



2020 Public Benefit Corporation Statement and Corporate Social Responsibility Report

Issued November 2021



openness
prudence
balance
challenge

ON THE COVER

ABOUT THE PHOTO: Late Summer in Lower Antelope Canyon in the American Southwest, on Navajo land east of Page, Arizona. Taken by Michael O'Neill, PMP (Hunt Valley, Maryland).

ABOUT THE PHOTOGRAPHER: Mike is a Senior Project Manager responsible for multiple large investigation and cleanup projects for federal and private clients. Mike joined EA in 1991 after graduating from Loyola University with a degree in Engineering Sciences. Mike and his family enjoy taking summer cross-country trips to explore national parks and local attractions with the goal of eventually visiting all the national parks.



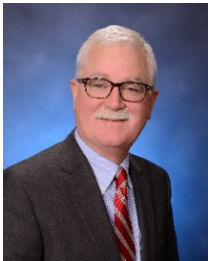
SUSTAINABLE BUSINESS PRACTICES

This document has been developed in accordance with EA's internal sustainable business practices, and has been formatted for electronic viewing to reduce environmental impacts associated with printing.

EA asks that you consider the environment before printing this report. By not printing this report, you are avoiding approximately 0.7 pounds of carbon dioxide emissions.



LETTER FROM LEADERSHIP



Ian MacFarlane
President, Chief Executive
Officer (CEO), and Chair

As we began our 2020 annual Corporate Social Responsibility (CSR) reporting campaign, we asked ourselves, “Was it meaningful to complete an annual report this year given the pandemic challenges?” After considerable internal debate, we answered emphatically, “Yes!”

From the outset of the pandemic, EA was considered an “essential supplier” providing critical services to a number of highly visible private and government clients in the chemical, transportation, and defense sectors. We left our office environments, transformed to a virtual collaboration space, and seamlessly continued to deliver services. Our team of professionals overcame obstacles and learned a great deal. As a company, we rose to the challenge, continuing to service our clients, while adhering to local, state, and federal health and safety guidelines and requirements. We owe this report to our employees and the clients we serve.



Michael Battle
Executive Vice President &
Chief Operating Officer

As an employee-owned company and Public Benefit Corporation (PBC), it is important to document our continued progress, contributions, and areas for improvement in our CSR journey. While the analyses within this calendar year (CY) 2020 report can be considered anything but typical, we recognize that maintaining our reporting cadence is valuable for all of our stakeholders.



Brian Lesinski
Senior Vice President &
Director, Corporate
Social Responsibility

Like others, we transformed our business model to adapt to a virtual space. We grew as people, as professionals, as a team, and as a company, stepping up and delivering our best year of financial performance in company history. As a result, EA moved up to #79 on Engineering News-Record’s Top 200 Environmental Firms and #17 on their Top 20 All Environmental Services list. Despite the challenges of the pandemic in 2020, EA personnel still contributed 962 hours nationwide to the communities in which we live and work through Paid Volunteer Time (PVT)—including 146 hours dedicated to providing COVID-relief support. Additionally, we raised nearly \$55,000 for Water For People through a

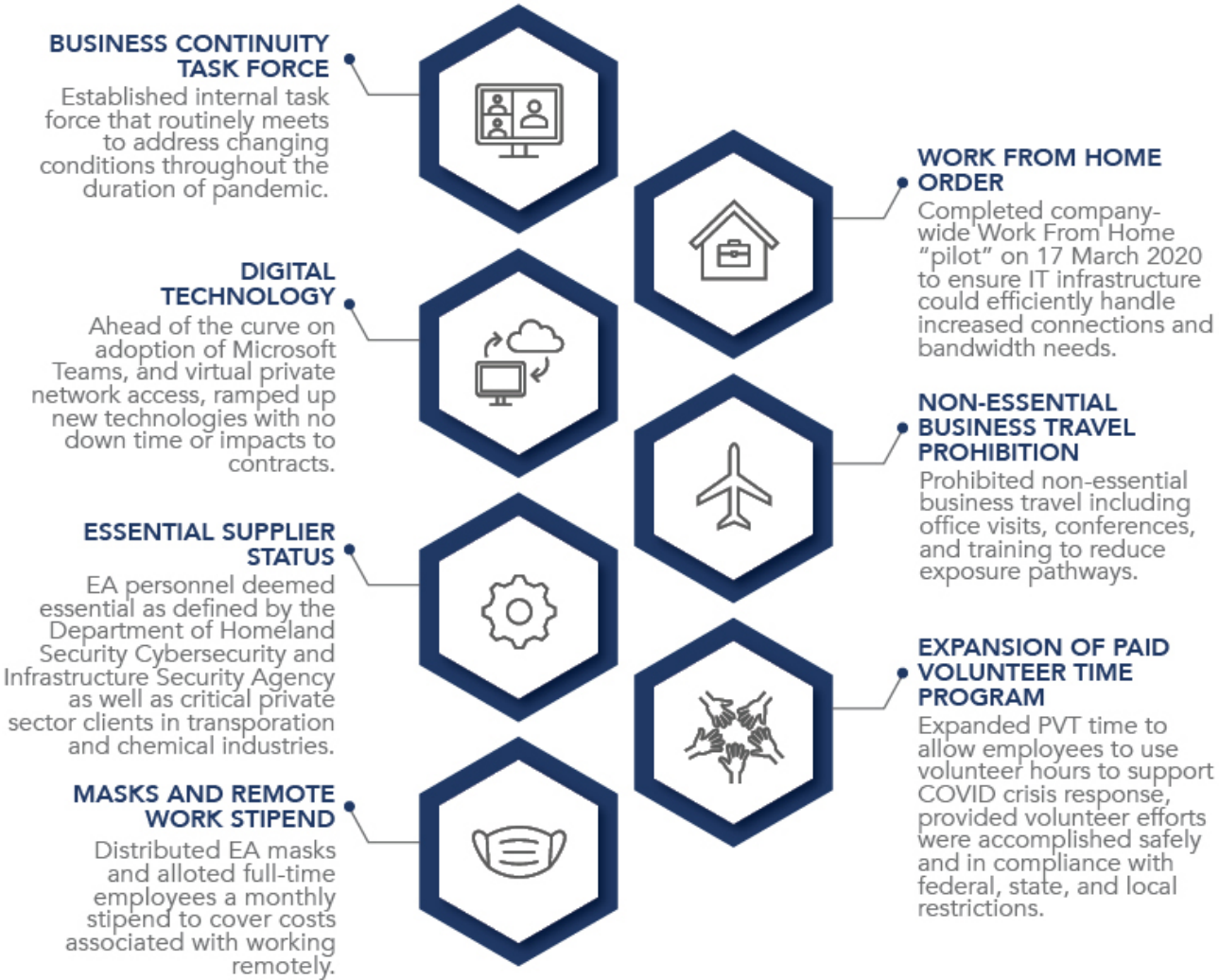
combination of virtual fundraising, workplace giving, and EA “match” contributions. We also continued to make impacts in our communities through fundraising, food drives, and event participation in support of local charities and holiday giving activities.

Thank you to our EA colleagues, clients, and partners who came together, even while physically apart, and continued to work towards **IMPROVING THE QUALITY OF THE ENVIRONMENT IN WHICH WE LIVE, ONE PROJECT AT A TIME®**.

EA'S RESPONSE TO THE COVID-19 PANDEMIC

As a 100% employee-owned PBC, EA is committed to a safe work environment and to supporting the well-being of our broader community. The 2020 COVID-19 pandemic required broad changes to EA's work environment as we transitioned to a near 100% virtual work space for the majority of the year, and hyper-focused attention to the health and well-being of EA's workforce as we continued operating throughout the pandemic to meet client needs.

ASPECTS OF EA'S COVID-19 RESPONSE



PUBLIC BENEFIT CORPORATION STATEMENT

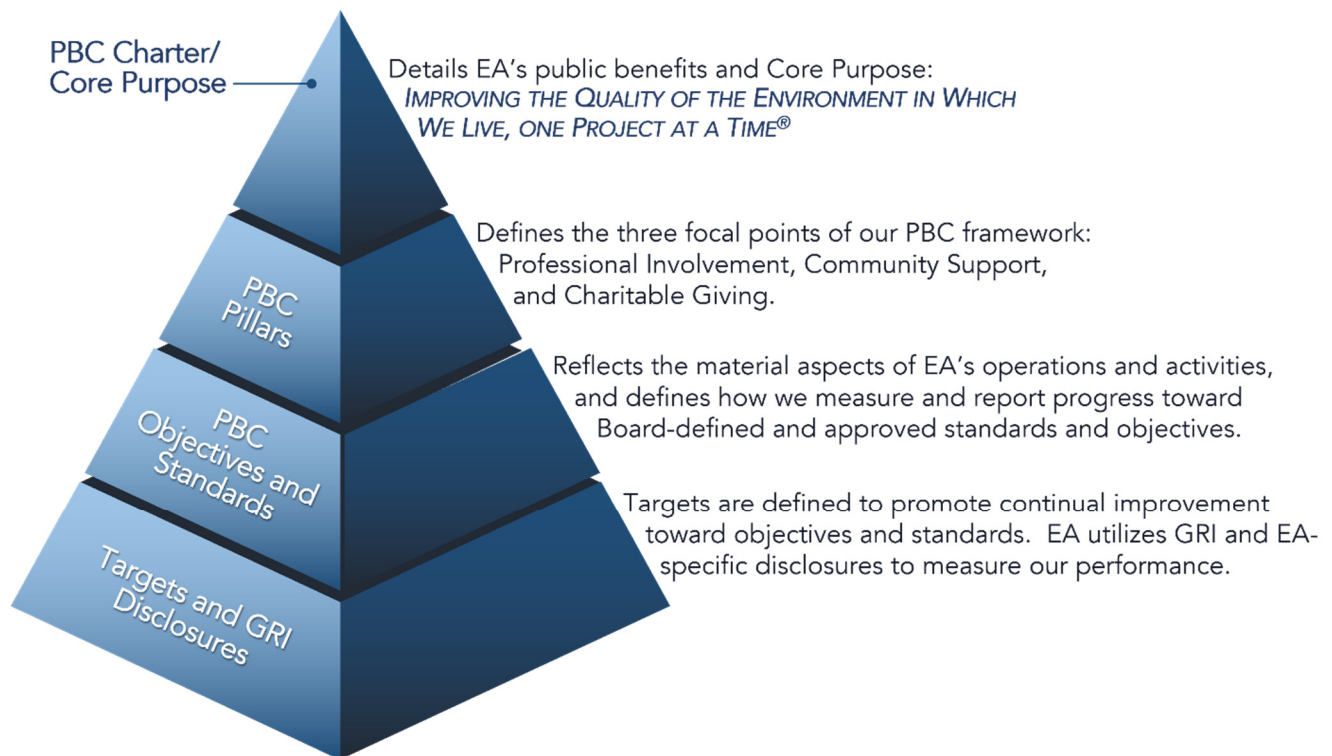
In accordance with Delaware Code Title 8, Subchapter XV and as a Delaware-registered PBC, EA is required to report on the promotion of our public benefits at least biennially to our stockholders. However, EA has decided to report our progress annually. This is EA's fifth integrated PBC Statement/CSR Report.

This annual CSR Report conveys details related to objectives and standards adopted to support the achievement of our public benefits. EA publishes this report to our website so that it is accessible to all stakeholders. Progress toward each objective is discussed with accompanying details relative to actions undertaken during the reporting year.

GLOBAL REPORTING FRAMEWORK

EA has elected to utilize a third-party voluntary sustainability reporting standard, the Global Reporting Initiative (GRI) Standards¹, to report on the promotion of our public benefits. GRI is an internationally recognized sustainability reporting methodology. **This CSR Report has been prepared in accordance with the GRI Standards: Core option.**

This report contains GRI disclosures, as well as EA-specific performance measures, based on material aspects and associated disclosures. EA's PBC hierarchy (below) defines the interrelationships of each framework level and the resultant outputs used for reporting. A full list of EA's General Disclosures and Standard-Specific Disclosures with a crosswalk to associated report sections is provided as **APPENDIX A: GRI STANDARDS INDEX**.



¹ Global Reporting Initiative. 2021. *GRI Standards*. Retrieved from <https://www.globalreporting.org/>

SIGNIFICANT CHANGES AND RESTATEMENT OF INFORMATION

There are no restatements of information or significant changes associated with EA's 2019 Carbon Footprint Report or 2019 PBC Statement/CSR Report.

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EA 2020 HIGHLIGHTS AND RECOGNITION



ESOP EVALUATION
EA's Fair Market Valuation per Share Increased 28.8%.



NATIONAL SAFETY COUNCIL
Recorded >1,200,000 hours worked; earned 2020 National Safety Council Occupational Excellence Achievement Award for the 6th consecutive year.



EMR
Continued trend in lowering Experience Modification Rate (EMR); achieved lowest EMR in company history, 0.66.



BOARD OF DIRECTORS
Expands Board of Directors, adding Martha Goss and Susanna Mudge.



ENR RANKINGS
Maintained "Top" rankings in *Engineering News Record* (ENR) 2019 Top 500 Design Firms, Top 200 Environmental Firms, and Top 30 All Environmental Firms listings.



ENVIRONMENTAL BUSINESS JOURNAL AWARDS
Recognized with two 2020 *Environmental Business Journal* awards.
Technical Merit for successfully demonstrating effectiveness of thermal desorption/ oxidation technology to efficiently remove and destroy per- and polyfluoroalkyl substances (PFAS) from solid media.
Social Contribution in recognition of Cycling for Water's efforts to raise \$90,000 for Water For People to address today's global water and sanitation challenges.



water for people
EVERYONE • FOREVER



WATER FOR PEOPLE
Raised approximately \$54K for Water For People through Workplace Giving and various fundraisers.



CEO ACTION for DIVERSITY & INCLUSION™
EA's CEO, Ian MacFarlane, commits to CEO Action Pledge; EA rolls out mandatory Diversity, Equity, and Inclusion (DEI) training for all employees.

CEO ACTION FOR DIVERSITY & INCLUSION

www.ceoaction.com



STRATEGIC INITIATIVE LAUNCH
Fully launched three Strategic Initiatives aimed at serving client needs in emerging markets—Coastal Resilience, Sediment Management, and Environmental, Health, and Safety (EHS) Integrated Management Systems (IMS).



CLIMATE CHANGE BUSINESS JOURNAL AWARD
Coastal Resilience initiative earns 2020 *Climate Change Business Journal* award in the **Advancing Best Practices** category for laying the foundation for a regional strategy to address sea-level rise and shoreline stabilization in Maryland's Northern Chesapeake Bay area.



VOLUNTEERISM EXPANSION
EA expanded its Paid Volunteer Time Program to allow employees to support COVID crisis response efforts in their communities. Employees spent nearly 150 hours of volunteer time in 2020 supporting pandemic-related community needs.

