





# 2022

## Corporate Social Responsibility Report

WE WORK EVERY DAY TO HELP PEOPLE OWN THEIR FUTURE



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**Ryan Schneider**  
*Chief Executive Officer and President*

## EMPOWERING EVERYONE'S NEXT MOVE

The joy of homeownership can be one of life's most fulfilling achievements. For many, a home represents the culmination of one's dreams and their hard work – not just a roof over their heads but a foundation on which a future can be built. At Anywhere, we recognize and embrace our role in helping to bring that joyful moment to more households each and every day.

Our scale and deep industry reach means that we have a responsibility to influence the consumer experience of buying or selling a home, and that concept was at the core of our company's transformation – from Realogy to Anywhere – in 2022. With our national scale, growing suite of products and technology, and deep network of trusted agents, we believe that we are in a unique position to serve consumers anywhere in their home buying or selling journey.

Our commitment to empowering everyone's next move means removing barriers by building a simpler transaction process; it means creating opportunities for professionals that better represent a fast-expanding homebuyer base; and it means helping our employees build richer, more meaningful careers.





I'm proud to share the many examples of how Anywhere continued to push for progress in 2022, in ways that meaningfully impact both our company and the housing landscape as a whole:

- Continuing to simplify the home buying and selling experience for consumers through technology, such as virtual closings, digital signature tools, and applications that help track and manage the complex transaction process all in one place.
- Expanding leadership growth opportunities and professional development programs to help cultivate more meaningful career journeys for our leaders and employees.
- Fostering new opportunities for business owners by further expanding our successful Inclusive Ownership Program, along with the newly launched Accelerate program, which counsels IOP participants on key business development and succession strategies.
- Welcoming to our industry diverse agents who more closely resemble the rising generations of homebuyers through programs, like What Moves Her and Empowering Latinas, as well as our partnership with industry organizations, such as the Asian Real Estate Association of America, the

National Association of Hispanic Real Estate Professionals, the National Association of Real Estate Brokers, and the LGBTQ+ Real Estate Alliance.

- Developing an inclusive employee culture that is regularly recognized for our commitment to diversity, opportunities for women, and integrity.
- Debuting our Madison Hub, an efficiently designed and sustainably minded headquarters for collaboration as part of our hybrid workplace strategy.

I continue to be grateful for the numerous contributions from our affiliated agents, franchise owners, and employees in moving our company to what's next as, together, we empower everyone's next move.

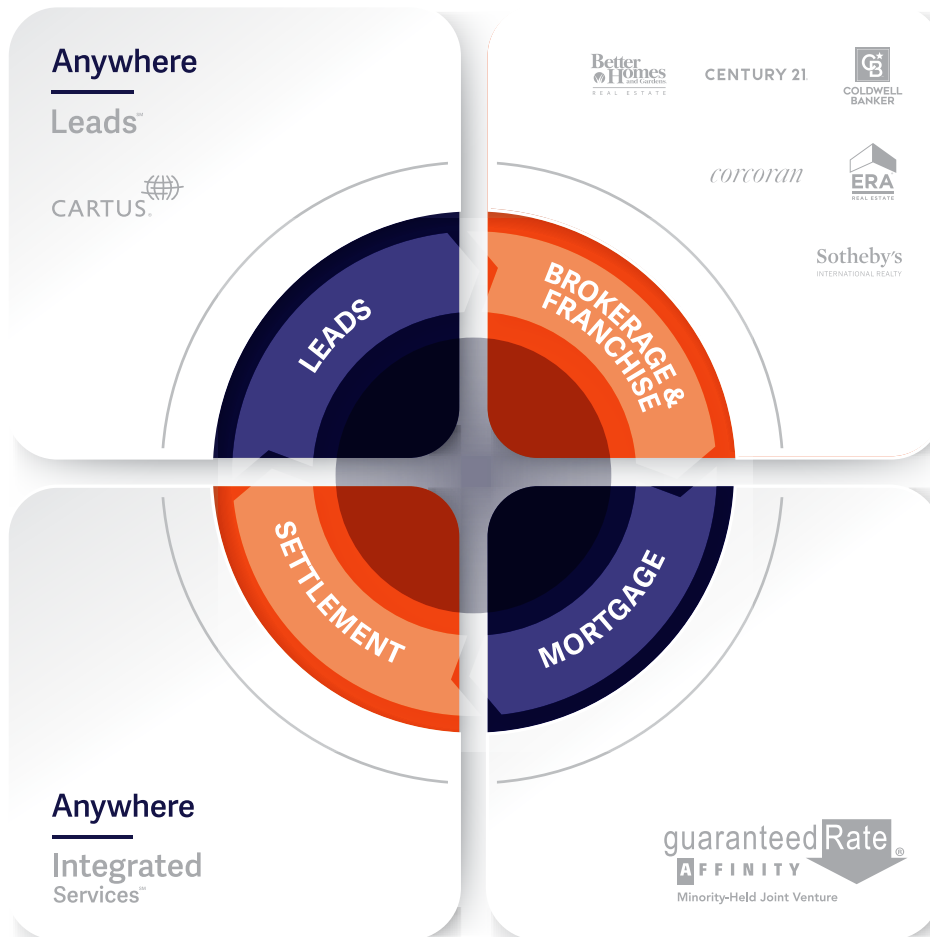
**Ryan Schneider**, Chief Executive Officer and President



# Welcome to Anywhere<sup>SM</sup>

## OUR PURPOSE IS TO EMPOWER EVERYONE'S NEXT MOVE.

Anywhere is a global leader in residential real estate services with a relentless focus on helping more people get into more homes. Our family of brands includes some of the most recognized names in real estate, comprising an international network of more than 341,000 affiliated sales agents. We also lead the industry with integrated real estate services, including franchise, brokerage, relocation, title and settlement services, as well as our nationally scaled mortgage origination and underwriting joint ventures.



# What Makes Us Anywhere

We believe that everyone should have access to a more seamless, integrated home buying and selling experience. Combining the world's most extensive agent network, leading brands, integrated services, and innovative product and technology capabilities, we're creating a better transaction that enables consumers to focus on what matters most: the joy of homeownership. These are the four pillars that influence how our employees, regardless of level or function, approach our business every day.



**ETHICS & INTEGRITY**



**DIVERSITY & INCLUSION**



**INNOVATION &  
TECHNOLOGY**



**EMPOWERING  
ENTREPRENEURS**





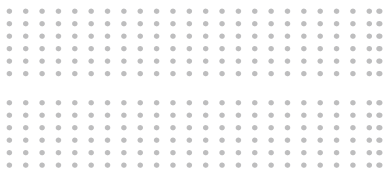


## Our Transformation

In May 2022, we introduced our company's new name, Anywhere Real Estate Inc.

With a focus on the consumer experience, we are strengthening our innovative product and technology offerings to lead the industry in transforming the transaction process – a process that will continue to be led by our network of trusted brokers and agents.





# Integrity

Anywhere is an exemplar for high standards of integrity in the real estate industry and the business world at large. We approach our business transparently and honestly, which earns us the trust and respect of our franchise owners, affiliated agents, suppliers, and each other.





## Board Engagement

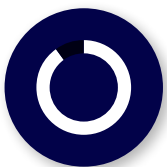
Our Board of Directors oversees the management and ethics functions of Anywhere. We maintain strong governance practices, which we continue to enhance and evolve through critical feedback from our investors. For the fifth year in a row, our Board of Directors sought perspectives of our stockholders with the 2022 Investor Outreach Program, which allows the Board to engage directly with stockholders on key topics, including strategy, leadership, governance, and compensation.

Through this feedback, our Board and its Committees have made meaningful changes to our executive compensation program and corporate governance structure, such as adopting proxy access and the elimination of supermajority stockholder approval requirements for stockholder changes to our Certificate of Incorporation and Bylaws.

## GENDER DIVERSITY ON OUR BOARD OF DIRECTORS

Anywhere is a highly gender-inclusive company across all areas, including on our Board of Directors. Anywhere has received several recognitions for our gender-diverse Board composition, including a four-time honor by Women's Forum of New York for exceeding the national average by surpassing the 35 percent threshold of women on our Board.

### OUR BOARD OF DIRECTORS BY THE NUMBERS



**91%**  
INDEPENDENT



**27%**  
PEOPLE  
OF COLOR\*



**36%**  
WOMEN



**47 TO 71**  
AGE  
RANGE



**~7 YEARS**  
AVERAGE  
TENURE

\*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



*Chief Ethics and Compliance Officer Shacara Delgado, and Chief People Officer Tanya Reu-Narvaez, attend the Women's Forum of New York Breakfast of Corporate Champions event to accept the award.*



# Governance Practices Timeline





## Leading with Integrity

The Anywhere Code of Ethics and core values serve as our guiding principles to treat people with respect and dignity, to be accountable for our actions, and to operate transparently and honestly. Our employees live these principles and help build our company's reputation with every interaction.

### 2022 Trailblazing Policy Makers

In May, Shacara Delgado, Anywhere Chief Ethics and Compliance Officer, was honored by Executive Women of New Jersey (EWNJ) at the 2022 Salute to the Policy Makers Gala and was recognized on the 2022 Trailblazing Policy Makers List for her change-making achievements. Delgado joined the company in 2002 and was appointed Chief Ethics and Compliance Officer in June 2019. She leads our Ethics & Compliance program, which has been recognized for 11 consecutive years by Ethisphere as part of the World's Most Ethical Companies designation. She also manages the employment, benefits and contractor relations legal functions for Anywhere and its subsidiaries.



*Shacara Delgado, Anywhere Chief Ethics and Compliance Officer, and Tanya Reu-Narvaez, Anywhere Chief People Officer, at the 2022 Salute to the Policy Makers Gala. Photo courtesy of EWNJ*

"It was an absolute honor to be recognized by Executive Women of New Jersey with so many of my incredible peers who inspire me to continue paving a path for women in business. I'm proud of the Anywhere commitment to operate with unwavering integrity, especially when it comes to creating new professional opportunities for women and other underrepresented groups."

*Shacara Delgado, Anywhere Chief Ethics and Compliance Officer*



Integrity is a driving principle of our business, made even more important because of the work we do every day to support one of life's most meaningful and significant transactions: buying and selling a home.

