

Sustainable Business Practices



*Values are in United States Dollar (USD).

Our Sustainability Vision Statement

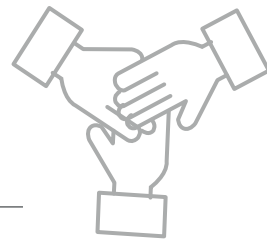
As an employee-owned firm, we strive toward an inclusive, sustainable future and elevate our communities, industry, and professions through human-inspired technical and creative solutions.

More Than
200 Locations

Around the World

12,000+

Global Employees



100% Employee-Owned

The National Center for Employee Ownership 100

No. 1 - Largest 100% employee-owned architecture/engineering company

No. 5 - Largest 100% employee-owned company

No. 7 - Largest employee-owned company

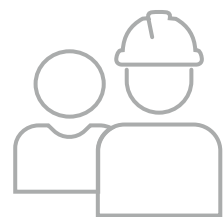
1,183 Pathfinder Recipients

Recognized employees for professional excellence in 2023.



431 Colleagues Recognized

in our 2023 Officers, Professional Associates and Associates Programs.



10 Board Members

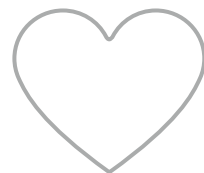
(Six Internal HDR Employees & Four External Members)



Exceeded

\$1.7 Million*

in employee donations in the 2023 Day of Giving Campaign.



The **HDR Foundation** has provided more than

\$9 Million*

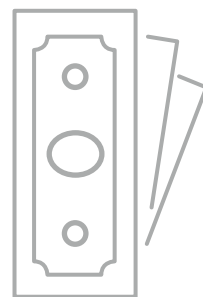
in philanthropic grants to over 350 organizations.



The HDR Foundation awarded over

\$300,000*

in 2023 Employee Network Group Action Grants.



HDR provided **\$3.5 Million***

in Corporate Sponsorships.

Industry Awards & Rankings



We have garnered recognition that reflects our business approach, as demonstrated by our global awards and rankings page on hdrinc.com.



HDR
Diversity and Inclusion Award, Large Firm (2023), American Council of Engineering Companies of Washington

Firm of the Year (2023), American Council of Engineering Companies of Minnesota

HDR, U.K.

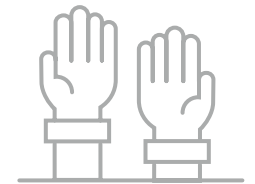
Finalist, Commissioning Provider of the Year (2023), Commissioning Specialists Association

Investment in Training Award (2023), The Careers Plus Programme, Commissioning Specialists Association



50+ Sustainability Stewards Teams

Our Sustainability Stewards Program (SSP) support sustainability within offices and works to elevate communities through meaningful activities. Collaborating with Corporate Sustainability and Operations, SSP, primarily led by employee volunteers, enhances business practices, improves office spaces, and fosters environmental stewardship.



Employee Network Groups (ENGs)

Asian Pacific | Black | Hispanic | LGBTQ+ | People with Disabilities | Veterans | Women | Young Professionals

Our Employee Network Groups help create an inclusive and supportive environment where everyone is empowered to engage and contribute. Each group has an executive sponsor and is open to all employees.

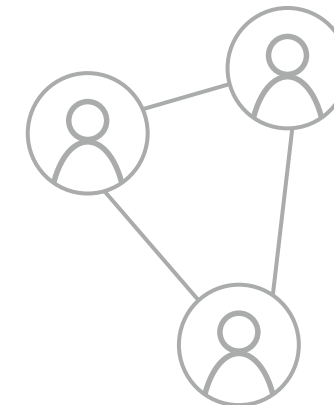
40%

participation increase in ENGs in 2023.

In 2023,

20%

of employees participate in at least one ENG.



HDR, U.K. Carbon Reduction Plan

HDR Consulting Limited is committed to striving to achieve Net Zero emissions by 2050. The Net Zero commitment aligns with the 2023 UK Public Procurement Note 06/21 requirements. View our U.K. Carbon Reduction Plan on hdrinc.com.

GHG Emissions

26.2% Emissions intensity reduction, per employee since 2019.



6,844 metric tons CO₂e Direct Scope 1 Emissions (carbon dioxide equivalent).

15,052 metric tons CO₂e Indirect Scope 2 Emissions. **40,931 metric tons CO₂e** Indirect Scope 3 Emissions.