



2024 Impact Report

EMPOWERING EVERYONE'S NEXT MOVE



Table of Contents

1	A Letter from the Anywhere CEO
4	The Anywhere Way
5	Values in Action
6	Chapter 1: We Move with Integrity
14	Chapter 1: By the Numbers
15	Chapter 2: We Move with Heart
32	Chapter 2: By the Numbers
33	Chapter 3: We Move as One Team
44	Chapter 3: By the Numbers

All information included here within is as of December 31, 2024 and has not been updated to reflect events occurring after the end of the year.



Empowering Everyone's Next Move



Ryan Schneider

Anywhere Chief Executive Officer and President

HELPING THE WORLD MAKE MOVES THAT MATTER. From purchasing a new property or selling your current one, opening the door to a new real estate business, or beginning a lifelong professional career, Anywhere is here to move you to what's next. We're building a better future for all, and we're doing so with integrity, with heart, and as one team.

WE ARE EMPOWERING EVERYONE'S NEXT MOVE, AND WE DO SO BY LEADING WITH INTEGRITY. Our work directly impacts one of the most important transactions people make in their lives – their home – and we take that seriously. As we continue to evolve and adapt to a changing industry and world, we know doing the right thing is more important than ever, and we continue to build on that commitment year over year.

WE KNOW THAT AT THE HEART OF WHAT WE DO, OUR WORK MAKES DREAMS POSSIBLE. Whether through the opportunities we create for careers or the impact our work has on families and communities, Anywhere is a company that helps people shape their future. We recognize the critical role we play in making real estate more accessible for all. Through Anywhere Gives, our philanthropic foundation, we focus on supporting our communities and one another while partnering with great organizations, like Covenant House, to help end youth homelessness.

WE ARE THE LEADERS SHAPING THE FUTURE OF REAL ESTATE, AND WE SHOW UP AS ONE TEAM. Our national scale; trusted brands; deep network of expert agents; integrated title, mortgage, and relocation services; and powerful technology leadership put us in a unique position to shape the future and lead the world on a better journey home. We continue to advocate for progress in our industry, lead the way to a better transaction experience, and embrace new possibilities that we believe will make the future brighter.

You'll see that our values – moving with integrity, heart, and as one team – are the foundation to our success and the framework of our 2024 Impact Report. I invite you to read through this report for a comprehensive look at how our values come to life each and every day. I continue to be incredibly proud of the work our employees, affiliated agents, and franchisees do to live these values and support us in our mission of empowering everyone's next move.



Welcome to Anywhere®

We are a leader in integrated residential real estate services with a relentless focus on helping more people get into more homes. We combine the world’s most extensive agent network, industry-leading brands, integrated services – franchise, brokerage, relocation, title and settlement services and nationally scaled mortgage origination and underwriting joint ventures – and innovative product and technology capabilities, to create a better transaction that enables consumers to focus on what matters most: the **joy of homeownership**.

ANYWHERE REAL ESTATE INC.
(NYSE: HOUS)





Impact at Scale

We leverage the scale of our brands and businesses to drive positive impact for the entrepreneurial real estate agents, small business franchise owners, and home buyers and sellers we serve across neighborhoods and communities.

ANNUAL REVENUE OF:
\$5.7 BILLION

TOTAL REAL ESTATE TRANSACTION SIDES:
950,000+

TOTAL PURCHASE TITLE
AND CLOSING UNITS
AND REFINANCE TITLE
AND CLOSING UNITS:
110K+

AFFILIATED BROKERS AND AGENTS:
300,000+

FRANCHISE
OFFICES
ACROSS
SIX BRANDS
ACROSS:
~18,000

COMPANY OWNED BROKERAGE
OFFICES ACROSS THREE BRANDS:
575

TITLE, ESCROW
AND SETTLEMENT
OFFICES:
350

COUNTRIES OF OPERATION:
119

ANYWHERE EMPLOYEES:
~8,000



The Anywhere Way

Our purpose is to **empower everyone's next move** – it's why we exist. And we do it with strong belief in **our values** and a commitment to operating with **our Winning Behaviors** to help us succeed. Launched in 2024, our values reflect our culture, who we are, and how we move the world.

OUR PURPOSE

EMPOWERING EVERYONE'S NEXT MOVE

Anywhere is leading the world on a better journey home. And it's so much bigger than buying and selling real estate: all along the way, we help people make moves that matter. Whether those moves are for your career, your business, or your house, Anywhere is here to move you to what's next.

OUR VALUES

WE MOVE
WITH INTEGRITY



WE MOVE
WITH HEART



WE MOVE
AS ONE TEAM



OUR WINNING BEHAVIORS

OBSESS ABOUT GROWTH

ALWAYS FIND A BETTER WAY

RELENTLESSLY FOCUS ON TALENT

ACHIEVE EXCEPTIONAL RESULTS



Values in Action

Our values represent who we are at our core. Launched in July 2024, our three company values - **we move with integrity**, **we move with heart**, and **we move as one team** - represent our culture and help guide our decision making. To help employees connect with the values, we hosted in-person and virtual events for our employees on World Values Day to reinforce our shared commitments. [Read more about the day here.](#)





CHAPTER 1

WE MOVE WITH INTEGRITY

We take trust seriously and earn it from our customers every day.
We do what's right and show up with excellence for those we serve.





Board Engagement

Our [Board of Directors](#) oversees the management and ethics functions for Anywhere. Our Board has adopted Corporate Governance Guidelines that, along with the charters of the Board Committees, Director Independence Criteria, Code of Ethics for employees and Code of Business Conduct and Ethics for Directors, provide the framework for our governance. Anywhere conducts an annual Investor Outreach Program that allows the Board to engage directly with our stockholders on key topics, giving the Board a direct line to their perspectives to make meaningful change. Just like our employees, our Directors also complete an ethics training course.

