



Veris Residential

2023 WELL Summary Report

Celebrating your
health leadership and
impact through WELL





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WELL worldwide

Grow with us

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WELL strategies by percent locations achieved

About this report

Data included in this report is based on the results of your organization's last full review cycle (completed second round of review) as of December 31, 2023. The data reflects all locations subscribed by your organization to WELL at scale. Achievements reflect historical totals, which may include expired milestones.

Benchmarking data for people impacted, portfolio size and concept averages is based on all WELL at scale participants, while benchmarking for the WELL Score, if applicable, is based on all participants with a WELL Score. WELL concept averages are based on the mean number of points achieved within each WELL concept at all locations subscribed by WELL at scale participants. The maximum number of points that can be achieved at a location within each concept is 12.

For more information about WELL, including the 10 WELL concepts and associated feature points, see the [WELL Building Standard](#) (WELL Standard).



Section 1

Lead with WELL

Moving the market, leading the way

This last year continued to reinforce the importance of human health and the power of resilience and connection. IWBI's [2023 State of Workforce Well-Being Poll](#), conducted by the Harris Poll, found that **96% of employees agree that a healthy work environment is necessary for employee productivity.**

Healthy buildings have become a strategic imperative for organizations worldwide, not only helping support and sustain employee health and well-being, but also driving improved economic performance. According to the research, by helping boost productivity and reduce symptoms associated with sickness, these strategies have the potential to yield massive, economy-wide financial gains. High-performing organizations are finding that investing in the health and well-being of their people - through interventions focused on the physical environment, corporate policy, inclusive design or operations - helps drive economic returns.

Organizations like yours are using WELL as a roadmap to rise to the occasion with strength, optimism and intention.

Veris Residential's commitment to health and well-being is reflective of your dedication to helping people thrive. We've seen a great deal of new research highlighting the many benefits of [investing in the health of your people](#). Thank you for your leadership and trusting IWBI as your partner in putting people first. This report offers a moment to reflect on all you accomplished with WELL in 2023.



Celebrate your success by sharing this report and accomplishments with stakeholders:

- ✓ Send to organizational leadership
- ✓ Highlight in company newsletters
- ✓ Share on social
- ✓ Include in ESG and CSR reporting



Communicating about your WELL engagement:

Look for this icon to indicate where we've made it easy for you to translate reporting language into your communications.

“

We applaud Veris Residential’s commitment to the health and well-being of their people and are proud that they’ve chosen WELL as a pathway for realizing their goals. We are grateful to Veris Residential for their leadership, knowing it will spur others to take up our shared work for people-first places.



Rachel Hodgdon

President and CEO, IWBI

Goals and commitment

Veris Residential recognizes that prioritizing the health of your greatest asset - people - has never been more critical to reducing risk, demonstrating leadership and generating confidence for investors. WELL is your evidence-based roadmap for taking action towards your health and well-being priorities, celebrating progress and embedding a culture of health across your organization.

WELL is helping your organization address top-tier goals, including:



ORGANIZATION

Fostering local and global community health impacts

Advancing diversity, equity and inclusion in the workplace

Prioritizing transparency, ethics and sustainability

Demonstrating holistic health and well-being leadership

Enhancing ESG performance by improving social performance metrics

Mitigating risk and preparing for emergencies to ensure business resilience

Streamlining the implementation of health and well-being strategies across your organization



PEOPLE

Delivering on synergistic people and planet strategies

Bringing people back to your offices with confidence

Increasing employee engagement and productivity

Attracting and retaining top-tier talent

Creating opportunities for interdisciplinary stakeholder engagement

Supporting talent development through skills, knowledge and growth opportunities

Providing evidence-based workforce benefits



Highlighted goals indicate top-tier metrics for your organization, as indicated in your goals survey. If no goals are highlighted, **get in touch with your WELL coaching team** to get started.

Goals and commitment

WELL is helping to address top-tier priorities for your organization:



RECOGNITION

Improving and third-party validating performance outcomes

Attaining WELL achievements by earning market-recognized awards by location, including WELL Precertification, WELL Certification and/or a WELL rating

Improving your WELL Score through achievement of WELL strategies across your organization (for enterprise subscribers)

Measuring, benchmarking and improving IEQ building performance

Benchmarking performance across your locations and in comparison to other organizations

Key health and well-being considerations for your organization



Air



Water



Nourishment



Light



Movement



Thermal Comfort



Sound



Materials



Mind



Community



Highlighted goals indicate top-tier metrics for your organization, as indicated in your goals survey. If no goals are highlighted, **get in touch with your WELL coaching team** to get started.

WELL engagement

Veris Residential is demonstrating health leadership through WELL at scale. The program helps leaders prioritize health and well-being across their organization or real estate portfolio. The locations you subscribe have access to all that WELL has to offer, including location-specific achievements like WELL Certification or ratings, one-on-one technical coaching and strategic ESG and marketing support from IWBI to amplify your impact.

Every year, you can revisit your goals and subscription commitment, enabling you to address more locations, expand your reach and continue to raise the bar at your organization over time.

Your current commitment impacts:



27
locations



9,900,920
square feet



1
country



6,798
people impacted*



Communicating about your WELL engagement

Use the following template language in annual reporting and stakeholder communications:

“Veris Residential is subscribed to WELL at scale, the leading global program that places people’s health, well-being and safety at the forefront of business decision-making. We are using WELL to guide our action on top-tier organizational priorities. We are aligning with and undergoing third-party verification of key strategies within the WELL Standard, the world’s most comprehensive set of evidence-based steps to foster health and well-being in buildings, organizations and communities.”

