

2024 Sustainability Report

SERVING PROPERTIES, PEOPLE, AND THE PLANET

veris RESIDENTIAL™

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Letter From Our CEO

Dear Stakeholders,

At Veris Residential, we are committed to creating 'Communities with Purpose' by implementing sustainable best practices across our portfolio, contributing positively to surrounding neighborhoods and designing spaces where everyone has the opportunity to thrive. These initiatives are more than aspirational goals—they are strategic drivers that enhance our financial performance while having a positive impact on our communities and environmentally conscious residents who share our values.

Sustainability at Veris Residential has evolved from an operational imperative to an effective value creation tool. In 2024, our strategic investments in sustainable practices continued to generate measurable returns while strengthening our competitive position in the multifamily market.

Having achieved our ambitious 2030 carbon reduction goals in 2022—eight years ahead of schedule—we continue to maintain our leadership position with Scope 1 & 2 emissions now 58% below 2019 levels and energy consumption reduced by 13% compared to 2019. These achievements translate directly to lower operating costs and enhanced asset values.

In 2024, we received widespread recognition for our leadership in sustainability, including our designation as GRESB Regional Listed Sector Leader with our third-consecutive 5 Star Rating—achieving the highest listed residential score in the United States and the third-best worldwide. We were also honored to receive Nareit's Mid Cap Diversity Impact Award, as well as multiple recognitions from the International WELL Building Institute, including the Equity Leadership Award and WELL Concept Leadership Award for Innovation.

OUR PLANET

Our environmental stewardship goes beyond protecting the planet—it has allowed us to develop a competitive advantage as we seek to create value for our shareholders. By reducing our carbon emissions and continuously striving to improve energy efficiency, we have thus far been able to largely insulate our portfolio from rising utility costs while meeting the growing demand for sustainable living alternatives.

Looking ahead, our pipeline of sustainability projects—from renewable energy installations to water consumption monitoring systems—is carefully evaluated to ensure each initiative contributes to our financial objectives while advancing our sustainability goals. The built environment plays a crucial role in addressing climate change, and by demonstrating that sustainable practices drive superior returns, we're setting the standard for the future of multifamily real estate.

OUR PROPERTIES

As part of our strategic transformation over the past four years, we divested our entire office portfolio, establishing ourselves as a pureplay multifamily REIT. With our final office asset sold in March 2024, this is our first Sustainability Report that almost exclusively reflects the performance of our multifamily portfolio.

Nearly 80% of our managed multifamily portfolio now holds Green Certifications, positioning our assets to command premium rents and maintain high occupancy rates in an increasingly sustainability-conscious market. This achievement has also enhanced our access to capital—in 2024, we secured a new $500 million revolving credit facility and term loan package with Sustainability KPI provisions tied to our Green Certifications and emissions performance. By successfully meeting these targets in July 2024, we achieved a 5-basis-point margin reduction on our credit facility that we maintained in June 2025.

Our strategic approach to property improvements continues to deliver measurable returns. At Liberty Towers, comprehensive sustainability upgrades—including the installation of a hydroponic farm that provides fresh produce weekly to residents and the implementation of hallway light dimmers and EV chargers—have reduced operating expenses while enhancing resident satisfaction.

At Portside II, we are launching an approximately $825,000 solar project, with a projected mid-teens IRR and a six-year payback period, exemplifying our focus on investments that benefit both our bottom line and environmental footprint.

OUR PEOPLE

Great Place to Work® certified us for the fourth consecutive year, with our score rising to a 93 in 2024—a testament to our employees' engagement and commitment. We were also proud to be included as one of Fortune's Best Workplaces in Real Estate and Best Places to Work in New York in 2024. These achievements reflect our belief that investing in our team members yields direct returns through enhanced productivity, innovation and retention.

Our commitment to people extends beyond our workforce to the residents who call our properties home. As reflected in portfolio-wide survey results, our residents increasingly value sustainable living, with 40% rating our sustainability initiatives as highly influential (4 or 5 on a 5-point scale) in their decision to rent with Veris. Recognizing this priority, we launched several initiatives to increase engagement with our sustainability initiatives. We installed wellness and environmental signage throughout our properties featuring QR codes that connect residents with detailed information about their building's sustainability, health and well-being features. Additionally, we unveiled a comprehensive corporate responsibility website and blog series, creating ongoing touchpoints that reinforce our commitment to responsible operations and strengthen resident loyalty.

We continue to foster an inclusive workplace where diverse perspectives drive better business outcomes. Our workforce's dedication to sustainability initiatives—from property-level conservation efforts to company-wide strategic planning—creates value at every level of our organization.

Every day, I am inspired by the tangible results of our sustainability commitments. Together with our team and residents, we are proving that financial performance, community impact and sustainability are deeply intertwined and essential to long-term success in our industry.



Mahbod Nia,
Chief Executive Officer





Liberty Towers, Jersey City, NJ

About the Company

Veris Residential, Inc. (“Veris Residential”, “Company,” or “We”) is a forward-thinking real estate investment trust (REIT) that primarily owns, operates, acquires and develops premier Class A multifamily properties in the Northeast.

Our technology-enabled, vertically integrated operating platform delivers a contemporary living experience aligned with residents’ preferences while positively impacting the communities we serve. We are guided by an experienced management team and Board of Directors, underpinned by leading corporate governance principles; a best-in-class approach to operations; and an inclusive culture based on meritocratic empowerment.

Embrace by Veris Residential drives value by integrating sustainability, inclusivity and community investment into every aspect of our business. The program reflects our belief that cultivating a true sense of community begins within, which is why our properties give residents the opportunity to make genuine connections through a lifestyle centered around shared values. Guided by this philosophy, we embrace our differences while discovering commonality. We celebrate and preserve the beauty of life’s special moments—in our buildings, our neighborhoods and every encounter. By doing so, we’re also able to enhance resident satisfaction, reduce operating costs and strengthen our market position—all while creating communities where people and the planet can thrive.

Visit Veris Residential’s Corporate Responsibility website here.

ESG Governance Framework

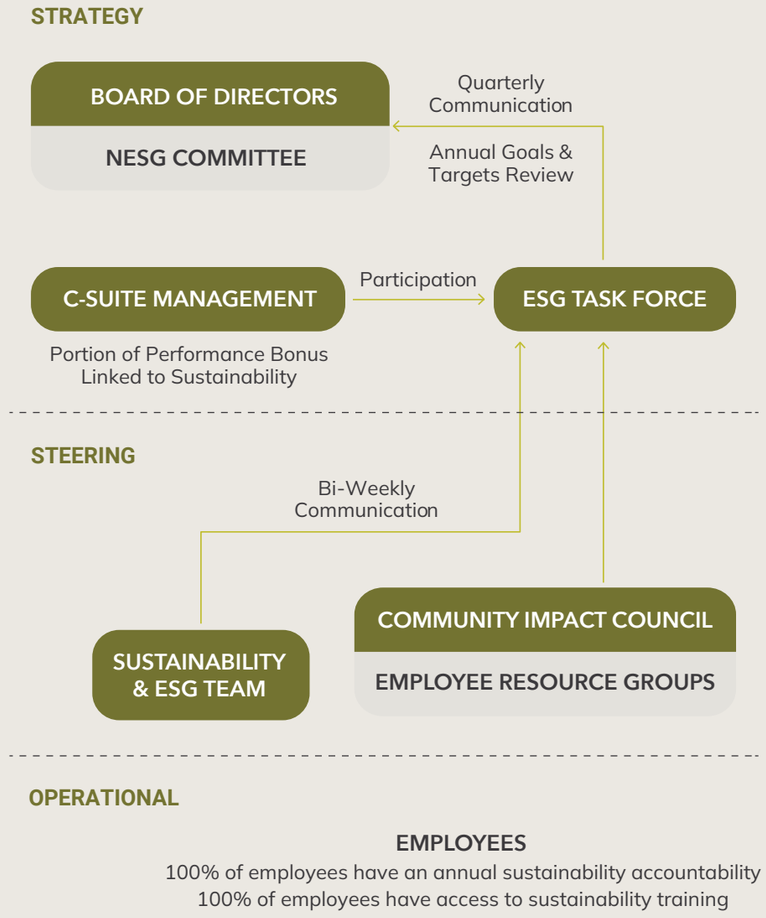
Veris Residential is committed to integrating environmental and social considerations into our operations, governance and overall corporate responsibility strategy. The Company's **Sustainability & ESG team**, led by the SVP, Head of Sustainability & ESG, is responsible for defining related strategic priorities and implementing the Company's initiatives. This department reports to the Chief Operating Officer. The Company's operational teams, with support from the Sustainability & ESG Department, are responsible for managing sustainability projects.

Established in 2020, the Company's **ESG Task Force** is comprised of representatives of Senior Management, including the Chief Operating Officer, the General Counsel and members of the Sustainability & ESG team. The group met regularly throughout 2024, discussing strategy, risks and opportunities.

Sustainability strategy, risks and opportunities are regularly reviewed by our Board of Directors as well. In 2020, Veris Residential's Board of Directors formed an ESG Committee with direct oversight of environmental and social matters. In May 2023, the Board combined the Nominating and Corporate Governance and Environmental, Social and Governance committees, forming the Nominating, Environmental, Social and Governance Committee ("NESG Committee").

The NESG Committee provides the Board advice and direction in setting general sustainability strategy; develops, implements and monitors initiatives; and oversees communications with employees, investors and stakeholders with respect to corporate responsibility matters (including human rights, climate change, and other issues). The Company's material ESG Policies, including the Environmental Policy and Human Rights Policy, as well as major corporate impact targets, are approved by the NESG Committee or the Board. The NESG Committee meets at least quarterly, and all meetings held in 2024 were attended by more than 75% of committee members.

Part of the Company's executive officers' annual variable compensation is linked to the achievement of sustainability objectives. Employees who receive annual variable compensation awards are also expected to have sustainability-related accountabilities in their performance plans. We continue to see positive outcomes from our ongoing investment in our employees and Company culture, with expectations that this investment will foster the next generation of Company leadership.



Our Approach to Sustainability Reporting

At Veris Residential, we offer residents the opportunity to make genuine connections by sustaining a lifestyle centered around our shared values. Embrace by Veris Residential formalizes our diversity, philanthropy and sustainability efforts centered around the following focus areas:

- Energy & Greenhouse Gas (GHG) Emissions
- Sustainable Cities
- Health & Well-Being
- Inclusion & Belonging
- Stakeholder Engagement

Veris Residential uses the Global Reporting Initiative (GRI) Standards as a basis for disclosure. Our 2024 Sustainability Report was prepared in accordance with the GRI Standards: Core option. Since 2020, we have further enhanced the transparency of our sustainability reporting by:

- Incorporating further recommendations of the Task Force on Climate Related Financial Disclosures (TCFD) into our climate resiliency strategy and corporate transparency efforts (see TCFD Disclosure for details)
- Aligning our targets and initiatives with the United Nations Sustainable Development Goals (SDGs)



RiverTrace, Port Imperial, West New York, NJ

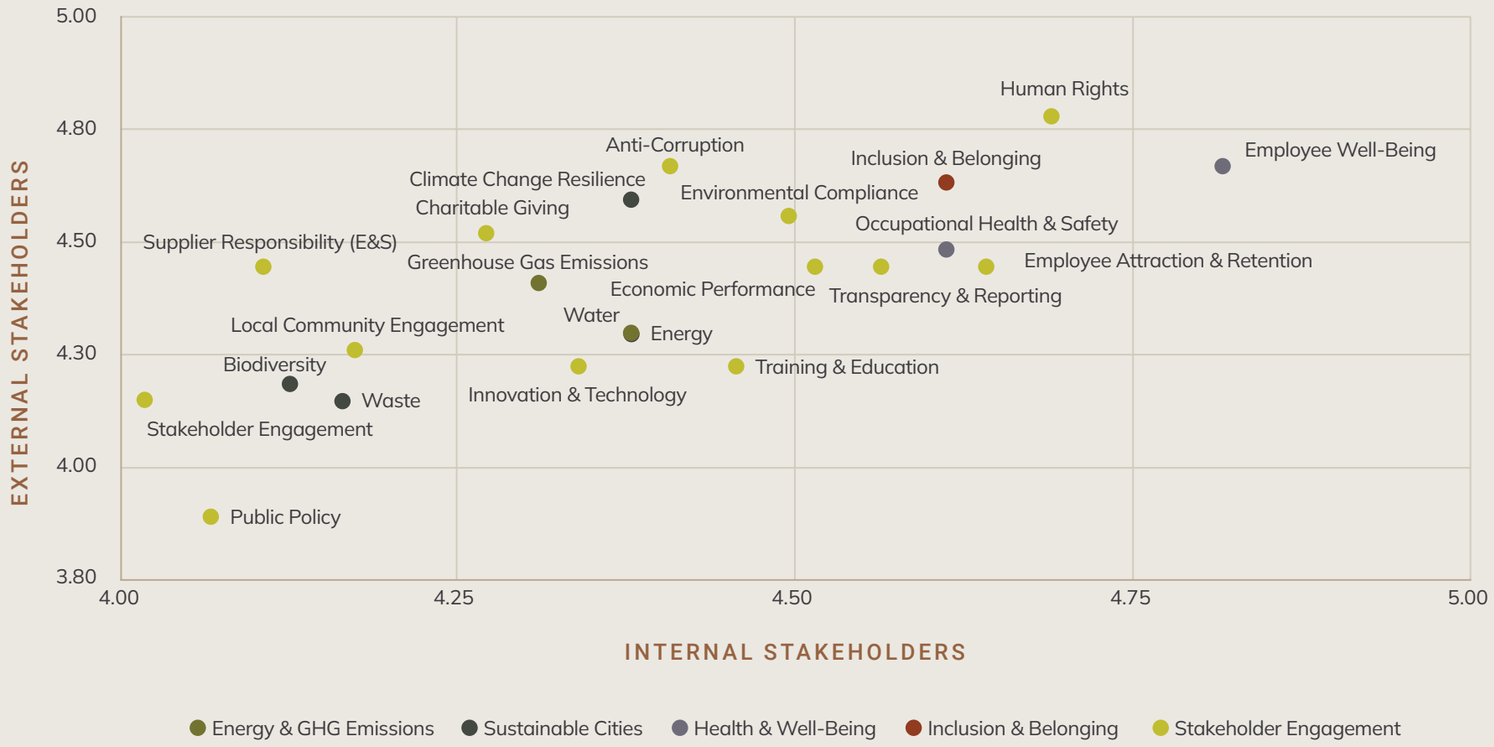
Materiality Assessment

Veris Residential continually updates and expands its materiality assessment with key stakeholders to identify economic, environmental and social impacts, as well as evaluate topics material to how we engage with our residents, investors, employees and industry bodies.

