



G R E S B  
★ ★ ★ ★ ★ 2019

# Welltower Inc.

Welltower Inc.

## GRESB Benchmark Report 2019

DATE: 11 Jan 2021 6:48:17pm Mon UTC

# Table of Contents

Scorecard .....	4
GRESB Aspects .....	5
Strengths & Opportunities .....	6
Portfolio Impact .....	7
Entity & Peer Group Characteristics .....	8
Peer Group Constituents .....	8
Validation .....	9
Management .....	
Intent and Overview .....	10
Sustainability Objectives .....	10
Sustainability Decision Making .....	12
Policy & Disclosure .....	
Intent and Overview .....	14
ESG Policies .....	14
Sustainability Disclosure .....	17
Risks & Opportunities .....	
Intent and Overview .....	21
Governance .....	21
Environmental & Social .....	22
Monitoring & EMS .....	
Intent and Overview .....	29
Environmental Management Systems .....	29
Data Management Systems .....	29
Monitoring Consumption .....	30
Performance Indicators .....	
Summary .....	33
Senior Homes - Energy Consumption .....	34
Senior Homes - GHG Emissions .....	36
Senior Homes - Water Use .....	37
Senior Homes - Waste Management .....	39
Medical Office - Energy Consumption .....	40
Medical Office - GHG Emissions .....	42
Medical Office - Water Use .....	43
Medical Office - Waste Management .....	45
Certifications & Energy Ratings .....	
Intent and Overview .....	46
Senior Homes .....	46
Medical Office .....	47
Stakeholder Engagement .....	
Intent and Overview .....	49
Employees .....	49

Suppliers .....	52
Tenants/Occupiers .....	55
Community .....	60
Health and Well-being .....	61

## New Construction & Major Renovations

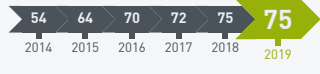
Intent and Overview .....	65
Sustainability Requirements .....	65
Materials and Certifications .....	67
Energy Efficiency .....	69
Water Conservation and Waste Management .....	71
Supply Chain .....	72
Health, Safety and Well-being .....	74
Community Impact and Engagement .....	75

## GRESB Partners

Global Partners .....	77
Premier Partners .....	77
Partners .....	78

# Welltower Inc.

## Participation & GRESB Score

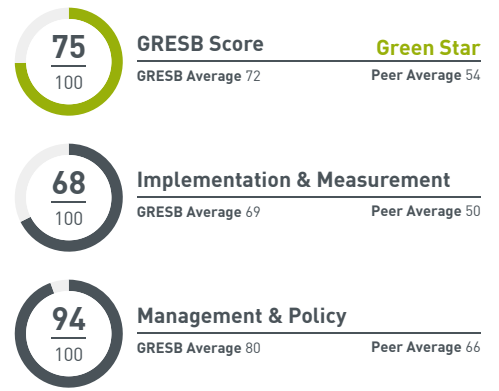
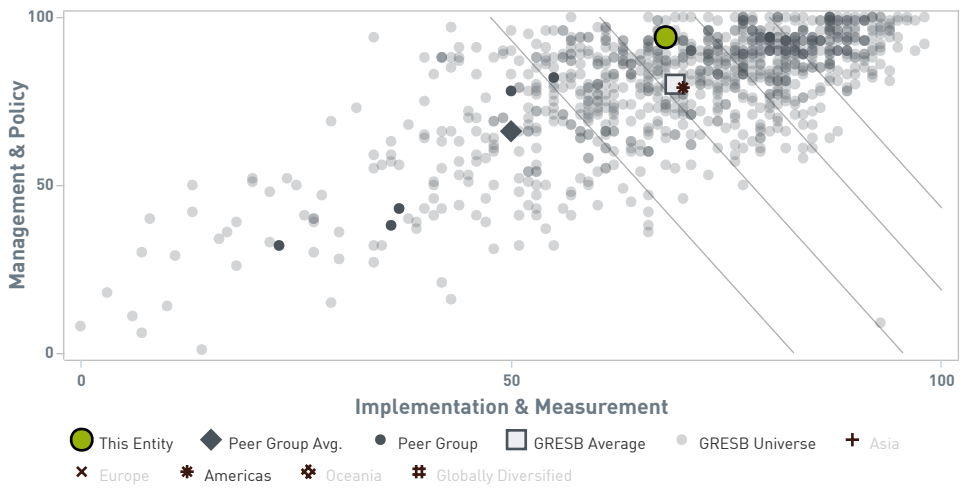


## Peer Comparison

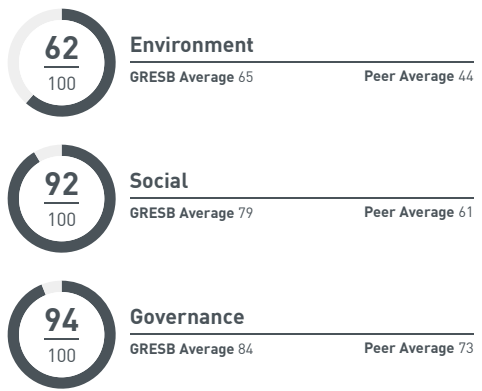


**G R E S B**  
☆☆☆★★ 2019

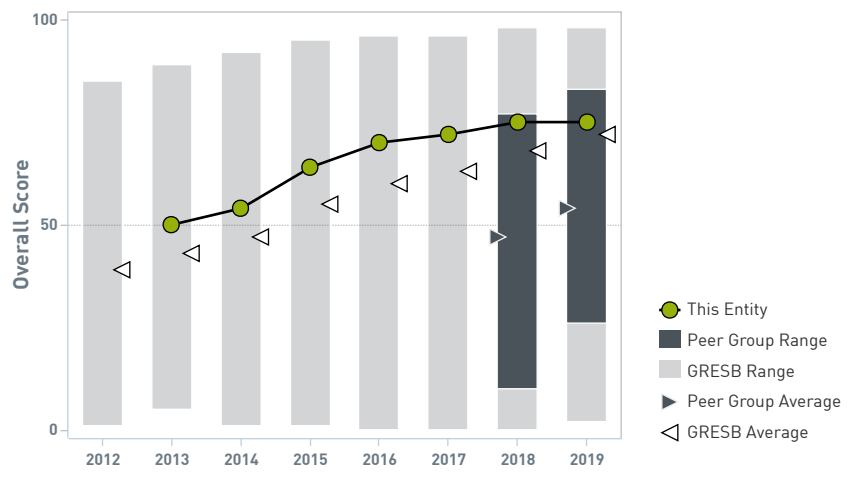
## GRESB Model



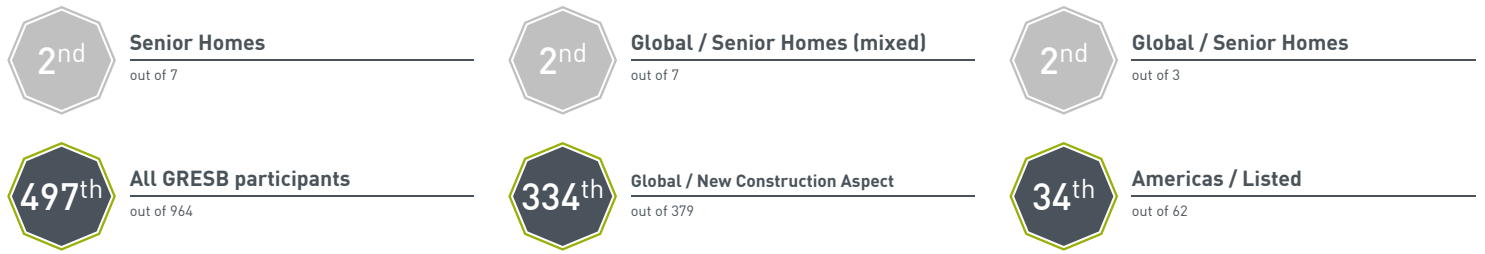
## ESG Breakdown



## Trend



## Rankings



# GRESB Aspects



Aspect	Weight in GRESB Score	This Entity	Peer Group	GRESB
Management	7.9%	95 <sup>+13</sup>	PEER AVERAGE 84 <sup>+10</sup>	GRESB AVERAGE 88
Policy & Disclosure	9.4%	100 <sup>+4</sup>	PEER AVERAGE 71 <sup>-1</sup>	GRESB AVERAGE 84 <sup>+2</sup>
Risks & Opportunities	12.9%	83 <sup>-9</sup>	PEER AVERAGE 65 <sup>+5</sup>	GRESB AVERAGE 78 <sup>+6</sup>
Monitoring & EMS	8.6%	80 <sup>+3</sup>	PEER AVERAGE 59 <sup>-6</sup>	GRESB AVERAGE 77 <sup>+3</sup>
Performance Indicators	25.2%	52 <sup>-14</sup>	PEER AVERAGE 43 <sup>-11</sup>	GRESB AVERAGE 60 <sup>+4</sup>
Building Certifications	10.8%	41 <sup>+8</sup>	PEER AVERAGE 20 <sup>-18</sup>	GRESB AVERAGE 55 <sup>+4</sup>
Stakeholder Engagement	25.2%	89 <sup>+8</sup>	PEER AVERAGE 57 <sup>-4</sup>	GRESB AVERAGE 78 <sup>+7</sup>
New Construction & Major Renovations	0%	37 <sup>+2</sup>	PEER AVERAGE 50 <sup>+9</sup>	GRESB AVERAGE 63 <sup>+6</sup>

## Strengths & Opportunities

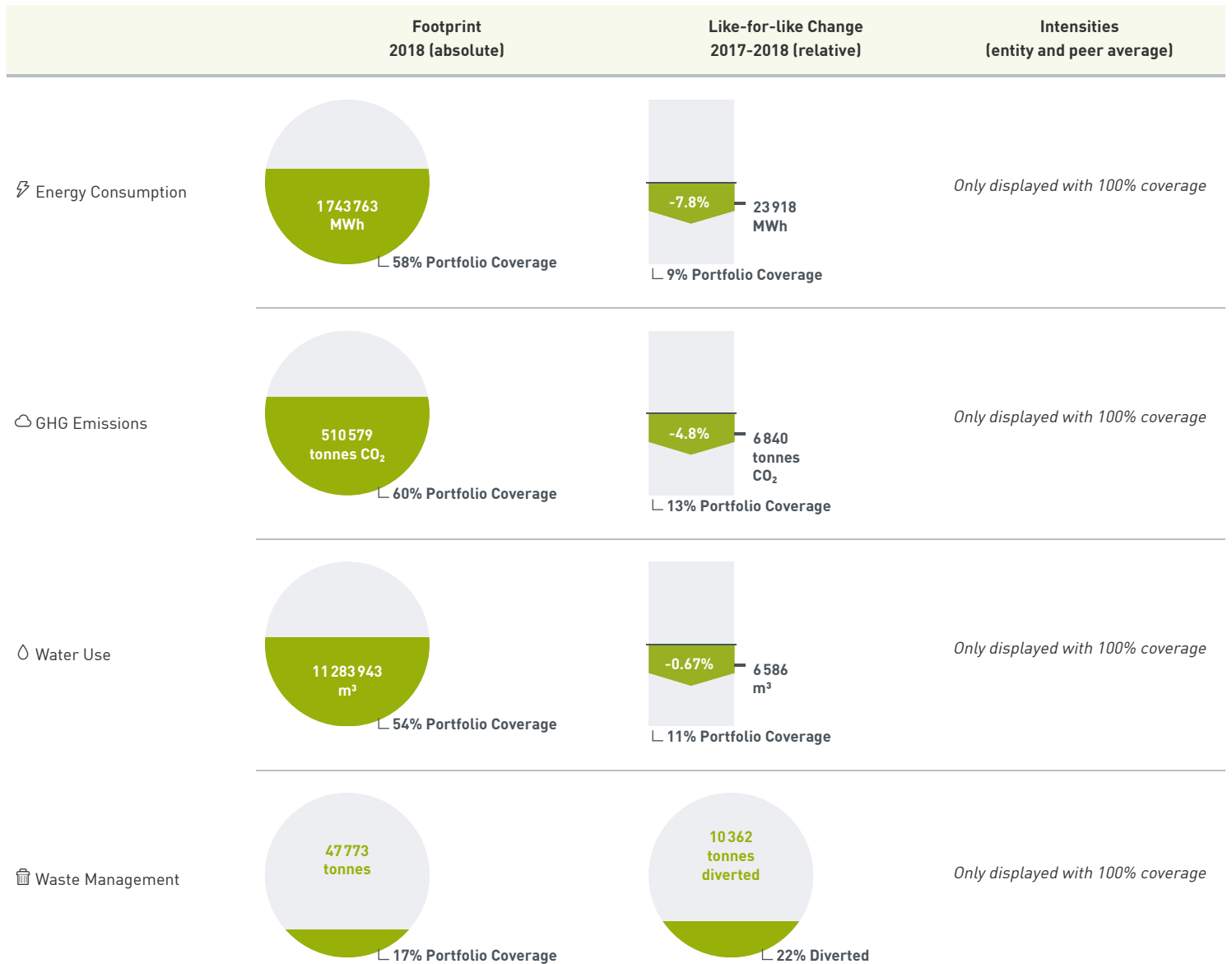
Strengths: Outperformed more than 80% of peers

Indicator		Score	Peer Average	
PD5.1	Disclosure of ESG performance	4/4	1.75/4	100% of peers scored lower
R06	Water efficiency measures	2.5/2.5	0.79/2.5	83% of peers scored lower
ME3	Monitoring energy consumption	2.5/3	1.38/3	83% of peers scored lower
ME4	Monitoring water consumption	1.63/2	0.85/2	83% of peers scored lower
PI1.3	Renewable energy generated - Senior Homes	2.01/3	0.69/3	83% of peers scored lower
PI1.2	Energy use intensity rates - Medical Office	0.75/1.5	0/1.5	100% of peers scored lower
PI2.2	GHG emissions intensity rates - Medical Office	0.38/0.75	0/0.75	100% of peers scored lower
PI3.2	Water use intensity rates - Medical Office	0.38/0.75	0/0.75	100% of peers scored lower
PI3.4	Review, verification and assurance of water use data	0.75/0.75	0.17/0.75	83% of peers scored lower
PI4.2	Review, verification and assurance of waste management data	0.75/0.75	0.13/0.75	83% of peers scored lower
BC1.1	Building certifications - design/construction - Senior Homes	2.5/10	0.42/10	83% of peers scored lower
BC1.2	Building certifications - operational - Senior Homes	3/12	0/12	100% of peers scored lower
SE2.1	Employee satisfaction survey	1.5/1.5	0.92/1.5	83% of peers scored lower
SE7	Tenant engagement program(s)	2.88/4	1.81/4	83% of peers scored lower
SE8.1	Tenant satisfaction survey	3/3	1.17/3	83% of peers scored lower
SE8.2	Improvement of tenant satisfaction	1/1	0.33/1	83% of peers scored lower
NC14	Monitor impact on community	0.3/1.5	0/1.5	100% of peers scored lower

Opportunities: Outperformed by more than 80% of peers

Indicator		Score	Peer Average	
MA3	Sustainability taskforce or committee	1.5/2	1.88/2	100% of peers scored higher
BC2	Energy ratings - Senior Homes	0.75/3	2/3	83% of peers scored higher
SE1	Employee training	1.5/2	1.83/2	83% of peers scored higher
NC3	Sustainable site design/development requirements	0.75/1.5	1.17/1.5	83% of peers scored higher
NC9	Waste management	0.75/2	1.33/2	83% of peers scored higher
NC13	Socio-economic impact on community	0/1.5	1/1.5	83% of peers scored higher

# Portfolio Impact



## Impact Reduction Targets

	Type	Long-term target	Baseline year	End year	2018 target	Portfolio coverage	Externally communicated
⚡ Energy	Absolute	10.0%	2014	2025	1.0%	15.0	No
☁ GHG	Absolute	10.0%	2014	2025	1.0%	15.0	No
💧 Water	Absolute	5.0%	2014	2025	1.0%	15.0	No
✍ Scope 3 GHG Reduction Target	Absolute	10.0%	2014	2025	1.0%	15.0	No

## Entity & Peer Group Characteristics

### This Entity

<b>Geography:</b>	United States of America
<b>Sector:</b>	Senior Homes
<b>Legal Status:</b>	Listed
<b>Total GAV:</b>	\$33.6 Billion
<b>Activity:</b>	Management and development of assets
<b>Reporting period:</b>	Calendar Year

### Peer Group (7 entities)

<b>Peer Group Geography:</b>	Global
<b>Peer Group Sector:</b>	Senior Homes
<b>Legal Status:</b>	Non-listed, Listed
<b>Average GAV:</b>	\$5.63 Billion



#### Countries

[83%]	United States of America
[9%]	Canada
[8%]	United Kingdom



#### Peer Group Countries

[44%]	United Kingdom
[26%]	United States of America
[14%]	Australia
[9%]	Belgium
[3%]	Netherlands
[3%]	Germany
[1%]	Canada



#### Sectors

[81%]	Senior Homes
[19%]	Medical Office



#### Peer Group Sectors

[97%]	Senior Homes
[3%]	Medical Office



#### Management Control

[89%]	Indirect
[11%]	Managed



#### Peer Group Management Control

[61%]	Indirect
[39%]	Managed

## Peer Group Constituents

### Peer Group Constituents

AEDIFICA NV   Moorfield Investment Management Limited   PGIM Real Estate  
 Lendlease   Octopus AIF Management Limited (2)   Welltower Inc.



