

2023 Corporate Social Responsibility Report

An update on Huron's
environmental, social,
and governance efforts



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What grounds us



Employees volunteering with the Salem Area Trail Alliance in Oregon

Forward-looking statements

This document includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical facts, including statements about our environmental, social, and corporate governance plans and goals, such as those regarding greenhouse gas emissions, made in this document are forward-looking. We use words such as anticipates, believes, expects, intends, and similar expressions to identify forward-looking statements.

Forward-looking statements reflect management's current expectations and are inherently uncertain. Actual results could differ materially for a variety of reasons. Risks and uncertainties that could cause our actual results to differ significantly from management's expectations are described in our Annual Report on Form 10-K for the year ended Dec. 31, 2023. We undertake no obligation to update any forward-looking statement, whether as a result of new information, future events, or otherwise.



Attendees conversing at Huron's Women in Leadership Summit (WILS)

Who we are

Huron is a global professional services firm that collaborates with clients to put possible into practice by creating sound strategies, optimizing operations, accelerating digital transformation, and empowering businesses and their people to own their future. By embracing diverse perspectives, encouraging new ideas, and challenging the status quo, we create sustainable results for the organizations we serve.

Vision

To empower our clients, our people, and the communities we serve to own their future.

Mission

To enable organizations to improve fundamental performance, reinvent their business, generate new growth platforms, and lead their people through transformational change.

Values we live by



Leadership principles



Fig. 1. An infographic of Huron's values and leadership principles

A letter from leadership

Dear Stakeholders,

I am pleased to share our 2023 Corporate Social Responsibility Report, which reflects the important progress we have made on our commitment to responsible business practices and the pursuit of a more sustainable future. Our commitment is demonstrated through our collective efforts by making Huron a great place for our people while serving clients each day, particularly in mission-driven industries, and supporting the communities where we live and work.

In today's ever-evolving landscape, we recognize the impact our operations and governance have on our people, our clients, the environment, and society. We understand the connection global issues have on our business, our clients, and our people, and the role we play in addressing those challenges. We offer more than professional services. We foster enduring relationships that extend beyond business, innovate to better serve our clients, and create a nurturing community to drive meaningful change.

Our strong culture of giving back to the communities we serve is driven by our people, and we believe in our collective responsibility to create a better future for all. We remain committed to fostering a workplace culture where employees, clients, and partners feel a sense of belonging and are empowered to make meaningful contributions in their personal and professional lives. Collaboration with our stakeholders is our driving force, propelling positive impact, cultivating innovative solutions, and enabling a sense of purpose and fulfillment as we positively influence the lives of others.

As we reflect on our collective achievements in 2023, we continue to challenge ourselves to find opportunities for further growth and development. Together, we can actively shape a brighter future for our people, clients, and shareholders, and the communities we are honored to serve.



Employees volunteering with the Boys & Girls Club of Chicago



CEO and President Mark Hussey with employees at the opening of Huron's sixth India office, in Chennai



Mark Hussey
CEO and President



Employees volunteering with The Night Ministry in Chicago

Introduction

We are committed to conducting our business in a socially, environmentally, and ethically responsible manner. We believe our ongoing success is linked to the well-being of our employees, our clients, and the communities we serve. We continue to invest in the growth and development of our people and initiate programs to advance social responsibility, uphold strong governance practices, and actively work to minimize our environmental footprint.

Our dedication to sustainability is evident in our alignment with key global standards. We prioritize the United Nations Sustainable Development Goals (SDGs) and align with the Sustainability Accounting Standards Board (SASB) as integral components of our environmental, social, and governance (ESG) approach. Throughout this report, we share our approach to addressing our company's ESG goals and accomplishments aligned to our unique business and the meaningful stories behind our programs, policies, and commitments.

Our culture and values

At Huron, we foster an inclusive environment where individuality is celebrated and supported, promoting a sense of understanding and belonging. Our people are at the heart of our culture, and we incorporate our core values and leadership principles into every facet of our business, setting our culture apart.

This report is a testament to how our people embody these values and leadership principles, translating them into meaningful actions that generate positive impacts for our clients and the communities we serve. It showcases our commitment to innovation, as we continuously challenge ourselves to create new approaches and solutions to achieve better outcomes for our clients, our people, and the communities we serve.

Fostering individual growth and development

We recognize that the success of our organization depends on the professional advancement and fulfillment of our people. We place personal and professional growth at the heart of our mission. As part of our commitment to development, we provide a diverse array of learning opportunities through virtual trainings, leadership development programs, mentoring and sponsorship opportunities, LinkedIn Learning

membership access, tuition reimbursement, and personalized coaching. We also encourage the exploration of internal mobility opportunities across the enterprise. We promote inclusivity by leveraging the strengths of diverse perspectives and backgrounds, creating an environment where everyone is valued and supported. Our goal is to ensure that each person's career journey provides opportunities for growth and connection.



Employees volunteering with the Houston Food Bank

Adaptable flexibility

Flexibility in balancing work and life effectively is vital in today's world. We value work-life balance and offer adaptable flexibility, which provides our people the flexibility to be their best selves and thrive both professionally and personally. Flexibility isn't just a perk; it's our commitment to empowering our employees to create the work environment that allows them to excel while also delivering excellence to our clients.

We also offer easily accessible training, certification, and performance management tools. Additionally, we provide opportunities for recharge leave, which is earned by employees through years of service and dedication to Huron, offering extended time for rejuvenation and exploration.

Holistic well-being

Our commitment to our people involves looking at every aspect of well-being. In addition to providing medical, dental, and vision coverage, we help our people secure their financial future through market-competitive compensation, retirement plans, and life and disability insurance. We offer an Employee Assistance Program (EAP), and backup child care to ensure individuals are cared for and supported in any situation. In addition to our EAP, we promote a healthier and happier lifestyle by providing access to lifestyle apps and starter gym memberships. Our commitment to our people extends beyond

their physical, emotional, and mental well-being to include safeguards that help plan for the unexpected. Our comprehensive total rewards package includes legal and identity theft protection to provide our people peace of mind. We also believe in prioritizing the financial stability of our people, which is evident in our Employee Stock Purchase Plan that includes a company match, giving our people the opportunity to invest in their future and share in our collective success.

Shared purpose

People are the heart of our culture, which serves as the foundation of our success. It is our commitment to our people that truly sets our unique culture apart, and our values ground us in every client and team interaction. We work with many mission-driven organizations, and that sense of purpose is fundamental to the “why” we do what we do.

Huron’s culture inspires community involvement providing matching gifts and volunteer opportunities and fostering a spirit of giving back to the communities around us. Contributions are recognized and celebrated through employee rewards and meaningful gestures. Within Huron, there is a belief in connecting and growing through employee networks, and employee swag is offered to nurture a sense of belonging and shared values.



Employees volunteering at the Saadhya School in Bangalore, India

Awards and recognition

Our people are what make Huron special, and we are proud to highlight the awards and recognitions our business and our people received in 2023.



Best Place to Work for LGBTQ Equality
Human Rights Campaign Foundation



Best Firms to Work For (13th Consecutive Year)
Consulting Magazine



Recognized for Promoting and Advancing Diversity, Equity, Inclusion, and Belonging
Consulting Magazine



Notable Leader in Diversity, Equity, and Inclusion
Mark Hussey, CEO and President
Crain's Chicago



CEO and President Mark Hussey with employees at Consulting Magazine's Best Firms to Work For awards ceremony



Top Consultant
Sondra Cari
Consulting Magazine



Women Leaders in Technology
Cati Cederoth
Consulting Magazine



Top 50 Government Consultants and Leaders of 2023
Amanda Bonser and Charles Kozel
The Consulting Report



2023 CFO of the Year® Finalist
John Kelly, CFO
FEI Chicago



Best Places to Work*
Glassdoor

*Recognition received in 2024

Sustainable Development Goals commitment

It is our collective responsibility to actively contribute to a sustainable and brighter future, benefiting our clients, employees, communities, and shareholders. Three years ago, we made a pivotal move by aligning our sustainability strategy with the United Nations Sustainable Development Goals (SDGs), focusing our efforts on five specific SDGs that resonated with our core values and mission.

These SDGs include those addressing good health and well-being, quality education, gender equality, decent work and economic growth, and climate action. While we acknowledge the collective importance of all 17 SDGs in the pursuit of a better world by 2030, we have prioritized these specific areas to influence the unique strengths of our business and deliver maximum impact to our clients, people, and shareholders. This report will highlight our momentum to build a more sustainable and equitable society.



Fig. 2. An infographic of the Sustainable Development Goals

Environmental, social, and governance oversight

We maintain rigorous governance standards that encompass our approach to environmental, social, and governance (ESG) challenges and opportunities. Huron's board of directors maintains oversight of the firm's ESG initiatives through dedicated committees. Board members are updated on board-related ESG matters, including climate-related issues, twice a year or more frequently as needed. You can find additional details about each committee's responsibilities in our 2023 Proxy Statement.

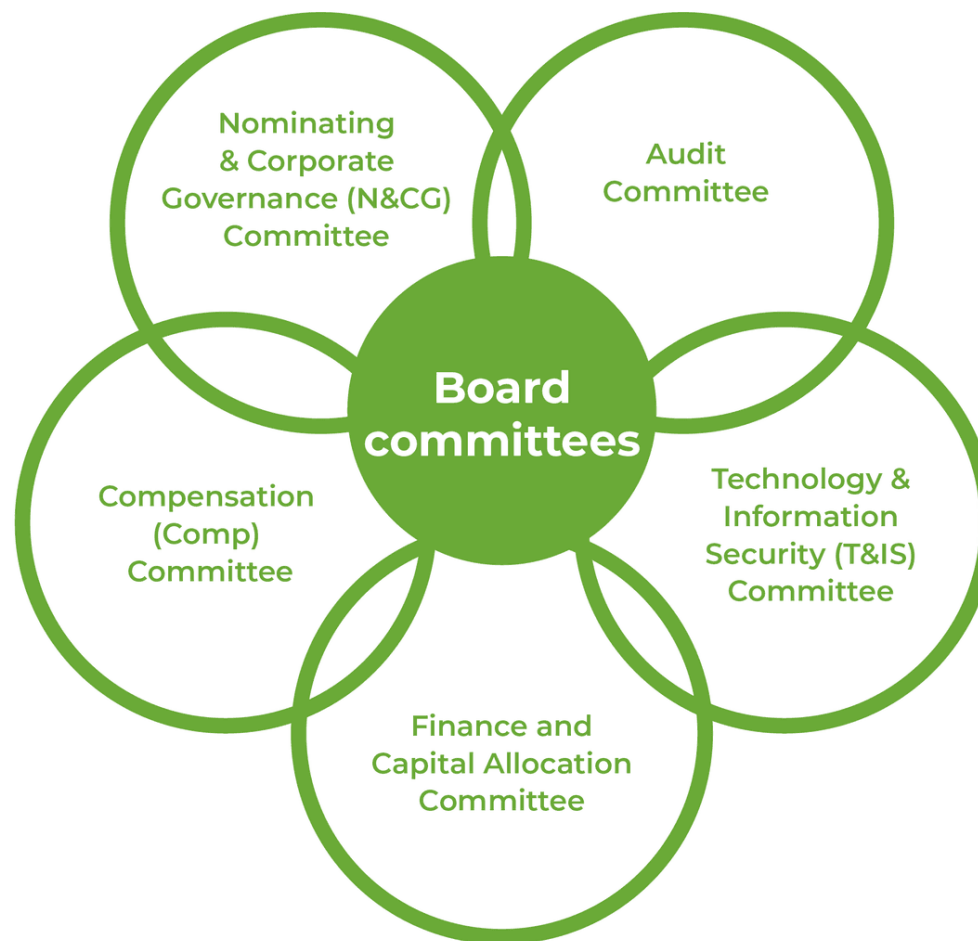


Fig. 3. An infographic of Huron's board committees

The Nominating & Corporate Governance (Committee) oversees Huron's ESG initiatives, activities, and practices, including corporate social responsibility and sustainability. This Committee regularly receives reports from management, providing updates on essential ESG matters, such as our sustainability services for clients, our responsible corporate actions, our progress in fulfilling ESG commitments, and our integrated reporting, emphasizing transparency and accountability in tracking our goals and progress.

