



REALOGY
REAL ESTATE SERVICES

CSR

REALOGY Corporate Social Responsibility Report

WE WORK EVERY DAY TO HELP PEOPLE OWN THEIR FUTURE



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"AT REALOGY, OUR BUSINESS HELPS PEOPLE REALIZE THEIR FUTURE."

MOVING OUR WORLD TO WHAT'S NEXT

If you've ever bought or sold a home, you may have an idea of the many important moments, large and small, that transform a dream of the future into a reality.

The promise of the "for sale" sign in a front lawn. The spark of possibility behind the first twist of a key in a front door. These are the moments that move us, moments we are incredibly lucky to create, every day, as the leading and largest residential real estate company in the United States.

At Realogy, our business helps people realize their future, one front door at a time. The homesale transaction truly moves the world - changing communities, creating stability, and building a foundation of opportunity for generations to come. We have long recognized our role as a change-maker not only for our customers, but also for the employees, affiliated agents and brokers, and communities we serve. Over the years, we have paved a path for progress that we continue to expand and enhance.



IN 2021, WE ADVANCED THIS COMMITMENT IN SEVERAL WAYS:

GOVERNANCE

Ethics and integrity are the cornerstones of our culture. In 2021, Realogy was honored as one of the World's Most Ethical Companies® for the 10th consecutive year – a nod that less than one-quarter of honorees achieved. We also reinforced our commitment with a 2021 update to Realogy's Code of Ethics, which serves as a guiding principle for our organization.

Since going public in 2012, Realogy has implemented strong corporate governance practices, which we have enhanced and developed over time, and we continue to develop our Board Outreach Program, offer robust corporate governance disclosures, and incorporate shareholder feedback into our activities. In March 2021, we welcomed [Felicia Williams](#), Macy's Fellow for CEO Action for Racial Equity and one of *Savoy Magazine's* 2021 Most Influential Black Board Members, to our Board of Directors.

SOCIAL

Realogy is a longtime champion for social progress. We were early to establish diversity as a bedrock of our culture and develop a focus on democratizing homeownership for all by increasing diverse representation in real estate.

- **Culture:** In 2021, we launched Real Career Connections, a new mentorship program for employees of color; established commitments to attract and retain diverse talent; and identified new opportunities to advance equity and inclusion in a hybrid culture through virtual events.
- **Community:** Realogy creates opportunity for underrepresented populations through careers in real estate, helping our industry better reflect the dynamic communities we serve. In 2021, we expanded both our [Inclusive Ownership Program](#), which encourages entrepreneurs from underrepresented communities to franchise with one of Realogy's brands via financial investment and

mentorship support, and [What Moves Her](#), an initiative designed to inspire more women real estate professionals. We also extended access to our [Fair Housing Training Course](#) to others in our industry.

- **Commitment:** We continue to build upon our culture of inclusion through diversity and inclusion committees across the enterprise and eight diverse Employee Resource Groups. In 2021, we further aligned our DE&I efforts across the enterprise by unifying under singular leadership to develop more cohesive and impactful diversity, equity, and inclusion strategies as we work to create a more inclusive and equitable workplace for everyone.

ENVIRONMENT

Although we do not manufacture products or own significant real property, we're conscious about how our business impacts the world around us. We believe there are positive environmental benefits to some of our recent business moves, such as the transformation of Realogy's Madison, N.J., headquarters office to an open-plan innovation hub, which is slated for completion in 2022; the significant transition to remote work for approximately half of our employees; and the increased digitization of elements of the homesale transaction for affiliated agents and brokers. These moves not only transform the working dynamic for our teams but also support our efforts to be mindful of our environmental impact.

As a moving force in real estate, we have the power to shape the future of our industry and change the trajectory of tomorrow.

It's precisely why we are focused on moving our business, our industry, and the world to what's next.

Ryan Schneider

RYAN SCHNEIDER

Realogy Chief Executive Officer and President



A Letter from Realogy CEO

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Integrity

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WHO WE ARE

MOVING REAL ESTATE TO WHAT'S NEXT

Realogy is a moving force in real estate, the leading and most integrated provider of residential real estate services in the United States delivering residential real estate services across franchise, brokerage, relocation, title and settlement services, as well as a mortgage joint venture.



WHAT WE CARE ABOUT MOST

These are the six pillars that influence how all of our employees, regardless of level or function, approach our business every day.



COMMUNITY



INTEGRITY



VALUE



INNOVATION



LEADERSHIP



PEOPLE



integrity

Realogy has long been a beacon of integrity, a commitment driven by our core values and upheld in all we do – especially as we embraced new ways of working in 2021. Our transparent and honest approach to conducting business earns us the trust and respect of customers, franchise owners, affiliated agents, suppliers, and each other.



BOARD ENGAGEMENT

Our Board of Directors oversees the management and ethics functions of the Company. Realogy has strong governance practices that we continue to enhance and evolve.

Feedback from investors is critical in guiding our governance practices. For the fourth year in a row, our Board of Directors continued to seek out perspectives of our stockholders with the 2021 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.

OUR BOARD OF DIRECTORS BY THE NUMBERS



91%
INDEPENDENT



27%
PEOPLE
OF COLOR



36%
WOMEN



46 TO 71
AGE
RANGE



~6.2 YEARS
AVERAGE
TENURE



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GOVERNANCE PRACTICES TIMELINE



GENDER DIVERSITY ON OUR BOARD OF DIRECTORS

Realogy is a highly gender inclusive company, starting from the top. We have successfully embraced women leaders on our Board of Directors and have translated this success into learnings for advancing gender diversity throughout the business. In November, Realogy was honored for the fourth time for its gender-diverse board by **Women's Forum of New York**, awarding companies who exceed the national average of board seats held by women, specifically surpassing the 35 percent threshold of women on its board.

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



NEW BOARD MEMBER, FELICIA WILLIAMS

Felicia Williams became a member of our Board in March 2021 and has served as a member of the Audit Committee and as an Audit Committee Financial Expert since her appointment to the Board. In October 2021, Felicia was named one of the 2021 Most Influential Black Corporate Directors by *Savoy Magazine*, a leading African American business, culture, and lifestyle publication.



I am thrilled to join Realogy's highly respected Board of Directors. As the company continues its transformation journey, I look forward to partnering with my fellow Board members and Realogy's management team to help guide and further position the company for future success.

Felicia Williams, Realogy Board Member



“

Realogy remained
steadfast in its ongoing
commitment to
ethics and integrity.

Timothy Erblich, Ethisphere Chief Executive Officer

”

LEADING WITH INTEGRITY

Realogy's 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 by these principles and help build our Company's reputation with every interaction.

At Realogy, we operate with the fundamental belief in doing the right thing, the right way, and at the right time. We have created a culture of accountability based on these high ethical standards. Each of us, individually and collectively, is responsible for maintaining our shared commitment to business integrity and our hard-earned reputation for winning the right way. We should take great pride in our accomplishments and continue to strive to raise the bar.

