

Impact Report Highlights

2022 Accomplishments

and 2023 Goals

Environment

MAKING PROGRESS TOGETHER

2022 was a year of incredible growth, challenge, and opportunity. While taking great care of customers, clients, partners and team, Dwellworks also made significant progress in our ESG initiatives, through a globally reduced carbon footprint, the environmentally responsible actions of the partners in our supplier network, and the worldwide commitment and actions of our associates in building a more diverse, equitable, inclusive and connected company.

Dwellworks is aligned with the Coalition for Greener Mobility to simplify and standardize sustainability programs and practices in relocation and business travel. We are pleased to contribute our expertise in good governance and global destination services and corporate housing to this broader industry effort.

We invite you to read on to learn how our investment in ESG is spurring better results for clients, customers, associates, network partners, investors, and community. To access the full Impact Report, contact us at [esg@dwellworks.com](mailto:esg@dwellworks.com)

2023 Goals

2022 Accomplishments

Fund an annual donation on customers’ behalf

Build V1 database of active eco-friendly corporate housing suppliers

## 36%

global reduction in Scope 2

GHG emissions

## 84%

corporate housing survey

respondents taking sustainable actions

## 15%

local destination

consultants use low- carbon emissions cars

## 100%

technology hardware

recycling and reuse

## $10K

Define a high impact/BHAG Environmental action for our teams

Continue to measure GHG emissions reductions on a global scale

donation to Conservation

International on behalf of customers

* registered with UN Global Compact
* participants in Coalition for Greener Mobility

Lead or co-lead a minimum of one key sustainability project for [Coalition for Greener](https://www.greenermobility.org/) [Talent Mobility](https://www.greenermobility.org/)

# Social

2022 Accomplishments

2023 Goals

## 300+

positive associate responses

to peer recognition survey

## 73%

women on Dwellworks

team

## 60%

women/LGBTQ+ representation

on executive team

85%

destination consultants

identify as women

## 47%

corporate housing partner owners

identify as women

## $10K

donation to Habitat for

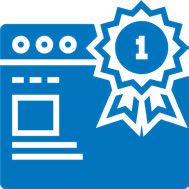
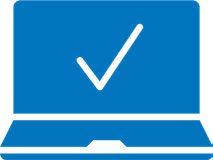
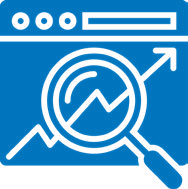
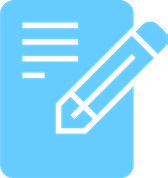
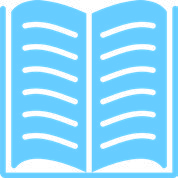
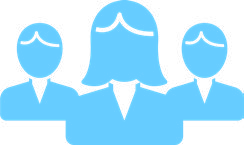
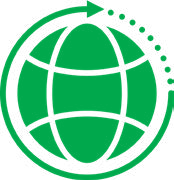
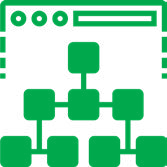
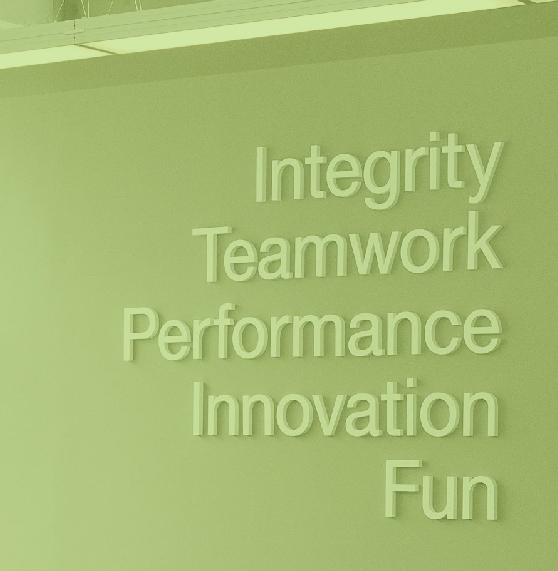
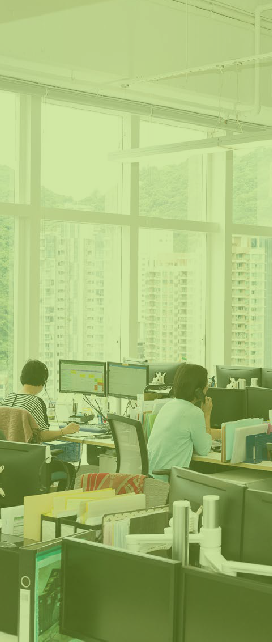
Humanity

Embed workforce diversity best practices in recruiting/ development

Expand myDwellworks inclusionary content to Consultants and team

Fund an annual donation on customers’ behalf

Define a high impact BHAG/ Social action for our teams



2023 Goals

Implement V1 tracking of diverse and sustainably supportive supplier spend

Renew EcoVadis certification

Align with new regulatory and compliance directives

Update UN Global Compact Communication on Progress (CoP)

# Governance

2022 Accomplishments

## 100%

associate completion of mandatory ethics, compliance,

and ESG training (US)

EcoVadis Silver Medal – top 25% of 75,000+ companies

enrolled in UN Global Compact

successfully completed SOC-2 audit



For more information: [esg@dwellworks.com](mailto:esg@dwellworks.com)