



2024 Sustainability Report

Cornerstone®

— Celebrating 35 years! —

A Letter from our Founder

As Cornerstone celebrates its 35th year, we are proud to present our 2024 Sustainability Report. Our long-standing commitment to the principles of social responsibility is evidenced by the daily efforts of each Cornerstone employee and in the comprehensive services we provide. We understand that our corporate goals and focus on social responsibility cannot be accomplished without our caring and engaged workforce.

We are proud of the progress we made this year. Among the highlights in this report - we joined the UN Global Compact, an important milestone in our sustainability journey. We increased employee volunteer hours and launched a supplier partner survey to better collaborate with suppliers on our joint sustainability efforts. The partnerships and collaboration with our valued clients continue to inspire us, resulting in even more ambitious sustainability goals for 2025. Cornerstone is confident that these goals can be met because we strongly believe that making the world a better place serves to enhance our corporate strategies and leads to long-term growth.

Our industry has changed over the past 35 years, and I am proud to say that Cornerstone has evolved with it, and always for the better. I am looking forward to the next 35 years as we continue this important journey together, improving our planet and the lives of all who call it home!

Sincerely,

Janelle Piatkowski

Founder, President and CEO



Our Purpose

Cornerstone was built with a purpose:

To provide a first-class experience to every person we work with. Over the last 35 years, Cornerstone has developed and grown into a globally recognized provider of workforce mobility services with a strong reputation for developing deep and productive relationships with our client partners and their relocating employees.

Cornerstone's Mission:

To guide and empower employees and employers alike with creative worldwide relocation solutions, industry-leading service quality, and never-ending improvement.

Atlas World Group

Cornerstone is a proud member of the Atlas World Group (AWG) family of companies. Together, we provide industry-leading solutions and services to keep our clients moving toward the future.

Industry Focused:

Cornerstone is a member of several leading industry groups, including the Worldwide Employee Relocation Council (WERC), the Society for Human Resource Management (SHRM), and the European Relocation Association (EuRA).



Sustainability Achievements

At Cornerstone, sustainability is more than a commitment—it’s a continuous journey. As we navigate this path, our efforts are guided by the foundational pillars of environmental responsibility, social equity, and strong governance. We uphold these principles to ensure that we serve our clients, employees, and communities with integrity and fairness. This report highlights our ongoing efforts and progress toward a more sustainable future.

EcoVadis Sustainability Rating

As part of our commitment to accountability and continuous improvement, Cornerstone undergoes annual EcoVadis sustainability assessments, which evaluate our corporate governance, social responsibility, ethical practices, and sustainability initiatives. In our most recent assessment, we earned a bronze rating, placing us among the **top 35%** of organizations assessed.

Additionally, Cornerstone attained high marks in the following key areas:

- **Top 15%** - Ethics
- **Top 27%** - Environmental
- **Top 24%** - Overall

EcoVadis is a globally recognized sustainability rating platform, widely used by organizations committed to responsible and sustainable procurement practices. We are proud of our progress and remain dedicated to strengthening our sustainability initiatives in the years ahead.



Joining the United Nations Global Compact

Cornerstone is proud to announce our participation in the **United Nations Global Compact (UNGC)**, the world’s largest corporate sustainability initiative. By joining this coalition, Cornerstone reinforces its commitment to responsible business practices and to aligning our operations with ten universally accepted principles covering human rights, labor, environment, and anti-corruption.

We pledge to integrate these principles into our business strategy, culture, and daily operations while advancing initiatives that drive positive change. Our commitment to the UNGC also reflects our dedication to supporting the United Nations Sustainable Development Goals (SDGs) - a global blueprint for peace, prosperity, and environmental stewardship.

This key step in our sustainability journey underscores our ongoing efforts to enhance sustainability, foster ethical business practices, and

create lasting value for our employees, clients, and communities. We look forward to collaborating with like-minded organizations to drive meaningful progress in the years ahead.

