

*We Relocate
Families,
Not Files®*



WHRGlobal

EMPLOYEE RELOCATION
U.S. | SINGAPORE | SWITZERLAND



WHR GLOBAL

Corporate Social Responsibility Report

- 2025 -

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WHR GLOBAL'S GREEN MISSION

WHR Global is dedicated to preserving a sustainable future for generations to come. Our goal is to operate and relocate employees in a socially responsible manner while being cognizant of our own environmental impact and partnering with sustainable companies that are united in this belief. WHR Global is committed to our worldwide community.



WHR GLOBAL COMPANY CULTURE

OUR CORE VALUES

At WHR Global, we run every decision through our 5 core values:

- ***Empathy • Trustworthy • Proactive***
- ***Hardworking • Results-Driven***

Does this decision put people first?

Would this decision keep us consistent and trustworthy?

Are we making decisions proactively to avoid future issues?

Are we putting our best efforts into this decision?

Will this decision provide the best possible results?

OUR MISSION

To be the innovator in the relocation space known for excellent service and concrete results.

OUR PASSION

Advancing > Lives > Forward. ®

“We Relocate Families, Not Files ®”

We are a private company founded to meet the industry's need for cost-effective relocation benefits without compromising empathy, ethics, or service.

This belief forms the basis of our **“high-tech, human-touch”** business model.





A MESSAGE FROM OUR CEO

"It's always our moral obligation, be it an entity or human being, to always leave the planet in a better place than when we first arrived."

PAPER REDUCTION & RECYCLING INITIATIVES AT WHR GLOBAL

WHR Global continues to lead in sustainability by prioritizing paperless operations and reducing environmental impact through smart technology and mindful office practices.

Near Paperless Operations

- **Global Implementation:** Offices around the world—including a fully paperless location in Singapore—prioritize digital workflows to minimize paper consumption.
- **Monthly Recycling:** All shredded paper is recycled each month, helping to conserve trees and reduce landfill waste.
- **Eliminating Bond Paper:** The use of bond and watermarked paper has been completely eliminated, as its production is resource-intensive and its recyclability is often limited.
- **Paperless Payroll:** Eliminating the need for printed checks and reducing paper waste while ensuring secure, efficient, and eco-friendly compensation delivery.
- **Digital Business Cards:** The use of Linq digital business cards eliminates the need for traditional paper cards, reducing paper waste and supporting sustainability efforts.
- **Electronic faxing:** In 2023, WHR transitioned to Dropbox Fax, making all fax transmissions entirely electronic, no paper required.

DocuSign & Skribble

– Paperless File Processing

- Since 2018, WHR Global has utilized DocuSign, and now Skribble in Switzerland, to process all files electronically, significantly reducing paper usage and streamlining operations.





Reusable Products

- Employee cafes provide reusable dishes and utensils, with dishwasher use limited to three days a week to further conserve water.

Reduction of Single-Use Items

- Near-paperless operations drastically reduce the need for single-use paper and office supplies.

Swag

- Whenever possible, biodegradable or recyclable materials are used when purchasing swag items

Beyond Paper: Comprehensive Recycling at WHR Global

WHR Global's commitment to sustainability extends beyond paper reduction. We actively recycle plastics, aluminum cans, newspapers, cardboard, paperboard, and glass. We collect plastic bottle caps to donate to an organization that produces benches and picnic tables. Our facilities are equipped to recycle up to 44 cubic yards of material per week, significantly reducing landfill waste and supporting a circular economy.

This holistic approach reinforces WHR's mission to operate responsibly and minimize environmental impact across every aspect of our business.

Responsible Electronic Recycling at WHR Global

To minimize landfill waste, WHR partners with Elian Electronics for responsible e-waste recycling. Through this collaboration in 2024, we have recycled 562 pounds of electronic waste, ensuring harmful materials are safely disposed of and valuable components are recovered.

INFORMATION SECURITY AT WHR GLOBAL

At WHR Global, the security of client information is a top priority. We are committed to ensuring the confidentiality, integrity, and availability of our IT systems and all associated assets—including hardware, software, and data.

To protect against evolving threats, WHR maintains a robust Information Security Program aligned with Federal Government Standards and industry best practices:

- Adherence to protocols established by the Office of Management and Budget (OMB)
- A formal cybersecurity framework based on FISMA and NIST 800-53
- Annual third-party penetration testing to identify and address vulnerabilities
- Ongoing employee training and phishing simulations to strengthen human defenses
- Full compliance with General Data Protection Regulation (GDPR) requirements

Through these proactive measures, WHR ensures that client data is secure, our systems remain resilient, and we are prepared to respond to any potential cyber threats.



