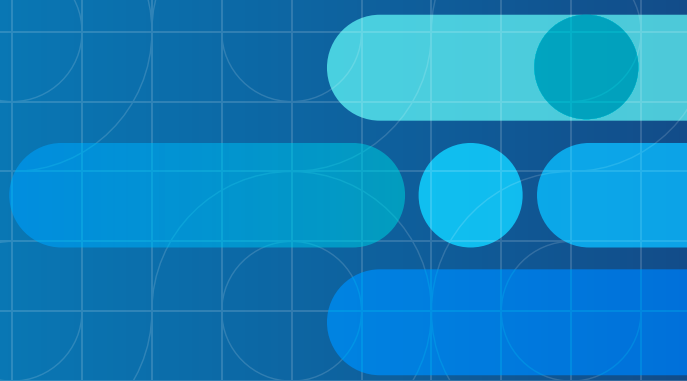




the cartus environmental policy



our environmental mission

Cartus is dedicated to responsible environmental stewardship and supporting the well-being of everyone impacted by our work. We recognize that the world's natural resources are limited, and that preserving our environment is essential for global mobility to remain a practical, effective, and appealing talent strategy for our clients and their employees.

As a good corporate citizen, we seek and proactively pursue ways to reduce our carbon footprint, collaborate with our friends and colleagues to identify conservation opportunities, and minimize our environmental impact.

As a leading provider in the mobility industry, we are committed to working across every part of our value chain to operate more sustainably, through the pursuit of shared goals, boundless innovation, and the tireless consideration of "What's next?"



At Cartus, we were determined not to make sustainability a 'tick-box' activity, or a simple marketing differential, but a core value, and an area where we could align with our clients' values and support our industry in securing our long-term future.

David Pascoe
Executive SVP, Global Talent Mobility

**cartus is committed to
preserving the world in which
we live, work, and move**





Our commitment to environmental responsibility is firmly grounded in our core corporate value of ethical behavior. We conduct ourselves and our business with the utmost integrity, meeting or exceeding our commitments and making the ethical choice whenever a decision needs to be made. Our culture of integrity is absolute and non-negotiable. Pursuant to how this value relates to sustainability, we continually hone our policies and practices to actively promote environmental protection, prevent pollution, support sustainable development, comply with regulatory and legal requirements, and minimize waste.

Cartus' strategic approach to environmental protection and management balances a relentless appetite for improvement with the pragmatic recognition that truly sustainable change requires effort, education, and time to realize its full potential. This approach is reflected in our internal operations, partnerships, policies, programs, and practices. Good citizenship, at both the local and global levels, is integral to Cartus culture. It defines who we are as a company and guides our approach to working with our customers.



At Cartus, we don't see sustainability as a hurdle to overcome, or a mutually exclusive competitor to growth, but as a catalyst for innovation, and an opportunity to ensure our growth is in keeping with the evolving needs of our customers and remains fit for our shared future.

*Andrew Conduit-Turner,
Director, Sustainable Growth Enablement*



cartus decarbonization goals:

In 2025, we set ambitious near-term and long-term carbon-reduction commitments, reviewed and validated by the Science-Based Targets initiative (SBTi). Our ongoing focus is to make those goals a reality. Our emissions reduction goals are as follows:

net-zero

Cartus commits to achieving net-zero greenhouse gas emissions across the value chain by 2050.

near-term

Cartus commits to reducing absolute scope 1 and 2 GHG emissions by 63.0% by 2035 from a 2024 base year. Cartus also commits to reducing scope 3 GHG emissions by 67.0% per employee relocated within the same timeframe.

long-term

Cartus commits to reducing absolute scope 1 and 2 GHG emissions by 90.0% by 2050 from a 2024 base year. Cartus also commits to reducing scope 3 GHG emissions by 97.0% per employee relocated within the same timeframe.

our environmental areas of focus

The following are key actions that form our ESG strategy:



Client Cooperation on shared ESG projects with a focus on providing meaningful support and impact metrics



Optimal Energy Sourcing prioritizing renewable and low-emission sources



Compliance with full participation and performance to expected standards for reporting disclosures in all relevant territories



Reduce Waste in internal operations, conserving energy, water, and other resources, where waste may be reduced through the support of circularity



Education and Engagement by developing content and opportunities for our internal teams, and fully collaborating with industry peers and partners to improve standards across our sector



Service Innovation offering clients and their relocating employees services with reduced emission impacts and providing opportunities to drive positive environmental and social outcomes



Focus on Sustainable Procurement and engagement of supplier partners in ESG programs and performance, driving year-over-year increases in our proportional spend with partners committed to impact reduction



Third-Party Validation by engaging with ESG performance evaluators to measure progress and identify opportunities for improvement



Impact Reduction via internal operational policies



Tracking and Monitoring Impacts with ongoing focus on improving data collection, visibility, and enrichment to grow data accuracy and specificity