Cornerstone’s commitment to sustainability extends beyond our internal operations to our global network of suppliers and partners. Through our membership in the UNGC, we actively promote responsible business practices throughout our supply chain, ensuring compliance with environmental, social, and governance (ESG) principles. We collaborate with suppliers who share our dedication to sustainability, ethical labor standards, and environmental responsibility, reinforcing our commitment to driving positive change within the industry.

By integrating these values into every aspect of our business, Cornerstone remains dedicated to fostering a more sustainable and responsible future.



Look for these icons throughout our report. The United Nations Sustainable Development Goals (SDGs) are a set of 17 global goals aimed at ending poverty, protecting the planet, and promoting peace and prosperity for all by 2030. They serve as a universal framework for organizations and governments to address critical global challenges and create a more sustainable future.



Progress & Goals: A High-Level Overview

2024 Achievements		Future Goals	
Governance	<ul style="list-style-type: none">Joined the United Nations Global Compact (UNGC), reinforcing our commitment to responsible business practices100% compliance in anti-corruption, anti-bribery, data protection, data privacy, and data security training for all employeesLaunched ACT (Action Changes Things) Committee to encourage open discussion on topics, and processes that impact employeesCreated new AI Policy and AI Governance Committee to ensure the use of AI is ethical, compliant, and aligns with organizational goalsLaunched recurring Supply Chain Sustainability Survey to measure and validate progress amongst our supplier partnersContinued quarterly publication of Sustainability Matters, an employee-led newsletter focused on sustainable living and awarenessSuccessful SSAE18 audit, resulting in a SOC 1 Type 2 report		<ul style="list-style-type: none">Complete and submit our first UN Global Compact Communication on Progress (COP) reportAttain a Silver rating through EcoVadisStrengthen collaboration with suppliers to enhance Corporate Social Responsibility (CSR) impact through shared initiatives and best practicesOngoing supplier audits to uphold ethical labor standards and compliance
Environment	<ul style="list-style-type: none">Ongoing transition to majority remote employees with further reduction in Cornerstone’s carbon footprintCompleted transition to a fully paperless work environmentOngoing use of digital signature technology to reduce the use of printed materials and the shipping of documentsFocus on marketing and promotional materials that are environmentally friendly or reuseable19% increase in client programs that leverage discard & donate service, reducing overall household goods transportation (HHG) emissions and improving client cost savings due to reduction in shipment weights		<ul style="list-style-type: none">Refinement of Cornerstone’s Supplier Playbook with additional initiatives and service line-specific guidanceImprove adoption of discard & donate program across our client-baseEducate our employees further through new Sustainability Journey seminars conducted by our Supplier PartnersContinued focus on environmentally friendly promotional materials and procurement practicesEstablish website emissions tracking and perform site optimization for efficiency gains
Human Rights	<ul style="list-style-type: none">Completed anti-discrimination and anti-harassment training for 100% of U.S.-based team membersDeepening ties with Move for Hunger, including a corporate donation to help combat hunger in our communities		<ul style="list-style-type: none">Cornerstone participation in the all-new Atlas BRIDGE programContinue to promote human rights and equal opportunities within our supplier network
Volunteerism	<ul style="list-style-type: none">Improved Volunteer Time Off (VTO) utilization by 650% year over yearExpanded employee adoption of VTO policy by 667% year over yearGrew participation in our partnership with United Way’s Gifts of the Season program, surpassing our company goal by 89%Ongoing promotion of volunteerism by team members in their local communities		<ul style="list-style-type: none">Creating company-wide opportunities to increase the utilization of employee VTO programEstablish and encourage participation in company-wide Day of Giving events

A photograph of a forest path with the word 'Governance' overlaid in large white text.

Governance

In alignment with our corporate principles, Cornerstone continues to elevate our people, customers, and community through our commitment to the highest levels of integrity, a healthy ethical culture, sustainable green initiatives, and opportunities to make a meaningful impact.

Having spent 2023 largely formalizing a corporate governance framework, 2024 found us expanding upon that foundation, especially in the areas of supply chain and volunteerism.