*Ryan Schneider, Anywhere Chief Executive Officer and President*

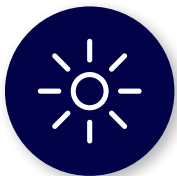




## Our Core Values Begin and End with Our People

At Anywhere, we ensure that integrity and excellence are at the heart of everything we do. Our commitment to business integrity differentiates us, shaping who we are and where we want to go, expecting and performing with uncompromising standards of excellence, ethics, and accountability. We uphold our comprehensive Code of Ethics and companion Key Employment Policies and recognize these with the ever-evolving nature of the real estate industry and the business world at large. By requiring local operating company, brand, and subsidiary to adopt our Code of Ethics and Key Employment Policies, we rely on every employee to act legally and ethically when interacting with each other, clients, franchisees, affiliated agents, customers, vendors, and our community.

### KEY AREAS OF FOCUS INCLUDE:



**CLARITY**  
on our intolerance  
of harassment and  
discrimination



**INCREASED  
TRANSPARENCY**  
with the Code of Ethics  
Line and investigatory  
process



**STATEMENT**  
on the Company's  
commitment to  
Diversity, Equity,  
& Inclusion (DE&I)



**REINFORCEMENT**  
of manager  
responsibility  
for ethics and  
compliance



**DECISION-MAKING  
PROCESS**  
to help employees  
navigate the right  
course of action

*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.*



## EMPOWERING ETHICS AND COMPLIANCE TRAINING

Anywhere is focused on operating with a fundamental mindset of doing the right thing—because a strong ethical foundation is critical to our success. This mindset is more important now than ever before as we meet the changing needs of those we serve. Each year, employees complete ethics and compliance training with the following courses, mandatory regardless of job function:

### Code of Ethics

Embracing our  
Winning Behaviors

### Social Media

Staying Secure in  
a Connected World

### Valuing Diversity

Anywhere achieved 99% completion of 2022 all-employee ethics and compliance training.



## NEW IN 2022:

**Ethical Moments** – A monthly series for managers designed to highlight real-life compliance situations and ethical moments on a variety of topics with guidance and tools to host conversations on these issues with their teams.

**Highlighting Hybrid Workplace Behavior** – Shacara Delgado, Anywhere Chief Ethics and Compliance officer, narrated an employee-wide video that sheds light on unprofessional behavior and micro-aggressions specifically in a hybrid work environment.

**Ethical Leadership Workshops** – Throughout the year, workshops were offered to mid-level managers on a range of topics, including pressure to compromise the Code to meet business goals, speak up culture, and retaliation to reinforce an ethical standards across the business. Approximately 350 employees were in attendance over the course of the four meetings.





## ETHICS AND COMPLIANCE IN A CHANGING ENVIRONMENT:

Anywhere continued to dedicate resources to address the impact of COVID-19 on the company and on our employees. We worked to ensure the health and safety of our employees who work in our offices, as well as our remote employees through our COVID-19 intranet hub, which contained up-to-date resources and guidance for employees navigating the pandemic-era work environment.

## POLICIES AGAINST SLAVERY AND HUMAN 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. 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.

**New in 2022:** We continue to look at our policies and adjust as the world changes. This year, Anywhere revised the Slavery and Human Trafficking Statement to reflect the increased global focus on the issue, and detail our actions to implement enhanced protections against modern slavery in our operations and supply chain. Updates to the Statement address increased governmental focus on human trafficking.

## World's Most Ethical Company 11-year spotlight

For the 11th year in a row, Anywhere was named one of the World's Most Ethical Companies 2022 for demonstrating exceptional leadership and a commitment to business integrity through best-in-class ethics, compliance, and governance practices.

Anywhere was one of just 136 honorees recognized in 2022 spanning 22 countries and 45 industries, and one of just four real estate companies.

Companies achieving the distinction have met rigorous criteria across categories: the quality of the ethics and compliance program; organizational culture; corporate citizenship and responsibility; governance; and leadership and reputation.

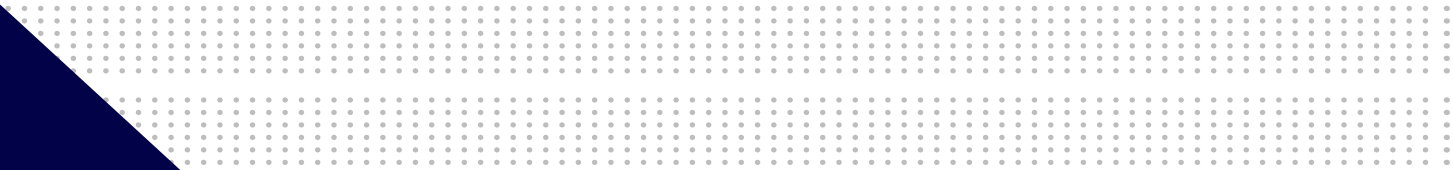


11 YEARS  
IN A ROW



# Culture

We are committed to empowering everyone's next move – not only for the home buyers and sellers we serve, but also for our employees in their career journey. Together, we are moving our people-first culture and talent strategy into the future, guided by the passion of our exceptional people, our track record of integrity, and our newly launched guiding principles for all employees, known as our Winning Behaviors.





## The Anywhere Way

As part of our transformation to Anywhere, we launched a new company purpose, along with inspirations and Winning Behaviors. The Anywhere Way tells the story of who we are, what motivates us, and how we can continue to win. Specifically, the four Winning Behaviors help guide employees in their work every day, encouraging them to accelerate both their professional growth and that of the company as, together, we lead the real estate industry to what's next.



### 01 OUR PURPOSE

Empower Everyone's  
Next Move

### 02 OUR INSPIRATION

Make Dreams Possible  
Excellence  
Do What's Right

### 03 OUR WINNING BEHAVIORS:

#### Obsess About Growth

Focus every day on making a big impact and accelerating growth. Prioritize the most important things that create value for customers and shareholders. Aim high and take big swings informed by data.

#### Relentlessly Focus On Talent

Be the reason we attract and keep phenomenal people. Expect and perform with uncompromising standards of excellence, ethics, and accountability. Empower yourself and others to continually learn, improve, seek diversity, and thrive.

#### Always Find A Better Way

Explore and embrace what's possible. Always make things better, faster, simpler. Be candid, curious, and agile. Challenge the status quo and pressure test assumptions.

#### Achieve Exceptional Results

Take decisive action and deliver on your commitments. Move with speed, plan for the unexpected, overcome barriers, and be resilient. Leverage facts and the wisdom of others to get the best results.



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## Evolving our Culture

Our company has long taken pride in our ability to foster an ethical, collaborative, and rewarding workplace – a foundation on which we’re building the future of the Anywhere culture. The introduction of the new Anywhere brand signified our company’s deep commitment to transforming the home buying and selling transaction for the consumer, and it also set renewed principles for how we’re supporting our people:



### **We will continue to meet employees anywhere in their career journey**

We believe that when our employees grow, the company grows. Whether new to the company, growing in a current job, learning new skills, gaining different experiences, or moving to a different role, we offer resources along the way to support employees at all levels.



### **We will continue to attract top talent – not just from our industry, but from anywhere**

We want to be a destination for top talent and will continue to recruit and attract from new places, looking for diverse experiences, perspectives, and expertise.



### **We will continue to enable employees to work from anywhere**

When possible, we want to empower employees to work as they choose, wherever their desired location may be.

We believe that our commitment – and access – to great people is strengthened by our ability to foster a remote-first workplace that accommodates the unique and diverse needs of our employee base.

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## OUR RELENTLESS FOCUS ON EMPLOYEE DEVELOPMENT

Anywhere continues to develop a wide range of employee learning programs that help our people develop their leadership capabilities, hone their practical skills, and discover their strengths. We believe that an investment in the growth of our employees is essential not just for retention, but also for the long-term growth and success of our business. That's why we continue to launch new, purposeful development programs targeted to leaders at various stages of their careers.

### Existing Development programs in 2022 included:

**RISE:** A 15-week, virtual leader-led program, brings together employees across Anywhere with a strong track record of performance who have demonstrated the potential and aspiration to expand their responsibilities within the company.

**Ascend:** The Executive Leadership Experience, offered by Anywhere, is a one-of-a-kind program in real estate, designed to provide rising leaders with the skillset and tools to help shape the future of the industry. The comprehensive 46-week program prepares the next generation of franchise owners and company leaders for succession and features valuable learning experiences that prepare participants to become successful future leaders.

The seventh cohort was made up of 45 aspiring real estate leaders, including professionals representing our six real estate brokerage brands, and, for the first time, participants from our service businesses, Anywhere Integrated Services and Cartus.

Since its launch in 2015, Ascend has now graduated **more than 230 participants**.

24%

After the first RISE cohort, **24% of participants** were promoted.

+12  
points

RISE participants reported a more favorable view of career development, **+12 points** above the company average.



## New development programs in 2022 included:

**LevelUp:** A 14-week virtual, leader-led program, brings together leaders of leaders in roles that have a disproportionate impact on the strategic success of the organization. Together, they build skills and create behavior change that drives growth and innovation to accelerate our transformation.

**Front Row:** A six-part series featuring a range of real estate professionals from the Anywhere network of affiliates providing participants with a 'front row' seat to the day-to-day lives of brokers, agents, recruiters, facilities managers, and more – designed to immerse corporate employees in the experiences of real estate professionals.

**Accelerate:** In the spring of 2022,, Anywhere also launched Accelerate, a new leadership development program open to participants from the Inclusive Ownership Program.

Participants are enrolled in 12 total sessions over the course of six months. **This year, more than 35 owners across our brands joined the program.**

**LEAD:** Open enrollment began in 2022 for the first-ever opt-in leadership experience for all people leaders at Anywhere. In this fully virtual program, managers have the opportunity to learn essential leadership skills that will enable success, with courses on cultivating connections, championing culture, elevating performance, growing careers, and attracting top talent. The first wave of LEAD includes 300+ leaders who collectively lead 2,000 employees across the enterprise.

Over the last two years, over 300 leaders have graduated from RISE, LevelUp, and Ascend and alumni continue to collaborate, support one another, and pay it forward to new program participants.

