



STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

March 2021

To our stakeholders:

I am pleased to confirm that the International WELL Building Institute (IWBI) reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the UN Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in black ink, appearing to read "RH", is positioned below the "Sincerely yours," text.

Rachel Hodgdon
President and CEO
International WELL Building Institute

IWBI Report to the UN Global Compact: 2019-2020

In a world turned upside down by the global pandemic and social injustice, organizations around the world have been forced to reexamine their values, revisit their practices and rise to the challenge of radical transformation. At the International WELL Building Institute (IWBI), we have welcomed the chance to do so.

IWBI is a public benefit corporation, which is a corporation obligated to consider the interests of all stakeholders, maintain a public benefit purpose, and operate in a responsible and sustainable manner.

To do that, we've focused on advancing better buildings, more vibrant communities and stronger organizations, creating opportunities for all people to thrive. Of course, it's simple enough for organizations to set a goal to create healthier spaces and communities. But it's far more difficult for organizations to make that goal a reality—to learn the science, make the right investments and hold themselves accountable to delivering actual results. That's why our work is anchored in the WELL Building Standard (WELL), our flagship evidence-based third-party global certification program, and other WELL offerings that help expand the reach of our work.

The UN Global Compact has proven to be a helpful framework in articulating how WELL contributes to the advancement of the UN Sustainable Development Goals and over the past 18 months it has helped inform the broad approach we've taken across our offerings, our initiatives and our own organizational development. Recognizing that planetary health and human health are inextricably linked, IWBI aims to catalyze the built environment as a tool to actively promote both human and environmental sustainability. This report takes a closer look at our progress on the journey to deploy people first places for everyone, everywhere.

GLOBAL ENGAGEMENT: ADHERING TO THE UN GLOBAL COMPACT

IWBI prides itself on being the global authority on how we can use our buildings and communities to advance the health and well-being of the people inside. To further advance this work, in 2019 IWBI signed on as a participant of the United Nations Global Compact, the world's largest corporate citizenship initiative. IWBI joined thousands of companies and civil society organizations from all sectors and parts of the world and remains committed to upholding its 10 principles.



UN Global Compact @globalcompact · Sep 27, 2019

We believe that indoor environments can be transformed to promote human health which in turn increases productivity, reduces health costs and more. – @RachelGutter of @WELLcertified

#Biz4Goal3 #HealthForAll #LeadersWeek #UNGA



IWBI participated in the Global Compact's Health Action Platform in 2019, culminating in a Business Leadership Brief for Healthy Planet, Healthy People that featured a WELL project example. IWBI President and CEO Rachel Hodgdon helped launch the report during the "Health is Everyone's Business" event hosted by the Global Compact at its Leaders Week during the 2019 UN General Assembly.

Advancing the UN Sustainable Development Goals (SDGs)

We believe strategies that support human health must go hand-in-hand with actions that improve education, reduce inequality, catalyze economic growth, confront climate change and protect our environment.

The WELL Building Standard recognizes these connections by offering a balanced, integrated framework of strategies that, while supporting the health of individuals within buildings, also seek to enable the wider community and surrounding environment to flourish. WELL is composed of 10 concepts and 108 features that promote clean air and water, daylight and safe materials side-by-side with those that require organizational transparency, civic engagement and equal access to health services and education.



IWBI @WELLcertified · Jul 19, 2019

IWBI President @RachelGutter met with UN @GlobalCompact @Lise_Kingo to discuss our collaboration & how #WELLv2 aligns with the #SustainableDevelopmentGoals #SDGs #GlobalGoals. Learn more: bit.ly/2J7t72l



Because we recognize that human health is inextricably linked to both the health of our planet and the strength of socioeconomic institutions that support everyday life, we've demonstrated alignment of WELL and the United Nations Sustainable Development Goals (SDGs). By mapping each WELL feature down to the target level of the 17 SDGs, we sought to highlight the multi-faceted impact of WELL in a global context while identifying further opportunities to evolve WELL into an even more comprehensive framework. The results of our mapping exercise, where every WELL feature is visually tagged to identify which goal(s) it supports, makes it easy for WELL owners to select features that can also support their project's SDG ambitions.