OUR BOARD OF DIRECTORS BY THE NUMBERS:

~ 8

YEARS
AVERAGE TENURE



36 - 73
AGE RANGE

31%
WOMEN



38%
ETHNIC DIVERSITY

92%
INDEPENDENT



Governance Practices Timeline





Moving with Integrity

Anywhere has a longstanding commitment to integrity and operates with the highest standards of ethics in all we do. This commitment is especially powerful in times of change or uncertainty, differentiating Anywhere as a leader and strengthening trust with all those we serve. Our employees do what’s right to move us to what’s next. **In 2024, 99.9% of employees completed Code of Ethics training.**

IN THE 2024 ANYWHERE EMPLOYEE ENGAGEMENT SURVEY:

88%

FAVORABLE RATING
ON OVERALL
ETHICS ENGAGEMENT

12 percentage points above the U.S. norm.

91%

OF EMPLOYEES

felt they can report instances of dishonest or unethical practices to the appropriate level of authority without fear of reprisal, 8 percentage points above the U.S. norm.

86%

OF EMPLOYEES

believe all employees are held to the same standards of ethical behavior, 16 percentage points above the U.S. norm.

13 YEARS

Anywhere was recognized for its 13th year as One of the World’s Most Ethical Companies by Ethisphere and was the only residential real estate company included on the list in 2024.

2024 | **WORLD’S MOST**™
ETHICAL
COMPANIES®
ETHISPHERE
13-TIME HONOREE



"Trust is at the center of all we do at Anywhere as, together with our affiliated agents and franchisees, we support every step of one life's most significant and meaningful transactions."

Ryan Schneider, Anywhere Chief Executive Officer and President

WE MOVE WITH INTEGRITY

even when no one

is watching!

Bri
Panzio

Vanessa
Babilo





Leading with High Ethical Standards

Our newly updated [Anywhere Code of Ethics](#) and companion Key Employment Policies serve as our guiding principle to treat people with respect and dignity. It's how we hold ourselves accountable for our actions and represents our commitment to operating transparently and honestly.

Our Code of Ethics focuses on providing clarity and increased transparency for employees about harassment, discrimination, and investigatory processes. It also reinforces manager responsibilities for ethics and compliance and supports employees with decision-making processes to help them navigate the right course of action. It is mandatory for every local operating company, brand, and subsidiary to adopt our Code of Ethics and Key Employment Policies.

POLICY AGAINST HUMAN SLAVERY AND TRAFFICKING

Anywhere is committed to ensuring that slavery and human trafficking do not exist in any part of our business or in our supply chain. We believe in operating with the highest ethical standards and respect for human rights everywhere and anywhere, at all times, and in all the places we operate. We understand that, despite universal laws condemning the practice, modern slavery and human trafficking still occur and that every company must do its part to ensure that slavery does not play a role in its products or services.

- Our **Code of Ethics Line** is accessible by phone or online at any hour of the day, seven days a week.
- The **Code of Ethics** is also translated into the following five languages consistent with our global operations: Brazilian Portuguese, French Canadian, Hindi, Traditional Chinese, and Simplified Chinese.



Advocating for a Better Future in Real Estate

We perform our business with uncompromising standards of excellence, ethics, and accountability. That commitment allows us to lead in times of change and play a trusted role in shaping the future of our industry.

Together, across our network of businesses and affiliated agents, we can make a difference when it comes to the policies affecting real estate as we build a better future for our industry and all those we serve. Our Government Affairs and Industry Relations functions lead the charge to drive positive change for the real estate industry and support our affiliated agents and franchisees so they can best serve their clients. Their work helps empower home buyers and sellers to make informed decisions with choice, clarity, and transparency.

The Anywhere Government Affairs function is one of few in the real estate industry and averages approximately 100 meetings annually on Capitol Hill to educate on, advocate for, and empower the industry's future.



Caitlin McCrory, Vice President and Head of Industry Relations, and Becky Tallent, Vice President and Head of Government Affairs, host a session at ERA Fuel to update attendees on government and industry affairs.

SPOTLIGHT ON: ANYWHERE AGENT ADVOCACY PLATFORM

180K

With a network of approximately 180,000 affiliated agents in the U.S., Anywhere launched a new way to harness the power of their voices for change. In 2024 the company launched a new Voter Voice advocacy platform that empowers agents to come together to share perspectives on the industry at large as well as policies and regulatory actions that impact real estate with government officials.



5,200

In 2024, **more than 5,200** communications were sent directly to Capitol Hill advocating on behalf of some of the industry's most pressing policy issues.



Leading Through Change

In a year of significant change for the real estate industry, Anywhere stepped up to lead – both for those within our network and those outside of it.

We navigated changing dynamics as a first mover and fast learner with a commitment to communicating transparently and frequently to help move real estate to what's next.

In July, Sue Yannaccone, President and CEO of Anywhere Brands and Anywhere Advisors, launched **Anywhere Voices**, a monthly webinar series open to anyone in the industry with the goal of helping broker-owners and agents push past the noise and find optimism amid uncertainty.

Anywhere *Voices*:
A Guide to What's Next in Real Estate

AGENT ADVOCACY:
Our Growing Role in Shaping Our Industry's Future
Tuesday, October 15th
4:00 - 5:00 p.m. ET

What's Next in Real Estate's monthly sessions are free to attend and open to all real estate professionals, regardless of role or company affiliation.

SUE YANNACCONO
President and Chief Executive Officer,
Anywhere Brands and
Anywhere Advisors

BECKY TALLENT
Vice President,
Head of Government Relations,
Anywhere Real Estate Inc.

CAITLIN MCCRORY
Vice President, Industry Relations,
Anywhere Real Estate Inc.

Logos: Better Homes & Real Estate, CENTURY 21, COLDWELL BANKER, CORCORAN, ERA INTERNATIONAL REALTY, Sotheby's

“I don’t intend to sit back and just let it happen. We’re going to monitor the market, adjust our strategies, our guides, and ensure that we’re guiding those agent and consumer needs as we go forward.”

Sue Yannaccone, President and CEO of Anywhere Brands and Anywhere Advisors



> **CHAPTER 1: WE MOVE WITH INTEGRITY - BY THE NUMBERS**

BOARD OF DIRECTORS

Avg. Board Member Tenure	~8 Years
% of Ethnic Diversity	38%
% Women on Anywhere Board of Directors	31%
Avg. Board Member Age Range	36 - 73
% independent board members on Anywhere Board of Directors	92%

ETHICS & COMPLIANCE

% of employees who completed Ethics & Compliance Training	99.9%
% favorable rating on overall ethics engagement	88%
% of employees who feel they can report issues without fear of reprisal	91%
% of employees believe all employees are held to the same ethical standards	86%
Years as a World's Most Ethical Honoree	13

INDUSTRY ADVOCACY AND GOVERNMENT AFFAIRS

Real Estate Focused Meetings on Capitol Hill	~100
Advocacy Platform communications	5,200



CHAPTER 2

WE MOVE WITH HEART

We bring a positive attitude as we seek to understand, value, and respect one another and the significance of the work we do in people's lives.