The assessment is conducted every two years, most recently in 2023, by the Company's ESG Task Force, which includes members of Senior Management, the Board of Directors, employees and external stakeholders including residents, vendors, community leaders and philanthropic partners. The identified topics were ranked based on their impact on Veris Residential and its stakeholders. Results of the assessment are summarized in the materiality matrix shown below.

Veris Residential includes material topics ("Material Topics") highlighted in the matrix and select non-material topics within this report. The results of the materiality assessment are shared with the Board of Directors for sign off. This materiality analysis forms our GRI reporting structure in all reports and will be taken into account as we contemplate future strategic planning and goal setting.

MATERIALITY MATRIX



Material Topics, Sustainability Risks & Opportunities

Material Topic	Goal	Risks	Opportunities
Energy and GHG Emissions			
Greenhouse Gas Emissions Energy	Reduce Scope 1 & 2 Emissions by 50% Between 2019 and 2030	Increased Operating Costs and Supply Issues in the Event of Growing Scarcity of Energy Resources Refer to TCFD Disclosure for Transition and Physical Risk Discussion	Lower Energy Consumption-Related Costs Competitive Advantage From Enhanced Reputation as an Environmentally-Conscious Landlord
Sustainable Cities			
Environmental Compliance Climate Change Resilience	Increase Percentage of Green-Certified Properties to Over 90% of Managed Portfolio by 2028	Changing Behavior and Shifting Demand Requirements from Tenants, Residents and Other Stakeholders Due to Material Impacts of Climate Change Decreased Renter Demand if Portfolio Does Not Meet New Occupational Preferences Refer to TCFD Disclosure for Transition and Physical Risk Discussion	Own and Manage Green-Certified, Energy-Efficient, Resilient Buildings That Attract Residents While Increasing Asset Value Attract Investors Evaluating Companies' Approaches to Carbon Energy and Climate Change
Health and Well-Being			
Health & Safety Employee Well-Being	Achieve WELL Health-Safety Rating at 100% of managed properties	Financial Impacts in the Event of Health Risks (Air Pollution, Water Pollution), Security Risks (Delinquency, Attacks) and Safety Risks (Fire, Flood) Decreased Revenue Due to Operating Losses from Affected Tenants and Residents Reputational Damage	Differentiate Portfolio by Ensuring the Highest Level of Tenant and Resident Comfort and Satisfaction in an Increasingly Competitive Environment Develop Brand Recognition and Improve Resident Retention
Inclusion & Belonging			
Inclusion & Belonging Employee Attraction & Retention	Achieve WELL Equity Rating at 100% of Managed Portfolio Effectuate Inclusion in Bloomberg GEI Index	Difficulties Recruiting and Retaining Employees for Strategic Positions Lack of Innovation Due To Low Diversity (Age, Gender, Academic Background, Etc.) Decreased Productivity if Unable to Retain Talent Loss of Skills and Knowledge in the Event of High Staff Turnover	Recruit the Best Talent Through Employer Brand Recognition and Core Values Develop Employees' Skills and Support Their Development to Encourage Retention
Stakeholder Engagement			
Human Rights Transparency & Reporting Anti-Corruption Stakeholder Engagement	Earn Independent Employee Engagement Score Above National Average Voluntarily Disclose Sustainability Data Through CDP and GRESB	Decline in Rental Income Due to Loss of Business in Event of a Downturn in Local Economy Drop in Productivity and Increase in Absenteeism and Staff Turnover Due to Poor Quality of Life at Work	Build on the Company's Real Estate Projects to Create Local Jobs Foster Community Cohesion Through Partnerships with Local Non-Profit Organizations

Goals & Targets

We are committed to holding ourselves accountable across our key focus areas by setting measurable, time-bound targets for our wholly owned multifamily portfolio and regularly reporting on progress toward those targets internally and externally. We also recognize our responsibility in contributing to broader efforts to create a more sustainable future for all and have aligned our targets to the United Nations Sustainable Development Goals (SDGs).

	Goal	Current Status	Status
Energy and Emissions	Reduce GHG (Scope 1 & Scope 2 Market-Based Combined) Emissions by 50% Between 2019 and 2030 (SBTi Validated Goal)	The Company's like-for-like Scope 1 & 2 GHG were 58% below 2019 levels in 2024.	***Met***
	Reduce Energy Consumption by 20% Between 2019 and 2030	The Company's energy consumption was 13% below 2019 levels.	***On Track***
	Disclose >95% of the Company's Carbon Footprint from Operations	The Company's disclosed over 90% of operational carbon footprint. Embedded carbon calculation will be included in the event of future developments.	***On Track***
	Reduce GHG (Scope 3 Downstream Leased Assets) Emissions in Portfolio by 37.5% Between 2022 and 2028	The Company's Scope 3 downstream leased assets (excluding Haus25) were 14.2% below 2022.	***On Track***
	Procure 100% of Operationally Controlled Electricity Within the Multifamily Portfolio Through Renewable Energy	Since 2021, the Company has procured 100% of operationally controlled electricity within the multifamily portfolio from renewable sources.	***Met***
Sustainable Cities	Obtain Green Building Certifications Across 90% of Managed Multifamily Properties by 2028	At year-end, 79% of the managed multifamily portfolio was Green Certified, up from 78% at year-end 2023.	***On Track***
	Install EV Charging Points at 100% of Properties by 2030	EV charging points are currently in place across 84% of the portfolio.	***On Track***
	Reduce Water Consumption by 20% Between 2020 and 2030	The Company's water consumption is down 5% from the 2020 base levels.	***On Track***
	Complete Physical Risk Assessment for All Multifamily Properties	Physical risk assessments were completed in 2023, and we continue to monitor medium-term and long-term risks as conditions change.	***On Track***
Health and Safety	Focus on Health and Well-Being Offerings for Residents and Employees	All managed multifamily assets and our corporate headquarters, achieved WELL Health-Safety Rating.	***Met, Ongoing***
	Conduct Annual Air and Water-Quality Testing	Annual air and water quality testing is performed across the managed multifamily portfolio in 2024..	***Met, Ongoing***

Goals & Targets (Cont'd)

	Goal	Current Status	Status
Inclusion & Belonging	Achieve Gender Equality at Management Level by 2025	Of employees at management level or above, 51% are female as of December 31, 2024, meeting the target ahead of schedule.	***Met, Ongoing***
Resident Engagement	Include Sustainable Addendum in 100% of Leases	All leases (100%) currently include a Sustainability Addendum, aligning our residents with Company goals and encouraging them to help us reduce energy, carbon emissions and water usage.	***Met***
	Promote Sustainability Awareness Among Residents	A comprehensive Resident Sustainability Awareness Program was rolled out on the back of a resident survey in 2023. We will continuously monitor resident feedback through customer satisfaction surveys.	***Met, Ongoing***
Employee Engagement	Provide Diversity and Cybersecurity Training to 100% of Employees	In 2024, 95% of employees participated in Company-offered trainings, including diversity and cybersecurity-related sessions.	***On Track***
	Pay All Employees a Living Wage	We previously obtained "Leading Living Wage for US Employer" certification and have continued to align our wages with this standard.	***Met, Ongoing***
	Maintain an Above-Average Employee Engagement Score, as Determined by an Independent Engagement Study	The Company maintained its Great Place to Work® certification, increasing its score to 96, compared to the national average of 57.	***Met, Ongoing***
	Provide Employees and Residents Opportunities to Engage in Charitable and Volunteering Initiatives	In addition to providing opportunities to engage with local and national philanthropic partners, the Company continued to match employees' charitable donations while supporting their volunteer activities through Pledge 1%, allocating three charity days per employee each year in addition to paid time off.	***Met, Ongoing***

Environment



Quarry Place, Tuckahoe, NY

Climate Resilience

ASSESSMENT OF CLIMATE-RELATED RISKS & OPPORTUNITIES

Climate change represents a global challenge for all economic players, and Veris Residential recognizes the importance of effectively identifying, monitoring and managing climate-related risks and opportunities across our business.

The ESG Task Force has identified, assessed and characterized the Company's risks and opportunities associated with the effects of climate change. We are transparent about our climate risks in accordance with the 11 recommendations of the Task Force on Climate-Related Financial Disclosures ("TCFD"). Please refer to our TCFD Disclosure for more details.

We consider climate-related risks and opportunities over three time horizons:

- Short Term (1 - 5 years)
- Medium Term (5 - 10 years)
- Long Term (10+ years)

Our risk review process has highlighted the need for a greater focus on transitional risk connected with legislative change at both the federal and local level in the short term. We are also cognizant of changing resident needs and preferences, in particular the desire for more sustainable living options, which impacts how we operate, communicate and collaborate with suppliers. In the longer term, we expect the transitional risks to be amplified by the greater impact of physical risks, both within our supply chain and directly in our markets.

PHYSICAL RISKS

As part of our proactive measures to increase awareness and preparedness for the potential impacts of climate change, we engaged a third party to survey our portfolio and assess potential physical risks across several climate hazards: tropical cyclone, river flood, sea level rise, fire weather stress, drought stress, heat stress and precipitation stress. The risk scores consider projected climate impacts for 2030, 2050 and 2100 based on three scenarios, including Representative Concentration Pathway ("RCP") 2.6, 4.5 and 8.5). Please refer to our TCFD Disclosure for more details.

Relevant physical risks identified within the medium to long term include the increased occurrence and variability of extreme weather events, as well as rising mean temperatures and sea levels. These risks may result in reduced revenue and higher costs due to supply chain interruptions, as well as increased insurance and capital costs resulting from damage to the Company's assets. Physical risks may also negatively impact the Company's workforce (e.g., health and safety, absenteeism). While our energy and carbon targets have been verified by the SBTi as in line with a 1.5°C warming scenario, we realize that the other warming scenarios may become likely in the near future, in which case we will reassess our portfolio across the three RCPs.

Climate Resilience (Cont'd)

	Transition Risks	Opportunities	Progress-To-Date / Mitigating Actions
Policy & Legal	Ability to Keep Pace with Evolving Legislation Increased Costs of Compliance Additional Burden Linked to Proposed Introduction of Performance Ratings in New Jersey Evolving Local Planning Requirements	Improve Desirability of Veris Residential's Assets for Customers and Investors by Proactively Responding to Potential Legislative Changes Capitalize on Higher Demand for Sustainable Spaces to Increase Returns and Improve Valuation	Continuous Monitoring of SEC and Local Compliance Rules Active Membership in Numerous Groups Supporting Collective Industry Response to Climate Change
Technology	Obsolescence of Existing Technology and Building Management Systems (Emerging Risk) Regulatory and Customer Demands for Sustainable Assets Outpacing Changes in Technology (Emerging Risk) Increased Costs Associated with Research and Development of Technology Solutions	Position the Company as an Early Adopter of New Technologies, Improving Visibility and Management of Utility Consumption/ Emission Data, as well as Reducing Costs for Our Customers Foster Stronger Relationships with Residents by Improving the Resident Experience Through Technology Implementation, Improving Retention Over Time	Installed Smart Thermostats in the Most Common Areas Installed Smart Thermostats in Resident Spaces at Select Properties Implemented Smart Rain to Monitor Water Usage and Shut Off Lines When No More Water is Needed Use SmartKit AI to Reduce Our Carbon Emissions by Monitoring Real-Time Energy Use
Market	Volatility in Energy Market and Prices Leading to Increased Energy Costs Increased Customer Demand for Highly Sustainable Buildings Leading to Stranded Assets	Implement Proactive Approach to Reducing Energy Consumption and Improving Energy Security Increased Stakeholder Collaboration Supporting Faster Progress on Energy Efficiency	Procured 100% of Operationally Controlled Electricity from Renewable Sources Since 2021 Included Sustainable Lease Addendum to 100% of Leases Earned Green Certifications for 79% of Portfolio, Achieved WELL Health-Safety Rating at 100% of Managed Portfolio
Reputation	Ability to Meet Increasing Sustainability Disclosure Requirements from Investors and Lenders Increasing Customer Expectations for Sustainability Practices	Continue Transparent Reporting Practices and Enhance Current Disclosures Conduct Ongoing Dialogue with Residents and Stakeholders About the Company's Sustainability Leadership	Engagement with Investors on Climate-Related Issues Disclose Extensive Sustainability Data Through Benchmarks, Indices and Industry Groups Expanding Sustainability-Linked Amenity and Service Offerings, Including Hydroponic Farms and EV Chargers, Across the Portfolio

Sustainable Certification

Veris Residential is committed to increasing our managed portfolio's share of Green-Certified assets ("Green-Certified" equates to LEED®, ENERGY STAR or equivalent), as well as procuring property-level health and wellbeing ratings.

Our teams use Green Certifications as a framework to advance environmental site management. These certifications enable us to benchmark properties across the portfolio, identify best practices and evaluate the energy efficiency of our building envelopes and interiors.

In addition, they help the Company determine next steps in protecting our portfolio from obsolescence, allowing us to continue offering attractive properties to our tenants and residents. Furthermore, certifications spark the interest of investors, as illustrated by rating agencies' questionnaires and extra-financial ratings, which now include certifications as a matter of course.

We are equally cognizant of the importance of our stakeholders' health and well-being, as described under Goal 2.

GOAL 1: CONTINUE TO INCREASE SHARE OF GREEN-CERTIFIED BUILDINGS WITHIN THE OPERATING PORTFOLIO TO ABOVE 90% BY 2028 AND OBTAIN GREEN CERTIFICATION FOR ALL NEW DEVELOPMENTS

We are proud of the quality of our multifamily portfolio and the wide range of sustainable features it offers to our residents. As of the 2024 reporting year, 79% of our managed multifamily portfolio (based on gross floor area or GFA) was Green Certified.

GOAL 2: WELL HEALTH-SAFETY RATING AT 100% OF MANAGED MULTIFAMILY PROPERTIES AND OUR CORPORATE HEADQUARTERS

The health and well-being of our employees and residents is a crucial part of our approach to sustainable operations. Since 2022, we have expanded our commitment to health and safety, obtaining the WELL Health-Safety Rating for all of our managed multifamily properties, as well as our corporate headquarters.

CONNECTIVITY

As new modes of environmentally friendly transportation emerge, Veris Residential continues to diversify the transport solutions surrounding our properties, reducing reliance on gasoline and diesel-fueled vehicles.