## Validation

### GRESB Validation

				% accepted/ full points
<b>All participant check</b> All entities ✓ Text boxes, 'Other' answers, Table answers, Hyperlinks, Quantitative outliers	<b>Validation plus</b> All entities ✓ MA5, PD1, PD5.1, R03.1, ME1, PI1.4, PI2.3, PI3.4, PI4.2, SE4.1, NC1, NC8, NC14	<b>Validation Interview</b> Entity not selected Reporting boundaries, Supplemental questions	<b>Items</b>	<b>100%</b>
			Evidence	35
			'Other' answers	7
			Text boxes	1
			Table answers	1
			<b>Total</b>	<b>44</b>
				<b>100%</b>

#### Validation items not accepted

None

#### Validation items partially accepted

None

#### Quantitative outliers excluded

None

### Third Party Assurance, Verification and Checks

Question	Points	Data Review
<b>PD5.2</b> Organization's stand-alone sustainability report		Externally <b>assured</b> by LQRA
<b>PD5.2</b> Organization's section in entity reporting to investors		Externally <b>assured</b> by LQRA
<b>PI1.4</b> Energy consumption data	1/1	Externally <b>assured</b> by LQRA
<b>PI2.3</b> GHG emissions data	0.75/0.75	Externally <b>assured</b> by LQRA
<b>PI3.4</b> Water consumption data	0.75/0.75	Externally <b>assured</b> by LQRA
<b>PI4.2</b> Waste management data	0.75/0.75	Externally <b>assured</b> by LQRA

# Management

POINTS: 10.5/11

WEIGHT: 7.9%

## Intent and Overview

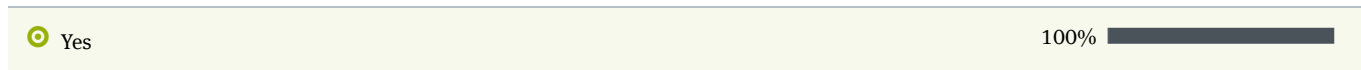
This Aspect focuses on how the organization integrates ESG into its overall business strategy. The purpose of this section is to (1) identify who in the participant organization is responsible for managing ESG issues and has decision-making authority; (2) communicate to investors how the entity structures management of ESG issues and (3) determine how ESG is embedded into the organization.

## Sustainability Objectives

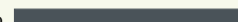
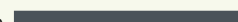



MA1 POINTS: 2/2

### ESG Objectives

Percentage of Peers

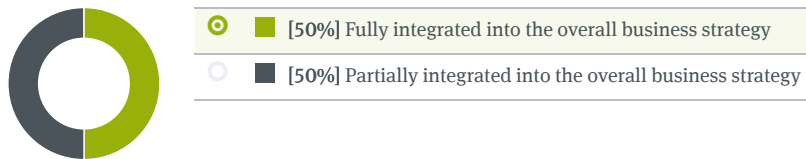


#### Objective included

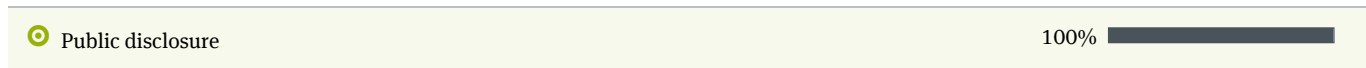
<input checked="" type="checkbox"/> General sustainability	100% 
<input checked="" type="checkbox"/> Environment	100% 
<input checked="" type="checkbox"/> Social	100% 
<input checked="" type="checkbox"/> Governance	100% 
<input checked="" type="checkbox"/> Health and well-being	100% 

#### Business strategy integration

##### Percentage of Peers



#### The objectives are



Please provide a hyperlink or a separate publicly available document

Evidence provided

[www.welltower.com/responsibility](http://www.welltower.com/responsibility)

[ACCEPTED]



Communicate the objectives and explain how the objectives are integrated into the overall business strategy (maximum 250 words)

**GG** Welltower's WELLSustained sustainability objectives focus on 4 key priority areas i) effectively managing resource consumption, GHG emissions and environmental impact, ii) build and continuously improve the quality of our real estate portfolio to support the evolution of health care infrastructure, iii) engage, understand and incorporate the interests of our communities and stakeholders in our business wherever possible, and iv) conduct our affairs with complete integrity and transparency.

These priority areas were identified through a materiality assessment process outlined within Welltower's CSR report. The objectives feed into our business strategy and financial objectives by helping the company to raise investment from SRI/ESG-aligned investment vehicles and improve operating efficiency, thereby increasing shareholder return.

1. The company's short-term objectives include quantifiable, time-bound targets to reduce energy and water consumption and waste generation (by 1% per year); quantifiable, time-bound targets to expand the benchmarking program and increase average benchmarking score; investing in building management upgrades and renewable energy, and improving waste diversion rates. The company also set sustainability related governance objectives including issuing a political contribution policy.
2. The medium-term objectives include increasing the number of LEED and BREEAM building certifications in the portfolio, furthering the roll out of the company's Green Arrow Building Certification program and achieving zero lost time health and safety incidents in corporate operations.
3. Long-term objectives include evaluating and setting science based targets to reduce the portfolio's energy consumption and GHG emissions, and implementing policies to ensure all new constructions are built to LEED, BREEAM or an equivalent standard.

No 0%

**MA2** POINTS: 3/3

**Persons responsible for implementing ESG objectives**

Percentage of Peers

Yes 100%

**The individual(s) is/are**

- Dedicated employee(s) for whom sustainability is the core responsibility 67%
- Employee(s) for whom sustainability is among their responsibilities 100%
- External consultants/manager 83% 
  - Eco-Act
  - RE Tech Advisors
  - Eco-Age

Investment partners (co-investors/JV partners) 0%

No 0%


Not applicable 0%

# Sustainability Decision Making

MA3 POINTS: 1.5/2

## Sustainability taskforce or committee


Percentage of Peers

Yes 100% 

### Members are


Asset managers 67% 

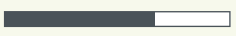
Board of Directors 67% 

External consultants 50% 

- Ecova
- Eco-Age

Fund/portfolio managers 83% 

Property managers 33% 

Senior Management Team 67% 

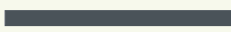
Other 83% 

No 0% 

MA4 POINTS: 1/1

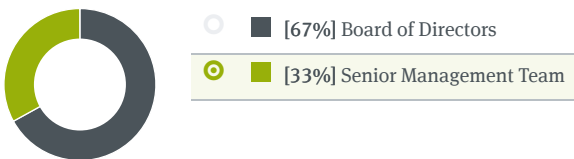
## Decision-maker on sustainability

Percentage of Peers


Yes 100% 

### The individual is part of

#### Percentage of Peers



### Process of informing the decision-maker

 The Nominating and Governance Committee of Welltower's Board of Directors has ultimate oversight of Welltower's sustainability program, which includes the Company's efforts to implement sustainability-related goals and targets, mitigate the impacts of climate change on the business and manage overall corporate governance and the social impacts of the company's operations.

Ultimate responsibility for Welltower's corporate sustainability programs lies with the SVP-Asset Management, who reports directly to the CEO and meets with the Board of Directors on a regular basis. The SVP-Asset Management is kept up-to-date on sustainability topics through regular meetings with the sustainability team.

The strong relationship between the most senior decision makers and those with responsibility for sustainability allows action points to be implemented into company operations effectively. Most recently, Welltower was listed to the 2018 Dow Jones Sustainability World Index and named an industry mover

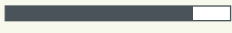
for highest corporate sustainability assessment score increase by sustainable investment specialists RobecoSAM.

No 0% 


**MA5** POINTS: 3/3  Improvement

ESG factors included in performance targets


Percentage of Peers

Yes 83% 

Does performance on these targets have predetermined consequences?

Yes 50% 

Financial consequences 50% 

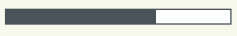
Non-financial consequences 50% 

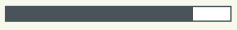
No 33% 

Factors apply to

All employees 33% 

Board of Directors 33% 

Senior Management Team 67% 

Other 83% 

Employees for whom sustainability represents a large part of their responsibilities have sustainability related targets that are considered in their performance reviews. As a part of the Green Arrow Building Certification program, Real Estate Managers and Regional Engineers must improve building performance till it achieves a minimum efficiency standard. [ACCEPTED]

Evidence provided

No 17%  [ACCEPTED]

# Policy & Disclosure

POINTS: 13/13

WEIGHT: 9.4%

## Intent and Overview

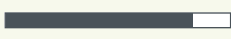
The purpose of this section is to (1) describe the organization's ESG policies and (2) understand how the organization communicates its ESG performance. Institutional investors and other shareholders are primary drivers for greater sustainability reporting and disclosure among investable entities. Real estate companies and managers share how ESG policies and management practices are implemented, and how these practices impact the business through formal disclosure mechanisms. This Aspect focuses on the policies established to formally manage and communicate ESG issues to investors.

## ESG Policies

PD1 POINTS: 3/3

### Policy on environmental issues

Percentage of Peers

Yes 83% 

#### Environmental issues included

<input type="checkbox"/> Biodiversity and habitat	83%	
<input checked="" type="checkbox"/> Climate/climate change adaptation	83%	
<input checked="" type="checkbox"/> Energy consumption/management	83%	
<input checked="" type="checkbox"/> Environmental attributes of building materials	83%	
<input checked="" type="checkbox"/> GHG emissions/management	83%	
<input checked="" type="checkbox"/> Resilience	83%	
<input checked="" type="checkbox"/> Waste management	83%	
<input checked="" type="checkbox"/> Water consumption/management	83%	
<input type="checkbox"/> Other	33%	


#### Evidence provided

No 17%  [ACCEPTED]

PD2 POINTS: 2/2

### Policy on social issues

Percentage of Peers

Yes 100% 

#### Social issues included

<input checked="" type="checkbox"/> Child labor	50%	
<input checked="" type="checkbox"/>		

Diversity and equal opportunity	100%	
<input checked="" type="checkbox"/> Forced or compulsory labor	83%	
<input checked="" type="checkbox"/> Occupational safety (for employees)	100%	
<input checked="" type="checkbox"/> Asset level safety (for tenants)	83%	
<input checked="" type="checkbox"/> Employee health & well-being	83%	
<input checked="" type="checkbox"/> Tenant/customer and community health & well-being	67%	
<input type="checkbox"/> Labor-management relationships	67%	
<input checked="" type="checkbox"/> Employee performance and career development	83%	
<input checked="" type="checkbox"/> Stakeholder engagement	50%	
<input checked="" type="checkbox"/> Worker rights	83%	
<input type="checkbox"/> Other	17%	

Evidence provided

No 0% [ACCEPTED]

**PD3** POINTS: 2/2

**Policy on governance issues**

Percentage of Peers

Yes 100%

**Governance issues included**

<input checked="" type="checkbox"/> Bribery and corruption	100%	
<input checked="" type="checkbox"/> Data protection and privacy	100%	
<input checked="" type="checkbox"/> Employee remuneration	83%	
<input checked="" type="checkbox"/> Executive compensation	67%	
<input checked="" type="checkbox"/> Fiduciary duty	100%	
<input checked="" type="checkbox"/> Fraud	100%	
<input checked="" type="checkbox"/> Political contributions	50%	
<input checked="" type="checkbox"/> Shareholder rights	100%	
<input checked="" type="checkbox"/> Whistleblower protection	100%	
<input type="checkbox"/> Other	33%	

Evidence provided


[ACCEPTED]


No 0% 

PD4 Not scored


Diversity

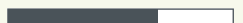
Percentage of Peers


Yes 100% 


Diversity of the entity's governance bodies 67% 

Diversity metrics

Age group distribution 67% 


Board tenure 67% 

Gender pay gap 50% 


Gender ratio 50% 


Women: 36%

Men: 64%


International background 67% 

Racial diversity 50% 

Socioeconomic background 33% 

Diversity of the organization's employees 100% 


Select all diversity metrics (multiple answers possible)


Age group distribution 50% 

Under 30 years old: 12%

Between 30 and 50 years old: 57%

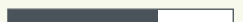
Over 50 years old: 31%


Gender pay gap 83% 

Gender ratio 83% 

Women: 50%

Men: 50%

International background 67% 

Racial diversity 50% 

Socioeconomic background 17% 

Provide additional context for the response (maximum 250 words)



Welltower's Nominating/Governance Committee annually reviews the overall size and structure of the Board and the experience, skills and diversity



represented on the Board. The Nominating/Governance Committee considers diversity in terms of (i) professional experience (ii) educational background and (iii) age, race, gender and national origin. Welltower was recognized as a 2020 Women on Boards Winning "W" Company for the year 2017. Winning companies champion diversity by having 20% or more of their board seats held by women.

No 0%

## Sustainability Disclosure

**PD5.1** POINTS: 4/4  Improvement

### Disclosure of ESG performance

Percentage of Peers

Yes (multiple answers possible) 100%

Section in Annual Report 0%

#### Reporting level

Entity 0%

Investment manager 0%

Group 0%

Evidence provided

[ACCEPTED]

#### Aligned with



[100%] No answer provided

Stand-alone sustainability report(s) 50%

#### Reporting level

Entity 17%

Investment manager 17%

Group 17%

Evidence provided

[ACCEPTED]

Aligned with



- [43%] No answer provided
- [29%] GRI Sustainability Reporting Guidelines, G4:
- [14%] GRI Standards, 2016
- [14%] INREV Sustainability Reporting Recommendations, 2016

Integrated Report 17%

Dedicated section on corporate website 33%

Reporting level

Entity 17%

Investment manager 0%

Group 17%

Evidence provided

<https://welltower.com/responsibility/>

[ACCEPTED]

Section in entity reporting to investors 50%

Aligned with



- [57%] No answer provided
- [29%] INREV Sustainability Reporting Recommendations, 2016
- [14%] Other

Evidence provided

Other 33%

[ACCEPTED]

No 0%

PD5.2 POINTS: 2/2

Third party review of ESG disclosure

Percentage of Peers

Yes 50%

Select all applicable options (multiple answers possible, selections must match answers in PD5.1)

Section in Annual Report 0%

Stand-alone sustainability report 33%

Externally checked by 17%

Externally verified by 17%

Externally assured by


• LQRA


0% 

using




- [86%] No answer provided
- [14%] ISO14064-3:

Integrated Report 17% 

Section in entity reporting to investors 33% 

Externally checked by 17% 

Externally verified by 0% 


Externally assured by 17% 

• LQRA

using



- [72%] No answer provided
- [14%] ASAE3000
- [14%] ISO14064-3:

Other 33% 

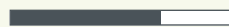
No 50% 

Not applicable 0% 

**PD6** Not scored

**Commitment to ESG leadership standards**

Percentage of Peers

Yes 67% 

**ESG standards or groups**

Institutional Investors Group on Climate Change (IIGCC) 0% 

Montreal Pledge 0% 

PRI signatory 33% 


RE 100 0% 

Science Based Targets initiative 0% 

Task Force on Climate-related Financial Disclosures (TCFD) 17% 

UN Environment Programme Finance Initiative 50% 

UN Global Compact 67% 

Other 17% 

Welltower is a member of the Business Renewables Center, an organization that brings together buyers and providers of renewable energy technology to spread the adoption of renewable energy in the corporate environment.

Please provide applicable hyperlink

Evidence provided

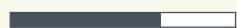
<http://businessrenewables.org/brc-members/>

No 33% 

**PD7.1** Not scored


Communication process for ESG-related incidents

Percentage of Peers

Yes 67% 


Stakeholders

Investors 50% 

Public 50% 

Other stakeholders 33% 

Process

 Welltower discloses ESG related incidents in the annual sustainability report.


No 33% 

**PD7.2** Not scored

Involvement in ESG-related incidents

Percentage of Peers

Yes 0% 

No 100% 

# Risks & Opportunities

POINTS: 15/18  
WEIGHT: 12.9%

## Intent and Overview

This Aspect investigates the steps undertaken by organizations to stay abreast of ESG related risks related to bribery and corruption, climate change, environmental legislation, market risks and other material ESG risks. The Aspect also addresses the actions taken to capitalize on identified improvement opportunities.

