DECARBONIZING OUR PORTFOLIO

HOK CLIMATE ACTION PLAN

2024

HOK CALGARY OFFICE

CONTENTS

LETTER FROM CO-CHIEF EXECUTIVE OFFICERS

HOK has a deep commitment to environmental sustainability. The HOK Guidebook to Sustainable Design—published in 2000—was one of the first books on designing energy-efficient commercial buildings. A decade later, HOK was one of the early signatories to the American Institute of Architect's (AIA) 2030 Commitment, pledging that all new buildings and developments we design be carbon neutral by 2030.

We are proud to be on pace to achieving that goal in advance of 2030. The buildings we've designed since signing the Commitment are dramatically reducing greenhouse gas emissions—by a measure of 475,950 metric tons last year alone.

While we are proud of our accomplishments in sustainable design, it is not enough to solely design climate-friendly buildings. As a company, we lead by example when it comes to our internal operations and our relationships with partners, vendors and clients. That is what the HOK Climate Action Plan is all about.

In this document, you will discover the following:

- HOK's goals and strategies for reducing our internal carbon emissions and achieving carbon-neutrality within our 26 global offices (including a transparent accounting of where we currently stand on this).
- Our resiliency plans to ensure the safety of our people, property and data in the event of a climate disaster—and how we will bounce back from any such challenge.
- Our continued efforts to push sustainable design forward through internal tools and processes and partnerships with like-minded teams, agencies and vendors.

As people whose job it is to problem solve, it is imperative that we designers be part of the climate solution. With this Climate Action Plan, we get a little closer to that goal while acknowledging the work that remains. We look forward to updating this document regularly to track our progress, hold ourselves accountable and to continue to lead by example.

SUSAN KLUMPP WILLIAMS + ELI HOISINGTON

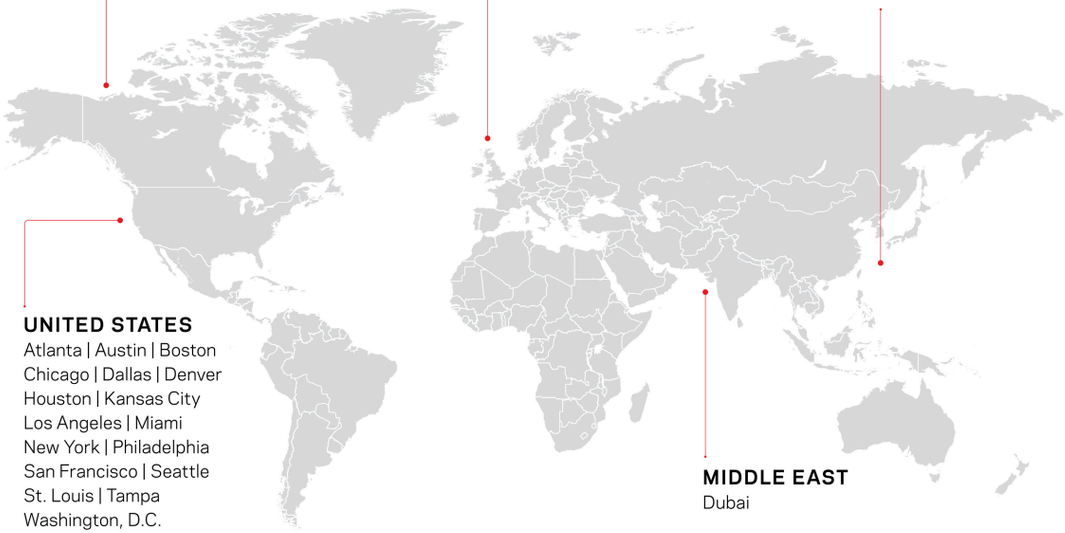
HOK CO-CEOS

ABOUT HOK

CANADA
Calgary | Ottawa | Toronto

EUROPE
London

ASIA
Beijing | Hong Kong
Mumbai | Shanghai



UNITED STATES
Atlanta | Austin | Boston
Chicago | Dallas | Denver
Houston | Kansas City
Los Angeles | Miami
New York | Philadelphia
San Francisco | Seattle
St. Louis | Tampa
Washington, D.C.

MIDDLE EAST
Dubai

HOK is global design, architecture, engineering and planning firm. Our 1,700 people collaborate across a network of 26 offices on three continents. As a privately owned entity, HOK enjoys a significant degree of flexibility and independence, which is evident in its diverse range of innovative projects and initiatives across the globe. This ownership structure enables the firm to make swift decisions and adapt to changing market demands, setting it apart in the industry.

Our commitment to innovation is matched by a deep commitment to sustainability and social responsibility. At HOK, we believe in designing environments that enhance human well-being while minimizing our ecological footprint. Our team of experts integrates sustainable practices across the design and planning process. We strive to shape spaces that are not only functional and beautiful but also resilient and responsible.

Two decades ago, when we wrote The HOK Guidebook to Sustainable Design, green design was an emerging field. Today, sustainability is ingrained into our culture and design processes. The resilient buildings we create contribute to the business success of our clients and to the health and wellness of their people. We track the projected energy performance of every project and have committed to achieving a carbon-neutral design portfolio by 2030. We have won 10 American Institute of Architects (AIA) Committee on the Environment (COTE) awards for sustainable design excellence. In addition, Engineering News-Record's (ENR) recent survey ranked HOK as the No. 1 green building architecture/engineering firm.

At HOK, our dedication to sustainability and innovation drives us to push the boundaries of design excellence. We are proud to lead the way in green building, shaping environments that benefit both people and the planet.

HOK KANSAS CITY OFFICE

HOK MIAMI OFFICE

EXECUTIVE SUMMARY

HOK's Climate Action Plan presents a strategic roadmap to address the urgent challenges of climate change, affirming our firm's deep commitment to sustainability across our operations. This plan aligns with the Science-Based Targets initiative (SBTi) and the Paris Agreement's goal to limit global temperature increase to 1.5 degrees Celsius above pre-industrial levels, a critical threshold to mitigate the most severe impacts of climate change. HOK operates as a carbon-neutral firm for scope 1 (stationary combustion), scope 2 (electricity and district heating/cooling) and scope 3 (Business Travel). Through opportunities for reducing greenhouse gas emissions across all projects and operations, the plan distinguishes between emissions generated by our client-facing design activities and those from internal operational processes to provide a holistic view of our environmental footprint.

Structured in three main sections, the plan begins with an Executive Summary that introduces HOK and features a letter from our appointed Co-CEOs. This section underscores the valuable role of our leadership in driving forward our sustainability agenda and sets the tone for the strategies that follow. The second section, Firm Operations, addresses our operational emissions. It outlines our current emissions figures and sets ambitious targets for reducing our carbon footprint. For 2023 we've reported 125 metric tons CO2e from stationary combustion (scope 1), 1,923 metric tons CO2e from electricity and district heating/cooling (scope 2), and 2,007 metric tons CO2e from business travel (scope 3), totaling 4,055 metric tons CO2e. Despite the challenges posed by leasing office spaces, which often limits direct control over building environmental performance, we look to negotiate leases with green provisions and engage with landlords to enhance sustainability practices within these spaces. We detail our scope 1, 2, and 3 emissions, setting forth plans to achieve Carbon Neutrality for scopes 1 and 2 by 2030 and all scopes by 2050, while also emphasizing the importance of resilience against extreme weather to ensure continuous service to our clients, employees, and communities.

The third section, Design Portfolio, delves into our design approach and climate commitments across our practices. On our client facing side, our projects represent scope 1, 2 and 3 emissions. HOK's design work created buildings that avoided 475,950 metric tons of CO2 emissions in 2023 and will reduce 28.6 million metric tons of CO2 emissions over their lifespan, showing how significant our design impact is in comparison to our operational footprint. This represents a portfolio average of 65.5% reduction from the 2010 baseline, significantly outpacing the industry average. HOK's dedication to decarbonization is reflected in our alignment with major initiatives including AIA 2030, SE 2050, ASLA 2040, MEP 2040, and the HOK Interior Material Sustainability Initiative.

> Sustainability requires accountability, which requires transparency. In publishing this report, we acknowledge our progress and the work we still need to do, and we reaffirm our commitment to achieving carbon neutrality in our business operations and design work.
>
> – Tom Robson, COO

FIRM OPERATIONS

HOK DC OFFICE

SCIENCE BASE TARGETS INITIATIVE (SBTI) TARGETING CARBON NEUTRAL (SCOPE 1 & 2)

As an architecture firm, HOK falls under the Buildings category within the SBTi framework. As a signatory of the SBTi commitment, we align our decarbonization target setting with science-based methods. We have adopted the Absolute Contraction Approach (ACA) to guide our science-based targets. This is a widely adopted method that ensures companies deliver absolute emissions reductions in line with global decarbonization pathways.

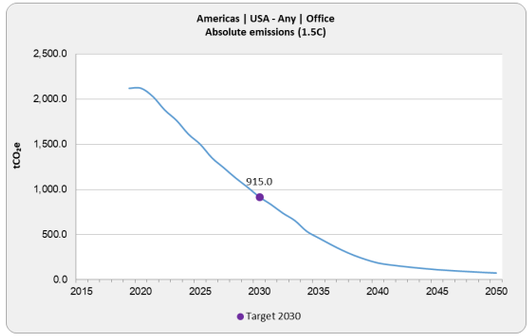
Our Climate Action Plan includes our carbon-neutral target, set using the SBTi Buildings Sector Target-Setting Tool. This target guides our decarbonization roadmap, with specific benchmarks for reducing scope 1 and scope 2 emissions 56.8% by 2030 and 99.7% by 2050, achieving full portfolio Carbon Neutrality by 2050.

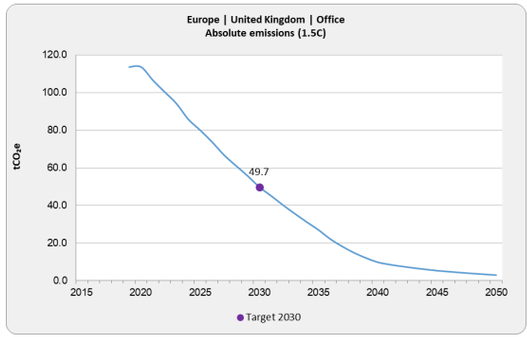
To determine our target, the tool utilized our 2019 floor area and operational scope 1 and 2 emissions as a baseline. This process was conducted across our global offices in the Americas, Europe and Asia. The resulting weighted average of these regions forms the basis for our roadmap to carbon-neutral operations for 2030 and 2050, shown on the next page. As a growing practice, we have included a 15% estimated increase in square footage for 2030.

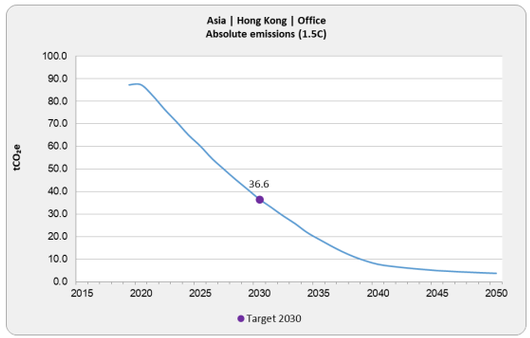
For scope 3 emissions, we are aligning our targets with industry goals set by the AIA CEO's Large Firm Round Table (LFRT) reduction targets. The SBTi target-setting tool does not have a method for calculating scope 3 emissions for an architecture firm that does not directly purchase materials.

	2019 Floor Area (thousand m²)	2019 Operational Emissions (Metric Tons CO2e)	2030 Target Reduction	2050 Target Reduction
Americas	29.29	2,119.7	56.8%	99.7%
Europe	1.56	113.7	56.3%	99.8%
Asia	1.31	87.2	58.1%	99.6%
Weighted Average			56.8%	99.7%