*For locations with an unknown number of occupants, teams may use industry standard or commonly recognized occupancy assumptions, such as those used by LEED, BREEAM or other sources approved by IWBI.



Section 2

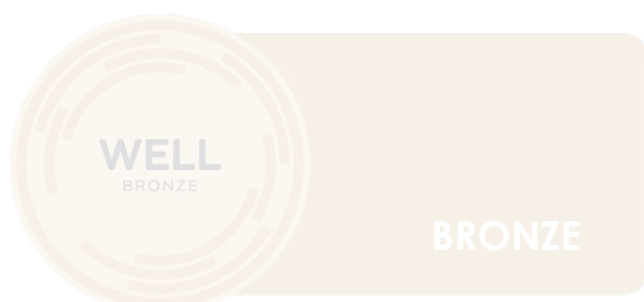
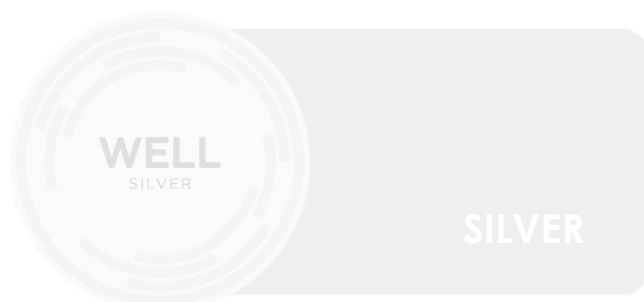
Achieve with WELL

WELL milestones

As a WELL at scale participant, your organization can pursue any of WELL's market-recognized achievements for individual locations, including WELL Certification, Precertification or WELL ratings, including the WELL Health-Safety Rating, the WELL Equity Rating and the WELL Performance Rating. All of these achievements are an application of the [WELL Building Standard](#), which is a library of more than 500 evidence-based strategies that, when implemented, can improve the performance and productivity of your people. These strategies are holistic and backed by [more than 7,000 research studies](#) that validate their impact.

Veris Residential has earned 46 WELL achievements through 2023.

Certification + Precertification



Ratings



Top five locations, by WELL points earned

44 pts
RiverHouse 11 at Port Imperial

42 pts
Haus25

42 pts
Liberty Towers

42 pts
RiverHouse 9 at Port Imperial

42 pts
Signature Place

Awards



WELL Concept Leadership Award - Innovation
High achievement in Innovation concept of the WELL Building Standard.



Equity Leadership Award
Achievement of the WELL Equity Rating at 50% or more of subscribed properties within WELL at scale.



Commitment and Engagement Award
Dedication to onboarding internal team members to WELL and/or promotion of WELL work to the public.

Benchmarking

WELL Score

The WELL Score* is a dynamic reflection of an organization's impact on the health and well-being of their people. The WELL Score is a benchmark, making it easier for organizations to compare progress internally and against their peers. Every WELL strategy implemented and approved, spanning policy changes, onsite testing and design modifications, contributes to an organization's WELL Score.

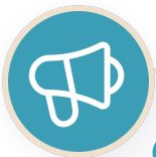


Veris Residential's
WELL Score



50th

percentile
by WELL Score



Communicating about your WELL engagement

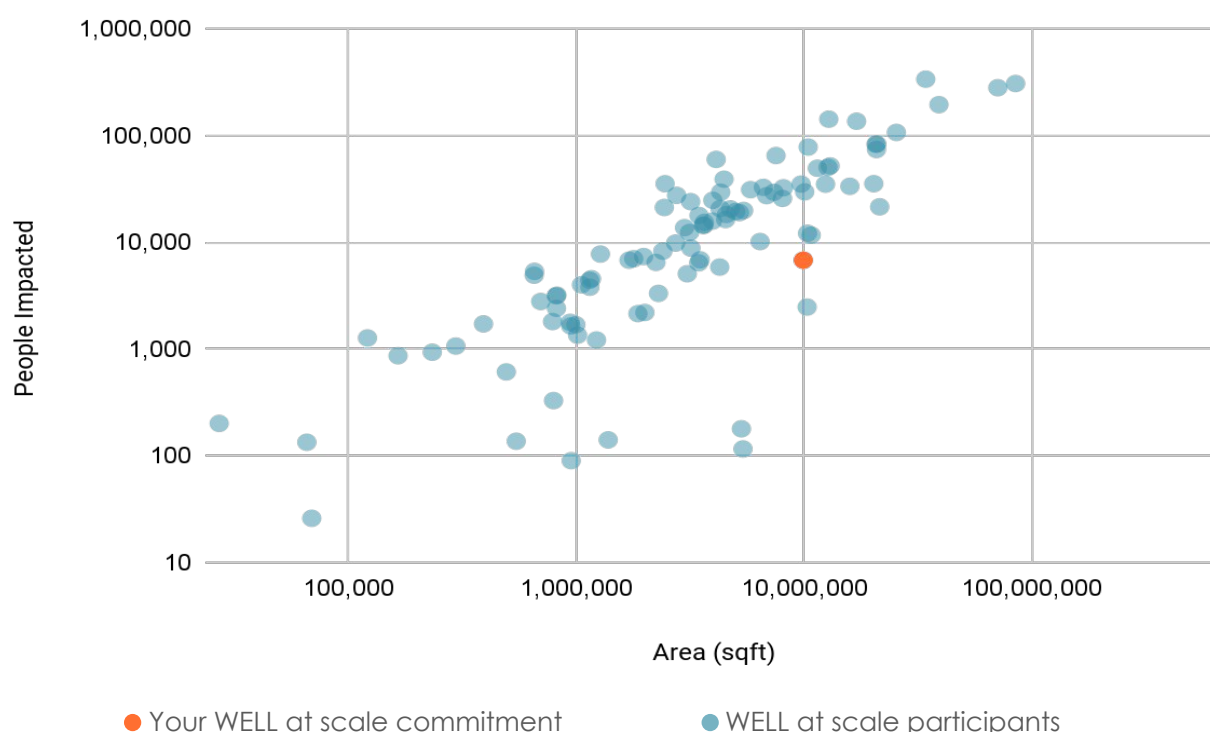
Use the following template language in annual reporting and stakeholder communications:

