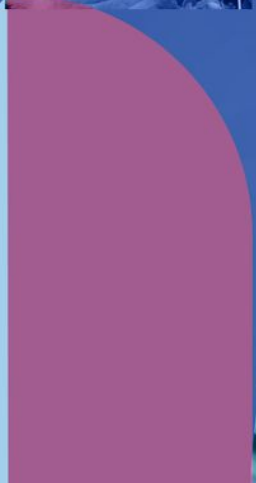
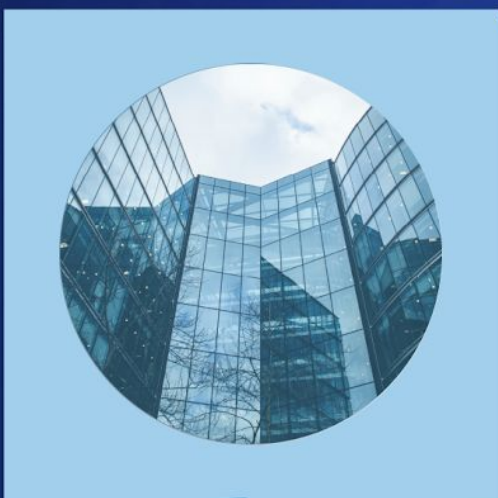
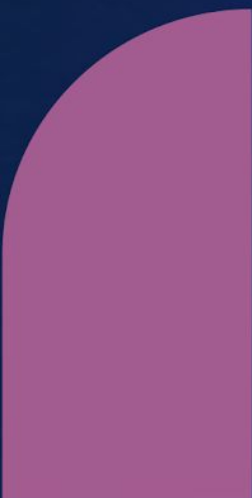


Company

# 2025 WELL Annual Report

Celebrating your health leadership  
and impact through WELL



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### WELL worldwide

# About this report

This report is intended to provide you with an overview of your progress with WELL, as well as with benchmarking information to help you compare your achievements within your own portfolio and to other WELL at scale participants.

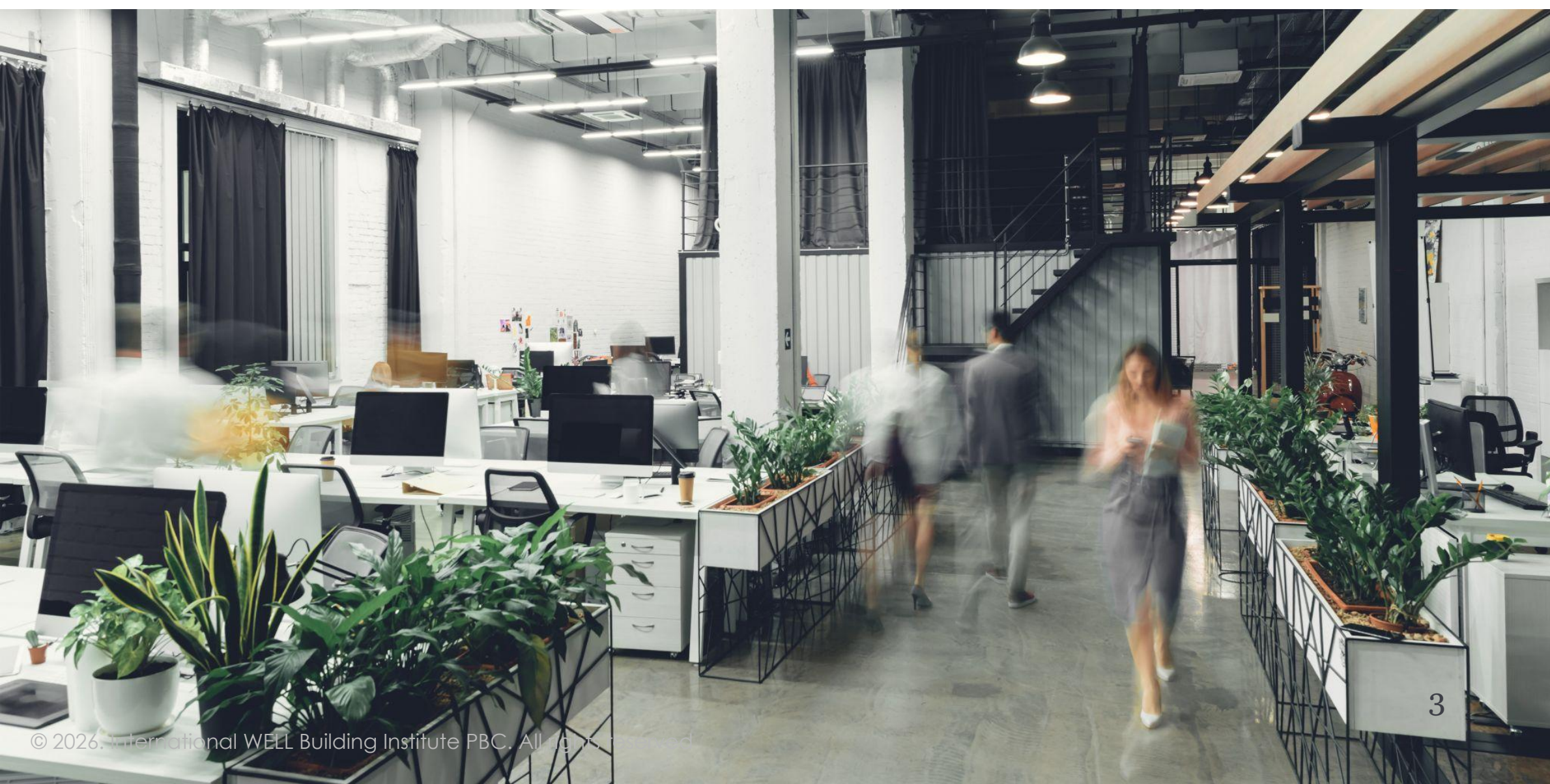
Review and achievement data included in this report are based on the results of your organisation's last full review cycle (completed second round of review) as of 31 December 2025. The data reflects all of the locations that your organisation has subscribed to WELL at scale.

WELL concept averages are based on the mean number of points achieved within each WELL concept at all subscribed locations, excluding under construction and remote locations. The maximum number of points that can be achieved at a location within each concept is 12. Benchmarking data for WELL concept averages is based on aggregated data from all WELL at scale participants, while benchmarking for the WELL Score is based on aggregated data of all entities with a WELL Score.

For more information about how you can use the information in this report, please refer to guidance throughout the document, or get in touch with your coaching contact.



**New for 2025!** Trends relative to your last year's progress, where available, are indicated throughout the report by this symbol



SECTION 1

# Lead with WELL

# Moving the market, leading the way

In 2025, as WELL entered its second decade, global adoption surged to more than six billion square feet of real estate—spanning over 74,000 locations across 131 countries and supporting the health and well-being of an estimated 30 million people. More than 180 companies from the Fortune and Global 500 have embraced WELL, underscoring how the world's leading standard for healthy buildings and organisations is driving better health outcomes, stronger workforce performance and greater organisational resilience.

This growth of the healthy building movement reflects a strong increase in the number of companies and institutions that are investing in people-first places at scale. By prioritising health and well-being through WELL, organisations are seeing measurable improvements in employee satisfaction, productivity and engagement, as well as enhanced market differentiation and long-term financial performance. The recently launched second edition of [IWBI's Special Report: Investing in Health Pays Back](#) reinforces these outcomes, drawing from more than 250 independent studies and insights from WELL projects worldwide to show how investing in health delivers tangible returns for both people and planet.

Thanks to organisations like Company, strategies once viewed as optional are now recognised as essential best practices to be implemented at scale. The WELL movement is shaping environments in boardrooms and classrooms, on plant floors and in retail aisles, in showrooms and studios worldwide. We look forward to celebrating your leadership and continuing to support your WELL journey.



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

- ✓ Send to organisational leadership
- ✓ Highlight in company newsletters
- ✓ Share on social
- ✓ Include in annual and sustainability reporting



#### **Communicating about your WELL engagement:**

Look for this icon to indicate where we've made it easy for you to translate reporting language into your communications.



Visionary leaders like Company are reshaping the narrative around the critical importance of spaces that help people thrive. By championing people-first places, you organisation sets a powerful standard of leadership for others to follow.



**Rachel Hodgdon**

President and CEO, IWBI

# Goals and commitment

Company recognises that prioritising the health of your greatest asset - your people - has never been more critical to reducing risk, demonstrating leadership and generating confidence for investors. WELL is your evidence-based roadmap for taking action towards your health and well-being priorities, celebrating progress and embedding a culture of health across your organisation.

WELL is helping your organisation address top-tier priorities including:



## ORGANISATION

Fostering local and global community health impacts

Delivering on synergistic people and planet strategies

Enhancing ESG performance by improving social performance metrics

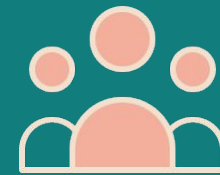
Showcasing leadership by aligning with a global standard for health and well-being

Measuring, benchmarking and improving building performance for key IEQ metrics

Mitigating risk and preparing for emergencies to ensure business resilience

Prioritising ethics and sustainability in the supply chain

Streamlining the implementation of health and well-being strategies



## PEOPLE

Increasing employee engagement and productivity

Encouraging people to work at the office

Embedding diversity, equity and inclusion best practices into your organisation

Supporting talent development through skills, knowledge and growth opportunities

Creating opportunities for interdisciplinary stakeholder engagement

Attracting and retaining top-tier talent and/or tenants

Providing evidence-based workforce benefits



Highlighted goals represent top-tier metrics for your organisation, as indicated in your goals module. If you have not completed your module, **get in touch with your WELL coaching team** to get started.

# Goals and commitment

WELL is helping to address top-tier priorities for your organisation:



## RECOGNITION

Achieving market-recognised awards by location, including WELL Precertification, WELL Certification and/or a WELL Rating

Improving your WELL Score by pursuing WELL strategies across your organisation

Earning external awards or industry accolades

Being recognised for WELL achievements across your organisation, such as in a particular concept or impact area

Comparing performance across your locations and/or benchmarking your organisation to others engaged in WELL

Gaining PR recognition for your WELL engagement and achievements

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



AIR



WATER



NOURISHMENT



LIGHT



MOVEMENT



THERMAL COMFORT



SOUND



MATERIALS



MIND



COMMUNITY



Highlighted goals represent top-tier metrics for your organisation, as indicated in your goals module. If you have not completed your module, **get in touch with your WELL coaching team** to get started.