## Governance

**R01** POINTS: 1/1

### Implementation of governance policies

Percentage of Peers

<input checked="" type="radio"/> Yes	100%	<div style="width: 100%;"></div>
<b>Systems and procedures</b>		
<input checked="" type="checkbox"/> Investment due diligence process	100%	<div style="width: 100%;"></div>
<input checked="" type="checkbox"/> Employee training on governance issues	100%	<div style="width: 100%;"></div>
<input checked="" type="checkbox"/> Regular follow-ups	100%	<div style="width: 100%;"></div>
<input checked="" type="checkbox"/> When an employee joins the organization	100%	<div style="width: 100%;"></div>
<input checked="" type="checkbox"/> Whistle-blower mechanism	100%	<div style="width: 100%;"></div>
<input type="checkbox"/> Other	33%	<div style="width: 33%;"></div>
Evidence provided		
<input type="radio"/> No	0%	<div style="width: 0%;"></div> [ACCEPTED]
<input type="radio"/> Not applicable	0%	<div style="width: 0%;"></div>

**R02** POINTS: 2/2

### Governance risk assessments

Percentage of Peers

<input checked="" type="radio"/> Yes	100%	<div style="width: 100%;"></div>
<b>Issues included</b>		
<input checked="" type="checkbox"/> Bribery and corruption	100%	<div style="width: 100%;"></div>
<input checked="" type="checkbox"/> Child labor	50%	<div style="width: 50%;"></div>
<input checked="" type="checkbox"/> Diversity and equal opportunity	100%	<div style="width: 100%;"></div>
<input checked="" type="checkbox"/> Executive compensation	83%	<div style="width: 83%;"></div>

<input checked="" type="checkbox"/> Forced or compulsory labor	83%	
<input type="checkbox"/> Labor-management relationships	83%	
<input checked="" type="checkbox"/> Shareholder rights	33%	
<input checked="" type="checkbox"/> Worker rights	83%	
<input type="checkbox"/> Other	17%	
Evidence provided		
<input type="checkbox"/> No	0%	[ACCEPTED]

## Environmental & Social

R03.1 POINTS: 2/2

### Risk assessments for new acquisition

Percentage of Peers

<input checked="" type="radio"/> Yes	100%	
--------------------------------------	------	--

#### Issues included

<input checked="" type="checkbox"/> Building safety and materials	100%	
<input checked="" type="checkbox"/> Climate change adaptation	67%	
<input checked="" type="checkbox"/> Contamination	100%	
<input checked="" type="checkbox"/> Energy efficiency	100%	
<input checked="" type="checkbox"/> Energy supply	83%	
<input checked="" type="checkbox"/> Flooding	100%	
<input checked="" type="checkbox"/> GHG emissions	83%	
<input checked="" type="checkbox"/> Health and well-being	83%	
<input checked="" type="checkbox"/> Indoor environmental quality	67%	
<input checked="" type="checkbox"/> Natural hazards	83%	
<input checked="" type="checkbox"/> Regulatory	100%	
<input checked="" type="checkbox"/> Resilience	50%	
<input checked="" type="checkbox"/> Socio-economic	83%	
<input checked="" type="checkbox"/> Transportation	83%	

<input checked="" type="checkbox"/> Water efficiency	83%	
<input checked="" type="checkbox"/> Waste management	100%	
<input checked="" type="checkbox"/> Water supply	100%	
<input type="checkbox"/> Other	50%	

Evidence provided

<input type="radio"/> No	0%	
<input type="radio"/> Not applicable	0%	

**R03.2** POINTS: 2/2

Risk assessments for standing investments

Percentage of Peers

<input checked="" type="radio"/> Yes	83%	
--------------------------------------	-----	--

Issues included

<input checked="" type="checkbox"/> Building safety and materials Percentage of portfolio covered: 15%	83%	
<input checked="" type="checkbox"/> Biodiversity Percentage of portfolio covered: 68%	0%	
<input type="checkbox"/> Climate change adaptation	50%	
<input checked="" type="checkbox"/> Contamination Percentage of portfolio covered: 15%	50%	
<input checked="" type="checkbox"/> Energy efficiency Percentage of portfolio covered: 15%	83%	
<input checked="" type="checkbox"/> Energy supply Percentage of portfolio covered: 3%	50%	
<input checked="" type="checkbox"/> Flooding Percentage of portfolio covered: 100%	50%	
<input checked="" type="checkbox"/> GHG emissions Percentage of portfolio covered: 100%	33%	
<input checked="" type="checkbox"/> Health and well-being Percentage of portfolio covered: 1%	67%	
<input checked="" type="checkbox"/> Indoor environmental quality Percentage of portfolio covered: 15%	17%	

<input checked="" type="checkbox"/> <b>Natural hazards</b> Percentage of portfolio covered: 100%	33%	
<input checked="" type="checkbox"/> <b>Regulatory</b> Percentage of portfolio covered: 100%	67%	
<input checked="" type="checkbox"/> <b>Resilience</b> Percentage of portfolio covered: 14.25%	67%	
<input type="checkbox"/> <b>Socio-economic</b>	33%	
<input checked="" type="checkbox"/> <b>Transportation</b> Percentage of portfolio covered: 64%	50%	
<input checked="" type="checkbox"/> <b>Water efficiency</b> Percentage of portfolio covered: 6%	50%	
<input checked="" type="checkbox"/> <b>Waste management</b> Percentage of portfolio covered: 20%	50%	
<input checked="" type="checkbox"/> <b>Water supply</b> Percentage of portfolio covered: 0.15%	17%	
<input type="checkbox"/> <b>Other</b>	17%	

**Third-party standard used**

<input type="radio"/> Yes	50%	
<input checked="" type="radio"/> No	33%	

**Risk assessment outcomes**

**GG** The company’s underwriting and portfolio management process both take sustainability issues into account in determining (i) what assets to acquire; (ii) how much capital to invest in those assets once acquired; (iii) how best to position those assets to maximize sustainable outcomes; and (iv) how to avoid negative outcomes. Welltower’s Enterprise Risk Management (ERM) program (based on the COSO Enterprise Risk Management Framework) employs a robust process for managing risk.

The ERM Committee- working collaboratively at meetings at least twice annually with all business units - identifies and evaluates the sustainability-related enterprise risks that may affect all facets of the Company’s business functions. Opportunities are channeled back to management’s strategy setting process and risks are inputted into the central ERM system (excel based) where a qualitative description and mitigation measure for each risk is detailed and a correlation analysis is undertaken. A report detailing the risks identified and the results of mitigation efforts are reported to the Board regularly.

Mitigation measures take a multi-faceted approach: the company has implemented energy and waste management programs both inside and outside the boundary of control, including the Green Arrow Building Certification program to improve the efficiency of the portfolio (minimizing CO2 production and thus our exposure to potential carbon taxes). In addition, the implementation of disaster recovery plans and adequate insurance policies has helped to reduce risks associated with extreme weather events.

<input type="radio"/> No	17%	
<input type="radio"/> Not applicable	0%	



Technical building assessments

Percentage of Peers

Yes

67%

Assessment type

Energy Efficiency

67%

In-house assessment

17%

Percentage of portfolio covered: 15%

External assessment

67%

Percentage of portfolio covered: 16%

- RE Tech Advisors
- Greenleaf Energy Solutions
- USGBC
- The Cadmus Group

Evidence provided

Water Efficiency

33%

In-house assessment

17%

Percentage of portfolio covered: 15%

External assessment

33%

Percentage of portfolio covered: 1%

- USGBC
- RE Tech Advisors
- HD Conservation

Evidence provided

Waste Management

33%

In-house assessment

0%

Percentage of portfolio covered: 15%

External assessment

33%

Percentage of portfolio covered: 1%

- USGBC
- RE Tech Advisors

Evidence provided

Health & Well-being

33%

In-house assessment

0%

Percentage of portfolio covered: 15%

External assessment

33%

Percentage of portfolio covered: 1%

- USGBC

Evidence provided

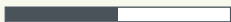
[ACCEPTED]

- No 33% 
- Not applicable 0% 

**R05** POINTS: 3/3

**Energy efficiency measures**


Percentage of Peers

- Yes 50% 

List the measures using the table below.

Category	Measure	% portfolio covered during the last 4 years	Estimated savings MWh	Target ROI (%)
Installation of high-efficiency equipment and appliances	LED Lighting upgrades	0%, <25%	44604	24%
Wall/roof insulation	Cool Roof	0%, <25%		
Occupier engagement/informational technologies	Tenant/operating partner engagement	≥50%, <75%		
Installation of high-efficiency equipment and appliances	HVAC Upgrades	0%, <25%		
Installation of high-efficiency equipment and appliances	Domestic Hot Water Upgrades	0%, <25%		
Building energy management systems upgrades/replacements	Install/upgrade EMS systems	0%, <25%		

Describe the entity’s strategy for implementing efficiency measures (payback period, property type, scope, etc.) and the link to the entity’s ESG objectives and/or targets. (maximum 250 words)

 LED lighting upgrades - We have completed 277 lighting upgrade projects, with an average reduction of 160,000 kWh annually and an average cost savings of \$19,000 annually. We continue to upgrade the lighting in our portfolio to save energy and save costs.

Cool Roofs - We have upgraded 22 properties across the medical office building portfolio with reflective cool roofs that will help conserve energy usage by preventing overheating.

Tenant/Operating Partner Engagement - It is estimated that we have saved 2,000 MWh of energy through our engagement campaigns across the portfolio.

HVAC Upgrades - HVAC systems at 69 properties have been upgraded across our portfolio and we continue to look for opportunities to upgrade end of life equipment.

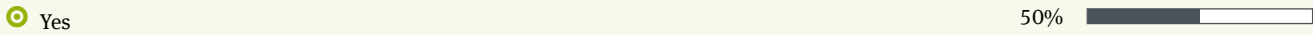
Domestic Hot Water Upgrades - We have upgraded the domestic hot water systems at 21 properties with plans to evaluate more for upgrade.

Install/Upgrade EMS Systems - We have completed this at 26 buildings total, enabling us to control energy usage and monitor usage for trends, setting schedules for lighting and HVAC based on occupancy and current building needs.

- No 50% 
- Not applicable 0% 

Water efficiency measures


Percentage of Peers



List the measures using the table below.

Category	Measure	% portfolio covered during the last 4 years	Estimated savings m <sup>3</sup>	Target ROI (%)
Cooling tower water management	Cooling tower management	0%, <25%		
Drip/smart irrigation	Installation of smart irrigation systems	0%, <25%		
High-efficiency/dry fixtures	Installation of high efficiency showerheads and toilets	0%, <25%		
Leak detection system	Installation of leak detection systems	0%, <25%		
Metering of water subsystems	Submetering of large water uses	0%, <25%		

Describe the entity’s strategy for implementing efficiency measures (payback period, property type, scope, etc.) and the link to the entity’s ESG objectives and/or targets. (maximum 250 words)

 Cooling tower water management - Welltower conducts monthly cooling tower water analysis to ensure cycles of concentration are maximized. The analysis involves measuring concentrations of different chemicals and adjusting concentrations cycles as appropriate.

Installation of smart irrigation systems - We have installed smart irrigation meters across our irrigated seniors housing and medical office building portfolio.

Installation of high efficiency showerheads and toilets - We have upgraded approximately 4,000 toilets and showerheads to low flow models across our seniors housing and medical office building portfolios, conserving water, energy and saving money.

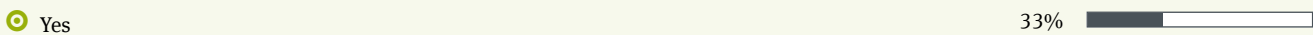
Installation of leak detection systems -We have installed leak detection systems across our medical office portfolio. These systems monitor and provide alerts when leaks are suspected, allowing property teams to respond and correct the condition, saving water and saving money.

Submetering of large water users - Welltower submeters high water users across our medical office building portfolio. By submetering large water users, these users will have greater insight into their consumption and will be employed to reduce their usage and increase efficiency. Engaging tenants is a key part of operating more sustainability and this is one way we are able to engage and empower tenants.



Waste management measures

Percentage of Peers



List the measures using the table below.

Category	Measure	% portfolio covered during the last 4 years	Estimated savings tonnes	Target ROI (%)
Ongoing waste performance monitoring	Measure and monitor waste performance	0%, <25%		
Recycling program	Implement recycling across portfolio	>50%, <75%		
Waste management	Construction and demolition waste management	0%, <25%		


Describe the entity’s strategy for implementing efficiency measures (payback period, property type, scope, etc.) and the link to the

entity's ESG objectives and/or targets. (maximum 250 words)

Measure and monitor waste performance - Welltower uses a third party to measure and monitor waste generation and diversion, with the intent of increasing waste diversion rates across the portfolio. By measuring and monitoring waste, we have increased our diversion rate across our portfolio from 13% in 2015 to 23% in 2018. Diverting waste allows us to minimize waste hauling costs and avoid greenhouse gas emissions from waste sent to the landfill.

Implement recycling across portfolio - We implement single stream and multi-stream recycling programs across our control boundary and we encourage our operating partners to do so as well. These programs divert paper, cardboard, metals, plastics and glass from landfill and allow them to be reused. Recycling allows us to minimize the amount of materials sent to the landfill, reduce our greenhouse gas emissions and to do our part to protect the environment.

Construction and demolition waste management - Our green tenant improvement guidelines include requirements to divert at least 50% of construction and demolition waste generated from landfill. By diverting construction and demolition waste, we reduce stress on our landfills, conserve energy and allow for the productive reuse of resources.

<input type="radio"/> No	67% 
<input type="radio"/> Not applicable	0% 

## Monitoring & EMS

POINTS: 9.6/12

WEIGHT: 8.6%

### Intent and Overview

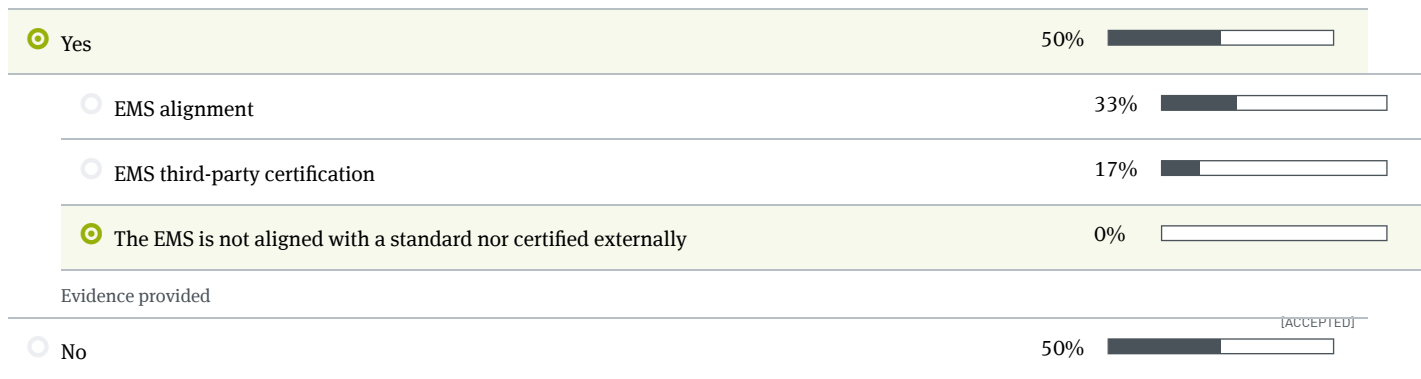
Real estate consumes significant amounts of energy and water, produces waste streams and generates GHG emissions, all of which have substantial environmental impact. Measuring and monitoring of consumption and generation is an important basis for reducing impact and improving environmental performance of buildings. This Aspect describes the processes the entity uses to support ESG implementation and performance monitoring.

## Environmental Management Systems

ME1 POINTS: 1.5/3

### Environmental Management System (EMS)

Percentage of Peers

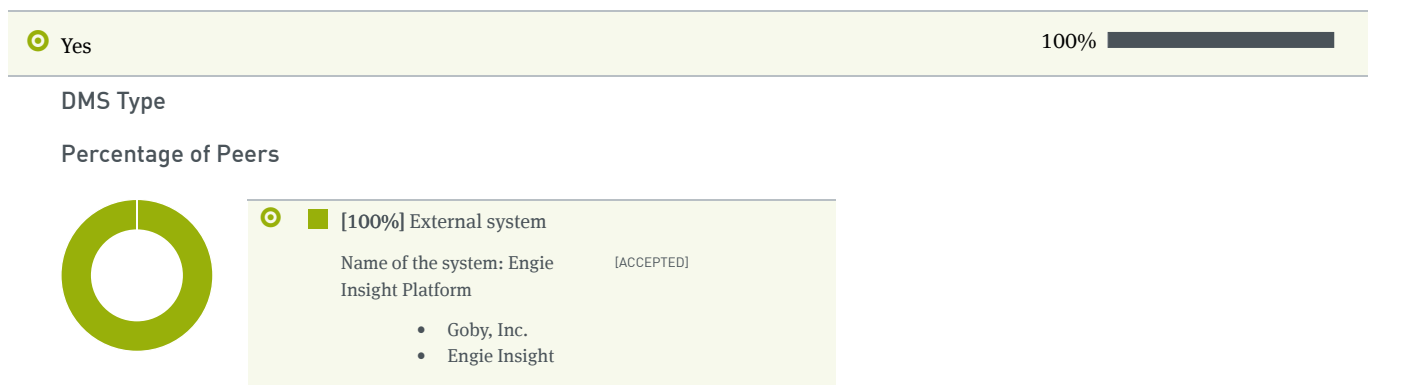


## Data Management Systems

ME2 POINTS: 4/4

### Data Management System (DMS)

Percentage of Peers



## Performance indicators included

<input checked="" type="checkbox"/> Energy consumption	67%	
Percentage of portfolio covered: 62%		
<input checked="" type="checkbox"/> GHG emissions/management	50%	
Percentage of portfolio covered: 62%		
<input type="checkbox"/> Building safety	50%	
<input checked="" type="checkbox"/> Indoor environmental quality	17%	
Percentage of portfolio covered: 15%		
<input type="checkbox"/> Resilience	17%	
<input checked="" type="checkbox"/> Waste streams/management	17%	
Percentage of portfolio covered: 20%		
<input checked="" type="checkbox"/> Water	67%	
Percentage of portfolio covered: 54%		
<input type="checkbox"/> Other	67%	
<input type="radio"/> No	0%	

## Monitoring Consumption

**ME3** POINTS: 2.5/3

### Monitoring energy consumption

Percentage of Peers

<input checked="" type="radio"/> Yes	100%	
Percentage of whole portfolio covered: 62%		

### Monitoring type(s)

<input checked="" type="checkbox"/> Automatic meter readings	50%	
Percentage of the whole portfolio covered by floor area: 2.48%		
<input checked="" type="checkbox"/> Based on invoices	50%	
Percentage of the whole portfolio covered by floor area: 58.9%		
<input type="checkbox"/> Manual-visual readings	33%	
<input checked="" type="checkbox"/> Provided by the tenant	33%	
Percentage of the whole portfolio covered by floor area: 0.62%		

<input type="checkbox"/> Other	17%	
<input type="radio"/> No	0%	
<input type="radio"/> Not applicable	0%	

**ME4** POINTS: 1.6/2 Improvement

**Monitoring water consumption**

Percentage of Peers

<input checked="" type="radio"/> Yes	67%	
Percentage of whole portfolio covered: 54%		

**Monitoring type(s)**

<input checked="" type="checkbox"/> Automatic meter readings	50%	
Percentage of the whole portfolio covered by floor area: 2.16%		
<input checked="" type="checkbox"/> Based on invoices	50%	
Percentage of the whole portfolio covered by floor area: 51.84%		
<input type="checkbox"/> Manual-visual readings	50%	
<input type="checkbox"/> Provided by the tenant	17%	
<input type="checkbox"/> Other	17%	
<input type="radio"/> No	33%	
<input type="radio"/> Not applicable	0%	

**ME5** Not scored

**Monitoring waste production**

Percentage of Peers

<input checked="" type="radio"/> Yes	33%	
Percentage of whole portfolio covered: 20%		

**Monitoring type(s)**

<input type="checkbox"/> Internal tracking	17%	
<input checked="" type="checkbox"/> Provided by haulers	33%	
Percentage of the whole portfolio covered by floor area: 20%		
<input type="checkbox"/> Provided by the tenant	0%	
<input type="checkbox"/> Other	17%	

**Calculation methodology, limitations and assumptions**



(a) The square footage of properties with reported waste data was divided by the total square footage of properties in the portfolio.  
(b) Waste data was transcribed from hauling invoices and then summed for 2017 and 2018.