"Veris Residential is one of the first in the world to receive a WELL Score from the International WELL Building Institute, the world's leading organization focused on deploying people-first places to advance a global culture of health. Our WELL Score of 41 indicates that our organization has implemented and third-party verified evidence-based health and well-being strategies from the WELL Standard, a roadmap for creating spaces that advance human health and well-being around the world."

Size and people impacted

All WELL at scale participants are benchmarked based on organizational size and the number of people impacted. WELL Score benchmarking is based on all participants with a WELL Score.

Your WELL at scale commitment compared to other WELL at scale participants



79th

percentile
by size
(square feet)



44th

percentile
by people

*The WELL Score is the average of the optimization points achieved across all subscribed locations, weighted by the number of people at each location. Locations that have not met all preconditions, or fundamental WELL strategies for health and well-being, are capped at a maximum of 49 effective points for contribution to the WELL Score.

Moving the needle

WELL can help you advance your goals in key focus areas tied to organizational progress and performance. WELL draws on an interdisciplinary and holistic approach to make sure you have the most exhaustive set of strategies available to you.

If fostering employee engagement is your goal – WELL doesn't just outline best-in-class workplace policies, it draws upon evidence to show you how prioritizing inclusive hiring practices or implementing lighting that helps regulate circadian rhythm or incorporating movement and fitness opportunities into your company culture can help your employees feel cared for, boosting engagement and retention over time.

When you implement these strategies at scale, you can see a direct impact on the issues that matter most to your organization, like productivity, burnout, attraction, attrition, engagement and more.

Where you're making progress, based on your WELL achievements at scale*

Diversity, equity and inclusion

Embedding diversity, equity and inclusion best practices into your organization's DNA.

TOP WELL STRATEGIES ACHIEVED AT SCALE

- Develop Stress Management Plan
- Ensure Local Food Access
- Facilitate Stakeholder Charrette
- Offer On-Demand Health Services
- Offer Sick Leave
- Offer Workplace Breastfeeding Support
- Promote Community Engagement

Mental health and well-being

Mitigating stress and burnout.

TOP WELL STRATEGIES ACHIEVED AT SCALE

- Develop Stress Management Plan
- Offer On-Demand Health Services
- Offer Sick Leave
- Offer Workplace Breastfeeding Support
- Promote Community Engagement
- Promote Diversity and Inclusion
- Promote Health Benefits
-

Emergency preparedness

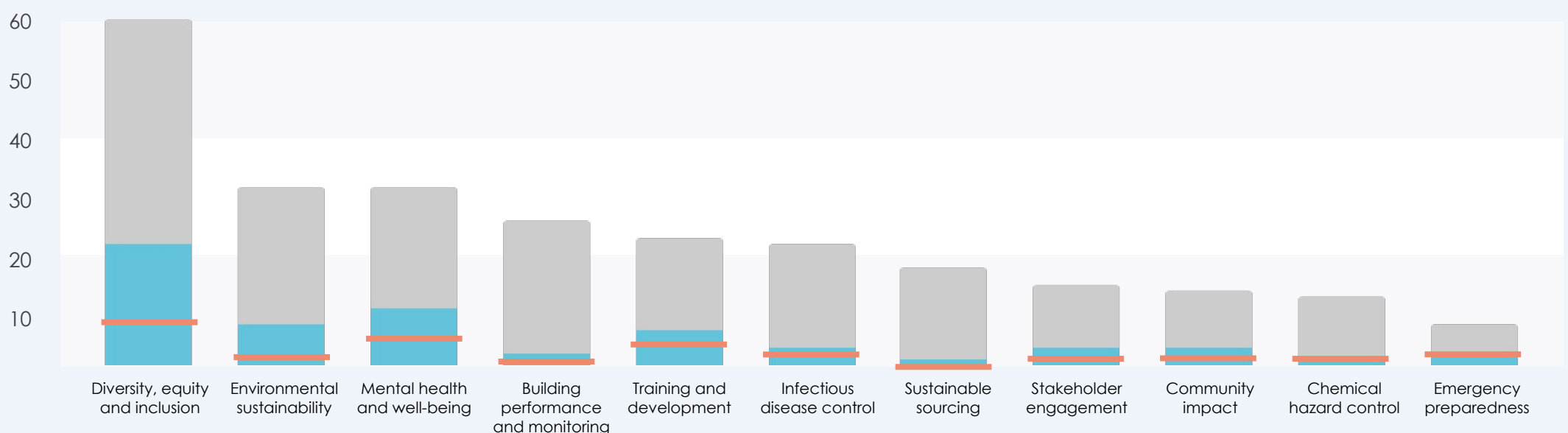
Mitigating and preparing for emergency risks and ensuring business resilience..

TOP WELL STRATEGIES ACHIEVED AT SCALE

- Facilitate Healthy Re-entry
- Support Emergency Resilience

Progress by impact area, based on strategies achieved at scale

— Benchmark: Mean achievement per impact area of all WELL at scale participant organizations (using WELL v2) with at least one completed review



*Top three impact areas calculated from the percentage of aligned strategies achieved for at least 75% of locations in the WELL subscription. List of features under each impact area may not be exhaustive.

