

HOK's 2025 ESG Report

Making a Difference by Design

People | Planet | Community Prosperity | Governance





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About HOK

HOK is a global design, architecture, engineering and planning firm with 1,700 people collaborating across 27 offices on three continents. We are a collective of future-forward thinkers and designers driven to face the critical challenges of our time. We are dedicated to improving people's lives, serving our clients and healing the planet. Together, we cultivate a culture of design excellence at the confluence of art and science, blending the power of creative expression with a clear sense of purpose.

MARKET-BASED EXPERIENCE

Our experts bring deep market knowledge and specialized expertise to every design opportunity. We serve a broad spectrum of sectors, including:

- Aviation + Transportation
- Civic + Justice
- Corporate + Commercial
- Federal Government
- Healthcare
- Higher Education
- Lifestyle
- Mixed-Use
- Renovation + Refurbishment
- Science + Technology
- Sports + Recreation + Entertainment

HOLISTIC DESIGN APPROACH

We approach design challenges from multiple perspectives, blending creative expression with rigorous problem-solving. Our teams integrate services such as:

- Architecture
- Consulting
- Engineering
- Experience Design
- Interiors
- Landscape Architecture
- Lighting Design
- Planning + Urban Design
- Sustainable Design



A Message From Our Co-CEOs

We've always believed design can lift people up, solve our clients' problems and heal the planet. Today, with environmental pressures mounting, inequities persisting and expectations shifting fast, that belief drives us more than ever. Our 2025 Making a Difference by Design report describes how we're tackling these challenges head-on, weaving together the efforts of our global teams across four pillars: People, Planet, Community Prosperity and Governance.

Let's start with People. HOK's Diversity Advisory Council fosters inclusion and equal opportunity through emerging talent competitions and summits, strategic partnerships, scholarships, mentoring initiatives and more. Grassroots initiatives have led to more equitable designs and the global rollout of our new Designing for Everyone toolkit, embedding these principles into HOK's culture and work.

Then there's Planet. Sustainability is baked into what we do, and our teams continue to push boundaries. We're on track to make our building portfolio carbon-neutral by 2030, already cutting 1,027,785 metric tons of CO2 emissions annually with high-performance design.

In 2024, we published our Climate Action Plan, a roadmap to address the challenges of climate change across our global operations. We achieved carbon neutrality for all Scope 1 and 2 emissions in 2022 through offsets. In 2024, we expanded this to include material Scope 3 categories and remained carbon neutral. This year, we set SBTi-verified Scope 1, 2 and 3 emissions reduction targets for 2030 and 2050.

With Community Prosperity, we're working to leave neighborhoods better off. In 2024, our people gave 2,500 volunteer hours and donated \$267,000 to local causes. Beyond these direct contributions, our projects drive economic value by creating sustainable jobs and resilient infrastructure that support long-term community vitality.

Governance is our backbone. HOK's governance policies uphold the highest ethical standards through extensive training and a culture of integrity. Because we are a 100% employee-owned firm, our leaders all have a personal stake in our collective success.

Our work matters. HOK's goal is to create spaces and buildings that make a difference in the world by being sustainable and welcoming for all. This report shows how we're doing that. We're proud of the difference our people continue to make and grateful to our team, clients and partners.

Eli Hoisington Susan Klumpp Williams
Co-CEO Co-CEO, Member, Diversity Advisory Council

Framework and Methodology

We recognize that ESG is a journey, and our approach to reporting is evolving. It is not just an exercise in transparency—it is a blueprint for transformation. We view our sustainability disclosures as both a means of accountability and a lever for strategic change. This report outlines our current performance, ambitions and pathways across environmental, social and governance areas.

EVOLVING OUR ESG REPORTING APPROACH

As part of our commitment to transparency and global best practices, HOK is enhancing our ESG reporting framework. We are transitioning to a biennial reporting cycle and aligning with globally recognized standards. This improves our ability to consistently measure and report ESG impacts, set ambitious goals and track progress transparently.

In this report, HOK is aligning with the World Economic Forum's holistic framework, organizing our efforts around four core pillars: People, Planet, Community Prosperity and Governance.

By our next reporting cycle, we plan to report with reference to the Global Reporting Institute ("GRI") Standards, meaning we will use select GRI Standards or select parts of their content. This approach allows us to maintain quality and clarity while demonstrating our commitment to continuously improving how we measure and communicate our ESG impact.



HOK chose the GRI Standards for their credibility, stakeholder inclusiveness and alignment with other global frameworks, such as CDP, SASB, the UN SDGs and IFRS/ISSB. In addition to select General Disclosures, GRI standards under consideration for our next report include:

- **GRI 102 Climate Change (2025):** Measuring and reporting our greenhouse gas emissions across Scopes 1, 2 and 3.
- **GRI 103 Energy (2025):** Tracking energy consumption within our operations and projects.
- **GRI 201 Economic Performance (2016):** Measuring our direct economic value generated and distributed.
- **GRI 205 Anti-Corruption (2016):** Reporting our anti-corruption policies and practices.
- **GRI 401 Employment (2016):** Reporting on our employee recruitment, benefits and retention.
- **GRI 403 Occupational Health and Safety (2018):** Documenting our workplace safety programs and measuring performance.
- **GRI 404 Training and Education (2016):** Measuring our investment in employee skills development.
- **GRI 405 Diversity and Equal Opportunity (2016):** Tracking our progress toward a more diverse and inclusive workplace.

Additionally, we will continue to align our ESG initiatives and reporting with widely recognized industry frameworks and best practices. These include:

- **AIA 2030 Commitment:** For carbon neutrality in building design.
- **SE 2050 Commitment:** For eliminating embodied carbon in structural systems.
- **MEP 2040 Challenge:** For reducing embodied carbon in mechanical, electrical and plumbing systems.
- **ASLA 2040 Initiative:** For achieving zero carbon in site and landscape design.
- **Project Certification Standards:** LEED, WELL, Fitwel, BREEAM, SITES and others.
- **Health Product Declaration Collaborative (HPDC):** For material transparency.

These changes demonstrate HOK's commitment to advancing and evolving our practices over time through consistent measurement, transparent reporting and stakeholder engagement.



People

HOK's commitment to people spans equal opportunity, mentoring and professional development, social responsibility and inclusive spaces. As a global firm, our goal is to foster a supportive culture for all employees while delivering designs that promote equity and well-being.

Dignity and Equality

COMMITMENT TO EQUAL OPPORTUNITY

Dignity and equality begins with a commitment to equal opportunity. This commitment has always been part of HOK's DNA. We are committed to expanding opportunities for all individuals without regard to race, color, religion, gender, age, national origin, sexual orientation, gender identity, disability, veteran status or any other characteristic. Each person is valued for their background, talent, expertise, perspective, skills and qualifications.

"The best design comes from a variety of people and perspectives. Increasing and celebrating diversity in our practice is paramount to our success and helps ensure we create spaces that work for all people and continue to help diversify the design industry."

