

Environmental, Social & Governance (ESG)

At PEI Group, our goal is to inform and connect investment professionals across global, specialised markets while upholding our commitment to sustainability and responsible business practices.

Our ESG Mission

ESG is a corporate priority for PEI, as demonstrated both through the products and services that we provide to our clients, as well as our ongoing commitment to using ESG principles as a growth driver for the business.

Our approach to ESG mirrors the behaviours that we value as a business: entrepreneurship; high performance attitudes; intellectual curiosity; empowering people in a supportive work environment and an enjoyment of what we do: <https://www.pei.group/people/>

PEI uses data, analytics, and reporting to understand long-term ESG trends, to identify potential issues and to generate commercial investment opportunities. We also work with suppliers to make sustainability a key purchasing criterion across all our operations.

Through its products and services, PEI has long been at the forefront of the development and promotion of ESG best practice. We have a proud pedigree of being a sustainability-fostering provider of high-quality content through our publishing and event portfolios, which educate and convene relevant parties from across the globe who are interested in ESG, responsible investment and sustainability.

PEI has been a signatory to the UN Global Compact since 2022.

Internally, the business has a dedicated and active ESG Committee, represented at board level, and regularly conducts employee engagement and Equality Diversity & Inclusion (EDI) surveys among our staff.

The company recognises that, at this stage of our development and maturity, the requirement for a relevant, holistic, and actionable ESG strategy is of critical importance. The development and implementation of this strategy will allow the business to provide information, accountability, and transparency to all relevant stakeholders around our ESG goals and, crucially, measure our progress against those goals.

PEI will appoint a dedicated internal ESG lead to own, implement and oversee delivery of all aspects of PEI's ESG strategy, as detailed below.

ESG Strategy:

PEI's ESG strategy is aligned with our values and plays a pivotal role in shaping the decisions we make today for a better tomorrow. By integrating sustainability into our operations, we drive positive change and create long-term value for our stakeholders, society, and the environment.

The strategy embeds sustainability across all our workstreams and activities, and positions ESG as a key growth driver for the business.

Our ESG strategy is built on three key pillars: **Employee experience, Efficient operations, and Responsible progress.**

These pillars provide us with the ability to demonstrably impact our sustainability goals both internally (providing the best possible working environment for our people; managing our direct and indirect GHG emissions through reduction plans and supplier engagement) and externally, through the expert content and global networking opportunities that we provide to our customers.

1. Employee experience: Empower our people

We foster a diverse and inclusive workplace where every employee feels empowered to contribute their own perspectives and skills. Our commitment to equality, diversity, and inclusion (EDI) is reflected in our efforts to recruit, retain, and develop talent. By creating a supportive environment, we ensure that our employees can thrive and deliver exceptional value to our customers and communities.

Under this pillar, PEI will:

- * Bring together diverse perspectives and experiences from our employees and communities, enabling our employees to generate ideas, problem-solve and create unique and accessible products.
- * Continue to ensure that EDI principles are at the forefront of PEI's recruitment, retention, and staff development activities, including regular management training.
- * Publish an annual Gender Pay Gap Report.
- * Create and maintain Employee Resource Group(s) dedicated to principles of EDI.
- * Run an annual employee engagement survey, review findings, and implement appropriate change(s).
- * Develop Progression Pathways plan to enhance career development opportunities for all employees at PEI.

2. Efficient operations: Engage our supply chain to benefit our climate

We uphold the highest standards of energy efficiency and sustainability across our operations. By actively managing greenhouse gas emissions and enhancing our procurement and supply

chain practices, we will reduce our carbon footprint and contribute towards a better tomorrow.

Under this pillar, PEI will:

- * Uphold ourselves to the highest energy efficiency measures and seek to use sustainable procurement practices at PEI and throughout our supply chain to reduce our climate impact.
- * Set science-aligned reduction targets for company greenhouse gas emissions: near-term (2030) and Net Zero (by 2040) and adopt a high-level reduction roadmap.
- * Submit ESOS (Energy Savings Opportunity Scheme) Phase 3 Action Plan and review/update annually, as appropriate.
- * Review/obtain appropriate and relevant ESG-related certifications for the business (e.g. Land Trust certification; ISLA membership etc).
- * Implement a sustainable procurement policy for the business.
- * Implement a sustainable travel plan for the business.

3. Responsible progress: Safeguard our products and processes

We understand emerging trends in our customers' markets and maintain the highest standards of data privacy and cyber security, while adopting responsible usage of AI and technology. Our governance practices and business ethics ensure that we provide high-quality, trustworthy products that meet the evolving needs of our clients. By continuously safeguarding our offerings, we build trust and maintain our reputation as a leader in the business intelligence industry.

Under this pillar, PEI will:

- * Abide by robust governance and rigorous data privacy and cyber security processes to ensure the maintenance and development of high quality, secure products.
- * Develop guidelines and training to support the responsible usage of AI across the business.
- * Conduct cyber security and data privacy training for all PEI employees to improve cyber security awareness.
- * Conduct regular cyber security assessments and cyber security diligence reviews.

PEI's Environmental, Social & Governance policy is fully supported by PEI's ESG Committee and senior management.

- November 2024