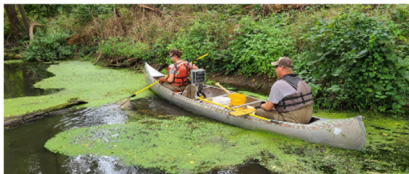
WHO WE ARE AND WHAT WE DO

AN INTRODUCTION TO EA

Headquartered in Hunt Valley, Maryland, EA Engineering, Science, and Technology, Inc., PBC (EA) is a 100% employee-owned company providing consulting, engineering, and technology solutions to a wide range of public and private sector clients. The economic power generated by EA is fully dedicated to growing the company, developing exceptional client service and quality, and building the retirement benefits of its employees.

EA is a Delaware-registered Public Benefit Corporation (PBC), a class of for-profit corporations producing tangible public benefits while operating in a socially responsible and sustainable manner. Additional details on EA's PBC structure can be found in the **PBC FRAMEWORK AND CORPORATE SOCIAL RESPONSIBILITY (CSR) PROGRAM** section (page 7) of this report.

By putting the company at the forefront of an emerging and dynamic market shift toward a socially responsible and sustainable business model, EA's employee-ownership PBC model (in place since 2014) advances our distinctive culture and mission, while enhancing the value created for our employee-owners, clients, communities, and the environment.



578
Employees
 Average headcount including full-time, temporary, service, and craft labor hires.

CY 2020
ENR RANKINGS

145 TOP 500 DESIGN FIRMS
78 TOP 200 ENVIRONMENTAL FIRMS
17 TOP 30 ALL-ENVIRONMENTAL FIRMS

\$212M
Gross Revenue
 Representing 17 consecutive years of profitability.



25
Commercial Offices
 Network of offices across the Continental US, as well as Alaska, Hawaii, and Guam.

\$56M
Labor Expenses
 Labor expenses include salary, wages, and benefits paid to employees.

EA's consolidated financial statements do not include any entities (e.g., subsidiaries or affiliates, etc.) other than EA.

COMPANY PROFILE

Our professionals provide interdisciplinary expertise across regulatory, political, geographic, and technical frameworks, aligned with our well-established and integrated quality and safety programs and financial management system. We strive to improve the quality of the environment in which we live, one project at a time®, by integrating engineering, science, and technology to develop innovative solutions and strategies to address environmental concerns, and enhance programs across six primary service lines and three key strategic growth initiatives.

SERVICE LINES		
 <p>Site Characterization and Remediation</p>	 <p>Water and Natural Resources</p>	 <p>Engineering</p>
 <p>Munitions Response</p>	 <p>Environmental, Health, and Safety (EHS) Management and Assurance</p>	 <p>Information Technology Solutions</p>
STRATEGIC INITIATIVES		
 <p>EHS Integrated Management Systems</p>	 <p>Sediment</p>	 <p>Coastal Resilience</p>

While EA is predominantly a United States-based services provider, we work wherever our clients need us. In 2020, we supported projects in all 50 states, the District of Columbia, and 4 U.S. territories as well as internationally in Portugal, South Korea, and the United Kingdom.

GOVERNANCE STRUCTURE AND COMMITTEES

EA’s Board of Directors (Board) is responsible for overseeing management of the company including environmental, social, and governance (ESG) disclosures. The Board meets on a quarterly basis to discuss EA’s financial performance, business strategy, risk management, compliance, employee ownership, and PBC initiatives. EA has a designated Director of CSR who reports to EA’s President/Chief Executive Officer and communicates with the Board. The Director of CSR provides oversight for EA’s reporting on CSR initiatives and programs, in alignment with EA’s PBC Charter.

2020 ADDITIONS TO BOARD OF DIRECTORS

EA expanded its Board of Directors in 2020 with the addition of Martha Clark Goss and Susanna (Susi) Mudge. The expansion capitalizes on their expansive corporate and non-profit experiences, and introduces diversity of thought. As a 100% employee-owned firm, increasing the number of outside (non-EA) members of the Board enhances objectivity and independent oversight.



Martha Clark Goss

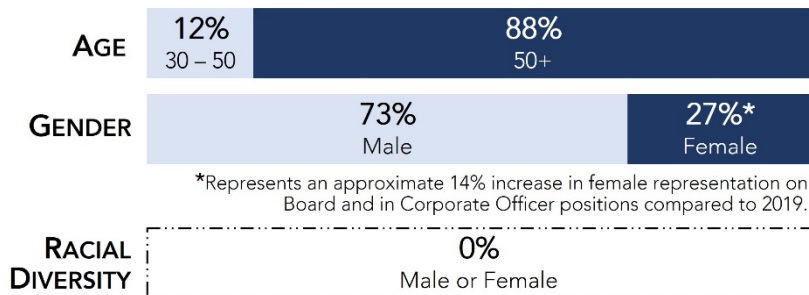


Susi Mudge

EA’s Board-designated PBC Committee is responsible for ensuring that public benefits of EA’s company charter are achieved. The PBC Committee includes four EA Board Members as well as three additional corporate officers tasked to set strategy and serve as a sounding board for future initiatives. The PBC Committee meets bi-monthly and reports to the Board.

EA’S 2020 BOARD OF DIRECTORS AND CORPORATE OFFICERS DIVERSITY DEMOGRAPHICS

As of December 31, 2020, EA’s Board of Directors and Corporate Officers consisted of 48 individuals.



RISK MANAGEMENT

As a company focused on improving the quality of the environment, we actively utilize tenets of the Precautionary Principle² in our service delivery through risk assessment, modeling, testing, and analysis. This commitment ensures that EA and our employees consistently complete work in compliance with applicable federal, state, and municipal regulations; comply with internal risk management processes; and support the company’s ability to live up to our Core Purpose—IMPROVING THE QUALITY OF THE ENVIRONMENT IN WHICH WE LIVE, ONE PROJECT AT A TIME®—and achieve our public benefits.

As a services provider, EA does not develop or manufacture solid products or durable goods. Our principal product is an informed client—achieved through the provision of high-quality professional consulting, engineering, and technology services. Specific examples of EA’s use of precautionary approaches include supporting clients with development of guidance for sustainability concerns such as climate resilience, analytical emerging contaminants research, pollution prevention assessments to reduce and minimize waste or attain zero waste, auditing, and staff technical leadership and contributions to industry organizations helping advance best practices and the state of environmental programs.

² United Nations (UN). 1992 . UN Declaration, The Rio Declaration on Environment and Development of 1992, Principle 15: “In order to protect the environment, the precautionary approach shall be widely applied by States according to their capabilities. Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation.”

OCCUPATIONAL HEALTH AND SAFETY (H&S)

Every EA employee is involved in our Safety Management System (SMS)—the safety of our employees, joint venture partners, subcontractors, clients, and communities continues to be our priority. Our SMS is led by our Corporate H&S Director and supported by a network of Regional H&S Coordinators. Each office has at least one designated H&S Coordinator responsible for disseminating general H&S information; assisting with annual reporting; coordinating training and testing programs; and communicating lessons learned. These coordinators facilitate our safety culture, directly involving workers in driving the improvement of occupational H&S in the workplace.



36
Regional/Office Health & Safety Coordinators



57
Participants in monthly Joint Management Safety Calls



100%
Workforce covered by EA's SMS

ELEMENTS OF EA'S SAFETY MANAGEMENT SYSTEM (SMS)



EA's Experience Modification Rate (EMR)—at 0.66 in 2020—has remained below the industry benchmark of 1.0 for the past 15 years. Further, EA maintains an annual Occupational Safety and Health Administration (OSHA) Recordable Incident Rate (RIR) well below the industry average of 1.9³ for our primary North American Industry Classification System (NAICS) Code of 562910 (Environmental Remediation Services, Less Than 750 Employees) as reported by the Bureau of Labor Statistics (BLS).

³ Based on 2019 data available on OSHA RIR from the BLS.

EA’s safety statistics and National Safety Council awards reflect our steadfast commitment to a safe work culture. This commitment is emphasized during monthly calls between EA’s Corporate H&S Director, senior management representatives, and EA’s network of regional/office H&S Coordinators.

EA’S SAFETY STATISTICS FOR 5-YEAR PERIOD

YEAR	HOURS WORKED	EMR	OSHA RIR	NUMBER OF LOST TIME INCIDENTS	INCIDENT RATE
2020	1,216,771	0.66	1.15	1	0.16
2019	1,123,596	0.66	0.71	0	0.00
2018	1,062,015	0.67	0.38	0	0.00
2017	1,072,638	0.78	1.31	0	0.00
2016	1,055,170	0.74	0.95	1	0.19

In CY 2020, EA experienced no lost time incidents during the execution of more than 1,200,000 hours worked and **our EMR remained 0.66—the lowest in company history.**

SAFETY CULTURE CONSULTATION AND COMMUNICATION

Maintaining an effective safety culture takes time, dedication, and commitment. EA’s leadership invests and is actively involved in continually improving our SMS. EA’s Corporate H&S Director reports directly to EA’s President/Chief Executive Officer and oversees our SMS and associated OSHA programs and reporting requirements, including medical monitoring and training; incident reports; review of design documents and work plans for H&S impacts; and implementation of H&S plans for specific programs, contracts, and projects.

Hazard identification and risk assessments for project safety begin during the proposal development phase with H&S personnel evaluating potential scopes of work to identify concerns and unique safety requirements that will need to be addressed during the project planning phase with development of Job Hazard Analyses and Site-Specific H&S Plans.



At EA, both accidents and near misses (collectively referred to as incidents) are treated with the same degree of investigation, acknowledging that there are lessons to be learned from both situations. Incident lessons learned are shared during quarterly Program Management calls for individual contracts and monthly Joint Management Safety Calls as well as part of quarterly safety newsletters that are distributed company-wide. At the end of each CY, EA’s Corporate H&S Director reviews safety indicators to identify trends to improve our SMS through lessons learned and corrective actions, as needed. The information is also used to identify areas where additional safety training or refreshers may need to be implemented.

EA ANNOUNCES NEW DIRECTOR, HEALTH & SAFETY

After a 40-year career ensuring the H&S of employees, subcontractors, and clients on project sites, EA's Corporate Director of H&S, Pete Garger, retired. In line with the position's succession plan, EA's Deputy Director of H&S (Rob Marcase, CHMM, CIH, CSP) worked side-by-side with Pete for more than a year to ensure a seamless transition to his role as the new Director. With over 25 years of experience, Rob is responsible for sustaining and improving EA's occupational H&S management system.



Pete Garger,
CIH, CSP



Rob Marcase,
CIH, CSP, CHMM

WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

In 2020, EA personnel completed more than 4,816 hours of H&S training to maintain safety credentials; meet project and client-specific safety requirements; and ensure understanding of state-of-the-industry safety considerations. Training included:

In 2020, EA's employees each completed an average of 8.5 hours of training related to occupational health and safety.

- OSHA 40-Hour Hazardous Waste Operations and Emergency Response Training
- OSHA 30-Hour and 10-Hour Construction Safety
- OSHA 8-Hour Supervisor Training
- Confined Space Entry, Respirator Protection, and Heat Stress
- Asbestos Awareness
- CPR/First Aid and Bloodborne Pathogens
- eRailsafe Contractor Safety and Security Management
- Heavy Equipment and Marine/Boat Safety.

EA staff also require specialized training to support client needs, ranging from radiation safety training at nuclear power facilities; Maintenance-of-Way and Roadway Worker Protection training for railroad clients; and Mine Safety and Health Administration training for mining and aggregate industries.



THIRD-PARTY SAFETY AND COMPLIANCE REVIEWS



We continue to experience sustained reliance by our clients on third-party supplier management services (e.g., ISNetworld, BROWZ, etc.). EA is an active member of several supplier management programs that require annual reporting and continual improvement in SMS performance. Over the reporting period, EA maintained compliant and/or top quartile performance ratings for all supplier management programs in which we participate.



SAFETY PERFORMANCE RECOGNITION

In 2020, the National Safety Council (www.nsc.org) again recognized EA with an Occupational Excellence Achievement Award for low lost time injury rate (based on 2019 CY safety data). Based on self-reported data, member companies are eligible for the award if their lost workday case incident is less than or equal to 50% of the BLS' rating for their primary NAICS code for the previous CY and there were zero fatalities.

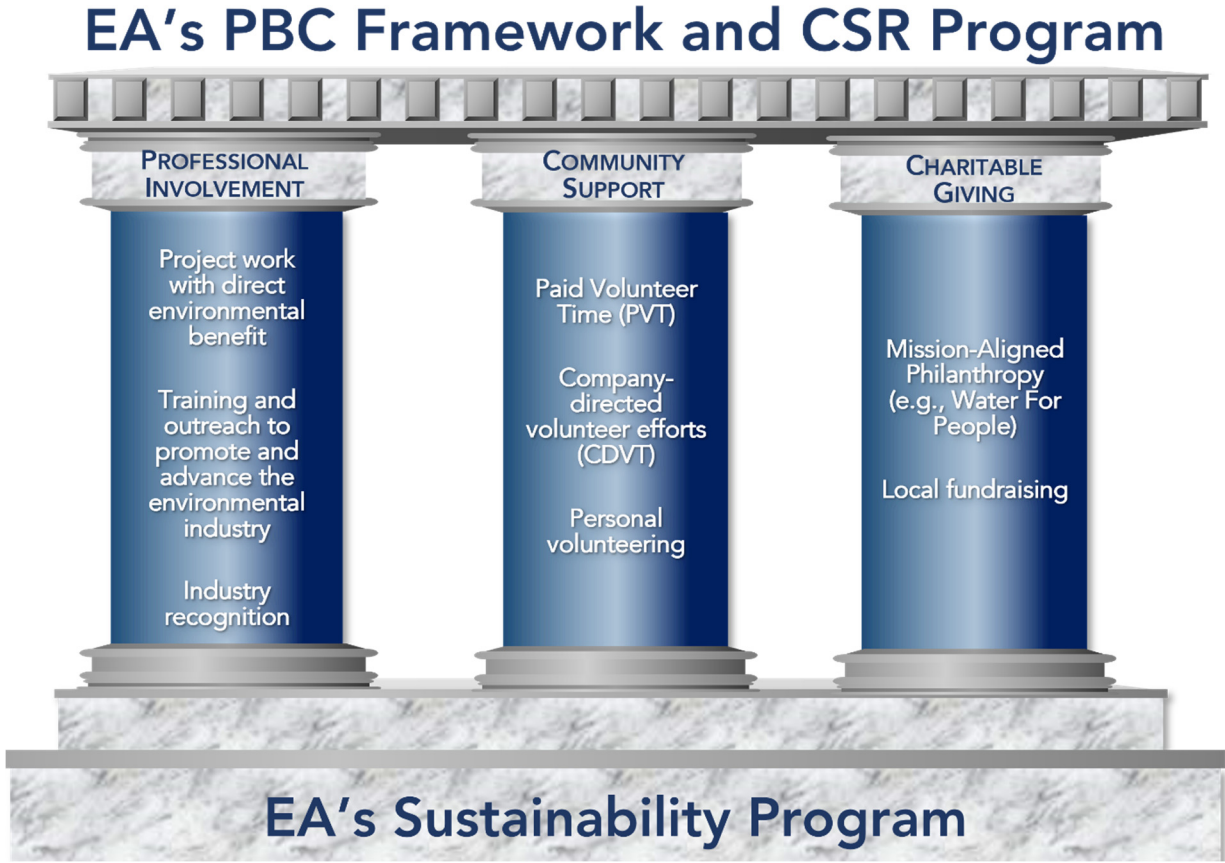
PBC FRAMEWORK AND CSR PROGRAM

EA is a Delaware PBC, a class of corporation designed to enable for-profit corporations to produce tangible public benefits while operating in a responsible and sustainable manner. PBCs follow a social enterprise model that strives to balance the pecuniary interests of shareholders with the interests of other stakeholders (e.g., employees, clients, and communities).

