



be the
good

Corporate Responsibility
2023 Annual Summary

HITT



Table of Contents

Introduction.....	3
Community Contributions.....	5
Workforce Wellbeing.....	11
Environmental Sustainability.....	23
Innovation & Partnerships.....	28
Governance & Integrity.....	33
About This Report.....	37



“At the heart of HITT’s purpose is the desire to leave a lasting positive impact on the people, communities, and environments touched by our work. With every business decision made, we hold ourselves to the highest levels of integrity, accountability, and transparency, striving to ‘Be the Good’ each day.”

Kimberly Ed Roy

Kim Roy,
CEO

From Humble Beginnings to a National Leader

Since 1937, HITT’s success can be attributed to deep relationships with our partners and subcontractors and the trust of our clients, but also to our relationships with the local communities where our team members live and work. Founded as a small family business in the spirit of the American dream, we’ve grown to more than 1,600 team members from coast-to-coast with projects in nearly every state in the U.S. As we’ve grown, we have remained steadfast in our dedication to our team members, safety, research initiatives, sustainability, and community to pave the way for a better future.

Driven by our core value to “Be the Good,” we believe that success in business and being a good corporate citizen go hand-in-hand. HITT’s corporate responsibility plan lays forth a vision to achieve this commitment to the people, communities, and environments we touch through our work.

\$5.6B

2023 Revenue

1,600+

Team Members Nationwide

6,800+

Trade Partners

2,799

Projects Delivered in 2023

our Purpose

Driven by a Greater Purpose

As a leading national general contractor, we have the opportunity to lead with purpose and integrity while meeting our clients' construction needs nationwide and shaping the built environment of tomorrow. We're investing in future builders by cultivating a workplace culture centered on growth, mentorship, and inclusivity, while ensuring the transfer of knowledge and skills from one generation to the next. As stewards of a healthy future, we're committed to pioneering sustainable building practices and reducing our environmental footprint while driving innovation.

By embracing five key pillars of corporate responsibility, we can address these challenges head-on and unlock incredible opportunities for positive impact and growth in our industry.



Community Contributions

Inspire volunteerism and align our philanthropic endeavors with causes that resonate with stakeholder interests and aid our local communities.



Workforce Wellbeing

Further our legacy as a best place to work by continuing to build a positive and inclusive workplace culture through investment in training, professional development, safety, and the well-being of our team.



Environmental Sustainability

Be a leader in sustainability services and reporting to support client environmental goals while operating jobsites and HITT offices in a way that minimizes adverse environmental impacts.



Innovation & Partnerships

Encourage innovation in building construction practices through research and development opportunities and by leveraging strategic partnerships.



Governance & Integrity

Build and maintain a transparent corporate responsibility program to drive consistency, ethical business practices, and risk management through standardized policies, training, and governance.



good *neighbors*

COMMUNITY CONTRIBUTIONS

Make HITT count

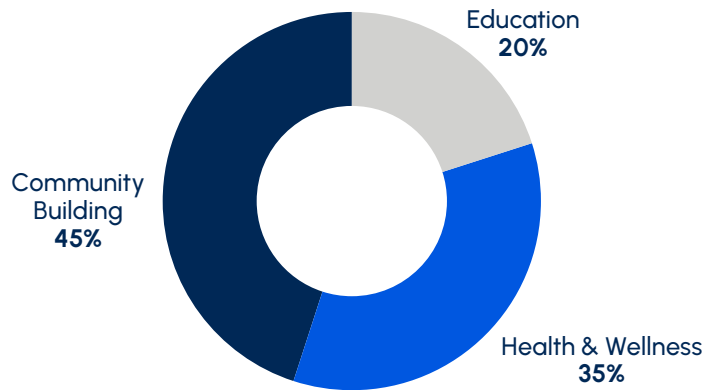
HITT has a longstanding commitment to addressing the needs of the community through financial contributions and volunteerism. To amplify our impact, we've focused on addressing issues in three areas: education, health and wellness, and community building. By concentrating our resources in these areas, we can maximize our contributions to advance positive change. We're dedicated to being strategic and transparent in our approach to philanthropy and volunteering, aligning to a clear purpose as we engage our team members, clients, and business partners to create a lasting and measurable impact in local communities.

Foundation for Change

The HITT Contracting Foundation is a 501(c)(3) nonprofit established in 2021 to unify HITT's philanthropic efforts and maximize our giving impact. The Foundation's mission is to **improve the lives of our team members, partners, and subcontractors through investments in technology, education, relationships, and community**. The Foundation invests in the next generation of builders and innovative construction practices through scholarships and endowments to institutions that align with our philanthropic vision. Inspired by the legacy of Chairman Emeritus Russell Hitt, who was passionate about giving both philanthropically and through volunteerism, the Foundation allows HITT to further achieve our purpose.

120

Organizations Supported*



* Number of organizations represents those funded by the HITT Contracting Foundation, corporate contributions through HITT Contracting Inc., and by team members on jobsites across the U.S.

In 2023 alone, the HITT Contracting Foundation donated nearly **half a million dollars** to organizations in the Washington, DC region.



Inspiring Youth to Pursue Careers in Construction

National Building Museum's Building Stories Exhibit

While career development takes place at every age, today's youth begin preparing for their future careers in middle school. HITT sponsors the National Building Museum's *Building Stories* exhibit to introduce children to career possibilities within construction. The **10-year exhibition** is expected to provide education and awareness of architecture, engineering, construction, and design for more than **100,000 DC Public School children and youth from across the broader National Capital Region**.