Creating Opportunities for All

At Anywhere, our very purpose is rooted in helping people make the moves that matter in their lives, and we take that role very seriously.

OUR IMPACT

As real estate industry leaders, we are committed to helping people find home – whether that means in their career, their business, or their house. Our industry is synonymous with opportunity, and **we are proud to lead the way so every person can belong, embrace what's possible, and make an impact.**

Representation and inclusion are two of the most important ways we create opportunity, and we're proud of the representation we've fostered in our own Board of Directors, Executive Committee, and Top Leadership roles.



11%

OF OUR EXECUTIVE
MANAGEMENT
COMMITTEE ARE
PEOPLE OF COLOR



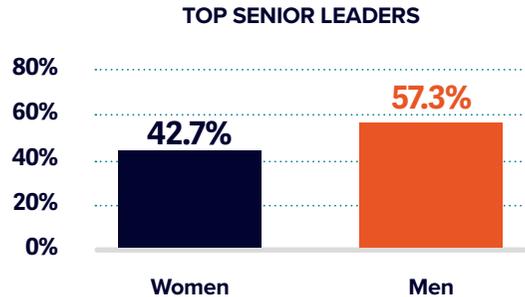
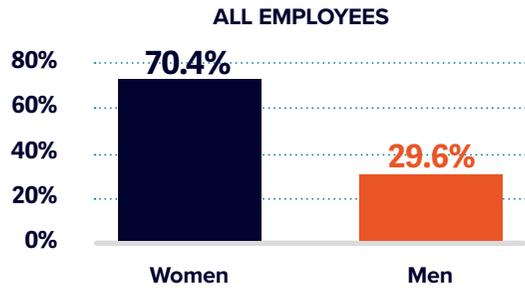
44%

OF OUR EXECUTIVE
MANAGEMENT
COMMITTEE
ARE WOMEN



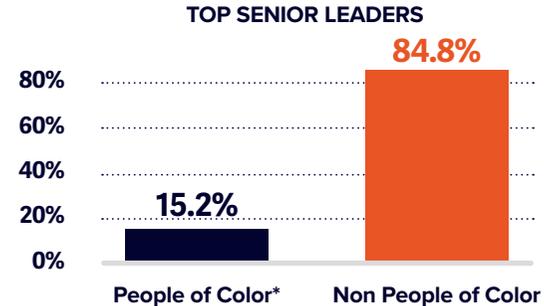
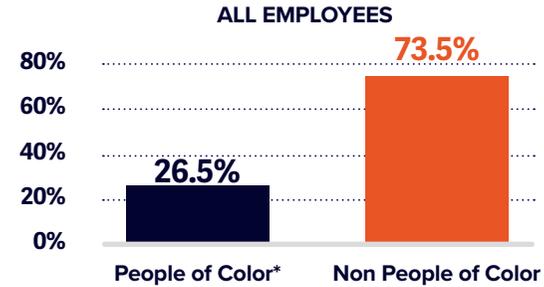
A Closer Look at Employee Representation

GLOBAL GENDER DIVERSITY



As of 12/31/2024. Global data. Based solely on employee self-identification as men, women, or non-binary; less than 0.1% of employees made non-binary election. Excludes temporary employees, paid interns, and employees who elected not to disclose their gender. Top Senior Leaders include the executive leadership team, plus leaders Anywhere defines as Level 2 (L2) and Level 3 (L3) who are mostly direct reports of the executive management committee or who are in large scope roles in the organization.