Brad Liebman
Marketing Principal
St. Louis



THE DIVERSITY ADVISORY COUNCIL

Our 17-person Diversity Advisory Council (DAC) drives these efforts. Three co-chairs lead the council: **Shiva Mendez** (San Francisco), a Behavioral Health practice leader and a member of the Large Firm Round Table's Diversity Equity & Inclusion Committee; **Brad Liebman** (St. Louis), a marketing principal; and **Ralph Raymond** (Atlanta), a project architect. **Susan Klumpp Williams**, Co-CEO and a member of HOK's Executive Committee, serves as an advisor to the DAC. This executive support demonstrates HOK's top-down commitment to the DAC's mission.

The DAC comprises volunteers reflecting a wide range of ages, genders, ethnicities, sexual orientations, cultural backgrounds and experience levels. Each regional business unit also has a local DAC champion.

The DAC's mission is to promote an inclusive business environment and a culture where people with varied backgrounds, talents, expertise and perspectives can collaborate to meet global client needs with creative, innovative solutions.



From left: DAC members Ralph Raymond, Shiva Mendez and Brad Liebman

STAKEHOLDER ENGAGEMENT

Every two years, HOK conducts an Employee Career and Opportunity Survey to gauge how well we are nurturing an inclusive, opportunity-rich workplace. We share the results with each regional office and collaborate on improvement initiatives.

The 2022 survey led to a significant update to our performance review process, called “Careers by Design.” This includes quarterly check-ins and annual career conversations, ensuring employees receive clear guidance and feel empowered to set goals. Leaders are currently analyzing responses from the most recent survey to identify further areas for improvement.



PURPOSE BY DESIGN

To strengthen firm-wide communication among our different groups and initiatives, HOK established a Purpose by Design committee in each regional practice. These committees bring together members from the DAC, HOK Impact, HR and other champions of equity and sustainability. They focus on delivering exceptional design services to our clients, advancing inclusive internal initiatives and creating impactful community outreach, ensuring that fairness and belonging remain top priorities across everything we do.

A SENSE OF BELONGING

Through training, discussions, storytelling and support groups, HOK actively fosters an inclusive culture where all employees feel a sense of belonging. We host staff discussions and events on topics like work-life balance, leadership and equity. Although voluntary, HOK employees enthusiastically participate in events such as racial justice town halls, social justice book clubs and the review of educational materials from the National Organization of Minority Architects (NOMA)

Our designers share their unique experiences in many ways:

- The DAC collaborates with HOK staff to write articles for our HOK Perspectives series. Shared on our intranet and website, these articles provide a platform for colleagues to share their varied backgrounds, talents, expertise, perspectives and personal journeys at HOK.
- Female architects and engineers, including **Melissa Clark** (Chicago), offered insights for an article in the Sports Business Journal about women in sports venue design amid rising momentum in women's sports.
- **Shiva Mendez** and **Gozde Yildirim** (Washington, D.C.) led a discussion on leadership challenges and opportunities for women and immigrants at the 2024 AIA Women's Leadership Summit.
- A lunch lottery program randomly places office participants in monthly group meetups to foster connections and develop professional relationships.
- St. Louis staff lead architectural tours of historic buildings and HOK projects for colleagues, building camaraderie and sharing interest in history and design.
- Annual gallery strolls in offices encourage staff to present their current projects and innovations with colleagues, sharing their unique design solutions and developing leadership and public speaking skills.
- In February 2024, HOK colleagues celebrated Black History Month with a LinkedIn Live panel discussion featuring **Kendall Turner** (Tampa), **Nneamaka Amadi** (Toronto) and **Ralph Raymond** (Atlanta). They shared experiences and perspectives on mentorship, leadership and the design profession, offering advice and inspiration to emerging designers.
- In recognition of HOK's 70th anniversary, the Diversity Advisory Council hosted a “Built To Last” virtual panel featuring colleagues with 140 years of combined experience. Moderated by **Dori del Rio-Hunn** (Chicago), the discussion featured **Alan Bright** (San Francisco), **Veronica Kunkemueller** (St. Louis), **Kathrin Brunner** (Houston) and **Femi Oresanya** (London). They reflected on HOK's legacy and culture of curiosity, with Brunner noting that the firm's strength lies in “looking ahead—being courageous and unafraid.”
- In 2021, our London office launched The Friendly Society, an internal group championing our LGBTQ2S+ community. The initiative focuses on increasing understanding, engaging allies, ensuring inclusive language and updating policies. The Friendly Society and HOK's London studio support Stonewall LGBTQ+ and the London Pride Parade hosted by Architecture LGBTQ+. This initiative has expanded firm-wide as Pride @ HOK, creating a platform for employees to share experiences and resources while amplifying their impact.

DESIGNING EQUITABLE SPACES

Recognizing the impact the built environment has on local communities, we have intensified our efforts to create places that are responsive to their surroundings. We aim to design welcoming spaces that protect the health and safety of all users.

To achieve this, we prioritize universal design—creating spaces usable by the widest possible range of people. For example, in recent years HOK partnered with blind architect **Chris Downey** on the UPMC Mercy Pavilion in Pittsburgh and the University of Waterloo Eye Institute in Canada. These projects go beyond standard accessibility to create

multisensory environments that support people with limited vision or mobility, ensuring dignified and equitable experiences for all.

(See the **Community Prosperity** section for details on our **Designing for Everyone Framework** and research into neuroinclusive design.)

REPRESENTATIVE LEADERSHIP

HOK's leaders are highly qualified, talented and forward-thinking professionals who represent a broad spectrum of cultural backgrounds. Women now represent 51% of our workforce, and about one-third of HOK's board of directors are women.



Diverse/Small-Business Partners

In an industry that is always looking for more talent, HOK strives to be a leader in supporting and encouraging small businesses, including veteran-owned, minority-owned and women-owned firms (XBEs). We collaborate with XBEs and other small businesses on design commissions across architecture, interior design, engineering and more. Working closely with XBE and small business partners allows us to build highly qualified and talented design teams.

GRI 405 DIVERSITY AND EQUAL OPPORTUNITY

In our next reporting cycle, we will likely reference GRI 405 to provide additional transparency on our workforce and governance demographic composition and equal opportunity initiatives.

MENTOR-PROTÉGÉ RELATIONSHIPS

Beyond these project partnerships, HOK participates in formal mentor-protégé relationships to develop micro, minority, veteran-owned and other small business colleagues. These relationships leverage HOK's resources and systems to build capabilities in business forecasting, accounting, HR guidelines, networking, awards and industry relations. By proactively collaborating with these businesses, HOK reinforces our commitment to inclusion, equal opportunity and participation across the design industry.



Health and Well-Being

CHAMPIONING HEALTH AND EQUITY

Design plays an important role in uplifting communities and promoting positive health. To support this, we've strengthened our Healthcare practice with new roles and promotions to better serve HOK's design teams, projects and clients. We've also established new Centers of Expertise focused on behavioral health and children's health.

