DATA TABLES

HATCH

CLIMATE CHANGE

	Unit	2024	2023	2022
Does the company adhere to any external initiatives or sets of principles?	Yes/No	**Yes**	Yes	No
Are KPIs for reporting aligned with a sustainability reporting standard (GRI, SASB, other?)	Yes/No	**Yes**	Yes	No
Does your company communicate progress towards SDGs? [1]	Yes/No	**Yes**	Yes	Yes
Does the company have an established commitment to climate change? [2]	Yes/No	**Yes**	Yes	Yes
Scope 1 Emissions [3,4]	tCO2e/yr	**TBC**	3,006	308
Scope 2 Emissions [4,5]	tCO2e/yr	**TBC**	7,722	678
Scope 3 Emissions [4]	tCO2e/yr	**TBC**	74,840	131,820
Intensity reduction target + committed to have our targets approved by a Science Based Targets initiative (SBTi) [6]	Yes/No	**No**	No	No
Does the company investment in R&D of low carbon products and services in the reporting period	Yes/No	**Yes**	Yes	Yes
Action to support climate change adaption and resilience [7]	Yes/No	**Yes**	Yes	Yes
Renewable energy consumption as a % of energy consumption in the reporting period (+ time bound action plan to increase) [8]	%	**21**	21	0
Report companies' emissions of pollutants (NOX, SOX, etc.)	Yes/No	**No**	No	No
Training to raise employee awareness on energy conservation and climate actions [9]	Yes/No	**Yes**	Yes	Yes
KPIs on energy and carbon audit [10]	Yes/No	**Yes**	Yes	Yes
Reduction of energy consumption of lighting systems	KW	**167,650**	312,925	0
Reduction of energy consumption of HVAC	Yes/No	**No**	No	No
Reduction of energy consumption of IT	Yes/No	**No**	No	No
Dedicated budget and management team to GHG reduction	Yes/No	**Yes**	Yes	Yes
GHG inventory in line with protocol and accounting standards	Yes/No	**Yes**	Yes	Yes
Does the company publicly announce its targets?	Yes/No	**Yes**	Yes	Yes
Does the company engage suppliers in climate action? [11]	Yes/No	**Yes**	Yes	Yes
Does the company purchase products and services based on GHG emissions intensity + value chain? [12]	Yes/No	**Yes**	Yes	Yes
Does the company take action to reduce emissions from business travel, employee commuting, and downstream transportation? [13]	Yes/No	**Yes**	Yes	Yes

1. We published our UN Global Compact report in 2022, which provided a baseline of our status within the UNGC pillars of Human Rights, Labor, Environment and Anti-Corruption and how we are working towards the SDGs most influenced by our business.

2. In alignment with the Paris Agreement, in 2020, we set a goal for net-zero scope 1 and 2 emissions by 2030, and in 2023, we set a net-zero goal for scope 3 emissions by 2050.

3. Global gross Scope 1 GHG emissions include diesel fuel, gasoline and natural gas. 2024 figures are to be confirmed (TBC) and reported on in 2025.

4. The 2022 values are subject to be updated based on new methodology, conforming to latest standards data, and will be published in future Sustainability Reports.

5. Global Scope 2 GHG emissions include purchased grid electricity.

6. Targets are not sent for approval by a SBTi.

7. Outlined in our Climate Change statement.

8. Numbers reflect results from the Johannesburg office solar rooftop project.

9. Environmental Management System (EMS) and Sustainability course offering available on Hatch learning platform for all Hatch employees. This is a required training for Hatch employees who work out of offices covered under our Hatch EMS certification scope.

10. Our Hatch Sustainability Policy sets the basis for delivering sustainable solutions and our framework for setting and reviewing sustainability objectives and targets in our work.

11. Supplier management process is in place, and our Code of Conduct applies to all contractors, suppliers, joint venture partners, subcontractors, and vendors.

12. We do not have a specific policy or commitment currently; The scope of our EMS certification includes procurement and is reflected in our EMS commitments.

13. Business travel is managed through third-party provider Direct Travel, which tracks carbon footprint data associated with travel activities. This includes Scope 3 emissions reporting aligned with ESG standards, using tools that convert travel expense data into CO_2 equivalents to support transparency and informed decision-making.

