

We Relocate
Families,
Not Files®



WHRGlobal

EMPLOYEE RELOCATION
U.S. | SINGAPORE | SWITZERLAND



WHR GLOBAL

Corporate Social Responsibility Report

- 2026 -

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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®

OUR NICHE

“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

WHR Global is committed to minimizing environmental impact through paper reduction, waste management, and circular resource practices. Our approach emphasizes digital transformation, responsible consumption, and continuous improvement across global operations.

Paper Reduction & Digital Transformation

WHR has implemented near-paperless operations across its global footprint to reduce resource consumption and improve operational efficiency:

- **Global Implementation:** Offices worldwide prioritize digital workflows, including a fully paperless location in Singapore.
- **Paperless Payroll:** Eliminates printed checks while ensuring secure and efficient compensation delivery.
- **Digital Business Cards:** Adoption of Linq digital cards reduces reliance on traditional paper materials.
- **Electronic Faxing:** Transition to Dropbox Fax in 2023 enables fully digital fax transmission.
- **DocuSign & Skribble:** Since 2018, electronic signature platforms have been used to process documentation, significantly reducing paper usage and streamlining workflows.
- **Bond paper:** WHR has also eliminated the use of bond and watermarked paper, recognizing its high resource intensity and limited recyclability.



Waste Reduction & Recycling Programs

WHR maintains structured recycling practices to support landfill diversion and resource recovery:

- **Monthly Paper Recycling:** All paper materials are securely shredded and recycled
- **Comprehensive Recycling Streams:** Includes plastics, aluminum, glass, cardboard, paperboard, and newspapers
- **Facility Capacity:** Recycling infrastructure supports up to 44 cubic yards of material per week, contributing to significant waste diversion

Additionally, WHR supports circular initiatives by collecting plastic bottle caps for donation to organizations that repurpose materials into community-use items such as benches and picnic tables.

Reduction of Single-Use Materials

WHR actively reduces single-use consumption through operational practices and employee engagement:

- Near-paperless processes significantly reduce reliance on disposable office supplies
- Employee café spaces provide reusable dishes and utensils, with controlled dishwasher use to conserve water
- Sustainable sourcing is prioritized for branded materials, with biodegradable or recyclable swag selected whenever possible

Responsible Electronic Waste Management

WHR partners with certified vendors, including Elian Electronics and Shred-it, to ensure the responsible recycling of electronic waste. These programs extend to employees, who are encouraged to recycle personal electronic equipment through company-supported initiatives.

Performance Indicators:

- 420 pounds of electronic waste recycled in 2025
- 25% year-over-year reduction in e-waste, demonstrating measurable progress in waste minimization

Impact & Commitment

Through these initiatives, WHR demonstrates a structured and measurable approach to environmental responsibility by:

- Reducing paper consumption through digital transformation
- Increasing recycling and landfill diversion rates
- Supporting circular economy practices
- Minimizing hazardous waste through responsible e-waste management

This comprehensive approach reinforces WHR Global's commitment to sustainable operations and continuous environmental improvement.

WHR GLOBAL LOCATIONS

United States – Corporate Headquarters (Pewaukee, WI)

Our corporate headquarters is located in Pewaukee, Wisconsin, with easy access to freeways, and only 20 minutes from downtown Milwaukee. The office sits within the scenic Pewaukee Woods Office Park, surrounded by green space, wildlife areas, and walking paths. Multiple nearby medical centers ensure quick access to healthcare services.

The workspace offers a modern, casual business environment with open and standing workspaces, cafés, a centrally located training center, and outdoor seating available during warmer months. The facility is secure, climate-controlled, and designed for employee comfort, offering complimentary beverages and full kitchen amenities.

Singapore – Work in the Heart of the City

Our Singapore office is located in Samsung Hub, a premier Grade A office tower known for its prime location, modern infrastructure, and top-tier amenities. Just a three-minute walk from both Raffles Place and Telok Ayer MRT stations, the office sits in the core of Singapore’s financial district with seamless access to transportation, dining, and retail.

Situated on Level 29, the workspace offers sweeping views of Marina Bay and the Singapore River. The building actively supports sustainability initiatives, including Earth Hour 2025 participation and quarterly E-Waste Recycling programs.

