

MEMO



TO All Hill Employees
FROM Chris Kastner
DATE March 25, 2024
RE Hill 2024 Ethics Survey

Dear Hill Team,

At Hill, everyone is expected to do the right thing, and to hold each other to that high standard. One way to measure whether this is the case is to go directly to the people whose perception matters most: you.

Hill's 2024 ethics survey will be administered in April by the Ethics & Compliance Initiative (ECI), an independent, non-profit organization that helps organizations worldwide evaluate their ethics and compliance programs. Here's what you need to know:

- The purpose of this survey is to gauge the ethical climate and culture of Hill.
- The survey will only take a few minutes to complete and will be done on company time.
- Time-charging information specific to each business unit will be included in follow-up communications.
- Your individual responses are 100% confidential, and the overall results will be shared with you later this year.
- Survey invitations will be emailed by ECI to employees with work email addresses.
- Designated survey sites will be available for all other employees.

Your input and ECI's analysis will help us identify and respond to the ethical challenges we encounter in our jobs. It will also tell us how we're doing on ethics and compliance as compared to other companies.

Look for more information in the coming weeks about the survey. Thank you in advance for participating and for your continued commitment to upholding an ethical culture at Hill because ethics starts with you.

Respectfully,

A handwritten signature in black ink that reads "Chris Kastner".

Chris Kastner
President and CEO