

GRAEBEL[®]

2025 Sustainability Report

Highlighting our environmental,
social and governance growth

Ascending Beyond Our Ambitions



Table of Contents



Our Action Plan

02



Our Environmental Efforts

03



Our Social Efforts

05



Our Governance Efforts

10

This report outlines Graebel's sustainability efforts from September 2024 through August 2025.





Action Plan

Steps Toward a Better Future

At Graebel, people come first—and that commitment extends well beyond our organization. Our path toward environmental, social and governance excellence is guided by thoughtful planning with a clear purpose: creating lasting impact for our clients, supplier partners, employees and the communities we serve.

Our ongoing Action Plan reflects this commitment, highlighting both the meaningful progress we've made to date and the ambitious goals we're working diligently to achieve next.

UN Principles and SDG Alignment	Graebel Actions	Key Accomplishments	Future Goals
Environment UNGC SDG	Carbon emissions and waste reduction	<ul style="list-style-type: none"> Decreased Scope 1 emissions by 48% compared to 2021 baseline levels (down to 49 metric tons in 2024) Decreased Scope 2 emissions by 14% compared to 2021 baseline levels (down to 827 metric tons in 2024) Decreased Scope 3 emissions by 14% compared to 2021 baseline levels (down to 24,604 metric tons in 2024) Eliminated more than 4 million pounds of unwanted household goods via the Discard and Donate program in partnership with Home Sweet Home, reducing the CO₂e impact by 33% compared to 2023 99% of employees completed Graebel's CSR/sustainability training in 2024 	<ul style="list-style-type: none"> Achieve a 20% reduction in Scope 3 emissions by 2030, a 50% reduction by 2035 and an 80% reduction by 2040, compared to baseline emissions from 2021 data Achieve a 20% reduction in Scope 1 and 2 emissions by end of 2025 compared to baseline emissions from 2021 data Plant 7,000 trees by the end of 2025 with One Tree Planted's new "One Tree for One Dollar" program
Human Rights UNGC SDGs	Diversity, equity and inclusion (DEI) initiatives Employee well-being efforts	<ul style="list-style-type: none"> Averaged ~100 attendees at each Partners in DEI program meeting Maintained organizational certification in diversity and inclusion through the Human Resource Standards Institute (HRSI) – valid through 2028 4 years supporting the Worldwide ERC® Upward Mobility Program by hiring an intern to help advance diversity in talent mobility Supported 10+ employee-led and global initiatives, including annual Earth Day activities and volunteering for organizations like American Heart Association® (AHA) Raised more than \$25,000 for Move for Hunger™ in 2024, equating to approximately 75K meals; more than \$2.2M has been raised since the start of our partnership 	<ul style="list-style-type: none"> Increase participation in our Partners in DEI meetings to amplify partner voices and with the near-term goal of educating them on the value of employee resource groups (ERGs) and the steps required to establish them Maintain our Human Resource Standards Institute (HRSI)'s organizational certification in diversity and inclusion Remain committed to sustaining our DEI learning journey and supporting inclusive industry practices by embedding equity into leadership development, talent mobility, client solutions and recruitment — from fair and transparent hiring to reducing bias and promoting accountability Target 50% participation in global CSR events Continue supporting local employee-led and global community initiatives including Earth Day and hunger action campaigns
Anti-Corruption UNGC SDGs	Data protection, security and governance Industry leadership, collaboration, governance and reporting	<ul style="list-style-type: none"> Began hosting monthly internal Cybersecurity and Data Privacy trainings in 2024 Screened and approved approximately 25% of critical and high importance supplier data security programs Shared our expertise at 9 industry events to help establish industry sustainability policies and standards – 11.76% more events than last year; also hosted our own sustainability-conscious events: a webinar on sustainable development for suppliers, insideMOBILITY® AMPLIFIED in Nashville and the upcoming insideMOBILITY® Amsterdam Awarded "Gold Status" by the Colorado Department of Public Health and Environment for the 10th year in a row Expanded our CSR/Sustainability Leadership Council and Steering Committee to 21 global members in 2025 to promote local and global programs Rolled out a new sustainability badge for partners to showcase their shared commitment to sustainability 	<ul style="list-style-type: none"> Continue achieving a minimum 99% employee completion rate of Graebel Cybersecurity and Data Privacy trainings Screen and approve 50% of critical and high importance supplier data security programs in 2026 Continue partnering with leading associations to establish sustainability policies and standards Maintain "Gold Status" by the Colorado Department of Public Health and Environment in 2025 Expand our CSR Committee and Sustainability Leadership Council—both focused on maximizing Graebel's sustainable efforts – to 25 global members by 2026

