

Veris Residential

# 2024 WELL Annual Report

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Celebrating your  
health leadership and  
impact through WELL

WELLP05334







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### WELL worldwide

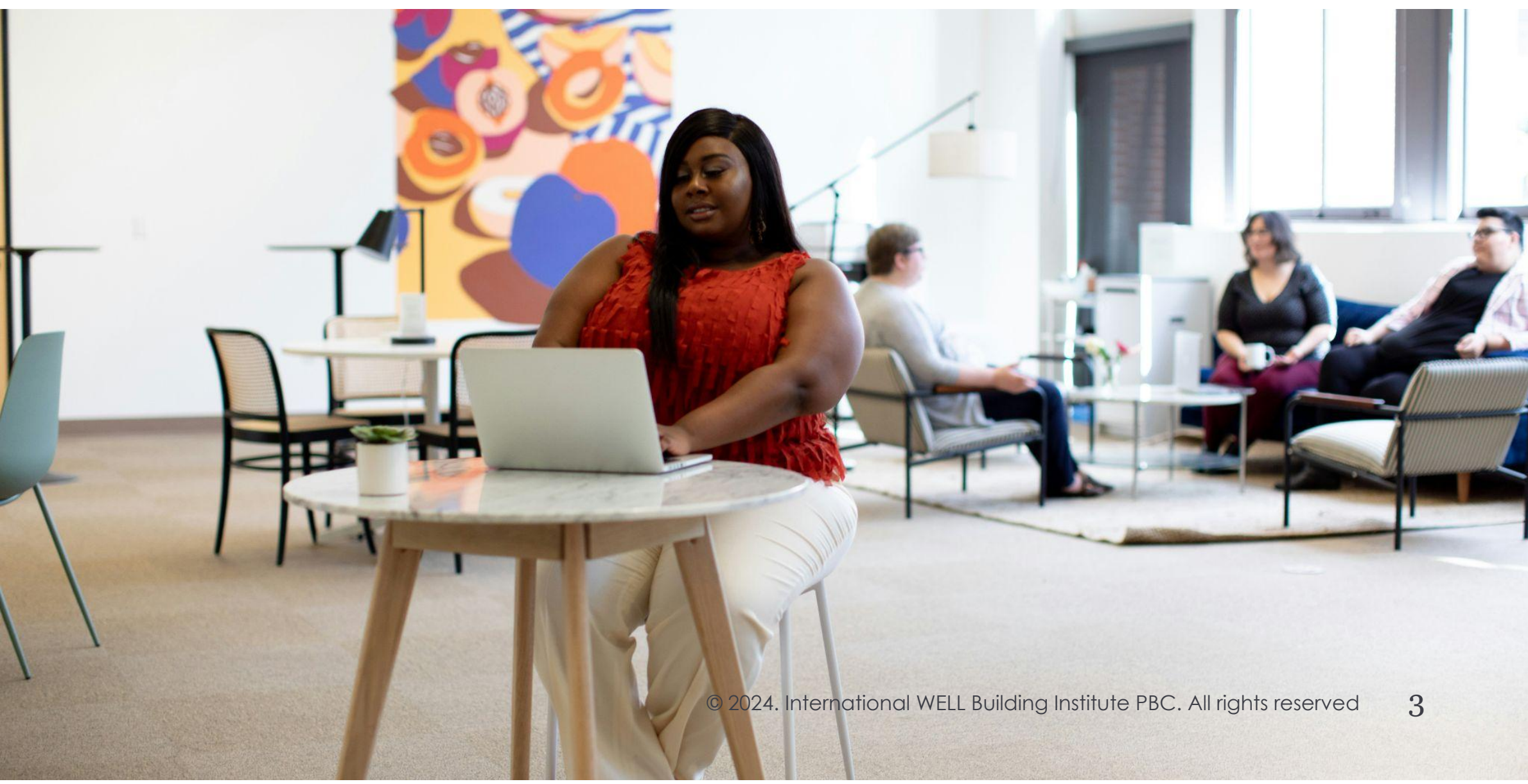


# About this report

Data included in this report is based on the results of your organisation's last full review cycle (completed second round of review) as of 31 December 2024. The data reflects all of the locations that your organisation has subscribed to WELL at scale.

Benchmarking data for WELL concept averages is based on all WELL at scale participants, while benchmarking for the WELL Score is based on all entities with a WELL Score. WELL concept averages are based on the mean number of points achieved within each WELL concept at all subscribed locations, excluding under construction and remote locations. The maximum number of points that can be achieved at a location within each concept is 12.

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





Section 1

# Lead with WELL



# Moving the market, leading the way

In 2024, as the WELL Standard celebrated a decade of impact, we also surpassed five billion-square-feet of WELL enrollments, underscoring how this robust framework is helping organisations across the globe improve employee health and well-being, enhance recruitment and retention, minimise risk and strengthen organisational resilience.

WELL's holistic, evidence-based approach also provides a clear roadmap for advancing social sustainability and strengthening ESG strategies. As a result, forward-thinking companies like yours are leveraging WELL at scale, extending the many benefits of WELL across organisations and real estate portfolios.

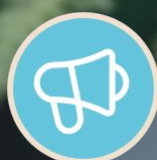
In more than 20 cities across the globe, our WELL 2024 Global Event Series showcased the many accomplishments and achievements of our customers across every sector. As enthusiasm for enhancing places and spaces for health and well-being grows, the reach of our movement is resonating in boardrooms and classrooms, in retail aisles and on plant floors, in showrooms and studios everywhere.

Thanks to organisations like Veris Residential, health-focused strategies that were once considered optional amenities are now being adopted as fundamental best practices, and your commitment to implementing these strategies at scale is something we celebrate. We look forward to continuing to support your WELL journey and to championing your success.



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

- ✓ Send to organisational 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.

“

Congratulations to Veris Residential, a leader among leaders in advancing healthier people, better buildings and stronger organisations. Through their participation in WELL at scale, Veris Residential demonstrates that they put their people first.