GOAL 1:
EARN WALK SCORES AND TRANSIT SCORES ABOVE 70 AT LEAST 70% OF PROPERTIES

All of our urban properties, including recent developments, are located in proximity to public transportation hubs, with 88% benefiting from a Transit Score of at least 70 (i.e. "Excellent Transit"). As a supplement to public transportation options, Veris Residential supplies direct transportation for urban properties with fewer transport links.

Our portfolio is also highly walkable, with 91% of the portfolio benefiting from a Walk Score of at least 70 (i.e. "Very Walkable").

See Sustainability Data Tables – Environmental for details.

GOAL 2:
OFFER ELECTRIC VEHICLE (EV) CHARGING POINTS AT 100% OF PROPERTIES BY 2030

We have committed to providing electric vehicle charging points at every property in our portfolio by 2030. As of December 31, 2024, 16 multifamily properties have EV charging ports, with 125 units in total. In 2025, we plan to install 28 additional ports, increasing the total portion of our portfolio with EV chargers to 95% by year-end.

GOAL 3:
OFFER COMPLIMENTARY BIKE STORAGE AT 100% OF MANAGED PROPERTIES

In addition to EV chargers, 100% of our managed multifamily properties benefit from complimentary bike parking spaces. They are also often located near bike share stations, further reducing the need for carbon-heavy transportation and encouraging daily physical activity. Moreover, over 80% of our properties are in areas considered " Bikeable," or better. Cycling infrastructure continues to expand, particularly in urban areas.

Sustainable Living: Liberty Towers

LIBERTY TOWERS, JERSEY CITY, A CASE STUDY

Liberty Towers exemplifies Veris Residential's commitment to integrating sustainability throughout our portfolio. Located at 33 Hudson Street in Jersey City, this property has combined existing sustainable infrastructure with innovative new additions as part of recent renovations—enhancing the resident experience and protecting the environment in a cost-effective manner.

RECENT SUSTAINABILITY ADDITIONS

Veris Farm

In 2024, we installed the third Veris Farm in Jersey City, building on our successful launches at The BLVD Collection and Haus25.

Veris Farms enhance our communities in many ways, including by:

- Providing fresh, pesticide-free produce to residents weekly
- Creating a unique amenity that resonates with environmentally conscious renters
- Strengthening community connections through shared sustainable values
- Differentiating the property in the competitive Jersey City market

Smart Lighting Controls

- Adjust hallway lighting automatically based on natural light and occupancy
- Reduce energy consumption in common areas beyond existing LED savings

Electric Vehicle Charging Stations

- Provide 18 convenient on-site charging for residents with electric vehicles
- Support sustainable transportation choices
- Reduce barriers to EV ownership for urban residents

Existing Sustainable Infrastructure

Energy & Water Conservation

- LED lighting reducing energy consumption by 90%
- Energy Star® appliances and Smart Rain® monitoring system
- Low-flow fixtures throughout

Health & Well-Being

- HEPA filters and UV ionization systems in common areas
- Low VOC paint and green cleaning protocols
- Smoke-free environment

Transportation

- Complimentary secure bike storage
- Walkable and transit-friendly location for car-free daily errands
  - Walk Score: 91 (Walker’s Paradise)
  - Transit Score: 81 (Excellent Transit)

Certifications

- LEED® ID+C Commericial Interiors Silver Certification
- WELL Health-Safety Rating
- WELL Equity Rating

Liberty Towers showcases how thoughtful sustainability features—from the innovative hydroponic farm to comprehensive efficiency systems—create communities where environmental responsibility enhances daily life.

Measuring Our Carbon Footprint

Our carbon and associated emissions reduction targets have been validated by SBTi as consistent with a 1.5°C climate scenario. The Company's emissions are quantified following methods in line with the GHG Protocol and the U.S. Environmental Protection Agency (EPA) guidelines, as well as additional guidelines, as outlined in About This Report.

As per our SBTi submission, we are reporting on >95% of Scope 1 & 2 emissions, and continue to expand our Scope 3 disclosure, increasing the coverage of our total operational carbon footprint to above 90%. The Company reports on all major GHGs in the Earth's atmosphere—including carbon dioxide (CO_2), methane (CH_4) and nitrous oxide (N_2O)—combining them under CO_2e (or CO_2 equivalent).

SCOPE 1 & 2 EMISSIONS

SCOPE 1

- Direct Emissions from Stationary Combustion
- Direct Emissions from Mobile Combustion: Fuel Used for Company Vehicles Including On-Site Vehicles
- Gas and Fuel Consumption in Common Areas
- Direct Fugitive Emissions: Leaks of Refrigerant

SCOPE 2

- Indirect Emissions Linked to Electricity Consumption in Areas Under the Company's Operational Control

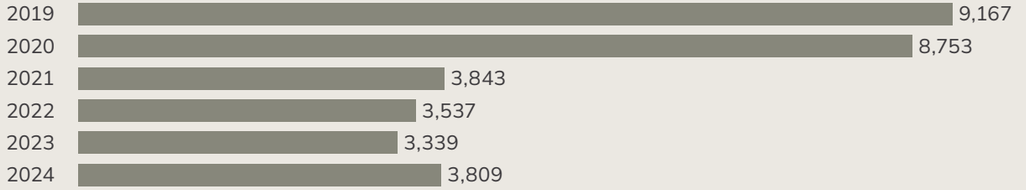
We evaluate our Scope 1 & 2 carbon emissions with both location and market-based approaches. Location-based carbon reflects our properties' emissions based on the relative grid average emission factors, while market-based reflects emissions we are responsible for due to our purchasing decisions.

58% REDUCTION IN SCOPE 1 & 2 EMISSIONS COMPARED TO 2019

As of 2024, we have reduced market-based emissions by 58% and location-based emissions by 17% compared to the 2019 base year. In the beginning of 2025, the EPA released its updated 2024 Emissions & Generation Resource Integrated Database (eGRID) factors, which we have applied to our reported GHG emissions amounts.

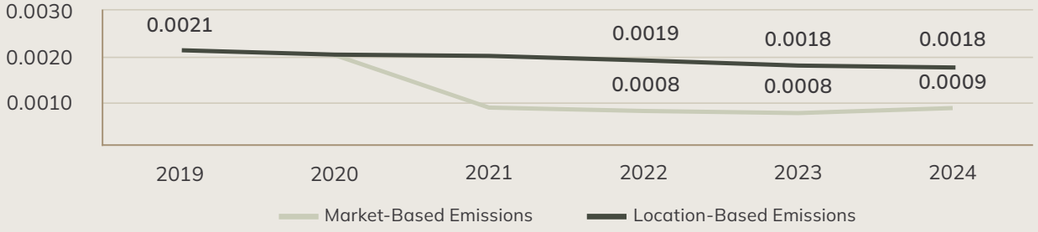
SCOPE 1 & 2 GOAL MET AHEAD OF TARGET

Like-for-like Scope 1 & 2 emissions (market-based) in MTCO2e.



MARKET AND LOCATION-BASED CARBON INTENSITY

Like-for-like Scope 1 & 2 emissions in MTCO2e / sq ft (based on 4,322,141 sq ft)



Measuring Our Carbon Footprint (Cont'd)

SCOPE 3 EMISSIONS

In its role as a multifamily owner/operator, the Company does not control all Scope 3 emissions associated with its portfolio, as resident behavior falls outside its operational control. As such, the Veris Residential has defined two primary categories of Scope 3 emissions: 1) emissions the Company can influence through its operational decisions and 2) resident-related emissions, which the Company can influence but does not control directly. Scope 3 emissions represented 79% of our total carbon footprint in 2024.

In 2022, we conducted a Scope 3 screening process. The assessment was carried out in accordance with the WRI GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, which includes 15 Scope 3 categories that a company should evaluate for relevance.

As part of this process, we identified various Scope 3 categories and reporting boundaries relevant to our industry and evaluated collection methods for emissions and activity data. We are focused on measuring Scope 3 emissions from our operations but remain aware of the importance of measuring carbon embedded in our properties. Any future developments will include an evaluation of embedded carbon.

RESIDENT-RELATED SCOPE 3 EMISSIONS

Emissions related to our multifamily residents' energy consumption represent a meaningful part of our Scope 3 emissions. We believe resident education, paired with various complimentary initiatives, is key to reducing this portion of our carbon footprint. Establishing an accurate baseline and subsequent disclosure was a crucial initial step for us to outline further carbon reduction goals. Accordingly, we have disclosed residents' energy-related GHG emissions across 100% of our wholly owned multifamily portfolio since 2022.

SCOPE 3 EMISSIONS CATEGORIES

Category		2022	2023	2024	YOY % Change
1	Purchased Goods and Services	8,641	6,398	5,517	-13.8%
2	Capital Goods	11,332	5,078	4,467	-12.0%
3	Fuel and Energy-Related Activities	1,676	1,315	1,015	-22.8%
5	Waste Generated in Operations	2,129	3,707	3,277	-11.6%
6	Business Travel (Air Only)	28	39	109	178.0%
7	Employee Commute	239	152	174	14.7%
8	Upstream Leased Assets	—	—	—	0%
13	Downstream Leased Assets (Resident Emissions)	9,582	9,240	8,898	-3.7%
Total Scope 3 Emissions (mtCO2E)		**33,627**	**25,929**	**23,456**	**-9.5%**

1. The Veris corporate office headquarters electricity consumption is offset by the purchase of renewable energy credits. These RECs resulted in a reduction of 18 metric tons of CO2e.

Renewable Energy Investment: Portside II Solar Project

PORTSIDE II, EAST BOSTON, A CASE STUDY

Our planned $825,000 solar investment in Portside II further exemplifies Veris Residential's commitment to renewable energy and financial sustainability. The project's strong returns demonstrate how strategic clean energy investments provide financial benefits while significantly reducing our environmental footprint and increasing property resilience.

THE OPPORTUNITY

Rising energy costs and increasing focus on carbon reduction created an opportunity to enhance our portfolio's sustainability profile while generating attractive financial returns. Portside II's roof space and favorable solar conditions make it an ideal candidate for renewable energy investment.

OUR ANTICIPATED SOLAR INVESTMENT

- Install a solar system with approximately 280 KW total capacity across two buildings
- Produce approximately 360,000 kWh annually, covering about 85% of our yearly common area usage at Portside II
- Leverage the Clean Energy Investment Tax Credit transferability for optimal financial structure

THE IMPACT

This project will deliver compelling returns while advancing our sustainability goals:

- 6-year payback period
- Mid-teens Internal Rate of Return (IRR)
- Over 150 metric tons of CO2e offset annually

By combining attractive financial returns with significant environmental benefits, the project reinforces our strategy of making investments that benefit both our bottom line and environmental footprint.

Circular Economy

In a circular economy, the consumption and waste of resources (raw materials, energy, water, etc.) is limited throughout the production of goods and services . By adopting this approach, Veris Residential seeks to maximize the recovery of our operating waste and optimize water consumption across our portfolio. Due to the nature of our operations, our tenants and residents' habits determine the majority of our water usage and waste collection.

Veris Residential seeks to manage these topics by educating residents on sustainable living and consumption habits, building smart systems that reduce excess use of water or production of trash and leveraging data to identify any irregularities or opportunities for improvement.



Alveole Beehives, Signature Place, Morris Plains, NJ

Water

Water scarcity is a key environmental issue, and Veris Residential is committed to reducing water consumption across our portfolio—despite none of our properties being located in high or extremely high risk water stress areas with respect to quantity, quality and accessibility of water, as identified by the World Resource Institute. Our physical risk assessment confirmed this, indicating drought as a low to medium risk for our portfolio in the long term (by 2100) and not applicable in the short and medium term.

In 2024, 95% of our water consumption was discharged into the sewer system, where it undergoes wastewater treatment. We are not aware of any direct discharge to an open body of water. Furthermore, no significant spills of oil, fuel, waste or chemicals were reported in 2024.

WATER METERING

The majority of water consumption in our portfolio occurs in common areas, resident bathrooms and green spaces requiring watering, which is where we focus our conservation efforts. We installed real-time water meters in our New Jersey portfolio to help us identify inefficiencies, benchmark consumption levels, implement targeted conservation strategies and procure other valuable insights. Importantly, the meters offered 24/7 monitoring with leak and water waste detection ability, allowing us to address maintenance issues promptly. By leveraging these meters to understand water consumption patterns and trends, our teams make informed decisions to optimize water usage and reduce costs.

In mid-2024, an infrastructure issue disabled a large portion of these meters. We plan to enhance and reinstate this initiative in 2025.

55%

SMART LANDSCAPING

Smart irrigation offers a significant, cost-effective opportunity to reduce water consumption within our communities. Partnering with Smart Rain beginning in 2022, Veris Residential has installed smart irrigation controls and monitoring devices across our managed portfolio, allowing us to reduce water consumption. These systems deliver a payback period of approximately 12 months.

ON-SITE WATER CONSERVATION

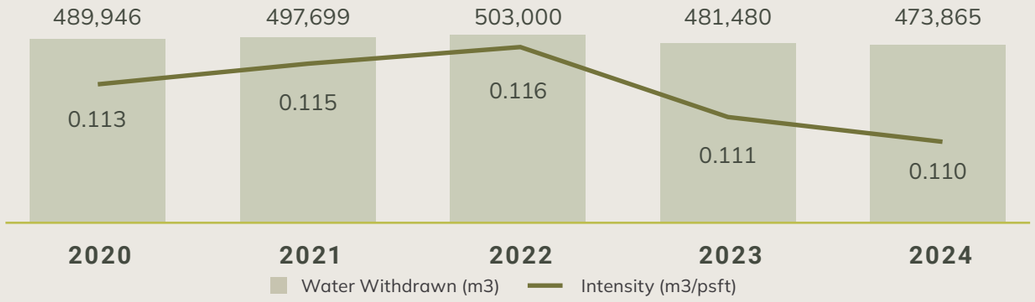
As part of our water conservation efforts, 100% of properties are now equipped with low-flow fixtures, which use 35% less water than the maximum flow rates allowed by building code. Our real-time water meters and smart landscaping systems also contribute to water conservation, as outlined previously. In addition, maintenance technicians in charge of site maintenance carry out preventive searches for leaks to limit waste.

RUN-OFF WATER RETENTION AND RECYCLING

Water conservation efforts are a key component of our most recent development, Haus25, which features at-curb bio-retention swells. These collect water that would otherwise become run-off and allow it to percolate into the soil to be retained on-site.

Haus25 also deployed an 80,000-gallon stormwater retention basin to help alleviate stormwater discharge into the neighborhood sewer system. The building further leverages SOURCE® water hydropanels—a one-of-a kind, renewable water technology that uses the power of the sun to extract clean, pollutant-free drinking water from the air. This system is also in place at Quarry Place in New York, which produces up to 2,000 liters of drinking water per month from the inexhaustible supply of moisture in the air, leaving local groundwater supply untouched and avoiding 1.6 million liters of run-off waste water over its lifetime.

