

# Global Workplace Wellbeing Commitment Statement

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Caring about their work experience and creating a culture that promotes health and wellbeing is central to CBRE’s commitment to our people.

A sense of wellbeing is unique to everyone. Therefore, our strategy is flexible, embraces inclusivity and respects local cultures. Effective workplace wellbeing programs improve personal and professional health, growth and resilience; reinforce a sense of achievement and belonging; and foster meaningful connection, engagement and productivity.

Our wellbeing commitment is for the benefit of our colleagues, clients and business partners and extends to the communities where we operate. CBRE’s wellbeing approach follows these principles:

- **Leadership** – Together, we establish CBRE’s workplace wellbeing standards and data points to further the wellbeing of our people and teams. We educate managers about the importance of prioritizing wellbeing and how to communicate their benefits.
- **Shared Definitions** – Valuing dignity, mutual respect, confidentiality, cooperation and trust. Together, we define areas of workplace wellbeing as:
  - o Physical (supporting good health, awareness and vitality)
  - o Occupational (contributing to our careers to make a positive impact)
  - o Intellectual (learning new concepts, improving skills and contributing positively to CBRE’s culture)
  - o Social (developing positive relationships)
  - o Environmental (creating safe, productive and comfortable workplaces)
- **Growth** – Encouraging mindfulness, resilience, agility, open dialogue and recognition to accelerate career growth. We reinforce our entrepreneurial spirit while protecting our RISE values and respecting each other’s time.
- **Offerings** – Curating benefits and resources to support wellbeing needs of our people that are delivered through data-driven employee engagement opportunities. We accomplish this through workshops, weekly podcasts, intranet articles, forums, discussion groups, our Health & Wellbeing Champions Program and thoughtful workplace design. We know that the needs of our people and the environments where they operate are continually changing; therefore, over time, we will develop and discontinue workplace wellbeing activities based majorly on efficacy and employee response in our endeavor to fulfill our aspirations on our employees’ wellbeing.

We all have our personal reasons to stay well at work, and we rely on everyone to contribute to a workplace experience that fosters wellbeing. CBRE encourages our people to support a workplace where everyone grows, thrives and feels healthy and well at the end of the day.

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CBRE Group, Inc.

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