



For Immediate Release

CUSHMAN & WAKEFIELD APPOINTS JESSICA FRANCISCO AS ITS FIRST CHIEF SUSTAINABILITY OFFICER; RE-ALIGNS APAC SUSTAINABILITY BUSINESS TO REFLECT GROWING DEMAND

SINGAPORE, April 11, 2024 – Cushman & Wakefield (NYSE: CWK), a leading global real estate services firm, is pleased to announce the appointment of **Jessica Francisco** as the company’s first chief sustainability officer (CSO). In this new role, Francisco will report to the company’s chief investment & strategy officer.

“This new CSO role reflects the firm’s commitment to advancing sustainability not only for our own operations but also through the strategic advice and services we provide our clients,” said **Cushman & Wakefield’s Chief Investment & Strategy Officer Nathaniel Robinson**. “We believe sustainability is a business imperative for the commercial real estate industry. The appointment is a significant step in our ongoing journey toward a more sustainable and resilient future for all.”

Francisco joined Cushman & Wakefield in 2022 as the global head of sustainability for the firm’s occupier services business. As CSO, Francisco will develop and implement comprehensive firmwide sustainability strategies and goals, embed best practices across all business units, integrate sustainability into the company’s core services, and establish metrics to measure progress and ensure impactful results in collaboration with business partners across the firm.

“As a leading global commercial real estate firm, Cushman & Wakefield has a responsibility to help create a more sustainable future for our firm and our clients,” said Francisco. “Our clients depend on us to help them achieve their ambitious environmental, social and governance goals that will positively impact future generations.”

Francisco is a proven leader with more than 20 years of experience in sustainability. Prior to joining Cushman & Wakefield, Francisco was head of sustainability at Arcadis U.S., where she led their regional sustainability program and environmental, health, safety, and sustainability advisory practice. Her experience also includes leading the renewable energy and climate consulting team at 3Degrees and multidisciplinary teams in the design and execution of clean energy programs at Pacific Gas & Electric. She has successfully designed and implemented sustainability strategies for global organizations and led business strategy, program and portfolio management, and operations improvement in both consulting and corporate roles.



Asia Pacific sustainability business re-aligned

The firm also recently announced changes to the structure of its Asia Pacific sustainability services business. The business is now focused around three regionally-led streams, with three new leadership roles established.

Alton Wong has been appointed **Head of Sustainability Advisory, Asia Pacific**. Wong is based in Hong Kong and retains oversight for the Greater China Sustainability Services business in addition to driving the regional Sustainability Advisory business. Sustainability Advisory focuses on the creation of sustainability strategies for clients, including target setting and roadmaps, reporting and disclosure services (including GRESB, IFRS, TCFD etc.), as well as climate risk analysis, mitigation, and action planning.

Ho Chee Kit has been appointed **Director, Net Zero Carbon Assets, Asia Pacific**. Ho is based in Singapore's C&W Services business and is responsible for delivering engineering and technical services related to net zero carbon assets. As a business stream, Net Zero Carbon Assets will provide for clients net zero carbon asset strategies and roadmaps, as well as capital upgrade plans.

Gehan Palipana has been appointed **Head of Sustainability Program Management, Asia Pacific**. Palipana is based in Brisbane, Australia and will retain oversight of the Australia and New Zealand Sustainability Services business in addition to his regional Sustainability Program Management role. Sustainability Program Management focuses on integrating sustainability across the firm's Integrated Facilities Management (IFM) and Asset Services divisions. This covers data and reporting services, embedded resources to program manage initiatives and specialist advice such as SBTi delivery management.

These three newly-created roles report to **Matt Clifford, Head of Sustainability, Asia Pacific**. Clifford said of the appointments:

"Our Asia Pacific Sustainability business has grown rapidly over the past few years. Being able to scale the business is key to providing our clients with a streamlined, consistent and innovative service offering. This re-alignment of our services reflects the largest areas of demand we see from occupier and investor clients and provides meaningful career opportunities for Alton, Chee Kit and Gehan and their teams."

Cushman & Wakefield advises on and delivers value-add sustainability consulting services across a range of disciplines including:

- *Bespoke real estate sustainability strategies*
- *ESG compliance programs*
- *Carbon accounting*



- *Climate risk scenario analysis, scores and assessments*
- *Energy, water and waste audits and efficiency plans*
- *Building benchmarking and score optimization*
- *ESG reporting and disclosures*
- *Net zero audits, strategies and roadmaps.*

About Cushman & Wakefield

Cushman & Wakefield (NYSE: CWK) is a leading global commercial real estate services firm for property owners and occupiers with approximately 52,000 employees in nearly 400 offices and 60 countries. In 2023, the firm reported revenue of \$9.5 billion across its core services of property, facilities and project management, leasing, capital markets, and valuation and other services. It also receives numerous industry and business accolades for its award-winning culture and commitment to Diversity, Equity and Inclusion (DEI), sustainability and more. For additional information, visit www.cushmanwakefield.com.

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