**Rachel Hodgdon**

President and CEO, IWBI

# Goals and commitment

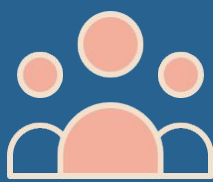
Veris Residential recognises that prioritising the health of your greatest asset - your people - has never been more critical to reducing risk, demonstrating leadership and generating confidence for investors. WELL is your evidence-based roadmap for taking action towards your health and well-being priorities,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

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



## ORGANISATION

- Fostering local and global community health impacts
- Prioritising ethics and sustainability in the supply chain
- Enhancing ESG performance by improving social performance metrics
- Measuring, benchmarking and improving building performance for key IEQ metrics
- Showcasing leadership by aligning with a global standard for health and well-being
- Delivering on synergistic people and planet strategies
- Mitigating risk and preparing for emergencies to ensure business resilience
- Streamlining the implementation of health and well-being strategies



## PEOPLE

- Increasing employee engagement and productivity
- Creating opportunities for interdisciplinary stakeholder engagement
- Embedding diversity, equity and inclusion best practices into your organisation
- Encouraging people to work at the office
- Attracting and retaining top-tier talent and/or tenants
- Supporting talent development through skills, knowledge and growth opportunities
- Providing evidence-based workforce benefits



Highlighted goals represent top-tier metrics for your organisation, as indicated in your goals survey. If you have not completed your survey, **get in touch with your WELL coaching team** to get started.

# Goals and commitment

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



## RECOGNITION

Earning external awards or industry accolades

Achieving market-recognised awards by location, including WELL Precertification, WELL Certification and/or a WELL Rating

Improving your WELL Score by pursuing WELL strategies across your organisation

Being recognised for WELL achievement across your organisation, such as in a particular concept or impact area

Comparing performance across your locations and/or benchmarking your organisation to others engaged in WELL

Gaining PR recognition for your WELL engagement and achievements

## Key health and well-being considerations for your organisation



AIR



WATER



NOURISHMENT



LIGHT



MOVEMENT



THERMAL COMFORT



SOUND



MATERIALS



MIND



COMMUNITY



Highlighted goals represent top-tier metrics for your organisation, as indicated in your goals survey. If you have not completed your survey, **get in touch with your WELL coaching team** to get started.

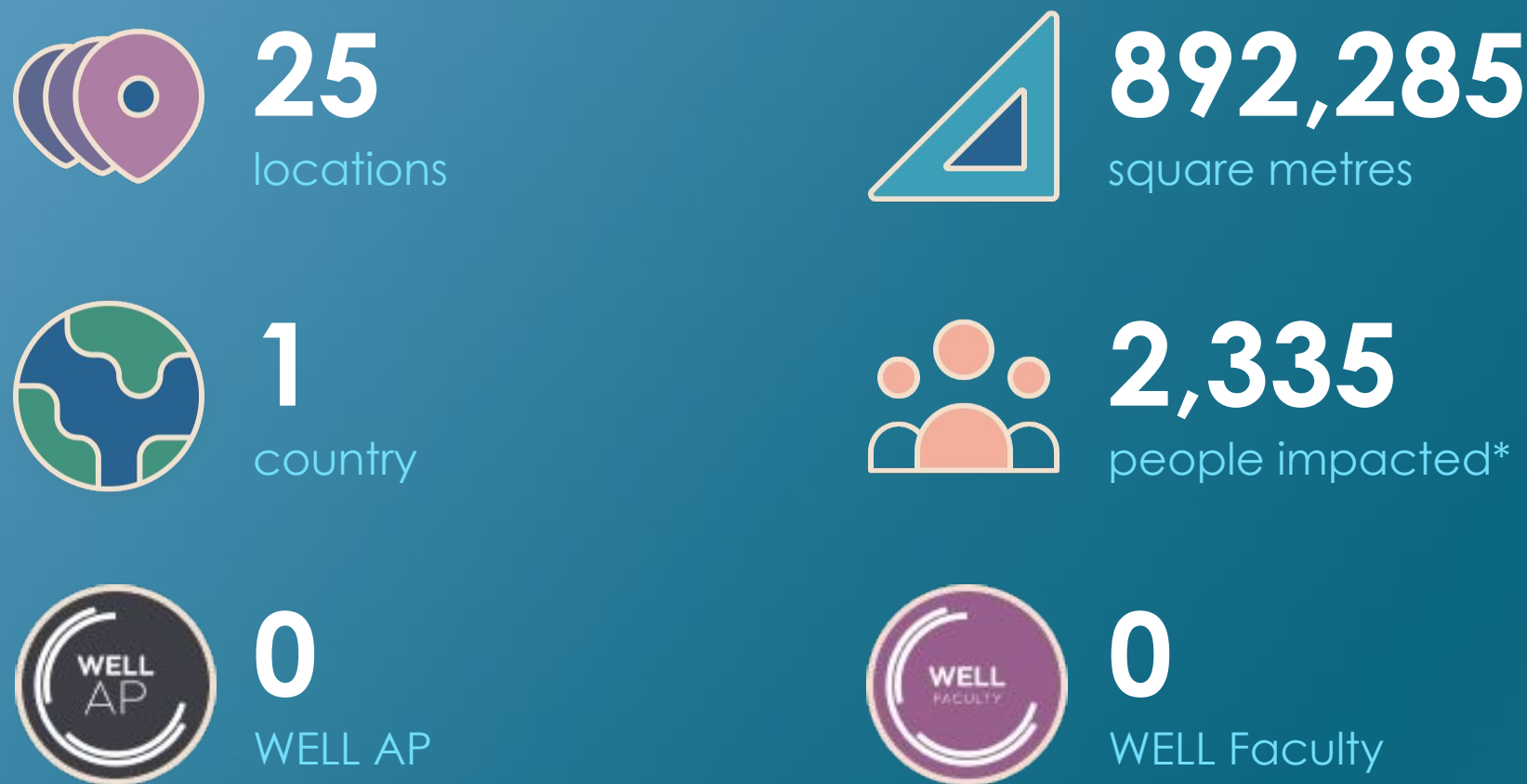


# WELL engagement



Veris Residential is demonstrating health leadership through WELL at scale. The programme helps leaders prioritise health and well-being across their organisation 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 organisation over time. Your current commitment impacts:



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



## Communicating about your WELL engagement

Consider using the following language in annual reporting and stakeholder communications:

“Veris Residential is subscribed to WELL at scale, the leading global programme 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 organisational 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, organisations and communities.”





