

## Environmental Policy Altman Solon

At Altman Solon, we are dedicated to the environment and recognize our responsibility to safeguard the planet. Our objective is to continually evaluate our business operations to minimize our negative impact on the well-being of nature and society. We aim to achieve this by avoiding unnecessary CO<sub>2</sub> emissions, conserving energy and water, reducing waste whenever possible, and fostering environmentally friendly behaviour among our employees. We are fully committed to meeting and surpassing all applicable environmental laws and regulations.

Beyond carbon, we recognize that our activities can affect wider environmental systems. We therefore consider climate-related risks to our business.

### Commitment

- 1. Identification and Measurement:** By employing a standardized method developed by an independent third party to collect data from all relevant areas for calculating our carbon footprint, we will gain a comprehensive understanding of our company's current performance. Standardization will enable us to compare data with previous years, measure changes, and identify influential factors. We will regularly collect feedback from key stakeholders to further monitor and improve the measures taken to reduce Altman Solon's carbon footprint.
- 2. Impact Reduction:** A designated internal sustainability committee will evaluate opportunities for improvement identified through data and feedback and determine appropriate measures. These measures may include recycling and reusing practices within our offices, travel management strategies, procuring energy from renewable sources, and implementing effective waste management techniques, among others.
- 3. Compliance:** We are fully committed to maintaining full compliance with all applicable environmental laws and regulations.

We commit to the following carbon targets:

By 2030, net zero of Scope 1 & 2 emissions and 60% reduction of Scope 3 emissions on a per employee basis (relative to 2019 baseline).

By 2040, net zero of all emissions.

*For clarity, Scope 1 covers direct emissions from sources we own or control; Scope 2 covers indirect emissions from the energy we purchase; and Scope 3 covers all other indirect emissions across our value chain, such as business travel, procurement, and employee commuting.*

## Actions

### Process and Reporting

- We have implemented a standardized and robust data collection process to measure our carbon footprint and established a designated internal sustainability committee to analyze our current status on a regular basis. Data is collected using a methodology developed by an independent third party to ensure its accuracy and credibility.

### Business Travel

- We will consistently encourage the use of technology and exploration of new technology options to facilitate collaboration across Altman Solon offices while reducing, if and where possible and effective, the need for extensive travel between our offices and client sites. We will regularly assess our travel policy to limit our carbon footprint by encouraging the use of lower carbon emitting modes of transportation when practical.
- We will support eco-friendly transportation options. For example, where rail is a practical alternative, we encourage employees to travel by train rather than by air or car, and we have incentives in place to make this the default choice.

### Operations

- We strive to power our operations with 100% renewable energy sources where within our control.
- We will consider the environmental impact when procuring goods and services, including energy star certified equipment, certification of third-party providers, evaluating plastic usage and the potential for reuse and recycling.
- We will collaborate with suppliers, landlords, and various stakeholders to integrate environmental considerations at every stage of the building life cycle. This includes aspects such as property selection, leasing strategy, design, and ongoing space management.
- We aim to reduce waste and plastic usage across offices by offering sustainable beverage solutions and implementing recycling measures for everyday items and technical equipment and its components.
- In addition to complying with waste separation rules set by cities, we strive to exceed such rules by providing separation options within our offices and collaborating with private companies to increase the effectiveness of waste separation.
- We will encourage the sharing of best practices with respect to operations among our offices.

## People

- We strive to raise awareness and foster engagement among our employees regarding sustainability and business-related emissions.

## Additional Information

| Items                      | Status                   |
|----------------------------|--------------------------|
| <b>Document Owner</b>      | Sustainability Committee |
| <b>Date of last review</b> | June 2026                |
| <b>Review cadence</b>      | Reviewed annually        |

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*Signature*



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