2024 Accomplishments

- We participated in our second EcoVadis sustainability assessment and in April 2024, we received a **bronze rating** placing Cornerstone in the **top 35% of all assessed companies**.
- We expanded opportunities for team members to come together and give back to their communities. The result was a **650% increase** in employee utilization of our Volunteer Time Off (VTO) benefit.
- A survey of our relocation supply chain was conducted to gain deeper insight into our supplier partners' sustainability initiatives.
- Our team members generously participated in the 2024 United Way Gifts of the Season program **surpassing our goal by 89%**.
- Members of our Leadership Team met with Adam Lowy, Founder of the non-profit **Move For Hunger**, to discuss new and creative ways we can partner together with our employees, clients, prospects, and communities. Move for Hunger leverages relocation and transportation companies in the collection and distribution of surplus food to food banks and community organizations to combat food insecurity and food waste.
- A new AI Policy as well as an AI Governance Committee were created to **ensure the use of AI is ethical, compliant, and aligns with organizational goals**.
- Cornerstone received an unqualified opinion on our **2024 SOC 1 Type 2 report**, which evaluated the design and operating effectiveness of controls related to our Relocation Management Services System

Another important milestone in our program this year was our formal, public commitment to the principles of the United Nations Global Compact (UNGC). We look forward to sharing our progress and accomplishments alongside 20,000 other global companies in the pursuit of a better world.



Our Corporate Sustainability Governance Committee

Established in 2022, this team drives our commitment to sustainability, corporate social responsibility, and a positive workplace culture. Chaired by Lina Paskevicius, Director of Global Consulting, with Catherine Ronayne, Vice President of Information Management & Service Optimization, as Executive Sponsor, the committee includes leaders from functional areas across the organization, ensuring a holistic approach to sustainability.

The committee develops and implements strategies to advance Cornerstone’s environmental stewardship, ethical governance, and community engagement. Its key initiatives include:

- Conducting annual sustainability evaluations through EcoVadis, maintaining our Bronze Rating in 2024 with plans for improvement.
- Reporting progress with the UN Global Compact through Communications on Progress (COP), newly adopted in 2024.
- Promoting a “Sustainability Mindset” among employees and suppliers through regular newsletters and engagement.
- Measuring organizational and supply chain metrics related to CSR.
- Oversees/develops our annual CSR Report, highlighting achievements in Sustainability, Human Rights, Governance, and Supplier Management.

In 2024, the committee met regularly to monitor performance, address emerging risks, and align initiatives with Cornerstone’s strategic goals. Quarterly updates are delivered to Cornerstone’s Executive Team, led by President and CEO Janelle Piatkowski, which assesses progress, ensures strategic alignment, and provides guidance to support the committee’s efforts.

The 2024 Sustainability Committee



Cathy Ronayne
Executive Sponsor
VP, Information Management
& Service Optimization




Rick Ullrich
Incoming Executive Sponsor
VP, Finance



Lina Paskevicius
Committee Chair
Director, Global Consulting



Ryan Burger
Senior Director, Marketing Services



Lisa Curto
Director, Global Supply Chain



Ray Keenan
Manager, Global Supply Chain



Nancy Parker
Senior Director, Global Client
Relations (ret.)