# WELL engagement



Company is demonstrating health leadership through WELL at scale. The programme helps leaders prioritise health and well-being across their organisation or real estate portfolio. The locations you subscribe have access to all that WELL has to offer, including location-specific achievements such as WELL Certification or WELL ratings, one-on-one technical coaching and strategic ESG and marketing support from IWBI to amplify your impact.

Every year, you can revisit your goals and subscription commitment, enabling you to address more locations, expand your reach and continue to raise the bar at your organisation over time.

## Your commitment impacts, based on last completed review\*:



**341**

locations

↗ -100



**925,148**

square metres

↗ -35,662



**25**

countries

↗ —



**74,293**

people impacted\*\*

↗ -1,914



**1**

WELL AP

↗ +1



**0**

WELL Faculty

↗ —



## Communicating about your WELL engagement

Consider using the following language in annual reporting and stakeholder communications:

“Company is subscribed to WELL at scale, the leading global programme that places people’s health, well-being and safety at the forefront of business decision-making. We are using WELL to guide our action on top-tier organisational priorities. We are aligning with and undergoing third-party verification of key strategies within the WELL Standard, the world’s most comprehensive set of evidence-based steps to foster health and well-being in buildings, organisations and communities.”

\* Year 6 Cycle 1, returned Dec 2025

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

SECTION 2

# Achieve with WELL



# WELL achievements

Through WELL at scale, organisations can pursue any of WELL's market-recognised achievements. All of these achievements are an application of the [WELL Standard](#), which is a library of more than 500 evidence-based strategies that, when implemented, can improve the performance and productivity of people. These strategies are holistic and backed by [more than 7,000 research citations](#) that validate their impact.

This section provides details about your organisation's WELL achievements to date, including for specific locations and your organisation as a whole.

## Ways to be recognised with WELL include:



**Location achievements:** Pursue WELL Certification, Precertification, WELL Ratings, and/or WELL for residential for any of your locations. IWBI will be also be launching new ratings in 2026 - more information to come!

↗ -98

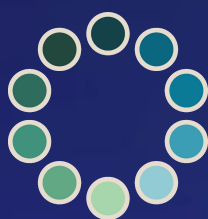
Company has earned 268 location achievements through 2025.



**Benchmarking:** Use the data provided through WELL to benchmark your organisation's health and well-being progress internally over time, as well as to global peers.



**Awards:** Target an IWBI Award, which annually celebrates the leadership of organisations, individuals and projects leveraging WELL to advance the healthy building movement.



**Concept progress:** Implement strategies from one or more of WELL's 10 concepts to help you demonstrate progress and to be recognised for standout achievement.



**Impact area progress:** Pursue WELL strategies aligned with 11 different impact areas, including mental health and well-being, people and planet, stakeholder engagement, community impact and training and development.



**WELL strategy progress:** Demonstrate progress on key business priorities by validating individual or sets of WELL strategies from the WELL Standard.

# Location achievements

**WELL Certification** is the highest pinnacle of achievement, with strategies across all 10 concepts within the WELL Standard. Certification is earned for individual locations and can be pursued across multiple locations.

Certification requires that projects achieve all preconditions as well as a certain number of points through optimizations: Platinum (80 points), Gold (60 points), Silver (50 points) or Bronze (40 points).

Additionally, WELL Certified locations are required to meet performance metrics for indoor air quality, water quality, lighting, thermal comfort and acoustics – forming the foundation of a high performing space that constantly delivers benefits to those inside.

## Total WELL Certified Locations



**WELL Precertification** is an interim designation to help projects communicate progress toward achieving WELL Certification, and provide greater confidence that designs, operational intents and/or existing conditions meet the requirements of WELL features. Precertification can be achieved for existing locations or for projects under construction.

## Total WELL Precertified Locations



### Top locations, by optimisation points

**94 pts**

Property 11

**94 pts**

Property 12

**91 pts**

Property 13

**85 pts**

Property 14

# Location achievements

**WELL Ratings** are achievements that recognise your implementation of a targeted subset of strategies from the WELL Standard that address specific goals like IEQ performance, health and safety, or equity. Ratings apply to individual locations and can be pursued for a single building or scaled across multiple locations or your entire organisation. Achievements are validated through a documentation review and, in certain instances, onsite testing to ensure each impactful strategy has been properly implemented.

Each location that has achieved a rating receives a recognisable WELL seal that indicates your commitment to delivering benefits to everyone in your space.

The **WELL Equity Rating** gives organisations an actionable framework to build a workplace where everyone feels valued and supported, transforming how places are designed, operated and managed.

## Total WELL Equity Rated Locations



The **WELL Performance Rating** helps organisations implement best practices for continuous monitoring and performance across key indoor environmental quality metrics related to air quality, water quality, thermal comfort, acoustics, lighting and occupant experience.

## Total WELL Performance Rated Locations



The **WELL Health-Safety Rating** is a roadmap for organisations to deliver resilient operations through preparedness, cleaning practices, and other health and safety efforts.

## Total WELL Health-Safety Rated Locations



The **WELL Coworking Rating** enables owners and operators of coworking and flexible workspaces to deliver environments that promote member health and well-being.

## Total WELL Coworking Rated Locations



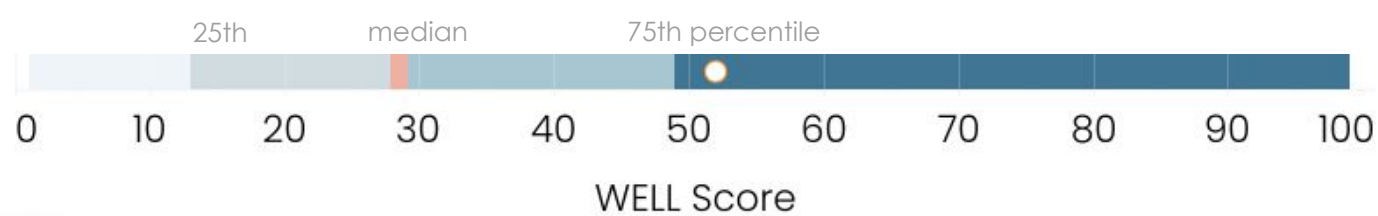
# Benchmarking

## Company

### WELL Score

The WELL Score\* is a dynamic reflection of an organisation's impact on the health and well-being of their people. The WELL Score is a benchmark, enabling organisations to compare progress internally and against their peers. Every WELL strategy implemented and approved, spanning policy changes, onsite testing and design modifications, contributes to an organisation's WELL Score. WELL Score benchmarking compares all participants with a WELL Score.

○ Your progress



### Communicating about your WELL Score

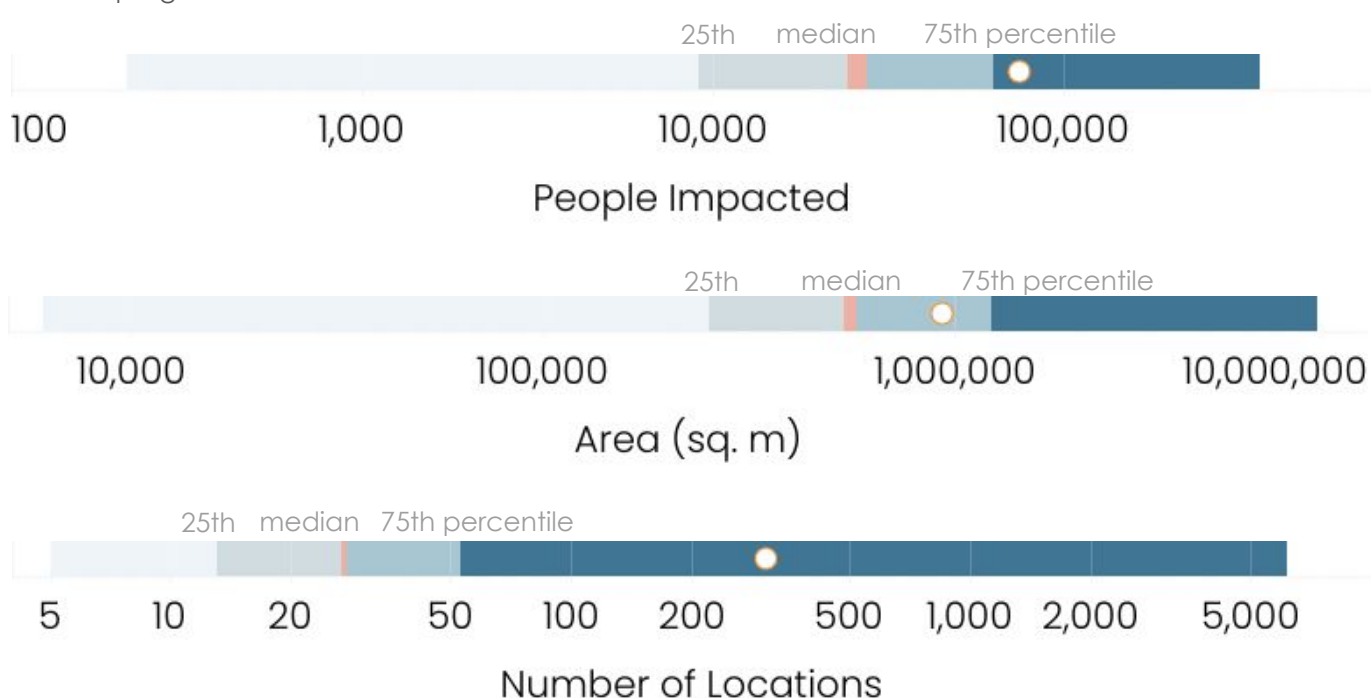
If your organisation is interested in promoting your WELL Score in annual reporting or other materials, please reach out to your WELL coaching contact for sample language.

\*The WELL Score is the average of the optimization points achieved across all subscribed locations, weighted by the number of people at each location. Locations that have not met all preconditions, or fundamental WELL strategies for health and well-being, are capped at a maximum of 49 effective points for contribution to the WELL Score.

### Scale and impact

The charts below detail how your entity compares to others engaged in WELL at scale across people impacted, area and number of locations. Each colour band represents a quartile.

○ Your progress



WELL Score

↗ +6

82<sup>nd</sup>

percentile  
by WELL Score

79<sup>th</sup>

percentile  
by people

64<sup>th</sup>

percentile  
by area

90<sup>th</sup>

percentile  
by locations

# Awards

IWBI Awards celebrate the leadership of organisations, individuals and projects that have leveraged WELL to advance the global healthy building movement through innovation, dedicated advocacy and exceptional performance. A series of IWBI Awards are presented annually to organisations for their commitment to prioritising health and well-being within their organisation and across their real estate portfolio. The annual awards program also celebrates passionate advocates and leaders within our global community for their commitment to advancing the healthy building movement.

