

Summary

# Corporate Responsibility Report

2022

**CBRE**

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# Dear Fellow Stakeholder



Our 16<sup>th</sup> annual Corporate Responsibility report highlights how CBRE is working to create positive impacts for people and the planet while delivering outstanding results for our clients.

CBRE has set an ambitious, and necessary, goal to achieve net zero carbon emissions by 2040. It requires a rapid deployment of sustainability solutions across our 7+ billion sq. ft. of managed property and our supply chain as well as our own operations. That's why we are collaborating with our clients and suppliers, implementing innovative technology and leveraging the capabilities of **Turner & Townsend**, our majority-owned subsidiary, and strategic partners like **Altus Power** and others.

Corporate responsibility and sustainability are embedded across our business. Our talented team and strong ethical culture help us drive progress on the **United Nations Global Compact's Ten Principles** and other standards of responsible business performance. This serves as a foundation for a work environment where everyone can realize their potential.

Please explore this report to learn more about what we have accomplished, where we can continue to improve and our vision for the path forward.

A handwritten signature in black ink that reads "Bob".

Robert E. Sulentic  
President & Chief Executive Officer



At CBRE, we take a holistic approach to corporate responsibility. We regularly work to understand the issues our stakeholders value most, and where we can add the most value. Our strategy focuses on three main areas: scaling a low carbon future, creating opportunities so all people thrive and leading with integrity to build trust.

Importantly, each initiative we undertake is informed by data and insights so that we can produce measurable outcomes. We compound progress when we scale solutions globally for our own operations as well as for our employees, clients, partners and communities. This perspective positions CBRE to help advance the U.N.'s Sustainable Development Goals through our programs, business services and enthusiasm of our people.

CBRE is a place where everyone can belong and make a difference. As we strive to build the workforce that reflects the diversity of our communities, we continue to strengthen our inclusive culture and contribute to economic impact through our suppliers.

Our employees are the heart of everything we do, and that includes showing how we care as volunteers and raising funds for local and global causes. Leading with our values, we will help build a more sustainable future for all.

A handwritten signature in black ink that reads "Tim".

Tim Dismond  
Chief Responsibility Officer

# 2022 At a Glance

Scaling a  
Low Carbon  
Future

**\$4.9B+**

spent with sustainable  
suppliers

**8,300+**

buildings registered for energy  
performance globally

**\$2.5B+**

in green financing bonds/notes  
issued (CBRE IM)

Creating  
Opportunities So  
All People Thrive

**\$2.9B+**

spent with small &  
diverse suppliers

**1M+**

hours of learning by  
CBRE employees

**\$19M+**

in charitable giving  
(incl. \$2M+ from employees)

Leading with  
Integrity to  
Build Trust

**10<sup>th</sup>**

Year on Ethisphere's World's  
Most Ethical Companies

**1,200+**

Ethics & Compliance  
Ambassadors

**90<sup>th</sup>**

percentile on the Corporate  
Political Disclosure and  
Accountability Index

# About CBRE

## RISE Values

We take great pride in our reputation for upholding the highest standards in the way we do business. Our commitment to our RISE values— Respect, Integrity, Service, Excellence—is a significant reason why CBRE is the largest commercial real estate company in the world. These standards are the foundation on which our company is built and our employees work and live by them.

### RESPECT

We act with consideration for others' ideas and share information openly to inspire trust and encourage collaboration.

### INTEGRITY

No one individual, no one deal and no one client is bigger than our commitment to our company and what we stand for.

### SERVICE

We approach our clients' challenges with enthusiasm and diligence, building long-term relationships by connecting the right people, capital and opportunities.

### EXCELLENCE

We focus relentlessly on creating winning outcomes for our clients, employees and shareholders.

CBRE Group, Inc. is a Fortune 500 and S&P 500 company headquartered in Dallas, Texas. We marked our 116th year of continuous operations in 2022, tracing our origins to a company founded in San Francisco in the aftermath of the 1906 earthquake. We are the world's largest commercial real estate services and investment firm, based on 2022 revenue, with leading global market positions in our leasing, property sales, occupier outsourcing and valuation businesses.

CBRE serves a diverse range of clients with an integrated suite of services, including facilities, transaction and project management; property management; investment management; appraisal and valuation; property leasing; strategic consulting; property sales; mortgage services and development services. We provide services under the following brand names: "CBRE" (real estate advisory and outsourcing

services); "CBRE Investment Management" (investment management); "Trammell Crow Company" (U.S. and Europe development); "Telford Homes" (U.K. development); and "Turner & Townsend Holdings Limited" (Turner & Townsend).

CBRE Group, Inc. is incorporated in Delaware in the United States. Our Class A common stock is traded on the New York Stock Exchange (NYSE) under the symbol CBRE. Please see our 2022 Form 10-K for details on the entities included in our financial statements; those same entities are also included in this report, with the exception of Turner & Townsend which has been a majority-owned subsidiary of CBRE beginning in November 2021. We anticipate including Turner & Townsend's environmental, social and governance (ESG) data within the next two reporting years.



### Strategic Focus Areas

Three themes guide CBRE's strategy, inform our ongoing dialogue with stakeholders and help prioritize reporting progress.