WELL concept progress

The [WELL Standard](#) is composed of evidence-based strategies across 10 concepts - Mind, Community, Movement, Water, Air, Light, Thermal Comfort, Nourishment, Sound and Materials - that enable your organization to address the many ways physical and social environments can shape health outcomes. By implementing strategies from a WELL concept that is important to your organization, you can demonstrate progress in a focus area and be recognized for concept achievements.

Veris Residential ranked among global performers in the following areas within the WELL Standard:



95th percentile
by Innovation
concept points



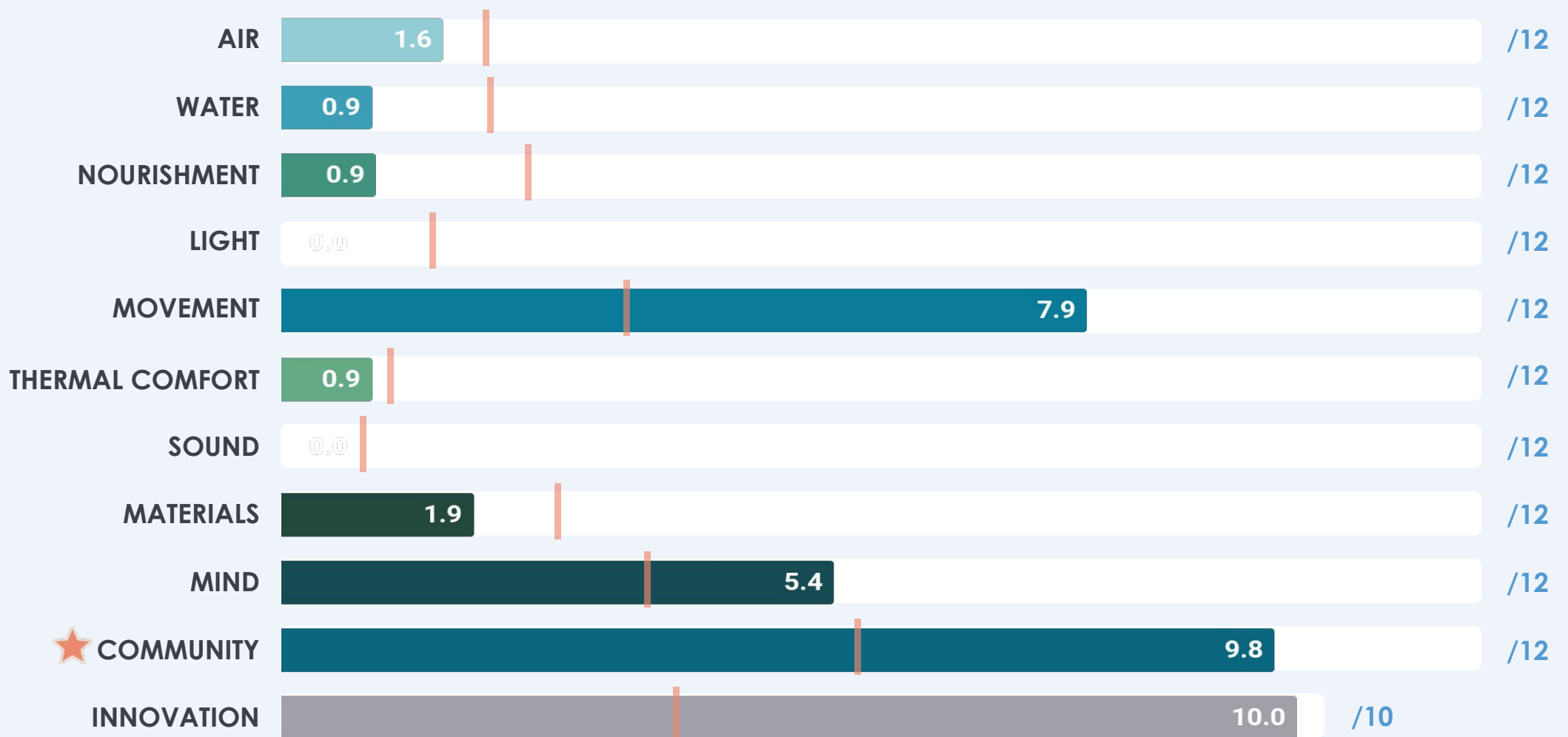
86th percentile
by Movement
concept points



85th percentile
by Community
concept points

Veris Residential's WELL Concept achievements, by average points

Benchmark: Mean concept points of all subscribed organizations with at least one completed review ★ Priority concept, as selected in the goals survey



Top WELL Concepts, by % concept points achieved

10.0 pts		<p>INNOVATION Elevating health and well-being by implementing innovative design, policy and/or operational strategies.</p>
9.8 pts		<p>COMMUNITY Building equitable, people-first places, that foster a culture of health and encourage community engagement by addressing diversity, equity and inclusion, as well as support accessibility through design and a variety of health and well-being programs.</p>
7.9 pts		<p>MOVEMENT Promoting movement throughout the day and limiting opportunities for sedentary behavior by implementing active design strategies and supporting physical activity through robust policies and programs.</p>

Areas where you excel

	<p>Innovation Champion 100% of Concept points achieved across all locations</p>
	<p>Community Leader Over 80% of Concept points achieved across all locations</p>
	<p>Movement Advancer Over 50% of Concept points achieved across all locations</p>

WELL strategy progress

The [WELL Standard](#) is a library of more than 500 evidence-based strategies that, when implemented, can improve the performance and productivity of your people. Your WELL at scale subscription includes up to two review cycles per year to verify your compliance with any WELL strategies through a comprehensive third-party review process.

