



ESG Commitment Statement

Alignment Strategy Group (“ASG”) is committed to integrating Environmental, Social, and Governance (“ESG”) principles into every dimension of our business. As a management consulting firm serving private equity firms and mid-market manufacturers, we recognize that sustainable, responsible governance is not merely a reporting obligation—it is the foundation of long-term value creation.

This Commitment Statement establishes ASG’s obligations to our clients, partners, suppliers, employees, and the communities in which we operate.

Sincerely,

Managing Director

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1. Environmental Commitment

1.1 Responsible Operations

ASG is committed to minimizing the environmental footprint of our consulting operations. We prioritize virtual and hybrid delivery models to reduce business travel emissions, and we encourage sustainable practices in our physical office environment, including responsible energy and resource use.

1.2 Client Advisory

ASG actively helps clients build governance frameworks that embed environmental risk management, EHS compliance, and sustainability reporting into their operational infrastructure. We design EHS policy systems intended to meet the standards of institutional investors, OEM customers, and regulatory bodies.

1.3 Continuous Improvement

We commit to reviewing and improving our environmental practices on an ongoing basis, and to incorporating current environmental best practices into all ASG client deliverables.

2. Social Commitment

2.1 Workplace Standards

ASG is committed to maintaining a workplace built on respect, inclusion, and equal opportunity. We do not discriminate on the basis of race, color, religion, gender, national origin, age, disability, sexual orientation, or any other protected characteristic. All personnel are expected to treat colleagues, clients, and suppliers with professionalism and dignity.

2.2 Health and Safety

The health, safety, and well-being of our personnel and the employees of our clients are a priority in all engagements. ASG embeds health and safety governance into client advisory work as a core element of our Platform Alignment Framework™.

2.3 Community and Supply Chain

ASG expects all suppliers and business partners to uphold fair labor standards, human rights, and ethical business practices throughout their operations and supply chains. We will not knowingly engage with suppliers that violate these standards.

2.4 Client Impact

Through our advisory work, ASG seeks to strengthen the social fabric of the industrial businesses and communities we serve—by improving operational safety, reducing workforce turnover, supporting compliance with labor regulations, and building management systems that treat workers with fairness and respect.

3. Governance Commitment

3.1 Ethical Conduct

ASG operates with an unwavering commitment to ethical conduct. All employees, contractors, and associated parties are required to adhere to ASG's Anti-Bribery and Anti-Corruption Policy, conflict-of-interest policies, and all applicable laws and regulations.

3.2 Transparency and Accountability

ASG is committed to transparency in its business practices and client relationships. We hold ourselves accountable to the governance standards we recommend to our clients. Our advisory frameworks are designed to reflect the scrutiny of institutional capital and are applied internally as well.

3.3 Data Stewardship

ASG treats client data, proprietary information, and sensitive business intelligence with the highest standard of care. We maintain confidentiality obligations and data security practices appropriate to the sensitivity of the information entrusted to us.

3.4 ESG Integration in Client Work

ESG governance is a central pillar of ASG's service offering. We integrate EHS, ESG risk frameworks, and investor-grade reporting structures into every engagement under our Governance Architecture Implementation and Strategic Portfolio Alignment programs. Our goal is to make our clients' businesses easier to buy, easier to audit, and harder to devalue.

4. Reporting and Review

ASG will review this ESG Commitment Statement on an annual basis and update it to reflect changes in our business, client base, regulatory environment, and best practices. We welcome feedback from clients, partners, and stakeholders on our ESG performance.

Questions or concerns regarding this statement should be directed to:

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