**CONGRATULATIONS!!** Company has won 3 WELL awards in the following highlighted category:



## Leadership & Impact

For notable achievement in WELL Score or portfolio achievements, globally or regionally

## WELL Concept

For impressive achievements in each concept of the WELL Standard

## Network & Engagement

For exemplary leadership in engaging stakeholders in health and well-being

## WELL Community

For outstanding WELL leaders and advocates in the field

## WELL Project

For projects demonstrating exceptional health and well-being achievements



### Communicating your IWBI award

Access your award certificates and letter of congratulations in your WELL account, under Milestones > Achievements. Consider using the following language in annual reporting and stakeholder communications:

"We are excited to announce our 2025 Award from the International WELL Building Institute. This award is a reflection of our organisation's leadership in creating people-first places through WELL. As an advocate for health and well-being, we take pride in being recognised for our commitment to supporting people across our organisation."

# WELL concept progress

The [WELL Standard](#) is composed of evidence-based strategies across 10 concepts that enable your organisation to address the many ways physical and social environments can shape health outcomes. By implementing strategies from a WELL concept that is important to your organisation, you can demonstrate progress in a focus area and be recognised for concept achievements.

Company ranked among global performers in the following WELL concepts:



**99**th percentile  
by concept points



**99**th percentile  
by concept points



**97**th percentile  
by concept points

## Company's WELL concept achievements, by average points

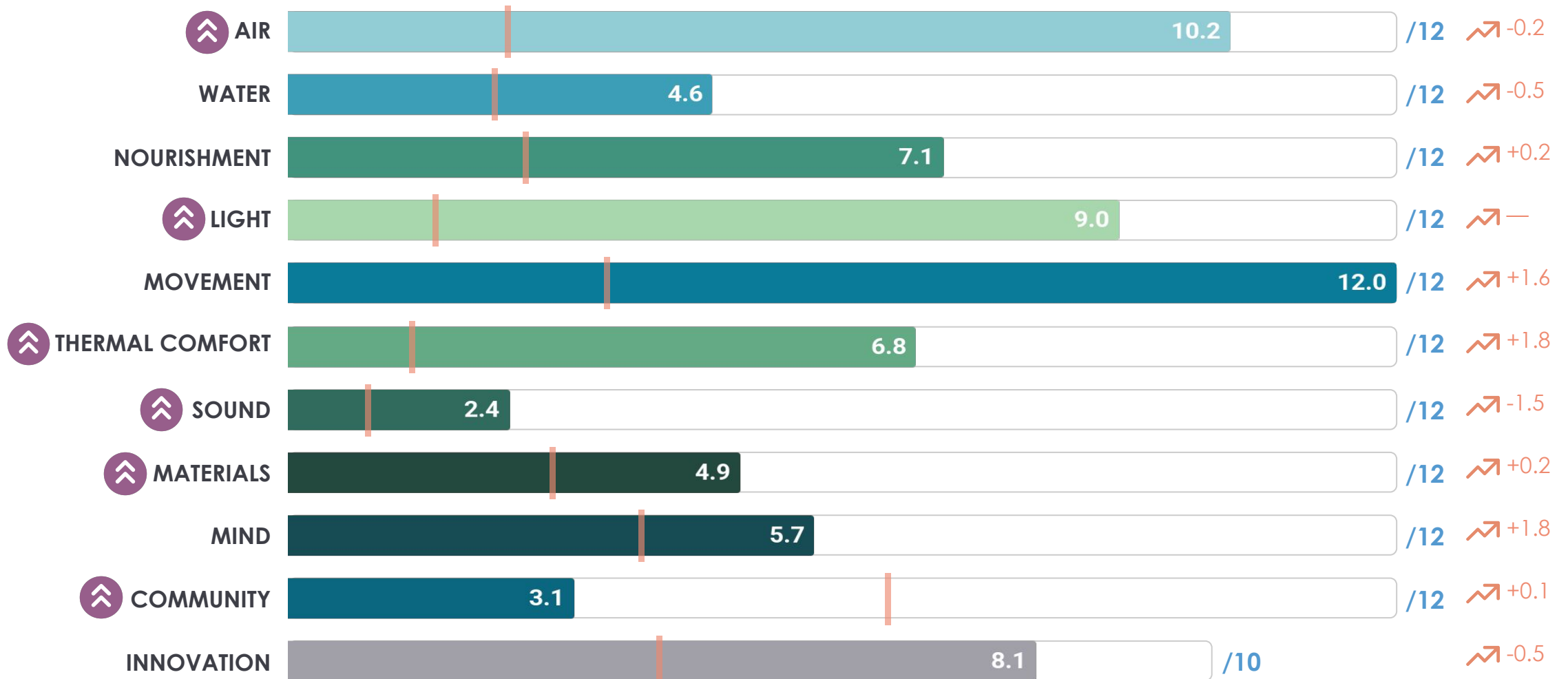
Benchmark: Mean concept points of all subscribed organisations with at least one completed review



Priority concept for your organisation in goals module



Trends relative to your last year's progress



## Percentage of preconditions achieved, by WELL concept

**90%**  
AIR

**80%**  
WATER

**90%**  
NOURISHMENT

**80%**  
LIGHT

**90%**  
MOVEMENT

**80%**  
THERMAL COMFORT

**100%**  
SOUND

**100%**  
MATERIALS

**80%**  
MIND

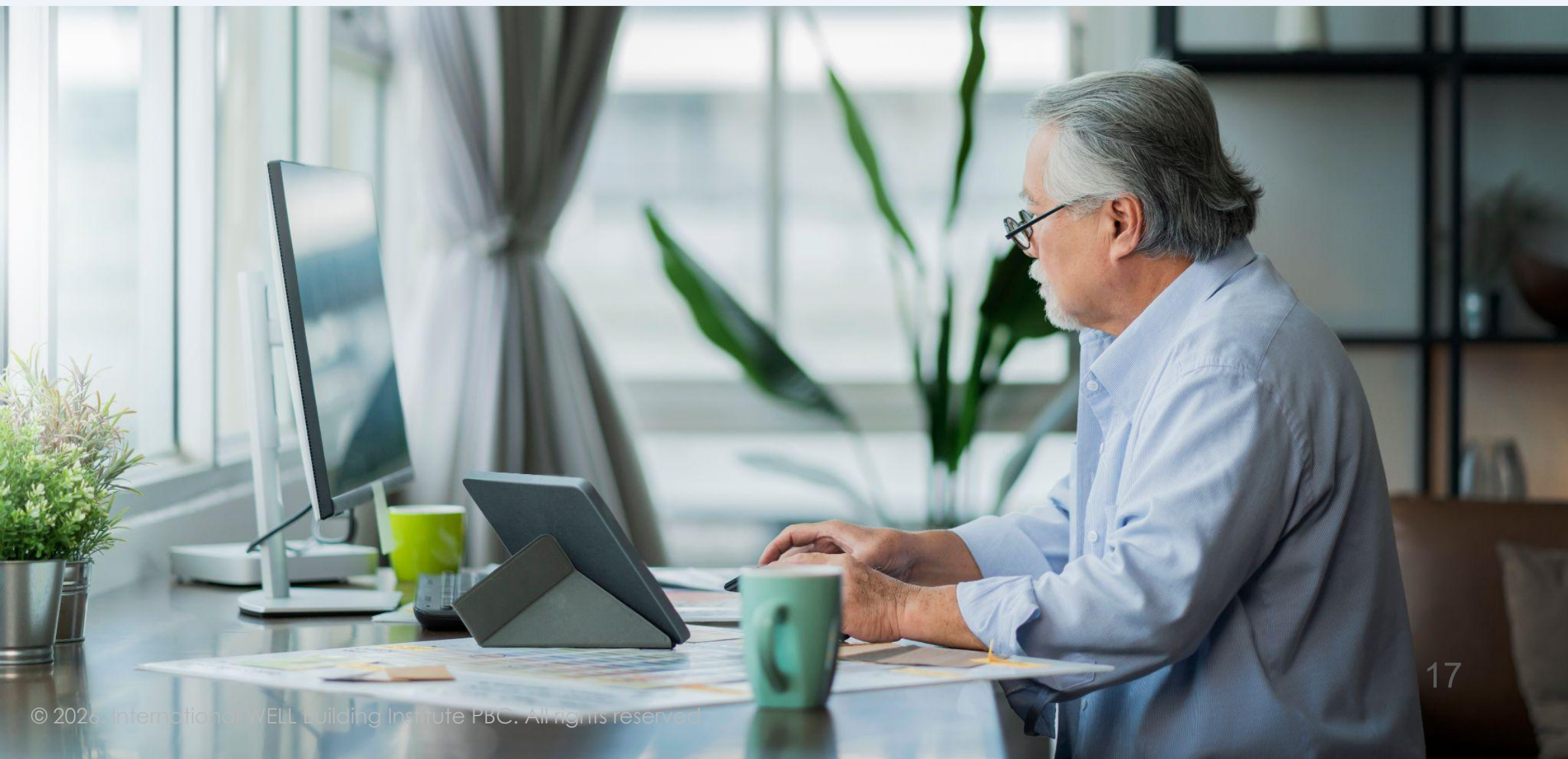
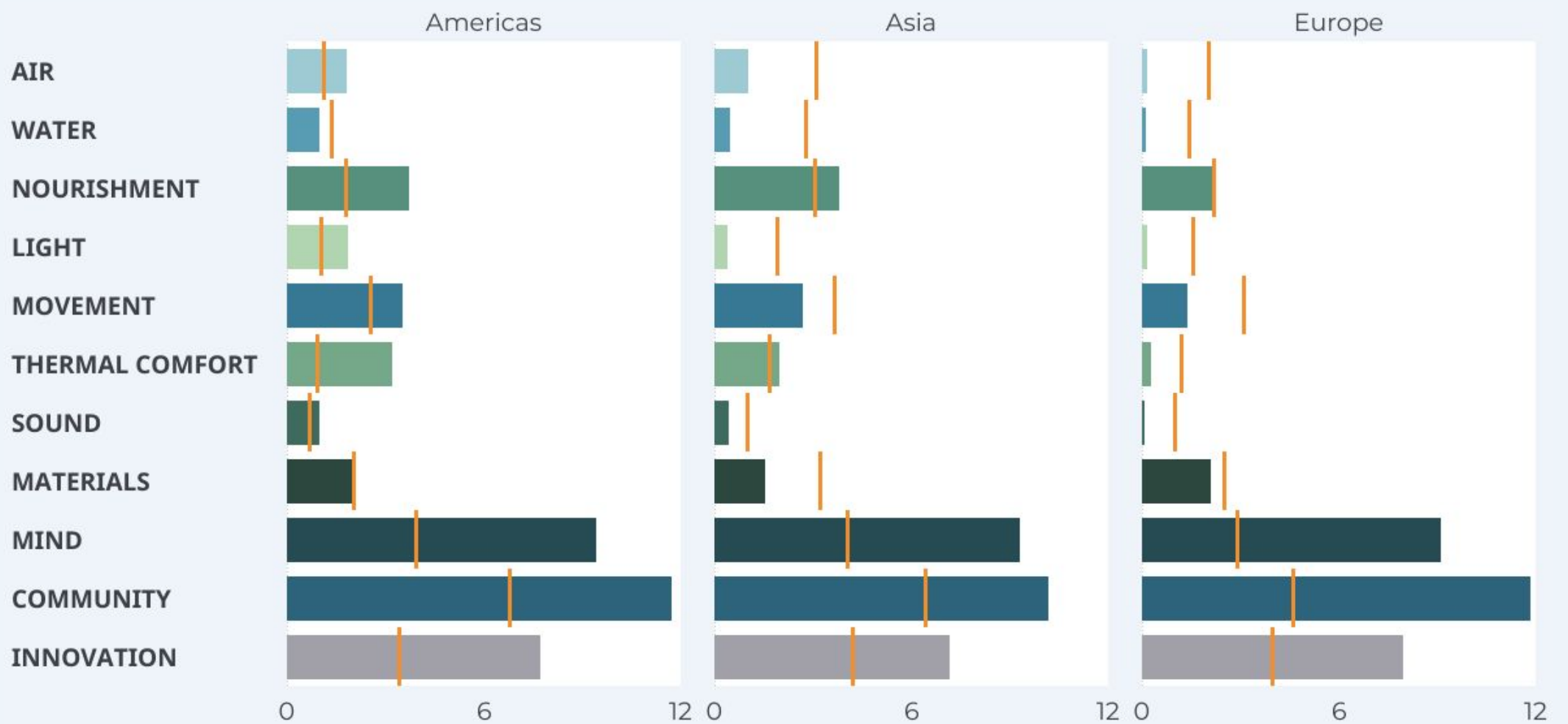
**85%**  
COMMUNITY

