

## By strategically approaching carbon with curiosity and rigor, HKS is shaping a credible decarbonization pathway to reach our commitments – simultaneously advancing innovation and ingenuity.

### Our Purpose

In support of UN Sustainable Development Goal 13 and our commitment to the United Nations Global Compact, HKS is advancing decarbonization to achieve carbon neutrality—reducing greenhouse gas emissions as much as possible and offsetting the remainder through verified, high-quality projects.

### To fulfill our commitment, we will:

**Measure and Monitor:** We will conduct regular assessments and measurements of our direct and indirect carbon emissions across our operations. We align our methodology with the GHG Protocol and measure Scope 1, 2 and 3 emissions on an annual timeframe. We will obtain third-party verification of our carbon footprint. This will provide us with a comprehensive understanding of our carbon footprint and enable us to set realistic reduction targets.

**Reduce and Optimize:** We will implement strategies to systematically reduce our GHG emissions. We will continuously explore innovative solutions to minimize our carbon footprint and promote sustainability in all aspects of our business operations.

**Offset and Invest:** While striving to reduce our emissions, we will invest in high-quality carbon offset projects to neutralize the remaining unavoidable emissions. These projects will be carefully selected to align with recognized standards with verifiable accounting and ensure meaningful contributions to emission reduction efforts globally. We will prioritize projects that have additional environmental and social co-benefits. We will align our strategies with the Oxford Principles for Net Zero Aligned Carbon Offsetting.

**Engage and Educate:** We will engage our employees, partners, and stakeholders in our carbon neutrality journey. By fostering awareness and understanding, we aim to inspire collective action and encourage sustainable practices beyond our organization. We will lead with knowledge and advocacy in providing support to our clients and partners to decarbonizing solutions.

**Continual Improvement:** We are committed to regularly reviewing and improving our carbon neutrality efforts. Through ongoing monitoring, analysis, and engagement with industry advancements, we will adapt our strategies and practices to ensure that we remain at the forefront of environmental stewardship.

### Governance

This policy is set by ESG Leadership and approved annually by the Board. We communicate our progress through our annual Communication on Progress (CoP) to the United Nations Global Compact and make it publicly available on our website.



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