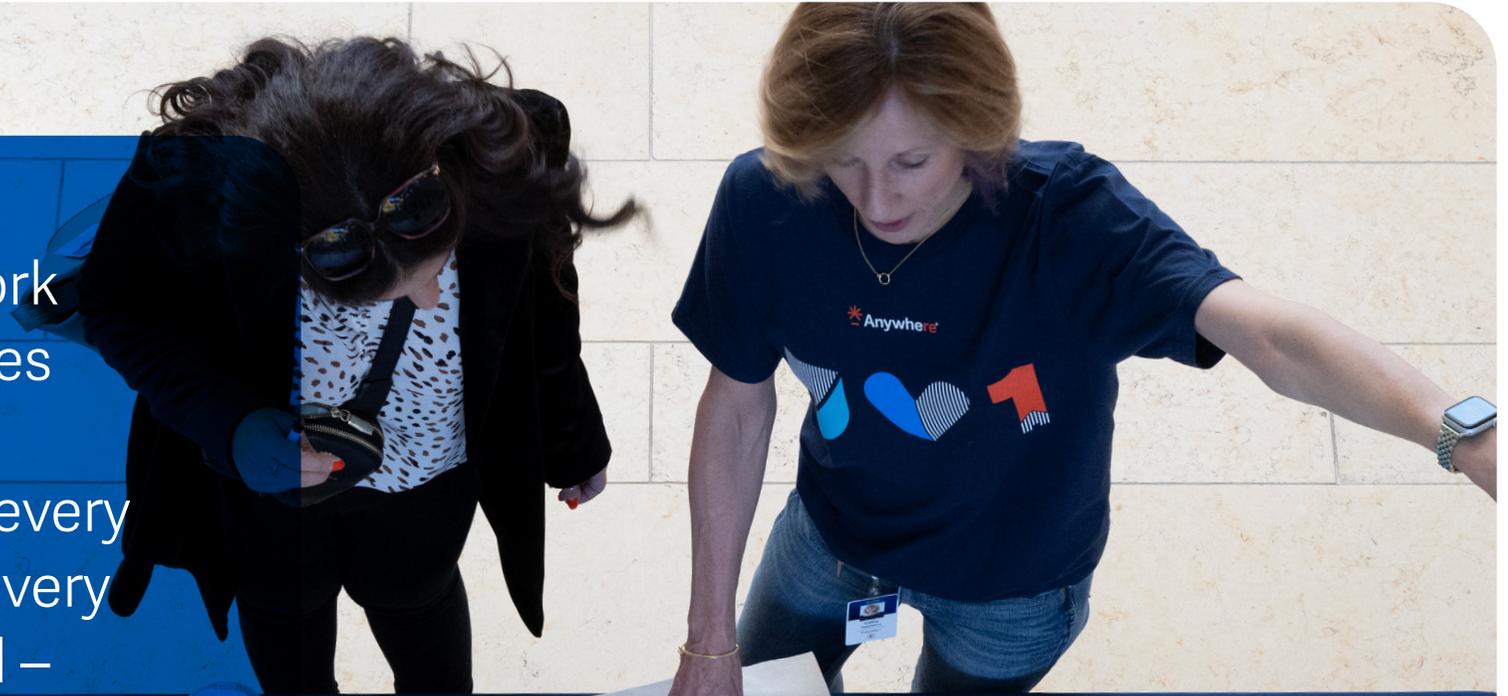
U.S. RACIAL/ETHNIC DIVERSITY



As of 12/31/2024. U.S. data. Based solely on employee self-identification. People of Color designation above includes anyone who has self-identified in one or more of the following options: Hispanic or Latino of any race, American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, or Two or More Races. Excludes temporary employees, paid interns, and employees who elected not to disclose their race/ethnicity. Top Senior Leaders include the executive leadership team, plus leaders Anywhere defines as Level 2 (L2) and Level 3 (L3) who are mostly direct reports of the executive management committee or who are in large-scope roles in the organization. Given international privacy and data regulations, we are only able to report racial/ ethnic diversity for our U.S. employees.



“At Anywhere, our work has meaning, changes lives, and impacts communities. Here, every job – every project, every meeting, every email – influences the experience of one of life’s most important transactions: home.”





The Heart of Anywhere

Our Employee Resource Groups (ERGs) are open to all employees and play an incredibly important role as the heartbeat of our inclusion philosophy. Together, our eight ERGs promote an inclusive culture throughout the company, focusing on career development, education, and networking. They lead the way with honest, authentic, and necessary conversations with the support of employee members and business leader sponsors.



ERGS BY THE NUMBERS:

~20%

OF OUR WORKFORCE PARTICIPATED IN AN ERG WITH **1,500+ DISTINCT PARTICIPANTS**

44%

OF ERG MEMBERS PARTICIPATE IN MORE THAN 1 ERG

11%

MEMBERSHIP GROWTH IN 2024



Events with Impact: ERG Highlights



Our African-American Caribbean ERG (ACE) hosted a hybrid Juneteenth celebration with various sessions including one with Lydia Flagg of ERA Real Estate, who detailed her family's story and was honored for the impact they've had on empowerment in the real estate industry.



Members of REALPRIDE attend the LGBTQ+ Real Estate Alliance Conference where the ERG's Leadership Advisor, Tommie Wehrle, was sworn in as 2025 Vice President of the organization. REALPRIDE had a presence throughout the conference from the welcome reception to leading numerous main stage and break out sessions, and sponsoring various events.



To celebrate Lunar New Year, our Asian & Pacific Islander Alliance ERG hosted a virtual event featuring enlightening conversations with Anywhere leaders and a showcase of how teams across the company rang in Year of the Dragon.



One Voz hosted an engaging discussion on navigating success and empowering Hispanic homeownership with special guest, Michelle Fermin of CENTURY 21 Northeast, the Fermin Group.



Two of our ERGs, RealDisabilities and SERVICE, joined together to host "Building A Better Future: Together," a hybrid event that highlighted the work philanthropic organization, Easterseals, is doing to elevate the lives of communities across the country.



Charlotte Simonelli, Anywhere Chief Financial Officer and Women's ERG Executive Sponsor, moderated a fireside chat with the female members of the Anywhere Board of Directors.



Next Gen hosted "Open House: Elevating Careers and Celebrating Talent," an inspiring and informative virtual event that covered themes of career advancement, leadership, and offered opportunities for professional growth.



MAKING MOVES THAT MATTER:

Addressing a Changing Company, Industry, and World

At Anywhere, inclusion is more than a buzzword – it’s business strategy. This year, we proudly hosted our first **Making Moves that Matter: A Week of Empowering Impact** event series, which was designed to explore the connection between inclusion and business results, with a focus on the impact every individual can make on the real estate industry and the world at large.

Sessions focused on real, tangible, and meaningful progress that is changing the trajectory of the real estate industry. Attendees explored the connection between inclusion and results in every part of the business – people, strategy, and culture – through real case studies, inspiring conversations, and more.

~ 1,000 ATTENDEES

Our ERGs hosted three enterprise-wide sessions during Making Moves that Matter: A Week of Empowering Impact with an average value rating of **4.7 out of 5** and a total of **almost 1,000 attendees** across all three sessions.



Anywhere leadership and employees at the Making Moves that Matter: A Week of Empowering Impact hybrid event.



Amplifying Our Impact

We continue to serve as champions in our industry and beyond with programs and partnerships designed to create meaningful change.

WHAT MOVES HER

Introduced in 2020, What Moves Her is one example that helps women in the real estate industry develop their leadership skills and realize their professional development goals. What started as a campaign has turned into a podcast and networking session.



[WhatMovesHer.com](https://www.WhatMovesHer.com)



OUR NETWORK IS HEAVILY RECOGNIZED BY INDUSTRY TRADE GROUPS:

25%

OF NAHREP'S TOP 100 AGENTS BY VOLUME

23%

OF THE ALLIANCE'S TOP PRODUCING INDIVIDUALS BY SIDES

20+

ANYWHERE-AFFILIATED AGENTS INCLUDED ON NAREB'S TOP 100 LIST

20+

AFFILIATED AGENTS ON AREAAs A LIST





Inclusion at Cartus

As we embed inclusion into our mobility solutions, Cartus is also leading the relocation industry with innovation, exemplified through two inclusive leadership workshops, the Inclusive **Selection Manager Workshop**, which breaks down barriers for international career opportunities, and the **Inclusive Receiving Manager Workshop**, which elevates international transferees' onboarding experience.

