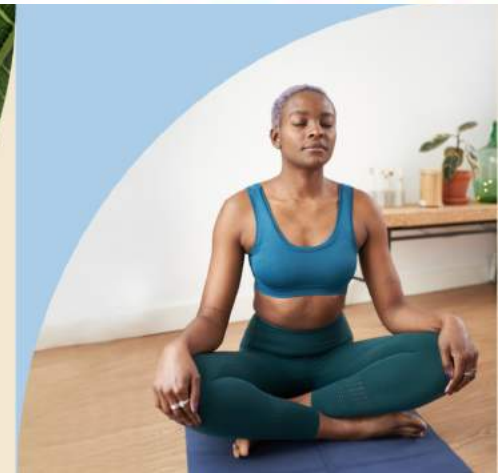




How can WELL support ESG alignment with EU Legislation?

DISCLAIMER: By providing the information and materials above, IWBI is not rendering investment, legal or other professional advice or services and these materials are not a substitute for any such services; IWBI shall not be responsible for the use of or any action taken or inaction occurring in reliance on these materials.





Ann Marie Aguilar

Senior Vice President

EMEA

International WELL Building Institute



WELL PERFORMANCE
VERIFICATION

Leading with
performance



IWBI is the global authority for transforming health and well-being in buildings, organizations and communities.

Mission:

Lead the global movement for putting people first in business decision-making and culture.

Explosive demand for WELL

23M+

people impacted*

3.6 M+

square feet enrolled per day in 2022

41,000+

locations

24,000

accredited and registered WELL APs

4.7B+

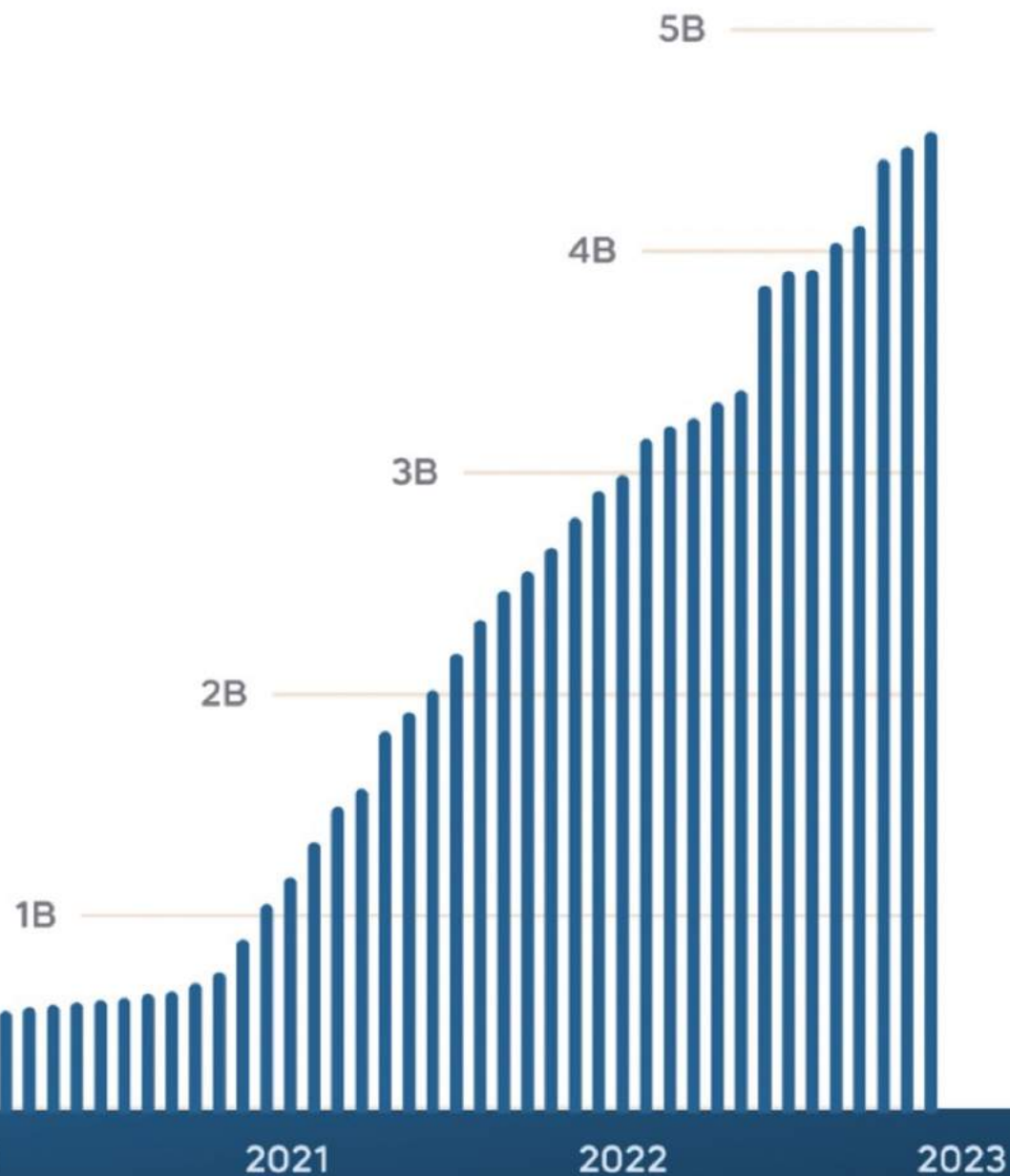
square feet

125+

countries

over 26%

of the Fortune 500



*People impacted based on the industry benchmark of 200 sq ft per person

The WELL Standard is a library of evidence-based building and organizational strategies that can improve the health and well-being of your people.



Access to daylight and outdoor views.



MIND



COMMUNITY



MOVEMENT



WATER



AIR



LIGHT



THERMAL
COMFORT



NOURISHMENT



SOUND



MATERIALS

7,000+

peer-reviewed studies
and citations

20,000+

industry leaders and
practitioners

30,000+

locations
enrolled

500+

evidence-based
interventions

WELL IS HOLISTIC



WELL in EMEA

1567

Enrollments

5994

Locations

751+ million

Square foot

1387

WELL APs



WELL in Spain

229

Enrollments

252

Locations

4million

Square metres

50

WELL Certified Locations



Target your impact with WELL Ratings



WELL Health-Safety Rating

Bring your commitment to health and safety front and center.



WELL Performance Rating

Leverage building performance data and insights to shift business strategy and culture.



WELL Equity Rating

Create environments where everyone feels welcome and heard.

The WELL Performance Rating

WELLCERTIFIED.COM



WE ARE WELL

The WELL Performance Rating

Leverage building performance and occupant experience data to shift business performance and organizational culture.

VERIFIED PERFORMANCE

Performance Verification has been at the heart of the WELL Building Standard since 2014.

ONSITE TESTING



CONTINUOUS
MONITORING



OCCUPANT
SURVEYS

A targeted approach to performance

The WELL Performance Rating includes **more than 30 features** across seven themes based on strategies from the WELL Building Standard.

