

# Data tables

Year-over-year comparisons

# CLIMATE CHANGE

	Unit	2025	2024	2023	2022
Does your company adhere to any external initiatives or sets of principles? <sup>1</sup>	Yes/No	No	Yes	Yes	No
Are KPIs for reporting aligned with a sustainability reporting standard (GRI, SASB, other?) <sup>2</sup>	Yes/No	No	No	No	No
Does your company communicate progress toward SDGs? <sup>3</sup>	Yes/No	No	Yes	Yes	Yes
Does your company have an established commitment to climate change? <sup>4</sup>	Yes/No	Yes	Yes	Yes	Yes
Gross scope 1 emissions <sup>5</sup>	tCO <sub>2</sub> e	2,416	–	3,006	–
Gross scope 2 emissions <sup>6</sup>	tCO <sub>2</sub> e	6,887	–	7,722	–
Gross scope 3 emissions	tCO <sub>2</sub> e	63,763	–	74,840	–
Intensity reduction target + committed to have our targets approved by a Science Based Targets initiative (SBTi) <sup>7</sup>	N/A	No	No	No	No
Does the company invest in R&D of low carbon products and services in the reporting period?	Yes/No	Yes	Yes	Yes	Yes
Action to support climate change adaption and resilience <sup>8</sup>	Yes/No	Yes	Yes	Yes	Yes
Report companies emissions of pollutants (NOX, SOX, etc.)	Yes/No	No	No	No	No
Training to raise employees awareness on energy conservation and climate actions <sup>9</sup>	Yes/No	Yes	Yes	Yes	Yes
KPIs on energy and carbon audit <sup>10</sup>	Yes/No	Yes	Yes	Yes	Yes
Reduction of energy consumption of HVAC	Yes/No	No	No	No	No
Reduction of energy consumption of IT	Yes/No	No	No	No	No
Dedicated management team to GHG reduction <sup>11</sup>	Yes/No	Yes	Yes	Yes	Yes
GHG inventory in line with protocol and accounting standards	Yes/No	Yes	Yes	Yes	Yes
Does your company publicly announce its targets?	Yes/No	Yes	Yes	Yes	Yes
Does your company engage suppliers in climate action? <sup>12</sup>	Yes/No	Yes	Yes	Yes	Yes
Does your company purchase products and services based on GHG emissions intensity + value chain? <sup>13</sup>	Yes/No	Yes	Yes	Yes	Yes
Does your company take action to reduce emissions from business travel, employee commuting, and downstream transportation? <sup>14</sup>	Yes/No	Yes	Yes	Yes	Yes

1. Hatch does not formally adhere to external climate initiatives or principle-based commitments (e.g., SBTi, UN Global Compact). Hatch has established internal net zero targets for scope 1 and 2 emissions by 2030 and scope 3 emissions by 2050. GHG emissions are measured and reported in accordance with the GHG Protocol, consistent with industry best practices.

2. While Hatch does not formally align climate KPIs with a sustainability reporting framework, we report key climate metrics (scope 1, 2, and 3 emissions) consistent with widely recognized standards.

3. 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 toward the Sustainable Development Goals (SDGs) most influenced by our business. We are no longer officially affiliated with the UN SDGs.

4. In 2020, Hatch set a goal to achieve net zero scope 1 and 2 emissions by 2030, and in 2023, established a net zero target for scope 3 emissions by 2050, supporting the goals of the Paris Agreement.

5. Global gross scope 1 GHG emissions include diesel fuel, gasoline, and natural gas. Global scope 2 GHG emissions include purchased grid energy.

6. Our decarbonization targets have not been submitted to SBTi.

7. Actions are outlined in our Climate Change statement.

8. An Environmental Management System (EMS) and sustainability course offering is available on the Hatch's learning platform for all Hatch employees. This is required training for Hatch employees who work out of offices covered under our Hatch EMS certification scope.

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

10. Our lighting projects are complete.

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. Electric vehicle chargers are available at multiple offices, including our Mississauga head office. In regions such as USA and Brazil, transit subsidies are available to employees to encourage the use of public transport.

14. 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–September 30) to comply with the ISO certification.