---

<input type="radio"/> No	67%	
<input type="radio"/> Not applicable	0%	

---



# Performance Indicators

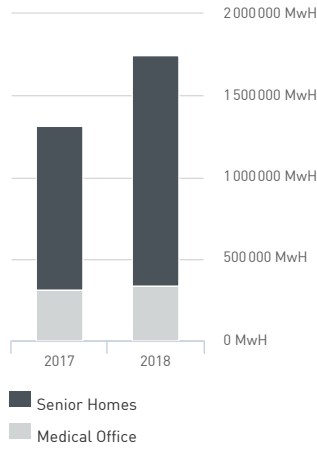
POINTS: 18.2/35  
WEIGHT: 25.2%

## Summary

### Performance Highlights - Absolute Consumption

#### Energy Consumption

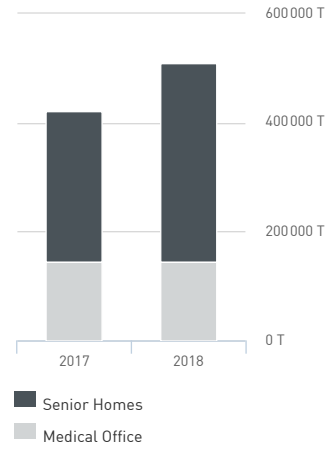
POINTS: 7.72/16.5



Externally **assured** by LQRA.

#### GHG Emissions

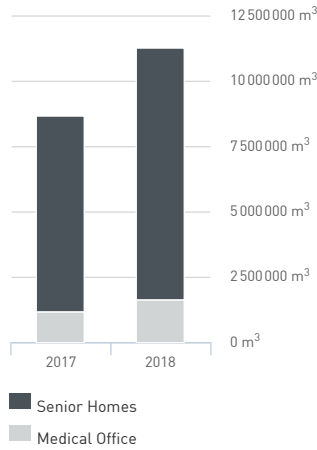
POINTS: 1.89/4.25



Externally **assured** by LQRA.

#### Water Consumption

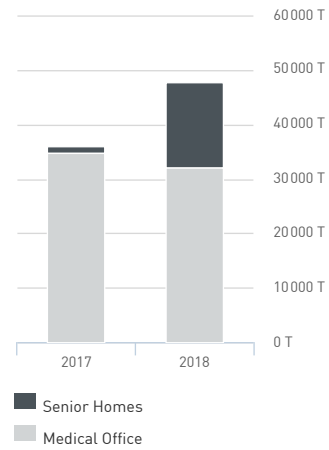
POINTS: 1.54/4.75



Externally **assured** by LQRA.

#### Waste Management

POINTS: 0.85/3.25



Externally **assured** by LQRA.

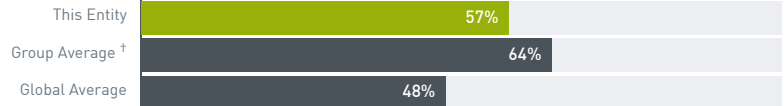
### Impact Reduction Targets POINTS: 3/3

	Type	Long-term target	Baseline year	End year	2018 target	Portfolio coverage	Externally communicated
⚡ Energy	Absolute	10.0%	2014	2025	1.0%	15.0	No
☁ GHG	Absolute	10.0%	2014	2025	1.0%	15.0	No
💧 Water	Absolute	5.0%	2014	2025	1.0%	15.0	No
📄 Scope 3 GHG Reduction Target	Absolute	10.0%	2014	2025	1.0%	15.0	No

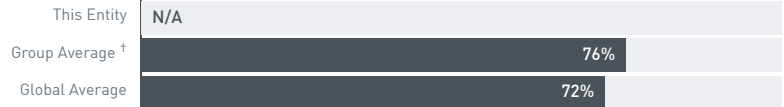
# Senior Homes — Energy Consumption

Data Coverage POINTS: 4/8

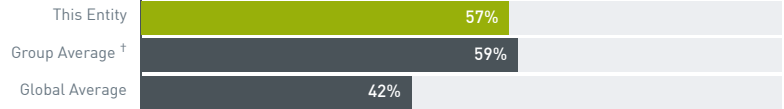
## Overall



## Managed



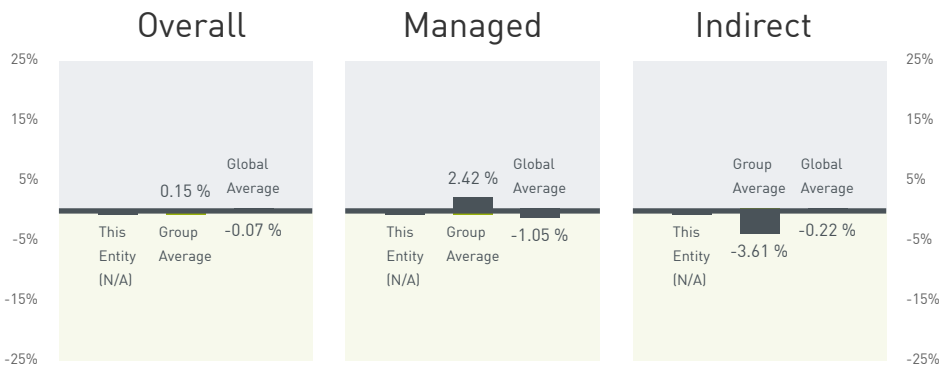
## Indirect



† Comparison Group: Senior Homes / Americas  
 Directly managed assets make up 0% of total assets for Welltower Inc..  
 Indirectly managed assets make up 100% of total assets for Welltower Inc..  
 Average data coverage is calculated based on the fraction of companies/funds that report data. Data availability for the categories above is: Overall: 100% group, 4% global. Managed assets: 63% group, 1% global. Indirectly managed assets: 63% group, 3% global.

Change in Like-for-like Energy Consumption between 2017-2018 POINTS: 0/2.5

Overall LFL Portfolio Data Coverage: 0%  
 Indirect LFL Portfolio Data Coverage: 0%



Comparison Group: Senior Homes / Americas  
 Directly managed assets make up 0% of total assets for Welltower Inc..  
 Indirectly managed assets make up 100% of total assets for Welltower Inc..

## Impact of Change (Like-for-like)

Energy Consumption

N/A



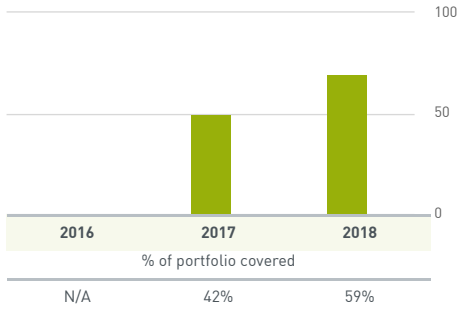
Equivalent of:

0 Homes

Asset level reporting POINTS: 0/1.5

Energy Consumption Intensities POINTS: 0.75/1.5

### Intensity

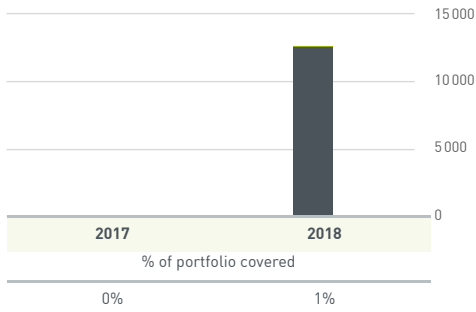


Normalization factors applied in calculations:

None of the above

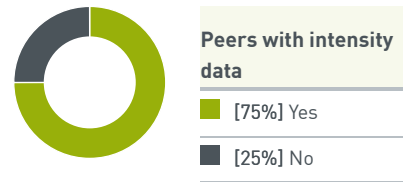
### Renewable Energy POINTS: 2.01/3

#### MWh



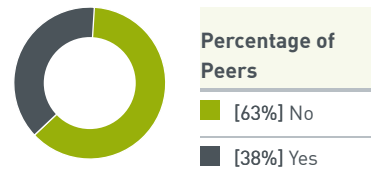
- On-site (generated and consumed)
- Off-site (generated or purchased)
- On-site (generated and exported)

### Peers with intensity data



Comparison Group: Senior Homes / Americas

### Peers with renewable energy data



Comparison Group: Senior Homes / Americas

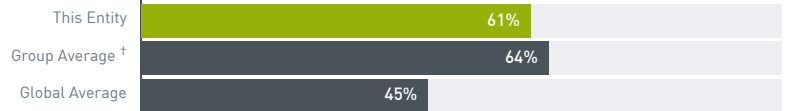
# Senior Homes — GHG Emissions

Scope I	Scope II	Scope III	GHG Offsets
72269 T	117757 T	177187 T	0 T

Calculation method: **Location-based method**  
 Inventory reporting boundary: **Operational control approach**

## Data Coverage POINTS: 1.35/2

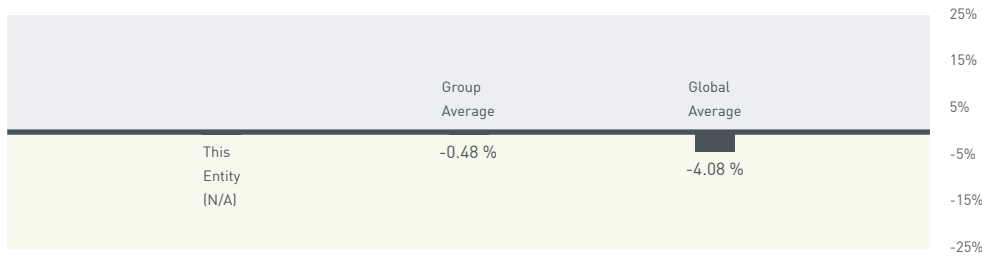
### Overall



† Comparison Group: Senior Homes / Americas  
 Average data coverage is calculated based on the fraction of companies/funds that report data. Data availability for the categories above is: Overall: 100% group, 4% global.

## Change in Like-for-like GHG Emissions between 2017-2018 POINTS: 0/1

Overall LFL Portfolio Data Coverage: 0%



Comparison Group: Senior Homes / Americas  
 Directly managed assets make up 0% of total assets for Welltower Inc..  
 Indirectly managed assets make up 100% of total assets for Welltower Inc..

## Impact of Change (Like-for-like)

GHG Emissions

N/A

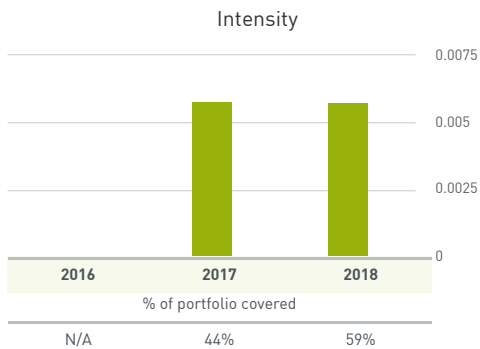


Equivalent of:

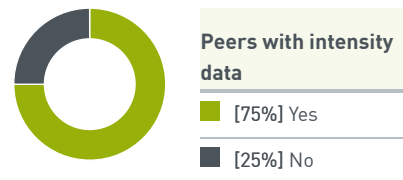
0 Automobiles

## Asset level reporting POINTS: 0/0.5

### GHG Emission Intensities POINTS: 0.38/0.75



### Peers with intensity data



Comparison Group: Senior Homes / Americas

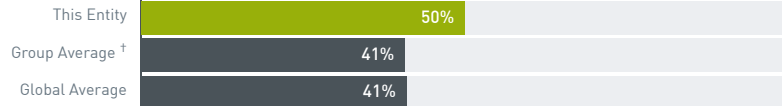
Normalization factors applied in calculations:

None of the above

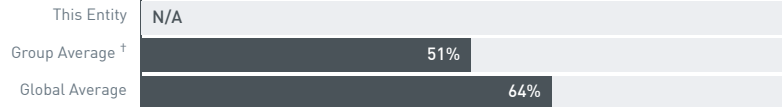
# Senior Homes — Water Use

Data Coverage POINTS: 1/2

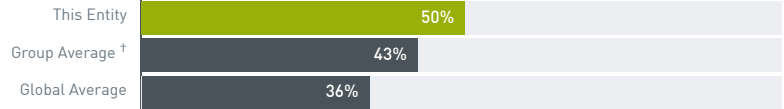
## Overall



## Managed



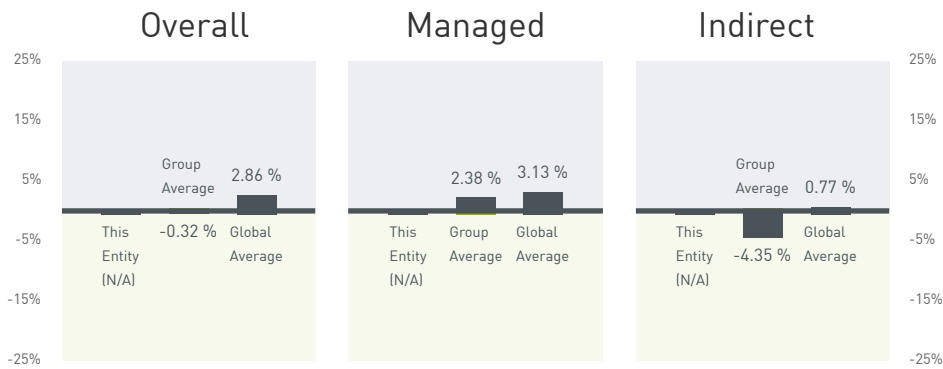
## Indirect



† Comparison Group: Senior Homes / Americas  
 Directly managed assets make up 0% of total assets for Welltower Inc..  
 Indirectly managed assets make up 100% of total assets for Welltower Inc..  
 Average data coverage is calculated based on the fraction of companies/funds that report data. Data availability for the categories above is: Overall: 100% group, 4% global. Managed assets: 63% group, 1% global. Indirectly managed assets: 63% group, 3% global.

Change in Like-for-like Water Use between 2017-2018 POINTS: 0/1

Overall LFL Portfolio Data Coverage: 0%  
 Indirect LFL Portfolio Data Coverage: 0%



Comparison Group: Senior Homes / Americas  
 Directly managed assets make up 0% of total assets for Welltower Inc..  
 Indirectly managed assets make up 100% of total assets for Welltower Inc..