Our leadership team works closely with the board and the Enterprise & Risk Management (ERM) Committee to integrate ESG principles across our operations. Our leadership regularly consults with the ERM Committee, along with other key stakeholders, to address ESG risks and oversee our global sustainability priorities. We discuss these priorities with our employees in quarterly meetings, providing updates on our ESG journey and our contributions to societal and environmental goals. Since 2021, ESG achievements have influenced annual incentive awards for our executive leaders.

The ERM Committee, composed of executive leaders and key officers, guides our management of ESG-related risks. The ERM Committee uses a comprehensive approach to anticipate, identify, prioritize, and manage material risks to our strategic objectives and oversees business, operational and financial risks, including those related to operational continuity, human resources, data security, and IT integrity. The ERM Committee, the executive leadership team, and a cross-functional ESG team collaborate on implementing ESG programs and initiatives in support of the enterprise strategy and to fulfill the ESG objectives supported by the N&CG Committee.

Stakeholder engagement

At Huron, we actively seek input and feedback from our stakeholders on ESG topics unique to our business and that matter most to them. We have included additional details about our 2022 comprehensive assessment of our ESG priorities in the appendix of this report.



Employees volunteering with Second Harvest Food Rescue in Toronto, Canada



Investing in our people

Investing in our people

As an organization rooted in its values and driven by a commitment to our people, we embrace and celebrate the uniqueness of our people. We foster an inclusive and vibrant workplace where employees feel valued and cared for, and we actively seek input and feedback to strengthen our programs and initiatives in relation to our employee value proposition. Our objective is to craft holistic and meaningful programs and experiences that not only enrich their careers but also their personal growth and well-being.



Employees volunteering with the Los Angeles Regional Food Bank

Total rewards

Our market-competitive total rewards package is a core element of our employee value proposition to attract, motivate, and retain top talent. In direct response to feedback, we have introduced and enhanced employee benefits designed to support the physical and mental well-being of our employees and their families. In 2023, we:

- Expanded our telehealth services to include dermatology in addition to our current offering, which covers general health and mental health services.
- Made internal enhancements to our Huron Benefit pages and created an LGBTQ+ Benefit Guide in 2023 to make sure we highlight all various benefit programs and make the content more accessible.
- Introduced our new healthcare navigation and advocacy vendor, Quantum Health, to help improve members' benefits experience and support with care coordination.

We are committed to providing a comprehensive list of benefits to support our employees in the countries we operate. Benefit offerings vary by location, but they are designed to meet the diverse needs and preferences of our global workforce.

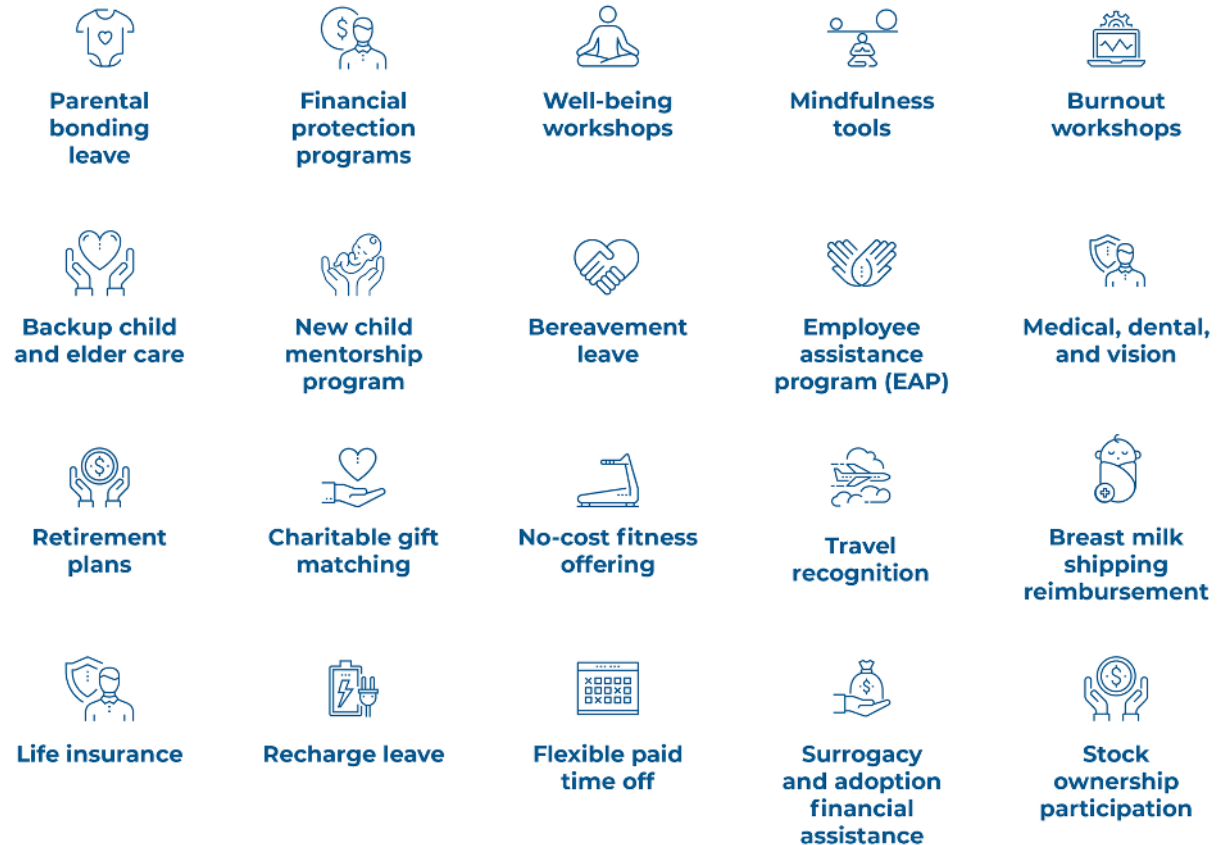


Fig. 4. An infographic of Huron's total rewards benefits

Talent development

Nurturing individual growth and development

Our commitment to the growth and development of our people remains at the forefront of our future success. To facilitate this, we offer a diverse array of learning opportunities and experiences that can be tailored to individual needs and applied to individual context. This encompasses both formal and informal learning pathways, hands-on practice, and real-world application. We are committed to creating learning opportunities that reflect the individual perspectives of our diverse population, enhancing a culture of belonging and inclusion.

Adapting talent development for a hybrid environment

In response to the evolving landscape, we have proactively adapted our talent development initiatives, encompassing training, certification, and performance management programs and tools, to be adopted, wherever our people are working. These adaptations are designed to accommodate the unique needs of our employees in a hybrid work environment. We've undertaken a comprehensive redesign of our leadership development experiences, introducing self-directed learning, virtual workshops, and cohort-based learning options.

Empowering learning through technology

Our employees have increasingly embraced the LinkedIn Learning platform, with nearly 3,000 individuals utilizing this resource to access new learning opportunities. This includes curated content aligned with our leadership principles, content assigned or curated for critical roles and initiatives, promoting continuous growth and skill development.

Personalized learning and productivity days

We also offer dedicated learning and personal productivity days to support our employees in managing the delicate balance between work and life while advancing their professional development. These days can be flexibly utilized for learning and development pursuits, completing certifications and trainings, and personal development planning, aligning with each employee's aspirations and objectives.



Fig. 5. An infographic on Huron's learning and development stats

Building future leaders

Identifying and nurturing our current and future leadership talent is critical to our success. Whether an executive or an analyst, an individual's leadership journey starts on day one. Our leadership principles are a living expression of our culture and growth aspirations, and developing our leadership talent enhances our ability to achieve our vision of empowering our clients, our people, and the communities we serve.

We continue to build a future-led leadership development experience, aligned to these principles and reflective of our diverse team and hybrid model of working. Leaders are encouraged to reflect on moments that matter, engaging in a variety of different learning opportunities such as workshops, case studies, peer networks, and online content. More specifically, we have continued to see positive success in the development of our leaders through our milestone programs, senior director cohort, and sponsorship program.

We have enhanced our approach to identifying our future leadership talent, including a greater focus on how we continue to champion development pathways for our diverse communities. We also continue to utilize personal development assessments such as our 360-degree feedback tool for our most senior levels of leadership to provide meaningful feedback and further enhance ongoing growth and development.

As our future leaders are vital to the success of our company, we remain committed to the investment in the growth and development of our leadership talent.



Employees attending a managing director and principal advancement program

Milestone Schools

Within our learning programs, our overarching goal is to provide robust support for employees, particularly as they traverse significant career milestones. Each of our milestone programs is thoughtfully crafted to commemorate achievements, centering on the identification of transition priorities at each new stage. These programs also place a strong emphasis on nurturing leadership skills and competencies. Participants in these programs dedicate time to clarify their personal priorities and potential growth opportunities, thus fostering the development of their leadership abilities and expediting their journey toward success in their new role.

Senior Director Development Cohort

Our Senior Director Development Cohort is intended to provide selected senior directors with a unique and tailored leadership development experience, designed to increase self-awareness and enhance leadership potential, critical for aspirational roles.

Enhanced for the 2023/2024 cohort, leaders participate in tailored learning sessions focused on developing skills across inclusive leadership, leading within a matrix, and enhancing sales and origination capacity.

Participants receive two personal leadership assessments and debriefs and have the option to match to a managing director or principal mentor, who offer support and guidance throughout the program.

Sponsorship for Diversity and Development

In 2021, we launched a sponsorship initiative tailored for underrepresented employees, aimed at fostering growth and development, cultivating an inclusive culture, and strengthening diversity within our organization. The sponsorship program pairs participants (protegés) with senior leaders (sponsors) who act as advocates, providing support and guidance for their professional advancement. This initiative has resulted in heightened visibility, career progression, and invaluable mentorship for all participants.

In 2023, we increased participation in the two-year cohort by 86%. In addition to the pairing with their sponsor, protégés also have dedicated one-on-one meetings with members of the executive leadership team. This year, participants were also provided an outside executive coach to support their leadership skills and professional development. We are pleased with the immediate progress of this initiative and how it has served as a catalyst in nurturing our future leaders and facilitating the expansion of diverse leadership representation throughout our firm.

Employees at the sixth annual professional development seminar hosted by Huron's Black Alliance iMatter team



“
After joining the Huron team, I quickly learned there was an intentional plan to invest in me for my professional growth and development. Senior leaders are genuinely interested in making sure I have the tools and the space to learn, grow, and advance within the organization. My voice is heard, and Huron constantly exceeds my expectations in ensuring they provide what I need. I appreciate Huron and believe they appreciate and value me as a whole person!”



Lori Blanton
Director

Diversity, equity, and inclusion

As part of our commitment to our people, we prioritize embracing their distinct qualities, encouraging them to express their authentic selves, and fostering connections that celebrate diversity. Our mission is intrinsically tied to cultivating a workplace where diversity is celebrated and honored, and inclusion is seamlessly integrated into all aspects of our operations. We believe that by embracing a spectrum of perspectives, backgrounds, and experiences, we can unlock innovation, inspire creativity, and gain a deeper understanding to effectively meet the diverse needs of our clients and communities. This commitment is evident in our hiring practices, professional development opportunities, and ongoing initiatives aimed at nurturing a workplace culture that values and respects the individual uniqueness of each person. In essence, diversity and inclusion are not just aspirations at Huron; they are woven into the very fabric of who we are and guide how we strive to make a positive impact in the world.



Employees volunteering with Buffalo Niagara Waterkeeper

Huron's value of inclusion has been embedded in the organization since our founding and is fostered in our day-to-day work environment. Back in 2020, we renewed our commitment to holding ourselves accountable by developing a five-year diversity, equity, and inclusion action plan to help build a more equitable society. Through our achievements and actions in 2023, we continued to cultivate an inclusive culture, advance diverse representation across all levels of the organization, expand our community outreach and support, and remain committed to pay equity with ongoing analysis and studies. As part of these efforts in 2023, we:

- Deepened the relationships of our senior leadership team by designating them as executive sponsors for each of our nine employee resource groups (iMatter teams) to focus on connection, awareness, advice, action, advocacy, and amplification of these communities.