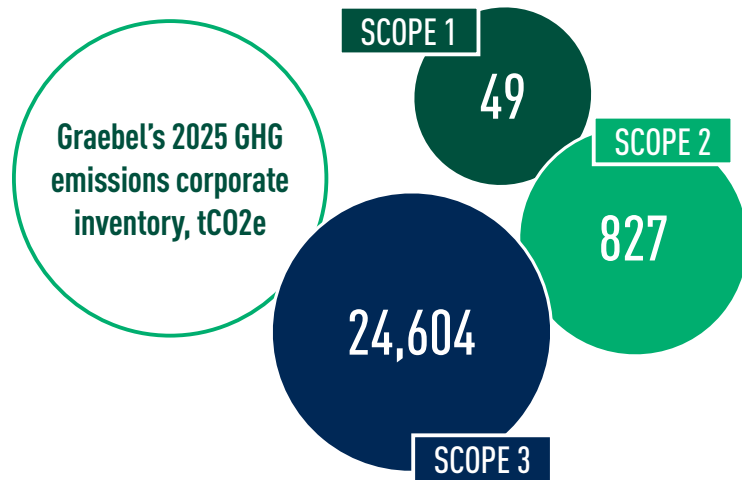


Environmental

Gauging Our Greenhouse Gas Emissions

Graebel continues to prioritize sustainability and is dedicated to driving environmental change as an organization, as well as celebrates and encourages our clients and partners to meet their goals and leave their own lasting impacts.

Reducing our greenhouse gas emissions continues to be an annual goal since establishing baseline levels in 2021. We're proud to report that as of 2024, we've once again achieved reductions in Scope 1, 2 and 3 emissions compared to those baseline levels.



We've reduced Scope 1 emissions by **48%** and Scope 2 and Scope 3 emissions by **14%** each compared to our 2021 baseline.



Scope 3 emissions are our largest impact, which is why we're particularly focused on working with our supplier partners to reduce their emissions. **Over the past year, we've collaborated with our supplier partner, Home Sweet Home, through Graebel's Discard and Donate Program to maximize emissions reductions. Here are a few of the actions we've taken:**



82 of Graebel's corporate clients completed **2,950 jobs**, eliminating **4,128,975 pounds** of household goods transport – **approximately 1 million more pounds** compared to 2023.



Reduced **165,159 pounds** of cardboard and paper, as well as **66,064 gallons** of fuel – avoiding **653.62 [Metric Tons] of CO2e**, which is **33% more than in 2023**.



This work resulted in a net savings of **\$3,329,083** for Graebel clients, averaging **\$1,129 in savings per job**.



For every tree saved through downsizing efforts, three saplings are planted through the Save a Tree / Plant a Tree Initiative —calculated by the weight of items transferees kept off moving trucks and redirected from landfills. **Graebel and its clients have saved 1,376 trees this year, with 4,128 more to be planted.**





Environmental

Our Environmental Stewardship Award Winner - ExpatRide

ExpatRide International, which provides eco-friendly car and bus transportation solutions and uses research-based strategies for reducing the environmental impact of relocation, was recognized as Graebel's 7th Environmental Stewardship Award winner, based on these impactful emissions-reduction efforts:



Dedicated 8% of their team to sustainability efforts ranging from research, compliance and IT enhancements for CO2 reporting, to industry thought leadership initiatives – such as CEO Jesper Lovendahl serving as Co-Chair of the WERC Sustainability Council



Engineered the EcoRide Sustainable Expat Car Service to reduce transportation emissions through the use of electric and hybrid vehicles, reducing 5.76 metric tons of CO2 (the equivalent of planting 576 trees) per two-year assignment



Vetted approximately 200 suppliers within their global network for sustainability opportunities



Together, we can continue to prove that relocation is not just a logistical necessity but a powerful opportunity to create a better, more sustainable future.

Jesper Lovendahl
CEO & Founder of ExpatRide International



Social

Guiding Our Partners Through Their DEI Journeys

We've built the foundation for an inclusive, diverse culture within Graebel. Now, we're inspiring progress across our network by embedding the principles of belonging into everything we do, every day.

Partners in DEI: How To Launch an ERG

Established in 2022, the Partners in DEI group brings together Graebel's network of partners and service providers, with meeting participation now averaging more than 100 attendees. Led by Graebel's DEI and sustainability leadership, including Patti Wasson, Chief People and Ethics Officer, Kathy Momberger, Vice President of Global Supplier Development, and other supporting guest speakers, the group encourages and supports inclusive excellence and meaningful engagement with relocating employees and their families around the world.

An inclusive culture isn't possible without cultural awareness.