Building Stories will bring kids and adults alike on an immersive exploration of the world of architecture, engineering, construction, and design found in the pages of children's books. Geared toward an intergenerational audience, with special attention paid to children in grades K-8 and their parents and caregivers, we're proud to invest in inspiring future builders through this exhibit. Occupying 4,000 square feet of prominent exhibition space on the museum's ground floor, *Building Stories* is the most ambitious exhibition ever undertaken by the museum.



ACE Mentor Program

In 2023, HITT team members in Charleston, South Carolina, and Washington, DC supported ACE Mentor Program of America's local chapters to immerse students in the construction industry. Through ACE (Architecture, Construction, and Engineering), students worked directly with HITT team members who volunteered their time to mentor them through hypothetical design projects aimed at equipping students with new skills, while discovering an exciting and rewarding career path. HITT team members provided hands-on experience in solving design, engineering, and construction challenges that our industry professionals confront every day on jobsites. Since 2020, HITT has donated **\$101,000** to support the ACE Mentor Program.



National Building Museum's Big Build Event, Washington, DC

Bloom Our Youth

In 2023, HITT's mission critical team broke ground on a 670,000 square foot data center campus in Fayetteville, Georgia. We immediately invested in the community by donating \$10,000 to Bloom Our Youth, an organization that transforms the lives of local children in foster care. Each year, Bloom Our Youth provides necessary programming and resources for more than 5,000 children in the Georgia foster care system.

Supporting Our Nation's Veterans

HITT is proud to support the United States Armed Forces and has a long history of team members serving in the military. In 2023, we invested in organizations that support veterans and their families, such as the Travis Manion Foundation, which provides mental health resources and character-driven programming, and Troopster, which sends care packages to service members deployed around the world. **Through 2023, we donated \$51,000** towards veteran and military family-serving organizations.

Volunteering From Coast-to-Coast

Each April, HITT participates in **Be the Good Week**, a national initiative aimed at encouraging our team members to embody and embrace our core values through local acts of service. Be The Good Week brings together teams and individuals in collective action to serve others in their respective communities.

In 2023, hundreds of HITT teams participated in Be the Good Week events across the country, serving hot meals, cleaning up public spaces, and supporting our veterans. This tradition demonstrates our dedication to making a meaningful difference in the world, one act of kindness at a time.



U.S. Hunger Meal Packing,
Washington, DC

HITT team members assembled more than **40,000 bags** of dry goods, collected and donated more than **500 pounds** of shelf stable goods, and served more than **200 hot meals** to those facing hunger at emergency housing shelters.

Our teams supported children in underserved populations by donating more than **250** school supply filled backpacks to local public-school systems and collected more than **100 toys** for low-income families with young children.

Building *better* Communities

We're building better communities and making a positive impact through volunteerism. In 2023, HITT **partnered with more than 100 nonprofit organizations** across the country.

Leukemia & Lymphoma Society's Light the Night

In 2023, HITT teams in Atlanta, Austin, Charleston, Los Angeles, New York, Raleigh, Richmond, Santa Clara, Seattle, and Washington, DC united for the Leukemia & Lymphoma Society's Light the Night event. Together, we walked to raise awareness, remember and honor those touched by blood cancers. **More than 100 team members** collectively raised **more than \$88,000** in donations that contributes to finding a cure for leukemia and lymphoma..

Serving in All of Our Hometowns

Our team members share their skills and passions by supporting organizations in every one of our hometowns. In Houston, our team crafted a treehouse for a young cancer patient through the Make-A-Wish Foundation. The Los Angeles team dedicated time to Habitat for Humanity, constructing and renovating homes for low-income families. In New York, our teams participated in the Red Hook Initiative by building a ramp and two pergolas for the Columbia Street Farm, to foster a vibrant community space for the area's public housing community. The Raleigh's team made meaningful repairs to The Light House Home, an organization that provides housing and resources to women



Light The Night, Santa Clara

overcoming various challenges from domestic abuse to addiction. Our Richmond office team participated in the American Society of Interior Designers (ASID) Barkitecture event by building an innovative doghouse benefiting the Richmond Animal Care & Control Foundation. In Seattle, our team members contributed to The BLOCK Project, constructing walls for tiny homes that provide shelter for those experiencing homelessness.

Trees for Keys

Established in 2017, HITT's Trees for Keys initiative aims to promote greenery and environmentally friendly practices in the community by planting one tree for every new apartment unit delivered by HITT's Multifamily team. To date, HITT team members have successfully donated more than **4,600 trees**.



“Since HITT’s expansion to Los Angeles in 2018, we’ve been deeply committed to volunteering in the local community. Our partners at Gensler introduced us to Homeboy Industries, an organization that assists individuals and families affected by gang involvement. By volunteering each year at the Homeboy Holiday CARnival, we’ve helped hundreds of families prepare for the holidays. It’s moving to witness joy on children’s faces as they experience picking out a toy of their own, sometimes for the first time in their lives.”

Kavan Ranasinghe

Kavan Ranasinghe
Project Executive, Los Angeles



Habitat for Humanity, Los Angeles



DC Central Kitchen, Washington, DC



Make-A-Wish, Houston



good *vibes*

WORKFORCE WELLBEING

The foundation of our future

From our beginnings as a small family business to now more than 1,600 team members in 14 offices nationwide, we've grown while embracing an inclusive culture and making significant investments in our greatest assets—our team members.