- Created a Dinner and Dialogue series for our C-suite to engage with, and learn directly from, small groups from the diverse communities represented by our iMatter teams as a way to enhance our heritage month activities *and* create deeper connections.
- Hosted Women in Leadership summits in North America and India.
- Revamped our sponsorship program, a key talent accelerator program, offering dedicated leadership coaching and C-suite coffee chats with sponsorship program participants focused on development and personal interests.
- Launched the Women in India and Women of Color subcommunities to create spaces that specifically address the unique experiences and perspectives of women from diverse backgrounds.



Employees at the 2023 launch of the Women in India subcommunity, part of the Women Alliance iMatter team

Board demographics

Our efforts to drive inclusion, diversity, and accountability start with our board of directors. The makeup of our board and committee leadership appointments, continue to reflect our company value of inclusion and our knowledge that diverse backgrounds, perspectives, and experiences lead to better outcomes.

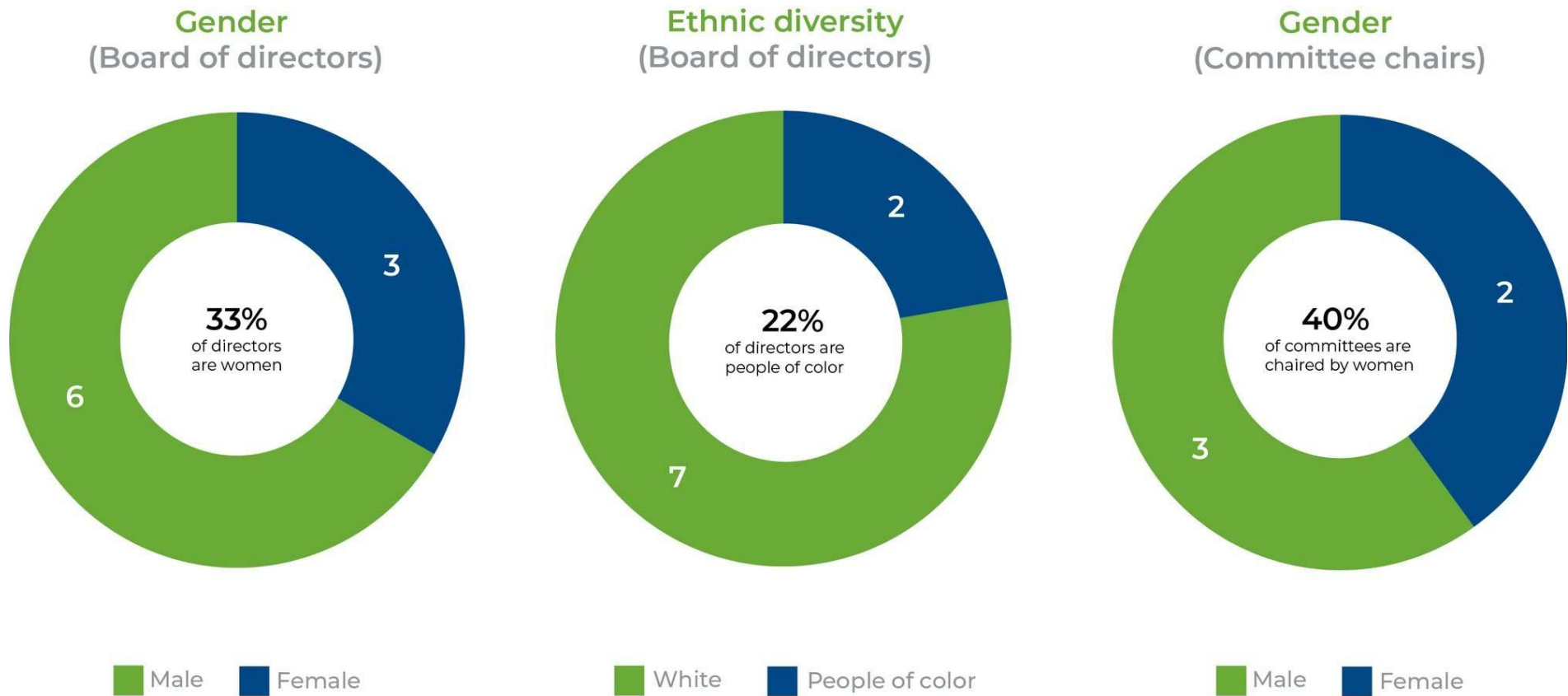


Fig. 6. Charts of Huron's board demographics

Workforce demographics

We continue to see positive growth in our diverse representation since implementing our five-year diversity and inclusion action plan in September 2020. As our global footprint continues to expand, we are committed to expanding our diverse representation across our organization and are sharing our global gender metrics for the first time in this report. In addition to our overall population, we have shared our representation at the leadership level, which are principals, managing directors, corporate vice presidents, and executives. Since we also align our reporting to SASB standards, you can find additional breakdowns of our demographic data in the addendum of this report.

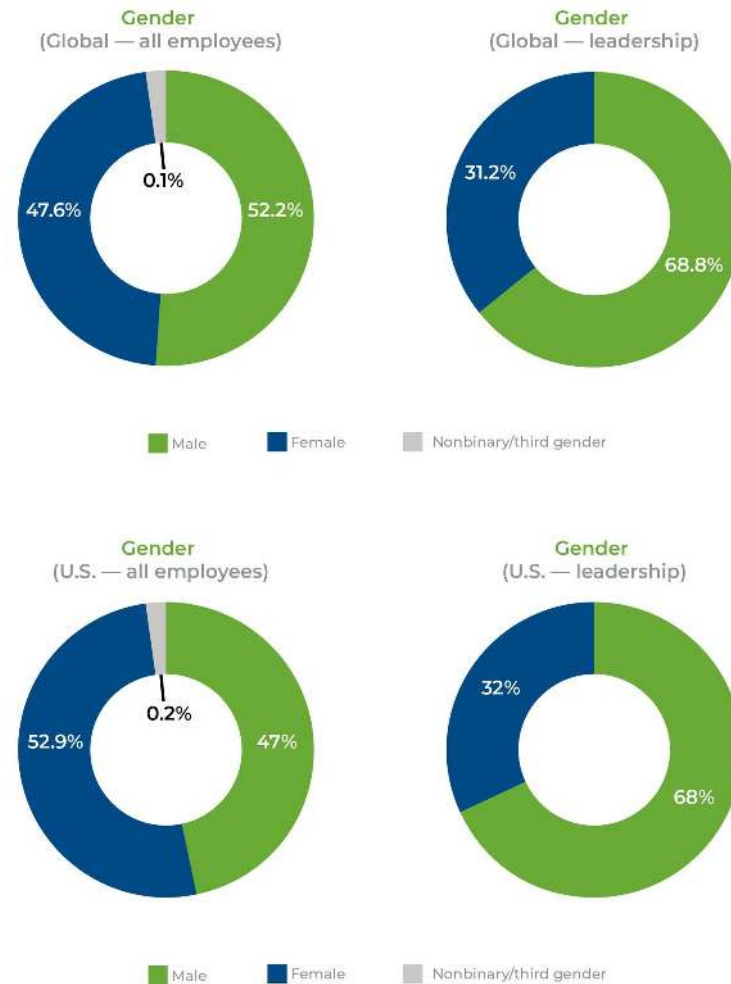


Fig. 7. Charts of Huron's workforce demographics

*Huron's U.S. population constitutes approximately 65% of the total full-time employee population, as of December 31, 2023.

*Percentages may not add up to 100% due to rounding.

At the end of 2023, racial and ethnic minorities made up approximately 28.4% of our U.S. population, an increase from 22% in 2019. At the leadership level, racial and ethnic minority representation increased to 11.6% from 6% in 2019.

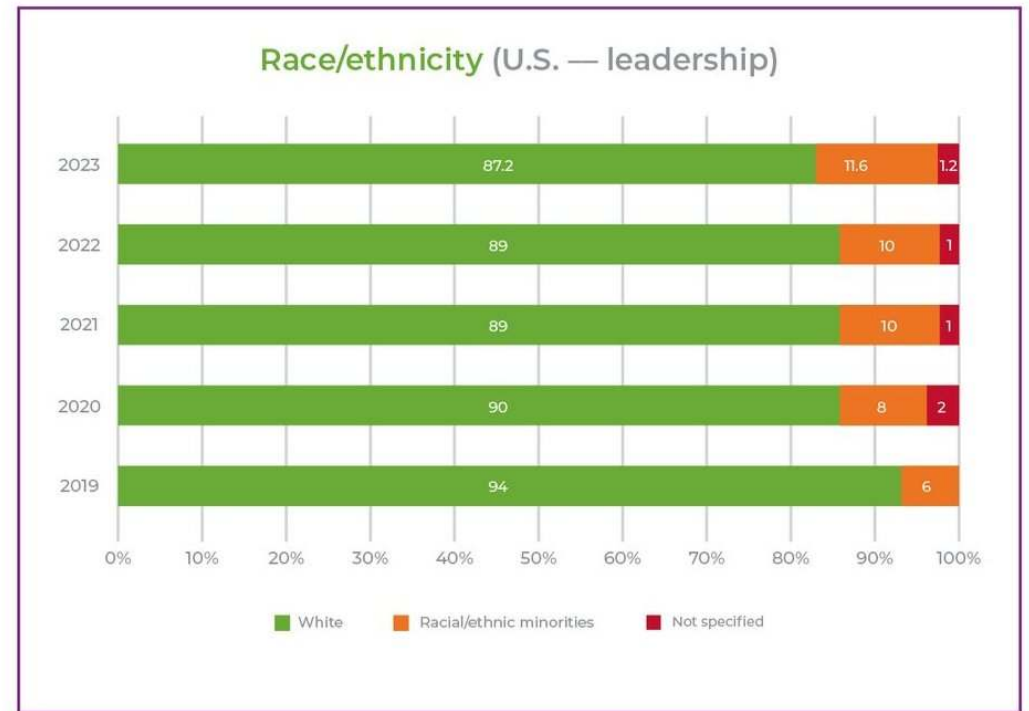
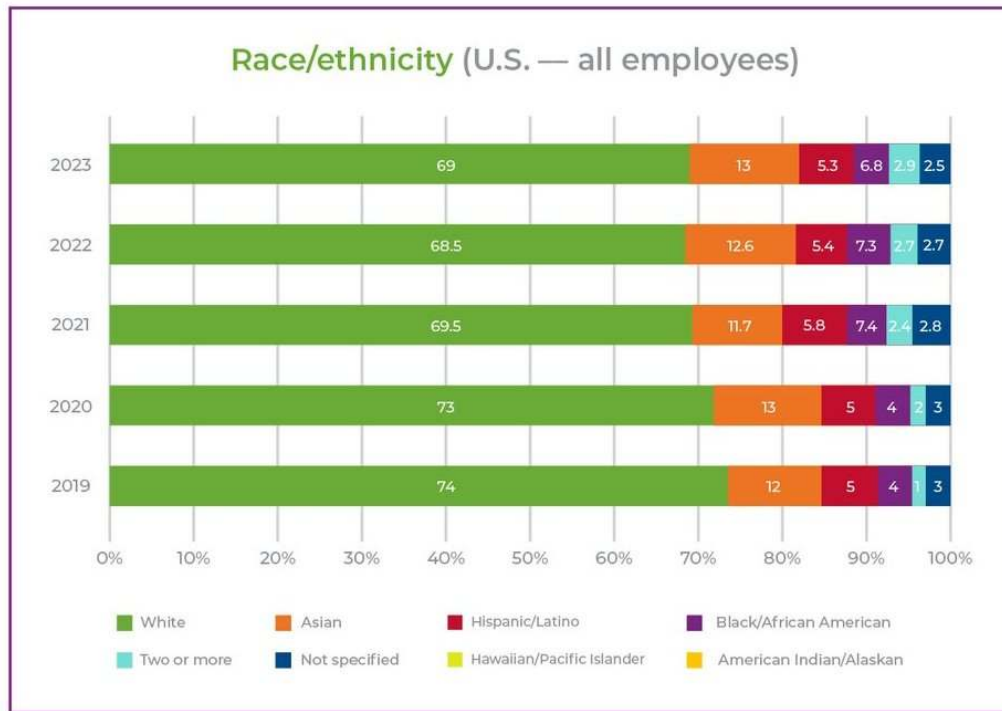


Fig. 8. Graphs of Huron's workforce demographics

*Huron's U.S. population constitutes approximately 65% of the total full-time employee population, as of December 31, 2023.

