

# Independent Assurance Report

**DNV Business Assurance USA, Inc. (DNV)** has been commissioned by the management of Ventas Healthcare Realty, LLC (Ventas) to carry out an independent limited level assurance engagement of Selected Information for calendar year 2021 for Ventas' 2021 Corporate Sustainability Assessment submittal ('the Report'). The assurance was carried out May-July, 2022.



## Our Conclusion:

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Information is not fairly stated and has not been prepared, in all material respects, in accordance with the criteria stated.

This conclusion relates only to the Selected Information and is to be read in the context of this Assurance Report, in particular, the inherent limitations explained below.

## Selected Information

The scope and boundary of our work is restricted to the performance indicators included within the Report (the Selected Information) listed below:

### Data verified for the periods January 1, 2021-December 31, 2021:

- Diversity & Inclusion
  - Total Workforce: Gender, Ethnicity, & Age
  - Ventas Leadership (VP level and Above): Gender
- Medical Benefits
  - Annual average spend per employee
  - Annual average spend against Medical Benchmark
- Employee Engagement
  - 2021 Reported Engagement Mean
  - 2021 Percentile rank against peer benchmark
- Health & Safety
  - Lost Time Incident Frequency Rate (LTIFR) per 100 full-time employees
  - Lost Time Incident Frequency Rate (LTIFR) per million hours
- Employee Wages
  - Full-time employees earning \$17/hour or greater

DNV conducted assurance on the following 2021 environmental indicators: GHG Emissions, Energy, Water, and Waste. Our opinion for that scope is provided in a separate statement. We do not express any conclusions on any other information that may be published on Ventas' website or Corporate Responsibility report for the current reporting period or for previous periods.

## Scope and approach

We performed a **limited level** assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 revised – 'Assurance Engagements other than Audits and Reviews of Historical Financial Information' (revised), issued by the International Auditing and Assurance Standards Board. This standard requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited assurance.

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021:2015 - Conformity Assessment Requirements for bodies providing audit and certification of management systems, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

## Our competence, independence, and quality control

DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. DNV was not involved in the preparation of any part of Ventas' data or report. This is our third year of providing assurance for Ventas. We adopt a balanced approach towards all stakeholders when performing our evaluation.

## Selected Information

### Diversity & Inclusion

- 2021 Total Workforce by Gender 47% female | 53% male
- 2021 Employee Category, Ventas Leadership, by Gender 32% female | 68% male
  
- 2021 Total Workforce by Age
  - Under 30 12%
  - 30-39 23%
  - 40-49 26%
  - 50-59 27%
  - Over 60 12%
  
- 2021 Total Workforce by Ethnicity
  - White 79%
  - Asian 5%
  - Black or African American 8%
  - Hispanic or Latino 5%
  - Two or more races 3%
  - American Indian or Alaska Native <1%

### Medical Benefits

- 2021 Annual Average Spend per Employee \$19,814.60
- 2021 Annual Spend against Medical Plan Benchmark spend 36% greater than

### Employee Engagement

- 2021 Reported Engagement Mean 4.02
- 2021 Percentile rank against peer benchmark\* 59th percentile

\*First administration benchmark

### Health & Safety

- 2021 Lost Time Incident Frequency Rate (LTIFR) per 100 full-time employees 0.5
- 2021 Lost Time Incident Frequency Rate (LTIFR) per million hours 2.48

### Employee Wages

- Full-time employees earning \$17/hour or greater 99.08%

## Responsibilities of Ventas and DNV

Ventas has sole responsibility for:

- Preparing and presenting the Selected Information in accordance with the criteria
- Designing, implementing, and maintaining effective internal controls over the information and data, resulting in the preparation of the Selected Information that is free from material misstatements
- Measuring and reporting the Selected Information
- Contents and statements contained within the Report or websites

In performing our assurance work, our responsibility is to the management of Ventas; however, our assurance report represents our independent opinion and is intended to inform all stakeholders. DNV was not involved in the preparation of any statements or data included in the Report or website except for this Assurance Statement.

## Level of Assurance

We are providing a 'limited level' of assurance. We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance conclusion, so that the risk of this conclusion being in error is reduced but not reduced to very low. A 'reasonable level' of assurance would have required additional work at headquarters and site levels to gain further evidence to support the basis of our assurance conclusion. DNV's assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

### Basis of our conclusion

We are required to plan and perform our work in order to consider the risk of material misstatement of the Selected Information; our work included, but was not restricted to:

- Conducting interviews with Ventas' management to obtaining an understanding of the key processes, systems and controls in place to generate, aggregate and report the Selected Information;
- Performing limited substantive testing on a selective basis of the Selected Information to check that data had been appropriately measured, recorded, collated and reported;
- Reviewing that the evidence, measurements and the scope provided to us by Ventas for the Selected Information is prepared in line with the agreed upon procedures and criteria
- Reading the Report and narrative accompanying the Selected Information within it with regard to the criteria
- Reviewing benchmark reports provided by external providers for employee engagement and medical benefits
- Reviewing employee rosters at year-end 2021 at general employee, manager, senior leadership, and executive leadership levels to determine gender, age band, and ethnicity ratio
- Reviewing medical plan summary
- Reviewing payroll aggregation processes to assess completeness
- Reviewing Workers Compensation insurance claims, number of employees, hours worked, employee categories
- Replicating the LTIR following the reporting criteria below:
  - Ventas Claims Reporting Manual for Medical Office Buildings (LTIR)
  - OSHA Injury and Illness Recordkeeping and Reporting Requirements (LTIR)
- Reviewing employee engagement survey results

### Independence

DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals.

### DNV Business Assurance

DNV Business Assurance is a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance.

<https://www.dnv.us/assurance/>