Inside, employees enjoy a business casual, professional environment with fully furnished private offices, secure access, climate control, and comfortable breakout areas. Amenities include high-speed Wi-Fi, on-site IT support, meeting rooms, and complimentary coffee, tea, and filtered water. Proximity to pharmacies and medical centers ensures quick access to healthcare services.

Switzerland – A Prime Location in Basel’s City Center

Our Basel office at Hirschgässlein 19 is in the vibrant heart of the city, just minutes from Basel SBB train station. The location offers immediate access to tram and bus lines, the Rhine River promenade, and the cafés, shops, and dining options along Freie Strasse. Nearby pharmacies and medical centers provide convenient access to healthcare services.

Inside, the workspace features a casual business environment with flexible work options, including open work areas and standing desks. A private meeting room and kitchenette support daily needs, while an exterior deck offers a refreshing outdoor space for breaks or informal meetings. The facility is secure, private, and key-access-controlled.

At all WHR Global locations, we foster a welcoming culture through our Open Door Policy, encouraging employee feedback and innovation. We maintain a safe, healthy, smoke-free environment, with designated smoking areas where permitted. All visitors must check in for security. Safety is a priority - in 2025, WHR reported zero safety incidents. Our hybrid work model delivers meaningful results, including a 40% reduction in commuting and a stronger work-life balance for our teams.



WISCONSIN



SINGAPORE



SWITZERLAND

INFORMATION SECURITY

WHR Global is committed to safeguarding client and company data by ensuring the confidentiality, integrity, and availability of all information systems and associated assets, including hardware, software, and data. Our Information Security Program is designed to proactively mitigate risk, strengthen data protection, and maintain resilience against evolving cybersecurity threats in alignment with globally recognized standards.

Through these initiatives, WHR Global enhances operational resilience while supporting sustainable business practices. By leveraging secure, cloud-based infrastructure and efficient digital systems, we reduce resource consumption and energy usage, contributing to a lower environmental footprint and improved operational efficiency.

Policies & Frameworks

WHR maintains a formalized Information Security Program aligned with federal government standards and internationally recognized frameworks, including:

- Adherence to protocols established by the Office of Management and Budget (OMB)
- A structured cybersecurity framework based on FISMA and NIST SP 800-53
- Full compliance with General Data Protection Regulation (GDPR) requirements

These frameworks guide the implementation of controls, risk management processes, and continuous monitoring practices across the organization.



Security Measures & Controls

WHR implements layered security controls and proactive risk mitigation measures, including:

- Annual third-party penetration testing to identify and remediate vulnerabilities
- Mandatory annual information security training for all employees, supported by ongoing phishing simulations to strengthen awareness and reduce human risk factors
- Continuous monitoring and enhancement of system safeguards to ensure operational resilience

These measures reinforce a strong security posture and ensure preparedness against emerging cyber threats.

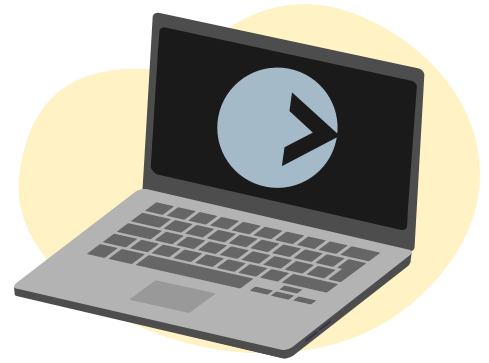


Performance & Assurance

WHR Global is SOC 2 Type 2 certified, demonstrating the effective design and operational performance of internal controls over time. This certification, established by the American Institute of Certified Public Accountants (AICPA), provides independent assurance that WHR meets rigorous standards across the Trust Services Criteria:

- Security
- Availability
- Processing Integrity
- Confidentiality
- Privacy

SOC 2 Type 2 certification validates WHR's ability to consistently protect sensitive data, maintain system reliability, and uphold the highest standards of information security and privacy.



SUSTAINABLE TECHNOLOGY & INFRASTRUCTURE

WHR Global is committed to reducing its technology-related environmental footprint through energy-efficient equipment, infrastructure optimization, and sustainable IT practices. Our approach focuses on minimizing resource consumption while maintaining operational performance and resilience.

