

# 2021



EA Engineering, Science,  
and Technology, Inc., PBC

## PUBLIC BENEFIT CORPORATION STATEMENT AND CORPORATE SOCIAL RESPONSIBILITY REPORT

Issued November 2022

OPENNESS | PRUDENCE | BALANCE | CHALLENGE

## ON THE COVER



*About the Photo:* Late summer along the Dismal River south of Thedford, Nebraska.

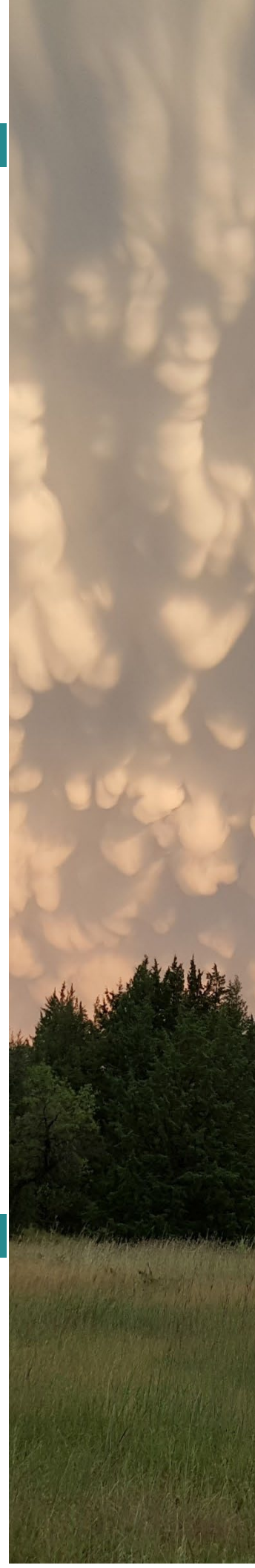
*About the Photographer:* Dan Bigbee (Lincoln, Nebraska) is a senior Environmental Scientist responsible for managing and supporting natural resources and site characterization projects for a variety of clients.

Dan graduated from the University of Nebraska at Kearney with a degree in Biology and joined EA in 2004. Dan enjoys camping and spending time outdoors with his wife and three kids.

## SUSTAINABLE BUSINESS PRACTICES



This report has been developed in accordance with Sustainable Business Practices, and has been formatted for electronic viewing to reduce environmental impacts. Please consider the environment before printing this report to avoid solid waste and emissions associated with printing.



## Letter from Leadership

Looking back on calendar year 2021, we proudly reflect on how EA as a community of professionals has responded in a resilient manner navigating the complex environmental, social, and governance (ESG) challenges faced by EA and its stakeholders – including clients, supply chain partners, and local communities. Emerging from the global challenges presented by the COVID-19 pandemic, we continued to evolve and grow – in an era of evolving company culture shaped in part by the realities – and opportunities – created by our hybrid work environment and realization of our digital transformation strategy.

Despite continued COVID-19 challenges, we expanded our geographic footprint, continued to add talented professionals to our workforce, cultivated new relationships with customers and supply chain partners, and realized continued growth of key strategic initiatives focusing on emerging contaminants, sediment, coastal and climate resilience, and digital solutions.

Intent on remaining an industry leader with regard to annual reporting transparency, we enhanced our carbon footprint report to account for full quantification of Scope 3 value chain-related emissions in accordance with World Resources Institute (WRI) protocols—to include estimated emissions associated with our subcontractors and vendors. We initiated voluntary reassessment of our company-wide Corporate Social Responsibility (CSR) efforts, engaging with EcoVadis, a leading independent global provider of business sustainability ratings in a comprehensive program reassessment. This reassessment affirmed EA’s “Gold” rating, placing us solidly in the top 5% globally of the more than 100,000 companies EcoVadis has assessed across more than 200 industries in 174+ countries.

Building on previous commitments, we focused on further education and awareness of diversity, equity, and inclusion (DEI) and enhancing workforce belonging by formally launching internal teams building off commitments we made in 2020 as a signatory of the [CEO Action for Diversity & Inclusion](#) pledge. DEI efforts in 2021 focused on training, surveys, and development of our DEI Statement, governance framework, and development of a formal DEI Action Plan for 2022.

Reflecting on our Public Benefit Corporation (PBC) pillars, EA sustained and enhanced existing commitments in 2021. From a Pillar 1 (Professional Involvement) standpoint, we led via active roles in industry organizations, conference participation and technical publications, and support of science, technology, engineering, and math (STEM) fellowships/scholarships and outreach efforts. Our Pillar 2 (Community) contributions included a return to pre-pandemic volunteerism, and as part of Pillar 3 (Charitable Giving) we continued philanthropic endeavors by contributing through both EA’s Workplace Giving program and volunteerism to charitable organizations with a continued focus on our Water For People partnership as well as support directly to community-based organizations.

With our milestone 50th anniversary just one year away, we will remain focused on our employee-owners and PBC commitments through building EA’s recognition as a world-class environmental consulting and engineering firm; partnering with our clients to help them face their most pressing ESG challenges; and developing and implementing sustainable solutions in a way that allow us to achieve our Core Purpose of *improving the quality of the environment in which we live, one project at a time™*.



Ian MacFarlane  
President, Chief Executive Officer, and Chair



## 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 committed to reporting on our progress annually. This is EA's fifth integrated PBC Statement/CSR Report.

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

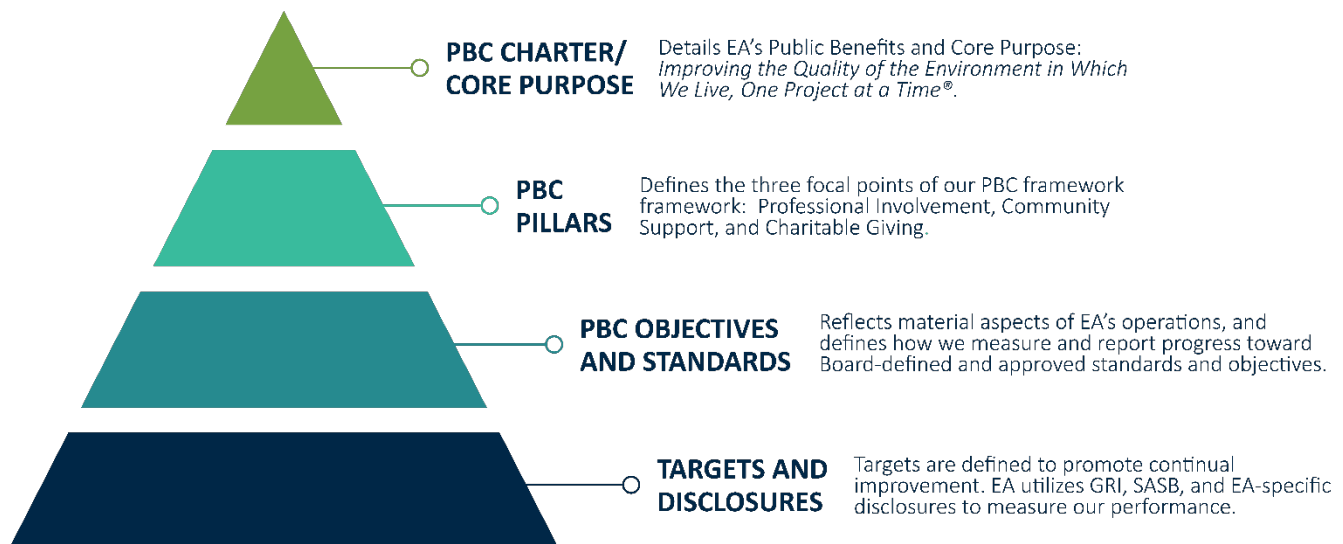
## Global Reporting Framework

EA has elected to utilize the most widely used third-party voluntary sustainability reporting standard, the Global Reporting Initiative (GRI) Standards<sup>1</sup>, 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, sustainability accounting standards from the Value Reporting Foundation (VRF) (formerly the Sustainability Accounting Standards Board [SASB]), and 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](#).



GRI updated reporting standards in 2021; new revised *GRI: Universal Standards* go into effect for reporting beginning in January 2023. EA intends to adopt the *Universal Standards* early and will incorporate new reporting requirements as part of our Calendar Year 2022 reporting (to be published in 2023).

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



## Value Reporting Foundation & Sustainability Accounting Standards

This report marks the first time that EA has incorporated Sustainability Disclosure Topics and Accounting Metrics from VRF/SASB's *Professional & Commercial Services Industry Standard*<sup>2</sup>. SASB ([www.sasb.org](http://www.sasb.org)) and GRI provide complementary standards for ESG, and sustainability information designed to fulfill different purposes and based on different approaches to materiality. SASB Standards evaluate ESG issues expected to have a financially material impact and are focused on the perspectives of investors and providers of financial capital. GRI Standards focus on the economic, environmental, and social impacts of operations in relation to sustainable development, which is of interest to a broad range of stakeholders, including investors. While outside investment is not a stated goal of SASB incorporation for EA's 100% Employee Stock Ownership Plan (ESOP), it provides a more holistic and balanced view of ESG-related disclosures.

Beyond reporting against GRI disclosures applicable to EA's Materiality Assessment, SASB Accounting Metrics added to this report provide for expanded discussion and analysis, as well as additional quantitative metrics. SASB disclosures incorporated into EA's 2021 PBC Statement/CSR Report include:

| SASB DISCLOSURE                  | ASSOCIATED GRI DISCLOSURES   |
|----------------------------------|--|
| Data Security                    | 418: Customer Privacy  |
| Workforce Diversity & Engagement | 401: Employment<br>404: Training & Education<br>405: Diversity & Equal Opportunity<br>406: Non-Discrimination<br>407: Freedom of Association & Collective Bargaining |
| Professional Integrity           | 204: Procurement Practices<br>205: Anti-Corruption<br>206: Anti-Competitive Behavior<br>404: Training & Education<br>419: Socioeconomic Compliance                   |

A full list of EA's SASB Disclosures with a crosswalk to activity metrics and associated report sections is provided as [APPENDIX B: SASB DISCLOSURES INDEX](#).

<sup>2</sup> Sustainability Accounting Standards. October 2018. *Professional & Commercial Services Sustainability Accounting Standard*. <https://www.sasb.org/standards/>.

## Significant Changes & Restatements of Information

There are no significant changes and restatements of information impacting EA's 2020 Carbon Footprint reporting.

The following restatements of information are provided for EA's 2020 PBC Statement/CSR Report.

### RESTATEMENTS OF INFORMATION

In *Occupational Health and Safety* (page 5), text incorrectly indicated that EA had no lost time incidents during the calendar year. However, EA had a single lost time incident as correctly indicated in the 5-year safety statistics table.

In *Workforce Demographics, Diversity, and Turnover* (page 19), the 2020 *Workforce Demographics* graphic incorrectly carried over gender demographics from the 2020 *Board of Directors and Corporate Officers Diversity Demographics* graphic. The correct workforce gender demographics for 2020 were 59% male, 41% female.

## Table of Contents

|  |     |
|--|-----|
| Letter from Leadership.....  | i   |
| Public Benefit Corporation Statement .....                             | ii  |
| Global Reporting Framework .....                                       | ii  |
| Value Reporting Foundation & Sustainability Accounting Standards ..... | iii |
| Significant Changes & Restatements of Information.....                 | iv  |
| Table of Contents.....   | v   |
| Who We Are & What We Do.....   | 1   |
| An Introduction to EA.....   | 1   |
| Company Profile.....   | 2   |
| Governance Structure and Committees.....                               | 4   |
| Risk Management.....   | 4   |
| Occupational Health & Safety .....                                     | 5   |
| Safety Culture Consultation & Communication.....                       | 6   |
| Occupational Health & Safety Training.....                             | 6   |
| Third-Party Safety & Compliance Reviews .....                          | 7   |
| Safety Performance Recognition.....                                    | 7   |
| PBC Framework & CSR Program.....                                       | 8   |
| PBC Reporting & Overview of Standards.....                             | 9   |
| Material Aspects .....   | 9   |
| Sustainable Development Goals.....                                     | 10  |
| UN SDG – SASB Standard – GRI Disclosure Crosswalk.....                 | 11  |
| EA’s Public Benefits & Reporting Disclosures .....                     | 12  |
| Environmental Impacts of Operations & Activities.....                  | 12  |
| Emissions.....   | 13  |
| Waste .....  | 14  |
| Formal Alignment & Communication of 100% ESOP, PBC Status.....         | 15  |
| Customer Data Privacy & Cybersecurity.....                             | 16  |
| Performance Benchmarks .....   | 19  |
| Supply Chain & Procurement .....                                       | 21  |
| Pillar I: Professional Involvement .....                               | 23  |
| Project Work with Direct Environmental Benefit .....                   | 23  |
| Quantifying the Public Benefits of the Work We Do Every Day.....       | 23  |
| Advancing the Environmental Industry .....                             | 28  |
| Laying the Foundation for the Future of STEM .....                     | 29  |
| Pillar II: Community Support .....                                     | 30  |
| Pillar III: Charitable Giving .....                                    | 31  |
| 2021 Water For People Campaign .....                                   | 31  |
| Local Impacts.....   | 32  |
| Targets for a Sustainable Future .....                                 | 33  |
| Appendix A   GRI Standards Index.....                                  | 34  |
| Appendix B   SASB Disclosures Index .....                              | 40  |



# Who We Are & 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 environmental 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 & CSR PROGRAM](#) section (page 8).