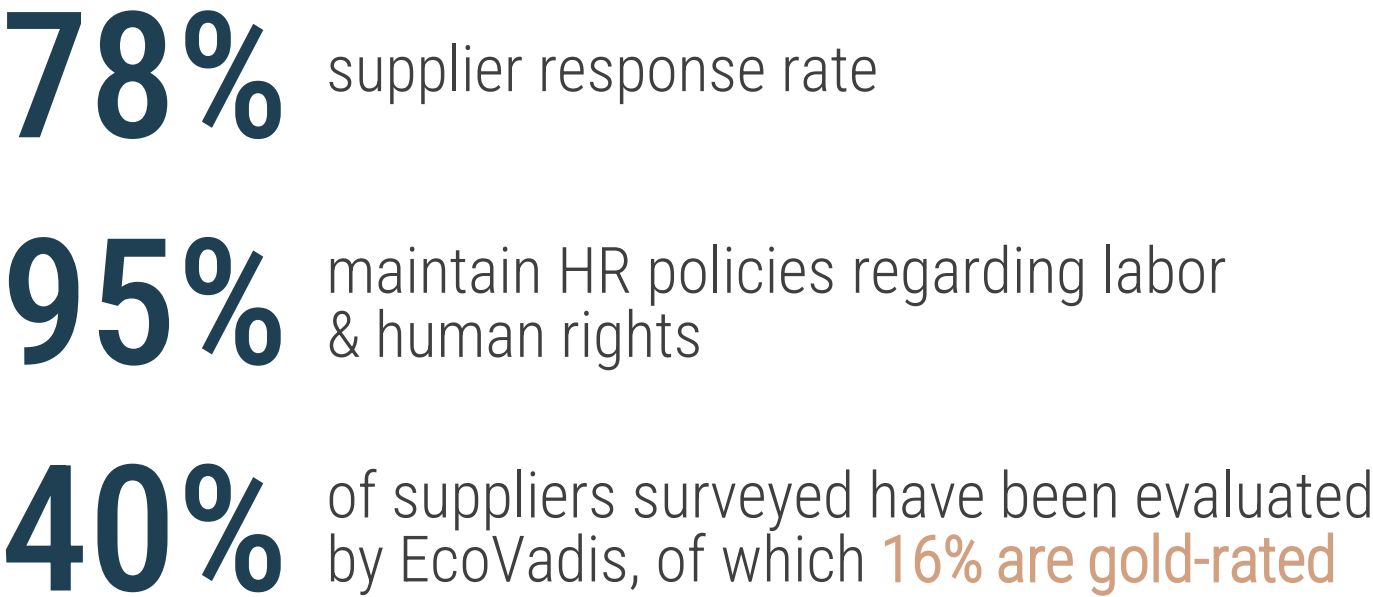
Diane McIntire
VP, Human Resources (ret.)

Supply Chain Management

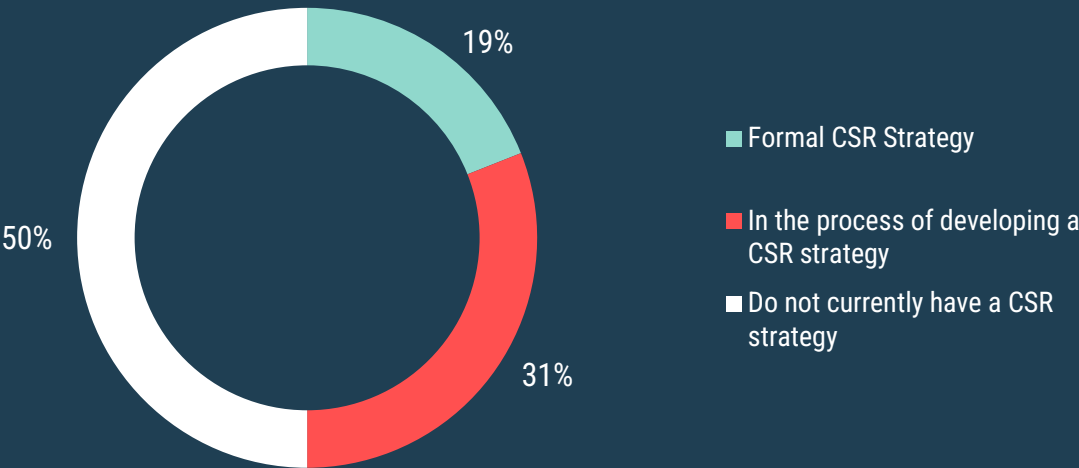
Sustainable Supply Chain Management is a core component of how we operate, serve our clients, and contribute to a better world. This approach takes a holistic view of the practices behind our offerings, with the goal of minimizing the environmental and social impacts of our business operations. As a proud member of the United Nations Global Compact, we align our business strategies with the Ten Principles on human rights, labor, environment, and anti-corruption. Our sustainability initiatives are driven by transparency, responsibility, and continuous improvement, ensuring that we uphold the highest standards in ethical and sustainable business practices.

