



2019 Public Benefit Corporation Statement and Corporate Social Responsibility Report

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balance
challenge



Issued December 2020

IMPROVING THE QUALITY OF THE ENVIRONMENT IN WHICH WE LIVE, ONE PROJECT AT A TIME®

ON THE COVER

About the Photo: EA's Hallie Peterson (Anchorage, Alaska) collects Global Positioning System data while conducting fieldwork on Wake Island. Cover photograph has been used with the permission of the U.S. Army Corps of Engineers–Alaska District and U.S. Air Force.

SUSTAINABLE BUSINESS PRACTICES

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

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



LETTER FROM LEADERSHIP



“...it’s not a commitment if it’s in writing, it’s a commitment when there is action.”

Kerry Adler, CEO of SkyPower Global

This inspiring comment was noted by an EA colleague attending the 2020 United Nations Global Compact Forum in a keynote address emphasizing organizational alignment with voluntary commitments such as the United Nations Sustainable Development Goals (UN SDGs). At EA, *our continued focus is on taking action*—for all stakeholders, including our clients, employee-owners, and the communities in which we work. Since our transformational restructuring to an employee-owned, Public Benefit Corporation in December 2014, we continue to lead through action. Nothing demonstrated our focus on action more than EA’s global recognition for excellence by third-party sustainability rating provider Ecovadis who named EA “Best Performer – North America” in the Small and Medium Enterprises category as part of Ecovadis’ annual Sustainability Leadership Awards.



Ian MacFarlane
President &
Chief Executive Officer

EA takes our responsibility to operate sustainably seriously; we recognize our greatest opportunity to contribute is through the work we do and how we do it. The solutions we deliver—be it infrastructure, programs, or technologies—are designed, built, and optimized to improve the quality of life in the communities in which we live. EA’s professionals design and implement sustainable solutions that enhance resilience, spur economic growth, and drive us toward a more sustainable future. To this end in 2019, we bolstered several professional disciplines to further enhance the breadth of our capabilities in areas such as coastal resilience; contaminants and chemicals of emerging concern; sediment management; and cloud-hosted, subscription-based environmental, health, and safety compliance software solutions.



Michael Battle
Executive Vice President &
Chief Operating Officer

Operationally in 2019, we continued to assess and implement prudent actions to reduce our environmental footprint. We launched a Zero Waste Working Group to complete baseline audits of our headquarters office space in support of UN SDG 12 (Responsible Consumption and Production) to reduce solid waste generation through prevention, reduction, recycling, composting, and reuse. Additionally, recognizing the limitations of the actions we can take to minimize greenhouse gas emissions associated with the energy consumption in leased office space company-wide, we further committed to offset 100% of our Scope 2 indirect greenhouse gas emissions through the purchase of Green e-Program-certified Renewable Energy Certificates. We also launched a Diversity, Equity, and Inclusion Committee to further explore ways to improve our diversity commitments.



Brian Lesinski
Senior Vice President &
Director, Corporate
Social Responsibility

For our employees and communities, we exceeded our philanthropic and community engagement goals delivering over 2,400 hours of mission-aligned Paid Volunteer Time as well as supporting the establishment of [Cycling for Water](#), a non-profit formed to raise awareness and generate funding needed to address the global water and sanitation crisis. The Cycling for Water team’s focus was the 3,000-mile Race Across America event, which included three EA employee riders and philanthropic partner Water For People’s Chief Executive Officer supported by a team of almost entirely EA volunteers. Cycling for Water raised approximately \$90,000 for Water For People through their fundraising for the event.

Through the self-reflective process we undertake as part of our annual Corporate Social Responsibility reporting, we learn, become increasingly more self-informed, and identify areas where we must explore new opportunities, be open to change, innovate to solve problems, and hold ourselves accountable to the commitments we make. After all—actions speak louder than words.



2019 HIGHLIGHTS AND RECOGNITION

CORPORATE ACHIEVEMENTS



EA's Fair Market Valuation per Share Increased 19.2%.

Implemented recommendations of Leased Energy Working Group and began offsetting 100% of Scope 2 emissions through the purchase of Renewable Energy Certificates.



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



For 5th consecutive year, EA employees recorded more than 1,000,000 hours worked. Earned 2019 National Safety Council Occupational Excellence Achievement Award.



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

CORPORATE AWARDS AND RANKINGS



Recognized as *Best Performer Northern America* in Small and Medium Enterprises category in Ecovadis' Sustainability Leadership Award.



Former Zephyr Refinery Fire Suppression Ditch project team honored with *Environmental Excellence Award for Environmental Dredging* by the Western Dredging Association (WEDA). Project completed in partnership with USEPA Great Lakes National Program Office and Michigan Department of Environmental Quality.

Honored for outstanding support of SAME's Mid-Maryland Post and named the Post's Small Business Sustaining Member of the Year for 2019.



Remedial Action at the North Ridge Estates Superfund Site project team honored with USEPA Region 10 *Howard Orlean Excellence in Site Reuse Award*.

CORPORATE SOCIAL RESPONSIBILITY

Support employees' founding of Cycling for Water non-profit to directly support Water For People fundraising through participation in ultra-cycling events.



Established new working groups for: Grants/Pro Bono Projects; Diversity, Equity, and Inclusion; Zero Waste; and use of Envision™



Raised approximately \$136K for Water For People through Workplace Giving, individual office fundraisers, and Cycling for Water's Race Across America fundraising.



PBC journey and employees volunteering efforts highlighted in ACEC's March/April 2019 *Engineering Inc.* with article "Emphasis on the Public Good."

PUBLIC BENEFIT CORPORATION STATEMENT

In accordance with Delaware Code Title 8, Subchapter XV¹ and as a Delaware-registered public benefit corporation (PBC), EA is required to report on the promotion of our public benefits at least biennially to our stockholders. This annual Corporate Social Responsibility (CSR) Report meets these requirements by reporting EA's objectives and standards adopted by EA to support the achievement of our public benefits. EA posts this report to our website so that it is accessible to our stakeholders, not just our stockholders. Progress toward each objective is discussed with accompanying details relative to actions undertaken during the 2019 calendar year.

EA has elected to utilize a third-party voluntary sustainability reporting standard, the Global Reporting Initiative (GRI) Standards², to report on the promotion of our public benefits. This is EA's fifth integrated PBC Statement/CSR Report.

