

Global Diversity, Equity and Inclusion Statement

Making diversity, equity and inclusion one of our strategic areas of focus is not only the right thing to do, but also one of the ways we will continue to lead our industry into the future.

Simply put, diversity, equity and inclusion make us better. They strengthen our business by enriching our culture, helping us deepen relationships among our people and accelerating success for our clients.

Championing diversity, equity and inclusion is not a commitment we take lightly. We pride ourselves in attracting, developing and retaining top, diverse talent from around the world. As part of that, we are on a progressive journey to foster an environment in which everyone at Colliers, regardless of background, gender, ethnicity, age, religion, sexual orientation or experiences feels respected and comfortable bringing their authentic selves to do their best work.

To ensure that our people in every country, at every level, every day can come into the workplace and feel like they truly belong, we hold a collective commitment to the following:

- 1. Establishing processes to continually assess and track our diversity, equity and inclusion progress.** We will continue to implement qualitative measurements designed to capture our people's experiences, as well as quantitative measurements to anchor those results and monitor progress.
- 2. Understanding and confronting unconscious biases.** We are expanding our unconscious bias education to help our people recognize and minimize their learned biases. As leaders and role models at Colliers, we are holding ourselves accountable to understanding our biases, and interrupting when we see others engaging in biased behaviour.
- 3. Creating a trusting environment where meaningful, complex and sometimes difficult conversations can take place.** We will continue to create and maintain environments where our people feel comfortable reaching out to their colleagues and encourage our people to move outside of their comfort zones to learn about the experiences and perspectives of others.
- 4. Establishing relationships with external organizations to help us learn best practices.** We are learning and gaining insights from others to extend our horizons and strengthen our programs.

Through these commitments, we aim to bring increased focus and accountability to our diversity, equity and inclusion progress and bring the best of our global organization together.



Jay Hennick
Global Chairman & CEO



Christian Mayer
Chief Financial Officer
Global



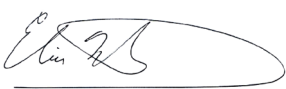
Chris McLernon
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Chief Brand + People Officer
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Vice President, Legal Counsel &
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President and Chief Executive
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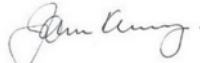
Gil Borok
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