS SELECT

Wellness should be flexible, accessible, and tailored to an individual’s lifestyle. One Pass Select offers our associates a lower-cost, subscription-based fitness and wellbeing solution, helping them stay active and prioritize their health in a way that works best for them.

WORK-LIFE BALANCE

We understand the importance of striking a healthy balance between professional and personal lives. Our comprehensive leave policies, including vacation, holidays, community service time, sick time, jury duty, and bereavement leave, cater to the diverse needs of our associates, allowing them to easily take time to enjoy the people and activities that are important to them, and navigate unexpected life events.

Our commitment to work-life balance led to our award from Comparably for Best Company Work-Life Balance in 2024.

In 2024, we were proud to receive national recognition from Comparably and U.S. News and World Report — affirming our commitment to a culture where our people feel valued, supported, and empowered to thrive.





CULTURE OF ENGAGEMENT AND FEEDBACK

We value feedback from our associates and we maintain a continuous listening associate survey tool called **Our Family. Your Voice**. We continue to achieve high participation by our associates, with **82% of our associates sharing feedback at least once in 2024**. This tool provides managers with actionable insights on several key engagement dimensions. This continuous feedback loop creates a vital check and balance, driving accountability and ensuring our workplace culture remains engaging and responsive. **We believe meaningful actions based on this feedback have resulted, and will continue to result, in ongoing high engagement with our associates as evidenced by our strong associate Net Promoter Score of 60 at the end of 2024, compared to a benchmark of 33.** In 2024, we were recognized for our company culture through several external awards, including U.S. News and World Report’s Best Companies to Work For in Real Estate, and Best Companies to Work For in the South.

In addition, alongside annual performance reviews, associates engage in regular discussions with supervisors to align on expectations, evaluate performance, and identify development opportunities. Leaders conduct frequent check-ins with team members, facilitating open dialogue, timely course corrections, and collaborative goal setting. This approach empowers associates’ growth while aligning individual and organizational objectives.

We encourage our associates to share their suggestions, ideas, and concerns about the work environment. We are committed to promptly and fairly addressing any disagreements or complaints, ensuring that associates can raise legitimate concerns without fear of repercussions. This open-door approach provides multiple avenues for associates to report workplace concerns, including discussing issues with their managers, escalating matters to the next management level, or directly contacting Human Resources.

For matters requiring confidential reporting, associates can also use the **Invitation Homes Ethics Hotline**, operated by a third-party service provider. These diverse feedback channels ensure that every associate has a way to be heard and contribute to our positive work environment. We have also implemented a “whistleblower” policy that allows our associates to file reports regarding any impropriety on a confidential and anonymous basis and establishes comprehensive procedures for the receipt, retention, investigation, and treatment of reports.



The process we took to develop our refreshed purpose and values is a testament to the importance we place on the input and perspectives of our associates. The result is a meaningful purpose and a set of values that feel genuine to us and that now serve as the framework for our culture, guiding how we interact with each other and fostering an environment of engagement

Lynley Van Singel, VP of Talent and Culture

DEVELOPMENT AND CAREER GROWTH

MAKING EVERY VOTE COUNT

At Invitation Homes, we believe civic engagement is fundamental to strong communities and responsible corporate citizenship. We actively support our associates’ participation in the democratic process through paid time off for voting. Ahead of the 2024 U.S. general elections, we proactively informed associates about early voting opportunities, encouraged them to register to vote, and shared resources to help them get educated about voting in their area to facilitate informed participation in the democratic process.

Supporting associates in unlocking their potential and achieving their career goals is key to attracting and retaining top talent.

We are dedicated to fostering associate growth and success by providing ongoing development opportunities that enhance skills, support career advancement, and create pathways for leadership at all levels.

Growing People for Success is our fully integrated talent cycle, encompassing performance feedback, career development, leadership behaviors, and a science-based approach to talent management. We also conduct annual compliance training and offer a comprehensive library of online learning and development resources. As associates advance into leadership positions, we provide targeted development through our award-winning **Spark Emerging Leaders Program**. This experiential learning initiative equips high-potential talent with essential leadership capabilities including strategic thinking and developing a growth mindset. The program combines educational training sessions with valuable networking opportunities, allowing participants to engage directly with senior

leadership while building the skills necessary to navigate and inspire teams in our dynamic business environment. Through Spark, we demonstrate our commitment to developing internal talent and creating sustainable leadership pipelines that support both individual career advancement and organizational success.

To further accelerate leadership development, we also offer programs such as **Leadership Foundations, Leading Through Change, and Operations Management Training**, designed to equip leaders with the skills to navigate and inspire in a dynamic environment. In 2024, we hosted the third cohort of **Peak**, a six-month immersive leadership program for 25 high-potential leaders.