GLOBAL REPORTING FRAMEWORK

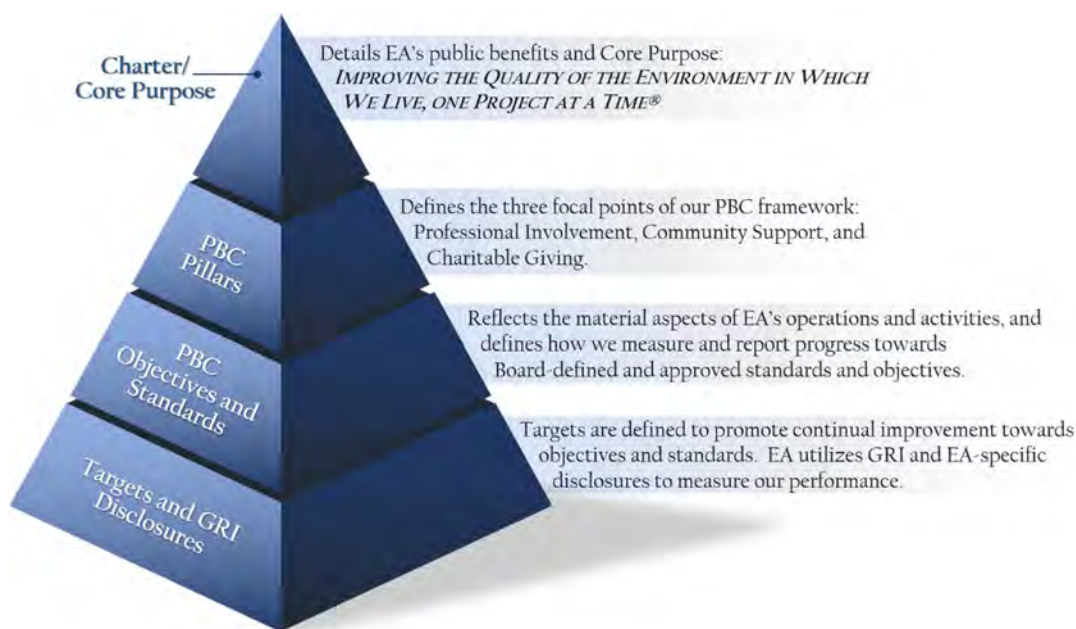
GRI is an internationally recognized sustainability reporting methodology. *This CSR Report has been prepared in accordance with the GRI Standards: Core option.*

This report contains GRI disclosures, as well as EA-specific performance measures, based on material topics and associated disclosures that fall into Standard-Specific Disclosure categories:

- ◆ **GRI 200: Economic Standards**—Disclosures related to EA's economic impact.
- ◆ **GRI 300: Environmental Standards**—Disclosures associated with EA's company-wide operations, both internal and external (i.e., direct client/project work).
- ◆ **GRI 400: Social Standards**—Disclosures related to EA's societal impacts.
- ◆ Distinctive EA topics not specifically covered by the GRI Standards.

EA's PBC hierarchy (to the right) defines the interrelationships of each framework level and the resultant outputs used for reporting.

A full list of EA's General Disclosures and Standard-Specific Disclosures with a crosswalk to associated report sections is provided as *APPENDIX A: GRI STANDARDS INDEX*.



¹ Delaware Code Title 8 Corporations, Chapter 1. General Corporation Law; Subchapter XV. Public Benefit Corporations. §§361 to 368.

² GRI Sustainability Reporting Standards: <https://www.globalreporting.org/standards> (published 2016).

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WHO WE ARE AND WHAT WE DO

AN INTRODUCTION TO EA

Headquartered in Hunt Valley, Maryland, EA Engineering, Science, and Technology, Inc., PBC (EA) provides consulting, engineering, and technology solutions to a wide range of public and private sector clients. EA had an average headcount of 538 full-time equivalents [FTE] working through a network of 25 commercial offices across the United States, as well as Alaska, Hawaii, and Guam during the 2019 calendar year (CY) reporting period. In business since 1973, EA has earned a reputation for outstanding technical expertise, responsive service, and judicious use of client resources.

As a 100% employee-owned company, 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’s gross revenue for CY 2019 was more than \$150 million (M); the company had approximately \$51M in labor expenses (i.e., salary and wages). EA’s consolidated financial statements do not include any entities (e.g., subsidiaries or affiliates, etc.) other than EA.

EA is a Delaware-registered Public Benefit Corporation (PBC), a class of for-profit corporations producing tangible public benefits while operating in a socially responsible and sustainable manner. Additional details on EA’s PBC structure can be found in the *PBC FRAMEWORK AND CORPORATE SOCIAL RESPONSIBILITY (CSR) PROGRAM* section (page 9) of this report.

- 538 FTE Employees
- 25 Commercial Offices
- NELAC-Certified Ecotoxicology Laboratory
National Environmental Laboratory Accreditation Conference Institute
- \$150M Gross Revenue
- Approximately 1,740 Projects Executed*
- Over 560 Clients Supported*

* Projects and clients with activity (i.e., costs, effort, or revenue) in 2019

EA at a Glance

Established 1973
100% ESOP, Public Benefit Corporation



- 137 2019 ENR Top 500
TOP 500 DESIGN FIRM
- 77 2019 ENR Top 200
TOP 200 ENVIRONMENTAL FIRM
- 19 2019 ENR Top 30
TOP 30 ALL-ENVIRONMENTAL FIRM

IMPROVING THE QUALITY OF THE ENVIRONMENT IN WHICH WE LIVE, ONE PROJECT AT A TIME[®]

EA's 100% employee-owned PBC governance structure was conceived and implemented in 2014 to enhance EA's long-term sustainability, positioning EA as a "first-mover" among national environmental companies. By putting the company at the forefront of an emerging and dynamic market shift toward a socially responsible and sustainable business model, the PBC model further advances EA's distinctive culture and mission, while enhancing the value created for its employees, clients, communities, and the environment. EA's PBC status is in alignment with the company's mission, our employees' interest in supporting their communities, and EA's commitment to CSR.

COMPANY PROFILE

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



With origins in the water resources industry, EA maintains multiple laboratories each performing unique services. The laboratories at EA provide comprehensive environmental and ecological testing. EA operates three laboratory facilities throughout the United States, with locations in Maryland, Arkansas, and Illinois. EA's Laboratory group has been in continuous operation since 1981.