*Percentages may not add up to 100% due to rounding.

Advancing women in the workplace

Empowering the advancement of women within the company remains a paramount focus. Our dedicated efforts to cultivate female leaders have played a pivotal role in shaping a robust pipeline of leadership talent, which has helped to increase the representation of our U.S. women in leadership to 32%, up from 25% in 2019.

To continue the firm's momentum in advancing women in the workplace, Huron hosted its third annual Women in Leadership Summit in Chicago in October 2023. This premier event, strategically designed to foster the professional growth and development of women as leaders within the organization, served as a dynamic platform for networking, relationship building, and knowledge exchange. The summit offered a unique opportunity for female leaders to connect, share insights, and establish meaningful connections that contribute to their ongoing success.

This year's summit provided an opportunity to dive into key themes essential for leadership skills and building successful careers at Huron. By addressing critical aspects of professional development, the summit aimed to empower women as leaders with the tools and knowledge necessary to navigate their careers successfully within the organization. The event featured engaging sessions, discussions, and workshops, offering valuable insights and actionable strategies for women to excel in leadership roles.

In an expansion of this initiative, Huron also hosted its first Women in Leadership Summit in India. This additional location and global approach illustrate Huron's commitment to global diversity and inclusion. The summit in India not only facilitated meaningful discussions on leadership and career development but also strengthened the global network of female leaders within the company. By fostering collaboration across continents, Huron continues to demonstrate its dedication to creating an inclusive and supportive environment for women as leaders across the globe.

The objectives of these events were multifaceted, aiming to provide opportunities for networking and relationship building, explore key themes related to leadership skills, and inspire and encourage female leaders to advocate for change, act as sponsors, and contribute to the development of future talent. Through these impactful initiatives, Huron reinforces its commitment to advancing women in leadership positions, ensuring a workplace culture that values diversity, equality, and continuous professional growth.



Employees at the Women in Leadership Summit in India



Alima Nickerson
Senior Director

“

I made some fantastic connections that will directly help me be successful in my role. The investment from the company is such a gift. The ability to take time to reflect on being a leader at Huron was very beneficial and I'm excited to carry my action plan forward.”



Employees at the Chicago office during the Women in Leadership Summit



Employees attending the Women in Leadership Summit in India

“
The WILS event was a great initiative by Huron to give female leaders a platform and help exchange ideas on challenges each of us face as a professional and as an individual, irrespective of our career stage. It was an eye opener towards our strengths and a great learning opportunity where we got a chance to learn more about ourselves and interact with our colleagues from different functions and geographies.”



Ami Mehta
Manager

Employee resource groups and networks

We recognize that connecting through community is key to fostering belonging. Our employee resource groups and networks provide supportive spaces for our colleagues to cultivate growth and development, learn from one another, celebrate their unique identities, and make a positive impact both within and outside of the workplace.

Meet our iMatter Teams



This infographic features a dark blue background with white icons and text. It lists ten iMatter teams arranged in two columns. Each team name is accompanied by a unique icon representing its focus area.

 Black Alliance iMatter team	 LatinX iMatter team
 Pan-Asian American iMatter team	 Pride iMatter team
 Veterans Alliance iMatter team	 Women Alliance iMatter team <ul style="list-style-type: none">• Women in India subcommunity• Women of Color subcommunity• Women in Tech subcommunity
 Global Alliance iMatter team <ul style="list-style-type: none">• Jewish subcommunity• MENA subcommunity	 Working Parents iMatter team
 Disability Advocates iMatter team	

Meet our networks



This infographic features a green background with white icons and text. It lists five professional networks arranged vertically. Each network name is accompanied by a unique icon representing its focus area.

 Experienced Hires network
 Public Health network
 Sustainability network
 Helping Hands network
 Rising Professionals network

Fig. 9. An infographic of Huron's iMatter teams and networks

Employee resource groups (iMatter teams)

Our employee resource groups, or iMatter teams, create personal connection and foster a sense of belonging, community, and inclusivity across our organization. They provide a safe and supportive space for our colleagues to share their experiences and perspectives, bringing our core value of inclusion to life in a meaningful and authentic way. In North America, 53% of our employee base is a member of at least one iMatter team; globally, 43% of our employee base participates in our employee resource groups. Our employee resource groups provide a platform for employees to connect, exchange stories and perspectives, and contribute to the advancement of our inclusive culture.

Huron has nine iMatter teams, including the Black Alliance, Disability Advocates, Global Alliance, LatinX, Pan-Asian American, Pride, Veterans Alliance, Women Alliance, and Working Parents. Collectively in 2023, our iMatter teams played a vital role in promoting inclusivity, organizing 110 events that saw more than 3,000 individuals participate.



Employees celebrating Pride Month



Black Alliance iMatter team

In its 11th year, the Black Alliance iMatter team has continued to make an impact with promoting diversity and inclusion across Huron. This year marked the team's sixth annual Black Alliance Professional Development Seminar. The event served as a dynamic forum for networking, learning, and inspiration, creating a vibrant and

enriching experience for all participants. Throughout the development of programs and efforts, the Black Alliance iMatter team continues to strengthen the connection between Huron and its Black employees, fostering a more supportive and inclusive workplace.



Employees attending a dinner the night before the Black Alliance professional development seminar

“
One key takeaway from the professional development seminar is the power of shared stories and experiences in creating a unified, supportive work environment. It's a reminder that every individual's journey is valuable and contributes to our collective success.”



Matthew Berkley
Director



Disability Advocates iMatter team

Launched in 2019, the Disability Advocates iMatter team has been a driving force in advancing a culture of inclusion for employees with visible and invisible disabilities at Huron. This year, the team continued to create a safe space for employees to engage in positive dialogue about disability through its Meet, Greet, and Educate events. These events provide a unique platform for members to share experiences, overcome challenges, and increase their sense of belonging at Huron. The team's commitment to fostering understanding and empathy ensures that all teams can collaborate effortlessly, creating a workplace where everyone's unique abilities are valued and supported.



Global Alliance iMatter team

In its 10th year, the Global Alliance iMatter team remains dedicated to promoting diversity and inclusion by celebrating the cultural backgrounds of all employees. The team, which includes the Middle East North Africa Alliance and Jewish Alliance subcommunities, hosted the seventh Annual Global Village. This year's theme, "Music & Moves Around the World," showcased the rich diversity within the organization through sessions exploring music and dance from various cultures. The Global Alliance iMatter team continues to foster innovation, teamwork, and performance by capitalizing on diverse perspectives and promoting a deeper understanding of cultural backgrounds.



Pride iMatter team

The Pride iMatter team celebrated its 12th year at Huron and continues to play a vital role in promoting inclusion and bringing colleagues together for networking, mentoring, professional development, and community outreach. Through its community outreach efforts, the team hosted various Pride Month events and sponsored a Queer Prom that benefited the Center on Halsted in Chicago. The team also actively contributes to making Huron a welcoming and supportive environment, and attracting, recruiting, and retaining LGBTQ talent.



Established in 2020, the LatinX iMatter team has quickly become an integral part of Huron's commitment to diversity and inclusion. This year, the team organized various events for Hispanic Heritage Month, including the "Somos LatinX" panel event, which featured panelists representing different Latinx countries at different career stages. The event provided insights into culture, language, and identity within the Latinx community.



Celebrating its 12th year, the Working Parents iMatter team at Huron continues to connect and support working parents in balancing family life and a meaningful career. This year, the team hosted its annual Cooking with Kids Challenge and Spring Break activity, providing opportunities for parents to share resources and experiences.

With sessions on decoding your child's love language, helping children cope with grief, and raising LGBTQ+ youth with love and acceptance, the Working Parents iMatter team contributes to a supportive and understanding environment for all employees navigating the challenges of parenthood.



Celebrating its fifth year, the Pan-Asian American iMatter team expanded its reach by hosting several in-person events that honor Asian heritage. From Holi and Diwali celebrations to mid-autumn and Lunar New Year festivities, the team has created a vibrant space for employees to connect and share cultural traditions. By championing programs and initiatives that strengthen the relationship with employees of Asian heritage, this iMatter team plays a crucial role in fostering a sense of belonging and understanding of the Pan-Asian American community within the organization.

Veterans Alliance iMatter team

The Veterans Alliance iMatter team at Huron has consistently created a community for military veterans and employees to connect and share experiences. This year, the team celebrated its 10th annual donation drive, partnering with the Women Alliance iMatter team to collect over 16,000 items benefiting the National Coalition for Homeless Veterans.

The team also hosted The Honor Foundation in our Chicago office to help former special operations soldiers move into the private sector. Through initiatives like these, the Veterans Alliance iMatter team continues to exemplify Huron's commitment to supporting veterans and fostering a sense of community within the organization.



The Veterans Alliance iMatter team hosting The Honor Foundation in the Chicago office

“
Transitioning from military to civilian life isn't easy and shouldn't be done alone. Talking about my transition from the military to the private sector made me realize how much support I received along the way, and how important it is to support those about to experience it. The Honor Foundation is walking the walk and actively preparing our nation's finest men and women for the next phase of their lives.”



Mike Ricciardi
Senior Manager



Women Alliance iMatter team

In its 12th year, the Women Alliance iMatter team remains dedicated to fully engaging the highly talented women at Huron. This year, the team organized a “planning your career trajectory” workshop and leadership panels focused on embracing equity and demystifying typical archetypes to empower our female leaders to be their authentic selves and develop their leadership capacity. Local members had the opportunity to connect at in-person networking events, fostering relationships, supporting one another in their professional and personal growth, and inspiring intellectual curiosity. The team’s commitment to inclusivity and professional development contributes to a vibrant and empowered community of women at Huron.



Employees attending the Women in Tech Summit in the Chicago office

In 2023, Huron expanded the Women Alliance iMatter team to include communities for Women of Color and Women in India. This expansion further demonstrates our commitment to empowering the advancement of women within the Huron team as we embrace the unique experiences and perspectives of our employees around the globe. Recognizing the importance of creating spaces that specifically address the unique experiences and perspectives of women from diverse backgrounds, these subcommunities are designed to further engage and support underrepresented populations across the organization.

- The Women of Color subcommunity aims to provide a supportive network for women from diverse ethnic backgrounds, offering a platform for shared experiences, mentorship, and professional development. Through targeted initiatives, such as workshops and events focused on addressing the unique challenges faced by women of color in the workplace, this subcommunity strives to create an inclusive space where all voices are heard and valued.

- The Women in India subcommunity seeks to empower and connect women professionals within Huron who are based in or have ties to India. By addressing specific cultural and professional nuances, this subcommunity enhances the support system for women working in a global organization, promoting cultural exchange and fostering a sense of community across geographical boundaries.

These communities join the existing Women in Tech subcommunity focused on highlighting, promoting, and supporting women who work in technical fields. This year the Women in Tech subcommunity hosted its first integrated Women in Tech summit event, which focused on areas such as taking control of your career and making an impact at any level, expanding your leadership, and demystifying archetypes.



Employees attending the Women in Tech Summit, hosted by the Women Alliance iMatter team

Employee networks

Huron supports five networks including Experienced Hires, Helping Hands, Public Health, Rising Professionals, and Sustainability. These networks collectively strive to empower our workforce through various avenues, fostering professional development, social engagement, and community impact. By providing platforms for mentorship, networking events, and skill development, these networks help ensure that employees at all career stages find opportunities for growth and connection.