## Section 2

# Achieve with WELL



# WELL achievements

As a WELL at scale participant, your organisation can pursue any of WELL's market-recognised 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 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 citations](#) that validate their impact.

Veris Residential has earned 47 WELL achievements through 2024.

## Certification + Precertification



## Ratings



## Top locations, by Optimization points

**47 pts**  
RiverHouse 11 at Port Imperial

**45 pts**  
Haus25

**45 pts**  
Liberty Towers

**45 pts**  
RiverHouse 9 at Port Imperial

**45 pts**  
Signature Place

# IWBI awards

Congratulations on being a 2024 IWBI award winner! IWBI awards celebrate the leadership of organisations and individuals who have leveraged WELL to make extraordinary strides in health, well-being and equity.

Your coaching contact will be in touch regarding IWBI's forthcoming formal award announcement. Please refrain from publicly announcing this award until that time. We will share a promotions kit with you shortly, which includes sample social posts and graphics, a template press release and an official certificate that you can feature in your organisation-wide marketing materials.



## WELL Concept Leadership Award - Innovation

For impressive achievements in the Innovation concept of the WELL Building Standard



## Equity Leadership Award

For achieving the WELL Equity Rating at an impressive number of subscribed locations



### Communicating your IWBI award

Consider using the following language in annual reporting and stakeholder communications:

“We are excited to announce our 2024 Awards from the International WELL Building Institute. These awards are a reflection of our organisation’s leadership in creating people-first places through WELL. As an advocate for health and well-being, we take pride in being recognised for our commitment to supporting people across our organisation.”

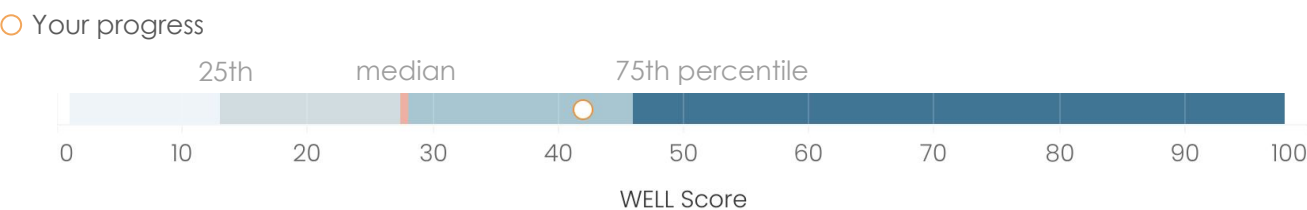


# Benchmarking

## Veris Residential

### WELL Score

The WELL Score\* is a dynamic reflection of an organisation's impact on the health and well-being of their people. The WELL Score is a benchmark, enabling organisations 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 organisation's WELL Score. WELL Score benchmarking is based on all participants with a WELL Score.



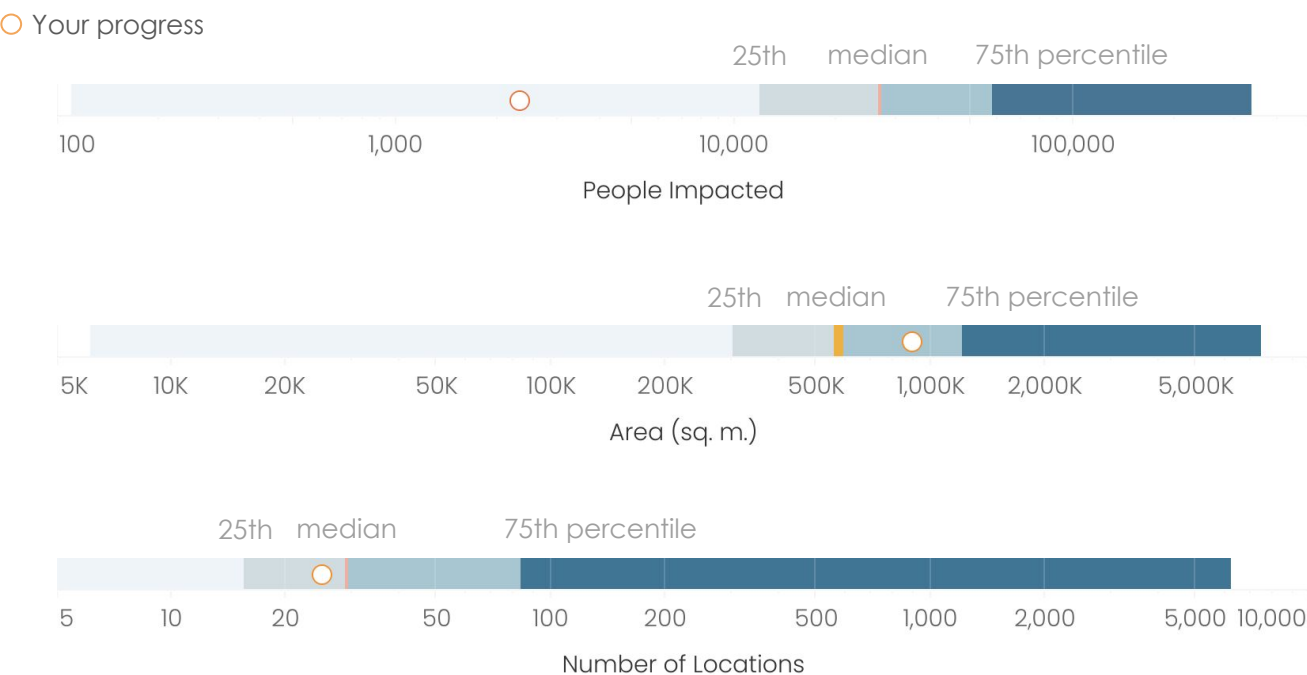
### Communicating about your WELL Score

If your organisation is interested in promoting your WELL Score in annual reporting or other materials, please reach out to your WELL coaching contact for sample language.

\*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.

### Scale and impact

The charts below detail how your entity compares to others engaged in WELL at scale, across people impacted, area and number of locations. Each colour band represents a quartile.



