

ESSEX PROPERTY TRUST, INC.
CHARTER OF THE NOMINATING
AND CORPORATE GOVERNANCE COMMITTEE

I. Authority and Purpose

The Nominating and Corporate Governance Committee (the “*Committee*”) of Essex Property Trust, Inc. (the “*Corporation*”) is appointed by the Corporation’s Board of Directors (the “*Board*”) to: (i) determine the qualifications, qualities, skills, and other expertise required to be a director and to develop, and recommend to the Board for its approval, criteria to be considered in selecting nominees for director, (ii) assist the Board in selecting qualified nominees for election to the Board, consistent with the criteria recommended by the Committee and approved by the Board, (iii) determine the composition of the Board and its committees, (iv) recommend to the Board the director nominees for the annual meeting of stockholders or to fill vacancies that arise on the Board, (v) establish and monitor a process of assessing the Board’s effectiveness, (vi) develop and recommend to the Board and implement a set of corporate governance principles and procedures applicable to the Corporation, (vii) review the Corporation’s Sustainability and Governance goals and initiatives, including the Corporation’s Diversity, Equity and Inclusion (“*D&I*”) efforts and Corporate Social Responsibility (“*CSR*”) strategy, and provide updates to the Board on such efforts and initiatives and (viii) oversee the evaluation of the Board and the management of the Corporation. The Committee shall undertake those specific duties and responsibilities listed below and such other duties as the Board shall from time to time prescribe. All powers of the Committee are subject to the restrictions designated in the Corporation’s Bylaws and by applicable law.

II. Committee Membership

The Committee members (the “*Members*”) shall be appointed by the Board and will serve at the discretion of the Board. The Committee will consist of at least two (2) members of the Board. The Committee shall be composed of members of the Board who are “independent,” as defined by the New York Stock Exchange (“*NYSE*”) rules. Each Member shall serve until such Member ceases to serve as a member of the Board, or until his or her successor has been duly appointed by the Board; provided, however, that a majority of the entire Board may remove any Member at any time. Any resulting vacancy may be filled by the Board.

III. Structure and Meetings

The Committee shall conduct its business in accordance with this Charter, the Corporation’s Bylaws and any direction by the Board and applicable law.

The Committee Chairperson shall be designated by the Board, or, if it does not do so, the Committee Members shall elect a Chairperson by a vote of the majority of the full Committee.

The Committee will meet at least two (2) times each year and more frequently as the Committee deems necessary or desirable. The Committee may establish its own schedule. The Committee Chairperson or a majority of the Members of the Committee may call meetings of the Committee upon such notice as is required for special Board meetings in accordance with the Corporation’s Bylaws. A majority of the Members of the Committee shall constitute a quorum for the transaction of business. Unless the Committee by resolution determines otherwise, any action required or permitted to be taken by the Committee may be taken without a meeting if all Members of the Committee consent thereto in writing and the writing or writings are filed with the minutes of the proceedings of the Committee. As necessary or desirable, the Committee Chairperson may require that any director, officer or employee of the

Corporation, or other person whose advice and counsel are sought by the Committee, be present at meetings of the Committee. Members of the Committee may participate in a meeting through use of conference telephone or similar communications equipment, so long as all persons participating in such meeting can hear one another, and such participation shall constitute presence in person at such meeting.

The Committee Chairperson will preside at each meeting and, in consultation with the other Members of the Committee, will set the frequency and length of each meeting and the agenda of items to be addressed at each meeting. The Committee Chairperson shall ensure that the agenda for each meeting is circulated to each Committee member in advance of the meeting. The Committee Chairperson (or other member designated by the Chairperson or the Committee in the Chairperson's absence) shall regularly report to the full Board on its proceedings and any actions that it takes. The Committee will maintain written minutes of its meetings, which minutes will be maintained with the books and records of the Corporation.

IV. Duties and Responsibilities

The Committee shall have the authority and responsibility for:

A. Corporate Governance Guidelines.

(1) Developing and recommending to the Board and implementing a set of corporate governance principles applicable to the Corporation that shall include, at a minimum, director qualifications and responsibilities, responsibilities of key Board committees, director access to management and, as necessary and appropriate, independent advisors, annual Board performance evaluations, director orientation and continuing education, and management selection and succession.

(2) Developing and recommending to the Board, and implementing and monitoring compliance with, a code of business conduct and ethics for directors, officers and employees, and promptly disclosing any waivers for directors or executive officers. The code of business conduct and ethics shall include, at a minimum, rules addressing conflicts of interest, corporate opportunities, confidentiality, fair dealing, protection and proper use of the Corporation's assets, compliance with applicable laws, rules and regulations (including insider trading laws), and encouraging the reporting of illegal or unethical behavior.