From EA’s Company Charter: “...the specific public benefits to be promoted by the Corporation are to (i) reduce human and ecological risks associated with environmental degradation and natural resources impairment, and (ii) improve air, water, soil, and sediment quality. The Corporation will achieve these specific public benefits by focusing exclusively on the delivery of professional environmental services; and by encouraging its employees to support the communities in which we live and the clients that we serve in an environmentally responsible manner.”

This “balance” results in the promotion and achievement of public benefits, explicitly stated in EA’s Company Charter (inset box, right). Building on our sustainability foundation, EA’s PBC Framework and associated CSR Program establish public benefits that we strive to promote through day-to-day client project work, as well as by encouraging employees to support communities where we live and work in an environmentally responsible manner. As a PBC, EA is differentiated from our peers as a “first-mover” among national environmental consultancies. In fact, **EA is the largest 100% employee-owned PBC in the environmental, professional services space.**

Our PBC framework and CSR Program are realized through three pillars built on—and firmly supported by—the foundation of our long-standing sustainability program.

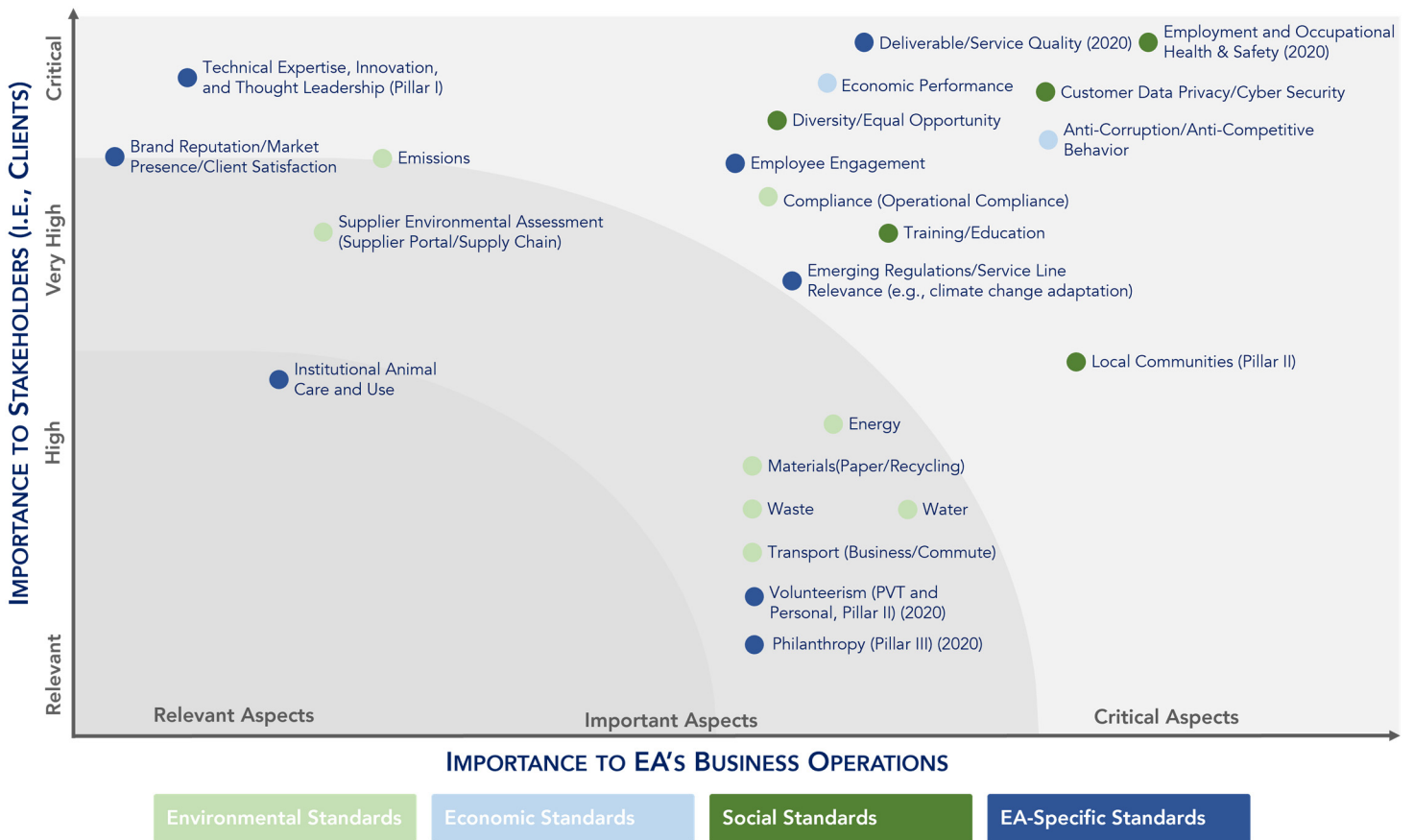


PBC REPORTING AND OVERVIEW OF ASSESSMENT STANDARD

This CSR Report has been prepared in accordance with the GRI Standards: Core option. A full list of EA’s General Disclosures and Standard-Specific Disclosures with a crosswalk to associated report sections is provided as **APPENDIX A: GRI STANDARDS INDEX**.

2020 MATERIALITY RE-ASSESSMENT

EA’s first comprehensive Materiality Assessment was completed in 2017. Since then, each year, EA routinely monitors material aspects through our PBC/CSR governance structure and reporting processes, which result in quarterly consideration by our PBC Committee. This process aligns with acceptable industry practice, which provides ongoing materiality monitoring throughout the calendar year as changing or emerging trends are identified through various channels that impact internal operations or external stakeholders. EA’s Materiality Matrix is illustrated below.



In December 2020, EA completed a formal materiality reassessment to examine internal and external influences and define material aspects. This was EA’s second formal evaluation from its baseline completed in 2017. The effort involved a diverse group of cross organizational participants from all of EA operations and corporate departments.

The formal reassessment validated the majority of previously identified material aspects and their ranking as well as highlighted two aspects that migrated further into EA's material realm, notably (1) Occupational H&S, and (2) Volunteerism and Philanthropy. The nature of each aspect's movement is described below:



OCCUPATIONAL H&S—The COVID pandemic was THE significant material aspect in 2020 influencing both internal and external stakeholder perspectives. The lead-up to and management through the pandemic was directed from EA's Business Continuity Task Force (BCTF) comprised of senior corporate department and business operations leadership. From the pandemic outset, EA was deemed an "essential supplier" by the Department of Homeland Security's Cybersecurity & Infrastructure Agency due to our support to critical infrastructure sectors including the specialty gases/chemical, rail transportation, water/wastewater, and Department of Defense—all which increased operational tempo during the pandemic. EA worked in partnership with its clients to safely continue to provide essential services in accordance with local, state, and federal guidelines. Through its BCTF, EA was able to monitor, develop, implement, and communicate the required systems and processes to meet client requirements.



VOLUNTEERISM AND PHILANTHROPY—As noted above, the pandemic had a number of impacts including a direct impact on our ability to volunteer in our communities. In response, EA modified its Paid Volunteer Time (PVT) Program to include pandemic-related volunteerism in accordance with local, state, federal, and Centers for Disease Control and Prevention guidance. As noted in **PILLAR II: COMMUNITY SUPPORT** (page 30), EA staff participated in over 146 hours of COVID-related volunteerism.

Likewise, despite the severely constrained ability to meet face to face for philanthropic endeavors, the EA workforce responded with continued support to local charities, community groups, and corporate philanthropic focal point Water For People to support its annual financial commitment discussed in **PILLAR III: CHARITABLE GIVING** (page 33).

SUSTAINABLE DEVELOPMENT GOALS

Since 2016, EA has made a voluntary commitment to align our ESG goals with the UN Global Compact Sustainable Development Goals (SDGs)⁴ developed under Agenda 2030. Through our existing commitments, EA supports a number of the 17 SDGs identified as the world’s most recognized ESG measures with respect to mitigating human health and environmental risks, supporting sustainable development, upholding human rights and anti-child labor standards, improving diversity, and ending poverty.

Our materiality dialogue has enabled us to integrate our commitments to the SDGs into our PBC reporting, CSR targets, and GRI Standards disclosures. While EA’s existing commitments align with 13 of the 17 SDGs developed under Agenda 2030, we have chosen to prioritize our focus on the 6 SDGs below, which we are best suited to impact through our supply chain interactions and day-to-day operations as part of our **PBC FRAMEWORK AND CSR PROGRAM** (page 7).

EA’s objectives and targets established to support our public benefits pre-date the release of the UN SDGs. However, many of our existing objectives and targets embody aspects of SDG targets. While EA has not established goals in support of our SDG commitments, we operate with a focus on continual improvement across corporate operations and programs in a manner that directly supports Agenda 2030 through annual financial commitments to Water For People (SDG 6), Employee Stock Ownership Plan (ESOP) advocacy (SDG 8), solid waste diversion efforts (SDG 12), emissions reductions and offset purchases (SDG 13), and sustainable remediation (SDGs 14 and 15).

We will continue to explore the integration of additional objectives and targets to purposely satisfy SDG goal and target requirements, as applicable to EA’s operations, as part of our continual improvement and will note these changes in future reports.



⁴ United Nations. 2015. *Sustainable Development Goals and the 2030 Agenda for Sustainable Development*. Retrieved from <https://sdgs.un.org/goals>.

Additional SDGs associated with EA’s materiality assessment and reporting are mapped to applicable GRI Standards and disclosures in the crosswalk provided below. EA addresses SDGs and GRI disclosures throughout this CSR Report and separately through our [2020 Carbon Footprint Report](#).

	SDG	ASSOCIATED EA MATERIALITY ASPECT(S)	RELATED GRI STANDARDS
3	Good Health and Well-Being	<ul style="list-style-type: none"> Occupational Health and Safety 	<ul style="list-style-type: none"> 403: Occupational Health and Safety
4	Quality Education	<ul style="list-style-type: none"> Training/Education Employee Engagement 	<ul style="list-style-type: none"> 404: Training and Education EA Specific Materiality Topic
5	Gender Equality	<ul style="list-style-type: none"> Employment Diversity/Equal Opportunity 	<ul style="list-style-type: none"> 401: Employment 405: Diversity and Equal Opportunity
6	Clean Water and Sanitation	<ul style="list-style-type: none"> Emerging Regulations and Service Line Relevance Water Waste Community Support (Pillar II) and Charitable Giving (Pillar III) 	<ul style="list-style-type: none"> EA Specific Materiality Topic 303: Water and Effluents 306: Waste 413: Local Communities
7	Affordable and Clean Energy	<ul style="list-style-type: none"> Energy 	<ul style="list-style-type: none"> 302: Energy
8	Decent Work and Economic Growth	<ul style="list-style-type: none"> Economic Performance Supplier Environmental Assessment Employment Diversity/Equal Opportunity Brand Reputation/Market Presence and Deliverable/Service Quality 	<ul style="list-style-type: none"> 201: Economic Standards 308: Supplier Environmental Assessment 401: Employment 405: Diversity and Equal Opportunity EA Specific Materiality Topics
9	Industry, Innovation, and Infrastructure	<ul style="list-style-type: none"> Brand Reputation/Market Presence Technical Expertise, Innovation, and Thought Leadership as Part of Professional Involvement (Pillar I) Emerging Regulations and Service Line Relevance 	<ul style="list-style-type: none"> EA Specific Materiality Topics
10	Reduced Inequalities	<ul style="list-style-type: none"> Employment Diversity/Equal Opportunity Community Support (Pillar II) and Charitable Giving (Pillar III) 	<ul style="list-style-type: none"> 401: Employment 405: Diversity and Equal Opportunity 413: Local Communities
11	Sustainable Cities and Communities	<ul style="list-style-type: none"> Emissions and Transport (Business/Commute) Compliance (Operational Compliance) Community Support (Pillar II) and Charitable Giving (Pillar III) 	<ul style="list-style-type: none"> 305: Emissions 307: Environmental Compliance 413: Local Communities
12	Responsible Consumption and Production	<ul style="list-style-type: none"> Materials (Paper/Recycling) Energy Water Emissions and Transport (Business/Commute) Waste Compliance (Operational Compliance) 	<ul style="list-style-type: none"> 301: Materials 302: Energy 303: Water and Effluents 305: Emissions 306: Waste 307: Environmental Compliance
13	Climate Action	<ul style="list-style-type: none"> Emerging Regulations and Service Line Relevance Emissions 	<ul style="list-style-type: none"> EA Specific Materiality Topic 305: Emissions
14	Life Below Water	Addressed throughout EA’s day-to-day operations as Professional Involvement (Pillar I) and Community Support (Pillar II)	Addressed by multiple topics and disclosures throughout GRI Standards.
15	Life On Land	Addressed throughout EA’s day-to-day operations as Professional Involvement (Pillar I) and Community Support (Pillar II)	Addressed by multiple topics and disclosures throughout GRI Standards.

SPECIFIC PUBLIC BENEFITS OF EA'S CSR PROGRAM

PBC REPORTING REQUIREMENTS

PBC entities operate in a transparent manner, and are required to report to stakeholders about their specific public benefits. EA's specific public benefits are realized through our PBC Pillars (**PBC FRAMEWORK AND CSR PROGRAM**, page 7). We track and report PBC performance through a combination of EA-specific and GRI disclosures. EA annually develops and reviews PBC objectives and targets designed to track the specific public benefits articulated by our Company Charter. Annual reporting allows us to better monitor and document our Material Aspects; processes; and, where necessary, identify areas for improvement and move quickly toward performance improvement. Progress toward each target is discussed below with details relative to actions undertaken in 2020.

FORMAL ALIGNMENT AND COMMUNICATION OF 100% EMPLOYEE-OWNED, PBC STATUS

Despite the pandemic, EA continued to communicate our PBC status to external stakeholders through various means. While many face-to-face presentations and engagement channels were postponed or cancelled, we used virtual tools such as webinars to continue to advocate for ESOPs and PBCs.

ESOP/PBC ADVOCACY WITH NAEM

With increased Environmental, Social, Governance (ESG) transparency, organizations are evaluating ways to improve supply chain transparency. Employee-owned and benefit corporations are a growing class of socially-conscious for-profit enterprises that can help support CSR supply chain goals. EA's Executive Vice President and Treasurer, Peter Ney, and Senior Vice President and Director CSR, Brian Lesinski, EMS-LA, CPEA advocated ESOPs and PBCs to National Association for EHS&S Management (NAEM) members and others during a May 2020 webinar focused on building CSR into companies' overall supply chains. The webinar was developed with the intent to help member organizations understand the structure and benefits of employee-owned and benefit corporation organizations, and the benefits of working with such companies, and how adoption of employee-owned or benefit corporation models can promote alignment with CSR/ESG goals.