## EMPOWERING COMMUNITIES

	UNIT	2025	2024	2023	2022
Policy on working with Indigenous Peoples <sup>1</sup>	Yes/No	Yes	Yes	Yes	Yes
Actions to work with women-owned businesses and businesses owned by visible minorities/vulnerable groups <sup>2</sup>	Yes/No	Yes	Yes	Yes	Yes
Action Plans (e.g., Canada Reconciliation Action Plan, (including PAIR certification), Reconciliation Action Plan in Australia, and Broad-Based Black Economic Empowerment Level 1 Certification in South Africa) <sup>3</sup>	Yes/No	Yes	Yes	Yes	Yes

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

## ENVIRONMENT

	UNIT	2025	2024	2023	2022
Water utility consumption <sup>1</sup>	m <sup>3</sup>	18,075	21,054	15,264	17,458
Water consumption per headcount <sup>2</sup>		26	28	21	25
Paper consumption <sup>1</sup>	kg	3,859	5,422	5,046	5,074
Waste weight generation <sup>1</sup>	Mt	127	75	73	83
Waste diversion rate <sup>1</sup>	%	59	35	30	27
Energy recovery for biochemical waste <sup>1</sup>	Mt	2	2	3	3
Company commitment to water and oceans <sup>3</sup>	Yes/No	Yes	Yes	Yes	Yes
Company commitment to forests, biodiversity, and land <sup>4</sup>	Yes/No	Yes	Yes	Yes	Yes
Company commitment to air pollution	Yes/No	Yes	Yes	Yes	Yes
Company commitment to waste (chemical spills, solid waste, hazardous, plastic, etc.)	Yes/No	Yes	Yes	Yes	Yes
Company commitment to energy and resource use + KPIs on consumption	Yes/No	Yes	Yes	Yes	Yes
Water intensity of products in regions with high or extremely high water stress <sup>5</sup>	L	0	0	0	0
Is the company supporting projects focused on ecosystems restoration and protection?	Yes/No	Yes	Yes	Yes	Yes
Percentage of total waste diverted <sup>6</sup>	%	65	36	31	26
Total estimated weight of waste <sup>6</sup>	MT	142	78	76	83
Has your company obtained ISO 14001, EMAS, ISO 50001? + number of facilities? <sup>7</sup>	Yes/No	Yes	Yes	Yes	Yes
Has your company obtained ISO FSC, RSPO, ISO 2800, or SA8000?	Yes/No	No	No	No	No
Environmental consulting or solutions for clients (including knowledge of the services, environmental risk assessments)	Yes/No	Yes	Yes	Yes	Yes
GHG emissions (Scope 1, 2, 3)	Yes/No	Yes	Yes	Yes	Yes

1. Geographic coverage includes all owned offices in the Greater Toronto Area (GTA) covered in the ISO 14001 certification.
2. Headcount refers to water consumption per full-time equivalent to the applicable offices; owned offices in the Greater Toronto Area (GTA) covered in the ISO 14001 certification.
3. Captured in Sustainability Policy.
4. Captured in Hatch Environmental Management System procedures, however no specific commitment is made.
5. 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.
6. Applicable to 2800 Speakman Drive and 2699 Speakman Drive offices.
7. Hatch has been ISO 14001 certified since 2014. The certification covers our offices in Mississauga and Oakville.

# GOVERNANCE

	Unit	2025	2024	2023	2022
<b>Board Diversity</b>					
Female board representatives	%	16	17	20	0
Male board representatives	%	84	83	80	100
Non-binary board representatives	%	0	0	0	0
Board representatives under 30	%	0	0	0	0
Board representatives 30-50 years old	%	5	6	6	0
Board representatives 50+ years old	%	95	94	94	100
Board representatives identifying as vulnerable groups	%	5	5	5	0
Is the sustainability report assured by a third party? <sup>1</sup>	Yes/No	No	No	No	No
Does the company have an anti-corruption compliance program? <sup>2</sup>	Yes/No	Yes	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? <sup>3</sup>	Yes/No	Yes	Yes	Yes	Yes
Training on anti-corruption and integrity	Yes/No	Yes	Yes	Yes	Yes
Monitor anti-compliance program	Yes/No	Yes	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	Yes
Engage in collective action against corruption <sup>4</sup>	Yes/No	Yes	Yes	Yes	Yes
Obtain business ethics certification such as ISO 27001 and ISO 37001	Yes/No	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. <sup>5</sup>	Yes/No	Yes	Yes	Yes	Yes
<b>Does the company have policies for due diligence process, oversight from the Board and assess the risk for the following:</b>					
Human rights	Yes/No	Yes	Yes	Yes	Yes
Labor rights	Yes/No	Yes	Yes	Yes	Yes
Environmental risks	Yes/No	Yes	Yes	Yes	Yes
Corruption risks <sup>5</sup>	Yes/No	Yes	Yes	Yes	Yes
Fraud	Yes/No	Yes	Yes	Yes	Yes
Money laundering	Yes/No	Yes	Yes	Yes	Yes
Anti-competitive practices	Yes/No	Yes	Yes	Yes	Yes
Information security	Yes/No	Yes	Yes	Yes	Yes
Whistleblower procedure	Yes/No	Yes	Yes	Yes	Yes
Identified suppliers and other business relationships that have risk related to human rights, labor, environment, and anticorruption that are severe <sup>6</sup>	Yes/No	Yes	Yes	Yes	Yes
Does the company have workforce processes where employees can raise concerns on sustainability topics?	Yes/No	Yes	Yes	Yes	Yes
Does the company capture lessons learned on sustainability topics?	Yes/No	Yes	Yes	Yes	Yes
Is executive pay linked to performance on one or more sustainability topics?	Yes/No	No	No	No	No
Metrics for sustainability? (i.e., regulation, GRI, CDSB, security exchange regulations, etc.)	Yes/No	Yes	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, which is recommitted to by all employees every two years, most recently in April 2026.

