



Your Organization

# 2023 WELL Summary Report

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Celebrating Your Health  
Leadership and Impact  
Through WELL







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# About this report

Data included in this report is based on the results of your organization's last full review cycle (completed second round of review) as of December 31, 2023. The data reflects all locations subscribed by your organization to WELL at scale. Achievements reflect historical totals, which may include expired milestones.

Benchmarking data for people impacted, portfolio size, and concept averages is based on all WELL at scale participants, while benchmarking for the WELL Score, if applicable, is based on all participants with a WELL Score. WELL concept averages are based on the arithmetic mean number of points achieved within each WELL concept at all locations subscribed by WELL at scale participants. The maximum number of points that can be achieved at a location within each concept is 12.

For more information on WELL, including regarding WELL concepts and associated feature points, see the [WELL Building Standard](#) (WELL Standard).





Section 1

# Lead with WELL



# Moving the market, leading the way

This last year continued to reinforce the importance of human health and the power of resilience and connection. IWBI's [2023 State of Workforce Well-Being Poll](#), conducted by the Harris Poll, found that 96% of employees agree that a healthy work environment is necessary for employee productivity.

Healthy buildings have become a strategic imperative for organizations worldwide, not only helping support and sustain employee health and well-being, but also driving improved economic performance. According to the research, by helping boost productivity and reduce symptoms associated with sickness, these strategies have the potential to yield massive, economy-wide financial gains. High-performing organizations are finding that investing in the health and well-being of their people - through interventions focused on the physical environment, corporate policy, inclusive design or operations - helps drive economic returns.

Organizations like yours are using WELL as a roadmap to rise to the occasion with strength, optimism and determination.

{{1}}'s commitment to health and well-being is reflective of your dedication to helping people thrive. We've seen a great deal of new research highlighting the many benefits of [investing in the health of your people](#). Thank you for your leadership and trusting IWBI as your partner in putting people first. This report offers a moment to reflect on all you accomplished with WELL in 2023.



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

- ✓ Send to organizational 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.



“

We applaud {ORGANIZATION}'s commitment to the health and well-being of their people and are proud that they've chosen WELL as a pathway for realizing their goals. We are grateful to {ORGANIZATION} for their leadership, knowing it will spur others to take up our shared work for people-first places.



**Rachel Hodgdon**

President and CEO, IWBI



# Goals and commitment

{Organization name} recognizes that prioritizing the health of your greatest asset - 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 organization.

WELL is helping your organization address top tier goals, including:



## ORGANIZATION

Fostering local and global community health impacts

Enhancing ESG performance by improving social performance metrics

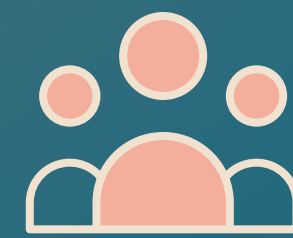
Prioritizing transparency, ethics and sustainability

Advancing diversity, equity and inclusion in the workplace

Demonstrating holistic health and well-being leadership

Mitigating risk and preparing for emergencies to ensure business resilience

Streamlining the implementation of health and well-being strategies across your organization



## PEOPLE

Delivering on synergistic people and planet strategies

Creating opportunities for interdisciplinary stakeholder engagement

Increasing employee engagement and productivity

Bringing people back to your offices with confidence

Attracting and retaining top-tier talent

Providing evidence-based workforce benefits

Supporting talent development through skills, knowledge and growth opportunities



Highlighted goals indicate top tier metrics for your organization, as indicated in your goals survey. If no goals are highlighted, **get in touch with your WELL coaching team** to take the goals survey.



# Goals and commitment

WELL is helping to address top tier priorities for your organization:



## RECOGNITION

Attaining WELL achievements by earning market-recognized awards by location, including WELL Precertification, WELL Certification and/or a WELL rating

Improving and third-party validating performance outcomes

Improving your WELL Score through achievement of WELL strategies across your organization (for enterprise subscribers)

Measuring, benchmarking and improving IEQ building performance

Benchmarking performance across your locations and in comparison to other organizations

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



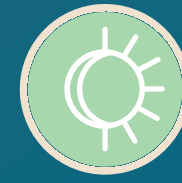
Air



Water



Nourishment



Light



Movement



Thermal Comfort



Sound



Materials



Mind



Community



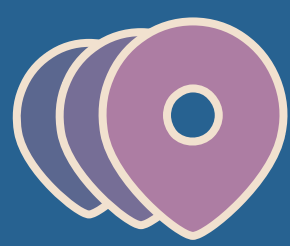
Highlighted goals indicate top tier metrics for your organization, as indicated in your goals survey. If no goals are highlighted, **get in touch with your WELL coaching team** to take the goals survey.



# WELL engagement

{Organization name} is demonstrating health leadership through WELL at scale. The program helps leaders prioritize health and well-being across their organization 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 organization over time. Your current commitment impacts:



#

locations



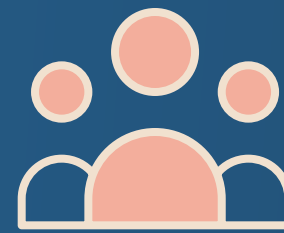
#

square {meters/feet}



#

countries



#

people impacted\*



#

WELL APs



#

WELL Faculty

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



## Communicating about your WELL engagement

Use the following template language in annual reporting and stakeholder communications:

“{ORGANIZATION} is subscribed to WELL at scale, the leading global program 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 organizational 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, organizations and communities.”





Section 2

# Achieve with WELL



# WELL milestones

As a WELL at scale participant, your organization can pursue any of WELL's market-recognized 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 Building 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 studies](#) that validate their impact.

{ORGANIZATION} has earned {#} WELL achievements through 2023.

## Certification + Precertification



## Ratings



## Top five locations, by WELL points earned

**55 pts**  
Block-1 Tower 1 & Tower 2

**54 pts**  
Block2 2A East Tower & West Tower

**42 pts**  
Block-9 Block A, B&C

**36 pts**  
Embassy 247

**33 pts**  
Embassy Galaxy

## Awards



**LEADERSHIP AWARD**  
Up to 100 Locations  
Your organization has the two highest WELL Scores globally, out of all enterprises with up to 100 subscribed locations.



# WELL milestones

Through WELL at scale, organizations can pursue any of WELL's market-recognized 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 Building Standard, which is a library of more than 500 evidence-based strategies that, when implemented, can improve the performance and productivity of people. These strategies are holistic and backed by more than 7,000 research studies that validate their impact.



The WELL Building Standard is a roadmap for creating and validating spaces that advance human health and well-being.



Your organization has not yet achieved any WELL milestones. **Get in touch with your coaching team** to explore opportunities for making progress in 2024.



# Benchmarking

## WELL Score

The WELL Score\* is a dynamic reflection of an organization's impact on the health and well-being of their people. The WELL Score is a benchmark, making it easier for organizations 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 organization's WELL Score.



