

Environment Policy

Cushman & Wakefield is committed to being a responsible steward of the environment. We continue to seek to identify and manage the environmental risks and opportunities associated with our business, including climate change and resource depletion. We strive to conduct our operations and delivering our products and services with the highest environmental care and social responsibility standards. To this end, we are committed to a sustainable future, achieving a balance between environmental, technological, economic and social objectives.

Cushman & Wakefield maintains oversight of environmental and sustainability matters through established governance structures, including the management-level Sustainability Committee. Oversight is further supported by reporting to, and ultimate governance by, the Audit Committee and the Nominating & Governance Committee of the Board of Directors. We also monitor emerging sustainability-related regulations and evolving stakeholder expectations to support proactive environmental management and long-term business resilience.

We are committed to:

- Reducing the environmental impact of buildings on global greenhouse gas emissions, including calculating and disclosing our carbon footprint from corporate operations, benchmarking our performance and setting carbon reduction goals;
- Conducting our operations in a manner consistent with local and regional business requirements and, where appropriate, the international standard for Environmental Management Systems ISO 14001;
- Identifying and assessing environmental aspects and impacts, as well as setting objectives and targets, to reduce waste and impacts on the environment, prevent pollution, conserve natural resources, protect biodiversity and ecosystems where relevant, protect cultural heritage, and drive energy efficiency;
- Ensuring our operations, products and services comply with applicable legal and other compliance requirements;
- Supporting responsible procurement practices through our Responsible Sourcing Policy and engaging suppliers to meet environmental sustainability requirements and promote continuous improvement across our value chain;



Michelle MacKay
Chief Executive Officer
Cushman & Wakefield
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Next review due: June 30, 2028

- Providing appropriate education and training, particularly for employees with environmental responsibilities, to ensure we meet our environmental objectives and targets;
- Making continual improvements in environmental performance to protect the environment;
- Communicating our environmental performance to employees, customers, suppliers, contractors and the community; and
- Preparing for and responding to environmental incidents to enhance resilience, minimize harm and support timely corrective actions.

We recognize that each employee, subcontractor and supplier has a role to play in protecting the environment. Therefore, to achieve our commitments outlined in this policy and ensure the effectiveness of our approach, we shall:

- Promote the involvement of all employees, subcontractors and suppliers as relevant to their work;
- Establish work practices, operational controls and conduct monitoring and evaluation to ensure environmental objectives and targets are achieved;
- Require suppliers and subcontractors to operate in an environmentally responsible manner and adhere to relevant environmental standards;
- Regularly review performance and identify and implement corrective and preventative actions to promote continual improvement in the environmental performance of our operations, products and services; and
- Actively promote environmental awareness and support ongoing education and training on environmental and sustainability issues.

In addition to these activities, Cushman & Wakefield has established the following near- and long-term science-based greenhouse gas (GHG) emissions reduction targets and net zero commitment, validated by the Science Based Targets initiative (SBTi):

- Reach net-zero emissions across our entire value chain (Scopes 1, 2 and 3) by 2050. In accordance with the SBTi's Net-Zero Standard, we have set a long-term target to reduce absolute scope 1, 2 and 3 GHG emissions 90% by 2050 from a 2019 base year.
- Reduce absolute Scope 1 and 2 GHG emissions across our corporate offices and operations by 73.1% by 2034 from a 2019 base year;
- Reduce Scope 3 GHG emissions intensity per square foot of managed area for clients by 66.3% by 2034 from a 2019 base year.