

Environmental Responsibility Policy

Together, we are committed to fostering stronger communities, supporting a more sustainable future and improving people's lives. We aim to take purposeful, measurable actions in all that we do to make a lasting impact on our clients, our people, the environment and the communities we serve.

We develop and monitor our business practices to help ensure that the company and our employees comply with applicable laws and regulations, internal policies, and our ethical standards. We seek opportunities to improve the company's environmental performance and recognize the importance of meeting the needs of our stakeholders in an environmentally responsible manner.

Oversight

The Huron board of directors' Nominating and Corporate Governance (N&CG) Committee provides direct oversight of our companywide environmental, social and governance (ESG) strategy, activities, and practices, including corporate responsibility and environmental sustainability matters. As part of its oversight, the N&CG Committee receives updates on the company's strategy and progress on ESG initiatives and commitments, including how we activate our people, operations, and communities to promote sustainable economic growth.

Huron's executive leadership team (ELT) is focused on engaging with stakeholders on ESG topics on a regular basis. The ELT works directly with the board, the Enterprise Risk Management (ERM) Committee and cross-functional leaders on key ESG topics, including environmental sustainability. The ELT reviews and approves the commitments made under this policy.

In addition to board and ELT-level oversight, our ERM Committee has oversight of Huron's risk management activities. As part of that scope, the ERM Committee monitors environmental and sustainability-related risks associated with our business. The ERM Committee assembles regular updates for Huron's board of directors addressing these risks and associated opportunities.

This oversight structure, along with our cross-functional team, facilitates an integrated, holistic, and companywide approach to managing environmental risks and opportunities. As we focus on operating our business in a manner that reduces our impact on the environment, our priorities are focused on local operations, travel and employee engagement.

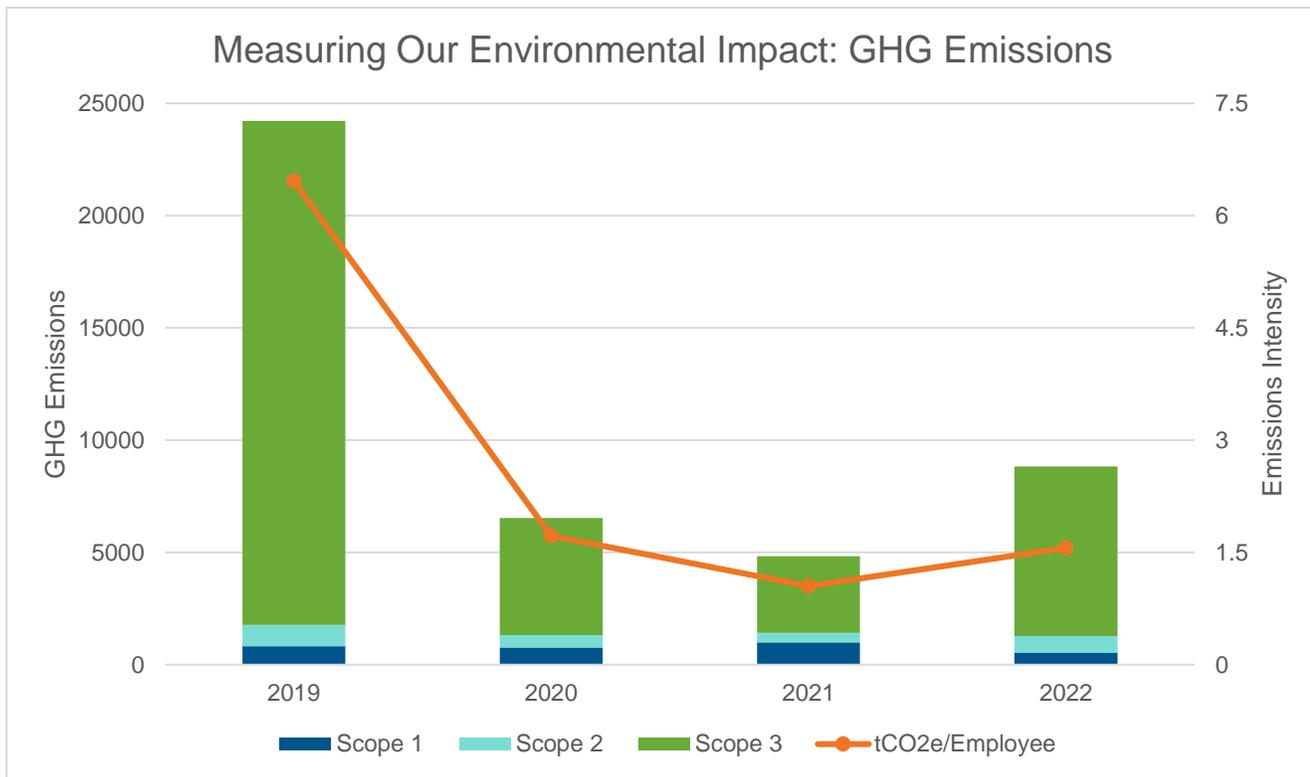
Environmental Impact

As a professional services firm, we do not manufacture or distribute products or generate hazardous wastes or wastewater. Yet, carbon emissions related to travel, which is a necessary part of our business, is an area that provides an opportunity for us to reduce our environmental impact. In addition, we aim to have our local office operations align with sustainability standards and leverage energy efficiency measures within our space. Further, harnessing our people's passion and creativity toward environmental sustainability enables Huron to make an impact on our own organization as well as on the greater communities in which we live and work. Therefore, engaging our people and focusing on where they work, and how they get there, are the pillars of our strategic framework to address climate change and create a more sustainable environment for future generations.