## EA<sup>®</sup> at a glance 2021



**592** Full-Time Employees  
**26** Commercial Offices<sup>1</sup>  
**7.7%** Voluntary Turnover Rate



**\$184M** Gross Revenue  
**1,779** Projects Executed<sup>2</sup>  
**555** Clients Supported<sup>2</sup>



**0.65** EMR  
**1.2M** Labor Hours Worked



**100%** Completion of End-User Cybersecurity Training  
**0** Data Breaches



**\$71K** Raised for Water For People  
**1,365** Hours of Volunteerism

<sup>1</sup> Expanded nationwide footprint with opening of Helena, MT office.  
<sup>2</sup> Projects and clients with activity (i.e., costs, effort, or revenue).

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, benefit corporation model (in place since December 2014) advances our distinctive culture and mission, while enhancing the value created for our employee-owners, clients, communities, and the environment.

# 2021 Engineering News-Record (ENR) Rankings

**120** TOP 500 DESIGN FIRMS

**69** TOP 200 ENVIRONMENTAL FIRMS

**17** TOP 30 ALL-ENVIRONMENTAL FIRMS

<https://www.enr.com/toplists>

## COMPANY PROFILE

While EA is a United States-based services provider, we work wherever our clients need us. In 2021, we supported projects in all 50 states; the District of Columbia; U.S. territories of Guam, Puerto Rico, and the Virgin Islands; as well as internationally in 10 countries in Asia, Europe, and South America.

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 integrate engineering, science, and technology to develop innovative solutions and strategies that address environmental concerns and enhance programs across EA's primary service lines and strategic initiatives.



As a growing firm, EA is keenly focused on emerging markets and trends affecting our clients and industry. Through contributions to industry and daily operations, we strive to stay abreast of these emerging trends contributing to research and organizations engaged with these topics. We also use principles of materiality to identify these emerging areas and, when appropriate, we have a process to identify, escalate, and implement strategic initiatives to support, nurture, and develop them with the goal of expanding client services or integrating into an existing service line. Our strategic initiatives are treated similarly to operations through dedicated leadership, participation, budgets, and performance reporting.

In 2021, EA created a Chemicals and Contaminants of Emerging Concern (CCEC) strategic initiative. With a current focus on per- and polyfluoroalkyl substances (PFAS) services and other constituents, CCEC joined the Environmental, Health, Safety, and Sustainability Integrated Management Systems (EHSS IMS), Sediment Management, and Coastal Resilience strategic initiatives established in 2020.

# 2021 Strategic Initiatives Highlights

## ENVIRONMENTAL, HEALTH, SAFETY, AND SUSTAINABILITY INTEGRATED MANAGEMENT SYSTEMS (EHSS IMS)



- Supporting various aspects of Sustainable Development Goals including innovation and sustainable cities by providing clients with an integrated software as a service (SaaS) tool that improves overall environmental compliance programs
- Promoting circularity through optimization and virtualization, compounding efficiency, and fostering system effectiveness through integrated data centralization

## SEDIMENT MANAGEMENT



- Remediating contaminated sediments using a combination of technologies (dredging, capping, in situ amendments, and monitored natural recovery) to optimize post-remediation habitat restoration, community recreation, and economic benefits
- Providing dredged material management planning that supports waterway maintenance and infrastructure improvements necessary for military readiness, economic growth, and safe passage

## COASTAL RESILIENCE



- Developing nature-based engineering pilot projects to advance sustainable processes and improve coastal resilience for multiple non-profits
- Supporting coastal resilience research efforts spearheaded by University of North Carolina, University of Virginia, University of Pennsylvania, and Auburn University at various locations throughout the United States

## CHEMICALS AND CONTAMINANTS OF EMERGING CONCERN (CCECs)



- Conducting toxicity testing of new fluorine-free foams to help inform Federal Aviation Administration (FAA)-regulated airports during selection of suitable and environmentally safe firefighting alternatives in compliance with FAA mandates
- Evaluating PFAS in industrial and domestic wastewater treatment plant influents throughout the treatment process and aqueous/biosolids discharges to help municipalities and utility operators quantify/mitigate potential liabilities
- Developing more efficient and cost-effective passive groundwater sampling tools to reduce investigation-derived waste



Left: Sediment remediation at the Former Zephyr Oil Refinery in Michigan. Right: In 2020, EA completed a Climate Assessment and Resiliency Study for the Chesapeake Bay's Thomas Point Shoal Lighthouse.



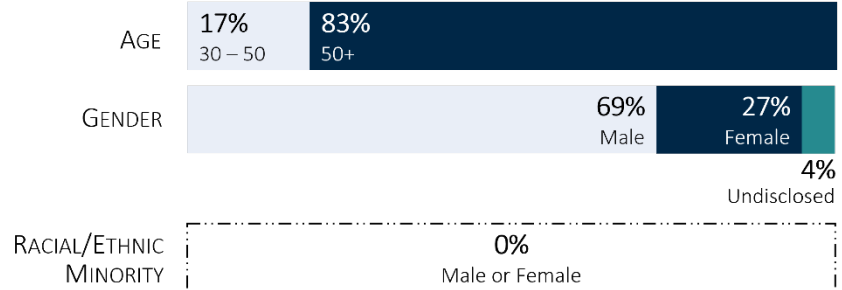
## GOVERNANCE STRUCTURE AND COMMITTEES

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.

EA’s PBC Committee is responsible for ensuring that public benefits of EA’s company charter are achieved. The PBC Committee includes four EA Board Members and three additional corporate officers tasked with setting strategies and serving as a sounding board for implementation of future initiatives. The PBC Committee meets bi-monthly and reports to the Board quarterly.

### 2021 Governance Demographics

As of 31 December 2021, 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 Principle<sup>3</sup> 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*<sup>®</sup>—and achieve our public benefits.

As a professional services provider, EA does not develop or manufacture 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 evaluation of sustainable infrastructure considerations during design and remedial construction, development of guidance related to climate and coastal resilience, emerging contaminants research and legislative impact analysis, pollution prevention assessments to reduce and minimize waste or attain zero waste, environmental auditing and due diligence reviews, and staff technical leadership and contributions to industry organizations helping advance best practices and the state of environmental programs.

<sup>3</sup> 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 & Safety

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 overseen by our Corporate Health and Safety (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, communicating lessons learned, and coordinating training and testing programs. These coordinators directly facilitate our safety culture by involving employees in driving the improvement of occupational H&S at EA.

## ELEMENTS OF EA'S SAFETY MANAGEMENT SYSTEM (SMS)



EA maintains an annual Occupational Safety and Health Administration (OSHA) Recordable Incident Rate (RIR) below the industry average of 1.5<sup>4</sup> 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). A summary of the company's safety statistics for the past 5 years is provided below.

| Year | Hours Worked | EMR  | OSHA RIR | Number of Lost Time Incidents | Incident Rate |
|------|--------------|------|----------|-------------------------------|---------------|
| 2021 | 1,231,888    | 0.65 | 0.81     | 1                             | 0.16          |
| 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          |

<sup>4</sup> Based on 2020 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.

## SAFETY CULTURE CONSULTATION & 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, incident and near miss 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 calendar year (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.

## OCCUPATIONAL HEALTH & SAFETY TRAINING

EA personnel completed more than 5,084 hours of H&S training in 2021 to acquire needed skills and information, earn and maintain safety credentials, and meet project and client-specific safety requirements. EA staff regularly complete specialized training to support industry-specific needs, ranging from munitions awareness for work on/around operational and former military training ranges, radiation safety at nuclear power facilities, Maintenance-of-Way and Roadway Worker Protection for work proximal to railways, Swift Water River Rescue for sampling activities to be completed on swift waterways, and Mine Safety and Health Administration training for mining and aggregate industries. Further, Cardiopulmonary Resuscitation/First Aid and Bloodborne Pathogens training is optionally available to all EA employees who are interested.

On average in 2021, EA's employees completed 8.6 hours of health & safety training per full-time equivalent.

In addition to specialized courses, EA employees conducting fieldwork may be required to complete standard safety training aligned to project needs such as:

- OSHA 40-Hour Hazardous Waste Operations and Emergency Response Training
- OSHA 30-Hour and 10-Hour Construction Safety
- OSHA 8-Hour Supervisor Training
- OSHA 24-Hour Fall Protection
- Confined Space Entry, Respirator Protection, and Heat Stress
- Asbestos Hazard Emergency Response Act Training and General Asbestos Awareness Training
- Department of Transportation and International Air Transport Association Hazardous Material Shipping
- Heavy Equipment and Marine/Boat Safety

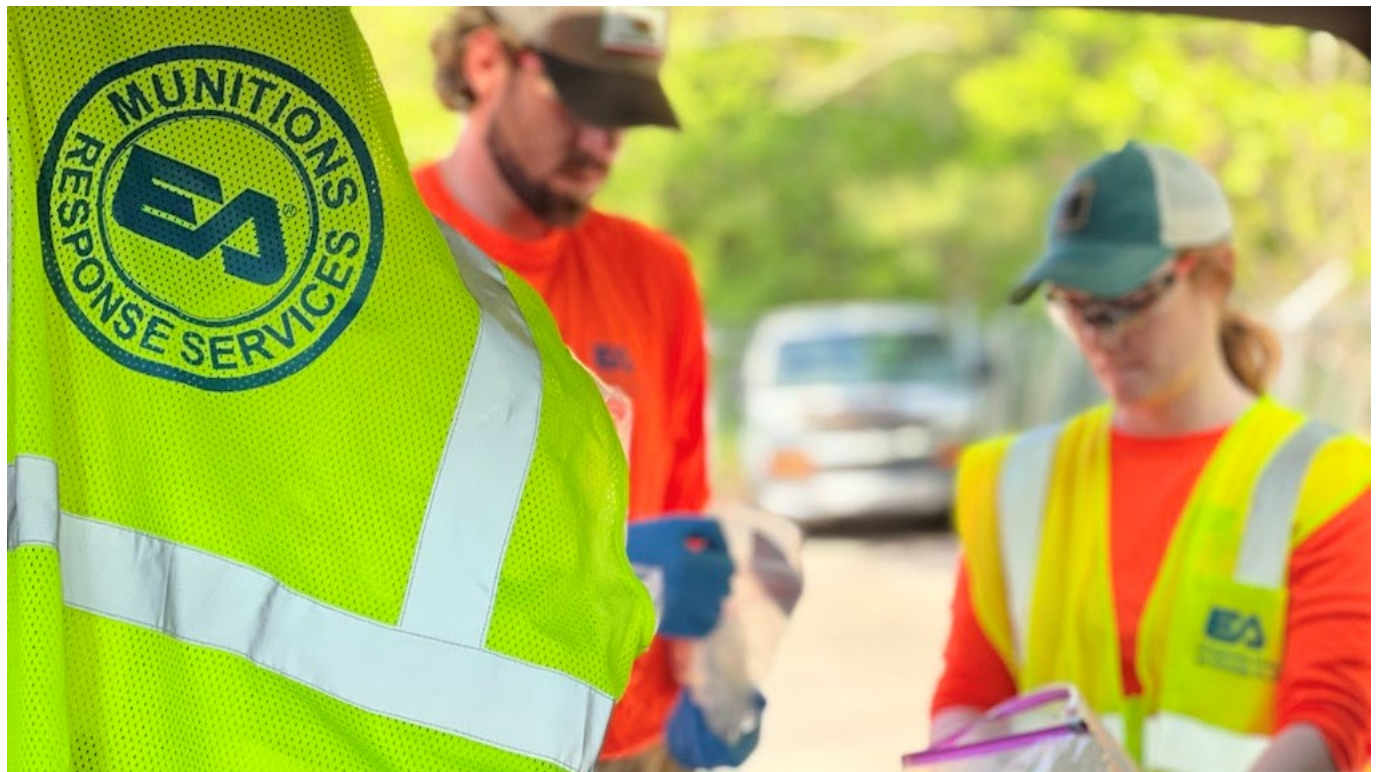


### THIRD-PARTY SAFETY & COMPLIANCE REVIEWS

Many of our clients rely on third-party supplier management services to assess the safety, quality, and security compliance of their vendors. EA is an active member of several supplier management programs (i.e., Avetta, ISNetworld, Vero, and Veriforce) 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 2021, the National Safety Council ([www.nsc.org](http://www.nsc.org)) again recognized EA with an Occupational Excellence Achievement Award for low lost time injury rate (based on 2020 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 work-related fatalities.



## PBC Framework & 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).

This “balance” results in the promotion and achievement of public benefits, explicitly stated in EA’s Company Charter. 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 consulting, professional services space.*

**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.”*

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.

## EA’S PBC FRAMEWORK & CSR PROGRAM



### EA’S SUSTAINABILITY PROGRAM

# PBC Reporting & Overview of Standards

THIS CSR REPORT HAS BEEN PREPARED IN ACCORDANCE WITH THE GRI STANDARDS: CORE OPTION.

## MATERIAL ASPECTS

EA last completed a formal Materiality Assessment in 2020; however, we routinely monitor material aspects through our PBC/CSR governance structure and reporting processes to complete an annual review. This process provides ongoing materiality monitoring throughout the CY to identify changing or emerging trends that have the potential to impact internal operations or external stakeholders. Review of material aspects in 2021 did not result in the addition of new disclosures or significant movement of existing disclosures. EA’s current Materiality Matrix is illustrated below.



