

Data Download



Environment

	Aligned codes	2021	2022	2023	2024
Total number of properties in portfolio as of year end ¹		315	301	302	311
Total floor area of standing properties (sq.ft) ²		92,188,277	88,675,270	89,221,714	94,732,158
Number of development projects ³		7	8	8	10
Total floor area of standing properties weighted by ownership period (sq.ft)		Not disclosed	Not disclosed	88,355,518	90,201,471
SUSTAINABLE BUILDINGS					
CERTIFICATIONS					
Square foot (and % by square feet) of properties with LEED or equivalent building certification		12,233,173 (13.3%)	11,199,426 (12.6%)	11,714,073 (13.2%)	11,714,073 (12.6%)
Number (and % by count) of new developments with LEED or equivalent building certification		7 (100.0%)	8 (100.0%)	8 (100.0%)	10 (100%)
Gross asset value of projects under development that are targeted for LEED certification or equivalent (USD\$)		\$903 million	\$366 million	\$866 million	\$1.65 billion
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) 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%)	(1) 86.9% by sq.ft (2) 1,911,983 sq.ft (2.2%)	1) 71.3% by sq.ft. 2) 2,552,544 by sq.ft. (2.7%)
PROJECTS AND INITIATIVES (AS OF YEAR END)					
Number of clean energy sites ⁴		110	114	117	119
Number of sites with cogenerations systems ⁵		24	24	24	24
Total capacity of installed cogeneration systems (MW)		1.5	1.5	1.5	1.5
Number of sites powered by solar photovoltaic power		90	55	59	63
Percentage of properties with solar photovoltaic power ⁶		Not disclosed	Not disclosed	20%	21%

	Aligned codes	2021	2022	2023	2024
PROJECTS AND INITIATIVES (AS OF YEAR END) continued					
Total capacity of sites powered by solar photovoltaic power (MW)		7.0	7.6	8.0	9.6
Percentage of development projects designed to generate energy on-site (by property count)		Not tracked	38%	38%	10%
Percentage of development projects designed to generate energy on-site (by area in m ²)		Not tracked	31%	31%	6%
ENERGY AND EMISSIONS					
ENERGY CONSUMPTION					
Electricity consumption (from the grid) (MWh)		181,470	161,979	155,964	157,337
Percent of total energy from grid electricity	SASB: IF-RE-130A.2	31.2%	29.5%	30.5%	30.9%
Natural gas, fuel and propane consumption (MWh)		390,301	376,894	344,574	340,424
Total energy generated and consumed by Equity Residential from renewable sources (MWh)		9,871	10,821	10,699	10,764
Percentage renewable from total energy consumed, by property subsector	SASB: IF-RE-130A.2	1.7%	2.0%	2.1%	2.1%
Total energy consumption from non-renewable sources		571,771	538,873	500,538	497,761
Total energy consumption ⁷	SASB: IF-RE-130A.2 GRI: 302-1	581,642	549,694	511,237	508,525
Cumulative energy intensity change since 2018 baseline year (%) ⁸	GRI: 302-4	-9.8%	-11.9%	-17.6%	-20.2%
Energy consumption data coverage as a percentage of total floor area, by property subsector ⁹	SASB: IF-RE-130A.1	100%	100%	100%	100%
Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector ¹⁰	SASB: IF-RE130A.3	-0.3% Electricity: -1.4%	-0.6% Electricity: 0.3%	-5.2% Electricity: -2.6%	-1.5% Electricity: -1.4%
GHG EMISSIONS¹¹					
Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent (metric tons CO ₂ e)	GRI: 305-1	70,696	68,855	62,911	62,145
Gross indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent (metric tons CO ₂ e)	GRI: 305-2	42,829 Location and Market based	48,770 Location and Market based	46,120 Location and Market based	45,628 Location Based 44,804 Market Based