ENVIRONMENT

Hatch EMS Metrics Review [1]	Unit	2024	2023	2022
Electricity utility consumption [2]	kWh	4,850,607	4,591,245	4,606,295
Water utility consumption [2]	m3	21,008	16,814	16,272
Water consumption per headcount [2,3]	m3	27.85	23.15	23.48
Natural gas utility consumption [2]	m3	54,704	46,083	58,766
Paper consumption [2]	kg	4,693	5,043	5,517
Waste weight generation [2]	Mt	75	73	83
Waste diversion rate [2]	%	35	30	27
Energy recovery for biochemical waste [2]	Mt	TBC	3.23	3.19
GHG emissions (Scope 1,2,3) [4]	Yes/No	Yes	Yes	Yes
Company commitment to water and oceans [5]	Yes/No	Yes	Yes	Yes
Company commitment to forests, biodiversity, and land [5,6]	Yes/No	Yes	Yes	Yes
Company commitment to air pollution [5]	Yes/No	Yes	Yes	Yes
Company commitment to waste (chemical spills, solid waste, hazardous, plastic, etc.) [6]	Yes/No	Yes	Yes	Yes
Company commitment to energy and resource use + KPIs on consumption	Yes/No	Yes	Yes	Yes
Company's water withdrawal and consumption (volume in megaliters) [2]	ML	TBC	0.02	0.03
Water intensity of products in regions with high or extremely high-water stress [7]	L	0	0	0
Sites owned, leased, or managed by company adjacent to key biodiversity areas [2,8]	Acres	0	0	0
Are there areas of natural ecosystems converted in areas owned, leased, or managed by company [2,8]	Yes/No	No	No	No
Is the company supporting projects focused on ecosystems restoration and protection?	Yes/No	Yes	Yes	Yes
Percentage of total waste diverted [2]	%	35.48	28.76	23.53
Total estimated weight of waste [2]	MT	77.63	75.60	83.20
Has the company obtained ISO 14001, EMAS, ISO 50001? + number of facilities? [9]	Yes/No	Yes	Yes	Yes
Has the company obtained ISO FSC, RSPO, ISO 28000, or SA8000?	Yes/No	No	No	No
Environmental consulting or solutions for clients (including knowledge of the services, environmental risk assessments)	Yes/No	Yes	Yes	Yes

1. Our Mississauga and Oakville offices are certified under the ISO 14001 program for EMS. These metrics are collected on a quarterly basis, and data is calculated on a fiscal year basis (October 1 to September 30) to comply with the ISO certification.

2. Geographic coverage includes all owned offices in the Greater Toronto Area (GTA) covered in the ISO 14001 certification.

3. Headcount refers to water consumption per full time equivalent to the applicable office.

4. GHG emissions data provided in the previous section on Climate Change.

5. Captured in Sustainability Policy.

6. Captured in HEMS procedures, however no specific commitment is made.

7. While the firm does not produce goods, operating in regions with high or extremely high-water stress requires monitoring and managing water use to support responsible resource stewardship and minimize environmental impact.

8. Hatch owned field adjacent to 2699 Speakman Drive (Mississauga), managed by Hatch EMS team.

9. Hatch has been certified ISO 14001 certified since 2014. The certification covers our offices in Mississauga and Oakville.

HEALTH AND SAFETY

	Unit	2024	2023	2022
Total Recordable Injury Frequency (TRIF) [1]				
Employee	Rate	**0.09**	0.08	0.00
Contractor	Rate	**0.45**	0.45	0.32
Combined	Rate	**0.28**	0.25	0.17
Lost Time Injury Frequency (LTIF) [2]				
Employee	Rate	**0.02**	0.01	0.04
Contractor	Rate	**0.00**	0.04	0.03
Combined	Rate	**0.01**	0.02	0.03
Does your company have a policy for healthy and safety that include: • Health and safety risk assessment • Health and safety emergency response plan • Training for good health and safety practices • Complaints procedure for health and safety • Regular health checkups • Preventative actions for RSI's (repetitive strain injuries) • Actions to address stress and psychological wellbeing	Yes/No	**Yes**	Yes	Yes

1. TRIF is the number of recordable injuries per 1,000,000 hours worked.

2. LTIF is the number of lost time injuries per 1,000,000 hours worked.

OUR PEOPLE (AND HUMAN RIGHTS)

	Units	2024	2023	2022
Which of the following has the company identified as material human rights topics connected with its operations and/or value chain, whether based on their salience (e.g., the most severe potential negative impacts on people) or another basis? **Are there policies in place? Have stakeholders been engaged on these topics? Has the company acted in mitigating the risks and impacts associated? Training provided? Enabling remedies?**				
Freedom of expression	Yes/No	**Yes**	Yes	Yes
Access to water and sanitation	Yes/No	**Yes**	Yes	Yes
Digital security and privacy	Yes/No	**Yes**	Yes	Yes
Gender equality and women's rights	Yes/No	**Yes**	Yes	Yes
Rights of Indigenous Peoples	Yes/No	**Yes**	Yes	Yes
Rights of refugees and migrants	Yes/No	**Yes**	Yes	Yes
Diversity, equity and inclusion (DEI) (including recruitment, promotion, training, harassment, support groups, women's development, inclusion of employees with disabilities, grievance mechanism + remedies, wage equality)	Yes/No	**Yes**	Yes	Yes
What was the last year that the labor rights policy was reviewed? [1]				
Modern Slavery Act statement	Yes/No	**No**	Yes	2022
Fighting against forced labor and child labor	Yes/No	**Yes**	Yes	Yes
Freedom of association and the effective recognition of the right to collective bargaining	Yes/No	**Yes**	Yes	Yes
Non-discrimination in respect of employment and occupation	Yes/No	**Yes**	Yes	Yes
Safe and healthy working environment	Yes/No	**Yes**	Yes	Yes
Working conditions (wages, working hours)	Yes/No	**Yes**	Yes	Yes
Women in management positions	%	**4.89**	4.57	4.92
Average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) [2]	Ratio	**1:1**	1:1	1:1
Training hours per employee [3]	hrs	**276,225**	302,749	190,707