Moreover, our commitment extends beyond the workplace with initiatives promoting sustainability, open discussions on public health, and community service. These networks underscore Huron's dedication to fostering a holistic and inclusive environment that goes beyond professional growth to encompass broader social and environmental responsibilities.

Experienced Hires network

The Experienced Hires network plays an important role in creating a conducive environment for the recruitment, retention, and success of experienced industry hires at Huron. This year, the group focused on sharing valuable knowledge and resources tailored for experienced hires while actively promoting training programs specific to its members. The commitment to fostering a supportive atmosphere has resulted in enhanced collaboration and knowledge-sharing among this vital segment of our workforce.

Helping Hands network

The Helping Hands network has exemplified our commitment to community service by organizing over 200 local service events in 2023, resulting in more than 12,000 employee service hours. With local city leads in every area where Huron has employees, the network has played a pivotal role in connecting employees passionate about giving back. The network's dedication to planning and executing meaningful service events has not only strengthened bonds among colleagues but has also positively impacted the communities in which we live and work.



Employees presenting a monetary contribution to Omashram Trust in Bangalore, India

Rising Professionals network

The Rising Professionals network, established in 2023, has been instrumental in fostering the growth of our early career professionals. Hosting the Meet Huron Series, the network provided interactive sessions for analysts and associates to gain a broader understanding of the various industries Huron serves. Additionally, the network organized workshops on self-advocacy and imposter syndrome, emphasizing both professional development and the well-being of rising professionals. The network's commitment to mentorship, networking events, and overall development opportunities has created a supportive community for the next generation of Huron leaders.

Public Health network

In its inaugural year, the Public Health network has already left a mark by hosting insightful speakers on health equity and the intersection of faith-based communities with public health. The network's monthly journal clubs, featuring suggested articles and open discussions, have fostered a dynamic space for interactive learning and knowledge-sharing. The Public Health network is instrumental in providing a platform for our colleagues to engage in discussions on data-driven public health topics and stay informed about emerging studies in the field.

Sustainability network

The Sustainability network has actively promoted environmental awareness through various initiatives. The network's commitment to promoting sustainability within our offices and project sites aligns with our broader environmental goals and corporate responsibility.



Employees volunteering with the Chicago Park District

Huron's diversity and inclusion journey

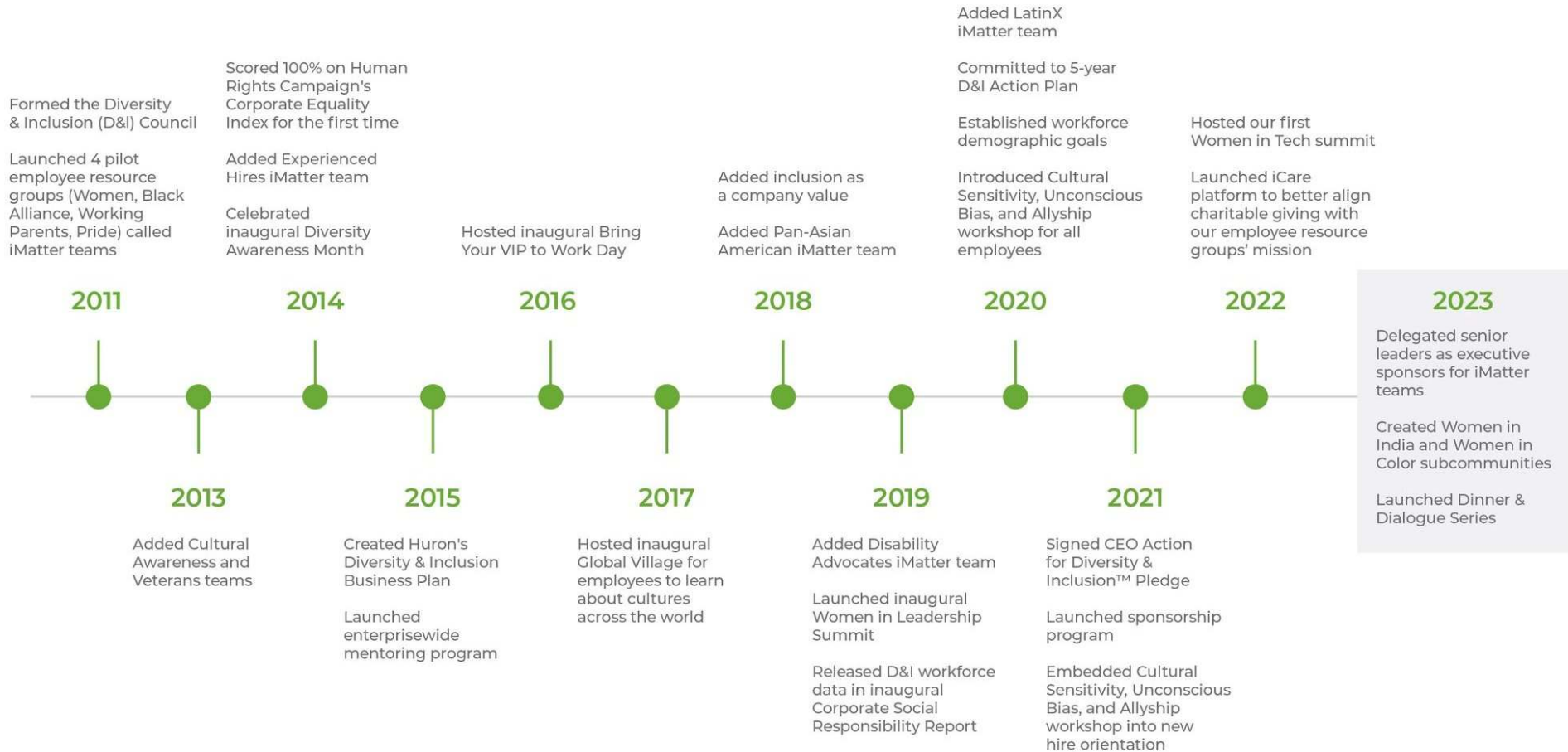


Fig. 10. A timeline of Huron's diversity and inclusion journey



Employees volunteering with Noida Deaf Society in India

Creating positive impact in our global communities

Creating positive impact in our global communities

Since our founding, we remain steadfast in giving back to the communities we live and work. We have consistently sought to strengthen our alliances with local organizations that share our dedication to community well-being.

Through donations, community service, and volunteering opportunities, we support more than 1,100 nonprofit organizations, working together to reduce disparities and enhance access to vital resources within our communities. Our efforts extend to encompass a diverse range of causes, including support for local food banks, relief agencies, programs aimed at empowering at-risk youth, and educational institutions.



Employees volunteering with Omashram Trust in Bangalore, India

Doing our part as a global citizen

Within the Huron community, we recognize the inherent responsibility to leverage our resources and expertise to drive positive change in our communities and beyond. Anchoring our philanthropic endeavors is our Huron Helping Hands (HHH) program, which serves as the foundation of our giving initiatives. This program guides and aligns our actions to the United Nations Sustainable Development Goals (SDGs) that most notably impact our business and mission.



Donated more than \$454,000 matching gifts

Donated more than \$267,000 to charitable causes important to them, and Huron matched more than \$187,000 in gift-matching contributions



Supported 94 charitable events

Financially supported 94 charitable events



Over 200 community service events

Participated in over 200 community service events, contributing to more than 12,000 volunteer hours

Fig. 11. An infographic of Huron's Helping Hands program contributions

Huron's Day of Service

On May 12, 2023, more than 2,200 Huron employees partnered with organizations around the globe to participate in 129 community service events in more than 80 different locations! [Watch the recap video.](#)





4,200 warm meals

Prepared and served more than 4,200 warm meals to people experiencing homelessness and to families of hospitalized children



500 letters and cards for kids

Wrote more than 500 letters and cards for kids in hospitals, women who are homeless, and LGBTQ+ senior programs



108,000 lbs. of food

Sorted and packed 108,000 lbs. of food equating to more than 90,000 meals for those in need



27 parks, gardens, beaches, and farms

Weeded, landscaped, cleaned and maintained 27 different parks, gardens, beaches, and farms across the globe



48,000 donated goods

Sorted, inventoried, and restored more than 48,000 donated goods to be distributed to local communities



200 animals helped

Assisted at local animal shelters



26 community buildings

Cleaned, painted, and rehabbed 26 homes, schools, shelters, and community buildings



1,200 youth supported

Tutored, coached, and mentored more than 1,200 youth

Fig. 12. An infographic of Huron's 2023 Day of Service contributions

Supporting health and well-being

An important initiative for Huron is fostering a supportive workplace culture that emphasizes mental health awareness and resources. One organization aligned with that mission is the Movember Foundation, whose goal is to change the face of men's health by investing in mental health and suicide prevention and the treatment of prostate and testicular cancers. Each year, we come together to support the Movember Foundation by hosting events and raising funds. In November 2023, more than 400 employees joined Huron's Movember team and raised over \$33,000 by participating in a virtual Movember 5K, selling apparel with proceeds going directly to Movember, and sharing mental health resources. Since 2015, we have raised over \$150,000 for Movember.

More broadly as it relates to our focus on health and well-being, we also actively support children's health. As part of our recognition of Childhood Cancer Awareness Month, Huron leaders visited and toured the pediatric and research wards at the Adyar Cancer Institute in Chennai, India. During this visit, CEO and President Mark Hussey presented a donation on behalf of Huron to support the hospital's impactful work. Additionally, this year's Day of Service shared a date with International Nurses Day, where Huron employees spent time and visited Adyar Cancer Institute to provide keepsakes to the nurses as a thank-you for their service to their patients.



Employees participating in the Movember Turkey Bowl

We are passionate about supporting opportunities to close the gender gap, particularly in STEM areas, and supporting women to achieve their full potential. As part of our commitment, Huron supports the American Cancer Society ResearchHERS campaign, which funds women-led cancer research projects and helps sustain women in STEM careers.

Huron has also been a supporter of the American Heart Association's STEM Goes Red event in Chicago for eight years in a row. In 2023, the event hosted 130 high school students from the Chicagoland area, where Huron employees served as mentors, talked about heart health, and hosted a workshop to help participants learn about high blood pressure/hypertension and how to design potential interventions.



Employees attending a 2023 STEM Goes Red event

Working with our clients to advance their missions

We collaborate with mission-driven organizations, especially those in industries that significantly impact community health and well-being. Our involvement in the healthcare industry enables us to work with organizations to address systemic disparities and enhance the health of underserved populations. In addition, we help healthcare organizations across the country redesign their care delivery models to better serve patients.

We continue to engage with healthcare organizations using data insights to align care models with community needs and collaborate with key stakeholders. Our goal is to comprehensively address the social determinants of health, ultimately improving clinical and social outcomes for patients worldwide.

In the digital realm, we leverage technology to support better patient outcomes and help our clients fulfill their missions. Our Huron Intelligence® platform integrates data sources and uses predictive modeling to uncover care patterns, resulting in cost reduction and enhanced patient experiences.

Our commitment to healthcare is exemplified by the annual What's Right in Health Care® conference, offering healthcare professionals valuable insights, best practices, leadership skills, and transformative information for clinical and operational improvements.



Panelists at What's Right in Health Care®

Supporting education equity and innovation

In our commitment to education and ensuring equal access to quality learning, we actively support organizations such as Tutoring Chicago and Reach Out and Read/Reach Out and Read of Greater New York. We engage through volunteer tutoring, book drives, and educational events.

Our annual What's Right in Education gathering has been a focal point of our education advocacy for over a decade. It convenes leaders from top-performing school districts nationwide who showcase strategies that have effectively addressed their most pressing challenges. This collaborative effort empowers education leaders with insights and perspectives crucial to making a positive impact on students.

In response to the evolving education landscape, we expanded our digital capabilities to help clients navigate the highly competitive education sector. Leveraging technology, our education team helps institutions implement innovative enrollment and financial aid strategies, ultimately enhancing the student experience and fostering better educational outcomes. We remain steadfast in our mission to advance education equity and innovation.