GOAL: REDUCE WATER CONSUMPTION BY 20% BY 2030 COMPARED TO 2020 BASE YEAR





Waste

Veris Residential is aware that our properties, residents, tenants and employees generate considerable waste each year. The Company's seeks to reduce the amount of waste it creates and sends to landfills while increasing the portion that is recycled. The Company requires all hazardous waste, including electronics and products containing mercury, be disposed of or recycled in line with applicable environmental laws.

CORPORATE WASTE MANAGEMENT & RECYCLING PROGRAM

Veris Residential encourages our employees to recycle, reuse and rethink. Recycling facilities are located throughout the corporate office, helping to reduce the amount of waste diverted to landfills. Additionally, all departments are encouraged to opt for paperless options whenever available, leveraging electronic systems to significantly reduce monthly and annual mailings.

By implementing a water filtering system to the corporate office and select properties in 2021, we have saved over 843,000 plastic bottles to date, with 216,000 plastic bottles saved in 2024 alone. We have also introduced composting and switched to bio-degradable utensils and coffee pods in our corporate office to further increase the share of waste diverted from landfill. Finally, we are conscious to safely and effectively dispose of electronic waste.

ON-SITE WASTE MANAGEMENT & RECYCLING

Tenants and residents at all properties have access facilities to recycle and manage both non-hazardous and hazardous waste. The Company runs a variety of programs to assist with waste reduction throughout our portfolio, periodically collecting electronic equipment and other waste materials that are more difficult to dispose of. Additionally, five of our communities offer composting services.

Combining sustainability with community support, Veris Residential organizes seasonal donation drives for residents and employees as part of the Embrace program. Select properties also offer on-site Green Drop® locations where residents can donate clothing and household items year-round.

Beyond resident initiatives, the Company donates unused furniture from our Jersey City assets to Habitat for Humanity. Veris Residential's on-site leasing offices went paperless in 2022, adding to our corporate headquarters initiative.

Since 2023, we have disclosed 98% of waste from our multifamily portfolio. In 2024, we diverted 13% of our waste from landfills, targeting 30% diversion rate by 2025.

Social



AAPI Heritage Month, Haus25, Jersey City, NJ

Our Approach to Social Impact

At Veris Residential, we look to create a lasting, positive social impact by supporting the people and the communities where we work and operate—enabling a better quality of life through more conscious, targeted decisions aligned with our purpose.

We seek to maximize the social value we create by collaborating with our stakeholders, including engaging our employees to champion social impact through their roles, collaborating with our partners to amplify our impact and supporting our residents through inclusive, sustainable and responsibly managed spaces. We also welcome opportunities to engage with our peers to share best practices, so together the industry can become more accessible, diverse and inclusive.

We measure our social impact and progress :

- All our managed assets are WELL Health Safety Rated
- All our managed assets are WELL Equity Rated
- We are committed to paying a Living Wage
- We are committed to conducting an annual pay equity assessment

Properties

Collaborate with our employees, local businesses and suppliers to develop and operate our buildings in a way that creates shared value for all

People

Connect our employees and residents with the communities they live and work in, supporting a more inclusive and equitable environment

Planet

Partnerships with charities, local communities and businesses to increase our impact beyond our portfolio and reduce our carbon footprint

Partnership for Good

Pledge 1%

Philanthropy events

Building communities through a partnership with Habitat for Humanity

Focused on Resident Well-Being

Properties designed with health and well-being in-mind

Health-focused amenities like Veris Farms and fitness studios

Outdoor space

Equitable Work Environment

WELL Equity Rated

Strategic diversity goals

Extensive employee benefits, including flexible working schedules

Living Wage for all

Healthy & Inclusive Communities

WELL Health-Safety Rated

Local workforce

Partnerships with local businesses for on-site events

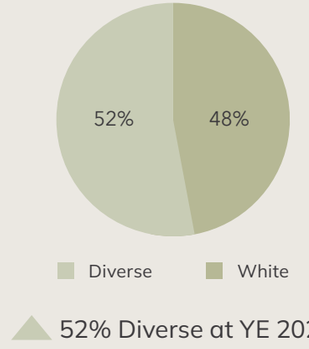
Affordable housing

Our People

Veris Residential strives to be a workplace that actively attracts, inspires and engages a talented and diverse workforce, enabling them to flourish and ensuring they feel welcome.

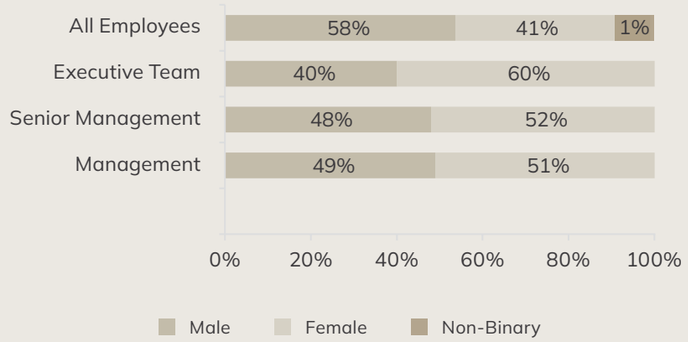
As of December 31, 2024, Veris Residential had 187 full-time employees and one part-time employee. In addition, the Company employed five contractors, who support various corporate functions and multifamily development.

EMPLOYEE DIVERSITY

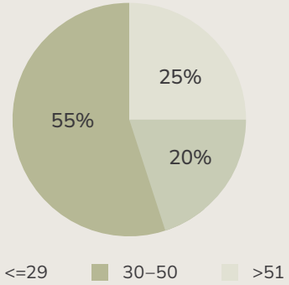


52% Diverse at YE 2023

EMPLOYEE GENDER DIVERSITY



EMPLOYEE AGE



Note All data as of December 31, 2024, based on 185 employees who chose to self-identify. Please see the Data Tables for details and for statistics based on the 188 total employees, including those who chose not to self-identify. Diverse employees include those identifying as Hispanic, African American, Asian, North African Middle Eastern and other non-White communities. Nonbinary includes transgender and gender fluid employees.

Inclusivity & Belonging

At Veris Residential, we believe diversity fosters innovation, increases productivity and provides the foundation for a socially and economically aware company. The Company promotes diversity within it's workforce and suppliers, operating as an equal opportunity employer and business partner. Management respects differences and establishes relationships grounded in trust, improving team cohesion and business performance.

Our commitment to diversity is reflected in our Human Rights Policy; our Code of Business Conduct and Ethics; and Supplier Code of Conduct (see the Governance section for details).

The Company is committed to preventing discrimination for any reason and ensuring no distinction is made between employees based on their age; gender; social, cultural, ethnic, racial or national origin; or religious or political views. We promote the enforcement of non-discrimination, in all its forms, in all actions by Management and in all company decisions—particularly in all stages of human resource management. Furthermore, we proactively communicate this commitment to all employees, customers and suppliers to encourage them to adopt a similar approach. Please refer to the Governance section for information regarding our initiatives with respect to supplier diversity.

OUR INCLUSIVITY & BELONGING STRATEGY

Objective	Action Taken
Assign Clear Responsibilities	Designated that diversity and inclusivity initiatives are internally overseen by our Chief Operating Officer.
	Established the ESG Task Force to drive strategy and the implementation of initiatives, reporting progress to the Board of Directors quarterly.
	Established the Community Impact Council to oversee employee resource groups, including the Women's Network and Diversity Network.
Set Strategic Goals	Conduct annual gender pay gap review.
Validate Progress	Earned WELL Equity Rating at all managed multifamily properties and Company headquarters.
	Included in the most recent Bloomberg Global Equality Index.
Create Awareness	Provide resources on our intranet site.
	Offer diversity training to all employees.
	Assess inclusivity and belonging in annual employee surveys.
	Established employee resource groups.
Contribute to Diverse & Equitable Communities	Increased spend with diverse suppliers.
	Joined Pledge 1% to offer employees three annual charity days as additional paid time off.

Inclusivity & Belonging (Cont'd)

CREATING AWARENESS

The journey toward a more inclusive and diverse business starts with the individual. In order to support our employees in this process, we have compiled resources and offer several training programs on unconscious bias and other diversity-related matters to all employees, including Senior Management.

We recognize that our employees need to feel both safe and welcome to bring their whole self to work, and our employee resource groups are an important part of this. We also recognize our employees and residents by celebrating and raising awareness for observances like Black History Month, Women's History Month, Pride Month, Hispanic Heritage Month, Veterans Day, etc., as well as providing resources on our intranet site.

EMPLOYEE RESOURCE GROUPS

Veris Residential has two employee resource groups, the Diversity Network, our employee resource group for historically underrepresented individuals, and the Women's Network, all under the umbrella of the Community Impact Council. Employees are able to join either or both networks as members or as allies. The Community Impact Council hosts events for members and allies throughout the year to educate, support and uplift one another.

DIVERSITY TRAINING

Diversity training is available to all employees. In 2024, Veris Residential employees completed the equivalent of one hour per employee in courses/webinars related to diversity and inclusion. To further support the leadership skills of our mid-level female employees, we partner with Kahilla to offer a digital learning platform that helps retain, engage and advance female talent. This enhanced access to leadership development has resulted in our employees further developing their skills, increasing their job satisfaction and boosting their productivity. Veris is proud to continue its mission of creating an inclusive and equitable workplace.

WELL EQUITY RATING

In 2023, we became the first real estate company globally to have earned the WELL Equity Rating seal across its entire managed portfolio, a visible indication that we are committed to creating places where everyone has an equal opportunity to thrive.

Employee Health & Well-Being

The Company strives to provide career opportunities in an energized, inclusive and collaborative environment tailored to retain, attract and reward high-performing employees. Our culture is built on a foundation of collegiality, teamwork, hard work, humility, creativity, humor, respect, acceptance, expertise and dedication to each other, our stockholders and our residents. Our competitive offerings help our employees stay healthy, balance their work and personal lives, and meet their financial and retirement goals. For those earning less than $50,000 annually, the Company pays 100% of health insurance coverage premiums for the employee and their family.

WORK FLEXIBILITY AND PAID LEAVE

We have a hybrid working policy, allowing corporate employees to work from home or other locations two days per week or more if arranged with their direct manager. We also offer flexible working hours that reflect specific employee needs (“Flex Time”). If arranged with their direct manager, an employee can work part time. Remote employees are equipped with the relevant tools and 24-hour remote access to the company’s infrastructure and IT support. Every employee has time off for religious, cultural or civic holidays not already observed by the company. We have continuously expanded our paid time off offering for all employees and introduced family leave, charity days, bereavement leave and other special leaves to support our corporate and on-site employees.

EMPLOYEE BENEFITS

FINANCIAL

- 401(k) plan with annual Company match
- Tuition reimbursement
- Legal assistance plan
- Employee referral bonus
- Employee housing discount
- Commuter benefit program

WORK LIFE BALANCE

- 20 days minimum paid time off (“PTO”)
- PTO rollover
- PTO donation
- 15 paid holidays
- Bereavement leave
- Time off for voting, jury duty and witness duty
- Employee Assistance Program
- Pet insurance
- 12-week paid caregiver leave

PARENTAL BENEFITS

- 12-week paid parental and adoption leave
- Adoption assistance
- Dependent Care Flexible Spending Account
- Breast-feeding/lactation facilities

HEALTH AND WELLNESS

- Medical, dental and vision Insurance, including telemedicine
- Supplemental health insurance
- Short and long-term disability insurance
- Life insurance
- Behavior health
- Healthcare Flexible Spending Account
- Annual health fair
- Paid time off for vaccinations
- Free gym access and virtual fitness classes
- Sick leave

PHILANTHROPY

- Charitable gift matching
- Three charity days as additional PTO

EMPLOYEE TRAINING

- Cybersecurity training
- Active threat training
- CPR training
- Continuing education programs
- Sustainability training
- English as a second language

Training & Professional Development

In 2024, 100% of employees (including the C-Suite and Senior Management) took part in one or more training programs, totaling 3,712 hours, equivalent to about 20 hours per employee.

Employee training is a vital tool for ensuring that the Company is agile and able to adjust quickly to market changes. It sets the Company apart and stimulates employee loyalty, which is why we offer development opportunities to 100% of our employees. In 2021, we formalized our approach to training, incorporating all programs within Veris University, which represents our strategic training framework catering to the well-being and professional advancement of our employees. It includes programming designed to support staff at both the corporate and property levels and is delivered through a combination of in-person and virtual training. Furthermore, we offer tuition reimbursement of up to $5,000 per year and study leave for all eligible employees. We spent approximately $187K on training in 2024 or $1,013 per employee.

COMPENSATION AND PERFORMANCE REVIEW

Recruiting, retaining and mentoring high-quality and diverse employees is critical to Veris Residential's long-term success. As such, the Company offers fair, non-biased compensation. The Company uses various recruiting methods depending on job function, including an associate referral program, internet-based recruiting platforms and third-party recruiting agencies.

With respect to compensation, we utilize market surveys and other third-party information when determining salary ranges, and we design our compensation programs to include bonus potential to incentivize performance, including equity awards for the majority of management-level employees. Since 2023, sustainability has played a crucial role not only in executive compensation but also across the Company. Since 2023, sustainability goals were included in the variable bonus for all Executive Directors (refer to Our Proxy for details). Furthermore, 100% of employees have an individual sustainability objective in their annual variable compensation. The goals are job-specific and quantifiable for managers (in particular for the SVP, Head of Sustainability & ESG and other members of the Sustainability, Property Management and Asset Management teams) and qualitative for other employee categories.

As part of our commitment to the professional development and career advancement of our employees, we require all employees to have periodic conversations with their managers and direct reports. These are formalized through mid-year and year-end reviews, which are documented and retained as part of the employee's personnel file. In addition to traditional performance reviews, we have introduced 360-degree reviews for all on-site managers this year, allowing us to further tailor our leadership programs and personalize training.

LIVING WAGE

We were previously certified Leading Living Wage For US Employer, validating our commitment to paying a family living wage to all of our employees. We adhere to the globally accepted definition of a Living Wage, as advanced by the Global Living Wage Coalition, and assess compliance with this metric on an annual basis based on living wage requirements in our company locations.

PAY EQUITY ASSESSMENT

We are committed to equal pay and reducing any pay gap among our employees. We evaluate gender and job-title-specific compensation metrics annually as we actively monitor pay equity and identify areas for improvement. An independent third party conducts our annual pay gap audit, the results of which are analyzed to identify any gaps not explainable by tenure, experience, education or other factors and communicated to the Board of Directors. In 2024 and 2023, we are proud to report no pay gap in either raw gender pay or equity gender pay.

