

2020

Corporate Social Responsibility Report

The challenges of 2020 tested the strength and resilience of everyone around the world. This year further demonstrated the need for organizations to address their impact on the individuals and organizations they serve, the communities in which they live and work, and society and the environment at large. Accompanying the challenges are opportunities to have a lasting impact, and Huron leaned into those opportunities as we all strive to shape a better future.

Huron's commitment to strengthening our communities is exemplified through the work we do each day. From healthcare and life sciences to educational institutions, we serve clients in industries that have a significant impact on the health and well-being of our communities. Throughout the year, we helped hospitals and health systems increase bed capacity to serve COVID-19 patients, and we created a free resource for any organization to identify potential stimulus funding sources and benefits. Our efforts

also helped to safely bring patients, students and employees back to hospitals, school and work.

Within Huron, we transitioned to remote work in early March and continued to invest in our people. Consistent with our strong focus on culture, we prioritized the health and well-being of our people and emphasized discussions addressing social injustice.

I am proud of how our team continued to support one another during an incredibly challenging time while continuing to serve our communities and deliver with the highest quality to our clients.

This year, we also took the opportunity to refocus our corporate social responsibility efforts to align with five of the United Nation's Sustainable Development Goals (SDGs): promoting good health and well-being, quality education, gender equality, decent work and economic growth, and climate action. We have and will continue to support these goals through our client work, Huron Helping Hands program, employee resource groups and corporate partnerships.

In 2020, we renewed our commitment to holding ourselves accountable by defining a diversity and

inclusion action plan to help build a more equitable society. In addition, as an addendum to this report, we have included our inaugural Sustainability Accounting Standards Board (SASB) index, which provides detailed information consistent with professional services organization standards. We will continue to strengthen and bring transparency to our corporate responsibility disclosures in the years to come.

The events and impacts of 2020 have underscored the critical role we all play in supporting each other, embracing our differences and working together to solve our global challenges. We will continue to challenge ourselves as we know our work is not done. At Huron, we embrace our collective responsibility to positively impact those around us, our communities and the environment to build a more sustainable future for all.



A handwritten signature in black ink that reads "James H. Roth". The signature is fluid and cursive.

James H. Roth
Chief Executive Officer

In this report, we share the actions we have taken to create a better future through the work we do for our clients and in support of our communities and each other. As we continue to evolve our programs and initiatives to support a more sustainable future, we have focused our efforts on the United Nations (U.N.) Sustainable Development Goals (SDGs), which are aimed at achieving peace and prosperity for people and the planet. The 17 SDGs address the global challenges we face and were adopted by all U.N. member states in 2015 as part of the 2030 Agenda for Sustainable Development. As shown throughout this report, we have focused our efforts around five SDGs: good health and well-being, quality education, gender equality, decent work and economic growth, and climate action. We have also taken the next steps to provide more quantitative and qualitative measurements, which are included in our SASB Index as an addendum to this report.

3 GOOD HEALTH AND WELL-BEING



Ensure healthy lives and promote well-being for all at all ages.

4 QUALITY EDUCATION



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

5 GENDER EQUALITY



Achieve gender equality and empower all women and girls.

8 DECENT WORK AND ECONOMIC GROWTH



Promote inclusive and sustainable economic growth, employment and decent work for all.

13 CLIMATE ACTION



Take urgent action to combat climate change and its impacts.

BY aligning with the SDGs, Huron has the opportunity to make an even greater positive impact as we work jointly with others toward a collective goal.

Based on the work we do for our clients, which include hundreds of mission-driven organizations, we have identified five SDGs that integrally align with our vision, mission and values-driven culture. We believe focusing our resources and expertise in these areas will continue to have the most significant, positive impact on our people, our clients, our communities and the environment. Huron supports these commitments through our client work, our Huron Helping Hands philanthropic program, our employee resource groups and corporate partnerships.

We also include our inaugural Sustainability Accounting Standards Board (SASB) index as an addendum to this report. SASB provides industry-specific metrics for sustainability topics, giving companies a common framework to share relevant and standardized information. Huron's index aligns with SASB's Professional & Commercial Services standards and provides information on three topics: professional integrity, data security, and workforce diversity and engagement.

At Huron, we know we must continue to push ourselves, improving individually and collectively, to strengthen our business so we can best support those around us. As we work to build a more inclusive, equitable and sustainable future for all, we are committed to sharing and reporting on our progress.



Supporting Our Stakeholders During the Pandemic

The COVID-19 pandemic has forced organizations to rethink how work gets done and plan for a different future. At Huron, we remain focused on executing our vision of empowering our clients, our people and the communities we serve to own their future, particularly as they navigate the uncertainty facing their business, customers and teams given the current economic environment.