Additionally, we provide **customized talent management solutions**, including StandOut assessments, leadership assimilations, and team-building activities, to further refine leadership effectiveness. Our focus on identifying and growing top talent earned us recognition from Comparably in 2024 as a Best Company for Leadership.

LEARNING

We regularly refresh our training offerings to meet evolving business needs and associate aspirations, equipping our team members with the knowledge, skills, and expertise needed to thrive in their positions, accelerate their professional journeys, and meet the evolving needs of our residents.

In 2024, our associates demonstrated a strong commitment to professional development, completing over 53,000 courses covering a wide range of essential topics. These training programs ensure associates have the critical knowledge and skills needed for compliance, risk management, and operational excellence. **Topics included ethics and compliance, safety and preparedness, fair housing, insider trading, anti-bribery and anti-corruption, conflict of interest, and — critically — cybersecurity and data privacy.** We dedicated 2,433 hours specifically to cybersecurity and data privacy training and reinforced the responsible use of artificial intelligence as part of our compliance efforts.

Our commitment to development and career growth continues to receive external recognition, earning us the 2024 Comparably award for Best Company for Career Growth.

LEARNING AND DEVELOPMENT IN 2024

53,000+
COURSES
COMPLETED BY
ASSOCIATES
IN 2024

2,433
HOURS DEDICATED
TO CYBERSECURITY
AND DATA PRIVACY
TRAINING

2024 COMPARABLY
AWARD FOR BEST
COMPANY FOR
CAREER GROWTH



FIVE OUTSTANDING TEAM MEMBERS HONORED
AT THE 2024 LEADERSHIP SUMMIT

At our 2024 Leadership Summit in San Diego, five exceptional leaders were recognized for their outstanding contributions to Invitation Homes. Awards were presented for project excellence, embodying our core values, exceptional service, leadership, and unwavering dedication to driving company success.



JUNETEENTH
“FREEDOM DAY”

Juneteenth serves as a powerful reminder that progress is possible when we unite against injustice and fight for the rights and freedoms of all individuals. We are proud to recognize Juneteenth as a paid holiday for our associates.





To be able to work with the ERGs to provide a safe and welcoming culture within Invitation Homes has been amazing, and getting the chance to meet our leaders was an unforgettable experience.

Nathan Gerard Sweeney, National RTM Program Coordinator

EMPLOYEE RESOURCE GROUPS (ERGS)

Our ERGs are volunteer-led networks, open to all associates, designed to unlock potential through connection and varied perspectives, driving individual growth and company progress. **In 2024, 545 associates engaged with these groups through initiatives like skill-building workshops, executive mentorship programs, cultural celebrations, and community volunteer efforts.**

In 2024, we proudly soft-launched Valor, our veterans ERG, to honor veterans and support our veteran team members and allies ahead of its official 2025 launch. We also hosted our inaugural ERG Summit, bringing together ERG leaders from across our markets to align on goals, expectations, and engagement strategies. Our leaders shared their inspiring career journey and encouraged participants to expand their impact at Invitation Homes. This summit provided valuable collaboration opportunities for newly appointed ERG leaders to work alongside senior management.



THE WOMEN’S IMPACT NETWORK (WIN)

WIN demonstrated our commitment to community support by hosting ‘We Wear Pink Wednesdays’ during Breast Cancer Awareness Month. Through this initiative, associates raised money for the Susan G. Komen Foundation, making a meaningful impact in the fight against breast cancer.



MENTAL HEALTH AND WELLNESS

We believe that supporting mental and physical wellness is important to helping associates pursue a full life and becoming the best version of themselves. We provide associates with a wide range of tools and opportunities to be whole and authentic in the workplace. Here, associates can focus on and invest in their physical, cognitive, intellectual, and social well-being with new experiences. We provide:

- Wellness videos and courses
- Resources to find a mental health provider
- Mental health toolkit
- 988 Suicide Crisis Lifeline

RECOGNITION

Our companywide recognition program, KUDOS, celebrates associates who exemplify our values, drive company goals, and make exceptional contributions to our success. All associates can participate in KUDOS, nominating peers, co-workers, managers, or entire teams for timely, personalized, and meaningful recognition. Multiple award levels acknowledge varying degrees of achievement, with awards delivered in points that can be redeemed for a variety of products, gift cards, and experiences.



CALM HEALTH APP

We recognize that mental well-being is essential to living a balanced, fulfilling life. That is why we have made the Calm Health app part of our benefits package, offering guided programs and tools to support mindfulness, stress management, and overall wellness — on your own terms. Included in our health plans at no cost, this resource empowers our associates to take charge of their mental health, whenever and wherever they need it.

OUR SAFETY MINDSET

- Always strive for a zero-injury environment
- Every injury is preventable
- Seek continuous improvement
- Organizational excellence is indicated by safety and environmental responsibility



Through comprehensive training, we empower our associates to participate in injury prevention, make safe choices, and contribute to a safer working environment. Our goal is to embed safety in every process.