Energy-Efficient Equipment

WHR prioritizes lower-impact technology solutions to reduce energy use and material consumption:

- Laptops: Standardizing laptops across the organization reduces energy consumption by up to 80% compared to traditional desktop computers, while enhancing employee flexibility and mobility
- Phones (VOIP): Adoption of Microsoft Teams VOIP eliminates the need for desk phones, reducing hardware requirements and associated energy usage

Optimized IT Infrastructure

WHR leverages virtualization and modern infrastructure strategies to improve efficiency:

- VMware Virtualization: Consolidation of physical servers reduces hardware dependency and lowers power and cooling demands by approximately 80%, significantly improving data center efficiency
- Carbon Neutral Fire Suppression: Server rooms are equipped with environmentally responsible fire suppression systems that protect critical assets while supporting sustainability goals

Sustainable Equipment & Materials

WHR integrates circular economy principles into procurement and equipment lifecycle management:

- Copiers: Devices are manufactured with 50% recycled materials and support zero-waste-to-landfill toner recycling programs, reducing environmental impact and promoting responsible resource use

Carbon-Aware Technology Practices

WHR incorporates intelligent software solutions to further reduce emissions:

- Carbon-Aware Updates: Microsoft carbon-aware update settings enable devices to install updates during periods when the electric grid is powered by lower-carbon energy sources, helping to reduce overall emissions without compromising operational flexibility

Impact & Approach

Through these initiatives, WHR demonstrates a structured approach to sustainable IT by:

- Reducing energy consumption across employee devices and infrastructure
- Minimizing hardware use through consolidation and cloud-based technologies
- Supporting circular economy practices in equipment sourcing and recycling
- Leveraging smart technology to reduce indirect carbon emissions

These efforts reinforce WHR Global's commitment to environmental stewardship and continuous improvement in sustainable operations.



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: Adherence to all applicable environmental laws and standards.
- GHG Reduction Goals: A target of a 50% reduction in Scope 1 and Scope 2 greenhouse gas emissions by 2030.
- Scope 3 Emissions Management: Active management of indirect emissions across our value chain.
- Internal Green Team Leadership: Led by an EcoVadis Practitioner-certified professional, our Green Team drives initiatives focused on reduction, reuse, and environmental education, fostering a culture of sustainability.
- Sustainability Awareness: All employees are required to complete annual sustainability training to build awareness, encourage responsible practices, and support WHR's environmental goals. In addition, WHR celebrates Earth Day each year to further promote environmental stewardship and engage employees in ongoing sustainability initiatives.
- 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

Over the past three years, WHR Global has demonstrated strong and sustained progress in its environmental, social, and governance (ESG) performance, as recognized by EcoVadis.



Building on its Bronze rating in 2023, WHR Global advanced to Silver in 2024, reflecting meaningful improvements in its sustainability practices. In 2025, WHR maintained a Bronze rating while continuing to perform well within an increasingly rigorous and competitive assessment landscape.

This consistent recognition highlights WHR Global’s ongoing commitment to continuous improvement and advancing sustainability across its global operations.

Tangible Environmental Impacts through Strategic Partnerships

WHR Global’s 2025 sustainability initiatives delivered measurable environmental benefits through strategic partnerships and operational efficiencies, resulting in meaningful reductions in resource use and environmental impact.



Annual Tangible Environmental Impacts in 2025 for DocuSign, Skribble, & Shred-It

Impact Area:

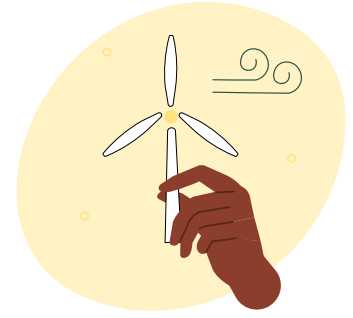
Total Trees Saved -----
 Total Trees Planted -----
 Total Trees Positively Impacted -----
 Total Carbon Emissions Reduced -----
 Total Water Conserved -----
 Total Wood Saved -----
 Total Waste Eliminated -----

Units:

~89 Trees
 ~81 Trees
 ~170 Trees
 ~11,132 Pounds (Lbs)
 ~13,964 Units*
 ~4,742 Units*
 ~770 Pounds (Lbs)



*Units for water conserved and wood saved are reported based on partner-provided equivalencies (e.g., digital transaction or paper-use avoidance metrics).



