

Essex 2024 EEO-1

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID X128942			EMPLOYER NAME ESSEX PROPERTY TRUST INC												
ADDRESS 1100 PARK PLACE, SUITE 200								CITY/TOWN SAN MATEO			STATE CA		ZIP CODE 94403		
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS								CITY/TOWN			STATE		ZIP CODE		
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 821098473															
SECTION E – EMPLOYER FILING ELIGIBILITY <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): Not Applicable <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 531390 - Other Activities Related to Real Estate															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	0	10	1	4	0	0	1	2	0	3	0	0	0	22
First/Mid-Level Officials and Managers	133	46	91	13	21	1	5	5	76	9	33	1	1	15	450
Professionals	18	20	37	1	20	0	0	5	32	5	34	1	0	3	176
Technicians	3	0	0	0	0	0	0	0	0	6	0	0	0	0	9
Sales Workers	22	34	17	8	7	1	2	10	25	10	12	3	0	11	162
Administrative Support Workers	34	89	40	9	16	2	0	8	59	25	37	1	3	17	340
Craft Workers	248	12	70	22	24	4	4	8	0	0	0	0	0	0	392
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Laborers and Helpers	65	83	7	4	4	0	0	3	3	3	0	1	0	0	173
Service Workers	0	0	0	0	1	0	0	0	1	0	0	0	0	0	2
CURRENT 2024 REPORTING YEAR TOTAL	524	284	272	58	97	8	11	40	198	58	119	7	4	47	1727
PRIOR 2023 REPORTING YEAR TOTAL	529	285	262	56	89	10	10	37	206	63	119	7	2	61	1736
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/16/2024 - 12/29/2024															
CERTIFICATION STATEMENT <i>"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."</i> Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.															
DATE OF CERTIFICATION 6/17/2025 7:16 PM [EST]															

The U.S. Equal Employment Opportunity Commission (EEOC) requires employers that meet specific criteria to submit an EEO-1 Component 1 report on an annual basis. The report presents workforce data by race, ethnicity, and gender across job categories established by the EEOC. Essex recognizes the value of public disclosure and we plan to continue disclosing our EEO-1 Reports on our website annually as they become available.