SBTi Buildings Sector Target-Setting Tool

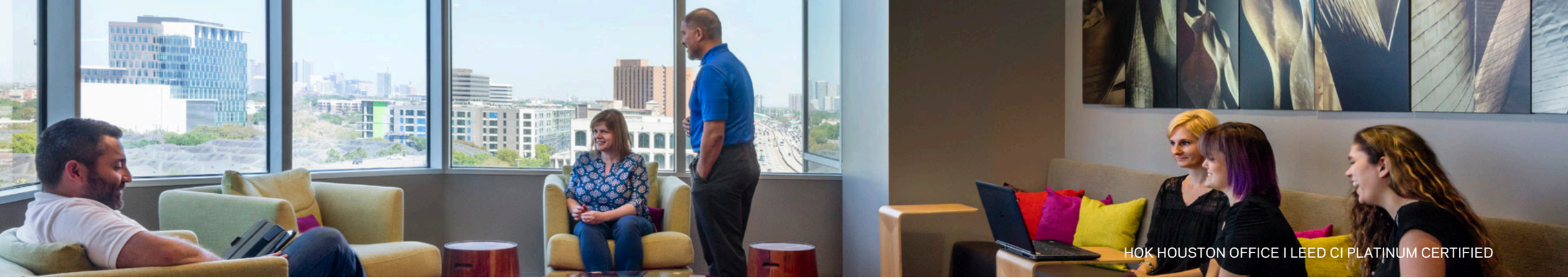






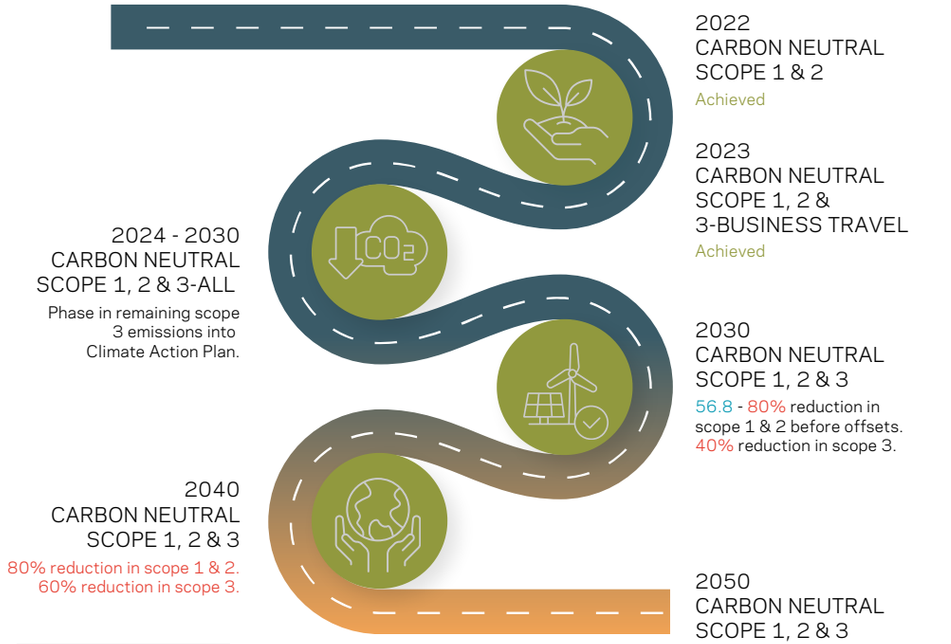
Asia Target includes Middle East


HOK HONG KONG OFFICE



HOK HOUSTON OFFICE I LEED CI PLATINUM CERTIFIED

ROADMAP TO CARBON NEUTRAL OPERATIONS



Establishing a Baseline

In 2021, HOK became a signatory of SBTi (Science Based Target initiative) to align our commitment to climate action. This involved a detailed quantification of scope 1, 2, and 3 emissions, laying the foundation for our future reduction strategies. Our SBTi baseline for reduction targets is 2019 for scope 1 & 2 and 2022 for scope 3 business travel.

- Scope 1 emissions are carbon emissions that a company directly creates at the source.
- Scope 2 emissions are indirect emissions from the energy a company consumes, but they are produced by external sources.
- Scope 3 emissions are all other indirect emissions from a company's activities, often referred to as supply chain emissions.

Achieving Carbon Neutral for 2022 & 2023

In 2023, our company proudly achieved Carbon Neutral status for our 2022 scope 1 (On-site Combustion) and scope 2 (Electricity and District Heating/Cooling) emissions, marking a pivotal moment in our decarbonization journey. This was made possible through the acquisition of carbon offsets from the Dayon Forestry Project verified by the American Carbon Registry, aligning with our commitment to ecosystem stewardship and reflecting our design values.

For 2024 reporting, we have extended our scope 3 emissions, specifically business travel (air, rail, hotel, mileage from personal cars) for the year 2023, which will be used as a baseline for future emissions tracking. In addition, we will account for new offices in our tracking and reporting. For 2023 emissions, Wolverine Copper verified by the American Carbon Registry (ACR) and Brazil Nut, verified by the Verified Carbon Standard (VCS) were chosen for our carbon offsets.

Reaching Carbon Neutral by 2030 (scope 1, 2 & 3)

Looking forward, we have set ambitious targets to continue our progress. By 2030, our goal is to achieve Carbon Neutral through offsets, with a 56.8% reduction from SBTi minimum target. We also aspire to aim for an 80% reduction in scope 1 and 2 emissions and a 40% reduction in scope 3 emissions, in alignment with AIA LFRT. Expanding our emissions monitoring, especially for the rest of scope 3, is a key aspect of fulfilling our commitment to the SBTi. Acknowledging the leased nature of our office spaces, we are formulating strategies aimed at transforming our portfolio to be more environmentally responsible. Our decarbonization plan looks at adoption of green lease agreements, the implementation of retrofitting projects, and the consideration of replacement and efficiency enhancements in our facilities.

Continuing Carbon Neutral Goals

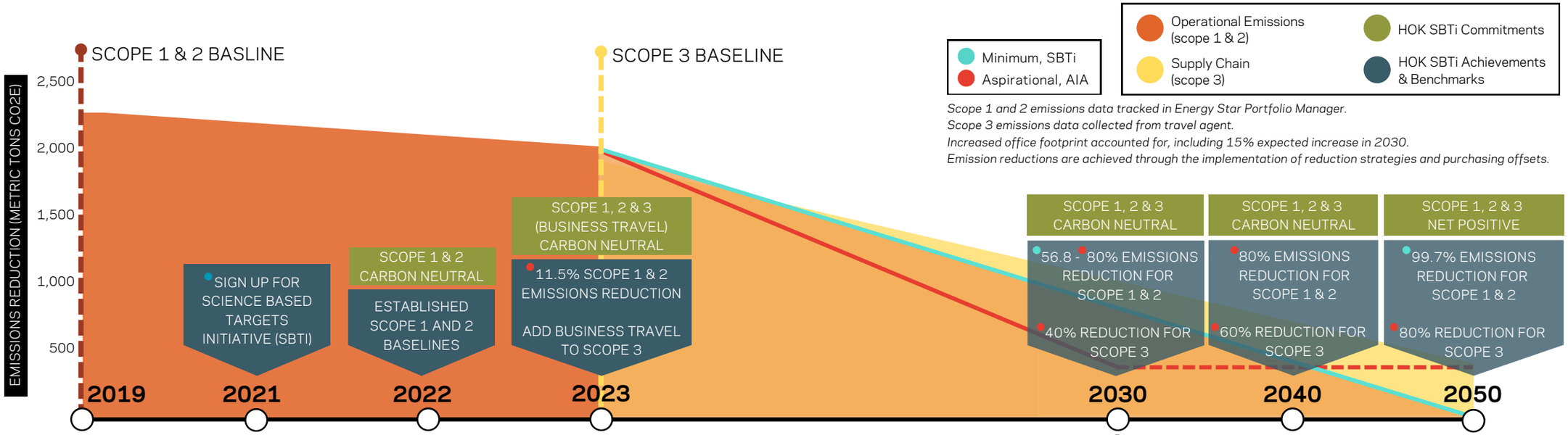
Our long-term strategy includes expanding our focus into scope 3 emissions, aiming for a 60% reduction from our baseline emission levels through a combination of reduction strategies and offsets.

2050 and Beyond

The overarching objective of our Climate Action Plan is to achieve Net Carbon Neutral by 2050, encompassing 99.7% reduction in scope 1 and 2, from SBTi minimum target as well as aspiring for 80% reduction in scope 3, in alignment with AIA LFRT. This long-term goal underscores our commitment to a sustainable future and aligns with global efforts to combat climate change.

To achieve these reductions, we are focused on decreasing our emissions and leveraging offsets where necessary, with a minimum target of achieving 80% emissions reduction. Additionally, we look to explore opportunities to go beyond neutrality and achieve a net positive status, where our operations can further contribute to climate action.

CLIMATE ACTION TIMELINE - FIRM OPERATIONS



Scope 1 and 2 emissions data tracked in Energy Star Portfolio Manager.
Scope 3 emissions data collected from travel agent.
Increased office footprint accounted for, including 15% expected increase in 2030.
Emission reductions are achieved through the implementation of reduction strategies and purchasing offsets.

EMISSIONS TRACKING

scope 1
On-site Combustion

scope 2
Electricity
District Heating/Cooling Utilities

scope 1
On-site Combustion

scope 2
Electricity
District Heating/Cooling Utilities

scope 3
Business Travel

scope 1
On-site Combustion
Refrigerants
On-site Renewables

scope 2
Electricity
District Heating/Cooling Utilities
Green Power/Off-site Renewables

scope 3
Business Travel
Purchased Goods & Services
Office Fit-outs & Refurbishment

scope 1
On-site Combustion
Refrigerants
On-site Renewables

scope 2
Electricity
District Heating/Cooling Utilities
Green Power/Off-site Renewables

scope 3
Business Travel
Purchased Goods & Services
Office Fit-outs & Refurbishment
Employee Commuting
Waste Disposal
Architectural Materials Recommendations
Supply Chain

EMISSIONS BY LOCATION

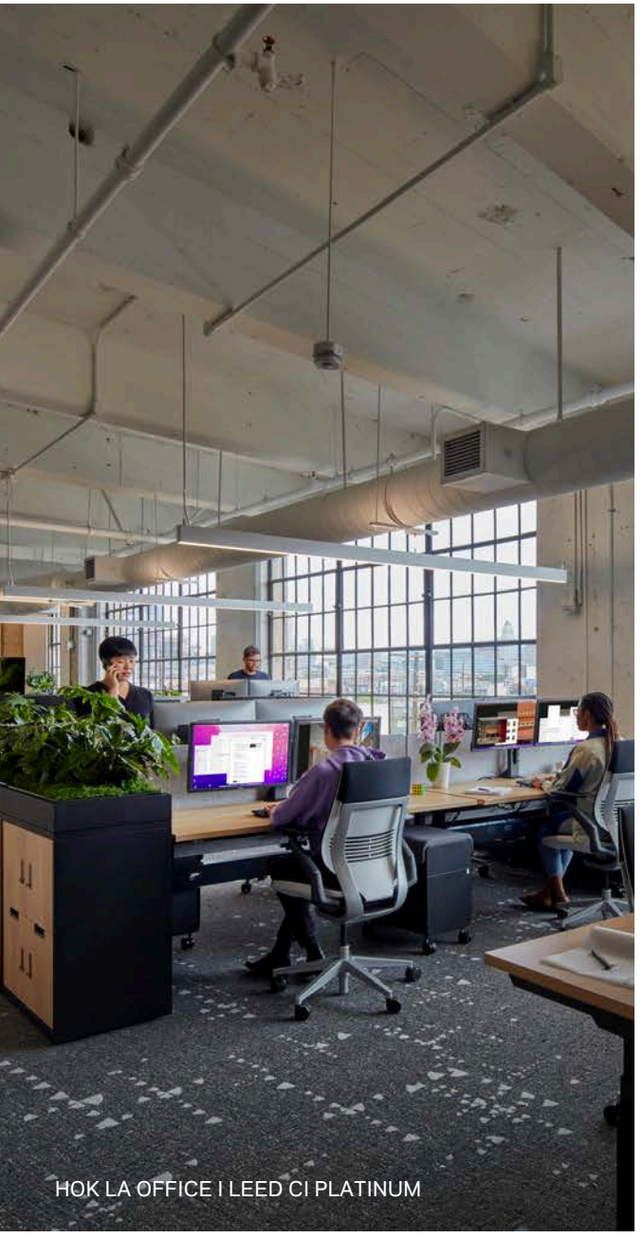
Our emissions data plays a fundamental role in shaping our reduction strategies. For example, if data reveals higher scope 1 emissions at specific offices due to on-site combustion, we can target these locations for energy efficiency upgrades or consider transitioning to cleaner fuel sources. This data-driven approach ensures that our initiatives are both impactful and strategically focused on identifying opportunities with the greatest potential for emissions reduction. By analyzing our emissions data, we can refine our strategies and prioritize actions that align with our overall decarbonization goals.

Scope 1 and 2 office utility data collected in U.S. Environmental Protection Agency's Energy Star Portfolio Manager. Scope 3 collected from our travel agency.

A detailed explanation of our GHG accounting is included in the Methodology for GHG Accounting section of this report.

GHG emissions from HOK's operations in Mumbai are too small to measure, track, and report, or are attributed to and reported by other studios in HOK's portfolio.