Top 10 WELL strategies, by % locations achieved






Veris Residential has achieved 20 additional strategies at 100% of locations. Please see the Appendix of this report for the full list of top achieved strategies. Analysis for WELL v2 locations only.

WELL strategies at scale

By implementing features that best align with your health goals, WELL helps you to create places where your people can be their best selves. With WELL at scale, you show progress with each strategy implemented.



Top WELL v2 strategies achieved across all WELL at scale participants

	CONCEPT	FEATURE PART
1	 INNOVATION	I02.1 Achieve WELL AP
2	 COMMUNITY	C03.1 Develop Emergency Preparedness Plan
3	 MIND	M03.4 β Support Mental Health Recovery
4	 COMMUNITY	C14.1 Promote Emergency Resources
5	 COMMUNITY	C15.3 Facilitate Healthy Re-entry
6	 MATERIALS	X11.1 Improve Cleaning Practices
7	 MATERIALS	X11.2 Select Preferred Cleaning Products
8	 AIR	A02.1 Prohibit Indoor Smoking
9	 COMMUNITY	C06.4 Support Community Immunity
10	 AIR	A02.2 Prohibit Outdoor Smoking





Section 3

Report with WELL

This summary report is intended to support your organization's ESG, corporate responsibility and sustainability goals for informational purposes only. By providing the information in this summary, IWBI is not providing investment, legal or other professional advice or services. These materials are not a substitute for any such services; IWBI is not responsible for any decisions made based on these materials.

Accelerate your ESG strategy

Increasingly, investors, regulators and organizations are weighing non-financial performance indicators as they look to better understand risk and uncover growth opportunities. There are risks and opportunities associated with systemic issues such as climate change, shifting consumer preferences, workforce shortages, evolving societal expectations and regulations. As companies and their investors are increasingly impacted by these issues, they are also increasingly motivated to address them.

In recent years, there has been increased focus on the social pillar of ESG, and on social sustainability as a standalone focus. WELL provides a roadmap for your organization to put your people at the center of your ESG strategy and can be used as a tool to enhance ESG reporting. WELL can both guide action and help your organization demonstrate its impact on the physical, mental and social well-being of employees and other stakeholders. As health continues to take center stage, celebrate your WELL achievements and the incredible strides you've made towards the health of both your people and your organization.



IWBI has completed internal reviews of the following frameworks, finding alignment as illustrated below.

GRESB

Features in WELL align with over 38% of indicators within the 2023 GRESB Real Estate Assessment. WELL Certification and ratings are aligned with the GRESB Assessment such that WELL Certification contributes 1 full point to GRESB and the WELL Health-Safety Rating and the WELL Equity Rating each contribute 0.6 points.

SDGs

80% of features in WELL are aligned with at least one of the UN Sustainable Development Goals (SDGs), with a particular emphasis on supporting Goals 3, 5, 10, 11 and 12.

IRIS+

Features in WELL can impact the results of approximately one-sixth of the metrics in the IRIS+ 5.1 Catalog, including almost half of the metrics in the Operational Impact category (OI-series).

GRI

Features in WELL can impact the results of approximately one-fifth of the disclosures in the GRI Sustainability Reporting Standards, including approximately half of the topic-specific standards in the social category (400-series).

S&P CSA

Features in WELL can impact the results of approximately a quarter of the S&P CSA banking sector questions, including approximately half in the Social Dimension.

SDG alignments

Human health is inextricably linked to both the health of our planet and the inclusiveness of socioeconomic institutions that support everyday life. WELL recognizes these connections by offering an integrated framework of strategies that support the health of individuals and enable the wider community and surrounding environment to thrive.

IWBI and our WELL concept advisors closely reviewed the WELL Standard and the SDGs, concluding that WELL features may support 16 out of the 17 SDGs, and 29% (49) of the 169 SDG targets can be supported by WELL.

The [alignment](#) between WELL and the SDGs reinforces the powerful opportunity we have to create a more resilient, equitable and healthier future. WELL can be leveraged to help organizations take action on specific SDGs and track progress over time.

Veris Residential's top three SDGs, by % aligned WELL strategies achieved at scale*



GOAL 13 CLIMATE ACTION

Take urgent action to combat climate change and its impacts.

42%

aligned WELL strategies achieved at scale



GOAL 5 GENDER EQUALITY

Achieve gender equality and empower all women and girls.

33%

aligned WELL strategies achieved at scale



GOAL 11 SUSTAINABLE CITIES AND COMMUNITIES

Make cities and human settlements inclusive, safe, resilient and sustainable.

30%

aligned WELL strategies achieved at scale

WELL has the strongest level of alignment with the following SDGs:



GOAL 3

GOOD HEALTH AND WELL-BEING



GOAL 11

SUSTAINABLE CITIES AND COMMUNITIES



GOAL 10

REDUCED INEQUALITIES



GOAL 12

RESPONSIBLE CONSUMPTION AND PRODUCTION



GOAL 5

GENDER EQUALITY

*Analysis based on the WELL-SDGs alignment tool and the feature parts that have been achieved for at least 75% of locations in this WELL subscription. Analysis for WELL v2 locations only.

SDG alignments

Achieved alignments, by SDG

Veris Residential's WELL achievements at scale are aligned with 12 of the 17 SDGs.