	Aligned codes	2021	2022	2023	2024
GHG EMISSIONS continued					
Category 5: Waste generated in operations (Scope 3) GHG emissions in metric tons of CO ₂ equivalent (metric tons of CO ₂ e) ¹²		35,036	35,360	33,434	37,925
Category 13: Downstream leased assets (Scope 3) GHG emissions in metric tons of CO ₂ equivalent (metric tons of CO ₂ e) ¹²		134,209	146,228	137,391	144,063
Total Scope 1, 2, and 3 emissions (market-based) ¹²		282,770	299,214	279,856	288,936
Whole building (Scope 1+2+3) emissions intensity (kg of CO ₂ e/sq.ft) ^{12,13}		Not Disclosed	Not Disclosed	2.79	2.78
Cumulative absolute Scope 1, 2, and 3 GHG emissions reduction since 2018 baseline year (%)	GRI: 305-5	-9.9%	-4.6%	-10.8%	-7.9%
Cumulative Scope 1 and 2 GHG emissions intensity reduction since 2018 baseline year (%)		-11.0%	-12.1%	-17.9%	21.1%
Like-for-like percentage change in Scope 1 and 2 emissions for the portfolio area with data coverage, by property subsector ¹⁰		Not Disclosed	Not Disclosed	-5.7%	-4.0%
WATER					
Water used by properties (m ³)	SASB: IF-RE- 140a.2 GRI: 303-5	12,204,700	12,016,347	11,568,697	12,047,998
Water use intensity (m ³ /sq.ft)		0.141	0.135	0.131	0.134
Cumulative water intensity reduction since 2018 (%)		0.5%	-3.5%	-6.4%	-4.5%
Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector ¹⁰	SASB: IF-RE- 140a.3	0.4%	-0.8%	-3.4%	3.6%
WASTE					
WEIGHT OF NON-HAZARDOUS WASTE					
Recycling (metric tons) ¹⁴	GRI: 306-4	10,771	10,570	12,274	15,505
Landfill (metric tons)	GRI: 306-5	48,704	49,032	46,939	53,447
Other (metric tons)	GRI: 306-5	0	0	0	0
Total Non-Hazardous Waste	GRI: 306-3	59,475	59,602	59,213	68,952
Diversion Rate		18.1%	17.7%	20.7%	22.5%
Total hazardous waste ¹⁵	GRI: 306-3	11.8	10.1	10.7	9.9

Social

Employee Workforce as of 12/31/2024

	Aligned Codes	2021	2022	2023	2024
Active headcount/Total employees		2,582	2,388	2,374	2,528
Turnover rate (excludes SOP, RIF, Reorg, etc.)		18%	27%	23%	24%
Workforce promotions		271	431	321	157
Total new hires		437	683	572	813
Percentage of open positions filled by internal candidates (internal hires)		Not Disclosed	Not Disclosed	35%	29%
DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES					
GENDER REPRESENTATION					
Board					
Women	GRI 405-1	27%	30%	45%	50%
Men	GRI 405-1	73%	70%	55%	50%
Overall Workforce					
Women	GRI 405-1	36%	37%	36%	35%
Men	GRI 405-1	64%	63%	64%	65%
Management Positions					
Women		38%	37%	37%	38%
Men		62%	63%	63%	62%
Top Management Positions					
Women		33%	33%	37%	40%
Number of women in top management positions		Not Disclosed	Not Disclosed	32	33
Men		67%	67%	63%	60%
STEM-Related Positions					
Women		Not Disclosed	46%	31%	29%
Men		Not Disclosed	54%	69%	71%

