

**CHARTER OF THE  
NOMINATING, ENVIRONMENTAL, SOCIAL, AND GOVERNANCE COMMITTEE  
OF THE BOARD OF DIRECTORS OF  
APARTMENT INVESTMENT AND MANAGEMENT COMPANY  
(Last reviewed and modified on April 26, 2023)**

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The Nominating, Environmental, Social, and Governance 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.

**PURPOSE OF THE COMMITTEE**

The Committee’s purposes shall be to identify and to recommend to the Board individuals qualified to serve as directors of the Corporation and on committees of the Board; to advise the Board with respect to the Board composition, procedures and committees; to develop and recommend to the Board a set of corporate governance principles applicable to the Corporation; to oversee the evaluation of the Board and the Corporation’s management; to oversee related party transactions; and to oversee the Corporation’s strategies related to environmental, social, and corporate responsibility matters, political contributions, and public policy advocacy activities.

**COMPOSITION OF THE COMMITTEE**

The Committee shall consist 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.

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.

Any vacancy on the Committee shall be filled by majority vote of the Board. No member of the Committee shall be removed except by majority vote of the Board.

**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.

The Committee may form subcommittees for any purpose that the Committee deems appropriate and may delegate to such subcommittees such power and authority as the Committee deems appropriate; *provided, however*, that no subcommittee shall consist of fewer than two members; and *provided further* that the Committee shall not delegate to a subcommittee any power or authority required by any law, regulation or listing standard to be exercised by the Committee as a whole.

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.

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

### ***Board Candidates and Nominees***

The Committee shall have the following duties and responsibilities with respect to Board candidates and nominees:

(a) To assist the Board in identifying, recruiting and, if appropriate, interviewing candidates to fill positions on the Board, including persons suggested by stockholders or others. The Committee may establish procedures to be followed by stockholders in submitting recommendations for Board candidates.

(b) To review the background and qualifications of individuals being considered as director candidates. Among the qualifications considered in the selection of candidates, the Committee shall consider the following attributes and criteria of candidates: experience, skills, expertise, personal and professional integrity, character, business judgment, time availability in light of other commitments, dedication, conflicts of interest and such other relevant factors that the Committee considers appropriate in the context of the Board's needs.

(c) To recommend to the Board the director nominees for election by the stockholders or appointment by the Board, as the case may be, pursuant to the Bylaws of the Corporation, which recommendations shall be consistent with the criteria for selecting directors established by the Board from time to time.

(d) To review the suitability for continued service as a director of each Board member when his or her term expires and when he or she has a change in status, including but not limited to an employment change, and to recommend whether or not the director should be re-nominated.

### ***Board Composition and Procedures***

The Committee shall have the following duties and responsibilities with respect to the composition and procedures of the Board as a whole:

- a) To review annually with the Board the composition of the Board as a whole and to recommend, if necessary, measures to be taken so that the Board reflects the appropriate balance of knowledge, experience, skills, and expertise required for the Board as a whole and contains at least the minimum number of independent directors required by the NYSE.
- b) To review periodically the size of the Board and to recommend to the Board any appropriate changes.

- c) To develop and recommend to the Board an annual self-evaluation process for the Board and its committees.
- d) To coordinate the annual Board self-evaluation process.
- e) To make recommendations on the frequency and structure of Board meetings.
- f) To make recommendations concerning any other aspect of the procedures of the Board that the Committee considers warranted, including but not limited to procedures with respect to the waiver by the Board of any Corporation rule, guideline, procedure or corporate governance principle.
- g) To make recommendations to the Board concerning director compensation.

### ***Board Committees***

The Committee shall have the following duties and responsibilities with respect to the committee structure of the Board:

- a) After taking into account the experiences and expertise of individual directors, to make recommendations to the Board regarding the size and composition of each standing committee of the Board, including the identification of individuals qualified to serve as members of a committee, including the Committee, and to recommend individual directors to fill any vacancy that might occur on a committee, including the Committee.
- b) To monitor the functioning of the committees of the Board and to make recommendations for any changes, including the creation and elimination of committees.
- c) To review annually committee assignments and the policy with respect to the rotation of committee memberships and/or chairpersonships, and to report any recommendations to the Board.
- d) To recommend that the Board establish such special committees as may be desirable or necessary from time to time in order to address ethical, legal or other matters that may arise. The Committee's power to make such a recommendation under this Charter shall be without prejudice to the right of any other committee of the Board, or any individual director, to make such a recommendation at any time.

### ***Environmental, Social, & Governance Matters***

The Committee shall have the following duties and responsibilities with respect to environmental, social, and governance matters:

- a) To develop and recommend to the Board a set of corporate governance principles for the Corporation, which shall be consistent with any applicable laws, regulations and listing standards. At a minimum, the corporate governance principles developed and recommended by the Committee shall address the following: (i) director qualification standards; (ii) director responsibilities; (iii) director access to management and, as necessary and appropriate, independent advisors; (iv) director compensation, including

principles for determining the form and amount of director compensation, and for reviewing those principles, as appropriate; (v) director orientation and continuing education; (vi) management succession, including policies and principles for the selection and performance review of the chief executive officer, as well as policies regarding succession in the event of an emergency or the retirement of the chief executive officer; and (vii) annual performance evaluation of the Board.

- b) To review periodically, and at least annually, the corporate governance principles adopted by the Board to assure that they are appropriate for the Corporation and comply with the requirements of the NYSE, and to recommend any desirable changes to the Board.
- c) To review periodically corporate governance trends, best practices, and regulations applicable to the corporate governance of the Corporation and consider any other corporate governance matters that arise from time to time and develop appropriate recommendations for the Board.
- d) To oversee the Corporation's policies and strategies related to environmental, social, and corporate responsibility matters, including climate-related risks and opportunities and human rights, in coordination with the other standing Committees of the Board.
- e) To evaluate relevant, current, and emerging environmental, social, and corporate responsibility risks, opportunities, and trends that may materially impact or be of significance to the business, operations, or performance of the Corporation, review and assess with management third-party rating reports and scores of the Corporation on environmental, social, and corporate responsibility matters, review with management the Corporation's communications strategy on such matters, and, as the Committee deems appropriate, develop appropriate recommendations for the Board.
- f) To receive updates from management regarding material environmental, social, and corporate responsibility activities, practices, policies, and procedures.
- g) To oversee the Corporation's disclosure on environmental, social, and governance matters.
- h) To review annually the Corporation's public policy advocacy efforts and political and charitable contributions.
- i) To maintain a policy governing related party transactions and discharge the Committee's responsibilities thereunder.
- j) To review and provide guidance to the Board and management about the framework for the Board's oversight of and involvement in shareholder engagement.
- k) To consider any other corporate governance issues that may arise from time to time, and to develop appropriate recommendations for the Board.

### ***Evaluation of the Board and Management***

The Committee shall be responsible for overseeing the evaluation of the Board as a whole and shall evaluate and report to the Board on the performance and effectiveness of the Board. In conjunction with the Compensation and Human Resources Committee (or such other appropriate committee as may be established by the Board from time to time) the Committee shall assist in overseeing the evaluation of management.

### **EVALUATION OF THE COMMITTEE**

The Committee shall, on an annual basis, 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.

### **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 retain, at the Corporation's expense, such independent counsel or other consultants or advisors as it deems necessary. The Committee shall have the sole authority to retain or terminate any search firm to be used to identify director candidates, including sole authority to approve the search firm's fees and other retention terms, such fees to be borne by the Corporation.

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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.