		Scope 1		Scope 2			Scope 3	
Region	Property Name * = New Office	Natural Gas Use (Metric Tons CO2e): 2019 Baseline	Natural Gas Use (Metric Tons CO2e): 2023 Comparison	Electricity Use - Grid Purchase (Metric Tons CO2e): 2019 Baseline	Electricity Use - Grid Purchase (Metric Tons CO2e): 2023 Comparison	Electric Meter	Total Travel Emissions (Metric Tons CO2e) 2023	Total GHG Emissions (Metric Tons CO2e) 2023
United States	Atlanta	N/A	N/A	110.2	71.2		1659	3487
	Austin*	N/A	N/A	N/A	5.3	✓		
	Boston*	N/A	N/A	N/A	5.8	✓		
	Chicago	70.1	65.7	76.2	60.6	✓		
	Dallas	N/A	N/A	58.2	59.9			
	Denver*	N/A	N/A	N/A	20.6			
	Houston	N/A	N/A	260.4	218.4			
	Kansas City	N/A	N/A	311.2	240.1			
	Los Angeles	N/A	N/A	60.5	42.9			
	Miami*	N/A	N/A	N/A	14.0	✓		
	New York	N/A	N/A	70.8	56.3	✓		
	Philadelphia	N/A	N/A	16.2	23.8	✓		
	San Francisco	N/A	N/A	55.4	57.3	✓		
	Seattle	N/A	N/A	9.4	6.0	✓		
	St. Louis	N/A	N/A	691.5	671.4			
	Tampa	N/A	N/A	64.7	59.0			
	Washington DC	N/A	N/A	179.3	149.7			
Canada	Calgary	8.6	3.6	23.6	19.5		92	151
	Ottawa	7.9	5.5	1.3	0.5			
	Toronto	36.1	28.5	2.3	1.7	✓		
Europe	London	21.3	21.7	92.4	77.8	✓	229	329
Middle East	Dubai	N/A	N/A	11.8	11.1	✓	0.66	12
Asia Pacific	Beijing	N/A	N/A	17.3	17.4	✓	26	76
	Hong Kong	N/A	N/A	49.9	24.1	✓		
	Shanghai	N/A	N/A	8.2	8.6	✓		
	Total	**144**	**125**	**2171**	**1923**		**2007**	**4055**


HOK LA OFFICE I LEED CI PLATINUM

SCOPE 1
DIRECT EMISSIONS (ON-SITE/DIRECT CONTROL)

- **On-site Combustion**
- Refrigerants
- On-site Renewables

SCOPE 2
INDIRECT EMISSIONS (OFF-SITE/INDIRECT CONTROL)

- **Electricity Use**
- **District Heating & Cooling Utilities**
- Green Power/Off-site Renewables

SCOPE 3
INDIRECT EMISSIONS (SUPPLY CHAIN INFLUENCE)

- **Business Travel**
- Employee Commuting
- Waste Disposal
- Purchased Goods & Services
- Office Finish Materials
- Supply Chain
- Office Fit-outs & Refurbishment
- IT Footprint

- HOK Current Emissions Tracked
- HOK Future Emissions Tracked

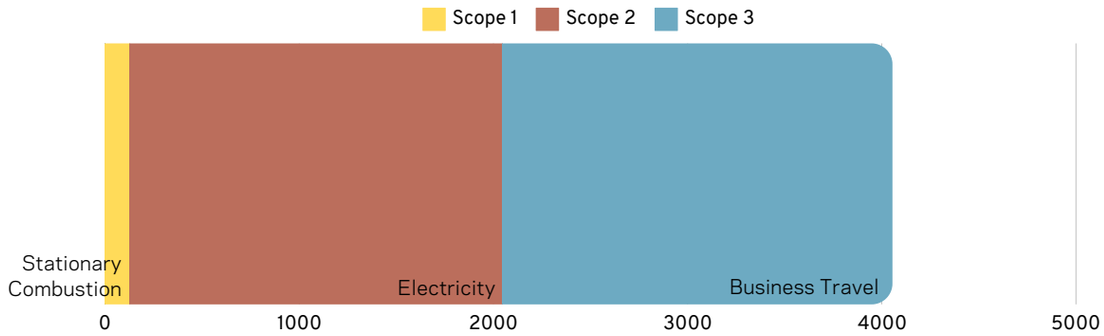
HOK's commitment to environmental responsibility includes an understanding and management of its greenhouse gas emissions across all scopes, acknowledging 100% of HOK locations are leased. It's also important to address the growth of our building stock since establishing our baseline. This expansion presents additional challenges and opportunities in our sustainability journey, requiring us to adapt and refine our strategies to effectively manage the increased scope and complexity of our environmental impact.

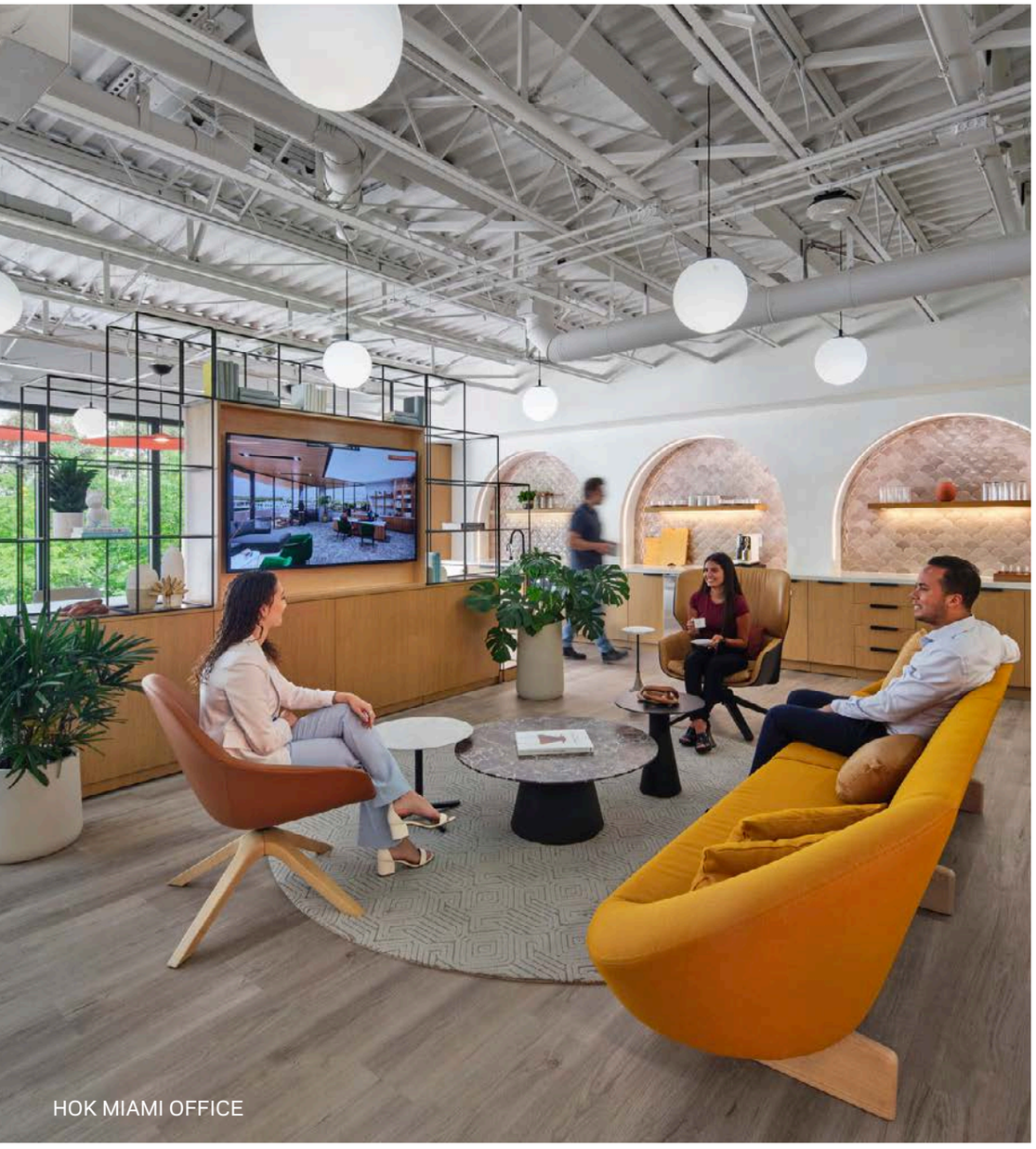
Scope 1 emissions for HOK primarily stem from on-site combustion, involving the burning of fuels for heating or operating equipment and appliances within our offices. Currently, HOK is tracking these on-site combustion emissions and is in the process of expanding data collection efforts to include refrigerants, consisting of air conditioning, heating systems, chillers, refrigeration and ventilation as applicable. Additionally, where applicable, we aim to track emissions from on-site renewable energy sources from future energy reduction strategies, furthering our commitment to comprehensive greenhouse gas accounting. It's also noteworthy that HOK does not operate a fleet of vehicles.

Scope 2 emissions at HOK is linked to the electricity and district heating/cooling, originating from power plants. Currently, 56% of our electricity usage is directly metered, providing accurate data. Given that our operations are based in fully leased facilities, the remaining 44% is pro-rated based on estimated total whole building usage. As a firm with a global network of offices, the scope 2 emissions vary considerably, influenced by the energy sources and efficiencies of diverse regional power grids. Looking forward, we aim to explore opportunities in district energy and green power procurement, ensuring these emissions are also accurately accounted for to enhance our commitment to transparency.

Scope 3 emissions, often the most significant for companies, encompass all other indirect emissions within the company's value chain. At HOK, this currently attributed to business travel, a necessity due to our widespread operations across continents and the requirement for global collaboration with clients and partners. We are implementing a process to track scope 3 emissions more effectively and plan to extend this to employee commuting, waste disposal, purchased goods and services, and supply chain management. As an architectural practice, we will also focus on recommendations for architectural materials and the refurbishment of office fitouts. This expansion will help us better understand our indirect emissions and develop strategies to mitigate their impact, aligning with our broader environmental objectives.

HOK MEASURED SCOPE 1, 2 AND 3 OVERVIEW





HOK MIAMI OFFICE

REDUCTION STRATEGIES

In this section of our Climate Action Plan, we outline our decarbonization strategies for achieving carbon neutrality by 2030. By transitioning to electrification, enhancing energy efficiency, and advancing sustainable procurement practices, HOK looks to reduce our emissions across scope 1, 2, and 3, for our commitment to climate action. For the foreseeable future, achieving HOK's sustainability goals may include a combination of the reduction strategies described in this section and purchasing carbon offsets as needed.

SCOPE 1

- Electrification
- Refrigerants
- Renewable Energy

SCOPE 2

- Low Carbon Buildings
- Green Leases
- Metering
- Submetering
- Green Power and Renewable Energy
- High Performance Design
- Energy Retrofits

SCOPE 3

- Vendor and Consultant Standards
- Procurement Standards
- Green Commuting
- Hybrid Work
- Business Travel
- Waste Management
- Circularity and Embodied Carbon

"Reducing our carbon footprint isn't just the right thing to do, it also makes business sense. In applying these investments today, we are reducing future costs and positioning ourselves for a healthier tomorrow—financially and environmentally."

– Riccardo Mascia, Chief Strategy Officer

SCOPE 1

Electrification

HOK will look for opportunities to renew or lease office space in all-electric buildings (when leases turn over or identifying new firm locations). Transitioning to all-electric buildings is an effective way to eliminate scope 1 emissions from on-site combustion, as well as reliance on fossil fuels, thereby reducing direct greenhouse gas emissions. In addition, eliminating fossil fuel combustion has positive air quality benefits indoors and to the community (from fugitive methane leaks). This transition will be evaluated based on the feasibility and energy infrastructure of each location.

Refrigerants

HOK will look for opportunities to replace high Global Warming Potential (GWP) refrigerants or related mechanical equipment with hybrid or low GWP or CO2-based refrigerants: Replacing existing refrigerants with those that have a low Global Warming Potential (GWP) or CO2-based alternatives can significantly reduce our environmental impact. Systematically upgrading mechanical equipment with equipment that runs on low- to no- GWP refrigerants ensures compliance with the Montreal Protocol and the global refrigerant phasedown.

Renewable Energy

HOK will identify On-site Renewable Energy Opportunities through building selection (lease location) or collaboration with building owners. Identifying and capitalizing on on-site renewable energy opportunities, such as installing solar panels, allows for local clean energy generation to reduce reliance on a fossil fuel based electrical grid. This approach not only reduces emissions but also enhances energy independence and resilience.

SCOPE 2

Low Carbon Buildings

HOK will seek opportunities to renew or lease office space in low carbon intensity or net-neutral buildings (when leases turn over or identifying new firm locations). Leasing office space in buildings with low carbon intensity or net neutral operations can ensure that HOK locates its operations in facilities that are designed for energy efficiency, clean and renewable energy sources, and sustainability. HOK will leverage building performance benchmarking and transparency policies in the many locations that have already adopted them, or ask prospective landlords for building performance and emissions data.

Green Leases

HOK will prioritize green leases when possible. Negotiating agreements between building owners and tenants ensures that sustainability metrics and strategies are incorporated into the lease terms. Green leases may include transparency about base building performance and emissions, energy efficiency upgrades, daylighting and glare control, on-site or off-site renewable energy sources, water conservation measures, alternative transportation access, wellness and fitness amenities, as well as waste diversion practices. HOK will leverage existing industry standard green lease language but may customize on a site-specific basis.

Metering

HOK will seek opportunities to meter our tenant space, gather actual energy (and water) usage data, and where permitted, pay utilities based on actual usage. Metering (and paying, where permitted) utilities based on actual usage encourages responsible consumption and helps identify inefficiencies. This practice ensures that energy costs reflect real usage patterns, providing better energy management, and allowing HOK to take credit for high-performance tenant design and responsible occupant behavior.

Submetering

HOK will seek opportunities to install tenant sub-meters. Installing submeters allows accurate tracking of energy demand by end-use and identification of areas for improvement. Real-time data monitoring supports the implementation of targeted energy-saving measures. This practice allows better energy management, more accurate assessment of ROI for energy conservation measures, and allows HOK to take credit for high-performance tenant design and responsible occupant behavior.

Green Power and Renewable Energy

HOK will identify opportunities for Green Power Purchase or Dedicated off-site Renewable Energy. Investing in green power with a utility or dedicated off-site renewable energy projects (such as community solar) helps reduce non-renewable energy sources to the grid, and locally offset our energy use with renewable sources. This also builds local community renewable energy resources and supports achievement of each locality's Renewable Portfolio Standard.

Energy Retrofits

HOK will leverage interior energy retrofits in long-term leases, where there is not an opportunity through new lease fitout. Conducting interior energy retrofits, such as updating office layout, lighting, controls, equipment and appliances, can improve energy performance and reduce operational costs. We will discuss these upgrades with building managers and landlords, basing requests on building audits and identified opportunities.

High Performance Design

HOK has leveraged guidelines for sustainable office fitouts for over 15 years, including achievement of LEED Gold certification, or compliance with local Green Construction Codes and advanced Energy Codes, whichever is more stringent. HOK will employ high performance design for our tenant spaces, including energy efficient lighting, controls, equipment and appliances. Implementing energy-efficient lighting and appliances, such as LED lighting, occupancy and daylight controls, and Energy Star-rated equipment and appliances, will reduce energy consumption across our offices. HOK will incorporate design strategies for tenant spaces that best utilize daylight, HVAC zoning, setbacks, receptacle controls, and other measures to support energy conservation and occupant comfort.