Throughout this challenging time, our team has been agile and nimble, introducing creative and innovative solutions to support our clients as they respond to, recover from and redesign their businesses.

SUPPORTING OUR CLIENTS

As a company, one of our greatest commitments to strengthening our communities is through the work we do each day. From healthcare and life sciences to education institutions, our clients serve industries that have a significant impact on the health, well-being and development of our communities. In 2020, nearly all organizations had to rethink their business models and how they deliver services to their customers, patients and students. Our Huron team continued to support our clients as they addressed current challenges that have been exacerbated by the pandemic while helping them prepare for an uncertain future.

SUSTAINABLE DEVELOPMENT GOALS FOCUS AREAS



To help organizations of all sizes understand the complex stimulus legislation coming from the federal government and better support them as they navigate the financial challenges brought on by the pandemic, our team created a free Stimulus Relief Gateway. The gateway served as an interactive tool that simplified the process for organizations to identify potential stimulus funding sources and available benefits.

Promoting Health and Well-Being

Most hospitals and health systems have been severely impacted by the pandemic. To help hospitals and health systems increase bed capacity to support the overwhelming number of COVID-19 patients, our team quickly adapted and worked with Medically Home and Adventist Health to establish a 150-bed virtual hospital-in-the-home capability to supplement acute care capacity. This effort has since led to further work with additional health systems across the country looking for better and less expensive ways to serve acute care patients in the COVID-19 environment as well as evolve the way care is delivered in a post-pandemic world.

The impacts of the pandemic have been significant around the world, especially in New York City. During the first wave of the pandemic, the [New York City mayor's office](#) engaged Huron to work with several government agencies, NYC Health + Hospitals and nursing homes to

provide crisis management services to combat the COVID-19 outbreak. Our team worked quickly to set up and mobilize over 35 COVID-19 pop-up and 15 field-testing sites, enabling our clients to execute over 10,000 tests per week and allow for a better understanding of the spread of the virus in the community. We helped triage an influx in temporary staffing requests and ensured staff and resources were deployed efficiently and effectively to hospitals across the city. Additionally, we established and ran a mobile command center. This mobile facility helped identify high-priority, at-risk populations in congregate settings across multiple locations and quickly test them to help contain the spread of infection in those areas.

Additionally, our Huron team collaborated with a technology partner to build various COVID-19 patient outreach and intake models for patient surveys, care coordination, virtual



screenings and digital self-service options to help organizations transition to a virtual work environment and assist with contact tracing.

Providing Inclusive and Equitable Education

Many universities across the nation committed to continuing to provide quality in-person education for students during the fall term while keeping students, faculty and staff safe. As one private, leading research university navigated complex decisions related to reopening its campus and planning for the upcoming semester, the university engaged our team to support its robust COVID-19 testing program and response from a project management, communications and reporting capacity.

The role of parents and guardians is shifting in the COVID-19 learning environment — from having to balance their own work with their children’s learning. Our Studer Education team quickly

pivoted to provide parents on-demand access to resources to support their child’s learning with the Parent as Learning Coach at Home membership. The membership provides learning through step-by-step guides, immersive skill sessions, connections with our coaching experts and weekly tips for learning coach success.

SUPPORTING OUR PEOPLE

The ongoing pandemic has impacted our people like never before. We have prioritized the health, safety and well-being of our team.

In early March, our team effectively transitioned to a remote work environment overnight. With resilience and innovation, our employees continued to collaborate successfully with each other and served our clients remotely. The seamless transition confirmed the strong operational, financial and cultural foundation we have built over the last several years, which provided our



business and team the flexibility to weather the challenges brought on by the pandemic.

To ensure our team had the tools needed to be successful working from home, Huron provided financial support for employees to invest in their home offices, making their work environments more productive and comfortable. We also provided additional childcare benefits to support our working parents and increased our flexible work arrangements to accommodate the various personal and professional needs of our employees.

To counter the increasing toll on our people as the pandemic extended, we provided additional physical and mental health resources to support the well-being of our people, including mental health breaks, remote mindfulness and resilience programs, and yoga classes. Lastly, we have continued to make it a priority to continue to invest in and foster our culture in a remote environment.

Our team members have supported one another virtually through book clubs, dance classes and other programs to learn more about their colleagues and their respective cultures, give back to our communities and support one another.

In addition to supporting those working from home, our team came together to develop a flexible plan that put our people's health and safety at the forefront of our reentry efforts. With some of our clients performing essential healthcare or infrastructure services, there were times when our clients needed us alongside them, and we provided our employees the option to serve our clients in person when it was safe to do so and compliant with stay-at-home orders and governmental guidelines. To protect the health and safety of our employees when they were on-site, we implemented a daily health screening app and a health and safety questionnaire for clients to complete to ensure their work environments met the same safety standards



that we implemented at our own offices. We also provided employees working at client offices with care packages of safety gear, including masks, hand sanitizers and disinfectants, when supplies were limited and also provided reimbursements for these materials on an ongoing basis.