Our leaders continue to advocate for health and equity beyond HOK. The Urban Land Institute selected **Rashida Mogri** (Houston) to join its 2024 Health Leaders Network. She collaborates with 30 international leaders to examine strategies for improving global public health and social equity.



HEALTH AND SAFETY

HOK is committed to supporting the health and well-being of our employees through comprehensive benefits programs and workplace initiatives. We continuously monitor workplace safety to maintain a safe, healthy environment for staff across our global offices.

In recent years, HOK has expanded our health and wellness benefits. Key offerings include:

- **Headspace:** A digital mental wellness platform providing tools to manage stress, improve focus and support overall mental health. It offers guided meditation, sleep resources, 24/7 access to wellness coaches and up to eight clinical therapy sessions per issue, per year to employees and their families.
- **Maven:** A virtual clinic for women and families designed to fill gaps in traditional health benefits with personalized, on-demand care. The program includes support for fertility and family building (conception, adoption and surrogacy), maternity and newborn care, and menopause support.
- **Dario:** A digital health platform helping employees manage chronic conditions and improve overall well-being. It offers personalized programs for diabetes, hypertension, weight management, musculoskeletal health and behavioral health.

GRI 403 OCCUPATIONAL HEALTH AND SAFETY

In our next reporting cycle, we will likely reference GRI 403 to provide more detail on our workplace safety management systems, hazard identification protocols, worker training programs, wellness benefits and other performance metrics related to employee health and well-being.

Skills for the Future

HOK nurtures diverse talent and fosters innovation in the design profession through programs, partnerships and initiatives to support students and professionals at all stages of their careers.

SKILL TRAINING

We invest in skill training to prepare our workforce for evolving industry demands and future challenges. This includes technical expertise in sustainable design and digital tools, leadership development and inclusive practices to deliver innovative, equitable solutions for the built environment.

Over the past few years, our Technical Board and Management Board have provided training courses geared toward the key skills effective project managers and project architects need to be successful. This training has included a wide range of topics, including:

- Risk Management for Project Managers
- Financial Training
- Sustainability
- Project Quality Management
- Design Technologies (Revit, Smartsheet, Bluebeam, Unify)

PARTNERSHIP WITH INDSPIRE

HOK's Canadian practice partners with Indspire, a national charity investing in the education of Indigenous students across Canada. Our commitment includes two annual \$5,000 bursaries, an annual \$2,500 grant to support Indspire's Soaring event for Indigenous high school students and volunteer work by HOK employees. The 2025 Soaring event drew more than 2,000 attendees and featured academic and career workshops, inspiring panel discussions, cultural performances and speakers.

HOK FUTURES DESIGN CHALLENGE

Since 2017, HOK's Philadelphia studio has organized the annual HOK Futures Design Challenge for architecture and design students from seven local universities. Each year, the challenge centers on a community-oriented prompt. In 2025, students conceptualized two new civic spaces celebrating the country's 250th anniversary in 2026 and Philadelphia's role in the nation's founding. Winning teams gain visibility within HOK and potential mentorship opportunities.

ORGANIZATIONAL SUPPORT

As part of our efforts to identify talent throughout our industry, HOK provides financial and other support to organizations including the National Organization of Minority Architects (NOMA), the ACE Mentor Program of America and AEC Unites.

HOK President **Carl Galioto** (New York) serves on the ACE Mentor Program's 15-person executive committee and attends ACE's national board meetings. We also collaborate with the ACE Mentor Program on its Transformative Partnership Program. This new initiative supports ACE scholars in their college years by pairing them with architecture, engineering and construction professionals for mentorship and guidance.

We maintain strong ties with academic institutions. For the past decade, **Paul Woolford** (San Francisco) has co-led the University of California, Berkeley's Master of Advanced Architectural Design (MAAD) Studio, a year-long research program exploring natural systems thinking and material innovation. Additionally, HOK sponsors a studio at Syracuse University's School of Architecture, and **Dina Lamanna** (New York) regularly conducts portfolio reviews for students at the Savannah College of Art and Design (SCAD).

Our leaders are recognized for their contributions in the architecture and design community. Several hold prominent leadership roles within the AIA: **Brian Smiley** (Philadelphia) was the 2024 president of the Philadelphia chapter, **Anton Foss** (San Francisco) serves as the chapter president for AIA San Francisco and **Ralph Raymond** (Atlanta) served as the 2023 president

of AIA Georgia. **Thomas Bayer** (Houston) was elevated to the AIA College of Fellows in 2025. **Gozde Yildirim** (Washington, D.C.) joins the AIA's 2025/2026 Next to Lead cohort to support diverse women in architecture.

Beyond the AIA, **Femi Oresanya** (London) serves on the Royal Institute of British Architects (RIBA) Council, **Adaeze Cadet** (Los Angeles) is a member of the USC Architecture Guild Board and **Autumn Visconti** (New York) serves on the Landscape Architecture Foundation Board of Directors. **Karen Kuhn** (Denver) contributes to industry standards as a writer and reviewer for the Council for Interior Design Qualification's (CIDQ) licensure exam. **Julie Villa** (St. Louis) is the 2025 board chair of the Missouri Gateway Green Building Council. Additionally, **Anica Landreneau** (Washington, D.C.) received the 2024 Partnership for the Planet Award from the AIA's D.C. chapter for her significant contributions to sustainable design. She was also named a LEED Fellow in 2025 by Green Business Certification, Inc. for her work advancing green building practices. **Kay Sargent** (Washington, D.C.) was honored in the American Society of Interior Designers' (ASID) 2025 Legacy Awards with the Luminary of Distinction Award and was selected for the ASID 50 list celebrating individuals who have advanced the interior design profession. The ASID named **Dina Lamanna** (New York) as Designer of the Year in its 2025 National Awards.



MENTORING AND SUPPORT: THE "TOGETHER" PLATFORM

HOK uses the 'Together mentoring technology platform to pair experienced employees (mentors) with less experienced employees (mentees), facilitating career development and knowledge sharing. In 2024, the program had 596 registrants, including 409 mentees and 348 mentors.

Participants spanned all of HOK's global offices and disciplines, with the highest representation coming from architecture, planning/landscape architecture and engineering. The top goals for participants were gaining skills and experiences and improving communication and management capabilities.

Feedback was overwhelmingly positive, with over 91% of mentors and mentees reporting they were a good match. Qualitative feedback highlighted the value of support, perspective and real-world advice.

In 2024, HOK expanded the Together platform to include a four-session summer intern program. The program covered HOK's four core boards: Design, Technical, Management and Marketing. Led by members of these boards, the initiative was well-received by interns and provided them with unique insights into how the firm conducts business. Looking ahead, HOK plans to further expand the program to include onboarding support, group event programs and location-based initiatives to enhance employee development, retention and inclusion.

IDEAS DESIGN COMPETITION

HOK's IDEAS design competition, exclusively for emerging professionals, sparks firm-wide innovation and collaboration to address critical global issues. Past solutions include 3D-printed refugee shelters, AI-driven workplace transformations and effective socioscapes. In 2024, 65 participants across 26 teams from 15 HOK offices proposed solutions to reimagine healthcare design. HOK provided funding for the winning team and two runners-up to continue developing their concepts.