- 
1 NO POVERTY
 2/8 SDG-aligned strategies achieved
- 
2 ZERO HUNGER
 0/1 SDG-aligned strategies achieved
- 
3 GOOD HEALTH AND WELL-BEING
 29/143 SDG-aligned strategies achieved
- 
4 QUALITY EDUCATION
 0/8 SDG-aligned strategies achieved
- 
5 GENDER EQUALITY
 7/21 SDG-aligned strategies achieved
- 
6 CLEAN WATER AND SANITATION
 1/16 SDG-aligned strategies achieved
- 
7 AFFORDABLE AND CLEAN ENERGY
 3/11 SDG-aligned strategies achieved
- 
8 DECENT WORK AND ECONOMIC GROWTH
 1/7 SDG-aligned strategies achieved
- 
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
 1/24 SDG-aligned strategies achieved
- 
10 REDUCED INEQUALITIES
 6/27 SDG-aligned strategies achieved
- 
11 SUSTAINABLE CITIES AND COMMUNITIES
 9/30 SDG-aligned strategies achieved
- 
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
 3/24 SDG-aligned strategies achieved
- 
13 CLIMATE ACTION
 5/12 SDG-aligned strategies achieved
- 
14 LIFE BELOW WATER
 Not applicable
- 
15 LIFE ON LAND
 0/1 SDG-aligned strategies achieved
- 
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
 3/13 SDG-aligned strategies achieved
- 
17 PARTNERSHIPS FOR THE GOALS
 0/2 SDG-aligned strategies achieved

*Analysis based on the WELL-SDGs alignment tool and the feature parts that have been achieved for at least 75% of locations in this WELL subscription. Analysis for WELL v2 locations only.

ACHIEVED ALIGNMENTS, BY WELL CONCEPT

Veris Residential has achieved 35 of the 175 (20%) SDG-aligned strategies in WELL.



AIR
3 of 23



WATER
1 of 17



NOURISHMENT
3 of 10



LIGHT
0 of 10



MOVEMENT
6 of 14



THERMAL COMFORT
0 of 4



SOUND
0 of 9



MATERIALS
2 of 24



MIND
5 of 20



COMMUNITY
12 of 39



INNOVATION
3 of 5

GRESB alignments

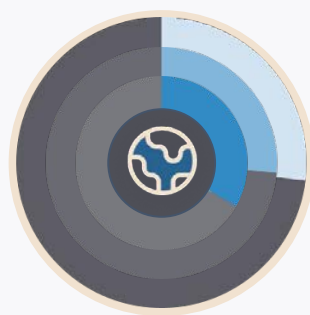
IWBI closely reviewed the WELL Standard and the GRESB 2023 Real Estate Assessment, concluding that [features in WELL align](#) with over 38% of indicators within the 2023 GRESB Real Estate Assessment. This section provides an overview of your GRESB alignment based on the WELL features achieved by your subscribed locations.*

Additionally, achieving WELL Certification will earn your organization a full point, and the WELL Health-Safety Rating and WELL Equity Rating will earn you 0.6 points for GRESB in the certification category.

Veris Residential's GRESB alignment by WELL strategies achieved

MANAGEMENT COMPONENT

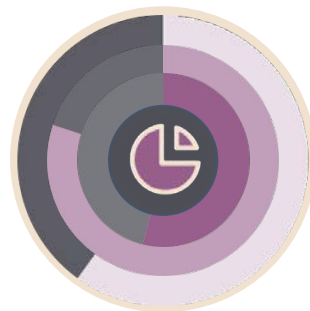
Measures the entity's strategy and leadership management, policies and processes, risk management and stakeholder engagement approach, comprising of information collected at the organization level.



- 33% (4/12) fully aligned strategies
- 26% (15/56) partially aligned strategies
- 27% (7/26) slightly aligned strategies

PERFORMANCE COMPONENT

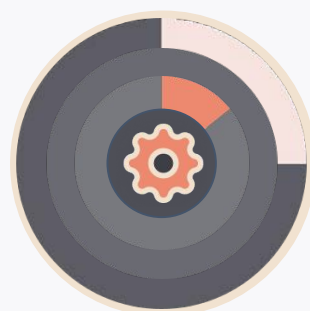
Measures the entity's asset portfolio performance, comprising of information collected at the asset and at the portfolio level. It is suitable for any real estate company or fund with operational assets.



- 54% (7/13) fully aligned strategies
- 80% (8/10) partially aligned strategies
- 60% (3/5) slightly aligned strategies

DEVELOPMENT COMPONENT

Measures the entity's efforts to address ESG issues during the design, construction and renovation of buildings.



- 14% (5/35) fully aligned strategies
- 0% (0/6) partially aligned strategies
- 25% (2/8) slightly aligned strategies

