

Moving IMPACT



TABLE OF CONTENTS

03 From Our CEO

04 Mission, Vision & Values

06 Our Approach for
Moving Impact

08 Impact Highlights

10 Moving for Inclusion

22 Moving Green

34 Moving for Community

44 Moving Forward





We believe in creating an inclusive environment where people not only want to come to work, but they have access to tools, resources and support to be their best selves.

FROM OUR CEO

At Hilldrup, we've always prided ourselves on being more than a moving, storage and logistics company. We are a mission-driven organization with strong values and a commitment to family and community.

We believe in creating an inclusive environment where people not only want to come to work, but they have access to tools, resources and support to be their best selves.

We cross rivers, mountains, oceans and every other part of the world to get our customers' belongings to their new homes and businesses. This daily reminder of how spectacular the world is drives our mission to help protect and preserve the environment – from the types of tires we use on our trucks to the utilization of our virtual video move surveys to reduce the amount of paper we use.

We also see it as our responsibility to support the communities that we serve. Our employees have always been our eyes and ears on the ground, and we enlist them to help us discover great organizations where we can volunteer our time and manpower and provide monetary donations.

As you read through our first annual Corporate Social Responsibility (CSR) report, our hope is that you feel our passion and commitment and see that it is more than just words on a page. Hilldrup's Moving Impact is truly making a difference in the places that we work, live and play every day.

President and Chief Executive Officer

MISSION, VISION & VALUES



MISSION

Hilldrup's Mission is to deliver superior service by promoting a culture that is customer-centric, empowers employees and maximizes profitable growth.

This Mission defines our approach and strategy to doing business every day.

VISION

Hilldrup's Vision is *to be the best moving services company, period*. Key to fulfilling that vision is our commitment to caring for the people and places that make our Vision possible.

VALUES

Empowered Accountability

You are Hilldrup to the customer. When a challenge arises, we are personally responsible for taking ownership and providing a timely and clear resolution.

Uncompromised Integrity

We show respect and integrity to our customers, partners and each other in all that we do and at all times, even when no one is watching.

Unwavering Commitment

We are committed to our customers, each other and our Hilldrup values with steadfast resolve.

Fearless Communication

Let your voice be heard, and listen!

Infectious Positivity

People want to be around and do business with people who are positive and happy. There are two ways to look at every situation — we focus on the positive side.

Purposeful Agility

Flexibility is the key in developing long-term business success. But we do it with purposeful planning.



OUR APPROACH FOR MOVING IMPACT

A SHARED COMMITMENT

When it comes to Corporate Social Responsibility (CSR), leadership may come from the top, but it is absolutely a team effort. Our company's success is measured by more than our bottom line. Having a team that believes we can and should have impact beyond our walls — and our trucks — means a greater chance of making a difference.

LISTENING TO LEARN

Our employees are on the phone with customers, in homes and workplaces making moves, servicing equipment and managing our warehouses — their insights into what we can do more, better and different are crucial to continuous improvement. We are also looking at industry best practices — what are other companies that have proven themselves leaders in CSR doing that we can learn from and build upon?

ORGANIZING FOR CHANGE

As our CSR program evolves, we are identifying owners and champions for that work to ensure we maintain the momentum. Do we have work to do? Absolutely. Are we committed? Absolutely. We are working on how to better educate and engage our teams consistently, as well as how to update our customers and other stakeholders on our efforts and seek new opportunities for partnership.



Additional investment in our customers through new facilities in **Raleigh, NC** and **Orlando, FL**

\$6,650 in-kind contributions donated company-wide in 2022

1,410 tons of cardboard recycled

A combined **\$134,352** of cash contributions paid to charitable organizations in 2021 and 2022, companywide

Diversity and Inclusion Taskforce established to keep Diversity, Equity & Inclusion (DEI) a continued priority

Using **60% less power** thanks to our leading edge server optimization

Top 3 non-profits that Hilldrup donated to in 2022:

\$15K Coca-Cola Scholars Foundation

\$15K The Chris Long Foundation

\$10K The Hilldrup Move-Up Fund via The Community Foundation

17,854 gallons of gas and **335,451 pounds** of carbon emissions saved through conducting more than **12,306** virtual surveys

FIDI FAIM accredited, **ISO 14001:2015** certified, **ISO 9001:2015** certified, three of the industry's top standards for quality and environmental management

IMPACT HIGHLIGHTS

Moving FOR INCLUSION



At Hilldrup, we champion the success of our team—and the individuals that drive our work forward. We recognize that the whole is greater than the sum of its parts and that when we collaborate effectively, we all achieve more.

