



PEI Group Sustainability Policy

PEI Group's Sustainability Policy is based on the Group's sustainability strategy, which was developed through a comprehensive materiality assessment. The assessment incorporated input from internal and external stakeholders to ensure that PEI's approach is evidence-based, relevant, and aligned with the expectations of the Group's employees, clients, investors and wider partners.

Mission Statement

PEI leads with integrity and sustainability in how we connect, engage, operate and inspire.

Strategic Vision

Integrity and sustainability guide everything we do: empowering our people, strengthening our operations and supporting our stakeholders in making responsible decisions for the future.

PEI's Sustainability Pillars

PEI's sustainability strategy is built on three pillars:

- 1. People:** Equity in how we connect
- 2. Environment:** Stewardship in how we engage
- 3. Integrity:** Responsibility in how we operate

These pillars shape PEI's commitments, objectives and goals across the business, and guide how PEI creates sustainable value for its stakeholders over the long term. Together, they provide a clear framework for how sustainability informs PEI's daily work and strategic decision-making.

1. People

Commitment

PEI is united by a purpose: delivering actionable intelligence that shapes private markets. That begins with the experience of its people. PEI fosters an environment where diverse talent is supported to succeed, and where learning, performance and inclusion are intentionally designed, not left to chance. The Group's commitment is to provide a clear, fair and inspiring journey for every employee, because their growth powers PEI's impact.

Objectives

Under the People pillar, PEI will:

- Track and act on equity, diversity and inclusion (EDI) data to strengthen inclusive leadership, build an equitable workforce and empower employees through impactful mentorship programmes that enable insight sharing, idea exchange and collective progress in a supportive environment.



- Build a comprehensive talent ecosystem by developing people, accelerating rising talent and supporting early careers.
- Ensure pay and progression are transparent, fair and based on clear, shared standards.
- Create clear Career Development Pathways to support employee growth, retention and clarity.
- Create lasting community value through employee volunteering.

2. Environment

Commitment

PEI recognises that every business action leaves an environmental footprint. As part of a global community, the Group is committed to operating with purpose and accountability, ensuring its commercial growth respects environmental considerations. PEI's sustainability strategy is built on practical change: reducing its footprint, working with responsible suppliers and empowering its teams to embed sustainability in every decision. Whether through publishing, data infrastructure, events or office operations, PEI integrates environmental thinking into how it works, informs, collaborates and evolves.

Objectives

Under the Environment pillar, PEI will:

- Achieve a science-aligned net zero carbon target by 2040.
- Measure and minimise its wider environmental footprint and enable sustainable operations through relevant policies and practices.
- Collaborate with its value chain to extend impact.
- Empower employees to lead sustainable change.
- Use its platform to inspire sustainable action.

3. Integrity

Commitment

PEI recognises that responsible operations start with strong accountability and transparency. As part of its commitment to purposeful and ethical business practices, the Group takes a governance-led approach to sustainability that ensures clear oversight, integrates environmental, social and digital risks into decision-making and upholds the trust of clients and partners. From policy and risk management to content, data and AI governance, PEI embeds sustainable thinking into how it leads, operates and grows.

Objectives



Under the Integrity pillar, PEI will:

- Integrate sustainability into governance, risk management and decision-making.
- Ensure adherence to all relevant regulations and apply high ethical standards across business activities.
- Promote transparent communication and track progress on sustainability goals.
- Strengthen governance of content, data, digital technologies and AI.
- Meet investor requirements and manage sustainability-linked finance.

Delivering Sustainability Objectives

PEI will deliver its sustainability objectives by applying three stages within a maturity journey that enhances enterprise value, strengthens resilience, inspires action and enables PEI to thrive in the long term.

For each objective, PEI has a set of goals planned under each of its maturity stages:

- **Prepare:** near-term goals through which PEI prepares the foundation for future success by building awareness, ensuring compliance and aligning sustainability priorities with PEI's core business objectives.
- **Evolve:** medium-term goals through which PEI evolves and embeds sustainability best practice into daily operations, decision-making and performance management to enhance efficiency, strengthen resilience and deliver measurable value.
- **Innovate:** long-term goals through which PEI innovates and inspires transformation by developing forward-looking solutions that create long-term value, inspire positive change and position PEI as a leader in sustainable value creation.

This policy sets the direction for how PEI integrates People, Environment and Integrity into its strategy, operations and culture, and how PEI holds itself accountable for progress over time.

PEI will continue to review and evolve its sustainability approach to ensure it remains aligned with best practice, regulatory developments, stakeholder expectations and its long-term vision. Specific goals, targets and performance indicators are tracked internally and reviewed through PEI's governance structures.

Ownership and Governance

This policy is owned and overseen by the Sustainability Manager and is fully supported by the Sustainability Committee and Senior Management. It will be reviewed regularly to ensure it remains current and aligned with PEI's strategic direction.

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Policy owner: Sustainability Manager

Approved by: Sustainability Committee and Senior Management