GRAEBEL

2026 Graebel Sustainability Report

Highlighting our environmental, social, and governance growth



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This report outlines Graebel's sustainability efforts from September 2025 through September 2026.



Purpose. Progress. Partnership.



Action Plan

Creating Lasting Impact

At Graebel, people come first, both within our organization and beyond. Guided by our commitment to environmental, social, and governance excellence, we are focused on creating lasting impact for our clients, supplier partners, employees, and the communities we serve. This Action Plan showcases our meaningful progress across key initiatives.

UN Principles and SDG Alignment	Graebel Actions	Key Accomplishments
Environment UNGC SDG 13 CLIMATE ACTION	**Carbon emissions and waste reduction**	• Decreased Scope 1 emissions by 48% compared to 2021 baseline levels (down to 49 metric tons in 2025) • Decreased Scope 2 emissions by 19% compared to 2021 baseline levels (down to 780 metric tons in 2025) • Decreased Scope 3 emissions by 5% compared to 2021 baseline levels (down to 27,040 metric tons in 2025) • Eliminated more than 4.4 million pounds of unwanted household goods via the Discard and Donate program in partnership with Home Sweet Home, avoiding approximately 708 metric tons of CO_2e emissions, saving more than 71,500 gallons of fuel and preserving 1,490 trees in 2025 • 99% of employees completed Graebel's CSR/sustainability training in 2025
Human Rights UNGC SDG 2 ZERO HUNGER 3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY	**Diversity, equity, and inclusion (DEI) initiatives**	• Maintained organizational certification in diversity and inclusion through the Human Resource Standards Institute (HRSI) – valid through 2028 • 5 years supporting the Worldwide ERC® Upward Mobility Program by hiring an intern to help advance diversity in talent mobility • Expanded Graebel's DEI initiative to include Belonging (DEIB); this key focus is to ensure that every employee feels valued, respected, and empowered to contribute to our success
	Employee well-being efforts	• Supported 10+ employee-led and global initiatives, including annual Earth Day activities and volunteering for organizations like American Heart Association® (AHA) • Raised more than $18,000 for Move for Hunger™ in 2025, equating to approximately 72K+ meals; more than $2.2M has been raised since the start of our partnership
Anti-Corruption UNGC SDG 16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS	**Data protection, security, and governance**	• Continued hosting monthly internal Cybersecurity and Data Privacy trainings • Began hosting monthly AI trainings in 2026 • Screened and approved approximately 25% of critical and high importance supplier data security programs
	Industry leadership, collaboration, governance, and reporting	• Promoted local and global programs with our CSR/Sustainability Leadership Council and Steering Committee with 19 global members • Shared our expertise at 12+ industry events and sustainability discussions, exceeding last year; plus, we hosted 7 roundtables in U.S. and Europe • Awarded "Gold Status" by the Colorado Department of Public Health and Environment for the 11th year in a row



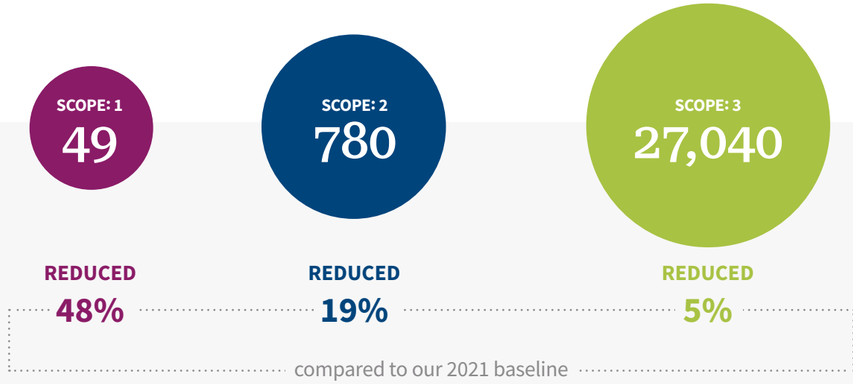
Environmental

Reducing Greenhouse Gas Emissions

Graebel is committed to reducing environmental impact through measurable action and shared accountability. Together with our clients and partners, we continue to make meaningful progress toward a more sustainable future.