A standout program within Cartus, **Brave Space**, is a platform where employees of all geographies come together and engage in open and honest conversations about inclusion and how to practically apply these behaviors in their work with clients and customers. **Since the program's inception in 2022, 66% of Cartus employees have participated in sessions globally.**



Karen Wilks, Vice President of Growth Enablement, and Lisa Johnson, Director, Global DEI Solutions, attend the Conference Board's 2024 DEI Conference.



Cartus' commitment to inclusion extends fully and actively to our network of supplier partners through continuous sourcing, monitoring, and measurement. We collaborate closely with all our suppliers, including diverse suppliers, to enhance their processes and achieve their network metrics.

2024 SPEND OVERVIEW

~\$60M

Cartus spend nearly \$60 million with minority and women-owned businesses.

\$118M+

When including all underrepresented community categories, that number climbs to over \$118 million representing over 32% of Cartus overall spend.

\$580M+

Over the last 5 years, Cartus spent over \$580 million with diverse suppliers.



Showing Up with Heart in Communities Around the World



Anywhere Gives, our charitable foundation, provides fundraising coordination and guidance to our employees and affiliated agents who volunteer their time in local chapters across the country and for humanitarian crises around the world.

As part of Anywhere Gives, the **Anywhere Disaster Relief Fund (ADRF)** provides direct assistance to our family of employees, franchisees, and sales agents who have been affected by federally declared major disasters. **The ADRF raised over \$78,000** to help our colleagues tragically impacted by hurricanes in the southeast this year.

In addition to the Foundation, Anywhere offers additional ways for employees to move with heart, including:

VOLUNTEER TIME OFF

CHARITABLE MATCH PROGRAM

PAYROLL DEDUCTION PROGRAM

ANYWHERE GIVES CHAPTERS IN ACTION



Anywhere Integrated CARES hosted its annual CARES Carnival, which supports various charities in the community.



As part of Coldwell Banker Cares, Coldwell Banker Center Harbor and Gilford agents donated their time and provided a meal for the Salvation Army in Laconia, NH.



Members of the Coldwell Banker Realty Downtown Charleston Office at the Makin' Strokes in the The Oaks Charity Golf Tournament, which raises funds for the American Cancer Society.



The CB East Region (NJ, NY, Greater Philadelphia & Central PA) of Coldwell Banker Realty headed by Regional President Rob Norman raised nearly \$170,000 for the CBR Cares foundation at their "CB in AC" event at Harrah's Atlantic City where they raffled off a new Ford Bronco WildTrak to one lucky winner! Donations were made to a variety of local charities.



Anywhere Gives and Covenant House

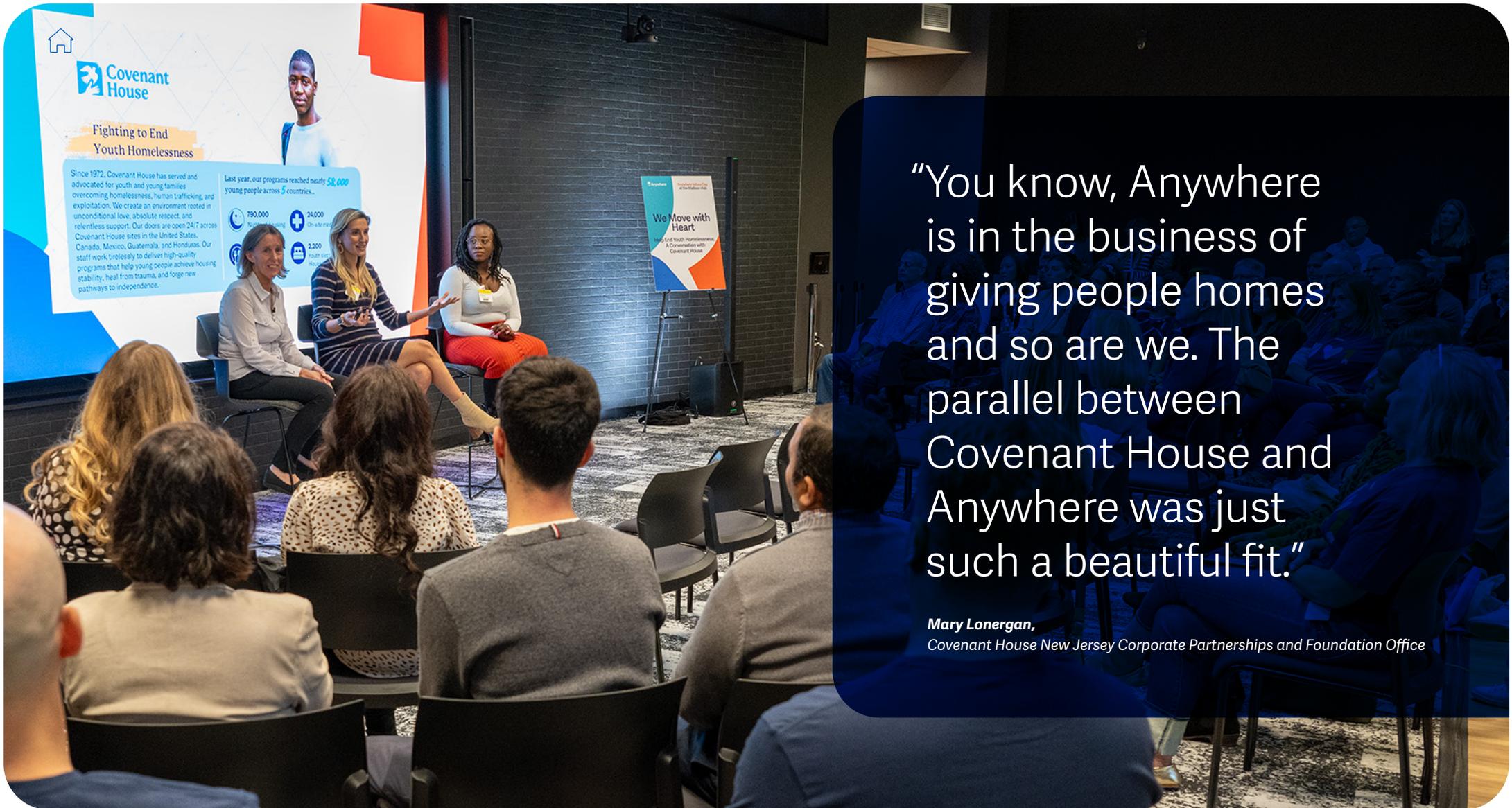
Anywhere Gives continues to partner with **Covenant House**, an organization that understands the importance of home and does incredible work to shelter young people in need and help get them on a path to stability and independence.

