

---

## OUR ENVIRONMENTAL POLICY

The need for action on the climate crisis is more pressing than ever. It's the global issue affecting all our clients, people, and stakeholders. At RSM, we have a responsibility as a leading professional services firm to react.

The changes we will make to our business are about more than compliance with legal and regulatory requirements. We are committed to making appropriate and practical environmental change.

We therefore commit to achieve true net zero carbon by 2030. To achieve this we will:

- significantly reduce our carbon emissions;
- invest in technology so that clients and colleagues can interact virtually;
- measure and report our emissions and act on those findings;
- maximise the efficient use of materials and adopt the reduce, re-use and recycle approach;
- manage our business practices to reduce pollution;
- promote and educate climate awareness of our people leading to an environmentally-proactive workforce;
- offset residual emissions with accredited carbon offset projects that are transparent, relevant and will have a lasting impact; and
- monitor our ongoing performance and progress in achieving these aims at board level, and act on those findings.

The UK group of companies and LLPs trading as RSM is a member of the RSM network. RSM is the trading name used by the members of the RSM network. Each member of the RSM network is an independent accounting and consulting firm each of which practises in its own right. The RSM network is not itself a separate legal entity of any description in any jurisdiction.

The RSM network is administered by RSM International Limited, a company registered in England and Wales (company number 4040598) whose registered office is at 50 Cannon Street, London EC4N 6JJ. The brand and trademark RSM and other intellectual property rights used by members of the network are owned by RSM International Association, an association governed by article 60 et seq of the Civil Code of Switzerland whose seat is in Zug.

RSM UK Corporate Finance LLP, RSM UK Restructuring Advisory LLP, RSM UK Risk Assurance Services LLP, RSM UK Tax and Advisory Services LLP, RSM UK Audit LLP, RSM UK Consulting LLP, RSM Northern Ireland (UK) Limited and RSM UK Tax and Accounting Limited are not authorised under the