## Impact of Change (Like-for-like)

Water Use

N/A

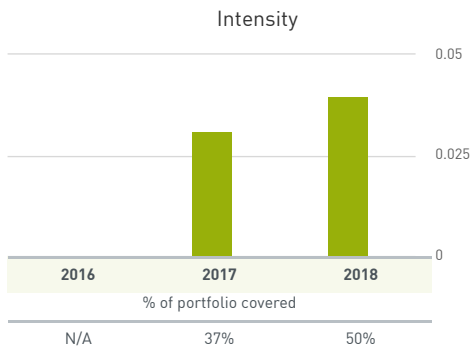


Equivalent of:

0 Olympic Swimming Pools

Asset level reporting POINTS: 0/0.5

Water Use Intensities POINTS: 0.38/0.75



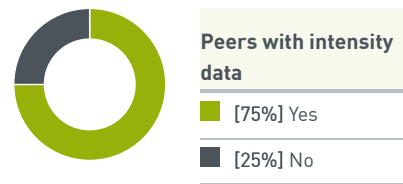
Normalization factors applied in calculations:

None of the above

Water reuse and recycling POINTS: 0/0.5

No water reuse and recycling data for Senior Homes

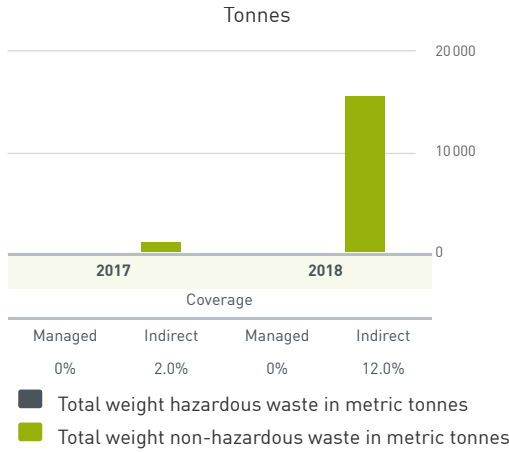
### Peers with intensity data



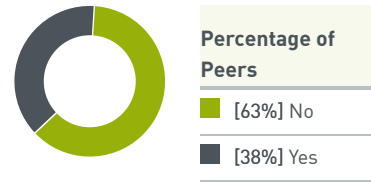
Comparison Group: Senior Homes / Americas

# Senior Homes — Waste Management

## Waste Management



### Peers with data

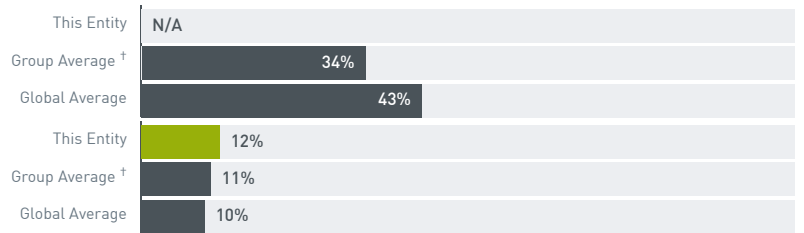


Comparison Group: Senior Homes / Americas

## Data Coverage POINTS: 0.38/1.5

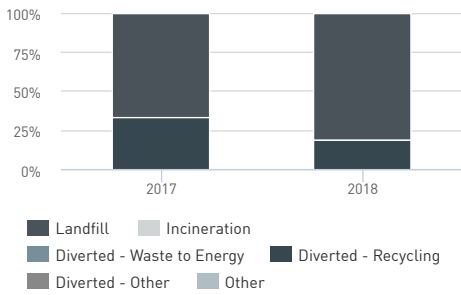
### Managed

### Indirect

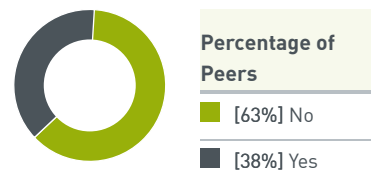


† Comparison Group: Senior Homes / Americas  
 Directly managed assets make up 0% of total assets for Welltower Inc..  
 Indirectly managed assets make up 100% of total assets for Welltower Inc..  
 Average data coverage is calculated based on the fraction of companies/funds that report data. Data availability for the categories above is: Managed assets: 63% group, 1% global. Indirectly managed assets: 63% group, 3% global.

## Waste Streams POINTS: 0.38/1.5



### Peers with data



Comparison Group: Senior Homes / Americas

## Asset level reporting POINTS: 0/0.25

# Medical Office — Energy Consumption

Data Coverage POINTS: 6.54/8

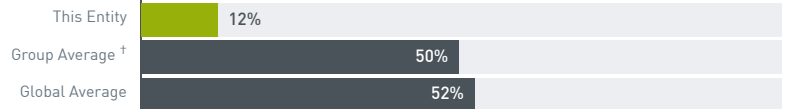
## Overall



## Managed



## Indirect



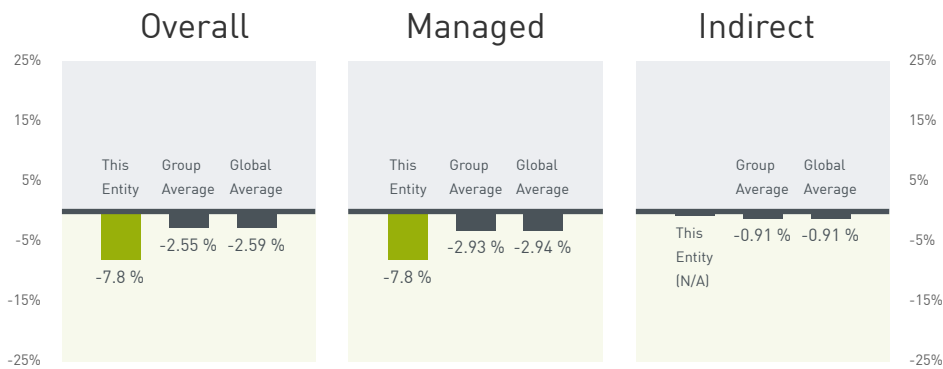
† Comparison Group: Medical Office / Americas  
 Directly managed assets make up 71% of total assets for Welltower Inc..  
 Indirectly managed assets make up 29% of total assets for Welltower Inc..  
 Average data coverage is calculated based on the fraction of companies/funds that report data. Data availability for the categories above is: Overall: 100% group, 3% global. Managed assets: 68% group, 2% global. Indirectly managed assets: 82% group, 2% global.

## Change in Like-for-like Energy Consumption between 2017-2018 POINTS: 2.5/2.5

Overall LFL Portfolio Data Coverage: **48.08%**

Direct LFL Portfolio Data Coverage: **67.71%**

Indirect LFL Portfolio Data Coverage: **0%**



Comparison Group: Medical Office / Americas  
 Directly managed assets make up 71% of total assets for Welltower Inc..  
 Indirectly managed assets make up 29% of total assets for Welltower Inc..

## Impact of Change (Like-for-like)

Energy Consumption Reduction

**-23918** MWh



Equivalent of:

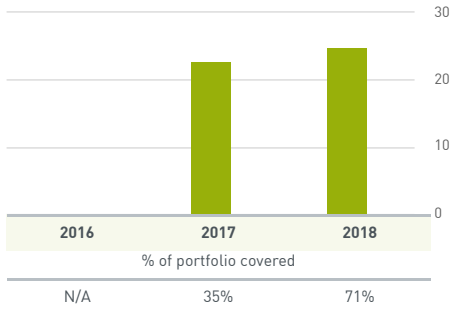
**1963 Homes**

Asset level reporting POINTS: 0/1.5

Energy Consumption Intensities POINTS: 0.75/1.5



### Intensity

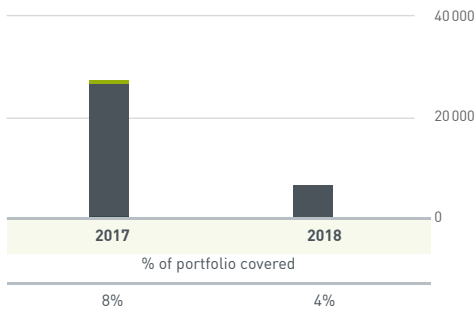


Normalization factors applied in calculations:

None of the above

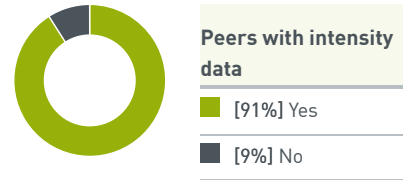
### Renewable Energy POINTS: 2.02/3

#### MWh



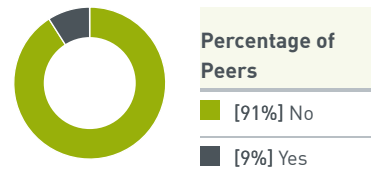
- On-site (generated and consumed)
- Off-site (generated or purchased)
- On-site (generated and exported)

### Peers with intensity data



Comparison Group: Medical Office / Americas

### Peers with renewable energy data



Comparison Group: Medical Office / Americas

# Medical Office — GHG Emissions

Scope I	Scope II	Scope III	GHG Offsets
5904 T	92060 T	45402 T	0 T

Calculation method: **Location-based method**  
 Inventory reporting boundary: **Operational control approach**

## Data Coverage POINTS: 1.37/2

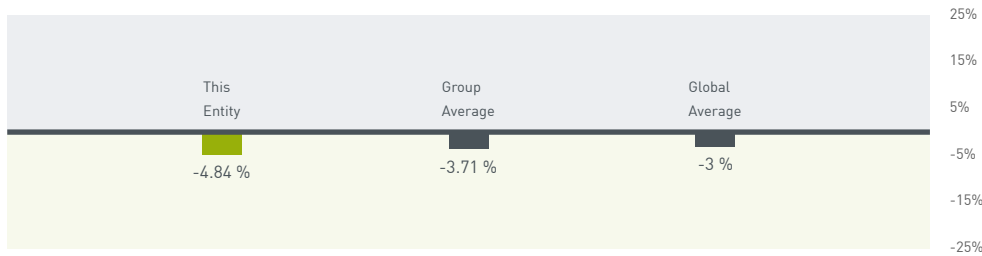
### Overall



† Comparison Group: Medical Office / Americas  
 Average data coverage is calculated based on the fraction of companies/funds that report data. Data availability for the categories above is: Overall: 100% group, 3% global.

## Change in Like-for-like GHG Emissions between 2017-2018 POINTS: 0.9/1

Overall LFL Portfolio Data Coverage: **69.4%**



Comparison Group: Medical Office / Americas  
 Directly managed assets make up 71% of total assets for Welltower Inc..  
 Indirectly managed assets make up 29% of total assets for Welltower Inc..

## Impact of Change (Like-for-like)

GHG Emissions Reduction

**-6 840** tonnes CO<sub>2</sub>

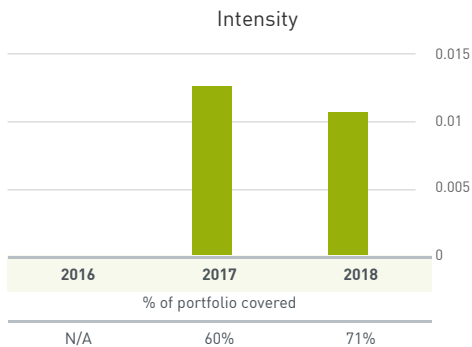


Equivalent of:

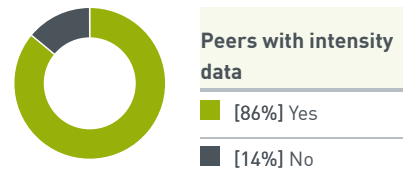
**1 446 Automobiles**

## Asset level reporting POINTS: 0/0.5

### GHG Emission Intensities POINTS: 0.38/0.75



### Peers with intensity data



Comparison Group: Medical Office / Americas

Normalization factors applied in calculations:

None of the above

# Medical Office — Water Use

Data Coverage POINTS: 1.51/2

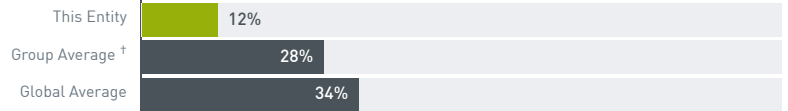
## Overall



## Managed



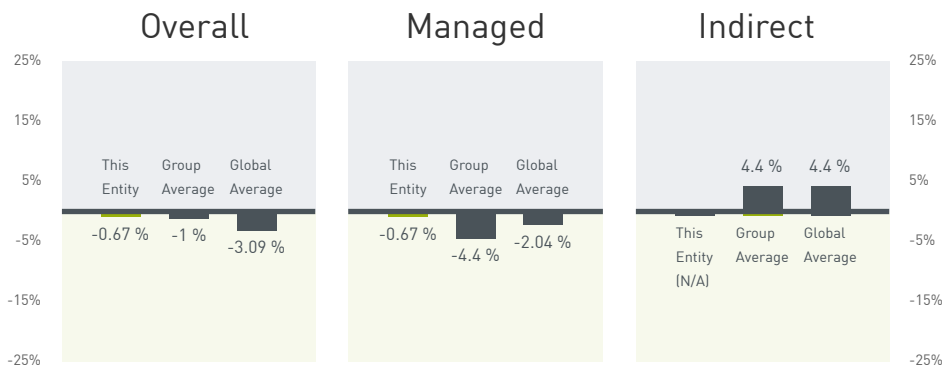
## Indirect



† Comparison Group: Medical Office / Americas  
 Directly managed assets make up 71% of total assets for Welltower Inc..  
 Indirectly managed assets make up 29% of total assets for Welltower Inc..  
 Average data coverage is calculated based on the fraction of companies/funds that report data. Data availability for the categories above is: Overall: 100% group, 3% global. Managed assets: 68% group, 2% global. Indirectly managed assets: 82% group, 2% global.

Change in Like-for-like Water Use between 2017-2018 POINTS: 0.3/1

Overall LFL Portfolio Data Coverage: 58.37%  
 Direct LFL Portfolio Data Coverage: 82.21%  
 Indirect LFL Portfolio Data Coverage: 0%



Comparison Group: Medical Office / Americas  
 Directly managed assets make up 71% of total assets for Welltower Inc..  
 Indirectly managed assets make up 29% of total assets for Welltower Inc..

## Impact of Change (Like-for-like)

Water Use Reduction

**-6 586 m<sup>3</sup>**

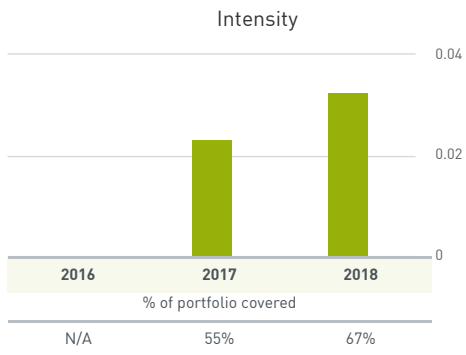


Equivalent of:

**3 Olympic Swimming Pools**

Asset level reporting POINTS: 0/0.5

Water Use Intensities POINTS: 0.38/0.75



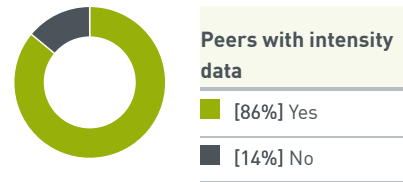
Normalization factors applied in calculations:

None of the above

Water reuse and recycling POINTS: 0/0.5

No water reuse and recycling data for Medical Office

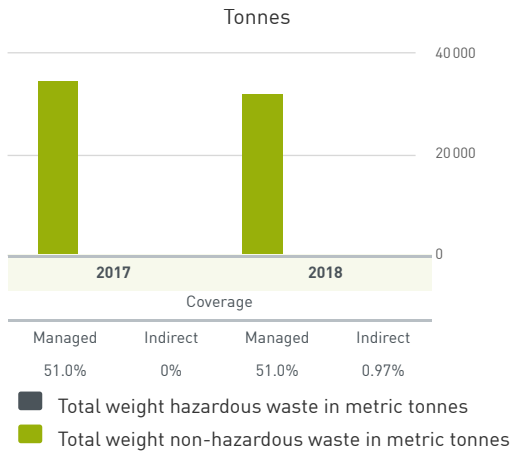
### Peers with intensity data



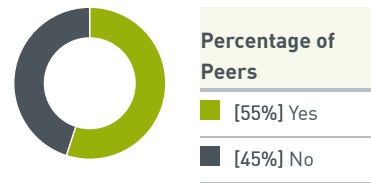
Comparison Group: Medical Office / Americas

# Medical Office — Waste Management

## Waste Management



### Peers with data

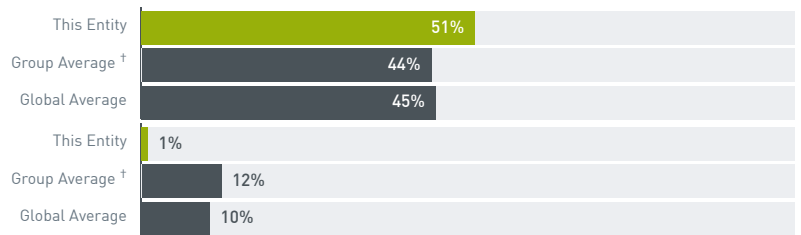


Comparison Group: Medical Office / Americas

## Data Coverage POINTS: 0.91/1.5

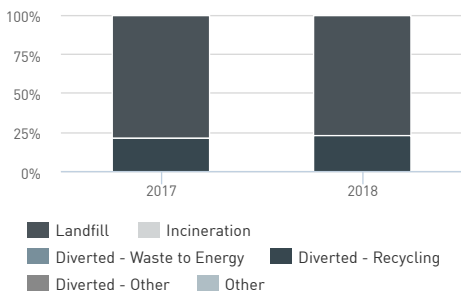
### Managed

### Indirect

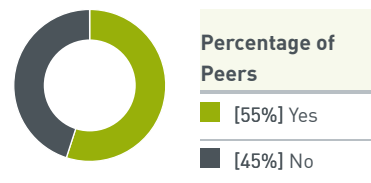


† Comparison Group: Medical Office / Americas  
 Directly managed assets make up 71% of total assets for Welltower Inc..  
 Indirectly managed assets make up 29% of total assets for Welltower Inc..  
 Average data coverage is calculated based on the fraction of companies/funds that report data. Data availability for the categories above is: Managed assets: 68% group, 2% global. Indirectly managed assets: 82% group, 2% global.

## Waste Streams POINTS: 0.38/1.5



### Peers with data



Comparison Group: Medical Office / Americas

## Asset level reporting POINTS: 0/0.25

# Certifications & Energy Ratings

POINTS: 6.1/15

WEIGHT: 10.8%

## Intent and Overview

This Aspect assesses the entity's use of green building certifications and energy ratings. Publicly disclosed asset-level building certifications and ratings provide third-party verified recognition of sustainability performance in new construction, refurbishment and operations. Typically, building certifications affirm that individual assets are designed and/or operated in ways that are consistent with independently developed sustainability criteria.