Invitation Homes has workplace safety policies to help associates adhere to our safety approach, including the Injury and Illness Prevention Program, the Risk Management Manual, and Driver Safety policies. Additionally, Rehab, Turns and Maintenance (RTM) associates participate in monthly safety trainings on topics such as eye protection, fire extinguishers, foot and head protection, and working safely with chemicals.

All RTM associates must complete and receive the OSHA-10 Safety Certification, a training program provided by the Occupational Safety and Health Administration (OSHA) of the U.S. Department of Labor, aimed at educating workers on crucial safety principles and regulations to promote a safer work environment.

At the core of our approach to workplace safety is a dedicated **Safety Committee**, comprised of senior leaders from critical departments such as RTM, Risk Management, and Legal. This committee meets on a regular basis to proactively identify, assess, and address safety issues that have the potential to impact our teams and operations.

The committee's diverse expertise and strategic insights enable them to develop and implement effective solutions prioritizing the well-being of associates and residents.

We continually monitor the number of work-related injuries per 100 associates in a one-year period. New incidents are reported and evaluated for corrective action, and through continuous investment in health and safety, we strive to mitigate the risk of on-the-job injuries. **In 2024, our incident rate was 3.39, compared to 3.39 in 2023 and 3.49 in 2022.**



We take pride in our transparent and robust governance systems and are committed to continuously strengthening them to uphold the highest standards of integrity and ethics for all our stakeholders.

Mark Solls, EVP and Chief Legal Officer

Governance

HOLDING OURSELVES ACCOUNTABLE

At Invitation Homes, we deeply value the trust placed in us by our stakeholders. To earn their confidence in everything we do, we have adopted business and workplace policies that apply to our directors, officers, associates, and vendors to create a culture that aligns with our core values and high ethical standards and with applicable laws, rules, and regulations.

We are committed to exercising and maintaining strong corporate governance practices and integrating sustainability and corporate responsibility considerations into our decision-making processes.



CORPORATE GOVERNANCE SNAPSHOT

As of May 2025.

- 90% of directors are independent, including a non-executive Chairperson
- 4.9 years average director tenure
- Since 2018, there have been 7 new directors elected, signaling our commitment to refreshment
- The Board of Directors regularly rotates committee members
- Our directors are subject to annual re-election
- Our Audit, Compensation and Management Development, and Nominating and Corporate Governance Committees are composed entirely of independent directors
- We conduct annual Board of Directors and committee evaluations
- We have placed limits on the number of directorships held by each director
- We hold regular executive sessions of independent directors
- The Board of Directors and its committees exercise sustainability and corporate responsibility oversight
- We prohibit hedging and pledging of our securities by the Board of Directors and officers
- We have implemented an Incentive Compensation Clawback Policy

BOARD PRACTICES

The business and affairs of the Company are managed under the direction and oversight of our Board of Directors and its four standing committees: the Audit Committee; the Compensation and Management Development Committee; the Nominating and Corporate Governance Committee; and the Investment and Finance Committee. Our Board of Directors operates with transparency and integrity as it oversees and guides our corporate governance practices that align with stockholder interests. Our Board of Directors practices focus on our long-term business strategy, including fostering sustainability-driven innovations and integrating sustainability-related risks and opportunities into our overall strategic decision-making process.

OVERSIGHT OF RISK MANAGEMENT

We face various forms of risk in our business ranging from risks inherent to the single-family rental industry and our business model. Our Board of Directors and management recognize the importance of effective risk oversight in running a successful business and our risk management program involves our entire corporate governance framework. Both our Board of Directors and management have key responsibilities in managing risk throughout the Company. Our Board of Directors provides overall short, intermediate, and long term risk oversight, both directly and through its committees, with management responsible for the day-to-day management of risk, including identifying and assessing the major risks our company faces, developing the policies and procedures for monitoring and controlling such risks, implementation of appropriate risk

management strategies, and integration of risk management into our decision-making process. Our Board of Directors is responsible for promoting an appropriate culture of risk management within the Company and for setting the right “tone at the top,” overseeing our aggregate risk profile, and monitoring how the Company addresses specific risks. The Board of Directors is supported in its risk oversight function by its four standing committees, with the Audit Committee bearing primary responsibility for overseeing our enterprise risk management activities. Each of these committees regularly meets with and reports to the Board of Directors.

Throughout the year, the Board of Directors and each committee spend a portion of their time reviewing and discussing specific risk topics. The appropriate committees meet with management to discuss our risks and exposures. Members of the Audit Committee regularly, but not less frequently than semiannually, meet with members of senior management and other key associates who advise the directors on areas of enterprise risk, our top enterprise risks, and the steps management has taken or will take to mitigate these risks. Our Executive Vice President and Chief Information and Digital Officer provides regular updates to the Board on technology and cybersecurity. Our Executive Vice President and Chief Legal Officer updates the Board of Directors regularly on material legal and regulatory matters. Written reports are also provided to, and discussed by, the Board of Directors regularly regarding recent business, legal, regulatory, competitive, and other developments impacting the Company. We believe that the systems and processes developed by our experienced executive team, with the strategic counsel and stewardship of our Board of Directors, allow us to effectively monitor, manage, and ultimately mitigate enterprise risks.