To address tomorrow's needs, we are committed to investing in the next generation of construction leaders and laying the foundation for a diverse and vibrant industry. While research underscores the positive impacts of diversity, equity, and inclusion (DE+I) initiatives, we believe it's simply the right thing to do. We're deeply invested in providing our team with an incredible experience, and we're proud to be recognized as a best place to work from throughout the country.

You Belong Here

HITT prioritizes DE+I to create a space where we can build a brighter future where innovation and our differences can flourish. Organized around **four key principles**, our actionable and measurable strategy is more than a plan— it's a mindset.

Cultivate Community

We nurture a community mindset by creating connections amongst team members so they can form meaningful bonds and feel safe, understood, supported, and valued.

Listen Intently

We establish listening channels and communication tools to give every individual a voice and the ability to influence at HITT.



Challenge Mindsets

We help our team members grow and learn by exposing our team members to ideas, perspectives, knowledge, and training on key issues of DE+I.

Increase Representation

We deliberately recruit, retain, and advance by making intentional investments in team members from recruiting in more diverse communities to increasing leadership representation.

The Future is Now

Launched in 2005, our HITT Futures program jumpstarts ambitious builders and recent grads' construction careers from interns to their first years in the field. Training for this next generation of builders focuses on construction operations, client experience, subcontractor relations, project planning, and site safety through direct field experience, education, mentorship, and hands-on training. We're proud to be recognized as **vault.com's #1 Best Construction and Trades Internship in 2023**. To date, more than **175 trained HITT site operations team members** have become sponsors to support each program participant.

More than **875 graduates** have completed the Futures program, and more than half of those graduates continued their construction careers at HITT, with some advancing to senior leadership roles. In 2023, we increased representation from diverse communities in the HITT Futures program.

27%

Increase in BIPOC Representation Since 2021

55%

Diverse Representation Among 2023 HITT Futures



Project Site Tour in DC with Interns



DC Summer Interns, Habitat for Humanity



University of Houston Career Fair

Summer Internship

In 2023, 73 interns joined HITT nationwide for a 10-week, hands-on summer experience. This immersive, award-winning program provides interns with the skills necessary for a career in the construction industry and beyond. Participants came from far and wide including from the University of Southern California, Virginia Tech, Villanova University, and the University of Texas. Interns enjoyed a range of experiences that exposed them to the business of building, from field operations to risk management, business development, and client relationships.



2023 Summer Intern Class, DC



2023 Summer Interns, Houston



DC Summer Interns, Habitat for Humanity

2023 Vault Internship Program Rankings

#1

Best Construction and Trades Internship

#3

Best Overall Internships

#5

Best Internship Employment Prospect

#6

Best Internship for Diversity

A sense of belonging

HITT is dedicated to promoting a positive and inclusive environment for all through education, networking, and workplace collaboration. We achieve a sense of belonging through our Employee Resource Groups (ERGs). Since introducing ERGs at HITT, they've grown substantially in both membership and programming, adding to HITT's vibrant culture.

HITT's leaders play an instrumental role in each of our ERG's journeys towards fostering a diverse and inclusive workplace. Since conception, our ERG Chairs and Executive Sponsors continue to demonstrate dedication and passion for advancing equality within our company. The commitment from our leadership empowers our ERGs and their members nationwide to create meaningful change and lasting impact at HITT.

7

Employee Resource Groups

1 in 4

HITT Team Members
Belong to an ERG

35

ERG Hosted Events

Building Leaders



Black Leadership Network



HITT Veterans



Pride Alliance



Parents of HITT



Hispanic Outreach



Leadership Alliance

Women of HITT



Nine and Dine

In 2023, the Women of HITT ERG gathered for their inaugural Nine & Dine golf event to promote gender equality in business and create greater accessibility to golfing. **More than 55 women participated** in the event and gained confidence in playing golf with clients, partners, and colleagues.



“We've come a long way to creating a workplace where every voice is heard and every individual is valued. We continue to break down barriers, champion diversity, and empower women to reach their full potential. Our journey towards inclusivity is a shared responsibility, and I am proud to stand alongside my colleagues as we drive positive change together.”

Triloka Shanbhag

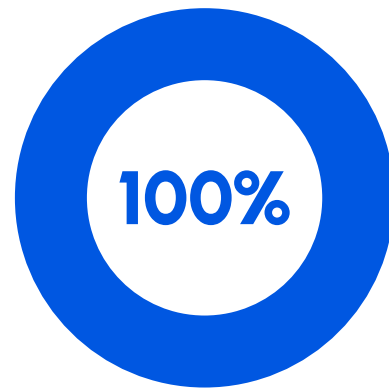
*Triloka Shanbhag,
Vice President & Co-Business Leader, Mission Critical and
Executive Sponsor, Women of HITT ERG*

Embracing a Growth Mindset

It's critical that we help our teams embrace a more inclusive mindset. We're incorporating new ideas, perspectives, and training to guide our team members' journeys. Through our in-house learning & development program, HITT University, our team members can access **more than 180 courses** designed to help them develop and become leaders in the construction industry. Configured into eight schools, including Construction Operations, Safety, and Culture & Values, HITT University empowers and equips team members to achieve their full potential.