Peter Ney



Brian Lesinski

Our Executive Vice President and Treasurer, Peter Ney, continued in his 2-year term as an at-large member of The ESOP Association's Board of Directors. In this role, Peter serves as a steward of The ESOP Association, advancing its mission and advocating for employee ownership. In May 2020, he was joined by Brian Lesinski (Senior Vice President and Director, CSR) to present at the National Association of Environmental, Health, and Safety & Sustainability (NAEM)'s Operational Excellence virtual conference. Their webinar, "How to Build Corporate Social Responsibility into Your Supply Chain," provided insights into the structure of employee-owned and benefit corporation organizations; detailed how companies can leverage their relationship with these organizations; and illustrated how working and collaborating with these types of companies can contribute to corporate sustainability.

ASSESS THE ENVIRONMENTAL IMPACT OF OUR OPERATIONS AND ACTIVITIES

COVID IMPACTS TO EA'S CARBON FOOTPRINT—Considered an “essential supplier” providing critical services to a number of highly visible private and government clients in the chemical, transportation, and defense sectors, EA maintained operations during the 2020 COVID pandemic. Personnel operated in a hybrid Work from Home and Office/Fieldwork environment dependent on individual roles with the majority of EA’s workforce transitioning to 100% Work from Home hours from March through June 2020, or later, depending on individual state and local safety directives.

To be expected, EA’s Carbon Footprint saw significant reductions in emissions associated with Employee Commuting, Employee Business Travel, Natural Gas, and Purchased Electricity.



As done in previous years, EA’s Employee Commuting emissions are estimated based on voluntary feedback from an annual employee survey. In addition to information on typical miles traveled roundtrip for their commutes and miles per gallon for personal vehicles, the 2020 survey requested information on the number of days employees were working from home versus continuing to commute to their designated EA office. This allowed EA’s Carbon Footprint Work Group to approximate Employee Commuting emissions considering a complex hybrid work environment for EA’s professionals.



All non-essential business travel (e.g., conferences, vendor meetings, etc.) was cancelled through the calendar year resulting in the most dramatic decrease in EA’s emissions for 2020.



EA’s Natural Gas and Purchased Electricity emissions decreased moderately as a result of less than capacity occupancy of EA’s nationwide leased spaces from mid-March 2020 through the end of the calendar year. Emissions are based on a combination of actual or estimated electricity usage, and Subregion Output Emissions Factors⁵ from U.S.

Environmental Protection Agency’s (EPA’s) Emissions & Generation Resource Integrated Database (eGRID).

We recognize that these reductions do not represent typical operations. That said, we anticipate that our 2021 Carbon Footprint will similarly be impacted by ongoing COVID restrictions.

2020 CARBON FOOTPRINT REPORTING—Since 2008, EA has been assessing the environmental impacts associated with our day-to-day operations and activities through transparent, publicly available sustainability reporting.

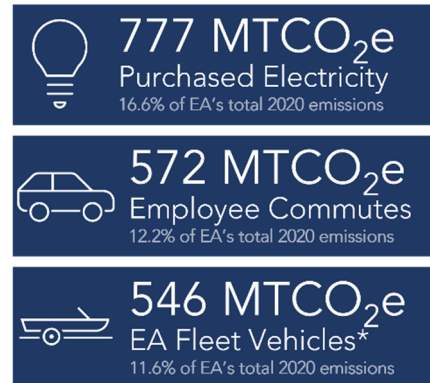
Our Carbon Footprint Report assesses and discloses our greenhouse gas (GHG) emissions, mitigation efforts, and offset strategies. EA’s Carbon Footprint Reports are prepared in accordance with GHG Protocol Initiative Corporate Standards⁶, developed and published by the World Resources Institute

⁵ Utility usage for most EA offices, including Albuquerque, Brighton, Cockeysville Warehouse, Dallas, Guam, Honolulu, Houston, Hunt Valley, Lincoln, Ocean Pines, Oswego, Sacramento, and Warner Robins is known from direct utility billing for these locations. For the remaining offices, Subregion Output Emissions Factors are used to convert usage to emissions and account for types of electricity generating stations and fuel mix within a geographic region when actual utility data are not available.

⁶ World Business Council for Sustainable Development and World Resources Institute. 2004. The GHG Protocol: A Corporate Accounting and Reporting Standard. Revised Edition. March. Retrieved from <https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf>.

(WRI) and the World Business Council for Sustainable Development (WBCSD). This method is the most widely used international accounting tool for governments and businesses to identify, quantify, and manage GHG emissions. Beginning in 2019, EA began utilizing EPA’s Center for Corporate Climate Leadership SGEC⁷—a spreadsheet-based, menu-driven tool for calculating GHG emissions—to complete our annual analysis.

EA’s CY 2020 operations generated an estimated total of 2,829.3 metric tons of carbon dioxide equivalent (MTCO₂e). **Approximately 43.9% was offset, resulting in net emissions from operations of 1,588.3 MTCO₂e.** Normalized by total labor hours worked, EA’s 2020 carbon footprint was 2.7 metric tons per full-time equivalent (FTE). Three largest sources of emissions within EA’s currently evaluated value chain were Purchased Electricity, Employee Commuting, and mobile sources associated with EA’s Fleet Vehicles.



* Scope 1 Mobile Sources includes EA’s boats and generators.

OVERALL FOOTPRINT TREND—In general, EA has taken an active, 3-tiered approach to emissions management:

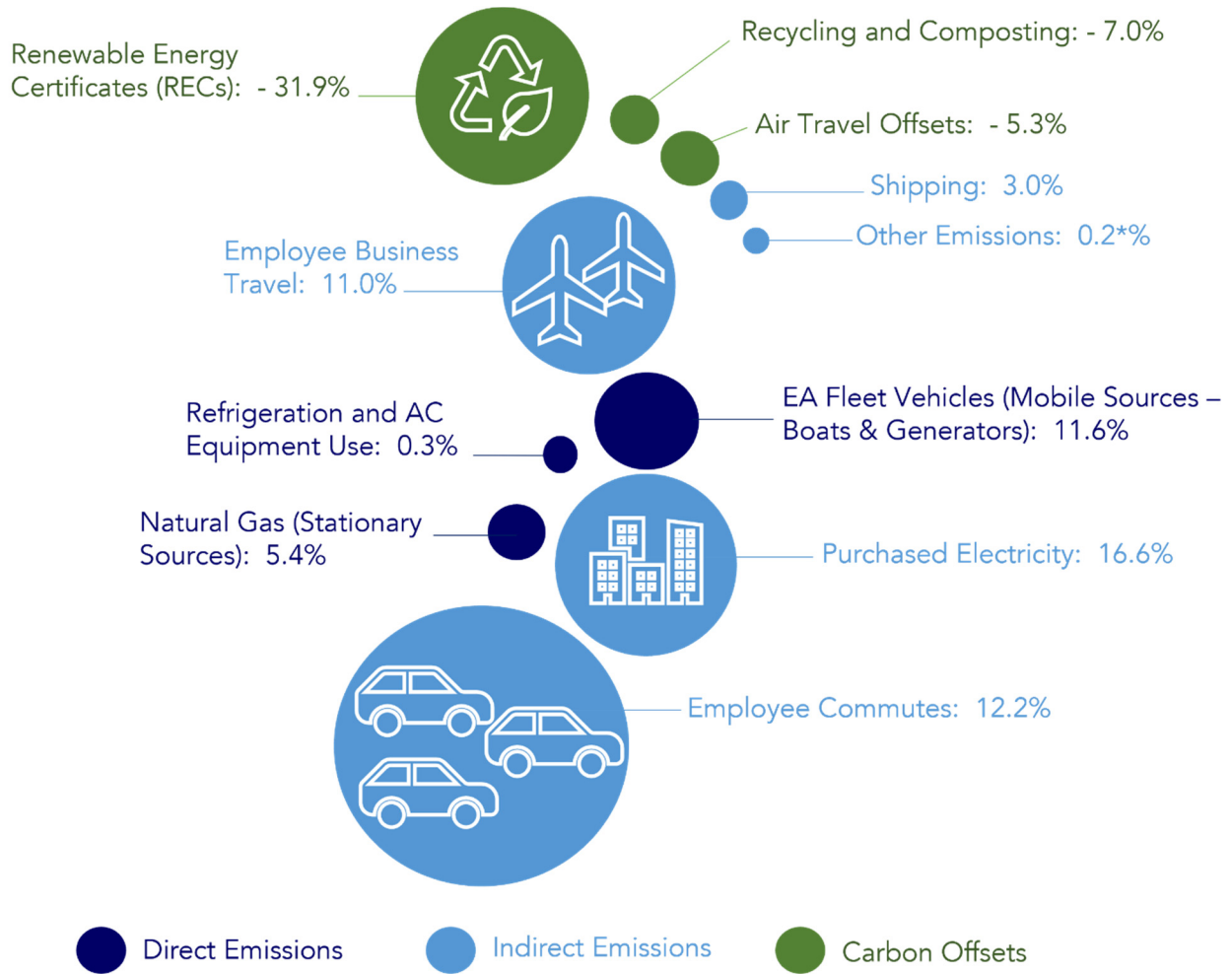
- Operational footprint reductions including energy conservation, recycling, and composting programs
- Process improvements (e.g., environmentally preferred office material purchasing, and travel reduction programs such as rideshare emphasis)
- Voluntary purchase of offsets and Renewable Energy Credits (RECs) through recognized third-party programs.

WASTE GENERATION AND DISPOSITION—Using concepts of circularity, organizations are seeking improved ways to reduce or eliminate resource losses such as waste generation. EA’s focus for waste diversion continues to be EA’s company-wide recycling programs—which, in addition to standard single-stream recycling, also diverts various other materials consumed as part of ongoing business operations (e.g., e-Waste, batteries, spent toner cartridges, packaging, etc.).



Due to EA’s transition to a predominantly Work from Home environment in 2020, recommendations of EA’s Zero Waste Working Group related to waste diversion improvements and internal policy implementation that will be key to obtaining future TRUE Zero Certification (for EA’s Hunt Valley headquarters space) have been tabled until 2021.

⁷ <https://www.epa.gov/climateleadership/center-corporate-climate-leadership-simplified-ghg-emissions-calculator>.



* Other Emissions are the sum of emissions related to EA’s Wastewater Treatment, Potable Water Utilization, Solid Waste Disposal, and Fire Suppression/Purchased Gases.

SUPPLY CHAIN EMISSIONS MAPPING—EA plans to begin a more detailed mapping of the company’s Scope 3 emissions associated with our overall supply chain. The evaluation will take a deeper look at both indirect upstream and downstream emissions associated with EA’s supply/delivery chain and other activities. A more comprehensive accounting of EA’s supply chain emissions (e.g., targeting at least 50% of the total annual spend) will allow us to better understand the full GHG impact of the company’s operations—including sources that are not controlled by EA, but are the indirect result of our day-to-day operations. A more thoroughly assessed Supply Chain will also allow us to establish footprint boundaries, and identify potential areas of influence with suppliers allowing us to work with them to realize potential reductions.



EA will complete the review of our Scope 3 Supply chain in accordance with the GHG Protocol’s Corporate Value Chain (Scope 3) Accounting and Reporting Standards⁸, a WRI and WBCSD supplement to the GHG Protocol that governs our overall Carbon Footprint calculations and best practices.

⁸ https://ghgprotocol.org/sites/default/files/standards/Corporate-Value-Chain-Accounting-Reporting-Standard_041613_2.pdf.

PROMOTE EMPLOYEE ENGAGEMENT

ENGAGEMENT SURVEYS—EA routinely uses feedback from employee engagement surveys to implement continuous improvement across company policies and processes (e.g., implementation of Servant Leadership and Supervisor training). EA employees completed their 6th Gallup Engagement Survey in January 2020, largely covering calendar year 2019 (i.e., pre-COVID), and their 7th Gallup Engagement Survey in early February 2021, largely covering COVID-times in 2020. Results showed a continued improvement in the company’s average score (also referred to as the Q12 Mean).

Based on an ascending scale of 1 through 5 (3 being neutral; 5 being best), EA’s Q12 Mean rose from 3.89 in January 2019 to 3.93 in January 2020, and then a slightly greater increase in February 2021 to 3.98, moving the company into the 63rd percentile amongst Gallup’s database of organizations in the engineering subindustry.

Through 2020, Gallup noted both upwards and downwards volatility in general U.S. employee engagement thought to be due to the uncertainty caused by the pandemic. While EA’s latest survey occurred after general U.S. employee engagement settled back down to pre-COVID norms, we have no way of knowing if EA’s engagement improvement was partially caused by external factors—as such, our next survey could show a decline relative to our latest high scores covering the initial COVID calendar year. We did work hard to connect and routinely communicate with all of our stakeholders through these trying times, especially EA’s now largely remote workforce, relative to both their safety and value.

ACTIVE EMPLOYEE PARTICIPATION AND ENGAGEMENT—All full-time employees meet with supervisors to complete mid-year check-ins and annual performance appraisals. Mid-year check-ins encourage open communication between employees and their supervisors related to job performance, expectations, and general observations related to work product and engagement.

Other opportunities for engagement include participation in internal committees, working groups, or technical teams that work to further EA’s public benefits and engage employees in company- or industry-wide initiatives. At any given time during the year, approximately 20–25% of EA employees participated in these groups.

EA WORKGROUPS AND INTERNAL COMMITTEES

-  EA Sustainers
-  Water For People Champions
-  Regional H&S Coordinators
-  Leased Energy Working Group
-  Carbon Footprint Working Group
-  Sustainability Tools Working Group
-  Zero Waste Working Group
-  Sustainable Infrastructure (e.g., Envision™) Working Group
-  Environmentally Preferred Purchasing (EPP) Working Group
-  Grants and Pro Bono Services
-  Institutional Animal Care and Use Committee
-  Diversity, Equity, and Inclusion Committee

NEW WORKING GROUPS PLANNED FOR 2021

-  Environmental Justice Working Group
-  Climate Change Working Group

ANNUAL CSR PROGRAM AWARDS—EA’s annual CSR Program Awards recognize employees’ commitments on both an individual and office-wide level for initiatives supporting EA’s PBC Framework pillars. Awardees are selected by the PBC Committee based on nominations submitted by employees.



Due to pandemic-related restrictions on large group gatherings, no 2020 award was made for “Overall Contributions by a Large Group/Office.” Instead, EA recognized additional efforts in each Individual category and selected awardees who significantly impacted their communities through COVID-relief volunteering.

