



Symphony Communication Services, LLC
565 5th Ave, New York, NY 10017, USA
Version 1

Policy written under the Communications and Corporate Affairs department

CORPORATE ENVIRONMENTAL POLICY

Version control

Version	Drafted/revised and date	Read/approved #1 and date	Read/approved #2 and date
Version 1	Odette Maher, 4 March 2024	Corinna Mitchell, 4 March 2024	Nader Girgis, 4 March 2024

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1. This document

This document outlines Symphony's corporate environmental policy, as part of the firm's broader sustainability and corporate citizenship efforts. This policy is relevant to all of Symphony Communication Services operations and all employees under contract. It is meant to provide a high level view of our firm's approach to sustainability, highlighting key elements of the work conducted so far. For more detailed information please liaise with the firm's Communications and Corporate Affairs department.

2. Our approach to corporate sustainability

Symphony is a privately-owned firm, with an office-based operation in a non-carbon intensive industry. The firm's leadership believes in the value of voluntary sustainability frameworks and hence engages on all sustainability matters voluntarily and in good faith.

Symphony is committed to the highest standards of responsible business practices and taking action towards a more sustainable future. The company joined the **United Nations Global Compact** in March 2023 as a participant ([press release](#)), publicly committing itself to adhere to the organization's Ten Principles, the UN Sustainable Development Goals (SDGs) and to communicate on its progress annually.

The firm also conducts an **annual sustainability assessment** through the globally recognized assessment platform EcoVadis, which rates companies based on environmental impact, labor and human rights standards, ethics and procurement practices. Symphony's current score is: **good (53/100)**. The firm is committed working through identified improvement areas. Its target is to increase 5+ points, annually. To gain access to Symphony's full sustainability scorecard on EcoVadis, please request it through the EcoVadis platform (for EcoVadis users only) or reach out to the firm's Communications and Corporate Affairs team.

3. Materiality

After conducting a materiality assessment, the firm concluded that the broadly used categories **energy consumption and GHGs** and **materials, chemicals and waste** were most relevant to our office-based operation. These elements are addressed in section 5 of this document, including actions put in place to manage operational risk.

4. Our product

Symphony is the leading markets' infrastructure and technology platform, a true communications platform for global finance, with a product offering that includes: messaging and collaboration, trader voice, data and analytics, and directory and identity. Our **product**

offering is cloud-based, with Google Cloud (GC) and Amazon Web Services (AWS) as the main cloud and hosting providers to our customers. Symphony is able to provide detailed cloud data center and consumption data to customers and key stakeholders upon request. To learn more about GC and AWS's work on cloud and data center sustainability as well as their broader sustainability strategy and commitments, please visit their respective sustainability websites.

The Symphony platform is also an enabler of sustainability for firms around the world as it enables regulatory compliance through end-to-end encryption and recording, provides data governance and information barriers, and also enables a hybrid and flexible workplace through the mobility (multi-device and cloud-based) and accessibility (visual/hearing) of the product. At the same time, the firm's data and analytics product offering - supported by natural language processing (NLP) models and artificial intelligence (AI) - provides customers with the right level of data to support their sustainability and investing strategies, including voluntary commitments and regulatory requirements.

5. Office footprint

Symphony is a global firm with an **office-based operation** and employees primarily based out of North America, Europe and Asia. The firm has commercial and R&D offices in New York, London, Sophia Antipolis, Tel Aviv, Singapore, and Stockholm, and co-working spaces in Paris, Tokyo and Hong Kong.

In early 2023 the firm introduced **in-office sustainable practices** in order to reduce its office carbon footprint globally as well as promote sustainable behaviors amongst its employees. The sustainable practices were implemented in five key areas:

1. Cups, crockery, and cutlery: with the goal of eliminating plastic and other non-reusable materials from office cups, crockery, and cutlery. Our offices are now plastic-free.
2. Paper and printing: taking steps to reduce the amount of printing for business non-essential activities.
3. Lighting and power: installing low-energy rated bulbs, timers in all office spaces and signage to encourage care with power usage.
4. Heating and cooling: only in use during working hours.
5. Recycling: scheme for appropriate waste separation and recycling put in place globally.

i. Greenhouse gas emissions (GHG) inventory

Symphony's greenhouse gas emissions (GHG) inventory follows the GHG Protocol Corporate Standard (revised 2004), its accounting and reporting standards, and is meant to accurately reflect GHG emissions for the company's operations globally, providing a verifiable account on all GHG sources and activities within the chosen boundary. This exercise is done in good faith

with the aim of providing a complete and accurate GHG inventory with comparable GHG emissions data over time.

The goals of the inventory are:

1. to document and record GHG emissions with accurate operational data for ongoing measurement and facilitate audits, if required;
2. contribute to reporting exercise and participation in voluntary GHG programs;
3. highlight voluntary action, aligned with highest globally accepted principles; and
4. participate in GHG markets (if desired).

Organizational boundary

Symphony uses an **operational control approach** - accounting for 100% of the GHG emissions from operations under our control - as its organizational boundary to consolidate GHG emissions.

Operational boundary

Scope 1: Currently, Symphony has no GHG direct emissions from sources that are owned or controlled by the company (scope 1 emissions), that are a result of the generation of electricity, heat or steam, physical or chemical processing, transportation of materials, products, waste and employees or fugitive emissions.

Scope 2: The company accounts for indirect GHG emissions through the purchase of energy (scope 2) - that includes electricity, steam, heat and cooling - for its business offices and operations in New York, London, Sophia Antipolis, Tel Aviv, Singapore, and Stockholm.

[Overall, the company is committed to energy conservation. In January 2023 Symphony implemented in-office sustainable practices that aim to promote responsible behaviors towards energy and water conservation as well as the reduction of waste through recycling, waste segregation and correct onward disposal.]

Scope 3: Symphony has not started to account for scope 3 emissions - indirect GHG emissions that are a consequence of the activities of the company - but plans to do so in the next 2 years. This exercise will require active cooperation and commitment from Symphony's broader supply chain and be subject to third party data availability.

If, or when, organizational boundaries change due significant structural changes, (i.e. acquisition, merger) the above established boundaries will be revised and updated accordingly, as well as historic emission data recalculated.

Reporting period and base year (performance datum)

2023 is Symphony’s baseline from which performance will be tracked over time.

6. Governance

This policy was drafted by Symphony’s Communications and Corporate Affairs team, who are responsible for all corporate sustainability matters. This document has been reviewed and approved by the firm’s Legal department.

The policy will be reviewed annually and on an *ad hoc* basis in case of an extraordinary corporate event.

7. Acknowledgement(s)

4 March 2024
Drafted/revised
Head of Communications and Corporate Affairs, Odette Maher

4 March 2024
Read and approved
General Counsel, Corina Mitchell

4 March 2024
Read and approved
Chief Administrative Officer, Nader Girgis