While we continue to limit travel and monitor work in our offices around the globe, the actions we have taken during the pandemic have allowed us to quickly adapt and prepare for a flexible post-COVID-19 environment. These actions, coupled with our strong focus on supporting our people and fostering our culture, have helped us maintain a high level of employee engagement throughout the pandemic. In December 2020, our employee engagement score was 81%, 9 points above the Glint Employee Engagement global benchmark of 72%.

We continuously work to ensure our employees are up-to-date on the newest technologies and that we provide them opportunities to learn new skills and earn certifications that reflect their proficiency or expertise in our technology offerings. In 2020, our team devoted more than 500 hours to executive coaching, which focuses on the development of leadership skills to create positive change, manage complexity and build high-performing teams. Our employees have also embraced learning on demand with LinkedIn Learning and our new leadership learning series. Our new interactive leadership series for managers and directors has brought to life various leadership topics, including leading and developing people, leadership and strategy, and emotional intelligence. The series has helped more than 330 individuals practice building the leadership qualities necessary to engage our talent and drive business results.

81% Employee
Engagement Score

500+ Executive
Coaching Hours

1,000+ Technology
Certifications

Elevating Our Commitment to Diversity, Equity and Inclusion

Huron's value of inclusion is not just a value. It has been embedded across our organization since our founding and is fostered in our work environment every day. In 2020, Huron reinforced the collective commitment we established over the past 18 years to investing in our people, ensuring we encourage an inviting, equitable and inclusive work environment, and supporting our communities.

In June, Huron's chief executive officer, James H. Roth, and chief human resources officer, Patricia L. Olsen, joined leaders from Huron's Black Alliance employee resource group for an emotional, powerful and raw companywide conversation on racism and equality. More than

half of the company's employees attended the live event and many others watched the recording. Huron employees were also encouraged to take Juneteenth off for a day of reflection to further educate themselves on the history of the Black community, participate in social justice activities and spend time on their individual well-being.