WHR Global: SOC 2 Type 2 Certified

WHR Global is proudly SOC 2 Type 2 certified, part of the Service Organization Control (SOC) framework developed by the American Institute of Certified Public Accountants (AICPA).

This certification demonstrates that WHR has implemented and maintained effective controls over time to safeguard sensitive client data. The assessment is based on the five Trust Services Criteria (TSC): security, availability, processing integrity, confidentiality, and privacy.

SOC 2 Type 2 provides independent assurance to clients that WHR Global meets the highest standards in data protection, system reliability, and information privacy.



Electronic Equipment Minimalization at WHR Global

In 2024, WHR Global completed outfitting its entire workforce with laptops, reinforcing our commitment to environmental responsibility by prioritizing energy efficiency and sustainability in all electronic equipment.

- **Laptops:** With laptops now standard for all employees, energy consumption is reduced by up to 80% compared to traditional desktops, while providing greater flexibility and mobility.
- **Phones:** The adoption of Microsoft Teams VOIP minimizes the need for traditional desktop phones, enabling employees to use their laptops for voice communication and further reducing energy use.
- **IT Infrastructure:** Our VMware Virtualization strategy consolidates servers to reduce physical hardware, reducing power and cooling demands by approximately 80% and maximizing efficiency in our data centers.
- **Carbon-Neutral Fire Suppression:** The server room is protected by a carbon-neutral fire suppression system, ensuring safety without compromising our sustainability goals.

Through these initiatives, WHR Global significantly lowers its energy footprint while enhancing operational agility and environmental stewardship.

WHR GLOBAL'S COMMITMENT TO ENVIRONMENTAL SUSTAINABILITY



WHR Global is committed to reducing its environmental footprint through responsible, forward-thinking practices.

Our sustainability strategy includes:

- **Regulatory Compliance:** Adhering to all applicable environmental laws and standards.
- **GHG Reduction Goals:** Targeting a 50% reduction in Scope 1 and 2 greenhouse gas emissions by 2030.
- **Scope 3 Emissions:** Actively managing indirect emissions across our value chain.
- **Internal Green Team Leadership:** Led by an EcoVadis Practitioner Certified individual, our Green Team drives initiatives focused on reduction, reuse, and environmental education, fostering a culture of sustainability.
- **Collaborative Approach:** Partnering with suppliers and stakeholders to embed sustainable practices throughout our global operations.

These efforts reflect WHR Global's long-term commitment to climate action and environmental responsibility.

EcoVadis Certification: Recognizing WHR Global's ESG Progress

In 2024, WHR Global was awarded the Silver Medal by EcoVadis, the world's most trusted provider of business sustainability ratings—placing us in the top 15% of companies assessed across 175+ countries and 200+ industries.

The EcoVadis logo, featuring the word "ecovadis" in a lowercase, sans-serif font. The "v" is stylized with a green leaf-like shape integrated into it.

This marks a significant improvement from 2023, when WHR earned the Bronze Medal. Our upward movement reflects our continued progress in environmental, social, and governance (ESG) practices, and our commitment to advancing sustainability year over year.

EcoVadis evaluates organizations across four key pillars of Corporate Social Responsibility (CSR):

- Environment – energy use, emissions, and product responsibility
- Labor & Human Rights – diversity, workplace safety, and fair treatment
- Ethics – anti-corruption, data integrity, and ethical conduct
- Sustainable Procurement – responsible sourcing across the supply chain

To support ongoing improvement, WHR actively uses the EcoVadis Corrective Action Plan tool to implement targeted enhancements, track performance, and prepare for future assessments.

By embracing these best practices and steadily improving our score, WHR Global demonstrates our dedication to building a more sustainable, responsible, and resilient organization.



Annual Tangible Environmental Impacts in 2024 for DocuSign, Skribble, & Shred-It

Impact Area:



Carbon Emissions



Water Saved



Wood Saved



Waste Eliminated



Additional

Total

Trees Equivalent:

~273 Trees

~11 Trees

~93 Trees

~12 Trees

+33 Trees

~422 Trees



WHR Global's Commitment to Science-Based Targets

In 2023, WHR Global formally committed to the Science Based Targets initiative (SBTi) for Small and Medium-Sized Enterprises (SMEs).

Science-based targets provide companies with a clearly defined path to reduce greenhouse gas (GHG) emissions in line with climate science. These targets not only mitigate climate risk but also drive sustainable innovation and long-term business resilience.

WHR Global's science-based target was officially approved by SBTi.

