

The Hargrove team is pleased to reconfirm our commitment to the Ten Principles of the United Nations Global Compact on human rights, labor, environment, and anti-corruption. With this letter, we share our efforts over the last year to implement those principles. We remain committed to making the UN Global Compact and its principles part of the strategy, culture, and day-to-day operations of our company, and to engage in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals (SDGs).

Hargrove issued a statement of this commitment to our stakeholders, as well as the general public, and our team has also developed and implemented a Sustainability Plan – 3 Years for 30 More. This includes the prioritization of the 17 Sustainable Development Goals outlined by the United Nations Global Compact through focused action plans on Hargrove's prioritized SDGs.

Hargrove's Prioritized SDGs include:

- 4. Quality Education
- 5. Gender Equality
- 6. Clean Water and Sanitization
- 7. Affordable and Clean Energy
- 9. Industry, Innovation, and Infrastructure
- 11. Sustainable Cities and Communities
- 13. Climate Action

Hargrove's focus on contributing positively toward the economy, society, and the environment is not a new endeavor, but as we approach 30 years of operations, it is our goal that Hargrove's footprint over the next 30 years fosters positive growth and minimizes negative outcomes. Our 3 Years for 30 More plan is our strategy to prioritize, act on, benchmark and monitor our sustainability goals, and to ensure we are on the forefront of positive impact socially, economically, and environmentally over our next 30 years. In 2022 we are focusing on communicating and training our stakeholders on our 3 Years for 30 More plan and the related benchmarking. In 2023 we will begin monitoring progress on achieving our goals and reporting on those metrics.

We are also pleased to announce that we have achieved a Bronze status in EcoVadis, the world's largest and most trusted provider of business sustainability ratings, creating a global network of more than 100,000 rated companies.

We continue to support public accountability and transparency, and therefore recommit to reporting on progress annually according to the UN Global Compact COP policy. The future of Hargrove is one that continues our mission to team with our customers to drive mutual and sustained success by committing to the achievement of these goals through our relationships with our clients, our teammates, and our communities.

We appreciate your consideration and time as we strive to promote sustainable practices in the industries we serve.

Sincerely,



Mr. Ralph A. Hargrove
President & CEO, Hargrove Engineers & Constructors