## Senior Homes

**BC1** POINTS: 5.5/12

### Green building certificates: time of construction

Coverage by Certification

Brand	Certifications & Levels								
LEED	<table border="1"> <tr> <td>0.07%</td> <td>0.07%</td> <td>0.75%</td> <td>0.28%</td> </tr> <tr> <td>Platinum</td> <td>Gold</td> <td>Silver</td> <td>Certified</td> </tr> </table>	0.07%	0.07%	0.75%	0.28%	Platinum	Gold	Silver	Certified
0.07%	0.07%	0.75%	0.28%						
Platinum	Gold	Silver	Certified						
BREEAM	<table border="1"> <tr> <td>0.07%</td> </tr> <tr> <td>Excellent</td> </tr> </table> <table border="1"> <tr> <td>0.06%</td> </tr> <tr> <td>Very Good</td> </tr> </table>	0.07%	Excellent	0.06%	Very Good				
0.07%									
Excellent									
0.06%									
Very Good									
WELL Building Standard	<table border="1"> <tr> <td>0.23%</td> </tr> <tr> <td>Certified</td> </tr> </table>	0.23%	Certified						
0.23%									
Certified									

■ [FULL POINTS] 
 ■ [PARTIAL +] 
 ■ [PARTIAL -] 
 ■ [NO POINTS]

### Green building certificates: operational performance

Coverage by Certification

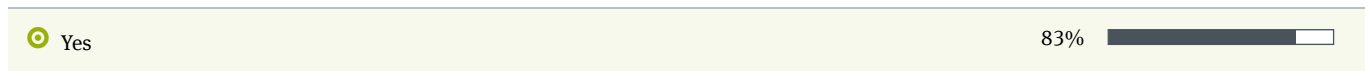
Brand	Certifications & Levels						
IREM Certified Sustainable Properties	<table border="1"> <tr> <td>0.08%</td> </tr> <tr> <td>Certified</td> </tr> </table>	0.08%	Certified				
0.08%							
Certified							
BREEAM	<table border="1"> <tr> <td>0.07%</td> <td>0.19%</td> <td>0.04%</td> </tr> <tr> <td>Excellent</td> <td>Very Good</td> <td>Good</td> </tr> </table>	0.07%	0.19%	0.04%	Excellent	Very Good	Good
0.07%	0.19%	0.04%					
Excellent	Very Good	Good					

■ [FULL POINTS] 
 ■ [PARTIAL +] 
 ■ [PARTIAL -] 
 ■ [NO POINTS]

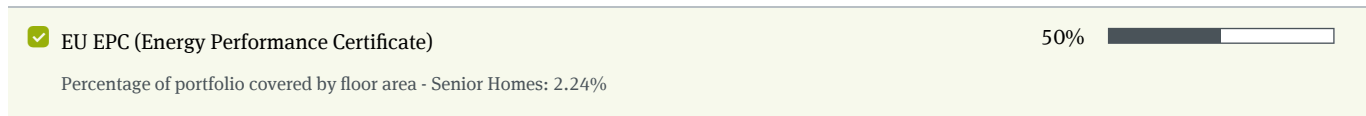
**BC2** POINTS: 0.8/3

## Energy ratings - Senior Homes

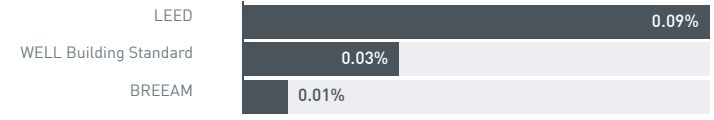
Percentage of Peers



### Rating scheme(s) used



Comparison Group: Average Coverage by Brand



Comparison: Senior Homes / Americas

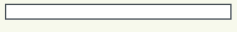
Comparison Group: Average Coverage by Brand



Comparison: Senior Homes / Americas

Country	% Coverage (within country)	Number of rated assets	Floor area weighted score	
			2017	2018
Greece	51.29	62	0	39

NABERS Energy 0% 

ENERGY STAR 0% 

Year	% portfolio covered	Floor area weighted score
2017	0.4	91.0
2018	1.8	87.0

Government energy efficiency benchmarking 17% 

Other 33% 

No 17% 

Not applicable 0% 

## Medical Office

**BC1** POINTS: 5.5/12

### Green building certificates: time of construction

Coverage by Certification

Brand	Certifications & Levels
LEED	<ul style="list-style-type: none"> <li>0.27% Silver</li> <li>0.31% Certified</li> <li>0.82% Silver</li> </ul>



### Green building certificates: operational performance

Coverage by Certification

Brand	Certifications & Levels
IREM Certified Sustainable Properties	7.32% Certified
In-house scheme	19.73% Certified
LEED	0.80% Silver

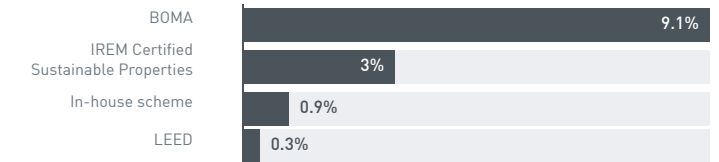


### Comparison Group: Average Coverage by Brand



Comparison: Medical Office / Americas

### Comparison Group: Average Coverage by Brand



Comparison: Medical Office / Americas

Energy ratings - Medical Office

Percentage of Peers

Yes 0%

No 0%

Not applicable 0%



# Stakeholder Engagement

POINTS: 31.3/35

WEIGHT: 25.2%

## Intent and Overview

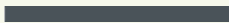
This Aspect focuses on engagement with employees, tenants, direct third-party suppliers and the community. Improving the sustainability performance of a real estate portfolio requires dedicated resources, a commitment from senior management and tools for measurement/management of resource consumption. It also requires the cooperation of other stakeholders, including tenants, suppliers, a participant's workforce and the local community. The Aspect identifies actions taken to engage with those stakeholders and to characterize the nature of the engagement.

## Employees

SE1 POINTS: 1.5/2  Improvement

### Employee training

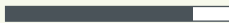













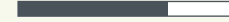
Percentage of Peers

Yes 100% 

Percentage of employees who received professional training: 100%

Percentage of employees who received sustainability-specific training: 43.9%

#### Sustainability-specific training focuses on the following elements (multiple answers possible)

<input checked="" type="checkbox"/> Training on environmental issues	83%	
<input type="checkbox"/> Contamination	50%	
<input checked="" type="checkbox"/> Greenhouse gas emissions	83%	
<input checked="" type="checkbox"/> Energy	83%	
<input type="checkbox"/> Natural hazards	50%	
<input checked="" type="checkbox"/> Regulatory standards	67%	
<input checked="" type="checkbox"/> Supply chain environmental impacts	50%	
<input checked="" type="checkbox"/> Waste	83%	
<input checked="" type="checkbox"/> Water	83%	
<input type="checkbox"/> Other	83%	
<input checked="" type="checkbox"/> Training on social issues	100%	
<input type="checkbox"/> Community social and economic impacts	50%	
<input checked="" type="checkbox"/> Safety	67%	
<input type="checkbox"/> Community safety	67%	
<input checked="" type="checkbox"/> Customer / tenant safety	67%	

<input checked="" type="checkbox"/> Employee safety	67%	<div style="width: 67%;"></div>
<input type="checkbox"/> Supply chain safety	67%	<div style="width: 67%;"></div>
<input checked="" type="checkbox"/> Health and well-being	100%	<div style="width: 100%;"></div>
<input type="checkbox"/> Community health and well-being	67%	<div style="width: 67%;"></div>
<input checked="" type="checkbox"/> Customer / tenant health and well-being	50%	<div style="width: 50%;"></div>
<input checked="" type="checkbox"/> Employee health and well-being	100%	<div style="width: 100%;"></div>
<input type="checkbox"/> Supply chain health and well-being	67%	<div style="width: 67%;"></div>
<input type="checkbox"/> Other	50%	<div style="width: 50%;"></div>
<input type="checkbox"/> No	0%	<div style="width: 0%;"></div>

**SE2.1** POINTS: 1.5/1.5

**Employee satisfaction survey**

Percentage of Peers

<input checked="" type="radio"/> Yes	83%	<div style="width: 83%;"></div>
--------------------------------------	-----	---------------------------------

**Survey type**

<input type="checkbox"/> Internally	67%	<div style="width: 67%;"></div>
<input checked="" type="checkbox"/> By an independent third party	17%	<div style="width: 17%;"></div>
Percentage of employees covered: 100% <ul style="list-style-type: none"> <li>McKinsey &amp; Company</li> </ul> Survey response rate: 95%		

**Evidence provided**

[SE2.1.pdf](#)

[ACCEPTED]

**Quantitative metrics included**

<input checked="" type="radio"/> Yes	83%	<div style="width: 83%;"></div>
--------------------------------------	-----	---------------------------------

**Metrics include**

<input type="checkbox"/> Net Promoter Score	17%	<div style="width: 17%;"></div>
<input type="checkbox"/> Overall satisfaction score	83%	<div style="width: 83%;"></div>
<input checked="" type="checkbox"/> Other	17%	<div style="width: 17%;"></div>
Employee engagement score: 75%		


<input type="radio"/> No	0%	<div style="width: 0%;"></div>
--------------------------	----	--------------------------------

<input type="radio"/> No	17%	<div style="width: 17%;"></div>
--------------------------	-----	---------------------------------

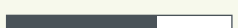
**SE2.2** POINTS: 1/1

**Program(s) to improve employee satisfaction**

Percentage of Peers

Yes 83% 

Program elements

<input checked="" type="checkbox"/> Development of action plan	83%	
<input checked="" type="checkbox"/> Feedback sessions with Senior Management Team	83%	
<input checked="" type="checkbox"/> Feedback sessions with separate teams/departments	67%	
<input checked="" type="checkbox"/> Focus groups	67%	
<input checked="" type="checkbox"/> Other Internal culture working group	17%	

[ACCEPTED]

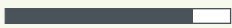
No 0% 

Not applicable 17% 





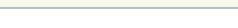
SE3 POINTS: 0.5/0.5

Employee health and safety indicators


Percentage of Peers

Yes 83% 

Indicators monitored


<input type="checkbox"/> Work station and/or workplace checks	83%	
<input type="checkbox"/> Absentee rate	50%	
<input checked="" type="checkbox"/> Injury rate 0	50%	
<input checked="" type="checkbox"/> Lost day rate 0.7	33%	
<input type="checkbox"/> Other metrics	33%	

Calculation method

 Welltower tracks and reports the OSHA recordable incident rate per 100 employees to track our safety progress. This is calculated by multiplying the number of recordable cases by 200,000 and then dividing that by the employee labor hours for the company. As a result of our emphasis on safety, Welltower's incident rate continues to remain below the industry average (NAICS code 5313) and we continue to work towards our goal of zero loss time incidents. There have been no work-related fatalities of Welltower employees or contractors at Welltower managed properties in the past four years. Our lost time incident rate remains below the average NAICS code 5313 rate for our industry. [FULL POINTS]


No 17% 

# Suppliers

SE4.1 POINTS: 3/3  Improvement

## Sustainability-specific requirements in procurement



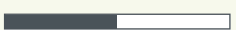


Percentage of Peers

Yes 50% 



### Topics included

<input checked="" type="checkbox"/> Business ethics	50%	
<input checked="" type="checkbox"/> Environmental process standards	50%	
<input checked="" type="checkbox"/> Environmental product standards	17%	
<input checked="" type="checkbox"/> Human rights	50%	
<input checked="" type="checkbox"/> Human health-based product standards	17%	
<input checked="" type="checkbox"/> Occupational safety	33%	
<input checked="" type="checkbox"/> Health and well-being	33%	
<input checked="" type="checkbox"/> ESG-specific requirements for sub-contractors	33%	
<input type="checkbox"/> Other	17%	

### Requirements apply to

<input checked="" type="checkbox"/> Contractors	50%	
<input checked="" type="checkbox"/> Property/asset managers	50%	
<input checked="" type="checkbox"/> Suppliers	50%	
<input type="checkbox"/> Supply chain (beyond 1 tier suppliers and contractors)	33%	
<input type="checkbox"/> Other	0%	


### Evidence provided

<input type="radio"/> No	50%	 [ACCEPTED]
<input type="radio"/> Not applicable	0%	

SE4.2 Not scored

## Supply chain engagement

Percentage of Peers

Yes 50% 

### Engagement process



Welltower issues an ESG survey to existing suppliers and vendors and to potential suppliers and vendors. This allows us to understand the policies and

programs they have in place to manage ESG risk. We also continuously engage with suppliers and vendors, ensuring they are meeting our ESG standards and encouraging them to adopt ESG policies and procedures when not present. An example of this is, we worked with a roofing vendor and service provider to recycle the waste from a project on our site, and provide us with a report of this waste. By working together we both were able to understand each others needs and get our own needs fulfilled.

<input type="radio"/> No	33%	<div style="width: 33%;"></div>
<input type="radio"/> Not applicable	17%	<div style="width: 17%;"></div>

**SE5.1** POINTS: 2/2

**Monitoring sustainability requirements for property/asset managers** Percentage of Peers

<input checked="" type="radio"/> Yes	50%	<div style="width: 50%;"></div>
--------------------------------------	-----	---------------------------------

Monitors compliance of

Percentage of Peers



- [50%] No answer provided
- [33%] Both internal and external property/asset managers
- [17%] External property/asset managers

Methods used

<input checked="" type="checkbox"/> Checks performed by independent third party • Heapy Engineering	50%	<div style="width: 50%;"></div>
<input checked="" type="checkbox"/> Property/asset manager sustainability training	50%	<div style="width: 50%;"></div>
<input checked="" type="checkbox"/> Property/asset manager self-assessments	33%	<div style="width: 33%;"></div>
<input checked="" type="checkbox"/> Regular meetings and/or checks performed by the organization's employees	50%	<div style="width: 50%;"></div>
<input type="checkbox"/> Require external property/asset managers' alignment with a professional standard	17%	<div style="width: 17%;"></div>
<input type="checkbox"/> Other	0%	<div style="width: 0%;"></div>

Evidence provided

<input type="radio"/> No	33%	<div style="width: 33%;"></div>
<input type="radio"/> Not applicable	17%	<div style="width: 17%;"></div>

**SE5.2** POINTS: 2/2

**Monitoring sustainability requirements for external suppliers and/or service providers** Percentage of Peers

<input checked="" type="radio"/> Yes	50%	<div style="width: 50%;"></div>
--------------------------------------	-----	---------------------------------

Methods used

<input type="checkbox"/>	Checks performed by an independent third party	33%	
<input checked="" type="checkbox"/>	Regular meetings and/or checks performed by the organization's employees	50%	
<input type="checkbox"/>	Regular meetings and/or checks performed by external property/asset managers	33%	
<input type="checkbox"/>	Require supplier/service providers' alignment with a professional standard	17%	
<input type="checkbox"/>	Supplier/service provider sustainability training	17%	
<input checked="" type="checkbox"/>	Supplier/service provider self-assessments	33%	
<input checked="" type="checkbox"/>	Other	0%	
We encourage our suppliers to pursue third party certifications and consider these certifications [ACCEPTED] when vetting suppliers.			
<input type="radio"/>	No	50%	
<input type="radio"/>	Not applicable	0%	

SE6 Not scored

### Grievance mechanisms

Percentage of Peers

<input checked="" type="radio"/>	Yes	83%	
<b>Characteristics applicable</b>			
<input checked="" type="checkbox"/>	Dialogue based	83%	
<input checked="" type="checkbox"/>	Legitimate	67%	
<input checked="" type="checkbox"/>	Accessible	67%	
<input type="checkbox"/>	Improvement based	67%	
<input checked="" type="checkbox"/>	Predictable	67%	
<input type="checkbox"/>	Equitable	67%	
<input checked="" type="checkbox"/>	Rights compatible	67%	
<input checked="" type="checkbox"/>	Transparent	67%	
<input checked="" type="checkbox"/>	Safe	67%	
<input type="checkbox"/>	Other	17%	
<b>Process available to</b>			
<input checked="" type="checkbox"/>	Community	33%	
<input checked="" type="checkbox"/>	Contractors	50%	
<input checked="" type="checkbox"/>	Employees	83%	

<input checked="" type="checkbox"/> External property/asset managers	50%	
<input checked="" type="checkbox"/> Service providers	50%	
<input checked="" type="checkbox"/> Suppliers	33%	
<input checked="" type="checkbox"/> Supply chain (beyond tier 1 suppliers and contractors)	33%	
<input checked="" type="checkbox"/> Tenants	83%	
<input type="checkbox"/> Other	50%	
<input type="checkbox"/> No	17%	
<input type="checkbox"/> Not applicable	0%	

## Tenants/Occupiers

SE7 POINTS: 2.9/4

### Tenant engagement program(s)

Percentage of Peers

<input checked="" type="radio"/> Yes	83%	
--------------------------------------	-----	--

#### Engagement approach(es) include

<input checked="" type="checkbox"/> Building/asset communication	67%	
--	-----	--



- [57%]  $\geq 75, \leq 100\%$
- [29%] No answer provided
- [14%]  $\geq 50\%, < 75\%$

<input type="checkbox"/> Provide tenants with feedback on energy/water consumption and waste	33%	
--	-----	--

<input type="checkbox"/> Social media/online platform	17%	
---	-----	--

<input checked="" type="checkbox"/> Tenant engagement meetings	33%	
--	-----	--



- [57%] No answer provided
- [29%]  $\geq 50\%, < 75\%$
- [14%]  $\geq 75, \leq 100\%$

<input checked="" type="checkbox"/> Tenant events focused on increasing sustainability awareness	50%	
--	-----	--