"HOK empowers people to carve their own paths. Everyone's voice matters, from experts to junior staff. We give people room to express themselves, learn and grow into who they want to be."

Rashed Singaby
Director of Sports + Recreation
+ Entertainment
Denver



CULTIVATING EMERGING TALENT

In addition to scholarships and mentoring platforms, HOK fosters emerging leaders through:

- **Annual Market-Based Leadership Summits:** Held in locations including Houston, St. Louis and New Orleans in 2025, these summits connect early-career professionals with market leaders.
- **Subject Matter Expertise (SME) Lecture Series:** HOK's Asia-Pacific studio hosts frequent talks on advanced sustainability, cutting-edge digital tools and more.
- **Regional Emerging Leaders Gatherings:** These gatherings connect early-career professionals with firm leadership to encourage growth and collaboration.

“The Emerging Talent Summit was a great opportunity to connect with peer designers, express our ideas and feel heard — empowering us to contribute and lead initiatives within the firm.”



Lea Eidler
Project Designer
San Francisco



PROFESSIONAL CREDENTIALS AND TRAINING

All HOK design professionals must obtain LEED Green Associate, BREEAM Green Associate or an international equivalent within six months of being hired. We also support all other HOK employees in obtaining LEED BD+C credentials.

We endorse additional sustainability credentials based on region or practice, including WELL, Passive House, Fitwel and SITES. Many of our design professionals hold multiple certifications.

HOK reimburses employees for test preparation materials, exam fees and credential renewals and provides paid time for exams. We offer opportunities to earn LEED and WELL continuing education units through project work. Employees have unlimited access to training and education resources through the U.S. Green Building Council, Green Building Education Services and other organizations. HOK further supports ongoing education via accredited sustainability lectures and on-demand resources.

HOK supports 700 employees with sustainability credentials, including 656 with LEED, 61 with WELL, 28 with BREEAM and 13 with Passive House certifications.



AWARD-WINNING EMERGING PROFESSIONALS

- **Christine Vandover** (New York) earned recognition as an IIDA HiP for Greater Good in Interior Design magazine for her focus on societal and environmental well-being.
- **Ralph Raymond** (Atlanta) was named to 2024 “40 Under 40” lists by both Building Design+Construction magazine and the Atlanta Business Chronicle. A project architect and former president of AIA Georgia, Raymond was recognized for his contributions to major civic projects and dedication to mentoring underrepresented youth.
- **Greg Sherman** (Houston), director of engineering, was named to Consulting-Specifying Engineer's 2024 40 Under 40 list. The award honors his leadership in designing high-performance mechanical systems for complex projects, including net-zero energy facilities.
- **Tao Li** (San Francisco) was named a 2024 Rising Star by Healthcare Design magazine. A medical planner, Li was recognized for her empathetic, evidence-based approach to designing patient-centered environments.
- Multiple HOK emerging professionals were recognized by the American Society of Interior Designers (ASID) as 2024 and 2025 National Awards. The ASID's 2024 Ones to Watch included **Katelyn Hoffman** (San Francisco), **Samantha Sondag** (St. Louis) and **Ali Kidwell** (Atlanta), as well as **Ashley James** (St. Louis) and **Emma Lawrie** (Toronto) in 2025. The awards highlight designers from under-represented groups in management roles within interior design.
- **Gozde Yildirim** (Washington, D.C.) shared her journey as an immigrant architect working to secure her green card in a published book, *Prospering in the U.S. – A Handbook for Immigrant Architects*.

GRI 404 TRAINING AND EDUCATION

In our next reporting cycle, we will likely reference GRI 404 to provide more detailed reporting on our professional development programs, including average hours of training per employee, skills enhancement initiatives and career development reviews.



HOK is committed to addressing climate change through sustainable design, reducing operational emissions and transparent reporting, driving progress toward a healthier planet.

Climate Change

FIRM OPERATIONS

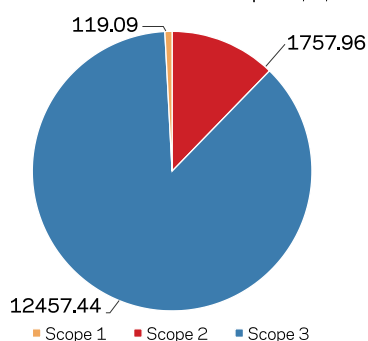
HOK's 2024 Climate Action Plan sets out our roadmap for achieving carbon neutrality in our firmwide operations.

HOK has been expanding our annual emissions tracking efforts through the progressive inclusion of Scope 3 categories that are material to our business. Through 2024, we have added:

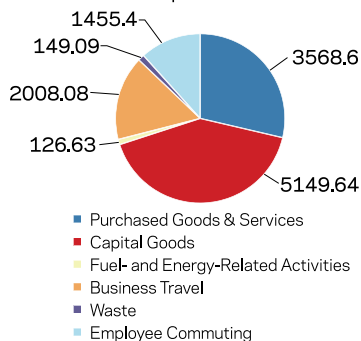
- Category 1: Purchased Goods and Services
- Category 2: Capital Goods
- Category 3: Fuel- and Energy-Related Activities
- Category 5: Waste Generated in Operations
- Category 6: Business Travel
- Category 7: Employee Commuting

In 2024, HOK's annual emissions total measured 14,335 metric tons of CO₂e.

2024 Emissions: Scope 1,2,3

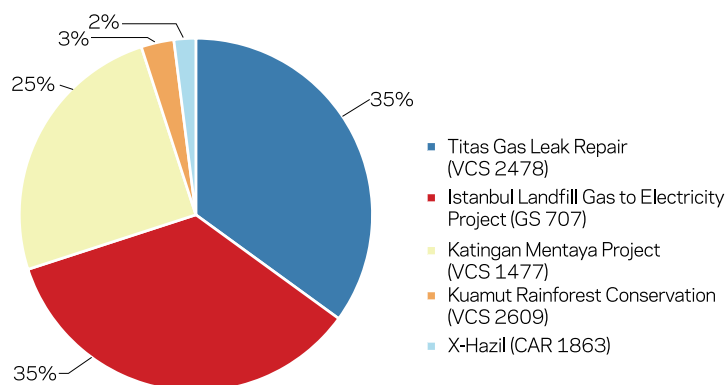


2024 Scope 3 Breakdown



In 2025, HOK purchased a diversified portfolio of high-quality carbon credits to offset our 2024 emissions. As recommended by the World Economic Forum, a portfolio of carbon credits helps maximize impact, mitigate risk and foster innovation. Our portfolio embodies the science-based best practices laid out in Oxford's Principles for Net Zero Aligned Carbon Offsetting (2024), and each project is highly rated by independent third parties. Our portfolio is 70% technology-based reductions (Oxford Category I), 25% nature-based reductions (Oxford Category II) and 5% nature-based removals (Oxford Category IV).