WHR Global commits to:

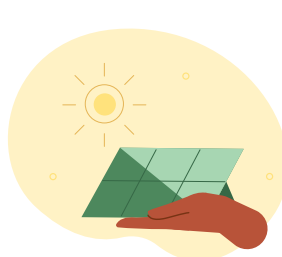
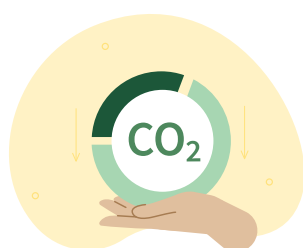
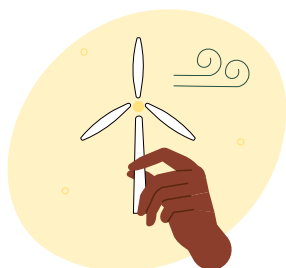
- Reduce Scope 1 and Scope 2 GHG emissions by 50% by 2030, using 2018 as the base year
- Measure and reduce Scope 3 emissions across its value chain



Sustainability Tracking – Greenhouse Gas Emissions (CO₂e)

Category	2018 (Baseline)	2022	2023	2030 Target	% Remaining to Goal
Scope 1 Emissions – Stationary Combustion	36 tCO ₂ e	23 tCO ₂ e	24 tCO ₂ e	—	—
Scope 2 Emissions – Purchased Electricity	189 tCO ₂ e	132 tCO ₂ e	123 tCO ₂ e	—	—
Total Scope 1 & 2 Emissions	225 tCO ₂ e	155 tCO ₂ e	147 tCO ₂ e	112.5 tCO ₂ e (50% reduction)	13.73%

WHR Global has achieved a 36.27% reduction in Scope 1 and 2 greenhouse gas emissions since its 2018 baseline, demonstrating strong progress toward its 2030 goal of a 50% reduction and reaffirming its commitment to environmental responsibility.





WHR'S SUPPLIER DIVERSITY AND COMMUNITY SUPPORT



Commitment to Diversity:

- WHR actively engages small businesses, including those that are Disadvantaged, HUBZone, Woman-Owned, Veteran-Owned, and Service-Disabled Veteran-Owned.
- They aim to give these businesses the maximum practical opportunity to compete for subcontracts.
- Diversity goals are data-driven, based on prior years' contracting experience, with an intent to improve year-over-year.

Supplier Partner Code of Conduct

- Ethical & Sustainable Practices:

- WHR requires all suppliers to adhere to strict ethical standards, including labor, environmental, health, and safety principles.
- Preference is given to suppliers with sustainability certifications like EcoVadis, Science-Based Targets, ISO 14000, or similar.
- Suppliers must comply with all applicable laws and WHR has a zero-tolerance policy regarding child labor, bribery, corruption, extortion, or embezzlement.
- Suppliers must demonstrate social responsibility and ethical business conduct.

Partner Programs:

WHR partners with impactful organizations that support community-based programs:

- Move for Hunger: Delivers surplus food to communities in need.
- Home Sweet Home: Engages in tree planting and a "Discard and Donate" program to reduce carbon footprint and shipment sizes.



DISCARD AND DONATE



WHR Visits Budd Van Lines

Site Visits: WHR conducts supplier site visits, when possible, to ensure compliance with ethical standards and assess environmental and sustainability impacts firsthand.

• Innovative and Sustainable Moving Solution:

- Budd Van Lines' Load-it-once process reduces handling of goods in storage shipments, lowering claims and decreasing carbon emissions by minimizing forklift trips and reducing the use of wooden storage containers.
- The Eco-Crate System is a reusable, eco-friendly, safe, and cost-effective alternative to traditional wood crating and corrugated boxes, designed for easy handling and significantly reducing waste.

• Key Benefits:

- Protects belongings with a 99.9% claims-free record, including fragile and high-value items.
- Saves thousands of trees, gallons of water, and landfill space annually.
- Offers convenient delivery and pickup, simplifying the moving process while supporting sustainability.



WHR DONATIONS & COMMUNITY SUPPORT

WHR demonstrates strong corporate responsibility through financial contributions to organizations that support the well-being of the communities they serve. Some of the key beneficiaries include:

- **The Women's Center (Waukesha, WI):** Provides shelter and support for individuals affected by domestic abuse, sexual violence, and human trafficking.
- **Hunger Task Force (Milwaukee):** Ensures food security by distributing free food to those in need.
- **Children's Hospital of Milwaukee:** Supports pediatric healthcare with specialized treatments and innovative care.
- **Mayo Clinic:** Advances healthcare research, with notable support for pancreatic disease research.
- **Waukesha County Sheriff & Jail:** Partners on community safety and rehabilitation programs.
- **Pewaukee Food Bank:** Works to alleviate food insecurity by supplying food to local families and individuals.
- **Move for Hunger:** Collaborates with moving companies to reduce food waste and hunger nationwide by collecting and delivering surplus food to food banks.
- **Milwaukee Street Angels:** Provides support and advocacy to bridge the gap between homelessness and housing.
- **Humane Animal Welfare Society (HAWs):** A no-kill shelter promoting adoptions, education, and community outreach to strengthen the human-animal bond.
- **Milwaukee Rescue Mission:** Since 1893, it has been working with the hungry and hurting of Milwaukee, helping them restore their lives and hope.