*Shacara Delgado, Realogy Senior Vice President,
Employment Law, and Chief Ethics and Compliance Officer*



OUR CORE VALUES BEGIN AND END WITH OUR PEOPLE

This year, Realogy refreshed its [Code of Ethics](#) and the companion Key Employment Policies to address substantive legal changes, incorporate evolving business requirements, and reflect best practice standards. Realogy's refreshed Code of Ethics demonstrates Realogy's commitment to an innovative and agile approach to compliance, recognizing the need to streamline content and stay relevant and interesting in a time of significant change.

KEY AREAS OF FOCUS INCLUDE:



CLARITY
around
harassment and
discrimination



**INCREASED
TRANSPARENCY**
around
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.*



A Letter from Realogy CEO

Who We Are

What We Care About Most

Integrity

Culture

Empowering Diversity

Wellness

Community Outreach

Environment

ETHICS AND COMPLIANCE IN A REMOTE ENVIRONMENT—MODELING RESILIENCE

In these uncertain times, Realogy dedicated many resources to address the impact of COVID-19 on the Company and on our employees. Throughout the year, Realogy worked to ensure the health and safety of our employees who were asked to return to our offices, as well as our remote employees. We were careful to balance business needs and priorities with individual safety and health concerns, as well as myriad related issues, such as employee anxiety, fear, depression, household issues, caregiver concerns and school/camp closures. To address employee concerns, we engaged our manager population to ensure they practiced and encouraged communication, empathy, understanding, and flexibility. We equipped our managers, through training and communication, with guidance on how to maintain an “open door” environment, listen and support their teams, be open to accommodation requests, handle tough questions in these difficult times, and encourage a speak-up culture. We continued to remind employees to take time off for their mental health, knowing that high performing companies and programs go beyond the minimum required by law or regulation.

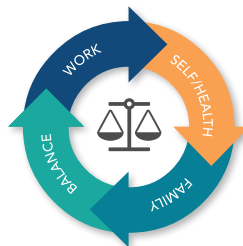
ANNUAL ETHICS AND COMPLIANCE TRAINING

Realogy launched its annual ethics and compliance training with the following mandatory courses for all employees: Winning with Integrity; Information Management; and Global Information Security.

Select employee groups were also required to complete Global Data Protection and Preventing Global Modern Slavery.

As of January 2021, Realogy achieved 100% completion of mandatory all-employee training launched in 2020.

**GOING FURTHER
TOGETHER
WHILE FINDING
BALANCE**



**100%
ACHIEVED**



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WORLD'S MOST ETHICAL COMPANIES®

For the 10th consecutive year, Realogy was named one of the World's Most Ethical Companies 2021. Only one quarter of the 2021 honorees achieved a prestigious decade of recognition for their commitment to integrity, acknowledgment of the importance of leadership, and resilience in making hard but values-based decisions.

Realogy was **one of just 135 companies spanning 22 countries and 47 industries** honored by Ethisphere, and **one of only four honorees in the real estate industry**. Companies achieving the distinction have met rigorous criteria across five categories: the quality of their ethics and compliance program, organizational culture, corporate citizenship and responsibility, governance, and leadership and reputation.

"Ten years of operating with integrity is no small feat, especially while addressing the tough challenges of 2020. Realogy reached this milestone in a year when earning trust was more important than ever and remained steadfast in its ongoing commitment to ethics and integrity."

Timothy Erblich, Ethisphere Chief Executive Officer



10 YEARS
IN A ROW

POLICIES AGAINST SLAVERY AND HUMAN TRAFFICKING

Realogy 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. 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 FOR 2021:

Realogy revised the Slavery and Human Trafficking Statement to detail the Company's 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.



culture

Our commitment to our core values is made possible through the passion and energy of our people. We help move careers to what's next by cultivating a culture of integrity, innovation, and inclusion where all employees are empowered to thrive.



CULTURE FRAMEWORK AND PROGRESS

MOVING EMPLOYEES TO WHAT'S NEXT

Our Focused Talent Strategy Drives Results and Advances Careers

Our growth-focused talent strategy propels employees to advance their careers and drive impact.

Our culture of diversity, equity, and inclusion strengthens our teams and fuels our success.

We will unleash the potential of our people as we embrace new ways of working.

We are consistently recognized for our industry leadership and culture rooted in innovation, inclusion, and integrity.

REALOGY CHIEF PEOPLE OFFICER, TANYA REU-NARVAEZ

In January 2021, Tanya Reu-Narvaez was appointed as Realogy's Chief People Officer, a new title that puts the focus on what matters most to the business: our people.

Realogy employees take a proactive approach to advancing their career goals while pushing our business forward, and we have built a talent strategy that enables mobility across the enterprise while driving results.



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EMPLOYEE LEARNING AND ENGAGEMENT

Employee development, with an emphasis on creating new opportunities for employees to stretch and take on larger scopes of responsibility, is a strong focus area within Realogy's talent strategy.

LEARNING

Realogy offers access to resources that help employees take action to move forward in their careers—because when employees grow professionally, Realogy grows as a company. The Company provides a number of programs and resources for employees looking to learn and grow, from virtual development and skills courses to mentorship and immersion programs across businesses.

Our learning and development platform, Real U, offers employees the training and resources they need to own their future, advance their skills, and build the career they want. Employees also have access to LinkedIn Learning courses, podcasts, videos, and articles to access on-demand support.



A FOCUS ON CAREER DEVELOPMENT AT REALOGY

November is National Career Development Month. To celebrate, Realogy's Employee Resource Groups (ERGs) hosted a series of weekly events related to career mobility.

Leaders offered practical advice for advancing your career in a hybrid workplace.

The virtual world has created added complexity in our ability to network. It is more important than ever to consistently assess your network, to determine who and why you want to connect, and then be bold enough to ask those individuals to develop a mutually beneficial relationship.

*Brad Kogut, Realogy Vice President,
Talent Acquisition and Planning*



EMPLOYEE ENGAGEMENT

To assess and improve employee retention and engagement, we survey employees annually with the assistance of third-party consultants and implement actions to address areas of employee concern.

IN 2021, WE ACHIEVED:

91%
ENGAGEMENT
SCORE

89%
RESPONSE
RATE

ABOVE THE GLOBAL HIGH PERFORMANCE NORM

in Ethics, Career Development, and Empowerment categories



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DIVERSITY COMMITMENT

We are strategically cultivating a diverse, equitable, and inclusive culture because it strengthens our teams, fosters innovation, and fuels our growth.

HOME FOR DIVERSE TALENT

Realogy 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:

- Requiring Unconscious Bias training for all employees in 2021
- Encouraging biennial certification of completing Fair Housing course
- Broadening employee candidate sourcing channels
- Expanding open position qualifications to attract a wider array of candidates
- Requiring a diverse slate of candidates for externally posted leadership positions
- Holding leaders accountable for improving diverse representation across the business



In 2021, Realogy became a proud supporter of **Catalyst**, a global nonprofit supported by many of the world's leading companies to help build workplaces that work for women.