Employees volunteering with Reach Out and Read
Colorado

Fostering educational growth and equitable opportunities

We firmly believe in the transformative power of education to drive economic and community development. Using our extensive expertise and dedication in collaborating with mission-oriented organizations within the education, research, and nonprofit sectors, we empower them to advance their missions and achieve enduring impact for the communities they serve. In 2020, we established Huron's social alliance initiative as part of our Huron Helping Hands program and continue to support clients through this initiative each year. In 2023, we also collaborated with the Student Veterans of America (SVA) in its mission to scale for future growth and better meet constituent expectations. By engaging in a pilot advisory service program, we analyzed SVA's strategic objectives, processes, and technology landscape to lay the foundation for an informed decision-making process for digital transformation.

Delivering on our promise of decent work and economic growth

- **Michigan Prep:** For five years running, the Black Alliance iMatter team has hosted students from the Michigan Ross Preparation Initiative for an interactive learning experience. The Prep Initiative was created for University of Michigan undergraduates seeking candidacy in the Michigan Ross BBA Program. The goal of the initiative is to provide rigorous academic opportunities to students in underrepresented populations. Throughout the day, Huron employees provided insight on what opportunities are available to them at Huron now and in the future. To close out the day, Huron employees and Michigan Prep students created deep connections through networking.
- **Tent Partnership for Refugees (Tent):** For the third year in a row, Huron partnered with Tent for its LGBTQ Refugee Mentorship Initiative. Tent works globally with businesses to connect refugees to work opportunities. Through this program, Huron employees are partnered with mentees to provide them support to integrate economically and navigate their unique challenges in the workforce. This includes resume and cover letter review, interview preparation, and networking.
- **Professional Clothing Drive:** Each year, the Women Alliance iMatter team organizes its Professional Clothing Drive to assist in the skills development and employment search for those in need in our local communities. In 2023, the drive resulted in the donation of nearly 4,500 professional clothing items. The drive has various beneficiaries across the globe and serves as an opportunity for Huron employees to connect with organizations and residents in their local communities.

Taking action for a sustainable future

Chief Operating Officer Ronnie Dail and other employees helping clean up a Los Angeles, California beach



Taking action for a sustainable future

We are committed to protecting our planet and believe it's our duty to use natural resources responsibly and proactively to address climate change. As we continue our environmental sustainability journey, we aim to align our approach to reporting climate-related risks and opportunities with the core elements of the disclosure framework laid out by the Task Force on Climate-Related Financial Disclosures (TCFD): governance, strategy, risk management, and metrics and targets.

Governance

As discussed in more detail in the environmental, social, and governance oversight section, our Nominating & Corporate Governance Committee oversees our corporate social responsibility objectives and initiatives.

Strategy

Our strategy for environmental sustainability focuses on strategic impact areas aligned with potential business risks. As a professional services firm, we do not engage in manufacturing, product distribution, or hazardous waste generation. Due to the nature of our business, our offices have low water consumption, but we remain observant of any need for water recycling initiatives should that change.

While we acknowledge the carbon emissions resulting from office operations and business travel, we have demonstrated our ability to achieve business growth and deliver exceptional client outcomes while simultaneously reducing office space and travel requirements.

Our forward-looking target is to neutralize our Scope 1 and Scope 2 GHG emissions on an annual basis through collaborations with organizations like Climate Vault, that take a measurable and verifiable approach to reducing carbon emissions. Climate Vault is an award-winning nonprofit organization that takes a quantifiable, market-based approach to decreasing carbon emissions by removing carbon pollution allowances from government-regulated carbon markets. Because there is a cap on the number of allowances available, this effectively decreases carbon dioxide

emissions in a quantifiable and verifiable way. Climate Vault also supports and advances carbon dioxide removal (CDR) technologies through its Technology Chamber – an assembled team of scientists, policy experts and academics who evaluate RFP proposals for innovative CDR projects and provide grant funding on an annual basis.

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.



CLIMATE VAULT

Key aspects of our sustainability approach

- **Resource conservation:** We seek procurement opportunities and implement operational conservation measures to minimize natural resource consumption.
- **Reuse and recycling:** Our commitment to sustainability includes reusing and recycling when feasible. We responsibly manage waste streams, including e-waste and water, as relevant to our business.

Our dedicated and highly engaged workforce plays a vital role in our sustainability strategy. To align with Sustainable Development Goal 13 (SDG 13) and our commitment to climate action, we prioritize educating and raising awareness among our employees about climate change mitigation, adaptation, impact reduction, and early warning.

In November 2023, our fourth annual sustainability challenge took place, reinforcing our ongoing dedication to promoting sustainable practices, cultivating eco-friendly habits, and enhancing environmental awareness among our workforce. The Huron Chooses Green Challenge featured two primary missions:

- **Take action on your own:** Focused on encouraging personal actions.
- **Take action with the Sustainability network:** Centered around collaborative engagement with colleagues through live events organized by Huron's Sustainability network.

Nearly 85 employees enthusiastically participated in this two-week event, collectively completing over 600 sustainability-focused activities. These activities ranged from adopting sustainable lifestyle changes to consuming educational content. As a direct outcome of these collective efforts, our employees were responsible for diverting 31,000 pounds of waste from landfills and reducing carbon dioxide emissions by 4,900 pounds.

In addition to the Huron Chooses Green Challenge, we enriched our employees' knowledge through a series of engaging lunch and learn sessions. These sessions covered various environmentally relevant topics, including composting, further empowering our workforce to make informed, sustainable choices and drive positive environmental impact.

Climate-related risks and opportunities

Our approach to addressing climate-related risks and opportunities is comprehensive, encompassing considerations from physical, regulatory, and operational standpoints. Recognizing the significance of these factors, our Enterprise Risk Management Committee maintains a consistent practice of reviewing and evaluating our exposure to climate-related risks.

As a professional services firm, our day-to-day operations are generally less directly affected by climate change compared with other industries. However, we remain mindful of the potential for business disruptions caused by extreme weather events, such as flooding, wildfires, or power supply disruptions. Continuing to adopt a hybrid work environment helps to mitigate against such disruptions as our employees can effectively serve clients with reduced travel through remote work. Employee safety risks posed by climate events is mitigated through our partnership with International SOS, which enables us to monitor business travel and ensure the well-being of our employees during crises, including natural disasters. Further details regarding our commitment to employee safety, particularly during business travel, can be found in our [Health and Safety Policy](#).



How we work with clients to advance climate goals

Our dedication to sustainability extends to our clients as demonstrated by our work with Stony Brook University. During 2021, the Trust for Governors Island — a branch of the New York City government dedicated to the island's upkeep and continued development — launched a competitive process to select a university to anchor a climate center on Governors Island. In response, Huron supported a coalition of top academic, corporate, and community partners, led by Stony Brook University, in putting together a proposal that resulted in the creation of the New York Climate Exchange (the Exchange).

The Exchange was launched in May 2023, and since that time, a dedicated Huron team has been helping to stand up this new nonprofit organization, playing an integral role in creating and operationalizing this new entity and serving in important roles to support the various partners and stakeholder groups. The Huron team, together with the growing Exchange staff, is supporting the development of cutting-edge facilities, designing deeply integrated programs, and convening a global network of academic, corporate, and nonprofit partners to unlock new ways of approaching and responding to the climate crisis.

The Exchange, based on Governors Island in New York City, will leverage its partners and relationships to have an immediate impact on climate-centric innovation, commercialization, education, workforce development, and community engagement. Through its breadth and global reach, the Exchange will serve as a convener of policymakers, academics, corporations, community groups, and others to collectively address climate change.



Metrics

From 2020 to 2023, we achieved robust financial performance with revenues growing at a compound annual growth rate (CAGR) of 17%, accompanied by a workforce expansion of over 70%. As our global workforce continues to grow, we recognize the potential impact it can have on our GHG emissions.

In 2023, we continued our efforts to track our greenhouse gas (GHG) emissions data, working with AccountAbility, a third-party global consultancy firm. While we made progress in our data collection processes, we continue to rely on activity data estimations for the calculations as illustrated in figure 14.

While our Scope 1, Scope 2, and Scope 3 emissions increased from 2022 levels due to higher electricity usage and expanded business travel, as our data indicates, we continue to demonstrate our commitment to limiting carbon emissions through an overall reduction of over 50% from our 2019 baseline.

We also continue to see a significant decline in our GHG emissions per employee from 2019. Beginning in 2023, we also neutralized our total 2022 Scope 1 and Scope 2 greenhouse gas (GHG)

emissions through our collaboration with Climate Vault, as part of our commitment to neutralizing our Scope 1 and Scope 2 emissions on an annual basis.

Measuring our environmental impact: GHG emissions

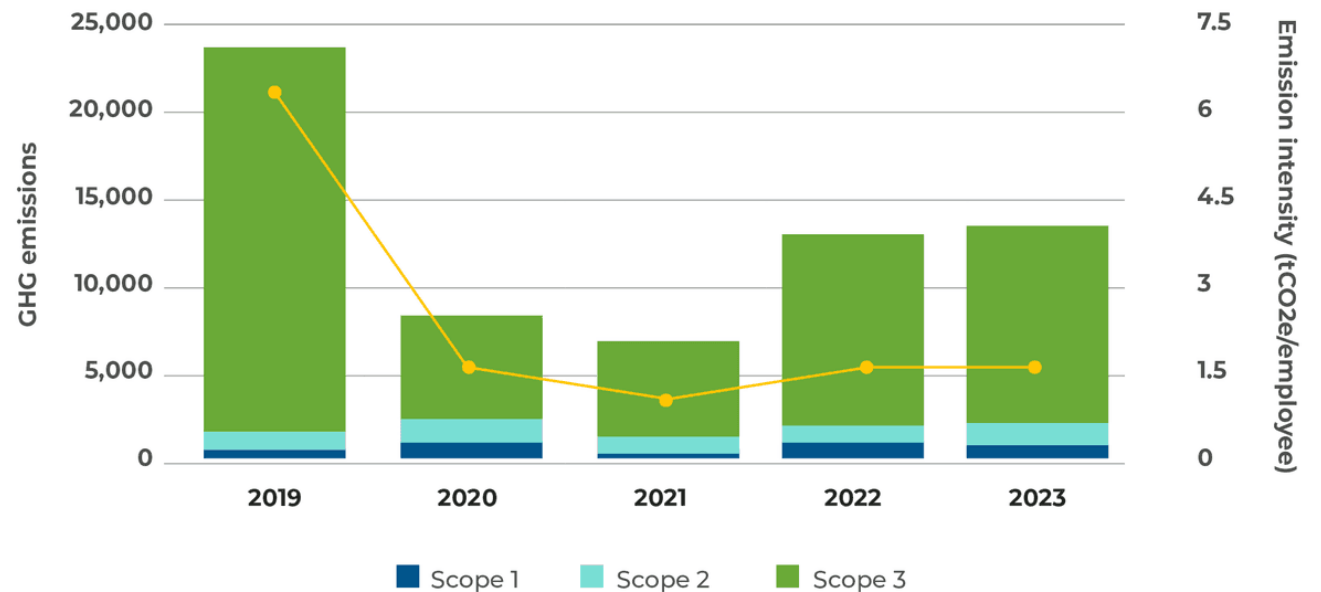


Fig. 13. A graph of Huron's greenhouse gas emissions

	Baseline 2019	2020	2021	2022	2023
Scope 1	829.42	771.13	994.4	538.8	539.75
Scope 2	949.3	552.45	426.56	739.5	1,030.29
Scope 3	22,442.18	5,213.95	3,408.50	7,550.64	8,685.69
Air travel	21,479.37	4,893.44	3,193.95	6,133.89	8,246.76
Non-air travel	962.8	320.51	214.54	1,416.75	438.93
Total	24,220.90	6,537.53	4,829.46	8,828.94	10,255.73
Employees	3,750	3,807	4,609	5,661	6,470
tCO2e/ Employee	6.46	1.72	1.05	1.56	1.59

Fig. 14. A table of Huron's greenhouse gas emissions

*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 Huron's GHG Emissions Calculations Methodology in the Appendix.