To better align with industry reporting and increased ESG focus from regulators and investors, we have voluntarily opted to begin incorporating Sustainability Disclosure Topics and Accounting Metrics for SASB’s Professional & Commercial Services Industry Standard<sup>5</sup>. SASB Sustainability Disclosures applicable to EA have previously been addressed as part of our Materiality Assessment and Global Reporting Initiative (GRI) reporting. However, the addition of SASB Accounting Metrics provides for expanded analysis with additional quantitative metrics. SASB disclosures incorporated into EA’s 2021 PBC Statement/CSR Report include:



Data Security



Workforce Diversity & Engagement



Professional Integrity

<sup>5</sup> Sustainability Accounting Standards. 2018. *Professional & Commercial Services Sustainability Accounting Standard*. <https://www.sasb.org/standards/>. October.

## Sustainable Development Goals



Since 2016, EA has voluntarily committed to align our ESG goals with the United Nations (UN) Global Compact Sustainable Development Goals (SDGs)<sup>6</sup> 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 influence through our supply chain interactions and day-to-day operations as part of our [PBC Framework & CSR Program](#) (page 8).

EA’s objectives and targets established to support our public benefits predate 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.



Additional SDGs associated with EA’s materiality assessment and reporting are mapped to applicable GRI Standards and disclosures in the crosswalk shown below. EA addresses SDGs as well as GRI and SASB disclosures throughout this CSR Report and separately through our [2021 Carbon Footprint Report](#).

<sup>6</sup> United Nations (UN). 2015. *Sustainable Development Goals and the 2030 Agenda for Sustainable Development*. <https://sdgs.un.org/goals>.



## UN SDG – SASB Standard – GRI Disclosure Crosswalk

| UN SDG                                   | GRI DISCLOSURES  | SASB ACCOUNTING STANDARD  |
|--|--|---|
| 3: Good Health & Well-Being              | 403: Occupational Health & Safety  | <i>No related SASB Accounting Standard for Professional &amp; Commercial Services</i> |
| 4: Quality Education                     | 404: Training & Education  |   |
| 5: Gender Equality                       | 401: Employment<br>405: Diversity & Equal Opportunity  | Workforce Diversity & Engagement  |
| 6: Clean Water & Sanitation              | 303: Water & Effluents<br>306: Waste<br>413: Local Communities   | <i>No related SASB Accounting Standard for Professional &amp; Commercial Services</i> |
| 8: Decent Work & Economic Growth         | 201: Economic Standards<br>308: Supplier Assessment<br>401: Employment<br>405: Diversity & Equal Opportunity   | Workforce Diversity & Engagement  |
| 10: Reduced Inequalities                 | 401: Employment<br>404: Training & Education<br>405: Diversity & Equal Opportunity<br>406: Non-Discrimination<br>407: Freedom of Association & Collective Bargaining | Workforce Diversity & Engagement  |
| 11: Sustainable Cities & Communities     | 305: Emissions<br>307: Environmental Compliance<br>413: Local Communities  | Professional Integrity ( <i>as related to Environmental Compliance</i> )              |
| 12: Responsible Consumption & Production | 301: Materials<br>302: Energy<br>303: Water & Effluents<br>305: Emissions<br>306: Waste  | <i>No related SASB Accounting Standard for Professional &amp; Commercial Services</i> |
| 13: Climate Action                       | 305: Emissions   |   |
| 14: Life Below Water                     | Addressed by multiple GRI disclosures  |   |
| 15: Life on Land                         | Addressed by multiple GRI disclosures  |   |
| <i>No related SDG</i>                    | 418: Customer Privacy  | Data Security   |
|  | <i>No related GRI Disclosure</i>   | Professional Integrity  |



## EA's Public Benefits & Reporting Disclosures

### ENVIRONMENTAL IMPACTS OF OPERATIONS & ACTIVITIES

Public benefit 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 & CSR Program](#), page 8). We track and report PBC performance through a combination of EA-specific, GRI, and SASB 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 Material Aspects across our value chain; 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 2021.

#### UNDERSTANDING SUSTAINABILITY ACROSS EA'S VALUE CHAIN

|                    | UPSTREAM  | DAILY OPERATIONS  | DOWNSTREAM   |
|--------------------|---|---|--|
| WHAT'S INCLUDED    | Vendors responsible for provision of office equipment (including Information Technology [IT] hardware/software), supplies, and other project materials.                       | Employees, leased office and warehouse space, fleet vehicles and boats, business travel providers, and subcontractors.  | Clients, teaming partners, communities impacted by volunteerism and charitable giving activities, and Water For People.  |
| EA INFLUENCE       | Indirect supply chain influence including direct purchasing and leasing decisions.  | Direct operational decision-making and purchasing and/or leasing decisions.   | Achievement of Public Benefits through project impacts associated with remediation, pollution prevention, waste management, etc.; volunteer hours; and charitable donations of money (e.g., Water For People) and goods (e.g., Toys for Tots, school supply drives, etc.). |
| MANAGEMENT ACTIONS | EA's internal Sustainable Business Practices (e.g., Environmentally Preferable Purchasing [EPP]) are in place to impact sustainable decision-making within EA's supply chain. | Operational sustainability efforts are documented by EA's annual, publicly facing PBC Statement/CSR Reports and Carbon Footprint Reports. Employees may also present on individual project successes and industry trends during webinars, conference presentations, and journal publications. | PBC Framework works to both maximize EA's ability to positively impact both client projects and communities in which we live and work through sustainable practices, advocacy, and direct volunteerism and charitable involvement.   |

*Upstream value chain evaluates materials supplied by vendors/purchased by EA that are necessary for EA to complete day-to-day work.*

*Downstream value chain includes results of EA's services to clients and communities.*

## EMISSIONS

In general, EA has taken a “reduction first” approach to greenhouse gas (GHG) emissions management that includes operational footprint reductions and process improvements paired with the purchase of voluntary offsets and Renewable Energy Credits through recognized third-party programs.

**ONGOING COVID-19 IMPACTS TO EA’S CARBON FOOTPRINT**—Considered an “essential supplier” providing critical services to private and government clients in the chemical, transportation, energy, and defense sectors, EA maintained full operational status throughout the COVID-19 pandemic. In 2021, personnel continued to operate in hybrid work from home and office/fieldwork environments based on their work preference, and in-person meetings and conferences continued to be limited by client-specific safety protocols and organization COVID-19 precautions. As a result, EA’s Carbon Footprint continued to see reductions in emissions associated with Employee Commuting, Natural Gas, and Purchased Electricity. However, by late 2021, in-person client meetings and conferences resumed to some degree, and Employee Business Travel emissions experienced a small increase over 2020’s COVID-19-impacted emissions, but are not expected to return to pre-COVID-19 totals until 2022 or 2023.

**2021 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 GHG emissions, mitigation efforts, and offset strategies. EA’s Carbon Footprint Reports are prepared in accordance with GHG Protocol Initiative Corporate Standards<sup>7</sup>, developed and published by the World Resources Institute (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 the U.S. Environmental Protection Agency’s (EPA’s) Center for Corporate Climate Leadership Simplified GHG Emissions Calculator (SGEC)<sup>8</sup>—a spreadsheet-based tool for calculating GHG emissions—to complete our annual analysis.

As part of EA’s 2021 carbon footprint analysis, EA extended its Scope 3 emissions assessment to include full quantification of the company’s value chain GHG emissions. In accordance with GHG Protocol’s Corporate Value Chain (Scope 3) Accounting and Reporting Standard and the List of Corrections for Scope 3 Standard, EA evaluated all 15 elements of the value chain, not otherwise included in Scope 1 and Scope 2 emissions, considered by WRI/WBCSD to represent a complete organization carbon footprint. Based on criteria outlined in the Scope 3 Standard, EA’s Carbon Footprint Working Group determined that categories 10, 11, 13, 14, and 15 do not apply to EA’s operations and have been omitted from EA’s value chain emissions calculations.

With the expansion of Scope 3 value chain emissions, EA’s total operational carbon footprint in CY 2021 was estimated at a gross total of 11,634.3 metric tons of carbon dioxide equivalent (MTCO<sub>2</sub>e) of GHG emissions from its operations. Approximately 8.8% (1,026.3 MTCO<sub>2</sub>e) of these emissions was offset, resulting in net GHG emissions from operations of 10,608.0 MTCO<sub>2</sub>e. The addition of expanded Scope 3 emissions reporting illustrates that approximately 85.6% of EA’s gross carbon footprint is resultant of Scope 3 sources—consistent with industry research, which suggests total Scope 3 emissions can represent between 65% and 95% of reporting companies’ total GHG emissions. The three largest sources of emissions within EA’s currently evaluated value chain were Purchased Goods and Services, Fuel and Energy-Related Activities, and Employee Commuting and Telework.



5,641 MTCO<sub>2</sub>e  
Purchased Goods & Services  
Scope 3, Category 1



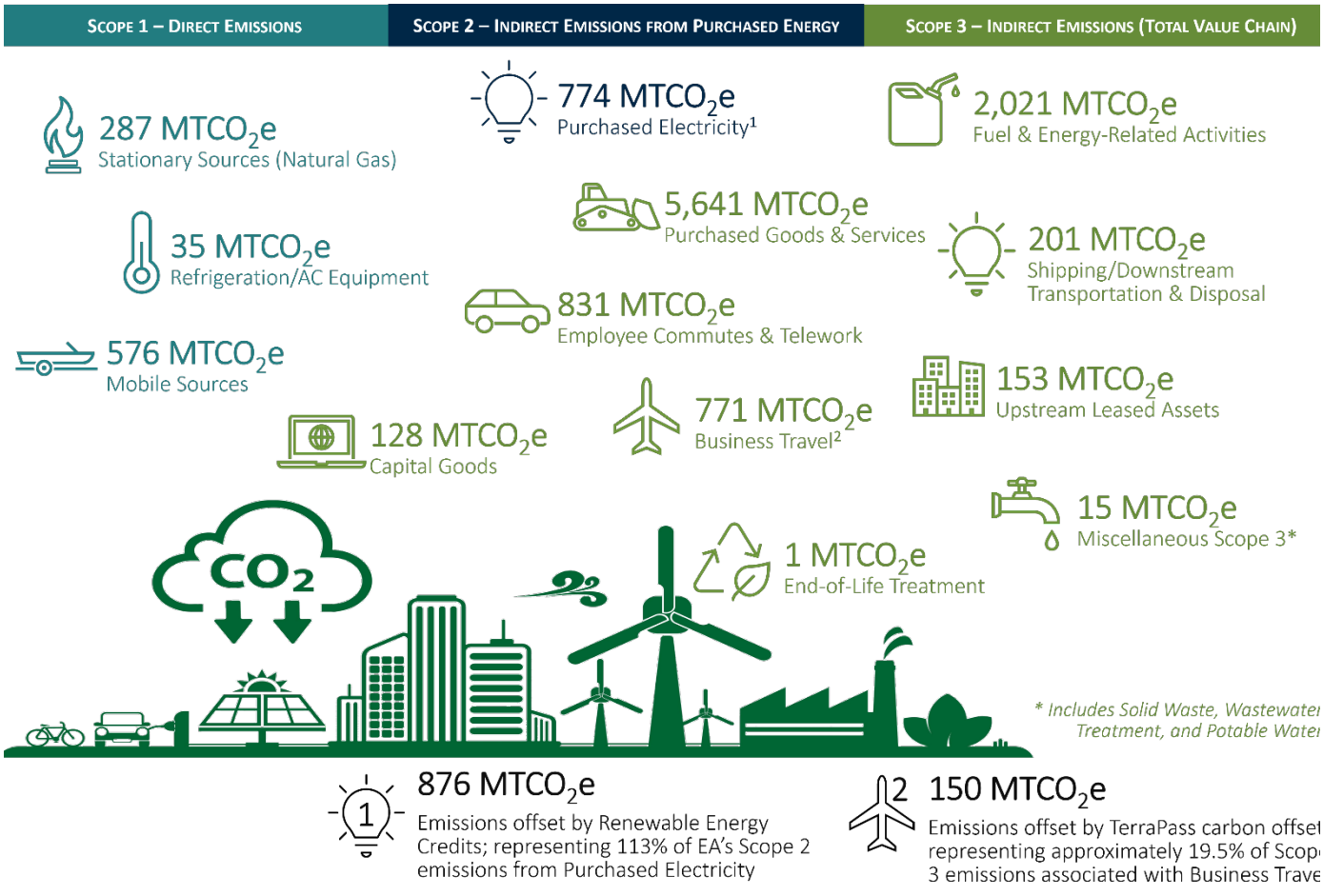
2,021 MTCO<sub>2</sub>e  
Fuel & Energy-Related Activities  
Scope 3, Category 4



831 MTCO<sub>2</sub>e  
Employee Commuting &  
Telework  
Scope 3, Category 7

<sup>7</sup> World Business Council for Sustainable Development and World Resources Institute. 2004. *The GHG Protocol: A Corporate Accounting and Reporting Standard. Revised Edition.* March. <https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf>.

<sup>8</sup> <https://www.epa.gov/climateleadership/center-corporate-climate-leadership-simplified-ghg-emissions-calculator>.



