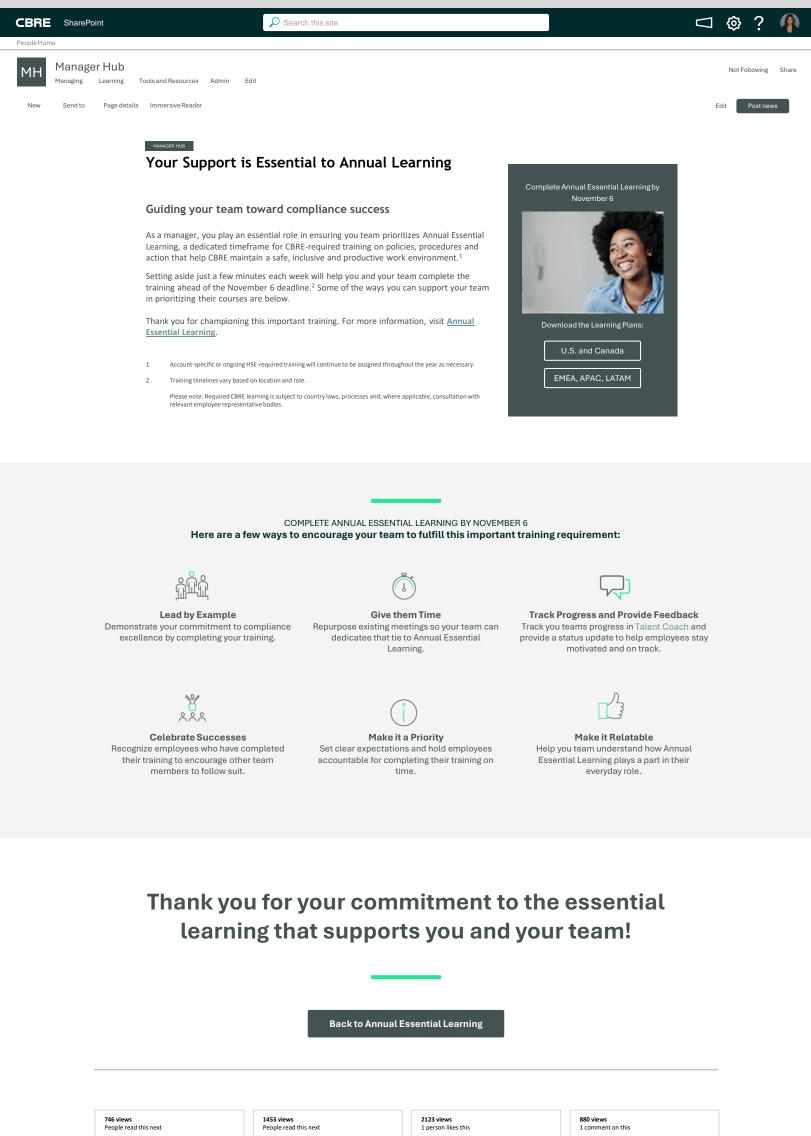


Q. Who does this impact?

All employees are impacted by CBRE's Annual Essential Learning. Courses cover a range of topics, including code of conduct, data
protection, workplace safety, cyber security and more. These trainings enable CBRE to uphold our commitment to maintaining a
safe and inclusive workplace without compromising our <u>RISE values</u>.

Q. What does this mean for me?

A. Annual Essential Learning is a dedicated timeframe each year for CBRE-required compliance training.



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