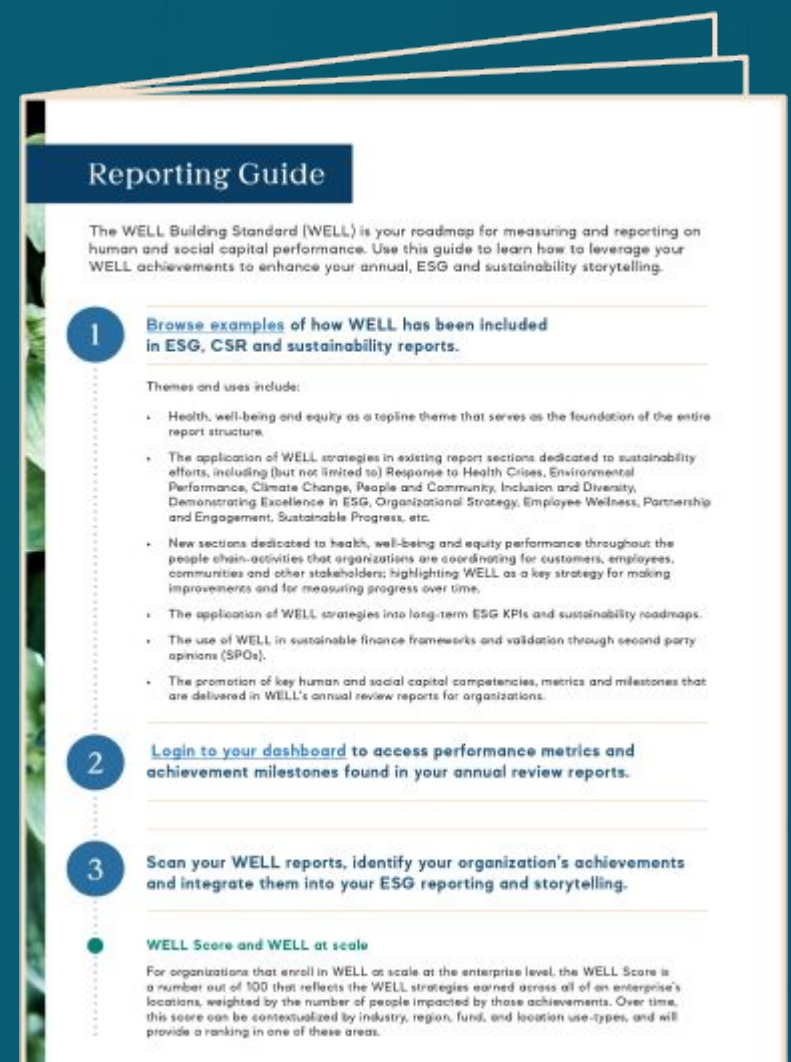
*Analysis based on WELL-GRESB alignment tool and the feature parts that have been achieved for at least 75% of locations in the WELL subscription. Analysis for WELL v2 locations only.

Use WELL for reporting

Veris Residential's WELL achievements can enhance annual reporting around sustainability, corporate responsibility and ESG impacts. An organization's commitment to health is increasingly viewed as a vital factor that must be measured, managed, reported and valued. WELL supports transparent and standardized disclosure about health and well-being initiatives with measurable and verifiable achievements. Organizations enrolled in WELL at scale have access to model language for disclosing WELL achievements as well as alignments with leading ESG and sustainability frameworks like GRESB and the SDGs.

Tips for incorporating WELL

- ✓ **Browse examples** of how other organizations have highlighted WELL in their annual reporting.
- ✓ **Use this annual WELL at scale report** to compile highlights of your organization's WELL achievements that can be incorporated into your ESG, corporate responsibility and other reporting.
- ✓ **Browse alignment guidance** with other leading ESG and sustainability frameworks like GRESB and the SDGs to learn how WELL achievements can contribute to broader market leadership.
- ✓ **Reach out to your WELL coaching team** for additional guidance and graphic support that can further enhance your ESG narrative. We're here to help.



[DOWNLOAD OUR ESG REPORTING GUIDE](#)

Report this year and plan for next.

Consider incorporating 2023 outcomes into your 2024 strategies.

Communicate WELL to stakeholders

Beyond ESG reporting, Veris Residential's WELL engagement and achievements can be shared broadly with key internal and external stakeholders, helping you demonstrate health leadership and your commitment to your people. Leverage IWBI resources and templates from this report, as well as PR guidelines and the Welcome to WELL toolkit, all available in your WELL account under the Resources tab:

- ✔ **Engage your PR and communications team** to help share your WELL journey and achievements.
- ✔ **Partner with Human Resources** to integrate your WELL engagement into recruitment and onboarding materials, bolstering your talent attraction and retention strategy.
- ✔ **If you are a real estate developer, work with your leasing team** to highlight your WELL achievements to current and potential tenants.
- ✔ Consider ways to educate your employees about your WELL engagement, strategies implemented and achievements earned through **town halls or all-staff meetings, newsletters and/or on-site signage.**
- ✔ Elevate your WELL achievements in **applications for leading industry awards.**
- ✔ **Work with IWBI on a project profile** about your organization's achievements.



WELL worldwide

Our network is global, dynamic and powerful. To support your goals and work, your organization can leverage our growing global network:

4.96 billion

square feet of WELL projects

43,848

assets certified, rated and enrolled

128

countries



25,422

credentialed and registered WELL APs



271

products in the Works with WELL directory



514

WELL Faculty



64

Performance Testing Organizations



500

Advisors



31

WELL Enterprise Providers

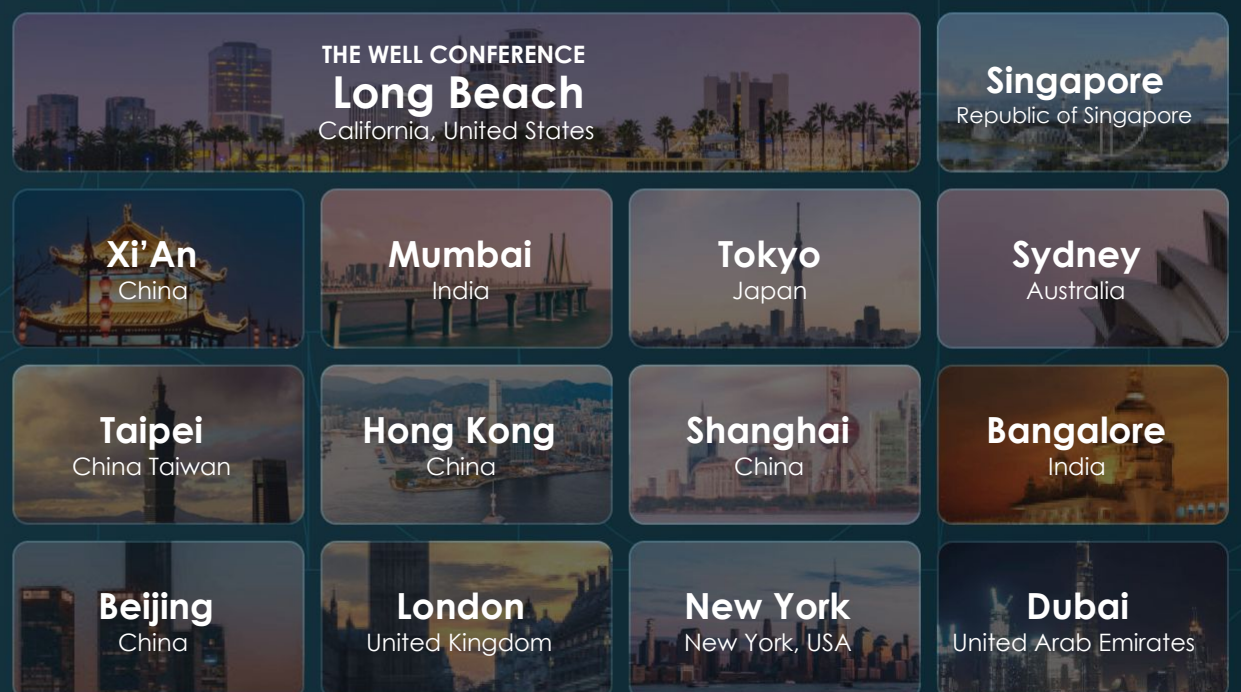
Data as of December 31, 2023

The WELL Conference and global event series

In 2024, we are generating new energy, growing together and acting with impetus to invigorate the healthy building movement. We are reigniting our commitment to communities and continuing our work to help leading organizations create buildings and businesses where everyone can thrive. The WELL 2024 global event series is an opportunity for our ever-expanding WELL community to come together, expand perspectives and strengthen their knowledge of people-first places.

WELL 2024 **RECHARGE** GLOBAL EVENT SERIES

[EXPLORE WELL 2024 EVENTS](#)





Grow with us

This past year has given us all a sense of gratitude for how far we've come and an excitement for what's ahead. Our [2023 WELL Summit](#) in Washington, D.C., saw the largest convening of our WELL community to date. The event included unique networking and technical education opportunities and showcased the latest in products and services supporting the healthy building industry, while prioritizing attendee health with curated wellness activities and outdoor programming. We've seen monumental growth – nearly five billion square feet of space are enrolled, rated or certified with WELL offerings, and we see this upward trend continuing in 2024.

We launched [Works with WELL](#), creating a pathway that connects health-focused solutions to the WELL Standard. The Works with WELL licensing program is an opportunity for manufacturers to capitalize on the growing demand for health by demonstrating how their products align with WELL.

With our Investing in Health Pays Back campaign, we showcased the business case for healthy buildings around the world. IWBI's [Research Review](#) summarized the major findings from nearly 60 independent studies, including research led by Massachusetts Institute of Technology (MIT), Harvard's T.H. Chan School of Public Health, and many more. Highlights from the report include:

- Research that tied [higher ventilation rates to an 8% uptick in employee performance](#).
- A new peer-reviewed study that connected [WELL Certification to a 28% improvement in overall satisfaction with the workplace](#).
- Numerous case studies, including one that demonstrated a [300% return on investment for workplace wellness programs](#).

Now is the time to renew and recharge our commitment to growth and improvement. We encourage you to use what you've accomplished so far to fuel your endeavors for creating a healthier, more sustainable future. We look forward to connecting online in the [WELL Forum](#), or at an [event](#) in a city near you. Let's continue this journey together.



The International WELL Building Institute (IWBI) is the global authority for transforming health and well-being in buildings, organizations and communities around the world.

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Appendix

Top WELL strategies, by percent locations achieved

This appendix details the top WELL strategies achieved, by percent of locations achieving each strategy.

Veris Residential has achieved the following strategies:

Strategy:	Percent of locations achieving strategy:
A02.1 Prohibit Indoor Smoking	100%
N01.2 Promote Fruit and Vegetable Visibility	100%
N02.1 Provide Nutritional Information	100%
V01.1 Design Active Buildings and Communities	100%
V02.1 Support Visual Ergonomics	100%
V02.3 Provide Chair Adjustability	100%
V02.4 Provide Support at Standing Workstations	100%
V02.5 Provide Workstation Orientation	100%
V05.2 Select Sites with Access to Mass Transit	100%
V06.1 Offer Physical Activity Opportunities	100%
V08.1 Provide Indoor Activity Spaces	100%
X11.2 Select Preferred Cleaning Products	100%
M01.1 Promote Mental Health and Well-being	100%
M03.3 Offer Workplace Support	100%
M05.1 Develop Stress Management Plan	100%
M06.1 Support Healthy Working Hours	100%
C01.1 Provide WELL Feature Guide	100%
C06.1 Promote Health Benefits	100%
C06.2 Offer On-Demand Health Services	100%
C06.3 Offer Sick Leave	100%
C06.5 β Provide Enhanced Health Benefits	100%
C09.1 Offer Workplace Breastfeeding Support	100%
C11.1 Promote Community Engagement	100%
C12.1 Promote Diversity and Inclusion	100%
C19.1 Establish Education and Support	100%

Appendix

Strategy:

Percent of locations achieving strategy:

I01.1 Propose Innovation	100%
I02.1 Achieve WELL AP	100%
I06.1 Carbon Inventory	100%
I06.2 Carbon Reduction Goal	100%
I06.3 Carbon Reduction	100%