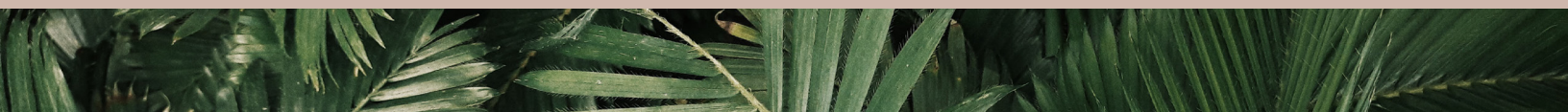


Investing for Health

Investing in human
health and well-being
→ **is good** ←
for your people
and your bottom line.



ESG investing is gaining momentum as investors are demanding accountability from corporations.

70%

of millennials are making investment decisions based on sustainability factors

[\(EY\)](#)

73%

of CFOs in the Fortune 1000 feel pressure to act on climate change and social justice

[\(Deloitte\)](#)

ESG funds captured

\$51.1b

of net new money from investors in 2020, a record and more than double the prior year [\(CNBC\)](#)

Investment in health has been historically underrepresented in ESG frameworks. But the landscape is changing.



The Hong Kong Stock Exchange **released mandatory ESG requirements** for four environmental and eight social factors.



Multiple bills are pushing the US Securities and Exchange Commission (SEC) to **expand human capital management reporting**.



Standard setting agencies, such as SASB and IIRC, are **expanding human capital metrics** to include worker well-being.



Public health and social justice issues are **arguably material issues for investors to consider.**

-Dr. Matthew Trowbridge
Chief Medical Officer at the International WELL Building Institute and Associate Professor of Emergency Medicine at the University of Virginia School of Medicine

Companies that prioritize employee health across their physical spaces, policies and operational protocols are **winning the future.**

Generate Returns for Investors:

- **80%** of companies that took concrete actions on health saw an improvement to their earnings and shareholder returns ([TRS](#)).
- Portfolios including companies with high scores on the Corporate Health Achievement Awards appreciated **99%** more than that S&P 500 index ([STOK](#)).

Maximize Human and Social Capital Performance:

- In Cundall's WELL certified workplace employee absenteeism dropped by **19%** in one year.
- In CBRE Toronto and Vancouver WELL Certified workplaces, total employee turnover rate has fallen by **almost a third** and the hiring rate for new talent has **doubled**.
- Productivity rose by **30%** in Landsec's WELL Certified workplace.

Control Health Costs and Reduce Losses:

- Employees working while sick costs the US economy an estimated **\$234B** a year in lost productivity ([The Guardian](#)).
- Losing 1 employee costs about **\$15,000** or a third of that worker's annual earnings in expenses ([Forbes](#)).

In this rapidly changing world, it has never been more important for companies to prioritize their core asset - the health and happiness of their people.

—————> **Working on health works.** <—————

Strengthening human and social capital metrics in ESG reporting:

How WELL Can Help

The International WELL Building Institute (IWBI) is a public benefit corporation on a mission to **transform health and well-being in buildings, organizations and communities around the world.**



In 2014, IWBI launched the WELL Building Standard (WELL), the leading tool for advancing health and well-being in buildings, communities and organizations, globally.

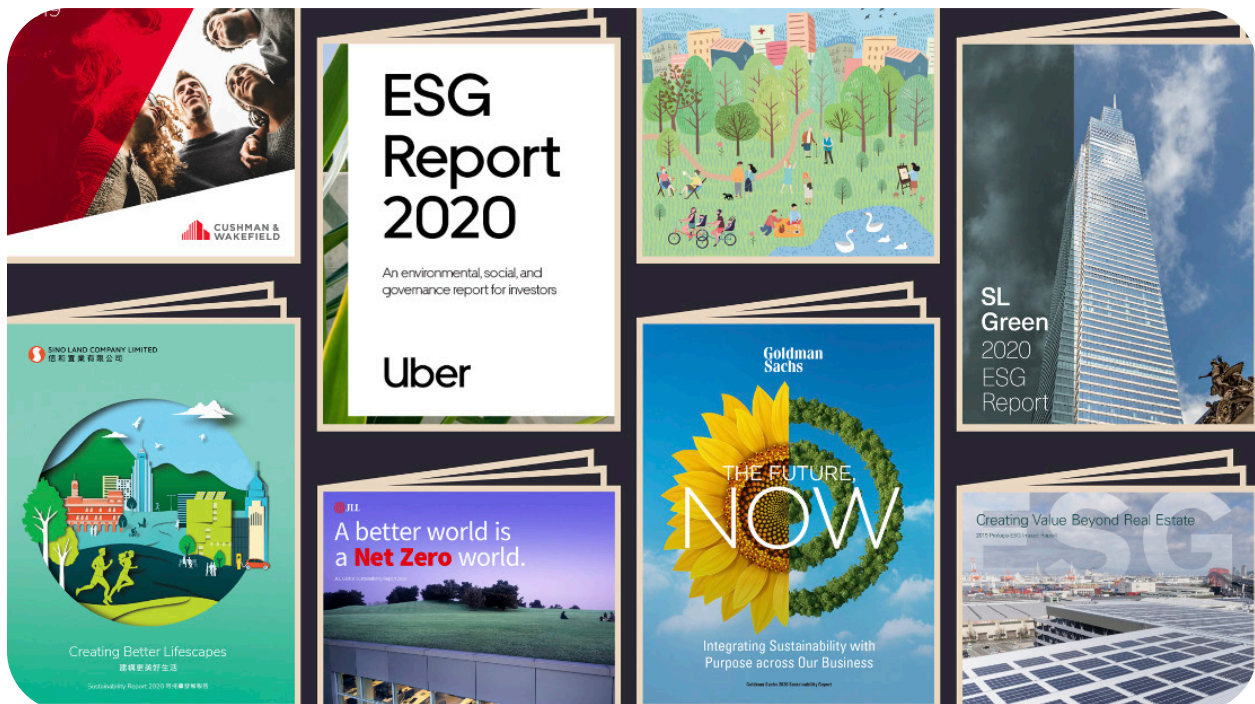
WELL helps organizations manage their company health as rigorously as they do their P&L, providing pathways for leaders at all levels to create spaces that prioritize employee health and well-being and to embed people-first strategies into organizational culture.