WELL Score

69<sup>th</sup>

percentile  
by WELL Score

11<sup>th</sup>

percentile  
by people

61<sup>st</sup>

percentile  
by area

40<sup>th</sup>

percentile  
by locations

# Moving the needle

WELL can help you advance your goals in key impact areas tied to organisational progress and performance. WELL draws on an interdisciplinary and holistic approach to make sure you have the most comprehensive 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 prioritising 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 organisation, 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 organisation's DNA.

**TOP WELL STRATEGIES ACHIEVED AT SCALE**

- N03.1 Limit Total Sugars
- N03.2 Promote Whole Grains
- V02.1 Support Visual Ergonomics
- V02.3 Provide Chair Adjustability
- V02.4 Provide Support at Standing Workstations

### Mental health and well-being

Mitigating stress and burnout.

**TOP WELL STRATEGIES ACHIEVED AT SCALE**

- M01.1 Promote Mental Health and Well-being
- M05.1 Develop Stress Management Plan
- M06.1 Support Healthy Working Hours
- C06.1 Promote Health Benefits
- C06.2 Offer On-Demand Health Services

### Community health impact

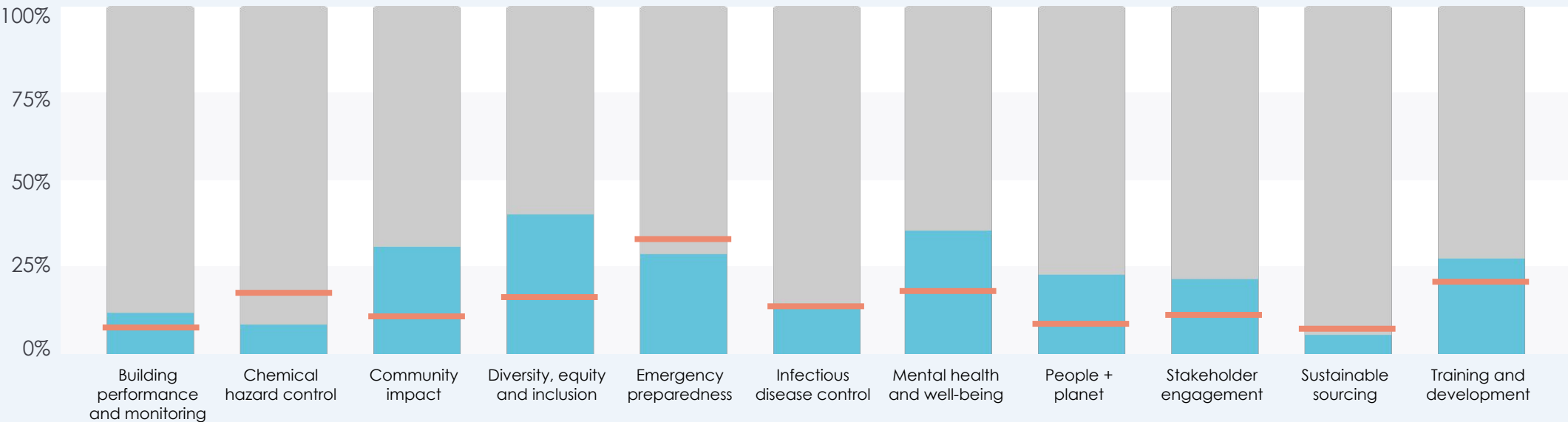
Fostering local and global community health impacts.

**TOP WELL STRATEGIES ACHIEVED AT SCALE**

- C11.1 Promote Community Engagement
- C11.2 Provide Community Space
- V05.1 Select Sites with Pedestrian-friendly Streets
- A02.2 Prohibit Outdoor Smoking

## Progress by impact area, based on percentage of aligned strategies achieved at scale

— Benchmark: Mean achievement per impact area of all WELL at scale participant organisations 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

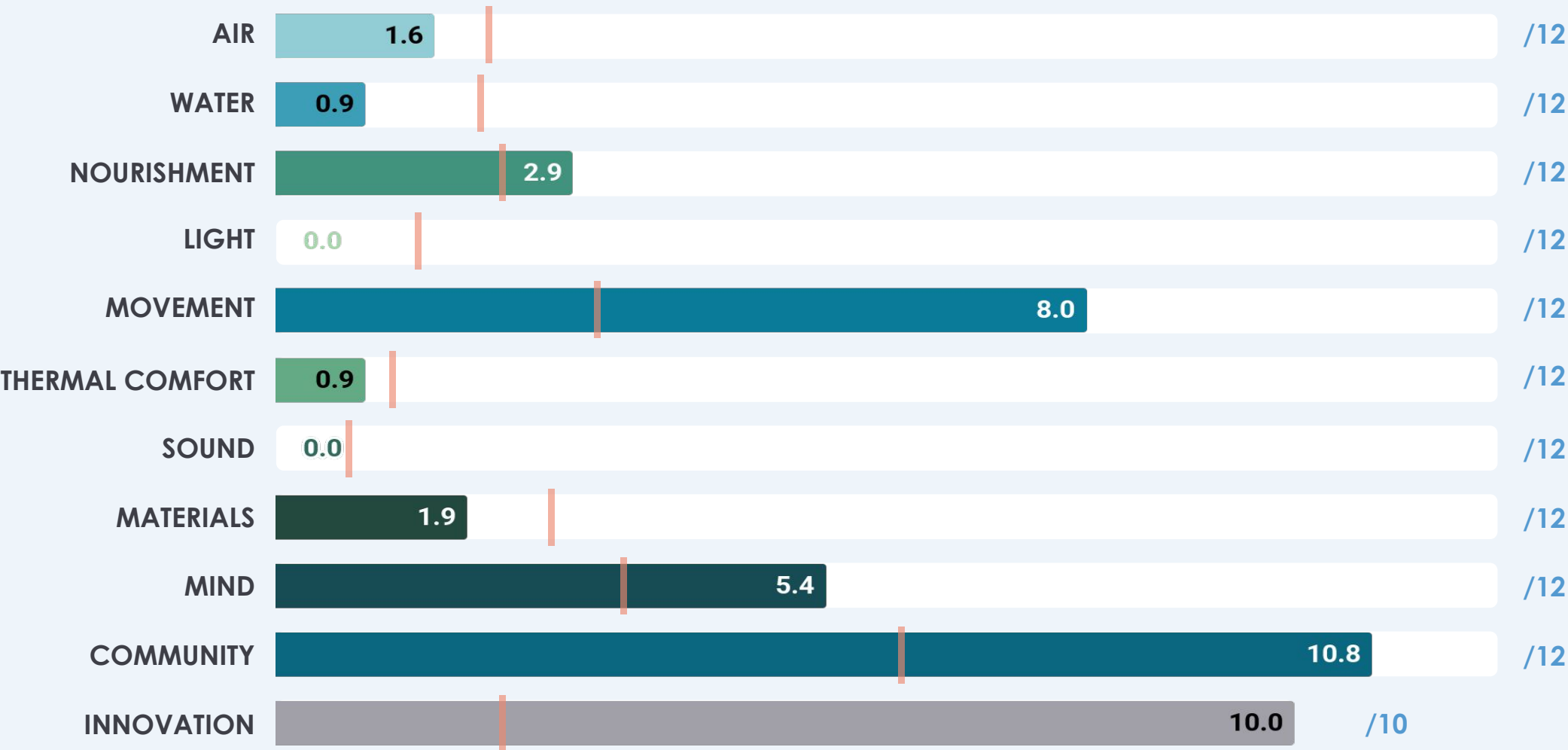
The [WELL Standard](#) is composed of evidence-based strategies across 10 concepts - Air, Water, Nourishment, Light, Movement, Thermal Comfort, Sound, Materials, Mind and Community - that enable your organisation to address the many ways physical and social environments can shape health outcomes. By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