Projects must meet the requirements of **a minimum of 21 features** to earn the WELL Performance Rating.



Indoor Air Quality



Water Quality Management



Lighting Measurements



Thermal Conditions



Acoustic Performance



Environmental Monitoring



Occupant Experience

- 
- A woman in a pink tank top and black shorts is running across a wooden bridge with a metal railing. The bridge is set over a body of water, and the background is filled with dense green trees, including weeping willows. The scene is captured in a cinematic style with soft lighting.
- Organizations know that effective change is delivered at scale, and that is the driving force behind this initiative.

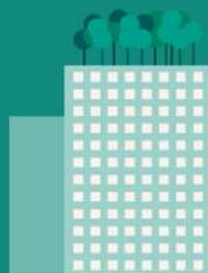
IWBI CHAIRMAN, RICK FEDRIZZI

Investing in health pays back.

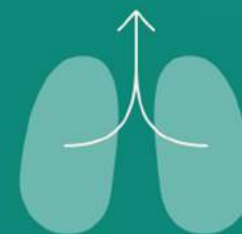
Research shows that companies that invest in health and well-being strategies can benefit from enhanced performance and increased financial returns.



7.7%
higher rents
per sq ft
in certified healthy
buildings [MIT]



€107
per sq ft in
10-year NPV
for healthy, high
performing buildings
[Stok]



8%
increase
in employee
performance
associated with improved
air quality [Harvard]

Download IWBI's Research Review, featuring nearly 60 independent studies:

[WEAREWELL.COM/HEALTH-PAYS-BACK](https://www.weiarewell.com/health-pays-back)

Apply WELL at scale

Subscribers gain access to all that WELL has to offer with

- ✓ Unlimited certifications & ratings
- ✓ Enhanced ESG reporting & analytics
- ✓ Co-marketing & occupant engagement
- ✓ Concierge technical support
- ✓ WELL Score to benchmark human & social capital performance



Portfolio

5+ properties, any combination

- ✓ Unlimited WELL certification and ratings
- ✓ Two performance reports per year
- ✓ Basic benchmarking and analytics
- ✓ Access to robust project management platform
- ✓ Expansive marketing materials
- ✓ Dedicated coaching and customer support
- ✓ IWBI Cornerstone Membership

WELL at scale can help organizations measure, monitor, and report on ESG-related metrics.

WELL at Scale defines and measures organizational performance in the historically lesser defined Social pillar of ESG.

Pricing

Per location > All-inclusive



Ratings

Annual renewal · \$5,000 minimum
Enrollment based on the number of locations

Number of locations	Cost per location	Minimum price
1	\$5,000	\$5,000
2 – 10	\$1,300	\$6,500
11 – 50	\$1,000	\$15,000
51 – 100	\$750	\$51,000
101 – 200	\$625	\$75,750
201 – 300	\$500	\$125,625
301 – 400	\$415	\$150,000
401 – 10,000	Cap of \$166,000	

WELL Ratings include: Health-Safety, Performance and Equity.



Certification

\$9,000 minimum (\$2,500 enrollment + \$6,500 program)
Recertification every three years

Project area (sq ft)	Enrollment & program fee
Up to 81,250	\$9,000
500,000	\$42,500
1,000,000	\$82,500
1,231,250+	Cap of \$100,500

Above quotes do not include onsite performance testing fees, which are provided by third-party Performance Testing Organizations. Fees vary based on size and metrics collected. Connect with an agent here:
wellcertified.com/performance-verification



WELL at scale

Annual auto-renewal · \$30,000 minimum
All-inclusive Enterprise subscription*

Number of locations	Cost per enterprise
Up to 50	\$30,000
Up to 100	\$65,000
Up to 200	\$112,500
Up to 300	\$190,000
Up to 400	\$225,000
401 – 10,000	Cap of \$250,000

*Enterprise subscription requires enrollment of a full legal entity. Not enrolling an entire legal entity? Contact us to learn more about portfolio subscription fees. Subscription does not include Performance Testing fees. Services are available through 3rd-party Performance Testing Organizations.



WELL Certification

Enrollment: \$2,500

Program: \$0.16 / sq ft

- Minimum: \$6,500
- Capped at \$100,500 or 612,000+ sq ft

Number of locations to certify: 24

Program Fees: \$496,221

Recertification every three years

Sample fees:

Project area (sq ft)	Enrollment & program fees	Performance testing fees
25,000	\$9,000	\$7,250
50,000	\$10,500	\$8,000
100,000	\$18,500	\$12,500
500,000	\$82,500	\$48,000
1,000,000	\$100,500	\$61,000

Performance testing fees are from GBC I quotes online for budget only.



WELL Ratings

Enrollment/Renewal based on number of locations

- Minimum: \$4,200
- Capped at \$166,000 or 401+ locations

Number of locations: 24 locations

Fee for one rating: \$21,000

Annual renewal

Number of locations	Cost per location	Minimum price
1	\$4,200	\$4,200
2 - 10	\$1,000	\$5,000
11 - 50	\$875	\$11,000
51 - 100	\$750	\$44,625
101 - 200	\$625	\$75,750
201 - 300	\$500	\$125,625
301 - 400	\$415	\$150,000
401 - 10,000	Cap of \$166,000	

*Ratings include WELL Health-Safety Rating and WELL Performance Rating
WELL Equity Rating*



WELL at scale

Subscription: based on enterprise size

- Minimum: \$30,000
- Capped: \$250,000 or 401+ locations

Total locations: 24 locations;

