

Corporate Social Responsibility

2026 Update

A vertical blue line is positioned to the left of the first CSR pillar.

Environmental Stewardship

Innovative sustainability and carbon reduction practices.

Inclusive Solutions

Superior mobility solutions through diverse perspectives and our Inclusion Council.

Empowered Communities

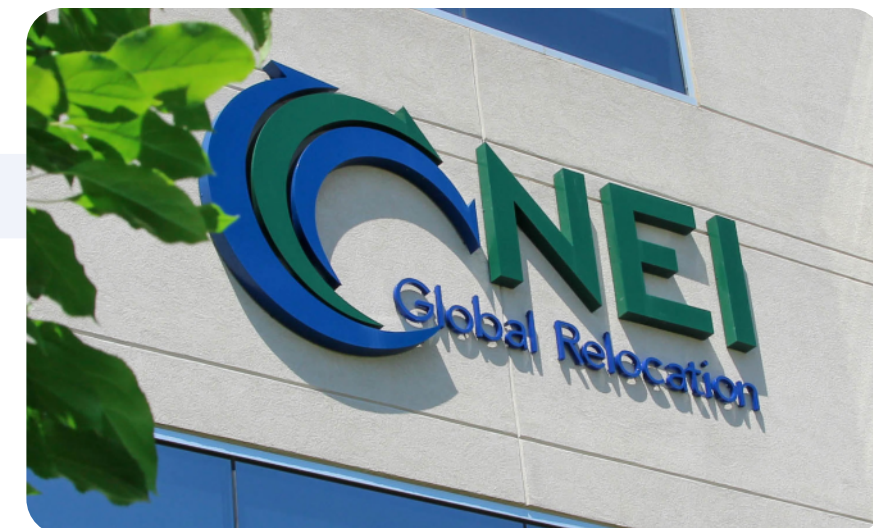
Impactful support programs and outreach efforts.

Unwavering Integrity

Commitment to ethics, compliance, and top security standards.

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A Word From Our Leadership

In 2026, CSR is more than a commitment at NEI Global Relocation. It's truly a mindset.

CSR guides the choices we make, helping us support our communities, care for our environment, and remain mindful of the generations that will follow.

NEI's approach to CSR reinforces the values that shape our organization across the globe. By prioritizing responsible practices and long-term impact, we strengthen relationships, foster accountability, and contribute to progress that extends beyond business outcomes.

To our dedicated teammates, trusted service partners, and valued clients, a huge thanks for being authentic and part of this amazing journey. Your collaboration and shared commitment help turn responsible intentions into meaningful, lasting impact.

Sincerely,

Michelle Moore

Michelle Moore
President | CEO
NEI Relocation

NEI Culture

Our greatest advantage is our people and the culture we've intentionally built together. That foundation shows up in the long-standing relationships with clients, partners and our own teams that NEI has developed.

We're recognized for creating a smooth, reliable experience for employees and program managers alike, while naturally adapting to and reflecting each client's workplace culture.

At the center of our work is a simple focus: supporting our clients and the employees and families navigating relocation.

"Inclusive" remains one of NEI's Core Values. Our team brings diverse experiences, viewpoints, and perspectives to the table, and many of the conversations that arise from that work are personal and meaningful. We're committed to maintaining a workplace where everyone is treated with dignity and where different perspectives are welcomed.

We encourage open dialogue and respectful expression while maintaining organizational neutrality on political and ideological issues.

Our Core Values



Trustworthy

Partner to make the right decision and be accountable, every time.



Intentional

Respond to our customers' needs with cost-effective, timely, and proactive options.



Authentic

Build a legacy of lasting relationships through sincere, honest, and reliable actions.



Innovative

Develop smart, sustainable solutions and deliver a quality customer experience.



Inclusive

Respect diversity, be equitable, and value the contributions of others.

Our Mission

- Provide Service Exceeding Expectations Be Valued
- Partners in Talent Agility
- Deliver Dynamic, World-Class Relocation and Mobility Solutions
- Live Our Values

Our Vision

Infuse our unique culture of service into everything we do to consistently exceed the recruitment, relocation, and retention goals of our clients.

