
VERIS UNIVERSITY: EMPOWERING OUR TEAMS WITH TOOLS, KNOWLEDGE, AND THE CONFIDENCE TO SUCCEED

At Veris Residential, we are constantly taking new steps to reaffirm our commitments to our properties, our people, and the planet. Our employees help create the next generation of sustainable possibilities and we are deeply invested in their lifelong growth and development. With that said, we are excited to unveil our latest educational initiative, Veris University, which caters to the wellbeing and professional advancement of our employees. With this new initiative, we aim to bolster our employees' access to education, making it easy, exciting, and empowering.

Our approach is holistic and aims to set our employees up for success. Veris University is an in-depth collection of education management systems that encourage a journey of lifelong learning. The system is available to all employees and includes programming designed to support staff at both the corporate and property levels. To this end, we are implementing a training solution platform that integrates organizational policies and procedures into custom courses that reduce overall training time and improve performance. It also facilitates staff development, providing courses on essential training topics such as federal fair housing, along with professional skills courses on customer service, time management, etiquette, management/leadership, leasing, Microsoft software and safety. Any certifications earned outside of this system will also be tracked here, as this will serve as a hub for tracking training.

Veris Residential actively seeks to attract people with passion, and firmly believes that diverse communities offer valued perspectives that result in creative solutions. Veris University is proud to partner with Blue Ocean Brain, a Diversity, Equity, and Inclusion microlearning training platform that is supported by adaptive learning technology and offers new training opportunities designed to further our collective development. Additionally, PeopleGoal streamlines HR elements, providing tools such as feedback, coaching, and more. With these tools, we look to empower our employees and foster collaboration, transparency, and active engagement.

Initiatives that are already accessible company-wide include CPR/First Aid training, yearly broker's classes for anyone who wishes to earn new credentials, maintenance certification classes, and access to a consulting firm which offers monthly power hours and webinars, as well as quarterly in-person training sessions for a variety of roles within the company. As the year moves forward, we will be introducing a variety of additional



programs, including a 'Survival Guide Initiative', Interplay Learning (a VR training program for essential skilled trades), and a mentorship program.

Through Veris University, our ultimate goal is to empower our employees with the tools, confidence, and knowledge needed to excel in their position, as well as facilitate opportunities for growth—both professionally and personally. By championing our employees, we hope to create the next generation of leaders who can rise to the challenge of helping our world realize a better future.