



Global Knight Frank Environmental, Social and Governance (ESG) Policy

Purpose

This policy formalises Knight Frank's longstanding commitment to responsible business practices in the areas of environmental, social and governance (ESG).

Why it matters

As a global professional services business operating in the real estate and built environment sector, effective ESG management is essential to mitigate risk, ensure regulatory compliance, meet stakeholder expectations, protect asset value, and enhance our brand and reputation. It supports operational resilience, talent retention, and market competitiveness, while positioning us to respond to the growing environmental and social challenges shaping our industry.

Scope

This policy applies to all staff employed by Knight Frank. It applies also to consultants, contractors and agency staff in relation to their work for, or on behalf of, Knight Frank.

Knight Frank refers to the member firms of the Knight Frank Global Network, each of which is a separate legal entity. The Knight Frank global network comprises Knight Frank LLP, its subsidiaries (direct or otherwise), its affiliates and any other entity or practice carrying on business under or including the name Knight Frank or in association with Knight Frank LLP internationally in over 50 territories.

The Knight Frank global network can use the Knight Frank name and resources of the network. Member firms agree to abide by certain common policies and to maintain the standards of Knight Frank.

Each entity is responsible for ensuring they have adequate supporting policies and procedures to comply with local legislation or regulation.

Policy Statement/General Principles

Our global ESG policy is guided by principles of accountability, compliance, and transparency. We integrate ESG into governance and risk management, engage stakeholders, and use data to drive performance and continuous improvement. We are committed to environmental stewardship, social impact, and inclusive practices, with annual reporting aligned to global standards to ensure accountability and long-term value creation. We focus on the issues most material to our business and taking action that will deliver lasting positive impacts. We use a framework divided into three areas for action:

Restoring the natural environment - *We're committed to reducing our carbon (greenhouse gas) emissions, helping restore nature, and advocating for climate resilience.*

Creating an inclusive workplace - *We're committed to being an inclusive business, where everyone's potential is unlocked, and difference is celebrated and valued.*

Strengthening our communities - *We're committed to supporting our communities, by understanding their needs and addressing local challenges through corporate investment and partnerships.*

Knight Frank will also strive to lead our industry in addressing these challenges. We will continue to advise our clients on embedding responsible practices throughout the real estate lifecycle, while our research team offers insights on the measurable value investing in ESG offers clients.

In regard to governance, Knight Frank are not required to adopt any specific Corporate Governance Code, however in recognising the value of good governance to ensure an effective and sustainable

operation a separate corporate governance policy is applied to the Knight Frank global network to ensure our members and businesses act in a clear, accountable and consistent manner.

Governance

The Group Executive Board oversees the Knight Frank Global Network. It has overall responsibility for Knight Frank's corporate ESG approach and global performance against our ambition and long-term goals. The Group ESG Board reporting to the Group Executive Board is responsible for our global business strategy on ESG.

The Group ESG Board is supported by steering groups that focus on our corporate impact and client services to guide and direct the implementation of strategy across our business which is further connected with the Global ESG Alliance Group ensuring alignment on our ESG ambition across the global network.

Performance

Members of the Knight Frank Global Network are expected to adhere to the Global Policies and provide data annually pertaining to Knight Frank's Global ESG commitments in order to fulfil reporting obligations.

Data will also be used to understand performance whilst providing insight to drive measurable action presented in clear roadmaps and action plans. This is to ensure we hold ourselves fully accountable to the commitments and goals we set ourselves and the information needed as part of the value chain. Other reporting and disclosures will be completed as deemed necessary to ensure we are compliant with regulations and fulfil the needs of our key stakeholders.

Communication, Reporting and Industry Engagement

Mandatory ESG reporting will adhere to best practice guidance, whilst progress on global and local ESG commitments will be reported annually and published on our corporate websites. Advocacy in the areas of ESG that are aligned with our own business priorities will be made through our corporate memberships, partnerships, and collaborations. We expect all those who work for or on behalf of Knight Frank to act responsibly, to comply with relevant legislation, and to adopt responsible business practices in the form of best practice where possible.

Whistleblowing

Knight Frank maintains a Global Whistleblowing Policy, incorporating an independent hotline, to ensure that individuals can report concerns, confidentially where possible, and to ensure that such concerns are investigated and remediated appropriately.

Management has a responsibility to investigate any reports of wrongdoing. Inaction in investigating reported or known issues will not be tolerated and will be subject to disciplinary action.

Policy Implementation

This policy is to be adhered to by all entities part of the Knight Frank Global Network. This policy will be made available to the Knight Frank Network via the Knight Frank website and other applicable platforms.

Monitoring and Review

This policy will be reviewed in line with all other global policies at least annually. If there is a business or legislative reason for it to be reviewed more frequently, then this will be conducted by the corporate ESG team.

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Prepared on: June 2025
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Position: Senior Partner and Chairman
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