Environmental Responsibilities & Commitment

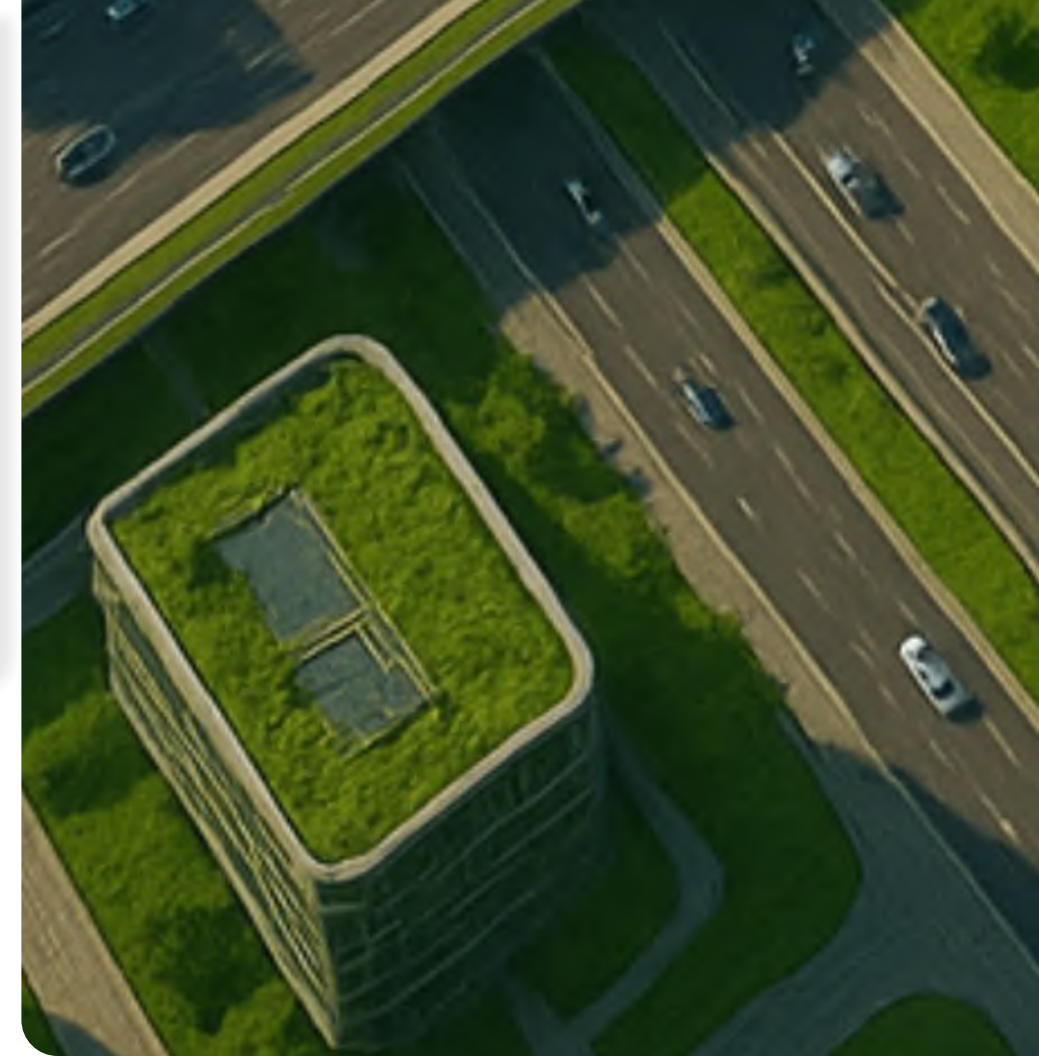
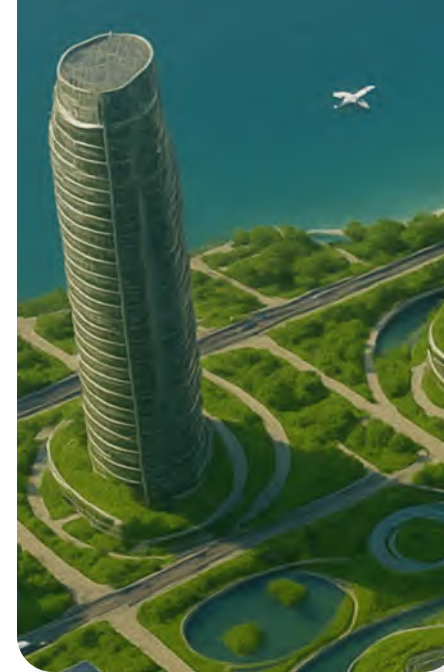
In the fast-changing world of 2026, NEI's approach to sustainability is grounded in realism and responsibility.