Throughout the year, Covenant House maintained a consistent presence in various communications, at our leadership meeting, and more, before our Values Day event, where attendees packed hygiene kits for residents.

All our efforts led up to Covenant House’s annual Sleep Out fundraiser in November. Participants raised funds for Covenant House centers and gave up their bed for one night in solidarity with the **4.2 million** homeless youth. Anywhere Gives had a total of **12 teams participate in the fundraiser, across 10 markets with 60 participants.**

In total, **Anywhere Gives** raised over **\$148,000**, an increase of over **\$118,000** from 2023.





Fighting to End Youth Homelessness

Since 1972, Covenant House has served and advocated for youth and young families overcoming homelessness, human trafficking, and exploitation. We create an environment rooted in unconditional love, absolute respect, and relentless support. Our doors are open 24/7 across Covenant House sites in the United States, Canada, Mexico, Guatemala, and Honduras. Our staff work tirelessly to deliver high-quality programs that help young people achieve housing stability, heal from trauma, and forge new pathways to independence.

Last year, our programs reached nearly **58,000** young people across **5** countries.

- 790,000 Youth in need
- 24,000 Orphaned children
- 2,200 Youth in need

We Move with Heart
A Covenant House Initiative

“You know, Anywhere is in the business of giving people homes and so are we. The parallel between Covenant House and Anywhere was just such a beautiful fit.”

Mary Lonergan,
Covenant House New Jersey Corporate Partnerships and Foundation Office



Brands that Give Back

Our industry-leading brands move with heart throughout the communities in which they serve. They each support charities that are especially meaningful to them, and they help through the fundraising efforts of their affiliated agents, franchisees, and employees across the country.



BHGRE Haven Properties is a proud sponsor of CASA (Court Appointed Special Advocates for Children) of San Luis Obispo, which advocates for the best interests of abused and neglected children within the court system. Each year BHGRE Haven Properties participates in fundraising events and hosts a Holiday Pop-Up Shop to support these children.



CENTURY 21 hosted its third annual International Week of Giving, which celebrates all the ways that offices around the world make a difference in their communities. The week also highlights the brand's 45-year partnership with Easterseals; this year they've raised \$2.6 million for the organization.



Coldwell Banker Real Estate continued its impactful partnership with St. Jude Children's Research Hospital®, raising \$1.97 million since its inception in 2020.



Members of Corcoran Cares had the pleasure of serving lunch at Trinity Services & Food for The Homeless, and helped put together groceries for families to take with them.



For #GivingTuesdayERA 2024, Team ERA stepped up to the plate to give back to those in need. The network banded together and donated approximately 5,200 toys to Toys for Tots, collectively raised over \$11,000 in donations and over 4,000 lbs of food to charities in their local communities.



Sotheby's International Realty again partnered with New Story to help lower-income families in Baja California, Mexico become first-time land and homeowners, and raised \$127,000.



Home to Hub

Anywhere employees operate with a range of work styles, in person at our title and brokerage offices all over the country: in hybrid roles, and some fully remote. Our hybrid work environment gives corporate employees freedom and flexibility to determine where and how they work to achieve exceptional results.

At the center of our home-to-hub strategy is our Madison Hub building located in Madison, New Jersey, which features:

TECH-ENABLED COLLABORATION SPACES

DEDICATED ANYWHERE BRAND SPACES

GRAB-N-GO CAFÉ AND COFFEE BAR

WELLNESS FACILITY

TECHNOLOGY SERVICE COUNTER

OUTDOOR SOCIAL SPACES AND WALKING TRAILS





Environmental Impact in a Hybrid World

Given our footprint and industry, we believe our environmental impact is small; however, we understand the way we operate is important to the environment and continue to find better ways to mitigate our impact. Substantially, all our properties are leased commercial space; we do not own any material real estate. Since 2019, we decreased our administrative office space by approximately 46% as aligned with our business strategy and in support of our customers changing needs. The Anywhere Facilities Advisory Board, made up of members across our business units and corporate functions, continues to meet quarterly to discuss sustainability best practices and goals.

WE ARE PROUD OF OUR ACTIONS TO MITIGATE OUR LIMITED ENVIRONMENTAL FOOTPRINT.



AS A REMOTE-FIRST WORK COMPANY, OUR STREAMLINED OFFICE FOOTPRINT HELPED REDUCE ENERGY CONSUMPTION AND COMMUTER EMISSIONS.



HONEYBEE HIVE AT THE MADISON HUB HELPS PROMOTE LOCAL FLORA.



ELECTRIC VEHICLE CHARGING STATIONS ARE AVAILABLE IN NUMEROUS LOCATIONS IN THE MADISON HUB PARKING LOT.



MOVING OUR DATA AWAY FROM ON-PREMISES DATA CENTERS HAS DECREASED OUR ENVIRONMENTAL IMPACT.



THE MADISON HUB FEATURES LED LIGHTING, CENTRALIZED TRASH COLLECTION AND ENERGY EFFICIENT FAUCETS THROUGHOUT THE PREMISES.



Cartus' Commitment to Sustainability

A GROWING SUSTAINABILITY TEAM

In 2024, Cartus formalized our long-term commitments to environmental stewardship and responsible action by making ESG performance an overall strategic initiative and developed a team to ensure success in this important issue. In partnership with the employee-led Cartus Sustainability Task Force, this team is accountable for driving sustainability programs and performance against the goals of the company and the clients we serve.

SBTI SUCCESS

Cartus is one of the few relocation management providers that joined the Science Based Targets initiative (SBTi), which has near-term reductions and net zero commitments. Cartus has reduced Scope 1 and 2 emissions by 95% from 2019-2023. For indirect Scope 3 emissions, Cartus is surveying suppliers and developing solutions for our clients.