	Aligned Codes	2021	2022	2023	2024
ETHNIC REPRESENTATION					
Board					
Diverse	GRI 405-1	27%	20%	18%	20%
Non-Diverse	GRI 405-1	73%	80%	82%	80%
Overall Workforce					
Diverse	GRI 405-1	55%	63%	62%	63%
Non-Diverse	GRI 405-1	45%	37%	38%	37%
Overall Workforce by Ethnicity¹⁶					
Native American or Alaska Native	GRI 405-1	0.5%	0.4%	0.5%	0.4%
Asian	GRI 405-1	7%	8%	7%	7%
Black or African American	GRI 405-1	19%	21%	21%	21%
Hispanic or Latino	GRI 405-1	28%	27%	26%	26%
Native Hawaiian or other Pacific Islander	GRI 405-1	1%	1%	1%	0.8%
Two or more races	GRI 405-1	5%	7%	8%	9%
White	GRI 405-1	38%	37%	38%	36%
All Management Positions					
Diverse	GRI 405-1	43%	44%	45%	45%
Non-Diverse	GRI 405-1	57%	56%	55%	55%
Management Positions by Ethnicity¹⁶					
Native American or Alaska Native	GRI 405-1	Not Disclosed	0.4%	0.4%	0.4%
Asian	GRI 405-1	Not Disclosed	5%	4%	4%
Black or African American	GRI 405-1	Not Disclosed	13%	13%	12.6%
Hispanic or Latino	GRI 405-1	Not Disclosed	20%	20%	21%
Native Hawaiian or other Pacific Islander	GRI 405-1	Not Disclosed	0.6%	0.4%	1%
Two or more races	GRI 405-1	Not Disclosed	5%	7%	7%
White	GRI 405-1	Not Disclosed	56%	55%	54%

	Aligned Codes	2021	2022	2023	2024
AGE REPRESENTATION					
Overall Workforce					
Under 30 years old	GRI 405-1	18%	18%	17%	18%
30–50 years old	GRI 405-1	58%	57%	58%	58%
Over 50 years old	GRI 405-1	24%	25%	25%	24%
Management					
Under 30 years old	GRI 405-1	5%	4%	4%	4%
30–50 years old	GRI 405-1	70%	69%	69%	70%
Over 50 years old	GRI 405-1	24%	27%	27%	26%
TENURE					
Overall Workforce					
Average tenure for female employees		Not Disclosed	Not Disclosed	7.5	7.5
Average tenure for male employees		Not Disclosed	Not Disclosed	7.0	6.8
NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVERS					
EMPLOYEE HIRES					
% and Number of Total Hires by Gender					
Women	GRI 401-1	37%	38%	37%	34%
Number of female new hires	GRI 401-1	Not Disclosed	260	211	280
Men	GRI 401-1	63%	62%	63%	66%
% of Total Hires by Age					
Under 30 years old	GRI 401-1	40%	39%	37%	39%
30–50 years old	GRI 401-1	50%	50%	52%	50%
Over 50 years old	GRI 401-1	10%	11%	12%	11%
% of Total Hires by Ethnicity					
Diverse	GRI 401-1	69%	72%	69%	68%
Non-Diverse	GRI 401-1	31%	28%	31%	29%
Not Disclosed					3%

	Aligned Codes	2021	2022	2023	2024
EMPLOYEE TURNOVER¹⁷					
Total turnover rate	GRI 401-1	28%	27%	23%	24%
Voluntary turnover rate	GRI 401-1	Not Disclosed	23%	16%	16%
% of Total Turnover by Gender					
Women	GRI 401-1	39%	37%	37%	39%
Men	GRI 401-1	61%	63%	63%	61%
% of Total Turnover by Age					
Under 30 years old	GRI 401-1	30%	27%	29%	27%
30–50 years old	GRI 401-1	54%	57%	52%	53%
Over 50 years old	GRI 401-1	16%	16%	19%	20%
% of Total Turnover by Ethnicity					
Diverse	GRI 401-1	63%	67%	72%	79%
Non-Diverse	GRI 401-1	37%	33%	28%	21%
INTERNAL WORKFORCE PROMOTIONS					
Internal workforce promotions rate		15%	18%	14%	6%
% of Total Internal Promotions by Gender					
Women		44%	41%	38%	48%
Men		56%	59%	62%	52%
% of Total Internal Promotions by Ethnicity					
Diverse		55%	63%	57%	44%
Non-Diverse		45%	37%	43%	56%
COLLECTIVE BARGAINING AGREEMENT					
% of employees covered by collective bargaining agreement		Not Disclosed	8.7%	9.4%	8.41%
EMPLOYEE ENGAGEMENT					
% of employee engagement		78%	78%	78%	77%

