



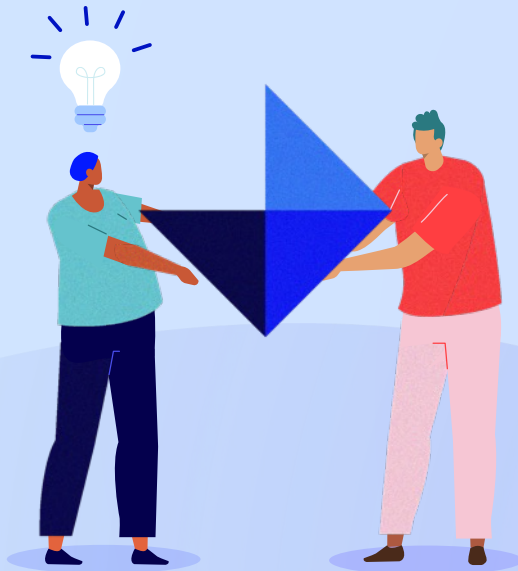
LOCAL ACTION GLOBAL TRANSFORMATION



CITIZENSHIP REPORT 2023



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CITIZENSHIP AT EDELMAN

Edelman is a global, family-run and independent communications firm founded in 1952 by former journalist Dan Edelman as Daniel J. Edelman & Associates.

It began with three employees and today employs more than 6,000 people in over 60 offices. Now, Edelman is a global communications advisory firm dedicated to driving action, including developing and implementing purpose and sustainability strategies to enhance products, services and reputations for a wide range of businesses and organizations. Our four core values underpin our commitment to be a responsible global citizen: *the relentless pursuit of excellence, the freedom to be constantly curious, the courage to do the right thing, and the commitment to positively impact society.*





ABOUT THIS REPORT

As citizenship increasingly aligns with how we operate, this report's theme – *Local Action, Global Transformation* – showcases how the initiatives from regions and local offices increasingly define our 13-year-old global citizenship program.

Through this report, we illuminate how we aspire in a world confronting climate change and inequality to generate sustainable and inclusive progress that delivers a societal impact worldwide.

This year, we refreshed our engagements to demonstrate our commitment to emerging Citizenship trends. To learn more about the materiality process in sustainability and how that process informs Edelman's Citizenship priorities, please visit Appendix A of the GRI Index linked [here](#).





LETTER FROM OUR CEO



Richard Edelman / CEO

Our purpose is to create
a better future by building
trust between brands,
people and society.

Last November, we celebrated our 70th anniversary by opening the Edelman Museum in our Chicago office. The museum celebrates our agency's proud history, including its global citizenship initiatives, since my dad, Daniel Edelman, started our agency with just three employees when public relations was still a rudimentary practice.

That beginning in Chicago captures so well the theme of this report – Local Action, Global Transformation – because from that beginning, Edelman has grown to be a billion-dollar agency with offices in over 60 countries that continues to enhance our industry.

In today's Age of Trust, action earns trust and trust drives growth. Trust is increasingly local, led by business. Our 2023 Trust Barometer found that business is the only institution considered competent and ethical, with a trust level 12 percentage points above the government's level. And our recent Trust at Work report finds that respondents rank their own employer as 26 points more ethical than Business and 10 points more competent. The gap between My Employer and Government is even more pronounced 56 points more ethical and 62 points more competent.

These differences also underscore that employees expect their employer to demonstrate a commitment to societal issues. Unanimity exists in the desire for employers to act on issues in a tangible way. Seventy-one percent say societal impact is a deal breaker when considering a job. What does that mean? That an employee is 14.5 times more likely to work for a company that publicly supports human rights, eight times more likely if it supports racial justice, and eight times if committed to climate change. Three-of-four employees want to do work that shapes society's future in a meaningful way.

"Edelman has been a participant in the United Nations Global Compact since March 2001. I am proud to pledge Edelman's continued support for the Global Compact and its goals."

Of course, we must be authentic ourselves. As the House of Trust, we are committed to living up to our core values to earn and maintain the trust of our clients and employees. In responding to our global climate emergency – the biggest crisis we face as a society – we set six climate principles and implemented mandatory employee training on climate. In fiscal year 2023, Edelman submitted a long-term emissions reduction target with the SBTi in line with reaching net-zero by 2050. This target is in the process of being validated. We also established a procurement director who focuses on ensuring responsible and sustainable procurement.

On the societal front, we are striving to build a culture of belonging that transcends geographical boundaries and cultural contexts. That means integrating diversity, equity and inclusion throughout our business. Over the next three years, we will evolve our global talent acquisition approach to create a world-class diverse and inclusive hiring process.

We commemorated our 70th anniversary with a "70 Days of Giving" campaign in which hundreds of our employees in more than 30 offices participated in causes vital to their communities. We are proud of our pro bono work in support of communities we live and work in. Among other projects this year, our Chicago and D.C. offices helped transition civil rights leader Jesse Jackson to chairman emeritus of the Rainbow PUSH Coalition he founded over 50 years ago. And in Australia, employees helped that country's LGBTQIA+ education charity pair gay youth with mentors in their field of study.

Much more remains to do, of course. Still, to us, responsible citizenship that enriches the lives and well-being of us all recognizes that environmental and social issues are important trust challenges we must continue to address.



LETTER FROM JOHN EDELMAN



John Edelman /
Managing Director

By transforming ourselves,
we impact others – clients,
colleagues, communities
and other stakeholders.

Transformational describes our 13-year evolutionary journey to develop a corporate responsibility program that communicates our environmental, social and governance (ESG) initiatives. These initiatives help make our business more agile and resilient and our workplace and communities more engaged, all while being responsible stewards of our environment.

Our journey is transformational because it is holistic, ambitious and demonstrates our goal to deliver organizational impacts and interdependencies that inspire our stakeholders and the broader industry to advance. It also has generated 10 transformational events (see list on page 6) that capture our report's theme- *Local Action, Global Transformation*. These events reflect incremental change starting locally and becoming global in nature.

By transforming ourselves, we impact others – clients, colleagues, communities and other stakeholders. The collective impact of this effort creates a better future for all.

For instance, we moved deliberately in reducing our environmental footprint. Initially, we moved from tracking and reporting greenhouse gas emissions (GHG) from our largest emitting offices to tracking GHG emissions across all our offices worldwide. We went from measuring four GHG emissions to tracking our most material source emissions, including purchased goods and services.

The Science Based Targets initiative (SBTi) has approved Edelman's near-term science-based emissions reduction target and Edelman has submitted a long-term emissions reduction target with the SBTi in line with reaching net-zero by 2050, but it has not yet been validated. We are training our managers and employees to help us measure our progress as well as monitor and reach our goals. Already, we are achieving our near-term goal for GHG reduction. Due to less spend

in the reporting year compared to previous years, we have seen a 27% drop in emissions in our purchased goods and services, according to a certified environmental partner that assesses our progress.

Looking ahead, we intend to expand our citizenship initiatives to encompass emerging issues and forces such as artificial intelligence, cybersecurity and other advances. Already, we are training our employees on cybersecurity and AI issues.

We expect ESG-related expectations to accelerate, not dissipate. That's why we strive to be a responsible leader in the effort to make our world a better and more sustainable place to work and live.

John Edelman has been our Managing Director of Global Engagement and Corporate Responsibility since 2010 and was named to Crain Chicago Business's 2022 Notable Leaders in Sustainability.





FY23 HIGHLIGHTS

PEOPLE



93% of employees completed all mandatory training as of June 30, 2023.

8.48 SCORE OUT OF 10 REACHED

Edelman's global Citizenship Score, an internal measuring tool that allows the Global Citizenship team to track and measure the individual citizenship achievements of each office in our network. **Reached 8.48 on a 10-point scale, the highest global score in five years.**

COMMUNITY



OVER **\$1.5 MM**

donated to over 1000 nonprofit organizations since 2011 through the Community Investment Grant Program.

13,572 HOURS

of community engagement (volunteerism and board advisory).

CLIENTS



TOP **11%**

Edelman completed a third-party assessment and received a silver rating, **placing Edelman among the top 11% of rated companies.**

B RATING

Received "B" (Management Level) rating on the CDP **climate change assessment**.

WORLD



2050 TARGET

Edelman has submitted a long-term emissions reduction target with SBTi in line with reaching net-zero by 2050. Currently pending validation.

30% LESS CARBON EMISSIONS

Carbon emissions for calendar year 2022 **decreased 30%** from 2019 baseline.



PROGRESS AGAINST 2022 GOALS

- Done
- In progress
- Planned

GOALS	STATUS	UPDATE
1 Set a net-zero target in line with SBTi's Business Ambition for 1.5 Celsius by May 2023.	Done	Edelman has submitted a 2050 net-zero target to SBTi. Currently pending approval.
2 Edelman commits to reduce absolute Scope 1 & 2 GHG emissions 80% by CY2030 from a CY2019 baseline.	In progress	Edelman is on track to meet our SBTi goals. Scopes 1 and 2 emissions showed a slight decrease in calendar year 2022 from the previous year.
3 Edelman also commits to reduce absolute Scope 3 emissions 55% by CY2030 from a CY2019 baseline.	In progress	Edelman is on track to meet our SBTi goals. In the calendar year 2022, Scope 3 emissions decreased by 31% due to decrease in Purchased Goods and Services spend.
4 Incorporate climate operating principles into client engagements.	In progress	Edelman has incorporated climate principles into our ongoing client acceptance process, focusing on clients in emission-intensive industries. We have decided not to pursue certain new opportunities and established ongoing follow-up and review of some assignments.
5 Provide climate training to the network and achieve 85% completion rate by end of 2022.	Done	As of January 31st, 2023, Edelman employees achieved a 93% completion rate.
6 Deliver 80% of pro bono projects against the priority Sustainable Development Goals identified by Edelman employees by 2024. The priority Sustainable Development Goals identified by employees are Quality Education, Good Health & Well-being, Gender Equality, Reduced Inequalities, and Climate Action.	Done	In FY23, Edelman delivered 90% of our pro bono projects against our priority Sustainable Development Goals and exceeded our goal.
7 Improve Edelman's health and well-being score in The Voice of our People Survey by 10% by 2025.	In progress	Our health and well-being score decreased this year by 4% from 7.3 to 7.0. The decrease in score was primarily due to employees' feelings on Return to Office.
8 Establish DEI goals/KPIs for senior leaders by 2024.	In progress	Edelman is working to establish DEI goals/KPIs for senior leaders.



















PROGRESS AGAINST 2022 GOALS

- Done
- In progress
- Planned

GOALS	STATUS	UPDATE
9 Work to maintain and increase racial and ethnic workforce diversity in the U.S. (beyond previously achieved 30% goal).	●	As of Feb. 2023, employees from underrepresented racial and ethnic groups represent 31% of our U.S. workforce. This is up from 24% in 2018, when we committed to reaching at least 30% racial and ethnic workforce diversity in the U.S. by 2022.
10 Increase racial and ethnic workforce diversity within senior leadership (level 5+).	●	Edelman is continuously working towards increasing racial and ethnic workforce diversity within senior leadership (level 5+).
11 Expand the Unconscious Bias training as a mandatory training across all levels of the company and offer new DEI-focused training in 2023.	●	New training on inclusive leadership offered. Edelman launched a DEI Learning Moments series, and unconscious bias training is available to all colleagues globally.
12 Eliminate single-use non-PET plastics from all offices by the end of 2024	●	By the end of FY23, 94.5% of offices have eliminated single-use non-PET plastic.
13 Determine our global waste footprint, including total amount and diversion rate, by working with regional and local leads to conduct waste audits across our network to help us set goals for reducing and achieving a 50% diversion rate by 2025.	●	Edelman is looking to conduct waste audits in the future to obtain more accurate waste data.
14 Incorporate sustainability into the selection criteria for business partners in priority spending categories by 2022 in the U.S. and 2025 in offices worldwide.	●	Engagement of top suppliers for emission data is in progress and analysis is being used to determine preferred engagement.
15 Achieve at least 15% addressable spend with diverse suppliers in U.S. by the end of 2025.	●	Edelman is on track to achieve in 2025, currently around 8.9%.



FY2023 GOALS

 <p>Set a net-zero target in line with Science-Based Targets initiative Business Ambition for 1.5° Celsius by May 2023. Target 13.2</p>	 <p>Eliminate single-use non-PET plastics from all offices by the end of 2024. Target 12.5</p>	 <p>Establish DEI goals/KPIs for senior leaders by 2024. Target 10.3</p>	 <p>Where applicable and practical with suppliers, incorporate sustainability into selection criteria such as requiring GHG reporting of scope 1, 2 or 3 emissions and requiring them to establish SBTi targets by 2030. Target 12.7</p>
 <p>Edelman commits to reduce absolute Scope 1 & 2 GHG emissions 80% by CY2030 from a CY2019 baseline. Target 13.2</p>	 <p>Provide climate training to the network and achieve 85% completion rate by end of 2022. Target 13.3</p>	 <p>Achieve at least 15% addressable spend with diverse suppliers in the U.S. by the end of 2025. Target 10.3</p>	 <p>Continue to retain and recruit racial and ethnic workforce diversity in the U.S. (beyond the previously achieved 30% goal). Target 10.2</p>
 <p>Edelman also commits to reduce absolute Scope 3 emissions 55% by CY2030 from a CY2019 baseline. Target 13.2</p>	 <p>Incorporate climate operating principles into client engagements. Target 13.2</p>	 <p>Increase racial and ethnic workforce diversity within senior leadership (level 5+). Target 10.2</p>	 <p>Expand the Unconscious Bias training as a mandatory training across all levels of the company and offer new DEI-focused training in 2023. Target 10.2</p>
 <p>Determine our global waste footprint, including total amount and diversion rate, by working with regional and local leads to conduct waste audits across our network to help us set goals for reducing and achieving a 50% diversion rate by 2025. Target 12.5</p>	 <p>Collect GHG emissions data for top 200 suppliers by 2025 Target 13.2</p>	 <p>Improve Edelman's health and well-being score in The Voice of our People Survey by 10 percent by 2025. No SDG Target.</p>	 <p>Deliver 80% of pro bono projects against the priority Sustainable Development Goals identified by Edelman employees by 2024. The priority Sustainable Development goals identified by employees are Quality Education, Good Health and Well-Being, Gender Equality, Reduced Inequalities, and Climate Action. Target 17.17</p>

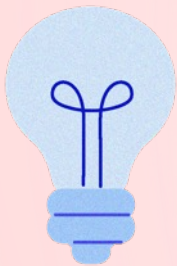


OUR CLIENTS

GLOBAL CITIZENSHIP REPORT 2023



AS GLOBAL CHALLENGES PERSIST AND THE EXPECTATIONS ON BUSINESS AND EMPLOYERS CONTINUES TO CLIMB, OUR CLIENTS CAME TO US FOR COUNSEL ON ADDRESSING SOCIETAL AND ENVIRONMENTAL CHALLENGES , OUR CLIENTS CONTINUED TO LOOK TO US TO ASSIST THEM IN ADDRESSING SOCIETAL AND ENVIRONMENTAL CHALLENGES.



They recognize that, as our 2023 Edelman Trust Barometer showed, global citizens by a six-to-one margin, on average, want more business leadership on such issues as climate change, economic inequality, and workforce reskilling.

Aligned with this finding, we developed further initiatives and special Trust reports to help our clients make a difference locally and globally through purpose-driven campaigns. In the process, we put them in a position to address issues and problems while also creating profit and growth opportunities.



STRENGTHENING TRUST WITH OUR CLIENTS

In today's polarized world, trust becomes even more vital. Edelman has led in the study of trust in our leading institutions for 23 years, assessing the relationship of business, governments, the media, and NGOs with their stakeholders. We recognize the critical importance that trust plays in defining an organization's permission to operate, lead and succeed.

In FY23, as the global pandemic waned, deepening societal divisions weakened our social fabric. The Edelman Trust Barometer found that business is the only global institution deemed to be both competent and ethical. It held a staggering 53-percentage point lead over government in competence and 29-point lead on ethics. This increased perception of business brings greater-than-ever expectations of CEOs to be a leading voice on societal issues such as climate change and economic inequality.

The 2023 Trust Barometer, which surveyed more than 36,000 respondents in 28 countries, found that the general population believes business is not doing enough to address climate change, economic inequality, healthcare access, energy shortages and workforce reskilling. Yet, business must tread carefully since more than half of survey respondents think business cannot avoid being politicized when addressing contentious societal issues.

In FY23, we published six special Trust reports that focused on how trust relates to specific sectors and societal issues – health, technology, brands, climate, racial injustice, and the workplace.

GLOBAL ETHICS & COMPLIANCE

Edelman has recognized the importance of ethics through professional and personal reputational trust since the company's founding in 1952.

In addition, as a signatory of the UN Global Compact, we support internationally accepted principles regarding human rights, labor standards, the environment and anti-corruption, including the United Nations Declaration and core International Labor Organization conventions.

In FY23, we further raised the importance of global ethics and compliance through our yearly Code of Conduct recertification module, quarterly reports to office leaders about training metrics, and communications on Edelman Workplace to all employees globally.

We strive to continually improve our culture of compliance by updating our policies and procedures, developing new training modules, and delivering live training sessions to our employees across the globe. Leaders discuss the importance of compliance in various meetings. We continue to build on our culture of open communication on important issues relevant for sustaining the company and our wider society, especially as new developments require us to consider ethical implications.

For example, we are paying close attention to advances in artificial intelligence, and we include a focus on ethics in our mandatory training on AI.

In addition to our own commitment to ethics, we know our clients expect us to work in an ethical way. Edelman's culture and commitment to strong ethics and strict privacy practices provide better client service and continue to build trust. .





DATA PRIVACY & INFORMATION SECURITY

We took several actions in FY23 to protect our operations and those of our clients from cyber security attacks. Our colleagues and clients expect us to apply best practices to safeguard them. Our move to a hybrid work environment makes data privacy and information security especially critical.

We adopted a new level of privacy and security sophistication. Among other actions, we retained a security partner within the U.S., strengthened our incident-management capabilities, bolstered our mandatory security training throughout the organization, and revised our acceptable use policy to thwart cybersecurity threats.