{Entity Name}



**83<sup>rd</sup>**  
percentile  
by WELL  
Score



## Communicating about your WELL engagement

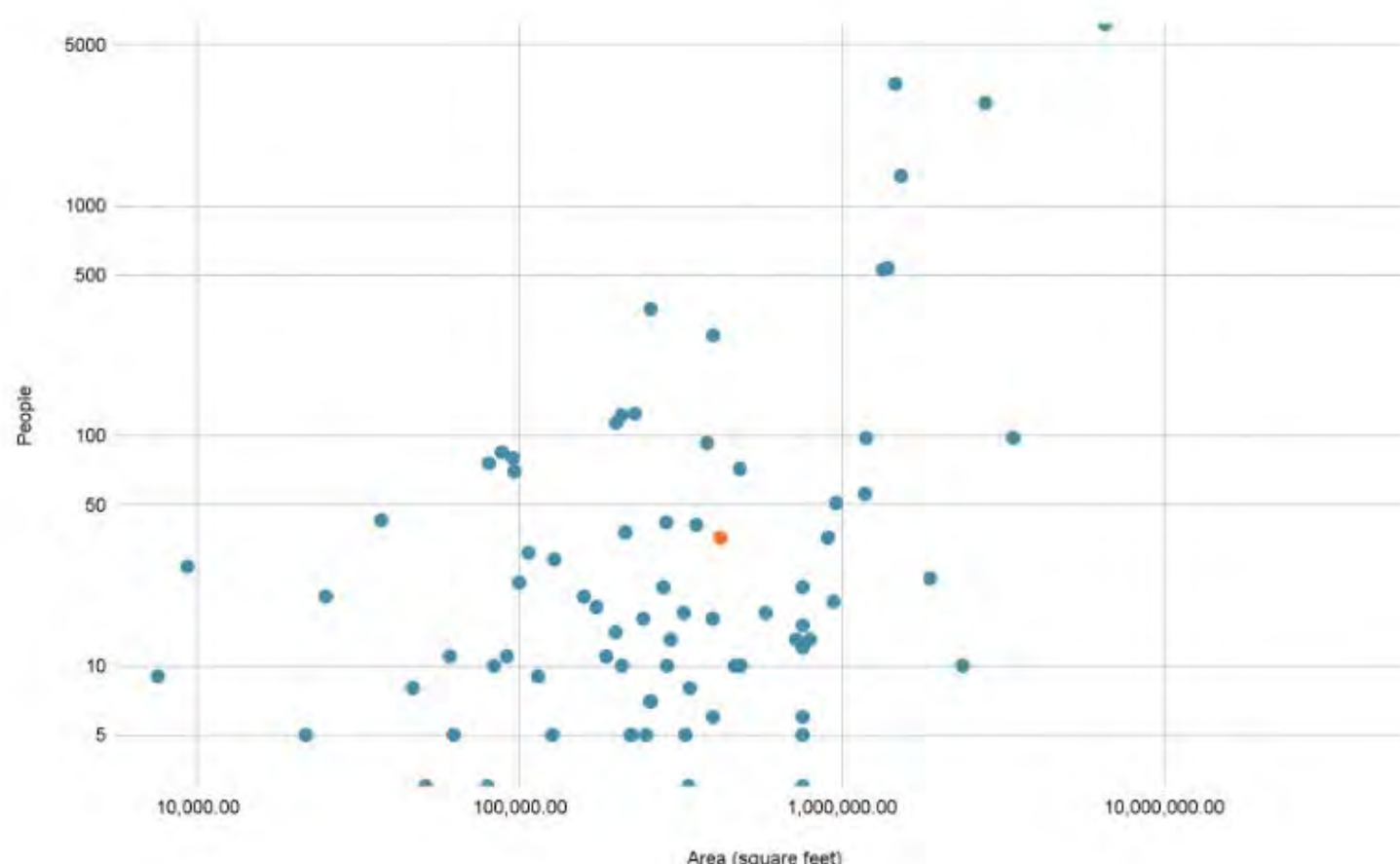
Use the following template language in annual reporting and stakeholder communications:

"ORGANIZATION is one of the first in the world to receive a WELL Score from the International WELL Building Institute, the world's leading organization focused on deploying people-first places to advance a global culture of health. Our WELL Score of {XX} indicates that our organization has implemented and third-party verified more than {YY} evidence-based health and well-being strategies from the WELL Standard, a roadmap for creating spaces that advance human health and well-being around the world."

## Size and People Impacted

All WELL at scale participants are benchmarked based on organizational size and the number of people impacted. WELL Score benchmarking is based on all participants with a WELL Score.

## Your WELL at scale commitment compared to other WELL at scale participants



● Your WELL at scale commitment ● WELL at scale participants



**79<sup>th</sup>**  
percentile  
by Size  
(sq m/ft)



**90<sup>th</sup>**  
percentile  
by People

\*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.



# Benchmarking

## WELL Score

The WELL Score\* is a dynamic reflection of an organization's impact on the health and well-being of their people. The WELL Score is a benchmark, making it easier for organizations 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 organization's WELL Score.



### Communicating about your WELL engagement

Use the following template language in annual reporting and stakeholder communications:

"ORGANIZATION is one of the first in the world to receive WELL Scores from the International WELL Building Institute, the global authority for transforming health and well-being in buildings, organizations and communities around the world. Our WELL Scores indicate that our organization has implemented and third-party verified evidence-based health and well-being strategies from the WELL Standard, the leading global roadmap for health leadership."