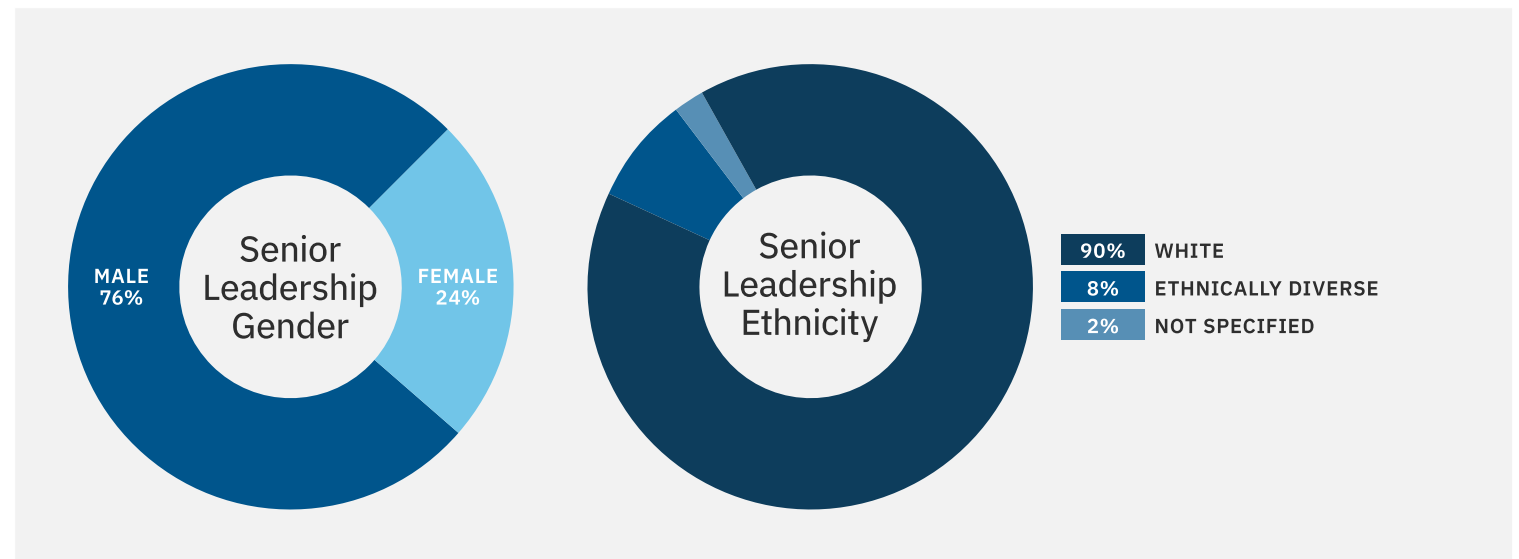
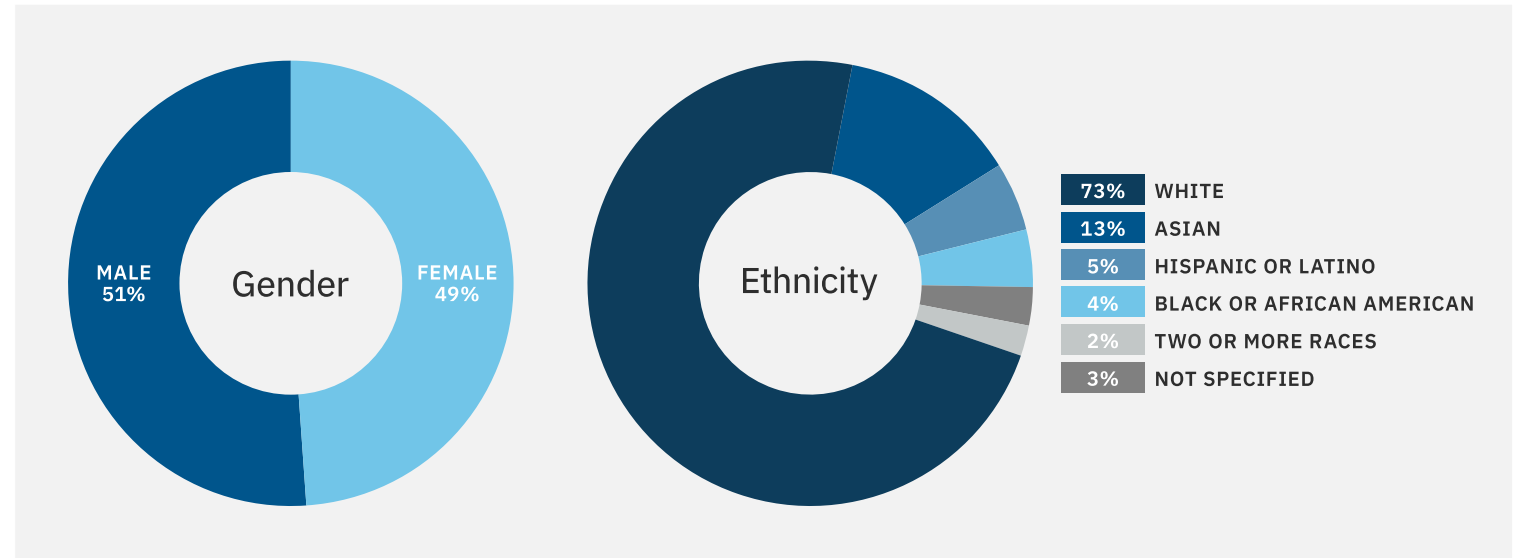
To further our commitment to diversity and inclusion, we defined our diversity and inclusion action plan to help us build a more equitable society. Through our plan we will continue to foster our inclusive culture, advance diverse representation across all levels of the organization, expand our community outreach and support, perform pay equity studies, and strengthen our vendor processes.

SUSTAINABLE DEVELOPMENT GOALS FOCUS AREAS



The gender and ethnic makeup of our U.S. population as of December 31, 2020, is shown in these charts. In August 2020, we developed a five-year plan with specific goals to advance diverse representation across all levels of the organization. The goals ensure our focus remains on attracting a wide range of individuals with diverse backgrounds into our organization and retaining them as they progress through their careers at Huron. While we are proud of our gender diversity from a companywide perspective, we aim to have greater female representation at our senior leadership levels. Additionally, racial and ethnic diversity is an area we are committed to improving throughout the company, including at our senior leadership levels.

We will aim to make progress on our goals by broadening our recruiting methods and our recruiting sources, and by developing and mentoring a diverse group of employees for potential promotion to leadership and other positions.



*Graphs represent U.S. population only as of December 31, 2020, which comprises approximately 82% of Huron's total employee population.

As a part of Huron’s diversity and inclusion action plan, we also launched Cultural Sensitivity, Unconscious Bias and Allyship workshops companywide. The workshops are based on real workplace scenarios and allow participants to recognize how their own unconscious biases impact their actions and decision-making ability and can cause unintentional harm. Participants have gained a better understanding of how to be an ally to others who are confronted with stereotypical remarks or biases. The discussions increased awareness, provided considerations to mitigate specific situations and created an opportunity to learn from one another.











“The case studies were realistic examples that encouraged great dialogue. It really forced you to think in a different way and took people outside [their] comfort zone.”