Carbon Credits Purchased for 2024



HOK will continue to develop emissions reduction strategies to meet our SBTi-verified targets. As a result, we will decrease our reliance on offsets. To support this, HOK has partnered with a GHG accounting software company to assist with data management, reporting and communication while enhancing our overall sustainability strategy.

SUPPORT FOR THE BUILT ENVIRONMENT

As an original signatory to the AIA 2030 Challenge, HOK has demonstrated our commitment to carbon-neutral energy use in new construction and major renovations by 2030. Year-over-year, we consistently exceed the AIA average and the performance of other large-firm peers.

In addition to AIA 2030, HOK has pledged to achieve zero operational carbon emissions in MEP systems by 2030 and zero embodied carbon in MEP systems by 2040 (MEP 2040); carbon-neutral landscape design by 2040 (ASLA 2040); and a 50% reduction in embodied carbon by 2030 and 100% reduction by 2050 (SE 2050).

As an early adopter of the AIA's 2030 Commitment, we have reported more than a decade of project energy performance to the AIA Design Data Exchange. In 2024, we achieved a 68% reduction in energy use intensity (EUI)—surpassing the AIA average of 50%. This high-performance design approach prevents 1,027,785 metric tons of CO₂ emissions annually, contributing to a cumulative savings of 61.7 million metric tons of CO₂ equivalent over an average building lifespan of 60 years.

As recent adopters of MEP 2040, ASLA2040 and SE 2050, we are developing strategies for tracking and disclosing our annual performance against each of these industry targets.

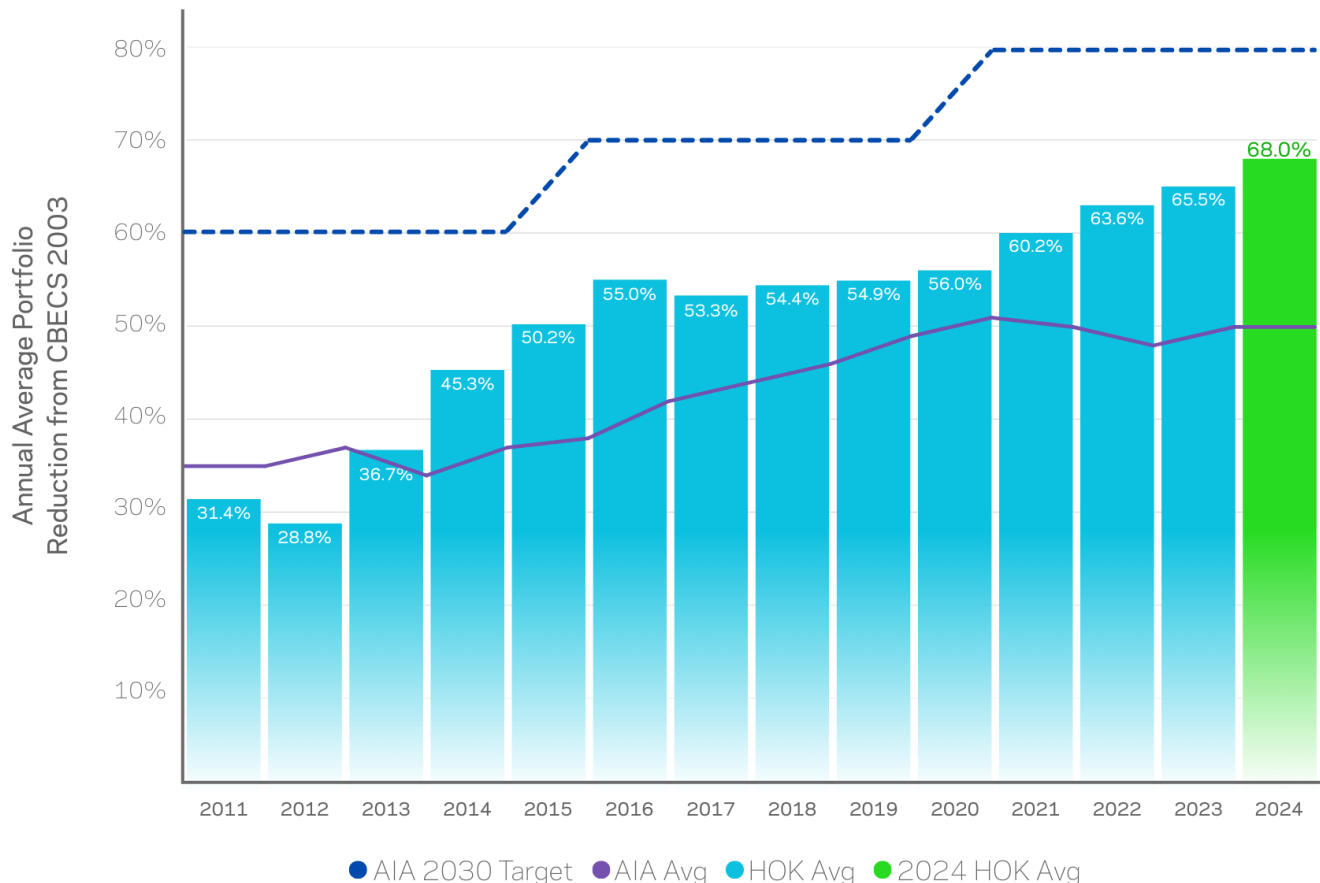
Beyond our AIA, MEP, ASLA and SE commitments, the firm has been recognized in the design community for its sustainability efforts. Metropolis magazine named HOK as Firm of the Year in its 2025 Planet Positive Awards, recognizing our progress in lowering energy consumption and embodied carbon across our design portfolio and structural systems. We also won the awards program's Research & Development honor for the Regenerative Futures research project, led by **Sean Quinn** (San Francisco).

GRI 102 CLIMATE CHANGE AND GRI 103 ENERGY

In our next reporting cycle, we will likely reference GRI 102 and GRI 103 to report energy consumption and greenhouse gas emissions across our operations and projects. This will include detailed tracking of our progress toward achieving our SBTi-verified emissions reduction targets for 2030 and 2050.



AIA 2030 pEUI Percent Reduction - Targets and Tracking



Science-Based/Public Reporting

We believe that our climate actions must be science-driven and transparent.

The Science Based Targets initiative (SBTi) is a corporate climate action organization that enables companies worldwide to play their part in combating the climate crisis. They develop standards, tools and guidance that allow companies to set GHG emissions reductions targets in line with what is needed to manage global heating levels and reach net-zero by 2050 at the latest. The SBTi is incorporated as a charity, with a subsidiary that hosts their target validation services. They partner with Carbon Disclosure Project (CDP), UN Global Compact, We Mean Business Coalition, World Resources Institute (WRI) and the World Wildlife Fund (WWF).

In September 2025, SBTi verified HOK's absolute emissions reduction targets for 2030 and 2050 across Scopes 1, 2 and 3 (without the use of offsets).

