

Creating communities
where people thrive.



 Equity Residential

2019 GRI Content Index

◀ Cascade Apartments
Seattle, WA
Completed Q1 2018
LEED Platinum Certified



Nareit.

glassdoor
2019 **BEST PLACES TO WORK**
EMPLOYEES' CHOICE

Equity Residential was recognized as an Industry Leader in ESG by GRESB for the Sixth Year and received Nareit's Residential Leader in the Light Award for the Third Consecutive Year.

October 2019

This GRI Content Index references the GRI Standards, and where applicable, the Construction and Real Estate Sector Disclosures.

General Disclosures

Organizational Profile

GRI Indicator	Description	Response
102-1	The name of the organization	Equity Residential (“EQR”)
102-2	Activities, brands, products, and services	<p>Equity Residential is the nation’s largest publicly traded owner and operator of apartments, with a total market capitalization in excess of \$34 billion. Listed on the New York Stock Exchange since 1993 (NYSE: EQR), Equity Residential was one of the first real estate firms included in the S&P 500 and recognized for our accomplishments in corporate governance.</p> <p>Our portfolio of nearly 80,000 apartments is primarily focused in Boston, New York, Washington DC, Southern California, San Francisco Seattle and Denver, in transit-oriented urban and high-density suburban locations that are an excellent fit for our sustainability efforts. For more, please see: About Equity Residential, p. 4</p>
102-3	Location of headquarters	Equity Residential’s corporate headquarters is located in Chicago, Illinois. In addition, we operate property management offices in each of our markets.
102-4	Location of operations	Equity Residential’s operations are limited to the United States of America. For more detail, please see: About Equity Residential, p. 4
102-5	Ownership and legal form	Equity Residential (“EQR”), a Maryland real estate investment trust (“REIT”) formed in March 1993, is an S&P 500 company focused on the acquisition, development and management of rental apartment properties in urban and high density suburban markets. ERP Operating Limited Partnership (“ERPOP”), an Illinois limited partnership, was formed in May 1993 to conduct the multifamily residential property business of Equity Residential. EQR has elected to be taxed as a REIT. For more, please see: 2018 10K, pp. 3-4, 6
102-6	Markets served	<p>About Equity Residential, p. 4</p> <p>EquityApartments.com</p>
102-7	Scale of the organization	<p>As of December 31, 2018, the Company had approximately 2,700 employees who provided real estate operations, leasing, legal, financial, accounting, acquisition, disposition, development and other support functions.</p> <p>2018 10K, p. 6</p>