Entity Name

Entity Name

Entity Name

Entity Name

Entity Name

**83**<sup>rd</sup>

percentile by  
WELL Score

**83**<sup>rd</sup>

percentile by  
WELL Score

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## Size and People Impacted

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**79**<sup>th</sup>

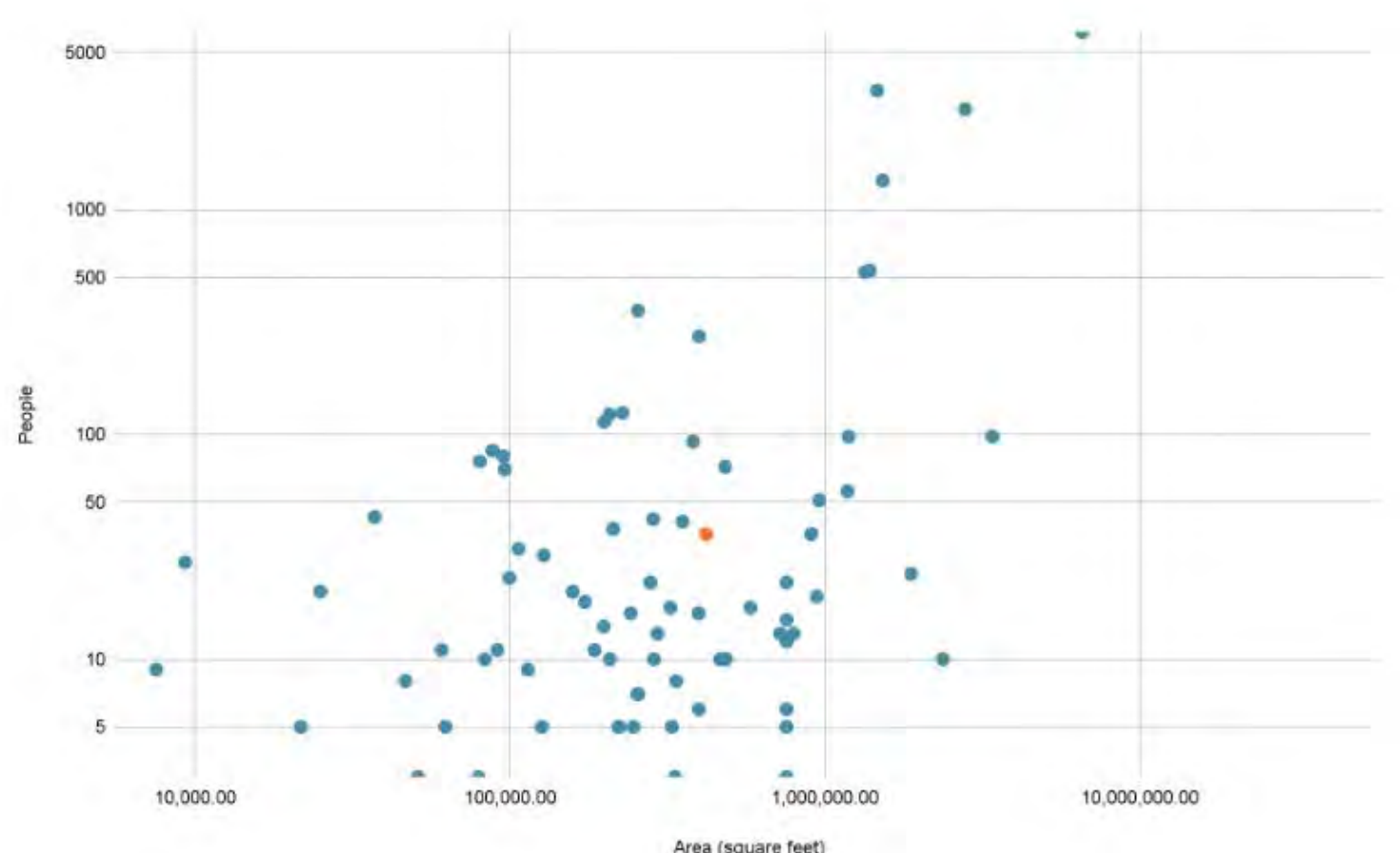
percentile  
by Size

**90**<sup>th</sup>

percentile  
by People

\*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.

## Your WELL at scale commitment compared to other WELL at scale participants





# Moving the needle

WELL can help you advance your goals in key focus areas tied to organizational progress and performance. WELL draws on an interdisciplinary and holistic approach to make sure you have the most exhaustive 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 prioritizing 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 organization, like productivity, burnout, attraction, attrition, engagement and more.

## Where you're making progress, based on your WELL achievements at scale

### Environmental sustainability

Delivering on synergistic people and planet strategies for the climate, environment and people's health.

**WELL STRATEGIES ACHIEVED AT SCALE**

- Mitigate Construction Pollution
- Manage Combustion
- Achieve Green Building Certification
- Conduct Daylight Simulation
- Select Optimized Products
- Assess and Mitigate Site Hazards

### Diversity, equity and inclusion

Embedding diversity, equity and inclusion best practices into your organization's DNA.

**WELL STRATEGIES ACHIEVED AT SCALE**

- Facilitate Stakeholder Charrette
- Promote Health Benefits
- Promote Diversity and Inclusion
- Provide Connection to Nature
- Offer Mental Health Services
- Accommodate Special Diets
- Support Visual Ergonomics

### Community impact

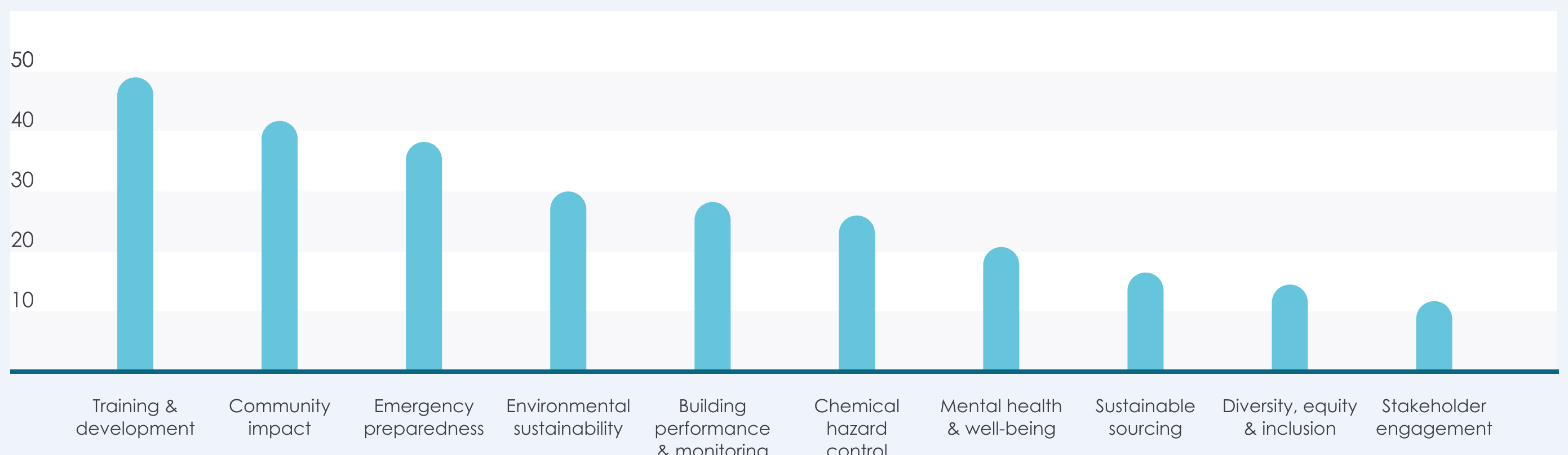
Fostering local and global community health impacts.