- HOK commits to reduce absolute Scope 1 and 2 GHG emissions by 46.2% by 2030 from a 2019 base year.
- HOK commits to reduce absolute Scope 3 GHG emissions by 42% by 2030 from a 2023 base year.
- HOK commits to reduce absolute Scope 1 and 2 GHG emissions by 90% by 2050 from a 2019 base year.
- HOK commits to reduce absolute Scope 3 GHG emissions by 90% by 2050 from a 2023 base year.

In 2025, HOK submitted its first disclosure to the Carbon Disclosure Project (CDP), an SBTi partner, and to EcoVadis. These annual disclosures will help HOK track and report sustainability efforts, identify emissions reduction opportunities and strengthen supply chain relationships.

- CDP analyzes companies' understanding and management of their environmental impacts, with scores reflecting the level of quality and maturity of the disclosure. HOK's first submittal falls in the "Disclosure" level, which has a primary focus on completeness and transparency, reflecting a significant milestone in our reporting journey.
- HOK's EcoVadis rating is 50/100, earning us a **Committed Badge**. EcoVadis badges are not certifications – EcoVadis rates and continually monitors companies' corporate social responsibility (CSR) management and progress against 21 recognized CSR criteria which follow verifiable international CSR standards. HOK plans to leverage insights from our scorecard and take advantage of EcoVadis' tools to drive improvement to continue to strengthen our commitment to social and environmentally responsible business practices.

"Our progress demonstrates that high-performance design and environmental impact reduction are not mutually exclusive. We're proving this is achievable even for complex design projects."



Anica Landreneau
Director of Sustainable Design
Washington, D.C.



Community Prosperity

HOK drives economic and social value for clients, partners and communities, creating lasting positive impacts through our projects and initiatives.

Infrastructure Investment and Services

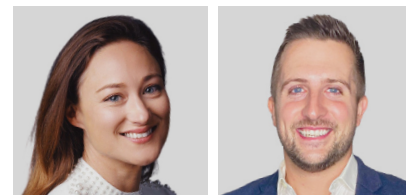
DESIGNING FOR EVERYONE

We enhance community infrastructure through inclusive designs via our Designing for Everyone initiative, launched in 2020 by a task group funded through HOK's research program. Tested across six projects, this initiative—endorsed by our Diversity Advisory Council and global Design Board and now led by a firm-wide advisory group—integrates inclusive design principles into our culture and project work.

In 2024, we introduced the Designing for Everyone Framework. Available to all HOK design teams, it offers guidelines, best practices and precedent studies to create accessible, resilient spaces. Our framework emphasizes five core principles: partnering with communities, planning for inclusion, ensuring equitable experiences, promoting health and well-being for all, and championing environmental resiliency. This approach helps us design inclusive, empowering spaces that promote belonging, community vitality and human dignity.



HOK IMPACT



In 2024, HOK Impact contributed 2,500 volunteer hours and \$267,000 to local causes, supporting community stability and growth. We partner with over 820 minority-, women- and veteran-owned (XBE) firms, boosting local economies through diverse collaborations.

This corporate social responsibility program, working in tandem with HOK's Diversity Advisory Council, extends our commitment to equity and inclusion into communities and the AEC industry. Led by co-chairs **Jacqueline Payne** (London) and **Scott Lawson** (Chicago), shown above, HOK Impact encompasses professional services like pro-bono design and consulting, volunteer labor and charitable donations across our global studios. Over two decades, our employees have volunteered thousands of hours and raised hundreds of thousands of dollars.

Our 2024-2025 efforts included:

- **Yuva School (Mumbai):** Our London studio provided pro-bono design and landscape services to create a new primary school with eight classrooms, verandas, gardens and a rooftop learning space.
- **Flip4Good (Los Angeles):** Our Los Angeles office provided pro-bono project management and trauma-informed interior design for shelter redesigns.
- **Rebuilding Together (Chicago):** Our team repaired walls, replaced ceilings and landscaped homes for local residents.

Additional initiatives included meal preparation for Thelma's Kitchen in Kansas City and Ronald McDonald House Charities in Toronto; garbage cleanup at the Shanghai Bay National Forest Park; a tornado relief donation drive in St. Louis; and free home maintenance and repairs for Atlanta senior citizens as a MLK Service Day project.

Significant Indirect Economic Impacts

BASELINE SPECIFICATIONS (LEED)

Our baseline specifications align with LEED v4.1 and WELL v2 standards, supporting products that reduce negative impacts on human health and the environment while emphasizing water efficiency, material transparency and sustainability.

Our leaders helped shape the new LEED v5 released in 2025. **Anica Landreneau** serves as the U.S. Green Building Council's LEED Steering Committee chair to advance rapid decarbonization.

The Sustainable Materials Working Group guides project teams in selecting sustainable products and managing firm-wide approaches to Declare™, Environmental Product Declarations (EPDs), Health Product Declarations (HPDs) and embodied carbon. This drives economic benefits including lower costs, green jobs and community sustainability.



MATERIAL AND PRODUCT TRANSPARENCY

HOK is a committed signatory of the AIA Materials Pledge. We adhere to an aspirational definition of sustainable materials that prioritizes human health, climate health, ecosystem health, social health and equity, and circular economy.

Since 2020, HOK has tracked sustainable interior materials firm-wide through alignment with the AIA Materials Pledge and Interior Design Pledge for Positive Impact. Both align with the Common Materials Framework outlined by Mindful Materials. In 2024, HOK's Sustainable Material Initiative assessed 7,548 interior materials, with 73% of eligible projects tracked across all material impact categories.

Additionally, HOK is:

- **A member of the Mindful Materials Forum:** We participate in the development of a common industry alignment around sustainable materials.
- **A founding member of the Health Product Declaration Collaborative:** We drive economic benefits through transparency-led innovation, healthier communities, supply chain stability, reduced long-term costs and job growth in sustainable material industries.



PROJECT CERTIFICATIONS (LEED)

We have completed 471 sustainably certified projects totaling 153,040,122 square feet. This includes 430 LEED-certified projects (54 Platinum, 213 Gold, 117 Silver, 46 Certified) spanning 140,570,032 square feet. Additionally, our portfolio includes 20 BREEAM projects, 15 WELL projects and others, driving green jobs and resilient infrastructure.

465+
green
certified projects

TOTALING
153 million+
sq. ft.



GHG EMISSIONS IN PROJECTS (AIA 2030)

Guided by the AIA 2030 Commitment, our high-performance designs achieve a 68% reduction in energy use intensity (EUI), cutting greenhouse gas emissions by 1,027,785 metric tons of CO2 annually. This drives economic value through energy savings, job creation in sustainable construction, resilient infrastructure and reduced community operating costs.

"We believe in making a positive impact on the world by shaping the built environment in the service of community and nature."