#### Scaling a Low Carbon Future

**CBRE's ability to drive transformative change toward a zero carbon and resilient future while leading by example across our own corporate office portfolio.**

- Carbon emissions
- Green and healthy buildings
- Sustainable service offerings

#### Creating Opportunities so All People Thrive

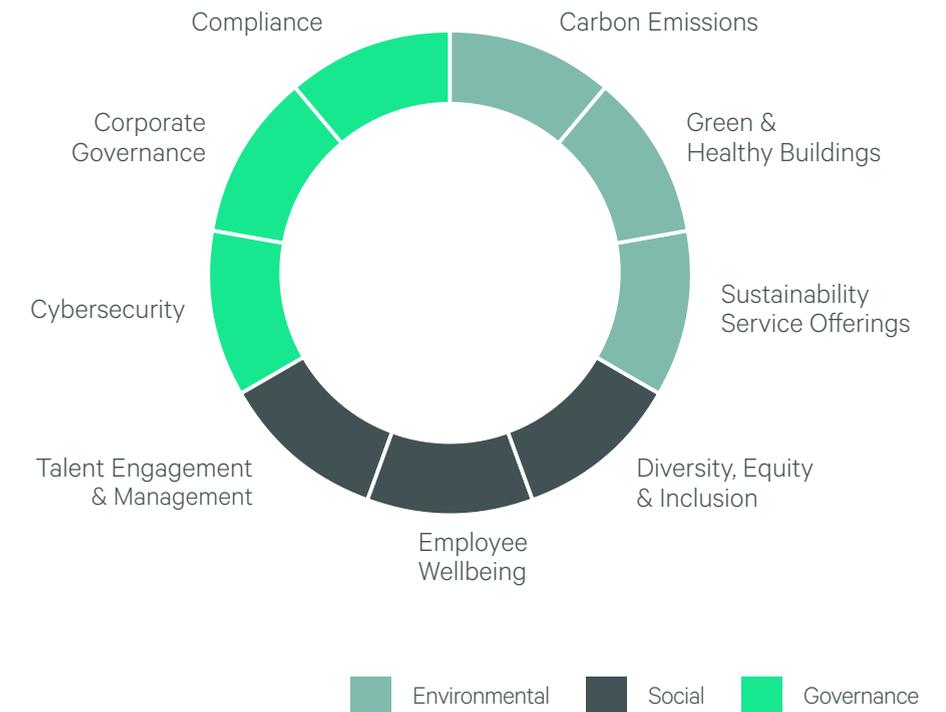
**How CBRE builds the workforce of the future by driving initiatives that develop our employees and create a diverse and inclusive workplace where everyone can thrive.**

- Talent engagement and management
- Diversity, equity and inclusion
- Employee wellbeing

#### Leading with Integrity to Build Trust

**We operate our business with the highest ethics and integrity in everything we do, which is foundational for building trust with our stakeholders.**

- Compliance
- Corporate governance
- Cybersecurity



## Environmental



Energy Use in Managed Properties, Solar Power Partnership



Net Zero Strategy, Global Sustainability Solutions



Energy Use in Managed Properties, Community Impact Initiative



Sustainable and Diverse Suppliers, Supplier ESG Screening, Reduced E-waste



GHG Emissions in Managed Properties, Energy Use in Managed Properties, Vehicles, Climate Risk

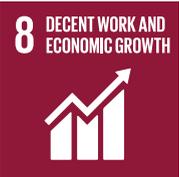
## Social



Employee Wellbeing, Occupational Health and Safety



Diversity, Equity & Inclusion, Human Rights, Supplier Diversity



Human Rights, Youth Career Opportunities



Diversity, Equity & Inclusion, Supplier Diversity, Community Impact Initiative

## Governance



Standards of Business Conduct, Human Rights, Transparency & Accountability



Community Impact, Initiative partnerships focused on climate change

# Sustainable Development Goals

CBRE aspires to leverage our business impact and influence to drive progress against the United Nations Sustainable Development Goals (SDGs). The SDGs serve as a blueprint that aligns with our North Star: creating the real estate solutions of tomorrow, so businesses and people thrive. We prioritized our focus by evaluating each of the 17 SDGs and the associated targets using the following criteria:

- Connection to CBRE business strategy
- Geographic reach of our efforts advancing SDGs
- Level of our impact
- Level of our investment
- Length of our efforts

As a result, we identified and mapped a total of 11 SDGs to the environmental, social and governance issues most relevant to our business.



## Notable Awards & Honors

### General

- FORTUNE Most Admired Real Estate Company 4 of last 5 years
- FORTUNE America's Most Innovative Companies
- LIPSEY #1 commercial real estate brand for 22 consecutive years
- ETHISPHERE World's Most Ethical Companies 10 years in a row

### People/Workplace

- BLOOMBERG Gender-Equality Index four years in a row
- HUMAN RIGHTS CAMPAIGN Best Place to Work for LGBTQ Equality for the ninth straight year
- DISABILITY EQUALITY INDEX Best Place to Work for Disability Inclusion
- BISNOW Rise award 2022 honoree for impactful DEI programs
- MORTGAGE BANKERS ASSOCIATION 2023 Organization DE&I Award

### Sustainability

- DOW JONES Sustainability World Index for fourth consecutive year; North America Index nine years in a row
- BARRON'S #4 Most Sustainable Company (U.S.)
- FTSE4GOOD nine consecutive years
- U.S. EPA 2023 ENERGY STAR Partner of the Year—Sustained Excellence Award recognition for 16th consecutive year

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# Scaling a Low Carbon Future

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## Sustainability



At CBRE, we're reimagining the relationship between the built environment and the natural world to support a sustainable future. We aspire to create world-class workplaces by integrating sustainable design and operations into our work to drive positive impact for our people and our clients.

With over 500 corporate offices and more than 7 billion square feet of managed property globally, CBRE has an outsized opportunity to help reduce greenhouse gas (GHG) emissions through our own operations, services for our investor and occupier clients and throughout our entire value chain. Our approach to environmental sustainability focuses on advancing decarbonization at scale where our highest priorities include increasing energy efficiency, reducing carbon emissions, creating green and healthy buildings, and providing sustainability service offerings.