WHR GLOBAL'S COMMITMENT TO SCIENCE-BASED TARGETS



WHR Global has 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. In 2023, 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	2022	2023	2024	2030 Target	% Remaining to Goal
Scope 1 Emissions Stationary Combustion	30	23	24	19		
Scope 2 Emissions Purchased & Consumed Electricity	189	132	123	104		
Total Scope 1 & 2 Emissions	225	155	147	123	50%	4.67%



At WHR Global, we are proud of the significant progress made in reducing our environmental footprint. Since our 2018 baseline, we have achieved a 45.33% reduction in Scope 1 and 2 greenhouse gas emissions, bringing us within 4.67% of our Science Based Target Initiative (SBTi) goal of a 50% reduction by 2030.

This continued momentum reflects our commitment to responsible operations and positions us strongly to meet - if not exceed - our target ahead of schedule.



*GHG calculated using EPA Center for Corporate Climate Leadership Emissions Calculator Tool from utilities paid during the calendar year.



WHR'S SUPPLIER DIVERSITY AND COMMUNITY SUPPORT

Commitment to Responsible and Inclusive Procurement

At WHR Global, we are committed to responsible procurement practices that reflect our values of integrity, accountability, and sustainability. We engage a broad and diverse network of suppliers, including small and socioeconomically classified businesses, to support a resilient and inclusive supply chain.

We provide suppliers with fair and practical opportunities to participate in our subcontracting processes, consistent with applicable laws and standards. WHR maintains a zero-tolerance approach to child labor, bribery, corruption, extortion, and embezzlement, and expects all suppliers to uphold these same standards while conducting business with integrity and in full compliance with applicable regulations. All suppliers are expected to adhere to WHR's Supplier Code of Conduct, which establishes clear requirements for ethical behavior, environmental responsibility, and compliance. Suppliers who do not meet these expectations may be released from the business relationship, reinforcing accountability across our supply chain.

We also expect our suppliers to operate in an environmentally responsible manner, including efforts to reduce emissions, minimize waste, and use resources efficiently. These expectations support our broader sustainability commitments and extend our impact across the value chain.

Our approach is informed by data and continuously evaluated to strengthen supplier engagement, improve performance over time, and ensure alignment with our long-term corporate responsibility objectives.

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.





COMMUNITY COMMITMENT & CHARITABLE GIVING



WHR Global is committed to responsible corporate citizenship through sustained community investment and strategic partnerships that address critical social needs. Over the past six years, WHR has supported 14 organizations, demonstrating a consistent and measurable commitment to community engagement.

Our community contributions focus on advancing social impact across key areas, including human rights, food security, healthcare access, and community well-being.

WHR supports organizations such as The Women's Center of Waukesha, which provides shelter, advocacy, and resources for individuals impacted by domestic abuse, sexual violence, and human trafficking - aligning with our commitment to human rights protection and vulnerable population support.

To address food insecurity, WHR partners with organizations including Hunger Task Force and Pewaukee Food Bank, helping provide essential resources to individuals and families experiencing hardship.

In support of healthcare access and medical research, WHR contributes to organizations such as Children's Wisconsin, Mayo Clinic, and Ronald McDonald House Charities of Eastern Wisconsin, which assist families and patients during critical medical situations.

WHR also engages in initiatives that promote community safety and environmental responsibility, including collaboration with the Waukesha County Sheriff's Department and support of Move for Hunger, which addresses both food insecurity and food waste reduction.



Our commitment extends to homelessness prevention and basic needs support through partnerships with Milwaukee Street Angels and Milwaukee Rescue Mission, as well as animal welfare through the Humane Animal Welfare Society (HAWs). Additionally, WHR supports local community organizations such as St. John's Ashippun and childcare providers, recognizing their role in strengthening community stability and supporting working families.

Impact Approach

Through these initiatives, WHR applies a balanced and structured approach to community investment by:

- Supporting health, safety, and basic human needs
- Contributing to local community resilience
- Advancing social equity and wellbeing

These efforts reinforce WHR's commitment to creating positive, measurable social impact while aligning with broader ESG and sustainability objectives.