**WELL STRATEGIES ACHIEVED AT SCALE**

- Prohibit Outdoor Smoking
- Promote Community Engagement
- Implement Responsible Labor Practices
- Provide Historical Acknowledgement
- Provide Cycling Infrastructure
- Assess and Mitigate Site Hazards

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

— Benchmark: Mean achievement per impact area of all WELL-subscribed organizations with at least one completed review



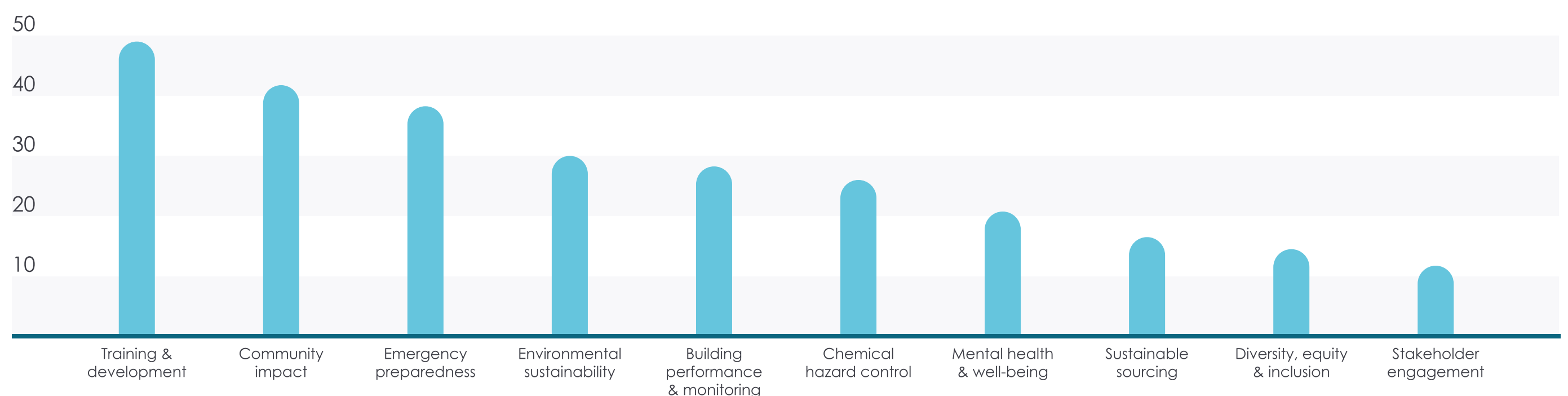


# Moving the needle

WELL can help organizations advance their goals in key focus areas tied to top tier business goals. By drawing on an interdisciplinary and holistic approach, WELL provides a robust set of strategies to make a direct impact on the issues that matter most to an organization. Whether it's increasing staff retention with a commitment to mental health support, or advancing DEI with inclusive hiring and design practices, each WELL concept includes dozens of strategies that address the many ways that physical and social environments shape employee productivity and performance.

With WELL at scale, organizations can apply strategies consistent with their goals and observe impact in focus areas related to social sustainability.

## Top impact areas based on all organizations with WELL at scale achievements



Your organization has not yet achieved any WELL strategies at scale. **Get in touch with your coaching team** to explore opportunities for making progress in 2024.



# WELL concept progress

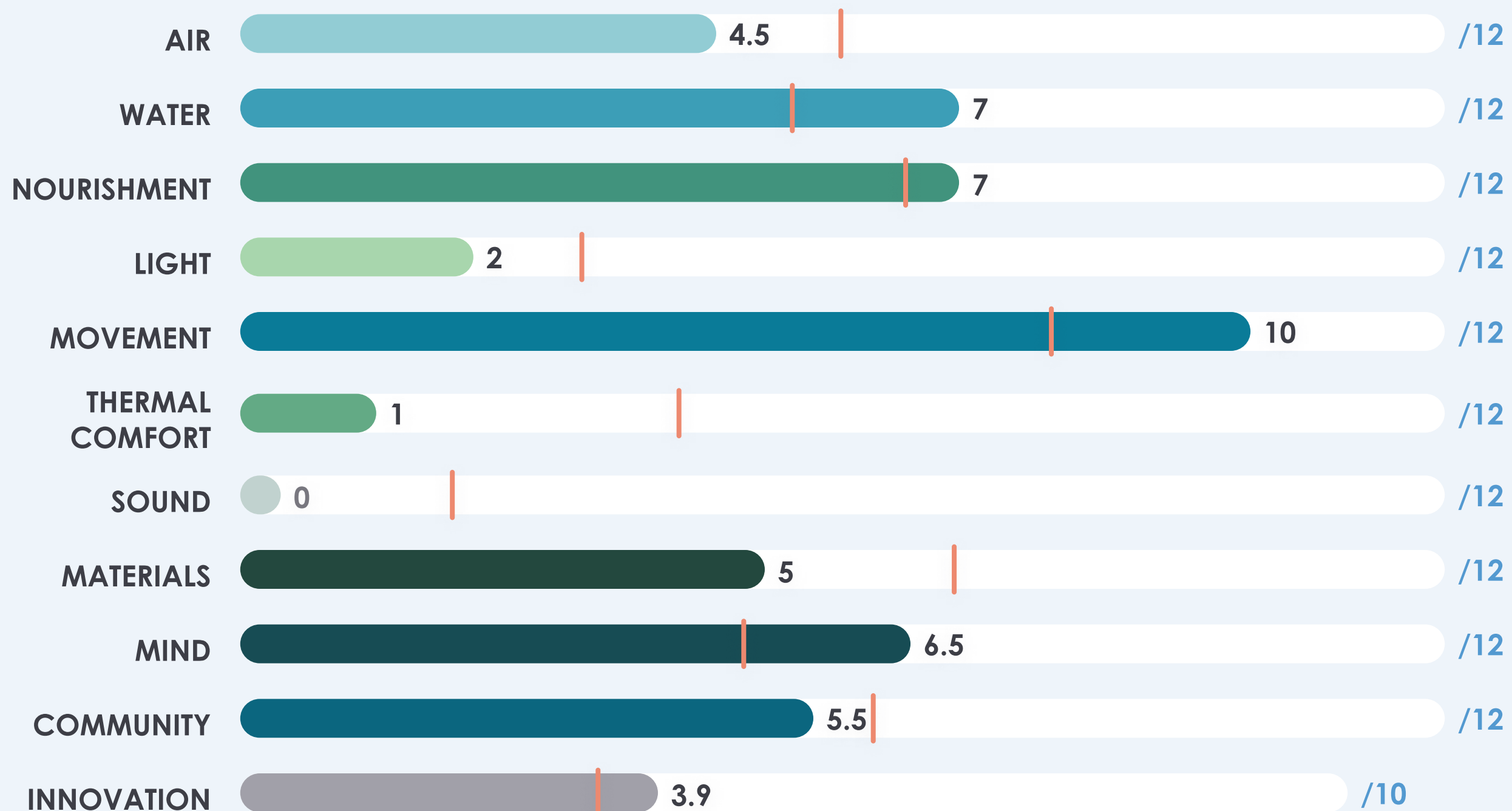
The WELL Standard is composed of evidence-based strategies across 10 concepts - Mind, Community, Movement, Water, Air, Light, Thermal Comfort, Nourishment, Sound and Materials - that enable your organization to address the many ways physical and social environments can shape health outcomes. By implementing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

{Organization} ranked among the top global performers in the following areas within the WELL Standard:



## {OrgName}'s WELL Concept achievements, by average points

Benchmark: Mean concept points of all WELL-subscribed organizations with at least one completed review



### Top WELL Concepts, by % concept points achieved



### Areas where you excel





# WELL concept progress

The WELL Standard is composed of evidence-based strategies across 10 concepts that enable organizations to address the ways physical and social environments can shape health outcomes. These concepts include building- and organization-level interventions that make the air cleaner to breathe and the water healthier to drink; they make healthier food more accessible and they enhance organizational policies to support mental health, DEI initiatives and more. By implementing strategies from WELL concepts, organizations are recognized for concept achievements.