We are transparent in interactions with our stakeholders — from regular disclosures of financial and operational information to full, detailed monthly costs for those looking to rent with us. We believe transparency is key to a solid relationship, and it is embedded in our Genuine CARE values.

Jon Olsen, EVP and Chief Financial Officer

INTEGRATED SUSTAINABILITY LEADERSHIP APPROACH

We believe strong layers of governance are essential to providing effective guidance and oversight across our approach to sustainability and corporate responsibility efforts.

Our Board of Directors maintains ultimate oversight of our sustainability strategy, including risk management and assessment of principal sustainability and corporate responsibility risks and opportunities. The Audit Committee, and the Nominating and Corporate Governance Committee support this oversight by monitoring related initiatives and policies.

Executive leadership plays a hands-on role in advancing our strategy and ensuring accurate reporting on sustainability and corporate responsibility activities and outcomes, including preparation for aligning with climate-related laws and regulations. Day-to-day measurement and reporting are led by in-house professionals and a cross-functional task force of associates.

These considerations are embedded into our strategy, processes, and operations, and we continue to evolve our corporate strategy to meet long-term sustainability and corporate responsibility commitments.

To ensure consistent focus and accountability, we employ an integrated governance approach:

Board of Directors

At Invitation Homes, sustainability and corporate responsibility activities are managed at a functional level across our strategic and operational areas, with executive and Board of Directors oversight. Our Board of Directors plays a critical role in understanding how sustainability and corporate responsibility issues affect our business strategy and performance.

Nominating and Corporate Governance Committee

The Nominating and Corporate Governance Committee of the Board of Directors is responsible for monitoring, reviewing, and providing oversight with respect to our sustainability and corporate responsibility strategy, initiatives, and policies via periodic updates from management regarding our sustainability and corporate responsibility activities and progress.

Executive Leadership

Our executive leadership takes a hands-on role in creating strategy and in ensuring the Company is accurately following and reporting on activities and outcomes.

Sustainability Task Force

Our in-house sustainability professionals and a cross-functional task force of associates are responsible for the day-to-day measurement and reporting of our sustainability and corporate responsibility strategy and activities. The task force consists of associates from these departments:

- | | | | |
|-------------------------|----------------------|--------------|---------------|
| • Communications and PR | • Marketing | • Operations | • Procurement |
| • Human Resources | • Corporate Strategy | • Energy | • Finance |
| | • Investor Relations | • Legal | |



Our commitment to integrity and trust, codified in our Genuine CARE values and in our Code of Business Conduct and Ethics, is central to who we are and how we operate. We foster a culture where ethical conduct is the norm and, in doing so, protect our company and build trust with stakeholders.

Liuba Baban, SVP, Chief Compliance Officer

GUIDING POLICIES

We have adopted business and workplace policies that apply to our directors, officers, associates, and vendors, aimed at creating a culture that aligns with our core values and high ethical standards and complies with applicable laws, rules, and regulations. Among other things, these policies encompass areas of community and associate engagement, fair treatment, human rights, corporate governance and ethics, and environmental initiatives. These policies are posted on our website at www.invitationhomes.com under About>Sustainability>Policies.

CODE OF BUSINESS CONDUCT AND ETHICS

Our Board of Directors has adopted a Code of Business Conduct and Ethics (the “Code of Conduct”) that is applicable to all of our directors, officers, and associates, including our principal executive officer, principal financial officer, principal accounting officer and controller, or persons performing similar functions. Honesty and integrity are essential in our daily interactions with residents, fellow associates, vendors, suppliers, and other stakeholders. Our Code of Conduct articulates these key principles, and sets forth our policies and expectations on a number of topics, including, but not limited to, conflicts of interest, compliance with laws, use of our assets, gifts and entertainment, fraud, outside activities, political contributions, bribery, corruption, and business conduct and fair dealing, and provides mechanisms

to report unethical conduct. Any associate who violates the requirements of the Code of Conduct, or any of our other policies, is subject to disciplinary action up to and including termination.

CORPORATE GOVERNANCE GUIDELINES

Our governance structure and processes are guided by key governance documents, including our Corporate Governance Guidelines and committee charters, which govern the operation of the Board of Directors and its committees in the execution of their responsibilities. Our framework ensures effective governance, promotes the long-term interests of our stockholders, strengthens Board of Directors and management accountability, and improves our standing as trusted members of the communities we serve.