## DEVELOPMENT FOR ALL

Anywhere is deeply committed to career development for employees at every level across the organization. All Anywhere employees have access to our RealU learning platform, which includes access to LinkedIn Learning, a robust on-demand learning platform with over 13,000 high-quality, on-demand courses covering every topic you can imagine needed to drive career growth. Through these, employees are offered the training and resources they need to seek new, challenging experiences, keep their skills current, and connect with their colleagues.

Employees continue to invest in their own development. **Since 2021, employees have increased the views of courses by 6.5% and the views of curated learning paths by 29%.** Late last year, new learning paths aligned with our four Winning Behaviors were introduced. With content relevant to employees at all levels and in all roles across the enterprise, those paths have already been viewed five-times more than previous learning paths.





Front Row gave me a much richer understanding of the challenges, triumphs, and dynamics that define the day-to-day experience of the brokers and agents we support every day.

*Gabriella Chiera, Anywhere Senior Director of Corporate Communications and Front Row graduate*





## Employee Engagement

Each year, we survey employees with the assistance of third-party consultants and implement actions to address areas of employee feedback.

In 2022, we also deployed new leadership workshops upon the request of targeted business groups to support engagement survey results. These workshops were organized with the support of senior business unit leadership and attended by their direct reports – helping to foster a more interactive discussion about takeaways from the engagement survey and determining actionable steps to address concerns and leverage areas of strength.

### IN 2022, WE ACHIEVED:

88%

ENGAGEMENT  
SCORE

86%

RESPONSE  
RATE

We exceeded the US scoring average in  
15 out of 16 categories.



## Developing our Diverse Talent Base

Anywhere is committed to **attracting, hiring, developing, and promoting diverse talent**, with a focus on increasing diverse representation in executive and key leadership roles, with actions including the following:

- **Proactively welcoming**, developing, and promoting diverse talent by broadening employee candidate sourcing channels and expanding open position qualifications
- **Providing** Unconscious Bias and DEI training as required courses for all employees
- **Hosting** Real Career Connections, a six-month mentorship program providing support and coaching for employees of color based on their development needs and career aspirations
- **Offering** strong support of and collaborative partnerships with real estate associations that promote diversity and inclusion
- **Expanding** access to our Fair Housing eLearning Course beyond employees and affiliates to more professionals in the industry through partnerships with diverse industry organizations

17%

of our executive  
management  
committee are  
people of color

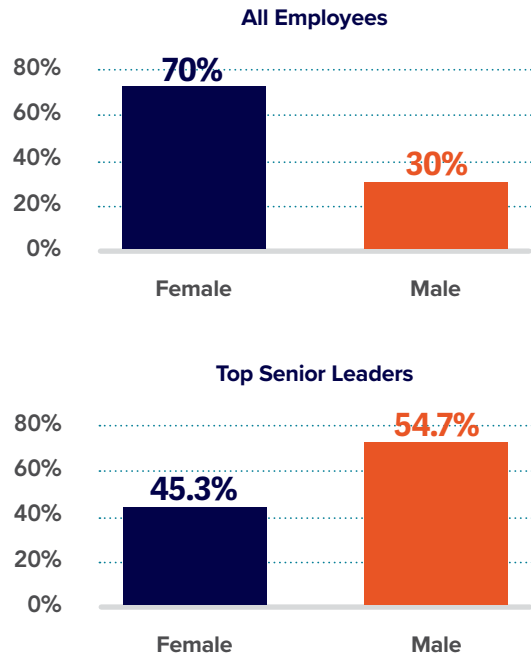
50%

of our executive  
management  
committee are  
women



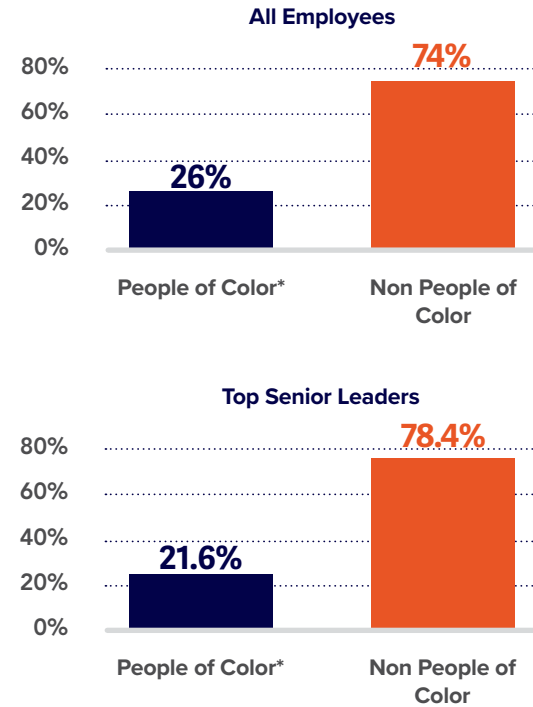
## A Closer Look at Employee Diversity

### Global Gender Diversity



As of 12/31/2022. Global data. Based solely on employee self-identification as male, female, 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) 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 12/31/2022. 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) 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



## NEW IN 2022

Our Talent Acquisition & Planning (TAP) team has been working to ensure that Anywhere remains a top destination to attract and retain phenomenal talent. Some launches over the course of 2022 included:



**Increased diverse representation among new hires by 1.3% in 2022** vs. 2021. 36.8% of new hires in Q3 2022 were people of color.\*



**Our internal hires increased by 1.3% in 2022** vs. 2021, reaching 19.7% in Q3 2022.



**131 career conversations** through our TAP and DEI teams in the month of November.



**12 positions filled** through Agent Referral Program Pilot.

Implemented Textio, a tool that guides recruiting teams to quickly optimize job posts and candidate outreach with inclusive, on-brand language. This has helped us expand and diversify our candidate pool and establish a consistent candidate experience.

Released our first Enterprise-wide internal mobility policy. Anywhere recognizes that internal mobility contributes to our employees' growth and development, and enables greater collaboration and sharing of perspectives and experiences across the enterprise. The new policy has made the internal mobility process simpler and clearer for employees.

Held our first annual Career Month in November. Our TAP and DEI teams partnered to host a series of dynamic and insightful events throughout the month designed to empower everyone's next career move and gain access to valuable leadership lessons and resources. Employees also had the opportunity to sign up for 1:1 Career Conversation calls with members of the TAP team to explore career mobility opportunities.

Launched our Agent Referral Program allowing Anywhere-affiliated agents to submit referrals for our job openings and receive a referral bonus if their referral is hired. Initially focusing on the Chicago, Wisconsin, and Mid-Atlantic regions, our goal is to launch the program nationwide in the near future.

As of 12/31/2022. 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.



## Culture-building in the Hybrid Work Environment

Anywhere continues to adapt our culture for a hybrid work environment, welcoming numerous new remote employees to the company in 2022. Our team has consistently strived to perfect the technology tools at our disposal necessitated by the COVID-19 crisis, which have developed into core pillars for virtual collaboration, including interactive webinars and events, monthly virtual employee town halls, cloud-based file sharing, and more.

Additionally, Anywhere launched the 'Go Further Today' initiative at the beginning of 2022 – a set of enterprise-aligned actions to create a more balanced and efficient way of working across the company. The three main components of 'Go Further Today' include:

### FOCUS FRIDAYS:

Anywhere employees avoid holding internal meetings on Fridays, instead affording time for deep focus without interruption and for building meaningful connections with external partners, such as agents, franchisees, and customers.

### MAKE MEETINGS MATTER:

The prevalence of meetings in a virtual environment can create challenges for focusing on one's daily responsibilities. That's why Anywhere introduced guidelines for setting clear meeting objectives and expected outcomes for both hosts and attendees.

### EXHALE, THEN EMAIL:

Like meetings, the time we spend in our email boxes can also add significantly to our workload while depleting our energy. Before drafting a new message or hitting send on a reply, we encourage employees to take a moment and consider our colleagues' tone of an email, or the time of day it's received.

## Employee Appreciation Day

On March 4, Anywhere celebrated national Employee Appreciation Day with a variety of events for employees to focus on the mind, body, and soul. Nearly 500 people participated in the day's festivities, whether it was a virtual Zumba class, a guided meditation session, the 'C'mon, Get Happy' webinar on cultivating joy, or the Cooking with Sabor live culinary demonstration with guest Chef Armando Tam.



## Culture of Inclusion

We focus on a comprehensive approach to our culture of inclusion through diversity and inclusion committees across the enterprise and diverse Employee Resource Groups (ERGs). The Anywhere Diversity & Inclusion Council was formed at the start of our company, empowering our ERGs to drive diversity with the support of employee members and business leader sponsors. Together, our eight ERGs promote an inclusive culture throughout the company, focusing on career development, education, and networking.



REALPRIDE



Real  
Disabilities  
Real Opportunities



ACE  
AFRICAN-AMERICAN CARIBBEAN EMPLOYEE  
RESOURCE GROUP



Women's  
EMPLOYEE RESOURCE  
GROUP



next  
gen



S.E.R.V.I.C.E.  
SUPPORTING THE ENGAGEMENT OF  
ANYWHERE VETERANS  
IN A COMMITTED EFFORT



Asian  
& Pacific  
Islander  
ALLIANCE ERG

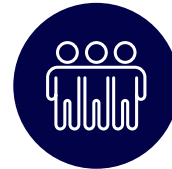


ONE  
VOZ  
HISPANIC & LATINO  
EMPLOYEE RESOURCE GROUP

## ERG PARTICIPATION



In 2022, each ERG had an average  
**50% year-over-year growth** in  
their membership.



Our ERGs have held more than  
**160 events with nearly 8,200**  
attendees in 2022.



**63% of ERG events** in  
2022 were educational  
in nature.





## Hear from Our ERG Leaders



As a NextGen ERG co-chair, I have been able to learn firsthand from our Executive Leadership team. This invaluable experience has expanded my mindset, helping me to focus on our big picture strategy, prioritize tasks that support company goals, and has sharpened my problem-solving skills.

*Jennifer Craig, Next Gen ERG Co-Chair, 2022*



Being an ERG chair is such a fulfilling position. I have the opportunity to work with the most talented people in the industry across the different business segments at Anywhere. We solve for and support real-life issues of our colleagues and our company. It's a badge of Anywhere honor.