	Units	2024	2023	2022
Is the labor rights policy...				
Aligned with international labor standards?	Yes/No	**Yes**	Yes	Yes
Publicly available?	Yes/No	**Yes**	Yes	Yes
Approved at a more senior level?	Yes/No	**Yes**	Yes	Yes
Applied to company operations?	Yes/No	**Yes**	Yes	Yes
Applied to suppliers?	Yes/No	**Yes**	Yes	Yes
Applied to value chain?	Yes/No	**Yes**	Yes	Yes
Developed in consultation with workers?	Yes/No	**Yes**	Yes	Yes
Developed involving labor rights expertise?	Yes/No	**Yes**	Yes	Yes
Developed involving expertise from in and out of the organization?	Yes/No	**Yes**	Yes	Yes
Does the company have a policy on the following?				
Forced labor	Yes/No	**Yes**	Yes	Yes
Child labor	Yes/No	**Yes**	Yes	Yes
Non-discrimination with respect to employment and occupation	Yes/No	**Yes**	Yes	Yes
Safe and healthy working environment	Yes/No	**Yes**	Yes	Yes
Working conditions (wages, working hours)	Yes/No	**Yes**	Yes	Yes
Does your company obtain labor or HR certifications such as ISO 45001, SCC, Fair Wage Network, B Corp, GEEIS, WBENC	Yes/No	**No**	No	No
Does the company engage in career management (recruitment, training, career development)	Yes/No	**Yes**	Yes	Yes
What actions are in place regarding working conditions?				
Two-way communication to voice working conditions	Yes/No	**Yes**	Yes	Yes
Compensation for extra or typical working hours [4,6]	Yes/No	**Yes**	Yes	Yes
Family friendly programs (parental leave, childcare services, allowances) [5,6]	Yes/No	**Yes**	Yes	Yes
Flexible organization of work (remote or flexi time) [6]	Yes/No	**Yes**	Yes	Yes
Health care coverage	Yes/No	**Yes**	Yes	Yes
Communication to employees of renumeration process [7]	Yes/No	**Yes**	Yes	Yes
Employee satisfaction surveys	Yes/No	**No**	No	No
Employee ownership	Yes/No	**Yes**	Yes	Yes
Bonus scheme related to company performance	Yes/No	**Yes**	Yes	Yes
Actions in place regarding social dialogue:				
Employee representative body	Yes/No	**Yes**	Yes	Yes
Collective bargaining on employee's health and safety, working conditions, career and management training, diversity and discrimination	Yes/No	**No**	No	No

	Units	2024	2023	2022
KPIs related to:				
Working conditions	Yes/No	**Yes**	Yes	Yes
Employee health and safety	Yes/No	**Yes**	Yes	Yes
Social dialogues	Yes/No	**Yes**	No	No
Career management	Yes/No	**Yes**	Yes	Yes
Training	Yes/No	**Yes**	Yes	Yes
Child labor	Yes/No	**No**	No	No
Forced labor	Yes/No	**No**	No	No
Human trafficking	Yes/No	**No**	No	No
Diversity, equity and inclusion	Yes/No	**Yes**	Yes	Yes
External stakeholder human rights	Yes/No	**Yes**	Yes	Yes
Percentage of women in the organization	%	**33.50**	27.00	27.00
Percentage of women at top management	%	**16.67**	20.00	0.00
Percentage of women on Board	%	**16.67**	20.00	0.00
Average unadjusted pay gap	%	**25.00**	23.00	25.00
Percentage of employees from a minority group [8]	%	**13.00**	12.00	11.00
Percentage of top-level employees from a minority group [9]	%	**16.67**	20.00	0.00

1. We have several policies regarding labor including our: Code of Conduct, Modern Slavery Act Statement, Fighting Against Forced Labor and Child Labor in Supply Chains Act Report, and Worker Welfare Process Guide.
2. By internal benchmarking.
3. Training hours per employee include education and training globally.
4. Policy on overtime hours depending on employee classification.
5. Code of Conduct and parental leave policies aligned with respective country.
6. Flexible organization of working hours in agreement with manager. Core business hours are between 9:00 am and 4:00 pm, start and end times vary.
7. Compensation is based on a number of factors depending on the individual's unique experience, responsibilities, and location.
8. Includes only permanent employees who voluntarily self-identified as a visible minority and/or having a disability. Diversity questions vary by country and may not be asked in all regions due to local regulations.
9. Reflects board representatives as top-level employees.