HUMAN RIGHTS

We are committed to the protection and advancement of human rights and to ensuring that our operations function with integrity.

We respect and promote human rights in our relationships with our associates, residents, and vendors. Our Human Rights Statement formalizes our principles for the protection of human rights, which apply to all Invitation Homes associates and anyone acting on the Company’s behalf, and include the prohibition of the use of child labor or forced labor and the right to water, among others.

ANTI-BRIBERY AND ANTI-CORRUPTION

We are committed to conducting business in accordance with the highest ethical standards and prohibits all forms of bribery and corruption. Invitation Homes does not tolerate bribery of government officials as well as private sector bribery, including the offering, promising, authorizing or providing anything of value to any customer, business partner, vendor, contractor or other third party in order to induce or reward the improper performance of any activity connected with our business.

Our Anti-Bribery and Anti-Corruption Policy specifically prohibits any conduct in violation of the Foreign Corrupt Practices Act.

ANTI-TRUST AND COMPETITION

In accordance with our Antitrust Compliance Policy, we are committed to fostering and maintaining free and open competition. We are committed to full compliance with all relevant antitrust laws, including but not limited to the Sherman Act, the Clayton Act, the Robinson-Patman Act, and the Federal Trade Commission Act.

REPORTING VIOLATIONS AND WHISTLEBLOWER PROTECTION

Our confidential compliance hotline is a critical part of our ethics and compliance program. The hotline is available 24 hours a day, 365 days a year and is operated by a third-party compliance management provider, enabling automated and anonymous reporting. We have established a whistleblower policy enabling associates to report concerns confidentially and anonymously.

TRAINING

Our Code of Business Conduct and Ethics is supported by associate conduct policies and programs, and reinforced through regular associate training. We conduct mandatory compliance training throughout the year and offer a robust catalog of online learning and development videos designed to promote ethical behavior, educate associates about laws, regulations, and Company policies relevant to their job responsibilities, and help associates build their skills.

VENDOR PRACTICES

We expect the same high standards of those who work with us and represent us. Our Vendor Code of Conduct is an extension of our values to our vendors and highlights our commitment to fair and ethical business practices, safe labor conditions, the protection of human rights, sustainability, and regulatory compliance. Our vendors and their representatives are expected to conduct their business interactions and activities with integrity and in accordance with their obligations under their agreements with us and to adhere to the business practices set forth in the Vendor Code of Conduct.