## Top WELL concepts based on all organizations with WELL at scale achievements:



### MOVEMENT

Promoting movement throughout the day and limiting opportunities for sedentary behavior by implementing active design strategies and supporting physical activity through robust policies and programs.



### WATER

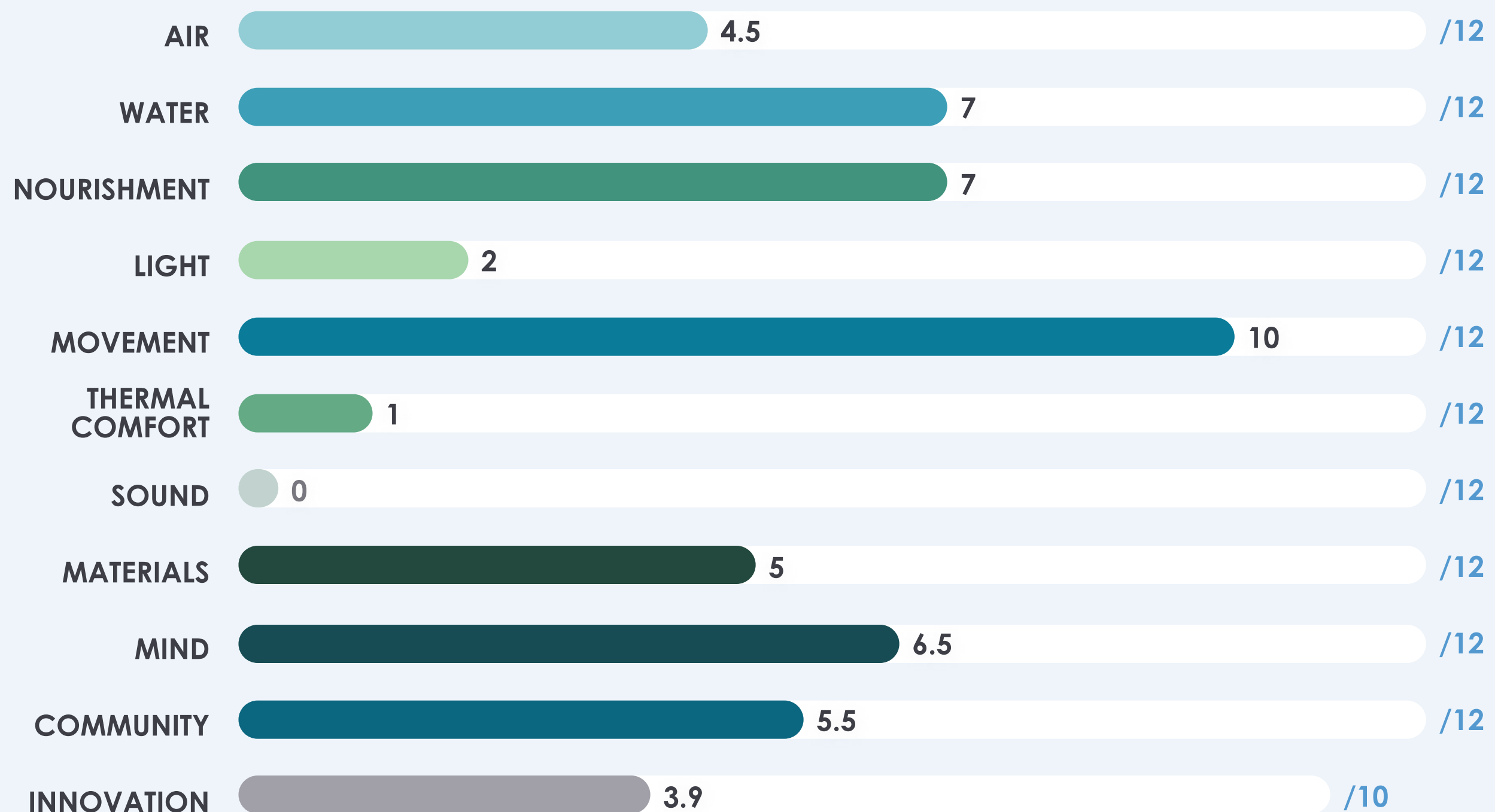
Promoting hydration and hygiene support for people, as well as fostering sustainability, high water quality and management of moisture in buildings.



### NOURISHMENT

Encouraging healthy eating patterns by providing access to fruits and vegetables, accommodating food allergies, encouraging mindful eating, providing nutritional education, and more.

## WELL concept achievement averages based on all organizations with WELL at scale achievements



Your organization has not yet made progress in any WELL concepts. **Get in touch with your coaching team** to explore opportunities for making progress in 2024.



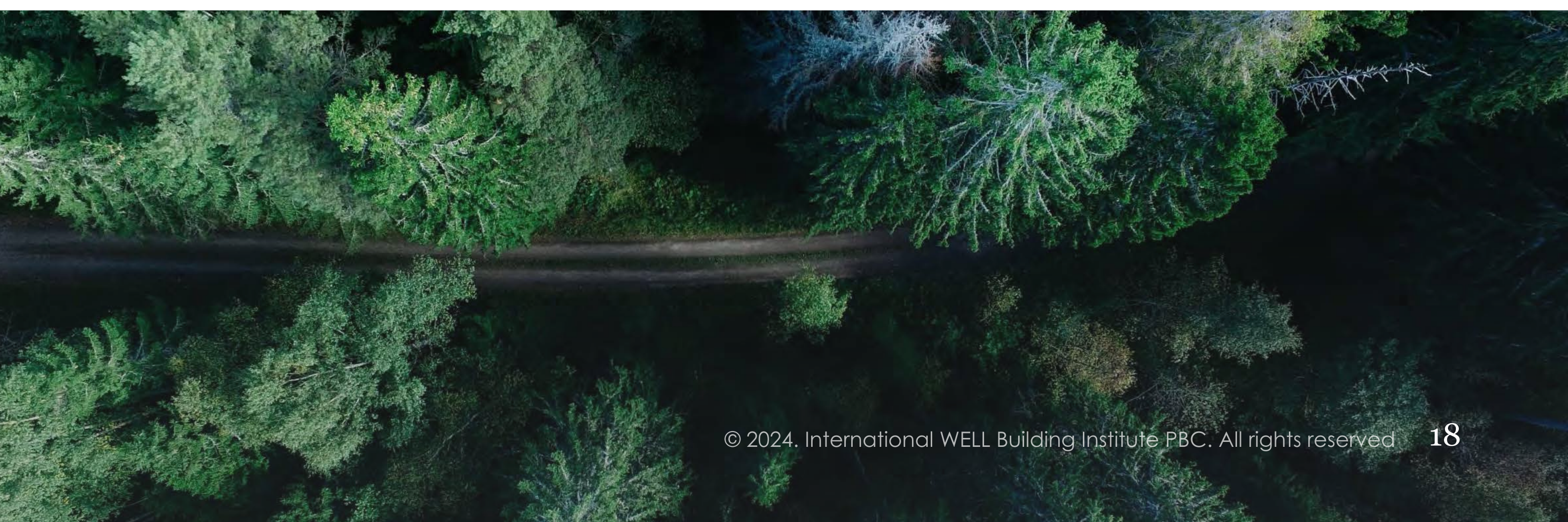
# WELL strategy progress

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 % locations achieved:



{Organization} has also achieved {NUMBER} strategies at {PERCENT} of locations. Please see the Appendix of this report for the full list of top achieved strategies.