Supplier Sustainability Survey

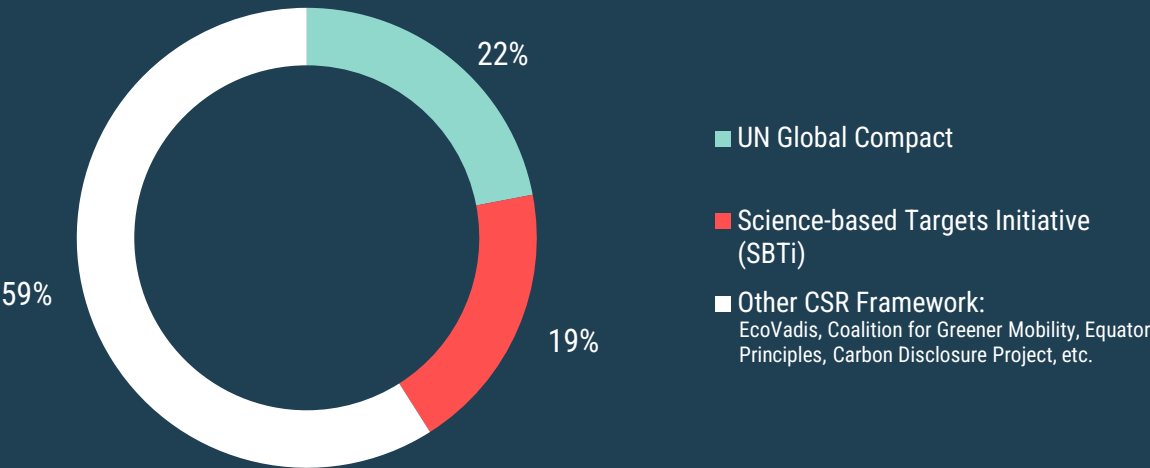
With a focus on responsible sourcing and ethical business practices, we conducted a supplier sustainability survey to assess the corporate social responsibility (CSR) landscape within our supply chain. This initiative aligns with our membership in the UN Global Compact, reinforcing our dedication to transparency, environmental stewardship, and social impact. The survey provided key insights into supplier sustainability practices, certifications, and commitments, allowing us to identify areas for collaboration and continuous improvement.



