

STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (CEO)

PERIOD COVERED BY OUR COMMUNICATION ON PROGRESS FROM: JANUARY 14, 2022 to JANUARY 14, 2023

Edelman has been a proud participant in the United Nations Global Compact since March 2001, and I am proud to affirm our continued support for the 10 principles of the Compact with respect to Human Rights, Labor Rights, Environment, and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

The key tenets of Edelman's business are reputation, leadership, and transparency. Respecting human rights is therefore an essential part of how we do business and is particularly relevant to our employees, our supply chain, and our clients. As a signatory of the Global Compact, we support internationally recognized principles regarding human rights, including the United Nations Declaration on Human Rights.

Our Human Rights Policy and Code of Conduct detail Edelman's approach to ensuring human rights are respected within our company walls as well as within our supply chain and by clients. Our Human Rights Policy includes our commitment to equal opportunity, fair pay, safe and healthy working conditions, freedom of association and right to collective bargaining, security, a healthy environment, and ethical actions. We also condemn child labor, forced labor, discrimination, harassment, and bribery. Many of these commitments are echoed in our Code of Conduct, particularly those that relate to employee conduct, such as our anti-discrimination and harassment policies, and health and safety.

We also expect business partners in our supply chain to respect human rights by complying with our Code of Ethics for Suppliers and Service Providers, which communicates our expectations regarding human rights and other provisions that apply to our third-party service providers, including the rights to free speech and association, zero tolerance for forced or child labor, fair compensation and working hours, anti-discrimination and harassment, and respectful and dignified treatment of employees.

In both our Human Rights Policy and Code of Conduct, Edelman describes the process by which employees and others can express concerns or file grievances. The Listen Line is available 24/7 for employees to anonymously lodge complaints or report violations to Edelman's Human Rights Policy, Code of Conduct, or other law, regulation, or company policy. Our Legal and Compliance and Human Resources functions oversee comments that come in through the Listen Line or other channels, investigate any claims, and determine appropriate actions based on company policy or other laws or regulations.

Edelman is assessed on our human rights related risks and impacts every year through the EcoVadis assessment. This assessment analyzes our policies and practices as they relate to human rights. We received a gold rating on our last assessment and ranked in the top four percent of assessed companies in part because of our strong commitment to respecting human rights.

In the past year, Edelman has responded to the human rights implications that have arisen from increased focus on racial justice. For example, we launched a global unconscious bias training for employees and expanded our network of Employee Network Groups to include Black, Indigenous, and People of Color (BIPOC) groups in both Canada and Europe. These initiatives, plus the work we do with our clients to help them better address human rights in their own companies,

better ensures that the voices of diverse populations are heard and respected.

We have also focused on employee health, safety, and well-being in light of the continuing COVID-19 pandemic. We adopted a Global Mental Health Policy in the past year that promotes an open and inclusive culture around mental health, provides tools and resources to support employee mental health, and commits Edelman to surveying employee well-being and mental health through biannual surveys. Edelman also gave employees an additional 80 hours in emergency paid sick leave for COVID-related absences,

Labor Rights

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labor;
- Principle 5: the effective abolition of child labor; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

As a professional services firm, our employees are key to Edelman's success in delivering trusted communications and brand reputation strategies to clients. Respecting the labor rights of our employees is therefore central to our overall business model. As a signatory of the U.N. Global Compact, we support internationally recognized principles regarding labor rights, including the ILO Conventions.

Our Human Rights Policy addresses labor issues, including collective bargaining, forced and compulsory labor, child labor, and discrimination.

Edelman employees also have access to our employee handbook, which details employee rights and responsibilities, such as anti-harassment and discrimination requirements, pay policies, safety and security, time away from work, standards of conduct, and other programs, benefits, and expectations.

Edelman employees have the right to organize and engage in collective bargaining without fear of intimidation, reprisal, or harassment. In countries that restrict this right, Edelman may choose to support similar means of independent and free association and collective representation as allowed by local law. Edelman supports ILO Conventions 87 and 98, which protect the rights of employees to organize and participate in collective bargaining.

We will not employ anyone under 15 years old, except as otherwise allowed under applicable laws and regulations and acceptable under societal and cultural norms (i.e. hiring child actors or models as part of a marketing campaign). Where local minimum age law stipulates a higher age for work or mandatory schooling, the higher age would apply. Edelman supports ILO Convention 182, which bans certain forms of child labor.