- ◆ *Ecotoxicology Laboratory in Hunt Valley, Maryland*—A National Environmental Laboratory Accreditation Conference-accredited in-house ecotoxicology and biology.
- ◆ *EnviTreat*—A Fayetteville, Arkansas-based treatability laboratory specializing in technical analyses to determine biological and physical/chemical treatability of industrial water and solid wastes.

- ◆ **Biological Laboratory in Deerfield, Illinois**—EA’s biology laboratory conducts intensive fish (both adult and larvae), benthic macroinvertebrate, mussel, habitat, algae, and/or macrophyte surveys, as well as provides taxonomic analysis of samples.



During the reporting year, EA made key investments specifically aimed to support the growing sustainability needs of our clients:

- ◆ **sEAmless**—Building on EA’s history of developing leading customized technology solutions for clients and promoting digital transformation, EA EHS and Technology Solutions professionals began development of a software as a service (SaaS) offering designed to improve EHS and Sustainability (EHS&S) approaches and provide efficiency within clients’ EHS&S programs. Known as sEAmless, the SaaS is a configurable EHS portal that will provide clients with an organized software solution that boosts transparency and awareness for their EHS&S programs to identify areas that need improvement and reduce risk. To be launched in 2020, sEAmless, will be offered as a subscription-based cloud solution.
- ◆ **Coastal Resilience Initiative**—One of a series of growth initiatives developed in 2019 for 2020 implementation, EA is making significant investment in talent acquisition, training, and support systems associated with coastal resilience and climate change solutions for clients. This strategy designation will enhance the company’s ability to deliver Coastal Resilience service by positioning our coastal resilience professionals on a platform that will highlight their solutions to the unique challenges faced by clients looking for ways to assess the risks their investments and infrastructure face from prolonged drought, sea level rise, and catastrophic flooding.
- ◆ **Sediment Initiative**—In 2020, EA will similarly expand our sediment management practice as a growth initiative to promote healthy waterway ecosystems and provide opportunities for revitalization of waterfront areas for commercial, residential, and recreational/natural uses. EA will expand its services to provide comprehensive turn-key sediment management and remediation solutions to focus on development and implementation of sustainable and cost-effective remedies for our clients. This initiative will enhance, strengthen, and broaden EA’s sediment practice through: (1) development of strategic partnerships to pursue work in key geographic regions, (2) professional development of practice employees, (3) focused marketing of target clients, (4) participation and sponsorship of relevant technical conferences and organizations, and (5) hiring of professionals with strong relevant skillsets and client relationships.

While EA is predominantly a United States-based services provider, we work wherever client needs require. In 2019, we supported projects across the United States and its territories as well as performed work internationally.

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 PBC Committee and Board. The Director of CSR provides technical direction and oversight for EA’s reporting on CSR initiatives and programs, in alignment with EA’s PBC Charter.



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

EA’S 2019 BOARD OF DIRECTORS AND CORPORATE OFFICERS DIVERSITY DEMOGRAPHICS			
AGE	0%	17%	83%
	UNDER 30	AGED 30 – 50	OVER 50
GENDER	87% MALE		13% FEMALE
DIVERSITY	0% MINORITY MALE		0% MINORITY FEMALE

In 2019, EA’s Board of Directors and Corporate Officers consisted of 30 individuals; diversity demographics are shown above. Recognizing the desire for EA’s leadership to better reflect our employee-owned demographics, EA launched a Diversity, Equity, and Inclusion (DEI) Committee in 2019, which is described in the *2019 Materiality Review* (page 10) and *Workforce Demographics* (page 25) sections of this report.

RISK MANAGEMENT

As a company focused on improving the quality of the environment, we actively utilize tenets of the Precautionary Principle³ 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;

³ United Nations (UN) Declaration, The Rio Declaration on Environment and Development of 1992, Principal 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.”

and support the company's ability to live up to our Core Purpose—*IMPROVING THE QUALITY OF THE ENVIRONMENT IN WHICH WE LIVE, ONE PROJECT AT A TIME*[®]—and achieve our public benefits.

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

SIGNIFICANT CHANGES AND RESTATEMENT OF INFORMATION

Restatements—There is no Restatement of Information from EA's 2018 Carbon Footprint Report published in October 2019 or 2018 CSR Report published in December 2019.

Changes—Under the U.S. Environmental Protection Agency's (EPA) Mandatory Greenhouse Gas (GHG) Reporting Rule, most GHG emissions sources are only required to report emissions to EPA if they exceed 25,000 metric tons of carbon dioxide (MTCO₂e) per year. Since 2011, EA has calculated and reported our GHG emissions (carbon footprint) using an internal team to gather data and build the emissions estimate from the bottom up. Total gross (not factoring in offsets) emissions have been in the range of 4,000–5,000 MTCO₂e annually—as such, EA is considered a minor GHG source.

In 2019, EA re-evaluated the methods by which we complete our annual carbon footprint analysis and opted to utilize EPA's Center for Corporate Climate Leadership Simplified GHG Emissions Calculator (SGEC), a spreadsheet-based tool designed for use by minor GHG sources. To ensure SGEC calculations were consistent with EA's previous analysis methods, EA benchmarked our use of the tool by comparing its output against 2018 emissions data. After confirming there was no statistically significant difference in final calculated GHG emissions, EA's PBC Committee approved the use of the SGEC for EA's carbon footprint analysis.

HEALTH AND SAFETY (H&S)

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



EA's Experience Modification Rate (EMR) has remained below the industry benchmark of 1.0 for the past 14 years. Further, EA maintains an annual Occupational Safety and Health Administration (OSHA) Recordable Incident Rate (RIR) well below the industry average of 1.9⁴ 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).

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 30 regional/office H&S Coordinators. These joint management-worker safety calls involve approximately 55 EA employees, representing approximately 10% of EA's CY 2019 workforce with approximately half of those involved participating on any given call.

⁴ Based on 2019 data available on OSHA RIR from the BLS.

In CY 2019, EA experienced no lost time incidents during the execution of more than 1,000,000 hours worked and our *EMR improved to the lowest in company history, 0.66*. Safety statistics for 2019 are shown below.