SCOPE 3

Vendor and Consultant Standards

HOK will update vendor and consultant agreements to include organizational climate commitments, action plans, and disclosures. This enables HOK to leverage influence over supply chain emissions and select vendors and consultants who align with our sustainability goals.

Business Travel

HOK will seek opportunities to optimize business travel. Optimizing business travel involves partnering with our travel agencies to reduce emissions, prioritizing lower-carbon transportation modes, and selecting accommodations with lower emissions. HOK will continue to support alternative ways to conduct business, such as virtual and hybrid meetings, to reduce travel emissions, while balancing quality of service for our global practice.

Procurement Standards

HOK will update procurement and purchasing standards to include organizational climate commitments, action plans, and disclosures, as well as green product criteria and green product cover sheets to enhances transparency in our purchasing decisions. This allows us to prioritize products with lower environmental impact and more sustainable manufacturing processes.

Waste Management

HOK will conduct periodic waste audits and build upon existing firmwide and location-specific waste management and waste diversion practices, such as waste reduction (e.g. catering guidelines, print and reprographics policies), recycling, composting, and material reuse. This will be calibrated based on regional needs and opportunities.

Green Commuting

HOK will maintain and seek opportunities to enhance incentives for green commuting. Incentives for green commuting include stipends for public transportation, bikeshare, carpooling and other alternative transportation, as well as cashout opportunities for those who walk or take personal non-motorized transportation. Green commuter benefits encourage employees to adopt sustainable travel habits, reducing the overall carbon footprint of commuting practices.

Circularity and Embodied Carbon

HOK will design and retrofit HOK office spaces with circular design principles, including design for adaptability, demountability, disassembly and reuse of key components, materials and spaces without significant waste.

Hybrid Work

HOK will optimize effective alternative and hybrid workplace strategies. Optimizing alternative and hybrid work models can reduce the need for daily commuting (and associated travel emissions) and reduce overall need for office space (and associated operational emissions). These strategies will be balanced with effective collaboration, client engagement, mentorship, productivity and employee wellbeing.

HOK TORONTO OFFICE

METHODOLOGY FOR GHG ACCOUNTING

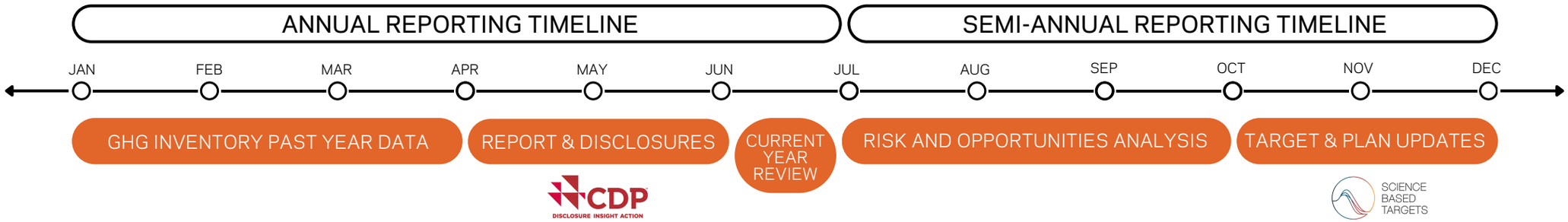
In our ongoing commitment to sustainability and transparency, HOK will begin reporting annual emissions through the Carbon Disclosure Project (CDP). Our expected engagement with CDP, a globally recognized platform, demonstrates our dedication to environmental accountability and transparency. Through this reporting, we will provide insights into our carbon footprint, encompassing scope 1, 2, and 3 emissions, as well as our ongoing efforts to reduce these emissions in line with our long-term sustainability goals. By participating in the CDP reporting process, we not only adhere to best practices in environmental disclosure but also gain valuable benchmarking data against peers in our sector. This process will help us to identify areas for improvement, shape our strategies, and communicate our progress to stakeholders.

To guide our decarbonization journey, we are creating a roadmap to Carbon Neutral across our firm's global footprint. This roadmap is aimed at setting out a clear path for our reduction strategies, ensuring that each step we take is informed, effective, and aligns with our overall sustainability goals. Additionally, we are looking to utilizing a Greenhouse Gas (GHG) accounting tool to quantify and monitor our emissions accurately. The aim is to utilize a tool that helps us to make informed decisions, track our progress, and continuously refine our strategies.

We plan to account for and report our emissions annually. To ensure data quality and allow for continuous refinement of our decarbonization pathway, we have established a reporting timeline that includes both annual disclosure and semi-annual analysis and plan updates. This approach helps us in identifying opportunities for improvement and aligning our efforts in reporting.

For our Climate Action Plan, we plan to refine our methodology for GHG accounting that aligns with the Science Based Targets initiative (SBTi) and incorporates an annual reporting timeline with a semi-annual update to our Climate Action Plan and targets:

1. GHG inventory past year data (annual): As the new year starts, we begin collecting data on scope 1, 2, and 3 emissions from relevant sources across the firm's global footprint. This data is then processed using recognized standards and methodologies that align with SBTi. Where data is not obtainable and the contribution to overall firm emissions is minor, we may leverage industry averages or extrapolate based on known data. We will be transparent about measured emissions and estimated emissions.
2. Report & disclosures (annual): The year concludes with our reporting through CDP, purchasing carbon offsets as needed to address scope 1, 2 and select scope 3 emissions, and sharing our findings both internally and externally. Transparency is a core principle in our reporting process, essential not only for compliance but also reflective of our firm's commitment to climate action.
3. Current year review (annual): After reporting prior year data through CDP, we will also conduct a mid-year 'gut-check' to assess year to date progress against emissions reduction goals. We will leverage mid-year data to make necessary adjustments to remain in alignment with our climate action plan.
4. Risk and opportunities analysis (semi-annual): Once we have concluded prior year reporting and a mid (current) year review, we begin on an overall risk and opportunities assessment process. This involves analyzing and documenting A. potential climate-related risks to our operations, including physical risks like extreme weather events, as well as transitional risks; B. potential regulatory changes and grid decarbonization efforts that may impact our plan. We also evaluate our current strategies and identify new opportunities for decarbonization across our portfolio. This phase includes A. strategic planning to mitigate risks and seize opportunities, such as changing operational practices, B. reassessing office lease agreements and vendor contracts, C. implementing energy efficiency measures, D. Identifying new incentives or return on investment under updated Benefit Cost Analysis.
5. Target & plan updates (semi-annual): After reviewing risks and opportunities, we will update our emission reduction targets for the next 1-3 years, based on our 2019 baseline. Using the SBTi Buildings Sector Target-Setting Tool, we will revise our targets and adjust our Climate Action Plan based on our progress and any new opportunities identified.



METHODOLOGY FOR GHG ACCOUNTING

Our methodology for calculating and reporting scope 1, 2, and 3 emissions includes transparency and alignment to recognized standards. We align our approach with the Greenhouse Gas (GHG) Protocol and aim to follow its guidelines more closely as we advance our decarbonization efforts.

SCOPE 1& 2 METHODOLOGY

Data Collection:
HOK does not own real estate, and leases 100% of its workspace. HOK does not include any other facility types in its portfolio. HOK does not own fleet vehicles. Scope 1 and 2 emissions are currently gathered annually from each office in our firm's global real estate portfolio, leveraging data provided by building managers or utility companies. This data currently includes on-site combustion for space heating (scope 1) as well as purchased electricity and district heating/cooling (scope 2). In the future, we plan to incorporate a methodology for quantifying refrigerants (scope 1) and any on-site or off-site renewables that are not currently captured. Annual energy consumption data and sources are entered into the U.S. Environmental Protection Agency's Energy Star Portfolio Manager to aggregate utility data across all HOK offices, as well as to assign location-based emissions factors.

Metered and Pro-Rated Offices:
- HOK leases 100% of our workspace.
- As of 2023, 56% of our offices have tenant-level metered data providing exact electricity usage.
- As of 2023, 44% of our offices do not have tenant-level metering, and energy usage is estimated based on a prorated portion of the total building, assigning a proportional quantity of energy to the square footage occupied by HOK versus the total building square footage. This same approach was used for natural gas consumption (scope 1), as none of our locations have individually metered gas data.
- Going forward, HOK will identify opportunities to introduce tenant-level metering as a retrofit or new fitout as our leases turnover, we relocate offices or open new offices. We intend to reach 100% tenant metering so that we may take advantage of the investments we make in tenant-level energy conservation measures.

Addressing Data Gaps:
- In cases where submeters were nonfunctional for a period of time during the reporting year, a prorated approach based on HOK's occupied square footage was applied to estimate scope 1 and 2 emissions.
- If building-level meters were nonfunctional during the reporting year for any length of time, we used data from the previous year for the corresponding months to estimate emissions for the same timeframe during the reporting year.
- For the Philadelphia office, electricity (scope 2) data from 2019-2020 was sourced from the Philadelphia Building Benchmarking Tool.
- For the Ottawa and Toronto offices, on-site combustion (scope 1) data from 2019-2022 was estimated using a square footage equivalence method based on the energy rate of our New York office, applied to the square footage of the Ottawa and Toronto offices.
- Austin, Boston, and Miami are new additions to our portfolio as of 2023 and Denver was added in 2022. As a result, these offices do not have a 2019 baseline for emissions data, which explains the absence of baseline data for these locations in our GHG accounting.
- GHG emissions from HOK's operations in Mumbai are too small to measure, track, and report, or are attributed to and reported by other studios in HOK's portfolio.

SCOPE 3 METHODOLOGY

Data Collection:
scope 3 emissions related to business travel were collected by our travel agencies, where applicable, including data on air, rail, hotel stays, and rental cars; from our expense reporting tool, we were able to capture mileage from personal cars. Going forward, we aim to expand business travel to include rental cars. As we continue to broaden our scope 3 emissions tracking, we are committed to transparently communicating our GHG accounting methodology and ensuring alignment with the Greenhouse Gas Protocol.

Measured Data:
- CO2 impacts from air, rail, and hotel stays were directly quantified and provided by our travel agencies in the United States and Europe.
- Mileage from personal cars reported through expense reporting was converted to CO2 emissions using conversion factors provided by the EPA.

Addressing Data Gaps:
- For travel originating out of the Canada and Asia pacific offices, travel agencies were not employed. We therefore calculated emissions per travel dollar spent in the regions that had available emissions data from travel agencies (United States, Europe, Middle East). We then applied the same emissions factor per travel dollar spent in the regions without available emissions data from travel agencies (Canadia, Asia Pacific). The total travel expenditure was collected from our internal expense management software (Deltek), and the conversion factor was derived from U.S. and European travel data, which was then applied to the expenditures for Canada and Asia Pacific to estimate their CO2 emissions.
- For the Middle East, due to the absence of CO2 emissions data and the lack of information on dollars spent for rail and personal car mileage from our travel agency, these were excluded from the scope 3 calculations. A similar situation exists for the Asia Pacific region, specifically where personal car mileage data was unavailable, and no CO2 emissions or expenditure data were provided to apply a suitable conversion factor.
- Going forward, we will establish baselines and tracking methodology for additional scope 3 emissions and include in our Climate Action Plan as well as annual disclosures. We participate in the American Institute of Architecture's (AIA) Large Firm Roundtable (LFRT) and will incorporate methodologies and standard practices consistent with peer firms in our industry.

RESILIENCY

HOK LA OFFICE I LEED CI PLATINUM

CLIMATE RISKS ACROSS OPERATIONS

As climate change intensifies, its detrimental effects are becoming increasingly evident worldwide. These impacts span across vital domains, affecting supply chains, environments, businesses, and communities. As a leader in our field, we recognize these challenges and are committed to mitigating their effects for our clients and our workforce. Climate-related disruptions, such as erratic and severe weather, not only hinder business operations but also raise health and safety concerns for our employees.

ACUTE IMPACTS

Flooding

Rising global temperatures have led to the melting of polar ice caps, contributing to higher sea levels and increased coastal flooding, a recognized concern for our offices in coastal cities. These areas are at heightened risk of flood-related infrastructure damage due to both higher sea levels and more intense rainfall, leading to flash flooding events. Such conditions not only threaten our physical office spaces but also disrupt commuting, power supplies, business operations, and supply chains, posing challenges to the infrastructure that surrounds our offices.

Wildfires

The increase in air pollution from wildfires, a phenomenon occurring both in the United States and around the world, has become a major concern. This escalation in air quality degradation not only can disrupt our operational continuity but could also pose health risks to our employees. In areas severely impacted by wildfires, this can pose a challenge to our operations. Factors such as compromised indoor air quality, infiltration of pollutants, disruption of natural habitats, and interruptions in power grids further exacerbate these challenges.

CHRONIC IMPACTS

Extreme Temperature

Extreme Temperatures with heat and cold presents the most significant climate risk, with far-reaching effects on operational efficiency and employee health and wellness. As climate conditions continue to spread, we look to prepare for the potential impact on our services, workforce, and the communities we serve. Peak energy demands, for heating and cooling can cause grid failures. Extreme temperatures can also cause further infrastructure damage in addition to systems risks such as pipe bursts, road damage, critical infrastructure access and more. In addition to physical risks, these can cause human risks to employee safety, health and wellness.

