



**FOCUS**<sup>®</sup>  
FINANCIAL PARTNERS

# POLICY ON ENVIRONMENTAL SUSTAINABILITY AND CLIMATE CHANGE

Focus Financial Partners Inc. (“*Focus*”)<sup>1</sup> believes that a healthy environment is necessary for the well-being of Focus and its subsidiaries, including its partner firms, and their employees, their businesses and their partners and clients, as well as our society. We are committed to environmental responsibility in the conduct of our business and to utilizing resources responsibly to support the long-term sustainability of our company and the environment in which we, our employees, our partners and clients and our other stakeholders live and operate.

Focus is committed to providing a safe and healthful workplace, protecting the environment, conserving energy and natural resources, and promoting awareness of these issues among our employees, our partners and clients and our other stakeholders. We are committed to seeking approaches that reduce or offset the environmental impact of our corporate offices (including the reduction of greenhouse gas emissions) through advocating energy and waste management best practices and driving operating efficiencies. Our corporate objectives include our commitment to:

- Be environmentally responsible and act promptly to correct any conditions that endanger health, safety or the environment;
- Conserve natural resources by reusing and recycling materials, purchasing recycled materials and using recyclable packaging and other materials where possible, including FSC (Forest Stewardship Council) and SFI (Sustainable Forestry Initiative) certified copy paper for our printers;
- Provide a means of disposing of end-of-life product in an environmentally safe and responsible manner;

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<sup>1</sup> When we use the term “Focus” in this document, we mean Focus Financial Partners Inc. and other headquarters entities, including Focus Financial Partners, LLC and Focus Operating, LLC, and we specify where we intend to refer to our other subsidiaries, including our partner firms, where applicable.

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- Promote the responsible use of energy throughout our business, including conserving energy and improving energy efficiency;
- Meet or exceed all applicable laws, rules, regulations, other government requirements and voluntary requirements to which we subscribe; and
- Periodically review our compliance with this policy. Every employee and contractor on our premises is expected to follow this policy and report any environmental, health or safety concerns to members of Focus management, who are expected to take prompt action.

This commitment is also reflected in Focus's Vendor Code of Conduct.

In addition, our new headquarters office in New York City features a number of design elements focused on sustainability, including the following:

- An energy-saving daylight harvesting system is provided along the entire perimeter of the space, combined with occupancy sensors in every room and office throughout the space;
- Over 90% of light fixtures are LED for low energy consumption, low maintenance, and long life span, with some fixtures having up to 70% recycled content;
- 80% of the full space contains pre-consumer recycled content carpet tiles, our conference center (approximately 30% of the full space) contains 52% pre-consumer recycled content, and our open offices and conference rooms (approximately 50% of the full space) contain 41% pre-consumer recycled content;
- Our open office workstations feature "ceiling baffle clouds," which absorb sound, minimize noise levels and contain 50% recycled water- and soda-bottle products;
- Our reception area, elevator lobby and town hall spaces contain "wood ceiling clouds" made of 100% bamboo certified wood and rapidly renewable materials;
- Full height glass office front and doors along the perimeter of the floor plate provide for maximum daylight, and dividing walls with glass transoms and glass fins in each office allow additional sunlight for the interior space and create an open, bright and airy working environment for our employees; and
- Moss wall panels located at high-traffic areas, such as our reception and town hall spaces, foster our employees' wellbeing and are 100% natural and preserved, do not require watering maintenance, and are 100% self-sustainable by absorbing air humidity to stay moist, helping the environment at the same time.

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We also maintain source-separated recycling at our offices, including for paper and cardboard, metal, glass, plastic and beverage cartons. In addition, we purchase electricity for office operations that includes electricity originating from renewable energy sources, such as solar and wind. We also strive to procure office IT equipment that is certified to or in compliance with internationally acknowledged standards (such as ENERGY STAR Versions 5.0 or 6.0/1.2, EPEAT, ECMA 370/The Eco Declaration, TCO or similar standards).

It is also essential that we engage in meaningful stakeholder engagement, with both our internal and our external stakeholders, in our efforts to meet our responsibility to protect the environment and address other environmental issues. We are therefore committed to continuing to engage with our stakeholders in further developing, improving and implementing this policy, and evaluating the effective outcomes of this policy's implementation.

*Adopted: March 20, 2020*

*Amended: April 1, 2021*