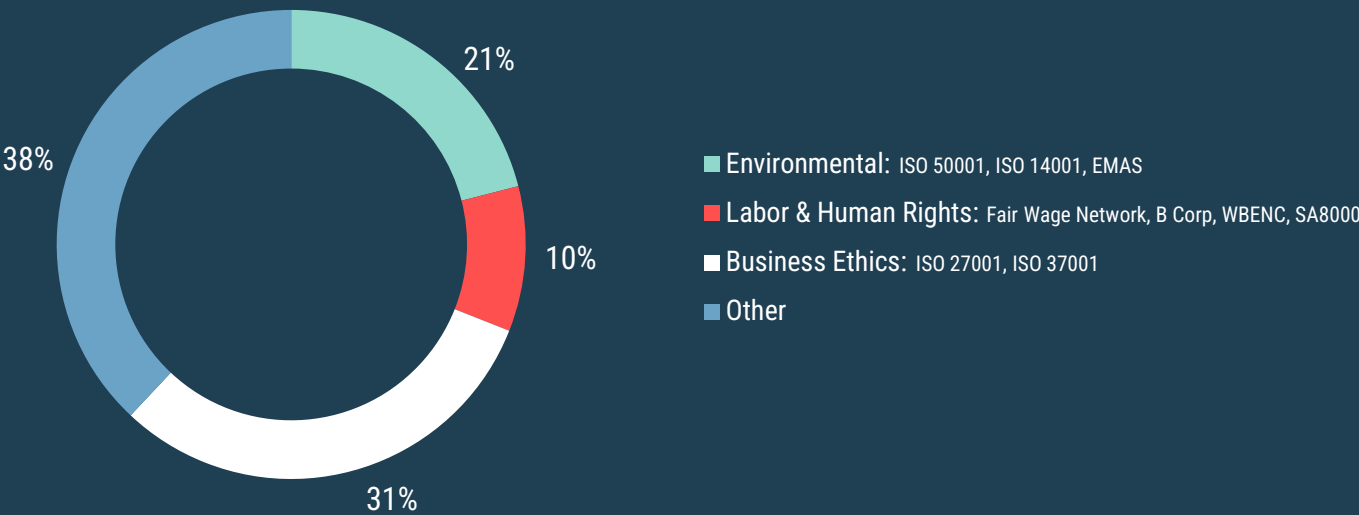
Supplier CSR Engagement



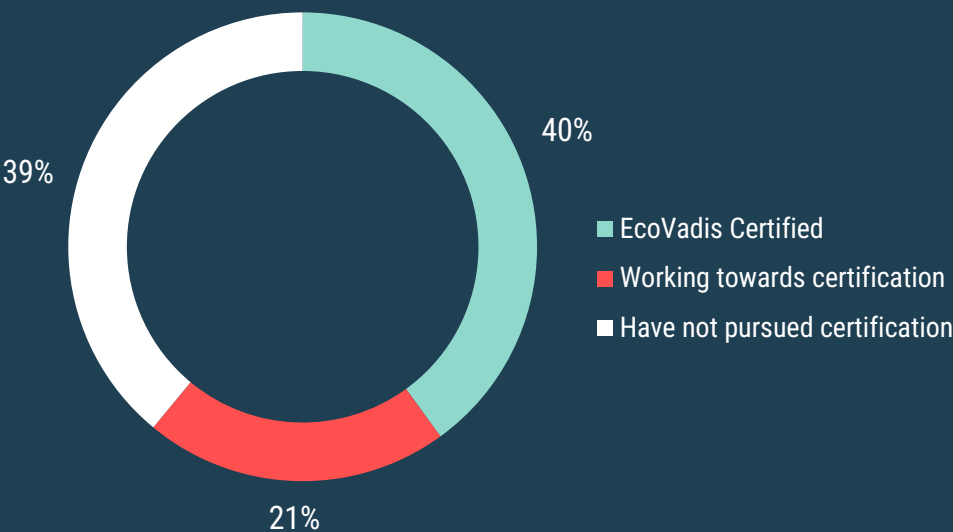
CSR Commitments



Sustainability Certifications



EcoVadis Ratings



Supplier Sustainability Initiatives & Goals

Our suppliers have demonstrated strong commitments to sustainability through various initiatives. Examples of targets by select suppliers include:

- **Carbon Emissions Reduction:** 30% reduction by 2030
- **Waste Management:** 50% reduction in landfill waste by 2026
- **Renewable Energy:** Investment in solar power generation with a goal of 750,000 units by 2025
- **Sustainable Business Operations:** Office efficiencies include:
 - Paper reduction & paperless office policies
 - Compact, fuel-efficient company vehicles, limited air travel
 - Motion-sensor lighting for energy efficiency
 - Majority of staff work remotely, significantly reducing emissions
- **Community Engagement:** Our supplier partners are upping the ante on community action with initiatives such as:
 - **Paid volunteer time** for employees (8-16 hours per year)
 - **School and community partnerships**, including tree planting and recycling programs

Our 2024 supplier survey has provided a strong foundation for understanding the CSR landscape of our supply chain. Moving forward, we will continue to foster collaborations that drive ethical practices while increasing and enhancing supplier sustainability efforts. By aligning with key initiatives such as EcoVadis, and UNGC, we aim to strengthen our global impact while supporting our partners in their sustainability journeys.





