
EMPLOYEE COMPLAINT PROCEDURES FOR ACCOUNTING AND AUDIT MATTERS

POLICY 457

Any employee of Veris Residential, Inc. (the “Company”) may submit a good faith complaint or concern regarding questionable accounting or audit matters to the management of the Company without fear of dismissal or retaliation of any kind. The Company is committed to achieving compliance with all applicable securities laws and regulations, accounting standards, accounting controls and audit practices. The Audit Committee of the Company’s Board of Directors will oversee treatment of employee concerns regarding these matters. Employees are encouraged to discuss accounting or audit issues of concern with their supervisors. If an employee is not comfortable discussing such a matter with his or her supervisor, the employee should use the mechanism set forth below in order to raise his or her complaints or concerns.

In order to facilitate the reporting of employee complaints or concerns regarding questionable accounting or audit matters (collectively, “Accounting Matters”), the Company’s Audit Committee has established the following procedures for (1) the anonymous and confidential submission by employees of complaints or concerns regarding Accounting Matters and (2) the receipt, retention and treatment of employee complaints and concerns regarding Accounting Matters.

WHAT COMPLAINTS OR CONCERNS DO THESE PROCEDURES COVER?

These procedures relate to employee complaints or concerns relating to any questionable accounting or audit matters, including, without limitation, the following:

- Fraud or deliberate error in the preparation, evaluation, review or audit of any financial statements of the Company;
- Fraud or deliberate error in the recording and maintaining of financial records of the Company;
- Deficiencies in or noncompliance with the Company's internal accounting controls;
- Misrepresentation or false statement to or by a senior officer or accountant regarding a matter contained in the financial records, financial reports or audit reports of the Company; or
- Deviation from full and fair reporting of the Company's financial condition.

HOW DO I SUBMIT A COMPLAINT OR CONCERN?

Employees may submit their complaints and concerns regarding Accounting Matters by using either of the following two methods:



[Click this link](#)

OR

Dial toll-free, within the United States, Guam, Puerto Rico and Canada: 1-833-609-5251

After you complete your report you will be assigned a unique code called a "report key." Write down your report key and password and keep them in a safe place. After **5-6** business days, use your report key and password to check your report for feedback or questions.

Complaints or concerns relating to Accounting Matters will be reviewed under the Audit Committee's direction and oversight by such persons as the Audit Committee determines to be appropriate. All complaints will be kept as anonymous and confidential as the inquiry will allow.

Prompt and appropriate corrective action will be taken when and as warranted in the judgment of the Audit Committee.

WILL THE COMPANY TAKE ACTION AGAINST ME FOR FILING A COMPLAINT?

No. The Company will not fire, demote, suspend, threaten, harass or in any manner discriminate against any employee in the terms and conditions of employment based upon any lawful actions of such employee with respect to good faith reporting of complaints regarding Accounting Matters or otherwise as specified in Section 806 of the Sarbanes-Oxley Act of 2002.