Health & Safety

As a real estate company, Veris Residential is responsible for ensuring the safety of our employees, tenants and residents. In particular, the Company must ensure that all properties comply with current regulations and that fire safety services are current and in compliance. Throughout the last three years, we have further ensured the adequacy of the health and safety systems in place. Our health and safety system, anchored to a number of internal policies and procedures:

- Meets applicable legal requirements, in particular in-line with the Occupational Safety and Health Administration ("OSHA") guidelines
- Prevents occupational injury and reduces illness risks
- Offers our employees training in health and safety topics

Our Employee Handbook, annually acknowledged by each employee, contains a safety policy that provides guidance on reporting all health and safety related matters. To increase employee awareness of health and safety, in particular within our on-site staff, we provide training upon hiring, which is complemented by annual updates and other job-specific training. Each employee bears responsibility for following the Veris Residential Occupational Health & Safety Policy and reporting potential risks. In addition, we offer free participation in first aid courses annually.

OCCUPATIONAL HEALTH AND SAFETY

Veris Residential supports our employees' health and well-being by guaranteeing them a good work-life balance, thus maintaining a low absenteeism rate and a thriving workforce of people more engaged in their work. In 2024, as has been the case for the last six years, the Company recorded no fatal work-related accidents among our employees and contractors. Please refer to the Data Tables at the end of this report for further details.

WELL HEALTH-SAFETY RATING

All of our managed properties, as well as our corporate headquarters, earned the WELL Health-Safety Rating, which focuses on six main health/safety themes, including:

- Cleaning and Sanitation Procedures
- Emergency Preparedness Programs
- Health Service Resources
- Air and Water-Quality Management
- Stakeholder Engagement and Communication
- Innovation

Health & Safety (Cont'd)

ON-SITE HEALTH AND SAFETY

Our team is constantly inspecting each of our properties to ensure that the highest health and safety standards are maintained at all times. These measures include visual inspections for signs of moisture accumulation, discoloration, water pipe leaks and mold at all indoor spaces, as well as mechanical systems that limit exposure to chemical and biological factors.

AIR AND WATER TESTING

We are committed to annual air and water-quality testing across all of our managed residential properties. By testing regularly, we can identify and address any pollutants promptly, creating a safe, healthy and inviting living environment that enhances overall well-being. Any identified risks or measurements above acceptable thresholds are further analyzed and remedied within the year.

- Indoor air is tested for particulate matter, VOCs, formaldehyde, ozone and carbon monoxide
- Water is tested for turbidity, pH and residual chlorine, as well as total coliforms in the event residual chlorine is below detection limits

The team also carries out semi-annual inspections, ensuring thermostats and carbon monoxide detectors are functional through preventative maintenance visits.

GREEN CLEANING

As part of our portfolio-wide procurement strategy, we have rolled out eco-friendly cleaning processes to protect our residents against chemical exposure. Some of the most common cleaning products today contain toxic ingredients, which can increase the risk of asthma or respiratory symptoms, particularly within sensitive populations. Green cleaning products, used across our waterfront office properties and the multifamily portfolio, contain environmentally friendly chemicals that are designed to preserve human health. We work with our suppliers and on-site teams to uphold a standard cleaning policy with rigorous criteria across all our properties.

Health & Safety (Cont'd)

SAFETY AND SECURITY

We have implemented a variety of safety measures to support our tenants' business continuity plans within our assets, including informing them of extreme weather events and regularly scheduling fire drills. We also provide protection and prevent crime on site by cooperating with municipal police and fire departments, creating response plans for unplanned incidents and events, as well as increasing camera coverage, when required. All of our properties are protected through smart locks and/or a 24/7 concierge who monitors incoming visitors and enhances the security of our residents.

We continually strengthen the security of our buildings by applying emerging technologies that improve our already robust building systems and digital operational solutions. In addition to our internal efforts, we track regulatory requirements and upgrade our properties regularly to ensure compliance with safety codes.

To facilitate resilience and recovery during and after an emergency, all of our properties have an area(s) dedicated for emergency public use (e.g., rescue teams, emergency responders, relief organizations, etc.). Whenever applicable, indoor or outdoor space that can easily be accessed upon arrival will be made available. The Operations team is intimately familiar with the layout and management of our facilities and is responsible for coordinating our available resources with emergency personnel as needed.

Our emergency response, disaster recovery and business continuity plans focus on minimizing incident response time to mitigate business interruptions and restore properties as soon as possible. These plans keep the Company operational during interruptions, which, in turn, enables us to support our tenants and their business continuity.

Engaging Residents: Sustainability & Wellness Signage

A PORTFOLIO-WIDE INITIATIVE

In 2024, Veris Residential launched an innovative signage program across our entire portfolio to enhance resident engagement with our sustainability and wellness features. By making the invisible visible, we're helping residents understand and appreciate the comprehensive systems working behind the scenes to support their health and reduce environmental impact.

THE CHALLENGE

Many of our most impactful sustainability features—from HEPA filtration systems to Smart Rain® water monitoring—operate quietly in the background. Resident surveys showed that while 40% valued sustainability in their housing choice, many were unaware of the full scope of eco-friendly and wellness features in their buildings.

THE SOLUTION

Interactive QR Code Signage

- Installed throughout common areas at all managed properties
- Link to customized digital pages for each building
- Provide comprehensive lists of sustainability and wellness features
- Update easily as new features are added

Examples of Featured Content

- HEPA filtration and UV ionization systems
- Smart Rain® water monitoring technology
- Energy-efficient LED lighting and appliances
- Native landscaping and green transportation options
- Fitness facilities and community wellness spaces

THE IMPACT

This simple yet cost-effective initiative transforms resident awareness and engagement. By scanning a QR code, residents discover dozens of features they may never have noticed.

The signage serves multiple purposes:

- Educates residents about their building's environmental impact
- Reinforces the value of their housing choice
- Attracts environmentally conscious prospects during tours
- Demonstrates our commitment to transparency
- Maximizes the value of existing sustainability investments through increased resident awareness

By making our sustainability investments visible and accessible, we're inviting residents to be active participants in our Communities with Purpose while demonstrating our commitment to transparency.

Governance



Veris Farm, BLVD Collection, Jersey City, NJ

Board of Directors

Veris Residential has a nine-member Board of Directors (the “Board”). Eight directors are considered independent under the NYSE listing standards, with the ninth director being Mahbod Nia, the Company’s CEO. The Board is assisted by its committees:

- Audit Committee
- Compensation Committee
- Nominating, Environmental, Social and Governance (“NESG”) Committee
- Strategic Review Committee

The Board and its NESG Committee utilize a Director Qualifications Matrix to evaluate the core criteria that every member of the Board should meet and assess an individual’s contributions to the skills and attributes desired to be represented collectively on the Board , including diversity of background, experience and expertise. The Board does not discriminate on the basis of race, color, national origin, gender, gender identity and expression, religion, age, disability, affectional orientation or sexual orientation.

Veris Residential is proud to have a diverse Board that is 67% female and 44% racially/ethnically diverse.



Haus25, Jersey City, NJ

Ethics & Compliance

Veris Residential is committed to a strong ethics and compliance program, which remains a cornerstone of the Company's governance. Our objective is to conduct business with the highest integrity and in compliance with the letter and spirit of the law.

The Code of Business Conduct and Ethics (COBCE) represents the Company's key policy guide for daily operations, outlining expectations of employee and director conduct both internally and towards the Company's external stakeholders. The COBCE is available on the Company's website, intranet and within the Employee Handbook (together with other sustainability policies mentioned in this report). It is reviewed and signed by each employee upon commencing employment and annually when updated.

WHISTLEBLOWER PROTECTION & GRIEVANCE MECHANISM

Veris Residential has a strict non-retaliation policy to encourage employees to raise issues and report concerns of misconduct with respect to ethics and compliance issues. Retaliation is not tolerated, and any employee who engages in retaliatory behavior will be subject to disciplinary action, up to and including termination. Grievance mechanisms, which are regularly shared with employees, are included within policy documents on the company's intranet.

In order to further enhance our whistleblower protection policy, in 2022, we introduced a third-party-operated ethics-and-compliance hotline, allowing our employees and other stakeholders to raise concerns anonymously. The 24/7 hotline is managed by a third party and offers intake in English and other languages. Any reports of misconduct are investigated on a confidential basis by leadership in the Company's Legal or Human Resources department, who involve other team members and/or the Board of Directors, as required.

No significant incidents of misconduct related to ethics and compliance matters were reported in 2024 using the procedures outlined in our policies.

ANTI-HARASSMENT

Veris Residential is determined to combat workplace harassment in any form. Harassment in all forms is unacceptable and contrary to the Company's values, culture and work environment. To that end, Veris Residential maintains policies and complaint procedures prohibiting sexual harassment, as well as harassment and discrimination based on protected classifications, which also form an integral part of the COBCE.

Veris Residential realizes the importance of ensuring all employees can recognize all forms of harassment, know how to report it and can find support when they need it. Anti-harassment education is an integral part of the training program provided to all employees. Veris Residential prohibits retaliation against any individual who complains of or reports an instance of harassment or participates in an investigation of a harassment complaint. All employees are encouraged to report any breaches of the anti-harassment policies to the General Counsel, Human Resources Department or third-party hotline.

ANTI-CORRUPTION & MONEY LAUNDERING

Veris Residential is committed to complying with all applicable anti-money laundering laws. We do not knowingly do business with anyone who is suspected of having connections to criminal or terrorist activity, or subject to applicable trade sanctions. In line with our Anti-Bribery and Corruption Policy, business dealings with third parties should not result in unusual gains for employees or the third party.

In order to reduce the chance we are unwittingly used to assist in money laundering, the Company seeks to undertake reasonable steps to determine the identities of the third parties with whom we engage. Procedures are in place to mitigate the risk and identify individuals and organizations that may pose a higher risk to the Company, including persons identified on lists maintained by the Office of Foreign Assets Control (OFAC). Purchase agreements, sale agreements and leases with tenants restrict Veris Residential from doing business with persons identified on lists maintained by OFAC. The Company's employees, officers and directors are required to immediately report any suspicious activities to the General Counsel.

Ethics & Compliance (Cont'd)

HUMAN RIGHTS

While governments have the primary responsibility to protect the human rights of their citizens, Veris Residential believes protecting human rights is the Company's duty as a good corporate citizen and doing so is fundamental to the Company's values.

At Veris Residential, we consider human rights both internally and with respect to the Company's suppliers and other stakeholders. We recognize that unless a company is thoughtful about its day-to-day management policies and practices, business-as-usual activities can pose a risk to human rights. The Company seeks to ensure that respect for human rights is practiced in all business activities and such activities do not infringe on the human rights of other people.

In 2020, Veris Residential implemented a formal Human Rights Policy, considering several potential risks that traditional business-as-usual operations could pose to human rights, including:

- Unsafe, unhealthy or unsecured workplaces
- Unfair work hours, forced labor, human trafficking and child labor
- Lack of reporting opportunities

The Company monitors its potential and actual impact on human rights, assessing any associated risks on an annual basis or as needed. In 2024, the Company reviewed and evaluated a number of human rights matters, including:

- Employee and resident health and safety
- The company's emergency procedures
- The company's commitment to paying all employees a living wage

The policy covers a variety of salient topics, including forced labor, child labor, human trafficking, slavery, health, safety, discrimination and prejudice. The policy is available on the Company's website and intranet, as well as within the Employee Handbook.

Veris Residential has also been a signatory to the UN Global Compact since 2020 and submitted our Communication on Progress (CoP) in 2024. This commitment demonstrates our desire to ensure that Veris Residential itself, our suppliers and our subcontractors respect the 10 universal principles relating to human rights, international labor standards, environmental protection and the fight against corruption.

The Company periodically carries out human rights due diligence in order to remedy any negative impact caused by human rights violations occurring as a result of its business activities. We maintain a framework for human rights due diligence and periodically screen our Top 100 suppliers. Please refer to page 40 for further details.

If it comes to our employees' attention that suppliers have infringed the law, our Human Rights Policy or the Supplier Code of Conduct, we ask them to report said conduct to their superior, the General Counsel or the third-party hotline.

Stakeholder Engagement

Veris Residential's stakeholders are individuals and organizations that impact or can be impacted by Veris Residential's operations.

Our main stakeholder groups include stockholders, employees, tenants and residents, suppliers, industry associations, communities, NGOs, advocacy and activist groups, governmental organizations, regulating bodies, media and competitors.

We engage with our stakeholders regularly and through multiple channels, taking their valuable feedback into account when assessing and preparing our corporate sustainability strategy.

2024 ENGAGEMENT METHODS

	Key Areas of Interest / Frequency of Communication	VRE Website Ongoing	Annual Report SEC Filings AGM At Least Quarterly	Sustainability Report Annually	Intranet Ongoing	Newsletter & Email Communication Monthly	Grievance Hotline Ad-Hoc	Resident Engagement Surveys At Certain Events	Employee Engagement Surveys At Least Annually	Resident App Ongoing	Philanthropy & Volunteering Ongoing	Industry Events & Conferences Ad-Hoc
Shareholders	Financial Performance	✓	✓	✓								✓
	Corporate Governance, Ethics & Sustainability											
	Business Strategy											
Employees	Recognition	✓		✓	✓	✓	✓		✓		✓	
	Compensation & Benefits											
	Training & Development											
	Workplace Health & Safety											
	Inclusivity & Belonging											
Residents	Excellent Customer Service	✓				✓		✓		✓	✓	
	High-Quality Homes											
	Health & Safety											
	Sustainability											
	Community Development											
	Business Ethics											
Suppliers & Business Partners	Financial Performance	✓	✓	✓								✓
	Contractual Conditions											
	Workplace Health & Safety											
	Inclusivity & Belonging											
Local Communities	Community Development	✓									✓	
	Environmental Impact											
Governmental & Non-Governmental Organizations	Business Ethics & Compliance	✓	✓	✓							✓	✓
	Sustainability Goals & Strategy											
	Health & Safety											
	Human Rights											

Corporate Responsibility Website

A DIGITAL ENGAGEMENT PLATFORM

In 2024, Veris Residential launched a comprehensive Corporate Responsibility website to provide transparent, accessible information about our sustainability initiatives, community impact and progress toward our goals. This digital platform serves as a central hub where residents, investors, employees and other stakeholders can explore our commitment to creating Communities with Purpose.