To support our values around DE+I, HITT requires each team member to complete DE+I training within the first 30 days of onboarding. Additionally, all jobsites require inclusivity training to be completed before working on HITT projects.



All HITT Team Members and Hiring Managers Complete:

- DE+I training
- Microaggression training
- Equitable hiring practices training

Growing Our Own Way

Exceptional leadership is the foundation of strong governance and the core to how we deliver on the HITT promise to our industry partners, subcontractors, and clients. We're elevating our team members that are ready for the next level of their leadership journey through HITT's Corporate Leadership Council (CLC) and the launch of our inaugural Diverse Leaders Program cohort.

Long-term Impacts of Excellent Leadership

HITT's Corporate Leadership Council (CLC) is a cohort of emerging leaders nominated by leaders from across the firm. Members are appointed for a one-year term and provided a customized experience to gain a deeper understanding of company operations, build peer camaraderie, and develop solutions to a firm-wide challenge.



2023 CLC Class

Strong communication is critical to HITT's mission of elevating the business of building. Transparent and open communication enables construction success, fosters an inclusive and engaging workplace, and instills trust and partnership among teams.

In 2023, 12 team members from across the country were appointed to the CLC and charged with enhancing HITT's enterprise-wide communications protocols to improve the client and team member experience. The team worked cross-functionally among corporate resources, business units, and project-levels to conduct research, evaluate potential gaps, and propose updates to HITT's established communications processes for internal and external project-level communication. Their final recommendations were incorporated into HITT's communications protocols, resulting in more effective procedures across the enterprise.



CLC Class 7 Participants

Creating the Ladder to Leadership through HITT's Diverse Leaders Program

HITT is committed to increasing representation by supporting the leadership journeys of team members from historically marginalized communities, such as women and people of color (BIPOC), and other diverse individuals. In 2023, we introduced our Diverse Leaders Program, an annual cohort for the development of emerging leaders that aims to increase representation from diverse groups and create a more equitable experience. The program's **\$100,000 annual investment** provides recipients with personal development through a multi-month leadership program to advance their careers and flourish as leaders in the construction industry.



Diverse Leaders 2023 Cohort

2023 Diversity By the Numbers

35%

Diversity in 2023 Promotions

23%

More Women Promoted Than in 2022

35%

Increase in BIPOC Promotions

1 in 4

Senior Leadership Promotions Were BIPOC or Women

At HITT, we're dedicated to increasing representation for women, BIPOC individuals, and other diverse communities in construction. As of year-end 2023, we've made progress to achieving some of our goals through the promotion of team members that represent diverse communities.

HITT's Culture of Care

Safety is our number one priority in every element of our work. HITT's Culture of Care embraces mental wellbeing, psychological safety, and inclusive workplaces. We move beyond checklists to ensure everyone is cared for and, in turn, shows the same care for their teammates. We continue to foster safe work environments by investing in our safety workforce, providing best-in-class training, innovating tools and equipment to reduce risk to our people, and creating above-standard best practices on our jobsites nationwide.

Central to our safety culture are the five guiding elements:

Empowerment

Team members are trained to identify unsafe acts and risky behaviors. We empower every person on our jobsites to speak up and be a part of the safety solution.

Accountability

We practice ownership at every level and ensure each team member is personally responsible for embracing our safety approach and Culture of Care.

Communication

From hands-on training to sharing observations, our team members practice open communication, which creates a positive work environment and achieves our safety goals.

Mindfulness

More than a directive, we promote mindfulness in even the most common activities to avoid complacency that may create risk.

Training

HITT's advanced training programs and robust policies in practice ensure every person on our jobsites will go home safely at the end of the day.

Safety Done "The HITT Way"

Construction is always evolving. To ensure HITT evolves alongside the industry, we're constantly embracing, investing in, and rewarding the behaviors that keep our people and jobsites safe. We invest in best-in-class training, cutting-edge tools, and top-of-the-line equipment, and we're constantly introducing and implementing recognition and reward systems to incentivize the behaviors that contribute to our Culture of Care.

HITT utilizes an accountability system that flexes from year to year and incentivizes a key performance measure chosen by company leadership. Each year, the program focuses on established practices, processes, and programs core to the business to incentivize positive behaviors. The goal is flexible, allowing HITT to adjust in dynamic ways, while motivating and retaining our team members.

Safety is our most important measure of project success; therefore, it was chosen as the first key objective measure dating back to 2022 with the launch of the new accountability system. Because this was implemented, we saw a behavior change through 2023, resulting in an increase of safety observations and a decrease of incidents and recordables.



Investing in Safety

Every safety incident is preventable, which is why we invest heavily in safety team members and programming to achieve zero on-the-job injuries. To reach this goal, we increased the safety team resources nationwide to include specialists in electrical safety. Additionally, in 2023, we increased our focus on leadership site visits, recognition for safety performance, and conducting root cause analyses enterprise-wide.

353,450

Safety Kudos Given

394,938

Coachable Safety Moments Reviewed

29%

TRIR Decrease Since Introduction of HITT's Health & Safety Platform in 2020

10%

TRIR Decrease in 2023

**Total Recordable Incident Rate (TRIR) is a measure of safety based on the number of safety incidents reported against number of workers present and number of hours worked.*

Advancing Jobsite Safety

Utilizing safety data collected in 2022, we launched a targeted prevention messaging and signage campaign focusing on the five most common incident types: hand injuries, lacerations, ladder mishaps, injuries from inadequate PPE use, and slips, trips, and falls.