\* Includes Solid Waste, Wastewater Treatment, and Potable Water

## WASTE

Using concepts of circularity, organizations are seeking improved ways to reduce or eliminate resource losses such as waste generation. EA’s waste reduction activities have been ongoing for nearly a decade with implementation of company-wide electronic timesheets following roll-out of an integrated business management software solution in 2013. Additionally, EA’s financial management processes have been largely paperless since 2018 following a transition to electronic invoicing and expense report submittals that began in 2016. Currently, EA’s waste diversion focus is on company-wide and office-specific solid waste diversion programs that include both standard single-stream recycling and composting as well as recycling of various other materials consumed as part of ongoing business operations (e.g., e-Waste, batteries, spent toner cartridges, plastic films, packaging, and expanded polystyrene foam [commonly referred to as EPS foam], etc.).



In our 2019 CSR Report, EA expressed a commitment to pursue TRUE Zero Certification for EA’s headquarters operations in Hunt Valley, Maryland. Similar to others, the global pandemic required EA to re-think operational process and adapt to alternative approaches including hybrid work from home for employees. The resultant changes modified our operational footprint and EA has begun to evaluate alternative space options. As a result, while the firm continues to implement waste diversion improvement recommendations generated by the Zero Waste Working Group, the process to pursue TRUE Zero Certification of EA’s headquarters space was tabled in 2021.



## FORMAL ALIGNMENT & COMMUNICATION OF 100% ESOP, PBC STATUS

Market studies<sup>9 10</sup> during the COVID-19 pandemic have consistently found that ESOPs perform better and are more resilient in disrupted markets as a result of governance and tax structures. Further analyses also suggest that ESOPs’ “natural” alignment with employee interests has also supported ESOP market consistency throughout the pandemic, including limiting voluntary turnover during “The Great Resignation”<sup>11</sup>.

As an established ESOP, EA has worked throughout the pandemic to continue to advocate for the employee-ownership structure through participation with The ESOP Association (TEA) and as part of industry involvement with researchers who are studying the impacts of ESOP structure, benefit corporations, and/or servant leadership on company culture, financial implications, and employee engagement.

### PETER NEY APPOINTED CHAIR OF PUBLIC POLICY COUNCIL BY THE ESOP ASSOCIATION

In 2021, Peter Ney was appointed to a 2-year term as the inaugural Executive Committee Chair of the newly formed Public Policy Council by The ESOP Association (TEA). As Chair, Peter ensures that the Public Policy Council fulfills its mission of helping to shape and guide the initiatives and advocacy activities of TEA. He is responsible for leading the Public Policy Council in identifying issues that are important and directly related to TEA’s members and mission; advising, shaping, and guiding the organization’s public policy initiatives, advocacy, and political activities; and assisting in raising resources to advance these initiatives. Previously, Peter served a 2-year term as an At-Large member of the Board and as a judge for the Annual Awards for Communication Excellence during the pandemic.

**Peter Ney (Hunt Valley, MD), Executive Vice President and Treasurer**



In addition to his role as Executive Committee Chair, Peter Ney also took on a leadership role as part of TEA’s first Advocacy Academy during TEA’s National Conference in Washington, D.C., where he and others took part in virtual meetings with United States legislators. TEA launched the Advocacy Academy to offer ESOPs training and additional resources related to engaging with lawmakers during the political process as a means to champion employee ownership at the legislative level.

Beyond ESOP advocacy, EA’s President and Chief Executive Officer was a highlighted speaker during “52 Weeks of Leadership”—a leadership insights program hosted by University of Buffalo’s Center for Leadership and Organizational Effectiveness. Since 2017, the company has supported the University’s long-term research related to servant leadership through completion of company-wide surveys and management participation in academic research interviews. Employees are also encouraged to complete self-paced information sessions on servant leadership as part of onboarding and periodically as part of Project Manager or Supervisor training. As a stakeholder-oriented firm, we have adopted a servant leadership model to facilitate an employee-owned workforce that is more engaged, connected, and active in corporate responsibility frameworks.

<sup>9</sup> Deloitte Corporate Finance LLC. 2020. *ESOP Considerations in the COVID-19 Environment*. <https://www2.deloitte.com/content/dam/Deloitte/us/Documents/risk/us-esop-considerations-in-the-covid-19-environment.pdf>.

<sup>10</sup> National Center for Employee Ownership (NCEO). May 2022. *Employee Ownership Blog: New NCEO Research Shows the Benefits of Being an ESOP in the Food Industry*. <https://www.nceo.org/employee-ownership-blog/new-nceo-research-shows-benefits-being-esop-food-industry>.

<sup>11</sup> Employee Ownership Foundation. 2020. *Employee-Owned Firms in the COVID-19 Pandemic*. [https://employeeownershipfoundation.org/sites/eof-master/files/2020-10/EOF\\_CovidResearch\\_Oct23b.pdf](https://employeeownershipfoundation.org/sites/eof-master/files/2020-10/EOF_CovidResearch_Oct23b.pdf).

## CUSTOMER DATA PRIVACY & CYBERSECURITY

As discussed in [PBC Reporting & Overview of Standards](#) (page 9), EA routinely monitors its material aspects to reassess priorities based on industry trends and client needs. As a result, Data Privacy and Cybersecurity were elevated to a Material Aspect to include reporting on GRI disclosures since 2019 and SASB Accounting Metrics for the first time in this report.

The elevation of this topic to a Material Aspect was directly related to increased regulatory oversight of data protection and cybersecurity, as well as increased threats from ransomware, spyware, and similar malicious functions within industry supply chains, including direct attacks on several EA clients. This increased awareness also supports our responsibility to safeguard private employee data housed in our Human Resources and related internal management systems.



EA initiated mandatory annual End-User Cybersecurity Training paired with random, periodic phishing “tests” that determine the need for additional training or refreshers based on employee actions (i.e., test failure). Phishing tests, distributed by EA’s IT Department, are designed to determine how many users are susceptible to email phishing attacks by presenting fraudulent emails with links prompting users to enter network credentials into fake password request boxes. Prior to implementing mandatory End-User Cybersecurity Training, EA’s “phish-prone” score against internal phishing tests was 26%; by year-end, our score was reduced to 0.3% compared to the industry benchmark of 4.7%.

## 2021 Cybersecurity Training and Prevention Testing

100%

Completion of mandatory End-User Cybersecurity Training

26%

Initial phish-prone score (April 2020)



8.4%

6.9%

2%

0.3%

Phish-prone scores improved dramatically from mid-2020 through 2021. Following full-scale implementation of mandatory training scores (to the left) decreased dramatically during a series of tests.

EA takes network and system security, including the collection and retention of customer provided information, very seriously. The company’s IT Department maintains state-of-the-art firewalls throughout the network with strict inbound and outbound traffic rules. EA utilizes Active Directory Security Groups to ensure only authorized users have access to company data. A fully redundant backup strategy with all critical data being backed up four times per day and replicated to an off-site colocation facility is also in place. Additionally, the company is fully compliant with the Department of Defense’s (DoD’s) Cybersecurity Maturity Model Certification (CMMC 2.0) program. CMMC compliance, including completion of the National Institute of Standards and Technology (NIST) 800-171 self-assessment questionnaire, is required by all contractors doing business with DoD to meet stringent security protocols.

## EMPLOYEE ENGAGEMENT

**OVERALL ENGAGEMENT**—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). Employees completed their 7<sup>th</sup> Gallup Engagement Survey in early February 2021, largely covering their professional experiences and engagement during the height of the COVID-19 pandemic 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 slightly from 3.93 in January 2020 to 3.98 in February 2021, moving the company into the 63<sup>rd</sup> percentile amongst Gallup’s database of organizations in the engineering subindustry. While the February 2021 survey was completed after general U.S. employee engagement began recovering from COVID-19 unease, including business shutdowns, an increase in employee resignations, and labor shortage concerns, EA worked hard to connect and routinely communicate with its now largely remote workforce, relative to both their safety and value in order to sustain a high level of job satisfaction, employee engagement, and alignment with corporate culture.

Beyond Gallup Surveys, opportunities for operational 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.

These work groups and committees are active throughout the CY and participation is open to all employees. Some work groups may be established to complete internal reviews of specific developing operational or industry needs and operate on a temporary basis, while others—like EA Sustainers and Regional H&S Coordinators—are standing committees with representatives covering all offices and business units. The constant is that all work groups provide an opportunity for employees to support development of operational protocols, establish internal programs, make recommendations for change, or identify implementation of new programs. Work groups report and make recommendations to EA’s PBC Committee regularly.

 **28%**  
Approximate percentage of employees who participate in EA Working Groups or Committees (below) at any point during a calendar year.

|   |  |   |
|---|--|---|
|  EA Sustainers                               |  Sustainability Tools Working Group                       |  Carbon Footprint Working Group                    |
|  Envision™ Working Group                     |  Climate Change Working Group                             |  Zero Waste Working Group                          |
|  Diversity, Equity, and Inclusion Committee  |  Environmental Justice Working Group                      |  Water For People Champions                        |
|  Regional H&S Coordinators                   |  Socialization Committee                                  |  Grants and Pro Bono Services                      |
|  Institutional Animal Care and Use Committee |  Environmentally Preferred Purchasing (EPP) Working Group |  Environmental Sequence Stratigraphy Working Group |

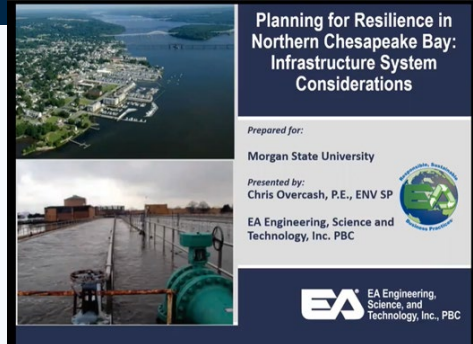
Examples of programs implemented as a result of work group recommendations include:

- Development of EA’s Diversity, Equity, and Inclusion (DEI) statement, goals, and governance document formalizing roles and responsibilities (in progress; to be completed in 2022).
- Transition to annual Carbon Footprint reporting utilizing EPA’s Simplified GHG Emissions Calculator and completion of a total supply chain analysis for Scope 3 emissions calculations.
- Decision to offset 100% of EA’s Scope 2 emissions associated with leased energy at our offices.
- Completion of waste audit in support of Zero Waste/TRUE Zero certification analysis of EA’s headquarters space in Hunt Valley, Maryland.
- Biennial review of Sustainable Business Practice checklists to evaluate sustainable programs in individual offices and identify potential improvement or new programs; led to development of EA’s corporate office composting program and replacing of plasticware with compostable Eco-Products® in café areas.



## BRIDGING WORKGROUP ACTIVITIES WITH VOLUNTEERISM

Chris Overcash, PE, ENV SP, and Deputy Director of Coastal Resilience, gave a guest lecture to Morgan State University students in December 2021. Chris, who leads EA's Envision™ Working Group and is heavily involved with the Climate Change Working Group, met virtually with Civil Engineering students to explain coastal resilience and climate vulnerability using Maryland's Chesapeake Bay as a case study. The presentation gave context to student questions furthering their understanding of repercussions of climate impacts in the coastal zone and how they can be part of solutions to resolve these impacts as they prepare to begin their careers.



**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. As a result of the COVID-19 pandemic, EA recognized additional efforts in each Individual category by selecting awardees who significantly impacted their communities through COVID-19-relief volunteering. These additional individual awards replaced the Overall Contributions by a Large Group/Office category due to restrictions in many of EA's operating regions related to large group gatherings.

## 2021 CSR Program Awards

### INDIVIDUAL CONTRIBUTION, PROFESSIONAL INVOLVEMENT (PILLAR I)

**Laura Jo Oakes (Hunt Valley, MD):** Professional contributions to industry through ongoing involvement with the Chesapeake Water Environment Association (CWEA).

### INDIVIDUAL CONTRIBUTION, COMMUNITY SUPPORT (COVID-RELIEF)

**Catherine LeCours (Helena, MT):** Support to health care providers and patients at hospitals and care facilities; provided more than 170 hours of "therapy dog" support.

### INDIVIDUAL CONTRIBUTION, COMMUNITY SUPPORT (PILLAR II)

**Melanie Dina (Marlboro, NY):** Commitment to her community through sustained volunteer efforts at multiple organizations.

**Kacie Camp (Lewisville, TX):** Organization and participation in PVT efforts as the office's support to Keep Lewisville Beautiful, the North Texas Food Bank, and Toys for Tots.

### INDIVIDUAL CONTRIBUTION, CHARITABLE GIVING (PILLAR III)

**Walt Migdal (Albuquerque, NM):** Individual fundraising in support of Water For People; raised approximately \$2,400 during EA's 2nd annual Move-a-Thon company-wide event.



### OVERALL CONTRIBUTIONS BY A SMALL GROUP/OFFICE

**Johnston Atoll Field Crew**—**Melissa Beauchemin (Warwick, RI), Katelyn Cameron (Helena, MT), Katrina Fisk (Barrigada, Guam), Tom King (Hunt Valley, MD), Chris Ma (Honolulu, HI), John Morris (Virginia Beach, VA), Hallie Peterson (Anchorage, AK), and Jordan Rosario (Barrigada, Guam):** Completed Akau Island Beach Cleanup on last day of a weeks-long field deployment. The team collected several hundred pounds of plastic, abandoned fishing gear/netting, and other miscellaneous debris. Katrina Fisk, Hallie Peterson, and Melissa Beauchemin are pictured above, with a portion of the day's collected waste.