# WELL concept progress

The charts below show your WELL concept averages by region, compared to averages for all WELL at scale participants with achievements in that region. Regions with fewer than five locations are not shown. Regional definitions are based on the geographies defined by the United Nations Statistics Division.

## Company's Concept Performance by Region

■ Benchmark: Regional concept average of all organisations with WELL at scale achievements



# Impact area progress

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

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

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

### Mental health and well-being

Mitigating stress and burnout.

**TOP WELL STRATEGIES ACHIEVED AT SCALE**

- N08.2 Provide Daily Meal Breaks
- M04.1 Offer Mental Health Education
- M04.2 Offer Mental Health Education for Managers
- C05.2 Offer On-Demand Health Services
- C06.1 Promote Culture of Health

### Training and development

Implementing initiatives to help develop people's skills, knowledge and growth.

**TOP WELL STRATEGIES ACHIEVED AT SCALE**

- N07.1 Provide Nutrition Education
- V10.1 β Utilize Ergonomic Consultation
- C19.2 Implement Responsible Labor Practices
- C21.1 Establish Education And Support
- X09.2 Implement Acceptable Cleaning Practices

### Sustainable sourcing

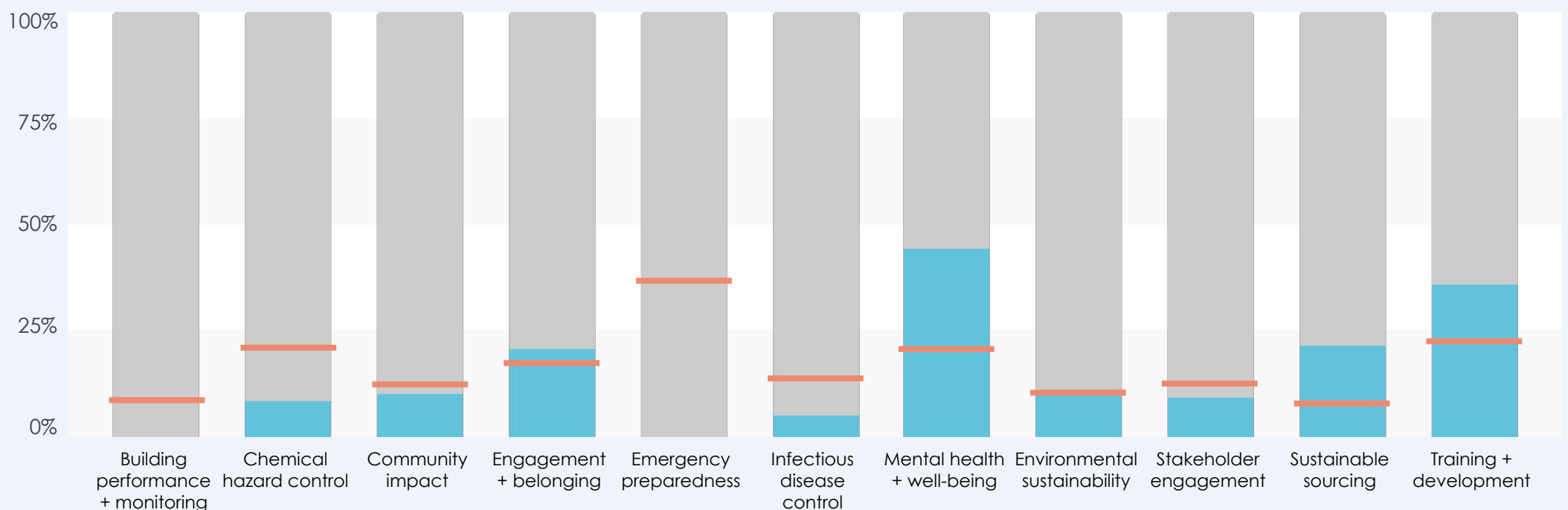
Prioritising transparency, ethics and sustainability at all points of the supply chain.

**TOP WELL STRATEGIES ACHIEVED AT SCALE**

- C19.1 Disclose Labor Practices
- C19.2 Implement Responsible Labor Practices
- X09.1 Ensure Acceptable Cleaning Ingredients

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

— Benchmark: Mean achievement per impact area of all WELL at scale participant organisations with at least one completed review



\*Top three impact areas calculated from the percentage of aligned strategies achieved for at least 75% of locations in the WELL subscription. List of features under each impact area may not be exhaustive.

# Impact area progress

**Mental health and well-being** ranks among the top three most important impact areas for WELL at scale organisations, based on 2025 goals module data. An estimated 18% of adults will experience a common mental health condition, such as anxiety, depression or substance abuse, over a 12-month period, and over 30% of adults will experience a mental health condition during their lifetime.<sup>1</sup> The impact of mental health in the workplace is profound, with depression and anxiety alone costing the global economy an estimated \$1 trillion due to lost productivity.<sup>2</sup> Despite its enormous global impact, worldwide spending on mental health is less than \$2 per person.<sup>3</sup> (View more info in the [Mind concept overview](#).)

The WELL Standard includes an array of policy, design and operational strategies to support people's mental resilience by mitigating stress and burnout.

**Key opportunities to support mental health and well-being** include:

- Collaborating with HR leaders to offer more supportive programming and trainings that focus on mental health
- Evaluating improvements to mental health benefits and coverage
- Integrating requirements for restorative spaces and natural elements into design guidelines

## Your progress in the **Mental health and well-being** impact area



### Nourishment

**N08.1** Support Mindful Eating



### Mind

- M01.1** Promote Mental Health and Well-being
- \***M02.1** Provide Connection to Nature
- \***M02.2** Provide Connection to Place
- \***M04.1** Offer Mental Health Education
- \***M04.2** Offer Mental Health Education for Managers
- \***M05.1** Develop Stress Management Plan
- M06.1** Support Healthy Working Hours
- M06.2** Provide Nap Policy and Space
- M07.1** Provide Restorative Space
- M08.1** Provide Restorative Programming
- M09.1** Provide Nature Access Indoors
- M09.2** Provide Nature Access Outdoors



### Community

- \***C06.1** Promote Health Benefits
- \***C06.2** Offer On-Demand Health Services
- \***C06.3** Offer Sick Leave
- \***C06.4** Support Community Immunity
- C06.5** Provide Enhanced Health Benefits
- C07.1** Promote Culture of Health
- C07.2** Establish Health Promotion Leader
- C08.1** Offer New Parent Leave
- C09.1** Offer Workplace Breastfeeding Support
- \***C09.2** Design Lactation Room
- C11.1** Promote Community Engagement
- \***C11.2** Provide Community Space
- C12.1** Create Workforce Assessment, Engagement and Belonging Plan
- C12.2** Implement Workforce Support Systems
- C12.3** Implement Fair Hiring and Pay Practices
- C13.1** Integrate Universal Design
- C17.1** Disclose Labor Practices
- C20.1** Provide Historical Acknowledgement

\*Achieved by your organisation at 75% or more locations. Analysis for WELL v2 locations only.

## Top locations, by aligned strategies achieved

**6 strategies**

Property 1

**2 strategies**

Property 3

**1 strategy**

Property 5

**3 strategies**

Property 21

1. Steel Z, Marnane C, Iranpour C, et al. The global prevalence of common mental disorders: a systematic review and meta-analysis 1980-2013. *Int J Epidemiol*. 2014;43(2):476-493. doi:10.1093/ije/dyu038

2. World Health Organization. Mental health in the workplace. WHO. [http://www.who.int/mental\\_health/in\\_the\\_workplace/en/](http://www.who.int/mental_health/in_the_workplace/en/). Published 2017. Accessed January 10, 2018.

3. Jarman L, Martin A, Venn A, et al. Workplace health promotion and mental health: Three-year findings from partnering Healthy@Work. *PLoS One*. 2016;11(8):1-14. doi:10.1371/journal.pone.0156791

# Impact area progress

**Building performance + monitoring** ranks among the top three most important impact areas for WELL at scale organisations, based on 2025 goals module data. The WELL Standard includes an array of strategies to help measure, benchmark and improve building performance for key indoor environmental quality (IEQ) metrics, including air and water quality, lighting, thermal parameters and acoustics.