EA'S SAFETY STATISTICS FOR 5-YEAR PERIOD

YEAR	HOURS WORKED	EMR	OSHA RIR	NUMBER OF LOST TIME INCIDENTS	INCIDENT RATE
2019	1,123,596	0.66	0.71	0	0.00
2018	1,062,015	0.67	0.38	0	0.00
2017	1,072,638	0.78	1.31	0	0.00
2016	1,055,170	0.74	0.95	1	0.19
2015	1,008,144	0.78	0.79	1	0.20

GOVERNANCE AND SAFETY CULTURE

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 and accident reports; review of design documents and work plans for H&S impacts; and development and implementation of H&S plans for specific programs, contracts, and projects. Near misses are valued as opportunities for improvement and all meetings, both internal and external, start with a weekly safety/quality/core values reflection. At the end of each CY, EA's Corporate H&S Director reviews safety indicators to identify trends to improve our SMS through lessons learned and corrective actions, as needed. The information is also used to identify areas where additional safety training or refreshers may need to be implemented.

STANDARD AND SPECIALIZED SAFETY TRAINING

In 2019, EA personnel completed more than 3,385 hours of H&S training to maintain safety credentials, meet project and client-specific safety requirements, and ensure understanding of state-of-the-industry safety considerations. Training activities included:



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

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



EA's professionals often face austere and unusual field conditions working in remote locations in Hawaii, Alaska, Guam, and Wake Island requiring unique safety considerations—including Bear Awareness Training. Pictured above, EA professionals in Alaska safely observe a polar bear from a distance while conducting per- and polyfluorinated alkyl substances (PFAS) Preliminary Assessments for the US Air Force on Barter Island, along Alaska's Arctic Coast.

THIRD-PARTY SAFETY AND COMPLIANCE REVIEWS

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

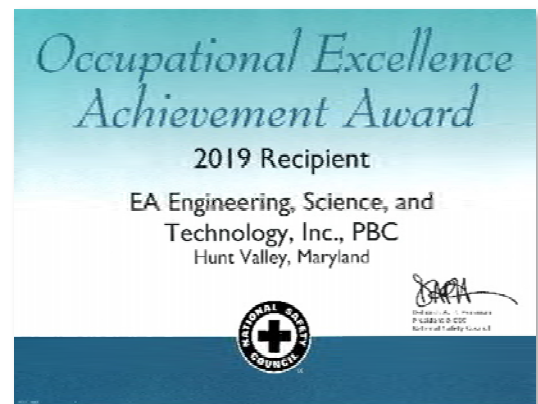


In 2019, EA also joined the VERO data management system at the request of a long-standing power industry client.



SAFETY PERFORMANCE RECOGNITION

In 2019, the National Safety Council (www.nsc.org) again recognized EA with an Occupational Excellence Achievement Award for low lost time injury rate (based on 2018 CY safety data). Based on self-reported data, member companies are eligible for the award if their lost workday case incident is less than or equal to 50% of the BLS' rating for their primary NAICS code for the previous CY and there were zero fatalities.



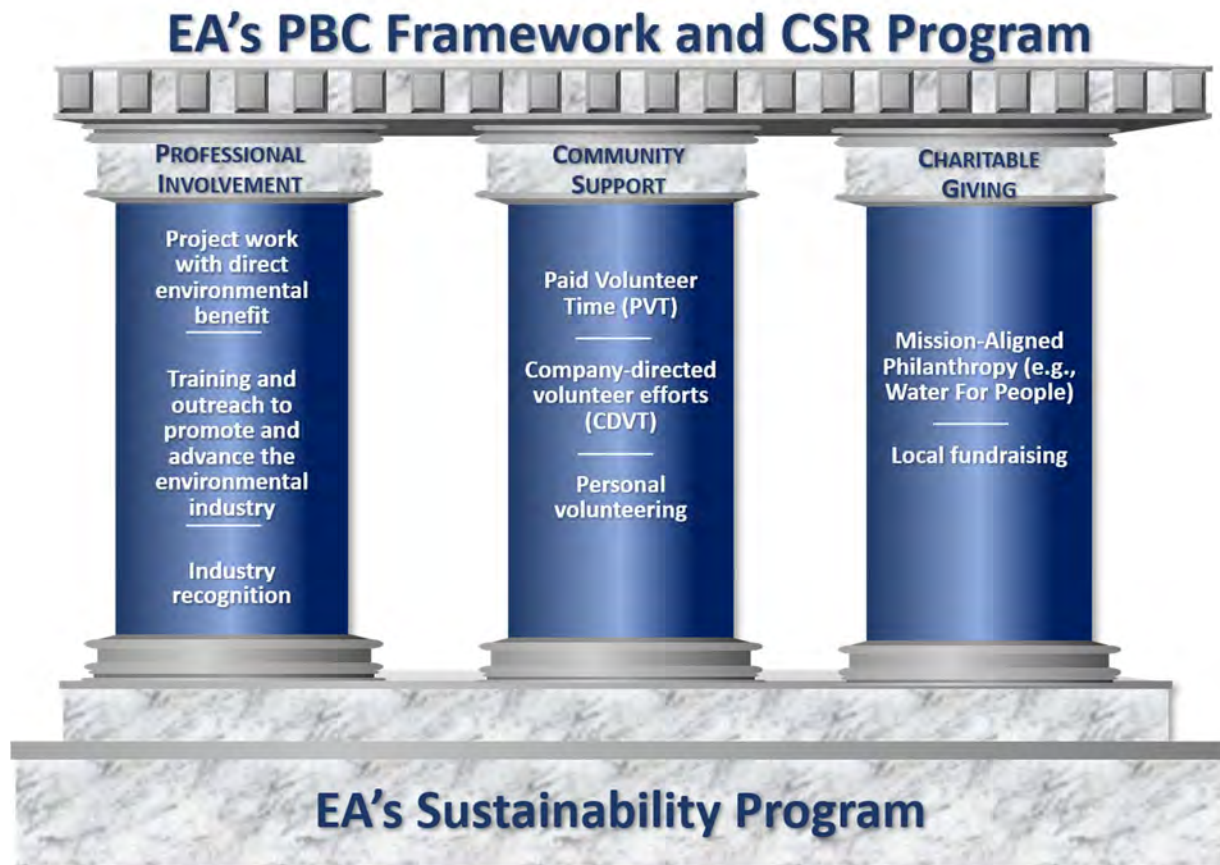
PBC FRAMEWORK AND CSR PROGRAM

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

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

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.

