

Sustainable Business Practices



*Values are in United States Dollar (USD).

More Than
200 Locations
Around the World



100%
Employee-Owned

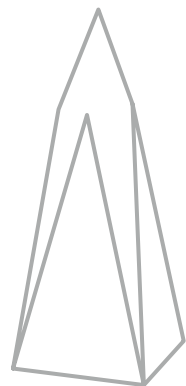
The National Center for Employee Ownership 100

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

No. 5 - Largest 100% employee-owned company

No. 7 - Largest employee-owned company

12,000+
Global employees.

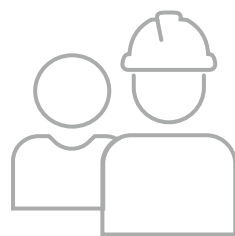


1,183 Pathfinder Recipients

Recognized employees for professional excellence in 2023.

431 Colleagues Recognized

in our 2023 Officers, Professional Associates and Associates Programs.



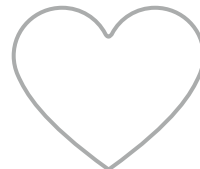
Industry Awards & Rankings

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



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

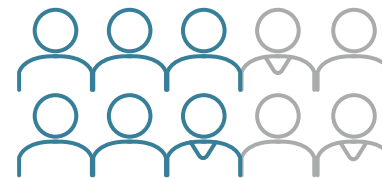
\$3.5 Million*
in Corporate Sponsorships.

Our 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.

10 Board Members

(Six Internal HDR Employees & Four External Members)



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



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.

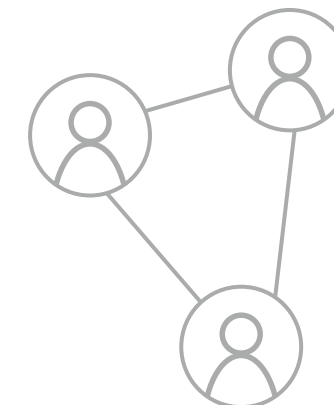
40%

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.