Managing responsibly

Managing responsibly

Protecting data privacy and ensuring cybersecurity

Safeguarding the confidentiality and integrity of data is paramount to Huron's operations, both in our engagements and internal processes. We maintain a comprehensive enterprisewide privacy program that extends to all Huron entities and subsidiaries. This program is adaptable to evolving state and global privacy laws and our expanding business landscape. Oversight for this program is provided by the Huron board's [Technology & Information Security Committee](#), along with guidance from our chief compliance and privacy officer (CCO).

At Huron, our commitment to global data privacy aligns with applicable data protection laws in the jurisdictions where we operate. We provide a publicly accessible [Privacy Statement](#) that outlines the procedures for collecting, handling, storing, and safeguarding personal information acquired during our service delivery. This statement also offers individuals guidance on reaching out to Huron for inquiries regarding their privacy rights.

Compliance with data protection and confidentiality standards is a core requirement for all Huron employees and contractors, as specified in our Global Information Security Policy and [the Huron Code of Business Conduct and Ethics \(the Code\)](#). These guidelines mandate the secure handling of confidential information, compliance with data collection and processing policies, and the implementation of appropriate protective measures for confidential data.



Huron holds certification for ISO 27001, an internationally recognized standard for information security management systems. To uphold this certification, we undergo periodic audits conducted by an independent, accredited third-party certification body. Our cybersecurity program aligns with industry standards and remains dynamic to detect and counteract both existing and emerging threats to our data and our clients' data. A dedicated team of IT security experts, led by the director of infrastructure and security, is responsible for implementing cybersecurity controls and practices, encompassing authentication, authorization, audit, and encryption controls.

Furthermore, we employ a robust threat and vulnerability management program, accompanied by penetration testing, to proactively identify and prioritize vulnerabilities for remediation.

The Information Security Management System (ISMS) Steering Committee, which comprises representatives from Huron's executive leadership team, among others, serves as the governing body overseeing the company's information security policies and practices. Daily ISMS activities are managed by a dedicated governance risk and compliance team. Reporting to the chief financial officer, the chief information officer (CIO) oversees the cybersecurity program and regularly updates the Technology and Information Security Committee on technology-related strategies, investments, operational impacts, and associated risks, including those related to information security, data protection, cybersecurity, and business continuity.

Huron's commitment to data security extends to our entire workforce, with mandatory cybersecurity and privacy training during onboarding and annually. In addition, employees handling sensitive information, such as patient healthcare records, receive specialized training annually to ensure the highest standards of data protection.



Fostering ethical business conduct and compliance

We uphold ethics and integrity in everything we do. Our [Code of Business Conduct and Ethics \(the Code\)](#) serves as a crucial framework for guiding our workforce, helping our people understand expectations and standards governing individual and business conduct and supporting sound decision making.

Our commitment to ethical business practices is foundational to our standing as a premier consulting firm. Holding our employees to the highest ethical standards, we not only require compliance with applicable laws, rules, and regulations but also set forth additional standards that exceed legal requirements. This commitment extends to ethical leadership and cultivating a work environment characterized by integrity, transparency, responsibility, and trust.

The Code encompasses a range of requirements, including disclosing personal conflicts of interest, safeguarding confidential information entrusted to employees, and prohibiting the use of company resources for personal gain. It also includes other detailed policies that address specific issues, such as our [Insider Trading Policy](#), [Discrimination and Harassment Policy](#), and [Global Information Security Policy](#).

We expect our vendors, contractors, and third-party representatives to uphold similar standards when interacting with our clients and representing our organization publicly. In line with our commitment to responsible business practices, we continuously monitor our supply chain to mitigate the risk of slavery, human trafficking, and unlawful child labor.

These expectations are explicitly detailed in our [Supplier Code of Conduct](#). We also require all employees and business finders working on our behalf to adhere to the company's [Anti-Bribery and Corruption Policy](#), which prohibits activity that may attempt to secure an improper advantage in obtaining or retaining business. Charitable contributions made on behalf of the company must be reviewed and approved by the Charitable Contributions Committee to avoid any potential conflict of interest and ensure that the contribution will not be perceived as an attempt to improperly influence the recipient. In addition, Huron prohibits the use of company funds, assets, services, or facilities on behalf of a political party or candidate or for political lobbying, and the company does not reimburse employees or directors for any personal contributions the employee makes to a political party or candidate.

To reinforce our expectations, we engage in regular compliance communications and training programs, including mandatory courses on topics such as sexual harassment prevention, data security, and privacy. Additionally, comprehensive review exercises covering primary compliance policies and procedures are conducted throughout each year. Specialized training is provided to employees involved in high-risk areas, such as safeguarding protected health information (PHI) under the Health Insurance Portability and Accountability Act (HIPAA) or managing client data and technology subject to U.S. export control laws.

We encourage our employees to seek guidance on our policies and provide them and other stakeholders with a 24-hour help line, hosted by a third party, where they can ask questions or report ethical concerns or policy violations anonymously, without fear of retaliation.

Reports received via the help line undergo investigation, and appropriate disciplinary actions are taken when necessary. Moreover, our Code emphasizes the responsibility of all individuals representing our organization to maintain a respectful workplace environment. Managers are particularly entrusted with fostering honesty, integrity, respect, and trust in the workplace. Furthermore, employees have a duty to strictly adhere to our workplace procedures, comply with health and safety regulations, and report any unsafe workplace conditions.

The administration of our Code falls under the purview of our chief compliance and privacy officer (CCO), who reports directly to our general counsel and indirectly to the Audit Committee of the board. The CCO provides quarterly reports to the Audit Committee, detailing investigations pertaining to policy violations or ethical concerns, along with any ensuing disciplinary actions. This commitment to ethical conduct is integral to our core values and underpins our approach to responsible business practices.



Appendix

ESG priorities assessment

In 2022, we conducted a comprehensive assessment of our ESG priorities, actively soliciting stakeholder input and insights. Our engagement with various stakeholder groups involved the distribution of online surveys among our employees, mining client environmental and social preferences through publicly available data, and integrating investor feedback gathered through our ongoing outreach efforts.

We organized the critical feedback and mapped the relative importance of each ESG topic, factoring in both stakeholder input and their significance to our business. This effort deepened our understanding of the ESG priorities that hold the most relevance for our stakeholders and their impact on our business. This understanding forms the basis for communicating our priorities and engaging with stakeholders on our progress. We continue to review our progress on these initiatives and anticipate periodically adjusting this framework to capture emerging issues and their evolving importance to both our business and our stakeholders.

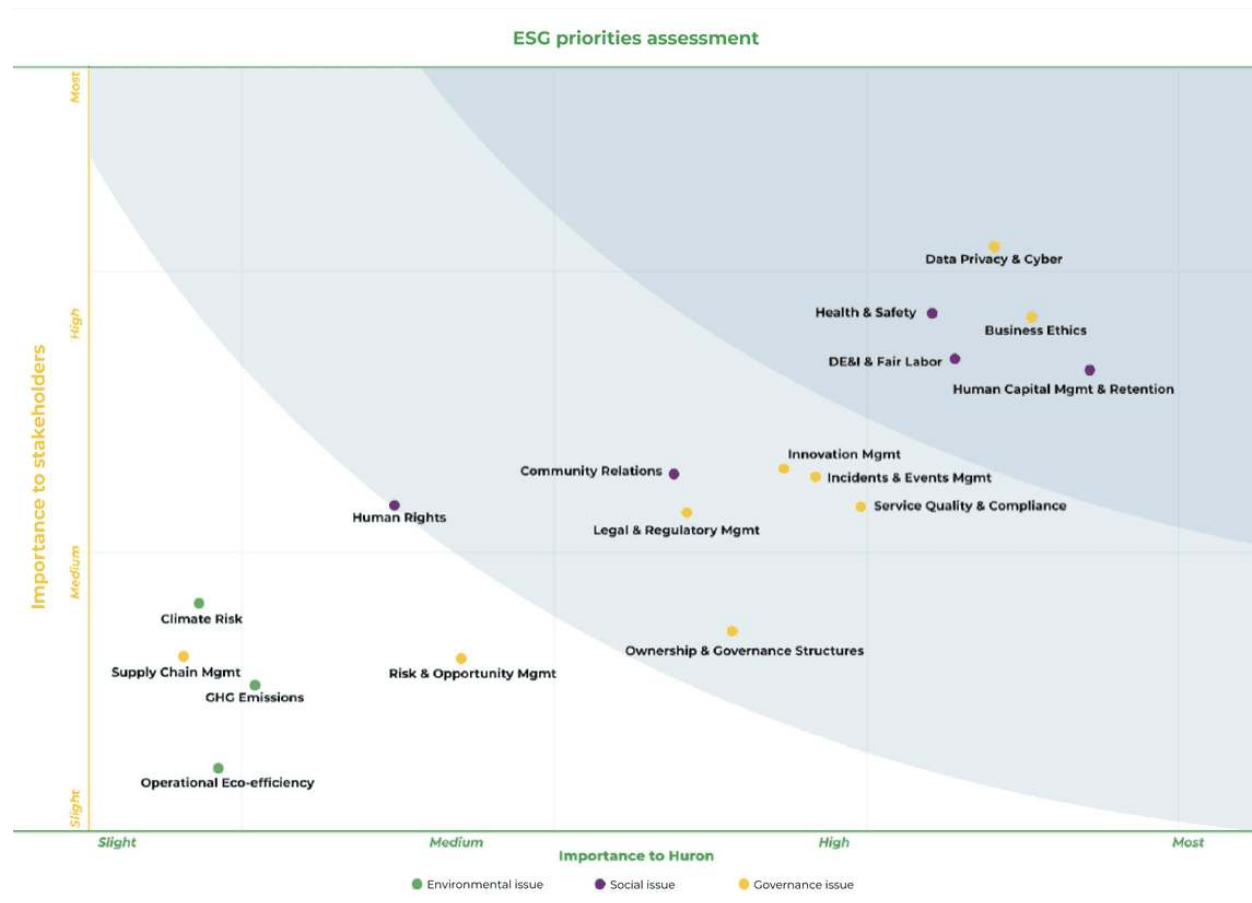


Fig. 15. A graph of Huron's ESG priorities

Sustainability Accounting Standards Board (SASB) addendum

Beginning in our 2020 ESG report, we disclosed additional quantitative and qualitative information aligned to the Sustainability Accounting Standards Board (SASB) and the guidance for the professional and commercial services industry. We aligned to SASB because of its industry-specific and materiality-focused approach. In 2022, the International Sustainability Standards Board (ISSB) of the International Financial Reporting Standards (IFRS) Foundation assumed responsibility for the SASB Standards. In December 2023, the ISSB amended the non-climate-related topics and metrics in connection with the International Applicability of SASB Standards project. We have used the most updated standards identified by ISSB as material for our industry sector in the following appendix.