DIVERSITY ACCOUNTABILITY STARTS AT THE TOP

30%

of our executive leadership team* are people of color

60%

of our executive leadership team* are women

* CEO and his executive officer direct reports

HEAR FROM REALOGY'S FEMALE LEADERSHIP ON THE IMPORTANCE OF GENDER DIVERSITY



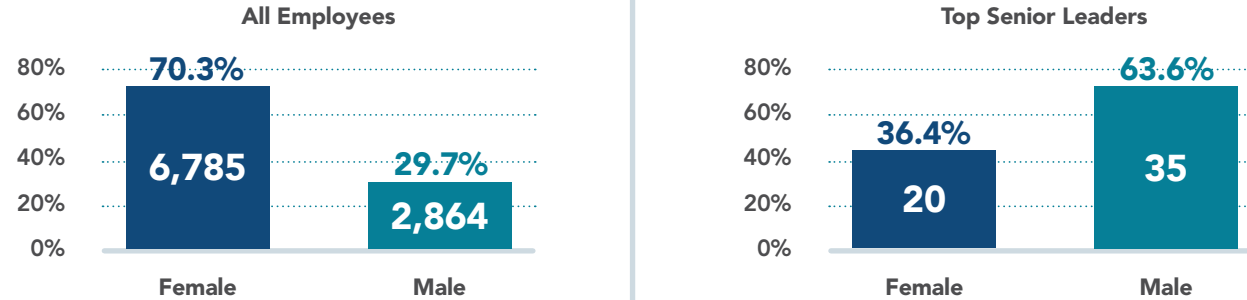
Our company will always be at its best when it's leveraging diverse perspectives, leveling the playing field for all employees, and when everyone is empowered to bring their whole selves to work.

Tanya Reu-Narvaez, Realogy Chief People Officer, in [Hispanic Executive Magazine \(September 2021\)](#)



A CLOSER LOOK AT EMPLOYEE DIVERSITY

GLOBAL GENDER DIVERSITY



As of 12/31/2021. 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 Realogy defines as Level 2 (L2) who are direct reports of the executive leadership team.

U.S. RACIAL/ETHNIC DIVERSITY



As of 12/31/2021. U.S. data. Based solely on employee self-identification. People of Color designation above includes anyone who has self-identified as one or more of the following options: Hispanic or Latino of any race, American Indian or Alaskan Native, Asian, Black or African American, and Native Hawaiian or Other Pacific. 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 Realogy defines as Level 2 (L2) who are direct reports of the executive leadership team.



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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 Realogy Diversity & Inclusion Council was formed at the start of our Company, creating Realogy's Employee Resource Groups to drive diversity with the support of employee members and business leader sponsors. Together, Realogy's 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
REALOGY VETERANS
IN A COMMITTED EFFORT

**Asian
& Pacific
Islander**
ALLIANCE ERG

**ONE
VOZ**
HISPANIC & LATINO
EMPLOYEE RESOURCE GROUP

ERG PARTICIPATION



Approximately **25% of our employees** participated in an ERG in 2021, a 2x increase year-over-year



In 2021, Realogy's ERGs have held over **180 events** with **7,500+ attendees**



68% of Realogy ERG events are educational sessions



EMPLOYEE RESOURCE GROUPS IN ACTION

In 2021 Realogy's ERGs played a key role in creating a connected culture and a sense of belonging for all employees by engaging them in insightful conversations about important topics related to diversity, equity, and inclusion. Through more than 180 topical events, movie and book clubs, cultural celebrations, educational and networking opportunities, and more, Realogy's ERGs helped create connections between employees in the areas they're passionate about.

2021 EVENT SNAPSHOT

#STOPASIANHATE WITH APIA

The Asian & Pacific Islander Alliance (APIA) ERG hosted a powerful and educational town hall with Asian Real Estate Association of America (AREAA), encouraging dialogue about challenges facing today's Asian American community. Following the event, Realogy and the APIA ERG offered a grant to AREAA to fund programming for a volunteer youth group that will support the community.

EXEC CONNECT WITH NEXT GEN

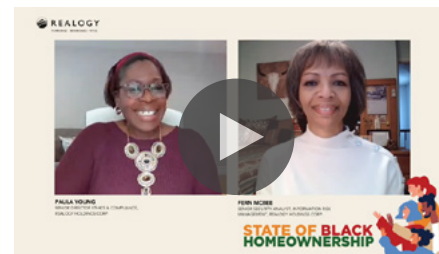
NextGen, Realogy's ERG focused on the next generation of leaders, hosted monthly one-hour informal "Exec Connect" meetings where participants were given the opportunity to seek advice from a Realogy executive.

FOCUS ON ETHICAL LEADERSHIP WITH WOMEN'S ERG

Our Women's ERG hosted a powerful panel of senior female executive leaders from across Realogy's business units to discuss the topic of leadership and ethics, highlighting Realogy's focus on ethics and integrity.

YOUTH EDUCATION WITH ACE

Realogy's African American and Caribbean Experience (ACE) ERG partnered with Exalt, a New York City nonprofit that serves justice-system involved youth, to create a series of educational real estate workshops to help inform students about the industry and highlight new career pathways.



Paula Young, Realogy Senior Director, Ethics & Compliance, and Fern McBee, Realogy Senior Analyst, Information Risk Management, host ACE's "The State of Black Homeownership" event.



Rizwan Akhtar, Realogy EVP & CTO, Business Technology is one of numerous executives included in Next Gen's Exec Connect series.



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HEAR MORE FROM OUR ERG LEADERS:



*Bonnie Sue Lovelace,
Co-Chair, One Voz
Realogy Vice President,
Learning*

My involvement with One Voz fulfills and feeds one of my greatest passions and responsibilities—helping the beautiful Hispanic and Latino people in this country build wealth and realize their full potential. Seeing our black and brown communities pursue the freedom to be our authentic selves and enjoy success and abundance brings me hope and joy.



*Curt Smith, Co-Chair
SERVICE ERG
Realogy Leads Group
Vice President, Partner
Programs*

The SERVICE ERG is about celebrating the military community and our Realogy veterans and military families. Our core team is a cross section of veterans from various branches and others who haven't served but may have family members who have served. We're all inspired by the sacrifices our veterans and families make for our country and want to give back. We focus on education, awareness and giving back to the military community.



*Neal Williams, Co-Chair,
RealDisabilities
Coldwell Banker
Director, Client Leads &
Relocation*

Our RealDisabilities ERG leverages inclusion and individuality as a foundation of Realogy's competitive advantage by championing matters that affect the disability community—a vast, expansive group of unique identities and experiences. This year our group has placed added focus on hidden disabilities: autism and neurodiversity, learning and developmental differences, depression and mental health—just to name a few. Together we are passionate about challenging long-accepted norms, promoting equal opportunity, broadening understanding, and raising the bar in our company culture.