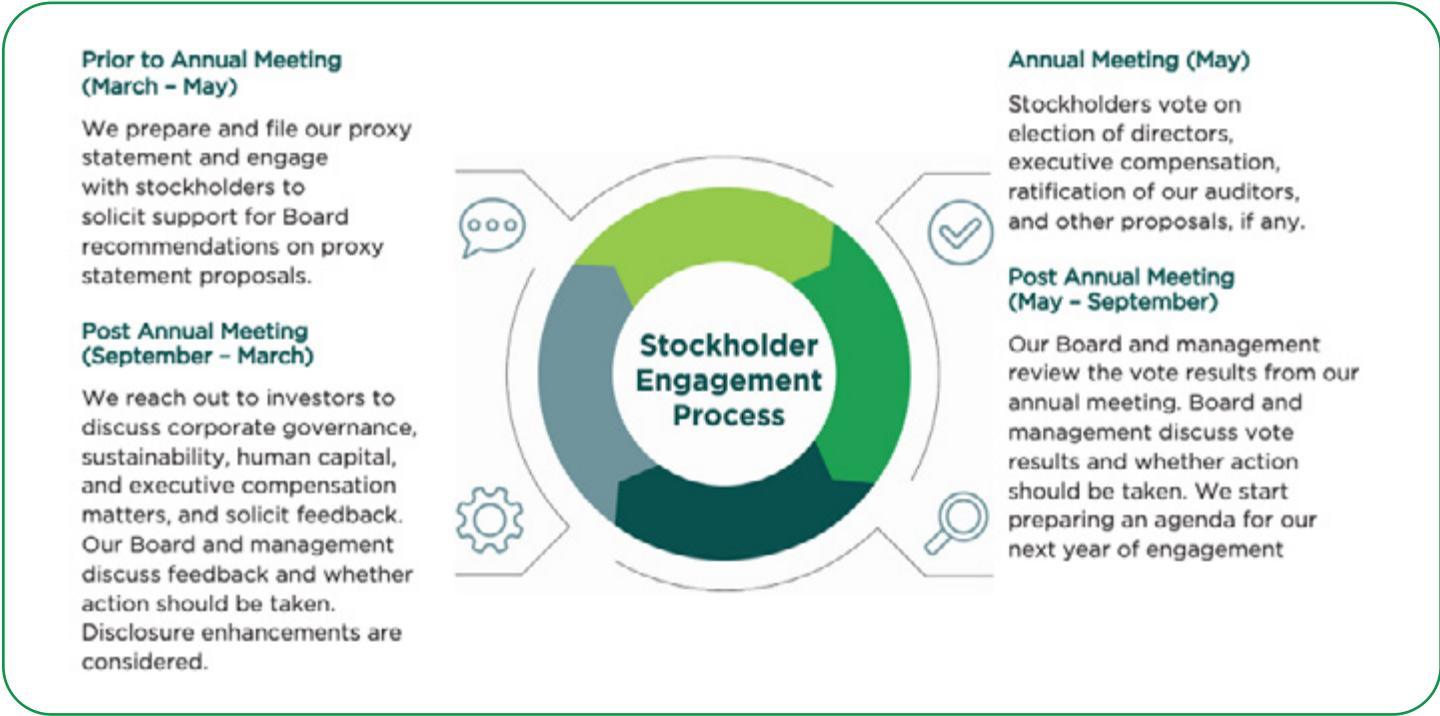
STAKEHOLDERS ENGAGEMENT MECHANISMS

Our understanding of the views and priorities of our business and those of our key stakeholders are maintained and enhanced through our ongoing engagement with them. Key stakeholders include our investors, residents, associates, communities, and vendors. Our engagement mechanisms are summarized here.

Investors	Residents	Associates	Communities
<ul style="list-style-type: none">Quarterly earnings callsRegular investor conference attendanceRobust investor relations practices, and responsive and dedicated teamFeedback solicitation from stockholders. (See details under “Stockholder Engagement”)	<ul style="list-style-type: none">Frequent resident satisfaction surveysTrusted relationships through Invitation Homes team, including leasing specialists and field associates, among othersResident Engagement PanelsCommunications through Invitation Homes resident portal and appSocial media engagement	<ul style="list-style-type: none">Professional development and training programsAssociate satisfaction surveysAnnual performance reviewsIntranet site and active internal communicationsComprehensive benefits package, which includes tailored benefits that focus on emotional, mental, physical, financial, and social healthPaid volunteer hours and coordinated volunteer eventsAll-associate town hallsCulture coaches for new hiresSeven Employee Resource Groups24-hour anonymous ethics hotline	<ul style="list-style-type: none">Associate volunteering in local communitiesCorporate philanthropyEngaging with local communities through our partnership with the American Red CrossPromoting the improvement of local outdoor spaces through our Green Spaces initiativePromoting the advancement of skilled trades through our Invitation to SkillUp program

STOCKHOLDER ENGAGEMENT

We deeply value the perspectives and feedback of our stockholders. We have proactive, ongoing engagement with our stockholders throughout the year focused on corporate governance, corporate responsibility and sustainability, and executive compensation. We also ensure ongoing dialogue among our shareholders and our Chief Executive Officer, Chief Financial Officer, and Investor Relations team on our company’s financial and strategic performance.



TOPICS COVERED DURING STOCKHOLDER ENGAGEMENTS IN 2024 INCLUDE:

- Board of Directors composition
- Updates and progress on legal and regulatory matters
- **Sustainability, climate strategy, goals and progress, and climate tech solutions**
- Board of Directors risk oversight, including cybersecurity, artificial intelligence, and company reputation
- Our executive compensation program and philosophy.
- Human capital management

A summary of the feedback we received was discussed and considered by the Board of Directors and applicable committees, and enhancements have been made to certain of our disclosures to improve transparency. We remain dedicated to listening to feedback from our stockholders and will continue to proactively engage with our investors on matters related to corporate governance, sustainability, human capital management, and executive compensation.



Routine engagement with our investors is a matter of course for us, and we work hard to listen to their feedback and make adjustments that improve our operations and disclosures. These relationships provide critical input that creates value for all stakeholders.

Scott McLaughlin, SVP, Investor Relations



It is critical that we engage with legislators and regulators to further their understanding of the role played by the single-family rental industry. Today’s housing challenges are the responsibility of all of us, and we must work together to make sure every American has the opportunity to Unlock the Power of Home.

Sheila Greenwood, SVP, Government Relations

ENHANCING OUR ENGAGEMENT WITH GOVERNMENT AND POLICYMAKERS

We believe proactive and collaborative engagement with government and policymakers is essential for fostering a policy environment that supports growth and shared prosperity. This engagement is essential for our long-term success and our ability to contribute meaningfully to the communities we serve.

To strengthen these efforts, we appointed a Senior Vice President for Government Relations, bringing over 25 years of housing policy experience to lead our comprehensive public policy strategy and direct engagement initiatives. This dedicated leader focuses on building strong relationships and fostering policymakers’ deeper understanding of our business model and its critical contribution to addressing America’s housing shortage. We achieve this through strategic partnerships that develop new homes, upgrade existing properties, and expand rental access to quality neighborhoods that would otherwise be financially inaccessible to many families seeking homeownership.