**PERFORMANCE BENCHMARKS**


**PROFESSIONAL INTEGRITY**—EA is committed to maintaining the highest legal and ethical standards in the conduct of our business. It is our express intent and goal to promote an organizational culture that encourages ethical conduct and a commitment to ethical and environmental compliance with federal and state laws and regulations. EA’s professional integrity and that of its employees is governed by a Code of Business Ethics and Employee Conduct Policy and annual ethic training, which includes Annual Anti-Kickback Certification and Annual Ethics and Policy Certification. Our Legal Department oversees annual Code of Business Ethics and Employee Conduct Policy certification.

**ENVIRONMENTAL COMPLIANCE**—As an environmental consultancy, EA is acutely aware of the importance environmental compliance plays in both maintaining the quality of the natural environment, but also in avoiding environmental liabilities that can be costly to remediate or can result in monetary fines from regulators.

Remediation projects, the most likely EA activities to encounter the potential for environmental compliance issues, are managed in accordance with applicable and relevant federal, state, and municipal regulations as well as client-specific requirements, industry standards of care, and EA’s Quality Management Program. As with safety concerns, all employees have “Stop Work Authority” during execution of projects should environmental compliance concerns arise.


**PROFESSIONAL DEVELOPMENT (PROFDEVEL) INVESTMENTS AND EMPLOYEE TRAINING**—EA supports our employees’ PROFDEVEL through tuition reimbursement for classroom, on-line, and other continuing education programs. Expenditures toward PROFDEVEL are an investment in our employees and the company’s future as they support engagement and retention, and position the firm as an industry leader.

Personnel are encouraged to participate in training to ensure industry standards of care are met for professional services, expand their knowledge base, and develop/maintain subject matter expertise. EA offers in-house training to address H&S, business ethics, project management, and a variety of supervisory and management topics and technical areas. Additionally, the company offers 100% reimbursement for external training programs required to achieve and maintain professional licensure and/or certification for full-time employees. In 2021, PROFDEVEL time per employee (57 hours) exceeded EA’s goal of 32 hours per annum by nearly 100% per employee.



0

Incidents of corruption or anti-competitive behavior in 2021




\$0

Monetary losses associated with legal proceedings resulting from professional integrity violations in 2021



97.8%

Percentage of employees who completed on-line Code of Business Ethics training in 2021; EA’s internal goal is 100% completion



0

Fines or non-monetary sanctions for environmental non-compliance with laws and/or regulations in 2021

**% 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)*100 | HOURS TARGET | RESULTS         |
|-------------|---|---|--------------|-----------------|
| <b>1.5%</b> | 2021 – 3.0%<br>2020 – 2.0%<br>2019 – 3.0% |   |              | <b>32 hours</b> |

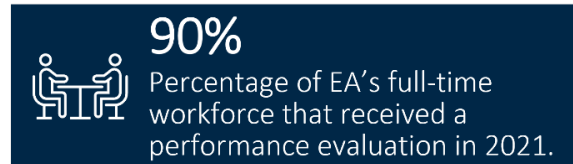
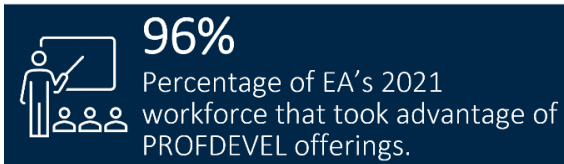
**EA’s workforce utilized 33,564 PROFDEVEL hours in 2021.**

*The significant increase in PROFDEVEL hours utilized per employee in 2021 is largely due to the implementation of new internal training programs requiring mandatory completion of DEI and Cyber Security End User Training.*

**CONTINUING EDUCATION COMMITMENT**

3-year trend of expenditures related to investing in continuing education of EA employees, includes Tuition Reimbursement and PROFDEVEL labor expenses.

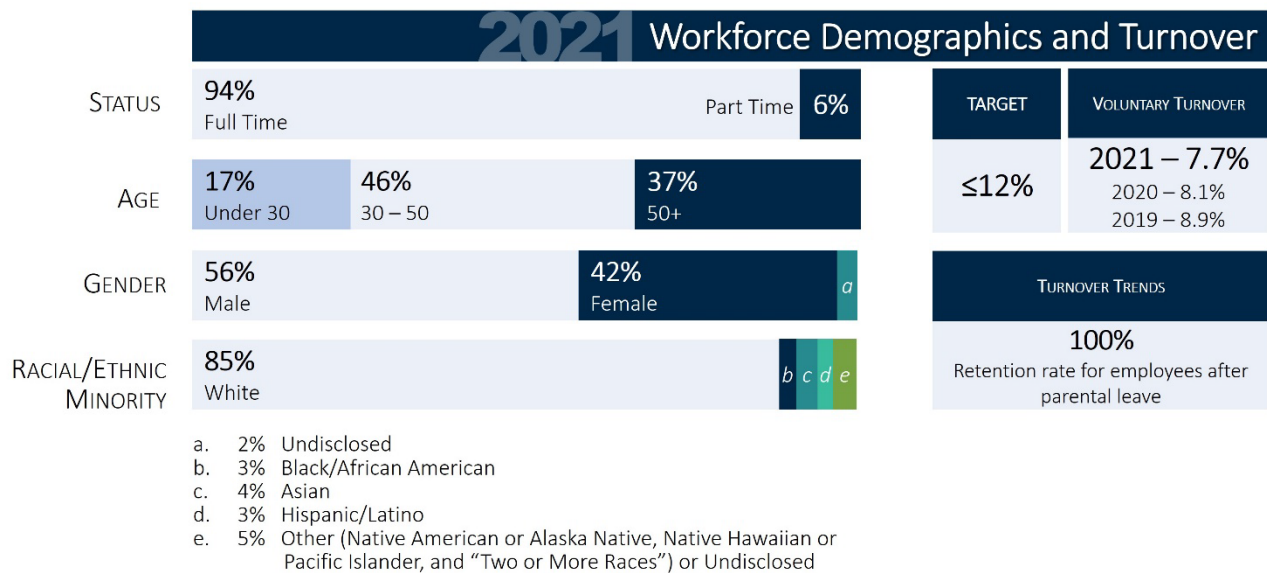
| EXPENDITURES            |
|-------------------------|
| <b>2021 – \$455,100</b> |
| 2020 – \$366,100        |
| 2019 – \$393,500        |



**WORKFORCE DEMOGRAPHICS 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 94% full-time employees, is represented by a union or associated collective bargaining agreement.

At just 8.2%, EA continues to maintain a total turnover rate lower than its target of 12% or lower for all non-temporary employees and remains well below the company's 2014 turnover benchmark of 14%. Additionally, EA's turnover is consistently below reported Architecture & Engineering industry averages<sup>12</sup>.

There were no changes in workforce demographics across minorities in 2021. The component of EA's total workforce represented by minorities increased slightly to 14% from 13.5% in 2020, and overall female representation also increased slightly to 42%.



EA's gender data are based on employee reported data obtained through EA's pay system provider and are currently limited to Male, Female, and Undisclosed options consistent with Federal Equal Employment Opportunity reporting requirements. However, to improve inclusivity in future reporting, EA will work to identify additional ways that employees can voluntarily report gender identification (e.g., internal survey). While not required for GRI or SASB disclosures, EA believes these improvements are in line with updated industry standards of care to be inclusive of other than cis normative genders and with company DEI commitments.

**DIVERSITY, EQUITY, AND INCLUSION (DEI)**—The DEI Committee's focus in 2021 was continuation of training opportunities—both mandatory Foundations DEI Training and optional DEI Open Hours that address educational opportunities such as microaggressions, allyship, and inclusive leadership—and development of EA DEI documents including the company's DEI statement and a draft DEI Governance document that formalizes roles and responsibilities within the committee and its four subcommittees (Internal Stakeholders, External Stakeholders, Communication, Data and Analytics, and Programs).

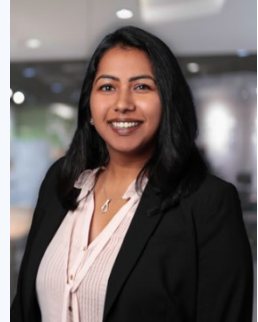
<sup>12</sup> Deltek® Clarity. 2020. Architecture & Engineering Industry Study, 41<sup>st</sup> Annual Comprehensive Report.

In August 2021, EA’s DEI consultant presented data gathering findings to members of EA’s Board of Directors. Data were collected as part of DEI workshops. Findings will be used to shape future training sessions; inform employees on topics related to privilege, mental health, disability and invisible disability awareness, neurodiversity, and other DEI-related themes applicable to EA’s workforce; and support development of EA’s overall DEI framework.

**TRANSITIONING FROM PLANNING TO GROWTH AND ACTION**

*“I’ve been energized and motivated by the work we are doing on the DEI Committee. Because of our diverse backgrounds and experiences, we have engaging and thought-provoking conversations about ways to improve the EA culture for all employees. We are taking our work from the planning phase in 2020 and 2021 into growth and action mode in 2022. We are working on incorporating DEI into EA’s existing training programs and career path processes; internal and external communications; and talent acquisition to mention a few. These efforts are made in a team environment, including real-time feedback from employees, with the goal of making EA a place in which we all feel that **we belong.**”*

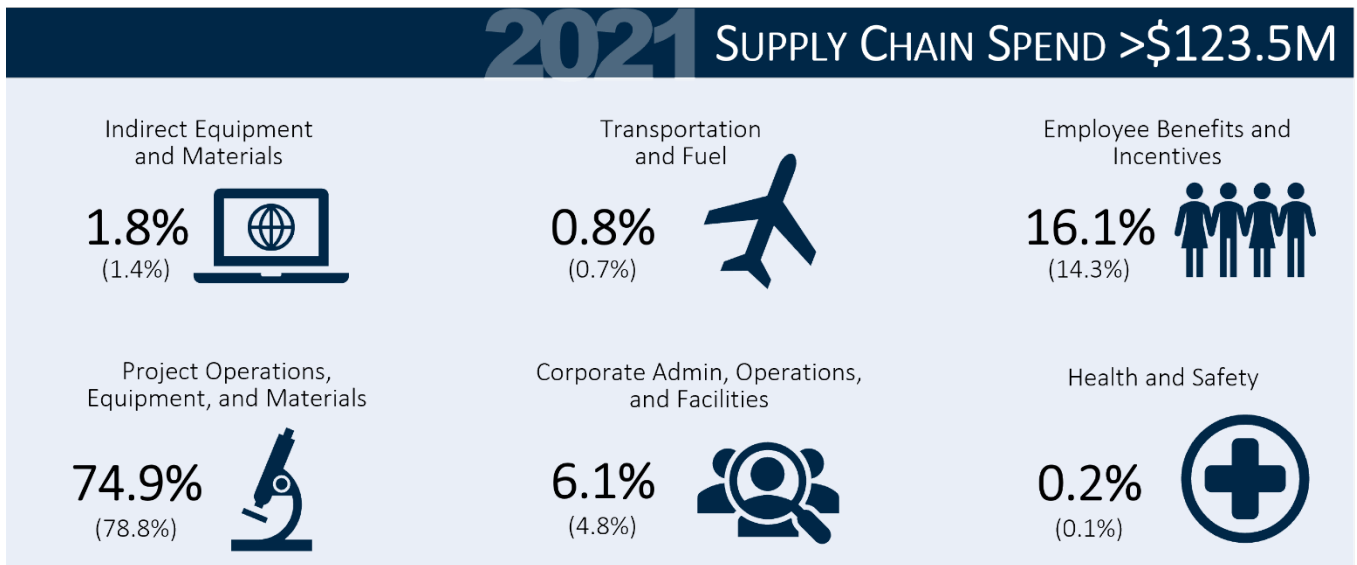
**Payal Garg, CHMM (Seattle, WA), DEI Committee and Internal Subcommittee Member**



 Foundations Training and Open Hour discussions will continue in 2022. Additionally, DEI considerations will be incorporated into EA’s internal Project Manager and Supervisors training, as well as annual employee engagement surveys from Gallup. The year will be used to finalize guidance documents, including 5-year goals to be developed around subcommittee focus areas, and a DEI Action Plan that will lay out activities such as a review of existing policies and procedures to incorporate DEI standards. The DEI Action Plan will be presented to executive leadership for approval and to move forward with final implementation.