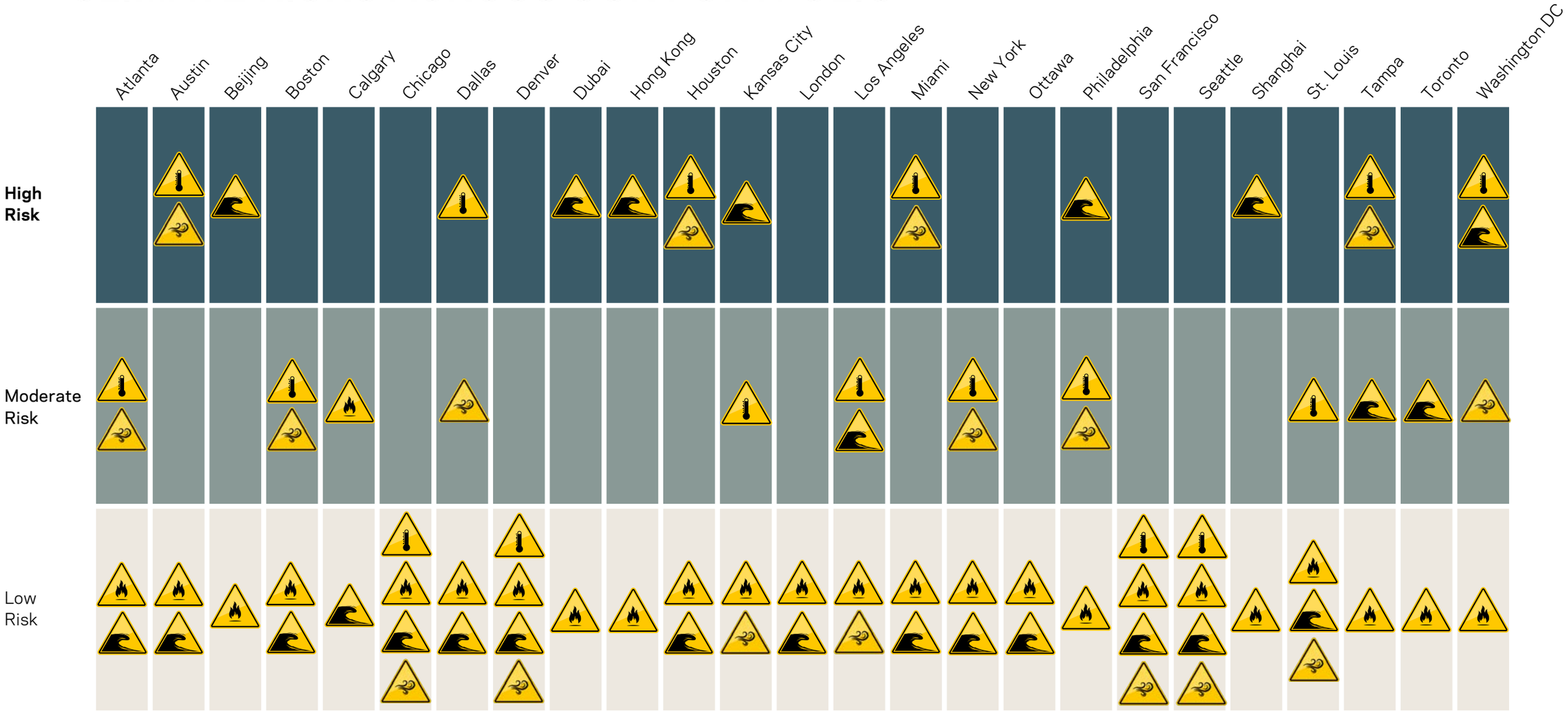
Extreme Wind

Extreme wind events, including hurricanes, typhoons, and tornadoes, creates risks to our operations, particularly in regions prone to these phenomena. High winds can cause direct damage to our facilities, including broken windows, roof damage, and structural failure, leading to costly repairs and potential disruptions in business activities. Also, windborne debris can increase the risk of injuries and fatalities among our employees. The indirect effects of extreme wind can include power outages, communication disruptions, and transportation challenges, all of which impact business continuity.

> Our approach to resiliency protects critical infrastructure, speeds recovery from natural disasters and allows buildings to adapt to an ever-changing environment.
>
> – Michele Van Hyfte, Sustainable Design Leader, Resiliency

HOK AUSTIN OFFICE

CLIMATE RISKS ACROSS OUR PORTFOLIO



For operations in the United States, the risk profile is assessed based on specific office location using the Risk Factor Tool which uses First Street Foundation's climate modeling data:
Low = 1-3 factor, Moderate = 4-6 factor, High = 7-10 factor

For operations outside the US, based on overall city risk exposure using the tools below:
Global Forest Watch Index for Wildfires: Low = 0-30, Moderate = 31-75, High = 76-100
World Resource Institute Water Risk Atlas: Low = 0-2, Medium = 2-3, High = 3-5

HOK HOUSTON OFFICE I LEED CI PLATINUM CERTIFIED

RESILIENT OPERATIONS

At HOK, the safety, health, and well-being of our employees are our top priorities. Each HR manager has access to AlertMedia to notify all staff by text with any instructions during an emergency. This system not only sends messages but also offers options for responses. We recognize that a secure and safe work environment is foundational to our success. Alongside this commitment, business continuity is seamlessly integrated into our operations, ensuring that our offices can maintain continuous functionality. Our approach leverages a combination of cloud storage, remote access capabilities, and virtualization technologies to keep our data secure and accessible. By standardizing our technology infrastructure, implementing redundant communication links, and maintaining a reliable backup strategy, we support the confidentiality, integrity, and availability of HOK data across all our offices. The details below outline the specific measures we have in place to achieve resilient and adaptive business continuity.

BUSINESS CONTINUITY

The items below collectively enable HOK offices to address concerns over business continuity without the need to execute a complex disaster recovery plan. It is simply baked into the design.

- Redundant Cloud Storage: HOK data is stored primarily in the Microsoft Azure cloud where it is replicated three times.
- Nasuni Storage Presentation: Azure data is presented to staff and accessed through a Nasuni appliance (per office) which is “pinned” to Azure data. In the event of an unforeseen office closure, Azure data can be pinned to another office’s Nasuni appliance, nearly eliminating any downtime.
- Remote Desktop: When working from home or another remote location, HOK staff have the ability to access their HOK office computers with an HOK-issued endpoint or personal device. In the event an office cannot be physically accessed, staff are equipped to “remote” into their computers without being on-site.
- Virtualization: If staff are unable to access their office computer remotely, they can also launch applications virtually through Citrix Virtual App servers, which are located in each office throughout HOK’s network.
- Remote Access VPN: HOK data can also be accessed directly using a VPN client from Palo Alto Networks called GlobalProtect.

From an IT Services perspective, we have built a resilient and redundant technology infrastructure to support maintaining the confidentiality, integrity, and availability of HOK data for business continuity purposes. HOK’s strategy includes standardization, redundancy, and a secure and consistent backup strategy:

- Standardization: Technology infrastructure, hardware, systems, and software are standardized across the firm and local offices.
- Redundancy: Each office maintains centrally managed network infrastructure, redundant communication links, and each office is connected to every other HOK office through a fully meshed and secure SD-WAN infrastructure.
- Backup Strategy: HOK data is securely backed up off-site on a continuous basis with snapshots taken every 10 minutes.

RESILIENT OPERATIONS

Along with communications links and reliable off-site backups, we provide a flexible work environment and the resiliency needed to meet HOK business requirements. Each HOK office acts as an alternate processing site and alternate working site for every other HOK office in case of unforeseen events or disasters. This means HOK data can be restored and made accessible via alternate sites in a matter of minutes.

BACKUP AND RECOVERY

- Continuous Backup: All user-generated data is continuously backed up. Delta changes are tracked, allowing HOK's IT group to recover at nearly any point in time.
- Server Virtualization: All servers are virtualized and backed up daily. Any one server can be recovered within a few hours and often within just a few minutes.

COMMUNICATIONS

- Email Access: All HOK staff have access to email in Microsoft's Office 365 cloud from both HOK and personal devices.
- Mass Communication: All cell phones (personal or HOK issued) are registered into HOK's SMS text-based mass communication system called AlertMedia.
- Telephone Services: HOK telephone services are available to all HOK devices using the Webex client (formerly Jabber), which only requires internet access.
- Messaging: Microsoft Teams is a communication and collaboration platform that is available to all staff. Staff can access this from any HOK computer and personal devices.

"Our global reach requires we have the infrastructure and security in place to quickly and confidently share data around the world. Our IT team takes that responsibility seriously by constantly monitoring and solving for new and impending challenges."

– John Bartolomi, Chief Information Officer

HOK MIAMI OFFICE

DESIGN PORTFOLIO

LAGUARDIA TERMINAL B I LEED NC GOLD I ENVISION PLATINUM RATED I DESIGNED FOR SEA LEVEL RISE

HONEYWELL HQ I LEED NC GOLD

SUSTAINABILITY DESIGN APPROACH

HOK's potential for climate impact through our project work is estimated to be 117x greater than that of our firm operations. Our architectural approach is grounded in building science and sustainable practices, focusing on creating high-performance, resilient, and healthy environments. Our projects cover a diverse range of scales, from individual buildings to extensive urban designs. Our methodical 6-step process for high performance design is aimed at optimizing resource use in a holistic manner. We aim to integrate sustainability into every building phase, from design and construction to operations.

In our pursuit of sustainable objectives for projects, we conduct climate analyses, engage in environmental and energy modeling, perform life-cycle assessments, and explore opportunities for passive and climate-responsive design. Our commitment also encompasses resilient and regenerative design practices, alongside a focus on human health, well-being, and equity.

For decades HOK has innovated in decarbonization, sustainability, resiliency, and human health design measures. This long-standing commitment is now formally tracked and reported through industry commitments and protocols. We ensure our work exceeds expectations for sustainable design, demonstrating our strong commitment to the environment and the communities we serve.

455+ sustainability certified projects encompassing

150 million square feet

413 LEED certified projects encompassing

138 million square feet

"We believe in making a positive impact to the world by shaping the built environment in the service of community and nature. HOK's regenerative design process enhances a development's ecosystem performance beyond the native habitat, ultimately producing carbon-and nature-positive results."

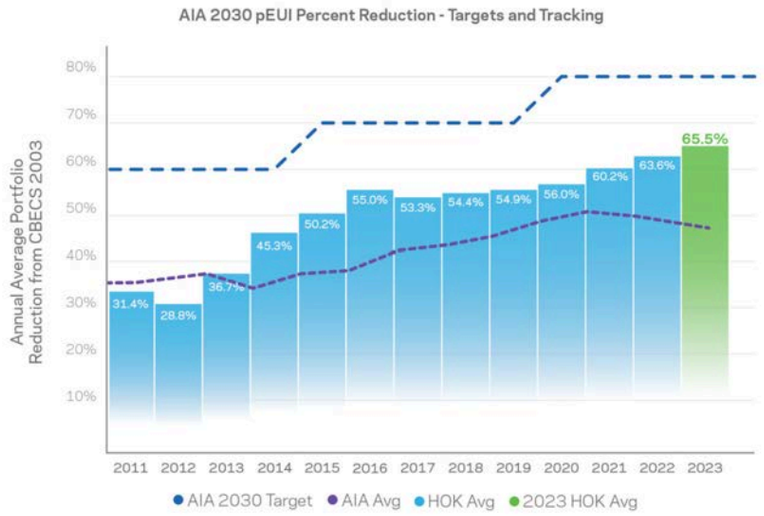
– Sean Quinn, Director of Regenerative Design

REDUCING CLIENTS SCOPE 1, 2 & 3 EMISSIONS THROUGH OUR DESIGN

HOK is committed to reducing carbon emissions not just within our own operations, but also in the work we do for our clients and communities. Through our innovative design practice, we actively integrate sustainability into every project, significantly contributing to the reduction of carbon emissions across the built environment. Our approach involves early integration of project specific sustainable design targets that drive decision making for energy-efficient design strategies, utilizing sustainable embodied carbon reducing materials, and advocating for green building codes and third-party standards. Our practice not only helps our clients achieve their environmental and occupant wellness goals but makes a broader contribution to combating climate change.

A key firmwide design goal is to reduce the operational carbon emissions of our projects, tracked by predictive energy modeling on each project. Annual review of modeled data demonstrates reduced carbon emissions compared to CBECS 2003 baselines, totaling about 85 thousand tons. This is a significant reduction, and it represents a milestone that underscores our dedication to sustainable practices in alignment with our Climate Action Plan.

As an early signatory to the AIA's 2030 Commitment for carbon neutrality in new construction and major renovations of whole buildings by 2030, HOK has been actively contributing energy performance data to the AIA Design Data Exchange for over twelve years. In 2023, our projects achieved a 65.5% reduction in energy use intensity (EUI) over the program's CBECS 2003 baselines, surpassing the industry average of 50%. This translates to avoiding 475,950 metric tons of CO_2 emissions annually, amounting to a cumulative savings of over 28.6 million $mtCO_2e$ over 60 years.



ACCENTURE INNOVATION HUB I LEED CI GOLD AND WELL PLATINUM

CARBON COMMITMENTS ACROSS OUR DESIGN PORTFOLIO

As a globally recognized architecture, engineering, and planning firm, HOK's commitment to sustainability is supported through our leadership and alignment with several key initiatives, including AIA 2030, ASLA 2040, MEP 2040, SE 2050, AIA Materials Pledge, Interior Design Pledge for Positive Impact, and the HOK Interior Material Sustainability Initiative.

At HOK, our dedication to decarbonization and transparency is integral to our global design portfolio. We have set clear targets to achieve operational carbon neutrality in our design portfolio by 2030. This includes reducing embodied carbon in structural systems 50% by 2030. Additionally, we aim to reach carbon neutrality in refrigerants, MEP systems, and site design by 2040. Our long-term goal is to achieve embodied carbon neutrality by 2050. We are expanding this commitment to embodied carbon reduction to address building enclosures and interior fitouts as well. To support these efforts, we strive to advance research and innovation, ensuring our strategies are both forward-thinking and impactful.