This dedicated role empowers us to cultivate stronger, sustained relationships with key legislative and regulatory bodies. We are committed to proactively navigating the complexities of evolving regulations, and engaging in constructive dialogue on policies that directly influence our business operations and, crucially, the well-being of our residents.

TRACKING KEY LEGISLATION AND REGULATORY CHANGES

Our Legal team closely monitors regulatory developments that may affect our business at the local, county, state, federal, and judicial levels. Once legislation is enacted, Legal works with Operations and other teams to support timely implementation and compliance. Regular updates on regulatory changes are shared with senior leadership and operational teams to help guide strategic decisions, including those related to operations and capital allocation.





CYBERSECURITY

Our company's operations are highly dependent upon information systems that support our business processes. Cyber intrusions could seriously compromise our networks, and the information stored therein could be accessed, publicly disclosed, misused, lost, or stolen. As such, we have established information security processes and policies using principles from industry-recognized cybersecurity frameworks focused on: (i) developing organizational understanding to manage cybersecurity risks; (ii) applying safeguards to protect our systems; (iii) detecting the occurrence of a cybersecurity incident; (iv) responding to a cybersecurity incident; and (v) recovering from a cybersecurity incident.

We employ a multi-layered security model that leverages risk-based controls with a focus on protecting our residents' and associates' data. We follow a cloud-first approach to enable efficient scaling, robust business continuity, and access to the latest technology innovations.

Our **cybersecurity risk management program** aims to protect and preserve the confidentiality, integrity, and continued availability of our residents' and associates' data and includes controls and procedures for the identification, containment, and remediation of cyber threats. Our cybersecurity risk management program includes, among other key features:

- Regular cybersecurity risk assessments
- Detection and reporting of any cybersecurity events
- Independent strategy consultation on enhancement items and processes for **cybersecurity tabletop exercises**
- Robust information security training program that includes annual information security training for all associates, as well as additional role-specific information security training
- **Cyber incident response plan** that provides controls and procedures for timely and accurate reporting of any material cybersecurity incident to executive leadership and our Board of Directors



We assess our cybersecurity risk management program at least annually and regularly review our cyber incident response plan. Our processes and policies also include the identification of those third-party relationships which have the greatest potential to expose us to cybersecurity threats. We also partner with industry leading third parties for regular security audits to ensure we view cybersecurity with a holistic perspective.

As part of our robust cybersecurity risk governance model, we established the **Cybersecurity Governance Committee** chaired by our Vice President, Chief Information Security Officer and composed of key leaders from stakeholder groups throughout our company including our President and CEO, Chief Legal Officer, Chief Compliance Officer, and the Vice President of Internal Audit, along with other senior members of management.

The Cybersecurity Governance Committee meets quarterly to review the processes and performance indicators related to prevention, detection, mitigation, and remediation of cybersecurity incidents that could adversely impact business operations.

Additionally, we maintain a cross-functional cyber incident response plan with defined roles, responsibilities, and reporting protocols, which focuses on responding to and recovering from

any significant breach as well as mitigating any impact to our business.

Information technology and data security, particularly cybersecurity, are areas of focus for our Board of Directors and its Audit Committee. As part of its overall risk oversight activities, with respect to cybersecurity risk management, the Audit Committee:

- Oversees the quality and effectiveness of our policies and procedures with respect to our information technology and network systems
- Provides oversight on our policies and procedures in preparation for responding to any material data security incidents
- Oversees management of internal and external risks related to our information technology systems and processes

We expect that our cybersecurity risk management processes and strategy will continue to evolve as the cybersecurity landscape evolves. As a backstop to our strong information security programs, policies, and procedures, we maintain cyber liability insurance coverage that would defray the costs of an information security breach, if we were to experience one.



As cyber-related threats escalate, we continue to advance our security controls so that we are ready in the event of a potential threat to our business. This work is fundamental to our operations and the safeguarding of privacy data entrusted by all those who share information with us. We take this responsibility very seriously.

Robert Pace,
VP, Information Security and Chief Information Security Officer

Appendix

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Invitation Homes has reported the information cited in this GRI content index for the period Jan. 1, 2024, to Dec. 31, 2024 with reference to the GRI Standards.

