

# Data Download

## Environment

Aligned Codes		2020	2021	2022
<b>SUSTAINABLE BUILDINGS</b>				
<b>CERTIFICATIONS</b>				
Square foot (and % by square feet) of properties with LEED or equivalent building certification		12,012,525 (12.9%)	12,233,173 (13.3%)	11,199,426 (12.6%)
Number (and % by count) of new developments with LEED or equivalent building certification		3 (100.0%)	7 (100.0%)	8 (100.0%)
Gross asset value of projects under development that are targeted for LEED certification or equivalent (USD\$)		\$784 million	\$903 million	\$366 million
Percentage of eligible portfolio that, (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	SASB: IF-RE-130A.4	(1) 64.5% by sq.ft (2) 2,099,915 sq.ft (2.3%)	(1) 68.5% by sq.ft (2) 1,784,321 sq.ft (1.9%)	(1) 73.7% by sq.ft (2) 3,305,475 sq.ft (3.7%)
<b>PROJECTS AND INITIATIVES</b>				
Number of clean energy sites <sup>1</sup>		109	141	114
Number of sites with cogenerations systems		26	24	24
Total capacity of installed cogeneration systems (MW)		1.9	1.5	1.5
Number of sites powered by solar photovoltaic power		48	90	55
Total capacity of sites powered by solar photovoltaic power (MW)		6.8	7	7.6
Percentage of development projects designed to generate energy on-site		Not tracked	Not tracked	37.5%

(1) Energy sites defined as sites with one or more on-site clean or renewable energy source, thermal, solar PV, or cogeneration.

Aligned Codes		2020	2021	2022
<b>ENERGY AND EMISSIONS</b>				
<b>ENERGY CONSUMPTION</b>				
Electricity consumption (from the grid) (MWh)		184,529	181,470	161,979
Natural gas, fuel, and propane consumption (MWh)		399,775	390,301	376,894
Percent of total energy from grid electricity (MWh)	SASB: IF-RE-130A.2	Not disclosed	31.2%	29.5%
Total energy generated from renewable sources (MWh)		5,538	9,871	10,821
Total energy consumption from non-renewable sources (MWh)		584,304	571,771	538,873
<b>TOTAL ENERGY CONSUMPTION</b>	<b>SASB: IF-RE-130A.2 GRI: 302-1</b>	<b>589,842</b>	<b>581,642</b>	<b>549,694</b>
Percentage renewable, by property subsector	SASB: IF-RE-130A.2	0.9%	1.7%	2.0%
Cumulative energy intensity reduction since 2018 baseline year (%) <sup>2</sup>	GRI: 302-4	-7.7%	-9.8%	-11.9%
Energy consumption data coverage as a percentage of total floor area, by property subsector <sup>3</sup>	SASB: IF-RE-130A.1	100%	100%	100%
Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	SASB: IF-RE130A.3	-7.0% Electricity: -6.0%	-0.3% Electricity: -1.4%	-0.6% Electricity: 0.3%
<b>GHG EMISSIONS</b>				
Gross direct (Scope 1) GHG emissions (metric tons CO2e) <sup>4</sup>	GRI: 305-1	72,530	70,696	68,855
Gross indirect (Scope 2) GHG emissions (metric tons CO2e) <sup>4</sup>	GRI: 305-2	44,291	42,829	48,770
Cumulative absolute Scope 1, 2, and 3 GHG emissions reduction since 2018 baseline year (%) <sup>5</sup>	GRI: 305-5	-10.3%	-9.5%	-3.9%
Cumulative Scope 1 and 2 GHG emissions intensity reduction since 2018 baseline year (%)		-11.0%	-13.0%	-12.1%

(2) Electricity, natural gas, fuel oil, and propane included.

(3) All data in the above table includes 100% of common area and equipment that may also provide energy to tenant space.

(4) Calculated in compliance with World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD Protocol) for the GHG data (<http://www.ghgprotocol.org/>). Gases CO2, CH4, N2O included. Source for emissions factors and global warming potential (GWP) rates used: <https://www.epa.gov/egrid/emissions-generation-resource-integrated-database-egrid>.

(5) Year over year same store reduction.

	Aligned Codes	2020	2021	2022
<b>WATER</b>				
Number of gallons of water used by properties (m3)	SASB: IF-RE-140a.2 GRI: 303-5	12,128,778	12,204,700	12,016,347
Cumulative water intensity reduction since 2018 (%)		-0.3%	0.5%	-3.5%
Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	SASB: IF-RE-140a.3	2.3%	0.4%	-0.8%
<b>WASTE</b>				
<b>WEIGHT OF NON-HAZARDOUS WASTE (METRIC TONS)</b>				
Recycling	GRI: 306-4	9,814	10,771	10,570
Landfill	GRI: 306-5	50,078	48,704	49,032
Other	GRI: 306-5	0	0	0
<b>TOTAL NON-HAZARDOUS WASTE</b>	<b>GRI: 306-3</b>	<b>59,892</b>	<b>59,475</b>	<b>59,602</b>
Diversion Rate		16.4%	18.1%	17.7%
<b>WEIGHT OF HAZARDOUS WASTE (METRIC TONS)</b>				
Total Hazardous Waste	GRI: 306-3	14.0	11.8	10.1

## Social

Employee Workforce as of 12/31/2022

Active Headcount/ Total Employees	Turnover Rate (Excludes SOP, RIF, Reord, etc.)	Workforce Promotions	Total New Hires
2,388	27%	431	683

	2020	2021	2022
<b>405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES</b>			
<b>GENDER REPRESENTATION</b>			
<b>Board</b>			
Female	31%	33%	36%
Male	70%	67%	64%