We also are making employees and departments such as IT and human resources more aware of the potential for data and security breaches. We increased our ability to identify and protect against email attacks through our own phishing exercises and other security-related simulations. In addition, with artificial intelligence concerns increasing, we are raising awareness of AI through training and educational modules and courses.



TRANSFORMATIVE ACTION # 2

EMPLOYING OUR INFLUENCE TO INFLUENCE OTHERS.

Externally, Edelman's special Trust Barometer surveys on climate change and racial justice shape change among clients and others.

Internally, Edelman is taking a global approach to shared services by looking at seven functions – HR, IT, finance, real estate, travel, procurement, and office and facilities – as a centralized function regionally and globally becoming one global team. In addition, Edelman is pulling GHG emissions data from our top 250 suppliers.

TRANSFORMATIVE ACTION # 6

ENHANCED GOVERNANCE/BOARD ENGAGEMENT.

Edelman established a DJE Board Climate and Sustainability Committee as well as a new climate oversight committee.



HELLMANN'S:

AI Helps Reduce Food Waste

Pinched by the pressures of a looming recession, Canadians indicated that they were seeking ways to spend less during the holidays. To address this, Hellmann's wanted a way to demonstrate its brand platform in culturally relevant ways.

We saw an opportunity to activate Generative AI as ChatGPT dominated headlines in early December of 2022 to demonstrate Hellmann's "Make taste, not waste" brand platform and tell a brand story when food waste would be top-of-mind. We paired Generative AI and TikTok to build on a trend and meaningfully contribute to the digital discourse. During the holidays, we challenged non-culinary influencers to open their fridges, input their ingredients (including Hellmann's, obviously) into ChatGPT, ask for a holiday recipe, and document their experience.

To illustrate that Generative AI still benefits from human intervention, we had Hellmann's-loving chefs reply with an elevated version of the recipe that put Hellmann's rich and creamy mayonnaise at the center of the dish. The campaign was one of the first in-market campaigns to leverage ChatGPT as core the strategy and resulted in 9M+ video views, 16.3K engagements and 18K clicks to the Hellmann's website.

#AIREDUCEFOODWASTE | EDELMAN





GLOBAL FUND:

#Fightforwhatcounts

COVID-19 had a devastating impact on the fight against tuberculosis, malaria and HIV. It led to the first decline in key programmatic results for campaigns against the diseases by the Global Fund movement, which comprises partners, advocates and communities.

Edelman helped establish a campaign to raise at least \$18 billion for the Fund's 2023-2025 replenishment cycle to save 20 million more lives from those diseases. By December 2022, donors had pledged \$15.7 billion - the highest financial donation ever for a public health campaign. Aiding the effort: a September 2022 launch hero film retweeted by Bill Gates for his 60 million followers and a follow-up pro-bono film in Times Square in New York City that generated 1.5 million views within the first 24 hours. The campaign won the 2023 EMEA Sabre Award for corporate philanthropy and fund-raising.

#FIGHTFORTHATCOUNTS | EDELMAN





DOVE:

#Keepthegrey

An incident of workplace ageism and sexism sparked a major controversy in Canada. Within 48 hours, Edelman Toronto helped Unilever's personal care brand Dove launch a social-first approach against women being aged out of the workplace for wearing their hair grey.

Dove's social images showcased older women with naturally grey hair in a greyscale color scheme and supported by a new grey Dove logo and hashtag #KeepTheGrey. Dove donated \$100,000 to Catalyst, a global Unilever partner dedicated to advancing women in the workplace. The brand also wrote to the Ontario Human Rights Commission to protect women with grey hair from discrimination.

The campaign, which won the 2023 Silver Cannes Lions Award and Clio Awards Bronze honor, attracted over a billion media impressions, was covered in every continent with over 675 stories, and generated over 18 thousand pieces of UGC. Also, the Ontario Human Rights Commission offered Dove a seat on its advisory board in recognition of the brand's advocacy for women's rights and representation.

#KEEPTHEGREY | EDELMAN





EBAY:

Wear 'em out

Sneakerheads passionate about their footwear faced rising financial barriers and other pressures to keep their kicks untouched. eBay – the largest marketplace for new and pre-worn shoes and an active sneaker culture participant – grasped this and addressed it.

Edelman and eBay birthed a Wear 'Em Out Store, which offered exclusive pricing on collectible sneakers, including Nike, Jordan and New Balance shoes. The sneakers were available at a “market price” and an up-to-70% off “wear 'em out” price. The store was packed across three days, with overnight campers eager to obtain their favorite shoes.

The upshot: Ninety-nine percent of attendees chose to “wear 'em out” of the stores and helped spark a notable 25% increase in sales from the year-ago period. Social media engagement triggered a 2,000% surge in ‘eBay sneaker’ mentions, and participation by Cardi B, Quincy Taylor Brown, and other celebrities reached a combined audience of 144.5 million follows. The campaign won a Bronze Award at the Cannes Lions Festival.

WEAR 'EM OUT STORE | EDELMAN





HALEON:

The Round Table of Health Inclusivity

To spark vital discussions around healthcare access, Haeon launched the Round Table of Health Inclusivity to foster conversations to help people impeded from obtaining everyday health benefits.

Using the Health Inclusivity Index by Economist Impact, which analyzes global health data from 40 countries, the consumer health company, Haeon, with Edelman engaged with policymakers, NGOs, health professionals by relating stories of people excluded from such healthcare access.

The campaign used a round table on Haeon's website that acts as a canvas to let people interact with the health data and the project's films and stories. An additional earned campaign focused on a key finding that inclusive health policies link to people living longer and healthier lives. The campaign was short-listed for a 2023 EMEA Purpose Award for best brand-led health cause campaign.

ROUND TABLE OF HEALTH INCLUSIVITY | EDELMAN





HP INDONESIA:

Hp Street Code

In a unique four-week program, HP Indonesia instilled coding, creative and digital skills for 20 Indonesians ages 15-17 from underserved communities by leveraging print technology.

HP collaborated with graffiti artist Darbotz as well as Prestasi Junior Indonesia and Kumala Foundation to enable the students to develop code-based artwork projected on a building on South Jakarta's busy Blok M Square.

A powerful Edelman APAC campaign led to Indonesia's Ministry of Education endorsing the Street Code curriculum and seeking its expansion. The project was featured at the 2023 Cannes Lions festival.

STREET CODE | EDELMAN





OUT FRONT TASK FORCE:



Out Front is a collective of 75+ LGBTQ+ employees from across the U.S. built to provide clients with an interdisciplinary and intersectional approach to engaging with the community 365 days a year. As a part of the Multicultural team, Out Front develops corporate strategies to address shifts in LGBTQ+ policies , builds creative campaigns, and creates synergies and partnerships with LGBTQ+ organizations.

Out Front has consulted with over 60 clients and prospects in the last 12 months as well as partnered with GLAAD on a special Trust report that explores business and LGBTQ+ rights in the U.S.



AWARDS & RECOGNITION

Agency
Awards

Edelman Global Agency
of The Year **2023**

Edelman Best Agency
in LATAM **2023**

PRWeek

PRWeek



Cannes

See my skin	Vaseline	Brand experience & activation	A03. Healthcare	USA	NA	GOLD
Mayo mchack	Hellmann's	PR	D02. Pr techniques > use of events & stunts	UK	EMEA	SILVER
Mayo mchack	Hellmann's	Brand experience & activation	E03. Culture & context > single market campaign	UK	EMEA	SILVER
#Keepthegrey	Dove	Social & influencer	B03. Real-time response	CANADA	NA	SILVER
See my skin	Vaseline	Brand experience & activation	E07. Culture & context > corporate purpose & social responsibility	USA	NA	SILVER
See my skin	Vaseline	Digital craft	C04. Data & ai > curation of data	USA	NA	BRONZE
Wear 'em out store	Ebay	PR	F05. Culture & context / cultural insight	USA	NA	BRONZE
Let her grow	Dove	Health & wellness	B01. Brand-led education & awareness > pr	THAILAND	APAC	BRONZE
Let her grow	Dove	Glass: the lion for change	A01. Glass	THAILAND	APAC	BRONZE

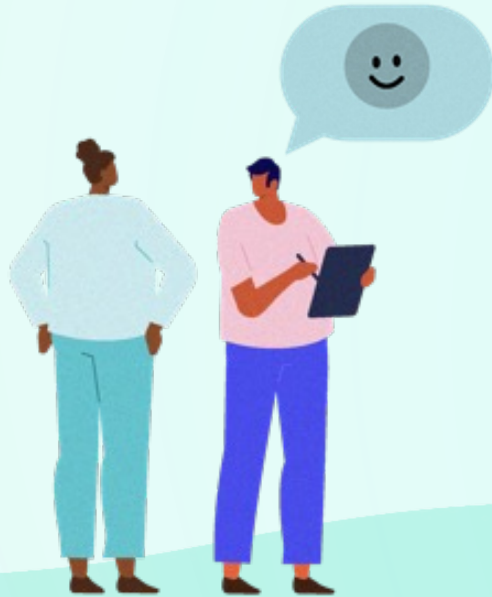


OUR PEOPLE

GLOBAL CITIZENSHIP REPORT 2023



WE STRIVE EVERY DAY TO
NURTURE A CULTURE WHERE
OUR COLLEAGUES CAN
THRIVE PROFESSIONALLY
AND PERSONALLY.



We strive for a culture that supports their mental health and well-being overall, that embraces diversity, equity, inclusion, and belonging (DEI) and pursues, welcomes and respects diverse perspectives, and that invests in growth and development through continuous learning where employees are able to build their careers through various experiences and opportunities. As the world's largest communications firm, we foster an environment where people feel empowered to take the kind of bold action that makes careers, reshapes industries and creates the unexpected.

As an organization which places our people at the center of everything we do, Edelman is the destination for talent because of the ways we develop, engage, reward and attract our current and future employees.



HEALTH AND WELLNESS

Reflecting the pandemic's impact, our physical and mental health and wellness continue to be a strong focus inside and outside Edelman. For instance, the agency introduced its Global Mental Health policy in May 2022 and closed all offices in recognition of World Mental Health Day on October 10 as a day of self-care.

With a focus on four core areas of well-being, namely physical, mental, nutritional, and financial, global resources and events were offered throughout the year to all employees under the Livewell campaign. Through these initiatives, employees united to recognize the importance of their well-being by attending global webinars, participating in health challenges, and through engaging with various online resources that were shared.

During the year, additional members of our Global People Team were also trained on Mental Health First Aid at Work, increasing the number of our Livewell ambassadors, also known as Livewell Links, available to support our network and be a resource in times of need. Other health and wellness resources we offer to colleagues globally include our Employee Assistance Program which is through ComPsych, free Premium membership to Calm – the leading online mental well-being platform- and a number of online well-being courses available on Edelman's Learning Institute (ELI).

An enhanced U.S. LGBTQ+ Benefits Guide affirms our DEI commitments and our U.S. Gender Transition Guidelines support employees transitioning in the workplace. These resources are vital at a time when hundreds of anti-LGBTQ+ bills – many targeting gender nonconforming, transgender and the transitioning (trans) community – are being proposed across the U.S. and impacting colleagues.



TRANSFORMATIVE ACTION # 7

GLOBALIZED DIVERSITY, EQUALITY & INCLUSION ACTIONS INCLUDING EMPLOYEE NETWORK GROUPS.

Edelman moved DEI initiatives and programs as well as more employee network groups to global coverage from country or regional base. Two new ENGs were set in motion in FY23: Ability, that advocates for members and others for an inclusive workplace, and Uplift that honors our diverse faith communities and their allies.



DIVERSITY, EQUITY & INCLUSION (DEI)

With each Edelman employee part of a local and global community, our local actions on diversity, equity and inclusion (DEI) assume a global reach and impact. Across the globe, belonging transcends geographical boundaries and cultural contexts to help foster strong communities and meaningful connections.

In FY23, Edelman introduced a phased strategic approach to educate, engage, enlist and empower colleagues, clients and communities around DEI. It seeks to build a strong culture of belonging. Over the next three years, Edelman will intentionally work to integrate DEI into all our behaviors, processes and operations. Our approach encompasses several elements, including our eight global employee network groups (ENGs), learning and development programs, mentorship and sponsorship opportunities, external partnerships for professional development and recruitment, and community support, among others.





IN FY23, NOTABLE DEI PROGRAMS AND ACTIVITIES INCLUDED:

2023 Global Week of Belonging

During our third annual week, colleagues across the network engaged in programming centered on aspects of DEI and in an environment that fostered belonging, respect and inclusion.

Employee Network Group Globalization & Programs

A new framework revamped our ENG structure and two new groups activated, including Uplift, our interfaith network, and Ability, focused on disabilities, chronic illnesses and neurodivergence.

Brave Space Conversations

We continued to host brave space conversations to foster dialogue and awareness on critical social issues as gun violence, racism, and legislative policy changes, among others.

Inclusive Leadership Workshop Pilot

In December, we successfully piloted an Inclusive Leadership workshop that focused on recognizing inclusive behaviors that help develop a culture of inclusion within teams as well as understanding how our values shape our leadership approach.

Global Diverse & Inclusive Hiring Project

We are evolving our global talent acquisition processes to ensure a consistent and integrated approach that creates a world-class diverse and inclusive hiring process. It encompasses how we attract and onboard employees and generate an environment where they thrive and grow.

Partnerships and Sponsorships

We have maintained relationships and sponsored events with several partners to advance and support DEI. Some of these organizations include the International Women's Forum, ADCOLOR, ColorComm and others.



Thought Leadership

We continue to work to create research around critical issues such as business and racial justice, along with various DEI-related Edelman.com posts.

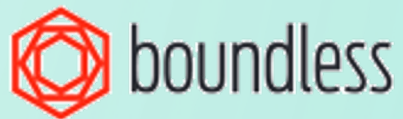
Notably, there were many regional and local market highlights; around the globe including launching Canada Vibrant's "Did you know?" series for sharing experiences of diverse Canadian communities; Germany's "Us Includes U" initiative, and India's Gender Sensitization workshops providing insights into gender awareness and reducing gender prejudices.

To gauge progress, we continue to deepen our understanding of employees' sentiment of DEI by including a focus on it in the annual Voice of Our People survey rather than hosting a separate survey. More DEI-related questions were asked, and in a number of our geographic locations, self-identification options were offered across four diversity characteristics. This provided a greater focus of key strategy DEI areas and allowed for a deeper understanding of the experiences of our colleagues and where to focus our support.



EMPLOYEE NETWORK GROUPS

Our eight global Employee Network Groups (ENGs) aim to provide and enhance community for all employees at Edelman.



Boundless

Fosters a culture of belonging among Asian, Asian American, Native Hawaiian, and Pacific Islander (AANHPI) employees and allies. Its mission seeks to educate colleagues on the group's diverse cultures, on unique barriers its communities experience and to confide, challenge, and advance a collective commitment to fostering a culture of belonging.

Among other activities, Boundless hosted Edelman's first Comedy Showcase during AANHPI Heritage Month. The event featured Edelman's very own Kristina Gong, Leslie Liao (@resrieriao), and Jenny Yang (@jennyyangtv); a cooking demo featuring Meaghan Smith and Fatimah Alyas; as well as a panel highlighting experiences and perspectives of the group's Gen Z members. The Atlanta and Seattle offices collaborated on an origami tutorial via video, and a virtual cooking tutorial informed participants how to prepare South Korea's popular whipped Dalgona coffee.

FORWARD>>>

Represents our military ex-service members, National Guard and Reserve employees and their families, and Veteran allies. It fosters a veteran-friendly workplace and community and seeks to attract more veterans to Edelman. In November, Edelman veterans were honored with a flag-raising ceremony at the New York office, followed by a panel led by John Edelman, the group's sponsor, focused on debunking myths about employing veterans.

Uplift

One of our newly formed ENGs, champions and honors our diverse faith communities and their allies. It encourages respect of spiritual beliefs and practices, celebrates our diverse faiths, creates a safe space for colleagues to live their beliefs and discuss faith in the workplace, helps normalize religious conversations, and educates colleagues about inclusive faith-based practices and observances.



Griot

A network for Black employees, whose name rooted in Western Africa connotes a storyteller who recounts history, shares information, teaches students and acts as a diplomat, which connects to our role as storytellers for clients.

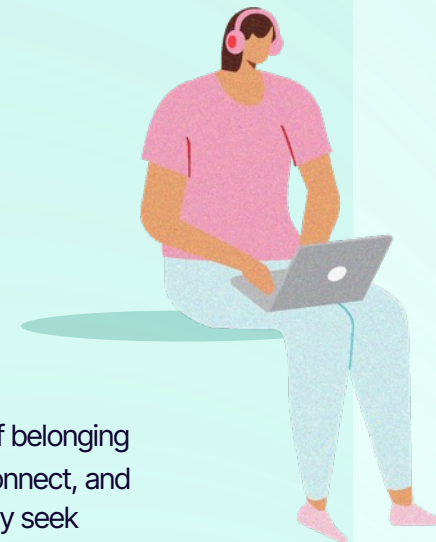
Griot activities included recognizing Juneteenth in the U.S. and holding several Black History Month events. They included a hybrid discussion with our integrated creative agency partner, Mustache, about the Innocence Project that commits to exonerating wrongfully convicted individuals, and a virtual conversation with six employees about how to cultivate a richer agency experience leading to professional growth, success and connection. Griot also supported UEG's 3rd Annual Black History Month Poetry Slam in partnership with Urban Word NYC.



Inclusivo

A network for Hispanic, Latino/a/x/e employees and their allies, offers a space of belonging through local market initiatives, projects, and programs to empower, celebrate, connect, and encourage Hispanic and Latino/a/x/e employees to embrace their culture as they seek professional and personal growth at Edelman.

Among FY23 activities, Inclusivo continued its monthly #CirculoFamiliar virtual networking sessions across the U.S. hosted by rotating Hispanic Star recipients. In addition, several Hispanic Heritage Month events were held for Inclusivo to celebrate and reflect on the state of the Hispanic and Latino/a/x/e community. Activities included: a visit by Inclusivo DC to the National Museum of the American Latinos; a hybrid loteria Game Night by Inclusivo West; a Noche de la Cultura by Inclusivo NY; a presentation by DEI activist Claudia Romo Edelman on the economic power of Latinos in the U.S.; a panel on the impact of gun violence on Hispanic communities and a Meet the Media with Hispanic reporters that discussed their experiences and the breaking news that impact the Hispanic community. In memoriam of Dia De Los Muertos (Day of the Dead), and to honor departed loved ones, Inclusivo West created an altar in the Los Angeles office and Inclusivo Texas contributed photos of loved ones to be displayed and celebrated at the Mexic-Arte Museum in downtown Austin.





