

# 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 to elevate our communities, industry, and professions through human-inspired technical and creative solutions.

More Than  
**200 Locations**  
Around the World



**13,000+**  
Global Employees

**10 Board Members**  
(Six Internal HDR Employees & Four External Members)

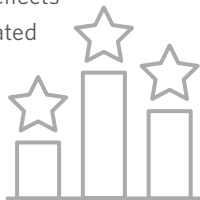
**100%** Employee-Owned



Published our **11th Sustainability Report** continuing our efforts to authentically demonstrate our sustainability progress.

## Industry Awards & Rankings

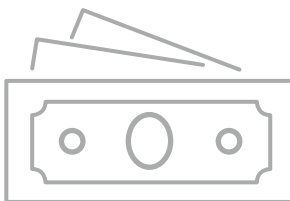
We have garnered recognition that reflects our business approach, as demonstrated by our global awards and rankings page on [hdrinc.com](https://hdrinc.com).



### The National Center for Employee Ownership 100

- No. 1** – Largest 100% employee-owned architecture/engineering company
- No. 5** – Largest 100% employee-owned company
- No. 6** – Largest employee-owned company

HDR provided  
**\$3.5 Million\***  
in Corporate Sponsorships.



## HDR Foundation

The HDR Foundation is an employee-funded and employee-driven foundation that was founded in 2012. The Foundation's focus areas mirror HDR's breadth of knowledge and expertise: **education, healthy communities and environmental stewardship.**

Exceeded  
**\$1.9 Million\***  
in employee donations in the **2024 Day of Giving Campaign.**



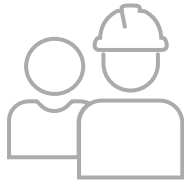
Provided more than  
**\$11 Million\***  
in philanthropic grants to over 350 organizations.



Awarded over  
**\$220,000\***  
in **2024 Employee Network Group Action Grants.**

## 4 Company-wide Recognition Programs

**1,333** employees recognized as Pathfinders for their dedication to quality, innovation and productivity and



**493** Officers, Professional Associates and Associates Programs recognizing business, operational, technical and creative excellence in 2024.



**10,000 Trees Planted**

Through Arbor Day Foundation

**339 Metric Tons CO<sub>2</sub>** Avoided/Sequestered  
**4.56 Tons** Air Pollution Removed  
**20,445 Gallons** Avoided Water Runoff

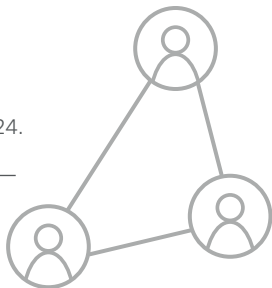
## Employee Network Groups (ENGs)

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.

**11%**  
participation increase in ENGs in 2024.

In 2024,  
**22.6%**  
of employees participate in at least one ENG.



## 75+ Sustainability Stewards Teams



Our Sustainability Stewards Program (SSP) support environmental sustainability within offices and works to elevate communities through meaningful activities. Employees' efforts enhance business practices, improve office spaces, and foster environmental stewardship.

**58%**  
Increase in  
SSP Teams from 2023.

**65%**  
of Employees in an office  
with an SSP Team.

## Smart Solutions Program

Encourages smart office environments, travel, procurement and employee engagement.

More than  
**3,949 lbs**  
of waste diverted from large events.



## HDR, U.K.

**100%**  
Renewable Electricity

**Carbon Reduction Plan**  
HDR Consulting Limited is committed to striving to achieve Net Zero emissions by 2050. View our U.K. Carbon Reduction Plan on [hdrinc.com](https://hdrinc.com).

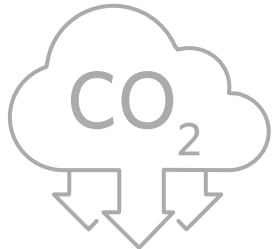
## 2024 GHG Emissions

**6,906 metric tons CO<sub>2</sub>e**  
Direct Scope 1 emissions (carbon dioxide equivalent).

**14,802 metric tons CO<sub>2</sub>e**  
Indirect Scope 2 emissions.

**40,775 metric tons CO<sub>2</sub>e**  
Indirect Scope 3 emissions.

**905 metric tons CO<sub>2</sub>e**  
Offsets retired to help mitigate impacts.



**22.4%**  
Emissions intensity reduction,  
per employee since 2019.