Monitoring your building's IEQ performance through on-site testing or sensor technology is critical for risk mitigation and identifying issues before they lead to bigger problems. Understanding and acting on performance data is key to leveraging workplaces as an attraction and retention tool and demonstrating leadership in corporate social responsibility and ESG.

**Key opportunities for making progress on building performance + monitoring goals** include:

- Evaluating opportunities to install continuous monitoring systems for air quality and thermal data
- Conducting periodic tests of air and water quality
- Measuring spaces' acoustics and lighting performance to confirm they are performing as intended

## Your progress in the **Building performance + monitoring** impact area



- A01.1** Meet Thresholds for Particulate Matter
- A01.2** Meet Thresholds for Organic Gases
- A01.3** Meet Thresholds for Inorganic Gases
- A01.4** Meet Thresholds for Radon
- A01.5** Measure Air Parameters
- \***A03.1** Ensure Adequate Ventilation
- A05.1** Meet Enhanced Thresholds for Particulate Matter
- A05.2** Meet Enhanced Thresholds for Organic Gases
- A05.3** Meet Enhanced Thresholds for Inorganic Gases
- A06.1** Increase Outdoor Air Supply
- A07.1** Provide Operable Windows
- A08.1** Install Indoor Air Monitors



- T01.1** Provide Acceptable Thermal Environment
- T06.1** Monitor Thermal Environment
- T07.1** Manage Relative Humidity



- \***W01.1** Verify Water Quality Indicators
- \***W02.1** Meet Chemical Thresholds
- \***W02.2** Meet Thresholds for Organics and Pesticides
- W04.1** Meet Thresholds for Drinking Water Taste
- W05.1** Assess and Maintain Drinking Water Quality



- S02.1** Limit Background Noise Levels
- \***S03.2** Achieve Sound Isolation at Walls
- S04.1** Achieve Reverberation Time Thresholds
- S07.2** Meet Thresholds for Impact Noise Rating
- \***S08.1** Provide Enhanced Speech Intelligibility

\*Achieved by your organisation at 75% or more locations. Analysis for WELL v2 locations only.

## Top locations, by aligned strategies achieved

### 6 strategies

Property 1

### 2 strategies

Property 3

### 1 strategy

Property 5

### 3 strategies

Property 21

# Impact area progress

**Environmental sustainability** ranks among the top three most important impact areas for WELL at scale organisations, based on 2025 goals module data. It is widely understood that human health is inextricably linked with environmental health. Whether your focus is on corporate policy, design or building operations, there are many strategies within WELL that can help you support the health of both people and planet.

**Key opportunities for making progress on people and planetary goals synergistically** include:

- Leveraging feature I05 and [WELL's crosswalks with green building rating systems](#) to earn points for focusing on environmental sustainability
- Using feature C02 to take an integrated design approach, setting holistic sustainability goals
- Working with facilities management to adopt policies that are both healthy and green for cleaning, waste management and pest control
- Prioritising active transportation choices during site selection and design planning
- Selecting buildings and adopting design strategies that maximise daylight
- Pursuing carbon inventory and reduction goals, guided by I06

## Environmental sustainability impact area - 31 strategy opportunities



**Air**

- A06.2** Improve Ventilation Effectiveness
- A10.1** Manage Combustion



**Water**

- W09.1** Implement Safety Plan for Non-Potable Water Capture and Reuse



**Nourishment**

- N06.1** Promote Healthy Portions
- N11.1** Implement Responsible Sourcing
- N12.1** Provide Gardening Space
- N14.1** Limit Red and Processed Meats



**Light**

- L01.1** Provide Indoor Light
- L05.1** Implement Daylight Plan
- L06.1** Conduct Daylight Simulation



**Movement**

- V03.1** Design Aesthetic Staircases
- V03.2** Integrate Point-of-Decision Signage
- V03.3** Promote Visible Stairs
- V04.1** Provide Cycling Infrastructure
- V04.2** Provide Showers, Lockers and Changing Facilities
- V05.1** Select Sites with Pedestrian-friendly Streets
- V05.2** Select Sites with Access to Mass Transit



**Thermal Comfort**

- T05.1** Implement Radiant Heating
- T05.2** Implement Radiant Cooling
- T09.1** Manage Outdoor Heat



**Materials**

- X04.1** Assess and Mitigate Site Hazards
- X09.1** Implement a Waste Management Plan
- X10.1** Manage Pests
- X11.2** Select Preferred Cleaning Products



**Mind**

- M09.2** Provide Nature Access Outdoors



**Community**

- C02.1** Facilitate Stakeholder Charrette



**Innovation**

- I05.1** Achieve Green Building Certification
- I06.1** Assess Carbon Emissions
- I06.2** Set Carbon Reduction Goals
- I06.3** Meet Carbon Reduction Goals
- I06.4** Attain Carbon Neutrality




Your organisation has not yet achieved any environmental sustainability aligned WELL v2 strategies at scale (75% or more locations). **Get in touch with your coaching team** to explore opportunities for 2026.


# WELL strategy progress


The [WELL Standard](#) is a library of more than 500 evidence-based strategies that, when implemented, can improve the performance and productivity of your people. Your WELL at scale subscription includes up to two review cycles per year to verify your compliance with any WELL strategies through a comprehensive third-party review process.


## Your organisation's top 10 WELL strategies\*, by percent of locations achieved


100%  **N01.1** Ensure Fruit and Vegetable Availability


100%  **N07.1** Provide Nutrition Education

100%  **N08.2** Provide Daily Meal Breaks


100%  **L01.2** Promote Lighting Education


100%  **V02.5** Provide Ergonomics Education

100%  **V10.1** β Utilize Ergonomic Consultation

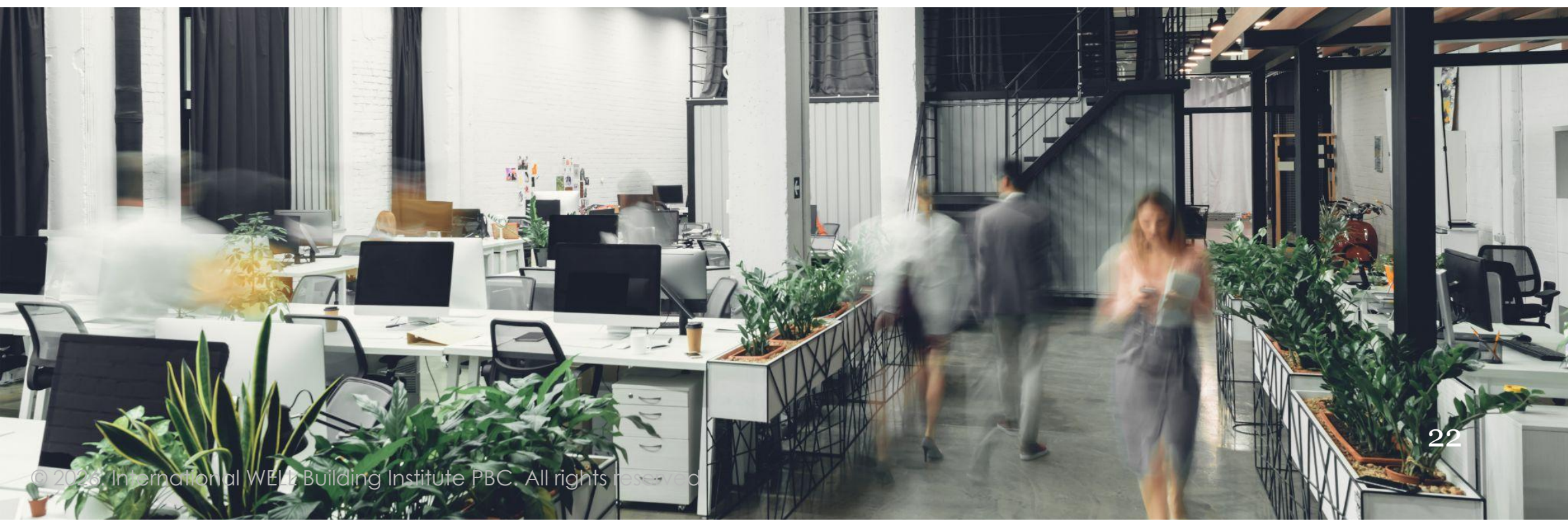
100%  **V10.3** β Support Remote Work Ergonomics

100%  **M01.1** Commit to Mental Health Promotion

100%  **M01.2** Promote Mental Health Literacy

100%  **M03.1** Provide Mental Health Screening

\*Please see the Appendix of this report for the full list of your organisation's achieved strategies. Analysis for WELL v2-pilot locations only.



# WELL strategies at scale

By implementing strategies that best align with your organisation's health goals, WELL helps you to create places where your people can be their best selves. With WELL at scale, you show progress with each strategy implemented.



## Top WELL v2 strategies achieved at scale across all WELL at scale participants

	CONCEPT	FEATURE PART	
1	 AIR	<b>A02.1</b>	Prohibit Indoor Smoking
2	 INNOVATION	<b>I02.1</b>	Achieve WELL AP
3	 MIND	<b>M03.4</b>	β Support Mental Health Recovery
4	 COMMUNITY	<b>C06.3</b>	Offer Sick Leave
5	 COMMUNITY	<b>C03.1</b>	Develop Emergency Preparedness Plan
6	 COMMUNITY	<b>C06.1</b>	Promote Health Benefits
7	 WATER	<b>W07.3</b>	Implement Mold and Moisture Management Plan
8	 MATERIALS	<b>X11.1</b>	Improve Cleaning Practices
9	 COMMUNITY	<b>C15.1</b>	Promote Business Continuity
10	 COMMUNITY	<b>C15.3</b>	Facilitate Healthy re-entry



## SECTION 3

# Report with WELL

This summary report is intended to support your organisation's annual reporting, corporate responsibility and/or sustainability goals for informational purposes only. By providing the information in this summary, IWBI is not providing investment, legal or other professional advice or services. These materials are not a substitute for any such services; IWBI is not responsible for any decisions made based on these materials. Organisations are responsible for ensuring their communications about WELL achievements and actions accurately describe the scope of their subscription.

# Incorporate WELL into annual reporting

Increasingly, investors, regulators and organisations are weighing various factors as they look to better understand risk and uncover growth opportunities. Recently, we have seen a greater focus on social sustainability in annual reporting and company disclosures.

WELL provides a roadmap for your organisation to put your people at the center of your company's social sustainability strategies and can be used as a tool to enhance annual reporting and disclosures. With third party verified strategies, WELL can help your organisation demonstrate progress toward social sustainability goals.



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



80% of strategies in WELL are aligned with at least one of the UN Sustainable Development Goals (SDGs), with a particular emphasis on supporting Goals 3, 5, 10, 11 and 12.