Additionally, the safety team worked closely with our MEP services group to develop and implement enhanced energy control training and process audits and hired a dedicated electrical specialist to provide advanced training and expert guidance on safe electrical installations nationally. These actions played a crucial role in achieving a **57% reduction** in arc-flash related incidents encountered the prior year, reinforcing our commitment to advancing workplace safety.



Leveraging Robotics for Safer Environments

Continuously improving jobsite safety is of utmost importance. To advance our safety measures in recent years, we've embraced robotic technology to enhance the site operations team experience and remove workers from potentially hazardous situations, such as working in confined spaces or performing repetitive tasks that may lead to fatigue and potentially harmful errors.

HITT's in-house Research & Development (R&D) team is leveraging Spot, an agile mobile robot from Boston Dynamics, to enable superintendents to operate remotely and avoid potentially hazardous environments. As the adoption of robotics in construction continues, we're studying the reliability of robotic solutions in performing tasks that include remote telepresence, reality capture, and safety inspections to ensure they become trusted and effective tools.

Caring for the Whole Team Member

Team member wellbeing is deeply important, and HITT is committed to offering a number of initiatives to encourage whole person health.

Rewarding and Incentivizing Healthy Behaviors

Our Wellness Participation Program encourages a healthy lifestyle and offers insurance discounts to reward good choices. Team members who annually complete a routine physical, online health assessment, a mental wellness course provided by HITT University, and are nicotine and tobacco-free receive discounted insurance rates. In 2023, **72% of team members participated** in our wellness program.

HITT's Wellness Reimbursement Program

HITT offers an annual wellness reimbursement that encourages individuals to enjoy healthy activities like exercise, outdoor hobbies, and nutritious meal services. Eligible expenses include gym memberships, personal trainer fees, fitness equipment, and meal prep services, as well as tobacco cessation programs and mental health, stress management, and sleep aid resources. In 2023, we saw a **6% increase in utilization** and reimbursed **\$165,000** to team members for eligible wellness purchases.

\$165,000

Paid in Wellness Reimbursements

72%

Wellness Program Participation



Site Operations Sabbatical Program

Studies have shown that taking time off from work can help reduce stress, increase mental clarity, and renew energy and enthusiasm leading to improved job performance upon returning to work. HITT offers a Site Operations Sabbatical to reward tenured team members for their hard work and dedication. These team members have the opportunity to take time away from work to refresh, renew, or learn new skills and explore new interests, which can contribute to extended careers and overall personal and professional growth.

4,040+

Sabbatical Hours Taken

Hanging up the Hard Hat

We deeply value the commitment our team members make by choosing to work at HITT. In recognition for their service, loyalty, and commitment to delivering with passion, HITT provides a generous retirement bonus for team members with more than 15 years of continuous service to the company.



In 2023, HITT awarded nearly **\$1.2 million** in bonuses to retiring team members.

Retiring HITT team members average **20 years of service.**



good *solutions*

ENVIRONMENTAL SUSTAINABILITY

Sustainable vision

#18

Top Green Contractors by Engineering News-Record in 2023

We have a responsibility to address some of the world's most pressing issues related to biodiversity, pollution, waste, and other climate change contributors. HITT is focused on identifying carbon contributors, employing waste diversion methods, and optimizing the efficiency and sustainability of our offices and jobsites through alternative energy and materials.

We monitor our Scope 1, 2, and 3 carbon emissions (excluding project sites) and annually report data to Carbon Disclosure Project (CDP). We're continuously identifying carbon contributors and waste diversion methods, while exploring strategies to optimize the efficiency and sustainability of our offices and jobsites. We work to employ the finest sustainability offerings to our clients by educating our project teams in sustainable strategies, design coordination and the credit documentation process.

Through our subject matter expertise, we're committed to driving awareness and action within four key areas:



Reducing Carbon Emissions



Advancing Alternative Materials



Adopting Alternative Energy



Pursuing Waste Diversion



HITT Co|Lab

Driving Sustainable Change

As leaders in the green building space HITT works closely with clients and partners to meet their sustainability goals and certifications. Through our green business strategy, we adhere to strict material tracking, education, and quality control to ensure project success.

Beyond LEED certification, our sustainability team assists projects in complying with green building codes nationwide and newer third-party certification programs, such as the Sustainable SITES Initiative, the Living Building Challenge (LBC), and the WELL Building Standard (WELL).

Pursuing a Cleaner Future for the Built Environment

HITT prioritizes tracking carbon emissions and waste diversion as an essential part of our sustainability efforts by proactively implementing a robust environmental management plan and construction waste management policy. By leveraging technologies and collaborating with clients and trade partners, we optimize our efforts to track and reduce our carbon footprint. We continue to pursue tools and processes to better understand and measure the carbon emissions generated throughout the construction process. We're constantly working with partners on jobsites to implement recycling efforts in accordance with local market conditions and requirements. It's through our strong partnerships with manufacturers' take-back programs and waste haulers that we maximize waste diversion from landfills.