WELL's alignment with the SDGs reinforces the powerful opportunity we all have as global caretakers to catalyze our built spaces as mechanisms to deliver health and well-being benefits to the individuals within them, the wider community and our surrounding environment.

Supporting the Four Pillars of the UN Global Compact



IWBI @WELLcertified · Sep 23, 2019

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#IWBI President @RachelGutter and fellow panelists kicked off #LeadersWeek at the @globalcompact "Health is Everyone's Business" event. #LeadersWeek #HealthForAll #GlobalGoals #Biz4Goal3 [lnkd.in/dMVjnrf](https://www.linkedin.com/company/iwbi/)



Not only have we built the United Nations Sustainable Development Goals into our core offerings, we've integrated them into everything we do. It also helps us uphold each of the four pillars — human rights, labor, environment and anti-corruption—of the UN Global Compact.

Environment

IWBI's work is grounded in the fact that the spaces where we live our lives can shape our health. That's true of the structures we build and communities we create, but it's also true of the environment around us. Healthy people require fresh air, clean water, affordable and accessible food and green spaces for physical activity and social connection. That's why the WELL Building Standard aligns with leading green building rating systems and recognizes projects that balance a commitment to environmental sustainability with a commitment to

human health. Advancing both sustainability and human health, helps ensure that our planet thrives along with us.

And we're always eager to team up with other groups leading the charge for more sustainable practices. Through WELL Crosswalks, we're identifying synergies between WELL and other green or sustainability standards and streamlining efforts for projects seeking dual ratings.

Following the launch of WELL v2, the second version of the WELL Building Standard in 2020, we announced new crosswalks with the LEED, BREEAM, Green Star, RESET and NABERS rating systems. These new resources offer projects pursuing WELL Certification the most up-to-date, flexible tools to achieve a dual certification and demonstrate their commitments to preserving energy and promoting health and well-being in built environments.

The intersection between climate change and health took center stage at "Changing climates: Prioritizing human health amid environmental, political and social change," an event organized by IWBI and held during Climate Week NYC 2019 and the UN General Assembly. Moderated by Rachel Hodgdon, the panel featured leaders from business, civil society and the United Nations who discussed how leading companies can tackle climate change to positively impact the health of their employees and other stakeholders. They looked at how addressing the co-benefits of climate change mitigation and health can feed into a company's broader corporate social responsibility and environmental, social and governance (ESG) reporting strategies.

We're also leading by example. In our offices, we reduce single-use plastic containers and food packaging, compost food scraps, require the use of nontoxic materials by cleaning staff and other on-site vendors, purchase fresh produce from farmers and local green markets, subsidize bike-sharing programs and promote active commuting, to name a few.

Human Rights

The UN Committee on Economic, Social and Cultural Rights once stated: "Health is a fundamental human right indispensable for the exercise of other human rights. Every human being is entitled to the enjoyment of the highest attainable standard of health conducive to living a life in dignity."

That belief is core to our work at IWBI. Every offering we develop, every cause we champion and every initiative we lead is focused on shaping our environments so that humans can indeed achieve, as the Committee put it, the "highest attainable standard of health conducive to living a life in dignity."

To help make homes that support planetary and human health available to all individuals, IWBI and Enterprise Community Partners Inc. joined forces in 2019 to create and implement a shared vision for affordable homes that support residents' health and well-being. The collaboration leverages the experience and vision of Enterprise, the leading market advocate for improving the availability and quality of green, healthier, affordable homes, with IWBI's deep technical knowledge and commitment to market transformation.

In 2020, IWBI redoubled its focus on the pursuit of equity, which President and CEO Rachel Hodgdon named as our team's principle focus in the coming months and years. There are already numerous features in WELL that address justice, equity, diversity, inclusion and accessibility. Within the WELL Community concept alone, WELL calls for access to essential healthcare benefits and services, new parent and other types of family support, accessibility and universal design, housing equity and support for victims of domestic violence. We announced a Health Equity Advisory in December 2020 to help us further fortify WELL as a lever for health equity to afford everyone an opportunity to live the healthiest version of their lives.

