

SpencerStuart

Environmental Sustainability Statement

Spencer Stuart is committed to be an employer and advisor that embraces sustainability by advancing measurable progress within our Firm and helping our clients achieve their sustainability ambitions. Embracing sustainability requires us to reduce our own impact on the environment. Our footprint primarily consists of greenhouse gas (GHG) emissions from our purchased goods and services and the business travel we undertake. We are dedicated to understanding and reducing the environmental impact from these sources and all other emissions sources.

The following commitments apply to all of our global employees and vendors where applicable and will be reviewed at least annually by Spencer Stuart's core sustainability and global leadership team.

Spencer Stuart's environmental commitments are to:

- Measure scope 1, 2 and all scope 3 GHG emissions on an annual basis in line with the GHG Protocol.
- Beginning in 2023, we are supporting climate projects to compensate for our carbon footprint.
- Set near-term emission reduction targets for scope 1, 2 and 3 emissions in line with science.
- Purchase Energy Attribute Certificates (EAC) to reduce Scope 2 emissions.
- Encourage our clients to evaluate the necessity of business travel and to consider selecting more sustainable travel options when conducting business.
- Minimize waste produced from operations at our offices around the world wherever possible by pursuing a hierarchy of avoid, reduce, reuse and recycle.
- Foster "Green Office" spirit across all offices and continuously educate our employees on environmental topics.
- Continue to meet all applicable regulatory requirements.
- Remain committed to the Firm's focus on the sustainability and mindfulness of our environmental impact across sourcing, infrastructure, and business operations.
- Report sustainability progress to our Board of Directors and broader partnership on a routine basis.

To achieve our environmental commitments, Spencer Stuart has implemented a number of key steps such as:

- Appointing a member of the Firm's global leadership team to oversee sustainability.
- Establishing a sustainability team dedicated to driving meaningful progress in support of the Firm's environmental commitments.
- Collaborating with external advisors to measure GHG emissions on an annual basis, develop and implement a carbon offset plan and set reduction targets.
- Working with our global procurement team to ensure we make informed decisions around purchases, real estate and travel.
- Establishing key principles and guidelines within the Firm's travel policy to minimize the environmental impact of business travel.
- Disclose progress to third-party environmental ratings agencies (e.g., EcoVadis) and identify ways to improve.
- Endeavoring to occupy buildings with sustainable certifications (e.g., LEED, BREEAM, Fitwel, Energy Star).
- Enhancing sustainability-related education to continue promoting employees' in-house learning and development on environmental topics.
- Limiting printing unless it is necessary and encouraging the reading and reviewing of documents on computers including an industry-leading secure client delivery portal. Offices are affixed with as few printers as possible to achieve this goal.
- Equipping offices with separate bins for sorting waste (e.g., recycle, garbage, compost) in accordance with the local municipality's waste management hierarchy.
- Providing at least one dedicated water filtration system in offices to reduce the use of plastic bottles and other non-recyclable materials.
- Installing energy-efficient lighting as often as possible to minimize energy and utility consumption.
- Disposing of E-Waste (e.g., computers, printers, batteries, phones) through recycling or donation programs instead of direct landfill disposal.



Heath Brewer
Global General Counsel



Vivian Chin
Sustainability Manager