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## VERIS RESIDENTIAL RECOGNIZED AS A GREAT PLACE TO WORK®

I am extremely proud to share that Veris Residential has been certified as a [‘Great Place to Work®’](#) for 2022. The certification, which is earned based upon the results of an anonymous, externally administered, company-wide employee survey, recognizes a company for its culture while also providing actionable insights for how to improve as it endeavors to become a great place to work for all. This year, the evaluating body found that **83% of Veris Residential’s employees believe our company is a great place to work**, compared to just 59% of employees at a typical U.S.-based company. That feedback is both incredibly humbling and inspiring as we continue to take steps to ensure our strongest asset, our people, are equipped with the support, resources, and tools they need to succeed.

It is rewarding to see that our employees agree that our people, their fellow colleagues, are key to our business. **In fact, when asked by a ‘Great Place to Work®’ survey Why work at Veris Residential?, the most common response cited was the “people.”**

Our recent rebrand to Veris Residential represented not only the next step in our strategic transformation from a property portfolio standpoint, but also our equally important new corporate ethos, focused on social and environmental responsibility and fostering a culture of mutual respect, encouragement, and support. Emblematic of that ethos is our new, formalized approach to Environmental, Social and Governance (ESG) initiatives, **EMBRACE by Veris Residential**, which has been purposefully designed around properties, people, and the planet—the three key pillars of our business.

Over the last year, we made it a top priority to implement initiatives that inspire collaboration, ambition, and inclusivity, while ensuring equal opportunity for all employees. To that end, we established employee affinity groups, continued to enhance the gender and ethnic diversity of our team and Board, and engaged in mindful, office-wide efforts to support one another as well as our residents and the communities we serve.

There is no doubt in my mind that **we have been able to accomplish all that we have recently because of the collective efforts and commitment of our team to one another and to our business.** I look forward to building on these efforts and further improving our workplace so that we can continue delivering excellent results to our stakeholders.

Sincerely,



Mahbod Nia  
CEO