95%

REDUCED
EMISSIONS BY 95%
OVER THE PAST
FIVE YEARS



Cartus' Commitment to Sustainability (continued)

REDUCING IMPACT, ONE MOVE AT A TIME TO MEET THE NEEDS OF OUR CUSTOMERS

Through Cartus Discard and Donate programs, we provide our clients and their relocating employees with a means to reduce shipment size by ensuring only those items the employee wants are shipped. Items no longer needed or incompatible with the host country's location are disposed of properly, recycled, or donated to charity. In addition to benefiting worthy charities, this program reduces dependence on packing materials and fuel. In 2024, the program:

93,000+

REDUCED PACKING MATERIAL USE BY OVER 93,000 POUNDS, WHICH SAVED AN ESTIMATED 780 TREES.

\$1,000+

OUR CLIENTS ENJOYED AVERAGE SAVINGS OF \$1,000 PER JOB IN 2024.

2,330,000+

REDUCED OVER 2,330,000 POUNDS IN HOUSEHOLD GOODS WEIGHT, WHICH SAVED AN ESTIMATED 37,000 GALLONS OF FUEL WITH AN ESTIMATED CARBON EMISSION REDUCTION OF ABOUT 370 METRIC TONS.

2,330

2,330 TREES WERE PLANTED IN THE PROGRAM.



> CHAPTER 2: WE MOVE WITH HEART - BY THE NUMBERS

GROUPS AND EVENTS

% of workforce who participated in an ERG	~20%
Distinct ERG Participants	1,500+
% of ERG members in more than one ERG	44%
% of membership growth in 2024	11%
Making Moves that Matter: A Week of Empowering Impact Attendees	~1,000
Making Moves that Matter: A Week of Empowering Impact Value Rating	4.7 out of 5

INCLUSION AT CARTUS

% of employee participation in Brave Space since 2022	66%
Supplier spend on minority and women-owned businesses	\$60 million+
Supplier spend on all diverse categories	\$118 million+
% diversity supplier spend is of Cartus' overall spend	32%
Total spent over last five years with diverse suppliers	\$580 million+

PHILANTHROPY

Funds raised by the ADRF	\$78,000+
Funds raised by CBR Cares at "CB in AC"	\$170,000
Funds raised by Anywhere Gives for Sleep Out	\$148,000+
Increase of dollars raised by Anywhere Gives in 2023 for Sleep Out 2024	\$118,000+
Funds raised by CENTURY 21 for Easterseals	\$2.6 million
Funds raised by Coldwell Banker for St. Jude Children's Research Hospital since 2020	\$1.97 million
Toys donated to Toys for Tots by ERA	5,200+
Funds raised for NewStory by Sotheby's International Realty	\$127,000



CHAPTER 3

WE MOVE AS ONE TEAM

We know where we're going and can get there faster when we work collaboratively, leveraging our advantages to achieve our shared vision and lead into the future together.





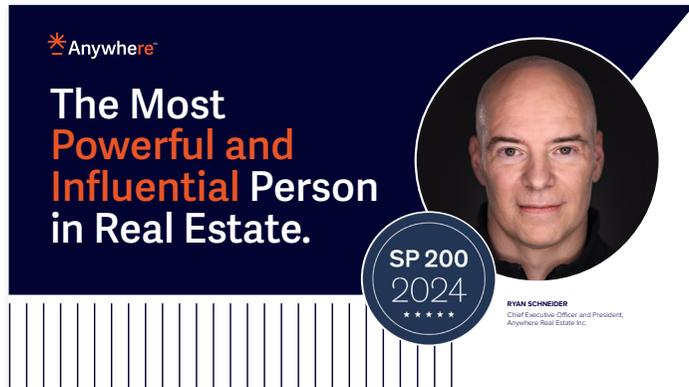
A One-Team Culture Leading the Way

Anywhere is consistently recognized for our leadership and culture rooted in innovation, inclusion, and integrity, earning honors from reputable organizations.





And our leaders continue to be recognized for how they've shown up this year:





“We’ve been ahead of the game because of the depth of expertise of our people since the very beginning.”

Kamini Rangappan Lane,
President and Chief Executive Officer, Coldwell Banker Realty





Empowering Careers

We are committed to attracting and retaining phenomenal talent. We believe our employees can have multi-faceted careers where they can grow and truly make the most of their time at Anywhere. Our people can build a career across leading brands and businesses, have real and meaningful impact, and connect with those who are just as passionate about making dreams possible.

EMPLOYEE REFERRAL PROCESS

We trust our employees and value their opinions. We believe our employees are the epitome of top talent and have the best networks for helping to bring in more top talent.

INTERNAL MOBILITY MOMENTUM

No matter where our employees are in their career, we have professional development resources to help them take charge of their future at Anywhere. We provide resume feedback, advice on career pathing, and guide them to use our Career Empowerment site, which provides a one stop-shop for employees seeking to grow. Whether they're looking to take the next step, be their best where they are, or make a shift within the company, we have the resources to empower them to shape their career and reach their full potential.

4,760+

EMPLOYEE REFERRALS SUBMITTED
THROUGH THE REFERRAL HUB

150+

EMPLOYEE REFERRALS HIRED



Next Level Employee Development

At Anywhere, our talent has opportunities across every part of our business. We believe that **when our employees grow, the entire company grows** – which is why we offer cross-enterprise development and growth experiences for the next generation of leaders. We are relentlessly focused on ensuring employees are supported to continually learn, improve, and thrive by providing them with game-changing learning and development opportunities. Through our numerous development programs, employees put new career skills into practice, network with other departments, and get face time with leadership.

PROGRAMS INCLUDE:

SKILLUP

Ascend

LEAD

EXECEDGE

LinkedIn Learning

RISE

LEVELUP



A Culture of Engagement

FOCUS ON FEEDBACK

Our annual Employee Engagement Survey provides valuable feedback directly from our employees to influence change and help shape our future. Anywhere scores higher than other U.S. companies in every category. We do exceptionally well compared to other companies globally in the areas of Inclusion, Ethics, and Leadership.

87% RESPONSE RATE

2,700+ COMMENTS FROM EMPLOYEES

86% ENGAGEMENT SCORE

KEY FAVORABILITY SCORES

Despite a challenging year for the real estate industry, Anywhere maintained flat or minimal declines across all categories - a testament to our commitment to our people.