That means we strive to create a work environment that is respectful, safe and inclusive for all. We want a culture where people of all ethnicities and races, genders and generations, as well as different perspectives and life experiences can achieve and fulfill our vision of being *the best moving services company, period.*

Our unwavering commitment to diversity is woven throughout our organization. It's part of our

recruitment and selection processes, our health and welfare benefits, our professional development and training, and our promotions, transfers, and employee programs.

To help support our inclusion efforts, we have introduced a series of trainings to promote understanding through education.

We have also encouraged employees to share their culture

and traditions with others, letting their pride shine through to engage and inspire.

It all starts with open conversation, hearts and minds. Diversity by all its definitions is what makes us stronger. In coming together as our best selves, we can be the best partner for our customers.



LIVING OUR VALUES

Hilldrup is on a continued quest to remain an employer of choice, and we recognize that our work environment must encourage and enforce gender and diversity equity in an effort to foster collaboration and cooperation.

Our company culture prioritizes respectful communication between employees, and supports teamwork and employee participation while emphasizing representation of all employee perspectives. By acknowledging our collective contributions to the communities we serve, we aim to promote a greater understanding and respect for diversity.

FOSTERING AN INCLUSIVE WORKPLACE

In 2020, Hilldrup established a Diversity and Inclusion Taskforce with the support of our company's executive leadership team. Members of the taskforce work together to promote a workplace that celebrates all individuals and programs in order to support our ongoing commitment to diversity, equity and inclusion (DEI) at Hilldrup.

LAYING THE GROUNDWORK

To ensure our employees understand — and live — our values, Hilldrup provides annual training for all team members and managers — regardless of tenure. Our goal is to prevent, address, and eliminate all forms of workplace discrimination, harassment, and retaliation.

This begins on day one with our New Hire DEI Training. Our onboarding program ensures all new employees understand why and how we value diversity in the workplace. They also learn what harassment, prejudice, and discrimination look like, how to report their concerns, and about Hilldrup's zero tolerance policy for violations.

Our policies are reinforced on an annual basis with continued compliance training to further our understanding of and appreciation for an inclusive workplace. Employees also learn to promote a work environment where their colleagues can show up as their authentic selves.

Our leadership has a vital role to play in ensuring employees understand, respect, and value diversity and equity. As a result, we offer DEI training for any recently promoted managers as well to further equip them to recognize and overcome unconscious bias, and manage a diverse team.

A Culture of Learning

All Hilldrup employees must complete the following online DEI courses in addition to their annual compliance training:

- Valuing Diversity in the Workplace
- Prejudice and Discrimination
- Retaliation
- Understanding Harassment:
 - Introduction to Understanding Harassment
 - Understanding Offenders
 - Understanding Targets
 - Bystander Training
 - Warning Signs
 - Healthy Culture
 - Understanding Harassment in Review
- How to be More Self-Aware
- Hilldrup Anti-Harassment Policy
- Hilldrup Diversity Statement
- Hilldrup Social Media Policy



BUILDING A TALENT PIPELINE

To achieve our vision of being the best moving services company, we have to maintain a constant eye on the future. In an effort to cultivate a pipeline of talent for sales and operations positions, **Hilldrup is working to develop meaningful, mutually beneficial relationships with top colleges and universities.**

In addition to establishing a trainee program to cultivate future employees, our partnerships will also provide students and faculty with practical, relevant experiences in sales, supply chain, and logistics, among other areas.

Hilldrup's plans for the college program are multi-faceted and we will continue to expand. The initial launch began in September 2021, and we will continue to expand internship opportunities, on-campus lectures and interviews, and financial support.

OPPORTUNITIES AT HILLDRUP

Hilldrup Internship Program

- Three to four positions in pilot program
- Meaningful individual and group projects with exposure to branch offices
- Meetings and activities to foster collaboration among interns
- Maintain ongoing contact with interns beyond the conclusion of the intern program
- Open to college students looking for experience in their desired field of study
- Mentors assigned to support personal and professional development
- Meetings and activities designed to encourage collaboration, networking and nurturing post internship relationships
- Culminates in the opportunity to present a project to Hilldrup management



Management Trainee Program

- One to two paid positions
- Program lasts up to one year with placement rotations at various departments and branches
- Trainees will be paired with relevant leaders for coaching and mentorship

Hilldrup Summer Associate Program

- Open to high school graduates and above looking for summer employment
- Meetings and activities to encourage networking and professional growth
- General exposure to Hilldrup business lines and support of operations
- Meetings and activities to foster collaboration among summer associates
- Establish ongoing contact with associates at the conclusion of the program
- Rising college seniors may receive offers of employment

PARTNERS FOR THE LONG HAUL

Hilldrup has identified several colleges and universities in close proximity to our branch locations along the East Coast that will serve as key partners in our College Relations Program. As partners, we will recruit students for internships and trainee programs, and establish Hilldrup as an employer of choice for graduates.