We often see companies promote causes for social issues externally to capture the attention of consumers. Here at Realogy, they demonstrate their commitment, their acceptance for all internally as well. You know they mean it by how we are treated, accepted, honored and respected.

*Tommie Wherle, Co-Chair, RealPride
Coldwell Banker Real Estate Instructor and
Broker Associate*



*Jose Navea, Co-Chair, RealPride
Realogy Project Manager, Marketing Creative*





//

As the largest residential real estate services company in America, Realogy's portfolio of leading brands and businesses offers individuals countless ways to meaningfully develop and cultivate impactful careers, and I am always inspired by how our employees thrive, engage, and contribute to Realogy's overall success.

Ryan Schneider, Realogy Chief Executive Officer and President

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NEW IN 2021: REAL CAREER CONNECTIONS

Real Career Connections is a newly created, six-month mentorship program providing support and coaching for employees of color based on their development needs and career aspirations.

The program is designed to help increase retention, facilitate upward mobility, and deepen engagement among future leaders.

31

diverse high performers in 2021 cohort

95%

of participants agree that they have built meaningful relationships with their mentor

100% agree they have "gained a broader network, valuable insights and new knowledge" as a result of the program

95

Net Promotor Score (Participants who would recommend this program to another colleague)



Nashira Layade, Realogy Chief Technology Officer - Business Services

STRETCH AND COACH PROGRAM

Realogy's Stretch and Coach program allows leadership to proactively identify high-potential leaders from underrepresented racial and ethnic groups for bigger roles in the organization, supporting them with clear and actionable development plans. In 2021, the program was expanded to new levels within the Company and more than 20 high-potential leaders of color have been promoted to new, expanded roles.

REALOGY WOMEN IN TECH & PRODUCT GROUP

The Realogy Women in Tech & Product community, open to all, supports the advancement of women in the Technology and Product organization at Realogy. The community is designed to be a space where women are free to share their experiences, have honest conversations about the unique challenges of a largely male-dominated industry, and exchange resources. Chaired by Nashira Layade, Realogy Chief Technology Officer - Business Services, the organization hosts collaborative conversations, mentorship events, and even book clubs throughout the year.

HEAR DIRECTLY FROM OTHER REAL CAREER CONNECTIONS MENTEES ON THE IMPACT OF THE PROGRAM.



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MITIGATING BIAS THROUGH EDUCATION

Realogy provides several educational resources around diversity, equity, and inclusion. For example, Realogy offers unconscious bias training, as well as curated diversity and inclusion training courses through LinkedIn Learning for all people managers and employees.

✓ **Virtual unconscious bias training required** for all people leaders

✓ **Mandatory online unconscious bias training** for all employees in 2021

DAY OF UNDERSTANDING

In March 2021, Realogy employees participated in the Company's second annual Day of Understanding event. The event gave employees the space, tools, and resources to speak up for others and show up for all and continue the dialogue about cultivating a culture of inclusion. The day provided an opportunity to hear from leaders about our diversity journey and our ERGs led sessions about the issues that matter to them the most. Employees were encouraged to sign the I Act On Pledge, a personal pledge to help drive inclusive behavior in everyday life.

For me, Day of Understanding means a day of learning, sharing and growing together. It is a full day dedicated to help us acknowledge diversity and embrace our strength.

Sarika Sharma, Realogy Franchise Group Senior Manager, Tech & Data, and Chair, Asian and Pacific Islander Alliance Employee Resource Group



BUILDING A CONNECTED CULTURE IN A NEWLY VIRTUAL WORKPLACE

Realogy is committed to unleashing the potential of our people as we embrace new ways of working. With approximately half of employees working remotely, Realogy is focused on actively creating a connected culture across varying environments – remote, collaborative, and office-based.

The Company created its **Going Further Together** initiative to provide leaders with tools and resources for reimagining the way to lead teams in new ways of work. As a result of employee feedback, the Company crafted four guiding principles that are rooted in maintaining close connections, strong productivity, and enhanced collaboration with teams while encouraging the prioritization of their overall wellness.



PRIORITIZE YOU:

Encouraging teams and colleagues to put their mental, emotional, and physical well-being first.



FLEXIBILITY FIRST:

Fostering flexibility where we can, embracing all work styles without compromising results.



CONNECTED CULTURE:

Communicating openly and collaborating through creative, digital, and in-person forums.



PRODUCTIVITY SIMPLIFIED:

Driving effectiveness by leveraging automation and digital tools to optimize Company results.

FINDING BALANCE IN A HYBRID ENVIRONMENT



Shacara Delgado, Realogy Senior Vice President, Employment Law and Chief Ethics and Compliance Officer speaks to employees about the importance of work/life balance.



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BUILDING AN AWARD-WINNING CULTURE

Realogy is consistently recognized for our industry leadership and culture rooted in innovation, inclusion, and integrity. In 2021, the Company was recognized for the fourth consecutive year as a Great Place to Work® based on feedback from more than 2,000 employees.

Realogy's continued progress and success cultivating a strong, inclusive culture was further acknowledged by experts in talent and culture with three new awards.

NEW IN 2021

2021 LINKEDIN TOP COMPANY IN THE U.S.

Realogy was honored among just 50 companies by LinkedIn as one of the 2021 LinkedIn Top Companies in the U.S. for its track record of attracting and retaining top talent. Based on in-depth analysis of LinkedIn data, the list features America's top 50 companies that prioritize employee career growth and provide the insights necessary to help talent navigate their professional journey.

2021 FORBES WORLD'S BEST EMPLOYERS

Realogy was recognized by Forbes magazine as one of the World's Best Employers 2021. Participants were asked to rate the companies on aspects such as image, economic footprint, talent development, gender equality, and social responsibility.

2021 FORBES WORLD'S TOP FEMALE-FRIENDLY COMPANIES

Realogy was named one of Forbes Magazine's World's Top Female-Friendly Companies 2021. Based on direct feedback from female employees, the designation honors the Company's commitment to supporting women in business. It comes at a time when women in the workforce continue to be disproportionately impacted by the pandemic, resulting in the U.S. Labor Department's lowest reported labor-force participation rates among women in the U.S. since the 1970s.



empowering diversity

Realogy has long served as a champion for inclusion and diverse representation in real estate. As the largest player in our industry, we have consistently focused on opening doors to homeownership, entrepreneurship, and career opportunities to help all communities own their future. We continue to advance these goals by building upon our early success and innovating programs and initiatives that help drive progress.



REINFORCING OUR COMMITMENT IN 2021

In 2021, Realogy welcomed Ivonne Furneaux to steer the Company's Diversity, Equity, and Inclusion (DE&I) strategy, amplifying our mission to empower change through her leadership of DE&I initiatives across the Company's employee, franchise owner, and affiliated agent populations.