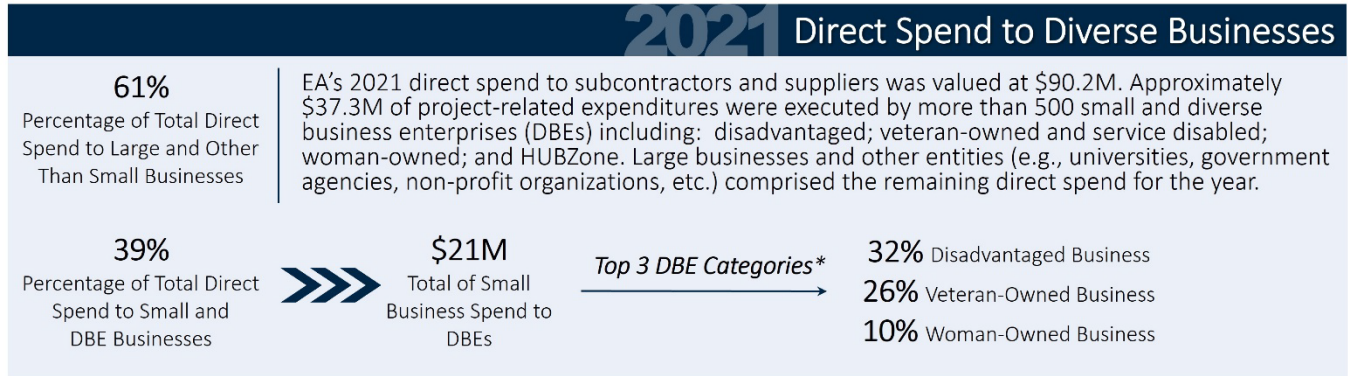
**SUPPLY CHAIN & PROCUREMENT**

**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. EA’s value chain is critical to our overall success as a company. We work with a wide variety of subcontractors and suppliers to augment or complement our offerings in order to successfully execute client work. Our supply chain expenditures are categorized into general “spend categories.” Understanding the full scope of these categories allows us to evaluate areas with the largest potential fiduciary, safety, and emissions impacts and opportunities based on percentage expended annually.



Percentages shown in parentheses are 2020 data for year-to-year comparison.

**SUPPLIER DIVERSITY ASSOCIATED WITH PROJECT OPERATIONS, EQUIPMENT, AND MATERIALS**—EA is committed to providing all categories of small businesses with the maximum practicable opportunity to support our procurement requirements and expand our network of diverse business partners to help us meet our clients’ needs. As noted in the previous section, 74.9% of EA’s total supply chain spend included procured goods and subcontracted services, and other direct expenses.



\*Based on federally required Electronic Subcontracting Reporting System (eSRS) submissions

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 participation in outreach activities, including procurement conferences and trade fairs, other existing company source lists, the U.S. government’s System for Award Management (SAM), state and municipal government directories, minority associations’ membership rosters, and contact with government and private industry supplier diversity professionals.

**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.

Additionally, 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. A work-in-progress, EA’s Environmentally Preferable Purchasing (EPP) Working Group is intended to assess purchasing requirements and complete cost-benefit analyses in coordination with requesting personnel when acquisition of new products and materials is required. Current 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.



In 2022, we will continue to evaluate scope 3 supply chain emissions and other ESG-related topics, including enhanced procurement policies and guidance. These efforts will be completed in coordination with EA’s Director of Procurement.



## Pillar I: Professional Involvement

EA has completed more than \$3 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 result of the projects we complete for our clients every day.

Professional contributions in knowledge advancement, as well as efforts to train and educate members of the environmental industry and public stakeholders, 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™) and processes (e.g., ecological and human health risk assessments, groundwater capture zone analysis, dispersion zone modeling, etc.) 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™. Additional 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.



# Howard County Compost Facility at Alpha Ridge Landfill

Howard County, Maryland

6 CLEAN WATER AND SANITATION



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



15 LIFE ON LAND



**Client:** Howard County, Maryland  
**EA Offices:** Hunt Valley, Maryland

Following successful completion of a year-long municipal composting program pilot, the County contracted EA to initiate full-scale facility design for a 15-acre facility that, now built and operational, serves as a cutting-edge example of how municipalities can provide cost-effective composting of residential organic waste streams (i.e., food waste, yard trim, and animal manure). The facility includes primary composting and secondary curing areas; feedstock receiving enclosure for material receipt and grinding; process piping for potable water and runoff from composting process; access roads; and stormwater management. The project engaged EA's civil, environmental and stormwater engineers with subcontracted design support for structural, mechanical, and electrical design provided by Dhillon Engineering, Inc.

## Sustainable Design & Public Benefits Summary

**30,000**  
yd<sup>3</sup>/year

### Production Capacity

Allows processing of approximately half of the County's curbside-collected yard waste and residential food scraps, with capacity to produce 30K cubic yards of finished compost per year.

**1,300**  
tons

### Annual Diversion

Facility diverts 1,300 tons of food scraps annually from +35K households and 5 public schools. An additional 1,300 tons of manure is co-composted.



**\$375K**  
annual  
revenue

### HoCoGro Compost

The County's final compost product is available for retail and wholesale purchase. In Fiscal Year 2021, the County saw \$375K in revenue through sales of 15K cubic yards of finished compost. HoCoGro is the only compost produced in the state that has achieved the US Composting Council's Seal.



**\$1M**

### Cost Savings Annually

At full capacity, the processing and airspace cost savings (compared to traditional landfills), combined with revenue from HoCoGro Compost sales, equates to more than \$1M in combined annual revenue and savings.



**County Engineers Association of Maryland (CEAM) – Large Project of the Year Award**  
**American Council of Engineering Companies/Maryland (ACEC/MD) – Engineering Excellence Award**  
**Maryland Quality Initiative (MdQI) – Award of Excellence**



a Software as a Service (SaaS)  
Compliance Portal

**Client:** Multiple  
**EA Offices:** Nationwide Strategic Initiative



sEAmless, EA's SaaS-based Compliance Portal, is a tool developed to help our clients more efficiently manage their environmental compliance programs. sEAmless offers a subscription-based tool to replace paper-based, labor-intensive processes such as completing hand-written inspection forms and manually tracking corrective actions to closure. The software completely digitizes the inspection process; provides a centralized database to store compliance requirements for various drivers; tracks actionable tasks, important documents, and training records and associated documents to various facilities, sites, and assets. sEAmless provides a cost effective, easy to use compliance program management solution built from EA's experience performing Environmental, Health, Safety, and Sustainability (EHSS) related services and a deep understanding of regulatory commitments—matched with our technology expertise.



In 2021, sEAmless received an *Environmental Business Journal*® (EBJ) award in the category of Information Technology.

## Sustainable Design & Public Benefits Summary

45,000+  
*records*

### Data Points

Working with a State Department of Transportation (DOT) client, EA's EHSS experts along with DOT's operators and managers entered more than 45,000 compliance-related data records into the client's sEAmless database.

15,000+

### Inspections & Training

Client used sEAmless to enter and manage more than 15,000 individual inspection questions and consolidated management of more than 5,000 training records.

5,000+



20%

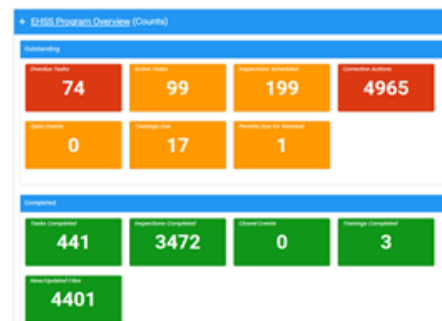
### Digitization Efficiencies

Estimated percentage of time saved by the agency by digitizing the inspection and corrective action data entry, tracking and reporting process. Process is also supporting the client's internal paperless/waste reduction goals.

150  
*hours*

### Hours Saved

Use of sEAmless saves the client approximately 150 hours annually by EA hosting and providing regular maintenance of sEAmless through the SaaS platform instead of an on-premise software installation that would otherwise require maintenance, hosting, and upgrades by the client's IT staff.



For more details: <https://seamlessmanager.com/>.





# Chemicals & Contaminants of Emerging Concern

## Per- and Polyfluoroalkyl Substances (PFAS)

**Client:** Multiple

**EA Offices:** Nationwide Strategic Initiative

**Project Types:** Research and Development; Site Characterization; and Mitigation and Remediation



Evolving science or detection capabilities for chemicals that have pathways to enter the environment and present a real or potential unacceptable human health or ecological risk are referred to as Chemicals & Contaminants of Emerging Concern. At the forefront of those contaminants now are per- and polyfluoroalkyl substances (PFAS), also called “forever chemicals”. PFAS have gained national attention due to their widespread use, environmental persistence, and potential risk to human health and the environment. With over a decade of experience working with clients nationwide to assess PFAS-related issues, EA has leveraged its collective PFAS experience to assemble an in-house Subject Matter Expert Work Group of specialists in toxicology, remediation, chemistry, quality systems, engineering design, forensics, and regulatory policy to assist clients with the challenges of collecting, analyzing and remediating PFAS.

### Sustainable Design & Public Benefits Summary

**100+**  
*sites*

#### PFAS Characterization

EA has conducted PFAS-related work at 100+ sites across 45 states valued at more than \$82M. Our interactive planning and adaptive data-driven site characterization process ensures that data quality objectives are achieved through understanding the nature of PFAS.

**45**  
*states*

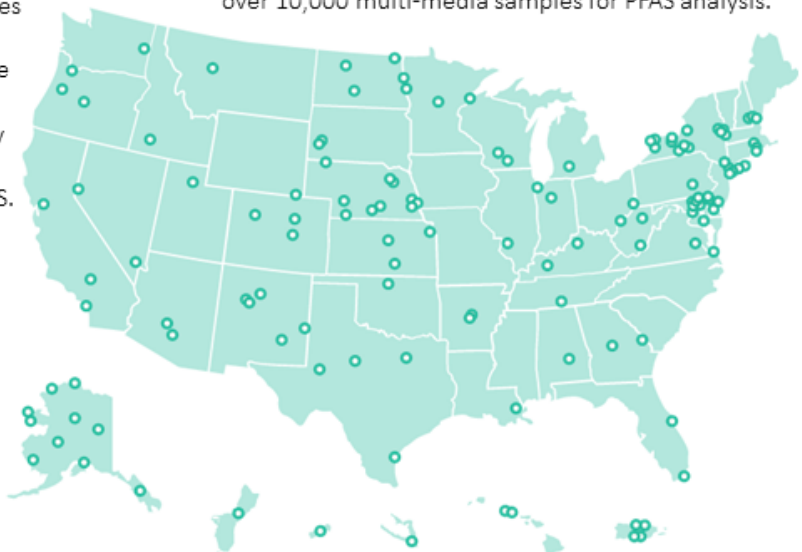
**\$82M**



**10K**

#### PFAS Sampling

As part of projects nationwide, EA has collected over 10,000 multi-media samples for PFAS analysis.



#### PFAS Ecotoxicology Studies

To date, our EcoToxicology Laboratory has run 10 long-term/large-scale tests involving ecotoxicity studies of PFAS mixtures, bioconcentration/accumulation analysis of PFAS uptake in fish, risk assessment of PFAS in endangered species, and evaluation of terrestrial and aquatic receptors for sensitivity to PFAS-free foam formulations through empirical testing.

**10**  
*lab tests*





# Collaboratively Improving Coastal Resiliency

Point Hope, Alaska



**Client:** Agviq Environmental Services, LLC (AES), a subsidiary of Tikigaaq Corporation (an Alaska Native Village Corporation)

**EA Offices:** Warwick, Rhode Island; Anchorage, Alaska; Dallas, Texas; Denver, Colorado; Hunt Valley, Maryland; Syracuse, New York

As a subcontractor to AES, EA is supporting a data collection and alternative analysis project funded by the National Coastal Resilience Fund aimed at improving coastal resiliency for the native village of Point Hope, Alaska located on the Chukchi Sea north of the Arctic Circle. The Team is directing activities related to the implementation of natural and nature-based features to address erosion and flood risk within the community. The project will help identify coastal vulnerabilities, develop adaptation options, and coordinate with stakeholders to develop designs to reduce erosion risk and coastal vulnerabilities related to sea level rise and impacts to the cryosphere.

## Sustainable Design & Public Benefits Summary

### Iñupiat Community

93%

Point Hope is comprised of just over 800 residents, 93% of whom identify as indigenous Iñupiat, who for over 2,000 years have fostered a strong sense of collaboration, community, and place, focused on their respect for elders and the environment. Community interviews with village elders are helping center traditional ecological knowledge with western science in developing design alternatives to address coastal erosion and infrastructure resiliency.

### Multi-layered Data Collection



In 2021, the project team began a 1-year long data collection effort to collect information that will provide a baseline of coastal erosion and permafrost interaction at the land-water interface. Data are being collected with various in-water instruments, drones, and high-resolution satellite imagery.



### Climate Change Vulnerabilities



Temperatures in Point Hope are rising at greater than 2x the rate of the continental U.S. With an elevation of only 13–18 feet above mean sea level, the village is particularly vulnerable to climate change impacts like sea level rise, sea ice loss, permafrost melt, and storm surges. Climate change is also impacting the safety of drinking water and wildlife migration increasing food insecurity.



### Grant Funding



The project is funded through the National Fish and Wildlife Foundation’s National Coastal Resilience Fund and leverages matching funding from Alaska’s North Slope Borough. Technical support is being provided by the U.S. Army Corps of Engineer’s Engineering With Nature® (EWN) program.

For more details: <https://ewn.erdc.dren.mil/?p=7266>



## 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, feedback, 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. We also make it a point to regularly meet with clients to discuss their changing needs and concerns related to services and regulatory requirements.

Employees 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.