### Our Commitments

In 2021, CBRE announced our commitment to achieve **net zero carbon emissions by 2040**—10 years ahead of the goal set by the Paris Agreement and the ambition to limit global temperatures to rise 1.5°C. This commitment encompasses carbon emissions from our own operations, the properties we manage for investors and occupiers, and our supply chain.

### Interim Milestones and Strategic Initiatives

Our net zero goal is supported by three 2035 interim milestones approved by the Science Based Target initiative (SBTi) and in adherence with the Paris Agreement. These milestones include GHG emissions reductions from a 2019 base year by:

- 68% for our corporate operations (absolute for Scopes 1 and 2)
- 79% per square foot for buildings managed for occupier clients (Scope 3)
- 67% per square foot for buildings managed for landlord and building owner clients (Scope 3)

Two additional strategic objectives critical to reaching our science-based milestones and net zero goal include:

- 100% renewable energy for our corporate operations by the end of 2025
- 100% vehicle fleet electrification by the end of 2035



Alexandra C. (She/Her)

Head of Asia Pacific,  
Indirect Real Estate Strategies,  
CBRE Investment Management  
Sydney, Australia



When it comes to sustainability, what everyone wants to know is what you're doing about it and to see action.

## Our Net Zero Strategy

To turn our ambition into action, CBRE developed and published our [Net Zero Strategy for Corporate Operations](#) in 2022 with support from our strategic partner, Turner & Townsend. This climate transition plan outlines a clear strategy to deliver progress toward our net zero commitment and align with climate science recommendations.

Our strategy focuses on a subset of our total GHG emissions, addressing corporate activities directly controlled or strongly influenced by CBRE. It is organized around four key pathways: buildings, transport, energy and procurement. Within each pathway, we will deliver on strategic objectives through time-bound actions. These efforts are supported by program-level strategies that enable change throughout our global organization.



Buildings



Transport



Energy



Procurement



Program-level Strategies

## Understanding our Impact

Monitoring progress toward our commitments requires rigorous tracking and reporting. Since first calculating our corporate GHG inventory in 2008, we have continually improved our methodology. In 2022, we made a number of enhancements to strengthen alignment with the Greenhouse Gas Protocol and SBTi Net Zero Standard. Details about our GHG inventory are in our full report.

## GHG Inventory in Metric Tons of Carbon Dioxide Equivalent (MT CO<sub>2</sub>e)<sup>1</sup>

GHG Emission Categories	2019	2020	2021	2022
<b>Scope 1</b>				
Mobile combustion (vehicle and equipment)	62,337	63,946	49,818	48,337
<b>Scope 2<sup>2</sup></b>				
Purchased electricity and heating (location-based)	39,247	40,383	39,501	37,218
Purchased electricity and heating (market-based)	41,179	41,696	42,803	38,449
<b>Scope 3</b>				
1 – Purchased goods and services <sup>3</sup>	7,676,546	8,075,104	10,232,647	9,987,962
Corporate procurement	293,441	300,220	264,875	300,217
Procurement on behalf of clients	7,383,105	7,774,884	9,967,772	9,687,745
3 – Fuel- and energy-related activities <sup>4</sup>	6,787	12,734	22,522	22,126
6 – Business travel	42,704	14,816	14,544	19,724
7 – Employee commuting	180,533	45,538	35,847	57,861
8 – Upstream leased assets	3,434	4,173	4,026	3,987
11 – Use of sold products	56,878,160	62,310,770	62,245,387	61,078,151
Occupier client properties	41,030,084	36,023,335	41,963,765	41,277,152
Owner/landlord properties	15,848,076	26,287,435	20,281,622	19,800,999
15 – Investments <sup>5</sup>	193,933	249,129	288,906	326,795
<b>Scope 3 Total</b>	<b>64,982,097</b>	<b>70,712,264</b>	<b>72,843,879</b>	<b>71,496,606</b>
<b>TOTAL (location-based)</b>	<b>65,083,681</b>	<b>70,816,593</b>	<b>72,933,198</b>	<b>71,582,161</b>
<b>TOTAL (market-based)</b>	<b>65,085,613</b>	<b>70,817,906</b>	<b>72,936,500</b>	<b>71,583,392</b>

**1.** Baseline adjustment has been made to 2019–2021 figures to account for the acquisition of Intego in 2021, affecting the following categories: Scope 1; Scope 2; Scope 3 Categories 6, 7 and 8. **2.** Location-based emissions reflect the average emissions intensity of the grid on which energy consumption occurred. Market-based emissions reflect the emissions from electricity purchased (and chosen when available), derived from contractual instruments such as Guarantees of Origin, supplier-specific emissions rates or direct contracts with energy providers. **3.** CBRE embeds Scope 3 Category 2 (Capital goods) emissions within Scope 3 Category 1 (Purchased goods and services). **4.** Includes emissions associated with transmission and distribution losses and production, processing and delivery of fuels or energy (well-to-tank). **5.** GHG emissions are calculated concurrent with data submitted to GRESB in the fall of each calendar year. Information included is estimated based on prior years' data. This report will be updated when actual information becomes available.

## Where We Are on Our Journey

	2035 SBT % Reduction From 2019	2035 SBT MT CO2e	2019 Baseline MT CO2e*	2022 MT CO2e*	2022 MT CO2e % Change
<b>GHG Emissions (market-based)</b>					
Scope 1 + 2	68% absolute	33,125	103,515	86,786	-16%
Scope 3 (Occupiers) per sq. ft.	79% intensity	0.00392	0.01865	0.01100	-41%
Scope 3 (Owners & Landlords) per sq. ft.	67% intensity	0.00248	0.00751	0.00945	26%

\* Baseline adjustments in 2022 account for acquisitions, boundary expansion, and improved data extrapolation models where primary data is not available. A summary of these changes are included in the sections that follow.