We recognize that environmental progress can't come at the expense of fairness, and lasting solutions require acknowledging the different challenges communities face around the world. Our goal is to move the needle in ways that are practical, measurable, and mindful of global realities.

We focus on actions that make logical sense and strategies that reduce environmental impact while still protecting opportunity and access for communities that are often the most affected by change.

Inside NEI each day, sustainability starts with how we operate day to day. We regularly review our processes to find smarter ways to work. This includes cutting unnecessary waste, improving efficiency, expanding recycling and supporting worthy industry causes here it makes a difference and where we can make a clear impact.

Our employees play a direct role in this: they're informed about our industry and environmental initiatives and actively encouraged to contribute ideas, challenge old habits, and help shape new solutions.



Clean Energy/Carbon Reduction Goals

NEI acknowledges the growing global imperative for both communities and corporations to champion sustainable alternatives to fossil fuels—advancing climate resilience and safeguarding a more sustainable future for generations ahead.

Through targeted operational initiatives and strategic partnerships around the globe, we actively track, manage, and reduce our greenhouse gas emissions.

Our approach integrates practical operational solutions with collaborative partner engagement to continuously measure and drive down emissions across our value chain.





Carbon Disclosure Project (CDP) on Climate Change

The CDP aims to make environmental reporting and risk management a business norm, driving disclosure, insight and action towards a sustainable economy.

NEI received the second highest rating (B) on this global corporate environmental transparency survey in 2025.

We maintain sound business processes throughout our operations and engage in activities to promote environmental sustainability as a socially responsible corporate citizen

Discard and Donate Program

To help reduce NEI's carbon footprint on the world, we work with service partners, such as our excellent relationship with Home Sweet Home and its Discard and Donate program, where employees and clients both win by reducing household goods shipping volume prior to moving, donating items to charity and saving valuable resources with this cost neutral options.

The Discard and Donate program is offered in 13 countries today across four continent and directly impacted NEI clients' 2025 sustainability activities last year, including:

- *1,294,628 lbs. of household goods shipment weight was eliminated!*
- *51,785 lbs. of cardboard/paper reduction*
- *431 trees saved*
- *1,293 trees to be planted*
- *20,714 gallons of fuel saved*
- *204.92 metric tons of CO₂e (Carbon Dioxide Equivalent) impacted*
- *Total cost savings of \$931,249*

NEI's Green Team

Green Team members at NEI assume leadership roles to identify solutions that assure NEI's contribution as an eco- friendly corporate neighbor in the communities we live, work and play. Innovative ideas come from employees, giving all at NEI an opportunity to contribute to our sustainability goals.

Remote Employees

NEI's reduces its annual carbon footprint through a significant portion of its workforce operating virtually, minimizing daily commuting-related emissions.

Adopting hybrid work as a standard practice enables us to support how our employees work best while cultivating a culture rooted in flexibility, balance, and sustained productivity.

In 2025, all employees were issued laptops for enhanced business continuity in those unforeseen situations such as inclement weather.



Employee Engagement

Open Door Policy

NEI was built as a company grounded in a clear promise: deliver service that consistently exceeds expectations while creating a culture where people at every level have the authority to make things happen.

Our leaders' doors are always open and clients and employees alike are encouraged to reach out directly, share ideas, raise concerns, and have real conversations.

Health and Wellness

At NEI, we recognize that mental health is just as important as physical health, and we encourage employees to take time off when needed to recharge and reset.

To support overall wellness, we offer monthly gym membership reimbursements and create opportunities to prioritize well-being at work, from chair massages to guided Zoom meditation sessions, helping employees decompress during busy days.

Our breakrooms, quiet spaces, and interactive areas with games and puzzles give team members multiple ways to step back, refocus, and care for their mental health.

NEI cultivates a culture where taking care of yourself is part of doing your best work.

Growth and Development

We consistently meet evolving employee needs by providing meaningful opportunities for growth and development. Many roles include defined career pathways, while others enable employees to transition into new positions aligned with their skills and experience as opportunities arise.