Graebel's 2026 GHG emissions corporate inventory, tCO2e

Reducing our greenhouse gas emissions continues to be an annual goal since establishing baseline levels in 2021. In 2025, we're proud of the efforts we made to ensure that Scope 1, 2, and 3 emissions remained below our 2021 baseline.



We've reduced Scope 1 emissions by 48%, Scope 2 emissions by 19%, and Scope 3 emissions by 5% each compared to our 2021 baseline. In 2025, Scope 1 emissions remained relatively stable while Scope 3 emissions increased slightly year over year primarily due to large increases in demand within key supplier partner verticals. This underscores the opportunity for further progress.

Scope 3 emissions, which are generated across our entire value chain, represent our largest impact. That's why reducing these emissions through collaboration remains a key priority. Graebel works with clients and supplier partners to strengthen sustainability reporting, assess performance, and identify opportunities for emissions reduction and responsible sourcing. Our collaboration with NBCUniversal shows this approach in action.

"Our work and growing partnership with Graebel has been an important step in improving the accuracy of our Scope 3 emissions reporting. By gaining a more detailed understanding of relocation-related activities, we've been able to build a clearer picture of our mobility footprint. We're excited to continue on this journey with Graebel and our Corporate Sustainability team in 2027 to further strengthen our reporting capabilities."

— NBCUniversal Global Mobility

Reside, including its 3Sixty Marketplace technology, is now under common ownership with Graebel and received the **2026 Corporate Housing Providers Association (CHPA) Tower of Excellence Award for Sustainable Business.** The award recognizes Reside's comprehensive, measurable approach to reducing environmental impact by integrating emissions reduction across its fleet, facilities, employee practices, and supplier engagement.



Environmental

Our Environmental Stewardship Award Winner: National Corporate Housing

National Corporate Housing, a partner for serviced apartments and short-term corporate housing around the world, was recognized as Graebel's Environmental Stewardship Award winner. Here are the company's impactful emissions-reduction efforts:

Tree planting program: Since 2017, National has tied guest feedback directly to environmental action through its One Tree Planted partnership. More than 38,500 trees have been planted, turning routine quality assurance surveys into measurable global reforestation impact.

Circular housing lifecycle: National integrates sustainable apartment selection, guest engagement, and responsible asset reuse. Furniture and housewares are donated to local shelters at end of life, creating a zero-waste model that directly supports clients' ESG goals.

Sustainability leadership: A UN Global Compact signatory and Platinum Founding Member of the CHPA Carbon Calculator, National is advancing industry-wide emissions transparency while pursuing absolute carbon neutrality by 2035. The company embeds responsible resource management and greenhouse gas accounting into its operations.

Community impact: During its annual conference, National mobilized 130 associates to assemble more than 3,100 essential hygiene kits for Haven for Hope, supporting people experiencing homelessness in San Antonio.



ENVIRONMENTAL STEWARDSHIP AWARD WINNER:
National Corporate Housing

"True global citizenship means protecting the world we all share."

— Tom Atchison, Chief Executive Officer, National Corporate Housing

National Corporate Housing

COMMUNITY IMPACT:

Mobilized 130 associates

to assemble more than 3,100 essential hygiene kits for Haven for Hope, supporting people experiencing homelessness in San Antonio.



Social

Partnerships in Action

Through its Discard and Donate program, Home Sweet Home helps mobile employees reduce waste from unwanted household goods, reduce emissions through smaller household goods shipments, and support local communities during relocation.

We talked with Bridget Brcka, CRO and Sustainability Representative at Home Sweet Home about sustainability trends, collaboration, and the impact they see across the global mobility industry.



Bridget Brcka
CRO and Sustainability Representative - Home Sweet Home

Q&A

Q: What trends are you seeing around sustainability and community impact in employee relocation?

A: Across the markets Home Sweet Home serves worldwide, we're seeing sustainability become more personal and community focused. Cost-of-living pressures are making quality, "re-loved" furniture and excess household goods increasingly valuable to families in need. Relocating employees appreciate knowing their belongings can help someone in their own community. Through donation and reuse, Discard and Donate becomes an opportunity to reduce waste, ease financial burdens, and create meaningful connections between employees, employers, and the communities they touch.

Q: How do donation, reuse, and responsible disposal help make relocations more sustainable?

