

Environmental Policy

2026

EgonZehnder

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1. Purpose

The purpose of this Environmental Policy is to set out Egon Zehnder's commitment to environmental sustainability and to managing and reducing the environmental impacts of our global operations.

Egon Zehnder, operating from more than 70 offices and three Knowledge Centers in more than 35 countries, is the world's preeminent leadership advisory firm, inspiring leaders to navigate complex questions with human answers. Given our global operations, we understand the impact and the environmental footprint our activities have on the environment, and we are committed to minimising this impact. This policy establishes our commitment to setting measurable objectives and targets that drive continuous improvement in environmental performance and ensure compliance with applicable regulations.

2. Scope

This policy applies to Egon Zehnder and all its legal entities worldwide. It covers all company offices and facilities, as well as all consultants, employees, contractors, and business partners acting on behalf of the Firm.

This policy also informs our engagement with suppliers and other external partners, reflecting our expectations that environmental responsibility extends across our value chain.

3. Our Environmental Focus Areas

In 2024, Egon Zehnder conducted a materiality assessment of the 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, Egon Zehnder has identified the following priority environmental focus areas where we have the most direct influence:

1. **Energy Management** including improving energy efficiency, reducing energy consumption, and transitioning to 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 and transportation**, including promoting sustainable transportation choices and reducing our business travel footprint
5. **Sustainable consumption**
6. **Sustainable procurement and purchasing**
7. **Promoting sustainable behaviours**, including employee education and support for environmental causes

4. Commitments and Operating Practices

Egon Zehnder is committed to the following actions across its global operations:

- Regularly reviewing our activities and operations to identify and assess environmental aspects and impacts
- Complying with environmental regulations and mandatory standards
- Protecting the environment and preventing pollution
- Managing and reducing our global greenhouse gas emissions and our waste footprint
- Addressing the environmental impact of our global operations
- Promoting lower-carbon transport alternatives (e.g., rail over air) for essential travel
- Optimizing office space utilization for new office leases to reduce energy intensity
- Eliminating single-use plastics across all offices
- Reducing our water consumption
- Engaging with suppliers to encourage their own decarbonization journey
- Continuously improving our environmental management system to enhance our environmental performance and ensure compliance

5. Targets and Performance Management

Our commitments are supported by clear, time-bound targets, including:

- Reducing absolute Scope 1 & 2 emissions (combined) by 71.42% by 2034 vs. 2023 baseline (as validated by SBTi)
- Reducing absolute Scope 3 emissions from purchased goods and services and business travel (combined) by 35% by 2034 vs. 2023 baseline
- Maintaining 100% renewable electricity for all existing and new office locations in line with RE100 guidelines
- Implementing recycling activities at 100% of our offices by 2030

6. Reporting and Communication

We regularly communicate our environmental commitments, targets as well as our progress to our stakeholders via our annual Impact Report.

In addition, we participate in relevant voluntary corporate reporting and assessment frameworks with a specific focus on climate and environmental performance, including CDP, EcoVadis, GRI and the B Corp assessment questionnaire, as part of our annual reporting cycle.

7. Governance and Responsibilities

The Executive Committee (under the accountability of the CFO) oversees the Firm's environmental performance and the allocation of resources required to support implementation.

The Global Head of Sustainability together with her Impact Team is responsible for overseeing policy implementation, data collection and reporting, and for providing guidance to our offices to support and monitor the effective implementation of environmental measures.

Employees are made aware of this policy and of the Firm's environmental commitments and are encouraged to contribute to reducing environmental impacts through their day-to-day activities.

8. Review and Continuous Improvement

This policy is reviewed and updated annually to ensure that Egon Zehnder continues to meet its commitments, responds to evolving regulatory and stakeholder expectations, and improves its environmental performance towards a more sustainable future.

Our Environmental Policy is publicly available on our website and accessible to clients and other interested parties.