

VERIS RESIDENTIAL GENDER EQUALITY-RELATED KEY PERFORMANCE INDICATORS FOR THE YEAR ENDED DECEMBER 31, 2022 FOR BLOOMBERG GENDER EQUALITY INDEX (GEI) 2024

At Veris Residential, Inc. (“Veris Residential”, “Company”, “We”) we believe that diversity is a source of innovation, increases productivity, and is a foundation of a socially and economically aware company. The Company promotes diversity and is an equal opportunity employer and business partner. This allows us to develop management that respects differences and is grounded in trust, improving team cohesion and business performance.

This document supplements [Veris Residential’s 2022 Environmental, Social and Governance report](#) for the year ended December 31, 2022 which can be found in the Sustainability section of [Veris Residential’s website](#). The information disclosed in this document covers 100% of the Company’s Gender Equality-related key performance indicators for the year ended December 31, 2022, solely for the purpose of the Bloomberg GEI 2024.

LEADERSHIP

KPI	Disclosure
Percentage of women on company board	33.33%. Three out of nine directors on the Board are woman; they are Stephanie Williams, Nori Gerardo Lietz & Tammy Jones
Chairperson is a woman	Yes, Tammy Jones
Gender balance in board leadership	One out of the Company’s five board committees is chaired by a woman. Nori Gerardo Lietz chairs the Nominating and Corporate Governance Committee
Chief executive officer (CEO) is a woman	No.
Woman Chief financial officer (CFO) or equivalent	Yes, Amanda Lombard
Percentage of women executive officers	60%. Three out of five members of Executive officers are women. Anna Malhari, Amanda Lombard, Taryn Felder
Chief diversity officer (CDO)	No, the Company does not have a Chief diversity officer (CDO)

TALENT PIPELINE

KPI	Disclosure
Percentage of women in total management	50% of the Company’s total management (76) are women (38)
Percentage of women in senior management	45% of the Company’s total senior management (28) are women (13)
Percentage of women in middle management	52% of the Company’s total middle management (48) are women (25)
Percentage of women in non-managerial positions	41% of the Company’s total non-managerial positions (135) are women (56)
Percentage of women in total workforce	44% of the Company’s total workforce (212) are women (93)

TALENT PIPELINE CONT'D

KPI	Disclosure
Percentage of women total promotions	41% of the Company's total promotions (41) are women (17)
Percentage of women in IT/Engineering	7.4% of the Company's total IT/Engineering workforce (54) are women (4)
Percentage of new hires are women	52% of the Company's new hires (58) are women (30)
Percentage of women attrition	24% of the Company's total attrition (94) are women (23)
Time-bound action plan with targets to increase the representation of women in leadership positions	Yes, the Company had set and reached the target of 50% ahead of 2030

PAY

KPI	Disclosure
Adjusted mean gender pay gap	98%
Global mean (average) raw gender pay gap	96%

INCLUSIVE CULTURE

KPI	Disclosure
Number of weeks of fully paid primary parental leave offered	12 weeks of paid primary parental leave is provided by the Company and is subsidized by the Company to make the employee whole
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Parental leave retention rate	75% of women employees remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during 2022
Back-up family care services or subsidies through the company	Yes, the Company's Flexible Working Policy assists employees when there is a gap in their regular family care. Please refer to the flexible working policy below
Flexible working policy	<p>Yes, the Company recognizes the importance of flexibility. In 2021, we instituted a hybrid working policy, allowing our corporate employees to work from home or other locations two days per week or more if arranged with their direct manager, allowing for more flexible working hours that reflect specific employee needs ("Flex Time"). To maintain successful remote work, we equip our employees with the relevant tools and 24-hour remote access to the company's infrastructure and IT support. As part of our commitment to a flexible working arrangement, every employee has time off allocated for religious, cultural, or civic holidays not already observed by the company. We also recognize the importance of balancing life and personal commitment. The Flexible Work Arrangement Policy includes:</p> <ul style="list-style-type: none"> • Flexible start and end times; flexible lunch hours • Telecommuting/work from home arrangement

INCLUSIVE CULTURE CONT'D

KPI	Disclosure
<p>Employee resource groups for women</p>	<p>Yes, in 2022, Veris Residential introduced the Diversity Network, our employee resource group for historically underrepresented individuals, as a companion group to the Company's Women's Network, all under the umbrella of the DE&I Council. Employees can join either or both networks as members, and they can join the Diversity Network as an ally if they don't qualify for membership. The DE&I Council hosts events for members and allies throughout the year to educate, support, and uplift one another. To further support the leadership skills of our mid-level female employees, we have engaged with Kahilla to provide them with a digital learning platform that helps retain, engage, and advance female talent</p>
<p>Unconscious bias training</p>	<p>Yes, the journey toward a more inclusive and diverse business starts with the individual. In order to support our employees in this process, we have compiled resources and offer several training programs on unconscious bias and other DE&I matters to all employees, including Senior Management. DE&I training provided through Blue Ocean Brain ("BOB") and Yardi Aspire are available to all employees. In 2022, Veris Residential employees completed the equivalent of 2.8 hours per employee in courses related to DE&I</p>
<p>Annual anti-sexual harassment training</p>	<p>Yes, Veris Residential is determined to combat workplace harassment in any form. Harassment in all forms is unacceptable and contrary to the Company's values, culture, and work environment. Toward that end, Veris Residential maintains policies and complaint procedures prohibiting sexual harassment, as well as harassment and discrimination based on protected classifications, which also form an integral part of the COBCE. Veris Residential realizes the importance of ensuring all employees can recognize all forms of harassment, know how to report it, and are able to find support when they need it. Anti-harassment education is an integral part of the training program provided to all employees. Veris Residential prohibits retaliation against any individual who complains of or reports an instance of harassment or participates in an investigation of a harassment complaint. All employees are encouraged to report any breaches of the anti-harassment policies to the General Counsel, to Human Resources Department, or through the third-party hotline</p>