GRI 1 used — GRI: Foundation 2021

GRI Indicator	Description	Response
GRI 2: General Disclosures 2021: The Organization and Its Reporting Practices		
2-1	Organizational details	Invitation Homes Inc. (NYSE: INVH) 5420 LBJ Freeway, Suite 600, Dallas, TX 75240 Annual Report 2024
2-2	Entities included in the organization's sustainability reporting	About This Report
2-3	Reporting period, Frequency Contact point	January 1, 2024 – December 31, 2024 As Reported ir@invitationhomes.com
2-4	Restatements of information	None
2-5	External assurance	None
GRI 2: General Disclosures 2021: Activities and Workers		
2-6	Activities, value chain and other business relationships	Annual Report 2024; Our Communities
2-7	Employees	EEO-I
GRI 2: General Disclosures 2021: Governance		
2-9	Governance structure and composition	2025 Proxy Statement
2-10	Nomination and selection of the highest governance body	2025 Proxy Statement
2-11	Chair of the highest governance body	2025 Proxy Statement
2-12	Role of the highest governance body in overseeing the management of impacts	2025 Proxy Statement
2-13	Delegation of responsibility for managing impacts	2025 Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	Integrated Sustainable Leadership Approach
2-15	Conflicts of interest	2025 Proxy Statement; Code of Business Conduct and Ethics
2-16	Communication of critical concerns	2025 Proxy Statement
2-17	Collective knowledge of the highest governance body	2025 Proxy Statement
2-19	Remineration policies	2025 Proxy Statement
2-20	Process to determine remuneration	2025 Proxy Statement
2-21	Annual total compensation ratio	2025 Proxy Statement

GRI 2: General Disclosures 2021: Strategy, Policies and Practices		
2-22	Activities, value chain and other business relationships	Our Approach: Embedding Sustainability Into Our Core Business Strategy
2-23	Policy commitments	Guiding Policies
2-24	Embedding policy commitments	Guiding Policies; 2025 Proxy Statement
2-25	Processes to remediate negative impacts	Resident Engagement and Feedback; Associate Engagement and Feedback; Reporting Violation and Whistleblower Protection ; Stockholders and interested parties can communicate with the Board, Committee Chairpersons, or non-management/independent directors by addressing concerns to the Chief Legal Officer of Invitation Homes Inc., who will address or delegate them accordingly. Communications may be confidential or anonymous. 2025 Proxy Statement pg. 30
2-26	Mechanisms for seeking advice and raising concerns	Guiding Policies; 2025 Proxy Statement
2-27	Instances of non-compliance with laws and regulations	Annual Report 2024
2-28	Membership associations	Memberships
GRI 2: General Disclosures 2021: Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Stakeholder Engagement; Stockholder Engagemenet; Our Associates; Our Residents
2-30	Collective bargaining agreements	Annual Report 2024
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	GHG emissions
305-2	Energy indirect (Scope 2) GHG emissions	GHG emissions
GRI 401: Employment 2016		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits
401-3	Parental leave	Benefits
GRI 403: Occupational Health and Safety 2018		
403-5	Worker training on occupational health and safety	Workplace Safety
403-6	Promotion of worker health	Benefits
403-9	Work-related injuries	Workplace Safety
GRI 404: Training and Education 2016		
404-2	Programs for upgrading employee skills and transition assistance programs	Development and career growth
404-3	Percentage of employees receiving regular performance and career development reviews	100% of employees receive regular performance and career development reviews. Culture of Engagement and Feedback
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	EEO-I Data; 2025 Proxy Statement

FORWARD-LOOKING STATEMENTS

This Report 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 our expectations regarding the performance of our business, our financial results, our liquidity and capital resources, and other non-historical statements. In some cases, you can identify these forward-looking statements by the use of words such as “outlook,” “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 that may impact our financial condition, results of operations, cash flows, business, associates, and residents, including, among others, risks inherent to the single-family rental industry and our business model, macroeconomic factors beyond our control, competition in identifying and acquiring properties, competition in the leasing market for quality residents, increasing property taxes, homeowners’ association fees, and insurance costs, poor resident selection and defaults and non-renewals by our residents, our dependence on third parties for key services, risks related to the evaluation of properties, performance of our information technology systems, development and use of artificial intelligence,

risks related to our indebtedness, risks related to the potential negative impact of fluctuating global and United States economic conditions (including inflation), uncertainty in financial markets (including as a result of events affecting financial institutions), geopolitical tensions, natural disasters, climate change, and public health crises. Accordingly, there are or will be important factors that could cause actual outcomes or results to differ materially from those indicated in these statements. We believe these factors include, but are not limited to, those described under Part I. Item 1A. “Risk Factors” in our Annual Report on Form 10-K for the year ended December 31, 2024, as such factors may be updated from time to time in our periodic filings with the Securities and Exchange Commission (the “SEC”), which are accessible on the SEC’s website at <https://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 the Annual Report on Form 10-K for the year ended December 31, 2024, and in our other periodic filings. The forward-looking statements speak only as of the date of this Report, and we expressly disclaim 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.

REPORTING UNCERTAINTIES

Nonfinancial information contained in this Report, including fuel and energy consumption, GHG emissions calculations, and waste calculations, is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection by management of different but acceptable measurement techniques could result in materially different measurements. Many of the standards and metrics used in this Report continue to evolve, and the precision of different measurement techniques may also vary. Calculations and statistics included in this Report are in part dependent on the use of estimates and assumptions based on historical levels and projections, and are therefore subject to change and should not be considered guarantees.



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