Our design commitments reflect our dedication to responsible design and environmental stewardship. HOK has also engaged in 20 net-zero or carbon-neutral projects at various stages, from design to verification, demonstrating our leadership in sustainable design, construction, and embodied carbon management.

> We recognize the connection between climate change and the built environment. We're engineering solutions to make all aspects of building design cleaner, greener and healthier for people and the planet, and more resilient to increasing environmental challenges.
>
> – Matt Breidenthal, Director of Engineering

1771 N STREET I LEED GOLD RENOVATION

SCOPE 3
INDIRECT EMISSIONS - DESIGN COMMITTMENTS

AIA 2030

Embracing the AIA's 2030 Commitment, HOK has been a frontrunner in aiming for carbon neutrality in new construction and major renovation whole building projects by the year 2030. We have consistently contributed to the AIA Design Data Exchange for over twelve years, tracking and setting benchmarks for energy performance in the industry. In 2023, our projects demonstrated a notable achievement with a 65.5% reduction in energy use intensity (EUI) over the program set CBECS 2003 baselines, surpassing the industry average reduction of 50%. This achievement translates to avoiding approximately 475,950 metric tons of CO2 emissions annually, which amounts to a significant cumulative savings of 28,557,000 mtCO2e over a standard 60-year lifespan.

HOK's approach has been to focus on optimizing building performance to reduce energy usage, rather than mainly relying on grid decarbonization or renewable energy sources. Additionally, we address clients' scope 1, 2 and 3 emissions through HOK's 6 Steps to Sustainability incorporating strategies like climate responsive facade optimization, energy conscious programming, load reduction, electrification, selection of efficient mechanical and plumbing systems, and the design for on-site renewable energy sources. This approach has put HOK on a promising path to achieve the 2030 carbon neutrality objective.

As we work toward an operational energy carbon-neutral portfolio, we are committed to delivering net-zero energy, operational carbon neutral, or net zero ready projects. HOK has several projects in design, construction, and operation that have achieved a net zero or carbon neutral status, showing our deep commitment to sustainable architecture.

SE 2050

HOK is an active participant in the SE 2050 (Structural Engineering) Commitment Program, an initiative aimed at reducing and ultimately eliminating embodied carbon in structural systems. The program sets a challenging goal to halve embodied carbon in all projects by 2030 and to achieve its complete eradication by 2050.

HOK's design strategies play a pivotal role in helping clients address scope 3 emissions. By integrating circular design principles, they focus on the lifecycle of materials, advocating for reuse and recycling to minimize waste. HOK's design approach reduces the quantity of materials required, leading to less embodied carbon. Furthermore, our selection of materials with a lower carbon footprint and advocating for the decarbonization of these materials through enhanced specifications significantly contribute to reducing the overall carbon impact of their projects for clients.

Embodied carbon, which encompasses the greenhouse gas emissions produced during the manufacturing, transportation, installation, and disposal of building materials, is increasingly critical in the selection of structural systems. This is particularly relevant given that materials like concrete and steel can account for more than half of a building project's embodied carbon.

The SE 2050 Commitment Program provides architecture, engineering, and construction firms with tools and methodologies to meet the ambitious carbon neutrality goals outlined in the SE 2050 Challenge. This initiative emphasizes the importance of education, accurate reporting, active engagement, and advocacy for effective strategies to diminish embodied carbon in building projects.

MEP 2040

HOK has committed to the MEP 2040 (Mechanical, Electrical & Plumbing) Challenge, an initiative led by the Carbon Leadership Forum, aiming to eliminate embodied carbon in mechanical, electrical, and plumbing (MEP) systems in buildings by 2040. In addition, the aim is to eliminate operational carbon for MEP systems by 2030, in alignment with the AIA 2030 Challenge. HOK focuses on selecting low or no GWP (Global Warming Potential) refrigerants and optimizing the layout and equipment to address clients scope 1 emissions and to reduce embodied carbon in systems design to address clients scope 3 emissions. This approach underscores HOK's dedication to carbon neutrality, enhancing collaboration across disciplines and promoting sustainability and transparency in their projects.

The MEP 2040 Challenge, proposed by the Carbon Leadership Forum, is a data-driven commitment aimed at lifecycle decarbonization for MEP design and manufacturing firms. It highlights the significant role of building systems engineers in reducing both operational and embodied carbon in MEP systems, which encompasses mechanical equipment, sourcing, delivery, and refrigerants. The challenge focuses on four key areas: education, reporting, implementing carbon reduction strategies, and advocacy.

In our pursuit of larger goals, such as creating net-zero operational energy buildings, HOK's engineering practice also collaborates with consultants and manufacturers. We aim to use low Global Warming Potential (GWP) refrigerants and provide Environmental Product Declarations (EPDs) for MEP system components. This approach not only promotes sustainability but also ensures transparency in our projects.

ASLA 2040

HOK endorses the ASLA (American Society of Landscape Architects) 2040 initiative, which aims to leverage site design and landscape solutions to support zero embodied and operational carbon emissions by 2030, while increasing carbon sequestration in our landscapes and hardscapes. We collaborate with stakeholders to understand the economic benefits of measurable ecosystem services, health co-benefits, sequestration, green jobs, address climate justice and restoring ecosystems and fostering biodiversity.

By supporting this initiative, HOK aims to address and reduce scope 1, 2, and 3 emissions for our clients. As part of our sustainability approach, we are dedicated to exploring and implementing on-site renewable energy generation in our projects to help clients reduce their direct greenhouse gas emissions. This approach not only minimizes the carbon footprint of projects but also showcases the potential of renewable energy in sustainable landscape design and communicates our clients' commitment to climate action.

HOK prioritizes energy reduction through energy-efficient site lighting, irrigation, and water feature solutions. By designing efficient landscape and site lighting, as well as water features and irrigation systems, we aim to lower indirect emissions associated with purchased electricity, water use, and the embodied carbon of water.

Additionally, HOK focuses on reducing embodied carbon throughout our landscape work by selecting low-carbon and carbon-sequestering site hardscape materials, which effectively capture and store atmospheric carbon dioxide. Our landscape design approach integrates strategic plant selection to reduce carbon emissions from plant sourcing and transport, enhance carbon sequestration, resilience, and biodiversity.

SCOPE 3

INDIRECT EMISSIONS - DESIGN COMITTMENTS

AIA MATERIALS PLEDGE / INTERIOR DESIGN PLEDGE FOR POSITIVE IMPACT / HOK SUSTAINABLE MATERIALS INITIATIVE

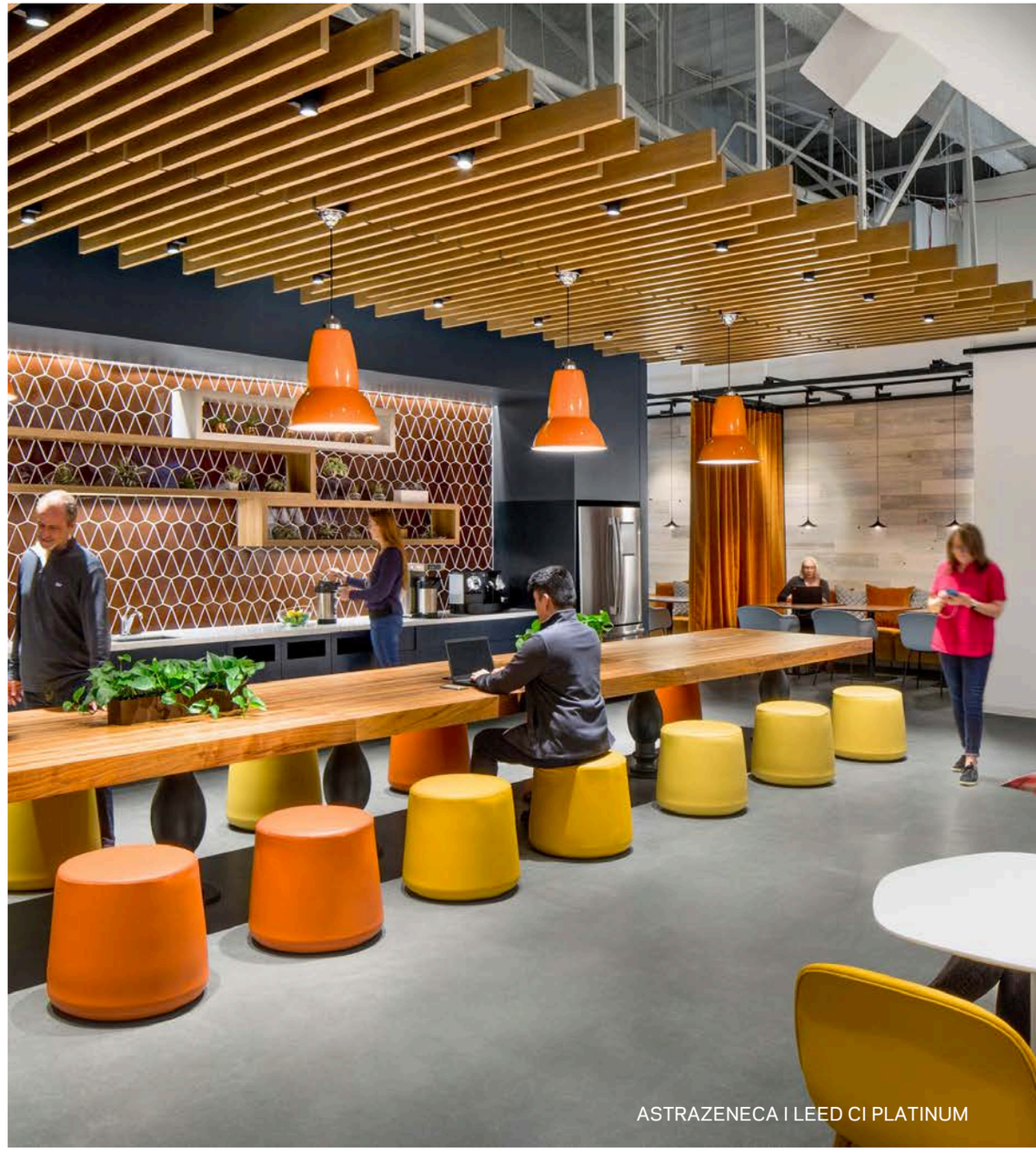
Aligning with AIA Material Materials Pledge and Interior Design pledge for Positive Impact (both follow the Mindful Materials framework), HOK has been tracking sustainable interior materials equitably on all interior projects firmwide since 2020 though the HOK Interior Materials Sustainability Initiative, which tracks embodied carbon, material health, sustainable sourcing, bio-based, re-use of materials and social responsibility.

We address scope 1 emissions by encouraging the use of non-combustion equipment for food service and other operations, reducing direct emissions from fossil fuel-based sources. We address our clients scope 2 emissions, which relate to indirect emissions from electricity use, with focusing on designing for efficiency such as optimizing daylight, reducing the need for artificial lighting and selection of ENERGY STAR (or international equivalent) equipment and appliances. We also address clients scope 3 emissions, which involve the lifecycle impacts of materials, that includes using low embodied carbon materials and promoting circularity, thus minimizing carbon from material extraction, transport, production, use and disposal. Our adaptive design approach ensures projects meet current and future sustainability standards, with support from our manufacturers, consultants, and vendors.

As a committed signatory to the AIA Materials Pledge, HOK adheres to an aspirational definition of sustainable materials that prioritize human health, climate health, ecosystem health, and social health and equity, all within the framework of a circular economy. HOK also proudly stands as a founding member and sponsor of the Health Product Declaration Collaborative, setting industry standards for disclosing the content and health implications of building products.

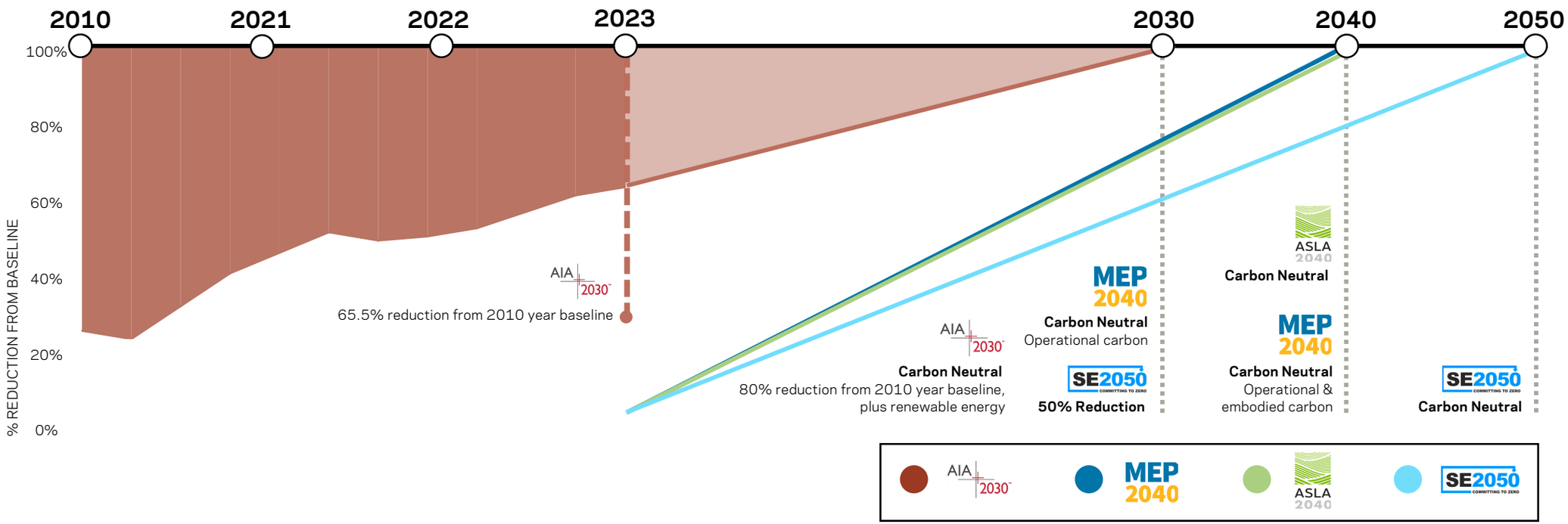
We are also proud signatories of the Interior Design Pledge for Positive Impact, an initiative that aligns with the principles of the Mindful Materials framework. This pledge reflects our commitment to creating interior spaces that prioritize health, well-being, and sustainability. By adhering to the Mindful Materials framework, we ensure that our design choices are not only aesthetically pleasing but also environmentally responsible, promoting the use of materials that have a positive impact on both people and the planet. HOK is also a Mindful Materials Forum member and is participating in the development of a digital industry-wide materials tracking system. In addition to environmental disclosure, attending the Design for Freedom Summit inspired the addition of social responsibility tracking for manufacturers.