A: Sustainable relocation starts before the first box is packed. Home Sweet Home's hands-on support helps employees identify what they no longer need, reducing the goods requiring packing, transportation, and delivery – and therefore reducing emissions. Donation and reuse extend the life of furniture and household items while supporting local communities. For items unsuitable for donation, appropriate recycling and responsible disposal complete the process. Together, these choices reduce waste and make better use of existing resources.

Q: Can you share a recent success story from the Discard and Donate program that you're especially proud of?

A: In Seattle, Home Sweet Home's partner Happy Haulers sorts furniture and household goods from Discard and Donate into coordinated room settings. When local nonprofit Mary's Place identifies a family moving out of homelessness, Home Sweet Home's partner delivers complete furnishings, helping turn an empty home into a fresh start. This initiative furnishes a home approximately every other day and handles roughly 250,000 pounds of household goods, most sourced through Home Sweet Home's program. As the organization's president says: "We are delivering dignity, not just furniture."

Q: What opportunities do you see ahead for creating even greater environmental and community impact?

A: The greatest opportunity is making Discard and Donate standard in relocation planning through an opt-out model, offered early with hands-on support so employees can fully participate. Expanding local charitable partnerships connects donated goods with specific community needs. Stronger impact reporting links shipment reductions, estimated emissions, and fuel savings to clients' broader sustainability goals, while showing how employees' donations directly help families in need.



Social

Our Diversity Champion Award Winner: Paxton Van Lines

Paxton Van Lines earned Graebel's Diversity Champion Award (formerly the Inclusive Excellence Award) for embedding diversity directly into its global mobility services. Its inclusive operating practices help address the personal needs of international mobile employees and their families while strengthening service delivery.

Among Paxton's notable accomplishments:

Multicultural workforce: Employees from 25 countries bring firsthand cultural understanding to client engagements across North America, the Middle East, Europe, and Asia.

Multilingual capabilities: Team members speak 35 languages, helping reduce relocation stress and support families as they settle into new destinations.

Cross-cultural expertise: Cultural awareness and other diversity-focused training equips employees at every level to respect different family structures, customs, language preferences, and culturally sensitive belongings. This creates relocation experiences grounded in respect, psychological safety, and personalized care.

Inclusive service delivery: Paxton integrates diversity into its operating procedures, customer intake workflows, and communication standards, enabling more equitable, individualized support for mobile employees.



DIVERSITY CHAMPION AWARD WINNER:
Paxton Van Lines

> "We strive to lead by example and demonstrate that global mobility providers can actively champion equity, dignity, and belonging across every market we touch."
>
> **— Freddy Paxton, Chief Marketing Officer and Senior Vice President, Paxton Van Lines**

MULTICULTURAL WORKFORCE:

Employees from 25 countries

bring firsthand cultural understanding to client engagements across North America, the Middle East, Europe, and Asia.



Social

Giving Back to Our Communities

Denver

Employees supported 12 organizations through activities including holiday food and gift drives, the American Heart Association's Heart Walk, and trail crew volunteering through the Colorado Trail Foundation.

Dundalk

Employees volunteered with animal welfare and hunger-relief organizations, including Dundalk Dog Rescue and St. Patrick's Parish Soup Kitchen, while also supporting community health initiatives.

Global

Employees participated in our third annual Summer Hunger food drive and fundraising campaign. In addition to nonperishable food donations, we collectively raised more than $18,000 for Move for Hunger™ – equivalent to approximately 72,000 meals.

London

The team donated to FareShare UK (now Felix) – the country's largest food redistribution network – in conjunction with the Move for Hunger's Move2Fight Hunger challenge.



GLOBAL:

We collectively raised more than $18,000 for Move for Hunger™ – equivalent to approximately 72,000 meals.



Social

Giving Back to Our Communities

Prague

Employees collected adult and children's clothing for the Šatník Foundation Fund, as well as donated, wrapped, and delivered Christmas gifts for disadvantaged children through Krabice od bot charity.

Singapore and Bengaluru

Employees supported Rise Against Hunger India and The Food Bank Singapore to help nourish lives and address food insecurity in their communities.

Wausau

The team supported local health, education, employment, and housing organizations from Habitat for Humanity to Marathon County Job Center.