Subscription Fee: \$30,000

Annual subscription, auto-renews

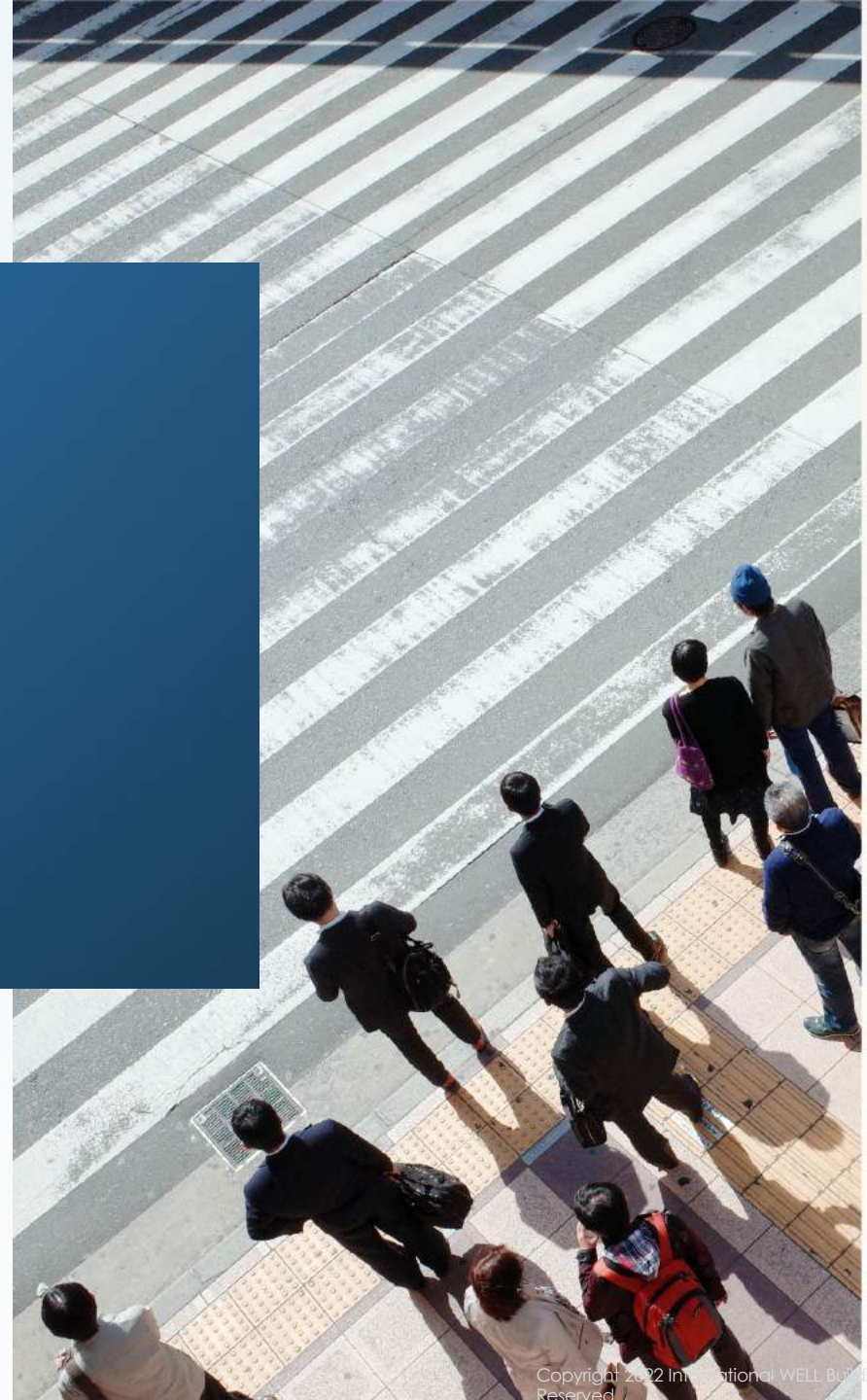
Includes: All WELL fees for Precertification, Certification, Recertification, Ratings and Rating Renewals. Also includes WELL Score for ESG reporting

Number of locations	Cost per enterprise
up to 50	\$30,000
up to 100	\$65,000
up to 200	\$112,500
up to 300	\$190,000
up to 400	\$225,000
401-10,000	\$250,000

Subscription does not include WELL Performance Testing fees. Services are available through third-party WELL Performance Testing Organizations.

Implementing WELL at scale:

Mapping the WELL journey and
leveraging tools for success



Scaled for efficiency

Access **streamlined documentation submission and review** and dedicated technical support to scale WELL strategies quicker.

The screenshot displays the WELL Building Standard dashboard. At the top, there is a 'Manage' dropdown, a 'Scorecard' section with 'Applicable version: WELL v2 pilot, Q3 2023', and a 'TARGETED POINTS' indicator showing '168 POINTS'. Below this is a 'Project Team Review Comment' section with a 'COMMENT' input field. A large dark blue banner reads 'WELL Building Standard'. The main content area is divided into two sections: a table of strategies and a 'Documents library' section.

ID	STRATEGY	WEIGHT	PURSING
A1.1	Meet Thresholds for Particulate Matter Fundamental Air Quality	P	Yes Maybe No
A1.2	Meet Thresholds for Organic Gases Fundamental Air Quality Not Started	P	Yes Maybe No
A1.3	Meet Thresholds for Inorganic Gases Fundamental Air Quality	P	Yes Maybe No
A1.4	Meet Radon This Fundamental Air C		
A1.5	Monitor Fundame Fundamental Air C		
A2.1	Prohibit Indoor Smoke-Free Entr		
A2.2	Prohibit Outdoor Smoke-Free Entr		
A3.1	Ensure Adequate Ventilation Effect		

Documents library
This library compiles all documentation connected to your locations, and tracks your task progress to advancing WELL at scale. [Learn More](#)

Tasks Documents Location Summary

Search by name: Select by Locations: Filters

OPTIONS	VERIFICATION METHOD	DOCUMENT STAGE	SCALE	TYPE	REVIEW
LD4.1 Option 1 For All Spaces	Policy Document	Implementation	Shareable	Feature	Ready Fi
A08.1 Option 1 For All Spaces	Operations Schedule	Implementation	Shareable	Feature	Ready Fi
A07.1 Option 1 For All Spaces	Letter of Assurance - Architect	Implementation	Shareable	Feature	Ready Fi
A01.2 Option 1 For All Spaces except Commercial Kitchen Spaces	Performance Test	Implementation	Individual	Feature	Ready Fi
T08.1 Option 2 For All Spaces	Beta Feature Feedback Form	Implementation	Shareable	Feature	Ready Fi

Reporting at your fingertips

Leverage valuable insights that you can share with clients on a regular basis and **leverage for their ESG and CSR reporting.**

Analyze 

Review your WELL Scorecard

[Admin: Re-usable Survey](#)

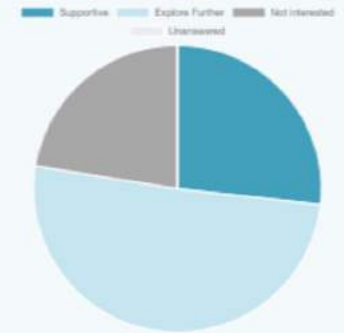
[Download Survey](#)

Organizational Support

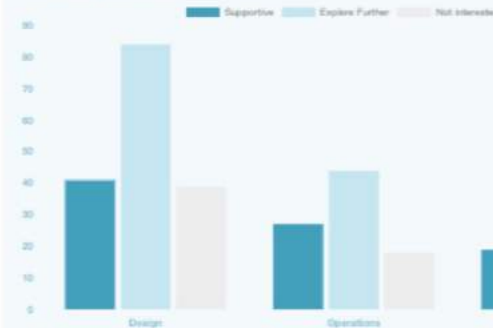
An important first step in your WELL Portfolio journey is to gauge how well the alternatives align with the mission, values and goals of an organization.

This short exercise is an efficient way to recognize the opportunities that WELL provides, prior to expending additional resources on detailed assessments. This reflects the proportion of WELL points that your organization is supportive of or would like to explore further.

TOTALS BY RESPONSE



TOTALS BY STRATEGY TYPE



GETTING STARTED

Manage Scorecard

Now you can start to explore the complete requirements of the WELL Building Standard, which contain the specific thresholds, scope and criteria needed for promoting a strategy's health intent.

Your scorecard will continue to be refined over time with the input of many team members throughout your WELL Portfolio journey. For enrollment, simply ensure the scorecard contains all points your organization may be interested in. In later phases, you can determine which will be targeted for achievement at the portfolio-level and at each property.