## Progress Toward Our Commitments

In 2022, we laid the foundation for our net zero journey across our operations and enhanced our data analysis to better understand our impact. In 2023, we will continue to advance our data models and reporting to provide our internal teams and external stakeholders with greater insights on our progress. Since 2019, our Scope 1 and 2 emissions have decreased 16%, driven primarily by improved fleet vehicle fuel efficiency, portfolio optimization and improvements to our tenant space electricity use intensity. We anticipate meaningful progress toward our Scope 1 and 2 SBTs in the next few years as we accelerate our renewable energy strategy and scale our transition to electric vehicles. We've observed a 41% decrease in emissions intensity from buildings that we manage for Occupier clients, and a 26% increase in emissions intensity from buildings that we manage for Owners and Landlords. We believe these changes reflect improvements in energy efficiency as well as the intensity of the energy data sample received from our clients.

## Decarbonization Glidepath by GHG Emission Source for Corporate Operations



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### Fleet Electrification

CBRE manages a global fleet of cars, trucks and vans to serve our clients. Transitioning 100% of our fleet to electric vehicles by the end of 2035 is a strategic initiative critical to achieving our net zero commitment. In addition, we are actively collaborating with our clients to integrate additional EVs into service of their accounts. Steps we have taken to scale fleet electrification, including:

- Integrated over 130 EVs into our U.S. fleet
- Developed a global fleet inventory and dashboard
- Identified preferred vendors for EVs and charging infrastructure
- Shared early operational lessons learned from EV deployment across our business

### Gasoline Vehicle

**\$0.07-0.10**

Cost per Mile

### Electric Vehicle

**\$0.04**

Cost per Mile



CBRE is a member of the Corporate Electric Vehicle Alliance, led by Ceres, a collaborative group of companies accelerating the transition to EVs.

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We're developing  
an integrated  
renewable energy  
and electrification  
strategy with an eye  
to the future,



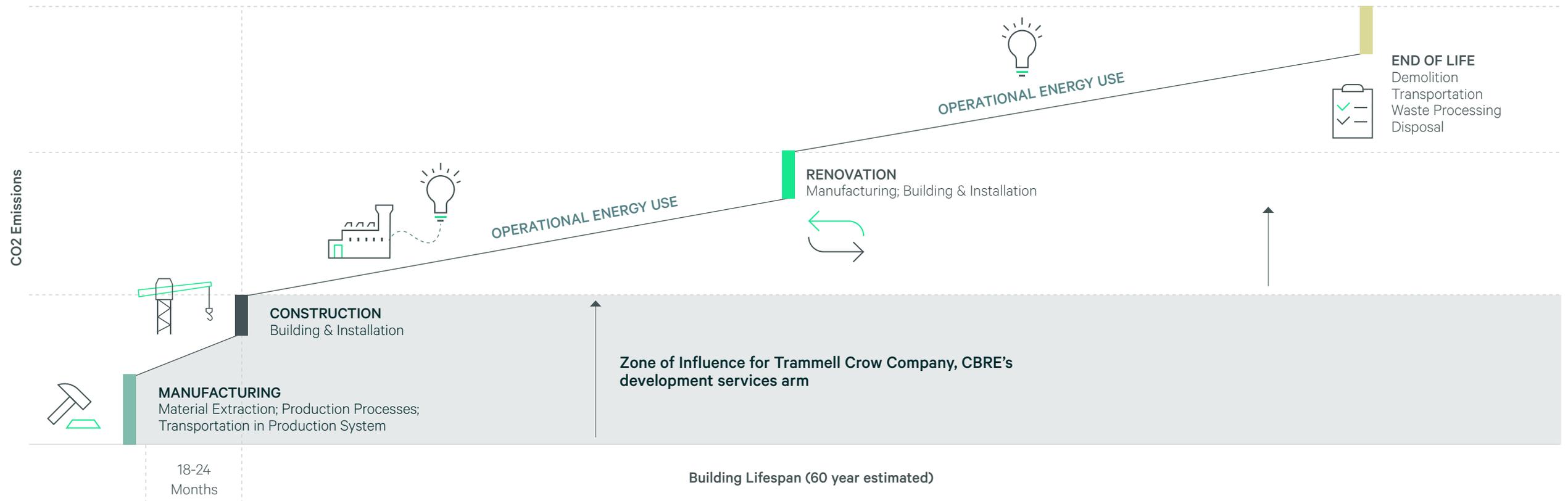
anticipating that  
electrifying our fleet  
will nearly double  
CBRE's electricity  
demand by 2035.

## Reducing Embodied Carbon in Real Estate Development

In real estate development, embodied carbon refers to the GHG emissions resulting from the extraction, manufacturing, and transportation of materials and products used in the construction of buildings, as well as the emissions released from installation of the materials. The embodied carbon of construction materials represents the primary emissions impact of Trammell Crow Company's development activities. Decisions

made during planning, design and construction phases result in GHG emissions that cannot be reduced throughout a building's life cycle. As building operations continue to gain efficiency, embodied carbon will account for a growing share of the building sector's carbon emissions.

### Building Life Cycle Analysis Carbon





## Upskilling our Workforce for a Low Carbon Future

CBRE places a strong focus on equipping staff for the low carbon transition and empowering them with the knowledge, tools and practices needed to effectively manage energy use, reduce emissions and implement sustainable solutions. Several drivers will reshape the labor market for facilities and property management, such as electrification of building systems and integration of new technologies to improve efficiency and reduce carbon emissions.