We also know, of course, that in our fight to advance this human right, we should not support infringement of other human rights. To that end, IWBI has implemented internal operational policies to promote the ethical sourcing of key goods and supplies.

Labor

Our policies and practices put people first in a variety of ways. Our employee benefits program, anti-discrimination and anti-harassment policies, and employee programming are all designed to go beyond keeping employees safe, and also prioritize individual employees' needs by creating an energizing work environment that promotes holistic physical and mental well-being. We are investing in the personal health of our team through our #WeAreWell initiative—which includes things like weekly community lunches featuring healthy food, sit-stand desks and balance boards, group participation in fitness activities and subsidized fitness club memberships.

Our push for better labor practices also extends beyond our own offices to our partners and vendors. In its latest evolution, WELL v2 includes strategies that aim to advance health by setting performance standards for design interventions, operational protocols and policies and a commitment to fostering a culture of health and well-being. WELL v2 also requires that organizations meet certain standards of responsible behavior, including a new beta feature, released in 2020, on Responsible Labor Practices and ethical supply chain.

Corporate Governance and Anti-corruption

As a public benefit corporation, IWBI is obligated to consider the interests of all stakeholders, maintain a public benefit purpose and operate in a responsible and sustainable manner. It fulfills its public benefit mission by supporting global adoption of health and well-being strategies found in WELL, as measured by the numbers of people and places impacted. Its corporate governance includes—among other things—codes of conduct and mechanisms to promote transparency in leadership.

We expect all of our employees and representatives to conduct business in accordance with both the highest standards of ethical behavior and all applicable laws and company policies, including those laws and policies relating to anti-bribery and corruption. In 2019 and 2020, IWBI employees and representatives underwent required annual trainings, including a comprehensive global bribery and anti-corruption training.

Underscoring our Commitment: Engaging New Partnerships

Movements, of course, are at their strongest when they're intersectional. To that end, we've enlisted the help of some key allies.

In 2020, IWBI President and CEO Rachel Hodgdon joined more than 70 global leaders who participated in a “Designing for Well-being” webinar hosted by the World Economic Forum. Emphasizing the critical role buildings play in shaping our health, she shared that “our physical and social environments have a greater impact on our state of health than our lifestyle and behaviors, our access to healthcare or even our genetics.” She continued: “Given that we spend approximately 90% of our time indoors, those environments have a profound impact on our health and well-being.” She expanded on this idea in an article she was invited to write for the World Economic Forum Agenda. And Jason Hartke, IWBI's Executive Vice President for External Affairs, joined the World Economic Forum's Systemic Efficiency – Business Solutions and Policy Working Group to further advance this message and help organizations act on it.

In November 2020, we teamed up with the National League of Cities to form a multi-year partnership dedicated to making cities safer, healthier places to live and developing effective strategies at scale for protecting the well-being of urban communities in a post-COVID-19 world.

We recognize our opportunity to provide additional support to sectors of the economy hardest hit by the global pandemic. In a series of announcements at the end of 2020, we highlighted our partnership with the Asian-American Hotel Owners Association, the Green Sports Alliance, Sport and Sustainability International, the American Hospital Association, the International Spa Association and the Global Biorisk Advisory Council to

help hoteliers, hospitals and athletic organizations understand, mitigate and find ways to help future-proof against the risks of COVID-19 and other respiratory diseases.

We also supported the 2020 passage of U.S. Council of Mayors “healthy buildings” policy resolution, which referenced WELL and the WELL Health-Safety Rating, paving the way for local policy adoptions and/or direct WELL program uptake. And we’re supporting other key policy conversations in the U.S., such as emerging policy focused on federal facilities.

Fighting for the Next Generation: Building Healthier Schools

The 50+ million K-12 students in the U.S. will spend more than 15,000 hours in a school by the time they graduate high school—the most amount of time spent indoors anywhere other than their own homes. In light of the crucial importance of making these spaces where our children grow up healthier, we joined BuildingAction, a sustainable building coalition led by former U.S. Congressman Russ Carnahan, to host a conversation about the future of schools.