- **Individual Contribution, Professional Involvement (Pillar I)**—Michael Chanov and Jamie Suski, PhD (Hunt Valley, Maryland) for their Commitment to the Strategic Partnership Between EA’s Ecotoxicology Laboratory and Towson University to Advance Novel Fluorine-Free Firefighting Foam Research.
- **Individual Contribution, Community Support (Pillar II)**—Gary Prye and Sarah Nelson (Oswego, New York) for the Establishment of Annual Lake Ontario Shoreline Cleanup in Support of Exelon Nuclear and Nine Mile Point Nuclear Station.
- **Individual Contribution, Community Support (COVID-relief)**—Melissa Smith and Kim Nelson (Hunt Valley, Maryland) for 2020 Community Volunteering Efforts to Support COVID Relief in their respective communities.
- **Individual Contribution, Charitable Giving (Pillar III)**—Maria Briceno (Lewisville, Texas) for her 2020 Bread for Water fundraising campaign in support of Water For People and Jamie Beaver (Overland Park, Kansas) in recognition of the Establishment of the Gavin Beaver Memorial Foundation and Associated Memorial Scholarship.
- **Overall Contributions by a Small Group/Office**—Laura Jo Oakes, Omar Bailey, Scott Hartzell, Ivy Harvey, and Kathryn Kuwabara (Hunt Valley and Abingdon, Maryland) for Maryland Children’s Home Annual Holiday Giving Program Organization and Support.



SET PERFORMANCE BENCHMARKS

ENVIRONMENTAL COMPLIANCE, AND ANTI-CORRUPTION/ANTI-COMPETITIVE BEHAVIOR—EA did not incur any fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations, and no incidents of corruption or anti-competitive behavior were reported.

CODE OF BUSINESS ETHICS—EA’s Legal Department oversees annual Code of Business Ethics and Employee Conduct Policy certification. EA’s formal goal for employee completion of this training, which includes Annual Anti-Kickback Certification and Annual Ethics & Policy Certification, is 100%. In 2020, 97.8% of EA employees completed the on-line training.

PROFESSIONAL DEVELOPMENT AND TRAINING INVESTMENTS—EA supports our employees’ professional development (PROFDEVEL) through tuition reimbursement for classroom, on-line, and other

continuing education programs. EA's expenditures toward PROFDEVEL are an investment in our employees and the company's future as they support engagement and retention, and position EA as an industry leader.

TUITION REIMBURSEMENT

3-year trend of Tuition Reimbursement expenditures for EA employees.

2020 – \$246,000
 2019 – \$300,000
 2018 – \$280,000

TRAINING PER EMPLOYEE ANNUALLY AND PERCENTAGE OF HOURS OF PAID TRAINING PER EMPLOYEE—In 2020, 83% of employees pursued PROFDEVEL opportunities. Personnel are encouraged to participate in training to ensure industry standard of care for professional services, expand their knowledge base, and develop/maintain subject matter expertise. In addition to offering in-house training to address H&S, business ethics, project management, and a variety of supervisory and management topics and technical areas, EA offers 100% reimbursement for external training programs required to achieve and maintain professional licensure and/or certification for full-time employees.

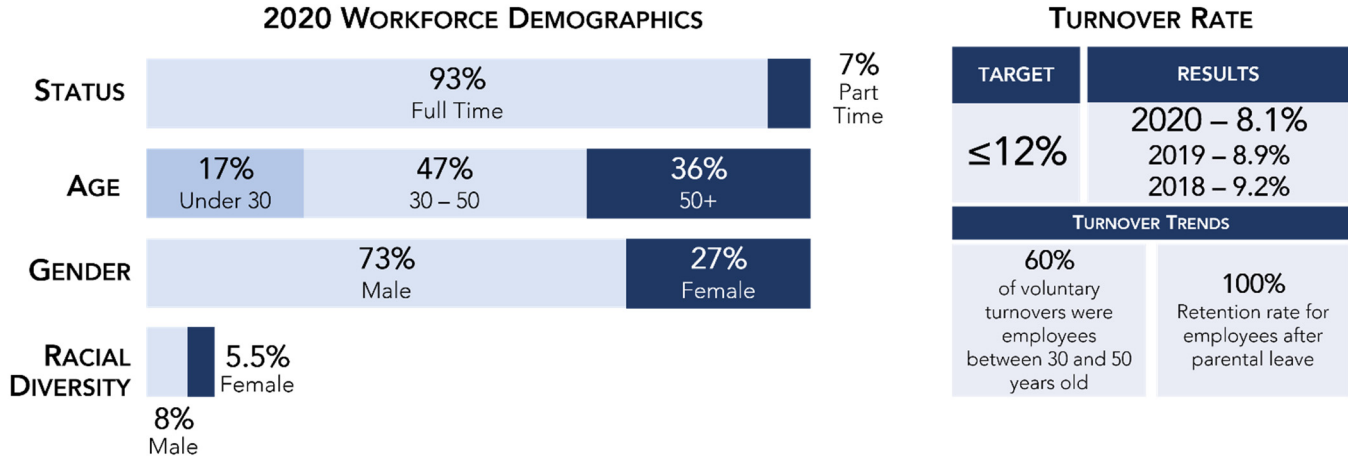
% OF HOURS OF PAID TRAINING AND TRAINING PER EMPLOYEE ANNUALLY

EA continued its growth trend for Professional Development use expressed as a percentage per employee, based on internal time-keeping systems. EA's 3-year trend for percentage of hours of paid training and hours of training per full-time equivalent employee are illustrated below compared to the company's targets.

% TARGET	RESULTS	Percentage calculated as Total Labor Cost of PROFDEVEL / Total Labor Cost	HOURS TARGET	RESULTS
1.5%	2020 – 2.0% 2019 – 3.0% 2018 – 2.9%		32 hours	2020 – 46 hours 2019 – 49 hours 2018 – 42 hours

EA employees utilized 26,829 PROFDEVEL hours in 2020.

WORKFORCE DEMOGRAPHICS, DIVERSITY, AND TURNOVER—EA maintains commercial offices across the continental United States as well as in Alaska, Hawaii, and Guam, with much of the workforce located in EA’s Mid-Atlantic and Northeast area offices. As a 100% employee-owned ESOP, none of EA’s workforce, which is comprised of 93% full-time employees, is represented by a union or associated collective bargaining agreement.



EA continues to maintain a turnover rate lower than its target of 12% or lower for regular employees (both full- and part-time), and remains well below the company’s 2014 turnover benchmark of 14%. EA’s turnover continues to be lower than the most recently reported Architecture & Engineering industry average of 13.2%⁹ based on 2020 fiscal year data.

There were no changes in workforce demographics across minorities in 2020. The percentage of EA’s total workforce represented by minorities increased slightly to 13.5% from 12% in 2019, and overall female representation also remained steady at 41%.

STRENGTHENING EA THROUGH DIVERSITY, EQUITY, AND INCLUSION (DEI)

We know through experience that different ideas, perspectives, and backgrounds create a stronger and more creative work environment that delivers better results. Creating an environment where employees feel empowered to share their ideas and do their best work is the right thing to do. Our goal is to create an inclusive culture where all forms of diversity provide real value for the company. We strive for diversity in all aspects of our business to better serve our stakeholders.

In 2020, EA’s DEI Committee engaged Translator, Inc. to conduct mandatory DEI Foundations training for all EA employees by 31 December 2021. The 2-part, 4-hour workshop sees employees broken into cohorts to complete training in small, randomly assigned groups to encourage dialogue. Sessions, which began in Q3 2020, focus on Dimensions of Diversity; Concepts of Privilege and Behaviors; Unconscious and Conscious Bias; and Microaggressions.



EA’s DEI Committee also began to assess EA’s policies and practices in recruiting, advancement, remuneration, and other areas of Human Resources as well as evaluate additional training/ education materials and outside stakeholder relationships.

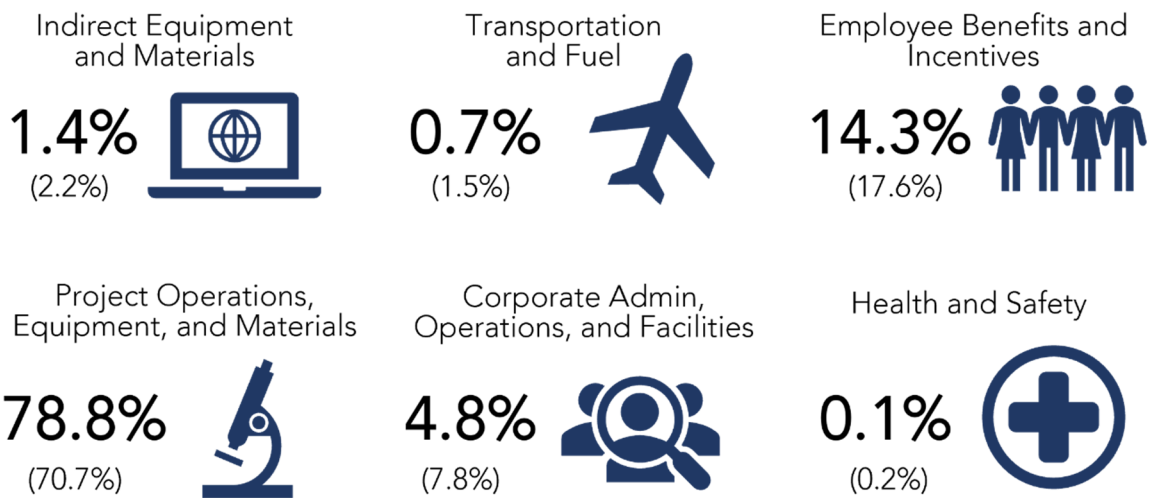
⁹ Deltek® Clarity. 2020. Architecture & Engineering Industry Study, 41st Annual Comprehensive Report.

SUPPLY CHAIN INTERACTIONS—EA seeks supply chain business partners with financial stability that share our focus on providing technical quality, competitive pricing, superior service in today’s marketplace, and Sustainable Business Practices. We routinely work with a wide variety of subcontractors and suppliers to augment or complement our services and products.

In 2016, EA began categorizing annual supply chain expenditures into general “spend categories” that allow us to evaluate areas with the largest potential impacts/opportunities based on percentage expended annually. EA’s spend categories are defined as:

- **Employee Benefits and Incentives**—Employee benefits, including health benefits, excludes salaries. Professional licenses, conferences, job training, stock plan contributions, and bonuses.
- **Project Operations, Equipment, and Materials**—Spending related directly to client engagements, including subcontractors, project-related equipment and materials, project transportation costs, lodging and meals directly associated with projects, etc.
- **Corporate Administration, Operations, and Facilities**—Non-project-related spending for meals, office administration, office building costs (rent, utilities, etc.), marketing, legal fees, and other indirect, corporate-related expenditures.
- **Transportation**—Vehicle and boat acquisition, maintenance, and depreciation costs; air and rail travel; rental cars; expensed employee mileage and rideshare costs; subcontractor transportation costs; etc. are also included. Transportation costs that are directly chargeable to projects are included in Project Operations, Equipment, and Materials.
- **H&S**—H&S training, pre-employment testing, and H&S supplies, as well as medical monitoring/screening programs. Labor hours/travel costs associated with H&S personnel providing oversight on projects are captured under Project Operations.
- **Indirect Equipment and Materials**—Includes all non-project-related equipment and materials (e.g., office supplies, computers, warehouse equipment, software, etc.).

2020 SUPPLY CHAIN SPEND >\$146M



Percentages shown in parenthesis are 2019 data for year-to-year comparison.

SUPPLIER DIVERSITY—As a small business under two NAICS codes: 541715 (Research and Development in the Physical, Engineering, and Life Sciences [except Nanotechnology and Biotechnology], less than 1,000 employees) and 562910 (Environmental Remediation Services, less than 750 employees), EA fully supports legislated socio-economic goals and those specified in many of our client contracts.

EA is committed to providing all categories of small businesses with the maximum practicable opportunity to support our procurement requirements and our Supplier Diversity Program is designed to champion these efforts. EA continually seeks to expand our network of diverse business partners and to look for new companies to help us meet our business and client needs.

To encourage diverse business concerns to register with our Supplier Diversity Program, EA employs a proactive, multi-pronged communications strategy, which includes a detailed webpage, the distribution of brochures, and purposeful conversations with enthusiastic EA representatives during daily work activities as well as special events. In addition to our Supplier Diversity Program Registry, other strategic sourcing tools used by EA to identify potential diverse subcontractors include regular participation in outreach activities, including procurement conferences and trade fairs; other existing company source lists; the System for Award Management (SAM); state and municipal government directories; minority associations' membership rosters; and contact with government and private industry supplier diversity professionals.

2020 DIVERSE SUBCONTRACTOR SPEND



EA's 2020 spend to subcontractors totaled nearly \$101M. Of that, approximately 47% went to 389 small and disadvantaged business enterprises (DBEs). Of the work subcontracted to Small Businesses, the following sub-categories of businesses were utilized:

Disadvantaged – 35%
Veteran-Owned – 17%
Woman-Owned – 14%

Service Disabled – 6%
HUBZone – 1%

In accordance with government statutory requirements, EA adheres to today's procedures for providing diverse business concerns with the maximum practicable opportunity to participate in contract performance consistent with its efficient performance. These efforts include, but are not limited to, breaking out contract work requirements into economically feasible units, as appropriate; conducting market research to identify small business subcontractors; soliciting small business concerns as early in the acquisition process as practicable to allow them sufficient time to submit a timely offer for the subcontract; and providing interested diverse business with adequate and timely information on the opportunities.

PROCUREMENT—As part of ongoing stakeholder engagement and materiality dialogue, we note the importance of upstream and downstream suppliers in the delivery of our services. While we manage supply chain risk through our own audits, programs, and training, we also seek partnerships with other companies, government agencies, and non-governmental organizations to address complex procurement issues that no one company can address alone. We believe this collaborative approach more effectively drives impact in our supply chain.



In recognizing that approximately 50% of EA’s Fiscal Year 2020 Total Gross Revenue was generated by the procurement of goods and services, we are committed to further exploring areas for improvement within our supply chain. This area for improvement echoes feedback provided during EA’s most recently completed EcoVadis assessment.

MATERIAL SOURCE AND USAGE—EA has formalized Sustainable Business Practices that govern operational functions such as document production, packing, and shipping; selection and ordering of office products, marketing materials, and promotional items; and overall sustainable operations.

EA’s Environmentally Preferred Purchasing Working Group, overseen by EA’s Chief Financial Officer, assesses purchasing requirements and completes cost-benefit analyses in coordination with EA’s operations when acquisition of new products and materials is required. Efforts are focused on aspects related to the purchasing life cycle that can be controlled and/or influenced by the company—primarily electronics purchases, shipping, and office products.

CUSTOMER DATA PRIVACY/CYBERSECURITY

In 2019, Cybersecurity was elevated to a Material Aspect as part of EA’s Material Assessment. The move was directly related to increased federal and state regulations related to data protection and cybersecurity, as well as increased threats from ransomware, spyware, and similar malicious functions. To address new requirements and improve National Institute of Standards and Technology (NIST) compliance readiness, EA made the following investments to upgrade EA’s Information Technology infrastructure and network systems:

- Implemented a group policy to lock computers after a 30-minute period of inactivity to better secure network resources during increased periods of remote work and connectivity
- Made upgrades to core and office firewalls to improve security and installation of FortiClient VPN with multi-factor authentication protocols allow for unlimited connections
- Completed a Basic Self-Assessment in accordance with NIST SP 800-171 Department of Defense Assessment Methodology, which lays out requirements for protecting the confidentiality of controlled unclassified information.