Our Carbon Commitment

Tracking and reporting carbon emissions is important to thoroughly understand our operational impact on the environment. **In 2023, HITT's carbon neutrality commitment for Scope 1 & 2 emissions was achieved through purchasing US-based carbon offsets.** As HITT continues to track Scope 1, 2, and 3 emissions, we have seen a reduction in our carbon intensity. While this is a good start, we continue to research feasible reduction actions to thoughtfully identify and capitalize upon tangible opportunities to further reduce our emissions. As HITT continues to expand nationally, we look for ways to ensure that our offices and jobsites operate as efficiently as possible and help clients understand the impact their decisions make on the efficiencies of our building stock.

230+

Total LEED Certified Projects Completed

3,415,000

Square Feet of LEED Projects Delivered in 2023

Tracking and Reducing Embodied Carbon

Embodied Carbon is the collective greenhouse gas (GHG) emissions generated throughout the lifecycle of building materials, including extraction, manufacturing, transportation and installation. HITT's in-house Sustainable Construction team seeks to proactively identify carbon reduction opportunities early in the design and construction phases and works with our clients to track and reduce embodied carbon.

Our teams are leveraging Building Transparency's Embodied Carbon in Construction Calculator (EC3) open-access tool to address supply chain carbon emissions from construction materials upfront through benchmarking, assessment, and reduction.





Pioneering Low-Carbon Concrete

In 2023, we pioneered ECOPact, a low-carbon concrete mix with the potential to reshape industry standards, alongside Holcim and Baker Concrete Construction on a data center campus in Northern Virginia. ECOPact emits 35–45% less CO2 than standard concrete, marking a significant step towards a more sustainable built environment.

HITT's Environmental Management Plan

As an integral part of our business operations, HITT is committed to managing environmental matters through design, procurement, and site management. HITT has created an Environmental Management Plan (EMP) highlighting best practices regarding environmental management during a construction project. The EMP covers all project operations, starting with the point of entry for raw materials and energy through project completion. HITT's EMP explains our process for managing potential environmental challenges on project sites and addresses items such as waste, indoor air quality, and sustainable construction management.



Pursuing Waste Diversion

17,000+

Tons of Waste Diverted from Landfills Nationwide

8+

Tons of Waste Composted at HITT HQ & Co|Lab



Green Research at HITT's Co|Lab

Co|Lab is HITT's dedicated research and development facility located outside of Washington, DC. In 2023, our R&D team explored new materials and methodologies in sustainable construction at Co|Lab that will be key to pursuing Net Zero on the new HITT headquarters building, set to deliver in 2027.

In 2023, we introduced prefabricated wall systems to explore alternative and more sustainable building materials to supplement existing Thermasteel panels at Co|Lab. We tested various recycled and biomaterial options for construction viability, including:

- Mushroom board made of mycelium
- Lamboo made from 100% bamboo
- Smile plastics panels made from polyethylene terephthalate (PET)
- BAUX acoustic felt certified recycled PET



Smile plastics wall finish on Thermasteel panels at Co | Lab

The First of Its Kind

The Douglass, located in Ward 8 of Washington DC, is the largest multifamily housing project aiming for Zero Carbon Certification from the International Living Future Institute (ILFI) to-date. When complete, the **900,000-square foot** structure is set to redefine urban development norms and become one of the most sustainable multifamily buildings in the entire country. The project features a **200-kW rooftop solar array** and an all-electric mechanical system. The concrete production is projected to **reduce carbon emissions by 30%**, a new benchmark, and **5% of the parking will be reserved for EV charging**. **78 of the 747 units** are designated as affordable housing, reflecting a commitment to serving low- and middle-income families.



The Douglass, Washington DC



good *ideas*

INNOVATION & PARTNERSHIPS

Modern challenges require modern *solutions*

Building for the Future

In 2023, HITT revealed plans for a new, Net Zero-ready headquarters in Falls Church, Virginia that will incorporate means, methods, materials, and technologies that aspire to redefine what's possible in construction. The headquarters will be a hub for education and innovation in construction as Virginia Tech has leased space for a Coalition for Smart Construction. The project includes a **100,000-square foot photovoltaic solar canopy that will generate all energy needed for the building**, 55,000-square feet of urban parks, outdoor conference space, and an interactive digital experience pavilion. Slated for completion in 2027, we envision a sustainable hub for innovation, education, and collaboration within the building industry and local community.

Community Impact

HITT headquarters is the lynchpin of a 40-acre development located near the West Falls Church Metro station. The project boasts **55,000 square feet of urban park space** that features interactive art, a sustainability pocket park, and an innovation journey spanning the site. There will also be a **1,400-square foot interactive digital experience pavilion** designed to be a nucleus for the local community. The urban park space and pavilion are open to the public, and the community will be encouraged to engage to learn more about the built environment.

100,000

Square Foot Photovoltaic
Solar Canopy

40,000

Square Feet Dedicated
to Virginia Tech Coalition
for Smart Construction

100%

Energy Offset Expected



HITT's Future Headquarters,
Falls Church, Virginia



HITT's Future Headquarters,
Falls Church, Virginia

Partnership with Virginia Tech

HITT's longstanding partnership with Virginia Tech continues with the creation of the Coalition for Smart Construction—a **40,000-square foot research lab dedicated to the future of building**. This exciting partnership will inspire the next generation of construction professionals and drive groundbreaking research and educational collaborations within the built community.

Advancing Innovation in Construction

At Co|Lab, we're designing, testing, and sharing ongoing R&D projects through new materials, methods, technologies, and procedures to solve some of the built environment's greatest challenges.