Ability

(Formerly known as DCN - Disability, Chronic Illness, Neurodivergence)

Ability was formed to create a culture and community where the unique expertise and strengths of people with disabilities, chronic illnesses and/or those who are neurodivergent can thrive.



MEET JOSEPH TATEOKA: EDELMAN ABILITY CO-CHAIR ADVOCATES FOR THOSE WITH DISABLING CONDITIONS

As Edelman's SVP for Learning & Development, Joseph Tateoka knows a lot about our employees. But what stunned him when he became global co-chair of the ABILITY (formerly DCN) employee network group is how many employees identify with the new group. It represents individuals with chronic illnesses, disabilities, and those who are neurodivergent, whose conditions include autism, ADHD, and dyslexia, among others.

"I believe almost every employee's immediate family or circle (of close friends) knows someone who is or identifies with our group," Joseph explains. He notes that the ENG's members fit those groups or are a caregiver for someone who does. "Ability creates a platform for many of our colleagues to share their powerful and inspiring lived experiences."

Joseph, whose young son Parker has Pseudoachondroplasia, a bone growth disorder characterized by short stature and limited mobility, detected a need for the ENG, which organized in FY22. Its mission is to create a culture and

community where the distinct expertise and strengths of people with these conditions can thrive. It is developing educational and other activities and helping Edelman develop a self-identification plan for these employees.

Ability serves as an advocacy group for its members and others to ensure an inclusive workplace where every employee's experience helps them succeed. He says he has grown mindful that while many disabilities are visible, many are not. His steering committee co-chair is Heidi Eusebio, Edelman Frankfurt's executive director, and Ability's executive sponsor is Kirsty Graham, Health global chair and global president of Practices and Sectors.

"We want to be bold, generate change quickly, and create an environment that guarantees a comfort level for employees globally who self-identify as being eligible for Ability. Additionally, as we advocate for our ENG population it is our goal to help provide resources and information to managers and employees to better engage and support members of our Ability community," says Joseph.



Global Women's Equality Network (GWEN)

Fosters an environment where women of all backgrounds can enjoy equal opportunities to grow, lead and succeed in and beyond Edelman. In 2021, GWEN accomplished its goal to achieve gender parity within our firm's most senior levels when women represented over 50% of senior leadership positions globally. New goals and programs are being established.

Among FY23 highlights, GWEN honored this year's International Women's Day through a series of global conversations focused on "Embracing and Advancing Equity for All Women." In offices around the globe, they also produced and promoted various programs touching issues such as women's health and wellness.

GWEN Middle East partnered with Dubai Business Women Council, providing mentorship and joint initiatives. GWEN West hosted a discussion during Mental Health Awareness Month led by Lisa Sepulveda on her training as a certified Life Coach. During Women's History Month, GWEN NY held a panel discussion featuring women leaders across three practices, and GWEN South held a hybrid class on dried floral arrangement with a woman-founded, Black-owned business in Atlanta. At Edelman Spain, GWEN hosted a quiz where Madrid and Barcelona colleagues competed in a competition centered around feminism and noted women in history.



Equal

Advocates on behalf of LGBTQIA+ employees and builds community across our global offices. It supports the business objectives of our clients and focuses on employee advocacy, business development and organizational culture. Edelman works closely with such leading LGBTQIA+ organizations as GLAAD, Human Rights Campaign, National Center for Lesbian Rights, and the Trevor Project.

During Pride Month and beyond, Equal has worked to promote diverse perspectives and personal experiences within the LGBTQIA+ community globally. It recognized the International Trans Day of Visibility with a national webinar, moderated by Account Supervisor Mira Kim that included four colleagues' personal experiences. Equal also actively supported former U.S. CEO Lisa Ross's LinkedIn Live series on aspects of corporate inclusivity, including an installment with Sarah Kate Ellis, president & CEO of GLAAD, about a new Edelman and GLADD report on business and LGBTQIA+ rights in the U.S.

Rounding out the year, the group also managed a takeover of Edelman's Authentic 365 podcast to spotlight internal and external voices from LGBTQIA+ community. In addition, they also curated a video highlighting how Pride is celebrated across various generations.





GLOBAL WEEK OF BELONGING

With its “Cultivating Community Through Connection” theme, Edelman’s third annual Global Week of Belonging from May 22-26 engaged employees around our DEI initiatives and commitments. Its goal, said CEO Richard Edelman, sought for employees “to feel a true sense of belonging within the firm, where they feel safe and are free to be their true selves without worry or concern.”

Among other initiatives, a Learning Moments Guide was distributed that included self-services resources on key DEI topics and inclusive actions, from podcasts and toolkits to TED Talks and Edelman Learning Institute modules. The Learning Moments Guide was so well received we plan to offer it on an ongoing basis on specific DEI topics. Our “Diverse Perspectives, Common Ground” employee panel focused on panelists sharing their personal experiences and examples of inclusion at work. The programming prompted:

45+

individual local market activations for the Regional/Local Day of Action – with colleagues participating in all regions.

50+

individual employee posts on Workplace about Week of Belonging connections and programming.

500+

global colleagues to hear keynote speaker Ruchika Tulshyan, best-selling author of *Inclusion on Purpose: An Intersectional Approach to Creating a Culture of Belonging at Work*.



LEARNING & DEVELOPMENT

Edelman accelerated its learning and development program, focusing specifically on societal and environmental related issues to help ensure employees' personal and professional growth about climate change and DEI in particular.

A training program on global climate was mandatory, and required training on unconscious bias training continues. A Learning Moments Guide distributed during May's Week of Belonging seeks to expand our knowledge of key DEI topics through self-service micro-learning and includes online training modules through ELI.

In general, Edelman supports employees through mentorship, career development programs and ELI. Employees are expected to take seven mandatory training courses and an additional three for employees above level 3. Employees also are required annually to recertify to our Code of Conduct, and in particular our policies related to anti-corruption. In FY23, we launched a comprehensive and mandatory four-part training course on artificial intelligence. Other examples of resources Edelman provides to supporting personal and professional development include:

The Growth Academy: The three-month online and offline competency-based program focuses on solving client challenges and on-the-job learning; instructor-led training, e-learning, and self-directed learning; and coaching, feedback and mentoring. The faculty includes internal senior leaders, outside speakers and wellness experts.

Mentor Programs: Most offices offer a mentorship program that connects experienced employees with junior colleagues. Other programs link talent of color with senior managers, newer women employees with women leaders, and new parents with longtime Edelman parents.

Career Development: Programs can include role changes, a global mobility initiative, temporary transfer to another department, a specialized training program, switching accounts to develop desired skills, taking a sabbatical, or working on a pro-bono project. Managerial and leadership training also is a continual focus.

Tuition Reimbursement: Available when an employee satisfactorily completes pre-approved educational studies at accredited colleges, universities and professional organizations.





GLOBAL CITIZENSHIP SCORE, OR C-SCORE

Edelman’s Citizenship Score, or C-score, climbed to its highest level in five years, reaching 8.48 on a 10-point scale at the end of FY23, with all regions achieving an average of 8 points or above for the first time.

The global average was 7.99 in FY22 and 8.25 at the midyear. The sharp increase reflects a substantial jump in mandatory training completion rates, particularly in the U.S., as well as our citizenship priority agencywide.

The commitment to positively impact society is a core Edelman value. As a global company, we strive to be socially responsible in all we do. The C-score, measures officewide performance against 21 key performance indicators related to corporate social responsibility. It holds offices accountable for embedding Citizenship into their culture and operations.

Edelman market leaders are assessed on their market’s C-score in their annual review. We hope to foster greater accountability to citizenship and embed it into our culture by requiring each leader to include in their performance objectives achieving a C-score of at least 8 points.

The biannual C-score calculations by region include:

REGION	FY23 Mid-Year C-Score	FY23 EOY C-Score
APAC	8.27	8.70
EMEA	8.74	8.64
Canada	8.82	8.55
U.S.	7.26	8.37
LATAM	8.16	8.13
Global C-Score	8.25	8.48



TRANSFORMATIVE ACTION # 9

GLOBALIZED PEOPLE POLICIES AND PROGRAMS.

Edelman believes our hybrid work philosophy and communal workspaces offer opportunities for colleagues to connect, collaborate, co-create and celebrate together, furthering our culture and community.

In the spirit of flexibility and acknowledging that how and where we work has shifted, Edelman launched a global 30-Day Work From Anywhere and a Full-Time Remote Work policy allowing just that, a chance for employees to work anywhere in the world or fully remote.



OUR COMMUNITIES

GLOBAL CITIZENSHIP REPORT 2023

[Contents](#)



OUR EDELMAN VALUE, THE COMMITMENT TO POSITIVELY IMPACT SOCIETY, FOCUSES LARGELY ON ENGAGING OUR EMPLOYEES IN LOCAL ACTIONS AND INITIATIVES THAT CAN HELP LEAD TO TRANSFORMATIVE GLOBAL IMPACT.



Through our pro bono and volunteer initiatives, Community Investment Grants and other agency and employee contributions, we believe we will make a difference in helping develop inclusive and sustainable communities.

Employee engagement in volunteerism, pro bono and board advisory participation has surged as the COVID-19 pandemic eased, with our FY23 employee survey recording a **22% increase in participation for volunteering, pro bono** and board membership from the previous year. For the first time, volunteerism through Edelman sponsored events exceeded that of an outside Edelman event and reflected an 11% increase in opportunities within Edelman to volunteer.

As conveyed in our annual employee survey, **82% of employees believe the agency has created a culture where global citizenship is valued** and also where people care about issues that pertain to sustainability and the environment. These community service initiatives not only engage our employees but reduce employee turnover. Seventy-nine percent say our culture values volunteerism, and **73% believe Edelman contributes to the greater good.**

Consequently, **95% of employees say they're committed to being socially and environmentally responsible, while 59% believe that through their work, they make a meaningful difference to societal causes.** We give each full-time employee eight hours of time to participate in Edelman organized and individual pro bono or volunteer projects. Pro bono partnerships continue to be essential to our citizenship endeavors around the world.

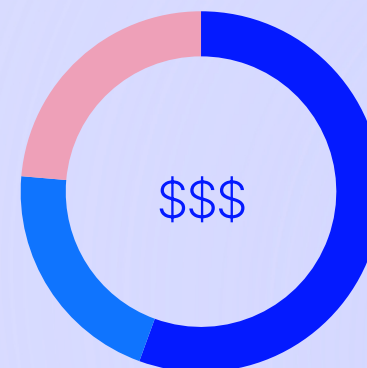
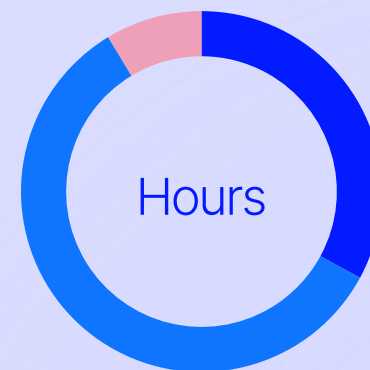


PRO BONO & VOLUNTEERISM INVESTMENT

Edelman in FY23 aligned its pro bono projects against four United Nations Sustainable Development Goals: Climate Action, Reduced Inequalities, Gender Equality and Good Health and Well-being. Focusing on these four offers our offices a universal and consistent way to evaluate opportunities and create greater impact.

Our employees' volunteer hours climbed 74% to 13,572 from 7,804 FY22 when the second year of the pandemic curtailed volunteerism. The FY23 hours represented a \$345,143 investment. Pro bono hours, however, slipped 36% to 7,648 from 12,028 in FY22, representing an investment of 921,282. Hours spent by employees in board advisory roles rose nearly 7% to 2,010.

FY23 INVESTMENT



- Pro Bono
- Volunteerism
- Board Advisory





RESULTS

677

participants across
33+ offices

3,851

hours of service

\$872,000

USD investment in time

Aligned to 5 SDGs

Quality Education, Good Health & Well-being, Climate Action,
Reduced Inequalities, Gender Equality

70 DAYS OF GIVING

Edelman commemorated its 70th anniversary with a “70 Days of Giving” campaign between September 27 and December 6 when employees gave back by participating in various causes important in their communities.

The campaign launched as we opened the Edelman Museum in our Chicago headquarters that includes a citizenship wall highlighting our pro bono work for such causes as The National 9/11 Memorial and Museum, the Holocaust Museum in Washington, D.C., Save the Children effort after the tsunami in Indonesia, and Chicago’s UN[]SPOKEN mental health campaign. In his celebrated 10 Principles for Success, founder and PR icon Dan Edelman emphasized four citizenship-related principles: Give Back, Stay Healthy, and Ethics, Become a Citizen of the World that aligns with social responsibility.





PRO BONO PROJECTS AND VOLUNTEERISM ACTIVITIES*



U.S. Gallaudet University

Edelman supported the District of Columbia's Gallaudet University, which serves deaf and hard-of-hearing students, by providing communications counsel, fundraising help and support for the Center for Black Deaf Studies and a memorial to honor the legacy of a Washington, D.C. resident who fought tirelessly for equality for Black deaf children. The Louise B. Miller Pathways and Gardens will provide a place where people will gather to learn and reflect in meaningful ways.



APAC The Pinnacle Foundation

The Pinnacle Foundation is Australia's LGBTQIA+ education charity that provides scholarships, mentoring and opportunities for young LGBTQI+ Australians to realize their full potential. To raise awareness of its mentor program, Edelman worked with Pinnacle to pair the young people with mentors in their field of study. The campaign achieved national coverage in both consumer and LGBTIQ+ news outlets, encouraging applications.



LATAM The Bogotá Humedales Foundation

Edelman Bogota partnered with the Bogota Humedales Foundation, a nonprofit dedicated to safeguarding Bogotá's wetlands, to plant over 60 trees in Vereda San Antonio, in the municipality of La Calera. The land has been impacted by natural and social forces that makes it imperative to promote environmental remediation by planting trees.

Edelman employees were trained in biodiversity and environmental impact, helped raise awareness of the impact of logging and other issues, and contributed to improving living conditions of La Calera residents.



EMEA The Winnie Mabaso Foundation

The Winnie Mabaso Foundation that supports South African orphans, especially those living with HIV/AIDs, partnered with Edelman South Africa to host a volunteering day. Thirty-plus Edelman employees assisted by sewing items to sell, gardening in the inhouse vegetable garden, reading books and playing with children at day care, and painting the kitchen. Edelman also donated funds and meals for the day.



Canada CAMSC

The Canadian Aboriginal and Minority Supplier Council (CAMSC) facilitates the growth of Aboriginal and minority owned businesses, by connecting them to procurement opportunities with companies and governments committed to a diverse and inclusive supply chain.

Edelman Montreal provides ongoing support and execution of CAMSC's executive profiling program with CAMSC CEO to elevate the organization's role as a leader in supplier diversity.

* This is a highlight of projects across our 5 regions





MEET ROB MOREAN: FIRST JAY PORTER FELLOWSHIP RECIPIENT

Roberto (Rob) Morean never met Jay Porter, late-CEO of DJEH's Revere. In April 2014, when the New York University freshman and aspiring actor Rob was told he had Stage 2 Hodgkin's Lymphoma – a cancer of the lymph nodes -- the beloved Edelman veteran Jay had just begun his four-year stint as president of Edelman Chicago. Jay hadn't yet found out he had chronic lymphocytic leukemia.

Rob survived his intense cancer treatments, returned to NYU and, after graduating in May 2017, made his Broadway debut in the 2018 Broadway production of "Harvey Fierstein's Torch Song." Jay, who later became CEO of Edelman's Revere company, died of complications from cancer in November 2021 at the age of 48.

While they never met, Jay has had a big impact on Rob. In December 2022, Rob – now a member of the Edelman family as a UEG Senior Manager – was named the inaugural recipient of the Jay Porter Fellowship. He immediately used the award to further and expand his impact as an activist for the Leukemia & Lymphoma Society (LLS).

The Fellowship gave Rob the time off and resources needed to make a profound impact for LLS. He used his and his many friends' musical and other talents to raise \$85,000 in just 10 weeks via fundraising events across the country.

They included, among others, Raise Your Voice, a Broadway-based cabaret that raised \$18,000; Discoteca, a Studio 54-inspired dance party with popular NYC DJs (\$6,500); All In Good Company, a night of drag, music and storytelling (\$8,500) and the Boston Gives Back event (\$6,000).

Rob's efforts to raise awareness and funds for LLS across several states also earned him the inaugural LLS Advocacy Award. Explaining his continuing philanthropic endeavors, Rob (who turns 29 on Nov. 18) says, "I would love to leave the legacy that Jay did with his colleagues and his community. He helped so many and did so much good, while bravely leading with grace and love. Our common thread is the desire to do good for our community and others."

Currently, Rob is centering his philanthropic efforts on the Ali Forny Center, an LGBTQ+ youth center in New York City providing services for homeless, at-risk youth.

Through the campaign, Rob adopted a favorite song, Nothing Stops Another Day from the musical Ghost, that he sang at some of his events. "It is the song that I perform that is the most representative of my cancer journey. It explores the time in our lives when we're at a crossroad and must make the decision to either sit in despair, or stand up, roll our shoulders back, and realize that the sun will rise tomorrow to a new day."



COMMUNITY INVESTMENT GRANTS

In FY2023, Edelman changed its Community Investment Grant guidelines to double the maximum fund eligibility per grant from \$2,500 to \$5,000. Thirty-seven nonprofits received grants totaling \$99,550. Edelman has funded over 1,000 organizations with grants exceeding \$1.5 million since 2011. The FY23 grant recipients included:



U.S. Green City Market

to support sustainable farmers and provide nutrient-rich food to those facing food insecurity in Chicago. Food purchased from local farmers is distributed to food pantries and mutual aid groups via the Farm to Fridge program.

LATAM Associacao Comunitaria Monte Azul

to help women with difficulty accessing obstetric and neonatal care by offering free maternal and child health during pregnancy, childbirth, and a baby's first year. This helped renovate medical offices to provide free and safe care.