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



## Veris Residential's WELL Concept achievements, by average points

Benchmark: Mean concept points of all subscribed organisations with at least one completed review



## Top WELL Concepts, by percentage of concept points achieved



# 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 percent of locations achieved



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





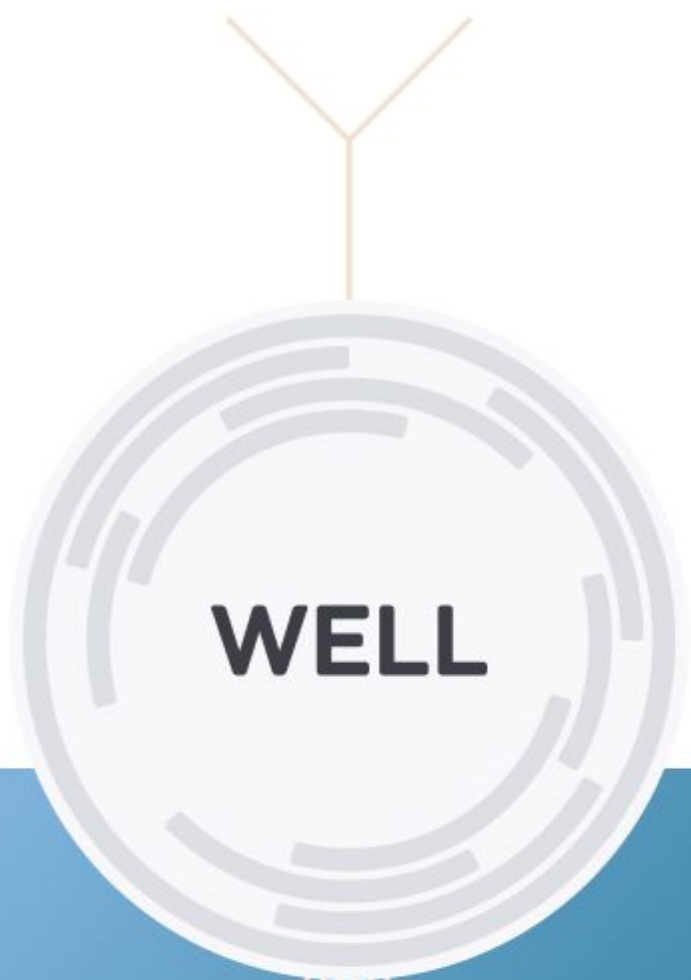
## Section 3

# Report with WELL

This summary report is intended to support your organisation'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. Organisations are responsible for ensuring their communications about WELL achievements and actions accurately describe the scope of their subscription.



# Accelerate your ESG strategy



Increasingly, investors, regulators and organisations are weighing non-financial performance indicators, or Environmental, Social and Governance (ESG) factors, as they look to better understand risk and uncover growth opportunities. 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 organisation 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 organisation 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 organisation.

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

## GRESB

Strategies in WELL align with 40% of indicators within the 2024 GRESB Real Estate Assessment. WELL Certification contributes one full point to GRESB and WELL Ratings each contribute 0.6 points.

## SDGs

80% of strategies 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+

Strategies 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

Strategies 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.

## ESRS

Strategies in WELL may support up to 50% of the European Sustainability Reporting Standards (ESRS) across the environmental, social and governance topics, with the strongest alignment in the social topic. WELL strategies may support 14 out of 17 disclosure requirements under ESRS S1-Own Workforce pillar.

