March 20, 2025

AvalonBay Communities, Inc. Named a USA Today Top Workplace 2025 Winner

ARLINGTON, Va.--(BUSINESS WIRE)-- **AVALONBAY COMMUNITIES, INC. (NYSE: AVB)** (the “Company”) has been named one of USA Today’s Top Workplaces for 2025. The Top Workplaces program has a 15-year history of surveying more than 20 million employees and recognizing the top organizations across 60 markets. Over 42,000 organizations were invited to participate in this year’s Top Workplaces survey, and winners were chosen based on associate feedback gathered through an employee engagement survey, issued by Energage.

“We are honored to be recognized as a 2025 Top Workplace," said Benjamin Schall, AvalonBay CEO. “This award reflects our commitment to creating a workplace where all AvalonBay associates can thrive. Our ongoing investments in training, mentorship programs, and leadership development, combined with our collaborative and inclusive culture, have created an environment where people feel connected to our purpose, valued for their unique contributions, and empowered to build rewarding careers."

“Earning a Top Workplaces award is a badge of honor for companies, especially because it comes authentically from their employees,” said Eric Rubino, Energage CEO. “That's something to be proud of. In today's market, leaders must ensure they’re allowing employees to have a voice and be heard. That's paramount. Top Workplaces do this, and it pays dividends.”

The results of the Energage survey also inform additional regional awards to be announced throughout the remainder of the year. AvalonBay has consistently been recognized by the Washington Post as a Top Workplace across Washington, D.C., Maryland, and Virginia.

For more information, visit energage.com or topworkplaces.com.

About AvalonBay Communities, Inc.

AvalonBay Communities, Inc., a member of the S&P 500, is an equity REIT that develops, redevelops, acquires and manages apartment communities in leading metropolitan areas in New England, the New York/New Jersey Metro area, the Mid-Atlantic, the Pacific Northwest, and Northern and Southern California, as well as in the Company's expansion regions of

Raleigh-Durham and Charlotte, North Carolina, Southeast Florida, Dallas and Austin, Texas, and Denver, Colorado. As of December 31, 2024, the Company owned or held a direct or indirect ownership interest in 306 apartment communities containing 93,518 apartment homes in 12 states and the District of Columbia, of which 17 communities were under development.

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