3 Years for 30 More

2022 Sustainability Report
I am proud of Hargrove’s recent steps to document and track our longstanding commitment to corporate sustainability. Our 3 Years for 30 More Strategic Sustainability Plan was adopted in 2022 and mapped out our sustainability strategy until 2025. This strategy is based on Hargrove’s commitment to drive mutual and sustained success for our clients, teammates, and communities in a socially, economically and environmentally responsible manner. 2022 was a baseline year for Hargrove to begin aligning our efforts with our 2011 commitment to United Nations’ Global Compact and Sustainable Development Goals (SDGs). I am pleased to report we met all of our 3 Years for 30 More goals for 2022, and we continue to make a positive impact to further these commitments.

Regards,
President and CEO

Ralph Hargrove
3 Years for 30 More

**Strategic Sustainability Plan**

<table>
<thead>
<tr>
<th>2021</th>
<th>2022</th>
<th>2023</th>
<th>2024</th>
<th>2025</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hargrove commits to the principles of the UN Global Compact</td>
<td>- Conduct a Materiality Assessment on the SDGs</td>
<td>- Evaluate SDGs</td>
<td>- Evaluate SDGs</td>
<td>- Evaluate SDGs</td>
</tr>
<tr>
<td>- Kickoff SDGs metrics monitoring system</td>
<td>- Reach Bronze Status in EcoVadis</td>
<td>- Reach goal of 30% of projects positively affect one or more of the SDGs</td>
<td>- Reach goal of 30% of Foundation’s donations positively affect one or more of the prioritized SDG goals.</td>
<td>- Reach Silver status in EcoVadis</td>
</tr>
<tr>
<td>- Improve ranking in EcoVadis</td>
<td>- Adopt Efficient Lighting and Recycling Plan</td>
<td>- Adopt Carbon Neutral by 2030</td>
<td>- Publish Sustainability Report</td>
<td>- Create and implement a plan to be Carbon Neutral by 2030</td>
</tr>
<tr>
<td>- Feature sustainability on Hargrove webpage</td>
<td>- Publish Sustainability Report</td>
<td>- Adopt Sustainable Procurement Plan</td>
<td>- Conduct an Environmental Risk Assessment</td>
<td>- Initiate our 30 Years for 30 More Sustainability Plan</td>
</tr>
<tr>
<td>- Appoint and empower sustainability champions in each office and for each affiliate</td>
<td>- Publish Sustainability Report</td>
<td>- Publish Sustainability Report</td>
<td>- Publish Sustainability Report</td>
<td>- Publish Sustainability Report</td>
</tr>
</tbody>
</table>
2022

Year 1 of 3 Years for 30 More

Sustainability Plan Accomplishments
- Adopted the 3 Years for 30 more Sustainability Strategy
- Conducted a Materiality Assessment on the SDGs
- Implemented Action Plans for positive impact on the prioritized SDGs
- Kicked off SDGs metrics monitoring system
- Improved ranking in EcoVadis to Bronze
- Featured sustainability on Hargrove webpage
- Appointed and empowered sustainability champions in each office and for each affiliate

Additional Accomplishments
- Hargrove partnered with Danimer Scientific to Retrofit a Brownfield Plant to produce biodegradable plastics
- CTR and Hargrove joined forces to deliver sustainable U.S. Lithium facilities at Hell’s Kitchen
- Hargrove’s partnership with its High Value Engineering affiliate expanded in Mexico
- Hargrove partnered with Guyana Based GIACO to promote technical job force training
- 3.4 million hours worked without a recordable safety incident
Hargrove conducted a materiality assessment in 2022 and determined the following United Nations Global Compact SDGs are most important or consequential for Hargrove:

