

# Environmental Policy

2025

**EgonZehnder**

# Our commitment to environmental sustainability

Egon Zehnder, operating from 67 offices and three Knowledge Centers in 36 countries, is committed to minimising the impact our firm has on the environment, and we seek to continually strengthen our environmental approach and practices. More specifically, we are committed to identifying, measuring, and reducing the environmental footprint of our business. In addition, we address the environmental impact of our global operations.

Egon Zehnder is committed to the protection of the environment and preventing pollution. We take action to manage and reduce our global greenhouse gas emissions and our waste footprint. We expect colleagues to take into consideration the environmental impact when making choices about how they work. This includes reducing emissions from travel and operations where possible, as well as minimising waste and increasing recycling.

We are committed to continual improvement of our environmental management system to enhance our environmental performance and conforming with our compliance obligations. Egon Zehnder will regularly review their activities and operations in order to identify and evaluate environmental aspects and impacts and subsequently undertake actions to address them.

To achieve this, Egon Zehnder has conducted a materiality assessment based on our Firm's global operations and the specific risks associated with our industry. In line with the SASB environmental standards and other voluntary disclosure frameworks, and taking into consideration client demands, we have identified topics which we have prioritised as being most relevant for our firm and which we influence directly.

1. Energy Management including energy efficiency, reducing energy consumption, and adopting renewable energy sources
2. Water consumption and management
3. Waste and hazardous materials management, including reducing waste, responsible chemical and e-waste management, and reducing paper usage
4. Travel/transportation, including promoting sustainable transportation and reducing our business travel footprint
5. Sustainable consumption
6. Sustainable procurement and purchasing
7. Promoting sustainable behaviours, including educating employees and supporting environmental causes

## Our Commitments:

- In 2024, Egon Zehnder committed to SBTi. We are engaging with a third-party agency to develop our targets and submit them for validation within the requisite 24-month time period. Our SBTi commitment is searchable at [Companies taking action - Science Based Targets Initiative](#)
- We report against the SASB Standards based on the material risks identified for the Professional & Commercial Services industry
- Other voluntary corporate reporting standards with specific attention to the climate and the environment (including CDP, EcoVadis, GRI and B Corp assessment questionnaire) are part of our annual reporting cycle
- In our measurement and tracking we implement universally recognised frameworks such as the Greenhouse Gas Protocol, and we are moving towards setting emissions reduction targets aligned with science-based targets
- We regularly communicate our environmental aims and objectives and our progress towards our goals to our stakeholders; in 2024, Egon Zehnder published an inaugural public Impact Report in which key environmental data was disclosed

Our Environmental Policy is available to all our clients and interested parties and accessible on our website. Our employees are made aware of our commitment to the contents of this policy.

This policy will be reviewed annually by our Executive Committee to ensure that we are meeting our commitment, fulfilling our clients' expectations, and enhancing our environmental performance towards a more sustainable future.