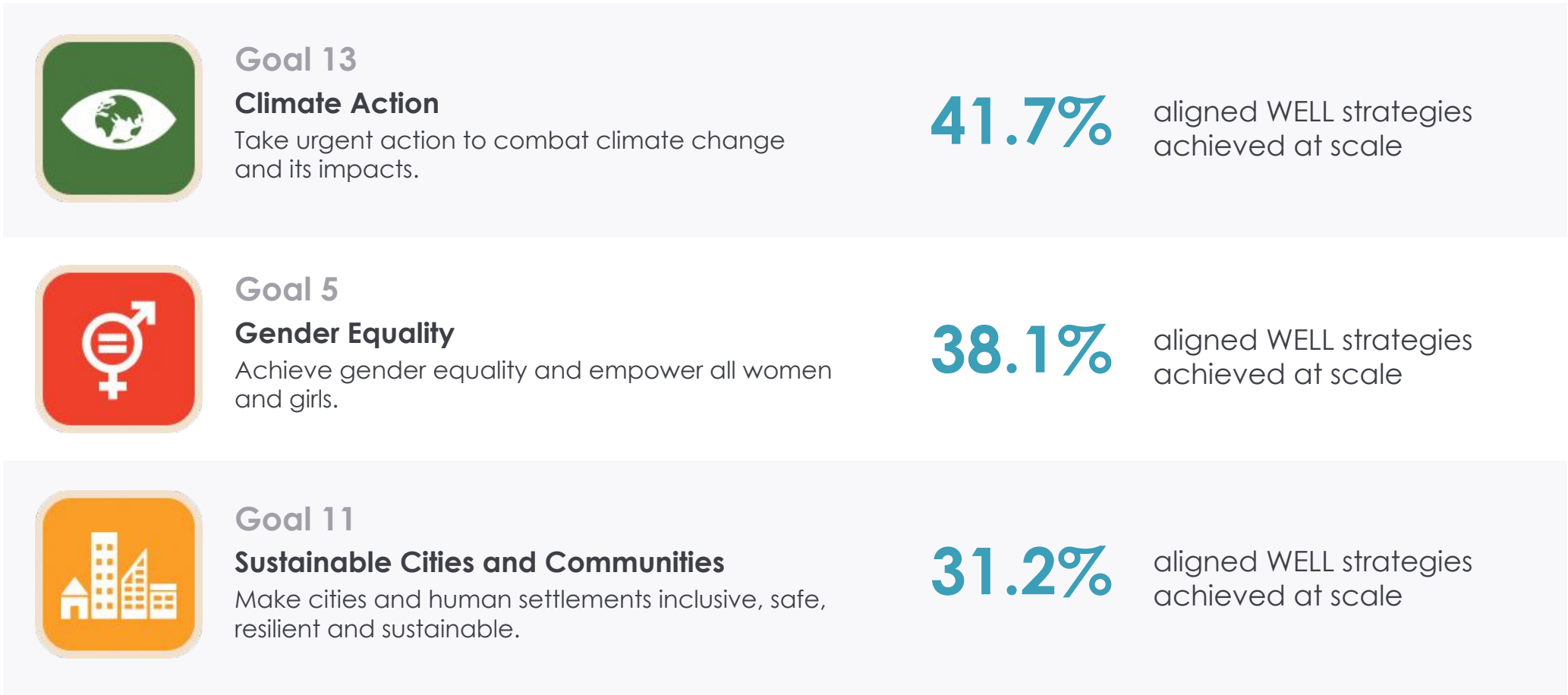
# SDG alignments

Human health is inextricably linked to both the health of our planet and the inclusiveness of socioeconomic institutions that support everyday life. WELL recognises 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.

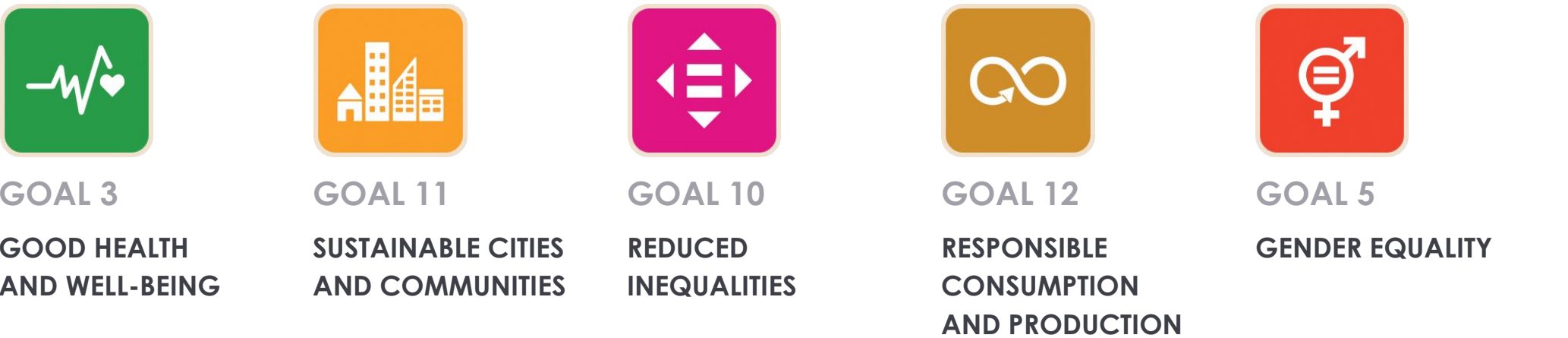
IWBI and our WELL concept advisors closely reviewed the WELL Standard and the SDGs, concluding that while the WELL Standard has the strongest alignment with the SDGs noted in the figure below, WELL strategies may support up to 16 of the 17 SDGs, and 29% (49) of the 169 SDG targets can be supported by 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 organisations take action on specific SDGs and track progress over time.

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



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



\*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 strategy 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**  
33/144 SDG-aligned strategies achieved
- 

**4 QUALITY EDUCATION**  
0/10 SDG-aligned strategies achieved
- 

**5 GENDER EQUALITY**  
8/21 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**  
6/29 SDG-aligned strategies achieved
- 

**11 SUSTAINABLE CITIES AND COMMUNITIES**  
10/32 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**  
3/15 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 39 of the 178 (21.9%) SDG-aligned strategies in WELL.