Hargrove began focusing on these goals in 2022 with a commitment to (1) improve worker safety of Hargrove teammates, clients, subcontractors, consultants, and vendors; (2) being socially active in all 19 offices to foster communities focused on the health and wellbeing of all citizens; (3) researching Hargrove’s greenhouse emissions and committing to a reduction in these emissions; (4) helping our clients through conservation and environmentally focused design; (5) commitment to maintaining an inclusive and non-discriminatory workforce considering diversity and equality; and (6) promoting global economic development through its strategic global partnerships with teams in Mexico and Guyana.
Information about Hargrove’s strategic sustainability plan added to website:

- Sustainability video – 3 years for 30 More
- Diversity Video
- Highlight Bronze status in Ecovadis
- Hargrove joins UN Global Compact
- Hargrove’s Letter of Commitment
- Prioritized Sustainable Development Goals
- Statement from Ralph A. Hargrove

3 Years for 30 More is Hargrove’s sustainable business strategy. Through commitment to the United Nations Global Compact’s Ten Principles and 17 Sustainable Development Goals, Hargrove envisions driving mutual and sustained success for our clients, teammates, and communities in a socially, economically and environmentally responsible manner. Our 3 Years for 30 More strategy will heighten our focus on a sustainable future in anticipation of our 30th year of operations and beyond.

Hargrove prides itself on assembling The Right People. We celebrate diversity and respect all perspectives and experiences encouraging innovation, collaboration, and inclusivity. One Unified Team – that’s Hargrove.
### Sustainability Project Metrics Baseline of projects

**$100,000 or more - 221 projects reported**

<table>
<thead>
<tr>
<th><strong>Agricultural Infrastructure</strong></th>
<th><strong>Medical &amp; Pharmaceutical Infrastructure</strong></th>
<th><strong>Educational Infrastructure</strong></th>
<th><strong>Hydraulic &amp; Sanitary Infrastructure</strong></th>
<th><strong>Energy Infrastructure</strong></th>
<th><strong>Value Engineering &amp; Innovation</strong></th>
<th><strong>Climate Infrastructure</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Project that supported the growth of agricultural development and infrastructure.</td>
<td>Project related to biotechnology, pharmaceutical, healthcare, and science operations that promote the health and well-being of the end use consumer.</td>
<td>Project that improved infrastructure for schools.</td>
<td>Project that improved the infrastructure for water and sanitation systems</td>
<td>Project that improved the infrastructure for energy systems</td>
<td>Project utilized our HVE partners.</td>
<td>Project promoted to reduce the impact of climate change.</td>
</tr>
<tr>
<td>6%</td>
<td>9%</td>
<td>0%</td>
<td>6%</td>
<td>6%</td>
<td>42%</td>
<td>17%</td>
</tr>
</tbody>
</table>
In 2022 Hargrove appointed Sustainability Office Champions in each office and/or division that meets twice a month. The sustainability office champions will facilitate sustainable changes around their local Hargrove offices and help implement Hargrove’s Sustainability Plan.
Sustainability Office Champions Objectives

Promote Office Initiatives

» Reduce Waste
  • Recycle plastic, paper, metal, and glass in every office. Ensure recycling pick-up is being taken to local recycling centers
  • Remove Styrofoam cups; have reusable mugs or paper coffee cups available
  • Reduce single use water bottles; utilize reusable water bottles and water refill stations

» Reduce Energy Consumption
  • Turn off lights when leaving a room
  • Install motion sensor lights in all conference rooms
  • Transition from fluorescent bulbs to LED
Sustainability Office Champions Objectives

Promote Local Information

» Recycling center location and hours
» Hazardous waste collection dates
» Local sustainability events/programs/etc.
Sustainability Office Champions Objectives

Host A Sustainable Event Annually

Examples include:

- electronic recycling events
- beach cleanups
- community STEAM educational activities
Sustainability Office Champions Objectives

Support Goals

- Sustainability Office Champions support the following goals of the Hargrove Sustainability Plan:
  - **2023** – Adopt Efficient Lighting and Recycling Plan
  - **2024** – Create and implement a plan to be Carbon Neutral by 2030
  - **2025** – Initiate Hargrove’s 3 years for 30 More Sustainability Plan