THE CHALLENGE

While Veris Residential has been committed to environmental stewardship and community impact since the reconstitution of our Board of Directors in 2020, our sustainability achievements and initiatives were scattered across various communication channels. Residents, prospective tenants and stakeholders needed a single, comprehensive resource to understand the full scope of our corporate responsibility efforts and track our progress over time.

THE SOLUTION

A Comprehensive Digital Platform

Dedicated website featuring five key focus areas:

- *Environment:* Energy efficiency, carbon reduction and green building initiatives
- *Community:* Philanthropic partnerships and local engagement programs
- *Well-being:* Health and safety features across our portfolio
- *Inclusivity:* Diversity initiatives and equitable workplace practices
- *Goals and Awards:* Performance metrics, targets and recognition achievements

Key Features

- Up-to-date statistics and metrics from our annual sustainability reporting
- Easy-to-digest visual presentation of complex data
- Progress tracking against established goals and targets
- Regular blog content highlighting initiatives and achievements

THE IMPACT

This centralized platform reinforces our commitment to transparency while creating ongoing touchpoints that strengthen stakeholder engagement. The website serves multiple strategic purposes:

- Demonstrates accountability through public progress tracking
- Educates residents about the comprehensive sustainability features in their homes
- Provides investors with detailed corporate responsibility performance data
- Showcases our leadership position in sustainable multifamily operation

By making our corporate responsibility efforts easily accessible and regularly updated, we're building trust with our communities while reinforcing the values that define our brand. The platform transforms our sustainability achievements from internal initiatives into shared community values that resonate with residents who choose to call our properties home.

Responsible Supply Chain

As previously mentioned, it is important to Veris Residential that our suppliers and partners operate ethically. Veris Residential works with a large number of economic players to develop and operate our assets. These entities may be affected by:

- Social risks from undeclared work, forced labor or non-compliance with working hours
- Environmental risks from the use of products that are dangerous for people or non-compliance with environmental regulations
- Ethical risks, including corruption

To mitigate these risks, Veris Residential developed and published a Supplier Code of Conduct in 2020, to ensure our suppliers are aware of the environmental, governance and ethical standards we expect from them, and the business practices we will not tolerate. Furthermore, the Company conducts extensive supplier screening to assess supplier-related risks.

The Supplier Code of Conduct states that a supplier must follow all applicable laws in the countries where it operates and be committed to the value of and respect for all people. The Supplier Code of Conduct explicitly details labor standards that apply to all workers, including, without limitation, temporary workers, migrant workers, student workers, contract workers, direct workers and workers of any other type. Labor standards covered in the Supplier Code of Conduct are aligned to those in the Sustainability Policy and the Human Rights Policy as is applicable to our operations: child labor; human trafficking, slavery and the right to voluntary labor; freedom against prejudice and discrimination; safe and secure workplace, work hours and wages; and freedom of association.

SUPPLIER SCREENING & MONITORING

This Supplier Code of Conduct has been incorporated directly into all major contracts since its publication, and all suppliers are required to comply with the standards set forth therein.

While Veris Residential conducts an annual supplier screening, vendors must self-monitor and are expected to be able to demonstrate compliance with the Supplier Code of Conduct upon request. If a vendor is flagged as noncompliant, the Company reserves the right to take appropriate actions, including on-site inspections or contract termination. Employees responsible for purchasing and utilizing a risk-management platform receive regular training to ensure compliance with our supplier standards, including diversity monitoring. We periodically assess our vendor compliance with our Human Rights and Sustainability policies.

COMMITMENT TO SUPPLIER DIVERSITY

Veris Residential is committed to fostering a diverse supplier base through our Supplier Diversity Program. We believe our investment in and support of diverse suppliers benefits not only our organization but also our clients' operations and our global communities.

Our process enables us to identify innovative, efficient and timely suppliers, subcontractors and teaming resources. Through our Supplier Diversity Program, we engage and partner with minority and women-owned businesses. In 2024, approximately 20% of our operational spend was paid/payable to diverse suppliers.

Cybersecurity

Addressing internet security, protecting against cyber threats, assessing potential vulnerabilities and ensuring data privacy are top priorities for Veris Residential. The Company is committed to protecting the data and respecting the privacy of our tenants and residents, securing personal information and earning the trust of all individuals whose personal information we possess.

Veris Residential's robust cybersecurity program takes a defensive, in-depth approach that combines modern technology to protect assets and accounts; an aggressive patching discipline that addresses software vulnerabilities; least privileged access that reduces our footprint available for compromise; and continuous education that ensures that our people are a strength in the battle to protect the Company's assets. We also engage with third-party vendors to assess our defense mechanisms and have an information security insurance policy in place to protect against the unforeseen.

The Company's SVP, CIO/CISO reports directly to the Chief Operating Officer, who is responsible for overseeing cybersecurity within the Company. The Audit Committee is responsible for overseeing internet security matters and is briefed on these matters by Senior Management at least quarterly and as needed if vulnerabilities are exposed. **No material security breaches have been recorded in the last three years.**

Employees must sign a Computer Conduct policy upon joining the Company. IT Management regularly communicates with employees regarding cybersecurity topics and potential threats. The Company also engages in quarterly phishing exercises to instill vigilance and strengthen employees' security awareness. Failure to pass the phishing exercises automatically results in additional cybersecurity training. Please see Training & Professional Development for additional details.

Please refer to our 2024 Form 10-K for more information.



RiverHouse 9, Port Imperial, Weehawken, NJ

Data Tables



Haus25, Jersey City, NJ

Data Tables: Environmental

SUSTAINABILITY CERTIFICATIONS

2024 data based on 7.5 million sq ft of multifamily

	Segment	2021 (% GFA)	2022 (% GFA)	2023 (% GFA)	2024 (% GFA)
Green-Certified Properties (Multifamily Managed)	LEED® or LEED® Equivalent	42%	40%	51%	51%
	Energy Star	—	18%	32%	40%
	Total Green Certifications	**42%**	**58%**	**78%**	**79%**
WELL Health & Safety Rating	Multifamily Managed	82%	100%	100%	100%
	Corporate Headquarters	—	100%	100%	100%
WELL Equity Rating	Multifamily Managed	—	—	100%	100%
	Corporate Headquarters	—	—	100%	100%

ACCESSIBILITY

	2024 (% portfolio)
Walk Score	
Walker's Paradise (90–100)	61%
Very Walkable (70–89)	30%
Transit Score	
Rider's Paradise (90–100)	—
Excellent Transit (70–89)	88%
Good Transit (50–69)	5%
Bike Score	
Biker's Paradise (90–100)	5%
Very Bikeable (70–89)	2%
Bikeable (50–69)	73%
Green Transit Infrastructure	
EV Chargers Installed	84%
Bike Spaces Available	100%

2 Revolving Credit and Term Loan Agreement KPI metric - only includes properties with LEED Silver or better, Energy Star® score of 85 or better and National Green Building Standard.

Data Tables: Environmental

EMISSIONS (SCOPE 1 & 2) AND ENERGY INTENSITY[3]

Like-for-like multifamily portfolio, based on 4,322,141 sq ft

	2019	2020	2021	2022	2023	2024	YOY % Change	Baseline (2019) % Change
Market-Based Emissions Intensity (mt/sq ft)	0.0021	0.0020	0.0009	0.0008	0.0008	0.0009	14.1%	-58.4%
Location-Based Emissions Intensity (mt/sq ft)	0.0021	0.0020	0.0020	0.0019	0.0018	0.0018	-2.4%	-17.3%
Energy Intensity (mt/sq ft)	25.60	24.48	24.23	23.13	21.81	22.16	1.6%	-13.4%

POLLUTANT LEVELS

	2022			2023			2024				
Market-Based	**Scope 1**	**Scope 2**	**Total**	**Scope 1**	**Scope 2**	**Total**	**Scope 1**	**Scope 2**	**Total**	**YOY % Change**	**Baseline (2022) % Change**
CO2	4,928	13,714	***18,642***	3,823	4,059	***7,882***	3,979	913	***4,892***	-37.9%	-73.8%
CH4	2	28	***30***	2	8	***10***	2	2	***4***	-60.0%	-86.7%
N2O	2	38	***40***	2	10	***12***	2	2	***4***	-66.7%	-90.0%
HFC	957	—	***957***	1,027	—	***1,027***	1,414	—	***1,414***	37.7%	47.8%
Location-Based											
CO2	4,928	19,756	***24,684***	3,823	12,382	***16,205***	3,979	7,138	***11,117***	-31.4%	-55.0%
CH4	2	41	***43***	2	24	***26***	2	13	***15***	-42.3%	-65.1%
N2O	2	55	***57***	2	31	***33***	2	17	***19***	-42.4%	-66.7%
HFC	957	—	***957***	1,027	—	***1,027***	1,414	—	***1,414***	37.7%	47.8%

3. Our GHG emissions data for prior years has been restated to reflect changes in our organizational boundary due to portfolio acquisitions and divestments. These adjustments have been made in accordance with the GHG Protocol Corporate Standard to ensure year-over-year data comparability.

Data Tables: Environmental

ENERGY USE[3]

(kBtu)

	2019	2021	2022	2023	2024	YOY % Change	Baseline (2019) % Change
Total Portfolio	***192,233,721***	***167,222,430***	***175,653,155***	***193,790,294***	***164,932,177***	***-14.9%***	***-14.2%***
Natural Gas[4]							
Office	640,660	35,360	63,937	97,223	—	-100.0%	-100.0%
Multifamily	49,517,042	53,170,382	59,569,801	67,922,348	74,599,701	9.8%	50.7%
Electricity							
Office	83,486,109	52,597,273	48,331,395	46,154,624	11,775,244	-74.5%	-85.9%
Multifamily	58,589,910	61,419,415	67,688,022	79,616,099	78,557,232	-1.3%	34.1%
Total Like-For-Like Multifamily Portfolio	***110,649,669***	***104,742,972***	***99,983,374***	***94,282,252***	***95,780,019***	***1.6%***	***-13.4%***
Natural Gas[4]	49,487,142	51,121,665	46,933,576	43,264,999	48,463,494	12.0%	-2.1%
Electricity	61,162,526	53,621,307	53,049,798	51,017,253	47,316,524	-7.3%	-22.6%

3. Our GHG emissions data for prior years has been restated to reflect changes in our organizational boundary due to additions and removals of properties in our portfolio. These adjustments have been made in accordance with the GHG Protocol Corporate Standard to ensure year-over-year data comparability.

4. Also included in this line is distillate fuel oil, gasoline & diesel related to stationary & mobile combustion. They equate to 1.5% of the Total Portfolio line and 1.8% of the Total Like-for-Like Portfolio line, respectively.

Data Tables: Environmental

SCOPE 1 & 2 GHG EMISSIONS[3]

(mtCO2e)

	2019	2020	2021	2022	2023	2024	YOY % Change	Baseline (2019) % Change
Total Portfolio Scope 1 & 2	***17,290***	***15,918***	***9,287***	***8,687***	***8,867***	***6,313***	***-28.8%***	***-63.5%***
Scope 1	3,916	4,042	4,078	4,348	4,816	5,397	12.1%	37.8%
Office	110	165	77	53	7	—	-100.0%	-100.0%
Multifamily	3,806	3,877	4,001	4,295	4,808	5,397	12.2%	41.8%
Scope 2 (Location-Based)	13,374	11,876	10,337	10,304	10,947	7,168	-34.5%	-46.4%
Office	7,963	6,761	4,884	4,343	4,051	935	-76.9%	-88.3%
Multifamily	5,411	5,115	5,453	5,961	6,896	6,233	-9.6%	15.2%
Scope 2 (Market-Based)	13,374	11,876	5,209	4,339	4,051	916	-77.4%	-93.1%
Office	7,963	6,761	4,884	4,339	4.051	916	-77.4%	-88.5%
Multifamily	5,411	5,115	325	—	—	—	-100.0%	-100.0%
Total Like-For-Like Multifamily Portfolio Scope 1 & 2 (Market-Based)	***9,167***	***8,753***	***3,843***	***3,537***	***3,339***	***3,809***	***14.1%***	***-58.4%***
Scope 1	3,756	3,760	3,843	3,537	3,339	3,809	14.1%	1.4%
Scope 2 (Location-Based)	5,411	4,993	4,775	4,686	4,425	3,772	-14.8%	-30.3%
Scope 2 (Market-Based)	5,411	4,993	—	—	—	—	-100%	-100.0%

3. Our GHG emissions data for prior years has been restated to reflect changes in our organizational boundary due to portfolio acquisitions and divestments. These adjustments have been made in accordance with the GHG Protocol Corporate Standard to ensure year-over-year data comparability.

Data Tables: Environmental

SCOPE 3 GHG EMISSIONS

(mtCO2e)

	2022	2023	2024	YOY % Change	Baseline (2022) % Change
Scope 3 Emissions, Emission Categories					
Category #1 - Purchased Goods and Services	8,641	6,398	5,517	-13.8%	-36.2%
Category #2 - Capital Goods	11,332	5,078	4,467	-12.0%	-60.6%
Category #3 - Fuel and Energy-Related Activities	1,676	1,315	1,015	-22.8%	-39.4%
Category #5 - Waste Generated in Operations	2,129	3,707	3,277	-11.6%	53.9%
Category #6 - Business Travel (Air Only)	28	39	109	178%	289.1%
Category #7 - Employee Commute	239	152	174	14.7%	-27.2%
Category #8 - Upstream Leased Assets	—	—	—	0.0%	0.0%
Category #13 - Downstream Leased Assets	9,582	9,240	8,898	-3.7%	-7.1%
Scope 3 Emissions (mtCO2E)	***33,627***	***25,929***	***23,456***	***-9.5%***	***-30.2%***

WATER WITHDRAWN[3]

(m3)

	2019	2020	2021	2022	2023	2024	YOY % Change	Baseline (2020) % Change
Total Portfolio	***579,148***	***538,167***	***558,532***	***621,527***	***677,571***	***652,815***	***-3.7%***	***21.3%***
Office	44,994	30,758	24,888	24,538	24,632	3,697	-85.0%	-88.0%
Multifamily	534,154	507,409	533,644	596,989	652,939	649,118	-0.6%	27.9%
Total Like-For-Like Multifamily Portfolio	***466,335***	***489,946***	***497,699***	***503,000***	***481,480***	***473,865***	***-1.6%***	***-3.3%***
Like-For-Like Intensity Multifamily Portfolio	***0.11***	***0.11***	***0.12***	***0.12***	***0.11***	***0.11***	***-1.6%***	***-3.3%***

3. Our data for prior years has been restated to reflect changes in our organizational boundary due to portfolio acquisitions and divestments. These adjustments have been made to ensure year-over-year data comparability.

