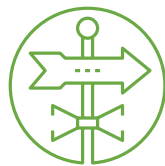


Environmental Responsibility Policy

Together, we are committed to fostering stronger communities, supporting a more sustainable future and improving people's lives. 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.

We develop and monitor our business practices to help ensure that the company and our employees comply with applicable laws and regulations, internal policies, and our ethical standards. We seek opportunities to improve the company's environmental performance and recognize the importance of meeting the needs of our stakeholders in an environmentally responsible manner.



Oversight

The Huron board of directors' Nominating and Corporate Governance (N&CG) Committee provides direct oversight of our companywide environmental, social and governance (ESG) strategy, activities and practices, including corporate responsibility and environmental sustainability matters. As part of its oversight, the N&CG Committee receives updates on the company's strategy and progress on ESG initiatives and commitments, including how we activate our people, operations and communities to promote sustainable economic growth.

Huron's executive leadership team (ELT) is focused on engaging with stakeholders on ESG topics on a regular basis. The ELT works directly with the board, the Enterprise

Risk Management (ERM) Committee and cross-functional leaders on key ESG topics. In addition to board and ELT-level oversight, our ERM Committee has oversight of Huron's risk management activities. As part of that scope, the ERM Committee monitors environmental and sustainability-related risks associated with our business.

This oversight structure, along with our cross-functional team, facilitates an integrated, holistic and companywide approach to managing environmental risks and opportunities. As we focus on operating our business in a manner that reduces our impact on the environment, our priorities are focused on local operations, travel and employee engagement.

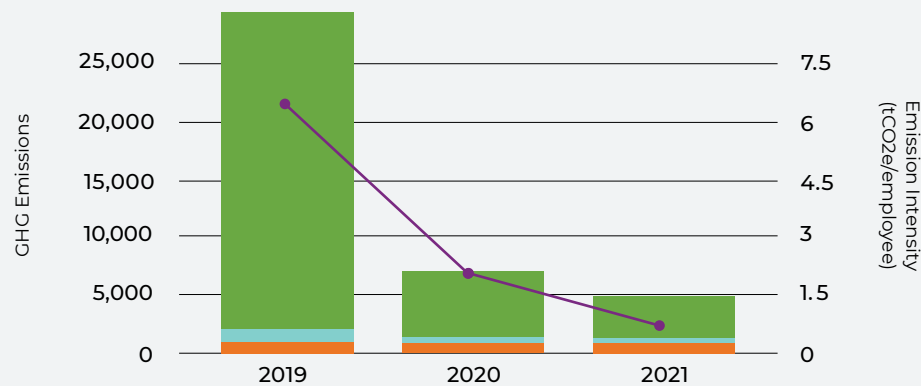
Environmental Impact

As a professional services firm, we do not manufacture or distribute products or generate hazardous wastes or wastewater. Yet, carbon emissions related to travel, which is a necessary part of our business, is an area that provides an opportunity for us to reduce our environmental impact. In addition, we aim to have our local office operations align with sustainability standards and leverage energy efficiency measures within our space. Further, harnessing our people's passion and creativity toward environmental sustainability enables Huron to make an impact on our own organization as well as on the greater communities in which we live and work. Therefore, engaging our people and focusing on where they work, and how they get there, are the pillars of our strategic framework to address climate change and create a more sustainable environment for future generations.



In 2021, we began gathering our greenhouse gas (GHG) emissions data to estimate our environmental impact, beginning with a baseline calculation for 2019. By measuring and publicly disclosing our GHG emissions on an annual basis, we are better able to identify our impact on the environment and where and how we should prioritize opportunities to lessen that impact.

Measuring Our Environmental Impact: GHG Emissions



	2019	2020	2021
SCOPE 1	829.42	771.13	994.40
SCOPE 2	949.30	552.45	426.56
SCOPE 3	22,442.18	5,213.95	3,408.50
TOTAL	24,220.90	6,537.53	4,829.46
TOTAL EMPLOYEES	3,750	3,807	4,609
EMISSIONS INTENSITY	6.46	1.72	1.05

1. The GHG emissions in this chart cover only the emissions-producing activities listed and are estimated using the methods, emissions factors, and assumptions detailed in our GHG Emissions Calculations Methodology. They are not exhaustive of all of Huron's GHG emissions-producing activities.
2. tCO2e is metric tons in carbon dioxide equivalent.
3. Total employees include full-time employees as of Dec. 31, 2019, Dec. 31, 2020, and Dec. 31, 2021, respectively.
4. For more details on the methodology for these environmental impact calculations, please refer to Huron's GHG Emissions Calculations Methodology in the Appendix.