[Manage Scorecard](#)

TOTALS BY CONCEPT



Benchmark against your peers

Generate a **WELL Score** based on a feature achievements across your organization each year and use it to **benchmark progress**.

*For enterprises only

As of **Mar. 31, 2022**

48  **/100**

 **14**
Projects

 **500,216** m²
Total size

 **59,926**
People impacted

Communicate progress clearly

Generate a WELL Report **twice a year** to communicate progress clearly to stakeholders.

II. WELL Portfolio Score Calculations

The following table outlines each project's contributions to the WELL Portfolio Score. Points are capped at 40 if all prerequisites have not been achieved. Points contributed to the WELL Portfolio Score are then further weighted by number of occupants at each property.

Project	Prerequisites met	Optimization points	Integration award	Points from certification	Points weighted	Weight
14 First Ave	No	28	WELL Precertified	28	6,264	11.0%
201 Second Street	No	27	-	27	3,179	5.6%
19 Third Blvd	No	30	-	30	2,776	4.9%
122 Fourth St	No	27	WELL Precertified	27	3,455	6.1%
74 Fifth Ave	No	30	WELL Precertified	30	317	0.6%
123 Sixth Street	No	26	WELL Precertified	26	-	-

I. WELL Precertification

Projects may opt for an early phase of review to receive WELL Precertification for a building or space. The review assignment can help project communicators progress toward achieving WELL Certification and provide greater confidence the design, operational intent and/or existing conditions meet the requirements of WELL features.

Summary

Offices and Retail

Total contribution by location

Score increase per year

Milestone Break

- Thermal Comfort 8/10*
- Sound 8/10*
- Materials 8/10*
- Mind 8/10*
- Community 8/10*

2020 WELL PORTFOLIO REPORT

WELL Portfolio Score

32 /100

825 locations 17 countries 4.93M m² total size

Sub-portfolio Score: Offices

35 /100

124 locations 17 countries 1.02M m² total size

Sub-portfolio Score: Asia

42 /100

15 locations 6 countries 302K m² total size

Total occupants

214,796
PEOPLE IMPACTED



190,117 EUROPE 13,135 ASIA 11,544 AMERICAS

Regional spread



Internal leaderboard

1	Abbott Square	★ 41 pts.
1	Arlington - Campus	★ 41 pts.
3	650 Franklin	37 pts.
4	Gregson - 1st Floor	37 pts.
5	Harris Oppenheim Center	35 pts.

Portfolio activity

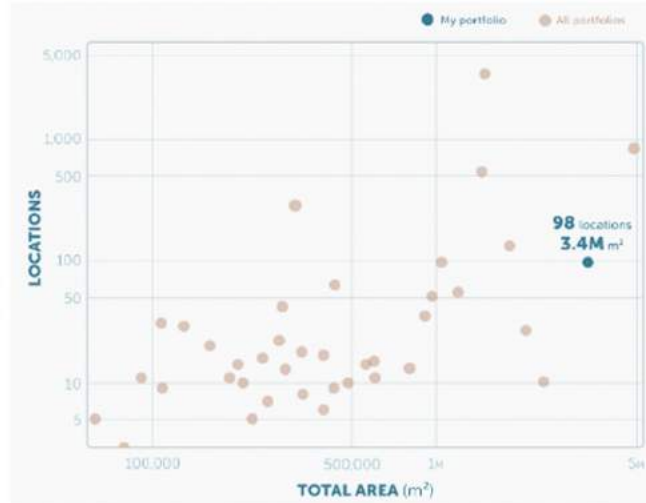


Total WELL milestones



Impact comparison

Total area vs. location count
Benchmark: all enrolled Portfolio members with location and area data



Ranking Comparison

Scale and scope
Benchmark: all enrolled Portfolio members with location, area or occupancy data



Strategy and progress
Benchmark: all enrolled Portfolio members with at least one completed review cycle



Optimisation comparison

Average point achievement across your portfolio
Benchmark: mean concept points of all portfolio members with at least one completed review



NOTE: Benchmark data updated Feb 1, 2022

Standout achievements

Key highlights to celebrate your progress



Track progress with on-demand performance metrics

IMPROVEMENTS →

- ✓ Drinking Water Quality
- ✓ Diversity and Inclusion
- ✓ Visual Lighting Design
- ✓ Air Quality Monitoring
- ✓ Thermal Zoning
- ✓ Mindful Eating
- ✓ Exposure to Nature