GRI Indicator	Description	Response																																		
102-8	Information on employees and other workers*	<p><i>FTEs by Gender</i></p> <table border="1"> <thead> <tr> <th></th> <th>Female (# / %)</th> <th>Male (# / %)</th> <th>Total (# / %)</th> </tr> </thead> <tbody> <tr> <td></td> <td>973 / 36.5</td> <td>1,696 / 63.5</td> <td>2,670 / 100.0</td> </tr> </tbody> </table> <p><i>FTEs by Employment Type</i></p> <table border="1"> <thead> <tr> <th></th> <th>Female (# / %)</th> <th>Male (# / %)</th> <th>Total (# / %)</th> </tr> </thead> <tbody> <tr> <td>Full Time</td> <td>956 / 35.8</td> <td>1,684 / 63.1</td> <td>2,640 / 98.9</td> </tr> <tr> <td>Part Time</td> <td>18 / 0.7</td> <td>12 / 0.5</td> <td>30 / 1</td> </tr> </tbody> </table> <p><i>FTEs by Employment Contract* (Gender)</i></p> <table border="1"> <thead> <tr> <th></th> <th>Female (# / %)</th> <th>Male (# / %)</th> <th>Total (# / %)</th> </tr> </thead> <tbody> <tr> <td>Permanent</td> <td>971 / 99</td> <td>1,694 / 100</td> <td>2,666 / 99.8</td> </tr> <tr> <td>Temporary</td> <td>3 / 0.1</td> <td>2 / 0.1</td> <td>5 / 0.2</td> </tr> </tbody> </table>				Female (# / %)	Male (# / %)	Total (# / %)		973 / 36.5	1,696 / 63.5	2,670 / 100.0		Female (# / %)	Male (# / %)	Total (# / %)	Full Time	956 / 35.8	1,684 / 63.1	2,640 / 98.9	Part Time	18 / 0.7	12 / 0.5	30 / 1		Female (# / %)	Male (# / %)	Total (# / %)	Permanent	971 / 99	1,694 / 100	2,666 / 99.8	Temporary	3 / 0.1	2 / 0.1	5 / 0.2
	Female (# / %)	Male (# / %)	Total (# / %)																																	
	973 / 36.5	1,696 / 63.5	2,670 / 100.0																																	
	Female (# / %)	Male (# / %)	Total (# / %)																																	
Full Time	956 / 35.8	1,684 / 63.1	2,640 / 98.9																																	
Part Time	18 / 0.7	12 / 0.5	30 / 1																																	
	Female (# / %)	Male (# / %)	Total (# / %)																																	
Permanent	971 / 99	1,694 / 100	2,666 / 99.8																																	
Temporary	3 / 0.1	2 / 0.1	5 / 0.2																																	
	FTEs by Employment Contract* (Region)	<table border="1"> <thead> <tr> <th></th> <th>Temporary</th> </tr> </thead> <tbody> <tr> <td>Augusta</td> <td>0.0</td> </tr> <tr> <td>Boston</td> <td>0.4</td> </tr> <tr> <td>Chicago</td> <td>1.5</td> </tr> <tr> <td>Denver</td> <td>0.0</td> </tr> <tr> <td>Florida</td> <td>0.0</td> </tr> <tr> <td>New York</td> <td>0.8</td> </tr> <tr> <td>Phoenix</td> <td>0.2</td> </tr> <tr> <td>San Francisco</td> <td>0.8</td> </tr> <tr> <td>Seattle</td> <td>0.6</td> </tr> <tr> <td>Southern California</td> <td>0.0</td> </tr> <tr> <td>Washington DC</td> <td>0.4</td> </tr> </tbody> </table>				Temporary	Augusta	0.0	Boston	0.4	Chicago	1.5	Denver	0.0	Florida	0.0	New York	0.8	Phoenix	0.2	San Francisco	0.8	Seattle	0.6	Southern California	0.0	Washington DC	0.4								
	Temporary																																			
Augusta	0.0																																			
Boston	0.4																																			
Chicago	1.5																																			
Denver	0.0																																			
Florida	0.0																																			
New York	0.8																																			
Phoenix	0.2																																			
San Francisco	0.8																																			
Seattle	0.6																																			
Southern California	0.0																																			
Washington DC	0.4																																			

*EQR measures employees in terms of FTEs and length of service during the year.

GRI Indicator	Description	Response
102-9	Supply chain	We are not currently reporting on this indicator. This indicator represents an opportunity for our next report.
102-10	Significant changes to organization and supply chain	We are not currently reporting on this indicator. This indicator represents an opportunity for our next report.
102-11	Precautionary principle or approach	We are not currently reporting on this indicator. This indicator represents an opportunity for our next report.
102-12	External initiatives	We are not currently reporting on this indicator. This indicator represents an opportunity for our next report.
102-13	Membership of associations	We are not currently reporting on this indicator. This indicator represents an opportunity for our next report.