(3) Reviewing and reassessing the adequacy of such corporate governance principles and code of business conduct and ethics on an annual basis and recommending to the Board any changes the Committee deems appropriate. Making recommendations to the Board regarding any non-compliance with, waivers to, or alteration of, the principles or code, including consideration of possible conflicts of interest of Board members and executive officers, and informing the Audit Committee as appropriate.

(4) Reviewing changes in legislation, regulations and other developments impacting corporate governance and making recommendations to the Board with respect to these matters.

B. Review of Board Composition and Performance.

(1) Overseeing the evaluation of the Board and its committees on an annual basis.

(2) Conducting annual reviews of each director's independence and making recommendations to the Board based on its findings.

(3) Assessing the Board's composition on an annual basis, including size of the Board, diversity (including with respect to gender, age, race, culture and geography), skills and experience in the context of the needs of the Board.

(4) Advising the Board on member qualifications for each Board committee, committee

member appointments and removals, committee structure and operations (including authority to delegate to subcommittees), and committee reporting to the Board.

(5) Identifying individuals qualified to become Board members, consistent with criteria recommended by the Committee and approved by the Board, and selecting, or recommending that the Board select, the director nominees for the next annual meeting of stockholders or to fill vacancies that arise on the Board. As part of this process, the Committee will consider candidates recommended by the stockholders of the Corporation. In considering potential new directors, the Committee may review individuals from various disciplines and backgrounds. Among the qualifications to be considered in the selection of candidates are broad experience in business, finance or administration; experience in corporate governance including as an officer, board member or senior executive or as a former officer, board member or senior executive of a publicly held company; familiarity with the Corporation's industry; and prominence and reputation. Since prominence and reputation in a particular profession or field of endeavor are what bring most persons to the Board's attention, there is the further consideration of whether the individual has the time available to devote to the work of the Board and one or more of its committees. The Committee should also review the activities and associations of each candidate to ensure that there is no legal impediment, conflict of interest, or other consideration that might hinder or prevent service on the Board. In making its selection, the Committee will bear in mind that the foremost responsibility of a director of the Corporation is to represent the interests of the stockholders as a whole. The screening process shall include a background evaluation and independence determination.

(6) Subject to direction of the Board, exercising sole authority to retain and terminate any search firm to be used to identify director candidates and to approve the search firm's fees and other retention terms.

C. Executive Officers.

(1) Advising the Board on candidates for the position of Chairman of the Board and Chief Executive Officer and conducting an investigation of such candidates as the Committee and the Board may deem appropriate.

(2) In consultation with the Chief Executive Officer, advising the Board of possible candidates to fill other executive offices of the Corporation and conducting an investigation of such candidates as the Committee and the Board may deem appropriate.

(3) Reviewing periodically with the Chairman of the Board and Chief Executive Officer the succession plans relating to positions held by elected corporate officers and making recommendations to the Board with respect to the selection of individuals to occupy these positions.

D. Sustainability and Governance.

(1) Reviewing material sustainability matters at least annually, including related strategies, goals and performance, as they pertain to the Corporation's business and long-term value creation for the Corporation and its stockholders, and making recommendations to the Board regarding these issues.

(2) Overseeing and assessing the Corporation's engagement with shareholders and understanding of the governance policies of such shareholders and of proxy advisory firms, including on sustainability and governance matters.

V. Performance Evaluation

The Committee shall annually review and assess the adequacy of this Charter and recommend any proposed changes to the Board for approval. The Committee shall also perform an annual evaluation of its

own performance. In conducting this review, the Committee shall address all matters that it considers relevant to its performance, including at least the following: the adequacy, appropriateness and quality of the information and recommendations presented by the Committee to the Board; the manner in which they were discussed or debated; and whether the number and length of meetings of the Committee were adequate for the Committee to complete its work in a thorough and thoughtful manner.

VI. Committee Resources

The Committee shall be empowered, without the approval of the Board, to engage and/or compensate independent legal, accounting or other advisors, as it determines necessary, to carry out its duties; including the sole authority to retain and terminate any search firm to be used to identify director candidates and to approve such firm's fees and other retention terms. The Committee shall receive appropriate funding, as determined by the Committee, from the Corporation for payment of (i) compensation to any advisor employed by the Committee; and (ii) ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

VII. Subcommittees

The Committee may form and delegate authority to one or more subcommittees (including a subcommittee consisting of one member), as it deems appropriate from time to time under the circumstances.