*Irving Cham, ACE ERG Co-Chair, 2022*



## Hear from our ERG Leaders (Continued)



I have the privilege to co-chair our Anywhere SERVICE ERG supporting our Veterans and military community. It has been such an incredible journey witnessing firsthand how ERGs can help drive change in culture and impact our business results. I have the pleasure to network and meet our incredible talent across Anywhere. All our ERGs' collective passion and drive has created something special at Anywhere and I am so glad to be a part of it.

*William Tully, Service ERG Co-Chair, 2022*



Anywhere has the courage to allow us to explore topics that are socially relevant and to publicly take a stand for what is so important in the LGBTQ+ Community. We get to educate through awareness, give a voice for those who haven't yet found theirs, provide a safe space for everyone to express themselves, while celebrating the difference diversity, equity and inclusion makes. Our jobs are more than just what we do, it's now more about who we are. Allies empower one another, inspire, collaborate, influence, providing meaningful opportunities for all of us to thrive at our workplace. I love the work we do, how united we are and how much fun it is to be so connected with such a diverse group of people. I am totally grateful for the privilege it is to be a part of an ERG.

*Tommie Wehrle, REALPRIDE ERG Co-Chair, 2022*



## Advocacy Events

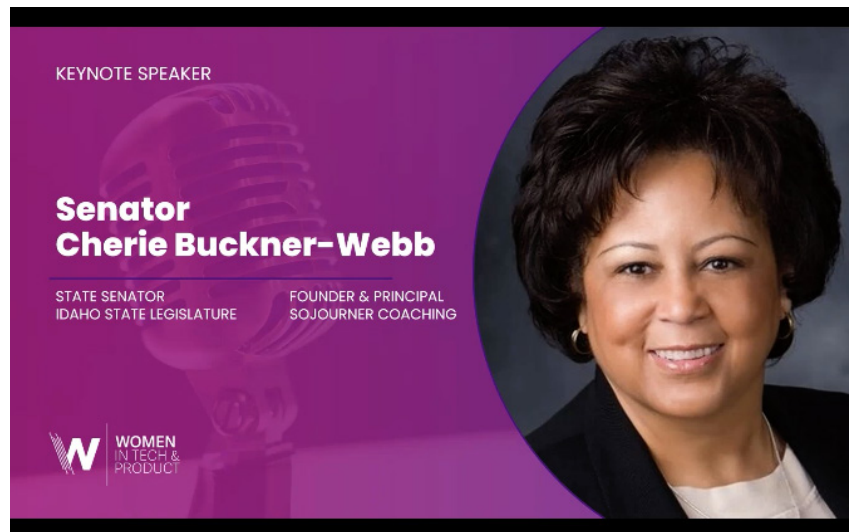
Anywhere produced multiple events in 2022 to reinforce its commitment to diversity, equity, and inclusion in the workplace. These gatherings were hosted virtually and available to all employees to learn more about opportunities and challenges for promoting a more equitable professional environment.

### WOMEN IN TECH & PRODUCT

In 2022, the Anywhere Women in Tech & Product team hosted its second annual conference with the theme, Breaking the Glass Ceiling.

On the first day, attendees heard from **Cherie Buckner-Webb**, a former Idaho State Senator and founder and principle of Sojourner Coaching. During her session, Cherie spoke powerfully about resilience, truth-telling, being bold, and how women can continue to move forward in their careers and in the workplace.

**Anywhere Chief Operating Officer Melissa McSherry** opened the second day with a presentation on how the power of purpose is key to breaking glass ceilings. Melissa spoke about how the women in her family lack concern for social convention, which has inspired her throughout her life and career – and has led her to always aim high.





## DAY OF UNDERSTANDING:

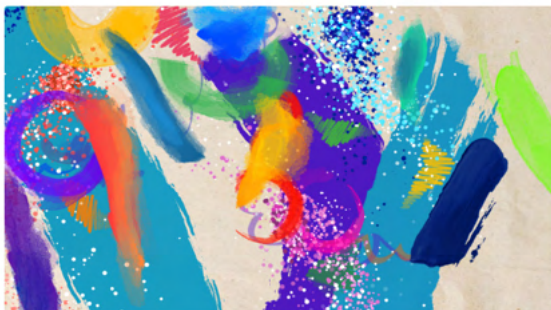
On May 19, employees attended our third annual Day of Understanding to continue the conversation about cultivating a culture of inclusion and belonging, with a focus this year on the important and critical role of allyship.

The day gave employees an opportunity to come together and reflect on their own personal journeys, hear stories of inspiration from members of the executive committee and others, and attend Employee Resource Group sessions about the topics and issues that matter to them the most. Employees were treated to an opportunity to participate in a unique self-reflection digital painting exercise, after which attendees could optionally share their artwork with fellow participants as a way to reflect on their personal journeys and life experiences that make them unique.

During the event's closing remarks, employees heard from president and CEO Ryan Schneider who announced that Anywhere is a proud signatory on the Human Rights Campaign (HRC) Business Statement on Anti-LGBTQ+ State Legislation, furthering our dedication to fairness, equal treatment, respect, and opportunity for all.

 Logan, Roderick  
May 19, 2022

So Proud to Share my DOU Painting for 2022!!!



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More than 4,400  
employees participated in  
Day of Understanding events

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"Overall, I think in large and small ways we learn how listening to others, being empathetic, and caring makes us better as a company. And one of the most important things we can do is be there for each other now more than ever."

*Ryan Schneider, Anywhere President & CEO*





## Our Award Winning Culture

Anywhere is consistently recognized for our industry leadership and culture rooted in innovation, inclusion, and integrity. In 2022, the company once again earned honors from several reputable organizations:







# Empowering Diversity

We strive to empower everyone – anywhere – to own their future and have a place to call home.





## Our Commitment

Through our robust and ongoing diversity, equity, and inclusion strategy, we harness the power of real estate to help entrepreneurs build their legacies and help support home buyers and sellers build wealth, so all communities can develop and thrive. With a number of programs and initiatives designed to propel these goals, we continue to serve as champions of diversity in our industry and beyond.

### The Anywhere Women of Influence

In August, HousingWire honored four female leaders from Anywhere as part of their 2022 Women of Influence:

- **Stephanie Anton**, president of Corcoran Affiliate Network
- **Liz Gehringer**, president of Coldwell Banker Affiliate Business and Chief Operating Officer of Coldwell Banker Real Estate
- **Tanya Reu-Narvaez**, Anywhere Chief People Officer
- **Sue Yannaccone**, Anywhere Brands President and Chief Executive Officer, and founder of 'What Moves Her', a trailblazing campaign designed to inspire and support all women find their path to leadership



*Sue Yannaccone was featured on the August 2022 HousingWire Magazine cover, which included the reveal of the Women of Influence list.*



## The Inspiring Impact of Homeownership

Homeownership can be a gateway to building generational wealth for families, yet minority and underrepresented communities often face barriers to finding and purchasing homes.

65.5%

According to the National Association of Realtors' 2022 [Snapshot of Race and Home Buying in America report](#), the U.S. homeownership rate **grew to 65.5% in 2020** – the highest annual rise ever – as **2.6 million more households** became homeowners compared to 2019.

30%↓

While the homeownership rate for White Americans is 72.1%, the rate for Black Americans is just 43.4% - nearly **30 percentage points less and still lower than it was in 2010 (44.2%)** - and rates for Asian Americans and Hispanic Americans, 61.7% and 51.1% respectively, still have room to grow.

Anywhere believes closing the homeownership gap begins with increasing representation in the real estate industry to help serve these growing communities. We stand together, as a team and as an industry, to help build thriving, inclusive communities that fuel economic growth and prosperity – for all.

## Uplifting Real Estate's Entrepreneurs

Anywhere encourages entrepreneurship as a tool to advance careers, build wealth, and create a more inclusive industry, with a focus on welcoming a more diverse population of professionals to the industry to better represent the vibrant and dynamic communities we serve.



## FUELING FRANCHISE OWNERSHIP: THE ANYWHERE BRANDS INCLUSIVE OWNERSHIP PROGRAM

We are a global franchisor of six of the top brands in the real estate industry. Anywhere Brands delivers value to agents and brokers through powerful marketing, sales support systems, training, mentorship, and tools and technology that help to fuel their success in a competitive real estate environment.

Our Inclusive Ownership Program is a first-of-its-kind franchise ownership initiative in the real estate industry, designed to support the growth and productivity of entrepreneurs from diverse populations including women, self-identified LGBTQ+, veterans and self-identified ethnic and racial groups, including Hispanic, Black, and Asian American and Pacific Islander.

Through the program, diverse brokerage owners who affiliate with one of the Anywhere Brands can take advantage of financial incentives that help open doors and strengthen representation in the industry.

88

diverse owners since the inception of the Inclusive Ownership Program in 2020

35%

are from an under-represented racial/ethnic group

75%

More than 75% of companies that joined the program were women-owned in 2022.

## Since joining the Inclusive Ownership Program:



### CENTURY 21 GUARDIAN REALTY

*Peter Spinella, Owner*

Veteran-owned, nearly doubled agent count since 2021, and opened his second office.



### COLDWELL BANKER CK MANN REALTY

*Kathy Mann, Owner*

Black woman-owned, doubled agent count since early 2021, and opened a real estate school to serve her local market.



## WHAT MOVES HER

What Moves Her is a trailblazing campaign that supports the growth of women in real estate. The program was expanded to all of our brands, helping to educate and inspire women real estate professionals who are interested in accelerating their careers.

**4,000**

Grew the community by 188%, approximately 4,000 members, across the real estate industry

**3,000**

Hosted four Anywhere-wide marquee events with more than 3,000 registrants in 2022, increasing attendance by 200%

**15,000**

Through our Anywhere-wide virtual workshops and events, activations at brand conferences and special events including the NAHREP Conference, WomenUp! Conference, and more, we reached more than 15,000 individuals - 200% growth this year

## CULTIVATING CONNECTION: ANYWHERE DIVERSITY AND INCLUSION NETWORKS

Our Diversity and Inclusion Networks are externally focused, market-based membership networks that meet regularly to engage and recruit diverse agents through events, marketing, and education.