EA views participation in trade shows and conferences as both an extension of our employees' professional development and 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. The table below provides a representative sample of papers and presentations given by EA's professionals at industry events, both virtually and in-person.

| PRESENTATION/PAPER TITLE  | CONFERENCE/PUBLICATION   |
|---|--|
| <i>Charting a Course to Zero: From Solid Waste to GHG Best Practices, Trends, and How to Develop a Culture of Social Responsibility</i>       | Maryland Quality Initiative Annual Conference  |
| <i>The Physical Impacts of Stormwater Outfall Runoff on Receiving Ecosystems</i>  | American Water Resources Association   |
| <i>Collecting Groundwater Samples for PFAS Analysis</i>   | The Military Engineer, a publication of the Society of American Military Engineers (SAME)  |
| <i>Laboratory Treatability Assessments</i>  | Water Environment Federation's Technical Exhibition and Conference   |
| <i>Ensuring Remedial Success at a Mixed Plume Superfund Site via Comprehensive Bench-Scale Testing using Ferric Iron Activated Persulfate</i> | Association for Environmental Health and Sciences Foundation, Annual International Conference on Soils, Sediments, Water, and Energy |
| <i>Issues, Trends and Treatment Alternatives of Environmental Liability Associated with PFAS</i>  | Railroad Environmental Conference  |
| <i>The Ohio River Ecological Research Program: 50 Years of Collaboration</i>  | 151 <sup>st</sup> American Fisheries Society Annual Meeting  |
| <i>Operational Range Assessments Using LiDAR, Esri 3D Analyst, and ArcGIS Collector</i>   | Annual Towson University Geographic Information System Conference  |
| <i>Resilient Restoration Planning and Design</i>  | 16 <sup>th</sup> Annual Chesapeake Watershed Forum   |
| <i>Using Nature Based Solutions to Support Coastal Resiliency in the Northern Chesapeake Bay – Joint Land Use Planning</i>                    | Association of Defense Communities Installation Innovation Forum   |
| <i>Evaluation of Aquatic Receptor Sensitivities to Novel Fluorine-Free Firefighting Foam versus Short Chain PFAS AFFF Products</i>            | SETAC North America 42 <sup>nd</sup> Annual Meeting  |

## LAYING THE FOUNDATION FOR THE FUTURE OF STEM

**SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH (STEM) IN OUR COMMUNITIES**—Each year, EA staff organize and participate in activities that are focused on STEM-related outreach geared toward training programs for school-aged youth, soon-to-be college graduates, and adults.

- SAME Buffalo Post’s Engineering in the Outdoors
- SAME Baltimore Post, working to establish a SAME Student Chapter at Morgan State University
- Morgan State University Climate Resilience lecture series for civil engineering students
- University at Buffalo School of Management, The State University of New York Center for Leadership and Organizational Effectiveness – 52 Weeks of Leadership Program
- MassBay Community College STEM Mentor Program

### EA SUPPORTS ESTABLISHMENT OF MORGAN STATE UNIVERSITY (MSU) SAME STUDENT CHAPTER

This past year, Ivy Harvey worked with Dr. James Hunter and MSU Junior Justin Taylor to establish the SAME Student Chapter at MSU, which was fully recognized by SAME in November 2021. The MSU Student Chapter is being sponsored by the SAME Baltimore Post and seeks to establish deeper connections between local professionals and students. The MSU Student Chapter offers opportunities for student members to network amongst themselves and industry, develop leadership skills, and ultimately recognize the value of collaboration to create solutions to real-world problems. In the first 6 months, the student chapter planned and executed two events, including a Virtual Panel Session on Early Career Pathways and a hybrid Introduction to SAME Student Chapters meeting.



*“It has been my pleasure and honor to support the establishment of the MSU Student Chapter. The students have great questions and offer those of us in industry new and refreshing perspectives. I really look forward to interacting with MSU faculty and students during future events and seeing this relationship grow.”*

**Ivy Harvey, PE (Hunt Valley, MD), Program Manager**

**JENSEN FELLOWSHIP AND SCHOLARSHIP SUPPORT**—EA has a more than decade-long commitment to provide financial and experiential learning 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, the firm’s single Jensen Fellowship for the 2020-2021 completed their fellowship, and two awards were made for the 2021-2022 academic year. The graduate students complete 6-month internships that provide an opportunity for them to apply technical skills to real world projects and gain practical experience as a consultant working alongside a variety of engineers, geologists, and scientists in EA’s Maryland offices.

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

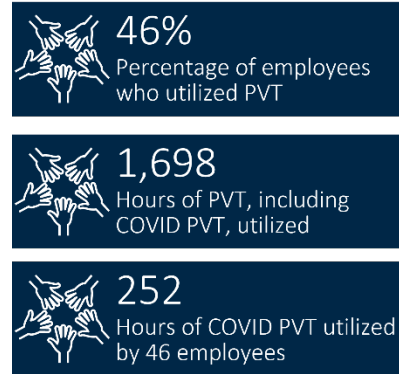
- Rutgers University Foundation
- University of Maryland Foundation
- University of Illinois Foundation



## Pillar II: Community Support

PBC Pillar II is rooted in community support and time EA staff invest in environmental philanthropy and volunteering commitments to activities such as stream cleanups, Earth Day events, and similar mission-aligned efforts. EA’s Paid Volunteer Time (PVT) program provides all regular, full-time employees with 8 benefit hours of PVT annually to support mission-aligned volunteer activities in their community.

EA’s COVID-19-related volunteering allowance as part of the overall PVT Program was continued through the first quarter of CY 2021 as group events were still impacted by indoor gathering limitations associated with the pandemic. As outdoor events resumed in late winter/early spring, EA phased out COVID-19-related volunteering. However, its impact in allowing employees to utilize PVT for community support activities was noted and is being reviewed by EA’s PBC Committee as the basis for a 2022 expansion of our PVT Program.



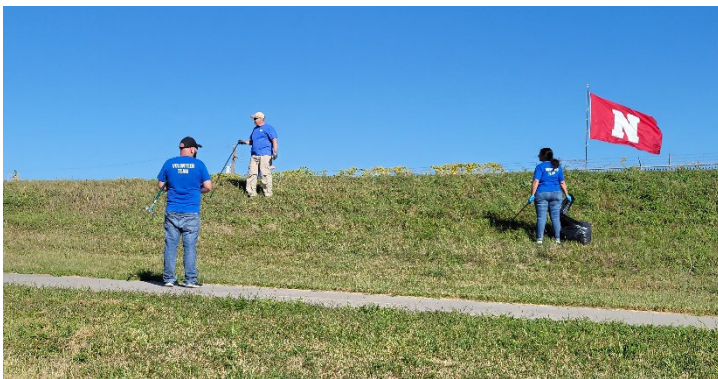
EA exceeded its original PVT utilization goal of 50% in CY 2019, a year ahead of the CY 2020 goal, when more than 52% of our eligible workforce used at least some portion of their annual PVT benefit hours. While PVT utilization dropped dramatically to 36% in 2020 as a result of COVID-19, it rebounded somewhat in 2021 to approximately 46% as COVID-19 restrictions were rolled back. EA has not set a new PVT Utilization goal; instead, the focus is on annual year-over-year improvement of PVT use to include both more employees using hours as well as more employees using 100% of their PVT hours.

### 2021 Community Impact

EA volunteer hours since PVT program inception in 2016.



\*Includes COVID-related volunteering.



Above: Employees complete an annual Adopt a Stream cleanup (left) in Lincoln, Nebraska and bundled up for a chilly Earth Day shoreline cleanup (right) in Dundalk, Maryland.



## Pillar III: Charitable Giving

PBC 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.

### 2021 WATER FOR PEOPLE CAMPAIGN

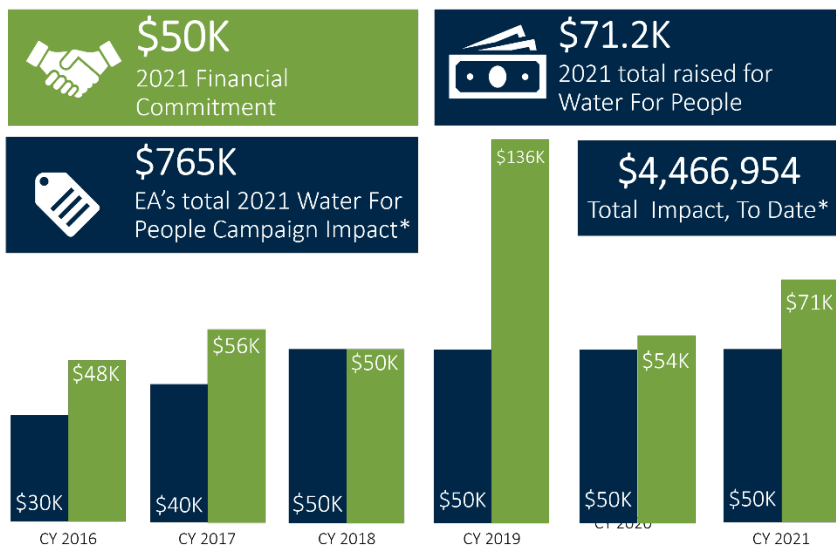
Water For People continues to be the focal point of EA’s Charitable Giving pillar and EA continues to make significant contributions through staff donations and senior leadership commitments. In 2021, EA raised more than \$71K, including \$46.7K internally and an additional \$24.5K in support of Cycling for Water’s 2021 Race Across the West efforts.

In addition to EA’s Workplace Giving Program and associated corporate match contributions, a number of company-wide and office-specific fundraisers were organized, including a virtual March Madness brackets competition, development of an EA-Water For People cookbook with recipe contributions from EA staff and international Water For People offices, and an online auction with donations of handcrafted items from EA employees and food baskets representing regional EA offices.

**IMPACT TOUR**—Water For People Impact Tours will resume in Fall 2022 after a 2-year hiatus due to COVID-19 and associated travel restrictions. At that time, EA’s 2020 Impact Tour Workplace Giving raffle winner, Dorthea Hoyt (Denver, Colorado), will travel to India to participate in the first Impact Tour since 2019.

## 2021 In Support of Clean Water & Sanitation

Summary of EA fundraising efforts for Water For People



EA’s Syracuse office raised more than \$1,700 for Water For People while attempting the Saranac Lake 6er Challenge. Despite challenging weather conditions, the team completed 23.5 miles and more than 6,600 vertical feet of the challenge, summiting four of the peaks that surround Saranac Lake in upstate New York’s Adirondacks.



EA’s financial commitment (blue) versus Water For People campaign results (green); results rounded to nearest thousand.

\* Based on Water For People’s Impact Calculator (<https://www.waterforpeople.org/our-impact/>), through 2021; Impact is calculated based on actual donations and associated co-investments from local communities and governments.



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.

**CYCLING FOR WATER AND 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. Cycling for Water was represented by a 2-person team, led by Water For People’s President, Eleanor Allen. EA’s Mark Gutberlet (Hunt Valley, Maryland) and Darl Kolar (Ocean Pines, Maryland) were among the volunteer race crew supporting the riders. EA also supported the team with a \$10K sponsorship donation.



Race Across the West covers the first 920 miles of the RAAM route from Oceanside, California to Durango, Colorado and requires teams to complete the course in 68 hours or less. During the 2021 event, race locations in California, Arizona, Utah, and Colorado were experiencing historic high temperatures. A number of participating teams, including Cycling for Water, were unable to complete the course. Putting safety considerations ahead of completing the race, the Cycling for

Water team ended their 2021 Race Across the West attempt at mile 676 near Tuba City, Arizona. Despite the early withdrawal, the team raised more than \$110K for Water For People and received the *Charity Cup*—awarded to the team responsible for the most money raised in support of a charity.

Race planning for 2022’s Race Across the West began in late 2021 as EA employees Jeff Boltz (Hunt Valley, Maryland) and Walt Migdal (Albuquerque, New Mexico) announced plans to field another 2-person team with a 100% EA-based volunteer race crew. The team set a personal goal of completing the race in just 68 hours and established a fundraising goal of \$30K to benefit Water For People.

## LOCAL IMPACTS

While Water For People is the focal point of our environmental philanthropy, we continue to support other charitable 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. 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 fundraising campaigns organized within those offices.

