

# Environmental, Social, Governance Statement

VHB's Board of Directors, CEO, and senior leaders collaborate to define our Environmental, Social, Governance (ESG) approach and hold us accountable to deliver on these commitments. Our Core Values and culture provide the foundation of our commitment to corporate sustainability and to integrating ESG into our operations and the services we provide to our clients.

## ESG Commitments



### Environmental

Acting as stewards for future generations, VHB will:

- Combat climate change, pollution, and other negative environmental impacts by reducing the impact of our operations.
- Incorporate environmentally responsible and sustainable practices into all the services we provide to our clients.



### Social

- Continue cultivating a culture of integrity that holds VHB and its employees accountable to the highest ethical standards.
- Foster a diverse and inclusive workplace that allows all team members to be their complete, authentic selves.
- Engage with underrepresented groups and provide equitable opportunities in recruiting, the workplace, and promotion.

- Leverage diverse perspectives to deliver solutions that equitably provide benefits for our communities.
- Empower employees to pursue rewarding careers while also prioritizing their wellness, health, and safety.
- Support our communities through volunteer activities and charitable efforts.



### Governance

- Establish a Board-accountable committee to set and hold VHB to ambitious ESG commitments.
- Sustain a best-in-class compliance program that further advances VHB's ethical culture and empowers employees to discuss and report ethical challenges.
- Establish bold ESG performance standards and targets for our operations and client projects.
- Publicly report our ESG performance using recognized third-party frameworks to promote accountability and transparency.

---

VHB's work helps improve mobility, enhance communities, build resilience, and contribute to economic vitality with a holistic approach to development, infrastructure, and environmental needs. We integrate sustainability throughout all our markets, services, and operations and act as stewards of the company, always leaving VHB in better condition for future generations. This Generational Company philosophy and our longstanding Core Values deeply embed the ESG framework into the fabric of VHB.

---

## Core Values

**INTEGRITY** | We believe in the power of integrity:

- In the ways we conduct ourselves as professionals in the community;
- In the ways we treat one another with mutual respect; and
- In the ways we govern and manage the corporation.

**BALANCE** | We believe in achieving balance between our professional and personal lives.

**QUALITY** | We believe in the power of employees who accept and thrive in a challenging and intellectual environment that stresses excellence in all that we do.

**DIVERSITY** | We believe in diversity and the rich perspective that is added by diverse staff.

**COLLABORATION** | We believe that all tasks should be approached with a spirit of shared responsibility and personal accountability, which are essential to a culture of collaboration.

**SUPERIOR FINANCIAL PERFORMANCE** | We believe in securing our employees' futures and the future of the Generational Company by delivering superior financial performance.

**STEWARDSHIP** | We believe in the need for continued renewal of the Generational Company and accept the responsibilities of stewardship.

**LEARNING & DEVELOPMENT** | We believe that employees are our greatest asset and we are dedicated to sustaining an environment of continuous learning and development.