> HOK is setting the standard for sustainability in interior design. Our Material Tracking Tool records the embodied carbon, green chemistry, sustainable sourcing and bio-based content of all materials used in interior projects. Using these insights, we're creating spaces that are healthier and more environmentally friendly than ever.
>
> – Christine Vandover, Senior Project Interior Designer



ASTRAZENECA I LEED CI PLATINUM

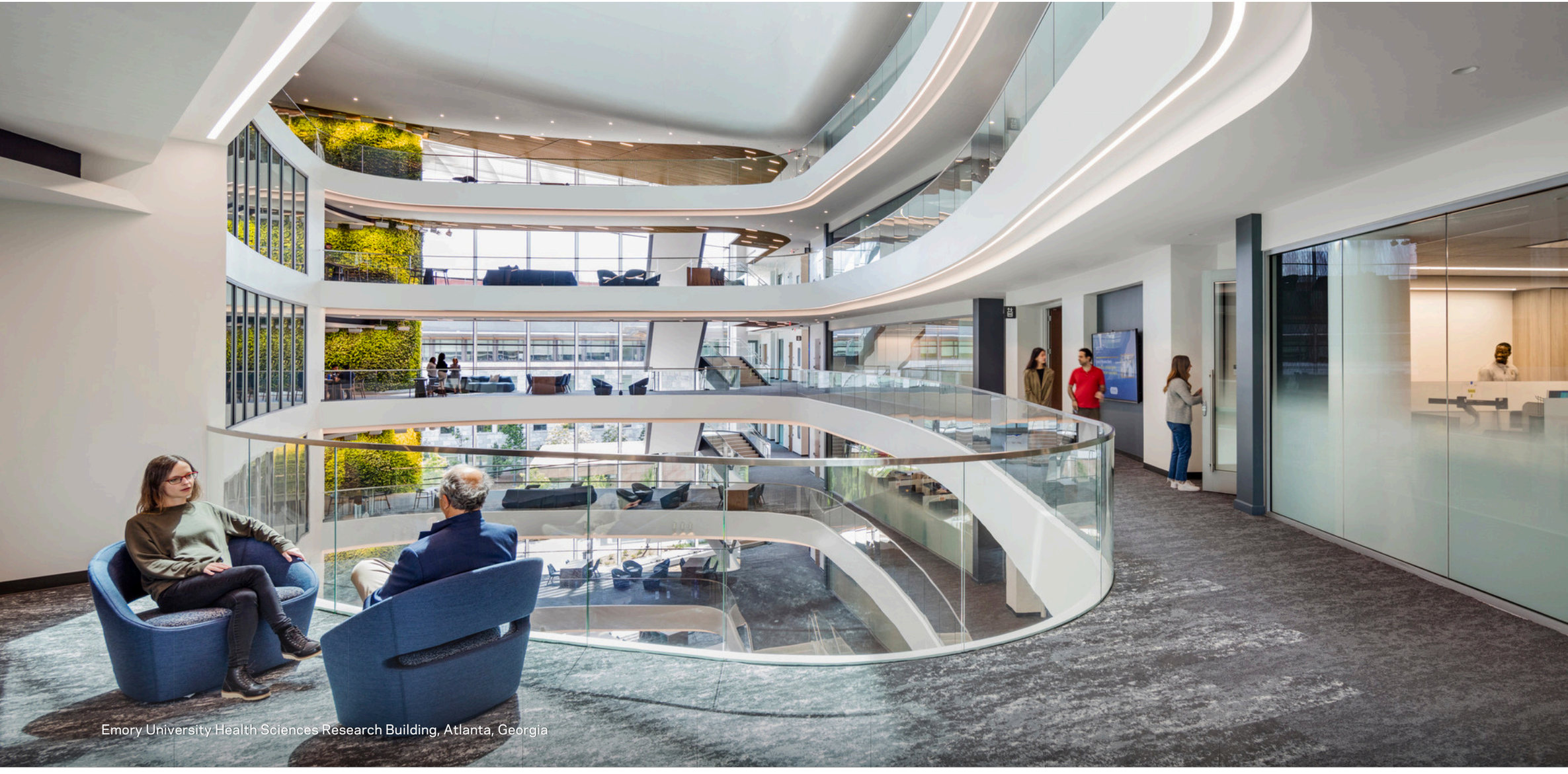
CLIMATE ACTION TIMELINE - DESIGN PORTFOLIO



PROJECTS

NEW YORK CITY FC STADIUM I FIRST FULLY ELECTRIFIED STADIUM IN MAJOR LEAGUE SOCCER

DECARBONIZATION FOCUS: LEED NC Gold, High performance/low-EUI design, 20% reduction in structural embodied carbon, PV-ready
RESILIENCY FOCUS: 30% of the previously disturbed site area restored to greenspace, water reclamation and water security



Emory University Health Sciences Research Building, Atlanta, Georgia

DECARBONIZATION FOCUS: LEED NC Gold, 32% energy use reduction, 60% on-site renewable energy

RESILIENCY FOCUS: Restored over 50% of the impervious areas to natural landscape that reduces the site's runoff and contributes to mitigating flash flood risk for surrounding areas, 210 trees and 128,300 sq ft of wildflower meadow were added to the site

Howard County Courthouse, Ellicott City, Maryland

DECARBONIZATION FOCUS: LEED NC Platinum, Net Zero, 100% electric, 100% renewable energy through community solar, High performing facade and structure

RESILIENCY FOCUS: High-risk seismic structure, back-up power system

10th and O Street State Office Building, Sacramento, California

DECARBONIZATION FOCUS: LEED NC Platinum, 52% carbon emissions reduction, 30% on-site renewable energy, EV charging
RESILIENCY FOCUS: 1,500 mature trees added, 50% more green space, restored wetland and enhanced biodiversity

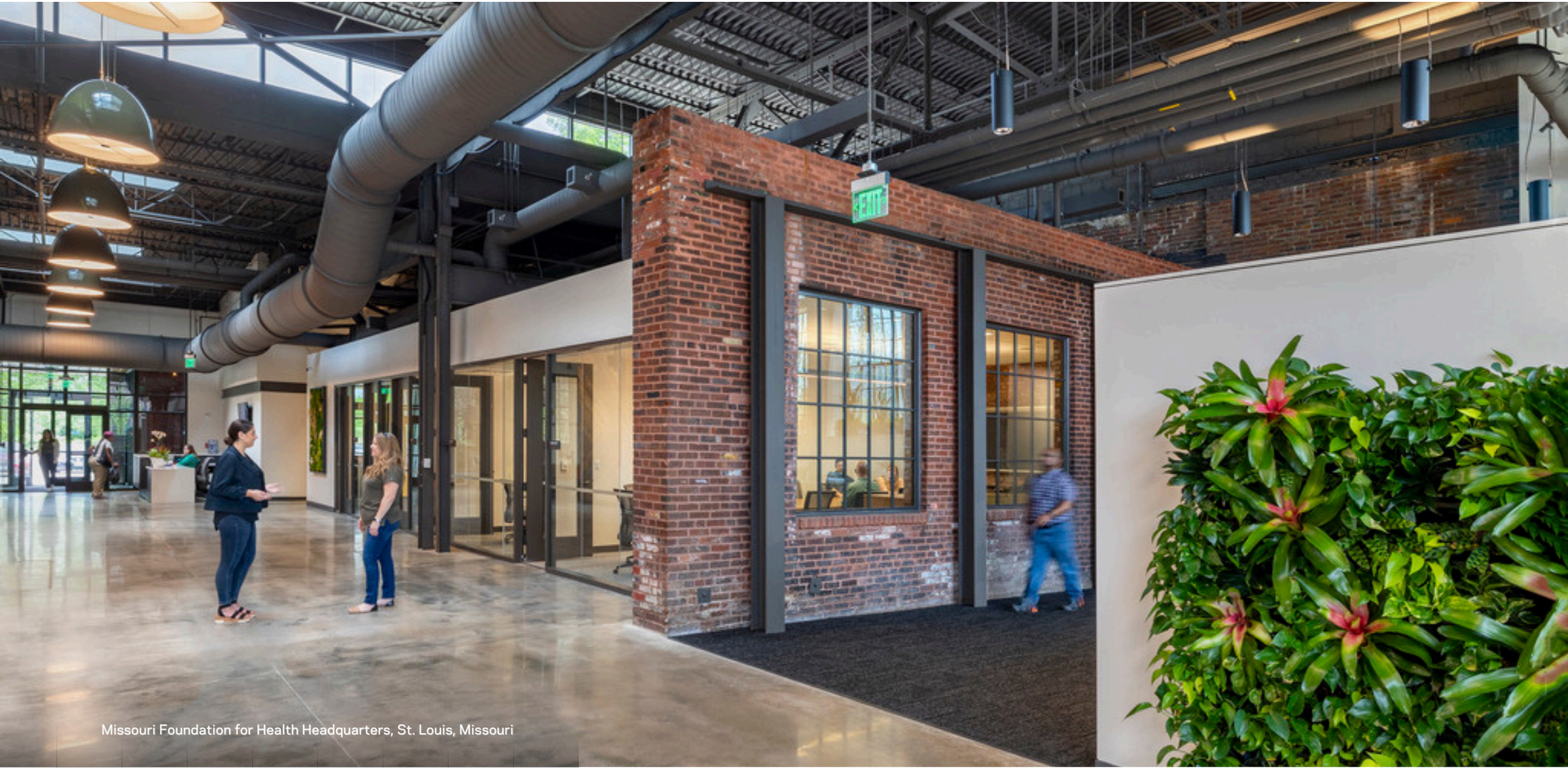
LG North America, Englewood Cliffs, New Jersey

DECARBONIZATION FOCUS: Targeting LEED NC Platinum, 100% electric, Net zero, 59% embodied carbon reduction over a new replacement baseline
RESILIENCY FOCUS: Seismic retrofit including reinforced concrete shear walls, new foundation and steel collector elements

Frank E. Moss U.S. Courthouse, Salt Lake City, Utah

DECARBONIZATION FOCUS: LEED NC Certified, renovated industrial building with all existing brick, structural steel and reclaimed wood retained

RESILIENCY FOCUS: Rain gardens and permeable paving for overflow events, reduced parking increased green space while decreasing stormwater runoff



Missouri Foundation for Health Headquarters, St. Louis, Missouri

DECARBONIZATION FOCUS: Targeting LEED NC Gold and Net Zero, 100% electric, 100% clean energy from on-site and off-site solar

RESILIENCY FOCUS: Sustainable landscape for storm water management, back-up power system