**12**

The 12 total networks are located in key metro markets across the country

**2,600+**

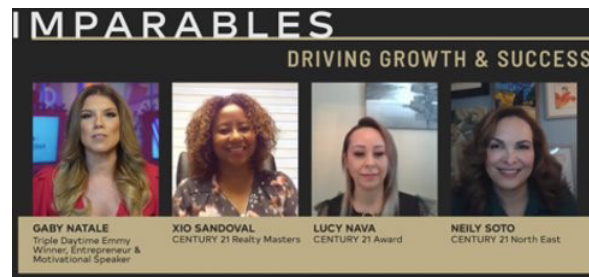
Held 64 events in 2022 with 2,600+ attendees



## CENTURY 21: EMPOWERING LATINAS

The **Empowering Latinas** program is a national initiative that enables Latinas to obtain their real estate license through financial stipends and receive ongoing mentorship along with real, hands-on experience to prepare them for success in the real estate industry.

- In 2022, CENTURY 21 Real Estate announced a collaboration between Empowering Latinas and the Hispanic Heritage Foundation for a national call-to-entry providing critical financial support to the 121 Latina entrepreneurs seeking to obtain a real estate license.
- This year, Empowering Latinas also hosted its first virtual empowerment event, 'IMPARABLES: An Empowering Latinas Event' focused on inspiring the next generation of leaders with a special guest appearance from Gaby Natale, three-time Emmy award winning journalist, motivational speaker, and entrepreneur.
- The program received more than 1,400 applicants for the financial stipend in 2022.



## SEEKING DIVERSITY: AGENTS OF CHANGE

The **Agents of Change** program is a forum for our local companies to engage with and celebrate diverse agents and attract outside agents, in partnership by Freddie Mac. Nearly 400 agents were engaged through four events across Coldwell Banker, CENTURY 21, and ERA. In 2022, agents attended a first-ever session focused on supporting active-duty military and veteran clients.



## NEW IN 2022:

We created the **Anywhere DEI Advisory Board** comprised of senior leaders from across the business whose role is to both inform and advocate for DEI initiatives across Anywhere and serve as thought leaders in the industry.

Objectives of the board include:

- Serve as sounding board for DEI strategy and formulate ideas for advancing DEI
- Advise DEI team on key organizational opportunities or challenges
- Advocate for DEI by modeling inclusive behaviors and being agents of change
- Collaborate to ensure enhance engagement and allyship throughout the organization

Internally, the **DEI Digest** was first published in 2022 serving as a communication vehicle for employees to build on the Anywhere culture of inclusion. The DEI Digest provides monthly resources, information, and recognition related to DEI efforts across Anywhere.

Externally, we began featuring learning content related to DEI at all of our brand conferences to reach owners and agents to help them understand the value of DEI and how they can drive efforts locally.







## INDUSTRY LEADERSHIP

We support key industry partners to build a fair future for all:



### OUR AFFILIATED AGENTS TOP THE CHARTS:

#### NAHREP Top 250 Latino Agents Report

Recognizes outstanding Latino real estate agents and teams from across the United States, including Puerto Rico. Rankings for 2022 included top individual agents, top Latino teams, and top agents by major market regions.

- 50 independent sales agents, more than any other company, affiliated with all six leading Anywhere residential real estate brands represented in the rankings

#### Asian Real Estate Association A-List

An annual list of the top producing agents and teams among its more than 17,000 members.

- Anywhere-affiliated agents make up 24% of the list
- Coldwell Banker led the Anywhere family of brands in individual volume with 24 honorees

#### LGBTQ+ Real Estate Alliance Top Producers

Recognizes members who generated at least 25 transaction sides or \$10 million in sales volume in 2021.

- Featured 49 Anywhere-affiliated agents who make up almost 21% of the list
- Anywhere-affiliated agents represent the majority of the top 25 producing agents as measured by individual transaction sides

More than

50

Anywhere-affiliated speakers were at national partner events in 2022.

More than

80

Anywhere leaders held leadership roles in industry partner organizations in 2022.



## Fair Housing

Anywhere is committed to supporting and expanding equal access to housing for all. In 2022, we continued to honor this commitment with the launch of our updated 2022 Fair Housing eLearning course: The Promise to Deliver Fair Housing.

This eLearning course provides education across a slate of meaningful topics - such as the human side of the home, history and reform, and building on past progress - to help real estate professionals understand how to contribute to this promise. As part of the training, participants also have the opportunity to sign an updated pledge to “Stand Up for Fair Housing.”

### MOVING OUR INDUSTRY FORWARD

As part of our continued efforts to help extend the reach of fair housing education across more of the industry, Anywhere once again expanded access to the training, which is mandatory for all Anywhere employees, to our external industry partners.

We believe all prospective homeowners and renters should have access to housing without discrimination, whether or not they partner with real estate professionals within the Anywhere portfolio of industry-leading brands. For the second year in a row, Anywhere expanded access to our own employee and affiliate course content through leading industry organizations that support the same commitment to equity and fairness in homeownership.

Anywhere and our industry partners share a commitment to expanding the course’s reach by making it accessible to their membership bases. We are proud to share our resources with others in our industry as we stand united in our commitment to building a fair future for all.

### LEARNING TOGETHER

In honor of Fair Housing Month in April, Anywhere hosted a virtual screening of the award-winning, animated short film, Segregated By Design. After the screening, employees participated in a dynamic discussion on the film, its core concepts, and the continued fight for fair housing with special guest Jacob W. Faber, associate professor of Sociology and Public Service at New York University.



Cartus' Commitment Diversity is a defining characteristic of the Cartus workforce and a core element of Cartus culture. Cartus is dedicated to promoting diversity and building it into our corporate culture following the core values of Anywhere, along with our own guiding principles.

Cartus employees speak **76 languages** and have lived and worked in **73 countries**.

Cartus Consulting conducts pulse surveys on DEI issues within the mobility industry and publishes white papers with **results and recommendations for clear actions** our clients can take to promote equity within their mobility programs.

In 2022, Cartus created **Brave Space**, drop-in meetings providing a supportive, accepting, and judgment-free environment where members of the organization can discuss and practice how to apply DEI concepts in the real world.

All Cartus employees participate in **regular diversity training**, which provides a common language and framework, and contributes to our goals of attracting and retaining a diverse workforce as well as being an employer of choice.

The Cartus Global Diversity and Inclusion Council meets bimonthly and is responsible for reviewing diversity focus and **identifying outreach opportunities**. Panel discussions feature insights from business partner representatives from different countries and backgrounds.



## SUPPLY PARTNERS

Cartus' commitment to diversity extends fully and actively to our entire network of supplier partners. Since establishing a formal Supplier Diversity Program in 1983, Cartus has conducted continual outreach, monitoring, and measurement of both the use and sourcing of diverse suppliers. With over 250 diverse suppliers in Cartus networks, we can help our clients reach their goals without compromising on cost or quality. Cartus helps all of our suppliers through ongoing dashboard calls and training to help maintain the quality of service that our clients expect.



# \$73M

*In 2022, Cartus spent over \$73 million with minority and women-owned businesses.*



# \$125M

*When including all diverse categories that number climbs to more than \$125 million, representing over 28% of Cartus' overall spend.*



# \$515M

*Over the last five years, Cartus has spent \$515 million with diverse suppliers exceeding its goal of 25% of overall supplier-spend.*

This year, **Lisa Johnson** was appointed Director of Global DEI Solutions, a new role responsible for representing Cartus in the DEI space, as a thought leader and solution facilitator for clients looking to address Global DEI in their workforce solutions. As companies search for guidance in order to shape meaningful and impactful DEI principles and directives within their organization, Lisa—with significant DEI expertise and capability—helps guide organizations into the future.

“We are in a unique moment where companies are prioritizing and accelerating DEI strategies more than ever. I am excited to work with global mobility teams to align their policies and processes to DEI. For me, DEI Mobility is about making sure traditionally underrepresented employees also get new career opportunities and, when anyone goes through a global mobility program, they can say that they feel like they belong.”

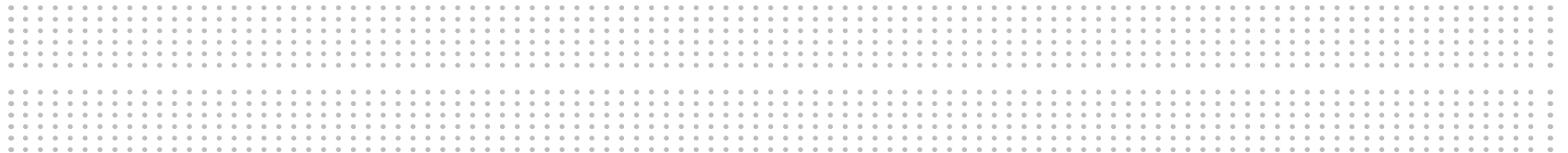
*Lisa Johnson, Cartus Director of Global DEI Solutions*



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# Wellness

Our comprehensive approach to wellness allows us to meet the needs of our employees – whatever they may be, wherever they need them. Anywhere continues to emphasize the importance of physical health, nutrition, mind-body wellness, and financial health now more than ever in a constantly changing world.





## Anywhere is relentlessly focused on doing more than just working together, but thriving together.

### OUR WELLNESS PROGRAM INITIATIVES:

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

### ITHRIVE

Our wellness program, iThrive, is our employees' resource for all things health and wellness. We focus on inclusion and variety when it comes to different topics of conversation and challenges to ensure everyone feels included and able to participate no matter what stage of life they are in.



## Wellness Whenever, Wherever

Throughout the year iThrive hosted an array of activities that each had a specific focus to encourage and support employee wellness.

### ONGOING YEARLY PROGRAMS INCLUDE:

- **Coffee & Chat with iThrive** – Employees joined these sessions in an effort to replace casual conversation that was frequently had in the office and walked away learning about colleagues' lives outside of work.
- **Walk at Work Program** – Participants send in clips to iThrive of themselves walking at least one mile during the workday to highlight the importance of stepping away from their desk.

Eight days in a row now and counting! I'm thankful for this program for prompting me to make it a habit!

*Walk at Work Participant*





## NEW IN 2022:

- **Health is Bliss Podcast** – A new way to reach employees, iThrive and EXOS fit launched a weekly podcast exclusively for employees to talk all things health and wellness. No topic was off limit and ranged from fitness, nutrition, current events, and even holiday inspired.
- **Anywhere Book Club** – A welcomed addition to the Anywhere circuit, based on direct employee feedback in 2022. Employees vote on books to read and starting in 2023, they will engage in open conversations throughout the year. Book topics range from personal development, fiction, mystery, and more.
- **Healthy Selfie Employee of the Month** – A fun approach to celebrating employees who are doing something for their physical and mental health, employees submitted their Healthy Selfies on the iThrive intranet site with one employee featured as the Employee of the Month.