# 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 strategies achieved across all WELL at scale participants

	CONCEPT	FEATURE PART
1	 INNOVATION	I02.1 Achieve WELL AP
2	 AIR	A02.1 Prohibit Indoor Smoking
3	 COMMUNITY	C06.3 Offer Sick Leave
4	 MIND	M03.4 Support Mental Health Recovery
5	 COMMUNITY	C03.1 Develop Emergency Preparedness Plan
6	 MATERIALS	X11.2 Select Preferred Cleaning Products
7	 WATER	W03.2 Implement Legionella Management Plan
8	 MIND	M01.1 Promote Mental Health and Well-being
9	 MOVEMENT	V01.1 Design Active Buildings and Communities
10	 MOVEMENT	V02.5 Provide Workstation Orientation















# 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 an organization's people. A WELL at scale subscription includes up to two review cycles per year to verify compliance with any WELL strategies through a comprehensive third-party review process. By implementing features that best align with an organization's health goals, WELL helps to create places where people can be their best selves. With WELL at scale, organizations show progress with each strategy implemented.

## Top WELL strategies achieved across all WELL at scale participants

	CONCEPT	FEATURE PART
1	 INNOVATION	I02.1 Achieve WELL AP
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6	 MATERIALS	X11.2 Select Preferred Cleaning Products
7	 WATER	W03.2 Implement Legionella Management Plan
8	 MIND	M01.1 Promote Mental Health and Well-being
9	 MOVEMENT	V01.1 Design Active Buildings and Communities
10	 MOVEMENT	V02.5 Provide Workstation Orientation



Your organization has not yet achieved any WELL strategies at scale. **Get in touch with your coaching team** to explore opportunities for making progress in 2024.





### Section 3

# Report with WELL

This summary report is intended to support your organization'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.



# Accelerate your ESG strategy



Increasingly, investors, regulators and organizations are weighing non-financial performance indicators as they look to better understand risk and uncover growth opportunities. There are risks and opportunities associated with systemic issues such as climate change, shifting consumer preferences, workforce shortages, evolving societal expectations and regulations. As companies and their investors are increasingly impacted by these issues, they are also increasingly motivated to address them.

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 organization 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 organization 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 organization.

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

## GRESB

Features in WELL align with over 38% of indicators within the 2023 GRESB Real Estate Assessment. WELL Certification and ratings are aligned with the GRESB Assessment such that WELL Certification contributes 1 full point to GRESB and the WELL Health-Safety Rating and the WELL Equity Rating each contribute 0.6 points.

## SDGs

80% of features 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+

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.



# 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 recognizes 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 WELL features may support 16 out 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 organizations take action on specific SDGs and track progress over time.

## {Org Name}'s top three SDGs, by % aligned WELL strategies achieved at scale\*



**GOAL 17  
PARTNERSHIPS FOR THE GOALS**  
Strengthen the means of implementation and revitalize the global partnership for sustainable development.



aligned WELL strategies achieved at scale



**GOAL 11  
SUSTAINABLE CITIES AND COMMUNITIES**  
Make cities and human settlements inclusive, safe, resilient and sustainable.



aligned WELL strategies achieved at scale



**GOAL 10  
REDUCED INEQUITIES**  
Reduce inequality within and among countries.



aligned WELL strategies achieved at scale

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



**GOAL 3  
GOOD HEALTH  
AND WELL-BEING**  
142 aligned WELL strategies



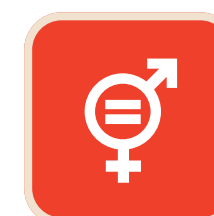
**GOAL 11  
SUSTAINABLE CITIES  
AND COMMUNITIES**  
30 aligned WELL strategies



**GOAL 10  
REDUCED  
INEQUALITIES**  
25 aligned WELL strategies



**GOAL 12  
RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION**  
20 aligned WELL strategies



**GOAL 5  
GENDER EQUALITY**  
18 aligned WELL strategies

\*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

Human health is inextricably linked to both the health of our planet and the inclusiveness of socioeconomic institutions that support everyday life. WELL recognizes 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 WELL features may support 16 out 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 organizations take action on specific SDGs and track progress over time.



**In general, WELL has the strongest level of alignment with the following SDGs\*:**



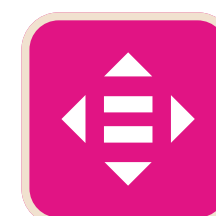
**GOAL 3  
GOOD HEALTH AND  
WELL-BEING**

Ensure healthy lives and promote well-being for all at all ages.



**GOAL 11  
SUSTAINABLE CITIES AND  
COMMUNITIES**

Make cities and human settlements inclusive, safe, resilient and sustainable.



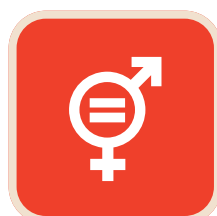
**GOAL 10  
REDUCED INEQUALITIES**

Reduce inequality within and among countries.



**GOAL 12  
RESPONSIBLE CONSUMPTION AND  
PRODUCTION**

Ensure sustainable consumption and production patterns.



**GOAL 5  
GENDER EQUALITY**

Achieve gender equality and empower all women and girls.



**GOAL 9  
INDUSTRY, INNOVATION AND  
INFRASTRUCTURE**

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



Your organization has not yet achieved any SDG-aligned WELL strategies at scale.  
**Get in touch with your coaching team** to explore opportunities for making progress in 2024.

\*Alignment is based on IWBI's internal review of WELL and the SDGs.



# SDG alignments

## ACHIEVED ALIGNMENTS, BY SDG

{OrgName}'s WELL achievements are aligned with {#} of the 17 SDGs.



## ACHIEVED ALIGNMENTS, BY WELL CONCEPT

{OrgName} has achieved (#) of (#) ({#}%) SDG-aligned strategies in WELL.



\*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.