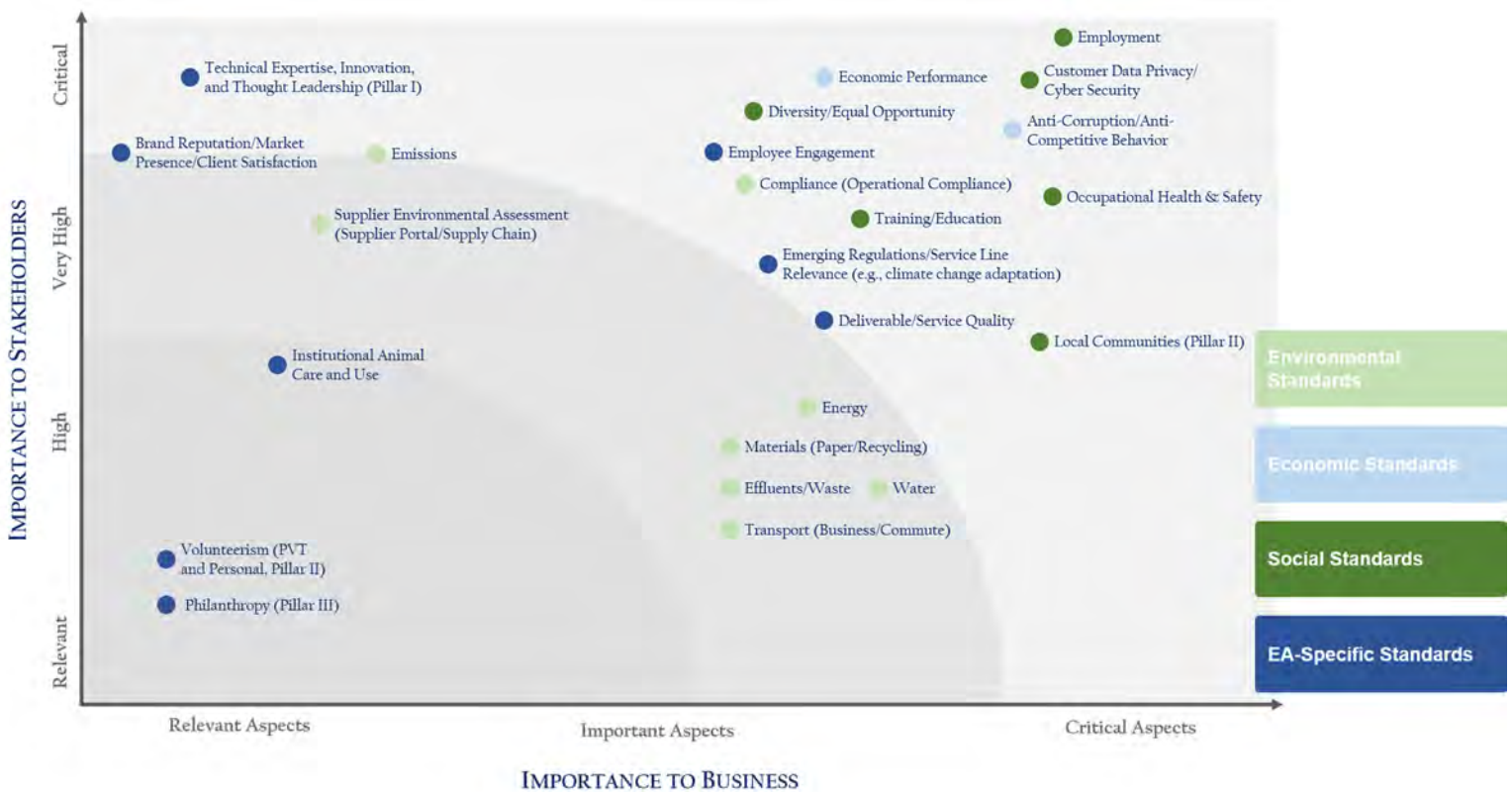


PBC REPORTING AND OVERVIEW OF ASSESSMENT STANDARD

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

2019 MATERIALITY REVIEW

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



In 2019, EA’s materials aspects remained mostly unchanged; however, we observed the escalation of three identified aspects, and the emergence of one new aspect, into EA’s materiality range, which are addressed in this report. Each is briefly described below:

- ◆ **Customer Data Privacy/Cyber Security**—EA closely monitors data security considerations. While not a new material aspect, 2019 saw the U.S. Federal government and over 40 states and territories introduce or consider close to 300 bills or resolutions related to cybersecurity. Thirty-one states formally enacted cybersecurity-related legislation 2019. Many of EA’s clients enacted policies and required disclosures to meet the European Union’s General Data Protection Regulation requirements. These emerging requirements necessitated significant investment

through analysis, review, and implementation from EA's Executive, Information Technology/Business Systems, Finance, and Legal departments.

- ◆ ***Diversity and Equal Employment***—While not a new material aspect, as an employee-owned Public Benefit Corporation, EA has prided itself on offering our employees a leading professional environment with equitable compensation and diverse workforce. Following self-initiated external evaluation of our programs, we recognized that we could—and should—do better. In 2019, we formally established a Diversity, Equity, and Inclusion (DEI) Committee to further explore opportunity areas. This formal recognition and commitment to enhance and improve DEI escalated this material aspect for greater attention and visibility.
- ◆ ***Materials (Paper and Recycling)***—As a Public Benefit Corporation focused on improving the environment, EA has 20-year history of developing and implementing processes and programs to support pollution prevention, to include zero waste. Zero waste means designing and managing products and processes to systematically avoid and eliminate the volume and toxicity of waste and materials, and conserve and recover all resources, aligning with circular economy principles. To explore ways EA could further reduce our solid waste footprint, a formal Zero Waste Working Group was established to complete a gap assessment of EA's headquarters operations to the TRUE Zero Waste standard developed by the U.S. Green Building Council. Further discussion on this aspect is provided in a case study focused on Sustainable Development Goals (page 14).
- ◆ ***Institutional Animal Care and Use***—EA operates specialized biological and ecotoxicological laboratories providing leading industry research and permit-required testing. These laboratories breed, harvest, and manage an array of non-vertebrate test species. In 2019, EA successfully began efforts to secure funded research through the Department of Defense's (DoD's) Strategic Environmental Research and Development Program (SERDP). Per SERDP, EA established an Institutional Animal Care and Use Program (IACUP) to manage the ethical and humane care and use of live vertebrate/invertebrate animals for ecotoxicological testing at EA.



EA will further develop governance supporting this program for oversight, assessment, and evaluation of the institution's animal care and use program for vertebrate DoD research in 2020.

