



Response to Recent Events

To: All MAA Associates

From: Eric Bolton, Chairman and CEO

The tragic deaths of George Floyd, Breonna Taylor and Ahmaud Arbery have triggered a sense of outrage and renewed ongoing concerns surrounding racism and discrimination that persist within our society. I have been reflecting on the horrific images in news reports and the heartbreaking stories surrounding these events. We simply must find ways to do better as a society.

During trying times, our behaviors and reactions are driven by the principles and values that define who we are and what we believe. In everything we do, we define our company's character. For MAA, our commitments to diversity, inclusion, and appreciating the uniqueness of each individual are more than words. These tenets are the cornerstone of who we are as a company. MAA rejects racism, discrimination, bigotry, violence and hatred in all forms. It is imperative that we live up to these values every day not only in our words, but also in our actions.

We will continue to encourage candid, open and honest discussions within our company about all aspects of diversity, inclusion and acceptance. MAA has plans to create an Inclusive Diversity Council composed of diverse associates throughout the organization. The goal of the council is to create a forum for individuals to share their experiences, thoughts, and opinions on what MAA can do to ensure it reflects the diversity it embodies through its associates. Regardless of race, gender or sexual orientation, we all have a place at the table and a voice that should be heard.

Improvement only comes through respectful and direct communication and dialogue and we are committed to making a difference. Recent events are a troubling reminder that there is much work to be done as individuals and as a society to ensure we are actively addressing the need to treat people with respect, dignity and acceptance. You have my commitment to support you and our communities during this time, and together, we will emerge stronger than ever.