

Dear valued clients, colleagues, and friends:

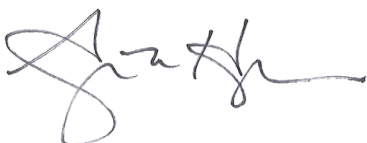
As the CEO and Director of Sustainability of HPZS, I am continuously seeking opportunities to elevate our business practices and demonstrate our commitment to social responsibility. I am pleased to announce that currently, HPZS is the only Woman-Owned Illinois architecture firm and one of two organizations headquartered in Chicago to have a Just 2.0 label. Participating in this groundbreaking program built confidence and credibility with our clients and helped us nurture a culture that values diversity, equity, and inclusion.

Administered by the International Living Futures Institute (ILFI), the JUST™ program is a system of metrics intended to measure organization's performance on a range of issues relative to their policies and business practices. The program outlines 22 specific social and equity indicators that are housed with six general categories: Diversity and Inclusion, Equity, Employee Health, Employee Benefits, Stewardship, and Purchasing and Supply Chain. The result of participation in this program is the JUST™ label, a publicly accessible scorecard transparently declaring the firm's current performance measured against these metrics. To participate in the program, we provided extensive documentation about our policies and practices. It was a rigorous process, but it was also an opportunity for us to take a closer look at our methods and identify areas for improvement.

During the evaluation process, we were pleased to see that HPZS is excelling in many areas, including pay equity, gender diversity, and employee engagement. However, we also identified areas where we could improve, such as increasing a focus on physical health in our office and ensuring HPZS promotes inclusion and ethnic diversity. To address these areas of improvement, we expanded our recruitment efforts to include outreach to universities and colleges with diverse student populations, including the annual Chicago Public Schools Career Fair. To better serve our local communities, HPZS makes an annual contribution to Chicago's oldest women's domestic violence organization, Connections for Abused Women and their Children (CAWC), and I am currently leading the Board of Directors in developing their new multimillion dollar shelter. By participating in community development initiatives, and providing pro-bono services to local organizations, HPZS facilitates a better environment for people to live, work, and play, and promotes social justice and sustainable practices in Chicago.

Participating in the JUST™ program was a valuable experience for us. It identified areas for improvement and gave us a framework for measuring progress and communicating our commitment to social responsibility to our clients, partners, friends, and family. HPZS is proud to be included in these endeavors, marking the beginning of a new era of corporate transparency.

Sincerely,



**April Marie Hughes, AIA**  
Owner, Managing Principal  
Director of Sustainability