Strategies in WELL align with 42% of indicators within the 2025 GRESB Real Estate Assessment. WELL Certification contributes one full point to GRESB and WELL Ratings each contribute 0.6 points.



Strategies in WELL may support up to 51% of the European Sustainability Reporting Standards (ESRS) across the environmental, social and governance topics, with the strongest alignment in the social topic. WELL strategies may support 14 out of 17 disclosure requirements under ESRS S1-Own Workforce pillar.



WELL may support 5 out of the 9 BRSR principles, with the strongest contributions in socially focused areas. Strategies in WELL may support alignment with 42% of BRSR indicators—including 44% of essential (mandatory) and 38% of leadership (voluntary) indicators.



According to an earlier analysis, strategies in WELL can support approximately one-fifth of the disclosures in the GRI Sustainability Reporting Standards, including half of the topic-specific standards in the social category (400-series). An updated WELL-GRI Social Standards alignment tool will be released in early 2026.

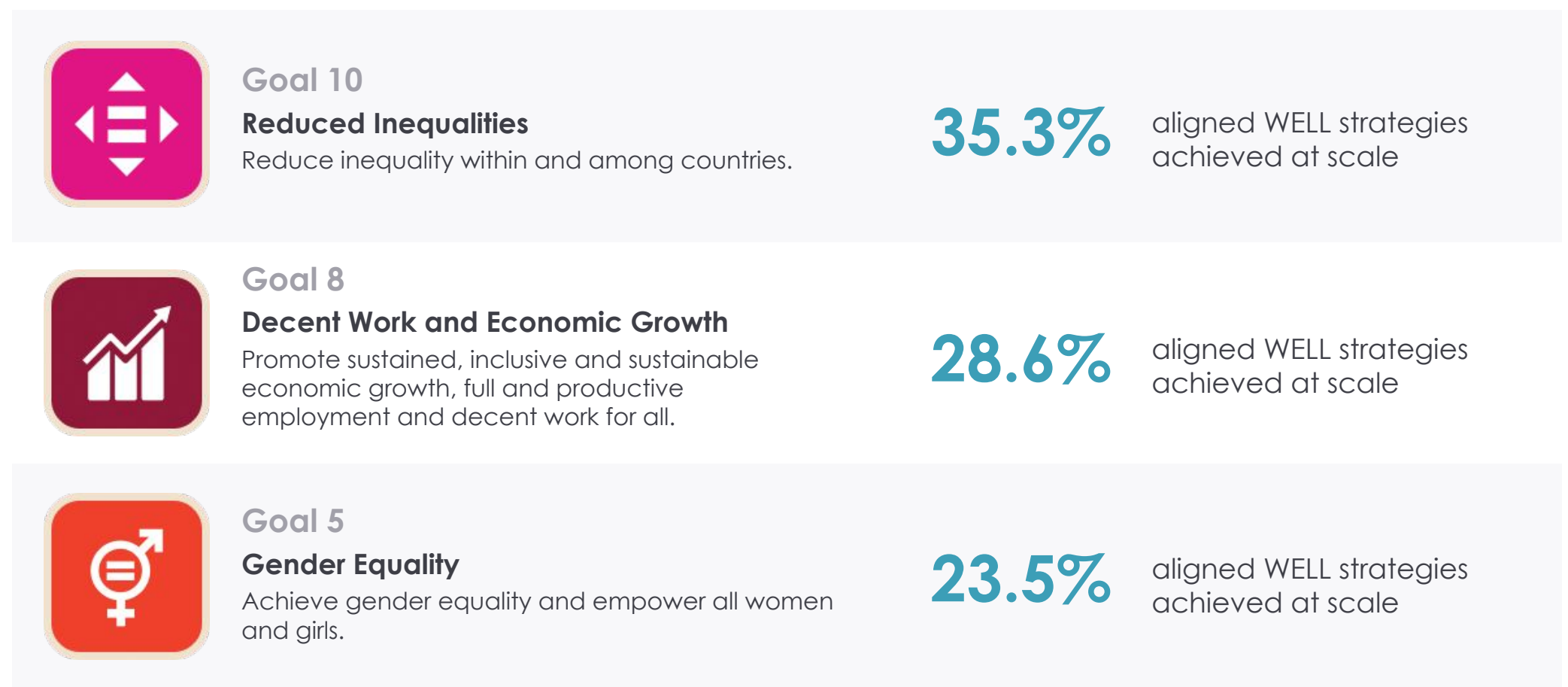
# SDG contributions

Social sustainability lies at the heart of the global effort to achieve the Sustainable Development Goals (SDGs), which call for inclusive, equitable and resilient societies where both people and the planet can thrive. WELL embodies this vision by providing an integrated framework that advances human and social outcomes across buildings, organisations and communities worldwide.

IWBI and our WELL concept advisors closely reviewed the WELL Standard and the SDGs, concluding that the WELL Standard has the strongest alignment with the SDGs noted in the figure below. In addition, WELL strategies may support up to 16 of the 17 SDGs, and 29% (49) of the 169 SDG targets can be supported by WELL.

The [alignment](#) between WELL and the SDGs reinforces the powerful opportunity to create a more resilient, equitable and sustainable future - one that WELL helps organisations advance and measure over time.

## Company' top three SDGs, by % aligned WELL strategies achieved at scale\*



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



\*Analysis based on the WELL-SDGs alignment tool and the feature parts that have been achieved for at least 75% of locations in this WELL subscription. Analysis for WELL v2-pilot locations only.

# SDG contributions

## Achieved alignments, by SDG

Company WELL achievements at scale\* are aligned with 10 of the 17 SDGs.

- 
**1 NO POVERTY**  
 0/7 SDG-aligned strategies achieved
- 
**2 ZERO HUNGER**  
 0/1 SDG-aligned strategies achieved
- 
**3 GOOD HEALTH AND WELL-BEING**  
 28/176 SDG-aligned strategies achieved
- 
**4 QUALITY EDUCATION**  
 1/11 SDG-aligned strategies achieved
- 
**5 GENDER EQUALITY**  
 4/17 SDG-aligned strategies achieved
- 
**6 CLEAN WATER AND SANITATION**  
 0/20 SDG-aligned strategies achieved
- 
**7 AFFORDABLE AND CLEAN ENERGY**  
 3/14 SDG-aligned strategies achieved
- 
**8 DECENT WORK AND ECONOMIC GROWTH**  
 2/7 SDG-aligned strategies achieved
- 
**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**  
 0/26 SDG-aligned strategies achieved
- 
**10 REDUCED INEQUALITIES**  
 12/34 SDG-aligned strategies achieved
- 
**11 SUSTAINABLE CITIES AND COMMUNITIES**  
 1/42 SDG-aligned strategies achieved
- 
**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**  
 3/25 SDG-aligned strategies achieved
- 
**13 CLIMATE ACTION**  
 2/14 SDG-aligned strategies achieved
- 
**14 LIFE BELOW WATER**  
 Not applicable
- 
**15 LIFE ON LAND**  
 0/1 SDG-aligned strategies achieved
- 
**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**  
 3/15 SDG-aligned strategies achieved
- 
**17 PARTNERSHIPS FOR THE GOALS**  
 0/2 SDG-aligned strategies achieved

\*Analysis based on the WELL-SDGs alignment tool and the feature parts that have been achieved for at least 75% of locations in this WELL subscription. Analysis for WELL v2-pilot locations only.

## ACHIEVED ALIGNMENTS, BY WELL CONCEPT

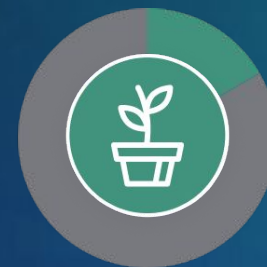
Company has achieved 34 of the 219 (15.5%) SDG-aligned strategies in WELL.



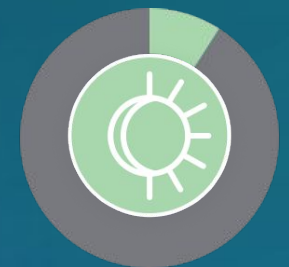
AIR  
1 of 26



WATER  
0 of 21



NOURISHMENT  
2 of 12



LIGHT  
1 of 11



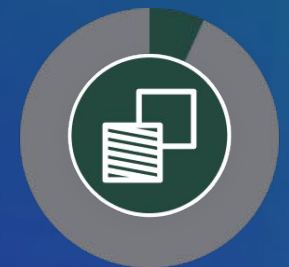
MOVEMENT  
2 of 24



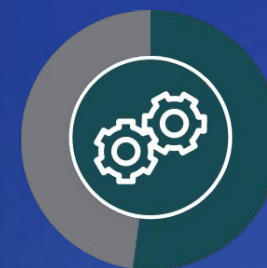
THERMAL COMFORT  
0 of 4



SOUND  
0 of 12



MATERIALS  
2 of 29



MIND  
12 of 23



COMMUNITY  
12 of 52



INNOVATION  
2 of 5

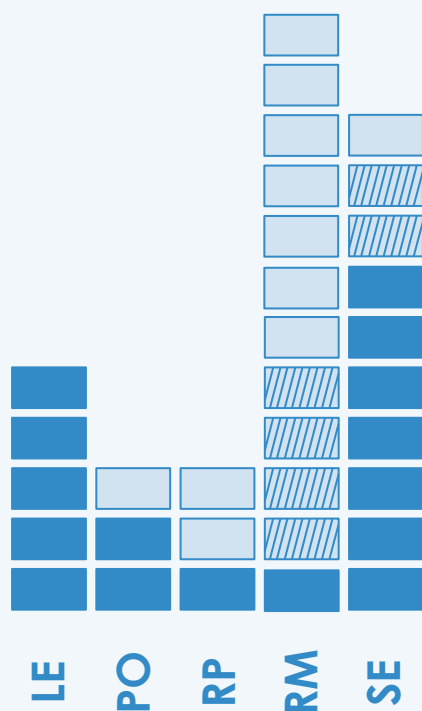
# GRESB contributions

GRESB is a global ESG benchmarking and reporting framework used by the real estate industry to assess and compare the sustainability performance of companies, funds and assets. IWBI closely reviewed the WELL Standard and GRESB, concluding that, at a high level, the WELL Building Standard aligns with **42%\*** of the 2026 GRESB Real Estate Assessment.

Additionally, achieving WELL Certification and/or WELL for Residential will earn your organisation a full point, and the WELL Health-Safety Rating, WELL Equity Rating and WELL Performance Rating are each worth 0.6 points within the GRESB building certification aspect.