Sean Quinn
Director of Regenerative Design
San Francisco



EMBODIED CARBON

- **Structural Systems (SE 2050):** Through the SE 2050 Commitment, we target a 50% embodied carbon reduction in structural systems by 2030 and elimination by 2050. Currently, 78% of new projects are monitored via an annual action plan. This drives sustainable construction jobs, cost efficiencies and resilience.
- **MEP Systems (MEP 2040):** Under the MEP 2040 Challenge, we target zero embodied carbon in MEP systems by 2040 using efficient equipment and refrigerants with low global warming potential. This boosts economic efficiency, resilience, low-carbon design jobs and supply chain innovation.
- **Landscapes (ASLA 2040):** Via the ASLA 2040 initiative, we target zero embodied and operational carbon in landscape designs by 2040. We use carbon-sequestering materials and plants combined with efficient lighting and irrigation, enhancing sustainable jobs, cost savings and resilient communities.

WHOLE BUILDING LIFE CYCLE ASSESSMENTS

We aim to conduct whole building life cycle assessments (WBLCA) on all new projects before construction administration. To date, we have completed 75 assessments covering 17.1 million gross square feet.

By requiring consultants to perform LCAs firm-wide, we drive economic benefits through optimized resource use, sustainable jobs and long-term community cost savings. This process also supports the demand for manufacturer Environmental Product Declarations (EPDs) to enhance material transparency.

RESILIENCY

Our resilient designs incorporate early risk assessments, nature-based solutions and adaptive infrastructure guided by our resiliency toolkit. For example, the Luminary Hotel in Fort Myers, Florida highlighted on CBS News for its hurricane-resilient design, withstood Hurricane Ian with only superficial damage to its signage. This process—applied early to identify risks, track progress and mitigate climate impacts—boosts economic value through faster recovery, sustainable construction jobs, long-term cost savings and enhanced property resilience.

Total R+D Expenses

We believe that innovation is the key to prosperity and research and development is the key to innovation.

HOK RESEARCH PROGRAM

HOK invests significantly in our research program, allocating \$350,000 in 2025. The program engages employees across all experience levels to foster innovative solutions in inclusion, sustainability and regenerative design. It drives economic value through job creation, industry leadership and community-focused advancements. HOK's research program contributed to our recognition as a 2024 Fast Company Best Workplaces for Innovators Finalist.

DESIGNING FOR NEUROINCLUSIVITY

HOK has pioneered neuroinclusive design since 2016, researching sensory processing and cognitive well-being to create workplaces that support neurodivergent individuals. Our 2019 publication, *Designing a Neurodiverse Workplace*, introduced innovative strategies to enhance productivity and job satisfaction. These strategies were showcased at SXSW 2024 by workplace experts **Kay Sargent** and **Tom Polucci** (New York).

Supported by a ONEder grant and tested through pilot projects in our San Francisco and Seattle offices, these efforts have established HOK as a leader in inclusive design. In 2024, we expanded this work through a partnership with Advanced Research Clusters (ARC) and the University of the West of Scotland, developing neuroinclusive laboratory designs that improve workplace efficiency.

By fostering environments that attract and retain the most talented people from diverse backgrounds, HOK's neurodiversity initiatives drive economic prosperity. These designs reduce turnover costs, boost innovation and meet the growing demand for inclusive design services, creating specialized roles and opening new markets for our expertise.

This contributes to both community well-being and business growth. Through initiatives like Kay Sargent's 2025 book, *Designing Neuroinclusive Workplaces: Advancing Sensory Processing and Cognitive Well-Being in the Built Environment* (published by Wiley), HOK continues to advance neuroinclusive strategies, underscoring our dedication to thriving, inclusive workplaces.

WHOLE BUILDING LIFE CYCLE ASSESSMENTS

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"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
Atlanta



ECOSYSTEM INTELLIGENCE

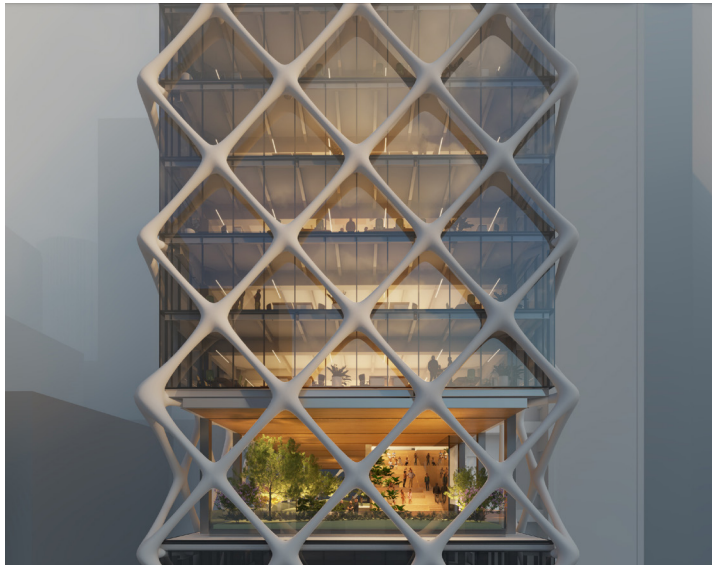
HOK actively participates in Project Positive, a collaborative initiative focused on science-based sustainability targets that support ecosystems, employees and communities. Through this partnership, HOK collaborates with EcoMetrix Solutions Group to utilize the Ecosystem Intelligence (EI) tool, a resource designed to assess and enhance ecosystem services in design projects. As an early adopter, HOK integrates this tool into our research and development process, evaluating completed projects to measure their restorative impacts and using these findings to inform regenerative design practices.

A notable demonstration of this research is the Stanford University School of Medicine Center for Academic Medicine, designed by HOK. Using the EI tool, our team assessed the site's performance across seven key ecosystem service categories:

- Air quality
- Biodiversity
- Carbon sequestration
- Soil health
- Water quality
- Water quantity
- Well-being

The analysis revealed that HOK's design improved the site's ecosystem service performance by 400%—equivalent to 16 service acres—compared to pre-development conditions. This improvement directly contributes to economic and community value by optimizing resource use, strengthening local resilience and supporting sustainable job opportunities through data-driven design solutions.

This research reflects HOK's ongoing commitment to ecosystem-focused design and contributes to long-term prosperity by advancing regenerative development practices and aligning with broader sustainability objectives.



NYC 2100: RESILIENT URBAN FUTURES

HOK's NYC 2100 research, conducted by our Planning + Urban Design practice, addresses the impact of rising sea levels on coastal cities like New York through equitable, resilient design strategies. Identifying 7,200 acres of developable land near transit in the outer boroughs, this study supports adaptive migration and climate justice for vulnerable communities.

Paired with the practice's similar Queens 2100 analysis of Community District 10, it explores real estate strategies for planned retreats and resilient growth. This drives economic value by creating sustainable jobs, enhancing infrastructure resilience and stabilizing communities against climate threats.

MASS TIMBER RESEARCH FOR LOW-CARBON CONSTRUCTION

HOK's mass timber research initiative advances sustainable building practices by analyzing point-supported mass timber structures—an underexplored area in the North American AEC industry. Through a partnership with the University of California, Berkeley's MAAD Studio, we are developing innovative tools and procedures for timber construction. This research drives economic value by creating sustainable construction jobs, reducing material costs through low-carbon solutions and enhancing community resilience with durable, eco-friendly designs.