— WORKSHOP PARTICIPANT

INVESTING IN OUR PEOPLE

At Huron, we now have 10 employee resource groups — called iMatter teams — that provide opportunities to connect with those who share a common interest, interact with others to learn more about their perspectives, and make a positive impact on the organization at large. Some of our employee resource groups are traditional, while others are unique to fulfill the needs of our employees. Led by employee feedback, in 2020, we added a LatinX employee resource group. The LatinX group provides an inclusive cultural perspective on the diverse identities of Hispanic and Latinx working professionals while strategically supporting their professional growth and development.

96 diversity and inclusion-focused events were hosted by our employee resource groups in 2020

	Black Alliance iMatter Team
	Disability Advocates iMatter Team
	Experienced Hires iMatter Team
	Global Awareness iMatter Team
	LatinX iMatter Team
	Pan-Asian American iMatter Team
	Pride iMatter Team
	Veterans iMatter Team
	Women iMatter Team
	Working Parents iMatter Team

Our commitment to diversity and inclusion is also reflected in our board of directors. Of our six member board, two board members are women, and one board member self-identifies as ethnically diverse. Additionally, two of our committees are chaired by women.

We know our ability to attract and retain a diverse and inclusive workforce enables us to better help our clients address their most complex challenges. This year we were again honored for demonstrating our strong commitment to our people, our values, our clients and the communities we serve. For the seventh year in a row, we received a perfect score of 100 on the Human Rights Campaign Foundation's Corporate Equality Index for our dedication to fostering an inclusive culture where everyone belongs. For the 10th consecutive year, we were also recognized as a "Best Firm to Work For" by Consulting magazine, confirming why Huron continues to be an employer of choice.

At Huron, we continue to promote economic growth by providing our employees the tools they need to be successful in their careers and beyond. To further invest in our people's success, Huron held quarterly career workshops hosted by our women and Black Alliance employee resource groups to support career progression and leadership development. In addition to our career workshops, our employees identified new ways to help create the next generation of technology leaders and learn from one another. We had nearly 100 employees from Huron's Workday teams across the company participate in our Women in Workday event. This event provided the opportunity to openly share, develop and empower those in the technology field. The session was intentionally inclusive of genders to ensure a rich dialogue and educational experience.

INVESTING IN DIVERSITY, EQUITY AND INCLUSION IN OUR COMMUNITIES

Our investment in diversity, equity and inclusion extends beyond our organization.



In 2020, Huron added an additional matching gift campaign for organizations specifically working to make systemic changes in support of a more equitable and just society, including The POSSE Foundation, the NAACP Legal Defense and Educational Fund, and the National Urban League.

Our team also held several virtual events with HFS Chicago Scholars, a longtime philanthropic partner that helps underserved Chicago high school students, on essay writing and review sessions. We provided the students an opportunity to ask questions important to them so they can continue to flourish in the classroom. One of our speakers also hosted a “Being Your Best Virtual Self” pro bono event for more than 50 high school students from HFS Chicago Scholars to help them find their unique voices and increase confidence while communicating virtually.

Huron’s Innosight team has been collaborating with the Atlanta Symphony Orchestra (ASO) on a

diversity, equity and inclusion-focused pro bono engagement. The team conducted discovery interviews with Black orchestral musicians and leaders in the orchestra field and analogous industries to develop a rich understanding of the journey and key advancement factors for aspiring Black orchestral musicians. Innosight worked with a steering committee of leaders across the field of American Symphony Orchestras and the Atlanta community to define and prioritize actionable near- and long-term opportunities for the ASO to increase Black representation.

We know that when each of us succeeds, we all succeed. Collectively, our individual uniqueness enriches our organizational culture and enables us to deliver innovative solutions to our clients’ most complex problems. Through our people’s passion and creativity, we expanded our impact beyond Huron to foster inclusion in our communities and are committed to continuing this journey.



Making an Impact in the Communities We Serve

WE know we are all in this together and that we must support each other. With the impacts of the pandemic being deep and widespread, our team quickly adapted our approach to the evolving environment. Through Huron Helping Hands, our companywide philanthropic program, our team found ways to continue to give back to the communities in which we live and work.

Huron made financial donations to multiple organizations supporting COVID-19 relief, including the American Nurses Foundation Coronavirus Response Fund for Nurses, Direct Relief, the American Red Cross and The Global FoodBanking Network. Our

team also donated meals to front-line workers and collaborated to make masks to protect individuals against COVID-19. Masks made by employees were distributed to our employees as well as to nonprofit organizations in the communities we serve.

As part of the company's 2020 holiday giving campaign, Huron donated \$50,000 to five organizations, UNICEF, Worldreader, Girls Who Code, Year Up and Waterkeeper Alliance, which were chosen by employees. Additionally, this year's company electronic holiday card provided recipients the opportunity to choose one of three charities, UNICEF, INROADS and Carbonfund.org, to which Huron made a financial contribution. Each organization is integral to supporting our priority sustainable development goals.