EA is planning for a formal reassessment of our material aspects in 2020; results which will be covered in future reports.

THIRD-PARTY EVALUATION OF CSR PROGRAM – ECOVADIS



In March 2019, EA was recognized for our excellence in sustainability when Ecovadis named EA *Best Performer Northern America* in the Ecovadis Sustainability Leadership Awards' category dedicated to Small and Medium Enterprises. Pictured left, EA's Chief Operating Officer and Executive Vice President, Mike Battle, accepts the award at the Sustain 2019 conference in Paris, France.



EA has been an active participant in the Ecovadis third-party CSR assessment platform since 2014. We use Ecovadis as a benchmark for continual improvement of our CSR performance and as a means to satisfy buyer supply chain requirements. EA completed our last full reassessment of our CSR Program in July 2018. EA was assessed across 39 criteria organized into four categories that address environmental, labor, fair business/ethics, and supplier practices, EA earned a “Gold” rating; an increase from our 2014 and 2016 scores of “Silver.” A Gold score equates to an “advanced” CSR Program meaning EA has “a structured and proactive CSR approach, engagement/policies and tangible actions on major issues with detailed implementation information, and significant CSR reporting on actions and performance indicators” according to Ecovadis.

EA's rating increase was discussed in our 2018 CSR Report and driven in part by a commitment to transition from biannual to annual CSR and Carbon Footprint reporting in 2017 in accordance with GRI Standards: Core option, an emphasis on supply chain benchmarking and interactions, and a lack of external records/reports (e.g., notices of violation, regulatory fines, etc.) tracked by third-party stakeholder compliance databases. *EA's 2018 score placed the company in the Top 1% of the more than 30,000 companies (in 2018) assessed globally by Ecovadis across all categories.*

While our 2018 assessment rating expired in August 2019 (valid for 1 year), EA is planning for its next reassessment in 2021 and is committed to continually take actions designed to keep EA at the forefront of CSR initiatives in our industry.

SUSTAINABLE DEVELOPMENT GOALS

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

Our materiality dialogue has enabled us to integrate our commitments to the SDGs into our PBC reporting, CSR targets, and GRI Standards disclosures. While EA’s existing commitments align with 13 of the 17 SDGs developed under Agenda 2030, we have chosen to prioritize our focus on the 6 SDGs, below, which we are best suited to impact through our supply chain interactions and day-to-day operations as part of our *PBC FRAMEWORK AND CSR PROGRAM* (page 9).



In 2019, EA’s CSR personnel developed SDG-specific actionable and aspirational goals that will directly tie EA’s PBC objectives to the company’s SDG commitments. These goals will be evaluated by our PBC Committee following our 2020 Materiality Reassessment and will be presented to EA’s Board of Directors in early 2021.

While EA has not yet implemented targeted goals in support of our commitment to specific SDGs, we continue to implement improvements in various operations and programs that directly support our commitments. During this reporting year, EA made improvements to directly impact SDGs 12 and 13 in accordance with specific SDG Targets as detailed in the highlights on the following pages.

Ensure sustainable consumption and production patterns



TARGET 12.5

By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.

INDICATOR 12.5.1

National recycling rate, tons of materials recycled.

EA initiated a Zero Waste Working Group tasked with evaluating EA's solid waste diversion efforts at our Hunt Valley, Maryland headquarters office space. Utilizing waste audit best practices, TRUE Zero Certification guidelines, and the TRUE Zero Certification's "Scorecard," the group completed a Waste Management Audit in Fall 2019. The audit was completed to identify areas for improvement while evaluating the potential to obtain TRUE Zero Certification for EA's leased office space. TRUE Zero Certification requires a facility to maintain 90% solid waste diversion through a combination of practices as a minimum qualification. In addition to the Waste Audit—which focused on amount and accuracy of EA's daily trash and recycling—the working group evaluated auxiliary diversion programs (e.g., eWaste, battery recycling, composting, paper shredding, and reusable kitchen items).

As a result of the audit, the Working Group identified several preliminary opportunities for increased diversion: improved composting through the addition of extra composting bins closer to workstations to prevent compostable waste being thrown away in individual workstation/office trash cans, opportunity to identify recycling programs for non-standard plastics (e.g., overwrap, plastic bags, etc.) and expanded polystyrene (EPS) packaging used as transportation padding for computer shipments, and potential to send shred material from non-secured paper shredders to EA's compost vendor in lieu of the material being landfilled since shredded paper is not accepted for recycling in Baltimore County.

In 2020, the Zero Waste Working Group will finalize Waste Audit findings, calculate the Hunt Valley office's waste diversion percentage, prepare a draft TRUE Zero Certification Scorecard, and present recommendations to EA's Public Benefit Committee for consideration.



The Waste Audit showed a significant amount of compostable materials and food waste was being disposed of in individual workstation bins rather than compost bins in the office's café areas.



EA's eWaste for 2019 collected and inventoried for transport to a local eWaste recycler.

Take urgent action to combat climate change and its impacts



TARGET 13.1

Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

INDICATOR 13.1.2

Proportion of local governments that adopt and implement local disaster risk reduction strategies in line with national disaster risk reduction strategies.

In response to the growing challenges associated with climate change, EA developed a Coastal Resilience Strategy focused on integrating the science, engineering, technology, and planning disciplines/talents across EA to focus on our clients' climate and resilience challenges. EA's climate change services range from emissions/greenhouse gas footprint and climate action plans, vulnerability assessments and modeling, hazard mitigation planning and engineering design, and permitting supporting structural and bio-engineered techniques to climate adaptation and resilience planning, and resilient infrastructure design-build. EA works with federal, private, state, and local and non-government organization clients creatively utilizing available grants and other funding sources to effectively achieve client objectives. EA's climate adaptation services help our clients understand potential vulnerabilities and support their initiatives that increase resilience through solutions that protect people and places, anticipate eventualities, and incorporate the ability to recover.



In 2019, EA drafted a Climate Resiliency Assessment for the Thomas Point Shoal Lighthouse located in Maryland's Chesapeake Bay. Photo by Sal DeCarli (Warwick, Rhode Island).

CLIMATE CHANGE ADAPTATION CHALLENGES



Addressing and adapting to climate change and its effects is a global priority with challenges for both the public and private sectors. Many of our nation's population centers and their supporting infrastructure are at increased risk from prolonged drought, sea level rise, and catastrophic flooding. EA's climate adaptation services help our clients understand potential vulnerabilities and support their initiatives that increase resilience through solutions that protect people and places, anticipate eventualities, and incorporate the ability to recover.