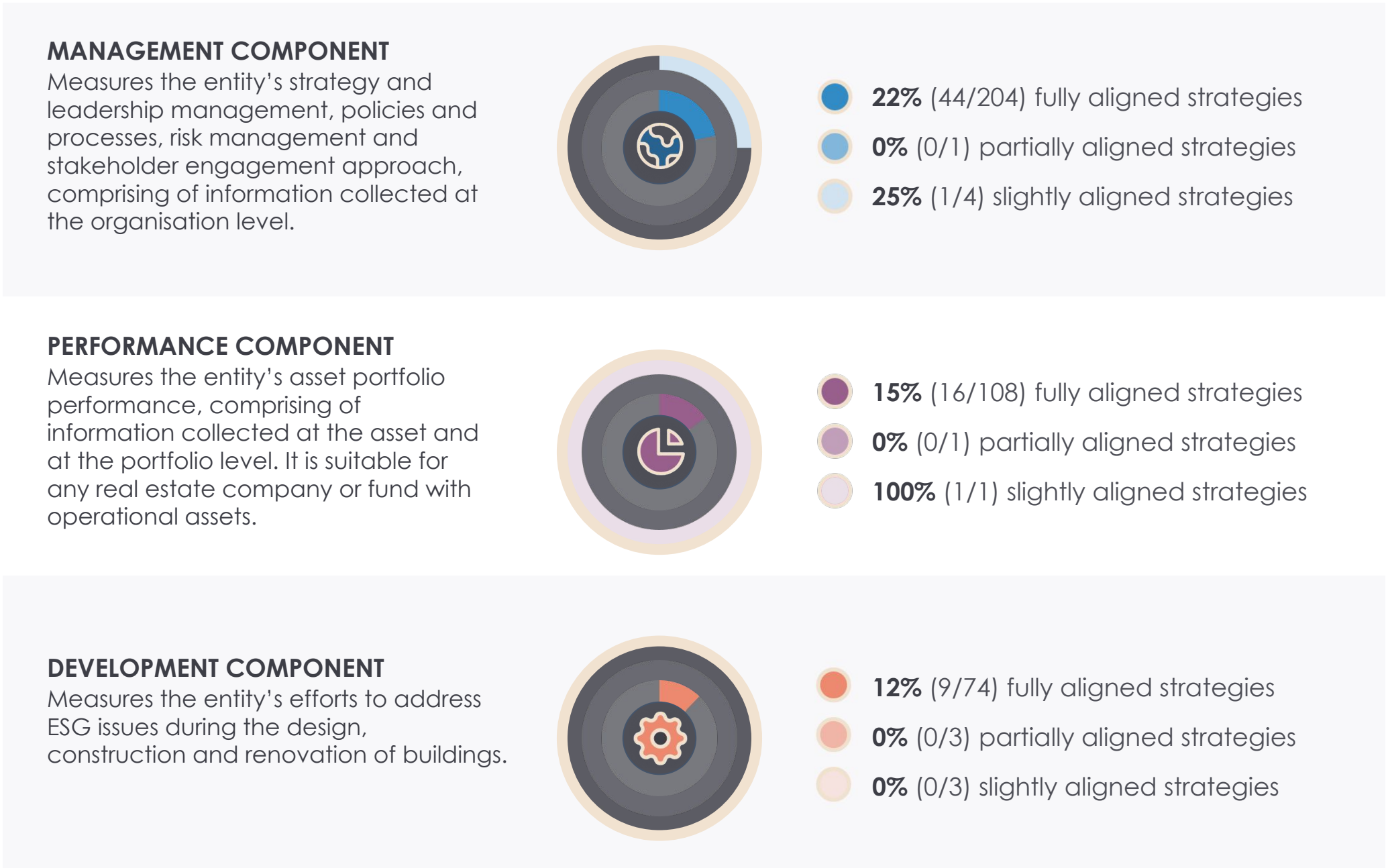


# GRESB alignments

IWBI closely reviewed the WELL Standard and the GRESB 2024 Real Estate Assessment, concluding that [strategies in WELL align](#) with 40% of indicators within the 2024 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 organisation a full point, and the WELL Health-Safety Rating, WELL Equity Rating and WELL Performance Rating are each worth 0.6 points for GRESB in the certification aspect.

## Veris Residential's GRESB alignment by WELL strategies achieved



\*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.

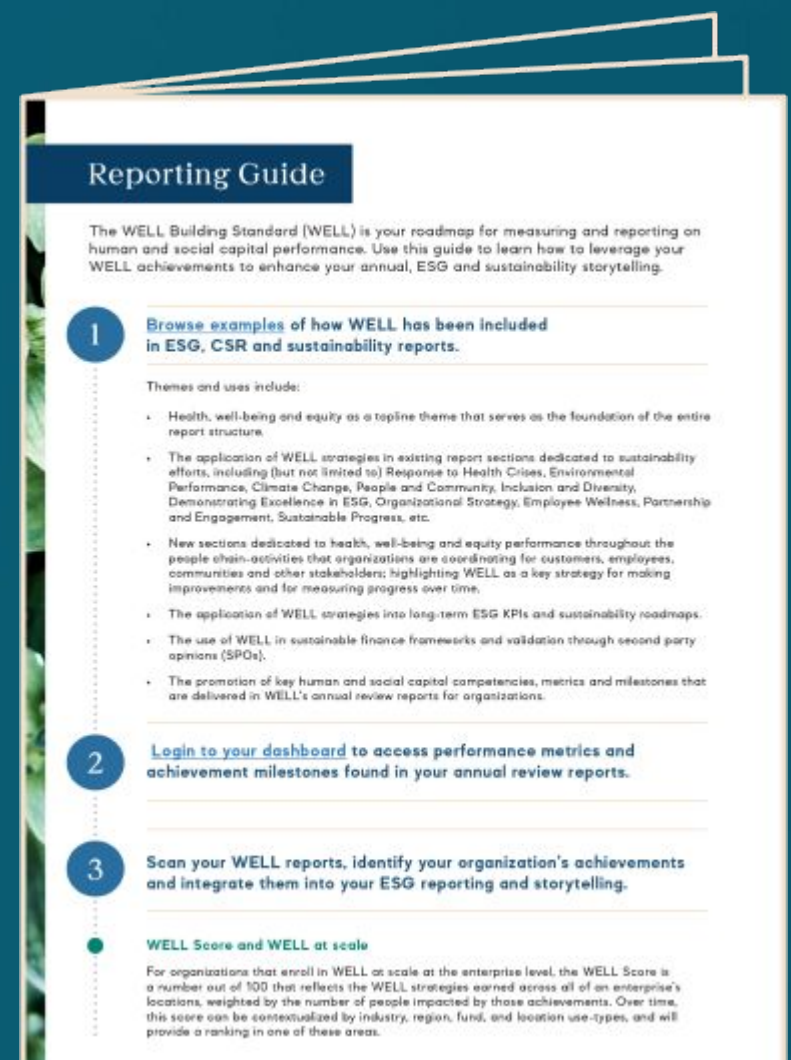


# Use WELL for reporting

Your WELL achievements can enhance annual reporting around sustainability, corporate responsibility and ESG impacts. An organisation's commitment to health is increasingly viewed as a vital factor that must be measured, managed, reported and valued. WELL supports transparent and standardised disclosure about health and well-being initiatives with measurable and verifiable achievements. Organisations enrolled in WELL at scale have access to sample language for disclosing WELL achievements as well as alignments with leading ESG and sustainability frameworks like GRESB and the SDGs. Please consult with your relevant stakeholders to understand your reporting requirements.