Canada Community Association for Riders with Disabilities

to help provide broader equine therapy offerings to include therapeutic riding and unmounted programs through Equine-Assisted learning.

APAC The Be Good Project Foundation

to partner with family- and minority-owned restaurants and local grocery stores to support an online app created by the Be Good Foundation to eliminate food waste.

EMEA The Lantos Foundation

to support the Congressional Fellows program that enables young professionals across Europe and Israel to work in the U.S. Congress, gaining a better understanding of the U.S. political system and the role of human rights in the legislative process.





2023 COMMUNITY INVESTMENT GRANT RECIPIENTS

APAC

The Be Good Project Foundation, Orphanwise

Canada

Community Association for Riders with Disabilities,
The KANPE Foundation

EMEA

The Lantos Foundation

LATAM

Casa Angela: Centro de Parto Humanizado

U.S.

Kitchen Possible LLC, Abolitionist Teaching Network
Chicago Public Library Foundation, Step Afrika, New
Jersey Chamber of Commerce, 100 Roses from
Concrete, Cradles to Crayons, Arts of Life, Our Turn
Inc, Team Wilderness, Bluford Health Leadership
Institute, Boost Oregon, Cure VCP Disease, Lend
them a Helping Hand, Inc., Therapy4thePeople,
Cancer Care, START Children's Center, Inc., Open
Collective, Sakhi for South Asian Women, Meals on
Wheels, 21st Century Leaders Inc, House of Ruth, La
Casa Norte, Imerman Angels, Ubuntu Theater Project,
Chinese American Service League, Jewish World
Watch, Amuse Inc, The BrandLab

TRANSFORMATIVE ACTION # 4

ONE EDELMAN, ONE CITIZENSHIP

In FY23, Edelman instituted a central pro bono partnership policy and process to align with its OneEdelman business model.

Previously, all offices participated in pro bono work but various local, regional and global policies and siloed teams created confusion. Consequently, a pilot program in the U.S. identified strategically important and employee-sourced organizations for pro bono partnerships, and 0.5% of the U.S. budget was earmarked for them.

Specifically, \$1.5 million was dedicated to projects with Project Unloaded; the National Center for Lesbian Rights; International Women's Forum; and Gallaudet. Another \$1.15 million went to local projects addressing issues in employees' communities. This emphasis increased employee participation in the projects and had a deeper impact.

With the success of the U.S. pilot program, the hope is that all five global regions will replicate the One Edelman, One Citizenship pro bono partnership model. It also identifies strategically important and employee-sourced organizations to deliver meaningful and deep impact.



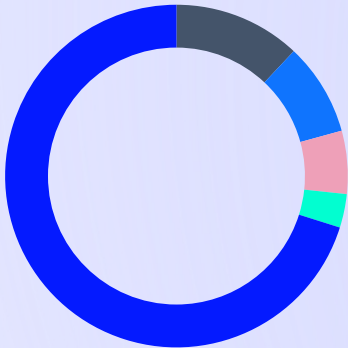


COMMUNITY GRANTS INVESTMENT

GRANTS FY11 – FY23

CIG Global Total							
	APAC	Canada	EMEA	LATAM	U.S.		
Total Grants	121	88	60	32	707	Total Grants	1008
Total Funds	\$177,875	\$128,550	\$89,500	\$40,050	\$1,084,725	Total Funds	\$1,520,700

Total Grants
Given and
Funds



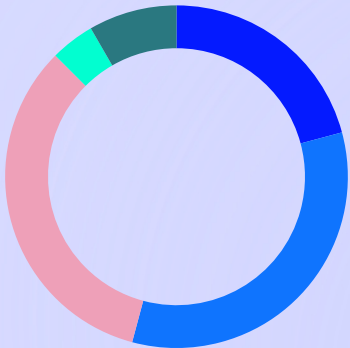
- APAC
- Canada
- EMEA
- LATAM
- U.S.

FY23 GRANT ALIGNMENT TO SDGS

Alignment to Priority SDGs	
Quality Education	5
Good Health and Well-being	8
Reduced Inequalities	8
Climate Action	1
Gender Equality	2
Total	24

Additional grants were provided to recipients aligned with different SDGs.

Grants
Aligned to
Priority SDGs



- Quality Education
- Good Health and Well-being
- Reduce Inequalities
- Climate Action
- Gender Equality



RUTH EDELMAN CITIZENSHIP AWARD

The annual Ruth Edelman Citizenship Award recognizes the agency team and individuals who develop and execute the pro bono project that demonstrates Edelman Citizenship to the highest extent. The \$5,000 award -- which honors the legacy of Edelman's late deputy chairman and wife of our founder in supporting numerous health organizations and nonprofits -- illustrates how our offices and employees can impact a specific societal issue in partnership with a nonprofit client.

For FY23, the award went to a team with members from the New York, District of Columbia, Los Angeles, San Francisco and Seattle offices who collaborated with the National Center for Lesbian Rights to counter the politicization of critical healthcare for transgender youth. The campaign sought to increase public education and acceptance of gender-affirming care, especially access to healthcare for trans youth. Over half of Americans believe being transgender is a real, deep-seated identity, but less than half (48%) support transgender individuals' protection and rights.

The partnership with NCLR yielded insights to combat misinformation, culminating in the #HealthcareIsCaring campaign that launched in October to inform and shape conversations on transgender issues.

TRANSFORMATIVE ACTION # 8

EXPANDED COMMUNITY WITH COMMUNITY INVESTMENT GRANT PROGRAM

Edelman's Community Investment Grant program became more global in nature instead of U.S.-based. Since 2011, Edelman has provided 121 to the APAC region, 88 grants to Canada, 60 grants to EMEA, 32 grants to LATAM, and 707 to the U.S. While the U.S. still receives majority of the grants, we have seen an uptick in applications globally.





OUR WORLD

GLOBAL CITIZENSHIP REPORT 2023



WE RECOGNIZE THAT URGENT ACTION IS NEEDED TO MITIGATE THE MOST DANGEROUS IMPACTS OF CLIMATE CHANGE ON BOTH PEOPLE AND THE PLANET. THIS REQUIRES THE RAPID REDUCTION OF GREENHOUSE GAS EMISSIONS AND A GLOBAL TRANSITION TO A NET-ZERO CARBON ECONOMY. IN FY23, WE TOOK FURTHER ACTIONS TO DRIVE CHANGE BOTH INTERNALLY AND EXTERNALLY. AMONG OUR INITIATIVES WE:

- Committed to reduce absolute scope 1 and 2 GHG emissions 80% by 2030 from a 2019 baseline. Edelman also commits to reduce absolute scope 3 emissions covering purchased goods & services, fuel and energy related activities, upstream transportation and distribution and business travel 55% within the same timeframe.
- Launched our mandatory Climate & Communications Training, in collaboration with Columbia University's Climate School, as our industry's first climate training with an academic institution. Nearly 95% of employees have taken the training, and all new staff are required to take the training when they join.
- Helped a growing number of clients develop purpose-driven campaigns relating to climate change, including campaigns on regenerative practices and on reducing food waste.
- Continued to be advised by an independent council of climate experts to advance the firm's climate strategies and practices and support efforts to shape

global climate communications. The Council's nine members are experts from around the world, with deep experience in climate science, policy, negotiations, mitigation, leadership, action, collaboration and consumer engagement.

- Established a global procurement office to measure more accurately our value chain emissions, beginning with 120 of our suppliers.
- Began shrinking our environmental footprint by reducing the number of offices and making smaller offices fully remote.
- Made progress in our goal to reduce our global waste footprint by 50% by 2025, including eliminating single-use, non-PET plastic from all our offices by the end of 2024, with nearly 95% of offices having eliminated it by January 2023.

Our board-level climate and sustainability committee reviews our progress against our climate principles quarterly.



SHRINKING OUR OFFICES' ENVIRONMENTAL FOOTPRINT



MEET ALICE HOGUEISSON: OUR REAL ESTATE CHANGE AGENT

For 23 years, Alice Hogueisson has served as Edelman's director of facilities. A senior vice president, she's also a CFM and SFP – certified facility manager and sustainability facilities professional. Most importantly, she plays a key role in selecting our offices, choosing the offices in our over 60 cities worldwide.

Alice, whose last name, means "inventiveness," is employing fresh concepts for making our hybrid workplaces appealing. "Activity-based working is the future of the hybrid office," she explains. "Companies are redesigning their offices so that employees can choose where they sit based on the work they're doing."

Indeed, she has been fashioning the design playbook for new offices. The relocated Chicago office with its much smaller footprint and environmentally friendly space was the first to help develop the playbook. It's greener and more open, adopts composting and recycling, is a LEED-certified green building, and closely monitors power and water consumption.

It uses a neighborhood approach to its two-floor layout with central corridors leading to practice areas, and amenities such as banks, food courts, parks and dry cleaners are nearby. Employees have access to the rooftop floor for fresh air. Supplier diversity was required and the contractor exceeded his mandate. A woman-owned business now supplies furniture.

The new London office that just opened was next. Since each office's personality differs, employees there were consulted about their preferences. A greater emphasis on employee security is now standard. More quiet places enable employees to unplug, including a meditation room and one for new mothers. Wellness considerations rate high, so healthy snacks and beverages are favored. During the pandemic employees wanted fewer touch points and doors, and now they want those spaces back.

Atlanta and Los Angeles are next in line. A new goal for them and others: zero waste to a landfill. Equipment is donated, recycled or resold.

Alice's biggest challenge? "Things like rules and regulations change daily, and often I wear a different hat every day," she says. In this fiscal year, office and facilities moved under the shared operation team and fortunately, each office has at least one employee designated to facilities to assist her (and Alice has mentored several). Her greatest delight? "Seeing people walk into a new space and smile and enjoy working in the space."



SCIENCE-BASED TARGETS

The Science Based Targets initiative approved Edelman's near-term, science-based emissions reduction target and in October began validating our long-term emissions reduction targets in line with reaching net-zero by 2050.

Our near-term targets are to reduce absolute Scope 1 and 2 emissions by 80% and our absolute Scope 3 indirect, supply chain emissions – comprising about 99% of our total emissions – by 55%, both by 2030 and using 2019 as a baseline.

Under the SBTi's net-zero standard, companies must reduce emissions by 90% and neutralize the remaining 10%. The emissions include reductions across Scope 1, 2 and 3 emissions which comprise of business travel, electricity, heating/cooling, fuel, upstream transportation and distribution and purchased goods and services/supplier emissions. Although other Scope 3 categories exist, these are material categories for Edelman.

Through the end of FY23, Edelman analyzed its supplier base and engaged with the top 50 emitting suppliers, established a new travel policy to ensure pandemic-related reductions are managed in line with public SBTi targets, and provided incentives for sustainable employee commuting with bus, rail and bike vouchers.

Between 2024-2028, Edelman aims to ensure top suppliers/categories deliver our 2030 and 2040 commitments. We also plan to install gas/water meters as we transition to renewable electricity tariffs, and audit our car fleet, remove many cars, and convert the rest to electric vehicles.

Long-term to 2040, we plan to consider environmental sustainability when making office lease decisions and, where possible, transition to buildings heated with electricity. We also must achieve our near-term 2030 targets and our 2040 net-zero commitment, pending SBTi validation.



TRANSFORMATIVE ACTION # 3

ACTIVATED GLOBAL PROCUREMENT FOR SUSTAINABLE SUPPLIER ENGAGEMENT AND DIVERSITY.

Edelman named a global director of procurement, established a three-person procurement office, and exceeded FY23 goal by increasing supplier diversity spending to

8.9%

TRANSFORMATIVE ACTION # 5

ESTABLISHED ESG-RELATED TRAINING ABOUT CLIMATE, PROCUREMENT AND AI.

Edelman employees completed mandatory employee training about climate change and communications. Employee training about artificial intelligence started in FY23 as well as training on procurement policies for managers with spending authority.



CDP

We completed our ninth CDP disclosure in FY23 for the nonprofit organization that operates the global disclosure system for managing members' environmental impacts.

Our FY23 CDP score was not available at the time of our report's publication, but we achieved a "B" rating in FY22, and this again placed us in the top third of reporting companies in our industry and well above the North American regional average. Our disclosure is available on the CDP website. We also requested that more of our suppliers submit their climate-related information to the CDP.

RESPONSIBLE AND SUSTAINABLE PROCUREMENT & SUPPLIER DIVERSITY

We established a three-person global procurement office with our first global procurement director.

The office oversees a more centralized procurement operation that embeds responsible procurement decision-making and a supplier diversity program into our core buying processes and operations. Our responsible procurement program incorporates sustainability into the selection process for our suppliers. We use a third-party rating assessment and CDP platforms to monitor our business partners.

We have had a supplier diversity program since 2017 that seeks to increase spending with businesses of color and those owned by women, LGBTQIA+ individuals, the disabled, and the veteran community. It also supports small businesses in historically underutilized business zones, or HUB-zones, in the U.S.

In FY23, we updated our supplier diversity policies and set a FY23 goal of increasing supplier diversity spend in priority categories from 6.2% to 8.5%. We exceeded that goal with an 8.9% spend. We have set a 15% objective by 2025. The procurement team has been determining the most strategic categories to emphasize to have the biggest impact on cost and emission reduction as well as expanding our work and volume with diverse suppliers.

TRANSFORMATIVE ACTION # 10

GREENING OUR CULTURE VIA EMPLOYEE COMMUTING, GREEN LEASES, AMONG OTHERS.

Edelman has begun adding gas and water meters as part of our future office build outs. Edelman also celebrated Earth Day with week-long local and global activations focused on environmental justice and biodiversity.





MEET RYAN BURKE: EDELMAN'S GLOBAL PROCUREMENT DIRECTOR

To propel Edelman's drive to promote and drive sustainable procurement and supplier diversity, Edelman named our Canada Chief Financial Officer Ryan Burke as the agency's first global procurement director.

"This is a unique challenge to help Edelman reach a goal and create something that I believe we've needed for some time," says the 16-year Edelman veteran of his new post. "I wanted to be involved." He retains his Canada CFO role.

Ryan has been busy "learning," as he puts it. He has determined our relationships with suppliers and who within Edelman purchase goods and service. He also is helping formalize a vision for sustainable procurement and supplier diversity and establishing a three-to-five-year strategy.

He revamped procurement and bidding policies, hired two procurement officers to assist him, began establishing a global procurement system, and is planning a training program for managers to help them consider sustainability and supplier diversity when making purchasing decisions. He streamlined procurement policies, enabling level 3-and-above managers to make procurements with some approval guidelines and establishing senior-level oversight for purchases from larger suppliers.

Edelman has set a goal of spending at least 15% of our addressable spend with diverse suppliers, and Ryan has set goals for each individual business that the objective pertains to. In FY22, Edelman spent 6% with diverse suppliers and in FY23, that spending percentage was 8.9.

His office also is incorporating sustainability into selection criteria, where applicable and practical with suppliers, such as requiring GHG reporting of scope 1, 2 or 3 emissions and requiring them to establish SBTi targets by 2030.

As for travel-related emissions, the biggest challenge to reduce the agency's carbon emissions, improvements from a new global travel policy aligns with goals to pare travel-related emissions, he notes.

"There's no shortage of items on my to-do list," Ryan says. "I keep telling the team to keep chipping away and make progress because small wins lead to bigger ones."





EARTH WEEK

Edelman offices around the world continue to expand the annual Earth Week activities that began in 2020.



APAC

- **Sydney** volunteered at an animal shelter.
- **China** launched exciting Earth Week activations across the Beijing, Guangzhou and Shanghai offices. These activities included a step-donation campaign, a visit to a natural history museum, donations for stray animals, a green clean-up hike, and distribution of biodegradable plant-based bookmarks that can be grown and potted.
- **Hong Kong** hosted an Urban Oasis workshop with the World Wide Fund for Nature and created their own Japanese-style Kokedama, practiced indoor gardening tips, and learned how to take care of plants that support our environment.
- **India** gifted saplings, encouraging each other to plant them and purchasing additional plants for the office space.
- **Jakarta** hosted a donation drive for RBS with school equipment, a non-profit organization that provides educational assistance to underprivileged children, and sorted trash with a local organization.
- **Kuala Lumpur** hosted a clothing donation drive for Kloth Cares, an organization that aims to reduce fabric from our landfills by distributing, recycling and repurposing clothing and fabrics. They also distributed "Grow Your Own Plant" kits to all employees.
- **Singapore** hosted an annual e-waste collection, gathering a total of 194.17kg of e-waste. The office also volunteered at Willing Hearts soup kitchen.
- **Ho Chi Minh City** collected clean plastic bags in collaboration with [Limloop](#), to repurpose into tote bags, laptop bags and more.
- **Taipei** participated in a friendly challenge to complete more than 500 green actions as an office.
- **Seoul** participated in briquette deliveries to hillside slums and hosted a plogging activity for the environment.



EMEA

- **Germany** hosted a lunch and learn brainstorm session to plan earth-centric citizenship events for the upcoming fiscal year.
- **Amsterdam** hosted a foodbank collection drive focused on plant-based options and provided a sustainable office lunch that featured locally grown and produced food.
- **Spain** created a campaign of internal communications and sustainability resources to share information related to nature, food systems, sustainability and the climate with employees.
- **South Africa** partnered with Food & Trees for Africa to host an educational climate change virtual session and donated R10,000 (\$5,134.00 USD) towards 50 trees to be planted at two schools. The office also organized and hosted an educational sustainability talk and office planting activity.
- **UAE** hosted events in both Abu Dhabi and Dubai offices where employees were able to purchase sustainable plants for home or office use.





CANADA

- **Calgary** planted local, seasonal flowers and plants in reusable pots.
- **Toronto** hosted a garden planting day in the outdoor patio space.

UNITED STATES

- **Miami** planted Florida-native blanket flowers and repurposed household items as planters.
- **Los Angeles** hosted an in-office clothing swap, with the remaining items donated to LA Midnight Mission.
- **Bay Area Hub** hosted a beach cleanup with the Surfrider Foundation.
- **Atlanta** hosted a park cleanup with [Piedmont Park Conservancy](#).
- **Chicago** hosted a beach cleanup at Loyola Park.
- **New York** hosted a clothing drive in collaboration with the Bowery Mission and participated in a tree restoration project for the Hudson Square Bid.
- **Seattle** hosted a community garden planting event.
- **Austin** hosted a “Bring Your Own Planter” party and provided houseplants, soil and tools.
- **Dallas/Houston** hosted a vegan lunch and distributed plant seedlings.
- **Washington, D.C.** volunteered virtually with Free Rice, building an on-site space for employees to complete while listening to <https://www.thissongplantstrees.com/>

LATAM

- **São Paulo** hosted a conversation with Fundação Amazônia Sustentável, an NGO focused on different initiatives in the Amazon rainforest.