4. Part of onboarding 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.

# HEALTH & SAFETY

	Unit	2025	2024	2023	2022
<b>Total Recordable Injury Frequency Rate (TRIFR) <sup>1</sup></b>					
Employee	Rate	0.05	0.09	0.08	0.07
Contractor	Rate	0.52	0.45	0.45	0.32
Combined	Rate	0.27	0.28	0.25	0.17
<b>Lost Time Injury Frequency Rate (LTIFR) <sup>2</sup></b>					
Employee	Rate	0.01	0.02	0.01	0.04
Contractor	Rate	0.03	0.00	0.04	0.03
Combined	Rate	0.02	0.01	0.02	0.03
Does your company have a policy for health and safety that includes:					
<ul style="list-style-type: none"> <li>• Health and safety risk assessment</li> <li>• Health and safety emergency response plan</li> <li>• Training for good health and safety practices</li> <li>• Complaints procedure for health and safety</li> <li>• Regular health check ups</li> <li>• Preventative actions for RSIs (repetitive strain injuries)</li> <li>• Actions to address stress and psychological wellbeing</li> </ul>					
	Yes/No	Yes	Yes	Yes	Yes

1. TRIFR is the number of recordable injuries per 200,000 hours worked.

2. LTIFR is the number of lost time injuries per 200,000 hours worked.

# OUR PEOPLE (AND HUMAN RIGHTS)

	Unit	2025	2024	2023	2022
<b>Material human rights</b>					
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	Yes
Access to water and sanitation	Yes/No	Yes	Yes	Yes	Yes
Digital security and privacy	Yes/No	Yes	Yes	Yes	Yes
Gender equality and women's rights	Yes/No	Yes	Yes	Yes	Yes
Rights of Indigenous peoples	Yes/No	Yes	Yes	Yes	Yes
Rights of refugees and migrants	Yes/No	Yes	Yes	Yes	Yes
Diversity, equity and inclusion (including recruitment, promotion, training, harassment, support groups, women's development, inclusion of employees with disabilities, grievance mechanisms + remedies, wage equality)	Yes/No	Yes	Yes	Yes	Yes
<b>Indicate whether the labor rights policy was reviewed in each year below:<sup>1</sup></b>					
Modern Slavery Act statement	Yes/No	Yes	No	Yes	Yes
Fighting Against Forced Labour and Child Labour in Supply Chains Act report	Yes/No	Yes	Yes	Yes	Yes
Freedom of association and the effective recognition of the right to collective bargaining	Yes/No	Yes	Yes	Yes	Yes
Non-discrimination in respect of employment and occupation	Yes/No	Yes	Yes	Yes	Yes
Safe and healthy working environment	Yes/No	Yes	Yes	Yes	Yes
Working conditions (wages, working hours)	Yes/No	Yes	Yes	Yes	Yes
Percent of women in management positions <sup>2</sup>	%	7	5	5	5
Percent of management positions held by women <sup>3</sup>	%	28	25	24	23
Average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) <sup>4</sup>	Ratio	1:0.76	1:0.74	1:0.74	1:0.72
Training hours per employee <sup>5</sup>	hrs	252,902	319,064	302,749	190,707