Human Rights

Foundational to both our internal culture and external partnerships, respect for human rights forms the cornerstone of how we conduct business. We believe that fostering an environment where all employees are heard is not just a corporate responsibility - it is essential to our success and long-term sustainability, which is why we embed our commitments into everyday business practices.

Evolving Our to Human Rights

Atlas World Group has launched **Atlas BRIDGE** (Building Relationships, Inclusion, Diversity, Growth, and Equity), a reimagined approach to cultivating a workplace where everyone feels valued, respected, and empowered to achieve within our organization. Co-chaired by **Jaharidan Calhoun and Evan Jarvis**, the BRIDGE Committee serves as a platform for fostering open dialogue, driving education, and implementing meaningful change.



Through this initiative, we are:

- Strengthening our commitment to fair hiring, development, and advancement opportunities.
- Providing ongoing anti-discrimination training to help employees recognize and address biases.
- Creating structured spaces for collaboration and differing perspectives to shape company policies and culture.
- Expanding our outreach efforts to positively impact the communities we serve.

Atlas BRIDGE is more than an initiative — it is a call to action for all employees in the Atlas family of companies to engage, contribute, and champion achievements in the workplace and beyond.



Key Milestones & Progress

Over the past year, we have made meaningful strides in our human rights efforts, including:

- **Company-Wide Training:** 100% participation in HR-related training programs for U.S.-based employees.
- **Listening Sessions & Employee Engagement:** Facilitated open forums to better understand employee experiences and perspectives.
- **Supplier Expansion:** Strengthened partnerships with our suppliers to promote opportunities within our supply chain.

As we move forward, we remain committed to continuous improvement and accountability in our efforts. Through Atlas BRIDGE and other initiatives, we are dedicated to fostering an environment where every individual feels valued, respected, and empowered to succeed.



Employee Engagement & Workplace Satisfaction

Our people are at the heart of everything we do. Recognizing that an engaged and motivated workforce drives our success, we continue to implement thoughtful strategies that empower and inspire our teams. Each year, we conduct an Employee Engagement Survey to gain valuable insights into our workplace culture, leadership effectiveness, and overall employee satisfaction. This feedback allows us to continuously improve, ensuring that Cornerstone remains a place where employees feel valued, supported, and empowered to succeed.

The most recent survey results reflect the strong sense of pride, collaboration, and opportunity that our employees experience every day. High scores across key areas, including professional growth, leadership communication, recognition, and workplace culture, demonstrate our commitment to fostering a positive and rewarding environment. Notably, employees expressed strong satisfaction with:

Career Growth & Development:

Employees feel that Atlas World Group and Cornerstone invest in their professional development, offering meaningful opportunities for growth and learning.

Workplace Culture:

A high percentage of employees reported being excited to come to work, feeling respected by colleagues, and believing that their contributions directly impact the company’s success.

Leadership & Communication:

Strong scores in trust between employees and leadership, as well as clear communication from senior leaders, highlight the company’s dedication to transparency and engagement.

Collaboration & Innovation:

Employees feel empowered to contribute ideas, collaborate with colleagues, and drive continuous improvement within the organization.



These outstanding results reinforce our commitment to creating a workplace where employees feel heard, valued, and inspired to achieve their best. As we look to the future, we remain dedicated to enhancing employee experiences, strengthening leadership engagement, and continuously evolving to meet the needs of our workforce.

98% Cornerstone operates in a socially responsible manner

100% Employees treat each other with respect at Cornerstone

100% I am determined to give my best effort at work each day

96% I am satisfied with the culture of my workplace

100% Employees at Cornerstone take the initiative to help others

100% I am excited to go to work each day



Health & Safety

The health and safety of our employees are essential to Cornerstone’s success — just as vital as the skills and expertise they bring to the table. With the backing of Atlas World Group, we offer robust programs that support the needs of our employees and their families