On the issue of forced or bonded labor, employees must be employed of their own free will, and the use of forced, compulsory, or bonded labor is unacceptable. Edelman supports ILO Conventions 29 and 105, which ban the use of forced labor.

At Edelman, preventing discrimination of all kinds and celebrating employee diversity of all types enriches our culture and helps deliver enhanced business results. Diverse insights also provide our clients with broader perspectives that reflect our changing world. We are committed to maintaining an open and nurturing environment that fosters collaboration, drives diverse thinking, and creates a culture that respects and celebrates diversity, equity, and inclusion. Edelman supports ILO Conventions 111 and 100, which address discrimination and equal remuneration.

Diversity, equity, and inclusion (DEI) in our workforce is critical. In 2018 and in August of 2019, as part of Edelman's commitment to the [Business for Inclusive Growth initiative](#), I affirmed our pledge to reach a racially/ethnically workplace diversity ratio of 30 percent in the U.S. by 2022, among many other diversity and inclusion initiatives. By September 2021, Edelman had achieved this goal and held a racially/ethnically workplace diversity ratio of 30 percent in the U.S. We have also exceeded our goal to have 50 percent of senior leadership positions globally held by women by three percent. Our team continues to actively evaluate and accelerate our work to continue to increase representation at all levels.

Over the past year, we undertook a gender and racial pay equity analysis among our U.S. employees to determine whether

there were pay gaps between white employees and employees of color as well as between men and women. The analysis, which was conducted by an independent third-party, showed parity in pay among all groups in both studies. We have committed to conducting this analysis every year to ensure we continue to do right by our employees.

We also rolled out an unconscious bias training this past year to better engage leaders and employees on understanding their biases which may contribute to unintentional discrimination or harassment at Edelman. This training is in addition to our other mandatory trainings on dignity at work and the Code of Conduct, which both address Edelman's prohibition on discriminatory behavior and harassment. This training is required for all employees globally, and we will continue to work to train all employees over the coming year.

We also have several ongoing efforts to create a work environment where DEI is woven into our culture, behaviors, processes, and operations. They include maintaining seven employee network groups, increasing training and recruitment efforts, and establishing more diverse external partnerships, among others. For more information on our DEI programs as well as demographic information, please review our [FY20-21 Global Citizenship Report](#).

Business partners are also expected to respect labor rights and standards, and these expectations are detailed in our Code of Ethics for Suppliers and Service Providers. These expectations include the rights to free speech and association, zero tolerance for forced or child labor, fair compensation and working hours, anti-discrimination and harassment, and respectful and dignified treatment of employees.

Edelman is assessed on our labor rights related impacts every year through the EcoVadis assessment. This assessment analyzes our policies and practices as they relate to labor rights, which contributes to our overall rating.

The Listen Line referenced in both the Human Rights Policy and Code of Conduct is also available for employees to report labor rights grievances. Our Legal and Compliance and Human Resources functions, who are both responsible for protecting labor rights within our organization, oversee comments that come in through the Listen Line or other channels, investigate any claims, and determine appropriate actions based on company policy or other laws or regulations.

Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Environmental stewardship remains an important part of our business as managing climate change becomes an ever-more pressing global challenge. We believe all companies must play a role in improving environmental sustainability efforts and achieving climate action goals defined in the Paris Climate Accord. As a global company, environmental protection is relevant for Edelman operations around the world both in how we impact our environment and how our environment impacts us.

Our Environmental Policy states our commitment to sustainability, particularly to running sustainable office spaces, managing our business travel, purchasing from sustainable suppliers, reducing and managing our waste, and monitoring and reporting on our progress publicly through our annual Global Citizenship Report. It also reaffirms our recognition of the reality of climate change and the scientific evidence that supports it as one of the greatest challenges of our time.

Our Code of Ethics for Suppliers and Service Providers and Sustainable Procurement Policy detail our expectations of business partners to consider the environmental impact of the goods and services they provide to Edelman, including minimizing their carbon emissions, waste production, and wastewater.

This past year, Edelman made a commitment to set a science-based target in line with the Science Based Targets initiative Business Ambition for 1.5°. As part of this commitment, Edelman will set a carbon emissions reduction target that brings our business in line with the global goal to limit global warming to 1.5 degrees and be a net-zero company no later than 2050.