## How WELL may contribute to 2026 GRESB indicators

**KEY:** Each box represents a GRESB indicator. Shaded boxes represent an indicator to which WELL may contribute. Crosshatch boxes represent an indicator to which WELL may conditionally contribute.

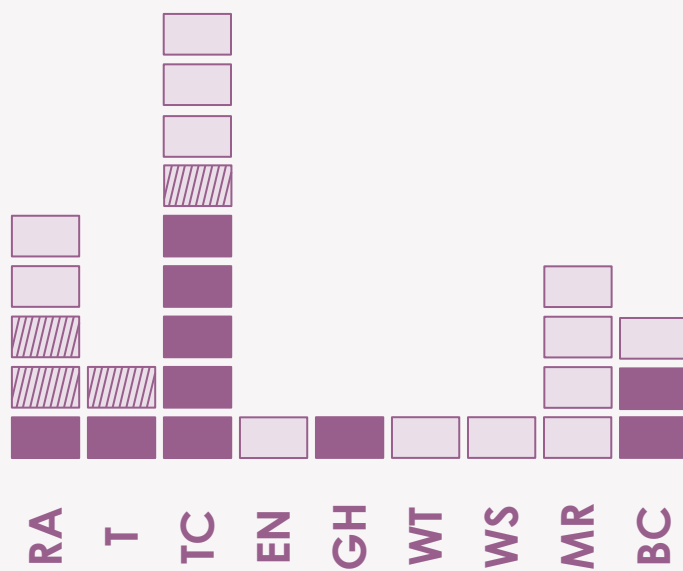


### MANAGEMENT

Measures the entity's strategy and leadership management, policies and processes, risk management and stakeholder engagement

5 aspects  
33 indicators

WELL may contribute to **67% of Management** indicators (22/33)

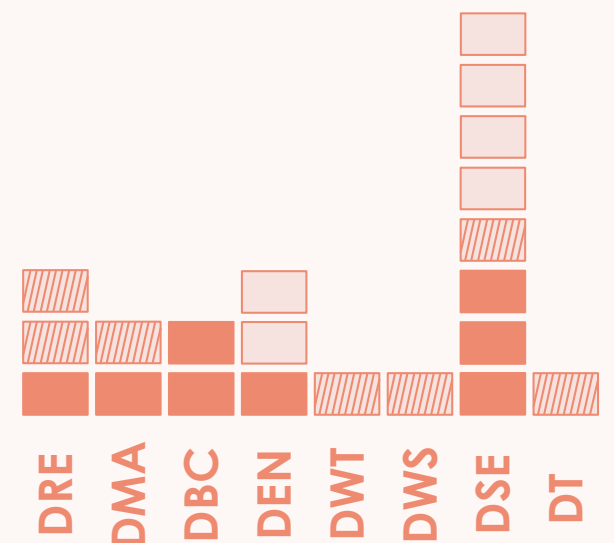


### PERFORMANCE

Measures the entity's asset portfolio performance, comprising of information collected at the asset and at the portfolio level, for operational assets

9 aspects  
27 indicators

WELL may contribute to **52% of Performance** indicators (14/27)



### DEVELOPMENT

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

8 aspects  
21 indicators

WELL may contribute to **71% of Development** indicators (15/21)

\*The percentage of overall alignment between WELL and GRESB is calculated by using different weights depending on the level of individual alignments between WELL features and GRESB indicators. A 25% weight is used for conditional alignments, 75-100% weight for other alignments.

# GRESB contributions

The WELL strategies you've **achieved at scale\*** may contribute to the following 2026 GRESB indicators:  
*(GRESB aspects with no alignment to WELL have been excluded)*

Category	WELL Strategy	WELL Contribution
MANAGEMENT	LE Leadership	WELL may contribute to 5 of 5 indicators.
	PO Policies	WELL may contribute to 2 of 3 indicators.
	RP Reporting	WELL may contribute to 1 of 3 indicators.
	RM Risk Management	WELL may contribute to 5 of 12 indicators.
	SE Stakeholder Engagement	WELL may contribute to 9 of 10 indicators.
PERFORMANCE	RA Risk Assessments	WELL may contribute to 3 of 5 indicators.
	T Targets	WELL may contribute to 2 of 2 indicators.
	TC Tenants & Community	WELL may contribute to 6 of 9 indicators.
	GH GHG	WELL may contribute to 1 of 1 indicators.
	BC Building Certification	WELL may contribute to 2 of 3 indicators.
	DRE ESG Requirements	WELL may contribute to 3 of 3 indicators.
DEVELOPMENT	DMA Materials	WELL may contribute to 2 of 2 indicators.
	DBC Building Certifications	WELL may contribute to 2 of 2 indicators.
	DEN Energy	WELL may contribute to 1 of 3 indicators.
	DWT Water	WELL may contribute to 1 of 1 indicators.
	DWS Waste	WELL may contribute to 1 of 1 indicators.
	DSE Stakeholder Engagement	WELL may contribute to 4 of 8 indicators.
	DT Targets	WELL may contribute to 1 of 1 indicators.
	DRE ESG Requirements	WELL may contribute to 1 of 3 indicators.

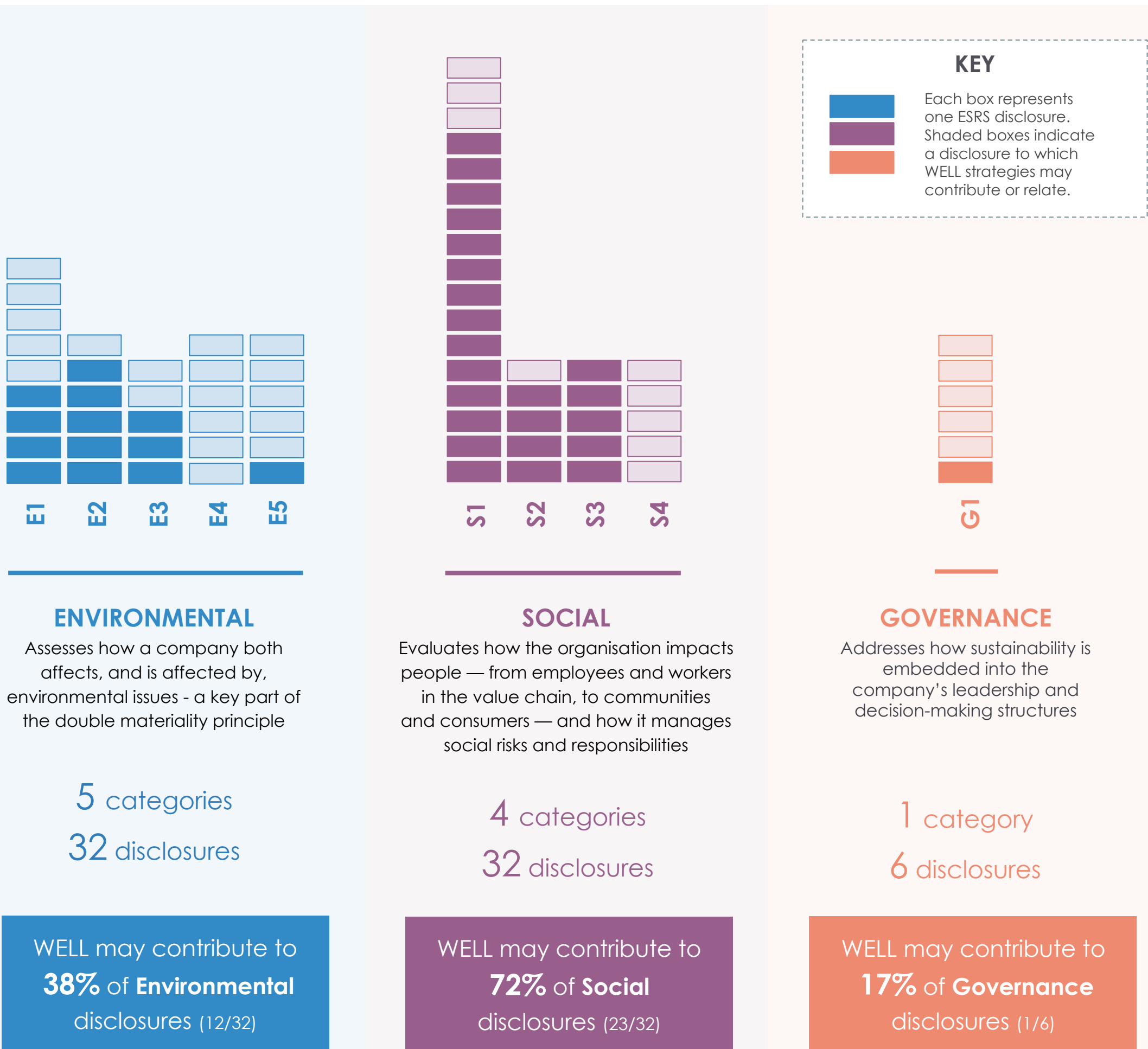
\*Analysis based on the WELL-GRESB alignment tool and the feature parts that have been achieved for at least 75% of locations in this WELL subscription. Analysis for WELL v2 locations only.

# ESRS contributions

The European Sustainability Reporting Standards (ESRS) sets sustainability disclosure obligations under the EU's Corporate Sustainability Reporting Directive (CSRD). Based on the principle of double materiality, companies in scope must assess and report on how sustainability issues affect their business and how their decisions impact people and the planet.

Based on IWBI's internal review and analysis, WELL strategies may support up to 51% (36/70) of the ESRS requirements across the environmental, social and governance disclosures, with the strongest alignment to the social topical standards.