Building Management Professionals	Procurement Professionals	Sustainable Investment Professionals	All Employees (regardless of role)
<p>In partnership with the Building Owners and Managers Association International (BOMA/BOMI), CBRE licenses training from BOMA's Energy Efficiency Program (BEEP) and offers weekly webinars to employees. Using the EPA's ENERGY STAR Portfolio Manager as a foundational tool, BEEP educates industry professionals on how to reduce energy consumption and costs with proven no- and low-cost strategies for optimizing equipment, people and practices. Since 2016, when the training curriculum was expanded, more than 3,300 property management staff have completed the four-part required training.</p>	<p>Continuing our partnership with the Supply Chain Sustainability School, CBRE offers on-demand virtual training for over 88 topics and 3,556 hours of content organized around seven modules: environment; lean construction; management; people; sustainable procurement; offsite; and sustainability shorts. Courses are available to all employees through our internal learning and development platform.</p>	<p>CBRE Investment Management works to integrate sustainability into the fabric of operations and investment strategies for employees in 20 countries. In 2022, CBRE Investment Management expanded sustainability fluency across the organization through its Sustainability Knowledge Hub to provide learning resources and its Sustainability Ambassadors program to integrate training, education and accountability across funds, sectors and geographies.</p>	<p>We deployed a new Sustainability Learning Hub with basic, core knowledge and expert educational resources. In addition, CBRE expanded our short learning platform, Stickerbook, to Continental Europe and South East Asia, with the Pacific region expanding in 2023. Our CBRE Investment Management line of business offered the platform to all employees globally in 2022. The platform incentivizes sustainability learning through gamification, rewarding employees with digital stickers (or badges) for watching short videos and answering questions. All Stickerbook users can gain sustainability accreditation through the Institute of Environmental Management and Assessment (IEMA).</p>

# Creating Opportunities So All People Thrive

## People & Culture



People are the heart of CBRE, critical to the success of our company and shape our approach to corporate responsibility. When we have more diverse perspectives, backgrounds and life experiences, we can deliver outstanding results for our employees and partners, our clients, and the communities where we live and work.

CBRE works to create an environment and opportunities where all people thrive. This includes key programs to attract, engage and develop world-class talent; help employees be safe and well; and foster an inclusive culture that values diverse perspectives where everyone can belong and make a difference.

### Global Statistics 2022

#### Workforce by Gender\*



\*Includes full time employees only

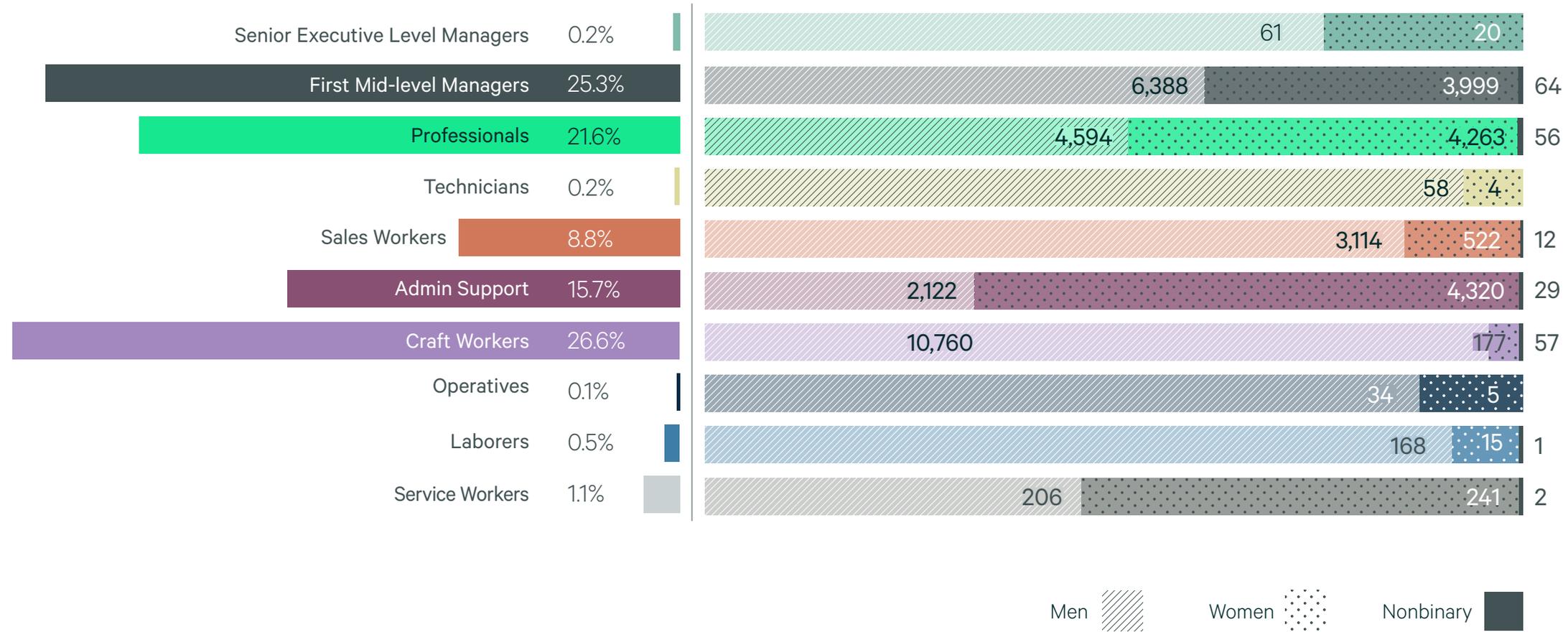
#### New Hire Rate: 32.3%



#### Management by Gender



Women Men



Job categories and numbers are provided in accordance with reporting requirements by the U.S. Equal Employment Opportunity Commission (EEO). CBRE's EEO-1 report on workforce representation is available in the appendix of this report. Note: We have 0.2% of our employee base that does not identify their gender and in 2022 we offered employees the opportunity to identify as nonbinary. Some percentages may not add up to 100% due to rounding.