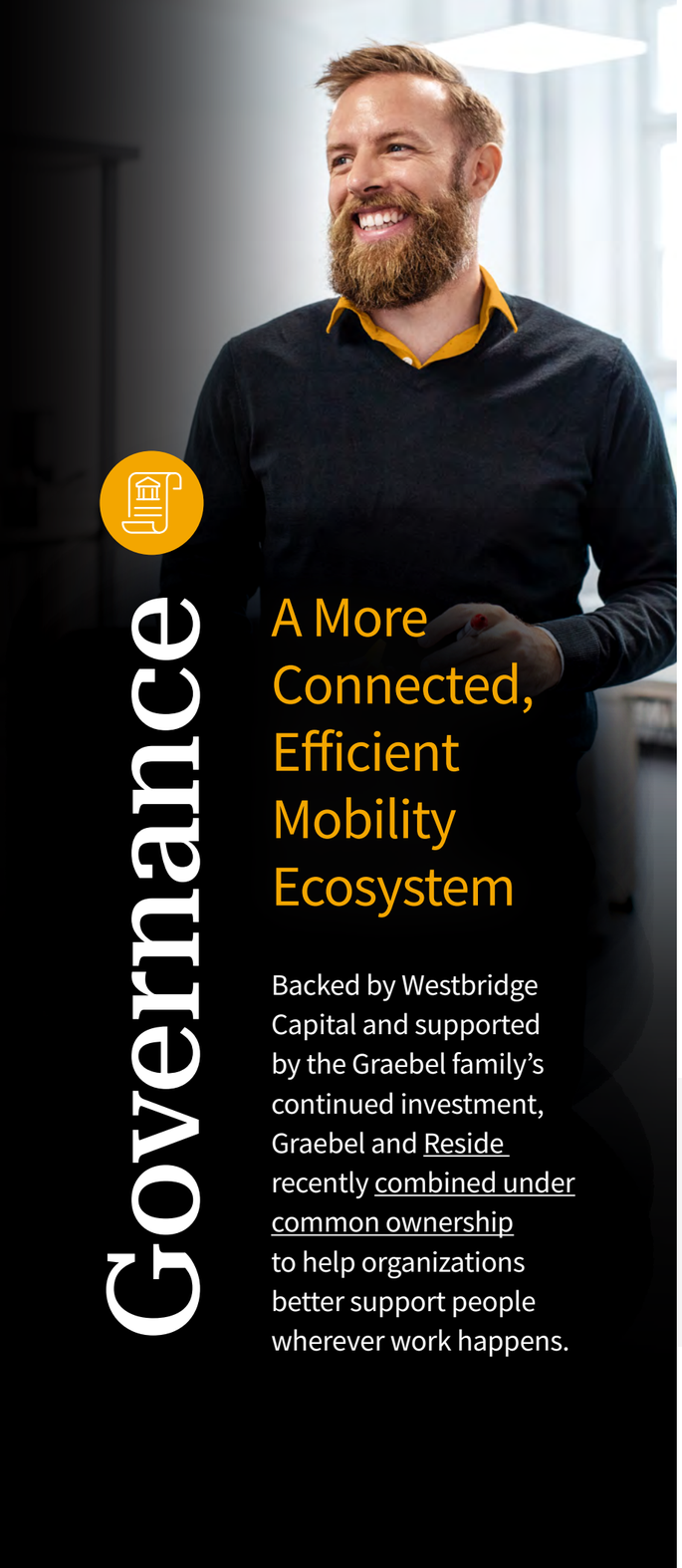
Earth Day

Employees across Graebel's global offices celebrated Earth Day through hands-on sustainability activities. Teams in **Singapore, Shanghai, and Bengaluru** focused on recycling, upcycling, and choosing bikes or public transportation; Denver employees shared a meatless lunch, exchanged seeds, and participated in a cleanup; and **Wausau** and **Dundalk** employees organized local cleanups. Colleagues worldwide also participated in Earth Day-themed quizzes, bingo, photo challenges, and a children's art competition.



EARTH DAY:

Teams in **Singapore, Shanghai, and Bengaluru** focused on recycling, upcycling, and choosing bikes or public transportation.