- Medical, Dental, and Vision Benefits
- Health Coaching
- Consults with Registered Dietician
- Wellness Program
- Health Risk Assessments (HRA)
- Ongoing Condition/Cancer CARE
- Mental Health Support
- Established Safety Procedures
- Supplier Safety Programs
- Will Preparation Services
- Life Insurance
- Critical Illness and Group Accident Insurance
- Incident Response Policies
- Employee Assistance Program (EAP)
- Telehealth Consults with Registered Nurses
- Identify Theft Assistance
- Worldwide Travel Safety/Health Support
- Medical Case Management Program

Cornerstone Cares

We believe that creating a lasting impact starts with empowering our employees to support the causes that matter most to them. By fostering a culture of service, we strengthen our communities, build meaningful connections, and reinforce our commitment to corporate social responsibility.



Employee Volunteerism

Through our Volunteer Time Off (VTO) program, we actively encourage team members to dedicate their time to non-profit organizations and community initiatives, making a tangible difference beyond the workplace. This past year, our employees embraced this opportunity with enthusiasm, significantly increasing participation and expanding our collective impact.

Cornerstone expanded opportunities for team members to come together and give back to their communities. The result was a 650% increase in employee utilization of our Volunteer Time Off (VTO) benefit.

Organizations and volunteerism events supported by our team include:

- One World One Love
- RWJ Barnabas Blood Center
- Girl Scouts of America
- Guest House
- Cradles to Crayons
- Trusted World
- Charlotte-Mecklenburg Police Department Animal Control Staycation Program
- Meals on Wheels



Cornerstone Supports

In addition to our employees’ support of a range of deserving organizations, Cornerstone provides support to the following:

Move For Hunger:

In 2024, Cornerstone deepened its commitment to fighting food insecurity by supporting Move For Hunger, a nonprofit that mobilizes relocation and household goods transportation companies to collect and distribute surplus food to local food banks. Our generous donation helped to support their mission as we continue to explore new partnership opportunities. Members of our Leadership Team met with Move For Hunger’s Founder, Adam Lowy, to discuss creative ways to engage our employees, clients, and communities in the fight against hunger and food waste.

United Way - Gifts of the Season:

Cornerstone’s team members generously participated in the 2024 United Way Gifts of the Season program where we exceeded our goal by 89%. Through an innovative online shopping experience, our offices and remote teams based around the world could easily participate during the season of giving and generosity.



Environmental Initiatives

Cornerstone’s commitment to environmental sustainability stems from a deep belief in our shared responsibility to care for the planet. We take an ongoing, evolving approach — consistently assessing, refining, and growing our initiatives.

In 2024, we reviewed our environmental policies, and continued to explore ways in which we can reduce our environmental impact. We engaged and challenged our employees to increase their personal efforts and to share their ideas with their fellow co-workers. Our clients are always encouraged and invited to join us on this journey. With these connections, we CAN make a difference. We are proud of the impact we have had in our local communities and will continue to encourage volunteerism by our employees, our supplier partners and our clients. Our dedication to a brighter, more hopeful future is reflected in these pages.

With leadership support, Cornerstone’s Sustainability Committee continued to develop and champion environmental initiatives across the organization in 2024.

Cornerstone Initiatives

- Adjusted operating procedures to minimize environmental impacts where possible
- Continued to implement energy-savings measures at Cornerstone offices and encouraged remote employees to do the same
- Established digital production of **Sustainability Matters**, a company-wide employee-led newsletter that fosters and promotes sustainability ideas
- Delivered enhancements to our paperless initiatives, including education of our suppliers and partners
- Furthered mindful business travel process that encourages more sustainable flight patterns to further reduce our carbon footprint
- Implemented a paperless office policy

Mobility Program Initiatives

- Recommended sustainable practices throughout policy counseling to encourage clients to adjust mobility policies to better align with their sustainability goals
- Recommended sustainable resources to relocating employees for their personal efforts
- Increased usage of discard and donate programs in client programs
- Addition of Sustainability and ESG-related questions during the Supplier Partner vetting and onboarding process





Cornerstone[®]

— Celebrating 35 years! —

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