# GRESB alignments

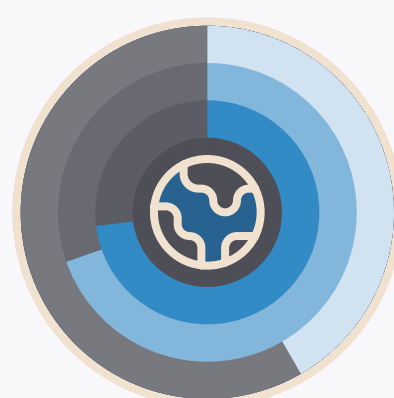
IWBI closely reviewed the WELL Standard and the GRESB 2022 Real Estate Assessment, concluding that features in WELL align with over 38% of indicators within the 2022 GRESB Real Estate Assessment. This section provides an overview of your GRESB alignment based on the WELL features achieved by your subscribed locations.\*

Additionally, achieving WELL Certification will earn your organization a full point, and the WELL Health-Safety Rating and WELL Equity Rating are each worth 0.6 points for GRESB in the certification category.

## GRESB alignment by WELL strategies achieved

### MANAGEMENT COMPONENT

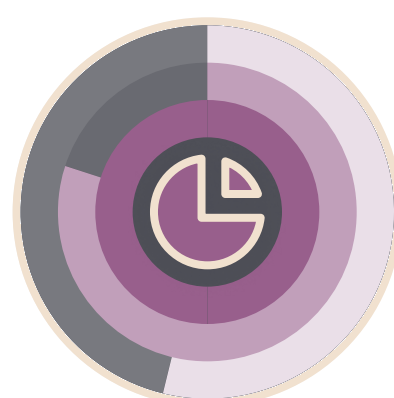
Measures the entity's strategy and leadership management, policies and processes, risk management and stakeholder engagement approach, comprising of information collected at the organizational level.



- 41.6% (5/12) fully aligned strategies
- 69.6% (39/56) partially aligned strategies
- 73% (19/26) slightly aligned strategies

### PERFORMANCE COMPONENT

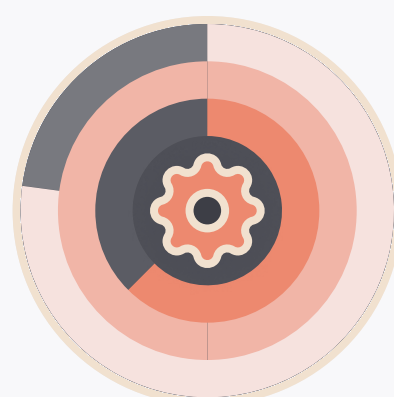
Measures the entity's asset portfolio performance, comprising of information collected at the asset and at the portfolio level. It is suitable for any real estate company or fund with operational assets.



- 53.8% (7/13) fully aligned strategies
- 80% (8/10) partially aligned strategies
- 100% (5/5) slightly aligned strategies

### DEVELOPMENT COMPONENT

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



- 62.5% (5/8) slightly aligned strategies
- 100% (6/6) partially aligned strategies
- 77.1% (27/35) fully aligned strategies

\*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.



# GRESB alignments

IWBI closely reviewed the WELL Standard and the GRESB 2022 Real Estate Assessment, concluding that features in WELL align with over 38% of indicators within the 2022 GRESB Real Estate Assessment.

Additionally, achieving WELL Certification will earn your organization a full point, and the WELL Health-Safety Rating and WELL Equity Rating are each worth 0.6 points for GRESB in the certification category.

## GRESB alignment by WELL strategies achieved

### MANAGEMENT COMPONENT

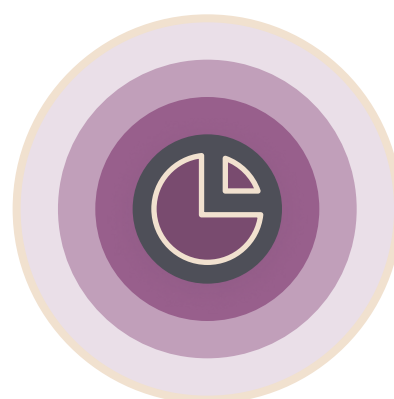
Measures the entity's strategy and leadership management, policies and processes, risk management and stakeholder engagement approach, comprising of information collected at the organizational level.



- 12 fully aligned strategies
- 56 partially aligned strategies
- 26 slightly aligned strategies

### PERFORMANCE COMPONENT

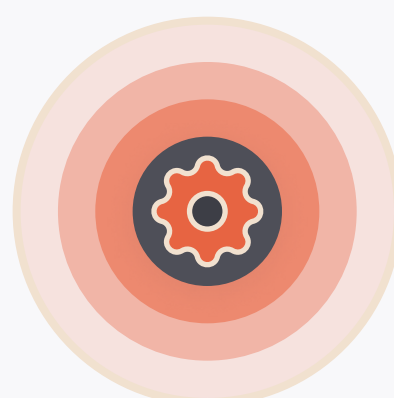
Measures the entity's asset portfolio performance, comprising of information collected at the asset and at the portfolio level. It is suitable for any real estate company or fund with operational assets.



- 13 fully aligned strategies
- 10 partially aligned strategies
- 5 slightly aligned strategies

### DEVELOPMENT COMPONENT

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



- 35 fully aligned strategies
- 6 partially aligned strategies
- 8 slightly aligned strategies



Your organization has not yet achieved any GRESB-aligned WELL strategies at scale. **Get in touch with your coaching team** to explore opportunities for making progress in 2024.