	2020	2021	2022
<b>Overall Workforce</b>			
Female	37%	36%	37%
Male	63%	64%	63%
<b>All Management Positions</b>			
Female	37%	38%	37%
Male	63%	62%	63%
<b>Top Management Positions</b>			
Female	31%	33%	34%
Male	69%	67%	66%
<b>Junior Management Positions</b>			
Female	Not Disclosed	47%	45%
Male	Not Disclosed	53%	55%
<b>Revenue-Generating Functions</b>			
Female	Not Disclosed	71%	71%
Male	Not Disclosed	29%	29%
<b>STEM-Related Positions</b>			
Female	Not Disclosed	Not Disclosed	46%
Male	Not Disclosed	Not Disclosed	54%
<b>ETHNIC REPRESENTATION</b>			
<b>Board</b>			
Diverse	23%	27%	27%
Non-Diverse	77%	73%	73%
<b>Overall Workforce</b>			
Diverse	60%	55%	63%
Non-Diverse	40%	45%	37%
<b>Overall Workforce by Ethnicity</b>			
Native American or Alaska Native	0.5%	0.3%	0.4%
Asian	7%	10%	7.5%
Black or African American	19%	26%	20.8%
Hispanic or Latino	30%	21%	26.8%
Native Hawaiian or other Pacific Islander	1%	0.8%	0.8%
Two or more races	4%	12%	6.8%
White	40%	31%	36.9%
<b>Management</b>			
Diverse	42%	43%	44%
Non-Diverse	58%	57%	56%

	2020	2021	2022
<b>AGE REPRESENTATION</b>			
<b>Overall Workforce</b>			
Under 30 years old	21%	18%	18%
30-50 years old	57%	58%	57%
Over 50 years old	23%	24%	25%
<b>Management</b>			
Under 30 years old	6%	5.4%	4.4%
30-50 years old	72%	70%	68.6%
Over 50 years old	23%	24%	27%
<b>401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVERS</b>			
<b>EMPLOYEE HIRES<sup>6</sup></b>			
<b>% of Total Hires by Gender</b>			
Female	33%	37%	38%
Male	67%	63%	62%
<b>% of Total Hires by Age</b>			
Under 30 years old	47%	40%	39%
30-50 years old	44%	50%	50%
Over 50 years old	9%	10%	11%
<b>EMPLOYEE TURNOVER<sup>7</sup></b>			
Total Turnover Rate	18%	28%	27%
<b>% of Total Turnover by Gender</b>			
Female	39%	39%	37%
Male	61%	61%	63%
<b>% of Total Turnover by Age</b>			
Under 30 years old	32%	30%	27%
30-50 years old	50%	54%	57%
Over 50 years old	18%	16%	16%
<b>% of Total Turnover by Ethnicity<sup>8</sup></b>			
Diverse	Not Disclosed	63%	67%
Non-Diverse	Not Disclosed	37%	33%
<b>INTERNAL WORKFORCE PROMOTIONS</b>			
Internal Workforce Promotions Rate	Not Disclosed	14%	18%
<b>% of Total Internal Promotions by Gender</b>			
Female	Not Disclosed	44%	41%
Male	Not Disclosed	56%	59%
<b>% of Total Internal Promotions by Ethnicity</b>			
Diverse	Not Disclosed	55%	63%
Non-Diverse	Not Disclosed	45%	37%

(6) Employee hires are broken down internally by age group, gender, management level, and ethnicity.

(7) Excludes SOP, RIF, Reorg, etc.

(8) Equity Residential's turnover by ethnicity closely resembles Equity Residential's overall workforce diversity.

	2020	2021	2022
<b>COLLECTIVE BARGAINING AGREEMENT</b>			
% of employees covered by collective bargaining agreement	Not Disclosed	Not Disclosed	8.7% <sup>9</sup>
<b>EMPLOYEE TRAINING AND DEVELOPMENT</b>			
<b>EMPLOYEE TRAINING</b>			
Average hours of FTE of training and development <sup>10</sup>	Not Disclosed	15	14
Average amount spent per FTE on training and development	Not Disclosed	\$1,187	\$920
<b>TRAINING PROGRAMS</b>			
Ignite Onboarding: Getting Started	258 (10%)	268 (11%)	602 (20%)
LEAD	Not Disclosed	14	19
<b>EMPLOYEE DEVELOPMENT</b>			
Total employee-related expenses (including salaries and benefits)	\$294,494,264	\$311,873,921	\$310,000,000
<b>RESIDENT HEALTH, WELLBEING AND SATISFACTION</b>			
Customer Loyalty Score (CLS)	45.30	44.7	30
% of residents that participated in CLS	100%	100%	100%
ESG survey response rate	-	-	7.4%
% of residents received ESG survey	-	-	15%
<b>403 OCCUPATIONAL HEALTH AND SAFETY</b>			
Absentee Rate (% of days scheduled)	6.9%	4.4%	4.4%
Fatalities	1	0	0
Lost Workday Rate - Employees (n/200,000 hours worked)	96.7	86.3	83.2
<b>PHILANTHROPY</b>			
Amount of charitable contributions per year (\$)	\$530,000	\$600,000	\$543,000

## Governance

	2020	2021	2022
<b>BUSINESS ETHICS</b>			
Number of employees who were assigned Code of Ethics and Business Conduct Training	2,240	1,968	2,370
Number of employees assigned to anti-harassment training	1,219	1,704	2,412
<i>Percent of training completed by deadline</i>	68%	71%	94%

(9) As of 8/31/2023

(10) Training hours are broken down internally by age group, gender, management level, ethnicity, and type of training.