PROGRESS →



MENTAL HEALTH
+ BURNOUT



DIVERSITY +
COMMUNITY



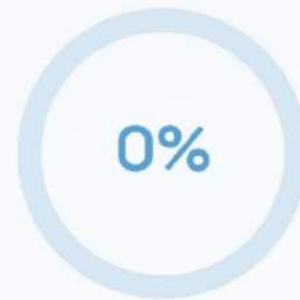
FITNESS +
ERGONOMICS



WATER QUALITY
+ HYDRATION



AIR QUALITY



THERMAL
COMFORT



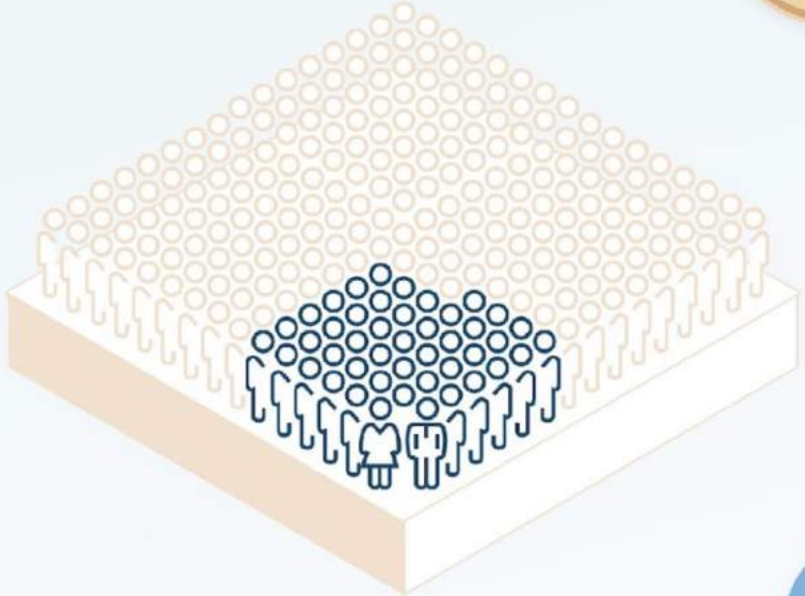
NOURISHMENT



MATERIAL HEALTH

Earn achievements and recognition the market trusts

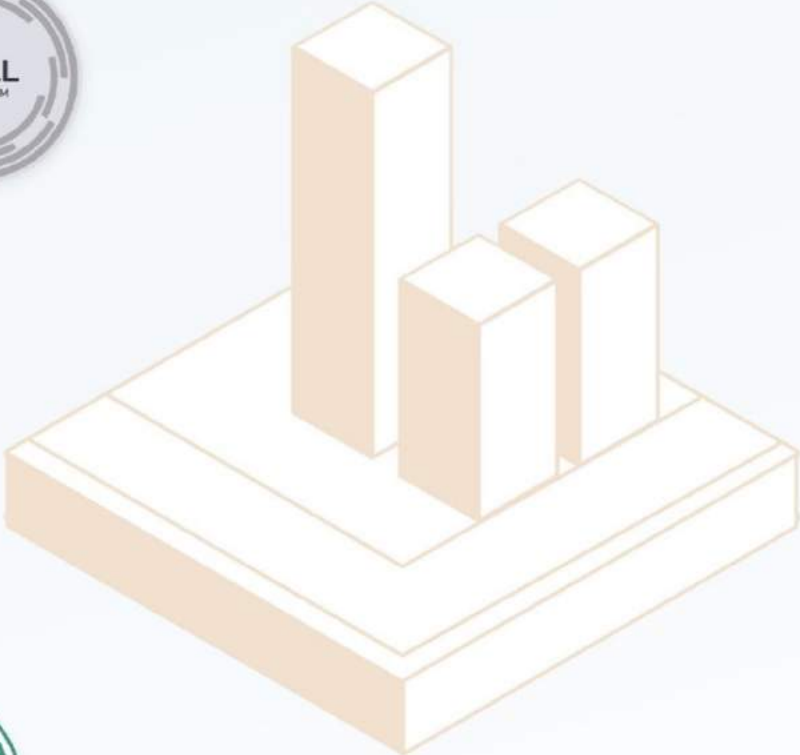
ACHIEVEMENTS →



14
CERTIFICATIONS



38
RATINGS

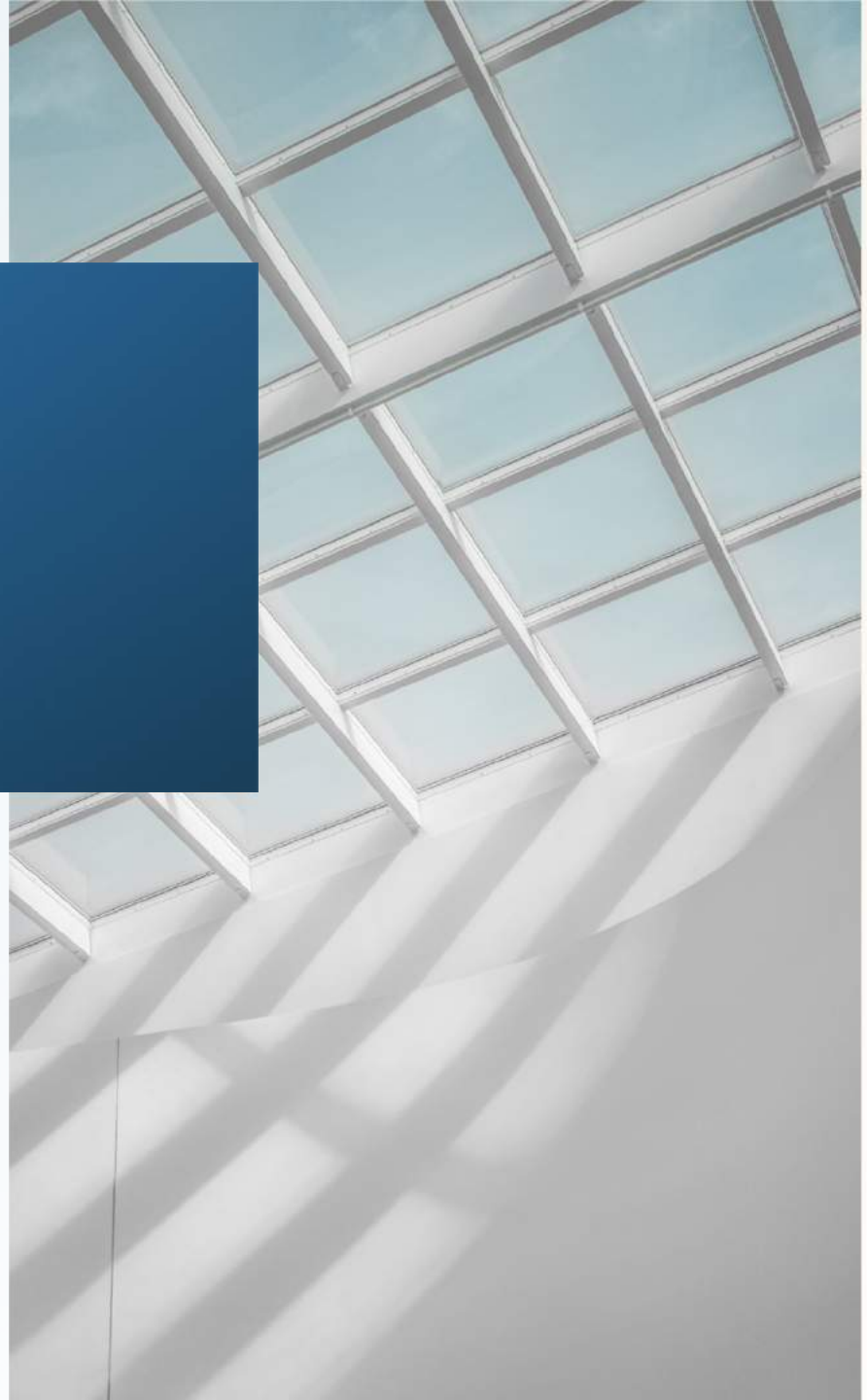


Putting the H (Health and Humanity) in ESG

WELL enables you to benchmark, measure and improve on key metrics, including:

- Diversity, equity and inclusion
- Employee health and safety
- Sustainability and resilience
- Organizational culture and employee satisfaction
- Employee engagement and performance
- Customer satisfaction and tenant recruitment/retention

WELL in ESG Reporting



PEOPLE + PLANET

WELL works in conjunction with global green building rating systems to enhance building performance for human health and our environment.



• greener1star

BREEAM®



LIVING
BUILDING
CHALLENGE



WELL & ESG Alignment



WELL features may support 16 of the 17 UN SDGs. Most notably, Goal 3: Good Health & Well-being



Features in WELL align with 38.5% of indicators within the 2022 GRESB Real Estate Assessment.



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.

Explore more on how WELL contributes to leading ESG reporting frameworks:

[**WELL - ESG Knowledge Base**](#)

Aligning with the UN Sustainable Development Goals

Advancing the United Nations Sustainable Development Goals (SDGs) with WELL



The alignment between WELL and the UN SDGs reinforces the powerful opportunity we have to create a more resilient, equitable and healthier future.

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

- **Goal 3: Good Health and Well-being**
- **Goal 5: Gender Equality**
- **Goal 10: Reduced Inequalities**
- **Goal 11: Sustainable Cities and Communities**
- **Goal 12: Responsible Consumption and Production**

GRESB Alignments

Achievement of GRESB-aligned WELL features



GRESB MANAGEMENT COMPONENT

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

96% (25/26) slightly aligned strategies

79% (45/57) partially aligned strategies

100% (12/12) fully aligned strategies

Top aligned WELL strategies achieved



C02 Integrative Design

Facilitating an inclusive, collaborative planning and orientation process to promote buy-in for WELL's health and well-being goals.



