

Supply Chain Management Program

Context of the Organization

Equity Residential's Supply Chain Management Program document will be revised periodically as our Supply Chain Management Program evolves. This document establishes a systematic approach to Equity Residential's sustainability activities as it pertains to our supply chain and vendors.

Equity Residential aims to actively manage environmental, climate-related, and social impacts, risks, and opportunities for our direct operations as well as our value chain. Responsibly managing potential risks in our supply chain and engaging with vendors supports our broader ESG strategy and commitment to good corporate citizenship and maximizing investment performance.

Leadership Oversight

Our Board and executive oversight of environmental matters acts as a necessary foundation for Equity Residential's ESG program, including our Supply Chain Management Program. The Corporate Governance Committee of our Board of Trustees has oversight of the Company's ESG activities.

Our executive-level ESG Steering Committee meets quarterly and oversees our ESG strategy and goals and has oversight of implementation of initiatives associated with our Supply Chain Management Program. The ESG Steering Committee Charter governs the group's roles and responsibilities. At the corporate level, our cross-functional ESG Working Group manages progress on our strategy and directs communications between functional owners for procurement and the ESG Steering Committee.

Supply Chain and Vendor Policy

Responsible action is not only important for our company, but through our Supply Chain and Vendor Policy (below) we aim to ensure that our supply chain and vendors (collectively, "vendors") improve their social and environmental impact as well.

Vendor Screening

We have a systematic vendor screening approach to identify significant vendors. We take into consideration: i) the volume of business contracted with a vendor, ii) if we source critical components from them, or iii) if they would be considered a non-substitutable vendor. Significant vendors are screened from a business relevance by product type and sector and are in the process of expanding this to encompass screening of potential environmental, social, and governance risks. From an environmental perspective, we are focused on looking for vendors that are able to

supply us with energy and water efficient products. We also assess if vendors are diverse. We seek to increase the diversity of the pool of potential vendors, including minority owned businesses, that we work with. Although we do not currently have ESG requirements for our vendors, we are evaluating whether to prefer vendors with stronger ESG performance.

Vendor Assessment and Development

We have conducted vendor desk assessments for a few suppliers as a pilot and plan to conduct further vendor desk assessments to verify the ESG-related policies our vendors have in place. If requested by a vendor, Equity Residential is open to supplying information on various ESG topics and providing guidance on types of operational initiatives the vendor could implement to improve their own environmental performance. We are evaluating methods to further assess vendors through engagement and other channels. We aim to over time continue engaging with our most significant suppliers to ensure the continuity of business, as well as understand our alignment on ESG best practices.