Sam Whitin, CERP (Warwick, Rhode Island)
Vice President and Coastal Resilience Director

Additional SDGs associated with EA's materiality assessment and reporting are mapped to applicable GRI Standards and disclosures in the crosswalk provided below. EA addresses SDGs and GRI disclosures throughout this CSR Report and separately through our [2019 Carbon Footprint Report](#).

SDG	ASSOCIATED EA MATERIALITY ASPECT(S)	RELATED GRI STANDARDS	
3	Good Health and Well-Being	• Occupational Health and Safety	• 403; Occupational Health and Safety
4	Quality Education	• Training/ Education • Employee Engagement	• 404; Training and Education • EA Specific Materiality Topic
5	Gender Equality	• Employment • Diversity/ Equal Opportunity	• 401; Employment • 405; Diversity and Equal Opportunity
6	Clean Water and Sanitation	• Emerging Regulations and Service Line Relevance • Water • Effluents/Waste • Community Support (Pillar II) and Charitable Giving (Pillar III)	• EA Specific Materiality Topic • 303; Water • 306; Effluents and Waste • 413; Local Communities
7	Affordable and Clean Energy	• Energy	• 302; Energy
8	Decent Work and Economic Growth	• Economic Performance • Supplier Environmental Assessment • Employment • Diversity/ Equal Opportunity • Brand Reputation/ Market Presence and Deliverable/ Service Quality	• 201; Economic Standards • 308; Supplier Environmental Assessment • 401; Employment • 405; Diversity and Equal Opportunity • EA Specific Materiality Topics
9	Industry, Innovation, and Infrastructure	• Brand Reputation/ Market Presence • Technical Expertise, Innovation, and Thought Leadership as Part of Professional Involvement (Pillar I) • Emerging Regulations and Service Line Relevance	• EA Specific Materiality Topics
10	Reduced Inequalities	• Employment • Diversity/ Equal Opportunity • Community Support (Pillar II) and Charitable Giving (Pillar III)	• 401; Employment • 405; Diversity and Equal Opportunity • 413; Local Communities
11	Sustainable Cities and Communities	• Emissions and Transport (Business/ Commute) • Compliance (Operational Compliance) • Community Support (Pillar II) and Charitable Giving (Pillar III)	• 305; Emissions • 307; Environmental Compliance • 413; Local Communities
12	Responsible Consumption and Production	• Materials (Paper/ Recycling) • Energy • Water • Emissions and Transport (Business/ Commute) • Effluents/Waste • Compliance (Operational Compliance)	• 301; Materials • 302; Energy • 303; Water • 305; Emissions • 306; Effluents and Waste • 307; Environmental Compliance
13	Climate Action	• Emerging Regulations and Service Line Relevance • Emissions	• EA Specific Materiality Topic • 305; Emissions
14	Life Below Water	Addressed throughout EA's day-to-day operations as Professional Involvement (Pillar I) and Community Support (Pillar II)	Addressed by multiple topics and disclosures throughout GRI Standards.
15	Life On Land	Addressed throughout EA's day-to-day operations as Professional Involvement (Pillar I) and Community Support (Pillar II)	Addressed by multiple topics and disclosures throughout GRI Standards.

SPECIFIC PUBLIC BENEFITS OF EA'S CSR PROGRAM

PBC REPORTING REQUIREMENTS

PBC entities operate in a transparent manner, and are required to report to stakeholders about their specific public benefits. EA's specific public benefits are realized through our PBC Pillars (*PBC FRAMEWORK AND CSR PROGRAM*, page 9). We track and report PBC performance through a combination of EA-specific and GRI disclosures. EA annually develops and reviews PBC objectives and targets designed to track the specific public benefits articulated by our Company Charter. Annual reporting allows us to better monitor and document our Material Aspects; processes; and, where necessary, identify areas for improvement and move quickly toward performance improvement.

EXPLANATION OF ICONS

-  Objective Met
-  Opportunity for Improvement
-  New in 2019
-  Planned for 2020

Progress toward each target is discussed below with details relative to actions undertaken in 2019. Note that EA has not established specific numeric (e.g., percentage or volume) targets for all identified objectives; rather, targets are developed and/or modified in part through materiality analysis; stakeholder engagement; and, as needed, during reporting years.

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

As an employee-owned PBC, EA is poised to champion the growth of benefit corporations and improve employee-owned business awareness. We accomplish this through academic partnerships with independent academic researchers such as Nancy Kurland, PhD, of Franklin & Marshall College and James Lemoine, PhD, at University at Buffalo, State University of New York; by taking advantage of features in publications; and by actively presenting on the benefits of employee-ownership during industry conferences and events. Further, EA senior leadership is actively involved with organizations such as The ESOP Association, and Academy of Management, where involvement can be leveraged to effectively communicate and advocate for the employee-owned and PBC communities.

EA was featured in the March/April 2019 issue of *Engineering Inc.*, the bi-monthly publication of the American Council of Engineering Companies, an organization “representing more than 600,000 engineers, architects, land surveyors and other specialists.”⁵

The 4-page article, “Emphasis on the Public Good,” highlighted



⁵ <https://www.acec.org/about/>.

EA's PBC journey with features on employees' volunteer efforts as part of our Paid Volunteer Time (PVT) program as well as our commitment to Water For People.

In addition to *Engineering, Inc.*, EA was highlighted in the January 2019 edition of American Water Works Association's (AWWA) *Journal* as part of an article highlighting Water For People's employee engagement model. Also, Fast Company featured EA in an online article written by Marjorie Kelly (Executive Vice President at The Democracy Collaborative and cofounder of Fifty by Fifty). The January 2019 article, *To Make Companies Moral, Make the Employees the Owners*, explored EA's history from founding to public offering to buy back and eventual transition to a 100% ESOP PBC.



In 2020, EA's Brian Lesinski (Senior Vice President and Director, CSR) and Peter Ney (Executive Vice President and Treasurer) will co-present to the National Association for EHS&S Management (NAEM) on ESOP and benefit corporation topics.