Ivonne brings a wealth of experience cultivating sustainable and impactful DE&I strategies, and her vision will help Realogy further expand and amplify our efforts to create a more diverse, equitable, and inclusive landscape both within our Company and across the real estate industry.



The possibilities at the intersection of real estate and DE&I are limitless. From driving entrepreneurship and enabling homeownership to empowering careers and building an inclusive workforce that represents the communities we serve, we have a tremendous opportunity to drive meaningful change. I'm honored and excited to join Realogy and advance the great work already in motion as we drive even more impact in the company, the industry and beyond.

Ivonne Furneaux, Realogy Vice President, Diversity, Equity, and Inclusion



REAL ESTATE HELPS REALIZE THE AMERICAN DREAM

Realogy, with unparalleled scale, trusted brands, and the power of affiliated agents, recognizes our role in the journey to equitable homeownership.

Homeownership is one of the most impactful ways to build wealth and advance communities. One home can impact a family's wealth for generations. Yet, underrepresented communities are still facing barriers to homeownership. According to the [U.S. Census](#), in 2020, compared to 74.4% of white families (non-Hispanic), only 43.1% of Black families, 48.4% of Hispanic (any race) families, and 61.2% of Asian, Native Hawaiian, and Pacific Islander families owned their own home.

BUT THESE COMMUNITIES ARE READY TO BECOME HOMEOWNERS IN GROWING NUMBERS:



Between 2030 and 2040, Latinos will account for 58.7% of new household formations, according to the [National Association of Hispanic Real Estate Professionals \(NAHREP\)](#).



One of the fastest growing communities, the **Asian American community has a housing rate of 60.6%**, while the Pacific Islander housing rate in the U.S. is 40.1% according to the [Asian American Real Estate Association \(AAREA\)](#).



The LGBTQ+ community wields an estimated \$1 trillion in global financial power, yet has a homeownership rate of just 49% in the U.S., according to the [LGBTQ+Real Estate Alliance](#).



Black millennials contributed to more than 2 percentage points of the increase in homeownership among all Black homeowners during the first three quarters of 2020, according to the [National Association of Real Estate Brokers](#).



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REPRESENTATION IN REAL ESTATE MATTERS

Realogy 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 better represent the vibrant and dynamic communities we serve.

DIVERSITY AND INCLUSION NETWORK

Realogy's 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.

400+

Launched five new networks (13 total networks) with more than 400 members across Coldwell Banker and Corcoran owned brokerage

1ST

Launched first franchise ERA Network

2200+

Held 63 events in 2021 with 2,200+ attendees

DEI NETWORK
DIVERSITY • EQUITY • INCLUSION

CENTURY 21'S EMPOWERING LATINAS

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

121

Since its inception in 2017, this program has awarded 121 scholarships to Latina women in key markets across the country.

2019

In 2019, Century 21 Real Estate announced a collaboration between Empowering Latinas and the Eva Longoria Foundation to connect local CENTURY 21 affiliated agents with Latina high school students in the Foundation's Los Angeles mentorship program.

CENTURY 21
**EMPOWERING
LATINAS**

AGENTS OF CHANGE

Realogy's Agents of Change program is a forum to engage with and celebrate diverse agents and attract outside agents, sponsored by Freddie Mac.

Leverages custom Freddie Mac demographic data to educate agents on underserved local markets

Held 20+ events for Coldwell Banker, Corcoran and CENTURY 21 agents

Expanded to Corcoran brand

Engaged more than 1,600 agents



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PROGRAMS DESIGNED TO DRIVE PROGRESS

WHAT MOVES HER

What Moves Her is a trailblazing campaign that supports the growth of women in real estate. In 2021, the program was expanded to all Realogy brands, helping to educate and inspire more women real estate professionals who are interested in accelerating their careers.

- Built community of 1,775 members across the real estate industry
- Hosted three Realogy-wide marquee events with more than 1,100 registrants in 2021
- Collectively, the Realogy brands have reached more than 5,000 individuals

What started as a personal passion for helping other professionals find their voice, What Moves Her has become an incredible platform to not only help women grow in every stage of their career but to also encourage women to support each other across the real estate industry. I am excited to help even more women realize their full potential as leaders this year and beyond.

Sue Yannaccone, President and CEO, Realogy Franchise Group

INCLUSIVE OWNERSHIP PROGRAM

Realogy's Inclusive Ownership Program, now expanded to all the Company's brands, is an industry-first initiative to invest in the success of diverse franchise owners through incentives that support their growth and productivity.

Provides a path to franchise ownership for women, veterans, LGBTQ+, and those from underrepresented ethnic and racial groups, e.g., Black, Asian, Latino, or Native American.

Offers up to \$100K in investment and financial incentives (e.g., no initial franchise fees), mentorship, network collaboration, and leadership development that allows minority business owners to enter and thrive in our network.



Since launch in 2020, more than 30 companies have joined the program.

INCLUSIVE OWNERSHIP IN ACTION

Coldwell Banker Omni Group in Santa Ana, California, owned by Tina Marie and Rich Hernandez, joined the Coldwell Banker family as one of the first participants under the Inclusive Ownership Program last year. Omni Group has seen increased exposure in their efforts to reach and serve a more diverse clientele in their Southern California community.

"Through the program, we've been given the tools, structure (something independents don't always have), mentorship, and confidence boost to back up the hard work that goes into our business every single day to serve our beloved community."

Tina Marie and Rich Hernandez, Coldwell Banker Omni Group





“

From driving entrepreneurship and enabling homeownership to empowering careers and building an inclusive workforce that represents the communities we serve, we have a tremendous opportunity to drive meaningful change.

Ivonne Furneaux, Realogy Vice President of Diversity, Equity, and Inclusion

”

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PARTNER ORGANIZATIONS

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



NEW IN 2021

Realogy became a Corporate Sponsor of The National Association of Minority Mortgage Bankers of America (NAMMBA), a national association dedicated to the enrichment and betterment of women and minorities who work in real estate finance.



KEY 2021 ACTIVITIES:

Launched the Realogy-powered NAHREP Luxury Course – a three-part series to provide Latino real estate practitioners with a path to enter the luxury space.

Hosted a Town Hall discussing the State of Black Homeownership with NAREB National Executive Director, Antoine M. Thompson, in February 2021.

Realogy partnered with the LGBTQ+ Real Estate Alliance for a monthlong campaign titled “We Rise,” dedicated to educating real estate professionals about what makes a good LGBTQ+ ally and how to respectfully engage with this strong community of potential buyers.

AFFILIATED AGENTS TOP THE CHARTS

NAHREP Top 250 Latino Agents Report honors the top Latino real estate agents and teams from around the country

- 65 independent sales agents affiliated with Realogy’s brands out of top 250 agents

AREAA A-List is an annual list of the top producing agents and teams among its more than 17,000 members.