INCREASED VIRTUAL COMMUNICATIONS DURING REMOTE WORK

EA implemented the Microsoft Teams platform company-wide in early 2019 as part of standard updates to our Information Technology infrastructure—nearly a year before the COVID pandemic moved the majority of EA’s workforce and our clients to Work From Home scenarios during state-mandated “safer at home” office closures. This early implementation, combined with EA’s ~90% laptop fleet prior to the pandemic, gave our professionals a head start in navigating the platform and identifying efficiencies in communications and file management. This extra time with Teams was critical to EA’s ability to smoothly transition to a nearly 100% Work from Home scenario across our workforce with no impacts to client communications or non-fieldwork related project execution. Analytics illustrating increased use of the Teams platform over a typical 30-day period in 2020 during the pandemic are illustrated below as compared to a similar timeframe prior to office closures.



2,800

Virtual meetings

February 2020: 300



3,100

One-to-one Teams voice calls

February 2020: < 100



94,300

Teams Chat messages

February 2020: 20,300

PILLAR I: PROFESSIONAL INVOLVEMENT

EA has completed more than \$2.5 billion of client work since our founding in 1973, and has established a proven track record of innovation and quality demonstrated by our continued financial growth and performance. The best indicators of our public benefits to the environment and the communities in which we live, and work are the direct results of the projects we complete for our clients every day.

Additionally, professional contributions in knowledge advancement, as well as efforts to train and educate members of the environmental industry, are key aspects of this pillar. These efforts are central to our business and will continue to expand as EA grows.

PROJECT WORK WITH DIRECT ENVIRONMENTAL BENEFIT

The core purpose of our work and a central focus of PBC Pillar I is the direct environmental benefit of our project work; simply stated, it is what we do. We work every day to improve and maintain environmental quality and to help clients design, implement, and sustain leading programs and projects. EA has a decades-long history of using practicable and sound approaches, integrating emerging tools and techniques into the mainstream to provide our clients with the best value in addressing their environmental challenges.

QUANTIFYING THE PUBLIC BENEFITS OF THE WORK WE DO EVERY DAY

EA utilizes quantitative analysis tools (e.g., SiteWise™ and Envision™) to proactively evaluate and improve our understanding of life cycle impacts in our project work and turn our focus toward efficiency and sustainability, where feasible. The following case studies provide details that quantify the public benefits associated with EA's everyday project work. The case studies have been selected to provide a snapshot of project benefits that cover each of EA's primary service lines and reflect the nationwide reach of our client work. Each case study also illustrates how EA's projects support our commitment to UN SDGs ([SUSTAINABLE DEVELOPMENT GOALS](#), page 10).

NOTE: Metrics and statistics for remediation projects included in case studies were generated using SiteWise™. All other data (e.g., hours safely worked, project value, etc.) are based on project-specific data maintained as part of EA's established program and project management and quality processes including our enterprise resource planning system.



Thomas Point Shoal Lighthouse Climate Resiliency Assessment

Annapolis, Maryland

EA completed a Climate Resiliency Assessment for the Thomas Point Shoal Lighthouse located in the Chesapeake Bay. Constructed in 1875, the lighthouse is a Maryland landmark and remains a functional aid to navigation for the United States Coast Guard. The intent of the report is to provide an assessment of projected impacts of climate change in the Chesapeake Bay near the site and possible adaptation measures which could be employed to enhance resiliency of Thomas Point Shoal Lighthouse.

Sea level rise is the most pressing climate change impact threatening the Thomas Point Shoal Lighthouse, encompassing a range of onsite effects from lighthouse inaccessibility to loss of structural integrity.

Service Line:
Water & Natural Resources

Client: US Lighthouse Society,
Chesapeake Chapter

EA Offices: Hunt Valley, Maryland



Sustainable Design & Public Benefits Summary

1.7
ft

Sea Level Rise

Approximate rise of sea level near the lighthouse, since its construction; relative sea level rise trend is estimated at 0.14 inches per year.

The predominant factor driving sea level rise is greenhouse gas emissions.



The rate of sea level rise in Annapolis, Maryland is **nearly twice** the global rate over the same period.

Climate Change Impacts

The impacts of climate change in the Chesapeake Bay region will exacerbate the lighthouse's existing vulnerability to coastal storms, corrosion, and tidal currents.



Thomas Point Shoal Lighthouse is listed on the National Register of Historic Places and as a National Historic Landmark and is one of only twelve lighthouses in the United States with this designation.

Solutions for the Future

The team identified a variety of measures to address climate impacts including:

- Elevation of landing platforms
- Site monitoring of structure and climate change
- Planning for alternate locations

100
hours

Volunteering

Hours volunteered by EA employees since 2018 to support environmental compliance needs at the lighthouse.

Pre-Remedial Design and Building Demolition for Toni Cleaners Site

Wilmington, Delaware

At a former dry cleaner site, EA performed semi-annual sampling of groundwater, surface water, sediment, and air monitoring in addition to monthly operations and maintenance of vapor mitigation systems at residential and commercial properties. EA also managed and oversaw building demolition of the former building in preparation for a data gap investigation. Pre-demolition activities included asbestos abatement to ensure proper disposal and management of demolition debris, including recycling non-hazardous materials where possible.

The site, which is being addressed through Delaware’s state clean-up program, is being remediated to address existing risks to surrounding residents and to allow the site to be put to a “to be determined” beneficial re-use in the future.

Service Line:
Site Characterization & Remediation

Client: Department of Natural Resources & Environmental Control

EA Offices: Abingdon, Maryland (Project Management Office); Hunt Valley, Maryland; and Newark, Delaware



Sustainable Design & Public Benefits Summary

8,000
lbs

1,000
gals

Investigation Derived Waste

Pounds of contaminated soil and gallons of water associated with field activities removed from site. Monitoring is associated with a 500-ft dissolved-phase chlorinated solvent plume.



Steel debris separated for recycling.

54
tons

Recycled Scrap

Tons of construction debris recycled; approximately 75% of the project’s total debris was diverted from landfills.



Scrap metal was shredded into a frag product and melted down to forge into new products. Concrete debris was processed for reused as fill products for drainage ditches, road base, grading, and backfilling, etc.



Debris staged at rear of building to load in roll-off containers.

Environmental Restoration through Remedial Action at the Atlantic Wood Industries Superfund Site

Portsmouth, Virginia

Since 2008, EA has provided CERCLA Remedial Design/Remedial Action services for closure of a 48-acre former wood treating site—one of the largest polycyclic aromatic hydrocarbon (PAH) cleanups in the US—along the Southern Branch of the Elizabeth River. Remediation focused on construction of various containment components for two onsite landfill facilities designed to permanently store river sediments contaminated by past industrial activities. Once the facilities were completed, environmental dredging was performed, and sediments removed from the river were amended to stabilize contaminants enabling for cost-effective, permanent placement in onsite landfills. No treated sediments were taken offsite for disposal. Both landfills incorporated caps that allow for continued industrial use of the site.

Service Line:
Site Characterization & Remediation

Client: USEPA Region 3

EA Offices: Hunt Valley, Maryland (Project Management Office); Abingdon, Maryland; Virginia Beach, Virginia



Remediation Design & Public Benefits Summary

Sediment Removal, Treatment, and Onsite Beneficial Reuse

361,000
cubic yards

EA's Remedial Design required 360,000 cubic yards of contaminated sediments to be dredged from the river and amended with Portland cement (pictured below) prior to being landfilled/capped onsite. Approximately 140,000 cubic yards of the PAH-contaminated sediments were stabilized onsite and beneficially reused to create new waterfront land. EA's use of local subcontractors and material suppliers during the design and construction reduced the project's carbon footprint and contributed to the local economy.



422
trees

Tree Plantings

The site's Record of Decision stipulated that trees will be planted to help control groundwater release along the site's perimeter. EA planted 422 hybrid poplar whips that, when mature, will provide passive phytoremediation of the shallow groundwater.



Coastal Resilience

The final design height of the offshore pile wall accommodates major storm events and potential future impacts from rising sea levels. EA worked through three major storm events during the life-cycle of the project with minimal impact to construction activities.

PROMOTING AND ADVANCING THE ENVIRONMENTAL INDUSTRY

EA, as a company, and our professionals have long recognized the need to do their part to advance the environmental profession in a manner that not only benefits the greater good of clients we serve, but also the industry of which we are a part. Pillar I (Professional Involvement) also emphasizes EA's technical contributions across our industry through our active participation, contributions, and leadership in the professional organizations shaping the regulatory environment and emerging issues with the potential to influence the future of our clients' operations, products, and services.

In 2020, the majority of conferences scheduled for March or later in the year were cancelled or postponed. The table below provides representative examples of industry participation (e.g., panel discussions, presentations, posters, etc.) that either occurred prior to state shutdowns beginning or were transitioned to virtual platforms.

Representative Examples of EA Papers and Poster/Platform Presentations at Industry Conferences in Calendar Year 2020

The State of Remediation Technologies; Jamie Beaver, PE. **Environmental Law Education Center Sediment Remediation Conference; Portland, Oregon. January 2020.**

Chesapeake Bay Derelict Crab Trap Removal for Tidal Mitigation; Kristen Rigney. **Delaware Wetlands Conference; Wilmington, Delaware. January 2020.**

Evaluation of Indirect Thermal Desorption Coupled with Thermal Oxidation Technology to Treat Solid PFAS-Impacted Investigation-Derived Waste; Frank Barranco, PhD, PE, PG. **Emerging Contaminants Summit, Westminster, Colorado. March 2020.**

How to Build Corporate Social Responsibility in Your Supply Chain; Peter Ney and Brian Lesinski. **NAEM webinar. March 2020.**

Evaluating Risk During Military Munitions Response Program Remedial Investigation at a Formerly Used Defense Site on the Mid-Atlantic Seashore; Ivy Harvey, PE, and Mike O'Neill, PMP. **33rd Symposium of the Application of Geophysics to Engineering and Environmental Issues and 1st Munitions Response Meeting; Denver, CO. March – April 2020.**

Anaerobic Digester Health and Troubleshooting; Matt Frigon, PhD. **EnviTreat webinar. July 2020.**

- Meeting Increasingly Stringent Medical Waste Incinerator Standards; John Kumm, PE, BCEE, LEED AP, CC-P.
- Noxious Algae Strategic Management for Energy and Electric Utilities; Alyssa Calomeni, PhD.

23rd Annual Energy, Utility, and Environment Conference (EUEC), virtual. Multiple sessions.

- A Shift in The Climate Impact Paradigm from Response to Mitigation: Adapting to Address Environmental Cleanup Sites; Jason McNew, PE.
- Coastal Resiliency Planning for the Natural and Built Environment: Case Study Northern Chesapeake Bay; Chris Overcash, PE, BCEE, LEED AP, ENV SP.
- Assessing the Resiliency of the Sachuest Point Remediated Landfill; Taber Midgley, PE.

National Coastal and Estuarine Summit, virtual. October 2020.

Partnering Success & Lessons Learned at the Former Zephyr Oil Refinery Project Site; Kevin Kowalk, PE. **SAME Philadelphia and Denver DCHWS 2020, virtual. October 2020.**

Deicing Planning Guidelines and Practices for Stormwater Management Systems, second edition; Chuck Pace, PE et al. **National Academies of Sciences, Engineering, and Medicine 2020. The National Academies Press.**

Coastal Resilience and Nature-Based Solutions; Sam Whitin. **EUCI, virtual. December 2020.**

TRAINING AND PROFESSIONAL DEVELOPMENT

EA strongly supports and invests in the professional development of our staff—we view professional development, including participation in trade shows and conferences, as a commitment to industry excellence and client service. Our involvement in such events ensures that issues facing the industry are addressed at conferences and provides our professionals with a forum to remain at the forefront of the environmental industry. We view such investments as a win-win for both our clients and our talented professionals.

As discussed in **SPECIFIC PUBLIC BENEFITS OF EA'S CSR PROGRAM** (Training per Employee Annually and Percentage of Hours of Paid Training per Employee, page 18), Professional Development time per employee (46 hours) exceeded EA's goal of 32 hours per annum in 2020 by 15 hours per employee.

OUTREACH

EA personnel are encouraged to maintain active memberships as well as participate in and attend events sponsored by professional organizations (e.g., Southern Gas Association, National Association of Environmental Professionals, American Academy of Environmental Engineers, and Society of Environmental Toxicology and Chemistry [SETAC]); participate in advisory or advocacy groups (e.g., Air Quality Control Advisory Council, Water For People Leadership Council); and maintain subscriptions to and review material provided by relevant trade publications and newsletters (e.g., Water Environment & Technology, The Military Engineer, Pipeline Technology Journal, etc.) to keep current with market-related environmental changes. Individuals then pass along information through internal training and information distribution via company-wide email notifications, brown bag presentations, and webinars. We also make it a point to regularly meet with clients to discuss their changing needs and concerns related to services and regulatory requirements.

Traditionally, EA staff organize and participate in annual activities that are focused on STEM-related outreach geared toward training programs for school-aged youth, soon-to-be college graduates, and adults. However, as a result of the COVID pandemic, the events that we typically support were cancelled due to capacity and group gathering restrictions.

CHESAPEAKE WATER ENVIRONMENT ASSOCIATION (CWEA)

Following a 1-year appointment as President-Elect of the Board of Directors of the Chesapeake Water Environment Association (CWEA), EA's Laura Jo Oakes was elected to serve as President of the organization. In the role, Laura works collaboratively to formulate and implement strategies to ensure CWEA continues to meet its overall goals and operates in a fiscally responsible manner. Laura has been involved with CWEA since 2005. In 2007, she became and has since stayed an active member of the Spring Meeting Committee and served on the Board as the Maryland Trustee from 2015 to 2018.

CWEA is a Member Association of the Water Environment Federation and is dedicated to improving water quality and protecting the water environment in our region. It is an honor to support CWEA in continuing this mission and helping others to develop a love and appreciation for the clean water industry.
{Laura Jo Oakes, PE; Hunt Valley, Maryland}



FELLOWSHIPS AND SCHOLARSHIPS

JENSEN FELLOWSHIP—EA has a more than decade-long commitment to promote scholarships and fellowships through our Jensen Fellowship, in collaboration with Johns Hopkins University. Named in honor of EA’s founder and former chairman, Dr. Loren Jensen, the Jensen Fellowship supports professional Master’s students through a scholarship (tuition grant and stipend) and 6-month, credit-bearing internship as a capstone for their graduate work. Once accepted to Johns Hopkins University’s Department of Environmental Health and Engineering Master’s program, candidates are selected for the Jensen Fellowship through a rigorous application and interview process.

During the reporting year, EA awarded one Jensen Fellowship for the 2020-2021 academic year. The graduate student will complete a 6-month internship at EA with the goal of providing an opportunity to apply technical skills to real world projects and gain practical experience as a consultant.