U.S. Workforce Job Category & Gender

 **1M+**  
hours of learning in  
Talent Coach

 **3.3M**  
course completions

## Wellbeing & Human Rights

### Employee Wellbeing

Our Workplace Wellbeing vision is to ensure our people experience a caring workplace culture and we focus on providing our employees with tools and resources to actively manage their wellbeing. In 2022, we expanded our Be Well programming across five dimensions:

-  **Occupational:** Contributing in our careers to make a positive impact in our organization
-  **Social:** Connecting with our colleagues and developing positive relationships
-  **Environmental:** Creating a safe, productive and comfortable workplace
-  **Physical:** Supporting good health, awareness and vitality
-  **Intellectual:** Learning new concepts, improving skill sets & contributing positively to CBRE's culture

We have seen impact from our global collection of resources, activities, training and programs that support the wellbeing of our people, with our wellbeing score increasing by one point to 76% in our employee engagement survey.

### Learning & Development

Investing in our employees' development remains a key priority in our ongoing efforts to attract, develop and retain top talent. At the core of our Learning & Development (L&D) strategy is the view that development happens through three key activities: on-the-job learning (70%), coaching (20%) and formal training (10%). We are focused on helping all employees know what learning programs and resources are available to support them in developing skills to maximize performance in their current role as well as for future roles. Overall, employees completed 1,066,963 hours of learning in Talent Coach, with an average of nine hours per employee. Total course completions were 3.3 million.

In 2022, we launched several key L&D initiatives, including a new global program called People Manager Excellence Immersion. The simulation-based learning experience helps people leaders provide feedback, coach employees and manage relationships across their teams while understanding the impact of their actions on employee engagement.

### Human Rights

In line with our RISE values, CBRE believes all people should be valued and respected and have the right to choose their own destiny. We are dedicated to complying with the United Nations Universal Declaration of Human Rights and commit to embedding human rights practices into our global culture.

Within our operations, we have developed and implemented a dedicated global Human Rights Compliance program. The cornerstone of the program is our Human Rights Policy which recognizes our responsibility to always respect human rights in our operations, to promote an appropriate example and to make a positive global impact. The Policy was updated in December 2021 to add provisions for Indigenous Peoples and to highlight CBRE's human rights due diligence check.

CBRE's Human Rights Policy is incorporated into our annual Standards of Business Conduct certification process, mandatory for all CBRE employees.



Jesse T. (He/His)

Transition Manager,  
Transformation Projects,  
Global Workplace Solutions  
Dallas, TX (U.S.)



DE&I reinforces that all perspectives are valued. By encouraging community rather than assimilation, we create a sense of belonging for each person.

 19K  
global EBRG members

## Diversity, Equity & Inclusion

Our vision is to enable our people and business partners to thrive by fostering a diverse, equitable and inclusive environment where everyone can belong. Diversity, equity and inclusion begins at the top with our CEO.

For our CEO and CBRE's global Executive Committee, the advancement of underrepresented employees is a required component of their performance objectives and a factor in their overall performance rating and compensation. In addition, at the beginning of each year, we highly encourage all employees to include at least one DE&I objective as part of their performance goals to drive individual DE&I commitments and actions.

In 2022, we accelerated our progress by focusing on strategic initiatives and measurable outcomes to strengthen our inclusive culture, increase the diversity of our workforce and increase our spend with diverse suppliers.

CBRE has 18 Employee Business Resource Groups (EBRGs) with more than 19,000 members globally. EBRGs provide development, community engagement and networking opportunities. In addition, our DE&I Councils and Steering Committees support our business segments and lines of business to advance our global DE&I strategy at local and regional levels.

# Supplier Diversity

Our Supplier Diversity Program is a business commitment to mentor, develop and integrate diverse suppliers into buying products and services for CBRE and our customers. CBRE defines a diverse supplier as at least 51% owned, operated and managed by an underrepresented group, including Black, Indigenous, Hispanic, Asian or other people of color; women; veterans; individuals who identify as LGBTQ+; and people with disabilities.

CBRE pledged to spend at least \$1 billion with diverse suppliers in 2021 and grow this spend to \$3 billion by the end of 2025.

In 2022, our supplier diversity efforts expanded—on pace toward our 2025 goal—spending over \$2.9 billion with small and diverse suppliers combined. We grew our diverse suppliers by 32% supported by efforts across our Advisory and REI business segments.

Supplier diversity enables us to bring diverse thinking, flexibility and innovations to CBRE and help us meet and exceed client needs; assist our clients in meeting their own diverse supplier goals; reduce inequality within and among communities; and influence the success of diverse suppliers.

**U.S. Economic Impact**

CBRE purchased \$1.1B from diverse businesses. This spending resulted in the total impact of \$2.2B, which is broken down into \$1.1B Direct impact, \$522.5M Indirect impact, and \$517.3M Induced impact.



Total Impact **\$2.2B**

CBRE's Supplier Diversity spending with diverse suppliers supported in the Direct channel, 2,505 jobs in the Indirect channel, and 2,742 jobs from the Induced channel.



Total Jobs **12,923**

CBRE's purchases from diverse suppliers supported jobs throughout the supply chain that paid employees a total of \$808.4M in wages. Wages earned in the Direct, Indirect, and Induced channels are estimated at \$443.0M, \$190.0M, and \$175.4M respectively.