EMPOWERING COMMUNITIES

	Unit	2024	2023	2022
Policy on working with Indigenous Peoples [1]	Yes/No	**Yes**	Yes	Yes
Actions to work with women-owned businesses and businesses owned by visible minorities/vulnerable groups [2]	Yes/No	**Yes**	Yes	Yes
Action Plans (e.g., Canada Reconciliation Action Plan (including PAR certification), Reconciliation Action Plan in Australia, and Broad-Based Black Economic Empowerment Level 1 Certification in South Africa) [3]	Yes/No	**Yes**	Yes	Yes

1. Indigenous Peoples Policy in place since 2018.
2. Examples provided in 2024 Sustainability Report: SEM JV, NWMO JV, Vale (Brazil).
3. Hatch has obtained the following: PAIR Certification (Bronze Level), Reconciliation Action Plan, B-BBEE Level 1 Rating.

GOVERNANCE

	Unit	2024	2023	2022
Board Diversity				
Female board representatives	%	**16.67**	20.00	0.00
Male board representatives	%	**83.33**	80.00	100.00
Non-binary board representatives	%	**0.00**	0.00	0.00
Board Representatives under 30	%	**0.00**	0.00	0.00
Board Representatives 30-50 years old	%	**5.56**	5.56	0.00
Board Representatives 50+ years old	%	**94.44**	94.44	100.00
Board representatives identifying as vulnerable groups	%	**0.00**	0.00	0.00
Is the sustainability report assured by a third party? [1]	Yes/No	**No**	No	No
Does the company have an anti-corruption compliance program? [2,3]	Yes/No	**Yes**	Yes	Yes
Does the company have policies or recommendations for employee procedures in case of doubt and/or in situations that may represent conflict of interest, gifts, donations, sponsorships, or interactions with public officials? [3]				
Training on anti-corruption and integrity	Yes/No	**Yes**	Yes	Yes
Monitor anti-compliance program	Yes/No	**Yes**	Yes	Yes
Disclose corruption incidents, including their nature, actions taken, and whether those actions were independent or regulator-driven	Yes/No	**Yes**	Yes	Yes
Engage in collective action against corruption [4]	Yes/No	**Yes**	Yes	Yes
Obtain business ethics certifications such as ISO 27001 and ISO 37001	Yes/No	**No**	No	No
Actions in place to avoid security breaches including awareness training, information security due diligence, whistleblower procedures, information security risk performed, audits of control procedures, incident response procedure, records retention schedule, measures to protect third party data, gaining stakeholder consent to hold information. [5]	Yes/No	**Yes**	Yes	Yes
Does the company have policies for, due diligence process, oversight from the Board, and assess the risk for the following:				
Human rights	Yes/No	**Yes**	Yes	Yes
Labor rights	Yes/No	**Yes**	Yes	Yes
Environmental risks	Yes/No	**Yes**	Yes	Yes
Corruption risks [2]	Yes/No	**Yes**	Yes	Yes
Fraud	Yes/No	**Yes**	Yes	Yes
Money laundering	Yes/No	**Yes**	Yes	Yes
Anti-competitive practices	Yes/No	**Yes**	Yes	Yes
Information security	Yes/No	**Yes**	Yes	Yes
Whistleblower procedure	Yes/No	**Yes**	Yes	Yes
Identified suppliers and other business relationships that have risk related to human rights, labor, environment and anticorruption that are severe [6]	Yes/No	**Yes**	Yes	Yes
Does the company have workforce processes where employees can raise concerns on sustainability topics?	Yes/No	**Yes**	Yes	Yes
Does the company capture lessons learned on sustainability topics?	Yes/No	**Yes**	Yes	No
Is executive pay linked to performance on one or more sustainability topics?	Yes/No	**No**	No	No
Metrics for sustainability (i.e., regulation, GRI, CDSB, security exchange regulations, etc.)	Yes/No	**Yes**	No	No

1. This Sustainability Report has been developed in alignment with the UNGC Report on Progress and EcoVadis rating platform.

2. Whistleblower process.

3. Code of Conduct.

4. Part of on-boarding training and established through Code of Conduct (applies to employees, contractors, suppliers, joint venture partners, subcontractors, and vendors).

5. Case-by-case basis.

6. System for supplier management.