*Health is Bliss Podcast hosts Kelsie Abolt, Anywhere Exos Fit coach, and Caitlin Moran, iThrive wellness coordinator.*





## A YEAR OF WELLNESS PROGRAMS:

- **Mindset Reset – January:** Program to kick off the new year and help employees stay accountable for goals they set in 2022 or help guide them to develop goals.
- **Heart Health Challenge – February:** During National Heart Health month, iThrive hosted a webinar for employees with Atlantic Health System titled, “Reversal of Heart Disease.”
- **Step into Spring Challenge – March through May:** In teams of three, employees submitted their step counts weekly with the objective to increase steps taken learn about a sedentary work life.

**32,347,517**  
total steps walked, participation  
increased by **411%** from 2021.

- **Mental Health Month – May:** iThrive used our intranet to reach employees and provided numerous resources for them to reference highlighting various mental health topics as well as a Well Being Guide.
- **Midyear Reflect and Refresh – June:** A program all about employee mindset with a focus on how to have a productive year. Employees participated in weekly guided meditation sessions, productively reflected on the first six months of the year, and refreshed their minds to finish the year with a healthier mentality.



*Dedicated Exos Fit coach for Anywhere, Kelsie Abolt attended the Madison Hub grand reopening event with Patsy Schneider Anywhere account manager, where they were able to spread awareness of Exos services, specifically as they relate to stress management.*



## A YEAR OF WELLNESS PROGRAMS (CONTINUED):

- **Hydration Challenge – July through August:** Participants tracked their water intake while learning about the positive impact of consuming the correct amount of water, as well as the negative effects of not consuming enough.

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**131 participants** tracked their water intake.

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- **Simplify September:** After a busy summer and an even busier start to the new school year, this program enabled participants to make small changes, challenge themselves, and fix areas of their everyday life to get rid of clutter and obtain a more sufficient personal and professional life balance.

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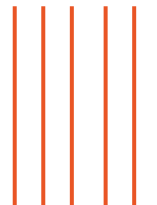
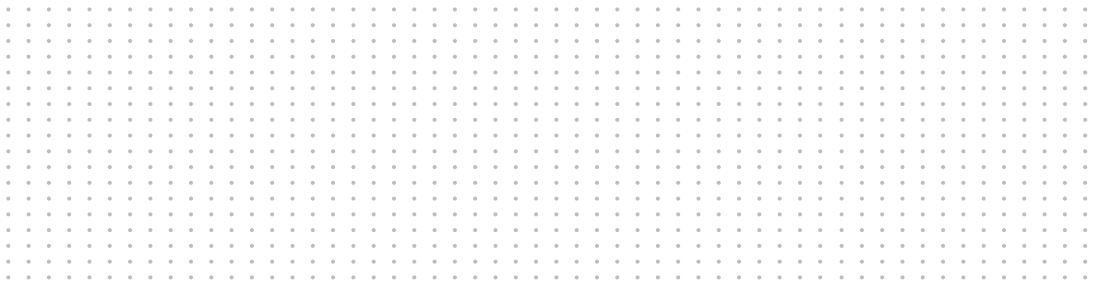
**Simplify September Tip:** Unsubscribe from 2-3 junk emails that have been crowding up your inbox.

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- **Sleepless in October:** Beginning on the first of the month, participants tracked their sleep cycles starting from bedtime to wake up. Sleep webinars focused on the importance of quality and quantity of sleep were offered to encourage healthier sleep habits.

- **Your Future is Our Focus – November:** iThrive gave employees a calendar detailing tips to save money. The calendar served as a guide on how to grocery shop more efficiently, DIY projects, banking tips, and even recipes for leftovers after Thanksgiving.

- **Thrive Through the Holidays Challenge November – December:** The seven-week program was relaunched to help employees get through the holiday season guilt-free offering a new perspective on the holidays with Exos Fit.





## Fitness from Home to Hub

Physical health plays an important part of our holistic approach to wellness. Anywhere employees have access to a complimentary virtual gym with Exos at Home, in addition to a free gym within our Madison, New Jersey, Hub. The partnership between Anywhere and Exos also features an app-based benefit program, Exos Fit, which contains content surrounding mindset, nutrition, movement, and recovery. The app is free and provides a dedicated coach who gives one-on-one sessions, live and on-demand workouts, mediation sessions, and educational webinars.

### EXOS & ANYWHERE BY THE NUMBERS

(ALL FEATURES ARE AT NO COST TO ANYWHERE EMPLOYEES):

808

users have registered for the app this year for a total of more than 1,300 users since launch in July 2021

729

one-on-one coaching sessions scheduled

532

employees participated in Exos-sponsored challenges throughout the year

1,483

employees across 14 departments and ERGs attended educational webinars



## Prioritize the Most Important Things

In partnership with Cigna, Anywhere offers an array of programs designed with the employee and any dependents in mind, no matter their needs.



### HEALTHCARE AND FAMILY SUPPORT



#### CIGNA ONE GUIDE

Service that helps find care that is necessary with one-on-one support to take control of the employee's healthcare with a representative who will compare plan options and give a personal recommendation based on what's important to the employee.

#### CONSUMER MEDICAL/ MY MEDICAL ALLY

This program combines a compassionate team of doctors, nurses, and researchers who help those enrolled as they receive treatment, surgery decision support, second opinions on diagnoses as well as free, unlimited information about behavioral health issues or any health concern.

#### RETHINK

Any child enrolled in an Anywhere medical plan with learning, social, or behavior challenges is able to participate in the program, which assigns them a board-certified behavior analyst to understand their needs. Hundreds of videos, printable materials, and training are also available.



A comprehensive, people-led, prediabetic program designed to offer 24/7 support to prevent diabetes. With professional health coaches, an online community, and achievable health goals, Omada has seen participants reduce their A1c by over 1 percent with a satisfaction rate of 92 percent throughout their programs.



A research-treatment that can help to reverse Type 2 diabetes, meaning that patients can reduce their blood sugar and A1c, all while reducing the need for diabetes medications.



## NEW IN 2022 - A Day of Benefits

Employees were invited to participate in the first-ever Day of Benefits presented by the Anywhere Benefits team ahead of annual enrollment. The team - along with vendor representatives - went through full details of coverage offered, ensuring employees understood benefits available and spotlighted some of the unique benefits Anywhere provides.



## ANNOUNCED IN 2022

- Anywhere is partnering with Hinge Health to provide virtual care that helps with back, knee, hip, shoulder, or neck pain available at no cost to employees and eligible family members. Enrollment for the program starts in **January 2023** and will provide those participating with tools to manage pain, their own health coach to tailor exercise therapy, and education.

- A new wellbeing platform and Healthy Rewards program with Navigate was also introduced to help employees prioritize health and wellness from fitness to finance starting in 2023. The program allows employees to pick from different activities that are important to them—like group challenges, wellness screenings, videos, articles, and even recipes—to help set personal goals. Each activity completed earns points that add up to help reach an annual target.

Employees enrolled in Anywhere benefits and their covered spouse are eligible to **participate and earn \$400** each in HSA or HRA dollars. Employees who do not utilize Anywhere benefits are also eligible to receive up to a \$100 credit through the program.

- To support employees who are starting a family, Anywhere announced our **family building benefits** will be an enhanced partnership in 2023. The enhancement will include increased fertility support from one to three IVF cycle attempts and a new partnership with Kindbody, which offers fertility support, egg freezing, and family building including adoption and surrogacy benefits through an Anywhere health plan.
- Updates to the Anywhere Paid Family Leave Policy will start in January 2023. Through the new policy employees will be able to take up to **twelve weeks of paid family leave** at 80% of their salary, whether it be to care for an immediate family member, and/or to bond with a newborn/adopted/foster child within the first year of their birth/placement.





## NAVIGATING COVID-19

As the pandemic continued to be prevalent throughout the world, the health and safety of our employees, affiliated agents, and franchise owners, and all of those we serve has remained our highest priority.

Anywhere continued to host its internal COVID-19 Hub, an employee resource page on our intranet site, which includes updated guidelines and FAQs in accordance with the local and state mandates.

## A focus on mental health with Cigna

Our employees are never alone, and we continue to make mental health a top priority. Employees who are enrolled in an Anywhere benefits plan with Cigna have access to numerous mental health-related programs. The programs are tailored to the employee's specific needs and emphasize the importance of talking about any issues they may be going through.



### THE MDLIVE PROGRAM

Program provides video-based counseling with Cigna's licensed counselors focused on non-emergency behavioral or mental health conditions or traumas. Phone and video sessions with trusted Cigna doctors are made available to employees who may have been putting off doctors appointments due to the pandemic.



### TALKSPACE

Cigna works with Talkspace, an app giving daily support from dedicated licensed therapists through various forms of engagement including video calls, audio calls, messages, and picture messages.



### GINGER

Cigna's new clinically-validated coaching program helps participants build valuable skills needed to manage stress, sleeping issues, anxiety, and depression among other day-to-day challenges.



## AWARD WINNING BENEFITS

Anywhere was selected as one of four companies by Cigna with a Gold Level Healthy Workforce Designation for demonstrating a strong commitment to improving the health and well-being of our employees. Recipients at this level set the standard of excellence for whole-organization health.

### ANYWHERE ALSO EXCELLED IN ALL FIVE CATEGORIES OF THE DESIGNATION INCLUDING:

- Leadership
- Program foundations
- Program execution
- Whole-person health
- Utilization of Cigna capabilities



“As the world and our company continue to transform, we understand that all of our employees have different lifestyles, which in turn creates different needs for them and we take those differences seriously. We plan for the multitude of programs and benefits Anywhere offers with our employees’ and their families’ wellbeing at the core of everything we do to support our overarching goal of providing them the very best resources for a well-rounded, healthy life.”

*Maureen Robbins, Anywhere Vice President, Human Resources*







# Community Outreach

Anywhere is using our reach to make lasting positive change and do what's right on behalf of those around us. Every day our employees throughout the enterprise and affiliated brands find ways to serve communities across the country through philanthropic and charitable efforts.