Total Wages **\$808.4M**



Hélène C. (She/Her)

Global Head of Circular  
Economy & Zero Waste,  
Global Workplace Solutions  
London, United Kingdom



Zero waste goes beyond just the data. It means implementing effective circular business models, enforcing accountability around them and building sustainability into the culture and experience.

## Increasing Spend with Sustainable Suppliers

CBRE seeks to conduct business with suppliers that demonstrate sustainability leadership within their own industries. Since 2019, we have used EcoVadis to assess sustainability performance, with suppliers that earn a Bronze medal considered sustainable.

CBRE was awarded Platinum status by EcoVadis in 2022, placing us in the top 1% of companies globally. CBRE maintains a supply chain sustainability dashboard allowing employees purchasing goods or services to identify easily companies recognized as a sustainable supplier. Buyers can access data across geographies and business segments, see suppliers' scorecards and prioritize our spend with suppliers that exceed sustainability performance expectations.

In 2022, CBRE's spend with sustainable suppliers was nearly change to \$4.9 billion, representing a 47% increase from 2021. We will continue to increase our purchasing with partners that can help us meet our decarbonization and other sustainability goals.



88%

employee engagement scores for safety & security, 2022



75,000

touchpoints with employees during our 2022 Global Safety & Wellbeing Week

## Workplace Safety & Security

Our Workplace Health, & Safety & Environment (HS&E) vision is to ensure our people are safe and well at the end of every workday. Our Workplace Security vision is to ensure the resiliency of our people, clients, partners and business.. Collectively, our mission is to drive a culture where we integrate HS&E and security into every business decision enabling CBRE to ensure our people experience a sense of wellbeing and achieve superior outcomes.

In 2022, we saw high employee engagement scores for safety and security (88%)—among our company’s top four scores. These improvements reflect our ongoing commitment to achieving the highest standards and performance—a shared commitment with our people.

### Safety Impact in 2022

In 2022, we expanded our Level 1 suite of policies to globalize critical matters, including: Health, Safety & Environment System, Reports of HS&E Incidents, U.S. Smoke-Free Workplace, Violence in the Workplace and Global Motor Vehicle Safety. We also published Level 2 global standards, including: Engaging Mental Health Risk Assessment & Consultancy Services (U.S.), Access to and Retention of Occupational Health Medical Records, and Guide for Serious Injury or Fatality (SIF) Events.

In October 2022, we hosted our fourth annual Global Safety & Wellbeing Week, garnering 75,000 touch-points with employees. As part of our programming, we led three daily 15-minute sessions on safety and wellbeing in all time zones globally.

### Training and Communications

In 2022, we conducted a refresh of our global safety and wellbeing online training, Building a Safe and Well Workplace. The course is required training for all new employees within the first 60 days of employment and every three years thereafter. The course opens with our CEO’s commitment to safety and wellbeing and covers our management system, policies, situational awareness, workplace preparedness, hazard recognition, office safety, incident reporting, lone working, ergonomics and wellbeing. Employees confirm their understanding through the “belief check” and comments section at the end of the course, elevating safety and wellbeing accolades or concerns to HS&E leaders. We received, evaluated and took action on over 44,000 comments from employees in 2022.

CBRE business segments and business lines develop processes to ensure HS&E training and competencies in all our operating environments. It provides the necessary qualification, ability, education, training, knowledge, skills and experience to deliver an appropriate service or perform an activity.



\$19,286,112

Total Charitable Giving

\$17,184,194

Corporate Giving

\$ 2,101,917

Employee Giving

## Communities & Giving

CBRE and our employees invest in and support the communities where we live and work around the world. Through direct contributions from the company and our employees—including volunteer time—we are able to make a difference for both people and the planet. This includes responding to disasters and crises like the war in Ukraine, as well as supporting causes that help people with everyday challenges, such as hunger and cancer.

In 2022, our corporate philanthropic strategy focused on three main areas that align with our company's overarching ESG priorities: tackling climate change as part of our environmental sustainability initiatives, increasing educational and career opportunities for underrepresented populations in the commercial real estate industry as part of our commitment to Diversity, Equity and Inclusion, and bettering our headquarters community of Dallas, TX.

Additionally, CBRE initiated a global volunteer campaign to encourage and support employee efforts in our communities, and to track volunteer time in our online platform. Through these efforts, in 2022, CBRE employees in 38 countries volunteered a total of 43,594 hours—more than a tenfold increase over 2021—valued at \$1,386,289 using the Independent Sector's 2022 volunteer hour value of \$31.80.

### Community Impact Initiative

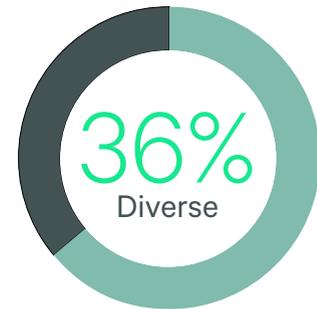
CBRE announced its 2022 Community Impact Initiative partners with a commitment to support 33 nonprofits through our time, talent and financial support. This initiative reflects CBRE's strong commitment to helping businesses, people and communities thrive.

