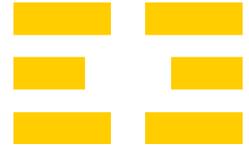


Russell Reynolds

Locations: New York (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

Russell Reynolds is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Russell Reynolds occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. High Risk

Russell Reynolds integrates ESG into its business practices. From its corporate blog: "We're proud as a firm to commit to reducing Scope 1 and 2 GHG emissions by 50% by 2030, and to reduce absolute Scope 1, 2, and 3 GHG emissions by 90% by 2050—starting from a baseline that we set in 2019, the first year for which we calculated our firmwide carbon footprint... it's also important for our suppliers to be climate-conscious, because everyone in our value chain needs to move in the same direction to net-zero emissions. That's why we've also stated that 30% of our suppliers will have science-based targets in place by 2027" (1). The company promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (2).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. Lower Risk

Russel Reynolds does not appear to discriminate against charitable organizations based on views or beliefs (1)(2).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

Russell Reynolds appears to prioritize diversity over merit in its promotions and leadership composition. From its 2022 Sustainability Report: "In 2022, RRA saw its most diverse promotion class to date: 72% women and 37% from HUGs... While many factors influence this metric, elevating diverse voices within RRA is a key component. Our work here is not done, and we seek to further apply a DE&I lens to our development programs each year." (1). Russel Reynolds does not provide viewpoint protections for its

employees (2).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. **High Risk**

Russell Reynolds supports DEI within its business practices, employing a DEI Officer (1). The company supports DEI within its business practices. From its 2025 DEI Report: "We are committed to embedding DEI into all of our advisory work, including Equitable Search and Succession Practices to deliver diverse and inclusive candidate slates, and more" (2). The company's former CEO Clarke Murphy signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (3)(4).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. **Medium Risk**

Russell Reynolds is a copper sponsor of Out & Equal (1) Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (2).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. **N/A**

Russell Reynolds does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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