LONDON OFFICE EMBODIES THE SUSTAINABLE WORKPLACE OF OUR HYBRID FUTURE

Edelman is fashioning the sustainable workplace of a hybrid future – and London exemplifies it. CEO Richard Edelman considers it “a stunning example of creative office space that will set us apart.”

London’s Director of Workplace Antony Wiltshire illuminates what makes the new digs for nearly 700 employees embody the desired smaller footprint and environmentally friendly collaboration space that creates neighborhoods, of sorts. “We wanted a different kind of space that’s less focused on teams and more on themes,” he explains.

While the renovated warehouse is old and historic, everything inside its four floors (and attic) is new and sustainable. Its 40,000 square feet is 25% smaller, but “it feels bigger with ceilings as high as 4.6 meters that permitted us to build mezzanines around the edges to create more space and even a hush gallery,” he explains. The décor is a variety of colors, funky wallpapers and fabric furnishings for reducing noise.

The first floor is designed for clients, in particular, including booths and spaces for clients to work and meet in. The second floor is more informal, and the bustling third floor is more traditional with plenty of desks and back of house functions like IT.

Sustainability reigns. The building is rated A for energy use, and everything is powered entirely with renewable energy. Waste recycling is hitting over 90% of office waste, avoiding the landfill. (Employees can even take coffee grounds home to ward off slugs in their gardens.)

Lights turn off when not used, and the office cleaners switch off any electronics they find on. They also use a machine to turn tap water into Stabilised Aqueous Ozone, considered the most effective disinfectant, to clean desks often used by a different person each day. Doors can be opened by hovering a hand over a sensor that releases the door and reduces the need to touch handles.

Rooftop beehives (Edelman honey, anyone?) and vegetation to nurture them is coming this summer. An onsite café offers subsidized meals using local, sustainably-produced ingredients in an informal canteen that also has plenty of soft seating for informal meetings over a coffee. Bicycle bays abound in the office, and a fitness club with a reduced fee for employees is next door.

The office is perfect for mobility. Portable power packs that can charge four laptops at once are situated around the office so teams can easily work together – or employees can sit on a sofa or anywhere around the floor. There’s a wide range of spaces, desks and open plan touch-down areas, where former UK CEO Ed Williams, now President, International prefers to sit with his laptop and be accessible. While meeting rooms have reduced in number, extra meeting spaces can be created by pulling a curtain to hide work benches with screens and conferencing facilities. There are 214 reservable desks that indicate who has booked each for the day, and a two-hour window lets employees arrive and check in before it’s released.



Edelman London have introduced so-called “anchor days” for each practice on Mondays through Wednesday, and they change monthly. For instance, the Healthcare team can book a specific area on the third floor on Tuesdays, while the other practices have their own anchor day and space. Thursdays and Fridays are “collaboration days” when employees can book a space wherever and whenever they want. This triggers cross-pollination by introducing employees to colleagues they probably wouldn’t meet otherwise.

Antony, a 10-year Edelman veteran, says “Hybrid is here to stay. It’s a cultural shift that happened very fast,” Antony maintains. “That’s why our offices must offer varied spaces for collaboration and congregation that are inspiring and where we want to come to do our best work.”

BENCHMARKING EDELMAN OFFICES WORLDWIDE



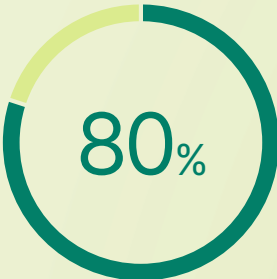
of offices eliminated non-PET single use plastic.



of offices composted.



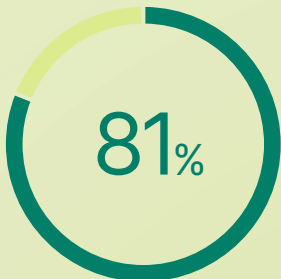
of offices collect e-waste.



of offices engage employees on waste management.



of offices engage employees on carbon reduction initiatives.



of offices have energy efficient lighting.



INDIA'S MANAGING DIRECTOR SEEING FIRSTHAND THE EFFECTS OF CLIMATE CHANGE

**How is climate change affecting geographic regions?
As Rakesh Thukral – managing director of Edelman India for nine years and also the APAC region's chief operating officer – views it, global warming is here and is beginning to have negative impact. Visible impact aside, even the tourism sector is seeing changing patterns.**

"Summer used to be the best time to vacation on India's mountains. But unpredictable rains have made it uncertain for tourists to plan their vacations," he explains. "These changing weather events are causing landslides, impassable roads, and human hardship that drive away tourists." But the choice between tourism, economic development and safe habitats in response to climate change will be a question of making hard choices in the years to come."

In recent years, Rakesh – one of India's most senior public relations professionals – has been involved with issues related to energy efficiency, climate communications and sustainability. He contributed to India's communications outreach at the 2015 UN Climate Change Conference that led to the landmark Paris Agreement on behalf of his clients.

About climate change, he says matter-of-factly, "It's not getting better" in India or the region. He worries increasingly about its impact on economic security and health for the poorest, farming communities and urban poor alike..

Rakesh has been instrumental in working with clients and his own India team of 230 colleagues on climate-related assignments and on adopting "green" practices. On Edelman's Founder's Day, employees took a "green" pledge to adopt environmentally sustainable practices.

Besides typical "green" initiatives such as collecting e-waste, and eliminating non-PET single-use plastic, the India team has begun to a move to electric and hybrid vehicles. Because work-related travel often involves long distances in India, Edelman has a fleet of office cars. This fleet is being transitioned into EV vehicles, and the Delhi office received the first EV vehicle this summer." The team talks about how quiet and clean the EV experience is," Rakesh notes.



As for client consultations, he says it is important to talk about the environmental impact of a new product or a new project. For instance, If the team is planning a big client conference, it could use a checklist to ensure the event is conducted in a sustainable including eliminating waste and managing emissions.



LOOKING AHEAD

As this report demonstrates, more of our actions that originated locally or regionally are becoming global transformations. We identified 10 such transformations with more to come.

Our citizenship journey began 13 years ago as a 'nice to have', not a 'must have' program. It evolved to an evolutionary, not revolutionary, journey, and then to a proactive, not reactive, mission that became a 'must have' agenda. It now has advanced to the ultimate transformation of embedding sustainability in all we do and in how we think and work throughout our global operations.

Our employees and clients make it abundantly clear they favor this journey. Over 80% of our employees view our citizenship and sustainability programs as important reasons for choosing to work at Edelman. And 86% of our clients surveyed consider our citizenship goals important, with 57% considering corporate social responsibility initiatives a driver when choosing a partner.



We have set ambitious climate and emission-reduction goals, responsible supplier and supplier diversity objectives, meaningful diversity, equality, and inclusion targets for hiring and promoting our talent, and firm ambitions for reducing our offices' and our overall environmental footprint globally.

We believe our citizenship approach has kept us ahead of the pack. That's essential today to meet environmental and social mandates that our stakeholders expect. Every organization and each of us must do our part to address climate change that already appears to be damaging our planet—and our lives.

If we don't reduce global emissions, the bottom line is clear: Our survival.

For questions and comments, please contact, Citizenship@Edelman.com.

EMISSIONS CERTIFICATION, VERIFICATION AND ASSURANCE

All of Edelman's scope 1, 2, and 3 emissions data has been verified and assured for 2022. SCS Global Services has conducted verification activities in conformance with ISO 14064-3: 2019.

TRANSFORMATIVE ACTION # 1

SET SCIENCE-BASED TARGETS TO ACHIEVE NET ZERO EMISSIONS.

Edelman set these science-based emissions reduction deadlines with the Science-Based Targets initiative to reach net zero emissions by 2050.

- Near-term by 2030: Reduce Scope 1-2 emissions by **80%** and Scope 3 emissions that comprise about **99%** of total emissions by **55%**, using 2019 as baseline.
- Long-term by 2050: Reach net zero emissions by paring emissions by 90% and removing the other 10%, under SBTi standard.





GRI Index

GRI 1: Foundation (2021)
Statement of use

Daniel J. Edelman Holdings, Inc. ("DJEH within this document, limited to the scope described in 2-2) has reported the information cited in this GRI content index for the period July 1, 2022 through June 30, 2023, unless otherwise noted, with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	LOCATION	NOTES AND OMISSIONS
GRI 2: General Disclosures 2021	2-1 Organizational details	DJEH is an independent, family-run company with co-headquarters in Chicago and New York. DJEH has more than 60 offices around the globe. Edelman operates in Canada, the United States, Colombia, Argentina, Mexico, Brazil, the Middle East, Amsterdam, Spain, Germany, Denmark, Ireland, South Africa, the United Kingdom, Italy, Kenya, France, India, China, Malaysia, Vietnam, Indonesia, Australia, South Korea, Singapore, Taiwan, and Japan. Edelman also has affiliates in Latin America, EMEA, and APAC regions	
	2-2 Entities included in the organization's sustainability reporting	This report is about Edelman and the specialty firms within DJEH The specialty firms include Assembly, BioScience Communications, DXI, EGA, Edible Inc., First at EDIFI, First&42 nd , Mustache, Revere, Salutem, Edelman Smithfield, United Entertainment Group, Zeno Group. This report excludes information about Zeno Group. Zeno Group is a separate legal entity and has its own comprehensive approach to corporate citizenship.	
	2-3 Reporting period, frequency and contact point	Reporting period: July 1, 2022 - June 30, 2023 Publication date: November 2023 Frequency: Annual Contact: Citizenship@edelman.com	
	2-4 Restatements of information	There have been no restatements of information.	



GRI Index

GRI STANDARD	DISCLOSURE	LOCATION	NOTES AND OMISSIONS
GRI 2: General Disclosures 2021	2-5 External assurance	<p>We engage with experienced and respected third parties to assure and verify our sustainability reporting. Authorization for these engagements, and approval of the providers we select, comes from the Global Citizenship Team, led by the Managing Director of Global Engagement and Corporate Responsibility (MDGECR), who serves as the company's Chief Sustainability Officer and sits on the Board, which is our highest governance body. For this report, we engaged Star Signal Partners to provide an independent limited level of assurance of the FY 2022-23 Citizenship Report of Daniel J Edelman Holdings (DJEH) to the GRI Standards. See p. 94 for the assurance statement. External assurance to the GRI Standards increases stakeholders' confidence in how DJEH has applied the GRI disclosure principles and requirements. In addition, subjecting the entire sustainability report to assurance results in enhanced internal processes, controls and governance with respect to sustainability.</p> <p>All of Edelman's scope 1, 2, and 3 emissions data has been verified and assured for 2022. SCS Global Services has conducted verification activities in conformance with ISO 14064-3: 2019.</p>	
	2-6 Activities, value chain and other business relationships	<p>Please visit https://www.edelman.com/expertise.</p> <p>Our supply chain consists of many elements, including but not limited to media services, consultants, and equipment manufacturers. There are no significant changes from the previous reporting period</p>	
	2-7 Employees	<p>Total Employees: 8,336 Gender: Male – 29.3%, Female – 68.2%, Unidentified – 2.4% / Total number of permanent employees by region: APAC: 1,320, Canada: 262, EMEA: 1,525, LATAM: 591, US: 3,459</p> <p>Total number of temporary employees by region: APAC: 307, Canada: 25, EMEA: 279, LATAM: 36, US: 532</p> <p>These numbers are reported in head count and at the end of the reporting period. This information was pulled using our HRIS system.</p>	Due to DJEH's practices regarding employee confidentiality, we do not share breakdowns by gender, region, or headcount fluctuation
	2-8 Workers who are not employees	Due to DJEH's practices regarding employee confidentiality, we do not share this information.	See 2-8 location.
	2-9 Governance structure and composition	<p>In addition to DJEH's board of directors, the firm is managed by a Governance Committee that oversees the execution of the firm's strategy. This group also enlists the support of individuals who serve in a variety of capacities via the Operations Committee. Members of these committees are responsible for Edelman's citizenship performance in a variety of ways. Each region operates under the leadership of its own President and Chief Financial Officer. Managing Directors oversee strategy, service and operations in over 60 cities around the world. For more information, please visit www.edelman.com/people or search for Edelman's CDP response at www.cdp.net/en.</p>	



GRI Index

GRI STANDARD	DISCLOSURE	LOCATION	NOTES AND OMISSIONS
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	<p>The highest governance body at Edelman is the DJEH Board of Directors. Views of three key stakeholder groups are represented by the DJEH board. The first group is comprised of outside directors, the second group consists of Edelman management, and the third group are members of the Edelman family. A thorough vetting process has been established to interview, assess, and ensure best fit of any board members for Edelman.</p> <p>In terms of nominating and selecting members of the Edelman board, the following criteria are considered:</p> <ul style="list-style-type: none"> • Global diversity to reflect the geographic diversity of Edelman • Diversity of talent to reflect our structure: HR, Finance, Operations, and Client/Industry • Individuals with direct experience within the industry • Individuals with company and Edelman historical context 	
	2-11 Chair of the highest governance body	The chair of our Board is our global Chief Executive Officer and President. He determines our operational and strategic priorities and leads discussions undertaken by the Board.	
	2-12 Role of the highest governance body in overseeing the management of impacts	DJEH's board of directors, our highest governance body, in conjunction with the Executive Committee, Operations Committee, and Global Citizenship Team, oversees the firm's sustainability goals and strategy. The Global Citizenship Team, led by the Managing Director of Global Engagement and Corporate Responsibility (MDGECR), who sits on the Board and serves as the company's Chief Sustainability Officer, develops goals, strategies, and policies to make positive societal impact and further DJEH's strategic sustainability and citizenship priorities. The Board, along side the independent council of climate experts, is responsible for the review and approval of all goals and strategic initiatives both regional and global, as well as reviewing updates to policies and practices, such as the business air travel, environmental, and sustainable procurement policies and guidelines. For more information, please visit www.edelman.com/people or search for DJEH's CDP response at www.cdp.net/en .	



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GRI STANDARD	DISCLOSURE	LOCATION	NOTES AND OMISSIONS
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Please see the answer for 2-12 above. The Executive and Operations Committees, subject to the limits of authority delegated to them by the Board, are responsible for the execution of the firm's goals, strategies, and policies. These committees are comprised of board members and senior leaders across various functional and geographic areas. Members of these committees are responsible for DJEH's citizenship performance in a variety of ways, including the implementation of strategies and policies in support of the goals in each region (DJEH is actively operating in more than 60 cities with upwards of 6,000 employees around the world), which operates under the leadership of its own President and Chief Financial Officer. The Global Citizenship team also shares information and updates with employees at all offices through the Local Citizenship Network and Citizenship Advisory Board each month. The MDGECR reports bi-annually to the Board on sustainability related issues. The Board reviews the MDGECR's and the committees' reports and materiality analysis, including a review against the goals and the benchmarks of other similar professional services firms to evaluate the effectiveness and impact of the strategies and policies.	
	2-14 Role of the highest governance body in sustainability reporting	Prior to the publishing of the DJEH Global Citizenship Report or Update, the MDGECR presents this report, a comprehensive evaluation of the firm's progress against the goals, and the results of the materiality analysis, to the Board for approval.	
	2-15 Conflicts of interest	DJEH has established a full time Compliance and Ethics Counsel ("CEP") that evaluates compliance and ethical risks, including conflict of interest risks, so as to ensure that DJEH's operating policies and procedures have been designed and implemented appropriately to mitigate those risks. It also assists management in designing and implementing action plans to continually strengthen our control procedures. Our compliance office includes a Global Ethics and Compliance Officer, Global Compliance Counsel and Global Compliance Coordinator.	



GRI Index

GRI STANDARD	DISCLOSURE	LOCATION	NOTES AND OMISSIONS
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	In 2023, Daniel J. Edelman Holdings (DJEH) conducted its annual global employee survey and materiality assessment. DJEH conducts an in-depth materiality assessment every two years; the prior assessment was completed in 2021 and a condensed version in 2022. To ensure our citizenship strategy aligns with and prioritizes the issues that have the most impact on the economy, environment, and society, as well as those that most effect our stakeholders, View our 2023 materiality assessment here . To ensure our citizenship strategy aligns with and prioritizes the issues that have the most impact on the economy, environment, and society, as well as those that most effect our stakeholders, View our 2023 materiality assessment here .	
	2-17 Collective knowledge of the highest governance body	In addition to the Board's review of the materiality assessment, the Board, through the Chief Sustainability Officer and others, learns of potential risks and opportunities from a variety of sources, including internal stakeholders, local and global peer groups, industry experts, climate experts, and other stakeholders around the globe. This includes connecting with local and global peer CSR communities such as the Boston College Professional Services Sustainability Roundtable and through a partnership with EcoVadis. Through our involvement in these groups, DJEH gains and shares knowledge and assesses that along with others who are working towards similar goals.	
	2-18 Evaluation of the performance of the highest governance body	See also the answer to 2-16 above. The Board, along with the Executive and Operations Committees, assess the performance of the Board with respect to management oversight on these topics on an annual basis. This evaluation is performed by reviewing the results of the materiality analysis as well as feedback from internal and external stakeholders, and the results of the global citizenship survey and an employee engagement survey, against DJEH's developed goals. Assessments are reviewed with the Board and other senior leadership to develop a remediation plan, as appropriate.	
	2-19 Remuneration policies	Due to DJEH's practices regarding employee confidentiality, we do not share this information.	See 2-19 location.
	2-20 Process to determine remuneration	Due to DJEH's practices regarding employee confidentiality, we do not share this information.	See 2-20 location.