The building industry is ripe for evolution, driven by innovation and ingenuity. In 2023, HITT's R&D team collaborated with our clients, partners, and subject matter experts to strategically invest in more than 20 research projects and initiatives that we believe can bring real, quantifiable change to our everyday work.

2023 Co|Lab By the Numbers

3,000+
Students, Industry
Partners, and
Association Visitors

25
Educational Events

15
R&D Mockups

25
R&D Partners

20
R&D Projects

Pushing the Boundaries Through Learning and Development Industry Partners

Co|Lab continues to push the envelope of what's possible for higher education institutions, industry and sustainability associations, and other partners. In 2023, Co|Lab **hosted nearly 3,000 visitors** to learn from projects that showcased new materials, methods and procedures.

Harnessing the Power of 3D Printing

3D printing presents opportunities to address three major building industry challenges: the shortage of skilled labor, rising material costs, and supply chain issues. HITT's investment in 3D printing stems from a desire to revolutionize industry practices by fostering agility and efficiency. We aim to minimize waste, streamline labor processes, improve schedules, and promote the use of recycled plastics.

Inspiring Brilliance One Event at a Time

In 2023, Co|Lab hosted more than two dozen events engaging higher education, industry partners, and organizations focused on sustainability. In May 2023, HITT was honored to be selected as a destination for the International Living Future Institute (ILFI) flagship event, Living Future 2023. Students from Marymount University's Interior Architecture & Design Masters program toured the space and engaged in a stimulating session on innovation and design thinking. Capping off the year, the HITT Hospitality team participated in a hands-on training session with industry partner, QuickDrain, delving into advanced product installation methods for new products.



Living Future 2023 at Co|Lab

In 2023, HITT renovated our Raleigh office, including a new lobby experience. We worked with Additive Engineering Solutions (AES), an Ohio-based advanced manufacturing company to design and produce 3D printed furniture and other components for the newly remodeled reception area.



3D printed furniture at HITT's Raleigh office

Good partners

Our dedicated subcontractor partners are an extension of the HITT team. We're committed to improving their experience by removing barriers to working on HITT projects and expressing our appreciation for their dedication and partnership.

Leading the Way Through Local Relationships

We're taking intentional steps and making investments company-wide to ensure small and minority-owned businesses have ample opportunity to earn our business. One example of this is HITT's Performance Insurance Program. When coupled with HITT's subcontractor onboarding program, it provides a streamlined pathway for subcontractor partners to qualify to win work with HITT that is both indicative of their skills and talents, and also appropriately sized to help grow their business without the common barriers found in the performance security marketplace. With HITT deploying this program across the entire enterprise, it reduces ambiguity, confusion and often-times burdensome paperwork for the subcontractor partners, so they can move forward on a pursuit opportunity with HITT efficiently.

A Deep Appreciation for the Heart of Our Business

Each year, HITT hosts Subcontractor Appreciation days across our 14 locations. These events honor and celebrate our subcontractor partners and their dedicated craftspeople with fun, food, drinks, and networking. Two prestigious awards

1,350+

Diverse Trade Partners
Onboarded*

\$495M+

Work Awarded to Diverse
Subcontractors*

** Includes businesses that hold certifications as Disadvantaged Business Enterprise, Historically Underutilized Business, Local Disadvantaged Business Enterprise, Minority Business Enterprise, Minority-owned Business, Women-owned Business, Small Business Enterprise, Veteran-Owned Business, Women-Owned Business Enterprise and Women-owned Small Business*



2023 Sub Day, Fort Lauderdale

are presented at each of our locations: the Myrtle L. Hitt Award, recognizing a subcontractor exemplifying "The HITT Way" through exceptional workmanship and service, and the HITT Safety Award for outstanding commitment towards safety on-site. In 2023, 2,300 subcontractors joined us for Subcontractor Appreciation days.



good call

GOVERNANCE & INTEGRITY

integrity is at the core of everything we do

Since 1937, HITT has been dedicated to upholding the highest level of integrity. We maintain our steadfast commitment to risk management, ethics, and our code of conduct. We believe that transparency is good business and we hold ourselves to the highest levels of accountability. Our **seven core values** that make up The HITT Way serve as the north star for our team members and leaders.

Core Values

Be the Good

Individual actions can have great impacts. We use our power to take care of our community, foster inclusiveness, and be the good with every choice we make.

Stay Humble

We are the product of humble beginnings and represent decades of hard-earned success. We are gracious and respectful in our words and actions, and we lead by example for those who follow us.

Deliver with Passion

The HITT Experience is more than delivering construction. Through trust and a passion for exceeding expectations, our promise is an incredible building experience that creates partnerships for life.

Elevate the Business of Building

We are constantly improving and challenging the status quo. Good enough is never enough when we can do better. We embrace courageous leadership.



Work Hard

We believe in a tireless work ethic, a love for the craft, and the simple satisfaction of a job done safely and exactly right.

Take the High Road

Even in difficult situations, it's not always easy, profitable, or simple to do the right thing, but in the long run, it makes all the difference.

Every Little Detail

We're obsessed with the details—in the end they become the big picture. Those who care most about the little things care more about everything.