Data Tables: Environmental

WASTE

	2021	2022	2023	2024	YOY % Change
Waste Tonnage, Grand Total					
Recycling	59	821	1,055	849	-19.6%
Landfill	176	2,411	5,193	5,531	6.5%
Waste Total	235	3,232	6,248	6,380	2.1%
Diversion Rate	***25.1%***	***25.4%***	***16.9%***	***13.3%***	***-21.2%***
Waste Tonnage, Property Type					
Office					
Recycling	59	11	20	6	-69.3%
Landfill	176	115	131	34	-73.7%
Waste Total	235	125	151	41	-73.1%
Diversion Rate	***25.1***	***8.4%***	***13.2%***	***15.2%***	***14.5%***
Multifamily					
Recycling	—	810	1,035	843	-18.6%
Landfill	—	2,297	5,062	5,497	8.6%
Waste Total	—	3,107	6,097	6,340	4.0%
Diversion Rate	***—%***	***26.1%***	***17.0%***	***13.3%***	***-21.7%***

3. Our data for prior years has been restated to reflect changes in our organizational boundary due to portfolio acquisitions and divestments. These adjustments have been made to ensure year-over-year data comparability.

Data Tables: Social

WORKFORCE STATISTICS

	2020	2021	2022	2023	2024
Total Workforce by Employment Type					
Full-time (#)	256	230	214	196	184
Part-time (#)	3	4	1	1	1
Total (#)	**259**	**234**	**215**	**197**	**185**
Total Workforce by Contract Type					
Permanent (#)	259	234	215	197	185
Temporary (#)	—	4	—	—	—
Contractors (#)	—	12	11	7	5
Total (#)	**259**	**250**	**226**	**204**	**190**
Total Workforce by Age					
<=29 (%)	11%	12%	13%	18%	20%
30–50 (%)	57%	59%	61%	57%	55%
>51 (%)	32%	29%	26%	25%	25%
Tenure					
<=10 (%)	74%	64%	70%	68%	74%
10+ (%)	26%	36%	30%	32%	13%
15+ (%)	21%	25%	20%	18%	6%
20+ (%)	13%	12%	11%	10%	7%

HEALTH & SAFETY

	2018	2019	2020	2021	2022	2023	2024
Fatal Incidents (#)	0	0	0	0	0	0	0
Fatal Incidents (Contractors) (#)	0	0	0	0	0	0	0
Work-Related Accidents Resulting in Lost Time of At Least One Day (#)	6	2	1	4	6	0	6
Work-Related Accidents Resulting in Lost Time of At Least One Day (Contractors) (#)	0	0	0	0	0	0	0
Lost Time Incident Rate	1.7	0.7	0.4	1.7	2.9	0.0	2.9

TRAINING

	Hours	% Content Area
Inclusivity & Belonging	193	5%
Leadership	7	—%
Real-Estate & Fair Housing	538	14%
Cybersecurity	303	8%
Professional Development & Corporate Culture	1,737	47%
Health & Safety	934	25%
Total	**3,712**	**100%**
Training Spend (Per Person)	***$1,013***	

BOARD OF DIRECTORS

		2020	2021	2022	2023	2024
Board Composition						
Directors (Total) (#)		8	8	8	9	9
Directors (Independent) (#)		7	7	7	8	8
Independent Directors (%)		88%	88%	88%	89%	89%
Board Diversity						
Gender Diversity	Male (%)	67%	75%	75%	67%	67%
	Female (%)	33%	25%	25%	33%	33%
Racial / Ethnic Diversity	White (%)	—	—	62%	56%	56%
	Diverse (%)	—	—	38%	44%	44%

Data Tables: Social

GENDER DIVERSITY

		2020	2021	2022	2023	2024
All Employees	*Employees Excluding Those Who Chose Not to Self-Identify (#)*	*259*	*228*	*212*	*194*	*185*
	Male (%)	58%	59%	56%	56%	58%
	Female (%)	42%	40%	44%	43%	41%
	Nonbinary (%)	—%	1%	—%	1%	1%
	Employees Including Those Who Chose Not to Self-Identify (#)	—	*234*	*215*	*197*	*188*
	Male (%)	—%	58%	54%	55%	57%
	Female (%)	—%	38%	44%	43%	40%
	Nonbinary (%)	—%	1%	1%	1%	1%
	Not Self-Reported (%)	—%	3%	1%	2%	2%
Executive Team	*Employees (#)*	*6*	*6*	*5*	*5*	*5*
	Male (%)	83%	83%	40%	40%	40%
	Female (%)	17%	17%	60%	60%	60%
Senior Management	*Employees (#)*	*36*	*37*	*28*	*29*	*27*
	Male (%)	80%	73%	54%	48%	48%
	Female (%)	20%	27%	46%	52%	52%
	Nonbinary (%)	—%	—%	—%	—%	—%
Management	*Employees (#)*	—	*59*	*48*	*45*	*47*
	Male (%)	—%	61%	48%	49%	49%
	Female (%)	—%	39%	52%	51%	51%
	Nonbinary (%)	—%	—%	—%	—%	—%
New Hires	*Employees (#)*	*76*	*58*	*22*	*52*	*40*
	Male (%)	75%	69%	48%	65%	68%
	Female (%)	25%	31%	52%	33%	32%
	Nonbinary (%)	—%	—%	—%	2%	—%

TRAINING

Gender	Hours	Hrs / Person
Male	2,071	20
Female	1,546	22
Nonbinary / Gender Fluid	94	47

Employee Category	Hours	Hrs / Person
Administrative Support Workers	30	4
Craft Workers	**640**	**15**
Executive / Senior Officials and Managers	349	21
First / Mid-Level Officials and Managers	1,627	28
Professionals	478	18
Sales Workers	526	24
Technicians	62	21

TURNOVER RATE

	2020	2021	2022	2023	2024
Total Turnover Rate	50%	42%	34%	33%	28%
Voluntary Turnover Rate	8%	20%	15%	12%	15%
% FTE Covered	100%	100%	100%	100%	100%

ABSENTEE RATE

	2020	2021	2022	2023	2024
Employees (% of Total Days Scheduled)	0.85%	1.08%	1.14%	1.24%	1.32%

Data Tables: Social

RACIAL / ETHNIC DIVERSITY

		2020	2021	2022	2023	2024
All Employees	*Employees Excluding Those Who Chose Not to Self-Identify (#)*	*259*	*228*	*212*	*194*	*185*
	White (%)	57%	51%	47%	48%	48%
	Diverse (%)	43%	49%	53%	52%	52%
	Employees Including Those Who Chose Not to Self-Identify (#)	*—*	*234*	*215*	*197*	*188*
	White (%)	—%	48%	47%	47%	47%
	Diverse (%)	—%	49%	52%	51%	51%
	Not Self-Reported (%)	—%	3%	1%	2%	2%
Executive Team	*Employees (#)*	*6*	*6*	*5*	*5*	*5*
	White (%)	100%	83%	80%	80%	80%
	Diverse (%)	—%	17%	20%	20%	20%
Senior Management	*Employees (#)*	*36*	*37*	*28*	*29*	*27*
	White (%)	94%	81%	75%	83%	89%
	Diverse (%)	6%	19%	25%	17%	11%
Management	*Employees (#)*	*—*	*59*	*48*	*45*	*47*
	White (%)	88%	80%	81%	84%	83%
	Diverse (%)	12%	20%	19%	16%	17%
New Hires	*Employees (#)*	*76*	*58*	*22*	*52*	*40*
	White (%)	29%	31%	36%	37%	30%
	Diverse (%)	71%	69%	64%	63%	70%

About This Report

REPORT OVERVIEW

This report provides an overview of the economic, environmental and social impacts of Veris Residential, Inc. ("Veris Residential", the "Company", or "Us"), a NYSE listed REIT headquartered in New Jersey, U.S.A.

Except where noted, the information covered in this report highlights our corporate responsibility initiatives in fiscal year 2024 (January 1, 2024, through December 31, 2024). Please see our 2024 Form 10-K for details on the entities included in our financial statements; those same entities are also included in this report.

Veris Residential, Inc. engaged an independent third-party to verify certain environmental and social metrics disclosed in the Company's Sustainability Report as of or for the year ended December 31, 2024. The independent third-party report is available on our Corporate Responsibility website.

For questions regarding this report or its contents, please contact: Karen Cusmano, SVP, Head of Sustainability & ESG, or Anna Malhari, Chief Operating Officer.

OUR APPROACH TO SUSTAINABILITY REPORTING

This report has been aligned with the Global Reporting Initiative (GRI) Standards: Core Option, a framework that fosters consistency, comparability and transparency. We have identified GRI as a trusted and recognized standard for reporting sustainability performance. Please refer to the GRI Content Index for a complete list of GRI disclosures covered.

Since 2020, we have further enhanced the transparency of our sustainability reporting by:

- Incorporating further recommendations of the Task Force on Climate Related Financial Disclosures (TCFD) into our climate resiliency strategy and corporate transparency efforts
- Aligning our targets and initiatives with the United Nations Sustainable Development Goals (SDGs), as outlined on our Corporate Responsibility website

BOUNDARY AND EXCLUSIONS

Each year, we aim to increase the quality of the data reported. Unless otherwise stated, we are currently not reporting on unconsolidated joint ventures and our parking garages (over which we don't have operational control). Boundaries of this report compared to the prior period have changed due to property dispositions and acquisitions during the year.

Our like-for-like portfolio includes properties that were under our ownership since the base year and excludes new developments delivered between 2020 and 2024.

About This Report (Cont'd)

Calendar year 2019 is used as the base year for purposes of assessing our 2030 targets and comparisons for our like-for-like portfolio.

SCOPE 1 & 2

Activity data used to calculate Scope 1 (direct) emissions is sourced from direct measurements or third-party invoices (e.g., natural gas) and internal assessments/measurements for stationary and mobile combustion, as well as refrigerants. Activity data used to calculate Scope 2 (indirect) emissions is sourced from third-party invoices (e.g., electricity), wherever possible, and is collected across the business via a variety of internal processes and systems.

SCOPE 3

We have collected Scope 3 data through various methods:

Category 1 & 2 - Purchased Goods and Services & Capital Goods: Spend data was collected for the reporting year and all spends were categorized as either capital or operational expenses based on Veris' internal financial accounting practices. Spend data was further paired with appropriate economic input/output emission factors from the EPA's US Environmentally-Extended Input-Output (USEEIO) model to determine emissions based on the amount spent on the purchase of a service or product. Emission factors were adjusted for inflation.

Category 3 - Fuel & Energy Related Activities: Emissions from fuel and energy-related activities were calculated for emissions from transmission and distribution (T&D) losses from purchased electricity and well-to-tank (WTT) emissions from purchased fuels. Scope 1 & 2 electricity and fuel data is aggregated and multiplied by eGRID loss factors for electricity and Department for Environment, Food & Rural Affairs (DEFRA) WTT emission factors for fuels to determine emissions associated with WTT and T&D loss when transferring the fuel and electricity to Veris' locations.

Category 5 - Waste Generated in Operations: Emissions from waste generated in operations were calculated for both non-recyclable and recyclable waste from residential buildings. The weight of waste disposed by category was collected and multiplied by appropriate emission factors from the EPA's Emissions Factors for Greenhouse Gas Inventories data set to determine emissions from waste generated in operations.

Category 6 - Business Travel (Commercial Air Travel): Data used to report GHG Emissions from transporting our employees is obtained from employees and supported by our expense reimbursement systems. Emissions are calculated using DEFRA.

Category 7 - Employee Commuting: HR data, including work and home zip codes of employees understood to be commuting to work every day, was collected and a survey was conducted to understand the mode of transport employees take during their commute. A geocoding tool was leveraged to calculate the distance of the daily trip. HR data was also used to understand the number of working days in 2024 for any employee based on hiring/termination date. Based on the survey details, it was also assumed that employees who did not respond to the survey were using their personal vehicles to commute to the office. Emissions were calculated using EPA's Emissions Factors for Greenhouse Gas Inventories data set and the DEFRA for appropriate mode of transport. HR data representing the employees working from home, zip code and anticipated working hours were collected. Leveraging the EcoAct working paper, emissions associated with heating, cooling and office equipment were estimated based on the proportion of employees in the relevant eGRID regions.

Category 8 - Upstream Leased Assets: Emissions from upstream leased assets were calculated following a market-based approach by using the actual electricity consumption sourced from third-party invoices for our corporate office headquarters which is outside of Veris' Scope 1 and 2 financial control reporting boundary. Electricity is aggregated and multiplied by the emission factors sourced from the eGRID for electricity to determine emissions from the operations of upstream leased assets. Veris Residential purchased and retired bundled RECs as contractual instruments for renewable electricity procurement. RECs that were purchased and retired (i.e., RECs purchased in excess of purchased electricity consumption associated with Scope 2 GHG emissions) but not applied in calculating the Scope 2 market-based GHG emissions were applied in calculating the emissions from the consumption of purchased electricity. These RECs resulted in a reduction of 18 metric tons CO_2e in the reported Scope 3 GHG emissions, category 8, upstream leased assets.

Category 13 - Downstream Leased Assets: Emissions from downstream leased assets were calculated using the actual electricity and fuel (natural gas) consumption in residential buildings for spaces not already included in Veris' Scope 1 & 2 reporting boundary for (i) stationary combustion from natural gas used in gas ranges and ovens, hot water heaters and dryers by residents at Veris Residential's operating multifamily properties and (ii) consumption of purchased electricity by residents at Veris Residential's operating multifamily properties.

- Where available, activity data was sourced from aggregate data received from the utility provider for stationary combustion from natural gas and for consumption of purchased electricity.
- Estimates - Purchased Electricity: For The James, consumption was estimated using a per unit calculation based on the actual purchased electricity consumption data for the same time period at a similar multifamily property.
- Emission Factors - Stationary Combustion: U.S. EPA Center for Corporate Climate Leadership, Emissions Factors for Greenhouse Gas Inventories (January 2025).
- Purchased Electricity - Emission factors hierarchy was used to determine site-specific emission factors is as follows (from highest to lowest priority and highest to lowest precision):
  - Electricity Contracts: Veris Residential purchased and retired bundled RECs as contractual instruments for renewable electricity procurement. RECs that were purchased and retired (i.e., RECs purchased in excess of purchased electricity consumption associated with Scope 2 GHG emissions) but not applied in calculating the Scope 2 market-based GHG emissions were applied in calculating the emissions from the consumption of purchased electricity by residents (resident Scope 2). These RECs resulted in a reduction of 632 metric tons CO_2e in the reported Scope 3 GHG emissions, category 13, downstream leased assets.
  - Other grid-average emission factors: eGRID subregion emission factors for electricity purchased in the U.S. with 2023 data (January 2025).