GRI Index

GRI STANDARD	DISCLOSURE	LOCATION	NOTES AND OMISSIONS
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	Due to DJEH's practices regarding employee confidentiality, we do not share this information.	See 2-21 location.
	2-22 Statement on sustainable development strategy	Please see Letter from Richard Edelman .	
	2-23 Policy commitments	DJEH supports the precautionary approach as described in the United Nations Rio Declaration, but, as a professional services firm, its application is not significant to our business. To view DJEH's policies, please click here .	
	2-24 Embedding policy commitments	Employees are trained on the DJEH Code of Conduct and key policies. Individuals may raise concerns about the organization's business conduct by either contacting the Global Compliance and Ethics Officer directly via the Listen Line with the option to raise such concerns anonymously. All employees are required to annually certify their commitment to comply with the DJEH Code of Conduct.	
	2-25 Processes to remediate negative impacts	Please see Appendix A, Materiality & Management Approach sections. Additionally, DJEH has a full-time compliance and ethics department, led by our Global Compliance Officer and supported by Regional Directors of Compliance and Internal Audit in each of our regions. At the core of our program is the DJEH Code of Conduct which, together with the companion Day-to-Day Situation Guide, outlines the responsibilities that we have to one another, to our clients and stakeholders, and to the firm and our industry. The company's Listen Line provides employees with a confidential and, where desired, anonymous means of reporting compliance or ethics concerns. The firm's Compliance Team, and where appropriate the Legal Team, is responsible for overseeing the investigation and resolution of compliance allegations or incidents, whether identified by the Listen Line or through other communications.	



GRI Index

GRI STANDARD	DISCLOSURE	LOCATION	NOTES AND OMISSIONS
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	The company's Listen Line provides employees with a confidential and, where desired, anonymous means of seeking advice and/or reporting compliance or ethics concerns. The firm's Compliance Team and the Legal Team are also available to receive concerns or for employees to reach out to for advice and counsel. The firm's Compliance Team, and where appropriate the Legal Team, is responsible for overseeing the investigation and resolution of compliance allegations or incidents, whether identified by the Listen Line or through other communications. Our Code of Conduct and Situation Guide are also available to guide employees.	
	2-27 Compliance with laws and regulations	There have been no significant instances of non-compliance with laws and regulations during the reporting period. There have been no fines for instances of non-compliance with laws and regulations that were paid during the reporting period.	
	2-28 Membership associations	Boston College Center for Corporate Citizenship Chicago Minority Supplier Development Council International Women's Forum National Gay & Lesbian Chamber of Commerce Student Veterans of America Sustainable Purchasing Leadership Council (SPLC) U.S. Chamber of Commerce Foundation: Veteran Employment Advisory Council (VEAC) and Military Spouse Employment Advisory Council (MSEAC) WEF Partnering Against Corruption Initiative Women's Business Development Council World Business Council for Sustainable Development	
	2-29 Approach to stakeholder engagement	See Appendix A.	



GRI Index

GRI STANDARD	DISCLOSURE	LOCATION	NOTES AND OMISSIONS
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	<p>The percentage of DJEH employees covered by collective bargaining is zero – 0%.</p> <p>In the United States, DJEH has not had any labor union organizing activity at our offices, nor do we have employees who are covered by collective bargaining agreements. Outside the United States, some DJEH offices do have employee-led Works Councils or may have employees covered by trade unions. At these locations, DJEH management teams and the employees collaborate and cooperate, as applicable, on labor relations.</p>	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	See page 76 .	
	3-2 List of material topics	See page 76 .	
	3-3 Management of material topics	See page 77-79 .	
Material Topic: Diversity, Equity, and Inclusion			
GRI 3: Material Topics 2021	3-3 Management of material topics	Information on lessons learned and engagement with stakeholders regarding effectiveness of topic management is not available currently, and we do not anticipate gathering this information within this reporting period.	See Appendix A and DEI location 3-3
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<p>DJEH as a whole: Gender: Male – 29.3%, Female – 68.2%, Unidentified – 2.4%</p> <p>Age Group: Under 30 years old – 36.2%, 30-50 years old – 53.5%, over 50 years old – 7.7%</p> <p>Unidentified – 2.6%</p> <p>DJEH's Operating Committee: Gender: Male – 46.7%, Female – 53.3%</p> <p>Age Group: Under 30 years old – 0%, 30-50 years old – 40%, over 50 years old – 60%</p> <p>As of June 2023, DJEH reported diversity demographic data by race & ethnicity overall in the United States: 9.3% Asian, 7.2% Black/African American, 9.5% Hispanic/Latinx, 0.1% Native American, 0.2% Pacific Islander, 3.1% 2+ Races, 66.8% White. The total underrepresented groups in the US is 33.2%</p>	



GRI Index

GRI STANDARD	DISCLOSURE	LOCATION	NOTES AND OMISSIONS
Material Topic: Business Ethics & Integrity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Information on lessons learned and engagement with stakeholders regarding effectiveness of topic management is not available currently, and we do not anticipate gathering this information within this reporting period.	See Appendix A and Business Ethics location 3-3
	201-2 Financial implications and other risks and opportunities due to climate change	<p>DJEH reports financial implications and specific risks and opportunities as part of our annual CDP response, including risks and opportunities posed by climate change with the potential to substantively impact our operations, revenues and expenditures, including those:</p> <ul style="list-style-type: none"> -driven by changes in current and emerging regulation -driven by physical and chronic impacts -driven by changes in other climate-related developments (Legal, Market, Reputation) <p>We also include the potential financial implications associated with those risks and opportunities where that data is available, potential methods to manage identified risks and opportunities, and costs to implement those management techniques.</p> <p>Our CDP response is made public for all stakeholders to view and can be found in the "Search and view company and city responses" section at www.cdp.net/en</p>	
	201-3 Defined benefit plan obligations and other retirement plans	<p>DJEH provides U.S. employees with a diversified 401(k) (defined contribution) plan with company matching contributions to save for retirement.</p> <p>The company match contributions begin after one year of employment and is vesting in increments of 33.3% over a three-year period.</p> <p>1 year of employment = 33% match 2 years of employment = 66% match 3 years of employment and beyond = 100% match</p> <p>Employees can contribute up to 100% of pay with either pre- or post-tax contributions up to the IRS allowed contribution maximum.</p> <p>The company provides 60 cents for every dollar an employee contributes up to the first 5% of total compensation.</p> <p>Newly hired U.S. employees are automatically enrolled in the 401(k) plan after completing three months of employment. The plan has a 95% participation rate.</p>	



GRI Index

GRI STANDARD	DISCLOSURE	LOCATION	NOTES AND OMISSIONS
Material Topic: Climate & Decarbonization			
GRI 3: Material Topics 2021	3-3 Management of material topics	Information on lessons learned and engagement with stakeholders regarding effectiveness of topic management is not available currently, and we do not anticipate gathering this information within this reporting period.	See Appendix A and Climate Action 3-3.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<p>For information on standards, methodologies, assumptions and/or calculation tools used, as well as the source of conversion factors used, see Appendix B: GHG Emissions Reporting Methodology and Environmental Metrics, p. 80.</p> <p>For information on total consumption within DJEH from non-renewable sources, total electricity consumption and total energy consumption, see Appendix C: Environmental Performance Data Table, p. 83.</p> <p>Information related to heating and cooling consumption are included in fuel and electricity consumption.</p> <p>Information related to fuel consumption within DJEH from renewable sources and steam consumption is not applicable.</p> <p>No electricity, heating, cooling, or steam energy was sold in FY23.</p> <p>All environmental data is one year behind the current report cycle. This is due to historic reporting periods and the need for a complete data cycle</p>	While this is DJEH's FY23 report, all environmental data is from CY22 as indicated in Appendix C.
	302-3 Energy intensity	See Appendix C: Environmental Performance Data Table, p. 83 .	Types of energy included in the Energy Intensity ratio are Electricity, Natural Gas, Diesel Fuel and Petrol and uses energy consumption within the organization, only.



GRI Index

GRI STANDARD	DISCLOSURE	LOCATION	NOTES AND OMISSIONS
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	DJEH monitors and reviews 100% of its operations for corruption risks on an ongoing basis with risks being assessed both as part of normal business activities and as part of its strategic positioning. Corruption risk assessment is also central to the overall compliance program managed at a global level. Corruption risk is considered from a geographical, regulatory and operational lens for all operations. In addition, DJEH operates a risk-based Internal Audit Program which provides independent assurance on the effectiveness of the processes put in place by management to manage its risks. No significant risks related to corruption were identified through the latest compliance risk assessment or the latest Internal Audit Program. 100% of affiliates have reviewed our anti-corruption policies.	
	205-2 Communication and training about anti-corruption policies and procedures	DJEH has a formally documented Worldwide Anti-Corruption Policy available to all employees on a global intranet site, and all employees are required to complete an anti-corruption e-learning course. Third party-related anti-corruption risk is addressed via contractual provisions, our Code of Ethics for Suppliers and Service Providers, Anti-corruption Policy for Third Party Business Relationships and due diligence procedures as appropriate. 93% of employees worldwide have completed the anti-corruption training for FY23.	Due to DJEH's practices regarding business partner confidentiality, we do not share our communications processes.
	205-3 Confirmed incidents of corruption and actions taken	There have been no confirmed incidents of corruption or public legal cases brought against the organization or its employees.	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There have been no legal actions pending or completed where DJEH has been accused of anti-competitive behavior, or anti-trust or monopoly violations.	



GRI Index

GRI STANDARD	DISCLOSURE	LOCATION	NOTES AND OMISSIONS
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<p>For information on gross direct (scope 1) GHG emissions, see Appendix C: Environmental Performance Data Table, p. 83.</p> <p>For information on gases included in the calculation, base year for the calculation (including rationale, emissions, and any changes in the calculation), source of emission factors and global warming potential (GWP) rates used, consolidation approach for emissions and standards, methodologies, assumptions, and/or calculation tools used, see Appendix B: GHG Emissions Reporting Methodology and Environmental Metrics, p. 80, and please visit Edelman's CDP response at www.cdp.net/en.</p> <p>There were no biogenic emissions in FY23.</p>	While this is DJEH's FY23 report, all environmental data is from CY22 as indicated in Appendix C.
	305-2 Energy indirect (Scope 2) GHG Emissions	<p>For information on gross location-based energy indirect (scope 2) GHG emissions and gross market-based energy indirect (scope 2) GHG emissions, see Appendix C: Environmental Performance Data Table.</p> <p>For information on gases included in the calculation, base year for the calculation (including rationale for choosing it, emissions, and any changes to the calculation), source of emission factors and global warming potential (GWP) rates used, consolidation approach for emissions and standards, methodologies, assumptions and/or calculation tools used, see Appendix B: GHG Emissions Reporting Methodology and Environmental Metrics, p. 80, and please visit Edelman's CDP response at www.cdp.net/en.</p>	While this is DJEH's FY23 report, all environmental data is from CY22 as indicated in Appendix C.
	305-3 Other indirect (Scope 3) GHG emissions	<p>For information on gross other indirect (scope 3) GHG emissions and other indirect (scope 3) GHG emissions categories and activities included in the calculation, see Appendix C: Environmental Performance Data Table, p. 83.</p> <p>For information on gases included in the calculation, base year for the calculation (including rationale for choosing, emissions, and any changes to the calculation), source of emission factors and global warming potential (GWP) rates used and standards, methodologies, assumptions, and/or calculation tools used, see Appendix B: GHG Emissions Reporting Methodology and Environmental Metrics, p. 80. There were no biogenic emissions in FY23.</p>	While this is DJEH's FY23 report, all environmental data is from CY22 as indicated in Appendix C.



GRI Index

GRI STANDARD	DISCLOSURE	LOCATION	NOTES AND OMISSIONS	
GRI 305: Energy 2016	305-4 GHG emissions intensity	<p>For information on GHG emissions intensity ratio for the organization, organization-specific metrics chosen to calculate the ratio, and types of GHG emissions included in the intensity ratio, see Appendix C: Environmental Performance Data Table.</p> <p>DJEH reports on carbon intensity for scope 1, 2, and selected scope 3 emissions per headcount. For information on gases included in the calculation, see Appendix B: GHG Emissions Reporting Methodology and Environmental Metrics.</p>	While this is DJEH's FY23 report, all environmental data is from CY22 as indicated in Appendix C.	
	305-5 Reduction of GHG Emissions	<p>For information on GHG emissions reduced as a direct result of reduction initiatives and scopes in which reductions took place (scope 1, 2, and selected 3 emissions), see Appendix C: Environmental Performance Data Table.</p> <p>For information on gases included in the calculation, baseline and rationale, and standards, methodologies, assumptions and/or calculation tools used, see Appendix B: GHG Emissions Reporting Methodology and Environmental Metrics and please visit Edelman's CDP response at www.cdp.net/en.</p>	While this is DJEH's FY23 report, all environmental data is from CY22 as indicated in Appendix C.	
Material Topic: Data Privacy & Security				
GRI 3: Material Topics 2021	3-3 Management of material topics	Information on lessons learned and engagement with stakeholders is not available currently, and we do not anticipate gathering this information within this reporting period.		See Appendix A and Data Privacy & Security Location 3-3
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Organization has neither discovered nor received reports of any material incidents or substantiated complaints concerning leak, theft, or losses of customer data.		



GRI Index

GRI STANDARD	DISCLOSURE	LOCATION	NOTES AND OMISSIONS
Material Topic: Human Rights			
GRI 3: Material Topics 2021	3-3 Management of material topics	Information on lessons learned and engagement with stakeholders is not available currently, and we do not anticipate gathering this information within this reporting period.	See Appendix A and Human Rights Location 3-3
Material Topic: Sustainable Procurement			
GRI 3: Material Topics 2021	3-3 Management of material topics	Information on lessons learned and engagement with stakeholders regarding effectiveness of topic management is not available currently, and we do not anticipate gathering this information within this reporting period.	See Appendix A and Sustainable Procurement Location 3-3
GRI 308 Supplier Environmental Assessment (2016)	308-1 New suppliers that were screened using environmental criteria	100 percent of new suppliers in the United States and Canada were screened using environmental criteria questions through our vendor management system. Suppliers not serving the United States or Canada markets were not screened.	
	308-2 Negative environmental impacts in the supply chain and actions taken	90 suppliers have been assessed for environmental impacts using a third-party assessment service. Of those 90 suppliers, 13 were identified as having a significant actual or potential negative environmental impacts. Actual or potential negative environmental impacts identified by third-party stem from lack of disclosure. DJEH has not yet engaged with low-performing suppliers to determine improvement. No relationships have been terminated with assessed suppliers at this time.	
Material Topic: Supplier Diversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Information on lessons learned and engagement with stakeholders is not available currently, and we do not anticipate gathering this information within this reporting period.	See Appendix A and Supplier Diversity Location 3-3



GRI Index

GRI STANDARD	DISCLOSURE	LOCATION				NOTES AND OMISSIONS
Material Topic: Supplier Diversity						
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	100 percent of new suppliers in the United States and Canada were screened using social criteria questions through our vendor management system. Suppliers not serving the United States or Canada markets were not screened.				
	414-2 Negative social impacts in the supply chain and actions taken	90 suppliers have been assessed for social impacts using a third-party assessment service. Of those 90 suppliers, 7 were identified as having a significant actual or potential negative social impacts. Actual or potential negative social impacts identified by third-party stem from lack of disclosure. DJEH has not yet engaged with low-performing suppliers to determine improvement. No relationships have been terminated with assessed suppliers at this time.				
Material Topic: Employee Health & Well-being						
GRI 3: Material Topics 2021	3-3 Management of material topics	Information on lessons learned and engagement with stakeholders regarding effectiveness of topic management is not available currently, and we do not anticipate gathering this information within this reporting period.				See Appendix A and Employee Health & Well-being Location 3-3
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Hires by gender: F 1231 M 484 U 64	Hires by region APAC 545 Canada 64 EMEA 435 LatAm 274 US 461 Grand Total 1779	Turnover by region: APAC 43.7% CANADA 33.5% EMEA 28.6% LATAM 37.6% US 22.0% All 28.9%	Turnover by gender: Male: 30% Female: 28.4%	Due to DJEH's practices regarding employee confidentiality, we do not share information on rate and age group of new hires. We also do not share the total number of employee turnover.



GRI Index

GRI STANDARD	DISCLOSURE	LOCATION					NOTES AND OMISSIONS
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>DJE provides all regular (non-temporary) U.S. employees working 24 or more hours per week (part and full time) the following benefits free of cost:</p> <ul style="list-style-type: none"> • Life • Accidental death & dismemberment • Long-term disability • Employee assistance and financial counseling • Wellness programs • Access to various discounted services and products 					<p>Eligible employees also can enroll in the following insurance programs:</p> <ul style="list-style-type: none"> • Medical (includes prescription drug) • Dental • Vision • Supplemental Life Insurance (to enhance the employer paid program) • Short-term disability • Long-term disability buy up (to enhance the employer paid program) • Health and Dependent Care Flexible Spending Accounts • Health Savings Account • Legal • Auto/Home/Renters/Pet Insurance • Commute <p>This information is not available for locations outside the US, and we do not anticipate gathering this information in the future.</p>
	401-3 Parental leave	A. FY23 – Male: 881, Female: 2,578	B. FY23 – Male: 47, Female: 123	C. FY23 – Male: 47, Female: 117	D. FY23 – Male: 41, Female: 107	E. FY23 – Male: 100% and 87%, Female: 95% and 87%	This information is not available for locations outside the US, and we do not anticipate gathering this information in the future.



Appendix A

This year, DJEH conducted a double materiality assessment to determine material topics. We alternate between a full assessment and condensed assessment each year. To view our condensed materiality assessment from FY22, please visit [here](#), page 35.

As part of the assessment, we reviewed the results of the annual Global Citizenship employee (n=1194) survey to gather emerging topics. We also surveyed existing clients, suppliers and peers to ensure their views as stakeholders aligned to the list of topics. We took those topics through an objective rubric to consider the severity and likelihood of our actual and potential impacts to ensure any topic where we had a potentially positive and severe negative impact on the economy, environment and the people including impacts on their human rights, across its activities and business relationships were also included.

After conducting this analysis, we determined a list of the topics most material to DJEH. These topics are material to DJEH because of the company's potential to impact through our operations and partnerships, our power to mitigate negative impacts, and the importance of the topics and our related actions to internal and external stakeholders. Because of these topics' materiality, we have described them in our report and included information in section 3-3 on our policies, commitments, targets, positive and negative impacts and measures to track and manage those impacts.

