

ESSEX PROPERTY TRUST, INC.

DIVERSITY, EQUITY, AND INCLUSION COMMITTEE CHARTER

1. Purpose

The overall purpose of the Diversity, Equity, and Inclusion Committee (“**Committee**”) is to review and monitor the activities and practices that promote diversity, equal opportunity, and fair treatment for employees of Essex Property Trust, Inc. (“**Company**”). The Chairperson (“**Chair**”) of the Committee will report to the CEO, who will regularly update the Senior Management Committee (“**SMC**”) of the Company with respect to the Committee’s activities. The Committee may investigate any activity of the Company that relates to the purpose of the Committee.

2. Composition, Procedure, and Organization

- a. The Committee shall consist of at least one SMC member, the Company’s General Counsel or highest-ranking legal department officer, and the Company’s Chief Human Resources Officer as well as designates from the Operations and Accounting departments.
- b. The Committee shall appoint a Chair of the Committee from among their number.
- c. The Chair will appoint a secretary of each meeting of the Committee who need not be a member of the Committee and who will maintain Committee materials.
- d. A quorum for meetings shall be a majority of the members of the Committee, present in person or by telephone or other telecommunication device that permits all persons participating in the meeting to speak and hear each other.
- e. The Committee will meet no less than once per year and otherwise as necessary. Any member of the Committee may call a meeting of the Committee.

3. Duties and Responsibilities

The duties and responsibilities of the Committee shall be as follows:

- a. to ensure the Company promotes and encourages diversity in its teams throughout the organization by promoting a broad range of perspectives, ideas and experiences that diversity provides, regardless of race, color, national origin, ancestry, creed, religion, sex, familial/marital status, physical or medical condition, age, genetics, sexual orientation, gender identity/expression, political views, military status, domestic violence victimhood, source of income, handicap, disability, citizenship status, immigration status, primary language spoken or any other protected classification under local, state or federal law.

- b. to actively promote diversity, equity, and inclusion in collaboration with the Human Resources department by reviewing hiring practices to promote fairness and inclusion of diverse talent pools; and
- c. to measure the effectiveness of diversity, equity, and inclusion programs by periodically evaluating the broad measurements of diversity for the Company as a whole and within its primary components.

This Charter will be reviewed periodically to reassess its adequacy and any recommended changes will be submitted to the SMC for approval.