A cornerstone of our success is the retention of top talent—reflected in a workforce where many individuals have built careers spanning more than 20 years.

NEI cultivates a culture where taking care of yourself is part of doing your best work.

Employee Events

We believe work should be productive and enjoyable. NEI makes space for both. Throughout the year, we host a mix of team events—from casual department potlucks to larger company celebrations and holiday gatherings.

One of our favorite traditions is our annual company-wide event, where employees' families are invited to join in. It's an opportunity for the people behind the work to be included in the community that supports our team every day.

Because many of our employees work remotely, we're intentional about designing events that go beyond the office. Whether someone's down the hall or across the country, we look for ways to include everyone so the experience feels shared, not limited by geography.

Diversity, Equity, & Inclusion

Inclusivity at NEI is all about operating with mutual respect towards one another and creating an environment where every opinion can be heard and honestly considered. Fostering such a culture is essential for the good of our employees and especially for the people who rely on our business. In fact, one of our Core Values speaks directly to this: **Inclusive/Respect diversity, be equitable, and value the contributions of others.** Our Brand Ambassador team goes the extra mile to help include new employees our events that build our culture and Core Values.

NEI Inclusion Council

We recognize the value in having diversity of thought in the workplace and our diverse client base benefits when we prioritize an inclusive approach to developing mobility solutions—one that looks for input across a broad spectrum of participants and viewpoints. NEI has its own Inclusion Council for the purpose of vetting and presenting HR with resources on:

- Interpersonal communication skills
- Conflict resolution
- Resiliency (especially social & emotional)
- Respect in the workplace
- Appropriate boundaries
- Teamwork

The Inclusion Council is also very active in organizing employee-led opportunities for growth in unity, cooperation, and respect. Interest-based groups, along with cross-departmental synergy sessions and company-wide teambuilding initiatives, help foster understanding and collaboration among our diverse employees. These activities enable team members to engage with one another, share experiences, and learn from different perspectives, ultimately contributing to a more inclusive and supportive workplace.

NEI and Service Partner Diversity

We strive to select service partners that help reach your diversity goals and provide detailed reporting on client spend. As part of our Diverse Supplier Policy, all suppliers with whom NEI has contracts are encouraged to support diversity. NEI tracks and reports the use of minority or woman- owned suppliers for clients who are committed to using such service partners. All employees also undergo training in selecting diverse suppliers.

- As a women-owned business and diverse supplier, NEI had **Tier 1 diversity spend of \$944,000,000 in FY2026.**
- NEI **Tier 2 total diversity spend** as a percentage of total service partner spend included:
 - 2026: 43.80%
 - 2025: 43.20%
 - 2024: 41.79

NEI is committed to excellence and being a model for why companies should care about supplier diversity. We have sustainable procurement policies and a service partner (Supplier) Code of Conduct in place and we are committed to conducting business with the highest standard of integrity and ethics and with abiding respect for corporate citizenship and sustainability.

NEI expects our service partners and the suppliers to:

NEI holds service partners and those they work with to the same standards we expect of ourselves.

Integrity, ethical conduct, and responsible business practices aren't optional; they're foundational to how we operate and to the relationships we choose to build.

We collaborate with organizations that share our commitment to ethical operations, responsible corporate citizenship, and sustainable business practices.

We expect a mindset of continuous Improvement through smarter operations, more efficient use of resources, or new ideas that move the industry forward.

NEI partners who succeed are those who consistently look for ways to improve: refining business practices, introducing innovative solutions, reducing waste, and increasing energy efficiency wherever possible.

NEI Diversity Awards

NEI is consistently recognized by our clients and our peers:

Diversity Awards from Clients

- Molson Coors Corporate Services Supplier of the Year and Procurement MWBE Supplier of the Year (both awarded twice)
- American Water Support and Services Award, presented at the Inaugural National Supplier Diversity Summit
- The CVS Health Star Award
- The Coca-Cola Company Partners in the Promise Global Supplier Diversity Award
- The Exelon Diverse Supplier Award
- NEI partners who succeed are those who consistently look for ways to improve: refining business practices, introducing innovative solutions, reducing waste, and increasing energy efficiency wherever possible.