SUSTAINABLE DEVELOPMENT GOALS FOCUS AREAS



SUPPORTING HEALTH AND WELL-BEING

At Huron, we promote well-being at all ages, and our team has participated in various events to demonstrate this commitment.

In February, Huron employees celebrated American Heart Month and Valentine's Day with members of the Boys & Girls Club of Chicago to promote good health and well-being. Huron volunteers promoted heart-healthy activities and foods, in addition to celebrating the upcoming

holiday. Volunteers organized a STEM activity, physical activities and set up a heart-healthy yogurt bar for the boys and girls to enjoy.

In May, Huron employees raised over \$63,000 for St. Jude Children’s Research Hospital® in our “Going Bald for a Cause” campaign to aid in the fight against childhood cancer and other life-threatening diseases. Managing directors across the organization and Huron’s chief financial officer shaved their hair off to raise money to support the lifesaving mission of St. Jude: Finding cures. Saving children.®

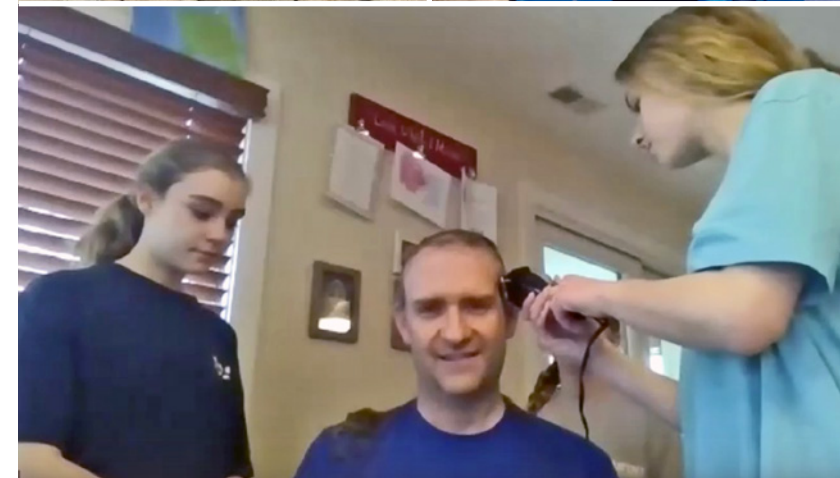
Since 2013, Huron has been a strong supporter of the American Heart Association (AHA) in its mission to be a relentless force for a world of longer, healthier lives. In 2020, we continued our partnership and joined the AHA remotely for its annual Go Red Goes STEM event. At this event, we hosted future women leaders from high schools in

Chicago interested in exploring careers in the fields of science, technology, engineering and math.

Additionally, Huron serves as a member of the Movember Business Club. Each year Huron hosts events to support the organization and help prevent men from dying too young by investing in prevention and treatment around mental health and suicide prevention, prostate cancer, and testicular cancer. In 2020, our employees raised \$20,000 to support the Movember initiative along with sharing mental health resources with employees and their families and encouraging movement through a series of physical activities.

PROMOTING GENDER EQUALITY IN OUR COMMUNITIES

We know it takes all of us to create an inclusive and equitable world. At Huron, we are committed to empowering women and girls to promote economic growth and development.





In February, our Lake Oswego, Oregon, office held an event with ChickTech, a non-profit organization committed to engaging women of all ages in the technology industry while working to create a better technology culture for all. Guided by Huron employees, participants from the community wrote code, learned about what it means to be a developer and enhanced the use of enabling technology to promote the empowerment of women.

ENSURING ACCESS TO QUALITY EDUCATION

We work to improve access to quality education, skill-building and lifelong learning. Every year, Huron hosts school supply drives across the organization to provide backpacks, notebooks and other supplies needed for learning. This year, with the COVID-19 pandemic forcing students to move to remote learning, Huron pivoted our normal school supply drives to laptop drives.

Through employee donations and with the help of our technology vendors, we provided laptops, computer accessories and school supplies to the Dr. Martin Luther King, Jr. Boys & Girls Club of Chicago and BePolished, a nonprofit organization based in Washington, D.C., that empowers young girls in single-parent households.

PROMOTING INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH

We continued our longstanding partnership with Ladder Up, a nonprofit organization that provides free tax return preparation and other financial resources to residents in underserved communities. Our efforts in 2020 resulted in the return of over \$812,000 to Chicagoland households.

While things may have looked different than we expected this year, we continued to prioritize our commitments to serving our communities and aligning our focus around our priority SDGs.

