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Environment Sustainability Policy

VERSION 1.1

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For HR Internal Use Only

Revision History

Version No.	Date	Author	Change Description	Approved By
1.0	June 8,2020	HR	Initial Release	CHRO
1.1	May 04, 2023	HR	Annual Review	CHRO

Environmental Sustainability Policy

Acuity Knowledge Partners is aware of environment conservation and shall work towards improving its activities that could be impeding environmental sustainability. We will encourage our employees to conserve resources at the workplace and in communities where we operate. In addition, we will monitor and regulate our resource consumption by integrating green practices into our operating system.

We seek to pave the path to a sustainable tomorrow

The conservation of natural resources and waste reduction will be core elements of our operation and management system.

Furthermore, we will:

- λ Encourage stewardship among managers on matters concerning environment preservation and sustainability at work
 - λ Raise environmental awareness among employees and encourage their participation in promoting sustainability
 - λ Introduce energy-efficient practices and equipment in all business facilities
 - λ Promote water conservation techniques and measures in office premises
 - λ Encourage waste reduction, reuse and recycling through strategic planning to achieve 'zero waste to landfill'
 - λ Incorporate the use of environment-friendly products and services as much as we can
 - λ Reduce inter-office commutes and travels and encourage alternatives for minimising carbon footprint
 - λ Pursue a leadership role in achieving green certification for our office buildings to help reduce the overall footprint
 - λ Conduct employee-driven activities for promoting community cleanliness and sanitation
 - λ Promote tree plantation for soil conservation and countering the harmful effects of the sun, wind, dust, noise and other pollutants
 - λ Improve environmental management systems and their performance and periodically review the progress
 - λ Adhere to and comply with all national environmental regulations, legislation and voluntary regulations
- Acuity Knowledge Partners would sign up for

Each Acuity employee and contractor must follow this policy and report any environmental sustainability concerns to Acuity Knowledge Partners' management.

The policy will be reviewed and updated periodically for ensuring its relevance.

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Acuity Knowledge Partners (Acuity) is a leading provider of bespoke research, analytics and technology solutions to the financial services sector, including asset managers, corporate and investment banks, private equity and venture capital firms, hedge funds and consulting firms. Its global network of over 6,000 analysts and industry experts, combined with proprietary technology, supports more than 500 financial institutions and consulting companies to operate more efficiently and unlock their human capital, driving revenue higher and transforming operations.

Acuity is headquartered in London and operates from 10 locations worldwide. Acuity was established as a separate business from Moody's Corporation in 2019, following its acquisition by Equistone Partners Europe (Equistone). In January 2023, funds advised by global private equity firm Permira acquired a majority stake in the business from Equistone, which remains invested as a minority shareholder.

For more information, visit www.acuitykp.com