

**CHARTER OF THE  
COMPENSATION AND HUMAN RESOURCES COMMITTEE  
OF THE BOARD OF DIRECTORS OF  
APARTMENT INVESTMENT AND MANAGEMENT COMPANY  
(Last Reviewed and Modified on April 24, 2024)**

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The Compensation and Human Resources Committee (the “Committee”) of the Board of Directors (the “Board”) of Apartment Investment and Management Company (the “Corporation”) has been established pursuant to Section 3.01 of the Corporation’s Amended and Restated Bylaws and Section 2-411 of the Maryland General Corporation Law.

**I. PURPOSE OF THE COMMITTEE**

The Committee’s purposes shall be to oversee the Corporation’s compensation and employee benefit plans and practices, including its executive compensation plans and its incentive-compensation and equity-based plans; to review and discuss with management the Corporation’s compensation discussion and analysis (“CD&A”) to be included in the Corporation’s annual proxy statement or annual report on Form 10-K filed with the Securities and Exchange Commission (“SEC”); to direct the preparation of, and approve, a Committee report on executive compensation as required by the applicable rules of the SEC; and to perform such further functions as may be consistent with this Charter or assigned by applicable law, the Corporation’s charter or bylaws or the Board. The Chief Executive Officer and the other executive officers of the Corporation, as defined by the Committee from time to time, are collectively referred to herein as the Executive Officers.

**II. COMPOSITION OF THE COMMITTEE**

The Committee shall be comprised of three or more directors as determined from time to time by the Board. Each member of the Committee shall be qualified to serve on the Committee pursuant to the requirements of the New York Stock Exchange (the “NYSE”), and any additional requirements that the Board deems appropriate. Members of the Committee shall also qualify as “non-employee directors,” within the meaning of Rule 16b-3 promulgated under the Securities Exchange Act of 1934, as amended (the “Exchange Act”), and to the extent deemed necessary or appropriate by the Board to administer “performance-based compensation” within the meaning of Section 162(m) of the Internal Revenue Code of 1986, as amended (the “Code”), “outside directors” within the meaning of Section 162(m) of the Code.

The Board shall designate a chairman of the Committee, *provided* that if the Board does not so designate a chairman, the members of the Committee, by a majority vote, may designate a chairman.

**III. MEETINGS AND PROCEDURES OF THE COMMITTEE**

The Committee shall meet as often as it determines necessary to carry out its duties and responsibilities, but no less frequently than two times annually. The Committee, in its discretion,

may ask members of management or others to attend its meetings (or portions thereof) and to provide pertinent information as necessary.

A majority of the members of the Committee present in person or by means of a conference telephone or other communications equipment by means of which all persons participating in the meeting can hear each other shall constitute a quorum.

The Committee shall maintain minutes of its meetings and records relating to those meetings and shall report regularly to the Board on its activities, as appropriate.

#### **IV. DUTIES AND RESPONSIBILITIES OF THE COMMITTEE**

The Committee shall have the following duties and responsibilities:

(a) Review at least annually the goals and objectives of the Corporation's executive compensation plans, and recommend to the Board any change in these goals and objectives if the Committee deems it appropriate.

(b) Review at least annually the Corporation's executive compensation plans in light of the Corporation's goals and objectives with respect to such plans, and, if the Committee deems it appropriate, recommend to the Board the adoption of, new, or the amendment of existing, executive compensation plans.

(c) Evaluate annually the performance of the Chief Executive Officer, and review the Chief Executive Officer's evaluation of the other Executive Officers, in light of the goals and objectives of the Corporation's executive compensation plans. Determine and approve the Chief Executive Officer's compensation level, and review and approve the Chief Executive Officer's recommended compensation levels for the other Executive Officers, based on this evaluation. In determining the long-term incentive component of the Executive Officer's compensation, the Committee shall consider factors as it determines relevant, which may include, for example, the Corporation's performance and relative stockholder return, the value of similar awards to executive officers of comparable companies, and the awards given to the Executive Officers of the Corporation in past years.

(d) If applicable, negotiate and provide for the documentation of any employment agreements (or amendments thereto) with the Executive Officers.

(e) Subject to the requirements of the Corporation's executive compensation plans, the Committee shall approve any equity compensation awarded to the Executive Officers.

(f) Perform such duties and responsibilities as may be assigned to the Board or the Committee under the terms of any compensation or other employee benefit plan, including any incentive-compensation or equity-based plan.

(g) Review and approve any perquisites or other personal benefits to the Corporation's Executive Officers and recommend any changes to the Board.

(h) Consider the results of the most recent shareholder advisory vote on executive compensation as required by Section 14A of the Exchange Act and, to the extent the Committee determines it appropriate to do so, take such results into consideration in connection with the review of executive officer compensation.

(i) Review and discuss the Compensation Discussion and Analysis (“CD&A”) with management and, based on such review and discussions, recommend to the Board that the CD&A be included in the Corporation’s annual proxy statement or annual report on Form 10-K filed with the Securities and Exchange Commission (“SEC”).

