

# MEMO



**TO** All Hill Employees  
**FROM** Paul C. Harris  
**DATE** April 15, 2024  
**RE** Hill Sustainability Report

Dear Hill Team,

I am excited to announce the publication of our 2024 Sustainability Report. This annual report is an important tool in telling the story of our commitment to conducting business in a responsible and strategic way that ensures our long term success and positive impact.

What's most significant is not the report, per se, but the goodwill evidenced across the company that the report captures. Coupled with the Report to the Community, also set to publish this month, we see our Hill values in action. I'm most proud that we have always been guided by our mission, values, and purpose for over 138 years — not just in words but in genuine action.

I want to extend my sincere gratitude to each and every one of you for your part in our shared work — serving all our stakeholders with focus and clarity, guided by our values, and driving our progress forward.

As we celebrate the publication of our Sustainability Report, let's continue to work toward improving and enhancing the well-being of our colleagues and neighbors, and strengthening our company's foundation to keep our nation strong.

You can view the report [here](#) and watch a video [here](#).

Thank you for your continued dedication and support.

Sincerely,

A handwritten signature in grey ink, appearing to read 'Paul', with a long, sweeping horizontal line extending to the right.

Paul C. Harris  
Executive Vice President,  
Chief Sustainability and Compliance Officer