- [43%] No answer provided
- [43%] ≥75, ≤100%
- [14%] ≥50%, <75%

Tenant sustainability guide 17%



- [72%] No answer provided
- [14%] 0%, <25%
- [14%] ≥75, ≤100%

Tenant sustainability training 17%

Other 17%

No 17%

**SE8.1** POINTS: 3/3

Tenant satisfaction survey

Percentage of Peers

Yes 50%

Survey type

Internally 33%

By an independent third party 17%

Percentage of tenants covered: 100%

- Kingsley Associates

Survey response rate: 62.5%

Quantitative metrics included

Yes 50%

Metrics include

Net Promoter Score 50%

Overall satisfaction score 50%

Satisfaction with communication 50%

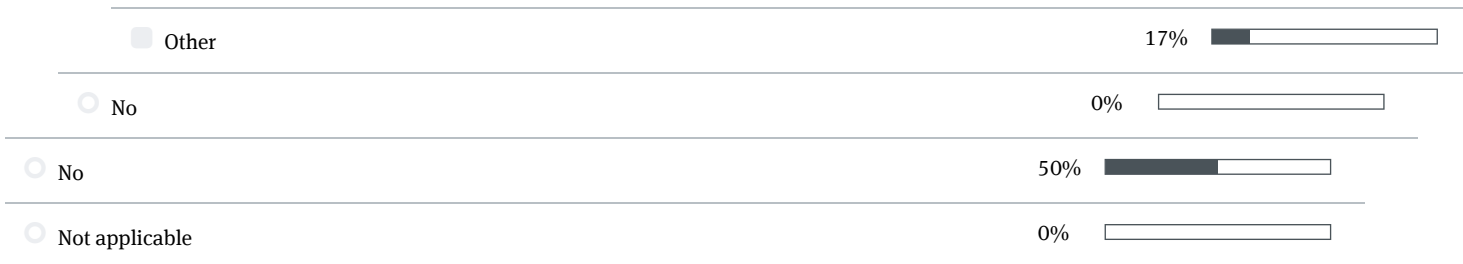
Satisfaction with responsiveness 50%

Satisfaction with property management 17%

Understanding tenant needs 50%

Value for money 17%

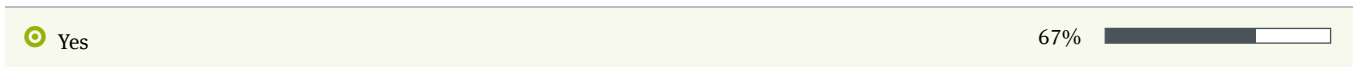




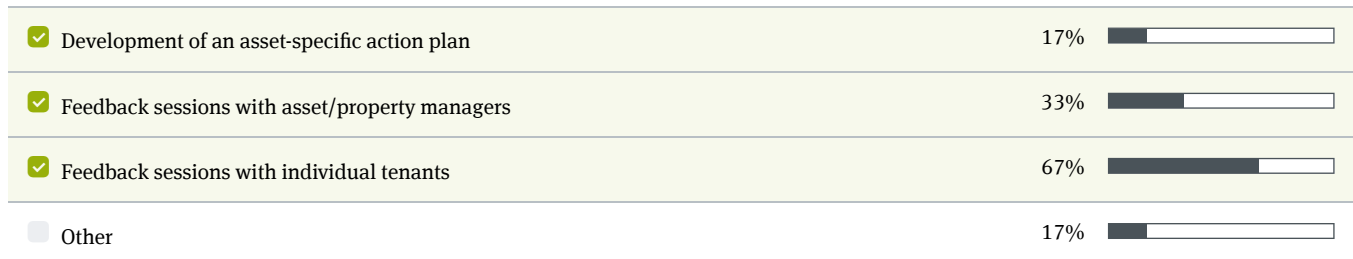
**SE8.2** POINTS: 1/1

**Improvement of tenant satisfaction**

Percentage of Peers



**Program elements**



**Program description**

**GG** With the results of the tenant satisfaction survey, Welltower's property management team worked to enhance its services by developing and implementing the MSG Service Brand program that establishes a formal structure and methodology for delivering property management services. For the tenant, the service brand defines specific expectations that are easily understood, creates an expectation of consistency and predictability, and provides customers with an easy way to recognize whether expectations are met. For the Welltower employees, the service brand provides a set of simple and repeatable expectations, provides a clear line of sight for all employees to align their daily actions and behaviors, and empowers every employee to be a brand representative in supporting the delivery of healthcare property management. Taking specific feedback from the survey over the last three cycles, Welltower altered its behavior to focus on maintenance responsiveness within 24 hours, proactive communication, i.e., checking in with tenants to determine if all their needs are being met, and resolving maintenance problems on the 1st attempt. At an individual asset level, specific feedback is provided to the property management team to address deficiencies in performance. Success is also recognized and shared so that best practices in a specific building can be replicated across the portfolio.



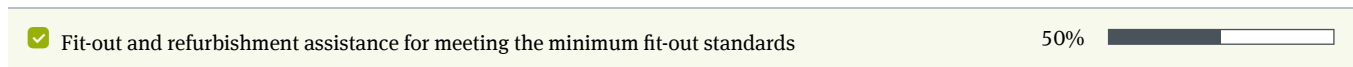
**SE9** POINTS: 2.4/3

**Tenant fit-out and refurbishment program**

Percentage of Peers



**Topics included**





- [43%] No answer provided
- [29%] 0%, <25%
- [28%] ≥75, ≤100%

Tenant fit-out guides

33%



- [57%] No answer provided
- [15%] 0%, <25%
- [14%] ≥25%, <50%
- [14%] ≥75, ≤100%

Minimum fit-out standards are prescribed

50%



- [43%] No answer provided
- [29%] 0%, <25%
- [28%] ≥75, ≤100%

Procurement assistance for tenants

33%



- [57%] No answer provided
- [29%] ≥75, ≤100%
- [14%] 0%, <25%

Other

0%

No 50%

**SE10.1** POINTS: 3/3

**Sustainability requirements in standard lease contracts**

Percentage of Peers

Yes 50%

**Topics included**

Cooperation and works: 50%

Environmental initiatives 33%

Enabling upgrade works 50%

Sustainability management collaboration 33%

Premises design for performance 50%

<input type="checkbox"/> Managing waste from works	33%	
<input type="checkbox"/> Social initiatives	33%	
<input type="checkbox"/> Other	17%	
<input checked="" type="checkbox"/> Management and consumption:	50%	
<input checked="" type="checkbox"/> Energy management	50%	
<input checked="" type="checkbox"/> Water management	50%	
<input checked="" type="checkbox"/> Waste management	50%	
<input checked="" type="checkbox"/> Indoor environmental quality management	50%	
<input type="checkbox"/> Sustainable procurement	33%	
<input type="checkbox"/> Sustainable utilities	33%	
<input type="checkbox"/> Sustainable transport	33%	
<input checked="" type="checkbox"/> Sustainable cleaning	33%	
<input type="checkbox"/> Other	0%	
<input checked="" type="checkbox"/> Reporting and standards:	50%	
<input checked="" type="checkbox"/> Information sharing	33%	
<input checked="" type="checkbox"/> Performance rating	33%	
<input type="checkbox"/> Design/development rating	33%	
<input type="checkbox"/> Performance standards	50%	
<input checked="" type="checkbox"/> Metering	33%	
<input checked="" type="checkbox"/> Comfort	33%	
<input type="checkbox"/> Other	17%	

Evidence provided

<input type="radio"/> No	50%	
--------------------------	-----	--

**SE10.2** POINTS: 0/1

**Monitoring compliance with sustainability requirements in lease contracts**

Percentage of Peers

<input type="radio"/> Yes	33%	
<input checked="" type="radio"/> No	17%	
<input type="radio"/> Not applicable	50%	

# Community

SE11.1 POINTS: 3/3

## Community engagement program

Percentage of Peers

Yes 83%

### Topics included

<input checked="" type="checkbox"/> Effective communication and process to address community concerns	33%	
<input checked="" type="checkbox"/> Enhancement programs for public spaces	33%	
<input checked="" type="checkbox"/> Employment creation in local communities	33%	
<input checked="" type="checkbox"/> Community health and well-being	67%	
<input checked="" type="checkbox"/> Research and network activities	33%	
<input type="checkbox"/> Resilience, including assistance or support in case of disaster	17%	
<input checked="" type="checkbox"/> Supporting charities and community groups	67%	
<input type="checkbox"/> Sustainability education program	33%	
<input type="checkbox"/> Other	17%	

### Program description



Corporate citizenship at Welltower involves community engagement, employee volunteering and corporate giving to help strengthen our communities and help those in need. We encourage our employees to give back to their communities, to support charitable causes, and to participate in our United Way Campaign. Our corporate giving strategy aims to support organizations that align with our mission and values, and is focused on health and social services, culture and the arts, and education. As a result of our community engagement program we have donated over \$677,000 to support the local community. This has included 7,000 meals to homebound elderly New Yorkers through City Meals on Wheels, 21, 500 K-12 tours to the Toledo Museum of Art aimed at enhancing visual literacy, and 82% employee participation in the 2018 United Way Campaign focused on creating community-based and community-led solutions that strengthen the cornerstones for a good quality of life: education, financial stability and health.

No 17%

Not applicable 0%

SE11.2 POINTS: 1/1.5 Improvement

## Impact on community

Percentage of Peers

Yes 83%

### Monitored areas of impact

<input type="checkbox"/> Housing affordability	33%	
<input type="checkbox"/> Impact on crime levels	17%	
<input type="checkbox"/> Livability score	67%	

<input type="checkbox"/> Local income generated	50%	<div style="width: 50%;"></div>
<input type="checkbox"/> Local residents' well-being	33%	<div style="width: 33%;"></div>
<input checked="" type="checkbox"/> Walkability score	33%	<div style="width: 33%;"></div>
<input checked="" type="checkbox"/> Other	33%	<div style="width: 33%;"></div>
Welltower tracks its impact on community health by monitoring the number of patient visits and [ACCEPTED] number of health care professionals being supported each year.		
<input type="radio"/> No	0%	<div style="width: 0%;"></div>
<input type="radio"/> Not applicable	17%	<div style="width: 17%;"></div>

## Health and Well-being

SE12.1 POINTS: 2/2

Does the organization have a program in place for promoting health & well-being of employees?

Percentage of Peers

<input checked="" type="radio"/> Yes	100%	<div style="width: 100%;"></div>
--------------------------------------	------	----------------------------------

The program includes (multiple answers possible):

<input checked="" type="checkbox"/> Needs assessment	67%	<div style="width: 67%;"></div>
--	-----	---------------------------------

The organization monitors employee health and well-being needs through (multiple answers possible):

<input checked="" type="checkbox"/> Employee surveys on health and well-being	67%	<div style="width: 67%;"></div>
Percentage of employees: 100%		
<input checked="" type="checkbox"/> Physical and/or mental health checks	67%	<div style="width: 67%;"></div>
Percentage of employees: 100%		

<input type="checkbox"/> Other	17%	<div style="width: 17%;"></div>
--------------------------------	-----	---------------------------------

<input checked="" type="checkbox"/> Goal setting	100%	<div style="width: 100%;"></div>
<input checked="" type="checkbox"/> Action	100%	<div style="width: 100%;"></div>
<input checked="" type="checkbox"/> Monitoring	100%	<div style="width: 100%;"></div>

Evidence provided

<input type="radio"/> No	0%	<div style="width: 0%;"></div>
--------------------------	----	--------------------------------

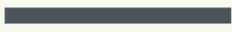
[ACCEPTED]

SE12.2 Not scored


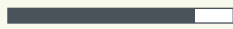

Does the organization take measures to incorporate the health & well-being program for employees described in SE12.1?





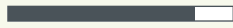


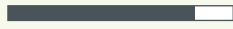
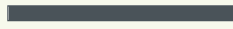






Percentage of Peers





Yes

100% 

Select all applicable options (multiple answers possible)

- Creation of goals to address: 83% 
- Mental health and well-being 83% 
- Physical health and well-being 83% 
- Social health and well-being 83% 
- Other 33% 

- Action to promote health through: 100% 
- Acoustic comfort 33% 
- Biophilic design 50% 
- Physical activity 83% 
- Healthy eating 83% 
- Inclusive design 33% 
- Indoor air quality 50% 
- Lighting controls and/or daylight 83% 
- Physical and/or mental healthcare access 100% 
- Social interaction and connection 100% 
- Thermal comfort 67% 
- Water quality 83% 
- Other building design and construction strategy 50% 
- Other building operations strategy 50% 
- Other programmatic intervention 67% 

- Monitor outcomes by tracking: 67% 
- Environmental quality 67% 
- Program performance 33% 
- Population experience and opinions 33% 
- Other 17% 

No

0% 

Does the entity have a program in place for promoting health & well-being through its real estate assets and services?

Percentage of Peers

Yes 50%

The program includes (multiple answers possible):

- |  |     |  |
|--|-----|--|
| <input checked="" type="checkbox"/> Needs assessment | 50% |  |
| <input checked="" type="checkbox"/> Goal setting     | 50% |  |
| <input checked="" type="checkbox"/> Action           | 50% |  |
| <input checked="" type="checkbox"/> Monitoring       | 33% |  |

Evidence provided

No 50% [ACCEPTED]

**SE13.2** Not scored

Does the entity take measures to incorporate the health & well-being program through its real estate assets and services described in SE13.1?

Percentage of Peers

Yes 50%

Select all applicable options (multiple answers possible)

- |   |     |  |
|---|-----|--|
| <input checked="" type="checkbox"/> Creation of goals to address:     | 50% |  |
| <input type="checkbox"/> Mental health and well-being                 | 33% |  |
| <input checked="" type="checkbox"/> Physical health and well-being    | 33% |  |
| <input type="checkbox"/> Social health and well-being                 | 33% |  |
| <input type="checkbox"/> Other  | 17% |  |
| <input checked="" type="checkbox"/> Action to promote health through: | 50% |  |
| <input type="checkbox"/> Acoustic comfort                             | 33% |  |
| <input type="checkbox"/> Biophilic design                             | 17% |  |
| <input checked="" type="checkbox"/> Physical activity                 | 33% |  |
| <input checked="" type="checkbox"/> Healthy eating                    | 33% |  |
| <input type="checkbox"/> Inclusive design                             | 33% |  |
| <input checked="" type="checkbox"/> Indoor air quality                | 33% |  |
| <input checked="" type="checkbox"/> Lighting controls and/or daylight | 33% |  |
| <input type="checkbox"/> Physical and/or mental healthcare access     | 33% |  |

<input type="checkbox"/> Social interaction and connection	17%	
<input checked="" type="checkbox"/> Thermal comfort	50%	
<input checked="" type="checkbox"/> Water quality	33%	
<input type="checkbox"/> Other building design and construction strategy	33%	
<input type="checkbox"/> Other building operations strategy	0%	
<input type="checkbox"/> Other programmatic intervention	17%	

<input checked="" type="checkbox"/> Monitor outcomes by tracking:	33%	
<input checked="" type="checkbox"/> Environmental quality	33%	
<input checked="" type="checkbox"/> Program performance	33%	
<input checked="" type="checkbox"/> Population experience and opinions	33%	
<input type="checkbox"/> Other	17%	

No 50%



# New Construction & Major Renovations

POINTS: 13.7/37

WEIGHT: 0%

## Intent and Overview

This Aspect addresses the entity's efforts to address ESG-issues during the design, construction, and renovation of buildings. The built environment has a significant impact on ecological systems as well as the health, safety and welfare of communities. In addition, construction activities consume resources such as water and natural materials, while the construction process generates large quantities of waste. Integrating sustainability into construction activities can help mitigate this negative impact, and at the same time improve the environmental efficiency of buildings in the operational phase. By implementing sustainable best practices in construction activities, organizations can also positively impact local communities.

## Sustainability Requirements

**NC1** POINTS: 0.5/1

### Sustainability strategy

Percentage of Peers

Yes 83%

#### Topics included

<input checked="" type="checkbox"/> Biodiversity and habitat	83%	
<input checked="" type="checkbox"/> Climate/climate change adaptation	67%	
<input checked="" type="checkbox"/> Energy consumption/management	83%	
<input checked="" type="checkbox"/> Environmental attributes of building materials	83%	
<input checked="" type="checkbox"/> GHG emissions/management	83%	
<input checked="" type="checkbox"/> Green building certifications	83%	
<input checked="" type="checkbox"/> Building safety	83%	
<input checked="" type="checkbox"/> Health and well-being	83%	
<input checked="" type="checkbox"/> Location and transportation	83%	
<input checked="" type="checkbox"/> Resilience	67%	
<input checked="" type="checkbox"/> Supply chain	50%	
<input checked="" type="checkbox"/> Water consumption/management	83%	
<input checked="" type="checkbox"/> Waste management	83%	
<input type="checkbox"/> Other	17%	

#### Public disclosure

Publicly available 0%

Not publicly available

83% 

Evidence provided

[ACCEPTED]

Communicate the objectives and explain how the objectives are integrated into the overall business strategy (maximum 250 words)



Welltower's Sustainability Strategy and Supplier Code of Conduct outline the environmental, social, and governance standards that are expected of their suppliers. Welltower seeks to develop in large metro areas. This allows us to take advantage of existing infrastructure and to minimize effects on surrounding biodiversity. In addition, by developing in large metro areas, we are often located near alternative transportation options. We seek to incorporate energy efficient and water saving equipment, such as high efficiency lighting and low flow showerheads, in our new developments. By increasing the energy and water efficiency of our properties, we help to reduce the greenhouse gas emissions associated with our operations. We also place an emphasis on the health and well-being of our spaces, and seek to use materials that are low emitting and contribute to an enhanced indoor air quality. Where possible, we look to certify properties under different green building certification schemes.