Strategy

102-14	Statement from senior decision-maker	Letter from the CEO, p. 3
--------	--------------------------------------	---

Ethics & Integrity

102-16	Values, principles, standards and norms of behavior	We adopted a Code of Ethics and Business Conduct that is applicable to all employees. To assist in the process of making the right decisions while doing business on behalf of our company, all employees are required to complete online training on our Code within 30 days of being hired and subsequently, every two years thereafter. Ethics is also discussed at group meetings through the year. We require any violations of company policy or of the Code, or any questionable conduct, to be reported. Ethics, p. 31
--------	---	---

Governance

102-18	Governance structure	Please see here to read about our governance structure. Best Practices, p. 31
--------	----------------------	--

Stakeholder Engagement

102-40	List of stakeholder groups	Stakeholder Engagement & Materiality, p. 5
102-41	Percent of employees covered by collective bargaining agreements	10.7%
102-42	Basis for identifying and selecting stakeholders	Stakeholder Engagement & Materiality, p. 5
102-43	Approach to stakeholder engagement	Stakeholder Engagement & Materiality, p. 5

GRI Indicator	Description	Response
102-44	Key topics, concerns raised, which stakeholder group raised each key topic/concern, and how the organization has responded (including through reporting)	Material Topics and Boundaries, p. 6

Reporting Practices

102-45	Entities included in consolidated financial statements	2018 10K, pp. 3-4
102-46	Process for defining report content and topic Boundaries: how the reporting principles for defining report content were applied	Stakeholder Engagement & Materiality, p. 5
102-47	List of material topics	Material Topics and Boundaries, p. 6
102-48	Effect of restatements of information and reasons for them	None
102-49	Changes in reporting	None
102-50	Reporting period	All data presented covers calendar year 2018 unless otherwise stated.
102-51	Date of most recent report	December 2018
102-52	Reporting cycle	Annual
102-53	Contact point for questions	Marty McKenna First Vice President, Investor and Public Relations mmckenna@eqr.com
102-54	Core or comprehensive claim	This report references the Global Reporting Initiative Standards and indicators from the Construction and Real Estate sector supplement where applicable. Feasibility for reporting in accordance with Core will be assessed for future reports.
102-55	GRI Index	Global Reporting Initiative Context Index, pp. 32-34
102-56	Policy/practice for external assurance	None

Topic-Specific Disclosures

GRI Indicator	Description	Response
Energy		
302-1/G4-EN3	Energy consumption within the organization	Assurance Statement, p. 35 Solar Power, p. 12
302-2	Energy consumption outside of the organization	Assurance Statement, p. 35
302-4/G4-EN6	Reduction of energy consumption	Acquisition Development, Capital, p. 8 Solar Power, p. 12 Better Light - Less Energy, p. 13
302-5/G4-EN7	Reductions in energy requirements of products and services	Acquisition Development, Capital, p. 8 Solar Power, p. 12 Better Light - Less Energy, p. 13
Emissions		
305-1	Direct (Scope 1) GHG emissions	Assurance Statement, p. 35
305-2	Indirect (Scope 2) GHG emissions	Assurance Statement, p. 35
305-3	Other indirect (Scope 3) GHG emissions	Assurance Statement, p. 35
305-5	Reduction of GHG emissions	Solar Power, p. 12 Better Light - Less Energy, p. 13
Effluents and Waste		
306-2	Waste by type and disposal method	Assurance Statement, p. 35
Water		
303-5	Water Consumption	Assurance Statement, p. 35

GRI Indicator	Description	Response
Diversity & Equal Opportunity		
405-1	Diversity of governance bodies and employees	Our Employees, pp. 21-23 Diversity & Inclusion, p. 21
405-2	Ratio of basic salary and remuneration of women to men	Our Employees, p. 22
Resident Satisfaction		
G4-PR5	Results of measuring customer satisfaction	Our Residents, p. 26
Resident Satisfaction		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Total Wellbeing, p. 21
401-3	Parental leave	Our Employees, p. 21
404-1	Average hours of training per year per employee	Employee Development, p. 24
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Development, p. 24

Note: Several material topics (portfolio resiliency, sustainable building, and resident health and wellbeing) do not directly align with GRI topics. In such cases, we anticipate gathering and reflecting relevant company-specific KPIs in future reporting periods.