- Patti Wasson

After successfully launching two employee resource groups (ERGs) – LGBTQ+ People Respecting Individual Differences and Equality (PRIDE) and Women Inspiring Success and Empowerment (WISE) – Graebel sought to help its clients and partners have the same impact within their organizations. Chief People & Ethics Officer Patti Wasson and WISE co-chairs, Dagmar Tencer and Bridget Towt, addressed more than 100 participants at the December 2024 Partners in DEI meeting to share **essential steps for successfully launching an Employee Resource Group (ERG):**

- 1 Assess general employee interest
- 2 Gain leadership buy-in
- 3 Establish its brand
- 4 Set firm goals and form a structure
- 5 Recruit cross-functional members and leaders
- 6 Allocate a budget and identify funding resources
- 7 Launch your pilot, gather feedback and expand gradually



Graebel's Women Inspiring Success and Empowerment (WISE) Co-Chairs Say:



"WISE is about creating space where women can lift each other up, share their voices and build the confidence to pursue opportunities that once felt out of reach," says Bridget Towt.



"Our goal is not only to inspire success, but to redefine it – empowerment means knowing that each of us has the power to shape the path forward for ourselves and for others," says Dagmar Tencer.



Social

Our Inclusive Excellence Award Winner - CWS Corporate Housing

CWS Corporate Housing has earned the **first Graebel Inclusive Excellence Award**, as the organization aims to build an inclusive and more equitable workplace to mirror the expanding diversity of the communities it serves.

Their most notable initiatives and achievements include:



Supporting and encouraging the formation of ERGs, such as the CWS Employee Engagement Group, which distributes surveys to assess and provide solutions that enrich the employee experience



Conducting an annual analysis of job mapping and salary structures to eliminate bias



Hosting diversity training programs for employees, such as workshops and e-modules



Celebrating a diverse workforce with **79.17%** of employees being female, **88%** of executive leadership being female, and **76%** of the Home Services division identifying as ethnicities other than white



CWS Corporate Housing wins the first ever Graebel Inclusive Excellence Award





Social

It Starts with Recruitment — How Graebel Hires Responsibly

Graebel is honored to remain the first and only full-service, global relocation management company to earn the Human Resource Standards Institute (HRSI)'s organizational certification in diversity and inclusion – valid through 2027.



Creating a culture of diversity and belonging starts with the hiring process. **Graebel recognizes the biases that can surface during recruitment and takes these intentional steps to remove them:**



Reviews applications on a first-applied, first-served basis to promote fairness



Prohibits the use of AI in application reviews to eliminate gender and ethnicity biases



Hosts prescreen rounds via telephone rather than video to further reduce appearance biases



Shares transparent salary bands in U.S. and Canadian postings, benefiting applicants and promoting internal equity



Social

Our Volunteer Leaders Around the World

Phil Meegan
Dundalk

Megan Malloy
Wausau

Jessica Harvey
Denver

Sofia Zubrytska
Prague

Murielle Arn
Remote

Syazwani Nadiah
Singapore

Our volunteer leaders bring our sustainability goals to life all around the world. Whether they're based in an office or working remotely, they help organize local projects, inspire colleagues and create meaningful connections. Together, they turn ideas into action — making an impact not just within Graebel, but also in the communities where we live and work every day.

Social

How Graebel Gives Back Globally

Denver

An annual tradition, 14 employees and their family members participated in the 2025 Denver Heart Walk, raising more than \$1.5K for [The American Heart Association \(AHA\)](#).



During the holidays, the Denver office hosted a Christmas gift drive to support [The Salvation Army's Angel Tree Program](#), as well as a Thanksgiving food drive where 330 pounds of food were collected and donated to the [Food Bank of the Rockies](#).



Dundalk

The Dundalk office spent a day volunteering with [The Louth Society for the Prevention of Cruelty to Animals](#) (Louth SPCA), a non-profit animal rescue and welfare organization.



Global

In 2024, Graebel raised more than \$25,000 for the [Move for Hunger](#) organization. The Singapore office played a role in this accomplishment by participating in its 4th annual Move 2 Fight Hunger Challenge, turning their miles of movement into meals.



Graebel also hosted the second annual Shark Week Food Drive & Fundraiser with Move for Hunger, where team members raised over \$850 and donated 75 pounds of canned food. Together, these efforts helped provide 3,475 protein-rich meals to food-insecure families.

Earth Day

To celebrate Earth Day, several volunteer events took place in Graebel offices to support sustainability around the world – and children of Graebel employees and family members around the world sent in their Earth Day art for a friendly competition.



In the Houston office, team members participated in a clothing donation drive, promoting a fantastic way to recycle and give back to our communities.



And the Wausau office worked together to clean up trash around their neighborhoods.