# Doing What's Right in Communities Around the World

## ANYWHERE GIVES

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

In partnership with Anywhere Gives, our employees, affiliated agents, and brokers have donated more than **\$100 million to philanthropic causes since 2006.**

In 2022, Anywhere Gives and our employees came together to provide humanitarian relief, in partnership with the Red Cross, for the innocent civilians in Ukraine who were forced to leave their homes. **In less than 12 hours, we raised more than \$90,000 USD.** Anywhere Gives contributed a \$50,000 match and, **as of November 2022 raised over \$364,000 in donations.**

## ANYWHERE DISASTER RELIEF FUND

Anywhere Gives includes the Anywhere Disaster Relief Fund (ADRF) for the purpose of providing direct assistance to our family of employees, franchisees, and sales agents who have been affected by federally declared major disasters. In addition, donors are able to make direct donations toward the American Red Cross to support its relief efforts.

In 2022, the ADRF was opened to help our colleagues and affiliated partners in Florida who were tragically impacted by the devastation of Hurricane Ian. As of November 2022, over **\$130 thousand had been raised** and the fund has helped nearly 35 participants.





## Coldwell Banker Helps Floridians After Hurricane Ian

Along with the ADRF, local Coldwell Banker affiliates rallied together after Hurricane Ian to help those within their communities.

### IN SOUTHWEST FLORIDA, A REGION DIRECTLY AFFECTED

Two Coldwell Banker Realty (CBR) Naples branch offices partnered to assist with a community clean up at the Brookside subdivision, a 500+ home community comprised mostly of retirees, veterans, and long-time residents. Approximately 50 affiliated agents brought supplies and helped residents with trash removal, lawn clean up, and general cleaning efforts. There was also an information booth to assist with FEMA applications and insurance information.

The Dawn McKenna Group (DMG)—based in Chicago and with a team in Naples—took immediate action upon hearing about the devastation in Naples and the surrounding area. Dawn and her husband bought generators, water, bleach, shop vacs, propane, and power washers then rented a truck in Chicago and drove the supply-filled truck roughly 1,300 miles down to Naples to help. Additionally, DMG also hosted a food and supply drive benefitting local charities St. Matthew's House and the Humane Society of Naples.

### IN NORTHWEST FLORIDA

Denis McKinnon, regional vice president of northwest Florida, and agent Nick Brown from Coldwell Banker Realty's Panama City office, collected supplies after the hurricane hit. Nick then drove the truck down to southwest Florida and distributed the supplies to those impacted.

### IN EAST CENTRAL FLORIDA

Prior to working in real estate, Omar Cotto spent 18 years in the Florida Army National Guard, and he's lent a helpful hand to his community through various hurricanes. Based out of the Coldwell Banker Winter Springs office, he left his own family three days before Ian hit to deploy with the National Guard to the Gulf coast. He then assisted the North Port area, one of the worst areas for flooding in Charlotte County, with security missions, points of distribution, aiding local municipalities and law enforcement agencies as well as providing support to local residents.





## Coldwell Banker Helps Floridians After Hurricane Ian (Continued)

### IN SOUTHEAST FLORIDA

Realtor Paula Pompa from Plantation, Florida traveled through the state to do volunteer work in Fort Myers. This was her fourth volunteer trip, she previously did three trips to the Florida Keys after Hurricane Irma hit. She helped remove four feet of water damaged drywall and debris removal.

### IN WEST CENTRAL FLORIDA

Debra McMillen's office, Belleair/Clearwater Beach region, hosted an event in October to support hurricane victims. They set up multiple computer stations for people to make contributions to Coldwell Banker CARES through the Anywhere Disaster Relief Fund. Along with the Anywhere match, mortgage and title partner GRA and Sunbelt Title added an additional \$10 for each person who attended the event.

### IN WESTERN FLORIDA

The Coldwell Banker Realty St. Petersburg office filled a truck with approximately \$25,000 in donated supplies and drove it down to the HCA Florida Englewood Hospital to assist doctors, nurses, and other first responders who were hit hard in the area in an effort to help those who were helping others. Their impact was so powerful that they were featured on the local news.







## Employees Give Back

### PAID VOLUNTEER TIME OFF

Anywhere provides one day of paid volunteer time off to employees. The time can be used by employees in a multitude of ways, including reading at their child's school, donating blood, helping a neighbor, participating in regional events, organizing their own event, and more. In 2022, Anywhere employees donated more than 1,300 hours of their time to a range of causes throughout the year.

### CHARITABLE MATCH PROGRAM

Anywhere looks to support small community-based organizations at the direction of our employees through our Charitable Match Program. The goal of the program is to promote giving at a grass-roots level, enabling individual employees who have contributed to nonprofit organizations the opportunity to request that their donation be matched up to \$100 annually.

### PAYROLL DEDUCTION PROGRAM

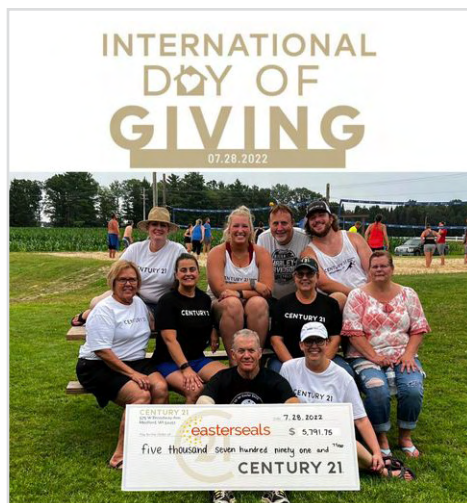
Anywhere Gives also offers a payroll deduction program, giving employees the opportunity to make charitable contributions to one or more Anywhere-affiliated charities via automatic payroll deduction.





## A Family of Supportive Brands

Our industry-leading brands share our drive to give back to the communities in which they serve. Each brand supports charities that are especially meaningful to them, which they help through the fundraising efforts of affiliated brokers, franchisees, employees, and independent sales agents across the country.



*Members of the CENTURY 21 Dairyland Realty team highlight their fundraising efforts for Easterseals on the C21 International Day of Giving.*

### First Annual CENTURY 21® International Day of Giving!

On the CENTURY 21 brand's 50th anniversary in 2021, Mike Miedler, president and CEO, declared that moving forward the brand anniversary date of July 28th would hence be known as the "CENTURY 21® International Day of Giving." Recognizing that a commitment to giving back is woven into the fabric of the CENTURY 21 business, Miedler challenged C21 brokers, agents, and staff around the world to step up and give back on July 28, 2022.

From cleaning up parks in Alaska and Hawaii to filling food pantries across Connecticut, and volunteering with Easterseals in Kentucky all the way to Portugal and Spain where teams volunteered with the Make A Wish Foundation, the C21 network made a true global impact.

In 2022, the CENTURY 21 System raised **\$3.2 million** for **Easterseals**, one of America's largest nonprofit healthcare organizations that for more than 100 years has worked tirelessly to enhance quality of life and expand access to healthcare, education, and employment for millions of people with disabilities, including veterans and seniors.



## A Family of Supportive Brands (Continued)

### **BETTER HOMES AND GARDENS® REAL ESTATE AND SOTHEBY'S INTERNATIONAL REALTY® – NEW STORY**

Better Homes and Gardens Real Estate and Sotheby's International Realty have collectively helped raise more than \$1 million in funds to build homes in Latin America through New Story. The BHGRE® brand has been able to build more than 50 homes in Ahuachapán, El Salvador, impacting more than 200 families by offering safety, clean running water, and electricity for generations to come. In 2022, the BHGRE brand announced its latest initiative with New Story; helping to provide relief to families in Morelos, Mexico, who lost their homes during the 2017 earthquake.

### **ERA® REAL ESTATE – TOYS FOR TOTS**

For the fourth consecutive year, ERA united across the globe to partner with Toys for Tots as part of its #GivingTuesdayERA event by collecting and distributing new, unwrapped toys to children this holiday season. Team ERA donated more than 9,000 toys to children in need with more than 600 affiliated agents participating.

### **ANYWHERE INTEGRATED SERVICES CARES**

Anywhere Integrated Services CARES, established at the business unit's headquarters in Mt. Laurel, New Jersey, hosts events monthly that raise funds for various causes and organizations including, veterans, autism awareness, animal shelters, military kids, Providence House, and many more throughout the year.

## Anywhere Integrated Services CARES Carnival







## A Family of Supportive Brands (Continued)

### **CORCORAN® – CORCORAN CARES**

Led by Corcoran President and CEO Pam Liebman, Corcoran Cares allocated efforts, and resources to numerous causes supporting the communities it serves, including Children’s Aid of NYC, Innocence Project SAGE, National Association for the Advancement of Colored People (NAACP), Bridge Street Development, and more.

For the first time, Corcoran proudly marched in the 53rd NYC Pride March in June and following the humanitarian crisis in the Ukraine, Corcoran Cares raised \$30,000 to help those affected through United Help Ukraine. Corcoran Cares also hosted its Second Annual Tech Drive in support of New York City students with a donation of \$5,000 for Google Chromebooks to help them continue to succeed through remote learning.

### **COLDWELL BANKER – ST. JUDE CHILDREN’S RESEARCH HOSPITAL**

As part of Coldwell Banker’s partnership with St. Jude Children’s Research Hospital®, participating Coldwell Banker-affiliated agents make a donation with each home sale or purchase they helped to complete. The Coldwell Banker network has donated more than \$1 million in the last two years to St. Jude.

During an onsite fundraiser at this year’s Gen Blue conference, the Coldwell Banker network raised more than \$100,000 for St. Jude over the course of a few minutes.





## Independent Together

Anywhere-affiliated offices maintain unique spirits and local ties. Franchisees, their teams, and company owned Anywhere offices have shown up for their communities in numerous impactful ways. A few examples include:

### **COLDWELL BANKER REALTY — Minneapolis, MN**

Coldwell Banker Realty in Minnesota hosted a Pillow Fight Challenge to help families and individuals have a good night's rest. The fundraiser was in support of Bridging, an organization with a mission to create a bridge between those in need and those with excess. Since 2012, Coldwell Banker Realty has donated more than 66,000 pillows to Bridging and continues to help furnish homes with hope.

