

## BHC Group Environmental, Social, and Governance (ESG) Policy

### Commitment to ESG Principles

At BHC Group, we believe in leading by example. As a consulting firm, we are committed to embedding Environmental, Social, and Governance (ESG) principles into everything we do—from our internal operations to the way we collaborate with clients and partners. Our goal is to create sustainable, ethical, and meaningful impacts that benefit not just our clients but also our team and the communities we work with.

### Environmental Responsibility

Our environmental footprint is naturally limited as a consulting business, but we believe every effort counts. We reduce energy use and waste by embracing remote collaboration, paperless workflows, and resource-efficient practices. We help clients adopt sustainable strategies, whether through ESG-aligned operational improvements or environmentally friendly technologies. Whenever possible, we opt for virtual meetings over travel to cut emissions and prioritize efficiency.

### Social Responsibility

We are proud to play a role in creating a positive social impact. Our focus is on fostering inclusion, building community, and supporting growth for those we work with. We partner with a diverse network of consultants, ensuring our teams reflect the communities we serve. By collaborating with organizations that tackle issues like workforce development and equitable access to opportunities, we extend our impact beyond our immediate business. Through mentorship programs, leadership initiatives, and speaking engagements, we also educate people in our industry, support our partners, and empower future leaders to succeed.

### Governance Excellence

Good governance is the backbone of how we operate. We hold ourselves to the highest standards of ethics, transparency, and accountability. Fairness and integrity guide everything we do, from needs assessments to implementations. We ensure our practices meet or exceed legal and industry standards and prioritize protecting client information through robust cybersecurity measures. By building strong, transparent relationships with clients and partners, we ensure mutual success and trust.

### Accountability and Continuous Improvement

We know there's always room to do better. That's why we regularly review our practices to stay aligned with ESG trends and our clients' evolving needs. We set measurable goals around sustainability, DEI, and ethical governance to track our progress and provide clients with actionable solutions that reflect their ESG priorities.

At BHC Group, we take our responsibility seriously. By integrating ESG principles into our consulting practices, we're not just helping our clients achieve their goals—we're also contributing to a more sustainable, equitable, and ethical future for everyone.