In addition, Hilldrup will provide guidance and financial support for faculty, courses and curricula to align academics with real-world applications in sales, supply chains, logistics and other specialties. And, our leaders and experts will offer their perspectives as guest lecturers.

To align with our goals of fostering a diverse and equitable workplace, all partner universities must have a strong commitment to a racially and ethnically diverse student body. In addition, we plan to identify and partner with at least one historically Black college or university (HBCU) in each of our markets.

Partner Universities as of 2022

PROFESSIONAL SALES	SUPPLY CHAIN AND LOGISTICS
James Madison University	College of Charleston
University of South Carolina	Georgia Tech
University of North Carolina	Towson University
Virginia Commonwealth University	University of Maryland



NICOLE KUEHN
Hilldrup,
Summer 2022 Intern

Creating Opportunity for the Next Generation

Nicole Kuehn is an Industrial and Systems Engineering student at Virginia Tech. With a goal to work in either supply chain / logistics or business analytics and process improvement after graduation, she was a perfect fit for Hilldrup's intern program.

Nicole shared, "While at Hilldrup, I had the opportunity to help with models to forecast profits for a new Final Mile contract with Home Depot, as well as assess standardization options to improve efficiency and scale in places like warehouse receiving and warehouse storage. In addition to getting incredible real-world experience, my favorite part about my internship at Hilldrup was my ability to make connections with employees at all levels. Being able to interact and work with leaders in the C-Suite is an opportunity you don't often get as an intern, and I think their openness and engagement really attests to the company culture."



There was never a day that I didn't get a wave hello or good morning wishes from those around me. As an intern it means a lot to know you are welcome and contributing to the company you work with.

DIVERSITY IN ACTION

It's one thing to talk the talk of diversity and equity. It's another to ensure your workforce reflects the vibrant world we live in. At Hilldrup, we not only comply with equal opportunity hiring statutes and laws, we also uncompromisingly promote an atmosphere that recognizes that everyone — regardless of their age, color, disability status, ethnicity and national origin, FMLA usage, gender, genetic information, race, religion, or military status — has something to offer and the potential to succeed.

In addition, we realize that gender, race, ethnicity, and other characteristics have historically led to employment inequality in the U.S. We are committed to building a workforce that reflects the communities in which we operate. Our affirmative action policy is designed to reverse past inequities through inclusive hiring practices, employee training, and opportunities for advancement.

Protected Class and Women in the Workforce

	PROTECTED CLASS	WOMEN	PROTECTED CLASS AND WOMEN
Managers and Above	16%	39%	51%
Exempt	16%	36%	49%
Non-Exempt	61%	34%	82%
All Employees	47%	35%	70%

*Data current as of September 2022

IN THE WORDS OF WOMEN

Why do you think developing more female leaders at Hilldrup is important?

Transportation has always been a man's world. Most women don't ever think that they can be leaders. Have faith in yourself and go for it.

DANA MCCALL
Hilldrup, Raleigh, NC

What strategies have you used to be successful at Hilldrup?

I started without knowing anything. I asked when I didn't know something — I wanted to learn more about everything around me. Paying attention has helped me do things better every day.

KAREN SAIZA
Hilldrup, Capitol Heights, MD

What professional advice would you have given to yourself with the life experiences you have had thus far?

Listen, listen and listen some more. Don't sweat the 'small stuff' and a lot of it IS 'small stuff'.

TERESA M. BEAN
Hilldrup, Forestville, MD

What advice can you share with employees who aspire to be effective leaders at Hilldrup?

Work with integrity, communicate, have the flexibility to pivot/adjust, and follow through with your commitments.

MYISHIA A. MALDONADO
Hilldrup, Stafford, VA

OPPORTUNITY ACROSS THE SUPPLY CHAIN

Our diversity and inclusion efforts extend far beyond our offices and team members—we strive for equity in every step of our supply chain.