C04 Occupant Survey

Gaining insight into key performance metrics by using a third-party survey to collect feedback from people on their health, well-being and satisfaction with their environment.



C05.3 Implement Action Plan

Creating a strategic plan to address opportunities for improving survey-reported satisfaction levels.

Achievement of GRESB-aligned WELL features



GRESB 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.

20% (1/5) slightly aligned strategies

20% (2/10) partially aligned strategies

100% (13/13) fully aligned strategies

Top aligned WELL strategies achieved



C03 Emergency Preparedness

Assessing risk and creating an emergency management plan to help people prepare for and respond to emergency situations.



C11 Civic Engagement

Demonstrating a commitment to civic life through charitable activities, designated public spaces and community engagement programs.



C15 Emergency Resilience and Recovery

Developing a business continuity plan for critical business functions, establishing a re-entry plan after an emergency and offering supportive resources to facilitate emergency resilience and recovery.

Achievement of GRESB-aligned WELL features



GRESB DEVELOPMENT COMPONENT

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

100% (8/8) slightly aligned strategies

83% (5/6) partially aligned strategies

100% (35/35) fully aligned strategies

Top aligned WELL strategies achieved



C14 Emergency Resources

Offering medical and emergency resources, coordinating with emergency response teams and providing emergency response training.



I05 Green Building Rating Systems

Achieving a green building program showing a broader commitment to people and planetary health.



Participation in WELL at scale and achievement of WELL Certification

WELL and ESG trends



C17 Responsible Labor Practices

Promote organisational commitment to responsible labour practices in order to address modern slavery in the supply chain and support human rights.

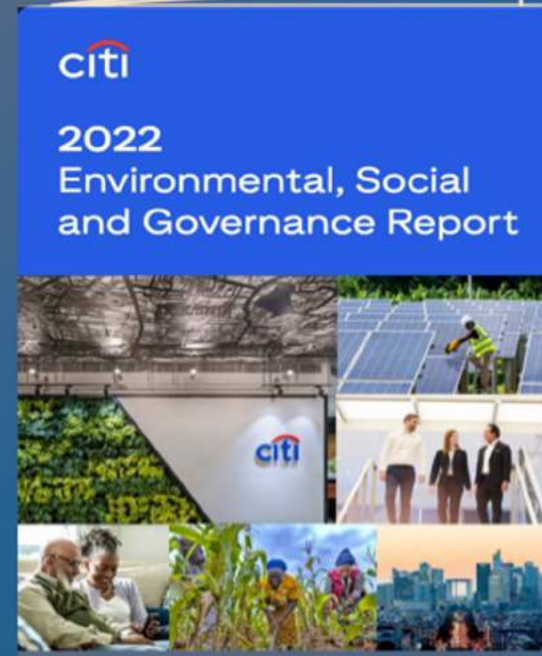


C15 Emergency Resilience and Recover

Better enable individuals and communities to maintain health and well-being, and organisations to maintain business function, during and after emergencies.



Enhance ESG performance and reporting



A close-up photograph of a woman's eye peering through a dense cluster of green, textured leaves. The eye is light-colored and looking directly at the viewer. The leaves are layered and create a natural frame around the eye. The lighting is soft, highlighting the textures of the leaves and the eye.

EU Legislation Overview

Sustainable Finance and Sustainability Reporting in EMEA



The **European Commission** sets out the Sustainable Finance Disclosure Regulation (**SFDR**) and the Corporate Sustainability Reporting Directive (**CSRD**).

South Africa's Green Finance Taxonomy was released in 2022.



The **UK's Green Taxonomy** is under development and the Task Force on Climate-Related Financial Disclosures (**TCFD**) reporting is mandatory for large companies in the UK.

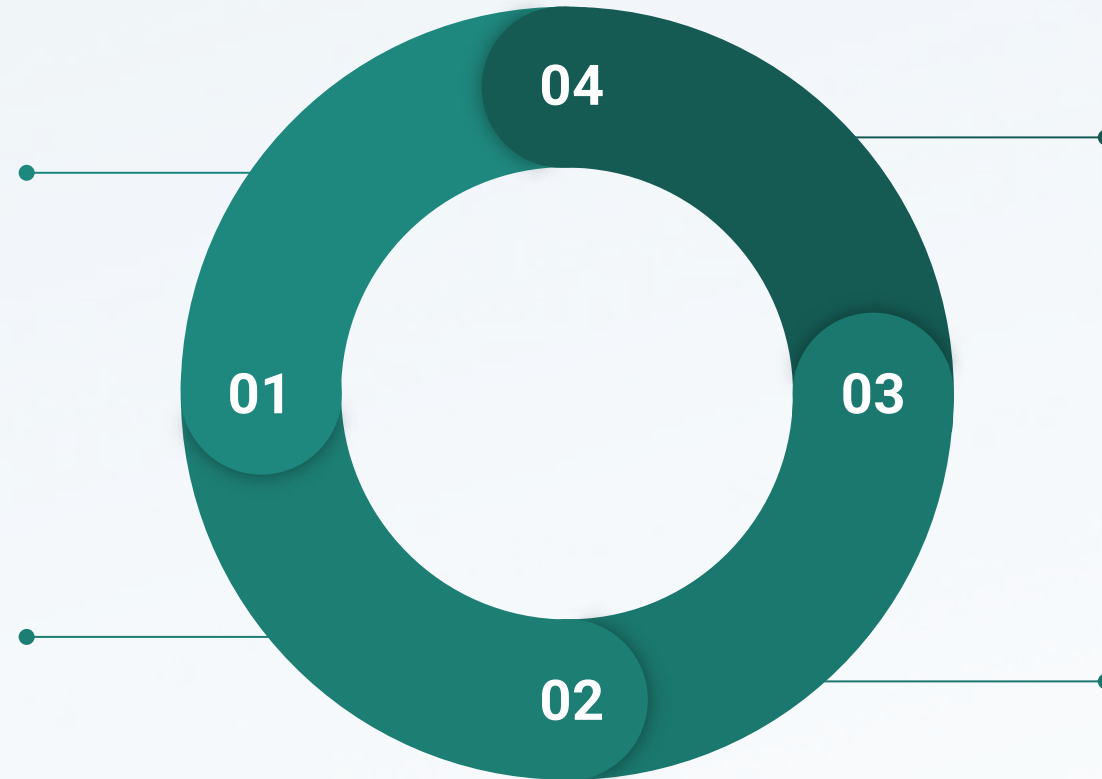
Key EU Sustainability Regulations

EU Taxonomy

A common classification system for sustainable economic activities, projects, and investments

Sustainable Finance Disclosure Regulation (SFDR)