### **CENTURY 21 JUDGE FITE COMPANY — Dallas, TX**

Deanne Fite of the CENTURY 21 Judge Fite Company and her team held their annual “Boots & BBQ” in support of Easterseals. The event features a legendary live auction, silent auction, casino games, live music, and a BBQ dinner for those who purchased tickets. All totaled, the company has raised more than \$1 million for Easterseals.

### **TITLEONE – COMMUNITYONE FOUNDATION — Boise, Idaho**

As of September 2022, TitleOne's CommunityOne Foundation has donated more than \$365,000 to nonprofit organizations, such as Magic Valley Boys and Girls Club, Make a Wish Idaho, and North Idaho CASA. The team hosts and participates in events throughout the year to raise these funds—from golf tournaments that bring real estate professionals and members of the community together to “Friday Jeans Days” at work.



*Coldwell Banker Realty team members present Bridging with a check after a fundraiser for the organization.*



*Members of the CommunityOne Foundation at a golf tournament fundraiser.*



# Environment

Given our footprint and industry, we believe our environmental impact is small; however, we understand our operations can affect the environment and are always aspiring to find a better way to effectively mitigate our impact. Anywhere continues to enhance our efforts, especially during our recent transition to a hybrid workplace.



## Our Properties

Substantially, all of our properties are leased commercial space; we do not own any material real estate. From 2018 to 2022, we decreased our administrative office space by approximately 80%.

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.

## Home to Hub

Anywhere adopted a hybrid approach for corporate employees early on during the pandemic.

Our “Home to Hub” work environment gives employees the freedom and flexibility to determine where and how they work to achieve exceptional results.

~80%

decrease of our administrative office space







## THE MADISON HUB REDESIGN

As a result of the change to a hybrid workplace, Anywhere renovated our headquarters, located in Madison, New Jersey. Known as the Madison Hub, the redesign creates more flexible collaboration and innovative workspaces for Anywhere employees across the enterprise, including its portfolio of renowned brands: Better Homes and Gardens Real Estate, CENTURY 21, Coldwell Banker, Corcoran, ERA, and Sotheby's International Realty. With our remote-first work model, we have embraced a talent philosophy in which many enterprise roles work remotely where feasible.

### THE HUB:

- Mixes individual 'hoteling' with tech-enabled collaboration spaces, along with training and learning studios and event spaces for deepening employee and stakeholder connections.
- Does not have permanent offices for employees, including our CEO and other company executives.
- Features dedicated Anywhere brands spaces, showcasing their unique values and visual identity for franchise sales prospects, affiliated brokers and agents, and employees.
- Other Hub amenities include a grab-n-go café and coffee bar, wellness facility, technology services counter, and outdoor social space.





"I am incredibly excited about how our newly redesigned Madison Hub will not only empower our employees to connect, collaborate, and drive results in a remote environment but also lead the industry into the future of work."

*Ryan Schneider, Anywhere president and CEO, at the Madison Hub reopening event*





## Celebrating the Launch of the Redesigned Madison Hub

In July, Anywhere hosted an employee-wide event and ribbon cutting ceremony to celebrate the highly anticipated reopening of its newly renovated headquarters: the Madison Hub. On the official launch day, New Jersey Governor Phil Murphy and Bob Conley, Mayor of Madison, New Jersey, joined local officials and members of the Anywhere management team to debut the new facility.

### SOME OF THE DAY'S ACTIVITIES AND EXPERIENCES INCLUDED:

- The Madison Hub's beekeeper provided live demonstrations on beekeeping practices, including how he cares for the hive on property.
- Exos Fit and Hinge Health, the fitness and wellness providers for Anywhere, offered demos of new health and productivity offerings for employees.
- The Product, Technology, Enterprise Marketing, Client Success, and Corporate Development (PTECC) team showcased new hybrid meeting room capabilities.
- Our eight Employee Resource Groups came together to provide information about their different purposes, missions, and how to join each.
- The Anywhere Productions team showed off their newly renovated studio space, which featured the latest green screen technology.
- Each of the Anywhere brands provided a showcase reflecting their unique identity and current initiatives.
- All day attendees had the opportunity to get temporary tattoos of the Anywhere logo and/or any other design they wanted, and get their own fashion sketch photo from a sketch artist who walked around the event.



*Anywhere Executive Committee with New Jersey Governor Phil Murphy*





*The event was a successful showcase of the relentless focus on talent that makes Anywhere one of the leading real estate companies in the world. It gave the more than 350 attendees a firsthand look at the inspiration behind our purpose of empowering everyone's next move, grounded in the ways in which we work every day.*



# Sustainability in Design

## REDUCE:

- Anywhere was able to streamline its headquarters footprint as a result of employees defining their own schedules and the decline of using traditional cubicle workspaces to welcome approximately 200 transitional employees during the week, instead of the approximately 750 employees who would frequent the building as part of a traditional office. This has reduced Anywhere employee energy consumption and commuter emissions
- Rather than whole wings of the space, the newly renovated office has digital brand showcase spaces within each brand neighborhood that capture each brand's personality
- Moving our data to the cloud and reducing the need for on-premises data centers has also decreased our environmental impact
- Lighting within the building is on a daylight harvest system and works with sunlight to dim lights while the sun is shining and also has built in vacancy sensors to ensure lights are off when no one is in the room

## REUSE:

- Anywhere strategically approached the renovation as a "surgical demolition," through which elements of the office were preserved for re-use in other spaces
- 30% of furniture was recycled from the old HQ, including desks, tables, and even unique items from executive offices
- All of the Microsoft Teams-enabled technology was reused within meeting rooms in the new office space, making meetings easy and functional for employees
- Various kitchen equipment was relocated to the first floor and gym equipment was repurposed for employees to use utilize at their leisure

## RECYCLE:

- Some of the ceiling tiles from the previous space found a new spot in the updated Madison Hub or were recycled
- Carpets were carefully removed from the old space and sent to be recycled
- Based on a report done by Steelcase, the Anywhere furniture supplier, over 200 thousand pounds of total recyclable content was purchased this year for use within the redesigned building



REDUCING  
ENERGY  
CONSUMPTION



30% OF OFFICE  
FURNITURE WAS  
RECYCLED



TECHNOLOGY  
WAS REUSED



100 CHAIRS GIVEN  
TO EMPLOYEES



200K POUNDS OF  
RECYCLABLE CONTENT  
WAS INCORPORATED  
INTO NEW DESIGN





“Our facilities team has worked so hard with our vendors to redesign the Madison Hub and find better ways to make the space more efficient, environmentally conscious, and productive for our employees as they continue to thrive in our hybrid workstyle. This year was especially meaningful because we were finally able to see all of the creativity put into the design come to life and, most importantly, see the reaction from employees at the reopening event and as they come in to meet with teams, clients, or for a home-away-from-home workplace set up.”

*Tom McGovern, Anywhere Vice President, Corporate Real Estate*





## Conscientious Construction

The Madison Hub office building interior in Madison, New Jersey, is LEED Gold certified and has been since 2013. Additionally, the building's exterior is LEED Silver certified by the Green Building Certification Institute.



### Measures that Minimize:

Although our headquarters transitioned, we are still dedicating efforts to reduce our impact:

- **HONEYBEE HIVE** that supports local flora
- **ELECTRIC VEHICLE** charging stations in numerous locations in the parking lot
- **LED LIGHTING** throughout facilities and parking area
- **BIKE RACKS**, train-to-work shuttle service and dedicated parking section for carpooling
- **REDUCING SNOW** and environmental maintenance energy and emissions by closing off two-thirds of the parking lot during winter months
- **ENERGY EFFICIENT FAUCETS** and bathroom facilities
- **REDUCE ENERGY COST** through daytime cleaning services and conserving resources
- **CENTRALIZED TRASH COLLECTION** which eliminated use of plastic liners



## Cartus' Commitment to Sustainability

From the top down, Cartus is committed to embracing what's possible in how the brand shows up in the world.

Cartus partners with clients through the Home Sweet Home "Discard and Donate" program, a service for participating relocation clients that aims to cut down the carbon footprint associated with moving. The program provides guidance to reduce household items by discarding or donating, and, in turn, reducing the volume and size of shipments. In 2022, Home Sweet Home participation was up 43% with over 2,500 relocating employees participating in this worthy program.

Home Sweet Home participation was up

43%

Relocating employees participating in Home Sweet Home:

2,500

In 2022, David Pascoe, executive senior vice president of Cartus client services and chair of Cartus Sustainability Task Force, became a founding member of Worldwide Employee Relocation Council (ERC)'s inaugural advisory council on sustainability, whose mission is developing information and guidance for the relocation industry. To prepare for this role, David completed executive training on corporate sustainability from Oxford University.





## THIRD-PARTY RECOGNITION

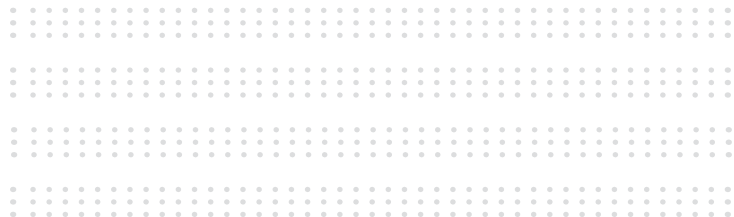
Cartus reports global impact goals to the Carbon Disclosure Project (CDP) and EcoVadis, a third party Corporate Social Responsibility evaluator that assesses the following areas: Sustainability, Labor Practices, Ethics, and Supplier Management. In 2022, Cartus received the EcoVadis Silver designation, which places **Cartus among the top 25% of performers evaluated** by the leading supplier sustainability platform in the field.

## SUPPLIER MANAGEMENT

Additionally, Cartus conducts a Supplier Global Citizenship Award among its Global Supplier Network. The winner is awarded based on their impact to the local or global community in the realms of sustainability, volunteerism, and diversity. **In 2022, Eric Flemming was the recipient of the Platinum award.**

## REDUCING WASTE AND CONSERVING ENERGY

- Cartus promotes many initiatives with direct and indirect conservation benefits, such as reduced printing and an electronic invoicing and online billing.





# 2022 Corporate Social Responsibility Report

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