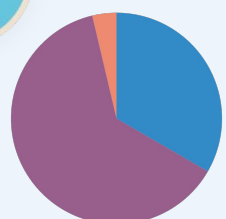
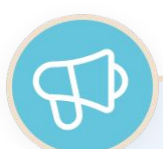
## How WELL may contribute to ESRS



# ESRS contributions

The WELL strategies you've **achieved at scale\*** may contribute to the following ESRS disclosures:

	<b>E1 Climate Change</b>	Focuses on greenhouse gas emissions (Scopes 1, 2, 3), climate risk, adaptation and mitigation strategies. WELL may contribute to <b>4 of 9 disclosures</b> .
	<b>E2 Pollution</b>	Covers how the company manages air, water and soil pollution, including hazardous substances. WELL may contribute to <b>5 of 6 disclosures</b> .
	<b>E3 Water and Marine Resources</b>	Evaluates water consumption, efficiency and impact on aquatic ecosystems. WELL may contribute to <b>3 of 5 disclosures</b> .
	<b>E4 Biodiversity and Ecosystems</b>	Looks at risks and impacts on biodiversity throughout the value chain, particularly in sensitive or protected areas. WELL does not contribute to any of the 6 disclosures.
	<b>E5 Resource Use and Circular Economy</b>	Focuses on material efficiency, waste reduction and strategies to promote circularity in operations and supply chains. WELL may contribute to <b>1 of 6 disclosures</b> .
	<b>S1 Own Workforce</b>	The most extensive category, which covers working conditions, equal treatment, diversity, training, health and safety for employees. WELL may contribute to <b>14 of 17 disclosures</b> .
	<b>S2 Workers in the Value Chain</b>	Assesses how the company addresses social issues for suppliers and outsourced workers, including human rights risks. WELL may contribute to <b>4 of 5 disclosures</b> .
	<b>S3 Affected Communities</b>	Examines engagement with local communities, including risks of displacement, environmental justice and cultural impact. WELL may contribute to <b>all 5 disclosures</b> .
	<b>S4 Consumers and End Users</b>	Evaluates health, safety and accessibility for those using the company's products or services. The WELL-ESRS alignment tool does not draw direct conclusions for ESRS S4, but in real estate, WELL strategies support S4 disclosures by enhancing health, safety and user experience.
	<b>G1 Business Conduct</b>	Covers business ethics, anti-corruption, whistleblower protections, sustainability oversight by the board, risk identification and alignment between incentives and ESG goals. WELL may contribute to <b>1 of 6 disclosures</b> .



Your scale achievements may contribute to **27** ESRS disclosures

**9** environmental **17** social **1** governance

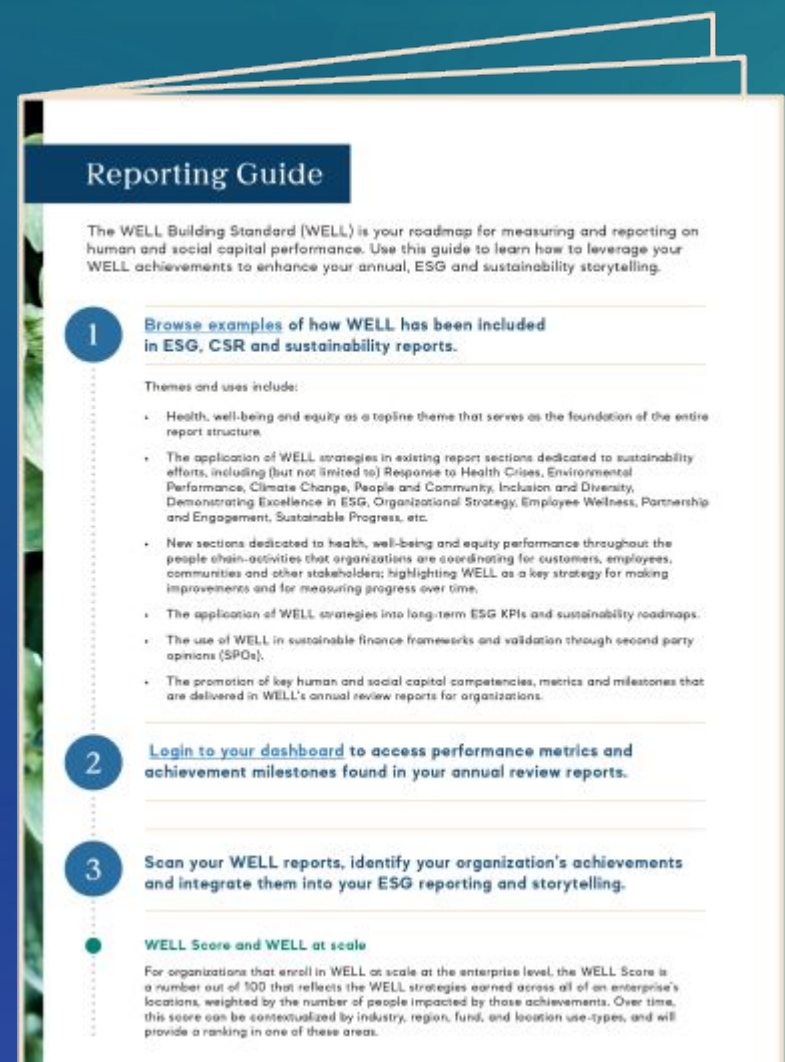
\*Analysis based on the WELL-ESRS alignment tool and the feature parts that have been achieved for at least 75% of locations in this WELL subscription. Analysis for WELL v2 locations only.

# Use WELL for reporting

Your WELL achievements can enhance annual reporting around sustainability and corporate responsibility. An organisation's commitment to health is increasingly viewed as a vital factor and thus should be measured, managed, reported and valued. WELL supports transparent and standardised disclosure about health and well-being initiatives with measurable and verifiable achievements. Organisations enrolled in WELL at scale have access to sample language for disclosing WELL achievements as well as alignments with leading sustainability regulations and frameworks like the UN SDGs, ESRS, BRSR, and GRESB. Please consult with your relevant stakeholders to understand your reporting requirements.

## Tips for incorporating WELL

- ✓ Learn how to **leverage WELL to advance social sustainability**.
- ✓ **Use this annual WELL at scale report** to compile highlights of your organisation's WELL achievements that can be incorporated into your ESG, corporate responsibility and other reporting.
- ✓ **Browse alignment guidance** with other leading ESG and sustainability frameworks like GRESB and the SDGs to learn how WELL achievements can contribute to broader market leadership.
- ✓ **Reach out to your WELL coaching team** for additional guidance and graphic support that can further enhance any of your reporting. We're here to help.



[DOWNLOAD OUR REPORTING GUIDE](#)

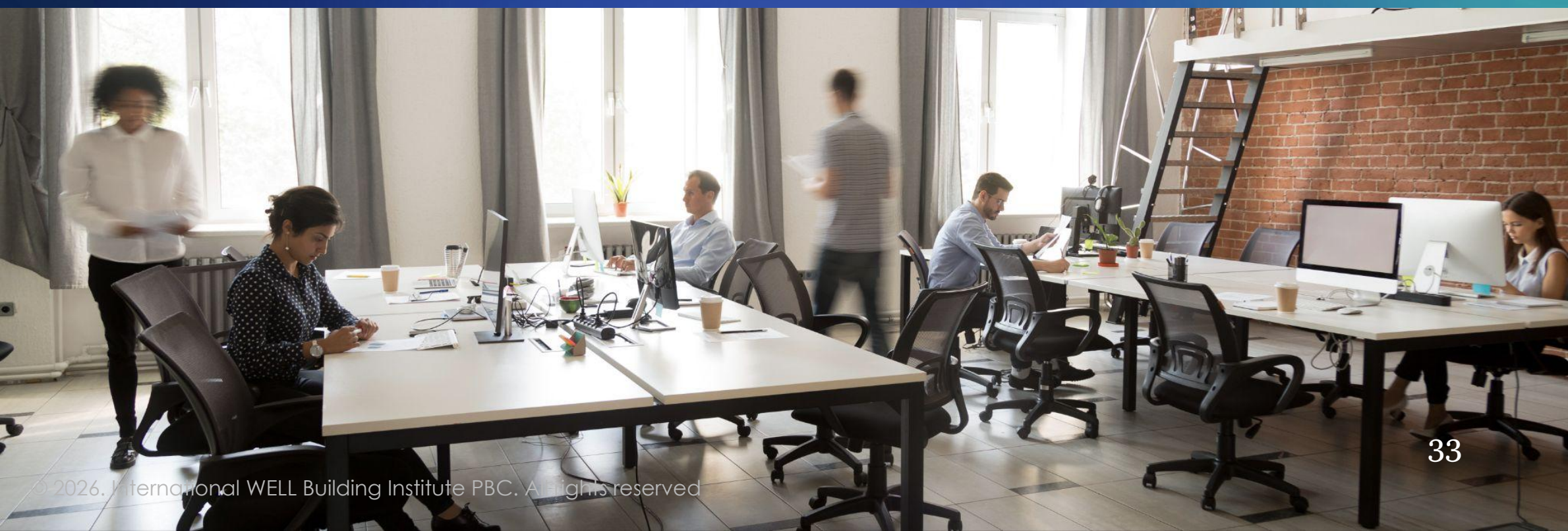
**Report this year and plan for next.**

Consider incorporating 2025 outcomes into your 2026 strategies.

# Communicate WELL to stakeholders

Beyond annual reporting, your WELL engagement and achievements can be shared broadly with key internal and external stakeholders, helping you demonstrate health leadership and your commitment to your people. Mark your account as public to leverage IWBI resources and templates from this report, as well as PR guidelines, the Welcome to WELL toolkit and the Communicating WELL to Employees resource, all available in your WELL account under the Resources tab:

- ✓ **Engage your PR and communications team** to help share your WELL journey and achievements. **Leverage our marketing toolkits** to celebrate your engagement.
- ✓ **Partner with Human Resources** to integrate your WELL engagement into recruitment and onboarding materials, bolstering your talent attraction and retention strategy.
- ✓ **If you are a real estate developer, work with your leasing team** to highlight your WELL achievements to current and potential tenants.
- ✓ Consider ways to educate your employees about your WELL engagement, strategies implemented and achievements earned through **all-staff meetings, newsletters and/or on-site signage**. Browse examples in our **Communicating WELL to Employees Toolkit**.
- ✓ Elevate your WELL achievements in **applications for leading industry awards**.
- ✓ **Work with IWBI on a profile** about your organisation's achievements.



# WELL worldwide

Leverage our global network of organisations and practitioners to support your WELL journey.

**6.28 billion**

square feet of WELL projects

**74,000+**

commercial & residential locations

**131**

countries



**28,626**

credentialed and registered WELL APs



**2,285**

product listings in the directory



**277**

WELL Faculty



**86**

Performance Testing Providers



**300**

Advisors



**33**

WELL Enterprise Providers

As of November 2025

## 2026 Global event series

The WELL 2026 global event series is an opportunity for our ever-expanding WELL community to come together, expand perspectives and strengthen their knowledge of people-first places.

<b>NEW YORK</b> January	<b>SINGAPORE</b> March	<b>SHANGHAI</b> March	<b>TOKYO</b> May
<b>PARIS</b> June	<b>HONG KONG</b> July	<b>WASHINGTON D.C.</b> September	<b>SYDNEY</b> September
<b>BEIJING</b> October	<b>LONDON</b> October	<b>BENGALURU</b> November	<b>AUSTIN</b> November



Interested in attending, speaking at or sponsoring a WELL event? **Get in touch with your coaching team** to explore opportunities.



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

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