

2022 CSR

Corporate Social Responsibility Report for
Apartment List Stakeholders

Table of Contents

Letter from the CEO	Page 3
Commitment to our Renters	Page 4
Social Impact	Page 5
Our Culture	Page 7
Environmental Impact	Page 15





About This Report

This report celebrates the progress and accomplishments of Apartment List in 2022. We are excited to bring you insight into our commitment to bettering the world of renting for our colleagues, our community, and our environment. This is truly the heart of Apartment List that is fostered by our renters, partners, and employees.

As we reflect on this year, we keep our sights on the future, hoping to improve and grow these initiatives in 2023.



Letter from our CEO

At Apartment List, we believe that a high performance culture begins with a solid foundation. For us, that foundation is made up of people we call A-Listers. Together we have built a technology powered marketplace that has helped over **one million renters** find a home that they love – and we're just getting started.

In order to deliver on our mission, we must be a team that holds one another accountable, celebrates and propagates diversity, and consistently drives outsized outcomes. Our culture is defined by our people and our people have shown us that they are bold, decisive, and unafraid to tackle new challenges in the face of changing physical and economic conditions. It's this culture that empowers us all to engage in difficult conversations with the goal of bettering ourselves and our community. Our culture is **Uniquely Apartment List**, and we are building it together.

In 2022, we hosted our first all-company Give Back Day, partnered with nonprofit organizations to find homes for displaced refugees, and significantly decreased our carbon footprint through the reduction of our office space. We continue to find new ways to grow and bring social responsibility to the forefront, and I am so grateful to our team for driving these initiatives forward.

Apartment List is committed to bringing Diversity, Equity, and Inclusion to the core of everything we do. From investing in being good stewards of our community through our growing Home Bridge program to evaluating our efforts to ensure that we are delivering the highest impact – it's these initiatives that inform our greatest belief, that **Everyone Deserves A Home They Love.**

Matthew Woods, CEO



Our Vision

To deliver renters a home they love at the value
they deserve



Home Bridge

We believe everyone deserves a home they love, including those facing housing uncertainty. Apartment List's **Home Bridge** program provides temporary housing to individuals and families rebuilding their lives after a tragedy or crisis.



We lean on strong relationships with our supply partners and act as a liaison between them and nonprofit organizations. Through these partnerships, we are able to provide relief for families so they can focus on what matters to them most.

We are proud to partner with Equity Residential, Veritas, and Monument to support families through organizations like Ronald McDonald House Charities, Year Up, Yetunde Price Foundation, Housing Industry Foundation, and HIAS.

Since 2018, we have connected families with over **13,000** nights of donated housing.



Home Bridge

New in 2022

Home Bridge Connect gathers all A-Listers to participate in local charities that resonate with our company's mission.

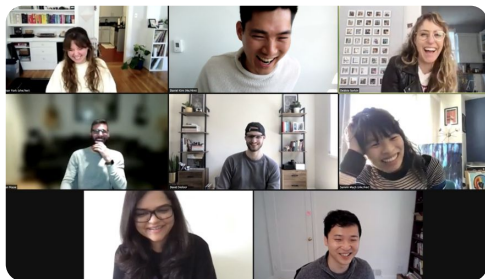
Starting in October 2022, **159 A-Listers** came together in San Francisco and made **85 care packages** for Larkin Street Youth, A Home Away from Homelessness, and Raphael House.

We look forward to continuing the Home Bridge Connect program during our bi-annual company meetups in 2023 and employee meetups across the country!



Culture

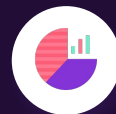
We are proud of the unique culture we have built, which enables A-Listers to drive meaningful impact for our renters and our supply partners.



The core pillars of A-List culture can be summarized as:



DEI Commitments



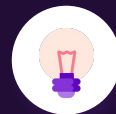
High Performance



Virtual First



Talent Strategy



Employee Development

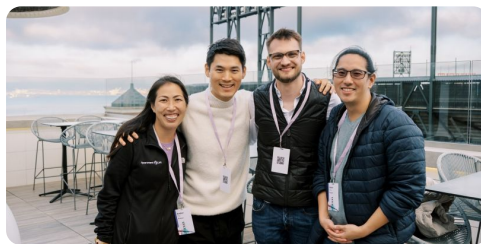
Diversity, Equity & Inclusion

At Apartment List, DEI is the core of our high performing culture that drives the future of our product.