Regulates investment management sustainability reporting in the EU



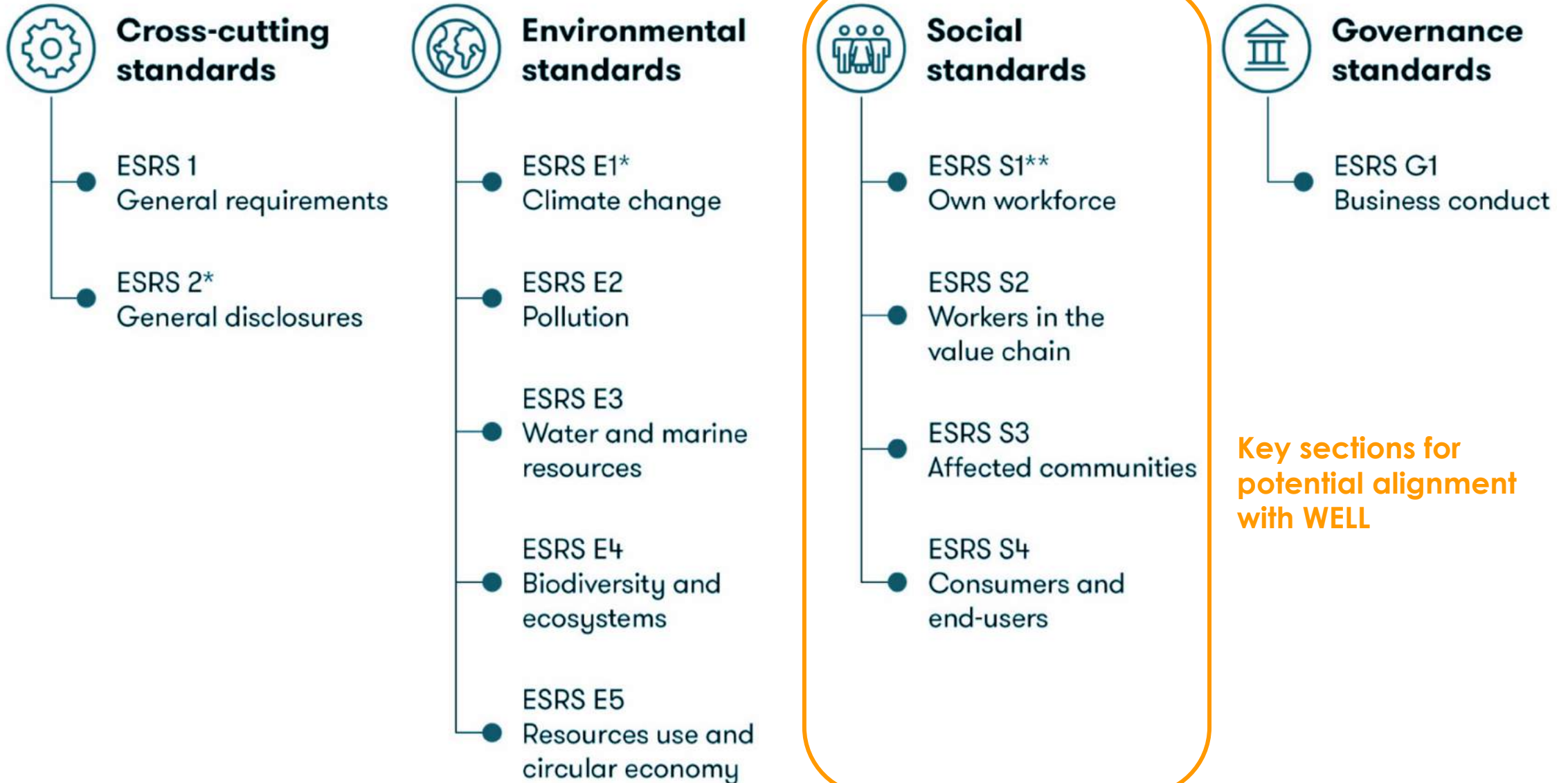
Corporate Sustainability Reporting Directive (CSRD)

Regulates corporate sustainability reporting in the EU

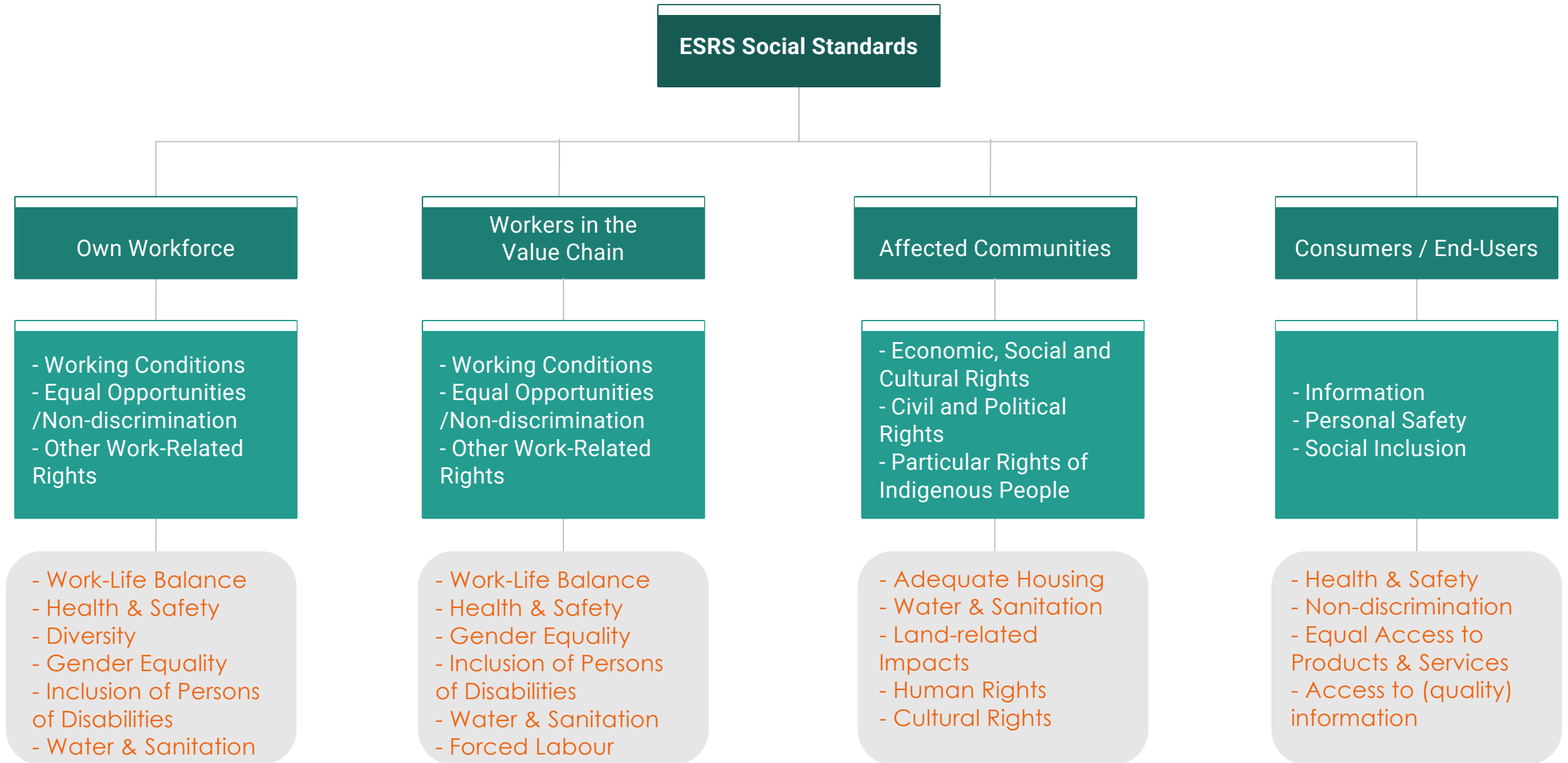
Corporate Sustainability Due Diligence Directive (CSDDD)