TCFD Disclosure

Veris Residential is aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) initiative to provide consistent, reliable, comparable and efficient disclosures on climate-related matters. The following table summarizes our progress on disclosures recommended by TCFD.

GOVERNANCE

TCFD 1-a and TCFD 1-b Board and Management's oversight of climate-related risks and opportunities

In 2020, Veris Residential's Board of Directors formed an ESG Committee with direct oversight over environmental and other matters. In May 2023, the Board combined the Nominating and Corporate Governance Committee with the Environmental, Social and Governance Committee to form the NESG (Nominating, Environmental, Social and Governance) Committee, which meets regularly and reviews all material sustainability-related policies, targets and initiatives.

Veris Residential's ESG Task Force, responsible for identifying, assessing and evaluating climate-related risks and opportunities, reports directly to the Company's CEO and includes members of Senior Management. The ESG Task Force oversees efforts to incorporate sustainability into the Company's business practices, as well as its environmental objectives and strategy. In addition, the ESG Task Force reports to the Board and its committees on the Company's progress and oversees the development of Veris Residential's corporate sustainability disclosures. Since 2021, the Company has had a standalone Sustainability & ESG team that works closely with other departments, the ESG Task Force and the NESG Committee.

STRATEGY

TCFD 2-a Climate-related risks and opportunities

We consider climate-related risks and opportunities over three time horizons:

- Short Term (1 - 5 years)
- Medium Term (5 - 10 years)
- Long Term (10+ years)

Our risk review process has highlighted the need for a greater focus on transitional risk connected with legislative change, both at the federal and local level in the short term. We are also cognizant of the changing needs and preferences of our residents, who require more sustainable living options, impacting how we operate, communicate and collaborate with our suppliers. In the long term, we expect the transitional risks to be amplified by the greater impact of physical risks within our supply chain and directly in our markets. (Refer to page 12 for further details on risks and opportunities across our material topics.)

PHYSICAL RISKS

The risk scores consider projected climate impacts for 2030, 2050 and 2100 based on three scenarios (Representative Concentration Pathway ("RCP") 2.6, 4.5 and 8.5:

- **RCP 8.5:** Most severe scenario leading to a warming at the end of the 21st century of probably more than 4°C relative to the pre-industrial period (1850–1900)
- **RCP 4.5:** Intermediate scenario leading to a warming at the end of the 21st century of more than 2°C relative to the pre-industrial period
- **RCP 2.6:** Moderate scenario leading to a warming at the end of the 21st century of probably less than 2°C relative to the pre-industrial period

TCFD Disclosure (Cont'd)

PORTFOLIO-WIDE PHYSICAL CLIMATE RISK ASSESSMENT (MEDIUM TERM)

2030 projection based on RCP 4.5: Intermediate scenario leading to a warming at the end of the 21st century of more than 2°C (3.6°F) relative to the preindustrial period (1850-1900).

	Tropical Cyclone	River Flood	Sea Level Rise	Fire Weather Stress	Drought Stress	Heat Stress	Precipitation Stress
None or Very Low	—	89%		—		—	—
Low Exposure	87%	—		10%		—	—
Medium Exposure	13%	6%		—		100%	90%
High Exposure	—	—		—		—	*10%*
Very High	—	*5%*		—		—	—

TCFD 2-b Impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning

Our sustainability strategy is outlined in this report and other public disclosures. Our approach to climate risk is integrated across our business including development, refurbishments, acquisitions and remuneration arrangements. (Please refer to the public disclosures in our Proxy statement for details.)

Financial Impact: We periodically review the cost of improving the resiliency of our portfolio, evaluating operating and capital expenses. While we consider return on investment and payback periods as a primary driver of many capital expenditure decisions, we also consider impact on our carbon footprint, resident preferences and climate resilience in our decision-making process (direct and indirect impacts).

Operations: We have developed Embrace by Veris Residential, an all-encompassing program that allows our residents, employees and other stakeholders to be part of our sustainability strategy.

We manage climate resilience through our emergency response program, applicable to 100% of our assets, through which each property team must implement plans and procedures detailing how to prepare for and respond to crises such as fires, hurricanes, wildfires, tornadoes and floods. Each plan is designed to protect our residents, employees and properties. We also evaluate resilience-related risks for all new acquisitions and developments. For all acquisitions and development projects, we employ a rigorous due-diligence process, which includes a review of environmental impact and other business continuity risks. Through this screening process, we weigh several sustainability characteristics that contribute to long-term value and resilience.

We conduct energy audits and identify potential opportunities to increase efficiency in building systems. This includes considering LEED® status, on-site clean energy, on-site renewable energy and energy intensity, benchmarking our energy use, and scanning for lighting retrofits and central system controls. We also consider physical risks, such as the potential for flooding, wildfires and environmental hazards, and conduct a Phase I Environmental Site Assessment on all new acquisitions.

TCFD 2-c Resilience of organization's strategy considering different climate-related scenarios

We are focused on incorporating resilience considerations into our business and are continuously evaluating risks and opportunities.

- We consider the RCP 4.5 scenario most appropriate to evaluate medium-term risks (prior to 2030) and are working with our on-site teams to mitigate any items of "Very High" risk (identified in 5% of the portfolio) through onsite measures as appropriate
- We are committed to transparently monitoring and reporting our climate risk over the long term as a component of our overall risk management strategy and good governance responsibilities

Please refer to this report for further details on how climate impacts our business and the steps we have taken to mitigate some of these risks to date.

TCFD Disclosure (Cont'd)

TCFD 3a-c Risk Management

Climate-related risks are periodically assessed by the ESG Task Force, which reports directly to the Company CEO and presents key findings to the NESG Committee of the Board.

Climate-related risks identified by the Company's ESG Task Force in 2024 are presented in this report. The Company intends to review and assess these risks periodically, including during a Materiality Assessment review conducted on an bi-annual basis and during periodic physical risk assessments carried out across the portfolio.

Management focuses on mitigating "High"/"Very High" risks identified within the physical risk assessment through on-site measures (i.e. flood gates) and insurance.

METRICS AND TARGETS

TCFD 4-a Metrics used to assess climate-related risks and opportunities in line with strategy and risk management process.

	2024
Green-Certified Multifamily Properties (Based on Sq Ft)	79%
Electricity Under Control Purchased from Renewable Sources	100%
EV Chargers Available at Multifamily Properties, with Goal of 100% by 2030	84%
Estimated Annual Savings from Energy Efficiency Measures Implemented	558,354 KWh

TCFD 4-b Disclosure of Scope 1, 2 and, where appropriate, Scope 3-related risks

Detailed reporting of our sustainability performance, including energy consumption, Scope 1, 2 and relevant Scope 3 metrics (including emissions associated with waste management) is included in the **ESG Data Tables.** As per our ESG Report, we significantly enhanced our Scope 3 disclosure starting in 2022. Please refer to Greenhouse Gas Emissions for further details.

TCFD 4-c Targets used by the organization to manage climate-related risks and opportunities and performance against targets

1. Reduce Scope 1 & 2 emissions by 50% by 2030 (compared to 2019) - *met in 2022*
2. Reduce energy consumption by 20% by 2030 - *met in 2022*
3. Procure 100% of operationally controlled electricity from renewable sources - *met in 2021*
4. Increase share of monitored and disclosed Scope 3 emissions, in particular resident consumption

Please refer to this report for more details on measures taken to achieve these targets.

GRI Content Index

GRI Standard	Disclosure	Sustainability Section / Comment	Page(s)
General Disclosures			
GRI 2: General Disclosures 2021	*Organizational Profile*		
	2-1 Organizational Details	About This Report	52
	2-2 Entities Included in Organization's Sustainability Reporting	About This Report	52
	2-3 Reporting Period, Frequency and Contact Point	About This Report	52
	2-4 Restatements of Information	About This Report	52
	2-5 External Assurance	About This Report	52
	2-6 Activities, Value Chain and Other Business Relationships	About the Company, Responsible Supply Chain, About This Report, Refer to Our 2024 Form 10-K for Details	5, 40, 52
	2-7 Employees	Inclusivity & Belonging	26–27
	2-9 Governance Structure and Composition	Board of Directors, Refer to Our Latest Proxy Statement	35
	2-10 Nomination and Selection of Highest Governance Body	Board of Directors, Refer to Our Latest Proxy Statement	35
	2-11 Chair of the Highest Governance Body	Refer to Our Latest Proxy Statement	—
	2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	Refer to Our Latest Proxy Statement	—
	2-13 Delegation of Responsibility for Managing Impacts	ESG Governance Framework, Refer to Our Latest Proxy Statement	6
	2-14 Role of the Highest Governance Body in Sustainability Reporting	ESG Governance Framework, Refer to Our Latest Proxy Statement	6
	2-15 Conflicts of Interest	Ethics & Compliance	36–37
	2-16 Communication of Critical Concerns	In 2024, there were no material breaches in the code of ethics reportable by law in our financial filings. Please see our Code of Business Conduct & Ethics to learn more.	
	2-17 Collective Knowledge of the Highest Governance Body	ESG Governance Framework	6
	2-18 Evaluation of the Performance of the Highest Governance Body	Refer to Our Latest Proxy Statement	—
	2-19 Remuneration Policies	Refer to Our Latest Proxy Statement	—
	2-20 Process to Determine Remuneration	Refer to Our Latest Proxy Statement	—
	2-21 Annual Total Compensation Ratio	Refer to Our Latest Proxy Statement	—
	2-22 Statement on Sustainable Development Strategy	Letter from Our CEO	3
	2-23 Policy Commitments	ESG Governance Framework, Ethics & Compliance	6, 36–37
	2-24 Embedding Policy Commitments	Ethics & Compliance, Responsible Supply Chain	36–37, 40
	2-25 Processes to Remediate Negative Impacts	ESG Governance Framework, Ethics & Compliance	6, 36–37
	2-26 Mechanisms for Seeking Advice and Raising Concerns	Ethics & Compliance	36–37
	2-27 Compliance with Laws and Regulations	During the calendar year 2024, the Company had 0 noncompliance events with environmental laws and regulations.	
	2-28 Membership Associations	Refer to Our Corporate Responsibility Website	—
	2-29 Approach to Stakeholder Engagement	Stakeholder Engagement	38
	2-30 Collective Bargaining Agreements	0% of Veris Residential employees are covered by collective bargaining agreement.	

GRI Content Index

GRI Standard	Disclosure	ESG Section / Comment	Page(s)
General Disclosures (Cont'd)			
GRI 3: Material Topics 2021	3-1 Process to Determine Material Topics	ESG Governance Framework	5–7
	3-2 List of Material Topics	ESG Governance Framework, About This Report	5–7, 52–53
	3-3 Management of Material Topics	ESG Governance Framework	5–7
Material Topics			
Economic Performance			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	ESG Governance Framework	5–7
GRI 201: Economic Performance 2016	201-1 Direct Economic Value Generated and Distributed	Refer to Our 2024 Form 10-K for Details	—
	201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	TCFD Disclosure	54–56
Anti-Corruption			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	ESG Governance Framework	5–7
GRI 205: Anti-Corruption 2016	205-1 Operations Assessed for Risks Related to Corruption	Ethics & Compliance	36–37
	205-2 Communication and Training About Anti-Corruption Policies and Procedures	Training, Ethics & Compliance, Data Tables - Social	29, 36–37, 49
Energy			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	ESG Governance Framework, Board of Directors	5–7, 35
GRI 302: Energy 2016	302-1 Energy Consumption Within the Organization	Data Tables - Environmental	45
	302-2 Energy Consumption Outside the Organization	The main sources of energy required outside the organization are related to energy consumed at downstream leased assets, which are resident controlled. The energy information includes electric power and natural gas consumption at all our multifamily properties and is approximately 121,870,000 kBtu.	—
	302-3 Energy Intensity	Data Tables - Environmental	44
	302-4 Reduction of Energy Consumption	Data Tables - Environmental	45
GRI 303: Water 2018	302-4 Water Consumption	Data Tables - Environmental	47
Emissions			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Governance Framework	5–7
GRI 305: Emissions 2016	305-5 Reduction of GHG Emissions	Data Tables - Environmental	46

GRI Content Index

GRI Standard	Disclosure	ESG Section / Comment	Page(s)
Diversity & Equal Opportunity			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Governance Framework, Our People, Inclusivity & Belonging, Data Tables - Social	5–7, 25–27, 49–50
GRI 401: Employment 2016	401-1 New Employee Hires and Employee Turnover	Data Tables - Social	50
	401-2 Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees	Employee Health & Well-Being	28
	401-3 Parental Leave	Employee Health & Well-Being	28
GRI 404: Training & Education 2016	404-1 Average Hours of Training Per Year Per Employee	Training & Professional Development, Data Tables - Social	29, 49
	404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	Training & Professional Development	29
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of Governance Bodies and Employees*	Our People, Board of Directors, Data Tables - Social	25, 35, 49–50



Signature Place, Morris Plains, NJ

Forward-Looking Statement

We consider portions of this report to be forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. We intend such forward-looking statements to be covered by the safe harbor provisions for forward-looking statements contained in Section 21E of such act. Such forward-looking statements relate to, without limitation, our activities and expectations relating to our corporate sustainability efforts. Forward-looking statements can be identified by the use of words such as “may,” “will,” “plan,” “potential,” “projected,” “should,” “expect,” “anticipate,” “estimate,” “target,” “continue” or comparable terminology. Forward-looking statements are inherently subject to certain risks, trends and uncertainties, many of which we cannot predict with accuracy and some of which we may not even anticipate. Although we believe that the expectations reflected in such forward-looking statements are based upon reasonable assumptions at the time made, we can give no assurance that such expectations will be achieved. Future events and actual results, financial and otherwise, may differ materially from the results discussed in the forward-looking statements. Readers are cautioned not to place undue reliance on these forward-looking statements and are advised to consider the factors listed above together with the additional factors under the heading “Disclosure Regarding Forward-Looking Statements” and “Risk Factors” in the Company’s Annual Report on Form 10-K, as may be supplemented or amended by the Company’s Quarterly Reports on Form 10-Q.

The Company assumes no obligation to update or supplement forward-looking statements that become untrue because of subsequent events, new information or otherwise, except as required under applicable law. Our filings with the SEC are available through the SEC website at www.sec.gov or through our investor relations website at investors.verisresidential.com/.

Veris Residential uses our investor relations website to disclose information about the Company that may be deemed to be material. We encourage investors, the media and others interested in us to visit our investor relations website from time to time to review up-to-date information or sign up for email alerts to be notified when new or updated information is posted on the site.