

**EQUAL EMPLOYMENT OPPORTUNITY (EEO)
STATEMENT OF
KIMLEY-HORN AND ASSOCIATES, INC.**

Effective May 1, 2025

It is the policy of Kimley-Horn to provide fair and equal treatment of all current and prospective employees without regard to race, color, age, religion, sex, sexual orientation, gender identity, marital status, national origin, qualified disability, medical condition, protected veteran status, or any other reason under applicable federal, state, or local laws. This commitment to fairness means that we provide equal opportunities in all areas of employment, including recruitment, selection, job changes, promotions, terminations, wages or other forms of compensation, benefits, training, and other privileges, terms, and conditions of employment.

Kimley-Horn commits to comply with the equal employment regulations of federal, state, and local governmental entities as applicable, including without limitation Title VII of the Civil Rights Act of 1964, as amended; Section 503 of the Rehabilitation Act of 1973, as amended; the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA). Kimley-Horn further commits to maintain equal opportunity plans and programs as required by such regulations.

Kimley-Horn will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

Joy A. Pado, Senior Vice President, and Rachel E. Ferina, Vice President, have been designated as the firm's EEO Officers and assigned overall responsibility for the coordination, implementation, and direction of the EEO Program, which the Board of Directors reviews each year. In addition, all other employees are expected to perform their job responsibilities in a manner that supports equal employment opportunity for all.

Any employee or applicant for employment who believes they have been treated in a way that violates this policy should contact their supervisor; a member of the Regional Human Resources team; our EEO Officers; or Brent H. Mutti, President. Responsible parties will promptly investigate allegations of discrimination or harassment, and Kimley-Horn will take appropriate action in response to these investigations. Any employee committing any discriminatory practice will be subject to discipline up to, and including, termination. We will not tolerate any retaliation against any employee or applicant for employment who raises a concern about a potential violation of this policy or provides any information in connection with any complaint.



Brent H. Mutti, President

5/1/2025

Date