By providing a method to measure and report on human and social capital metrics, WELL makes transparent and standardized disclosure easy.

WELL is also aligned with leading ESG and sustainability frameworks like **GRI, GRESB and the SDGs.**



Leverage concierge-level guidance and reporting outputs to demonstrate progress on key human and social capital metrics and map the materiality of these factors to your bottom line.



Under the Hood:

How Clients are Using WELL in their ESG Reports



WELL Portfolio allows JLL to benchmark its full range of workspaces and move its offices toward one global standard, ensuring JLL offices around the world meet the highest standards of sustainability and health and well-being. **Currently, JLL has 194 properties in 18 countries with more than 23,000 people in the WELL Portfolio program.** These offices are in North America and Asia Pacific, with the intention to bring 80-90 offices in Europe and the Middle East (EMEA).

JLL intends to go beyond certifying its own offices to help clients get started with the WELL Portfolio program. **We have long been supportive of WELL as the industry benchmark for health standards in buildings.** More than ever, we need to ensure that our buildings and workplaces support the physical, psychological and social health of those who occupy them. **Our WELL Portfolio Score is a further step in our commitment to improving our work environment and amenities for all employees."**

[JLL 2020 Global Sustainability Report](#)
Enrolled in WELL Portfolio (2020)



In 2020, **Goldman Sachs' 150 Outer Ring Road office in Bengaluru was the first office in our global portfolio to achieve WELL Gold Certification**, and is the largest certified interior fit-out in the world. The office is designed with maximum exposure to daylight to help improve well-being, while outdoor views and biophilia-inspired artwork help to lower stress. Our cafeteria is filled with healthy food options and nutrition info is posted to encourage better choices.

The workplace is designed with ergonomics and community in mind, and fitness options abound, from high-impact workout facilities to Wi-Fi enabled landscape terrains around the campus, enabling flexible indoor and outdoor work. High-performing ventilation systems within the building keep the air fresh and CO2 balanced. Taken together, **these diverse options throughout the facility are focused on fostering the physical, mental and emotional well-being of our people."**

[Goldman Sachs 2020 Sustainability Report](#)
Global adoption of the WELL Health-Safety Rating (2021)

Uber



We are pursuing the LEED and WELL building certifications for close to 3 million square feet of office space around the globe. Key features of focus include enhancing indoor air and water quality, designing the space to maximize daylighting, increasing occupant thermal and audio comfort, and preferencing non-hazardous, recycled materials in our furniture and materials."

[Uber 2020 ESG Report](#)
Uber Talent Hubs enrolled in WELL Portfolio (2020)



SL Green participates in the WELL Portfolio program, with **27 buildings across 20 million square feet**, and holds an advisory position to assure that this program delivers immediate and measurable benefits for building occupants. The operations, facility decisions, and policies of our portfolio are aligned with WELL standards to uphold SL Green's responsibility for our tenants."

[SL Green 2020 CSR Report](#)
Global adoption of the WELL Health-Safety rating (2020)

Examples of
WELL Mentions
in ESG or Sustainability Reporting

- [Goldman 2020 Sustainability Report](#) (pg. 47)
- [Citi Global ESG Report 2020](#) (pg. 47, 50)
- [Uber 2020 ESG report](#) (pg. 36)
- [Castellum 2020 Annual Report](#) (pg. 9, 13, 33, 40-41, 43, 48-50, 164, 179)
- [SL Green 2020 CSR Report](#) (pg. 5, 8)
- [Charter Hall 2020 Sustainability Report](#) (pg. 29, 38, 42, 62, 65)
- [Landsec Annual Report 2021](#) (pg. 7, 43, 68, 69, 220)
- [CBUS 2021 Sustainability Report](#) (pg. 4, 7-10, 24, 19, 25)
- [JLL 2020 Global Sustainability Report](#) (pg. 33, 34, 40, 45, 82, 87)
- [Simon Sustainability Report 2020-2021](#) (pg. 4, 5, 9, 15, 18, 20, 39)
- [Cushman Wakefield 2020 CSR Report](#) (pg. 7, 33, 45, 49, 50-51, 59, 64, 65)
- [Champion REIT 2020 Sustainability Report](#) (pg. 5, 7, 23, 28, 35)
- [Sino Land 2020 Sustainability Report](#) (pg. 7, 9, 13, 25, 78, 80-82, 142)
- [Merck 2020/2021 ESG Progress Report](#) (pg. 89)
- [Sino Ocean 2020 Annual Report](#) (pg. 55, 56, 72, 84)