DATARISE

HOK's DataRise research explores transforming underutilized urban office buildings into multipurpose hubs by co-locating energy-efficient data servers with hydroponic farms (shown to the left). This system repurposes server heat to reduce costs and environmental impact. The innovative concept drives economic value through sustainable urban jobs, operational savings from lower energy use and revitalized community spaces that support diverse tenants and enhance local prosperity.

GRI 201 ECONOMIC PERFORMANCE AND GRI 401 EMPLOYMENT

In our next reporting cycle, we will likely reference GRI 201 and GRI 401 to report on economic value generated, including detailed economic contributions and indirect impacts, and employment metrics. This includes workforce size, job creation and retention, and employee benefits to fully quantify our community impact.

"Our approach to resiliency protects critical infrastructure, speeds recovery from natural disasters and allows buildings to adapt to an ever-changing environment."

Claire Moore
Director of Engineering
San Francisco





Governance

Quality of Governing Body

HOK upholds integrity, transparency and accountability through robust governance, ensuring that ethical leadership drives our ESG commitments.

EXECUTIVE COMMITTEE

HOK's Executive Committee (ExCom), led by Co-CEOs **Eli Hoisington** and **Susan Klumpp Williams**, oversees HOK's strategic objectives, including ESG goals. The ExCom ensures high ethical standards and firm-wide accountability.



HOK, INC. BOARD

HOK, Inc.'s Board of Directors provides oversight, supports mission success and strengthens governance. Our 100% employee ownership structure, in place since the 1970s, further reinforces our integrity and ESG alignment.

CORE BOARDS

Our Design, Management, Marketing and Technical Core Boards provide leadership, develop firm-wide tools and oversee quality, innovation and ESG integration. They drive ethical governance and support continuous improvement.

MBU LEADERSHIP

Market-Based Unit (MBU) leaders guide strategies in specific sectors, supporting ethical practices and ESG compliance while enhancing community impact.

RBU LEADERSHIP

Regional Business Unit (RBU) leaders, along with their local DAC Champions and HOK Impact members, support inclusive governance, aligning with ESG goals and ethical standards across HOK's global offices.

GRI 405 DIVERSITY AND EQUAL OPPORTUNITY

In our next reporting cycle, we will likely reference GRI 405 to report on the demographic makeup of our governing bodies, including gender, ethnicity and inclusion data. This will provide transparency regarding the leadership managing HOK's ESG initiatives.

Anti-Corruption and Protected Reporting

HOK maintains rigorous policies and practices to promote ethical conduct and transparency across our operations, supporting ESG integrity.

INTEGRITY AND ETHICAL STANDARDS

HOK mandates compliance with laws, regulations and ethical standards via our Corporate Integrity Handbook. This handbook requires all employees and subcontractors globally to uphold policies on honesty, professional conduct, respect and integrity, reinforcing accountability and trust.

RISK ASSESSMENT

We conduct risk assessments for corruption, ESG risks and compliance to identify vulnerabilities to strengthen ethical governance. HOK is updating the Corporate Integrity Handbook to conform to an evolving risk environment. Additionally, one of our goals for 2026 is to develop a supplier code of conduct that extends HOK's ethics, environmental and social values to our vendors, consultants and other suppliers.

We will also release a standalone, IFRS S2-referenced Climate-Related Financial Risk Report for 2024. As HOK's inaugural report, it details our current efforts to assess and communicate our understanding of climate-related risks and opportunities.

COMMUNICATIONS AND TRAINING

HOK provides annual training on anti-corruption, anti-bribery and human trafficking. All employees completed these modules in 2024, supporting ethical standards and firm-wide governance integrity.

GRI 205 ANTI-CORRUPTION

In our next reporting cycle, we will likely reference GRI 205 to report anti-corruption metrics including policies, reporting mechanisms, risk assessments and training, advancing ethical governance and compliance.

“Operating with integrity isn’t just a policy—it’s our identity. We believe in complete transparency with our clients, employees and stakeholders.”

Carl Galioto
President





Conclusion

Looking Ahead

HOK's mission to improve lives, serve clients and heal the planet guides our ESG progress across People, Planet, Community Prosperity and Governance, leveraging design excellence and social responsibility. Taking advantage of our growing momentum, HOK will continue to work to decarbonize our operations and designs while advancing our efforts in inclusion, community and governance.

HOK's building portfolio decarbonization efforts focus on:

- Reaching carbon neutrality by 2030.
- Reaching carbon neutrality in refrigerants and landscaping by 2040.
- Eliminating embodied carbon in structural systems by 2050.
- Expanding embodied carbon monitoring to 100% of new projects.
- Making tangible progress on climate action through decarbonization milestones, mass timber strategies and R+D initiatives like DataRise.

"Our work matters. HOK's goal is for the spaces we create to make the world more sustainable, equitable and just. I'm proud of the difference our people continue to make."



Susan Klumpp Williams
Co-CEO

Acknowledgments

This report reflects the dedication of HOK's global teams. We thank our 1,700+ employees, Diversity Advisory Council members, HOK Impact volunteers and external partners for their ideas, time and commitment to advancing equity, accountability and sustainability.

Disclaimer

Objectives or milestones may shift due to market conditions, regulatory changes or external factors beyond HOK's control.

To comply with California SB261, HOK will release a standalone IFRS S2-referenced disclosure on climate-related financial risks, building on this report and our existing CDP disclosure.

HOK's operational ESG efforts focus on:

- Staying on target to reduce 90% of our Scope 1, 2 and 3 emissions by 2050.
- Advancing equality through our Diversity Advisory Council by tracking progress, promoting inclusion and upskilling our workforce.
- Strengthening community impact through XBE (minority- and veteran- and women-owned business) partnerships and civic collaborations.
- Reinforcing governance with compliance, anti-corruption and board transparency while engaging stakeholders firm-wide.
- Publishing a GRI-referenced ESG report in 2027.

Additionally, HOK will continue to evolve our sustainability reporting in parallel with the core of our business. Our next steps will focus on deepening our impact through improving data precision, elevating value chain partnerships and preparing for ever-evolving global disclosure requirements. This work supports both our sustainability goals and our long-term competitiveness as clients seek responsible, accountable design partners.

GRI 2 GENERAL DISCLOSURES

To prepare for future alignment with GRI 2: General Disclosures (2021), we provide the following organizational details:

- **Organizational Details (GRI 2-1):** HOK Group, Inc. is a global design, architecture, engineering and planning firm with corporate offices in St. Louis, Missouri.
- **Entities Included (GRI 2-2):** This report covers HOK Group, Inc. and its global subsidiaries.
- **Reporting Period (GRI 2-3):** The reporting period is Jan. 1, 2024, through Dec. 31, 2024. This aligns with our financial reporting cycle.

Contact Information

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