Awards from Independent Organizations

- **2025 Better Business Bureau Torch Awards for Ethics Winner.** NEI received the 2025 BBB Torch Award for Ethics, recognized for leading with integrity, earning trust, and strengthening our communities through our everyday decisions. Chosen by an independent panel of past winners and industry professionals, NEI represents what's possible when doing the right thing is the priority. NEI stands as a beacon of integrity in the relocation industry, consistently recognized through independent surveys for our trustworthiness, transparency, and superior performance.
- **2025 Omaha Chamber of Commerce Business Excellence in Culture Award:** Recipients exemplify leadership-driven cultural transformation, emphasizing employee well-being, trust, and a commitment to shared values. They actively cultivate an atmosphere where people feel valued, supported, and inspired to contribute their best work.
- **2025 Gold Stevie Award Winner.** Achievement in Customer Satisfaction for The 2025 American Business Awards®: – Winners were determined by the average scores of more than 250 professionals worldwide in the three-month judging process.
- **WBE of the Year Award** from the Women's Business Development Center of Chicago. The WBE of the Year Award is presented to an established business that is WBENC-certified, has leveraged their certification status to secure public and private sector contracts, produced economic impact and has been a leader in the community.
- **Best Places to Work for the Advancement of Women Award:** NEI has also been recognized as a Best Place to Work for the Advancement of Women by the Institute for Career Advancement Needs. NEI was awarded this honor as an entire organization in recognition of its efforts to provide excellent advancement opportunities for women in the workplace.
- **Stevie Awards for Women** – More than 1,200 organizations and individuals around the world entered and finalists were judged by more than 150 business professionals worldwide. NEI was presented with eight Stevie Awards, including:
 - Company of the Year Award (Gold)
 - Lifetime Achievement Award (Gold)
 - Executive of the Year (Silver)
 - Employee of the Year (Silver)
 - Management Team of the Year (Silver)
 - Mentor / Coach of the Year (Bronze)
 - The Grand Stevie Award

Local Community Outreach & Support

Giving back is deeply rooted in who NEI is. In partnership with our parent company, The NP Dodge Company, we've built a proud tradition of supporting a wide range of charitable organizations— from grassroots local groups to nationally recognized causes.

Move for Hunger

NEI is proud to have a long-standing partnership with Move for Hunger to support local food banks. Families relocating with our partners can donate unopened, non-perishable food. This not only reduce food waste and conserves fuel, but it also aids food banks assisting those in need and fights hunger on a national level.

As part of the household goods move, our partners ensure that these items are brought to local food banks in the U.S. and Canada. Organizing food drives and financial donations to this program are part of these programs for all participants.

In 2024, total pounds donated by NEI's van line household goods partners was an amazing 137,626! If approximately every 1-to-1.2 pounds of food donated equates to one meal, these donations would equate to approximately 377 meals per day, every day for an entire year!

337
meals per day

137,626
Lbs. of food



NEI 2026 Employee Community Involvement Survey

Total Hours Contributed Over the Last Year: NEI employees contributed more than 1,881.5 aggregated volunteer hours over the last year.

Type of contribution toward the organizations employees supported over the past year:

- Volunteered my time: 62%
- Monetary contribution: 65%
- Material contribution: 65%
- Other: 4%

They volunteered through the following organizations over the past year:

- 56% at "other": encompassing 50+ different non-profit or charitable community organizations
- 31% at Goodwill
- 19% at Humane Society 26% at a Food Bank
- 15% at Open Door Mission/Lydia House 26% at Parent School Volunteer/PTO 9% at Salvation Army
- 15% American Red Cross
- 4% United Way
- 7% Scouts
- 9% Habitat for Humanity

Other organizations NEI employees volunteered at in 2025 included:

- ALS in the Heartland
- Make A Wish Foundation
- Keep Omaha Beautiful
- Victory Veterans Housing
- Equipping Leaders International
- Women's Guild
- Omaha Pride Clinic
- Helen Hocker Theatre
- Friends of Johnson County Library
- Dream City Church Omaha
- Susan B. Komen / Project Pink
- Washington County Community Thanksgiving Dinner
- Enterprise For Youth
- Maggie's Place
- Friends of the Library
- Sarpy County CASA Organization
- Nebraska Wildlife Rehab
- River City Mixed Chorus
- Dogs Forever, Cedar Rapids, IA
- Noah's Ark Animal Foundation, IA
- Dundee Church
- Church Organizations - Lector and CCW
- Church, Parent Volunteer - Youth Sports
- National Council for Mental Wellbeing
- Calvary Christian Church
- Bags of Fun Omaha
- Abide Omaha
- Grandparent School Volunteer
- Blue Bucket Trash Pick Up Club
- Children's sports fundraising
- Memorial Day Flags - Local Cemeteries
- Omaha Disc Golf Association

Many of our employee volunteers, lead in organizing an event over the past year!