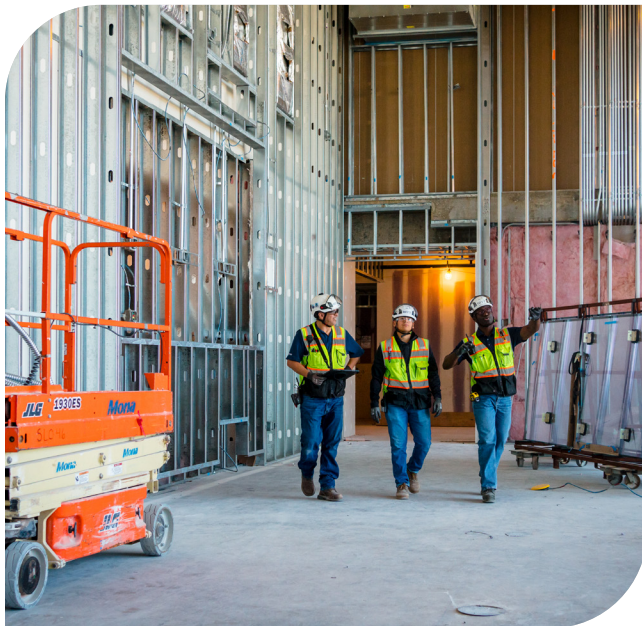
Constantly Recommitting to Excellence

To hold ourselves accountable to the highest standards of integrity and transparency, HITT has a stringent internal audit program. In 2023, we selected **36 focus areas** from business operations that were audited for compliance. From this annual effort, internal policies and procedures continue to evolve to ensure HITT is positioned to reduce risk, strengthen controls, and maintain the highest standards of governance and accountability.

Leading by Example

Our governing committees maintain the highest standards of integrity and ensure our formal risk mitigation processes are upheld throughout company operations.

In 2023, HITT appointed members to our three governing committees to further strengthen our enterprise as we continue to grow. Additionally, we announced the appointment of proven leaders to our executive leadership team that will usher HITT into the next era.



HITT's Principal Leadership Team

Corporate Steering Committee

Led by HITT's CEO and co-presidents, HITT's Corporate Steering Committee (CSC) consists of the company's most senior leaders that provide strategic direction for the firm, including project execution and risk management.

Business Unit Leader Committee

The Business Unit Leaders Committee (BULs) is led by HITT's co-presidents and includes business unit leaders that collaborate to exceed operations and business unit goals and initiatives.

Operations Executive Committee

The Operations Executive Committee (OEC) is led by HITT's co-presidents and includes the CEO, chief of staff, and all operations executive vice presidents, senior vice presidents, vice presidents, and project executives with the mission of leading HITT's operations members to achieve operational excellence through strong relationship management of clients and partners.

Enterprise Governance Committee

The Enterprise Governance Committee (EGC) is made up of corporate leaders that advance productivity, procedures, resource allocation, and reporting across departments.

HITT's Code of Conduct

HITT's Code of Conduct defines the expectations for our ethical conduct and behavior both on and off the jobsite. Each of our team members are brand ambassadors, and they must conduct themselves in alignment with our core values at all times. HITT's Code of Conduct details our commitment to being an Equal Opportunity Employer, how we engage and work with our trade partners, Anti-Trust & Anti-Competitive Practices, Confidentiality, Health & Safety, our Environmental & Social Responsibility and lastly, our channels for team members reporting violations anonymously. HITT is committed to taking the proper actions for those who do not conduct themselves in alignment with the principles outlined in the Code of Conduct.

Up For the Challenge

We purposefully recognize team members who exceed expectations. Each quarter, our Principal Leadership Team (PLT) that comprises of our CEO and co-presidents, recognizes peer-nominated team members who embody our core values by awarding them with a leadership challenge coin. Our PLT see many of our team members living by The HITT Way and continue to recognizing their hard work and dedication publicly.

37

Leadership Coins Awarded
in 2023

100%

Team Members Completed
Ethics Training

Aligned to the Moral Compass

At HITT, we believe that ethics is not just a set of rules, but a fundamental part of our company's culture and identity. Our core values of Taking the High Road and Being the Good are not just words on a page, but principles that we live by every day. HITT co-presidents personally conduct the ethics training required for every team member. As the leaders, they are deeply committed to instilling these values in every aspect of our business and ensures that our team members understand their importance to the organization. Their hands-on training underscores the significance of ethical decision-making at all levels of the company and demonstrates their dedication to fostering a culture of integrity and accountability.





As we reflect on our company's responsibility and role in solving some of the world's most complex and pressing issues, one thing remains clear: the future of our industry is bright.

As we look to tomorrow, we'll continue to **elevate the business** of building by fostering inclusivity and creating brighter futures for all. Our journey doesn't end here; rather, it's just one more step towards an even more vibrant and inclusive tomorrow. Together, we'll continue to shape a world where compassion, innovation, and community thrive.

About This Report

Information and data within this 2023 Corporate Responsibility Annual Summary represent HITT Contracting Inc.'s owned assets and operations unless otherwise stated. Data in this Annual Summary may be rounded. Information about employees or team members applies to those employed by HITT unless otherwise stated. The Annual Summary reflects information and data for year-end 2023, unless otherwise stated. Please note that the information contained in this Annual Summary does not constitute a guarantee, commitment, or promise with regard to business activities, performance, or future results. Information on performance made in reference to social or environmental claims, plans or goals may be based on processes, assumptions and other factors that continue to evolve and are subject to change in the future and we undertake no obligation to update these statements to reflect subsequent events or circumstances. **To learn more about HITT, visit our website at [HITT.COM](https://www.hitt.com)**