



Sustainability Committee Charter

I. Committee Purpose

The purpose of the Sustainability Committee (the “Committee”) of Simpson Housing (the “Company” or “Simpson”) is to assist in developing, implementing and monitoring the Company’s strategies, policies, programs and activities regarding sustainability, including environmental, social and corporate governance (“ESG”) related items and issues.

II. Committee Membership

The Committee shall be comprised of the Company’s Chief Executive Officer, Chief Financial Officer, President and other members of senior management representing all facets of operations including:

<u>Name</u>	<u>Title</u>
Frank Rooney	Chief Executive Officer and Sustainable Committee Chair (“Committee Chair”)
Venita Dehaven	President
Bruce Eldredge	Executive Vice President - Chief Financial Officer
Larry Miller	Executive Vice President – Regional Operations
Jeremy Devlin	Executive Vice President – Regional Operations
Debbie Hoogerwerf	Senior Vice President – Regional Operations
Steve Bair	Senior Vice President - Construction
Shawn Trobec	Senior Vice President - Asset Management
Adrienne Hill	Senior Vice President - Marketing & Training
Tina Tamondong	Senior Vice President - People Services
Dave Homan	Senior Vice President - Renovations & Capital Improvement
Steve Bellino	Senior Vice President - Information Technology
Kristie Logan	Vice President - Legal
Krystal Eldredge	Vice President - Sustainability & Compliance

The above members may be replaced, new members may be added, and the size of the Committee may be re-evaluated from time to time if deemed appropriate by the Committee Chair. The Committee may also form and delegate authority to subcommittees and/or task forces from time to time as deemed appropriate or advisable.

III. Committee Meetings

The Committee shall hold periodic meetings and special meetings may be called by the Committee Chair.

IV. Committee Responsibilities

- Review Company's current ESG practices and activities.
- Assist in developing and maintaining sustainability strategies and policies.
- Monitor key public policy trends, issues, and regulatory matters that may affect the Company's business and performance.
- Report progress on ESG initiatives to the Company's ownership partners on an annual basis or as needed.
- Update the Committee charter on an annual basis or as needed.
- Perform other related duties and functions as may be assigned from time to time.