Topic	Code	SASB Metric	Reporting
Data Security	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	<p>Our cybersecurity program is aligned with industry standards (including ISO 27001) and constantly evolves to detect and protect against existing and emerging threats through oversight by a team of dedicated security experts in IT, led by the director of infrastructure and security, who reports to the chief information officer. Our cybersecurity controls and practices — which include authentication controls, authorization controls, audit controls, and encryption — involve every employee in the vigilant protection of our and our clients' data through technology and training. In addition, we use a threat and vulnerability management and penetration testing program to detect new vulnerabilities and help assign priority to remediation. Huron provides regular cybersecurity and privacy workforce training as well as additional subject-matter-specific training to relevant practice groups, including our healthcare industry business. We also utilize workforce communications tools to reinforce privacy and cybersecurity awareness throughout the year.</p> <p>Huron has an Information Security Management System (ISMS) Steering Committee, which acts as the strategy and review body governing Huron's information security policies and practices, and comprises representatives from executive leadership, IT, legal, human resources, and business operations leaders. Huron's daily ISMS activities are overseen by a dedicated governance risk and compliance team, reporting to the chief information officer, which oversees daily ISMS risk and compliance tasks. In 2020, Huron's board of directors formed the Technology and Information Security Committee to oversee the company's technology-related strategies, investments, and operational impacts and technology-related risks, including information security, data protection, cybersecurity, and business continuity.</p>

Fig. 16. A table of Huron's SASB reporting

Topic	Code	SASB Metric	Reporting
Data Security	SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	<p>Huron is committed both in culture and in practice to protecting the privacy and data of everyone we interact with and doing so in compliance with the data protection laws where we operate around the world. We have an enterprise-wide privacy program that continues to mature as the business grows and laws evolve. Our compliance and trust-based approach to privacy incorporates privacy by design and best-practice approaches to help us build and deliver products and services that surpass business needs and client expectations while protecting data.</p> <p>Huron's privacy program is overseen by the chief compliance and privacy officer, who reports to the general counsel and to the Audit Committee of the board of directors.</p> <p>Huron maintains a public Privacy Statement that explains how we collect, handle, store, and protect personal information in the context of our services. It also provides individuals (including those in highly regulated jurisdictions, such as Europe and California) with information on how they can contact Huron with questions or to exercise their privacy rights.</p> <p>Huron also maintains a number of internal policies to ensure the privacy and security of data that Huron stewards, including a robust Incident Response Policy.</p>
Data Security	SV-PS-230a.3	<ul style="list-style-type: none"> (1) Number of data breaches, (2) percentage that <ul style="list-style-type: none"> (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of <ul style="list-style-type: none"> (a) customers and (b) individuals affected 	<p>Except as a matter of public record (e.g., material risks and incidents reported in our SEC filings or to appropriate regulators including HHS or states attorneys general), Huron does not disclose this information.</p>

[*View Huron's Privacy Statement here.](#)

Topic	Code	SASB Metric	Reporting
Workforce Diversity & Engagement	SV-PS-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	<p>Our diversity metrics are based on our U.S. population, which constitutes approximately 65% of our total employee population. Executive management is defined as our Executives. Non-executive management statistics comprise our senior level employees, defined as principals, managing directors, and corporate vice presidents. For additional information, please see our workforce demographics as illustrated in figure 7 in our 2023 Corporate Social Responsibility Report.</p> <p>EXECUTIVE MANAGEMENT</p> <p>Female — 0% Male — 100%</p> <p>Racial/Ethnic Representation:</p> <ul style="list-style-type: none"> • White — 83.3% • People of color — 16.7% <p>NON-EXECUTIVE MANAGEMENT</p> <p>Female — 32.8% Male — 67.2%</p> <p>Racial/Ethnic Representation:</p> <ul style="list-style-type: none"> • White — 87.3% • People of color — 11.5% • Not Specified — 1.2% <p>ALL OTHER EMPLOYEES</p> <p>Female — 54.2% Male — 45.7%</p> <p>Racial/Ethnic Representation:</p> <ul style="list-style-type: none"> • White — 67.8% • Asian — 13.4% • Black/African American — 7.1% • Hispanic/Latino — 5.5% • Not Specified — 2.6% • Two or more races — 3% • Hawaiian or Pacific Islander — 0.25% • American Indian or Alaskan — 0.25%

Topic	Code	SASB Metric	Reporting
Workforce Diversity & Engagement	SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Voluntary Turnover — 9%
Workforce Diversity & Engagement	SV-PS-330a.3	Employee engagement as a percentage	81% Since 2019, Huron has leveraged the Glint People Success Platform to assess employee engagement through a quarterly, companywide survey. Glint defines employee engagement as the degree to which employees invest their cognitive, emotional, and behavioral energies toward positive organizational outcomes.

Topic	Code	SASB Metric	Reporting
Professional Integrity	SV-PS-510a.1	Description of approach to ensuring professional integrity	<p>The Huron Code of Business Conduct and Ethics sets out the standards of behavior we expect our employees to follow. It requires Huron employees to conduct themselves and our business at the highest ethical standards, demonstrate ethical leadership, and promote a work environment that upholds the company's reputation for integrity and trust. An employee's obligations under the Code include handling actual or apparent conflicts of interest between personal and business relationships in an ethical manner; maintaining the confidentiality of company and client information; and maintaining a productive and professional work environment in which all individuals are treated with respect and dignity. Employees are encouraged to report violations of the Code or any applicable laws, rules, or regulations without fear of retaliation. One avenue that employees may use to confidentially report any concerns they may have is Huron's 24-hour help line, where employees can choose whether or not to remain anonymous. In 2023, the company received less than 5 reports through the help line that alleged improper conduct by employees.</p> <p>Huron's board of directors has also adopted an Anti-Bribery and Corruption Policy to ensure compliance by Huron employees and business partners with the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, and related anti-bribery and corruption laws of other countries in which Huron does or intends to do business. The company applies a "zero tolerance" approach to acts of bribery and corruption by any of its employees or by business partners working on its behalf.</p> <p>In addition, the company has adopted an Insider Trading Policy designed to prohibit insider trading violations by the company's directors and officers and to provide guidelines to these individuals with respect to transactions in the company's securities or securities issued by a client of the company. All persons subject to the Policy are prohibited from trading in the company's securities during a blackout period, which begins two weeks prior to the end of each quarter and ends after two full trading days have elapsed following public disclosure of the financial results for that quarter. Further, employees are prohibited from buying or selling securities issued by a company client while working on an engagement for that client and for a period of 90 days thereafter. The Code of Business Conduct and Ethics and the Anti-Bribery and Corruption Policy are accessible through the company's website.</p>

[*View Huron's Insider Trading Policy here.](#)

[*View Huron's Code of Business Conduct and Ethics here.](#)

[*View Huron's Anti-Bribery and Corruption Policy here.](#)

Topic	Code	SASB Metric	Reporting
Professional Integrity	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Material legal proceedings for the company, to the extent any exist, would be disclosed in our Annual Report on Form 10-K.

Activity metric	Code	Reporting
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	SV-PS-000.A	Number of employees by: <ul style="list-style-type: none"> • Full-time and part-time: 6,530 • Temporary: 13 • Contract: 546
Employee hours worked, percentage billable	SV-PS-000.B	Total hours: 12,291,816; Percentage billable: 58%

EEO-1 Statement

Our EEO-1 Statement is prepared in accordance with government requirements. The job categories used by the U.S. government are different from our job levels and are on a different reporting cycle. The data reflected in our last EEO-1 statement is as of 12/31/2022. As a result, we encourage you to review the body of our Corporate Social Responsibility report for insights about our U.S. workforce demographics for 2023.

Job Categories	Hispanic or Latino		Hispanic or Latino												Overall Totals
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or more Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or more Races	
Executive/SR Officials & MGRS	12	5	264	5	19	0	0	0	153	6	15	0	1	1	481
First/Mid Officials & MGRS	32	35	506	28	121	3	0	17	595	49	60	2	2	13	1463
Professionals	52	73	614	61	129	1	2	33	744	147	158	4	4	42	2064
Administrative Support	6	4	12	2	2	0	0	0	49	3	5	0	1	2	86
Total	102	117	1396	96	271	4	2	50	1541	205	238	6	8	58	4094

Fig. 17. A table of Huron's EEO-1 Statement data

*We have no technicians, sales workers, craft workers, operatives, laborers and helpers, or service workers in our EEO-1 report as of Dec. 31, 2022. We also have not included our previous report totals.

GHG emissions calculations methodology

Huron's GHG emissions calculations were completed by AccountAbility, a global consulting and standards firm that works with organizations on ESG matters. The structure of Huron's emissions calculations was based on the Greenhouse Gas (GHG) Protocol's Corporate Standard Revised Edition. While Huron continues to improve data collection processes, several types of activity data were not readily available. As such, Huron's GHG calculations were limited to minimum recommended inclusions for professional services office-based environments.

Scope 1: Emissions that occur from sources that are controlled or owned by Huron

Activity data

- **Stationary combustion:** Stationary combustion refers to the combustion of fuels that are purchased by Huron and/or consumed at Huron's office locations, including for activities such as office heating or on-site electricity generation or in equipment such as generators, boilers, furnaces and other types of stationary fuel combustion technologies owned, leased or controlled by Huron.

Aside from two office locations, located in Hillsboro, OR and Denver, CO, for which a portion of actual stationary combustion data was available, stationary combustion activity data has been estimated for all other offices based on Huron's total office location square footage (excluding sub-leased buildings, floors, and portions of floors) and U.S. Energy Information Administration (EIA) average energy consumption data for regional for US offices. In the absence of international averages, the same US average was also used for Huron's overseas offices.

- Huron did not report any mobile combustion emissions since the company does not own any company-owned vehicles.

- Due to the nature of Huron's office lease agreements, as per the GHG Protocol (revised edition), refrigerants (fugitive emissions from office air conditioning maintenance) do not fall under the category of "owned or controlled" activities for Huron.

Emissions factors

- Emissions factors for stationary combustion were applied using the emission factors for greenhouse gas inventories provided by the U.S. Environmental Protection Agency (last modified September 2023) and the U.S. Energy Information Administration (EIA) average energy consumption data (last modified 2018)

Scope 2: Indirect emissions that are associated with purchased electricity consumed by Huron

Activity data

- **Purchased electricity:** Purchased electricity refers to electricity supplied to Huron's office locations by local utility providers or other off-site sources.

Multiple office locations collected data on actual electricity consumption in 2023. Some usage needed to be annualized for an estimated annual consumption. Due to the limited availability of a number of domestic and overseas offices' purchased electricity data, purchased electricity activity has been estimated based on an extrapolation of the actual electricity consumption of Huron's Chicago office (the company's headquarters) being proportionally applied by square footage for Huron's total office footprint (excluding sub-leased buildings, floors, and portions of floors except where Huron continues to pay the electricity bill) for locations without actual energy usage.

Emissions factors

- **Domestic:** Emission factors for Greenhouse Gas Inventories provided by the U.S. Environmental Protection Agency (last modified September 2023).
- **Overseas:** Country-specific electricity grid greenhouse gas emission factors provided by [carbonfootprint.com](https://www.carbonfootprint.com) (last modified February 2023).

Scope 3: Emissions that are the result of activities from assets not owned or controlled by Huron, but that our organization indirectly impacts in our value chain

Activity data

- **Air business travel:** Air business travel refers to the use of aircraft not owned or leased by Huron (i.e., commercial airplanes) for Huron business travel.

Due to the limited availability of complete actual air business travel activity data, the complete actual air business travel activity data available (representing 49% of total air travel activity in 2019, 62% of total air travel activity in 2020, 66% of total air travel in 2021, and 70% of total air travel activity in 2022 and 2023) has been extrapolated and applied to the remaining total of air business travel activity.

- **Non-air business travel:** Non-air business travel refers to the use of vehicles not owned or leased by Huron (i.e., rental cars, train travel, bus travel, ferry travel, etc.) for Huron business travel.

Non-air business travel activity data has been estimated based on rental car and gas expense data, Huron's assumption about certain expenses for gasoline charges, and the EIA monthly retail gasoline price data.

Non-air business train travel activity data (representing 70% of total train travel activity in 2022 and 2023) has been extrapolated and applied to the remaining total of train travel activity. The activity data, distance between train stations, and EPA emission factors with train types in the U.S. were used to calculate emissions. In 2023, Huron revised its methodology for calculating train travel emissions, including updating the emission factors and associated reporting units from 2022 (when it first reported train travel emissions). Reporting units were updated from rail miles in 2022 to rail passenger-miles and the emission factors included those provided by the EPA (last updated: September 2023). This methodology update is in alignment with industry standards using EPA emission factors and passenger-miles for train travel emissions. Huron did not recalculate its 2022 scope 3 emissions, but if this updated methodology was used in 2022, scope 3 emissions would have been about 13% lower.

Emissions factors

- Emissions factors for air and non-air business travel were applied using the Greenhouse Gas Inventories, provided by the U.S. Environmental Protection Agency (last modified September 2023).

*Disclaimer: These GHG emissions calculations cover only the emissions-producing activities listed, are estimated using the methods, emissions factors, and assumptions detailed above, and are not exhaustive of all of Huron's GHG emissions-producing activities.



Thank you for reading

2023 Corporate Social Responsibility Report