Based on our materiality assessment, our material topics are:

- ▶ Diversity, Equity, and Inclusion
- ▶ Business Ethics & Integrity
- ▶ Climate & Decarbonization
- ▶ Data Privacy & Security
- ▶ Human Rights
- ▶ Supplier Diversity
- ▶ Employee Health & Well-being
- ▶ Sustainable Procurement

Topics Edelman also deems important but not currently material to the business are community engagement and impact, training and development, and nature and biodiversity.



Appendix A

Diversity, Equity, and Inclusion

GRI 3: Material Topics 2021:
3-3 Management of materials topics

Diversity, equity, and inclusion (DEI) is a priority topic for DJEH because by embracing it and embedding it into our work we can increase our positive human and economic impacts. We continuously examine measures to ensure we're making progress on our DEI journey, tracking and communicating the effectiveness of our programs, maximizing our positive impacts, and taking action to address any negative impacts.

To better engage and educate employees and contribute to their growth and development, we have established several goals and ongoing efforts to weave DEI into every facet of the business. To learn about our DEI goals and our actions please visit [Our People](#)

We also incorporate DEI principles into our Code of Conduct and the Code of Ethics for Suppliers and Service Providers, such as anti-harassment and discrimination policies. These [policies](#) are publicly available and reviewed annually and informed by our annual citizenship survey and stakeholder feedback.

Business Ethics & Integrity

GRI 3: Material Topics 2021:
3-3 Management of materials topics

Since the opening of the business in 1952, DJEH has built its global enterprise on a foundation of ethics, values, and honesty. Maintaining the firm's reputation and minimizing potential negative economic and human rights impacts demands a commitment to excellence in service, ethical business practices, and compliance with the law. For these reasons, business ethics is a material topic for DJEH.

DJEH expects employees, suppliers, business partners, and clients to follow ethical business practices and comply with the law. These expectations are communicated to all stakeholders in a suite of policies, including the Code of Conduct, the accompanying Day-to-Day Situation Guide, and the Code of Ethics for Suppliers and Service Providers. Our publicly available policies are [here](#). Employees also complete certain annual mandatory trainings to ensure they are up to date on requirements and responsibilities.

To learn more about actions we take to manage our impacts, see the [Our Clients](#) section of our Citizenship Information.

Climate & Decarbonization

GRI 3: Material Topics 2021:
3-3 Management of materials topics

Climate action is material to DJEH because of the company's potential to impact the climate through our operations and partnerships, our power to amplify positive impacts and mitigate negative impacts, and the importance of the topic and our related actions to internal and external stakeholders. Because of the topic's materiality, we have described in detail in this report our positive and negative impacts as well measures to manage those impacts, including setting ambitious greenhouse gas reduction targets, improving our emissions data quality practices, and working closely with stakeholders throughout the value chain.



Appendix A

We calculate and analyze DJEH's greenhouse gas emissions each year and through that we can determine where we most greatly impact the climate.

These impacts come both from our operations as well as our business relationships with suppliers. More information on our actual emissions, the areas of impact, steps we have taken to mitigate and address these impacts, and how we have engaged with stakeholders throughout the process can be found on [pages 76-87](#).

We recognize that we also impact the climate through our relationships with our clients. For more information on this analysis, see [Our World](#).

DJEH is also committed to setting and achieving targets that effectively manage our climate impacts. We committed to the Science Based Target Ambition for 1.5°C. The SBTi has approved DJEH's near-term science-based emissions reduction target. DJEH has also committed to setting a long-term emissions reduction target with the SBTi in line with reaching net-zero by 2050. For more information on our SBTi commitment, see the [Our World](#). For information on other goals, targets, and measurements, click [here](#). Our [policies](#) are publicly available and reviewed annually and informed by our annual citizenship survey and stakeholder feedback.

Data Privacy & Security

GRI 3: Material Topics 2021:
[3-3 Management of materials topics](#)

DJEH understands the Importance of fair information privacy practices in individual privacy and considers it a material topic for our business. DJEH's IT function maintains a comprehensive collection of policies controlling the collection, use, storage and other processing of personal information. These policies are designed to identify personal information and ensure any processing takes place in a fair and proper manner in accordance with applicable laws and internal regulations. These [policies](#) are reviewed annually and informed by our annual citizenship survey and stakeholder feedback. We continually review these policies and accompanying practices and processes to ensure they effectively safeguard personal and business data.

Employees are required to take mandatory training in information security, acceptable use and data protection each year as part of their mandatory training requirements, and we review completion rates on a regular basis.

Human Rights

GRI 3: Material Topics 2021:
[3-3 Management of materials topics](#)

The key tenets of DJEH's business are reputation, leadership and transparency. As a professional services firm, our people are at the heart of everything we do. Ensuring fair and equal human rights is therefore material to our business and at the center of our approach.

DJEH has the potential to impact human rights through a variety of channels, including our supply chain, and seeks to minimize those impacts by adhering to our various policies and practices. We maintain a human rights policy and address human rights in our Code of Conduct and Code of Ethics for Suppliers and Service Providers. Stakeholders also have access to our "Listen Line" where they can report concerns and grievances anonymously to management. These [policies](#) are reviewed annually and informed by our annual citizenship survey and stakeholder feedback.



Appendix A

Sustainable Procurement

GRI 3: Material Topics 2021:
3-3 Management of materials topics

Because DJEH procures goods and services from suppliers around the world, we have the potential to make a positive or negative impact on the economy, environment and people depending on the suppliers we choose to use and the products we buy. Therefore, sustainable procurement is a material topic for DJEH.

Our [sustainable procurement policy](#) states our commitment to source sustainably. This policy is publicly available. This policy is reviewed annually and informed by our annual citizenship survey and stakeholder feedback.

For more information on our sustainable procurement practices, including actions taken and commitments made, please see [Our World](#).

DJEH has an Ethics for Suppliers and Service Providers policy that states suppliers must provide a safe and healthy work environment for their employees. DJEH also has a Code of Conduct which contains a health and safety section for DJEH employees. This policy is reviewed annually and informed by our annual citizenship survey and stakeholder feedback.

Please visit the [Health and well-being section](#) to learn more about our health and well-being initiatives and goals.

Supplier Diversity

GRI 3: Material Topics 2021:
3-3 Management of materials topics

DJEH considers supplier diversity to be a material topic for us because we are a purchaser of goods and services in many markets around the world. While supplier diversity means many different things depending on country, we view the concept and practice of seeking out and purchasing from businesses that have been historically disadvantaged, such as women-owned, small, minority-owned, veteran-owned and LGBTQ+-owned businesses as an important way we can have a positive impact on economies and people.

We state our support for supplier diversity in our [sustainable procurement policy](#), and we have also set a goal to achieve a 15% spend with diverse suppliers in our U.S. market. This [policy](#) is reviewed annually and informed by our annual citizenship survey and stakeholder feedback. Please see [our goals](#) for more about our targets and progress against them.

Employee Health & Well-being

GRI 3: Material Topics 2021:
3-3 Management of materials topics

Employee health and well-being is a material topic for DJEH. By choosing to take action and implement policies and programs that bolster employee health and well-being, we can have a positive impact. Conversely, by not acting, DJEH can have a negative impact on employees. Healthy and happy employees are not only DJEH's best resource, but they are also better members of their communities and more likely to positively impact the society around them.

The DJEH Code of Conduct includes information on employee health and safety. This is mandatory training for all employees. The DJEH Learning Institute (ELI) also hosts many health and safety trainings through classroom training, webinars, e-learning, and self-directed learning. In addition, all DJEH employees have access to an online benefit portal which includes an explanation of all benefits and offerings. Employees have access to the Blue Cross Blue Shield website and Health Advocate, our free healthcare advocacy program. DJEH distributes a Health News You Can Use newsletter quarterly which promotes all types of health benefits. DJEH also expanded offerings to include free access to EAP and ComPsych.



Appendix B

GHG Emissions Reporting Methodology and Environmental Metrics

GHG EMISSIONS REPORTING METHODOLOGY

DJEH carbon footprint was consolidated in accordance with the World Resources Institute/World Business Council for Sustainable Development’s The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, revised edition (March 2004), referred to as The Greenhouse Gas Protocol in this document.

ORGANIZATIONAL BOUNDARY AND REPORTING PERIOD

DJEH’s organizational boundary of its carbon inventory is based on operational control approach in accordance with The Greenhouse Gas Protocol. The inventory accounts for 100% of carbon emissions of business activities and operations in which DJEH has direct operational control and the full authority to introduce and implement operating policies. The current carbon inventory accounts for the carbon emissions of DJEH’s operations for January 1, 2022-December 31, 2022. DJEH operates in more than 60 cities around the world, namely the United States, Canada, Europe, the Middle East and Africa (EMEA), Asia Pacific (APAC) and Latin America. Carbon emissions from 59 local offices were reported for calendar year 2022.

OPERATIONAL BOUNDARY

The carbon footprint includes scope 1, scope 2, and selected scope 3 emissions that were reported for operations within the organizational boundary.

Operational boundary	Emission Source
Scope 1 Direct carbon emissions	Natural gas consumption for stationary combustion
	Diesel consumption for mobile combustion
	Petrol consumption for mobile combustion
Scope 2 Energy indirect carbon emissions	Electricity consumption
Scope 3 Other indirect carbon emissions	Business air travel
	Business rail travel ² Need
	Office copy paper use

¹There were eight offices excluded as the data quality from these offices is deemed to be insignificant for DJEH’s global footprint.

² DJEH started to track and report emissions from business rail travel in the United States in FY17. DJEH is progressively scaling up to other regions and offices where data is available. As emissions from business rail travel account for less than 1% of DJEH’s global carbon footprint, this change in operational boundaries did not trigger a base year inventory recalculation.



Appendix B

GHG QUANTIFICATION METHODOLOGY AND EMISSION FACTORS

All carbon emissions include three of the seven greenhouse gases covered by the Kyoto Protocol, namely carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O). Hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃) are omitted from our reporting as they are not a material source of greenhouse gas for DJEH.

Carbon emissions are calculated by multiplying activity data with published emission factors.

Carbon emissions from multiple gases are standardized to a carbon dioxide equivalent (CO₂e) by applying the corresponding Global Warming Potential (GWP). The general calculation formula and global warming potentials used are:

Total GHG emissions (tCO₂e) = $\sum_{\text{sources}} (\text{Activity data} \times \text{Emission factor} \times \text{GWP})$

GHG	Global Warming Potential (GWP)	Reference
Carbon Dioxide (CO ₂)	1	Fourth Assessment Report published by Intergovernmental Panel on Climate Change (IPCC AR4) ²
Methane (CH ₄)	25	
Nitrous Oxide (N ₂ O)	298	

³Previously, DJEH referred to GWPs from IPCC AR2. DJEH conducted a materiality assessment to assess if base year carbon emissions should be recalculated. The change is insignificant and base year emissions do not need to be recalculated as the transition from AR2 to AR4 results in a change in total carbon emissions inferior to 0.01%.

Published emission factors were identified for all emission sources. They specify the amount of emissions per unit of activity.

Emission Source	Source of Emission Factor
Scope 1	Defra 2022 EPA Refrigerant emission calculator tool
Scope 2	Defra 2022 eGRID – US IEA – Remaining sites
Scope 3	Purchased Goods and Services CDP dataset for supplier specific emissions Defra 2022
Capital Goods	Quantis WRI Scope 3 Tool
Fuel and Energy Related Activities	Defra (2020 and 2021): UK Government Conversion Factors for Company reporting
Upstream Transportation and Distribution	Quantis WRI Scope 3 Tool
Waste	Defra 2022
Business Travel	Defra 2022
Employee Commuting	Edelman Employee Commuting Survey Dataset World Bank Data
Investments	CDP dataset



Appendix B

Carbon emissions data is reported in both absolute and normalized values. Full-time equivalent (FTE) at calendar year-end (i.e. December 31, 2022) is used to calculate carbon intensity (tCO₂e/FTE). FTE covers permanent full-time and part-time employees only (interns, trainees, contractors and temporary employee are excluded).

BASE YEAR GHG EMISSIONS AND RECALCULATION

The carbon emissions for FY12 were set as the base year for comparing our emissions performance over time. It is the suggested base year in which carbon emissions data is available. The base year carbon emissions apply to scope 1, scope 2 and scope 3 emissions associated with staff business air travel and office copy paper use. The following base year inventory recalculations were conducted in FY21:

- i. Historical energy consumption in megajoules (MJ) for mobile fuel combustion (diesel and petrol) was overestimated by 7% due to an error with heat value conversion factors. The conversion factors were corrected in FY18 and base year energy consumption recalculated accordingly. Note that this did not have any impact on historical carbon emissions calculations.
- ii. Market-based emissions in FY17 were revised to reflect the purchase of RECs for 100% of DJEH's electricity consumption in the United States in FY17.
- iii. Estimation methodology to extrapolate electricity and natural gas consumption for offices without any primary data was updated.

DATA COLLECTION AND REPORTING TOOLS

Primary usage data is used to calculate carbon emissions through the application of relevant emission factors. The primary data obtained from electricity bills, fuel and paper purchase records, and flight ticket information are collected via a web-based carbon data management software. For offices for which primary data is not available, a proxy is estimated based on the average of offices with primary data in the same region on a monthly basis. For example, the average monthly energy consumption per square foot is applied to estimate electricity and natural gas consumption.

DJEH's business air travel data comes from a combination of internal booking receipts, data provided by external travel agents as part of the company's airline procurement process and flight itinerary records. A proxy built from average air travel emissions per employee is applied to calculate carbon emissions only to cases where booking receipts, data from an external travel agent, and employees who book on their own are applied to calculate carbon emissions.

Supporting documents such as copies of purchase invoices were maintained by local offices for internal data verifications. At the time of footprint calculations, invoices were checked against the input data based on sampling for electricity, fuel and paper purchases. Raw data and emissions calculation tools are properly documented and archived for future reference.



Appendix C

Environmental Metric	CY22	CY21	CY20	CY19	CY18	CY17	CY16	CY15	CY14	CY13	CY12
Carbon emissions by source											
Scope 1 emissions	1,398	1,251	1,318	435	671	634	714	795	1,101	949	646
Stationary fuel combustion	929	1,026	1,089	306	467	429	444	394	609	501	359
Mobile fuel combustion	74	58	61	130	204	205	269	402	492	448	287
Fugitive emissions	393	167	167	N/A							
Scope 2 emissions	1,939	-	1,337	1,172	3,002	3,116	3,488	3,819	4,132	3,982	3,580
Electricity consumption (location-based)	1,939	1,886	2,152	3,154	3,002	3,116	3,488	3,819	4,132	3,982	3,580
Electricity consumption (market-based)	-	-	1,337	1,172	1,727	3,828	3,938	3,903	4,132	3,982	3,580
Scope 3 emissions	129,743	186,592	153,987	227,627	14,253	11,140	10,595	11,446	13,834	15,168	13,963
Purchased Goods & Services	111,048	166,894	129,895	184,703							
Capital Goods	1,665	509	4,532	12,576							
Fuel-and-energy-related activities (FERA)	335	346	510	3,799							
Upstream Transportation & Distribution	1,109	1,038	1,438	1,645							
Waste	735	1,233	1,210	219							



Appendix C

Environmental Metric	CFY22	CY21	CY20	CY19	CY18	CY17	CY16	CY15	CY14	CY13	CY12
Business Travel	9,068	1,715	4,147	16,534							
Business air travel	7,929	1,364	3,139	14,622	13,972	10,912	10,461	11,376	13,755	15,081	13,823
Business rail travel	51	18	24	83	177	146	67	-	-	-	-
Office paper use					104	82	68	70	79	87	140
Employee Commuting	2,133	14,832	12,242	8,147							
Investments	31	25	12	4							
Total carbon emissions	133,081	187,843	156,641	229,234	17,926	14,890	14,797	16,061	19,067	20,099	18,189
United States	406	580	1,866	74	10,747	8,747	9,354	8,856	10,849	12,475	11,326
APAC	172	111	129	1,023	4,237	3,080	3,336	3,424	3,437	3,162	2,742
EMEA	707	438	469	496	2,530	2,383	1,902	2,959	4,204	3,949	3,621
Canada	14	116	184	14	213	394	431	471	388	340	322
Latin America	97	7	7	2	164	206	223	350	189	173	179
Total carbon emissions	1,398	1,251	2,655	1,607	17,891	14,809	15,245	16,061	19,067	20,099	18,189



Appendix C

Environmental Metric	CY22	CY21	CY20	CY19	CY18	CY17	CY16	CY15	CY14	CY13	CY12
Carbon emissions intensity											
Scope 1 and 2 emissions per headcount		0.21	0.49	0.27	0.63	0.65	0.72	0.83	0.99	1.02	0.96
% change compared to FY12		-79%	-49%	-72%	-34%	-33%	-25%	-14%	3%	6%	
Scope 1, 2 and selected 3 emissions per headcount		31.09	28.90	38.48	3.10	2.58	2.53	2.89	3.61	4.17	4.15
% change compared to FY12		650%	597%	828%	-25%	-38%	-39%	-30%	-13%	0%	
Carbon emission: percentage by source											
Scope 1 emissions	1%	0.7%	0.8%	0.2%	4%	4%	5%	5%	6%	5%	4%
Stationary fuel combustion	66%	0.5%	0.7%	0.1%	3%	3%	3%	2%	3%	2%	2%
Mobile fuel combustion	5%	0.0%	0.0%	0.1%	1%	1%	2%	3%	3%	2%	2%
Fugitive emissions	28%	0.1%	0.1%	N/A							
Scope 2 emissions (market-based)	0%	0.0%	0.9%	0.5%	17%	21%	24%	24%	22%	20%	20%
Electricity consumption	-	0.0%	0.9%	0.5%	17%	21%	24%	24%	22%	20%	20%
Scope 3 emissions	99%	99.3%	98.3%	99.3%	80%	75%	72%	71%	73%	75%	77%
Purchased Goods & Services	86%	88.8%	82.9%	80.6%							
Capital Goods	1%	0.3%	2.9%	5.5%							