IWBI President and CEO Rachel Hodgdon also hosted a webcast that featured an introduction by Senator Jack Reed (D-RI). Sen. Reed has been leading the charge for greater investments in K-12 schools, introducing that chamber’s version of the Rebuild America’s Schools Act, which would fund \$100 billion to address critical infrastructure needs in schools. In addition to discussing the outlook of the bill, the webcast explored Congress’s role in creating school infrastructure that promotes student health and well-being, and shared perspectives from a panel of experts.

Building Global Resilience: Petitioning WHO

In summer 2020, more than 680 built environment experts from 51 countries, supported by IWBI, cosigned a statement delivered as a petition to Dr. Tedros Adhanom Ghebreyesus, Director General of the World Health Organization (WHO). The call to action urged public health leaders to adopt and advance indoor environment best practices, and calling for enhanced guidance on the role of buildings in keeping communities safe from airborne viruses such as SARS-CoV-2. On March 1, 2021, WHO did just that, issuing its Roadmap to improve and ensure good indoor ventilation in the context of COVID-19, and proving the power of expert voices to influence change.

Transforming the Market: The WELL Building Standard

WELL is enhancing the health of people in over 13,000 properties around the globe. As of year-end 2020, more than 1.4 billion square feet of real estate benefitted from a commitment to achieving the WELL Health-Safety Rating, WELL Certification and/or a WELL Portfolio Score.

The WELL Health-Safety Rating for Facility Operations and Management, which launched in 2020, was designed to empower owners and operators across all businesses to address acute health events such as COVID-19, but also longer-term health and well-being in the built environment. The WELL Health-Safety Rating is informed by guidance developed by the World Health Organization (WHO), U.S. Centers for Disease Control and Prevention (CDC), global disease control and prevention centers and emergency management agencies, recognized standard-making bodies, such as ASTM International and ASHRAE, and leading academic and research institutions. Consisting of a subset of features from WELL v2 that were adapted for a facilities and operations focus, the WELL Health-Safety Rating offers a diverse set of evidence-based criteria that can be customized based on facility type and adapted to an organization’s needs.

The third-party documentation-based review process ensures integrity and consistency, and results in a WELL Health-Safety seal, communicating leadership and a commitment to the health and well-being of the people who frequent the space.

Upon launching in July, the WELL Health-Safety Rating became our most successful program of 2020 due to its relevance and timeliness. Within six months, we welcomed 349 enrollments into the program. These enrollments spanned more than 7,900 assets and more than 703.24MM square feet of real estate. Of this, over 200 enrollments represented projects that were new to WELL, meaning that in 2020 we welcomed an additional 7,700 assets and 629MM square feet of real estate into the WELL community by way of the WELL Health-Safety Rating.

As we saw through immediate and large-scale adoption of the WELL Health-Safety Rating, organizations responded to COVID-19 through better operational policies and design solutions that support health and safety issues. At the same time, many organizations continued to make more holistic commitments to human health and well-being more broadly. 1,358 projects spanning more than 285MM square feet of real estate enrolled for WELL Certification or WELL Portfolio in 2020. We saw a 32% year-over-year increase in total square footage enrolled. This growth in square footage was attributed to growth in our core offering, WELL Certification, as single asset commitments to WELL Certification continued to climb. Specifically, we saw a 111% growth in square footage for single asset enrollments compared with 2019.

And the momentum has continued. By the end of 2020, approximately two million square feet of space was enrolling to pursue WELL offerings every day and interest in WELL offerings is continuing to grow.

Affirming Support: Committing to Equity

In 2020, the killings of George Floyd, Breonna Taylor, Ahmaud Arbery and Tony McDade among scores of others led us to reaffirm that we simply cannot work to advance public health without making equity central in everything we do. So, we got to work.

We began by speaking out. In June, IWBI issued a statement affirming our support for the Black Lives Matter movement and committing ourselves and our organization's resources - our dollars, our time, our platform, our programs, our daily efforts – to combating systemic racism.