Taking Action for a Sustainable Future

Creating a more sustainable future requires all of us to come together to meet the needs of our people, our clients, our shareholders and our communities in an environmentally friendly way. At Huron, we actively promote practices to combat climate change to build a more sustainable future for all.

In 2020, Huron updated its environmental policy to reflect the company's commitment to a more environmentally sustainable future and to focus our efforts where we have the most opportunity to have an impact. Huron committed to removing single-use plastics from all offices by the end of 2020 as part of its "Bring It" campaign, which encouraged employees to bring reusable cups and utensils to the office, training programs and client sites. With our offices closed for the majority of

2020 due to the pandemic, we will follow through with this commitment as our offices reopen.

With our office closures, we expanded our sustainability initiatives and held our first "Green From Home" challenge in September. The goal of the challenge was to improve education and raise awareness on climate change mitigation, adaptation and impact reduction. Through this challenge, over 300 participants made over 2,200 changes to their remote work environments for a more sustainable future, including at-home composting, sharing and cooking vegetarian recipes, and eliminating single-use items.

Travel to our clients has been and will continue to be a requirement for our business. However, in 2020, we dedicated additional time and resources to evaluate how we deliver our services and

SUSTAINABLE DEVELOPMENT GOALS FOCUS AREAS



establish more flexible delivery models for a post-pandemic environment. We believe these changes will reduce our travel requirements going forward, increase flexibility for our employees and help decrease our carbon footprint in the future.

Addressing climate change now is critical to our future. At Huron, we are focused on protecting and preserving our planet for the benefit of future generations. In 2021, we aim to gather baseline data to set objectives and establish goals and targets, against which we can measure our progress.

Managing Responsibly

Huron’s board of directors’ Nominating and Corporate Governance (N&CG) Committee provides oversight of our companywide corporate social responsibility (CSR) strategy, including environmental sustainability. As part of its responsibilities, the N&CG Committee receives updates on the company’s CSR strategy and progress made on its initiatives and commitments, including how we motivate our people, our business and our communities to promote sustainable economic growth and diversity, equity and inclusion.

In addition to board-level oversight, our Enterprise Risk Management (ERM) Committee has oversight of Huron’s risk management

activities. As part of that scope, the ERM Committee monitors Business Continuity Planning, IT Security, Data Privacy, and Environmental and Sustainability-related risks associated with our business.

Huron’s Code of Business Conduct and Ethics (the “Code”) highlights our ethical way of doing business and is rooted in our reputation for integrity, responsibility and trust. We hold our employees to the highest standards and expect all employees to comply with the laws, rules and regulations that apply to our business. We reinforce our expectations through regular mandatory training. Employees are encouraged to ask questions if they need guidance or raise any ethical concerns with the assurance that the employee will not be retaliated against under any circumstances.

Huron remains committed to protecting the privacy and data of everyone we interact with in compliance with the data protection laws where we operate around the world. Our compliance and trust-based approach to privacy incorporates privacy by design and best-practice approaches to help us build and deliver products and services that exceed business needs and client expectations while protecting data. Huron’s cybersecurity controls and practices also involve every employee in the vigilant protection of our data and our clients’ data through technology and training. Our cybersecurity program is aligned with industry standards and continuously evolves to detect and protect against existing and emerging threats.

More details on these efforts can be found in our SASB index, which is included as an addendum to this report.

Looking to the Future

While we are proud of the progress Huron has made, the events of 2020 remind us there is much work to be done. We remain focused on shaping a more inclusive, equitable and sustainable future for all, and we look forward to continuing to make meaningful progress in the years ahead.

*ANY GROUP PHOTOS INCLUDED IN THIS REPORT WERE TAKEN PRIOR TO MARCH 5, 2020



Sustainability Accounting Standards Board (SASB) Addendum

A person with curly hair and glasses, wearing a striped shirt, is sitting at a desk in a dimly lit office. They are looking at a laptop screen and have their hands on the keyboard. The entire scene is tinted with a deep blue color. The background is slightly out of focus, showing some office equipment and papers.

TOPIC	CODE	SASB METRIC	2020 REPORTING
Data Security	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	<p>Our cybersecurity program is aligned with industry standards (including ISO 27001) and constantly evolves to detect and protect against existing and emerging threats through oversight by a team of dedicated security experts in IT, led by the Director of Infrastructure and Security, who reports to the Chief Information Officer. Our cybersecurity controls and practices – which include authentication controls, authorization controls, audit controls and encryption – involve every employee in the vigilant protection of our and our clients’ data through technology and training. In addition, we use a threat and vulnerability management and penetration testing program to detect new vulnerabilities and help assign priority to remediation. Huron provides regular cybersecurity and privacy workforce training as well as additional subject-matter specific training to relevant practice groups, including our healthcare practice. We also utilize workforce communications tools to reinforce privacy and cybersecurity awareness throughout the year.</p> <p>Huron has an Information Security Management System (ISMS) Steering Committee which acts as the strategy and review body governing Huron’s information security policies and practices, and is comprised of representatives from executive leadership, IT, legal, HR, and business operations leaders. Huron’s daily ISMS activities are overseen by a dedicated Governance Risk and Compliance team, reporting to the Chief Information Officer, which oversees daily ISMS risk and compliance tasks. In 2020, Huron’s board of directors formed the Technology Committee to oversee the Company’s technology-related strategies, investments and operational impacts and technology-related risks, including information security, data protection, cybersecurity, and business continuity.</p>

