

# Independent Assurance Report

**DNV GL Business Assurance USA, Inc. (DNV GL)** 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 years 2016, 2017, and 2018 presented on the company's Career Page, <https://www.ventasreit.com/careers> and the Corporate Social Responsibility website, "Our People" page, <https://ventasreit.com/corporate-responsibility/social-responsibility/our-people> as of July 2, 2019. The assurance was carried out in June-July, 2019



**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, 2016-December 31, 2016; January 1, 2017-December 31, 2017; and January 1, 2018-December 31, 2018**

- Diversity of Employees: Gender  
<https://ventasreit.com/corporate-responsibility/social-responsibility/our-people>
- Diversity of Employees - Management and Above: Gender  
<https://ventasreit.com/corporate-responsibility/social-responsibility/our-people>
- Employee Engagement and Feedback  
<https://ventasreit.com/corporate-responsibility/social-responsibility/our-people>
- Employee Wages and Benefits: Medical Benefits  
<https://www.ventasreit.com/careers>

### **Data verified for the period January 1, 2018-December 31, 2018**

- Lost Time Incident Rate (LTIR) per 100 equivalent full time employees  
<https://www.ventasreit.com/corporate-responsibility/social-responsibility/our-people>

We have not performed any work , and do not express any conclusion, on any other information that may be published on Ventas' website or Corporate Responsibility report for the current reporting period or for previous periods.

## Our competence, independence, and quality control

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

## 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 GL applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021:2011 - 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.

The boundary of our work included global operations except for medical benefits and employee engagement which excluded an indirect, wholly owned subsidiary representing 3% of the total workforce.

## Selected Information

### Diversity and Inclusion

▪ 2016 Employee by Gender	48% female   52% male
▪ 2017 Employee by Gender	48% female   52% male
▪ 2018 Employee by Gender	48% female   52% male
▪ 2016 Employee Category , Manager and Above, by Gender	49% female   51% male
▪ 2017 Employee Category , Manager and Above, by Gender	50% female   50% male
▪ 2018 Employee Category , Manager and Above, by Gender	50% female   50% male

### Medical Benefits

▪ 2016 Average Spend per Employee	\$18,000
▪ 2016 Spend against Medical Plan Benchmark spend	51% greater than
▪ 2017 Average Spend per Employee	\$18,000
▪ 2017 Spend against Medical Plan Benchmark spend	47% greater than
▪ 2018 Average Spend per Employee	\$19,000
▪ 2018 Spend against Medical Plan Benchmark spend	50% greater than

### Employee Engagement

• 2016 Delta of Ventas Reported Engagement Points against Benchmark 50 <sup>th</sup> percentile	18%
• 2017 Delta of Ventas Reported Engagement Points against Benchmark 50 <sup>th</sup> percentile	16%
• 2018 Delta of Ventas Reported Engagement Points against Benchmark 50 <sup>th</sup> percentile	9%

### Lost Time Incident Reporting

• 2018 Lost Time Incident Reporting	.2 per 100 FTE equivalent
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## Responsibilities of Ventas and DNV GL

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 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 GL was not involved in the preparation of any statements or data included in the Report or website except for this Assurance Statement. We have no other contract with Ventas.

## 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 GL Business Assurance

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

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

### 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 2016, 2017, and 2018 at general employee, manager, senior leadership, and executive leadership levels to determine gender ratio
- Reviewing medical plan summary
- Reviewing payroll aggregation processes to assess completeness
- Reviewing Workers Compensation insurance claims, number of employees, hours worked, employee categories(LTIR)
- 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 GL's established policies and procedures are designed to ensure that DNV GL, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV GL) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals.

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For and on behalf of DNV GL Business Assurance USA, Inc.  
Oakland, CA  
July 3, 2019



**Natasha D'Silva**  
Sr. Consultant and Lead Assuror



**Tom Gosselin**  
Director and Reviewer