# Leading with Integrity to Build Trust

## Corporate Integrity

### Board Diversity 2022

#### Race & Ethnicity



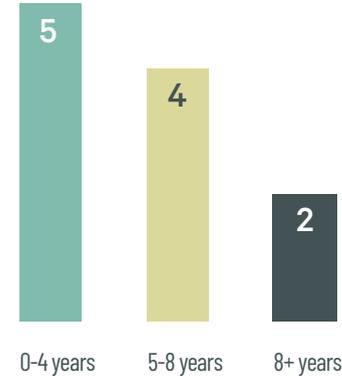
White (7)  
Diverse (4)

#### Gender

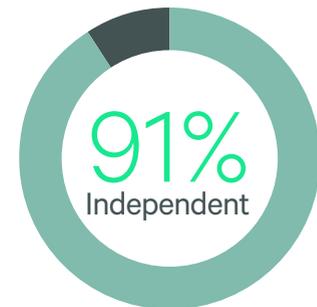


Women (3)  
Men (8)

#### Tenure

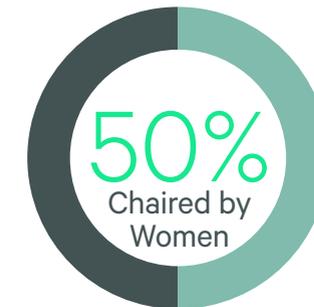


#### Independence

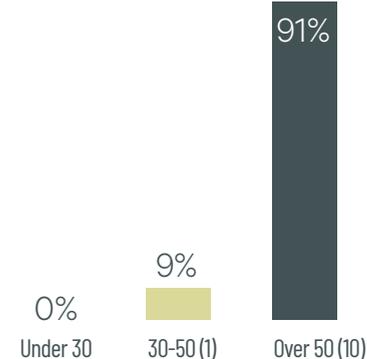


Total number of Board of Directors: 11

#### Board Committees



#### Age



CBRE leads with the highest standards of ethics and integrity in everything we do to build trust in our business. Guided by our RISE values, we have a strong governing system that informs our company's strategy and policies while delivering excellent outcomes for our clients. We align our work on governance issues with two U.N. Sustainable Development Goals: Decent Work and Economic Growth, and Peace Justice and Strong Institutions.

Our efforts to advance and embed ethical business practices across our business have been recognized for 10 consecutive years by Ethisphere.

### Board of Directors

CBRE has an 11-member Board of Directors. Ten directors are deemed independent and the 11th director is our President and CEO, Bob Sulentic. This level of independence exceeds the majority standard established by our Corporate Governance Guidelines and the listing standards of the New York Stock Exchange (NYSE).

### Board Diversity

We have made great strides in cultivating a diverse Board. Our focus on Board refreshment has resulted in the addition of eight new directors to our Board since the adoption of director term limits in December 2015. Six out of eight (75%) of those new directors are diverse in terms of gender or race and ethnicity. Our current Board is 36% racially or ethnically diverse and 27% women. In addition, 50% of our Board committees are chaired by women.

Additional details on our Board and Governance can be found in our [2023 Proxy Statement](#) • Board composition, demographics, and a skills matrix: pages 26-34 • Board committees, their composition, number of meetings and responsibilities: pages 13-17 • Governance policies and practices: page 10-11 • Executive compensation details: page 7



 1,200+  
ethics & compliance ambassadors

## Codes of Conduct

CBRE's Ethics & Compliance program sets the tone for a culture of values that are the cornerstone of our global business philosophy and ensures that our success is achieved with integrity. The team, led by our Chief Ethics & Compliance Officer, is independent from business operations. Questions can be asked, and advice given, in a non-attributable, confidential and comfortable manner for employees. We added or updated 21 policies in 2022.

CBRE is firmly committed to conducting business with the highest integrity and in compliance with the letter and spirit of the law. CBRE's Standards of Business Conduct is the company's most senior policy. It aligns with our RISE values and guides our everyday operations. It includes real-life scenarios to help in decision making, a glossary of terms and decision trees for people who learn visually.

CBRE is firmly committed to conducting business with the highest integrity and in compliance with the letter and spirit of the law. Our Standards of Business Conduct is the company's most senior policy.



# Harassment-Free Workplace

CBRE strives to combat workplace harassment in any form, particularly sexual and racial misconduct.

Harassment in all forms is unacceptable and contrary to our RISE values. We work diligently to create a culture and work environment for our employees that is harassment-free.

## Communications

CBRE emphasizes the critical nature of ethics and compliance through training, regular communications and other content that is both engaging and educational. Our General Counsel writes Compliance Corner, a monthly email that covers topics such as our Standards of Business Conduct, anti-harassment, integrity, conflicts of interest, human rights and a variety of corporate policies.

CBRE stands for tolerance & equality, which are fundamental to our RISE values.

## Training

In 2022, CBRE offered all employees online training on core elements of our Ethics & Compliance program. We facilitated training on a wide range of topics, including:

- Standards of Business Conduct
- Money Laundering: A Global Issue
- Safeguarding Data: A Responsibility for All
- Social Engineering
- The Collaboration Rumor
- Using the Internet at Work

Several areas of Ethics & Compliance training are also provided to all new employees and must be completed within 60 days of hire, including:

- Standards of Business Conduct
- Gifts: It's about Appearances
- Raising Concerns: Doing the Right Thing
- Anti-Bribery: Making the Right Decisions
- Financial Integrity and Fraud
- Dignity and Respect in the Global Workplace

In 2022, we also provided a CBRE Workplace Safety & Wellbeing training as part of our annual essential learning.



**Rona F.** (She/Her)

Vice President,  
Global Supplier Diversity,  
Procurement  
Chicago, IL (U.S.)



Intentionality  
in purchasing  
needs to be  
prioritized with  
organizations,  
just like CBRE  
& its clients  
have  
committed to.

### **Building Equity Through Intentionality**

At CBRE, given the impact we have on our communities, clients, employees and stakeholders, we recognize the importance of conducting and growing our business in ways that can also scale positive impact in the places where we live and work.

A diverse supply chain is financially, qualitatively and quantitatively the right thing to do. We look at it through the business lens of cost savings, effectiveness and innovation.