Prior to the pandemic, Edelman achieved our goal of reducing our scope 1, 2, and measured scope 3 emissions by 10 percent by 2022. We did so by making offices more energy efficient through lighting upgrades and utilizing cloud-based

data storage that decreases the energy use of our server rooms. We also made web conferencing and video calling available to all employees to reduce the need for travel. We are committed to continuing these reductions by analyzing our office footprints and reducing square footage where practicable, putting tighter restrictions on business travel, and engaging with our suppliers to reduce emissions in our supply chain.

Edelman is committed to reducing and diverting waste wherever possible. While the pandemic has hindered our ability to implement all the waste initiatives we hoped to this year, we have still made great progress. We are actively working on achieving a 50 percent waste diversion rate in all our offices globally and hope to do so by 2025. Almost one-third of our offices are currently achieving this goal. Further, 45 percent of offices compost, 95 percent have adopted measures to reduce food waste, and 85 percent have eliminated single-use plastics such as straws, plastic bottles, and non-PET plastics. As employees return to offices in the coming year, we will continue to implement measures that will help us reduce waste from our operations and divert it away from landfills and incinerators by making composting available in as many offices as possible, expanding our secured print program to reduce paper waste, and educating employees on the importance of proper waste practices.

Monitoring our environmental performance will be a key way we measure our progress against our goals and ensure we are operating in the best way we can. Internally, our Global Citizenship function works with each of our offices as well as region, function, and practice leads to gather data and brainstorm and implement solutions. Externally, we continue to be assessed by EcoVadis and CDP on an annual basis. We also work with third parties to verify and assure our carbon emissions data each year. For transparency and accountability, we report on our environmental information each year in our Global Citizenship report. The most recent edition can be found [here](#).

Anti-Corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Integrity and trust are at the heart of our business, and anti-corruption practices are important to maintaining both at the highest levels. Edelman does not tolerate corruption in any form and prioritizes compliance with all relevant laws and regulations. Edelman does not pay, solicit, or accept bribes. This includes prohibition of providing payments or anything of value directly or indirectly to any government official, business partner, or individual for purposes of obtaining business or otherwise influencing their decisions in violation of applicable anti-corruption regulations and standards.

Our Code of Conduct provides a uniform understanding as to what is expected of our employees, including requirements for honesty, fair dealing, and transparency and embodies our commitment to excellent counsel and service to all stakeholders. The Code is supplemented by our Day-to-Day Situation Guide, which addresses issues specific to our industry. Our Code of Ethics for Suppliers and Service Providers details our expectations of business partners to comply with anti-corruption laws and not to engage in bribery.

Edelman requires all employees complete mandatory training related to ethics and anti-corruption. Courses include Data Processing Standards, Dignity at Work, Worldwide Anti-Corruption, Acceptable Use Policy, Information Security Foundations Training, Economic Sanctions, Identifying and Vetting Potential Client Conflicts, Resolving Potential Client Conflicts, and the Foreign Agent Registration Act (FARA). At the end of fiscal year 2021, 81 percent of employees had completed our anti-corruption trainings, 84 percent were trained on the acceptable use policy, and 84 percent had completed data protection training. We are committed to further improving completion rates by sending out quarterly reminders to staff reminding them to complete their trainings and working with office-level leadership to engage employees.

Employees and other stakeholders can also use Edelman's Listen Line to report instances of corruption. Our Legal and Compliance function, which is responsible for ensuring compliance with anti-corruption laws and commitments, investigates these reports and responds to them in compliance with relevant laws, policies, and internal commitments.

Finally, Edelman continues to be engaged in the World Economic Forum's Partnering Against Corruption Initiative (PACI), reflecting our commitment to the 10th Principle of the United Nations Global Compact.

More information about Edelman's citizenship efforts can be found on [Edelman.com](https://www.edelman.com).

As a company, we are committed to ensuring our business is run in a sustainable and ethical manner. We look forward to our continued partnership with the United Nations Global Compact as we move forward with our commitments to the

ten principles.

Sincerely,

A handwritten signature in black ink that reads "Richard Edelman". The signature is written in a cursive, flowing style.

Richard Edelman, CEO