A small sampling of such events included, but were not limited to organizing the following 2025 events:

- Keep Omaha Beautiful and other trash cleanup events
- Event for The Women's Shelter of Greater Wisconsin
- Holiday donations event to raise funds for families in need
- Food drive through CCW Organization to donate to Open Arms and St. Vincent de Paul organizations resulting in 250 cans/food items for those in need
- Washington County Community Thanksgiving dinner- served over 700 meals including delivery to those in need and alone for the holiday or who simply could not prepare for themselves
- High School Golf Tourney Fundraiser - collected more money than years prior and provided a great event!
- Recruitment and coordination of organizations to host a help event for the Salvation Army
- The Bay Area Truck Pull event
- And many more!

Why is community involvement important to you?

Take a peek at just a very small sample of reasons why NEI employees participate in their select volunteer effort included include, but are not limited to, the following:

"The little things matter... Community involvement opens our eyes and offers a way to help and give back."

"It brings people together for a good cause."

"Knowing that we each can play even a small part in making a big difference in someone's life makes me want to do even more."

"I have been so blessed and believe that community involvement is a good way to show gratitude for the many blessings I have received."

"Volunteering creates strong communities, increased trust, and more meaningful opportunities for people to succeed together."

"It's part of being a good citizen and it helps your physical and emotional wellbeing, as well as that of others."

"The only way to make the world around you a better place is to put yourself into it and make a difference in others' lives."

"Giving back to my community is personally fulfilling."

"Community involvement means providing others with resources and compassion."

"It shows my kids that it is important to be involved and help the community."

"Doing good things is the only way to get this crazy world to change."

"Many worthwhile organizations could not do what they do for our community without the support of the rest of us."

"I want to share my time, talent, and treasure with others who need support."

"Volunteering is fulfilling because you get to meet the people of your community, build bridges, and bring joy to yourself and others."

"It helps me feel like I can make a difference and role model kindness and caring for my kids."

"So many people need help... The little things matter... many are struggling in ways that we do not know about... Community involvement opens our eyes and offers a way to help/give back... many of the recipients of help/kindness will never forget."

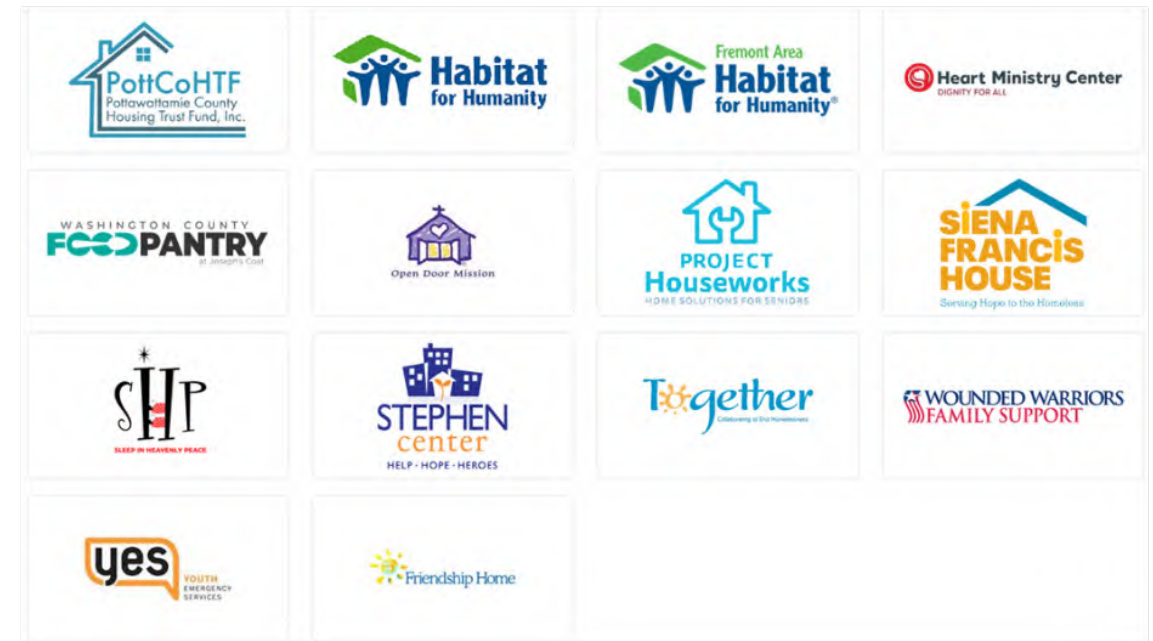
Dodge Cares, Inc.