## Targets for a Sustainable Future

EA's PBC Committee has established the following short-term (i.e., the next 2 years) targets to drive continuous improvement across operations and activities company wide. 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 & ASSOCIATED PILLAR   | SHORT-TERM TARGETS  |
|---|---|
| Formal alignment and communication of 100% Employee-Owned, Delaware PBC (Overall) | <ul style="list-style-type: none"> <li>Continued collaboration with academia regarding publications related to EA's business transformation and ESOP advocacy</li> </ul>  |
| Assess the environmental impact of our operations and activities (Overall)        | <ul style="list-style-type: none"> <li>Measure and set reduction targets for business travel</li> <li>Identify a dedicated Procurement lead responsible for supporting development and implementation of an EPP program</li> <li>Improve capture of NAICS codes for vendors and subcontractors to better categorize services and associated Scope 3 emissions</li> </ul>  |
| Promote employee engagement (Overall)   | <ul style="list-style-type: none"> <li>Gallup employee engagement and Servant Leadership surveys</li> <li>Incorporation of DEI considerations into job posting and performance review language</li> <li>60% CSR employee (regular, full-time) participation through authoring of papers or platform/poster presentations, PVT or Company-Directed Volunteer Time (CDVT) use, or Water For People contribution through EA's Workplace Giving Program</li> </ul>  |
| Sustain safety culture (Overall)  | <ul style="list-style-type: none"> <li>Annual Total RIR and 3-year rolling average at or below the annual industry benchmark for NAICS 562910</li> <li>Annual Experience Modification Rate &lt;1.0</li> <li>Baseline for SMS performance audit and improvement targets based on external reviews</li> </ul>   |
| Set performance benchmarks (Overall)  | <ul style="list-style-type: none"> <li>100% employee completion of EA Code of Business Ethics training</li> <li>No significant fines or non-monetary sanctions for regulatory non-compliance</li> <li>32 hours of training per employee annually; annual minimum of 1.5% total compensated time to PROFDEVEL expressed as total % of hours</li> <li>Total turnover rate &lt;12%</li> <li>Benchmark and establish workforce diversity targets</li> <li>Complete EcoVadis assessment every 2 years</li> <li>Promote large account portfolio growth</li> </ul> |
| Assess CSR perspectives within supply chain (Overall)                             | <ul style="list-style-type: none"> <li>Engage with top suppliers to discuss CSR perspectives</li> <li>Evaluate opportunities to increase environmental and social procurement considerations, including improved engagement with minority-owned business, benefit corporations, and ESOPs</li> <li>Develop and implement a Sustainable Procurement Policy</li> </ul>  |
| Quantify the public benefits of our projects (Pillar I)                           | <ul style="list-style-type: none"> <li>Integrate Sustainability Tools into Project Management training</li> <li>Continue to increase use of sustainability metrics for projects as part of Pillar I benefits review</li> </ul>  |
| Encourage utilization of PVT (Pillar II)  | <ul style="list-style-type: none"> <li>Annual increase in PVT usage based on 2016 PVT baseline (24%)</li> <li>Evaluate expansion of PVT Program to incorporate eligibility for social/community volunteerism</li> </ul>   |
| Focus on environmental philanthropy (Pillar III)                                  | <ul style="list-style-type: none"> <li>\$50,000 Water For People financial commitment</li> <li>Employee participation in Water For People projects</li> <li>Total philanthropic contributions increase</li> </ul>   |

## APPENDIX A | GRI STANDARDS INDEX

### UNIVERSAL STANDARDS & GENERAL DISCLOSURES

| DISCLOSURE   | EA REPORT LOCATION  | PAGE |
|--|---|------|
| <b>ORGANIZATIONAL PROFILE</b>  |   |      |
| 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% ESOP, PBC; S-Corporation   |      |
| 102-6. Markets Served  | Company Profile   | 2    |
| 102-7. Scale of Organization   | EA at a Glance (graphic)  | 1    |
| 102-8. Information on Employees                                      |   |      |
| 102-9. Supply Chain  | Supply Chain and Procurement  | 22   |
| 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   | 4    |
| 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                                   | Advancing the Environmental Industry  | 29   |
| <b>STRATEGY</b>  |   |      |
| 102-14. Statement from Senior Decision-Maker                         | Letter from Leadership  | i    |
| <b>ETHICS AND INTEGRITY</b>  |   |      |
| 102-16. Values, Principals, Standards, and Norms of Behavior         | PBC Framework and CSR Program   | 8    |
| <b>GOVERNANCE</b>  |   |      |
| 102-18. Governance Structure   | Governance Structure and Committees   | 4    |
| <b>STAKEHOLDER ENGAGEMENT</b>  |   |      |
| 102-40. List of Stakeholder Groups                                   | • Who We Are and What We Do   | 1    |
|  | • Materiality Assessment  | 9    |
|  | • Understanding Sustainability Across EA's Value Chain  | 12   |
| 102-41. Collective Bargaining Agreements                             | Workforce Demographics  | 20   |
| 102-42. Identifying/Selecting Stakeholders                           | • Materiality Assessment  | 9    |
|  | • Supply Chain and Procurement  | 22   |
| 102-43. Stakeholder Engagement                                       | • Letter from Leadership  | i    |
|  | • Materiality Assessment  | 9    |
| 102-44. Key Topics and Concerns Raised                               | Materiality Assessment  | 9    |



| DISCLOSURE   | EA REPORT LOCATION  | PAGE      |
|--|---|-----------|
| <b>REPORTING PRACTICE</b>  |   |           |
| 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           | <ul style="list-style-type: none"> <li>PBC Statement and Global Reporting Framework</li> <li>Value Reporting Foundation - SASB</li> </ul> | iii<br>iv |
| 102-45. List of Material Topics                                    | Materiality Assessment  | 9         |
| 102-45. Restatement of Information                                 | Significant Changes and Restatement of Information  | iv        |
| 102-45. Changes in Reporting                                       |   |           |
| 102-45. Reporting Period   | CY 2021   |           |
| 102-45. Date of Most Recent Report                                 | November 2021 (Covering CY 2020)  |           |
| 102-45. Reporting Cycle  | Annual  |           |
| 102-45. Contact Point for Questions Regarding the Report           | Brian Lesinski, Senior Vice President<br>Director, CSR<br><a href="mailto:blesinski@eaest.com">blesinski@eaest.com</a>                    |           |
| 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  |
|---|---|---|
| <b>ECONOMIC PERFORMANCE</b>   |   |   |
| 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"> <li>Who We Are and What We Do</li> <li>EA Performance Toward PBC Objectives and Targets</li> </ul>                   | <ul style="list-style-type: none"> <li>1</li> <li>Throughout</li> </ul> |
| <b>ANTI-CORRUPTION</b>  |   |   |
| 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 2021.  |   |
| 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 2021.   |   |

## ENVIRONMENTAL STANDARDS

| DISCLOSURE  | EA REPORT LOCATION  | PAGE                             |
|---|---|----------------------------------|
| <b>MATERIALS</b>  |   |                                  |
| 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               | Environmental Impact of Operations and Activities   | 12                               |
| 301-1. Material Used by Weight/Volume                       | 2021 Carbon Footprint Report  | <a href="#">Available Online</a> |
| 301-2. Recycled Input Materials Used                        |   |                                  |
| <b>ENERGY</b>   |   |                                  |
| 103-1. Explanation of the Material Topic and Its Boundaries | EA considers energy, water, emissions, and waste to be material given their potential impacts to both EA's and our clients' carbon footprints. Materiality for topics extends from office operations to individual 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           | 2021 Carbon Footprint Report  | <a href="#">Available Online</a> |
| 302-4. Reduction of Energy Consumption                      |   |                                  |
| <b>WATER AND EFFLUENTS</b>                                  |   |                                  |
| 103-1. Explanation of the Material Topic and Its Boundaries | EA considers energy, water, emissions, and waste to be material given their potential impacts to both EA's and our clients' carbon footprints. Materiality for topics extends from office operations to individual 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 Sustainable Business Practices and industry best practices for reducing environmental impacts associated with project alternatives through life-cycle analysis tools.                         |                                  |
| 303-5. Water Consumption                                    | 2021 Carbon Footprint Report  | <a href="#">Available Online</a> |
| <b>EMISSIONS</b>  |   |                                  |
| 103-1. Explanation of the Material Topic and Its Boundaries | EA considers energy, water, emissions, and waste to be material given their potential impacts to both EA's and our clients' carbon footprints. Materiality for topics extends from office operations to individual 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                                  | 2021 Carbon Footprint Report   | <a href="#">Available Online</a> |
| 305-2. Scope 2 GHG Emissions                                  |  |                                  |
| 305-3. Scope 3 GHG Emissions                                  |  |                                  |
| 305-4. GHG Emissions Intensity                                |  |                                  |
| 305-5. Reduction of GHG Emissions                             |  |                                  |
| <b>WASTE</b>  |  |                                  |
| 103-1. Explanation of the Material Topic and Its Boundaries   | EA considers energy, water, emissions, and waste to be material given their potential impacts to both EA's and our clients' carbon footprints. Materiality for topics extends from office operations to individual 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        |  |                                  |
| 306-3. Waste Generated  | Waste  | 14                               |
| 306-4. Waste Diverted from Disposal                           | 2021 Carbon Footprint Report   | <a href="#">Available Online</a> |
| <b>ENVIRONMENTAL COMPLIANCE</b>                               |  |                                  |
| 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 EA's and our clients' economic performance.   |                                  |
| 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 | Environmental Compliance   | 19                               |
| <b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>                      |  |                                  |
| 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.  |                                  |

| DISCLOSURE   | EA REPORT LOCATION           | PAGE |
|--|------------------------------|------|
| 103-2. Management Approach and Its Components                        | Supply Chain and Procurement | 22   |
| 308-1. New Suppliers That Were Screened Using Environmental Criteria |                              |      |

## SOCIETAL STANDARDS

| DISCLOSURE  | EA REPORT LOCATION   | PAGE |
|---|--|------|
| <b>ECONOMIC PERFORMANCE</b>   |  |      |
| 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 for new personnel. |      |
| 103-2. Management Approach and Its Components                                 | EA's desire is to be the preferred employer for socially conscious professionals focusing on employee engagement, professional development, and incentive programs.  |      |
| 401-1. Employee Hires/Employee Turnover                                       | Workforce Demographics and Turnover  | 20   |
| <b>OCCUPATIONAL HEALTH AND SAFETY</b>   |  |      |
| 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)                         | Occupational Health and Safety   | 5    |
| 403-8. Workers Covered by an Occupational Health and Safety Management System |  |      |
| 403-9. Work Related Injuries  | EA's Safety Statistics for 3-Year Period   | 5    |
| <b>TRAINING AND EDUCATION</b>   |  |      |
| 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  |      |
| 404-1. Average Hours of Training per Year per Employee                        | Training per Employee and Percentage of Hours of Paid Training per Employee  | 19   |
| 404-3. Percentage of Employees Receiving Regular Performance Reviews          | Workforce Demographics and Turnover  | 20   |
| <b>DIVERSITY AND EQUAL OPPORTUNITY</b>  |  |      |
| 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.  |      |



| DISCLOSURE   | EA REPORT LOCATION  | PAGE    |
|--|---|---------|
| 103-2. Management Approach and Its Components  | Establishment of a DEI Committee responsible for developing DEI governance including management roles and responsibility; implementation of mandatory training as well as optional “open hours” that explore various topics such as microaggressions and gender identity; and commitment to the CEO Action Pledge.                      |         |
| 405-1. Diversity of Governance Bodies and Employees  | <ul style="list-style-type: none"> <li>Governance Structure and Committees</li> <li>Workforce Demographics and Turnover</li> </ul>  | 4<br>20 |
| <b>LOCAL COMMUNITIES</b>   |   |         |
| 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 program offering 8 benefit hours to all full-time employees annually as well as CDVT for larger, EA-sponsored events supporting targeted environmental and community organizations supported by various offices nationwide.   |         |
| 413-1. Operations with Local Community Engagement, Impact Assessments, and Development Programs  | Pillar II: Community Support  | 31      |
| <b>CUSTOMER PRIVACY</b>  |   |         |
| 103-1. Explanation of the Material Topic and Its Boundaries                                      | 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 and more advanced criminal attempts to infiltrate systems across government agencies as well as consultants and contractors providing services to them. |         |
| 103-2. Management Approach and Its Components  | Applied new firewall and Security Incident and Event Management 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 2021.  |         |

## APPENDIX B | SASB DISCLOSURES INDEX

### DATA SECURITY

| ACCOUNTING METRIC   | EA REPORT LOCATION   | PAGE |
|---|--|------|
| Description of approach to identifying and addressing data security risks   | Customer Data Privacy and Cybersecurity  | 16   |
| Description of policies and practices relating to collection, usage, and retention of customer information  |  |      |
| Number of data breaches, percentage involving customers' confidential business information or personally identifiable information, number of customers affected | EA had no substantiated complaints concerning breaches of customer privacy or loss of customer data in 2021. |      |

### WORKFORCE DIVERSITY & ENGAGEMENT

| ACCOUNTING METRIC  | EA REPORT LOCATION  | PAGE    |
|--|---|---------|
| Percentage of gender and racial/ethnic group representation for executive management and all other employees | <ul style="list-style-type: none"> <li>Governance Structure and Committees</li> <li>Workforce Demographics and Turnover</li> </ul>  | 4<br>20 |
| Voluntary and involuntary turnover rate for employees  | EA's total turnover rate for CY 2021 was 10.3% with voluntary turnover at just below 7.7%   |         |
| Employee engagement as a percentage  | EA full-time employees are asked to participate in an annual Gallup Engagement Survey. Of 450 responses received in 2021, 42% of EA's workforce identified as being engaged, 53% as not engaged, and 5% as actively disengaged. |         |

### PROFESSIONAL INTEGRITY

| ACCOUNTING METRIC   | EA REPORT LOCATION  | PAGE |
|---|---|------|
| Description of approach to ensuring professional integrity  | Professional Integrity  | 18   |
| Total amount of monetary losses as a result of legal proceedings associated with professional integrity | EA experienced no monetary losses in 2021 related to legal proceedings associated with professional integrity violations. |      |

### ACTIVITY METRICS

| ACTIVITY METRIC   | EA REPORT LOCATION  | PAGE |
|---|---|------|
| Number of employees by full-time and part-time, temporary, and contract | As of 31 December 2021, based on EA's Small Business Administration headcount reporting EA, EA's workforce was comprised of 563 full-time, 38 part-time, and 28 temporary personnel. In general, throughout the CY, EA's temporary personnel mainly consist of Unexploded Ordnance Technicians hired for specific munitions-related projects on an as-needed basis. |      |
| Employee hours worked; percentage billable                              | EA's workforce completed 1,231,888 hours in 2021. Average billability of professional and technical staff (excluding personnel in Overhead and General & Administrative departments) was approximately 65.3%.   |      |