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Purpose:

The purpose of the Environmental policy (the "Policy") is to establish guiding principles and expectations for managing environmental impacts associated with our operations. This Policy provides a framework for integrating environmental considerations into how we operate, engage our people, and manage our offices. It also supports responsible decision-making and risk management by establishing a consistent framework to identify environmental considerations, assess potential impacts and inform operational decisions across the firm. The Policy aims to document and support practices that enable compliance with applicable environmental laws and regulations, promote responsible resource use, encourage continual improvement, and foster employee awareness across the organization.

Scope:

This Policy applies to all employees, and agents of Huron, including all subsidiaries and affiliates. This Policy should be read in conjunction with Huron's CSR report and Task-Force on Climate-related Financial Disclosures (TCFD) report, which are available on our website.

Oversight Responsibility:

Huron's board of directors ("Board") oversees the company's overall approach to corporate governance and risk tolerance, including climate-related matters. Huron's Nominating & Corporate Governance (N&CG) Committee is responsible for oversight of corporate social responsibility matters, including sustainability and climate-related topics. Management provides periodic updates to the Board on key climate-related priorities, risks, and opportunities.

While, the day-to-day responsibilities associated with climate-related risks and opportunities rest with teams such as the Corporate Sustainability Report Working Group and the Enterprise Risk Management (ERM) Committee, Huron's executive leadership team (ELT) serves as the top management decision-making body for such climate-related risk and opportunities. Together, these groups help identify, assess, and manage environmental and climate related risks and opportunities, integrate them into the enterprise risk framework and business strategy as applicable, and ensure appropriate reporting to executive leadership and the Board.

Policy Statement

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

As a professional services firm, Huron does not manufacture or distribute products and does not generate hazardous wastes or wastewater. However, carbon emissions associated with business travel, which is a necessary part of our operations, and the way we manage our local office operations represent key opportunities to reduce our environmental impact. The key points of Huron's aforementioned commitment include:

- **Compliance:** Monitoring and providing oversight on an ongoing basis in jurisdictions where Huron conducts business to ensure compliance with applicable environmental laws and regulations.
- **Transparency:** Reporting annual sustainability metrics in order to better understand our environmental impact
- **Renewable Energy Deployment:** Reviewing operational considerations and available market options in an effort to reduce our carbon footprint through the use of renewable energy at selected offices.
- **Office Selection:** Considering conservation and sustainability criteria, such as ENERGY STAR® and/or LEED® green building program certifications, when selecting buildings to lease for Huron offices globally.
- **Office Design:** Incorporating conservation and sustainability criteria when designing and outfitting office spaces to support energy efficiency and responsible resource use such as installed energy efficient lighting.
- **Waste Reduction:** Encouraging recycling and responsible waste management across offices by reducing paper use through digital solutions and supporting access to clearly marked recycling receptacles.
- **Electronic Waste (E-waste) Reduction:** Using certified third-party providers to manage electronic waste responsibly and supporting the transition from traditional data centers to cloud-based solutions.
- **Business Travel and Commuting:** Leveraging remote work tools, flexible work arrangements, and virtual collaboration technologies to reduce travel-related environmental impacts. Where available, the company encourages the use of public transportation and ride-sharing such as the WageWorks U.S. national pre-tax benefit for transit, parking, and vanpools.
- **Environmental Employee Engagement:** Promoting employee awareness and engagement on environmental sustainability and environmentally responsible behaviors through internal communications, our employee sustainability network, and firm-supported environmental programs and events.
- **Continuous Improvement:** Seeking opportunities to improve environmental performance over time. Reviewing environmental priorities periodically to reflect changes in operations, risks, and stakeholder expectations.

Conclusion:

Huron is committed to integrating environmental responsibility into its business practices in a manner that is applicable to our operations as a professional services firm. Through the principles and practices outlined above, we seek to manage our environmental impacts thoughtfully, comply with applicable environmental laws and regulations, and identify opportunities for continuous improvement over time. This Policy will be reviewed periodically and updated as needed to reflect changes in our operations, regulatory environment, and stakeholder expectations.