Community Partnerships & Supplier Diversity

WHR extends its commitment to diversity and social responsibility beyond internal operations by actively supporting underrepresented groups through diverse supplier partnerships and community donations. This holistic approach reinforces WHR's dedication to inclusive growth and community impact.





OUR COMMITMENT IS OUR PEOPLE

WHR Global is deeply committed to diversity, equity, inclusion, and belonging (DEI&B) across all employment practices. As a women-owned organization and federal contractor, WHR upholds high standards, conducting annual diversity audits to ensure compliance and alignment with its values.



Its annual DEI&B training focuses on fostering empathy and inclusiveness, with a curriculum that covers diverse characteristics, unconscious bias, inclusive language, bystander intervention, and cultural competencies. This annual mandatory training helps cultivate a respectful, supportive workplace culture that drives employee engagement and satisfaction—reflected in WHR's high client retention and Net Promoter Scores.

In addition to training, WHR employs several DEI&B strategies:

- **DEI Metrics and Reporting:** WHR takes a data-driven approach to assess DEI&B progress, tracking key metrics such as hiring, retention, promotion rates, and pay equity across demographics. This ensures fair treatment and equal opportunities.
- **Inclusive Benefits and Policies:** WHR offers inclusive global benefits such as parental leave, mental health support, accommodation for disabilities, bereavement leave for pregnancy loss, gender-neutral dress codes, support for race-based hairstyles, and flexibility for religious observances. These policies help create a welcoming and supportive environment for all employees.
- **WHR maintains a direct relationship with all employees** and does not utilize union representation. We foster a transparent and safe work environment, supported by a whistle-blower program that allows employees to report any concerns related to human rights or ethics, both internally and externally. In 2024, there were no reported cases of discrimination or human rights violations.

WHR Career Training & Development Programs

WHR Global is committed to nurturing talent from within, supporting our employees' growth through comprehensive training and development initiatives. Over 70% of our management team has been promoted internally, reflecting the success of our structured career development programs.

One of our signature programs is an annual real estate training course, offered in partnership with the Wisconsin Real Estate Association. This five-month course is open to all employees and provides the opportunity to obtain a real estate license while gaining knowledge in real estate markets and contract law. As of 2024, 64% of our U.S. staff hold an active real estate license, including 100% of our U.S. operations team.

We provide mandatory annual training to all employees on essential topics, including:

- Discrimination and harassment prevention
- Diversity, equity, inclusion, and belonging (DEI&B)
- Workplace safety
- Sustainability
- Ethics
- Information security

These courses are regularly updated to reflect the latest regulations and best practices, ensuring our workforce remains informed and compliant.

For our teams in Switzerland and Singapore, WHR supports participation in the EuRA Academy's MIM+ (Managing International Mobility) Certification. This equips staff with the specialized knowledge required for exceptional international relocation services. Management team members are also encouraged to pursue this certification for expanded global expertise.

We also offer a range of optional training programs, such as:

- Title 101
- Equity 101
- Customer Experience (CX) Training
- International and Domestic Journey Mapping
- Net Promoter Score (NPS)
- Global Mobility
- Culture Index
- New hire onboarding

New employees are assigned mentors to support their onboarding and integration into WHR's culture.

In 2024, WHR delivered 308 hours of custom training specific to global mobility. Our commitment to career development extends beyond formal classes. Each employee participates in an annual stay interview with Human Resources to identify motivators, retention strategies, and individual training needs, while also strengthening employee trust.

During annual performance reviews, employees receive personalized goals and development plans to guide their continued growth.

To further enhance the employee experience, WHR conducts multiple employee surveys throughout the year. Feedback from these surveys contributes to our continuous improvement efforts. In recognition of our workplace culture, WHR was honored as a Top Workplace in 2025, our 11th time receiving this award, based entirely on employee feedback. We placed in the top half of winners in the Small Business category.



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WHR Global is an independent, full-service relocation management company with offices in the US, Switzerland, and Singapore. Since 1994, WHR Global has been a leader in the global mobility industry dedicated to Advancing Lives Forward® for employees and their global workforces. With a proprietary technology suite, WHR strives to offer cost-effective relocation benefits without compromising empathy, ethics, or service.



Wisconsin, USA

Global Headquarters

Coordinates all relocations into the Americas.

Basel, Switzerland

EMEA Office

Coordinates all relocations into Europe, the Middle East & Africa

Singapore

APAC Office

Coordinates all relocations into Asia Pacific.

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