## Tips for incorporating WELL

- ✓ Learn how to **leverage WELL to advance social sustainability**.
- ✓ **Use this annual WELL at scale report** to compile highlights of your organisation'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 2024 outcomes into your 2025 strategies.

# Communicate WELL to stakeholders

Beyond ESG reporting, your 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, the Welcome to WELL toolkit, and the Communicating WELL to Employees resource, all available in your WELL account under the Resources tab:

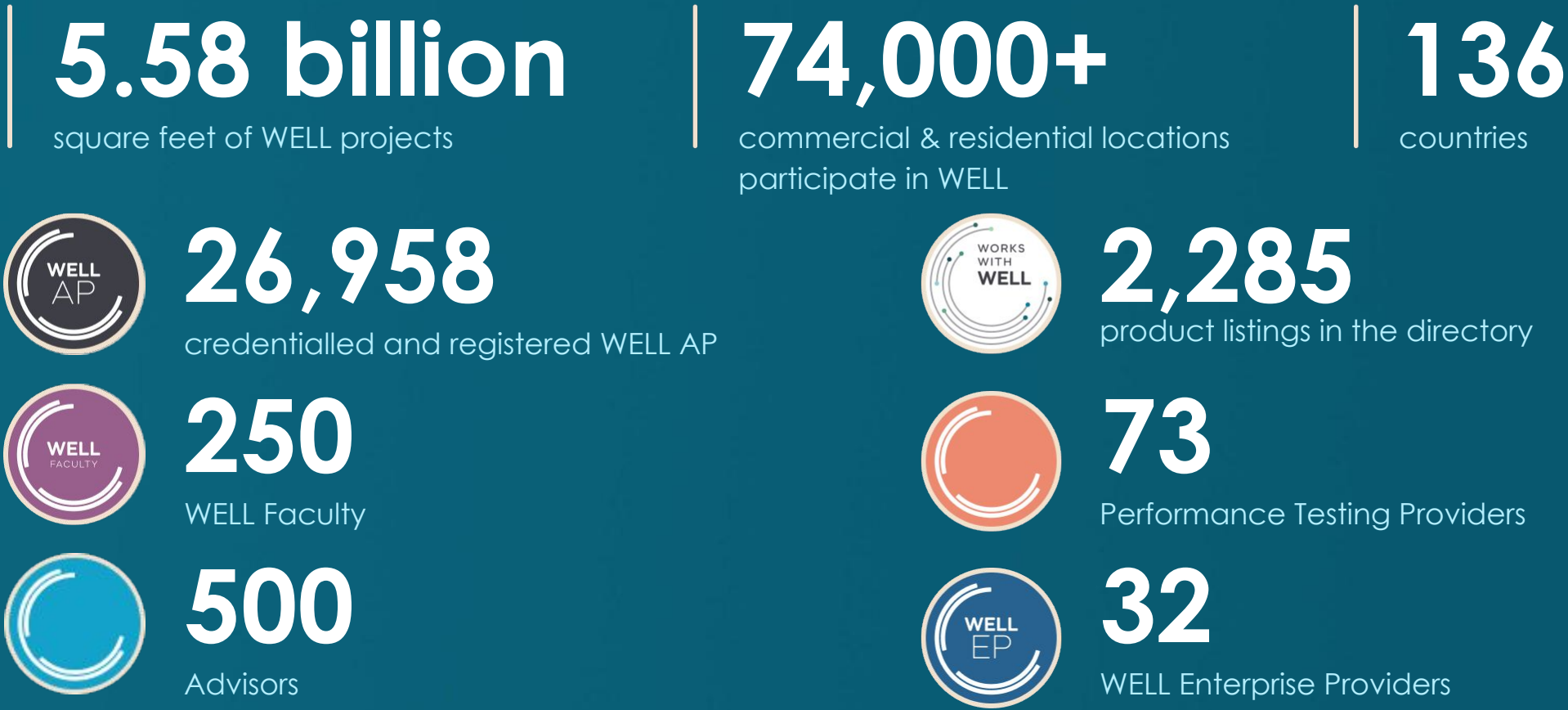
- ✓ **Engage your PR and communications team** to help share your WELL journey and achievements.
- ✓ **Partner with Human Resources** to integrate your WELL engagement into recruitment and onboarding materials, bolstering your talent attraction and retention strategy.
- ✓ **If you are a real estate developer, 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. Browse examples in our [Communicating WELL to Employees Toolkit](#).**
- ✓ Elevate your WELL achievements in **applications for leading industry awards.**
- ✓ **Work with IWBI on a project profile** about your organisation's achievements.





# WELL worldwide

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



Data as of November 15, 2024

## WELL 2025: Global event series

With over 20 summits in cities across the globe, WELL 2025 is more than an event series—it's a catalyst for change. It's your chance to unite with a community of passionate leaders who share your commitment to putting people first and celebrating the local impact of WELL. Whether you're looking to deepen your knowledge, grow your network or inspire others, WELL 2025 is the must-attend event series of the year. We hope to see you in a city near you.

[EXPLORE WELL 2025 EVENTS](#)

NEW YORK USA	SYDNEY AUSTRALIA	LOS ANGELES USA	AMSTERDAM NETHERLANDS	LONDON UNITED KINGDOM	BANGALORE INDIA	BEIJING CHINA
BUENOS AIRES ARGENTINA	CHARLOTTE USA	WASHINGTON D.C. USA	MADRID SPAIN	MEXICO CITY MEXICO	ROME ITALY	SANTIAGO CHILE
SAO PAULO BRAZIL	SHANGHAI CHINA	SINGAPORE REPUBLIC OF SINGAPORE	TOKYO JAPAN	TORONTO CANADA	WARSAW POLAND	WUHAN CHINA



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

### **Trademark notice and disclaimer**

International WELL Building Institute, IWBI, the WELL Building Standard, WELL v2, WELL Certified, WELL AP, WELL EP, WELL Score, The WELL Conference, We Are WELL, the WELL Community Standard, WELL Health-Safety Rated, WELL Performance Rated, WELL Equity Rated, WELL Equity, WELL Coworking Rated, WELL Residence, Works with WELL, WELL and others, and their related logos are trademarks or certification marks of International WELL Building Institute PBC in the United States and other countries.

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