Governance

A More Connected, Efficient Mobility Ecosystem

Backed by Westbridge Capital and supported by the Graebel family's continued investment, Graebel and Reside recently combined under common ownership to help organizations better support people wherever work happens.

By bringing together Graebel's global mobility expertise and service platform with Reside's professionally operated and managed alternative accommodations and its 3Sixty Marketplace technology, the companies aim to deliver faster, more seamless support throughout the employee journey.

Fewer handoffs, simpler coordination: A more integrated approach can streamline workflows across relocation and housing, creating a smoother experience for clients and mobile employees.

Faster, technology-enabled decisions: Centralized access to vetted accommodations, availability, and sustainability data can accelerate property selection and improve program visibility.

Continuity with greater scale: Clients retain existing teams, relationships, supplier neutrality, and choice while gaining broader access to services, technology, and support.



The combination also unites complementary sustainability priorities, reinforcing Graebel's focus on responsible business growth and progress across environmental, social, and governance priorities. Graebel's commitment to reducing environmental impact aligns with the Reside and 3Sixty marketplace's focus on measurable decarbonization, resource efficiency, and sustainability capabilities, including:

Carbon transparency: Estimated carbon emissions per night on accommodation listings help clients compare options, measure housing-related emissions, and inform offsetting strategies.

Responsible, inclusive stays: Reside's Delos™ Stay Well rooms incorporate wellness and resource-efficient features like advanced air filtration, circadian lighting, and clean water technology, while GeoSure Safety Scoring provides location-specific insights for women, LGBTQIA+ travelers, and health considerations.

Together, Graebel and Reside are creating a more connected mobility experience – simplifying processes, improving speed and visibility, and providing the data organizations need to make more informed operational and sustainability decisions.

Our Commitment to Enterprise Governance and Data Integrity

At Graebel, we are investing in secure, transparent and scalable data infrastructure through a multi-phase Data Lakehouse modernization initiative. Using a structured medallion framework, we are strengthening data integrity, validation, anonymization, and governance across our global operations. This unified architecture enables us to enforce granular access controls, maintain clear data lineage, and deliver trusted, auditable insights while safeguarding the corporate and client mobility data entrusted to us.





Governance

Partnering for Greater Impact

We spoke with Manpreet Dhami, Graebel's Senior Vice President, Supplier Development, about the role of supplier partnerships in shaping the future of global mobility, the importance of governance and accountability, and the opportunities ahead as Graebel continues to strengthen its global partner ecosystem.



Manpreet Dhami
Senior Vice President, Supplier Development - Graebel



Q: What responsibility do suppliers and mobility leaders share in building a more sustainable and resilient industry?

A: Suppliers and mobility leaders have a shared responsibility to champion sustainable procurement by redefining what value for money really means. Sustainable outcomes are achieved when decisions account for quality, innovation, financial health, compliance, and environmental impact, not just price. Educating procurement stakeholders on the risks of underinvestment in critical supplier partnerships is essential to building a future-ready global mobility ecosystem.

Q: When you think about the future of Graebel, what role will supplier partnerships play in driving meaningful change and long-term value?

A: Strong strategic supplier partnerships are fundamental to Graebel's future success. By collaborating with trusted partners who share our commitment to service excellence, innovation, and sustainability, we can drive meaningful change across the global mobility ecosystem. Together, we can create greater value for our clients, improve relocation outcomes for employees, and build a more resilient and responsible global supply chain.

Q&A

Q: How can transparency and accountability become catalysts for innovation rather than simply compliance requirements?

A: Transparency and accountability create trust, and trust enables innovation. When suppliers and mobility leaders openly share data, challenges, and progress, insights are gained that help identify opportunities, improve performance, and develop new approaches to realizing mutual benefits. The most meaningful innovation often comes from collaboration driven by shared goals rather than compliance alone. Working in this manner helps build long-term value creation.

Q: Looking ahead, what opportunities are you most excited about unlocking through Graebel's supplier ecosystem?

A: I'm most excited about the opportunity to strengthen connectivity across our supplier ecosystem, enabling more efficient, transparent, and less error-prone ways of working. By collaborating more closely and co-developing products, services, and sustainable solutions, we can turn our collective expertise into practical innovations that improve how global mobility services are delivered.

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