We're confident that our success is best achieved when we give minority- and female-owned companies an equal opportunity to compete for our business. **Hilldrup annually spends nearly a quarter of our controllable expenses on certified and qualifying Minority, Women, and Disabled-Owned Businesses (MWDSBE).**

This is accomplished through several avenues:

- Hilldrup's internal DEI team, comprised of senior leaders, **strategizes ways to bring more MWDSBE businesses into our subcontractor and business partner network.**
- In Virginia, we **consult the Department of Small Business and Supplier Diversity (SBSD) directory** to identify small, women- or minority-owned businesses that meet the needs of our internal and external customers.
- Hilldrup **seeks out diverse drivers through our Driver Recruitment program**, even during a national driver shortage.
- As part of our internal procurement process, **we ask potential business partners about their commitment to DEI** and their efforts to ensure a more diverse workplace and client base.

Hilldrup annually spends nearly a quarter of our controllable expenses on certified and qualifying **Minority, Women, and Disabled-Owned Businesses (MWDSBE).**

In 2022, Hilldrup paid

\$39,889,785

to contractors, with \$8,775,753 going to MWDSBE.

16%

of our drivers, who are independent contractors, self-identify as MWDSBE.

Moving GREEN



As we move customers and their belongings from coast to coast and even country to country, we understand the importance of creating a healthier home for people and wildlife.

Whether it's planting trees in the communities we serve or investing in technology to shrink our use of paper, these small acts add up to make a large impact. Across our company, Hilldrup is working to reduce emissions, maximize recycling efforts, build sustainably and inspire our industry to follow our lead.

As one of the largest United Van Lines agents, we believe that Hilldrup can lead our industry in providing environmentally friendly moving services. That's why we review our environmental policies

from top to bottom annually to discover new ways that we can keep sustainability at the forefront of our business. Hilldrup is certified by the industry's top standard for quality and environmental management, ISO 14001:2015, ensuring our efforts in energy efficiency, conservation and waste management are up to date.

We are committed to reducing, reusing and recycling whenever possible. In fact, so far 1,505 tons of cardboard from our moving boxes has been recycled this year. We also use a combination of

innovative materials, more efficient equipment, new technologies and best practices to reduce our global footprint.

At Hilldrup, we help protect our environment in a myriad of ways, big and small. It's all part of our commitment to excellence and customer service. Here are just a few of the ways in which we reduce our impact on the earth.



Our Environmental Policy

Our policy aims to demonstrate our vision to be the best and recognizes that caring for the environment is integral to that goal.

- To be **environmentally responsible** and to use processes that do not adversely affect the environment while seeking to improve operations, minimize waste and prevent air, water and other pollution.
- To **conserve natural resources** by reducing, reusing and recycling materials and supplies.
- To ensure the **responsible use of energy** in all operations.
- To meet all applicable federal, state and local governmental **environmental regulations**.



FINDING THE BEST ROUTE

As a moving and logistics company, we can't completely avoid the use of vehicles—but we can limit their impact.

At Hilldrup, we continuously look for ways to minimize our emissions through carefully chosen vehicles and equipment, and the use of technology that can reduce our time on the road. These efforts not only lessen emissions and waste, but they continue our commitment to world-class service at every level.

The first step to reducing emissions is to supply our fleet with fuel-efficient vehicles and equipment.

Currently, 100 fleet vehicles are equipped with pre-emission exhaust systems that meet or exceed current emission standards. In addition, we maintain a young and fuel-efficient fleet of power equipment that meets the voluntary requirements of the stringent California Air Resources Board.

Once on the road, we employ several techniques to conserve fuel and motors. Our drivers use GPS fleet technology to determine the fastest and most efficient route to their destination. This cuts down on the amount of fuel our fleet uses and the maintenance needed to keep it going. We've also invested in auxiliary power

units (APUs) that provide our long-distance fleet with heat, light and power without the use of vehicle engines.

Even our tires receive consideration. All of the vehicles in our long-distance fleet use low-rolling resistance tires that decrease drag and improve fuel efficiency. For local equipment, we use retreaded tires, which are manufactured to retain about 90 percent of the original material. This method preserves oil and reduces the number of used tires in landfills.

Sometimes, the most environmentally friendly trips are the ones not taken. What started during COVID with remote work options has continued, with the majority of our corporate office and many at our branch locations making an impact virtually.

Finally, our video survey program—initially designed as a virtual option for smaller and rush estimates—has proven wildly successful with our customers while eliminating miles upon miles of travel time.