Our leaders remain exceptionally engaged at 90%, up 4 points from the prior year.



94%

GOALS & OBJECTIVES



89%

THE ANYWHERE WAY



89%

REIMAGINING WORK





A Culture of Engagement

FOCUS ON CONNECTION

Anywhere employees have direct and candid access to leadership through two engagement event series:

Next Now Strategy Talks and **Winning Together Real Conversations**. Through these events, employees get a closer look at the initiatives driving our strategy and influencing our culture. Each event is led by an executive and welcomes employees to ask questions live.

nextNOW

Candid strategy talks where employees can hear about our strategy directly from the people creating it. Employees hear about our strategy directly from the people creating it. **In our annual engagement survey, we scored 83% in strategy and direction, 10 percentage points higher than the U.S. norm.**



Don Evans, Executive Vice President, Business Transformation, and Pauline Bennett, Regional President of Coldwell Banker Realty, host a session on how Anywhere is moving real estate to what's next with an integrated real estate experience between our brokerage and title businesses.

WINNING TOGETHER

Our transparent culture conversations with our chief people officer where employees can ask questions and provide feedback. The goal of this session is get employees direct contact with leadership to ask questions and provide feedback. **Leadership scored 83% in our annual engagement survey this year, 12 percentage points above the U.S. norm.**



Employees attend a hybrid Winning Together session with Tanya Reu-Narvaez and a panel of influential Anywhere leaders.



Wellness: Together We Thrive

Our comprehensive approach to wellness means that we offer services to support employees' varied needs for health, wealth, and self. Our wellness program priorities are to:

- Inspire employees to adopt healthier lifestyles and increase their energy
- Increase employee knowledge of health-related issues
- Keep employees engaged while working in a hybrid environment
- Maintain competitive health care costs
- Encourage positive interactions among each other

We're proud to offer a selection of great benefits that give our employees options they can access at any time and make the decision that feels right for them and their families. Offers include:

- **NEW: PPO COPAY PLAN** option, replacing the Deductible Value HSA/HRA Plan and addressing one of our employees' most common points of feedback.
- **NEW: 100% PAID FAMILY LEAVE AND SHORT-TERM DISABILITY:** We want our employees to take care of themselves and their family, it's our number one priority. To better support, Short Term Disability and Paid Family Leave salary coverage increased from 80% to 100%, so they can focus on what matters most with the peace of mind that comes from financial security during life's important moments.
- **INTRODUCING ALEX,** an interactive self-guided AI tool to help employees better understand benefit options and ensure they're making the right choices.
- **HEALTHY REWARDS WITH NAVIGATE:** A more holistic approach to employee physical and mental wellbeing that allows employees to pick from different wellness activities that are important to them – like getting a physical, dental, or vision exam, or even participating in a wellness coaching program to help set personal goals. Each activity completed earns points that add up to reach a 400-point annual target to earn \$400 for their HRA or HSA.



Wellness: Employee Benefits at Anywhere

CHOICES TO ENHANCE YOUR LIFE

3

Medical & Dental Plan Options

Medical plan options include company contributions up to 50% of the deductible toward their HSA or HRA to cover qualified healthcare



Discounted Vision Services
25,000+ participating providers



Life Insurance
and AD&D,
Short &
Long-term
Disability



Extra Coverage Options
Voluntary
Accident, Hospital,
and Critical Illness
Insurance



Expert Medical Opinions

Virtual expert medical consultation and navigation service



Comprehensive Wellness Programs

- Virtual Physical Therapy
- Diabetes Management
- Family Building
- Virtual Self-care Programs



Employee Assistance Program

Supports a wide variety of concerns, from family and financial issues to substance use, emotional health, and stress

401k

60% company match on up to 6% of eligible pay



PAID TIME OFF



TUITION REIMBURSEMENT



PET CARE INSURANCE



IDENTITY PROTECTION



LEGAL SERVICES



Paid Family Leave

12 Weeks @ 100% Salary

Available to US employees.



Wellness: From Home to Hub

When it comes to the wellbeing of our employees, we believe it's important to support and nourish their physical health and beyond.

iThrive

ITHRIVE is our wellness program designed to incorporate, consolidate, and supplement the many preventive care and wellness benefits already in place at Anywhere through monthly newsletters and programs featuring information about nutrition, fitness, health, mental health, and more.

Exos

EXOS AT HOME provides Anywhere employees with access to a complimentary virtual gym, in addition to a **free gym within our Madison, New Jersey, Hub**. With Exos, employees can access **free, virtual fitness classes, health consultations, mindfulness meditation sessions, cook-along events**, and more.

Cigna



THE CIGNA TOTAL BEHAVIORAL HEALTH PROGRAM is a comprehensive program that provides help with life events, dedicated support, lifestyle coaching, and online tools – and is available 24/7. The program includes:

- **Talkspace** online therapy
- **Ginger** behavioral health coaching program
- **iPrevail** an on-demand coaching and personalized learning platform
- **Happify** resources of science-based activities and games for stress and worries
- **Behavioral Specialty Coaching & Support Services** for a broad range of conditions including autism spectrum disorders, eating disorders, intensive behavioral case management, opioid and pain management, and substance use



> CHAPTER 3: WE MOVE AS ONE TEAM - BY THE NUMBERS

TALENT

Number of employee referrals submitted through the capital Referral Hub

4,760+

Number of employee referrals hired

150+

EMPLOYEE ENGAGEMENT SURVEY

Response Rate

87%

Comments from Employees

2,700

Engagement Score

86%

Key Favorability Score in Goals & Objectives

94%

Key Favorability Score in The Anywhere Way

89%

Key Favorability Score in Reimagining Work

89%

% Scored in Strategy and Direction

83%

Strategy and Direction percentage points higher than the U.S. norm

10

% Scored in Leadership

83%

Leadership percentage points higher than the U.S. norm

12

WELLNESS

% of pay for Paid Family Leave and Short-term Disability

100%

Weeks of Paid Family Leave

12

\$ Earnings Potential for employee HRA or HSA

\$400

% of 401k company match

60% up to 6% of eligible pay



2024 Impact Report

EMPOWERING EVERYONE'S NEXT MOVE

ANYWHERE.RE