We believe the diverse thoughts, experiences, and backgrounds of our stakeholders is the greatest assets to our business and strive to increase representation at all levels.

We prioritize a sense of belonging among our employees by fostering an inclusive environment that celebrates diversity, encourages authentic allyship, and promotes psychological safety.

Our work in 2022 focused on building a strong foundation and implementing structure to scale our efforts in the future.



**In
2022**

56%
of A-Listers
promoted were
women

63%
of A-Listers
promoted to
management level
were women

43%
of A-Listers
promoted
were URMS



Diversity, Equity & Inclusion

Below are some of our key focuses to cultivate a diverse, equitable, and inclusive environment for all A-Listers to perform as their authentic selves.

Focus on Development

We strive to highlight the diverse representation of perspectives, backgrounds, values, and experiences in our business. In doing so, we focus on developing diverse talent as emerging leaders across our company.

Inclusive Leadership

We develop inclusive leaders through focused efforts on addressing unconscious bias, instituting consistent development frameworks, and focused talent training.

DEI Council

DEI Council is a cross-functional group of A-Listers that lead our DEI strategy and act as a liaison to the broader company to ensure voices are heard and that we are prioritizing the right initiatives.

Employee Resource Groups (ERG)

ERGs were launched in 2021 and designed for members of underrepresented groups to find support and create awareness around identity in our workplace.

Approximately 50% of A-Listers belong to one or more ERGs!*



Virtual First

In 2021, Apartment List shifted to a Virtual First environment, sprinkled with in-person engagement throughout the year. The transition has driven benefits to our efforts around talent, culture, and environmental impact.



Talent Acquisition

Because of our virtual first culture, our talent team is able to find the best and the brightest from every corner of the country and abroad!



Environment

VF reduces our companies contribution to rush hour traffic and overall commuting pollution to almost zero. A-Listers generally work in their homes or at coworking spaces.



Culture

VF allows people to work on their own time, from anywhere in the country. This means A-Listers can be there for school pickups, appointments, lunch, etc. 86% of employees feel we are set-up for a permanent Virtual First work environment.



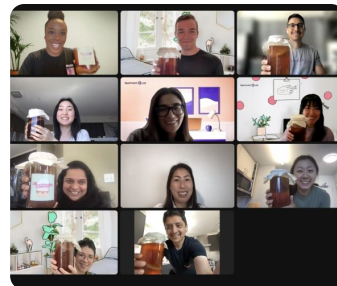
Talent Strategy

Training Our Teams

In 2022, our talent team built a training program for hiring teams. All hiring managers and interviewers will receive this training in 2023, and must pass accreditation to become active. The training will equip our hiring teams with the tools, resources, and abilities to promote diversity of thought, reduce unconscious bias, and strategically evaluate for potential synergistic fit and high performance.

Checking the Pulse

We want to provide the best possible hiring experience for internal and external stakeholders. The talent team regularly surveys both candidates and hiring managers throughout the hiring process. With these insights, we are able to constantly iterate and improve our processes and the experiences we provide.



Employee Development

In 2022, we evaluated the lifecycle of an Apartment List employee from beginning to end and have identified key areas of success and potential growth.

In 2022

84%

I am proud to work for Apartment List

83%

I would recommend Apartment List as a great place to work

87%

I feel like I belong at Apartment List

4%

Voluntary attrition

80%

Remote Work Success



We care about A-Listers from their first day to their last.



Employee Development

We are proud to have expanded our benefit offerings in 2022.

There are many reasons to love being an A-Lister, here are a few of our favorites!

- **Q&Meals**
- **Flexible Work Hours**
- **All Company Events & Team Huddles**
- **Company Wide Hack Weeks**
- **100% Health Care Premiums Covered**
- **Unlimited FTO**
- **Wellness Week and Professional Development Week**
- **Recharge Days**
- **Home Office and Wellness Stipend**

We provide a \$150 stipend each month to cover work from home expenses like wifi and phone
- **Ted Talks**

A way for A-Listers to share personal experiences with each other in a supportive and informative environment
- **Parental Leave**

Apartment List offers paid time off for both birthing and non-birthing parents



Apartment  List

Everyone Deserves a Home They Love