### Is the labor rights policy:

Aligned with international labor standards?	Yes/No	Yes	Yes	Yes	Yes
Publicly available?	Yes/No	Yes	Yes	Yes	Yes
Approved at a more senior level?	Yes/No	Yes	Yes	Yes	Yes
Applied to company operations?	Yes/No	Yes	Yes	Yes	Yes
Applied to suppliers?	Yes/No	Yes	Yes	Yes	Yes
Applied to value chain?	Yes/No	Yes	Yes	Yes	Yes
Developed in consultation with workers?	Yes/No	No	Yes	Yes	Yes
Developed involving labor rights expertise?	Yes/No	Yes	Yes	Yes	Yes
Developed involving expertise from in and out of the organization?	Yes/No	Yes	Yes	Yes	Yes
Is there a policy on freedom of expression and collective bargaining?	Yes/No	Yes	Yes	Yes	Yes

### Does the company have a policy on the following:

Forced labor?	Yes/No	Yes	Yes	Yes	Yes
Child labor?	Yes/No	Yes	Yes	Yes	Yes
Non-discrimination with respect to employment and occupation?	Yes/No	Yes	Yes	Yes	Yes
Safe and healthy working environment?	Yes/No	Yes	Yes	Yes	Yes
Working conditions (wages, working hours)?	Yes/No	Yes	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	No
Does the company engage in career management (recruitment, training, career development)?	Yes/No	Yes	Yes	Yes	Yes

### What actions are in place regarding working conditions?

Two-way communication to voice working conditions	Yes/No	Yes	Yes	Yes	Yes
Compensation for extra or atypical working hours <sup>6</sup>	Yes/No	Yes	Yes	Yes	Yes
Family-friendly programs (parental leave, childcare services, allowances) <sup>7</sup>	Yes/No	Yes	Yes	Yes	Yes
Flexible organization of work (remote or flexi time) <sup>8</sup>	Yes/No	Yes	Yes	Yes	Yes
Health care coverage	Yes/No	Yes	Yes	Yes	Yes
Communication to employees of remuneration process <sup>9</sup>	Yes/No	Yes	Yes	Yes	Yes
Employee satisfaction surveys	Yes/No	No	No	No	No
Employee stock ownership	Yes/No	Yes	Yes	Yes	Yes
Bonus scheme related to company performance	Yes/No	Yes	Yes	Yes	Yes

### Actions in place regarding social dialogue:

Employee representative body	Yes/No	Yes	Yes	Yes	Yes
Collective bargaining on employees health and safety, working conditions, career and management training, diversity and discrimination	Yes/No	No	No	No	No

### KPIs related to:

Working conditions	Yes/No	Yes	Yes	Yes	Yes
Employee health and safety	Yes/No	Yes	Yes	Yes	Yes
Social dialogues	Yes/No	Yes	Yes	No	No
Career management	Yes/No	Yes	Yes	Yes	Yes
Training	Yes/No	Yes	Yes	Yes	Yes
Child labor	Yes/No	Yes	No	No	No
Forced labor	Yes/No	Yes	No	No	No
Human trafficking	Yes/No	Yes	No	No	No
Equity, diversity, and inclusion (EDI)	Yes/No	Yes	Yes	Yes	Yes
External stakeholder human rights	Yes/No	Yes	Yes	Yes	Yes
Percentage of women in the organization	%	34	34	27	27
Percentage of women at top management	%	16	17	20	0
Percentage of women on Board	%	16	17	20	0

Average unadjusted pay gap	%	24	25	23	25
Percentage of employees from a minority group <sup>10</sup>	%	21	13	12	11
Percentage of top-level employees from a minority group <sup>11</sup>	%	5	5	5	0

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. Percent of all women who have direct reports.
3. Percent of all managers who are women.
4. By internal benchmarking.
5. Training hours for employees include education and training globally.
6. Policy on overtime hours depending on employee classification.
7. Code of Conduct and parental leave policies aligned with respective country. Code of Conduct is recommitted to by all employees every two years, most recently in April 2026.

8. Flexible organization of working hours in agreement with manager. Core business hours are between 9:00 a.m. and 4:00 p.m.; start and end times vary.
9. Compensation is based on a number of factors depending on the individual's unique experience, responsibilities, and location.
10. Includes only permanent employees who voluntarily self-identified as a visible minority/Indigenous, and/or having a disability, and/or being a member of the 2SLGBTQIA+ community. Diversity questions vary by country and may not be asked in all regions due to local regulations.
11. Reflects Board representatives as top-level employees.