That success caused us to look at our previous business model and drastically change it. Since then, we expanded our team from a single staff member to six highly-efficient estimators, and significantly reduced the purchase of vehicles, gasoline, tires and oil for our sales team.



Our drivers use GPS fleet technology to determine the fastest and most efficient route to their destination.

PRESERVING RESOURCES FOR FUTURE GENERATIONS

At Hilldrup, we have a firsthand view of the diverse natural environments that make our world beautiful and livable. Our experiences on the road and in cities across the country have instilled in us a desire to minimize our impact through the conscious use of natural resources.

Hilldrup improves energy efficiency by:

- **Using energy-efficient bulbs equipped with motion sensors** that turn off lights and save electrical power in our corporate office.
- **Purchasing EPA Energy Star-compliant computers, copiers, printers, and other office equipment** that use up to 55 percent less energy than standard models; lower emissions and pollutants; and limit the use of hazardous substances such as lead, mercury and cadmium.
- **Powering down computers** at the end of the business day to reduce unnecessary energy consumption.



We conserve water by:

- **Using timers for landscape watering systems** that are programmed to run at the most efficient time of day, and use a set amount of water.
- **Auditing water bills** for usage and to identify potential leaks.
- **Installing hand sanitizer stations** through our buildings to reduce the spread of germs and reduce the consumption of water.
- **Installing low-flow toilets** in all bathrooms.
- **Providing hot and cold filtered water** in all kitchens to reduce the consumption of plastic bottles and the energy needed to chill or warm drinking water.

These are some of the things we're doing today, but we are always looking for more ways we can make a difference tomorrow. From research, learning best practices from other companies and encouraging employees to offer suggestions, it's a journey of continuous innovation and conservation.



MINIMAL WASTE, MAXIMUM INNOVATION

Hilldrup's movers take great care to pack and transport our customers' belongings safely and securely—so sturdy packing materials are a must. **We carefully select products that are long-lasting, reusable and, whenever possible, made from recycled materials.**

For office, campus and workplace moves, we employ **reusable plastic totes and computer crates**, reducing the need to use and recycle cardboard. The crates have an average lifespan of 17 years, use less fossil fuels per pound to manufacture than plastic, produce less solid waste, and emit fewer greenhouse gases than paper production and recycling.

In workplace settings, we use **plastic Masonite sheets** instead of wood boards to protect our customers' floors. Wood boards break down and require frequent replacement, while Masonite sheets can be reused for several years.

When cardboard is necessary, **we source corrugated products made from recycled cardboard** that reduce paper consumption and save trees. Any moving boxes that can be repurposed are made available to our self-pack customers. What can't be reused is always

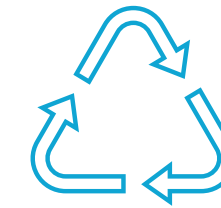
recycled. **Last year, we recycled more than 1,410 tons of materials across our 10 locations.**

We even make sure the non-perishable food our residential customers don't want to pack is **donated to a local food bank** through our partnership with Move for Hunger.

Throughout our branch offices, including our Corporate Headquarters, we're actively taking steps to reduce waste generated during the course of business by **recycling toner cartridges, plastic bottles, aluminum cans and office waste paper.**

Most notably, we implemented **a paperless document transmission and filing system that eliminates the need to print.** The Hilldrup sales team is equipped with iPads and our digital tool, Quotes-to-Go, to produce paperless estimates for customers. Once a customer signs on to work with us, they can complete move initiation and claims forms, and submit payments online. And, employees can now access their pay stubs and W2s through an online portal.

These systems not only dramatically reduce our use of paper—they also help achieve our goal of providing a seamless and efficient customer (and employee) experience.



In 2022, we recycled over
1,410 TONS OF MATERIALS
across our markets:

1,010 TONS
WASHINGTON, DC

64 TONS
GREENVILLE, SC

61 TONS
RICHMOND, VA

60 TONS
ATLANTA, GA

36 TONS
RALEIGH, NC

53 TONS
ORLANDO, FL

126 TONS
CHARLOTTE, NC



12,306
Virtual Surveys
in 2022



17 YEARS
Average lifespan of our
reusable packing crates



At Hilldrup, we're committed to protecting and preserving our customers' items—and the world we live in.

WHERE WE GO FROM HERE

At Hilldrup, we're committed to protecting and preserving our customers' items—and the world we live in. Our efforts to build a more sustainable business **earned a bronze rating from EcoVadis**, the world's largest and most trusted provider of business sustainability ratings. This means Hilldrup is among the top 50 percent of respondents for our sustainability management system.