Appendix C

Environmental Metric	CY22	CY21	CY20	CY19	CY18	CY17	CY16	CY15	CY14	CY13	CY12
Fuel-and-energy-related activities (FERA)	0%	0.2%	0.3%	1.7%							
Upstream Transportation & Distribution	1%	0.6%	0.9%	0.7%							
Waste	1%	0.7%	0.8%	0.1%							
Business Travel	7%	0.9%	2.6%	7.2%							
Business air travel	-	0.7%	2.0%	6.4%	78%	73%	71%	71%	72%	75%	76%
Office paper use					1%	1%	0%	0%	0%	0%	1%
Employee Commuting	2%	7.9%	7.8%	3.6%							
Investments	0%	0.0%	0.0%	0.0%							
Total	100%	100.0%	100.0%	100.0%	100%	100%	100%	100%	100%	100%	100%
Carbon emissions: percentage by region											
United States	29%	46%	70%	5%	60%	59%	61%	55%	57%	62%	62%
APAC	12%	9%	5%	64%	24%	21%	22%	21%	18%	16%	15%
EMEA	51%	35%	18%	31%	14%	16%	12%	18%	22%	20%	20%
Canada	1%	9%	7%	1%	1%	3%	3%	3%	2%	2%	2%
Latin America	7%	1%	0%	0%	1%	1%	1%	2%	1%	1%	1%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%



Appendix C

Environmental Metric	CY22	CY21	CY20	CY19	CY18	CY17	CY16	CY15	CY14	CY13	CY12
Energy usage by source Megajoules (MJ)											
Electricity	19,828,948.61	18,376,091.97	19,607,429.68		31,707,057	32,729,831	34,826,974	35,962,454	36,891,919	35,080,460	31,521,306
Natural gas	18,330,305.26	20,168,517.47	21,248,490.58		8,412,503	8,305,573	8,051,631	6,992,160	10,810,952	8,902,461	6,374,840
Diesel	767,636.57	609,621.80	656,792.35	1,442,891.78	2,001,369	1,999,476	1,943,124	1,788,771	1,076,837	991,167	687,059
Petrol	341,262.9	254,774.95	251,160.46	424,600.35	904,755	1,006,371	2,071,771	4,144,795	6,351,328	5,766,551	3,633,072
Total energy usage	39,268,153.2	39,409,006.19	41,763,873.08	1,867,492.13	43,025,685	44,041,250	46,893,500	48,888,179	55,131,035	50,740,638	42,216,276
% change compared to FY12	7.5%	7.1%	-1%	-96%	2%	4%	11%	16%	31%	20%	
Energy Usage Intensity											
Total energy consumption per floor area		43.65	37.93		39.01	41.69	45.54	49.19	63.95	67.62	56.26
% change compared to FY12		-22%	-33%		-31%	-26%	-19%	-13%	14%	20%	
Energy usage: percentage by source											
Electricity	50.5%	47.57%	48%		74%	74%	74.27%	74%	67%	69%	75%
Natural gas	46.68%	52.21%	52%		20%	19%	17.17%	14%	20%	18%	15%
Diesel	1.95%	0.16%	0%		5%	5%	4.14%	4%	2%	2%	2%
Petrol	.87 %	0.07%	0%		2%	2%	4.42%	8%	12%	11%	9%
Total	100.00 %	100.00%	100.00%	0.00%	100%	100%	100%	100%	100%	100%	100%



WEF Metrics

Stakeholder Capitalism Metrics Reference Table

Theme	Metric	Response
Governance: Core metrics and disclosures		
Governing Purpose	Setting Purpose	GRI 2-12
Quality of governing body	Governance body composition	GRI 2-9, GRI 405-1
Stakeholder engagement	Material issues impacting stakeholders	GRI 2-12, GRI 2-29, GRI 3-2
Ethical Behavior	Anti-corruption	GRI 205-2, GRI 205-3
	Protected ethics advice and reporting mechanisms	GRI 2-26
Risk and opportunity oversight	Integrating risk and opportunity into business practices	GRI 2-23
Planet: Core metrics and disclosures		
Climate change	Greenhouse gas (GHG) emissions	GRI 305 1-3
	TCFD implementation	TCFD Index
Nature Loss	Land use and ecological sensitivity	Land use is not relevant as Edelman's real estate footprint primarily consists of leased office space.
Freshwater availability	Water consumption and withdrawal in water-stressed areas	Water consumption is not relevant as Edelman mainly uses water for sanitation purposes in leased offices, and the amount of water used is not considered significant based on Edelman's latest materiality assessment.



WEF Metrics

Theme	Metric	Response
People		
Dignity and equality	Diversity and inclusion (%)	GRI 405-1
	Pay equality (%)	Confidentiality restraints
	Wage level (%)	Confidentiality restraints
	Risk for incidents of child, forced or compulsory labor	Refer to Edelman's Code of Conduct
Health and Well-being	Health and safety (%)	Refer to Edelman's Code of Conduct
Skills for the future	Training provided (#, \$)	Confidentiality restraints
Prosperity		
Employment and wealth generation	Absolute number and rate of employment	GRI 401
	Economic Contribution	GRI 201
	Financial investment contribution	DJEH does not share this information due to confidentiality constraints.
Innovation of better products and services	Total R&D expenses (\$)	DJEH does not share this information due to confidentiality constraints.



TCFD Index

Governance	Describe the board's oversight of climate-related risks and opportunities.	<p>The Managing Director: Global Engagement and Corporate Responsibility (MDGEGR) is a member of the Daniel J. Edelman Holdings (DJEH) board and DJEH Climate and Sustainability Board Committee. This person functions as the Chief Sustainability Officer and leads the Global Citizenship team, which is responsible for monitoring scopes 1, 2, and 3 emissions at all Edelman offices, developing climate-related policies and proposals, setting environmental goals that reduce Edelman's carbon footprint, proposing reduction targets, making climate-related decisions, and leading environmental projects.</p> <p>In 2022, Edelman assembled a board-level climate and sustainability committee, and this committee has since been meeting quarterly. The DJEH Climate and Sustainability Board Committee (CSBC) is comprised of internal and external experts and is charged with assessing Edelman's efforts in sustainability, setting strategy for managing the company's part in climate change, and making recommendations to the Board of Directors with respect to Edelman's climate and sustainability strategy, policies and philosophies to ensure it is appropriate and will help retain both employees and clients.</p> <p>Following the input and recommendations of fellow board members, the MDGEGR, and the CSBC, the Board decides on the commitments, types of projects, prioritization and whether those projects will be of a regional or global nature. The Board also reviews updates to policies and practices, such as the business air travel, environmental and sustainable procurement policies and guidelines.</p> <p>Please also refer to our 2023 CDP Climate Change disclosures C1.1a and C1.1b.</p>
	Describe management's role in assessing and managing climate related risk and opportunities	<p>The MDGEGR leads the Global Citizenship team, which is one of the internal functions providing suggested strategies, risk analysis and implementation plans to the company's global board and Governance Committee. The MDGEGR was selected to have oversight over climate related issues because the Global Citizenship team oversees environmental sustainability programs throughout the Edelman network.</p> <p>The MDGEGR and Global Citizenship team have oversight over climate-related issues at Edelman and closely monitor key developments and opportunities in climate change management, monitor greenhouse gas emissions, and propose and enact programs and initiatives to reduce Edelman's impact on the climate. The Global Citizenship team works with teams and individuals across the network to track and monitor the company's emissions and how we are progressing against our targets, meets with consultants to gather insight on best practices for managing our impacts, and collaborates with other professional services firms to benchmark ourselves and learn what topics may be material to Edelman. The Global Citizenship team also manages and logs inquiries from clients to understand what other companies outside our sector are interested in and what they expect from us as a supplier. Global Citizenship also shares information and updates with employees at all offices through the Local Citizenship Network and Citizenship Advisory Board each month.</p> <p>Please also refer to our 2023 CDP Climate Change disclosures C1.2.</p>



TCFD Index

Risk Management	Describe the organization's processes for identifying and assessing climate related risks.	<p>Climate-related risk management is an integrated process at Edelman and requires participation and input from multiple functions at all levels of leadership. The process is designed to identify risks and opportunities, including climate-related risks and opportunities, that may have a substantive financial or strategic impact on the business at every stage of the value chain and determine the appropriate responsive actions to prevent or capitalize on the potential impacts.</p> <p>Multiple teams within Edelman are tasked with identifying risks and opportunities. In the context of climate, the Global Citizenship, Shared Services, and Climate and Sustainability teams identify short-, medium-, and long-term climate-related risks and opportunities within their respective areas of expertise as they arise and assess their potential to have substantive financial or strategic impacts on Edelman. The Global Citizenship and Shared Services (which oversees facilities and procurement) are best poised to identify risks and opportunities upstream in the value chain and in Edelman's direct operations whereas the Climate and Sustainability team works with clients and identifies risks and opportunities downstream. Internal teams learn of potential risks and opportunities from a variety of sources, including internal stakeholders, local and global peer groups, industry experts, climate experts, and other stakeholders around the globe. These teams regularly collaborate and share risks and opportunities with each other to assess which are most likely to have a substantive financial or strategic impact and determine potential responses.</p> <p>Please also refer to our 2023 CDP Climate Change disclosures C2.1 and C2.2.</p>
	Describe the organization's processes for managing climate-related risks	<p>These teams then present their findings to leaders and changemakers within the company, including the Global Citizenship Advisory Council (monthly), the Climate and Sustainability Board Committee (CSBC) (quarterly), the Governance Committee (as relevant but at least quarterly), and the Board of Directors (as relevant) to further assess risks and opportunities for impact and select a final course of action. Actions are then carried out by the appropriate employee group or business function.</p> <p>Edelman's leadership also bring potential risks and opportunities to their peer groups or the appropriate leadership committees. For example, Edelman's CSBC, which is made up of climate experts from both inside and outside the company, is tasked with advising Edelman's leadership on the best course of action given the latest climate-related guidance for companies or changes in the marketplace which may impact Edelman's business.</p> <p>Please also refer to our 2023 CDP Climate Change disclosures C2.1 and C2.2.</p>
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<p>See Risk Management questions A and B for response.</p> <p>Please also refer to our 2023 CDP Climate Change disclosures C2.1 and C2.2</p>



TCFD Index

Strategy	<p>Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p>	<p>Climate-related risk management is an integrated process at Edelman and requires participation and input from multiple functions at all levels of leadership to conduct. The process is designed to identify risks and opportunities, including climate-related risks and opportunities, that may have a substantive financial or strategic impact on the business at every stage of the value chain and determine the appropriate responsive actions to prevent or capitalize on the potential impacts.</p> <p>Multiple teams within Edelman are tasked with identifying risks and opportunities. In the context of climate, the Global Citizenship, Shared Services and Climate and Sustainability teams identify short, medium and long-term climate-related risks and opportunities within their respective areas of expertise as they arise and assess their potential to have substantive financial or strategic impacts on Edelman. The Global Citizenship and Shared Services (which oversees facilities and procurement) are best poised to identify risks and opportunities upstream in the value chain and in Edelman's direct operations whereas the Climate and Sustainability team works with clients and identifies risks and opportunities downstream. Internal teams learn of potential risks and opportunities from a variety of sources, including internal stakeholders, local and global peer groups, industry experts, climate experts, and other stakeholders around the globe. These teams regularly collaborate and share risks and opportunities with each other to assess which are most likely to have a substantive financial or strategic impact and determine potential responses.</p> <p>These teams then present their findings to leaders and changemakers within the company, including the Global Citizenship Advisory Council (monthly), the Climate and Sustainability Board Committee (CSBC) (quarterly), the Governance Committee (as relevant but at least quarterly), and the Board of Directors (as relevant) to further assess risks and opportunities for impact and select a final course of action. Actions are then carried out by the appropriate employee group or business function. Edelman's leadership also bring potential risks and opportunities to their peer groups or the appropriate leadership committees. For example, Edelman's CSBC, which is made up of climate experts from both inside and outside the company, is tasked with advising Edelman's leadership on the best course of action given the latest climate-related guidance for companies or changes in the marketplace which may impact Edelman's business.</p> <p>We also appointed an internal climate review panel made up of experts who now lead Edelman's Climate and Sustainability team to review our client portfolio and ensure our work aligns with our climate ambitions and values. Additionally, we enhanced our Client Portfolio Management Committee (CPMC), a peer-led, cross-geography, cross-specialty team of DJEH leaders responsible for vetting new opportunities in line with our climate principles. We worked with a third-party expert to develop the following key areas to help assess whether new assignments for clients in heavy-emitting sectors are aligned with our climate principles. They include:</p> <ol style="list-style-type: none">1) Whether the organization has a public position on climate change and aligns with the goals of the Paris Agreement. To assess this, we look not only at company positions but also independent reporting.2) Has the company set, or is it in the process of establishing a net-zero emissions goal, with both long-term and short-term targets? We hold the SBTi Corporate Net Zero Standard as the gold standard and assess emissions scopes 1,2 and 3. We engage our clients on progress and recognize that this journey will look different across sectors and organizations.3) The nature of the brief and the process for ensuring communications are credible. Please also refer to our 2023 CDP Climate Change disclosures C2.1a, C2.3, C2.3a, C2.4, C2.4a.
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TCFD Index

Strategy	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Edelman considers climate-related risks and opportunities as part of our business, strategic and financial planning. However, many of the actual impacts remain tenuous and have yet to rise to the level of actually reducing Edelman's revenues in a meaningful way. We continue to incorporate identification and assessment processes identified above in our planning. Please also refer to our 2023 CDP Climate Change disclosures C2.3a, C2.4a, C3.1, C3.3, C3.4.
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Climate change scenario analysis and deeper consideration of the company's resilience is an important but not immediate priority that we plan to undertake in the next few years. Undergoing this process would be a helpful for Edelman to undertake to gain a broader understanding of how climate change can impact the company's finances and strategies. Edelman has begun to do some analysis to analyze our positions with clients and assess the reputational risks associated with acting or not acting on climate change-related issues, and we have found value even in an incomplete scenario analysis. Please also refer to our 2023 CDP Climate Change disclosures C3.2.
Metrics and Targets	Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets.	Edelman primarily uses financial metrics and qualitative reputational impacts to assess climate-related risks and opportunities. Please see the section on Risk Management for more information.
	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Please see Our World in Edelman's Global Citizenship Report for information on our greenhouse gas emissions and related risks.
	Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas emissions, and the related risks.	Please see Our World of Edelman's Global Citizenship Report for information on our greenhouse gas emissions targets.

https://cdn.cdp.net/cdp-production/cms/guidance_docs/pdfs/000/001/429/original/CDP-TCFD-technical-note.pdf?1512736184



Management's responsibility

DJEH's Management is responsible for the preparation of the Subject Matter Information in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards. DJEH's Board has ultimate responsibility for overseeing all Sustainability related issues including the company's sustainability reporting.

The Management is responsible for the collection and presentation of the information and for maintaining adequate records and internal controls that are designed to support the sustainability reporting process. For the purpose of the DJEH's FY23 Citizenship Report (the Report), there are no legally prescribed requirements relating to the verification of sustainability reports.

Auditor's Independence and Quality Control

Star Signal Partners' procedures are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior. This engagement was carried out by an independent team of sustainability assurance providers who have the required competencies and experience to conduct this assurance engagement. Our professionals have experience in both assurance skills and in the applicable subject matter including environmental, social, and financial aspects.

Auditor's responsibility

Our responsibility is to form a conclusion on DJEH's preparation of the Subject Matter Information based on our work. The extent of our work performed depends on our professional judgment and our assessment of the engagement risk.

Our review was limited to the information on the select indicators set out within the GRI Index and Appendix A of the Report from July 1, 2022 to June 30, 2023 and our responsibility does not include any work in respect of sustainability information published elsewhere. Sustainability information prior to July 1, 2022 and subsequent to June 30, 2023, and Management's forward-looking statements such as targets, plans and intentions.

Reporting criteria

As a basis for the assurance engagement, we have used the criterion of "Accuracy" as defined by GRI and specific criteria determined by DJEH as being relevant for its sustainability performance. We consider this reporting criterion to be relevant and appropriate to review the Report.

INDEPENDENT LIMITED ASSURANCE STATEMENT

Assurance standard used and level of assurance

A limited assurance engagement consists of making inquiries and applying analytical and other review procedures. Our procedures were designed to provide a limited level of assurance and as such do not provide all the evidence that would be required to provide a reasonable level of assurance.

The procedures performed depend on our judgement including the risk of material misstatement of the specific activity data, whether due to fraud or error. While we considered the effectiveness of Management's internal controls when determining the nature and extent of our procedures, our review was not designed to provide assurance on internal controls. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

What we did to form our conclusions

We designed our procedures in order to state whether anything has come to our attention to suggest that the Subject Matter detailed above has not been reported with reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards. To form our conclusions, we undertook the steps below, as appropriate:

1. Inquiries with DJEH's Sustainability team to
 - Understand principal business operations,
 - Appreciate key sustainability issues and developments,
 - Map out information flow for sustainability reporting and the controls on information collation,
 - Identify data providers with their responsibilities, and
 - Recognize the likelihood of possible manipulation of sustainability data.
2. Conduct process walk-through of systems and processes for data aggregation and reporting, with relevant personnel to understand the quality of checks and control mechanisms, assessing and testing the controls in relation to the concerned subject matters.
3. Interviews with employees and management to understand key sustainability issues related to the select indicators and processes for the collection and accurate reporting of performance information.
4. Obtain documentation through sampling methods to verify assumptions, estimations and computations made by management in relation to the concerned subject matters.
5. Checking that data and statements had been correctly transcribed from corporate systems and / or supporting evidence.
6. Obtain various certifications, audit reports and financial reports in relation to the concerned subject matters.

Observations and areas for improvement

Our observations and areas for improvement were raised in an internal report to DJEH's Management. These observations do not affect our conclusions on the Report set out below.

Other matters

Our responsibility in performing our limited assurance activities is to the Management of DJEH only and in accordance with the terms of reference agreed with them. We do not accept or assume any responsibility for any other purpose or to any other person or organization. Any reliance any such third party may place on the Report is entirely at their own risk.

Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the information in the Report was not presented in all material respects with reference to the GRI Standards:

GRI 1 Foundation (2021) Requirements:

- Publish a GRI content index
- Provide a statement of use
- Notify GRI

Requirements met with the following exceptions: **none**

Star Signal Partners

Signed for Star Signal Partners by
Pamela Cooper McLaren, President
November 6, 2023
www.StarSignalPartners.com