(j) Review compensation arrangements for the Corporation’s employees to evaluate whether any forms of compensation encourage unnecessary or excessive risk taking, and review and discuss, at least annually, the relationship between risk management policies and practices, corporate strategy and the Company’s compensation arrangements.

(k) Oversee, including review and approval of the terms of, the compensation “claw back” policy and agreement between the Corporation and the Corporation’s Executive Officers or other employees subject to Section 16 of the Exchange Act.

(l) Prepare the Compensation Committee Report in accordance with the rules and regulations of the SEC for inclusion in the Corporation’s annual proxy statement or annual report on Form 10-K.

(m) Review and consider succession plans for the Executive Officers and their direct reports, and periodically reassess the adequacy of such plans.

(n) Review all equity-compensation plans to be submitted for stockholder approval under the NYSE listing standards, and review and, in the Committee’s sole discretion, approve all equity-compensation plans that are exempt from such stockholder approval requirement.

(o) Oversee the Corporation’s submission to a stockholder vote of matters relating to compensation, including advisory votes on executive compensation and the frequency of such votes, incentive and other compensation plans and amendments to such plans.

(p) Review stockholder proposals and advisory stockholder votes relating to executive compensation matters and recommend to the Board the Corporation’s response to such proposals and votes.

(q) In coordination with the Nominating, Environmental, Social, and Governance Committee, oversee the Corporation’s policies and strategies related to human capital.

(r) Perform such other functions as assigned by law, the Corporation’s charter or bylaws or the Board.

Notwithstanding anything to the contrary in the foregoing, the Committee shall have sole discretion and authority with respect to any action regarding compensation payable to Executive Officers of the Corporation that the Committee intends to constitute “qualified performance-based

compensation” for purposes of Section 162(m) of the Code and the Treasury Regulations promulgated thereunder.

## **V. EVALUATION OF THE COMMITTEE**

The Committee shall, no less frequently than annually, evaluate its performance in accordance with the self-evaluation process determined by the Board. The Committee shall address all matters that the Committee considers relevant to its performance, and shall provide its feedback to the Board.

The Committee shall, on an annual basis, evaluate whether this Charter appropriately addresses the matters that are or should be within its scope and shall recommend such changes as it deems necessary or appropriate.

## **VI. INVESTIGATIONS AND STUDIES; OUTSIDE ADVISORS**

The Committee may conduct or authorize investigations into or studies of matters within the Committee’s scope of responsibilities, and may, in its sole discretion, retain or obtain the advice of a compensation consultant, legal counsel or other adviser. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel or other adviser retained by the Committee, the expense of which shall be borne by the Corporation. The Committee may select a compensation consultant, legal counsel or other adviser to the Committee only after taking into consideration all factors relevant to that person’s independence from management, including the following:

- (a) The provision of other services to the Corporation by the person that employs the compensation consultant, legal counsel or other adviser;
- (b) The amount of fees received from the Corporation by the person that employs the compensation consultant, legal counsel or other adviser, as a percentage of the total revenue of the person that employs the compensation consultant, legal counsel or other adviser;
- (c) The policies and procedures of the person that employs the compensation consultant, legal counsel or other adviser that are designed to prevent conflicts of interest;
- (d) Any business or personal relationship of the compensation consultant, legal counsel or other adviser with a member of the Committee;
- (e) Any stock of the Corporation owned by the compensation consultant, legal counsel or other adviser; and
- (f) Any business or personal relationship of the compensation consultant, legal counsel, other adviser or the person employing the adviser with an executive officer of the Corporation.

The Committee shall conduct the independence assessment with respect to any compensation consultant, legal counsel or other adviser that provides advice to the Committee, other than: (i) in-house legal counsel; and (ii) any compensation consultant, legal counsel or other

adviser whose role is limited to the following activities for which no disclosure would be required under Item 407(e)(3)(iii) of SEC Regulation S-K: consulting on any broad-based plan that does not discriminate in scope, terms, or operation, in favor of executive officers or directors of the Corporation, and that is available generally to all salaried employees; or providing information that either is not customized for the Corporation or that is customized based on parameters that are not developed by the compensation consultant, and about which the compensation consultant does not provide advice.

Nothing herein requires a compensation consultant, legal counsel or other compensation adviser to be independent, only that the Committee consider the enumerated independence factors before selecting or receiving advice from a compensation consultant, legal counsel or other compensation adviser. The Committee may select or receive advice from any compensation consultant, legal counsel or other compensation adviser it prefers, including ones that are not independent, after considering the six independence factors outlined in (a) through (f) above.

Nothing herein shall be construed: (1) to require the Committee to implement or act consistently with the advice or recommendations of the compensation consultant, legal counsel or other adviser to the Committee; or (2) to affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties.

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While the members of the Committee have the duties and responsibilities set forth in this Charter, nothing contained in this Charter is intended to create, or should be construed as creating, any responsibility or liability of members of the Committee, except to the extent otherwise provided under applicable federal or state law.