- More affiliated agents than any other real estate company
- Realogy affiliated agents earned placement among the top five spots in all four categories



FAIR HOUSING

To help advance [Fair Housing](#), in 2021 Realogy expanded our Fair Housing eLearning training course to more real estate professionals through the support of leading industry partners.

Realogy's training, titled "Delivering the Promise of Fair Housing," was created as an educational tool offered to the brokers and agents affiliated with the Company and brokers in the U.S. Offering insight across a slate of topics such as the human side of the home, history, and reform, building on past progress, and how agents and brokers can contribute by doing their part, the training also enables agent and broker participants to sign a pledge to "Stand Up for Fair Housing."

Realogy fully supports the principles of the Fair Housing Act (Title VIII of the Civil Rights Act of 1968). Consistent with Realogy's vision as a global real estate services leader, the Company believes all prospective homeowners and renters should have access to housing without discrimination – without discrimination, across the industry and for all real estate professionals.



**REALOGY BELIEVES ALL PROSPECTIVE HOMEOWNERS
AND RENTERS SHOULD HAVE ACCESS
TO HOUSING WITHOUT DISCRIMINATION**



CARTUS' COMMITMENT

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 the Cartus network, we are able to 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 service that our clients expect.



56M

In 2021, Cartus spent \$56 million with minority and women-owned businesses alone.



104M

When including all diverse categories, that number climbs to more than \$104 million.



480M

Over the last 5 years, Cartus has spent \$480 million with diverse suppliers - exceeding our ambitious goal of 25% of overall supplier spend.



wellness

Building upon our existing Wellness platform, in 2021 Realogy increased our focus on supporting and educating employees about work-life harmony as we embraced a newly hybrid environment.



OUR WELLNESS PROGRAM INITIATIVES

AT REALOGY, WE DO MORE THAN JUST WORK TOGETHER, WE THRIVE TOGETHER.

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

iTHRIVE

Our wellness program, iThrive, offers employees a wide-range of events and activities to promote their overall wellness. In 2021, iThrive hosted a number of programs and challenges that addressed various areas of wellbeing including physical, emotional, and social wellbeing.

NEVER ALONE, EVEN AT HOME

To kick off the new year, iThrive launched the **"Gratitude Buddy Exchange Program,"** which matched participants at random to take part in gratitude exercises that help support mental wellness. Buddies committed to expressing their gratitude with each other every day.

iThrive hosted nearly 20 **"Coffee and Chat"** sessions, open to various employees throughout the year, meant to replace the casual conversation that was so frequently had in the office. Participants learned about their colleagues lives outside of work, laughed with their coworkers, and even played games. For **Mental Health Month** in May, a calendar was created with daily tips, facts, and events focused on employee mental health – something that is incredibly important to Realogy and its Executive Committee, especially during the continued uncertainty of the pandemic.



HEAR FROM OUR PEOPLE



I'm most proud of the focus Realogy has put on mental health and work/life balance in the midst of the Covid-19 pandemic.

Sami Subick, Realogy Manager, Ethics & Compliance



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PHYSICAL FITNESS IN A VIRTUAL WORLD

Realogy employees have access to a complimentary virtual gym with EXOS at Home. Physical health plays an important part of our holistic approach to wellness. The partnership features live daily workouts, mindset practice, nutrition, and more.

Programs included: Hydrate Your Health, Super Sleep September, Train Your Way to a 5K, and Maintain, Not Gain.

EXOS & REALOGY BY THE NUMBERS

All features are at no cost to Realogy employees.

- **317 TOTAL ATTENDEES** across webinars
- **181 TOTAL ATTENDEES** across department specific educational sessions
- **596 TOTAL PARTICIPANTS** across department specific for movement sessions
- **279 TOTAL ONE-ON-ONE COACHING** consultations
- **1095 TOTAL PARTICIPANTS** virtual exercise class participants

Realogy continued to offer virtual webinars on topics ranging from job burnout to resiliency and nutrition with EXOS, including doctor-led options such as Stress, Loneliness and Resilience with Dr. Lustig, Blueprint for Emotional Wellness with Dr. Troast and Coping with Pandemic Fatigue with Dr. Troast.



As Realogy's Madison, N.J. hub re-opens after renovations, employees who venture to the office will be able to use gym equipment located within the building at no cost.



HEALTHCARE AND FAMILY SUPPORT

CIGNA ONE GUIDE

Service that helps find care, with one-on-one support to 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, and second opinions on diagnoses, as well as free, unlimited information about behavioral health issues or any health concern.

RETHINK

Any child with learning, social, or behavior challenges who is enrolled in a Realogy medical plan 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.



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NAVIGATING COVID-19

As the pandemic entered into its second year, Realogy continued to prioritize the health and safety of our employees, affiliated agents, and franchise owners. Realogy continued to host its internal Covid-19 Hub, an employee resource page on the Company's intranet site, which is regularly updated with guidelines and FAQs.

Realogy also sent out a "Prevention is the Cure" communication via e-mail to all employees reminding them of their wellness visits that they may have missed last year due to the COVID-19 Pandemic.

The Realogy Home Network for Parents and Caregivers, which was created as a result of the pandemic, serves as a place for camaraderie and support for those who care for children while adapting to a remote lifestyle. The group also helped plan a thoughtful virtual Take Your Child to Work Day for the second year in a row with sessions for kids such as trivia, yoga, saving the world with Turtle Back Zoo, Trash to Treasure Art and how to make a difference.



NEW FOR 2021

With the launch of the 2021 benefit year, eligible Realogy employees and covered dependents with a Realogy health plan were offered two new diabetes prevention and management programs fully covered by their plans.

Omada® - a comprehensive, people-lead, prediabetic program designed to offer **24/7 support to prevent the disease**. 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.

Virta - 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.

Realogy also launched a **Digital Magazine for Wellness** as part of its Going Further Together initiative. The magazine highlights the offerings available through Cigna, Realogy's benefits partner. The programs offer resilience and wellbeing management tips, and **the magazine has been accessed nearly 7,000 times to date**.





“

Every single one of our employees' lifestyles are different, and we take that into consideration daily as we plan programs and benefits for Realogy.

Maureen Robbins, Realogy Vice President, Human Resources

”

A FOCUS ON MENTAL HEALTH WITH CIGNA

Our employees are never alone and we will continue to make mental health a top priority. Employees who are enrolled in a Realogy 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.



MDLIVE

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 offering 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.



CIGNA'S STRESS MANAGEMENT PROGRAM

Helps those enrolled find ways to manage stress levels, improve overall health and increase productivity.



CIGNA'S HEALTHY STEPS PROGRAM

Develops healthy eating and activity habits for participants with an initial assessment by phone and regular coaching calls to keep lifestyle goals on track.



CIGNA'S SLEEP PROGRAM

Gives resources necessary to help with sleeping well, including breath exercises, breathing techniques, and sleep-hygiene.