No

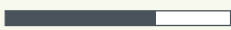
0% 

**NC2** POINTS: 1/3

Sustainable site selection criteria

Percentage of Peers

Yes

67% 

Topics included

Connect to multi-modal transit networks

67% 

Locate projects within existing developed areas

67% 

Protect, restore, and conserve aquatic ecosystems

67% 

Protect, restore, and conserve farmland

33% 

Protect, restore, and conserve floodplain functions

67% 

Protect, restore, and conserve habitats for threatened and endangered species

67% 

Redevelop brownfield sites

67% 

Other

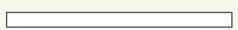
17% 

Third-party alignment of criteria

Third-party guidelines

Specify: ASTM Standard E1527-13

[ACCEPTED]

0% 

Third-party rating system(s)

50% 

Other

0% 

Not aligned

17% 

Evidence provided

[ACCEPTED]

No


17% 

Not applicable 0% 


**NC3** POINTS: 0.8/1.5


Sustainable site design/development requirements

Percentage of Peers


Yes 83% 


Topics included

Manage waste by diverting construction and demolition materials from disposal 83% 

Manage waste by diverting reusable vegetation, rocks, and soil from disposal 83% 

Protect air quality during construction 83% 

Protect surface water and aquatic ecosystems by controlling and retaining construction pollutants 83% 

Protect and restore habitat and soils disturbed during construction and/or during previous development 67% 


Other 50% 

Third-party alignment of criteria

Third-party guidelines 0% 

Third-party rating system(s) 50% 

Other 17% 

Not aligned 17% 

Evidence provided

No 0%  [ACCEPTED]

## Materials and Certifications

**NC4** POINTS: 0.5/2.5

Building materials attributes












Percentage of Peers

Yes 83% 



Topics included

Formal adoption of a policy on health attributes of building materials 50% 

Formal adoption of a policy on the environmental attributes and performance of building materials 67% 

<input type="checkbox"/> Requirement for information (disclosure) about the environmental and/or health attributes of building materials (multiple answers possible)	50%	
<input checked="" type="checkbox"/> Material characteristics	67%	
<input type="checkbox"/> Preference for materials that disclose environmental impacts	67%	
<input type="checkbox"/> Preference for materials that disclose potential health hazards	67%	
<input type="checkbox"/> "Red list" of prohibited materials or ingredients that should not be used on the basis of their human and/or environmental impacts	50%	
<input type="checkbox"/> Locally extracted or recovered materials	33%	
<input type="checkbox"/> Rapidly renewable materials, low embodied carbon materials, and recycled content materials	33%	
<input checked="" type="checkbox"/> Materials that can easily be recycled	67%	
<input type="checkbox"/> Third-party certified wood-based materials and products	67%	
<input checked="" type="checkbox"/> Low-emitting materials	67%	
<input type="checkbox"/> Other	33%	

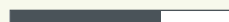
Evidence provided

<input type="radio"/> No	0%	 [ACCEPTED]
<input type="radio"/> Not applicable	0%	


**NC5.1** POINTS: 0.4/2  Improvement


Green building standards

Percentage of Peers

<input checked="" type="radio"/> Yes	67%	
--------------------------------------	-----	---

Standards included

<input type="checkbox"/> The entity requires projects to align with requirements of a third-party green building rating system but does not require certification	33%	
---	-----	---


<input checked="" type="checkbox"/> The entity requires projects to achieve certification with a green building rating system but does not require a specific level of certification	0%	
--	----	---

Green building rating systems (include all that apply):: LEED

[FULL POINTS]



- [86%] No answer provided
- [14%] 0%, <25%

<input type="checkbox"/> The entity requires projects to achieve a specific level of certification	50%	
--	-----	---

<input type="radio"/> No	17%	
--------------------------	-----	---

Not applicable

0% 

**NC5.2** POINTS: 1.3/5

**Building certificates for construction/renovation**

Percentage of Peers

Yes

33% 

Specify the certification scheme(s) used and the percentage of the portfolio registered and/or certified (multiple answers possible)

Projects registered to obtain a green building certificate at the end of reporting period

Certification Scheme	Level of certification	% portfolio covered by floor area	Number of certified assets
LEED/Building Design and Construction (BD+C)	Silver	0.5%	3
WELL Building Standard/New Buildings	Certified	0.32%	2
BREEAM/New Construction	Excellent	0.1%	1
BREEAM/Domestic Refurbishment	Very Good	0.09%	1

Projects that obtained a green building certificate or official pre-certification during the reporting period

Certification Scheme	Level of certification	% portfolio covered by floor area	Number of certified assets
LEED/ID+C: Commercial Interiors	Silver	0.2%	1
LEED/Building Design and Construction (BD+C)	Certified	0.47%	4
LEED/Building Design and Construction (BD+C)	Gold	0.09%	1
LEED/Building Design and Construction (BD+C)	Platinum	0.1%	1
LEED/Building Design and Construction (BD+C)	Silver	0.61%	6
BREEAM/New Construction	Excellent	0.1%	1
BREEAM/Domestic Refurbishment	Very Good	0.26%	5
BREEAM/New Construction	Good	0.11%	2

No

33% 

Not applicable

17% 


**Energy Efficiency**

**NC6** POINTS: 2.8/3


**Energy efficiency requirements**




Percentage of Peers

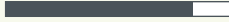









Yes





83% 

Requirements for planning and design include (multiple answers possible)

67% 

- Integrative design process 67% 
- To exceed relevant energy codes or standards 50% 
- Other 17% 

- Energy efficiency measures 83% 
- Air conditioning 50% 
- Commissioning 50% 
- Energy modeling 50% 
- Lighting 83% 
- Occupant controls 67% 
- Space heating 67% 
- Ventilation 83% 
- Water heating 83% 
- Other 17% 

- Energy efficiency monitoring 50% 
- Energy use analytics 33% 
- Post-construction energy monitoring for on 33% 
- Sub-meter 33% 
- Other 17% 

No 0% 

**NC7.1** POINTS: 0/3

Renewable energy generated on-site

Percentage of Peers

- Yes 50% 
- No 33% 
- Not applicable 0% 

**NC7.2** POINTS: 0/1

Design for net-zero energy standards

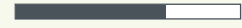
Percentage of Peers

- Yes 17% 



No

67%



## Water Conservation and Waste Management

NC8 POINTS: 1.8/2 Improvement

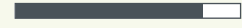
### Water efficiency requirements

Percentage of Peers



Yes

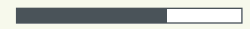
83%



#### Water conservation requirements

Requirements for planning and design include (multiple answers possible)

67%



Development and implementation of a commissioning plan

17%



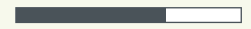
Integrative design for water conservation

17%



Requirements for indoor water efficiency

67%



Requirements for outdoor water efficiency

67%



Requirements for process water efficiency

17%



Requirements for water supply

50%



Other

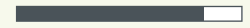
0%



#### Evidence provided

Water efficiency measures

83%



Commissioning of water systems

50%



Drip/smart irrigation

33%



Drought tolerant/low-water landscaping

33%



High-efficiency/dry fixtures

50%



Leak detection system

50%



Occupant sensors

50%



On-site wastewater treatment

17%



Re-use of stormwater and greywater for non-potable applications

50%



Other

17%



Water efficiency monitoring

33%



<input type="checkbox"/> Post-construction water monitoring for on	33%	<div style="width: 33%;"></div>
<input checked="" type="checkbox"/> Sub-meter	17%	<div style="width: 17%;"></div>
<input type="checkbox"/> Water use analytics	17%	<div style="width: 17%;"></div>
<input type="checkbox"/> Other	17%	<div style="width: 17%;"></div>
<input type="radio"/> No	0%	<div style="width: 0%;"></div>
<input type="radio"/> Not applicable	0%	<div style="width: 0%;"></div>

**NC9** POINTS: 0.8/2 Improvement

**Waste management**

Percentage of Peers

<input checked="" type="radio"/> Yes	83%	<div style="width: 83%;"></div>
--------------------------------------	-----	---------------------------------

**Waste management during construction**

<input checked="" type="checkbox"/> Management and construction practices (multiple answers possible)	83%	<div style="width: 83%;"></div>
<input type="checkbox"/> Construction waste signage	83%	<div style="width: 83%;"></div>
<input checked="" type="checkbox"/> Education of employees/contractors on waste management	67%	<div style="width: 67%;"></div>
<input type="checkbox"/> Incentives for contractors for recovering, reusing and recycling building materials	67%	<div style="width: 67%;"></div>
<input checked="" type="checkbox"/> Targets for waste stream recovery, reuse and recycling	67%	<div style="width: 67%;"></div>
<input checked="" type="checkbox"/> Waste management plans	83%	<div style="width: 83%;"></div>
<input type="checkbox"/> Waste separation facilities	83%	<div style="width: 83%;"></div>
<input type="checkbox"/> Other	17%	<div style="width: 17%;"></div>
<input type="checkbox"/> On-site waste monitoring	67%	<div style="width: 67%;"></div>

Evidence provided

<input type="radio"/> No	0%	<div style="width: 0%;"></div>
--------------------------	----	--------------------------------

[ACCEPTED]

**Supply Chain**

**NC10.1** POINTS: 2/2 Improvement


**ESG-specific requirements for contractors**

Percentage of Peers

<input checked="" type="radio"/> Yes		
--------------------------------------	--	--




Percentage of projects covered: 100%

50% 

### Topics included

<input checked="" type="checkbox"/> Business ethics	33%	
<input type="checkbox"/> Community engagement	17%	
<input checked="" type="checkbox"/> Environmental process standards	50%	
<input checked="" type="checkbox"/> Environmental product standards	17%	
<input type="checkbox"/> Fundamental human rights	33%	
<input type="checkbox"/> Human health-based product standards	17%	
<input checked="" type="checkbox"/> On-site occupational safety	50%	
<input type="checkbox"/> ESG-specific requirements for sub-contractors	17%	
<input type="checkbox"/> Other	33%	


### Evidence provided

No 33%  [ACCEPTED]





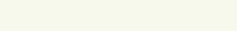
## NC10.2 POINTS: 0.5/2

### Monitoring contractors' compliance

Percentage of Peers

Yes 50% 

#### Monitoring type

<input type="checkbox"/> Contractors provide update reports on environmental and social aspects during construction	50%	
<input type="checkbox"/> External audits by third party	33%	
<input type="checkbox"/> Internal audits	33%	
<input checked="" type="checkbox"/> Weekly/monthly (on-site) meetings and/or ad hoc site visits Projects meetings and/or site visits: 15%	50%	
<input type="checkbox"/> Other	17%	

No 33% 

Not applicable 0% 

# Health, Safety and Well-being

NC11 POINTS: 1/2

## Occupant well-being

Percentage of Peers

Yes 67%

### Health and well-being requirements

Requirements for planning and design 50%

Health and well-being measures 67%

Access to spaces for active and passive recreation 67%

Active design features 50%

Commissioning 67%

Daylight 67%

Indoor air quality monitoring 0%

Indoor air quality source control 17%

Natural ventilation 67%

Occupant controls 67%

Provisions for active transport 17%

Other 17%

Health and well-being performance monitoring 33%

No 17%

Not applicable 0%

NC12.1 POINTS: 0.3/1

## On-site health and safety during the construction phase

Percentage of Peers

Yes 67%

### Topics included

Availability of medical personnel 17%

Communicating safety information 33%

Continuously improving safety performance 17%

Demonstrating safety leadership 17%

<input type="checkbox"/> Entrenching safety practices	17%	<div style="width: 17%;"></div>
<input type="checkbox"/> Managing safety risks	67%	<div style="width: 67%;"></div>
<input type="checkbox"/> Personal Protective and Life Saving Equipment	17%	<div style="width: 17%;"></div>
<input type="checkbox"/> Promoting design for safety	67%	<div style="width: 67%;"></div>
<input type="checkbox"/> Training curriculum	17%	<div style="width: 17%;"></div>
<input type="checkbox"/> Other	17%	<div style="width: 17%;"></div>
<input type="radio"/> No	17%	<div style="width: 17%;"></div>
<input type="radio"/> Not applicable	0%	<div style="width: 0%;"></div>

**NC12.2** POINTS: 0/1

Occupational health and safety indicators

Percentage of Peers

<input type="radio"/> Yes	50%	<div style="width: 50%;"></div>
<input checked="" type="radio"/> No	33%	<div style="width: 33%;"></div>


## Community Impact and Engagement

**NC13** POINTS: 0/1.5

Socio-economic impact on community

Percentage of Peers

<input type="radio"/> Yes	83%	<div style="width: 83%;"></div>
<input checked="" type="radio"/> No	0%	<div style="width: 0%;"></div>

**NC14** POINTS: 0.3/1.5  Improvement






Monitor impact on community

Percentage of Peers


<input checked="" type="radio"/> Yes	33%	<div style="width: 33%;"></div>
--------------------------------------	-----	---------------------------------

Monitoring process includes


<input type="checkbox"/> Analysis and interpretation of monitoring data	17%	<div style="width: 17%;"></div>
<input type="checkbox"/> Development and implementation of a communication plan	17%	<div style="width: 17%;"></div>
<input type="checkbox"/> Development and implementation of a community monitoring plan	17%	<div style="width: 17%;"></div>

<input type="checkbox"/>	Development and implementation of a risk mitigation plan	33%	
<input type="checkbox"/>	Identification of nuisance and/or disruption risks	33%	
<input checked="" type="checkbox"/>	Identification of stakeholders and impacted groups	17%	
<input type="checkbox"/>	Management practices to ensure accountability for performance goals and issues identified during community monitoring	33%	
<input type="checkbox"/>	Other	17%	

**Monitoring process description**

 The company regularly reviews its materiality assessment and stakeholder engagement process, in order to identify those stakeholder groups who are impacted by the company's operations and take account of their concerns.

Evidence provided

<input type="radio"/>	No	50%	
-----------------------	----	-----	---

**Disclaimer: 2019 Benchmark Report**

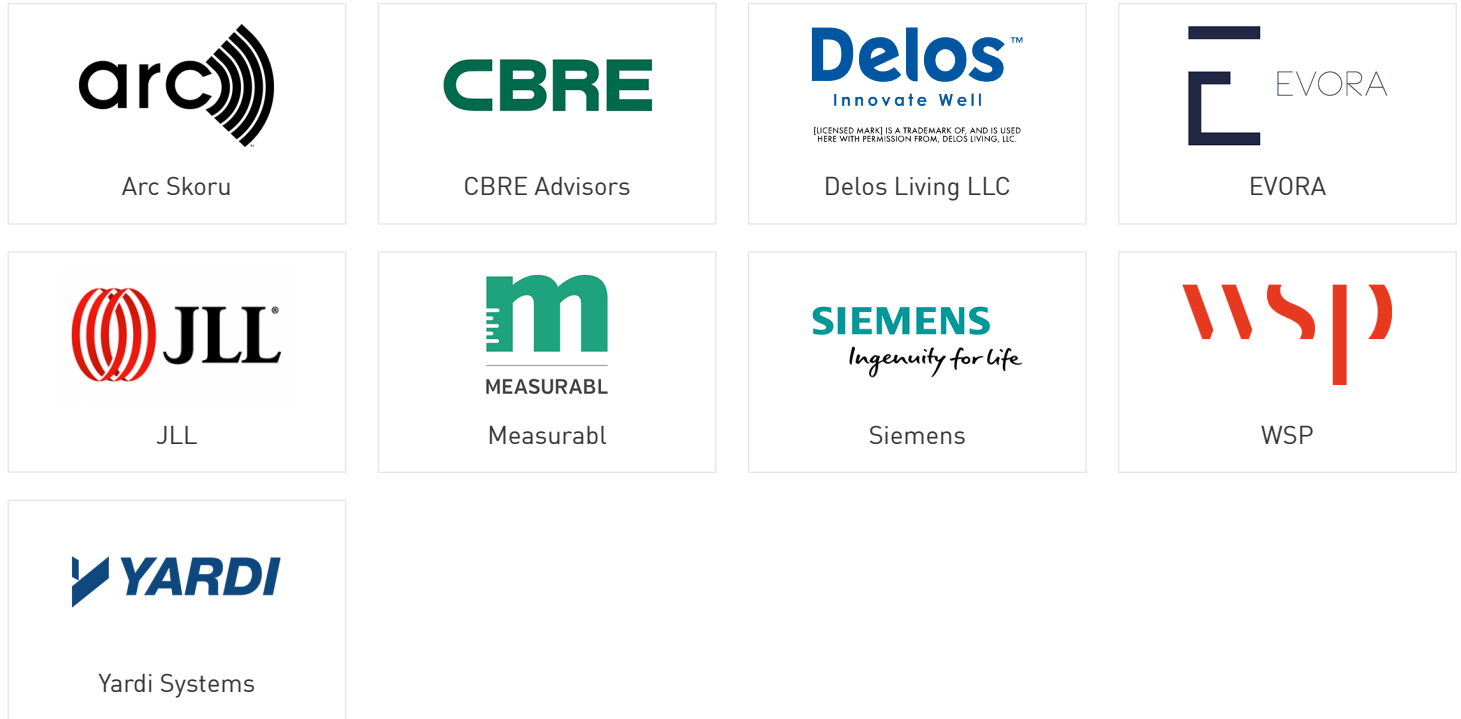
The 2019 Benchmark Report (the "Report") and the associated GRESB Scorecard ("Scorecard") is based on information provided by GRESB participants by way of the GRESB annual assessment.

The Report is intended to be read only by personnel authorized by the particular respondent ("Respondent") to which the Report pertains. The Report may also be viewed by Investors in the Respondent entity, who have the requisite rights to do so. The Score and Scorecard associated with the Report are not publically available and are shared only with the Respondent and its investors.

Any Scorecard that is provided to the Respondent is merely for reference and discussion purposes, and is not provided as the basis for any professional advice or for transactional use. GRESB, its parent company or affiliates, its advisors, consultants and sub-contractors shall not be responsible or liable for any advice given to third parties, any investment decisions or trading or any other actions taken by you or by third parties based on information contained in the Scorecard. Except where stated otherwise, GRESB is the exclusive owner of all intellectual property rights in all the information contained in the Scorecard and Benchmark Report.

## GRESB Partners

### Global Partners



### Premier Partners



## Partners