OUR COMMITMENT: OUR PEOPLE

WHR Global is committed to fostering an inclusive, ethical, and transparent workplace aligned with internationally recognized labor and human rights standards. We promote a culture where employees are empowered to share ideas, engage openly across all levels of the organization, and maintain direct communication channels without union representation.

We uphold a zero-tolerance approach to discrimination, harassment, and human rights violations. To support this commitment, WHR maintains a formal whistleblower program that provides secure and accessible internal and external reporting mechanisms for concerns related to ethics, human rights, or workplace conduct.

Performance Indicator:

- In 2025, WHR reported zero confirmed incidents of discrimination, harassment, ethical violations, whistleblower cases, or human rights breaches.

Diversity, Equity, Inclusion & Belonging (DEI&B):

WHR implements mandatory annual DEI&B training for all employees, reinforcing our commitment to equal opportunity, non-discrimination, and inclusive behavior. Training focuses on building cultural awareness, empathy, and inclusive communication-key competencies for supporting a global workforce and international transferees.

These initiatives are designed to:

- Mitigate the risk of workplace discrimination
- Strengthen cross-cultural competency
- Support equitable service delivery for global clients and employees

Inclusive Benefits and Employee Support:

WHR maintains policies and benefits that promote employee wellbeing, inclusion, and equal treatment across global operations. These include:

- Parental leave and family support
- Mental health resources
- Workplace accommodations for disabilities
- Bereavement leave, including pregnancy loss
- Gender-neutral dress policies
- Support for race-based hairstyles
- Flexible accommodation for religious observances

These policies are regularly reviewed to ensure alignment with evolving regulatory requirements and best practices in social responsibility.

A BIG THANK YOU TO THE
EMPLOYEES OF WHR GLOBAL FOR
ALL THAT YOU DO, EVERYDAY!

Milkmen



WHR CAREER TRAINING & DEVELOPMENT PROGRAMS



WHR Global is committed to nurturing talent from within by supporting employee growth through comprehensive training and development initiatives. Over 80% of our management team has been promoted internally, reflecting the strength and success of our structured career development programs.

One of our signature initiatives is an annual real estate training course offered in partnership with the Wisconsin Real Estate Association. This five-month program is open to all employees and provides the opportunity to obtain a real estate license while building knowledge in real estate markets and contract law. Employees are required to renew their licenses every two years, including the completion of 12 hours of continuing education to stay current with evolving real estate regulations and industry practices. As of 2025, more than 52% of our U.S. staff hold an active real estate license, including 80% of our U.S. operations team.

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

- Discrimination, Harassment, and Civility
- Diversity, Equity, Inclusion, and Belonging
- Workplace Safety
- Sustainability
- Ethics & Anti-Corruption
- Information Security
- Scams & Fraud Awareness

These programs are regularly updated to reflect current regulations and leading practices, ensuring our workforce remains informed, compliant, and prepared.

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

Employees may apply for education assistance to support specialized training opportunities, including language development, mobility management certification, and college-level coursework.

We also offer a range of optional training programs, including:

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

WHR collaborates with vendors and suppliers to support additional training needs, engaging subject matter experts across various disciplines, including personal finance to enhance both professional and personal development. Specialized CPR and First Aid training is conducted in-house every two years, with at least 20% of employees certified to help ensure preparedness for emergency situations.

In 2025, WHR delivered over 600 hours of customized training focused on global mobility. Our commitment to employee development extends beyond formal training programs.

Individual Development

Each employee participates in an annual stay interview with Human Resources to identify motivators, retention strategies, and individual development needs, while strengthening employee engagement and trust. During annual performance reviews, employees receive personalized goals and development plans to support continued growth.

Top Workplace Recognition

To further enhance the employee experience, WHR conducts multiple employee surveys throughout the year. Feedback gathered informs continuous improvement efforts across the organization. In recognition of our strong workplace culture, WHR was named a Top Workplace in 2026, marking our 12th time receiving this honor based entirely on employee feedback. WHR ranked in the top half of winners in the Small Business category.



*We Relocate
Families,
Not Files®*



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

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