Of course, because we know that leading on equity demands not only publicly declaring our values, but living them, we convened all of our employees across all of our offices to have an honest conversation about racial injustice and the work that needed to be done at IWBI—from how we recruit, to the composition of our advisories, to the offerings we create, to the customers and communities we serve.

We established the Doing Better working group and continued to hold discussions about anti-racism and share anti-racism resources with all of our staff. We launched the Power of Place webcast, amplifying voices from the Black community and exploring the role of spaces in inclusivity. We donated funds to the Equal Justice Initiative, established Juneteenth as an organization-wide opportunity for volunteer time off and will be launching a staff-wide anti-racism and allyship training created by the Stanford Graduate School of Business in 2021.

Finally, when Rachel Hodgdon was named CEO in September, she declared equity the primary focus of her leadership and announced the creation of the Health Equity Advisory. It will be comprised of experts and leaders in health equity; diversity, equity and inclusion; inclusive design; community building; stakeholder engagement; and other practices that promote equitable access to healthier places and address the needs of marginalized and underrepresented communities. Its goal will be to make sure that IWBI programs strive to help make healthier places available and more accessible to all individuals, no matter their identity, location, background or level of ability.

Demonstrating Value: Investing for Health

Human health has a profound impact on corporate performance indicators – including productivity, engagement and resilience. More than ever before, these elements play a critical role in demonstrating value. The investment community globally is increasingly incorporating new data and non-financial indicators, such as environmental social and governance (ESG) factors, into their analyses to gain a deeper understanding of a company's source of risk and return. As a result human health is gaining recognition as material to a business's bottom line, whether you're an architectural firm, a real estate company, an institutional investor, a government agency or an NGO. A high-performance organization will be defined by its ability to put people first.

That's why we're reorienting our activities to reach the investor community and to demonstrate the materiality of health. In early 2020, IWBI launched its Investing for Health platform to offer a virtual space for education, dialogue and collaboration among leading investors, asset managers, pension funds, businesses, foundations, non-profit organizations and academics who agree that human and social capital metrics have been insufficiently and inconsistently reported, thereby limiting the ability of the capital markets to thoroughly assess investment risk and opportunity.

We've also strengthened our relationship with GRESB, the leading ESG benchmark for real estate and infrastructure investments across the world. GRESB empowers investors to make decisions that are leading to a more sustainable real asset industry. Together, WELL and GRESB demonstrate the importance of health and well-being for organizations seeking to benchmark, report and improve their ESG performance through real estate. WELL aligns with almost half (36 out of 80) of the GRESB 2020 Indicators, and this robust alignment can directly benefit an organization's sustainability efforts as it demonstrates how to most effectively utilize WELL as a roadmap to guide continual improvement of its ESG score.

GRI is another organization that helps businesses take responsibility for their impacts by providing them with the global common language to communicate those impacts. IWBI serves on the GRI Task Force created to help map the GRI Standards and Disclosures to the 16 Practices in the Robert Wood Johnson Foundation's Culture of Health for Business Framework. The purpose of this multi-year task force is to share best practices in an effort to activate the framework and to encourage and deepen companies' reporting on health initiatives and metrics. Approximately 63% of Fortune 100 companies report using GRI, according to the KPMG Survey of Corporate Responsibility Reporting 2017.

Conclusion

We've all experienced a year of incredible trial. But at IWBI, it was also a year of incredible progress.

The next year is likely to look very different from this one. With any luck, we will get control over the pandemic—and end the inconveniences big and small, the enormous disruption and much of the suffering caused by the virus.

But as we emerge from isolation and return to offices and playgrounds, restaurants and concert venues, we can and should do so with a forever-altered awareness of the space and the people around us. Going forward, we will keep up the momentum we've built even as this crisis abates. We will make sure that the lessons we've learned this year about the effects our environment has on our well-being are not only remembered but applied. And we will ensure that we remain accountable—to each other and ourselves—and invest in creating a future where the spaces we inhabit strengthen our minds, our bodies and our connections with each other.