AWARD-WINNING BENEFITS

This year, Realogy received the 2021 Cigna Well-being Award, the highest designation of all award categories, and is one of seven companies to be designated as having an Outstanding Culture of Well-being based on the excellence and inclusivity of our well-being programs and policies that include physical, emotional, financial, and social best practices.

REALOGY ALSO EXCELLED IN ALL FIVE CATEGORIES OF THE WELL-BEING AWARD APPLICATION, INCLUDING:

- Leadership
- Program foundations, such as our operating plan and worksite policies
- Program implementation, including the breadth and unique characteristics
- Holistic well-being tools and resources
- Engagement data



“Every single one of our employees’ lifestyles are different, and we take that into consideration daily as we plan programs and benefits for Realogy. This recognition underscores our commitment to supporting our employees and their family’s overall health no matter what their specific needs are and further allows us to stress the importance of prioritizing wellness in their everyday choices.”

Maureen Robbins, Realogy Vice President, Human Resources



community outreach

As the leading and most integrated provider of residential real estate services in the U.S., Realogy is committed to using our size and scale to make lasting positive impacts within communities we serve. Every day our employees and those affiliated with our brands make the dream of owning a home a reality, and our network further contributes to those communities through philanthropic and charitable efforts.



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REALOGY CHARITABLE FOUNDATION

The Realogy Charitable Foundation provides fundraising coordination and guidance to Realogy employees and affiliated agents who volunteer their time in local chapters across the country. To date, the Foundation operates 43 local chapters across 26 states.

In partnership with Realogy Charitable Foundation, our employees, affiliated agents, and brokers have donated nearly \$8 million to philanthropic causes in the last four years.

Realogy provides eight paid hours per year of volunteer time and encourages employees to participate in regional events or organize their own to support the charity of their choice.

MAGEE-WOMEN'S RESEARCH INSTITUTE & FOUNDATION AND REALOGY

Realogy continues to partner with Magee-Womens Research Institute, the largest research institute in the U.S. dedicated to women's health, to help break new ground in women's health research and impact the lives of women everywhere.



For Breast Cancer Awareness Month in October, Magee-Women's Research Institute & Foundation and Realogy's Women's ERG hosted an event for all employees highlighting the positive change the foundation has made through medical science advancements specifically for breast cancer.



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A FAMILY OF SUPPORTIVE BRANDS

Our brands share Realogy's 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.

CENTURY 21



Sotheby's
INTERNATIONAL REALTY



CENTURY 21® REAL ESTATE – EASTERSEALS

Since 1979, the partnership between Century 21 Real Estate and Easterseals has raised over \$132 million.

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

Better Homes and Gardens Real Estate (BHGRE) and Sotheby's International Realty have collectively helped raise nearly \$1M funds to build homes in South 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 2021, 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 third consecutive year, ERA is uniting across the globe to partner with Toys for Tots as part of this year's #GivingTuesdayERA event by collecting and distributing new, unwrapped toys for children this holiday season. This year, team ERA donated more than 11,631 toys to children in need. This initiative is part of the brand's ERA® Cares Across Communities program, designed to encourage, empower, and celebrate giving back – in any way the ERA affiliated network sees fit.



Photo provided by
New Story



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A FAMILY OF SUPPORTIVE BRANDS (CONT'D)



corcoran



REALOGY TITLE CARES

Realogy Title CARES, established at Realogy Title Group's headquarters in Mt. Laurel, N.J., hosts events monthly that raise funds for various charities such as Philadelphia Veteran's Community Living Center, Providence House, Autism Speaks, Touch NJ Food Pantry, and Alice Paul Institute, as well as local animal shelters, schools, and other military focused organizations. This year, Realogy Title CARES received a sponsorship award from Autism speaks for its efforts in 2020.

CORCORAN® – CORCORAN CARES

Led by Corcoran's President and CEO, Pam Liebman, Corcoran Cares allocated support, efforts, and resources to numerous causes supporting the communities it serves, including Children's Aid of NYC, Women in Need, Innocence Project, SAGE, National Association for the Advancement of Colored People (NAACP), Bridge Street Development, Brooklyn Scholar Athletes and Animal Haven. Additionally, Corcoran made a company-wide donation to various organizations in support of the Asian community, donated \$25,000 to support the National Blue Ribbon Task Force – a first-of-its-kind group that stems COVID-19 vaccine hesitancy – and launched a tech drive in support of students across Brooklyn and Upper Manhattan, among other initiatives.

CARTUS

Cartus employees are in the business of caring, and it shows in their service to transferees and to their communities. Over the last 10 years, Cartus employees have given \$3.65 million to charity. In addition to volunteering multiple hours of time, Cartus employees have supported local charities with gifts of goods and services, including for back-to-school drives, Red Cross blood drives, natural disaster relief campaigns, support of the military, food pantry support, and clothing drives.



Juliana Brown-DeRiggs of Corcoran Fort Greene and Bed-Stuy, virtually attends Corcoran Cares' Letter to SAGE event during Pride month.



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COLDWELL BANKER® AND ST. JUDE CHILDREN'S RESEARCH HOSPITAL

The CB Supports St. Jude program, benefiting St. Jude Children's Research Hospital, allows Coldwell Banker affiliated agents to make an automatic donation for every home sale or purchase they complete. This year, Coldwell Banker received the [New Partner of the Year Award](#) from St. Jude Children's Research Hospital for its efforts to help cure childhood cancer. In its first year, the CB Supports St. Jude partnership aimed to raise \$250,000, a goal it met within the first six months, ultimately raising a total of \$500,000.



The CB Supports St. Jude partnership is a truly special program. It's the first industry partnership of its kind and has exceeded our expectations. In the first year of this partnership, the Coldwell Banker network has managed to double our initial goal of \$250,000 and received the honor of being awarded the 2021 St. Jude New Partner Campaign of the Year Award for our efforts. Our network continues proving to be remarkable and we're thrilled to have the opportunity to continue making a difference in the lives of children being treated for cancer and other life-threatening diseases.

M. Ryan Gorman, CEO, Coldwell Banker



As part of the CB supports St. Jude partnership, a family closes on their new home.



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INDEPENDENT TOGETHER

Realogy's affiliated franchises are independently owned and operated, all with their own individual spirit and local ties. Franchisees, their teams, and Realogy's other local offices and businesses have shown up for their communities throughout the pandemic and each and every day.

CENTURY 21 MORRIS REALTY—BISMARCK, NORTH DAKOTA

The team at CENTURY 21 Morrison Realty held a chili cookoff to kick off the brokerage's annual Christmas fundraiser for the Pride Manchester House, a psychiatric residential treatment facility for children. The **money raised was used to purchase gifts for the children at the Manchester House** so they can experience a special Christmas as well as a limo lights tour and pizza party with Santa & Mrs. Claus after.