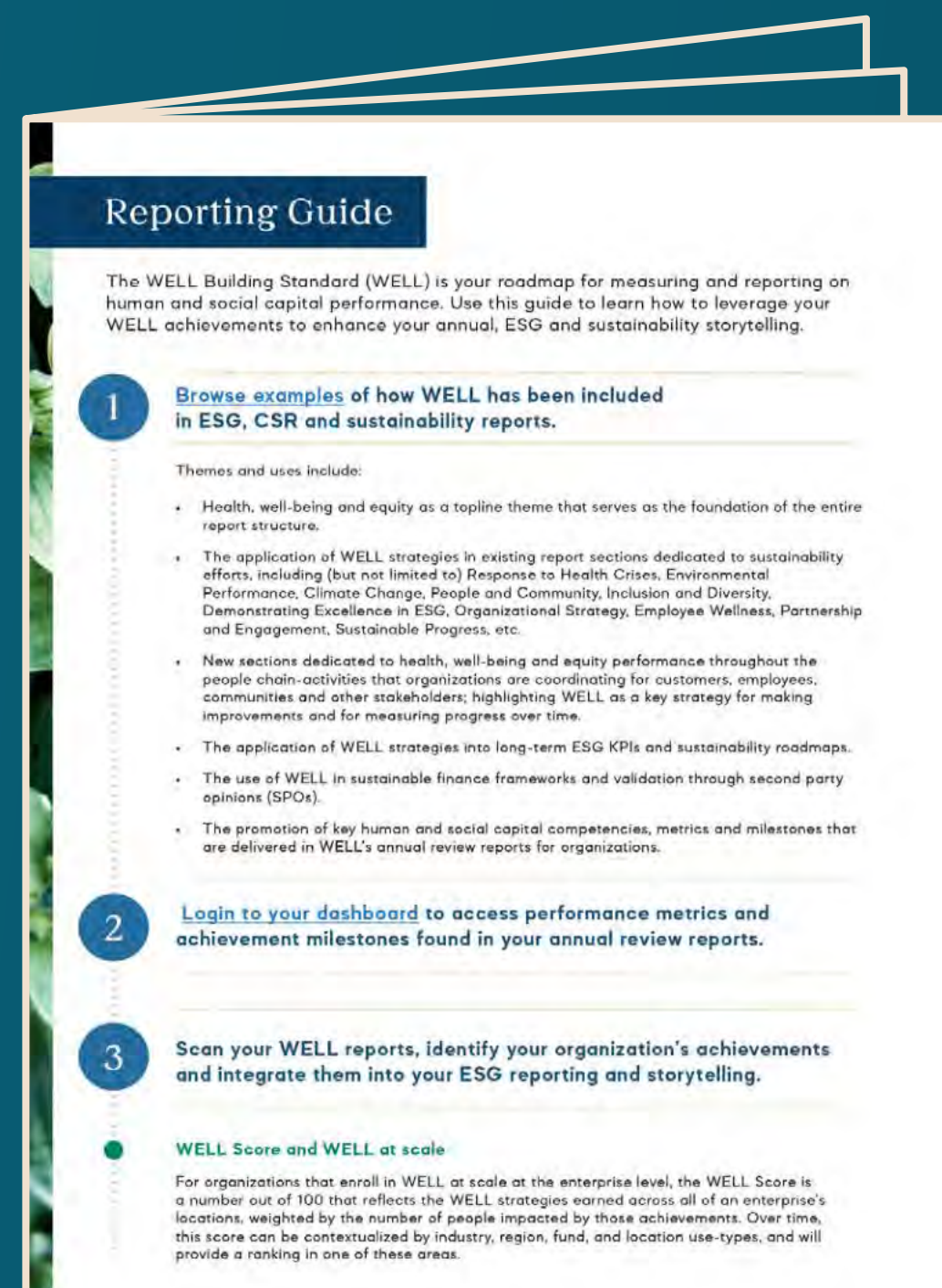


# Use WELL for reporting

{{OrgName}}'s WELL achievements can enhance annual reporting around sustainability, corporate responsibility and ESG impacts. An organization's commitment to health is increasingly viewed as a vital factor that must be measured, managed, reported and valued. WELL supports transparent and standardized disclosure about health and well-being initiatives with measurable and verifiable achievements. Organizations enrolled in WELL at scale have access to model language for disclosing WELL achievements as well as alignments with leading ESG and sustainability frameworks like GRESB and the SDGs.

## Tips for incorporating WELL

- ✓ **Browse examples** of how other organizations have highlighted WELL in their annual reporting.
- ✓ **Use this annual WELL at scale report** to compile highlights of your organization'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 2023 outcomes into your 2024 strategies.



# Communicate WELL to stakeholders

Beyond ESG reporting, {ORGANIZATION}'s WELL engagement and achievements can be shared broadly with key internal and external stakeholders, helping you to demonstrate health leadership and commitment to your people. Leverage IWBI resources and templates from this report to our PR Guidelines to the Welcome to WELL toolkit, all available in your WELL account under the Resources tab:

- ✓ **Engage your PR and Communications team** to help you craft a strategy to share your WELL journey and achievements.
- ✓ **Communicate with your Human Resources team** to integrate your WELL engagement into recruitment and onboarding materials to bolster your talent attraction and retention strategy.
- ✓ **If you are a real estate developer, work with your leasing team** to communicate your WELL achievements to current and potential tenants.
- ✓ Consider ways to communicate about your WELL engagement, strategies and achievements to your employees, such as through **town halls or all-staff meetings, newsletters and/or on-site signage.**
- ✓ Incorporate your WELL achievements and work into **applications for industry awards.**
- ✓ **Work with IWBI on a project profile** about your organization's achievements.





# WELL worldwide

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

**4.93 billion**

square feet of WELL projects

**43,932**

assets certified, rated and enrolled

**129**

countries



**25,293**

credentialed and registered WELL APs



**271**

products in the Works with WELL directory



**513**

WELL Faculty



**63**

Performance Testing Organizations



**#**

Advisors



**31**

WELL Enterprise Providers

Data as of December 31, 2023

## The WELL Conference and global event series

In 2024, we are generating new energy, growing together and acting with impetus to invigorate the healthy building movement. We are reigniting our commitment to communities and continuing our work to help leading organizations create buildings and businesses where everyone can thrive. The WELL 2024 global event series is an opportunity for our ever-expanding WELL community to come together, expand perspectives and strengthen their knowledge of people-first places.







# Grow with us

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This past year has given us all a sense of gratitude for how far we've come and an excitement for what's ahead. Our [2023 WELL Summit](#) in Washington, D.C., saw the largest convening of our WELL community to date. The event included unique networking and technical education opportunities and showcased the latest in products and services supporting the healthy building industry, while prioritizing attendee health with curated wellness activities and outdoor programming. We've seen monumental growth – nearly five billion square feet of space are enrolled, rated or certified with WELL offerings, and we see this upward trend continuing in 2024.

We launched [Works with WELL](#), creating a pathway that connects health-focused solutions to the WELL Standard. The Works with WELL licensing program is an opportunity for manufacturers to capitalize on the growing demand for health solutions by demonstrating how their products align with WELL.

With our Investing in Health Pays Back campaign, we showcased the business case for healthy buildings around the world. IWBI's [Research Review](#) summarized the major findings from nearly 60 independent studies, including research led by Massachusetts Institute of Technology (MIT), Harvard's T.H. Chan School of Public Health, and many more.

Highlights from the report include:

- [Research that tied higher ventilation rates to an 8% uptick in employee performance.](#)
- A new peer-reviewed study that connected [WELL Certification to a 28% improvement in overall satisfaction with the workplace.](#)
- Numerous case studies, including [one that demonstrated a 300% return on investment for workplace wellness programs.](#)

Now is the time to renew and recharge our commitment to growth and improvement. We encourage you to use what you've accomplished so far to fuel your endeavors for creating a healthier, more sustainable future. Let's continue this journey together.





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

### **Trademark notice and disclaimer**

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# WELL strategies achieved at scale

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Whether it's increasing staff retention with a commitment to safety and mental health support, or advancing DEI with inclusive hiring and design practices, each WELL concept includes dozens of strategies that address the many ways that physical and social environments shape employee productivity and performance. Every WELL strategy implemented and approved - spanning policy changes, onsite testing, and design enhancements - contributes to an organization's progress through WELL at scale.

## **Additional achieved WELL strategies**

{Organization} has also achieved the following strategies at scale:

**Strategy:**

**Percent of locations achieving strategy:**