FIRST-HAND LOOK AT THE JENSEN FELLOWSHIP

The Jensen Fellowship is a great experience for recent graduates who have a passion for a broad range of environmental practices. To me, this meant that I would be given time and freedom to work on projects across the company. Knowing I had this opportunity ahead of me meant that I could explore graduate classes in the environmental field that interested me, rather than try to fit myself into a specific type of environmental engineering right off the bat. Since joining EA, I’ve had the chance to work in the field and behind the computer on projects related to environmental science and engineering. The Fellowship has given me firsthand knowledge of what kinds of fields I’d like to be involved with during my career. I’m excited to keep working throughout this year and seeing other work EA offers! {Marcos Pascual, 2020 Jensen Fellow}



ADDITIONAL SCHOLARSHIPS—In addition to the Jensen Fellowship discussed above, EA made donations to a number of additional scholarships, university endowment funds, and environmental education organizations nationwide, including:

- Society of Environmental Toxicology and Chemistry (SETAC) Jeff Black Scholarship Award
- University of Guam Endowment Foundation
- Puget Sound Engineering & Science Scholarship Fund in coordination with Society of American Military Engineers’ (SAME) Seattle Post
- University of Maryland Center for Environmental Science Foundation
- American Society of Civil Engineers Hawaii Section Scholarship
- University of Illinois Foundation

PILLAR II: COMMUNITY SUPPORT

PBC Pillar II is rooted in community support and the corporate and personal time EA staff invest in environmental philanthropy and volunteering commitments to various local events including stream cleanups, Earth Day events, and similar mission aligned efforts.

PAID VOLUNTEER TIME (PVT)

50% PVT UTILIZATION BY CY 2020

EA’s PVT program, which provides all regular, full-time employees 8 benefit hours of PVT annually to support a mission-aligned volunteer activity of their choosing, was established in 2016.

In April 2020, to mark the 50th anniversary of Earth Day, EA announced the expansion of PVT use during the COVID pandemic to remove the “mission-aligned” requirement for eligibility and enable employees to support ongoing community relief efforts. The expansion was seen as an opportunity to help those on the front lines of the crisis—hard hit low income and under-represented communities; caregivers, doctors, and nurses; critical supply chain workers; and countless others. Prior to program expansion, many employees were already supporting COVID volunteer efforts by making face masks; cooking and delivering meals; organizing blood and plasma donation events; etc.—embodying the spirit of EA’s commitment to supporting the communities in which we live.



! Despite the addition of COVID volunteering opportunities, EA did not meet its 50% PVT utilization target in 2020. This is largely due to group gathering restrictions nationwide that limited the ability of community organizations to host seasonal volunteer opportunities (e.g., tree plantings, neighborhood clean-ups, etc.).

**COMMUNITY IMPACT:
EA volunteer hours since PVT program inception in 2016.**



*Paid Volunteer Time (PVT), Company-Directed Volunteer Time (CDVT), and COVID-related volunteering.

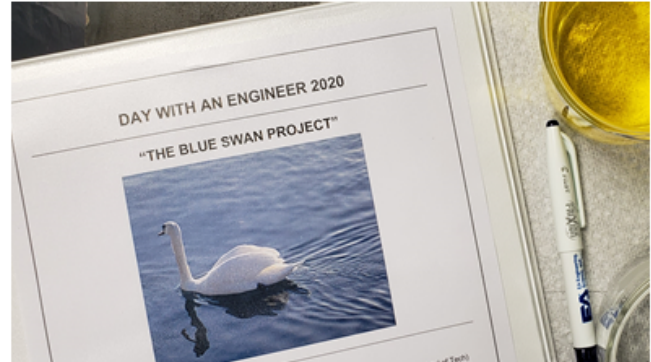


2020 VOLUNTEER ACTIVITIES

ANNUAL DAY WITH AN ENGINEER EVENTS (SAME BALTIMORE & SAME BUFFALO)

In February, EA celebrated National Engineers Week by supporting Society of American Military Engineers (SAME) Day with an Engineer events in Maryland and New York.

In Hunt Valley, Maryland high school students participated in a mock environmental engineering project, including an ecotoxicology experiment, to develop a better understanding of potential careers within the A/E field. It marked the 18th consecutive year that EA professionals hosted the event in coordination with SAME Baltimore's Day with an Engineer.



In Upstate New York, EA engineers and scientists from the Syracuse and Rochester-area offices co-organized and participated in the SAME Buffalo Post's 2nd annual Day with an Engineer in cooperation with the Girl Scouts of Western New York. EA professionals worked with students to design and build a water filter using common household materials. Students then demonstrated the effectiveness of each design by introducing simulated contaminants and testing the ability of the filters to screen out soil particles, litter, and simulated contaminants.



Pictured left to right: Caryn Kiehl-Simpson, PE; Hilary Williams; and Kritika Thapa.

KEEP LEWISVILLE BEAUTIFUL (KLB) WINTER WATERWAY CLEANUP



Prior to COVID restrictions being put in place, the EA Lewisville, Texas office gathered to complete their 4th annual Winter Waterway Cleanup in March 2020.

Working with KLB, who obtain necessary authorizations from landowners allowing access, EA personnel removed 27 20- to 42-gal heavy duty contractor trash bags of debris from the banks and water of a local canal. The area is part of a canal system managed by the Denton County Utility Reclamation District and is located one block from EA's Lewisville office.

EA volunteers included Pat Appel, Jason Stroup, Todd Nickerson, Kacie Rice, Melissa Hughes, Miriam Magana, Jose Flores, LeeAnn Kelly, Roger Place, Mark Kelly, April Ballweg, and Will Ganter. Approximately a week after completing the event, KLB was forced to cancel Spring clean-up events due to COVID-19.



2020 VOLUNTEER ACTIVITIES (CONT.)

NINE MILE POINT LAKESHORE CLEANUP

In Oswego, New York, EA personnel worked together (but socially distanced) with personnel from Exelon's Nine Mile Point Nuclear Station to complete an October lakeshore cleanup. The group of three worked to remove trash that was accumulating in a small cove area east of the facility's Learning Center. Debris consisted mostly of plastics (e.g., straws, bottles, foam insulation, etc.).

Pictured: EA's Sarah Nelson (left) and Gary Prye (right).



SPRINGFIELD WOODS CLEANUP WITH BALTIMORE GREENSPACE

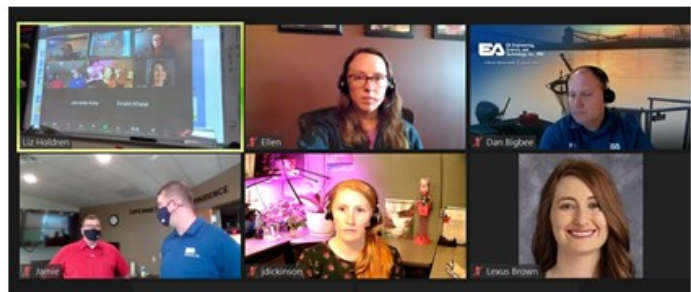
A small group of volunteers from EA's Hunt Valley, Maryland office partnered with Baltimore GreenSpace in October to support forest stewardship needs including planting, debris removal, and clean-up at Springfield Woods in Baltimore. The group planted ~20 small edge plantings (bushes/small trees) and 8 trays of seedlings (geraniums, grasses, etc.) and helped to "re-engineer" a natural spring seep that was pooling up and collecting in the street, rather than draining into an outfall area.



Pictured left to right: John Rutan, John Gilson, Claire Husselbee, Butch Berry (Springfield Woods Forest Steward), and Sean Maher.

VIRTUAL SOILS ACTIVITY FOR LINCOLN PUBLIC SCHOOLS

In November, EA's Lincoln office organized a virtual PVT event teaching a soils activity for Everett Elementary School. Staff gave a soils presentation to multiple 5th grade science classes via the online meeting platform, Zoom. Students were able to ask questions related to soil science as well as careers working as a geologist, engineer, or scientist.



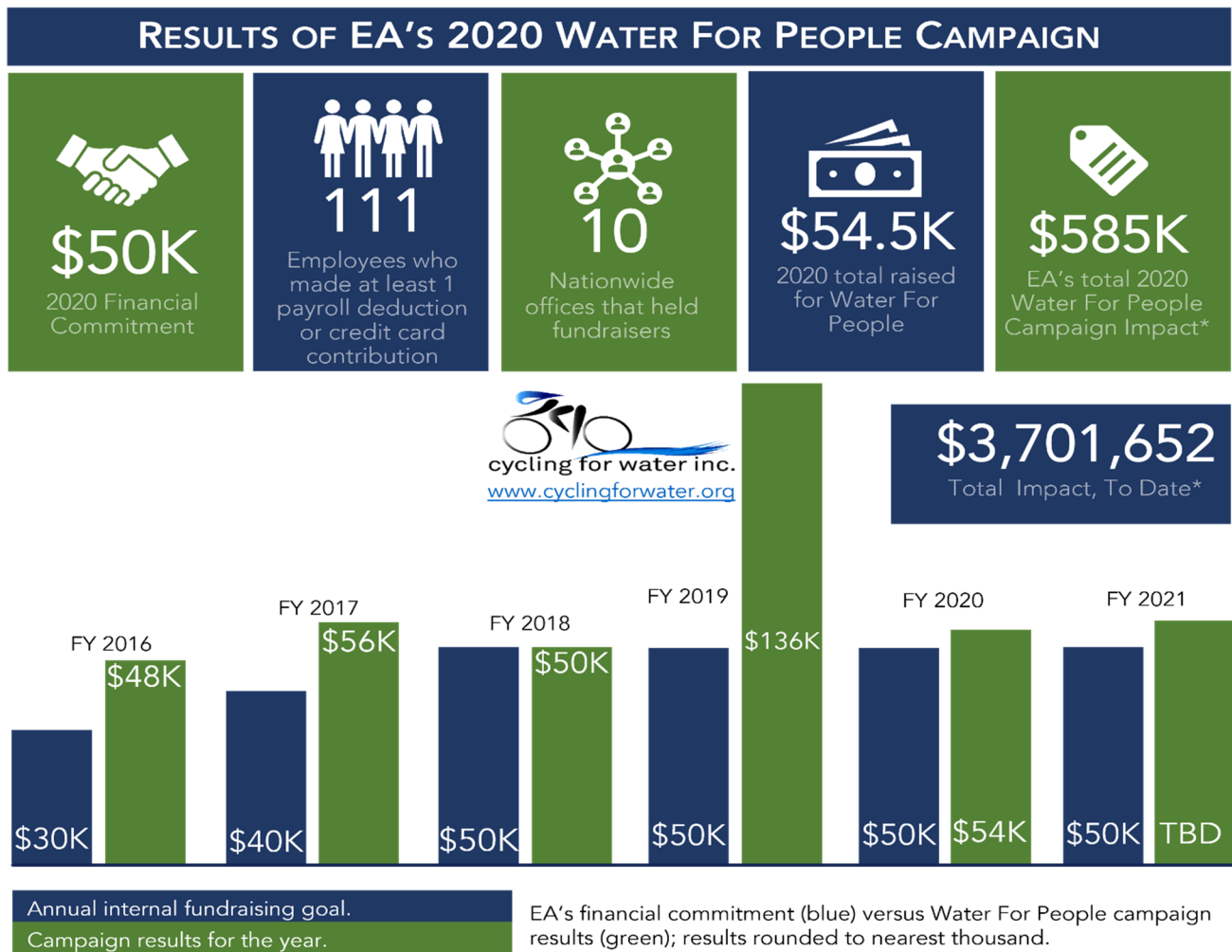
EA Lincoln staff presented how to use soil sieves, conducted a soil-water jar experiment, and demonstrated use of a soil textural triangle. EA's Lincoln office has worked with the school for the past three years, giving presentations every fall since 2017.

PILLAR III: CHARITABLE GIVING

Pillar III promotes the altruistic aspect of our Public Benefit charter through direct financial support, including a Workplace Giving Program, to support the focal point of our environmental philanthropy efforts, Water For People, as well as other select charities. Pillar III actively promotes a spirit of philanthropic investment and active participation in a variety of company-sponsored and localized office events supporting charitable organizations.

2020 WATER FOR PEOPLE CAMPAIGN

Water For People continues to be the focal point of EA's Charitable Giving pillar and EA continues to make significant contributions through staff donations and senior leadership commitments. While EA is not the largest Water For People partner from a headcount standpoint, our per capita contribution tops the list among the 15 companies represented on the Water For People Leadership Council. In 2020, EA set an internal fundraising goal of \$55,000 and raised more than \$54,000 despite fundraising being largely limited to Workplace Giving and Match Donations and several company-wide events that were conducted virtually as a result of the COVID-19 pandemic.



*Based on Water For People's Impact Calculator (<https://www.waterforpeople.org/our-impact/>), through 2020; Impact is calculated based on actual donations and associated co-investments from local communities and governments.

WATER FOR PEOPLE IMPACT TOUR

In February 2020, EA held its annual Workplace Giving raffle to select an employee to participate in Water For People’s 2020 Impact Tour. Employees were eligible for the company-sponsored trip if they met one or more of three criteria during the previous CY’s fundraising efforts:

- Elected a \$25/pay, payroll deduction during the Campaign month to continue through the year
- Were one of the Top 20 EA donors at the end of the previous CY
- Coordinated a Water For People fundraising event, approved by EA’s Water For People Steering Committee, outside of EA’s annual Water For People Campaign month.



Dorthea Hoyt (Denver, CO) was selected and initially opted to participate in Water For People’s Uganda Impact Tour scheduled for 2020. However, due to COVID, the Impact Tour was postponed indefinitely.



During a company-wide Teams meeting, EA’s President and CEO, Ian MacFarlane, draws the 2020 Impact Tour winner with support from Water For People Champion, Ivy Harvey (Hunt Valley, MD)

CYCLING FOR WATER – 2021 RACE ACROSS THE WEST

In December 2020, Cycling for Water announced plans to field a team to compete in Race Across the West—a companion race to the Race Across America (RAAM)—in June 2021. Race Across the West cover the first 920 miles of the RAAM route from Oceanside, California to Durango, Colorado and requires teams to complete the course in 92 hours or less. Cycling for Water will be represented by a 2-person team, led by Water For People’s President, Eleanor Allen, with EA personnel among the volunteer race crew supporting the riders.



A 501(c)(3) non-profit created by EA employees to build awareness and raise funds through endurance cycling activities to help solve the global water and sanitation crisis. Cycling for Water is a joint effort between Water For People and EA.

LOCAL IMPACTS

While Water For People is the focal point of our environmental philanthropy, we continue to support other worthwhile campaigns/initiatives at a local level. These events are championed by individual offices and vary in mission. Local campaigns are equally important to EA’s Charitable Giving pillar and ensure a commitment to communities where we live and serve. EA’s individual offices may support local organizations or community events; funding for these charitable events comes from the requesting office’s annual operating budget or through office fundraising campaigns.

TARGETS FOR A SUSTAINABLE FUTURE

EA's PBC Committee has established the following targets for 2021. Targets represent progress across our PBC framework to achieve our public benefits, support SDGs, and evaluate operational and program improvements to improve ESG goals.