As a member of the NP Dodge family of companies, NEI Global Relocation is proud to support the work of Dodge Cares, Inc, a 501(c)(3) exempt charitable organization started by NP Dodge sales associates in 2002.

Dodge Cares guiding principle is that continuous support of the community stems from the belief in people and nonprofit agencies that work to make Omaha and the surrounding areas an even better place to live, work and raise a family.

Contributions through Dodge Cares provide food, shelter and comfort to the homeless, displaced and abused individuals in eastern Nebraska and western Iowa.

Organizations supported include:





Ethics & Compliance

We believe the essence of partnering is a foundation of unwavering ethics and trust: trust in the product, trust in the service, trust in the company and trust in the individual.

- NEI undergoes annual SOC 1 Type 2 and SOC 2 Type 2 audits by an independent service auditor. **NEI is pleased to announce that our SOC 1 and SOC 2 audits achieved ZERO findings for the fifth year in a row!**
- Internal and external audits are performed to ensure required technology and controls are in place and consistent adherence to processes and procedures to protect confidentiality and security of client and employee information.
- Employees can report concerns to any member of senior management at any time.
- We are excited to also be pursuing ISO 27001 certification in 2026.

We also mandate the highest standard of ethics, integrity, and responsibility in our operations:

- We have a detailed Code of Conduct we communicate to service partners in detail.
- In contracts with service partners, NEI requires service partner to remain fully informed of and comply with all applicable laws regarding the services it is to provide including, but not limited to, national, state, regional, and local laws, rules, regulations, codes, etc. This includes privacy laws as well as corrupt practices, anti-bribery and anti-fraud laws.
- Service partners are prohibited from the payment of bribes or engaging in corrupt practices to advance any interests associated with NEI.

Strict Security & Privacy Controls

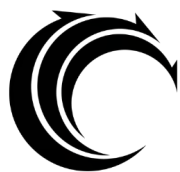
- Our comprehensive Information Security and Data Privacy program establishes the standards and controls required for all Information Technology systems for protecting the confidentiality, integrity, and availability of client and teammate information.
- NEI follows industry best practices to implement and support critical security and privacy controls, adapting quickly to emerging threats and standards. The company also prioritizes frequent cybersecurity training that goes well beyond standard compliance requirements.
- Additional policies exist to ensure a comprehensive Information Security program, including Business Continuity and Disaster Recovery, Risk Management, Change Control, and Programming Standards.

In many ways, our work in Corporate Social Responsibility (CSR) is still evolving, but the ongoing journey has already challenged us, strengthened our perspective, and reinforced why this work matters.

For NEI, CSR isn't a box to check or a statement to publish. It's a long-term commitment to operating responsibly, supporting the communities around us, and making decisions that hold up over time.

Looking ahead, we plan to keep pushing forward by **testing better ideas, working collaboratively, and staying transparent about where we can improve.**

NEI will continue to approach this work with intention and honesty so we can help create a future where opportunity is broader, communities are stronger, and responsible business is simply the standard.



NEI[®] Global
Relocation

USA | SWITZERLAND | SINGAPORE

NEI is a certified Women's Business Enterprise headquartered in the U.S. with in-region offices and teams in Switzerland and Singapore. As a full service, global relocation and assignment management company who partners with clients across the globe to provide consultative guidance and solutions. NEI has over 200 clients including many Fortune 500 and Fortune 1000 corporations and we support client Tier 1 and Tier 2 supplier diversity goals each year. For more information and other articles, see www.neirelo.com.

The above article is provided for informational purposes only. Please consult your tax, legal, or accounting advisors before making any decisions or transactions.

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