But our rating is only a baseline and we recognize the journey that lies ahead. We are moving forward with a continued focus on conserving resources, eliminating unnecessary waste, and reducing emissions.

We have a vision to be *the best moving services company, period*, and that means taking care of the people and places that make that vision possible. We never forget our responsibility to take care of the environment, just as we never forget our commitment to bringing you world-class service at every turn.



Moving FOR COMMUNITY



Giving back to the communities where we live and work has been part of our corporate culture throughout our 120-year history.

We have a legacy of leveraging our equipment, our financial resources, and our talented employees to support first responders, children and families, and those in need of food and housing, among other causes and needs. Our employees are ready and willing to help wherever they're needed, from participating in fundraising campaigns and 5K races to loading up our trucks to deliver food and furniture.

When you think about it, it's such a natural instinct to give back because our business is all about community.

Our commitment to serving one another inspires us to give back to the individuals and communities that have trusted our brand and capabilities year after year.

We spend each day supporting individuals, families and businesses in our communities as they keep moving. And we extend these values through strong partnerships and involvement in the communities where we live and work. We are proud to give back to the communities that have supported us through the years through active participation in local charities and community programs.

We're passionate about not just moving families or businesses to a new neighborhood or office space but making those communities the best they can be. And we encourage our teams to give back in any way that they can to their local communities – whether through time, resources or a financial contribution.

Multiple initiatives are organized at each of our 10 branch locations so that we can give back to our neighbors across our organization's footprint.





THE ROAD TO HOME

As a moving and logistics company, we've helped countless people settle into new homes and offices. We want to ensure everyone in our community has a place to call home, and access to the resources that make it a place of comfort and security.

Move-Up Fund

In 2019, we launched the Hilldrup Move-Up Fund in partnership with The Community Foundation of the Rappahannock River Region. Working with local nonprofits, Hilldrup provides funding to help families maintain secure housing and meet other urgent needs. By empowering individuals and families with the resources to address critical, time-sensitive issues, we're providing them with a stepping stone to a better future.



Beginning in 2021, we began allocating a portion of the Move-Up Fund each year to supporting the Virginia nonprofit Servants at Work (SAWs), which provides mobility ramps to low-income, permanently disabled individuals. In addition to grant funding, Hilldrup also provided our stage trailer to SAWs for use as a performance venue during their inaugural Dueling Pigs BBQ Challenge at Highmark Brewery.



Caring for CARITAS

Last year, Hilldrup's Richmond office participated in the first-ever RVA Design Community Furniture Drive to support CARITAS, a nonprofit that helps people break the cycles of homelessness and addiction. During the drive, local community members could drop off furniture and household items for the CARITAS Furniture Bank. As a corporate sponsor, we accepted donations at our Richmond warehouses and transported them to CARITAS.

Move for Hunger

For over eleven years, Hilldrup has partnered with Move for Hunger to collect non-perishable food items from customers who are moving, and transport them to local food banks. Twice this year, we participated in a fun twist on the food drive to support the Atlanta Community Food Bank.

The "ArCANtecture" event challenged participant teams to build a structure out of canned and boxed foods donated by Kroger and Publix. Hilldrup Atlanta picked up and delivered several pallets of food for the competition and set up building stations. Then, after the event, they collected the food donations, carefully shrink-wrapped them on pallets, and delivered them to a local food bank.

\$8,000

Raised by SAWs Dueling Pigs BBQ Challenge to build mobility ramps

Our 3 biggest branch contributors to Move for Hunger:

ATLANTA

5,803 POUNDS OF FOOD OR 4,836 MEALS

GREENVILLE

600 POUNDS OF FOOD OR 500 MEALS

RALEIGH

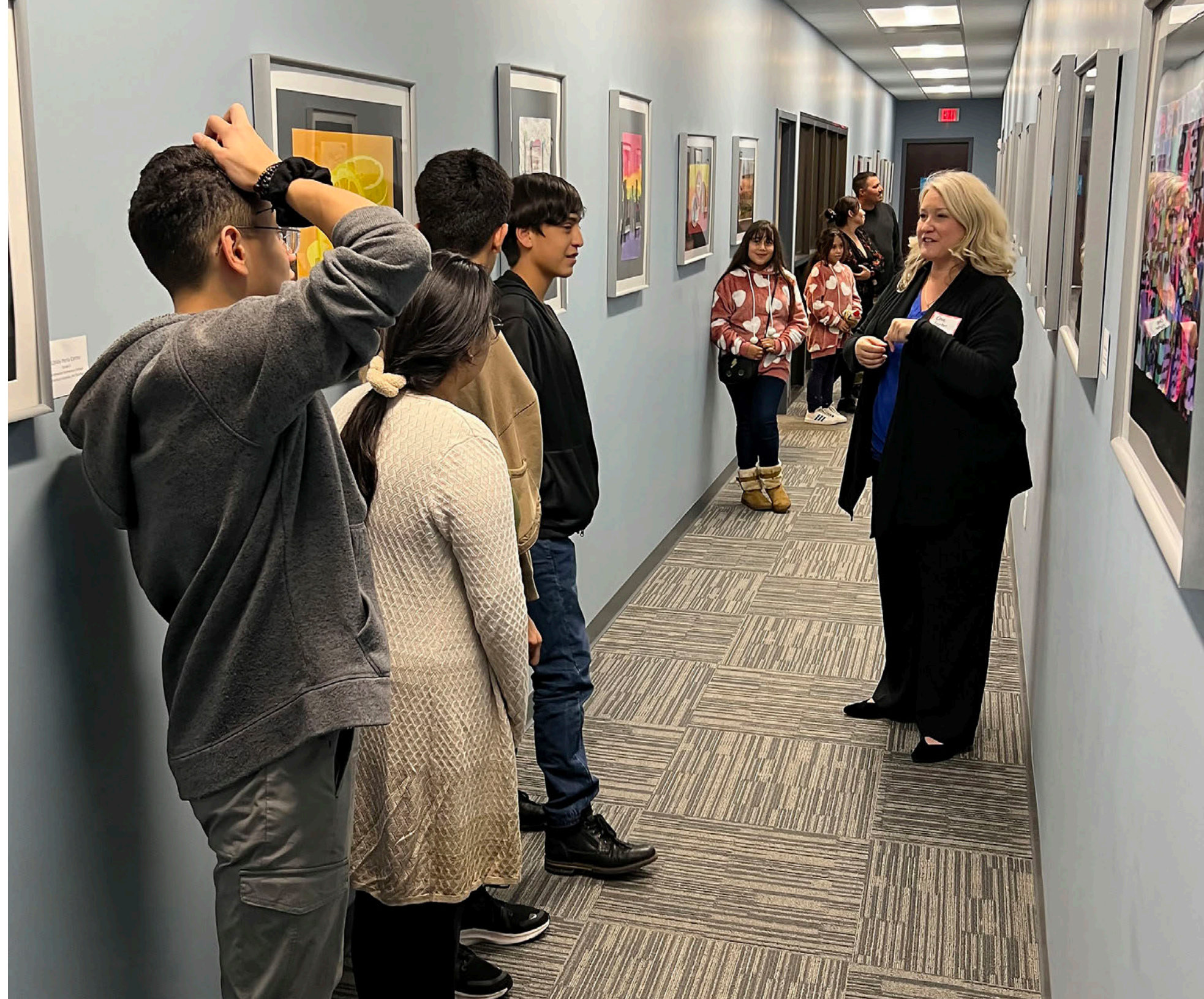
523 POUNDS OF FOOD OR 436 MEALS

SUPPORTING THE NEXT GENERATION

Starting in 2019, Hilldrup employees were greeted with walls filled with vibrant drawings, collages and paintings when they walked in the office.

The office hallway wall turned gallery was made possible by a collaboration with Stafford County Public Schools. Student artists submitted their work, and selections were made by a group of art teachers and Annamarie Bollino, Stafford County Public Schools' Fine and Performing Arts Facilitator. Artists and their families then came to a celebratory open house event where they could see their work on display.

The artwork doesn't just add creativity and inspiration to our office space — they're a constant reminder of our commitment to our youngest neighbors, as demonstrated by our support of local community schools and children.



Here are just a few of the ways Hilldrup is uplifting the next generation:

- Our Charlotte branch **donates supplies and a truck** each year for the school drive, "Classroom Central."
- We invited school counselors from Fredericksburg, Spotsylvania, and Stafford public schools to our Corporate Headquarters to learn about Hilldrup and our employment opportunities for **summer interns and recent graduates entering the workforce.**
- Our Greenville office **donates material and money to Byrnes High School** for their food drive and homecoming festivities.
- Hilldrup Atlanta has **contributed \$15,000 to the Coca-Cola Scholars Foundation** every year since 2018.
- A team of Hilldrup employees and Girl Scout volunteers **distributed 44,851 cases of Girl Scout cookies to 417 troops** across three distribution sites, including our Charlotte warehouse.
- Hilldrup Charlotte assisted the nonprofit Promising Pages by **delivering 53,610 new and used books** to students for their Books on Break program.