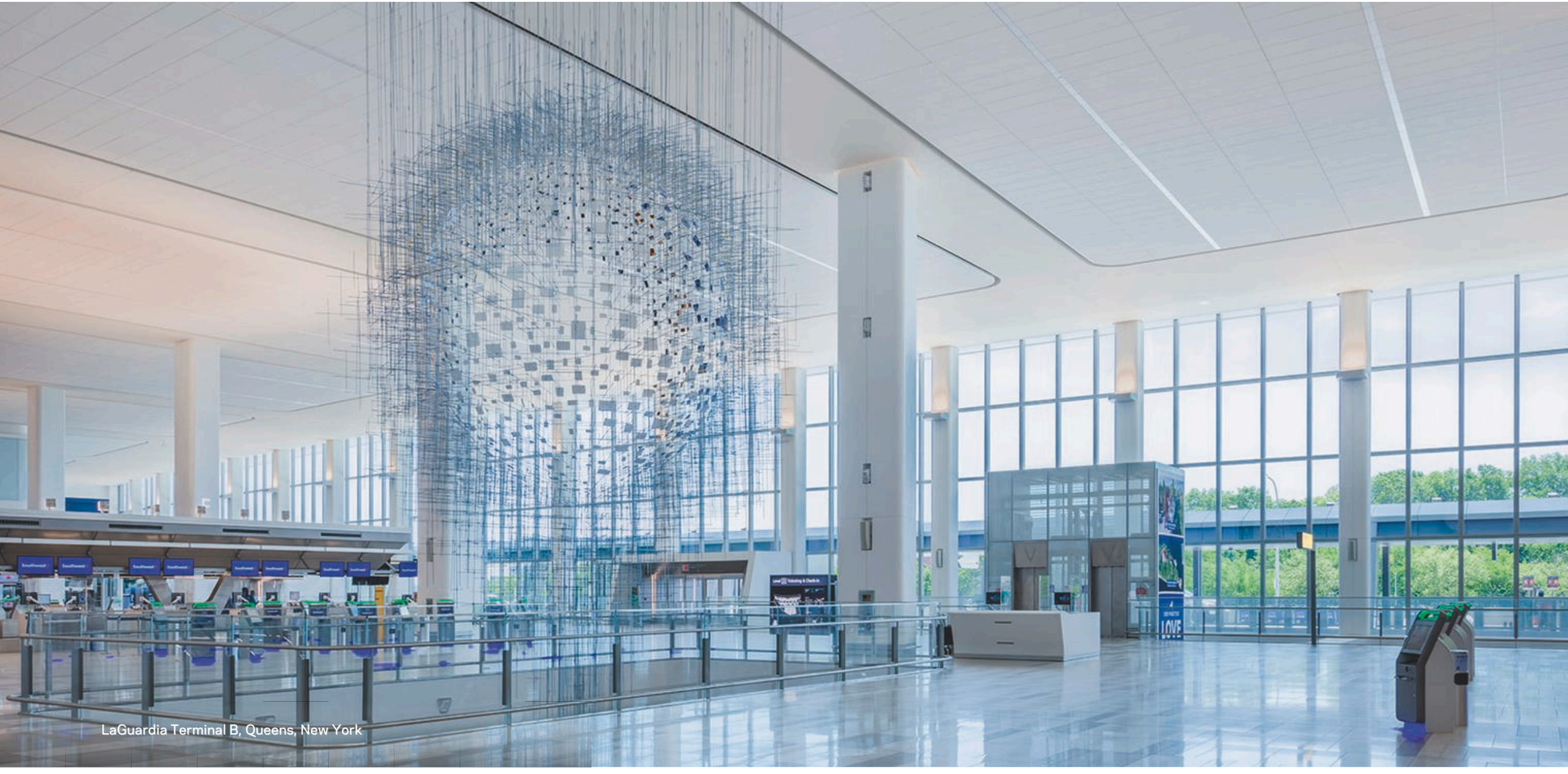
Western State Hospital Behavioral Health Facility, Lakewood, Washington

DECARBONIZATION FOCUS: Targeting LEED NC Platinum, Net Zero, historic preservation and retrofit, off-site renewable energy

Centre Block Rehabilitation, Ottawa, Ontario

DECARBONIZATION FOCUS: LEED Gold and Envision Platinum rated, electric-powered ground power units and pre-conditioned air units, ground support equipment electrification program, 500 tons of steel saved through bridge design, solar site lighting

RESILIENCY FOCUS: Flood hazard mitigation, continuous operations during construction, design for sea level rise



LaGuardia Terminal B, Queens, New York

RESILIENCY FOCUS: Resilient structural design withstood catastrophic Hurricane Ian, back-up power system, building served as the emergency command center for response and recovery efforts

Luminary Hotel & Co., Fort Myers, Florida

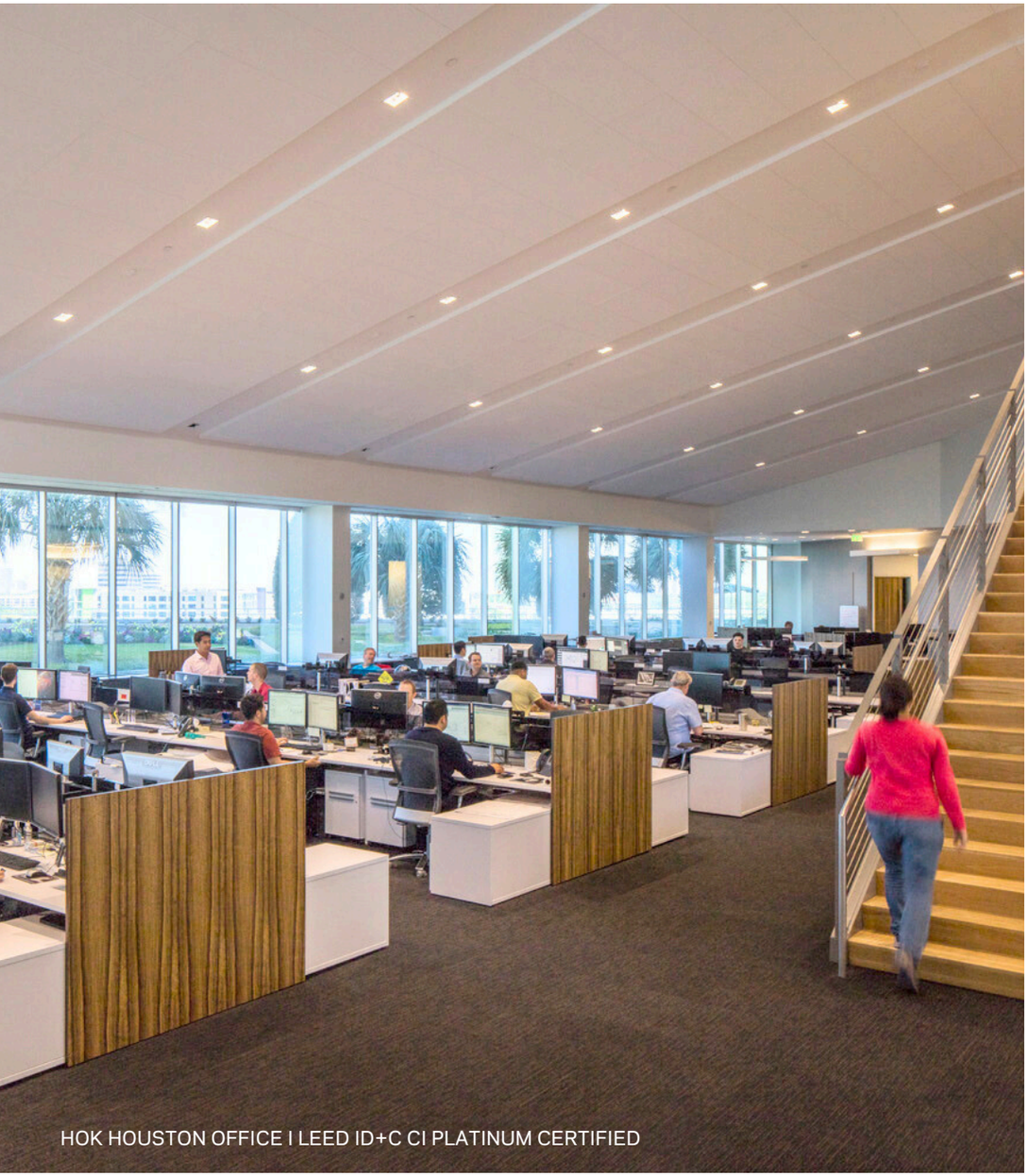
DECARBONIZATION FOCUS: First fully electrified stadium in Major League Soccer, on-site clean energy, embodied carbon reduction strategies including using locally sourced materials

RESILIENCY FOCUS: Emergency backup generator in case of utility power outage, rainwater harvesting and reuse, regional flood mitigation

New York City FC Stadium, Queens, New York

CONCLUSION

HOK MIAMI OFFICE



HOK HOUSTON OFFICE I LEED ID+C CI PLATINUM CERTIFIED

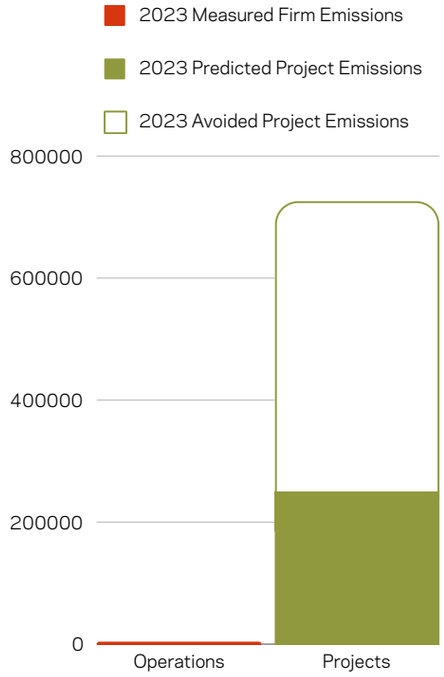
CONCLUSION

HOK's Climate Action Plan serves as a preliminary confirmation of our Science Based Targets, and a conceptual roadmap for our decarbonization journey, guiding our efforts toward achieving carbon neutrality across our operational portfolio. As we build on our scope 1 and 2 baselines, and incorporate a broader range of scope 3 emissions, this Climate Action Plan will be iteratively updated, reflecting our ongoing progress and commitment to reducing emissions through a combination of reduction strategies and the strategic purchase of carbon offsets.

Moving forward, we plan to validate our climate targets with the Science Based Targets initiative (SBTi) and to build annual emissions reporting through CDP, so that our goals are scientifically grounded, our progress is transparent and accountable, and our metrics are internationally recognized.

In 2023, HOK reported a total of 4,055 metric tons CO2e. We achieved carbon neutrality across our operational portfolio for 2023 (scopes 1, 2 and 3-Business Travel) through reduction strategies and offsets. Our greatest impact, however, is through our design portfolio. Our design portfolio is integral to our decarbonization commitment, with projects in our 2023 portfolio designed to avoid annual emissions of 475,950 MT CO2e and projected to reduce 28.6 million metric tons over their lifespan. While HOK is committed to climate action in both our firm operations and in our design portfolio, this demonstrates that our design commitments have over 117x the impact of our operational footprint, and underscores why we place so much emphasis on our design decarbonization commitments, as well as our leadership and influence in the design industry.

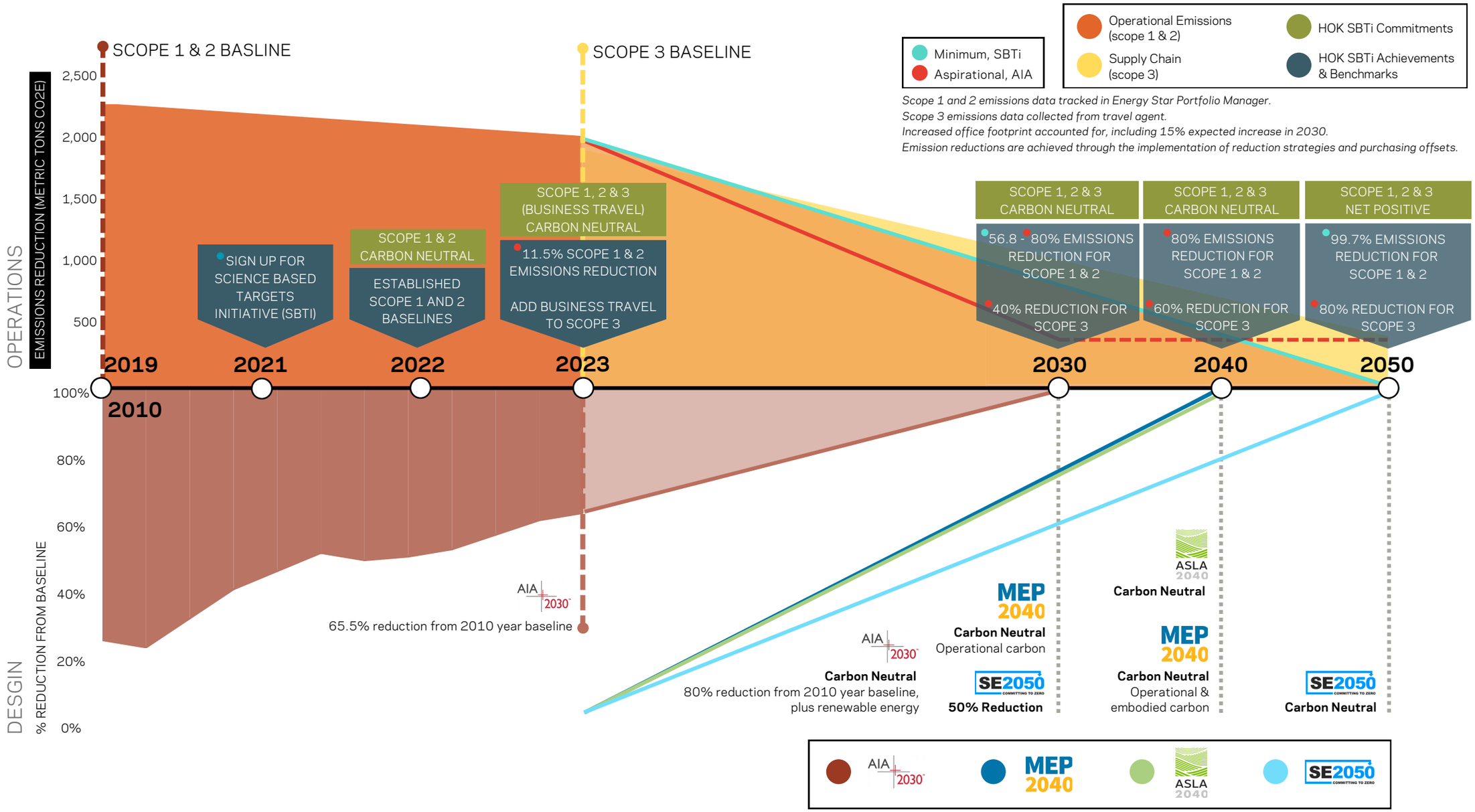
2023 OPERATIONAL VS PROJECT EMISSIONS



"HOK is committed to climate action in both our firm operations and in our design portfolio; the magnitude of impact we have through design is why we focus on our influence and our leadership in the industry."

– Anica Landreneau, Director of Sustainable Design

CLIMATE ACTION TIMELINE - OPERATIONS & DESIGN PORTFOLIO



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