	Aligned Codes	2021	2022	2023	2024
EMPLOYEE TRAINING AND DEVELOPMENT					
Employee Training ¹⁸					
Average hours per FTE of training and development		15	14	10	11
Average amount spent per FTE on training and development		\$1,187	\$920	\$895	\$1,081
Leadership Development Program					
LEAD participants		14	19	40	19
Employee Development					
Total employee-related expenses (including salaries and benefits)	Not disclosed	\$310,000,000	\$295,000,000 ¹⁹	\$314,129,802	
RESIDENT HEALTH, WELLBEING AND SATISFACTION					
ESG survey response rate		–	7.4%	5.7%	7.1%
% of residents that received the ESG survey		–	15%	13%	53%
OCCUPATIONAL HEALTH AND SAFETY					
Absentee rate (% of days scheduled)		4.4%	4.4%	5.1%	3.5%
Employee fatalities		0	0	0	0
Contractor fatalities		0	0	0	1
Lost workday rate for employees (n/200,000 hours worked)		86.3	83.2	67.8	100.6
COMMUNITY INVESTMENT					
Amount of charitable contributions and sponsorship per year (\$)		\$600,000	\$543,000	\$600,290	\$487,553

Governance

	Aligned Codes	2021	2022	2023	2024
BUSINESS ETHICS					
Number of employees who were assigned Code of Ethics and Business Conduct Training		1,968	2,370	2,374	2,493
Number of employees assigned to anti-harassment training		1,704	2,412	2,374	2,408
Percent of training completed by deadline		71%	94%	86%	66%
Number of material breaches against the Code of Ethics and Business Conduct		0	0	0	0
Number of material corruption or bribery breaches		0	0	0	0
Number of material discrimination or harassment breaches		0	0	0	0
Number of material customer privacy data breaches		0	0	0	0
Number of material conflicts of interest breaches		0	0	0	0
Number of material money laundering or insider trading breaches		0	0	0	0
CONTRIBUTIONS & OTHER SPENDING					
Dues provided to Nareit		Not disclosed	\$182,163	\$200,917	\$198,813
Dues provided to National Multifamily Housing Council (NMHC)		Not disclosed	\$20,000	\$21,500	\$21,500
SUPPLIER SCREENING					
Total number of Tier-1 suppliers		Not Disclosed	3,244	2,641	2,686
Total number of significant suppliers in Tier-1		Not Disclosed	25	25	25
% of total spend on significant suppliers in Tier-1		Not Disclosed	18%	17%	16%
IT SECURITY/CYBERSECURITY					
Number of material information security breaches		0	0	0	0
Total number of clients, customers, and employees affected by breaches		0	0	0	0

Footnotes

- 1. As reported in Equity Residential's 10-K filing.
- 2. Floor area of standing properties in alignment with GRESB boundaries and includes areas of all properties owned in 2024.
- 3. Development projects include projects (ground up development and renovations) that are ongoing or completed in 2024, in alignment with GRESB boundaries.
- 4. Energy sites defined as sites with one or more on-site clean or renewable energy source, thermal, solar PV, or cogeneration and counted in alignment with how Equity Residential property utility accounts are set up.
- 5. Counted in alignment with how Equity Residential property utility accounts are set up.
- 6. Based on number of properties owned as of December 31, 2024 in alignment with how Equity Residential utility property accounts are set up.
- 7. Total energy consumption includes renewable energy generated from solar thermal, which was not included in the verification statement disclosed on our website.
- 8. Excludes onsite renewable energy.
- 9. All energy data in the above table includes 100% of common area and equipment that may also provide energy to tenant space.
- 10. Year over year same store reduction.
- 11. 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 <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>.
- 12. Scope 3 category 5 calculation methodology was improved and historic data was restated using new methodology. Metrics using scope 3 category 5 were also restated.
- 13. Excludes Scope 3 Category 5. Emissions intensity is based on whole building areas weighted by ownership period.
- 14. Includes non-hazardous recycling and compost diverted from landfill. This does not include any hazardous waste that was recycled.
- 15. Note all hazardous waste is recycled.
- 16. Percentages may not total to 100% due to rounding.
- 17. Excludes SOP, RIF, Reorg, etc.
- 18. Training hours are broken down internally by age group, gender, management level, ethnicity, and type of training.
- 19. Estimated employee-related expenses for calendar year 2023.