SHOWING UP FOR FIRST RESPONDERS

At Hilldrup, we believe that the men and women who protect, defend, and support our local communities deserve the highest thanks for their selflessness and heroism.

We aimed to do just that by sponsoring the **6th Annual First Responders Appreciation Breakfast and Awards**, hosted by the Fredericksburg Regional Chamber of Commerce. Firefighters, police officers, and emergency medical personnel from several Virginia districts attended the reception, and awards recognized their heroism, excellence, and valor. Several Hilldrup employees were in attendance, and enjoyed the opportunity to hear the incredible stories and successes of the first responders.

Sometimes, we take a more hands-on approach to supporting first responders. For many years, Hilldrup's D.C., Maryland, and Virginia teams have supplied the **signature Mayflower trailer** for the annual Thanksgiving on the Mayflower. The event is an opportunity for first responders to receive a Thanksgiving meal while on duty. Last year, about 650 meals were served.

Finally, in April, our Stafford team laced up their sneakers and hit the streets for **Stafford Hospital's Cabin Fever 5K**. The run helps fund Stafford Hospital's programs, services, and equipment, as well as unique needs resulting from the COVID-19 pandemic.



CHERYL SUTTON
Move Coordinator,
Capitol Heights
*Administrative Volunteer,
Riverdale Fire Department*

A Model Citizen

For more than five years, Cheryl Sutton has been spending five to 10 hours a week volunteering with the Riverdale Fire Department in Prince George's County, Maryland. She often assists with the planning and execution of recruitment and fundraising events, as well as larger town events like Riverdale Park Day, National Night Out, and the Santa Run. She also provides data management support, setting up and maintaining member files, logging participation records into the county database, providing housekeeping around the station, and occasionally preparing a nice meal for the crew.



There are many things I can help with around the station that don't require me to be an EMT or a firefighter. It's a great way for me to give back to my community and give thanks to those who put their lives on the line every day.

INSPIRING A CULTURE OF GIVING

Hilldrup is proud to participate in fundraising efforts that engage our employees and support area nonprofit organizations.

Rappahannock United Way

In the fall, we gathered to celebrate our 2022-23 workplace campaign to support Rappahannock United Way. Over the course of two weeks, Stafford employees were encouraged to donate to the campaign, participate in raffles and auctions, and even join in a few friendly competitions. Through these events and direct contributions, Hilldrup employees raised more than \$37,000 for RUW — an increase of \$6,000 over last year.

Gwyneth's Gift Foundation

On a chilly Saturday in December, Hilldrup employees and Stafford residents turned out for the Frosty 3 Miler and Reindeer Run—an event we were proud to sponsor. The race raised funds for the Gwyneth's Gift Foundation, which is devoted to raising awareness of the importance of administering CPR and operating AEDs. We also provide an annual monetary donation to Gwyneth's Gift Foundation, which is devoted to raising awareness of the importance of administering CPR and operating AEDs.



CARING FOR THE WORLD

While Hilldrup is dedicated to local organizations in the cities where we work and live, we also recognize our place in the broader global community. We're proud to support several international philanthropies in their efforts to improve the world:

Operation Smile

A medical nonprofit that provides free, life-changing cleft surgery to thousands of children every year.

TECHO

A youth-led nonprofit that works to overcome poverty in informal settlements of Latin America and the Caribbean.

WATERBOYS

Professional athletes, coaches, and sports fans team up to bring life-sustaining drinking water to communities in need.

Moving FORWARD



At Hilldrup, Corporate Social Responsibility is more than a buzz phrase. We are all connected by community, and we have a duty to do our part to support the people in the places where we live and work.

So...where do we go from here? Moving forward, we are looking to expand our inclusion education offerings, promote diversity in hiring, enhance our conservation and sustainability efforts and continue to give back through time and dollars across all of Hilldrup's branches.

Moving impact, promoting positive growth and change, is a journey that takes commitment. At Hilldrup, we're proud to say that commitment, dedication and service are at the heart of all we do.

Thank you for being a part of this journey with us!

Whether you share this CSR report with your colleagues or are inspired to take action in your own community or industry, it's clear that together we're moving forward.



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