



WE Environmental Sustainability Policy

WE is committed to protecting the local and global environment and takes accountability and responsibility for its role in minimizing the negative and maximizing the positive impacts of its service-based business on the environment while supporting diverse, equitable, and vibrant communities where it operates. WE achieves this commitment in the following ways:

- **Commitment to 100% Renewable Energy:** Source 100% of our energy needs from renewable sources. This includes investing in renewable energy projects, purchasing renewable energy certificates, and encouraging energy conservation across all our operations.
- **Commitment to Reducing Greenhouse Gas (GHG) Emissions:** Achieve greenhouse gas emissions reductions across our entire value chain. This involves reducing our carbon footprint through efficiency measures, transitioning to low-carbon technologies and practices, and investing in carbon mitigation opportunities with supply chain partners.
- **Facility and Supplier Collaboration:** Partner with property management partners and suppliers to improve the environmental performance of the company by coordinating actions in the areas of travel, commuting, waste, and energy.
- **Pollution Prevention and Resource Efficiency:** Prevent pollution, reduce waste, reduce the use of plastics, and minimize non-renewable resource consumption.
- **Sustainable Offices and Facilities:** Design leased offices and facilities based on an eight-point metric to measure the general sustainability practices of our offices worldwide. WE gives preference to certified green buildings for leased corporate facilities and/or pursues interior design certification using recognized standards such as LEED and Green Star.
- **Senior Management Engagement:** Commitment from senior management to ensure that protection of the environment is embedded in both the company and employee culture and endeavor to influence suppliers and customers in a similar environmental manner. Board-level oversight over environmental program, policies, and practices will happen on a periodic basis.
- **Sustainable Business Practices:** Factor sustainable business practices into business strategies and initiatives, decisions that impact operations, technology investments, travel and commuting options, and choice of suppliers.
- **Employee Environmental Training:** Educate and motivate employees to carry out tasks in environmentally responsible ways.
- **Compliance with Environmental Laws:** Comply with all prevailing environmental laws and regulations throughout our international network of offices and workplaces.



- **Commitment to Stakeholder Engagement and Capacity Building on Environmental Issues:**

WE is committed to engaging with our stakeholders, including employees, customers, suppliers, and local communities, to raise awareness and build capacity on environmental issues. This involves transparent communication, collaborative initiatives, and supporting community-based environmental projects.

WE recognizes that the long-term success of the company depends on responsible environmental stewardship and is committed to the continual improvement of environmental performance. This policy is communicated to employees and contractors via formal internal communication channels and is made available externally to clients and suppliers by request. The policy applies to all businesses and departments globally, including all corporate office locations, lines of business, and operational business units.

WE takes a long-term view of sustainability and commits to active, ongoing improvement through measured environmental impact reporting and data-driven insights.