Establishes a corporate sustainability due diligence duty throughout the global value chains

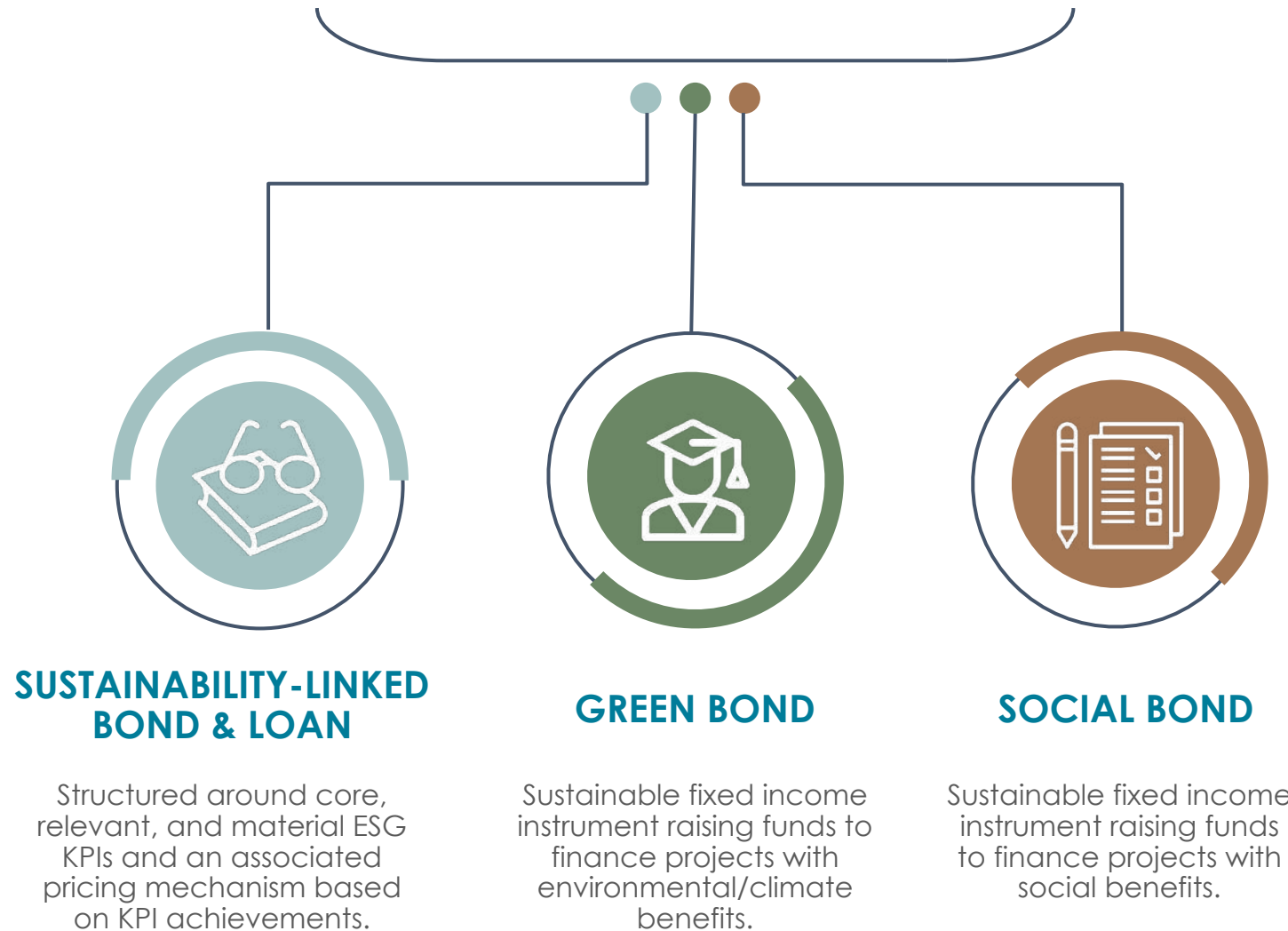
CSRD Establishes ESRS Reporting Framework



ESRS Social Standards - People-Centric Focus



Sustainable finance landscape



Global Adoption of WELL in Sustainable Finance

China

- Swire Properties
- New World
- Champion REIT
- Link REIT
- China Overseas
- Hongkong Land
- Sino-Ocean
- Sino Land
- Agile
- Redco
- Minmetals
- Hang Lung
- Nan Feng
- Henderson Land
- Great Eagle Holdings
- Wuxi Jinyuan Industry Investment Development Group
- Kerry Properties
- White Peak

APAC

- Shimizu
- Obayashi
- Fajima
- Yanlord
- Lendlease
- Arthaland
- Frasers
- CBUS Property
- Majid Al Futtaim
- Sime Darby Property
- UEM Sunrise
- Mitsubishi Estate
- The Victoria State Government, Australia
- Qatar National Bank (QNB)
- Central Pattana
- Oxford Properties
- Urban Development Authority
- Keihan Holdings
- Mori Building

Europe

- Prologis
- Aviva Investors
- Jernhusen
- AXA
- Lamda
- Gecina
- CNP Assurances
- Great Portland Estates
- Futereal
- CA Immo
- GMP
- Prodea Investments
- Vesteda
- HGR Property Partners

North America

- TD Bank
- Colliers
- Canadian Imperial Bank of Commerce
- California Infrastructure and Economic Development Bank
- Pfizer
- Mather
- Micron
- BMO Financial Group
- National Bank of Canada
- Starwood Property Trust
- USAA

Africa

- FirstRand Bank
- Redefine Properties
- Majid Al Futtaim



GREEN BOND

Prologis

- Prologis European Logistics Fund (PELF), sponsored and managed by Prologis, Inc, issued its third Green Eurobond for **€ 500 million** in July 2019.
- The 2019 Green Bond has been well received, demonstrated by the high-quality order book and demand from fixed income investors with focused **ESG allocations**.
- Part of the proceeds were used to finance their sustainable building portfolio incorporating various sustainable design features including the **WELL Building Standard**.
- PELF's **WELL Certified** design features focus on health and wellbeing promoting a productive working environment for their customers and employees. PELF's **WELL-Gold certified** facility in Tilburg, the Netherlands, is the first logistics project in the world to receive this certification.

WE ARE
WELL