TOPIC	CODE	SASB METRIC	2020 REPORTING
Data Security	SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	<p>Huron is committed both in culture and in practice to protecting the privacy and data of everyone we interact with and doing so in compliance with the data protection laws where we operate around the world. We have an enterprise-wide privacy program that continues to mature as the business grows and laws evolve. Our compliance and trust-based approach to privacy incorporates privacy by design and best practice approaches to help us build and deliver products and services that surpass business needs and client expectations while protecting data.</p> <p>Huron’s privacy program is overseen by a dedicated Chief Privacy Officer, reporting to the Chief Compliance Officer, who reports to executive leadership, and the board of directors.</p> <p>Huron maintains a public Privacy Statement that explains how we collect, handle, store and protect personal information in the context of our services. It also provides individuals (including those in highly regulated jurisdictions, such as Europe and California) with information on how they can contact Huron with questions or to exercise their privacy rights.</p> <p><i>* In January 2021 Huron’s Chief Privacy Officer voluntarily transitioned out of Huron but we are actively recruiting for a new Chief Privacy Officer.</i></p>
Data Security	SV-PS-230a.3	<p>(1) Number of data breaches</p> <p>(2) Percentage involving customers’ confidential business information (CBI) or personally identifiable information (PII)</p> <p>(3) Number of customers affected</p>	<p>Except as a matter of public record (e.g., material risks and incidents reported in our SEC filings or to appropriate regulators including HHS or states attorneys general), Huron does not disclose this information.</p>

TOPIC	CODE	SASB METRIC	2020 REPORTING
Workforce Diversity & Engagement	SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	<p>Our diversity metrics are based on our U.S. population, which comprises approximately 82% of our total employee population. Senior leadership statistics are comprised of our most senior level employees, defined as Principals, Managing Directors, Corporate Vice Presidents and Executives. For additional information, please see our workforce demographics, on page 11, in our 2020 Corporate Social Responsibility report.</p> <p>SENIOR LEADERSHIP Female - 24% Racial/Ethnic Representation - 8%</p> <p>OVERALL POPULATION Female - 49% Racial/Ethnic Representation - 24%</p>
Workforce Diversity & Engagement	SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Voluntary Turnover = 10%
Workforce Diversity & Engagement	SV-PS-330a.3	Employee engagement as a percentage	<p>81%</p> <p>Since 2019, Huron has leveraged the Glint People Success Platform to assess employee engagement through a quarterly, companywide survey. Glint defines employee engagement as the degree to which employees invest their cognitive, emotional, and behavioral energies toward positive organizational outcomes.</p>

TOPIC	CODE	SASB METRIC	2020 REPORTING
Professional Integrity	SV-PS-510a.1	Description of approach to ensuring professional integrity	<p>The Huron Code of Business Conduct and Ethics sets out the standards of behavior we expect our employees to follow. It requires Huron employees to conduct themselves and our business at the highest ethical standards, demonstrate ethical leadership and promote a work environment that upholds the Company's reputation for integrity and trust. An employee's obligations under the Code include handling actual or apparent conflicts of interest between personal and business relationships in an ethical manner; maintaining the confidentiality of Company and client information; and maintaining a productive and professional work environment in which all individuals are treated with respect and dignity. Employees are encouraged to report violations of the Code or any applicable laws, rules or regulations without fear of retaliation. The Company has a 24-hour Helpline which they may use to report any concerns they may have.</p> <p>Huron's Board of Directors has also adopted an Anti-Bribery and Corruption Policy to ensure compliance by Huron employees and business partners with the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act and related anti-bribery and corruption laws of other countries in which Huron does or intends to do business. The Company applies a "zero tolerance" approach to acts of bribery and corruption by any of its employees or by business partners working on its behalf.</p> <p>Both the Code of Business Conduct and Ethics and the Anti-Bribery and Corruption Policy are accessible through the Company's website.</p>
Professional Integrity	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	<p>Except as a matter of public record (e.g., litigation or legal proceedings that could have a material adverse effect on our financial position or results of operations that are reported in our Form 10-K and 10-Qs), Huron does not disclose this information.</p>



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