



Global Reporting Initiative Content Index



455 I – Washington, DC
Received NGBS Certification

GRI 102 - General Standard Disclosures

Organizational Profile

GRI Indicator	Description	Page Number(s), URL(s), and/or Direct Response
102-1	The name of the organization	Equity Residential ("EQR")
102-2	Activities, brands, products, and services	Equity Residential is an S&P 500 company focused on the acquisition, development and management of rental apartment properties in urban and high-density suburban markets where today's renters want to live, work and play. Equity Residential owns or has investments in 306 properties consisting of 79,260 apartment units, primarily located in Boston, New York, Washington, D.C., Seattle, San Francisco, Southern California and Denver. For more, please see: About Our Company, p. 7 Corporate Profile
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 Our Company, p. 7
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: 2017 10K, p. 3-4 , 6
102-6	Markets served	About Our Company, p. 7 November 2018 Investor Update, p. 7 , 38 , 41 , 44 , 47 , 50 , 53 , 56 , 59

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102-7	Scale of the organization	As of December 31, 2017 EQR had 2,681 FTEs. For a detailed breakdown of employees by employment contract* and employment type, please refer to 102-8, and: About Our Company, p. 7 3rd Quarter 2018 Earnings Release, p. 6 , 19																																
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>981 / 36.6</td> <td>1,700 / 63.4</td> <td>2,681 / 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>931 / 34.7</td> <td>1,644 / 61.3</td> <td>2,574 / 96.0</td> </tr> <tr> <td>Part Time</td> <td>51 / 1.9</td> <td>56 / 2.1</td> <td>107 / 4.0</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>977 / 36.5</td> <td>1,698 / 63.4</td> <td>2,676 / 99.8</td> </tr> <tr> <td>Temporary</td> <td>4 / 0.1</td> <td>2 / 0.1</td> <td>5 / 0.2</td> </tr> </tbody> </table>		Female (# / %)	Male (# / %)	Total (# / %)		981 / 36.6	1,700 / 63.4	2,681 / 100.0		Female (# / %)	Male (# / %)	Total (# / %)	Full Time	931 / 34.7	1,644 / 61.3	2,574 / 96.0	Part Time	51 / 1.9	56 / 2.1	107 / 4.0		Female (# / %)	Male (# / %)	Total (# / %)	Permanent	977 / 36.5	1,698 / 63.4	2,676 / 99.8	Temporary	4 / 0.1	2 / 0.1	5 / 0.2
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Strategy

GRI Indicator	Description	Page Number(s), URL(s), and/or Direct Response
102-14	Statement from senior decision-maker	Letter from the CEO, p. 4-5

Ethics & Integrity

GRI Indicator	Description	Page Number(s), URL(s), and/or Direct Response
102-16	Values, principles, standards, and norms of behavior	Responsible Governance, p. 57-59 Code of Ethics and Business Conduct, p. 2-3

Governance

GRI Indicator	Description	Page Number(s), URL(s), and/or Direct Response
102-18	Governance structure	Responsible Governance, p. 58 Corporate Governance Equity Residential Corporate Governance Committee Charter, p. 2

Stakeholder Engagement

GRI Indicator	Description	Page Number(s), URL(s), and/or Direct Response
102-40	List of stakeholder groups	Stakeholder Engagement, p. 9
102-41	Collective bargaining agreements	10.68%
102-42	Identifying and selecting stakeholders	EQR is committed to engaging regularly with diverse stakeholder groups who impact or are impacted by our business decisions on a variety of topics of interest. Stakeholders include residents, employees, investors, vendors, and communities. In addition, any interested party may contact EQR through our corporate website . For specific examples of engagements in 2017, please refer to Stakeholder Engagement, p. 9 .
102-43	Approach to stakeholder engagement	Stakeholder Engagement, p. 9
102-44	Key topics and concerns raised	Stakeholder Engagement, p. 9

Reporting Practice

GRI Indicator	Description	Page Number(s), URL(s), and/or Direct Response
102-45	Entities included in the consolidated financial statements	2017 10K, p. 3-4
102-46	Defining report content and topic Boundaries	<p>Topics covered in EQR's 2018 ESG Report are important to the organization and to our stakeholders. In Q4 2018 we engaged an independent third-party consulting firm to conduct a materiality assessment that identified our most material topics through the following multi-step process:</p> <ul style="list-style-type: none"> • <i>Identification:</i> We researched a broad range of stakeholder sources to identify an initial universe of environmental, social, and governance topics. • <i>Prioritization:</i> We conducted interviews with internal and external stakeholders to gather feedback on our most impactful environmental, social, and governance topics. We asked stakeholders to select issues that present significant risk, leadership opportunities, or long-term effects on our business. In addition, we incorporated information from external sources to gain a broader perspective on topics of interest. • <i>Validation:</i> In December 2018, we hosted a Validation Workshop with our Executive Committee to review the materiality results and key findings. We discussed all feedback, as well as next steps for EQR's management on the matters raised in the interviews. <p>Our 2019 ESG Report will use the GRI Reporting Principles to inform content and will include the required disclosures for those topics identified as most material to EQR.</p>
102-47	List of material topics	<p>The topics covered in this report include energy, water, trash, transportation, development, renovations, community engagement, and responsible corporate governance. The topics that emerged as material after our 2018 Materiality Assessment generally align with these topics. EQR's most material topics are:</p> <ul style="list-style-type: none"> • <i>Environmental:</i> Emissions; Energy; Portfolio Resiliency (short-term); Sustainable Building; Trash; Water • <i>Social:</i> Diversity and Inclusion; Resident Satisfaction; Resident Health and Wellbeing; Talent Attraction, Engagement, and Retention; • <i>Governance:</i> Business Ethics <p>EQR plans to address these material topics in our 2019 ESG Report, which will be prepared in accordance with the GRI Standards.</p>

GRI Indicator	Description	Page Number(s), URL(s), and/or Direct Response
102-48	Restatements of information	None
102-49	Changes in reporting	None
102-50	Reporting period	<p>Environmental data presented on p. 38-39 covers Calendar Year 2017.</p> <p>Social data presented on p. 51-53 and in the Content Index covers Calendar Year 2017.</p> <p>Financial data is current as of the Q3 2018 Supplemental Report unless otherwise noted.</p>
102-51	Date of most recent report	December 2017
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	<p>Marty McKenna First Vice President Investor and Public Relations mmckenna@eqr.com</p>
102-54	Claims of reporting in accordance with the GRI Standards	This material references Disclosures 102-1 to 102-14, 102-16, 102-18, and 102-40 to 102-56 from GRI 102: General Disclosures.
102-55	GRI content index	GRI Content Index, p. 60-65
102-56	External assurance	Assurance Statement, p. 38-39

Equity Residential is an S&P 500 company focused on the acquisition, development and management of rental apartment properties in urban and high-density suburban coastal gateway markets where today's renters want to live, work and play. Equity Residential owns or has investments in 306 properties consisting of 79,412 apartment units, primarily located in Boston, New York, Washington, D.C., Seattle, San Francisco and Southern California.

Contact

For more information or questions, contact Marty McKenna at (312) 928-1901 or mmckenna@eqr.com

