

L.E.K. CONSULTING ENVIRONMENTAL POLICY June 2023

L.E.K. is committed to the use of earth's resources responsibly and promotes greater environmental responsibility. We seek to improve our environmental performance and leave a sustainable environmental legacy for future generations.

To achieve this, we expect everyone who works for L.E.K. and our value chain to apply the following key principles to guide our work activities:

- We will become more energy efficient and reduce our carbon emissions consistent with our commitments to the Science-Based Targets initiative (SBTi);
- We will buy and use natural resources in a responsible and sustainable manner respecting our planet, including our oceans, forests, land use, water systems, biodiversity and minimizing air pollution;
- We will adopt the waste hierarchical approach to the elimination of waste and encourage the circular economy by focusing on prevention, re-use, recycling, recovery, or, as a last resort, disposal; and seek to reduce the volume of waste we produce;
- We will influence beyond our own footprint through client work that has positive environmental impact for the planet;
- We will provide training and communication for employees to increase awareness, understanding and technical knowledge to deliver our environmental improvement goals;
- We will seek to work with our suppliers and our value chain to improve their own environmental performance and operate collaboratively to support L.E.K. in meeting our environmental targets;
- We will comply with all relevant environmental legislation and regulatory requirements; and,
- We will transparently report on our performance against our environmental objectives and targets.

This policy statement applies to all L.E.K. employees, contractors, suppliers, and visitors and is published on the L.E.K intranet and websites.