TITLEONE – COMMUNITYONE FOUNDATION—BOISE, IDAHO

As of October, TitleOne's CommunityOne Foundation had donated more than **\$382,000 to the communities it serves**. The foundation set a new record of \$55,000 raised at its Magic Valley Golf Tournament and Treasure Valley Charity Classic. The team also delivered food to low-income seniors at the Magic Valley/Treasure Valley foodbank and created more than 120 "Blessing Bags" for the homeless population in their area.

ERA SELLERS & BUYERS REAL ESTATE—EL PASO, TEXAS AND ALBUQUERQUE, NEW MEXICO

The ERA Sellers & Buyers Real Estate team stepped up to the challenge to donate backpacks at the Annual Greater Albuquerque Association of REALTORS® Backpack Drive. As a result of the team's efforts, they were able to collect over **500 backpacks and raise over \$1,700 for the Albuquerque Public Schools Title 1 Program**.

ERA KING REAL ESTATE—ANNISTON, ALABAMA

ERA King Real Estate held a **"12 Months of Giving"** initiative, investing in their local communities by supporting various non-profit organizations to help youth, neighbors, and families in need by volunteering, fundraising, and hosting charity events all year long.

BETTER HOMES AND GARDENS REAL ESTATE MCR BAHAMAS—NASSAU, THE BAHAMAS

The team at BHGRE MCR Bahamas sponsored the first annual Potcake Golf Tournament in partnership with the Bahamas Alliance for Animal Rights & Kindness (BAARK). **The event raised approximately \$62,000 for the organization**, which will support a mobile animal clinic.



\$382K



\$62K



Matti Fone,
CommunityOne
Foundation
Member



Timothy Smith,
Partner,
BHGRE MCR
Bahamas



environment

At Realogy, we believe our environmental footprint is small; however we understand our operations can affect the environment and are committed to effectively mitigating these impacts and continuing to enhance our efforts as we shift to a hybrid workplace.



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OUR PROPERTIES

Substantially all of Realogy's properties are leased commercial space; we do not own any material property. From 2017 to 2021, we decreased our leased-office footprint by approximately 19%.

This year, Realogy created a Facilities Advisory Board made up of members across our business units and corporate functions that meet quarterly to discuss sustainability best practices and goals.

HOME TO HUB

Realogy is adopting a hybrid approach for corporate talent as we continue to redefine the future of work, transitioning to a "Home to Hub" work environment where employees have the freedom and flexibility to determine where and how they work to best meet and exceed their goals.

Realogy is also redesigning its Madison, N.J., office, and other corporate offices to serve as collaboration, innovation, and showcase hubs where employees can meet to brainstorm, solve challenges, and lead into the future. With a newly renovated space, we made strategic decisions to conserve energy and recycle materials through our building plans and during construction.



The reimagined hub space also embraces accessibility for employees and visitors with disabilities, with all event rooms featuring hearing aid loops, a new feature.

SUSTAINABILITY IN DESIGN

REDUCE:

- As employees define their own schedules and minimize the need for traditional cubicle and office spaces, Realogy is able to streamline its office footprint to one floor designed to welcome approximately 200 transitional employees each day, instead of the approximately 1,000 employees designated to static spaces in the traditional office design – helping to reducing energy consumption and commuter emissions

REUSE:

- Realogy strategically approached the renovation as a “surgical demolition,” through which elements of the office were preserved for re-use in other spaces
- All of Realogy’s existing Microsoft Teams enabled technology will be reused within meeting rooms in the new office space, making meetings easy and functional for employees
- Various kitchen equipment will be relocated to the first floor and gym equipment will be reused for employees to utilize at their leisure
- In 2021, Realogy’s facilities team hosted a chair raffle, during which one hundred inspected, disinfected, and wrapped office chairs that were not being utilized in the building were given away to employees

RECYCLE:

- Ceiling tiles from the previous space will either find a new spot within the new design, or be recycled
- Carpets were carefully ripped from the old space and sent to be recycled
- Based on a report done by Steelcase, Realogy’s furniture supplier, almost 200 thousand pounds of total recyclable content was purchased this year for use within the newly designed building



REDUCED
ENERGY
CONSUMPTION



OFFICE
FURNITURE WAS
RECYCLED



TECHNOLOGY
WAS
REUSED



100 CHAIRS
RAFFLED OFF
TO EMPLOYEES



200K POUNDS OF
RECYCLABLE CONTENT
WAS INCORPORATED
INTO NEW DESIGN





//

We created an entirely redesigned office that functions as a true innovation and collaboration hub, while also prioritizing sustainability.

Tom McGovern, Realogy Vice President, Corporate Real Estate

//

FROM OFFICE TO OPEN HOUSE

Our facilities team and expert coalition of vendors were happy to take on the challenge of creating an entirely redesigned office that functions as a true innovation and collaboration hub, while also prioritizing sustainability through the strategic design and recycling of our existing spaces. We have been eager since the first day of construction to open this space for our employees, both new and current, allowing them fresh perspective when they step through the doors.

Tom McGovern, Realogy Vice President, Corporate Real Estate



CONSCIENTIOUS CONSTRUCTION

Since the office has been on a limited-use basis beginning in March 2020, we believe reduced occupancy has contributed to:

ENERGY SAVED – approximately 35-40% energy savings by converting lights to motion sense, closing sun filtering shades in all windows, and adjusting HVAC settings to only be on a portion of the day



WASTE STREAM REDUCTION – over 85% reduction in waste streams



LESS POTABLE WATER – approximately 90% less potable water by closing fitness center, select restrooms, and cafeterias during construction period



Realogy's headquarters building interior in Madison, N.J., is LEED Gold certified and has been since 2013. Additionally, the building's exterior is LEED Silver certified by the Green Building Certification Institute.

In 2021, Realogy did not identify any non-compliance with environmental laws and/or regulations related to its business operations.



MEASURES THAT MINIMIZE:

Although our Madison, N.J. office is in the midst of transition, 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
- Daytime cleaning service to **reduce energy cost and conserve resources**
- **Centralized trash collection** which eliminated use of plastic liners



CARTUS

In 2021, Cartus President and CEO, Katrina Helmkamp, received her Certificate in ESG (Environmental & Social Governance): Navigating the Board's Role from Berkeley Law Executive Education. Cartus reports its global impact goals to the Carbon Disclosure Project (CDP) and EcoVadis, a third-party CSR (Corporate Social Responsibility) evaluator.

Cartus also works with Home Sweet Home to provide "Discard and Donate" services for its clients. Cartus Discard and Donate programs provide a means to reduce shipment size, and therefore reduce the carbon footprint. Items no longer needed or not compatible with the new host country location are professionally organized with specialists who manage the process of disposing, recycling, and donating excess items. In addition to benefiting worthy charities, this program reduces dependence on packing materials and fuel.



Katrina Helmkamp
President and CEO, Cartus





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2021