It takes a village to create meaningful change—and an entire industry to transform how we live, work and move across the globe. Our commitment to the talent mobility industry calls for strong leadership, both within our organization and across the broader community.



Strengthening the FIDI x Worldfavor Carbon Calculator

Graebel contributed to the 2024 launch of the [FIDI x Worldfavor Carbon Calculation](#) platform to standardize carbon measurement and assess and identify our greatest challenges, as well as opportunities to improve as an industry. We continue to support the platform and industry at large by reporting our emissions, completing the baseline assessment and sharing our ongoing insights with organizations like FIDI — which published Sustainability Specialist Dan Graebel’s insights on the status of sustainability initiatives and the importance of industry collaboration in its [2024/25 State of the Industry report](#).



Streamlining a Sustainable Approach

Through sharing insights and data on RFP processes with The Coalition for Greener Mobility and JustOne-Sustainability Solutions alongside fellow OMNI Learning Circle members, Graebel aided in the creation of the “[Bridging the Gap](#)” report. This report provides an in-depth analysis of nearly 400 sustainability-related RFP questions and offers practical tools and standards to help the global mobility industry adopt sustainable practices, streamline processes and collaborate across the supply chain for long-term business value and environmental impact.



Colorado Green Business Network

Graebel was awarded “Gold Status” by the Colorado Department of Public Health and Environment once again for our work in optimizing resource efficiency and applying best practices in sustainability and environmental management.



Promoting our Partners’ Pledge to Sustainability

Graebel has developed and offered our partners an official Graebel Sustainability Badge, allowing them to showcase our partnership and shared commitment to sustainability.



Ron Dunlap Appointed to WERC Board of Directors

Since stepping into his role on January 1, 2025 for a three-year term, Ron has taken on the following responsibilities:

- ✓ Support the development and implementation of WERC’s strategic plan, ensuring the organization is at the forefront of industry changes and innovations.
- ✓ Align the business operating plan and budget with the strategic plan.
- ✓ Represent the board through committee memberships, with corporate members and in WERC’s thought leadership efforts.



We spoke with Julie Graebel, board member and member of the Graebel family, to get her perspective on how the company's values, adaptability and commitment to sustainability have shaped its 75-year legacy and will continue to guide its future direction.



Julie Graebel

Board Member and Graebel Family Member

Q: The industry has shifted significantly in the past five years. How has the company adapted to – and been in the forefront of – these changes? What role has the board played in guiding that transition?

A: In the last five years, mobility has become more flexible and employee centric. Graebel has led the charge with core-flex programs, technology innovation and duty of care. The board has guided these transitions by ensuring we're making strategic investments to be agile and stay ahead of this changing landscape. By championing thought leadership and benchmarking, Graebel has helped shape the industry's conversations rather than just following along. We're continuously asking ourselves: *How do we better serve our customers through technological innovation, while remaining connected to the human experience?*

Q: Sustainability remains a priority for many companies today, including Graebel clients. How does the board view Graebel's responsibility in balancing business performance with environmental and social impact?

A: The board views sustainability as a responsibility and a long-term value-driver. We're focused on reducing our environmental impact, fostering DEI and supporting our communities, all while balancing business performance. To create long-term value for our clients, employees and shareholders,

we engage in actionable goals such as reducing our carbon emissions and water usage, as well as prioritizing our DEI Learning Journey and employee well-being efforts. Additionally, we're:

- ▶ Reducing our environmental impact by partnering with eco-conscious suppliers, offering our clients greener options.
- ▶ Championing our social impact by supporting employees, fostering diversity, equity and inclusion and giving back to the communities in which we live and operate.
- ▶ Hosting quarterly Governance Oversight Committee and Environmental Social Governance (ESG) Team meetings — which both report to the board on a bi-yearly basis.

Q: What excites you most about being part of this next chapter in Graebel's journey?

A: I'm excited to help shape Graebel's future during such a transformative time for the global mobility industry. Our ability to contribute to meaningful work that changes lives, strengthens businesses and connects communities worldwide is truly inspiring. It's equally exciting to see a third generation of Graebels express their passion for the future of mobility, which is reflected in their daily work. I'm grateful to be part of a family-owned company that blends innovation with heart. With Ron Dunlap being named CEO in 2024 – someone who has been a part of Graebel for well over a decade now – I know we'll continue building boldly and fearlessly for the next 75 years.

2025 Sustainability Report

Ascending Beyond Our Ambitions

Contact Us

For questions or
further information.

[Graebel.com](https://www.graebel.com)

© 2025 Graebel Companies, Inc. All rights reserved.
All trademarks are the property of their respective owners.

GRAEBEL[®]

Here's to the
world ahead[®]