Local Operations

We are committed to reducing energy consumption and waste generation resulting from our business operations. Below are some of the ways in which we exhibit this commitment:

- Consider conservation criteria (ENERGY STAR® and/ or LEED® green building program certification) in selecting buildings to lease for offices globally.
- All office space remodeling is to be done consistent with environmental codes, and installed lighting should use low-energy devices.
- Continuously optimize our office designs to reduce the company's physical office footprint.
- Encourage recycling in our workplaces across the globe, including providing clearly marked containers in cafeterias to recycle aluminum cans and in workstations to recycle paper.
- Eliminated single-use plastic items (e.g., utensils, straws, coffee stirrers, plastic-coated disposable cups, etc.) in Huron cafeterias, and encourage employees to bring their own reusable cutlery, bottles and mugs.
- Office copiers default to two-sided printing to reduce paper usage and waste. We also utilize electronic and print-on-demand options in order to minimize printed marketing materials, inclusive of utilizing a Notice and Access delivery method for distributing our proxy materials to shareholders to reduce our paper usage.
- Use a certified third-party company to manage our electronic waste program, ensuring computers and other information technology (IT) hardware that are no longer useful are repurposed or disposed of in an ethically and environmentally responsible manner.
- Transition from traditional data centers to the cloud.

Travel

We recognize travel is a requirement for our business and it makes up a significant part of our carbon emissions. We have committed to monitoring and improving our operations to reduce our travel-related environmental impact and developing strategies to reduce emissions where possible.

- Huron has reduced our client travel, which has become part of our client delivery methodology.
- Huron has rolled out programs that facilitate client work through remote technology, which decreases carbon emissions from air, rail, car and hotel.
- Huron has invested in global video conferencing technologies, including Zoom and Microsoft Teams, to allow employees and clients to meet on demand, reducing the need for in-person internal meetings and minimizing unnecessary travel.
- Huron deploys flexible work arrangements across the enterprise, allowing for remote work or work-from-home arrangements when feasible, which reduces our employees' need to travel by air, rail or car.
- For day-to-day commuting, the company provides opportunities for employees to obtain tax savings for utilizing public transportation or ride-sharing services.

Employee Engagement

We engage employees across the company to help drive sustainability efforts, raise awareness of environmental issues and promote environmental responsibility.

- Huron leverages Green Teams established by geography, as well as by staffing locations, to implement individual and collective changes that reduce our environmental footprint at our offices, at client sites, at an individual employee's home and in our communities.
- We provide financial donations to nonprofit organizations that promote sustainability and eco-friendly practices.
- Huron develops programming for our employees to participate in community service activities that further our environmental stewardship, including cleanup of local parks, planting community gardens and sharing our best "green" practices with youth.

In delivering on this policy, Huron is committed to a program of continual improvement and working with our various stakeholders to further environmental-related opportunities. On an annual basis, we will report on our environmental sustainability-related priorities in our Environmental, Social and Governance Report, including related addendums.

Appendix

GHG Emissions Calculation Methodology

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

SCOPE 1

Emissions that occur from sources that are controlled or owned by Huron

Activity data included:

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

Huron's stationary combustion activity has been estimated based on Huron's total office square footage (excluding subleased locations) and U.S. Energy Information Administration (EIA) average energy consumption data.

- **Mobile Combustion:** Mobile combustion refers to all vehicles owned or leased by Huron, and their related exhaust emissions.

Huron's emissions calculations included fuel usage by fuel type for two company-owned aircraft.

In the absence of 2019 mobile combustion activity data, Huron's 2020 mobile combustion activity has been applied as a proxy for 2019 activity. 2020 and 2021 mobile combustion activity has been calculated by using Huron's actual 2020 and 2021 mobile combustion activity data.

Emissions factors included:

- Emissions factors for stationary and mobile combustion were applied using the emission factors for greenhouse gas inventories provided by the U.S. Environmental Protection Agency (last modified: April 2021).

SCOPE 2

Emissions associated with Huron's purchase of electricity, steam, heat or cooling

Activity data included:

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

Due to the limited availability of actual purchased electricity data, purchased electricity activity for domestic and overseas offices has been estimated based on an extrapolation of the actual electricity consumption of Huron's Chicago office (the company's headquarters) being proportionally applied by square footage for Huron's total office footprint (excluding sublocations except where Huron continues to pay the electricity bill).

Emissions factors included:

- **Domestic:** Emission factors for greenhouse gas inventories provided by the U.S. Environmental Protection Agency (last modified: April 2021).
- **Overseas:** Country-specific electricity grid greenhouse gas emission factors provided by www.carbonfootprint.com (last updated: September 2020).

SCOPE 3

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

Activity data included:

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

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

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

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

Emissions factors included:

- Emissions factors for air and non-air business travel were applied using the greenhouse gas inventories, provided by the U.S. Environmental Protection Agency (last modified: April 2021).

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



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