PBC OBJECTIVE AND ASSOCIATED PILLAR(S)	CY 2021 TARGETS
Formal alignment and communication of 100% Employee-Owned, Delaware PBC (Overall)	<ul style="list-style-type: none"> Performance measured through other key performance indicators and annual targets Continued collaboration with academia regarding publications related to EA's business transformation including at least two presentations
Assess the environmental impact of our operations and activities (Overall)	<ul style="list-style-type: none"> Reduction in total GHG emissions normalized per FTE Measure and set reduction targets for business travel
Promote employee engagement (Overall)	<ul style="list-style-type: none"> Gallup employee engagement index Servant Leadership research surveys and training 60% CSR employee (regular, full-time) participation through authoring of papers or platform/poster presentations, PVT or CDVT use, or Water For People contribution through EA's giving campaign.
Sustain safety culture (Overall)	<ul style="list-style-type: none"> Annual Total RIR and 3-year rolling average at or below the current industry standard of 1.9 for NAICS 562910 Annual EMR <1.0 Baseline for SMS performance audit and improvement targets based on external reviews
Set performance benchmarks (Overall)	<ul style="list-style-type: none"> 100% employee completion of EA Code of Business Ethics training No significant fines or non-monetary sanctions for non-compliance with laws or regulations 32 hours of training per employee annually; annual minimum of 1.5% total compensated time to PROFDEVEL expressed as total % of hours Turnover rate <12% EA Economic Value Generated Benchmark and establish workforce diversity targets Evaluate ISO certification associated with safety and quality standards EcoVadis assessment every 2 years Promote large account portfolio growth
Assess CSR perspectives within our own supply chain (Overall)	<ul style="list-style-type: none"> Engage with top suppliers to discuss CSR perspectives Evaluate EPP opportunities
Quantify the public benefits of our projects (Pillar I)	<ul style="list-style-type: none"> Integrate Sustainability Tools into Project Management training Continue to increase use of sustainability metrics for projects as part of Pillar I benefits review
Promote employee engagement (Overall)	<ul style="list-style-type: none"> Annual increase in PVT usage based on 2016 PVT baseline (24%)
Focus on environmental philanthropy (Pillar III)	<ul style="list-style-type: none"> \$50,000 Water For People financial commitment Employee participation in Water For People projects Total philanthropic contributions increase

APPENDIX A | GRI STANDARDS INDEX

UNIVERSAL STANDARDS & GENERAL DISCLOSURES

DISCLOSURE	EA REPORT LOCATION	PAGE
ORGANIZATIONAL PROFILE		
102-1. Name of the Organization	EA Engineering, Science, and Technology, Inc., PBC	
102-2. Activities, Brands, Products, and Services	Company Profile	2
102-3. Location of Headquarters	Hunt Valley, Maryland	
102-4. Location of Operations	Who We Are and What We Do	1
102-5. Ownership and Legal Form	100% Employee-Stock Ownership Plan (ESOP), Public Benefit Corporation; S-Corporation	
102-6. Markets Served	Company Profile	3
102-7. Scale of Organization		
102-8. Information on Employees	EA at a Glance (graphic)	1
102-9. Supply Chain	<ul style="list-style-type: none"> • Supplier Diversity • Procurement 	21
102-10. Significant Changes to the Organization and its Supply Chain	Significant Changes and Restatement of Information	iv
102-11. Precautionary Principle Approach	Risk Management	3
102-12. External Initiatives	EA has been an active participant in the EcoVadis third-party CSR assessment platform since 2014.	
102-13. Membership of Associations	Outreach	28
STRATEGY		
102-14. Statement from Senior Decision-Maker	Letter from Leadership	i
ETHICS AND INTEGRITY		
102-16. Values, Principals, Standards, and Norms of Behavior	PBC Framework and CSR Program	7
GOVERNANCE		
102-18. Governance Structure	Governance Structure and Committees	2

DISCLOSURE	EA REPORT LOCATION	PAGE
STAKEHOLDER ENGAGEMENT		
102-40. List of Stakeholder Groups	<ul style="list-style-type: none"> • Who We Are and What We Do • Materiality Assessment • Procurement 	1 8 21
102-41. Collective Bargaining Agreements	Workforce Demographics	19
102-42. Identifying/Selecting Stakeholders	<ul style="list-style-type: none"> • Materiality Assessment • Procurement 	8 21
102-43. Stakeholder Engagement	<ul style="list-style-type: none"> • Letter from Leadership • Materiality Assessment 	i 8
102-44. Key Topics and Concerns Raised	Materiality Assessment	8
REPORTING PRACTICE		
102-45. Entities Included in the Consolidated Financial Statements	Who We Are and What We Do	1
102-45. Defining the Report Content and Topic Boundaries	PBC Statement and Global Reporting Framework	iii
102-45. List of Material Topics	Materiality Assessment	8
102-45. Restatement of Information	Significant Changes and Restatement of Information	iv
102-45. Changes in Reporting		
102-45. Reporting Period	Calendar Year 2020	
102-45. Date of Most Recent Report	December 2020 (Covering CY2019)	
102-45. Reporting Cycle	Annual	
102-45. Contact Point for Questions Regarding the Report	Brian Lesinski, Senior Vice President Director, Corporate Social Responsibility blesinski@eaest.com	
102-45. Claims of Reporting in Accordance with the GRI Standards	This PBC Statement/CSR Report has been prepared in accordance with GRI Standards: Core option.	
102-45. GRI Content Index	Appendix A: GRI Standards Index	
102-45. External Assurance	Not Applicable	

ECONOMIC STANDARDS

DISCLOSURE	EA REPORT LOCATION	PAGE
ECONOMIC PERFORMANCE		
103-1. Explanation of the Material Topic and Its Boundaries	Economic Performance is material to EA as a 100% employee-owned company in that the company's economic stability has direct impacts on all employees.	
103-2. Management Approach and Its Components	Who We Are and What We Do	1
201-1. Direct Economic Value Generated and Distributed	<ul style="list-style-type: none"> • Who We Are and What We Do • EA Performance toward PBC Objectives and Targets 	<ul style="list-style-type: none"> • 1 • Throughout

ANTI-CORRUPTION

103-1. Explanation of the Material Topic and Its Boundaries	Anti-Corruption is material to EA as a U.S. government contractor per Federal Acquisition Regulations and its Business Ethic Policies.	
103-2. Management Approach and Its Components	EA maintains in-place Risk Management programs. Additionally, EA employees are required to complete internal Code of Business Ethics Training annually.	
205-3. Confirmed Incidents of Corruption and Actions Taken	EA had no incidents of corruption in 2020.	
206-1. Legal Actions for Anti-Competitive Behavior, Anti-Trust, or Monopoly Practices	EA had no violations of anti-competitive behavior, anti-trust, or monopoly practices in 2020.	

ENVIRONMENTAL STANDARDS

DISCLOSURE	EA REPORT LOCATION	PAGE
MATERIALS		
103-1. Explanation of the Material Topic and Its Boundaries	EA's primary "products" are client deliverables (e.g., reports). As a result, EA considers consumption of paper and recycling of paper products a material aspect due to the volume of material used each year.	
103-2. Management Approach and Its Components	Assess the Environmental Impact of Our Operations and Activities	13
301-1. Material Used by Weight/Volume	2020 Carbon Footprint Report	Available Online
301-2. Recycled Input Materials Used		

DISCLOSURE	EA REPORT LOCATION	PAGE
ENERGY		
103-1. Explanation of the Material Topic and Its Boundaries	EA considers energy, water, emissions, and waste to be material Environmental Standards due to their potential impacts to our carbon footprint. Materiality for these topics extends from daily office operations to our clients' projects in the field.	
103-2. Management Approach and Its Components	Material aspects related to consumption or production of energy, water, emissions, and waste are managed through application of office internal Sustainable Business Practices and industry best practices for reducing overall environmental impacts associated with project alternatives through life-cycle analysis tools.	
302-1. Energy Consumption within the Organization	<u>2020 Carbon Footprint Report</u>	Available Online
302-4. Reduction of Energy Consumption		
WATER AND EFFLUENTS		
103-1. Explanation of the Material Topic and Its Boundaries	EA considers energy, water, emissions, and waste to be material Environmental Standards due to their potential impacts to our carbon footprint. Materiality for these topics extends from daily office operations to our clients' projects in the field.	
103-2. Management Approach and Its Components	Material aspects related to consumption or production of energy, water, emissions, and waste are managed through application of office internal Sustainable Business Practices and industry best practices for reducing overall environmental impacts associated with project alternatives through life-cycle analysis tools.	
303-5. Water Consumption	<u>2020 Carbon Footprint Report</u>	Available Online
EMISSIONS		
103-1. Explanation of the Material Topic and Its Boundaries	EA considers energy, water, emissions, and waste to be material Environmental Standards due to their potential impacts to our carbon footprint. Materiality for these topics extends from daily office operations to our clients' projects in the field.	

DISCLOSURE	EA REPORT LOCATION	PAGE
103-2. Management Approach and Its Components	Material aspects related to consumption or production of energy, water, emissions, and waste are managed through application of office internal Sustainable Business Practices and industry best practices for reducing overall environmental impacts associated with project alternatives through life-cycle analysis tools.	
305-1. Scope 1 GHG Emissions		
305-2. Scope 2 GHG Emissions		
305-3. Scope 3 GHG Emissions	2020 Carbon Footprint Report	Available Online
305-4. GHG Emissions Intensity		
305-5. Reduction of GHG Emissions		
WASTE		
103-1. Explanation of the Material Topic and Its Boundaries	EA considers energy, water, emissions, and waste to be material Environmental Standards due to their potential impacts to our carbon footprint. Materiality for these topics extends from daily office operations to our clients' projects in the field.	
306-1. Waste Generation and Significant Waste-Related Impacts	Material aspects related to consumption or production of energy, water, emissions, and waste are managed through application of office internal Sustainable Business Practices and industry best practices for reducing overall environmental impacts associated with project alternatives through life-cycle analysis tools.	
306-2. Management of Significant Waste-Related Impacts	Material aspects related to consumption or production of energy, water, emissions, and waste are managed through application of office internal Sustainable Business Practices and industry best practices for reducing overall environmental impacts associated with project alternatives through life-cycle analysis tools.	
306-3. Waste Generated	Waste Generation and Disposition	14
306-4. Waste Diverted from Disposal	2020 Carbon Footprint Report	Available Online
ENVIRONMENTAL COMPLIANCE		
103-1. Explanation of the Material Topic and Its Boundaries	Non-compliance with environmental laws and regulations, and associated fines and sanctions, have the potential to severely negatively affect both EA's and our clients' economic performance if violations are identified by regulatory authorities. As a result, EA considers environmental compliance a material aspect.	

DISCLOSURE	EA REPORT LOCATION	PAGE
103-2. Management Approach and Its Components	EA project managers are responsible for managing projects in a manner that ensures environmental compliance. We use Precautionary Principle tenants and approaches including risk reviews, field safety audits, quality assurance audits, legal reviews, and regularly scheduled, detailed project reviews to evaluate ongoing work, identify concerns as early as possible to prevent impacts, and implement corrective actions, when determined to be necessary.	
307-1. Non-Compliance with Environmental Laws and Regulations	<ul style="list-style-type: none"> EA Performance Toward 2020 PBC Objectives and Targets Environmental Compliance 	<ul style="list-style-type: none"> Throughout 17

SUPPLIER ENVIRONMENTAL ASSESSMENT

103-1. Explanation of the Material Topic and Its Boundaries	Ensuring our suppliers share our commitment to sustainability is a material aspect to EA. Working with companies that share sustainability commitments lessens EA's overall impacts across all topic areas and standards.	
103-2. Management Approach and Its Components	Supplier Diversity	21
308-1. New Suppliers That Were Screened Using Environmental Criteria	Procurement	21

SOCIETAL STANDARDS

DISCLOSURE	EA REPORT LOCATION	PAGE
ECONOMIC PERFORMANCE		
103-1. Explanation of the Material Topic and Its Boundaries	Talent management is a material aspect with respect to the EA's ability to successfully execute work, maintain existing institutional knowledge bases, and continue to grow our services/offerings. Loss of talent impacts economic performance through costs associated with new-hire searches and on-the-job training to orient new personnel.	
103-2. Management Approach and Its Components	EA's desire is to be the preferred employer for socially conscious professionals focusing on recruiting, employee engagement, professional development, and incentive programs.	

DISCLOSURE	EA REPORT LOCATION	PAGE
401-1. New Employee Hires and Employee Turnover	Workforce Demographics, Diversity, and Turnover	19
OCCUPATIONAL HEALTH AND SAFETY		
103-1. Explanation of the Material Topic and Its Boundaries	The safety of our employees, subcontracted partners, clients, and communities will always be our priority.	
Management Approach Disclosures (403-1 through 403-7)	Health and Safety	4
403-8. Workers Covered by an Occupational Health and Safety Management System	Health and Safety	4
403-9. Work Related Injuries	EA's Safety Statistics for 3-Year Period (table)	5
403-10. Work-Related Ill Health		
TRAINING AND EDUCATION		
103-1. Explanation of the Material Topic and Its Boundaries	Training and education opportunities are inextricably linked to employee engagement and material in maintaining EA's workforce and preventing turnover.	
103-2. Management Approach and Its Components	Overarching Human Resources and talent management programs including Training per Employee Annually and Percentage of Hours of Paid Training per Employee	18
404-1. Average Hours of Training per Year per Employee	<ul style="list-style-type: none"> Tuition Reimbursement Training per Employee Annually and Percentage of Hours of Paid Training per Employee 	18
404-3. Percentage of Employees Receiving Regular Performance Reviews	Workforce Demographics, Diversity, and Turnover	19
DIVERSITY AND EQUAL OPPORTUNITY		
103-1. Explanation of the Material Topic and Its Boundaries	Recognizing the importance of a diverse workforce EA has identified Diversity and Equal Opportunity as a material topic with the potential to impact general employee engagement and turnover.	
103-2. Management Approach and Its Components	Governance Structure and Committees	2

DISCLOSURE	EA REPORT LOCATION	PAGE
405-1. Diversity of Governance Bodies and Employees	Workforce Demographics, Diversity, and Turnover	19
LOCAL COMMUNITIES		
103-1. Explanation of the Material Topic and Its Boundaries	EA's commitment to our local communities is the foundation of PBC Pillar II – Community Involvement	
103-2. Management Approach and Its Components	Paid Volunteer Time	30
413-1. Operations with Local Community Engagement, Impact Assessments, and Development Programs	Pillar II: Community Support	30
CUSTOMER PRIVACY		
103-1. Explanation of the Material Topic and Its Boundaries	EA's protection of stakeholder and customer data is a priority. This aspect continues to rise in importance as a Material Aspect in response to increased cybersecurity requirements.	
103-2. Management Approach and Its Components	Applied new firewall and Security Incident and Event Management (SIEM) solutions.	
418-1. Substantiated Complaints Concerning Breaches of Customer Privacy or Loss of Customer Data	EA had no substantiated complaints concerning breaches of customer privacy or loss of customer data in 2020.	