In 2021, we began gathering our greenhouse gas (GHG) emissions data to estimate our environmental impact, beginning with a baseline calculation for 2019. By measuring and publicly



disclosing our GHG emissions on an annual basis, we are better able to identify our impact on the environment and where and how we should prioritize opportunities to lessen that impact.



	2019	2020	2021	2022
Scope 1	829	771	994	539
Scope 2	949	552	427	740
Scope 3	22,442	5,214	3,409	7,551
Total	24,221	6,538	4,829	8,829
Employees	3,750	3,807	4,609	5,661
tCO₂e/Employee	6.46	1.72	1.05	1.56

- The GHG emissions in this chart cover only the emissions-producing activities listed and are estimated using the methods, emissions factors, and assumptions detailed in our GHG Emissions Calculations Methodology. They are not exhaustive of all of Huron's GHG emissions-producing activities.
- tCO₂e is metric tons in carbon dioxide equivalent. Total employees include full-time employees as of Dec. 31 of the respective year.
- For more details on the methodology for these environmental impact calculations, please refer to the [GHG Emissions Calculations Methodology](#) in Huron's 2022 Environmental, Social, and Governance Report.

Local Operations

We are committed to reducing energy consumption and waste generation resulting from our business operations. Below are some of the ways in which we exhibit this commitment:



- Consider conservation criteria (ENERGY STAR® and/ or LEED® green building program certification) in selecting buildings to lease for offices globally.
- All office space remodeling is to be done consistent with environmental codes, and installed lighting should use low-energy devices.
- Continuously optimize our office designs to reduce the company's physical office footprint.
- Encourage recycling in our workplaces across the globe, including providing clearly marked containers in cafeterias to recycle aluminum cans and in workstations to recycle paper.
- Eliminated single-use plastic items (e.g., utensils, straws, coffee stirrers, plastic-coated disposable cups, etc.) in Huron cafeterias, and encourage employees to bring their own reusable cutlery, bottles, and mugs.
- Office copiers default to two-sided printing to reduce paper usage and waste. We also utilize electronic and print-on-demand options in order to minimize printed marketing materials, inclusive of utilizing a Notice and Access delivery method for distributing our proxy materials to shareholders to reduce our paper usage.
- Use a certified third-party company to manage our electronic waste program, ensuring computers and other information technology (IT) hardware that are no longer useful are repurposed or disposed of in an ethically and environmentally responsible manner.
- Transition from traditional data centers to the cloud.

Travel

We recognize travel is a requirement for our business and it makes up a significant part of our carbon emissions. We have committed to monitoring and improving our operations to reduce our travel-related environmental impact and developing strategies to reduce emissions where possible.

- Since 2019 Huron has reduced our client travel, which has become part of our client delivery methodology.
- Huron has rolled out programs that facilitate client work through remote technology, which decreases carbon emissions from air, rail, car and hotel.
- Huron has invested in global video conferencing technologies, including Zoom and Microsoft Teams, to allow employees and clients to meet on demand, reducing the need for in-person internal meetings and minimizing unnecessary travel.
- Huron deploys flexible work arrangements across the enterprise, allowing for remote work or work-from-home arrangements when feasible, which reduces our employees' need to travel by air, rail, or car.
- For day-to-day commuting, the company provides opportunities for employees to obtain tax savings for utilizing public transportation or ride-sharing services.

Employee Engagement

We engage employees across the company to help drive sustainability efforts, raise awareness of environmental issues, and promote environmental responsibility.

- Huron leverages Green Teams established by geography, as well as by staffing locations, to implement individual and collective changes that reduce our environmental footprint at our offices, at client sites, at an individual employee's home and in our communities.
- We provide financial donations to nonprofit organizations that promote sustainability and eco-friendly practices, inclusive of matching gifts to organizations that allows individuals to offset their calculated GHG emissions.
- Huron develops programming for our employees to participate in community service activities that further our environmental stewardship, including cleanup of local parks, planting community gardens and sharing our best "green" practices with youth.

Environmental Impact Reduction Targets

Huron recognizes that addressing climate change now is critical to its future, and reducing greenhouse gas emissions will play an essential role in combatting the climate crisis. Our forward-looking target is to neutralize our Scope 1 and Scope 2 GHG emissions on an annual basis. In 2023,



we have neutralized our total 2022 Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions through our collaboration with Climate Vault¹. In addition to working with organizations such as Climate Vault, we seek to lower our scope 1 and scope 2 emissions by leveraging renewable energy sources in our offices where we have purchasing decisions over our energy consumption.

In delivering on this policy, Huron is committed to a program of continual improvement and working with our various stakeholders to further environmental-related opportunities. On an annual basis, we will report on our environmental sustainability-related priorities in our Environmental, Social and Governance Report, including related addendums.

¹ Climate Vault is a nonprofit organization that removes carbon pollution permits from regulated carbon markets, which effectively decreases CO2 emissions in a quantifiable and verifiable way, while also supporting carbon dioxide removal technologies.