ASSESS THE ENVIRONMENTAL IMPACT OF OUR OPERATIONS AND ACTIVITIES

CONTINUOUS OBJECTIVE

2019 Carbon Footprint Reporting—Under the EPA's Mandatory GHG Reporting Rule (40 Code of Federal Regulations Part 98), most GHG sources are only required to report their emissions to EPA if they exceed 25,000 MTCO_{2e}. Since 2015, EA's total gross annual emissions have been in the range of 4,000–5,000 MTCO_{2e}, qualifying EA as a minor GHG source. Nevertheless, since 2008, EA has been assessing the environmental impacts associated with our day-to-day operations and activities through transparent, publicly available sustainability reporting.

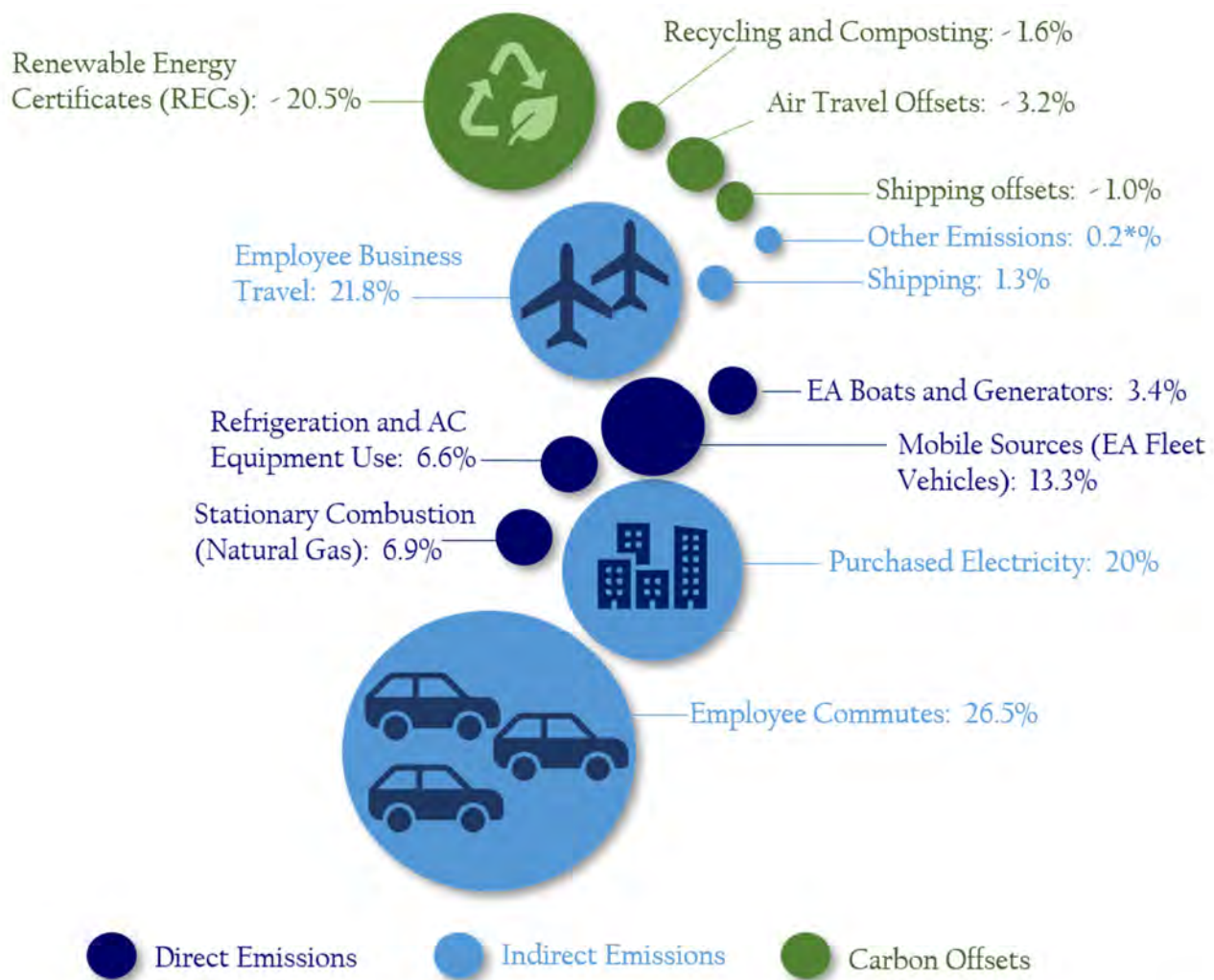
Our Carbon Footprint Report assesses and discloses our GHG emissions, mitigation efforts, and offset strategies. EA's Carbon Footprint Reports are prepared in accordance with GHG Protocol Initiative Corporate Standards⁶, developed and published by the World Resources Institute (WRI) and the World Business Council for Sustainable Development. This method is the most widely used international accounting tool for governments and businesses to identify, quantify, and manage GHG emissions. Beginning in 2019, EA began utilizing EPA's Center for Corporate Climate Leadership SGEC⁷—a spreadsheet-based, menu-driven tool for calculating GHG emissions—to complete our annual analysis.

EA's CY 2019 operations generated an estimated total of 4,691 MTCO_{2e}. *Approximately 26% was offset, resulting in net emissions from operations of 3,460 MTCO_{2e}.*

Emissions associated with EA employee commutes continued to be the largest single source of GHG, contributing 1,242 MTCO_{2e} (26.2%). Purchased electricity generated an estimated 940 MTCO_{2e} (20%) while emissions associated with EA's business travel contributed 1,022 MTCO_{2e} (21.8%). EA's top three sources for emissions—Employee Commutes, Purchased Electricity, and Air Travel—have consistently been the top emissions sources since CY 2016.

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

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



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

Overall Footprint Trend—In general, EA has taken an active, 3-tiered approach to emissions management:

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

Normalized by total labor hours worked, EA's 2019 carbon footprint was 6.4 metric tons per FTE—a nominal increase from 6.1 metric tons per FTE based on 2018 net emissions. There are three minor changes to EA's Carbon Footprint reporting that account for this increase, and which continue to play a role in EA's overall footprint beginning with the CY 2019 Report.

- ◆ CY 2019 is the first reporting year to incorporate inclusion of emissions from loss of refrigerants (hydrofluorocarbons [HFCs]) from building cooling systems, which added approximately

300 MTCO₂e to the total inventory. This change is a result of EA's transition to the EPA SGEC tool, which includes emissions associated with HFCs in its calculations.

- ◆ In late 2018, EA ended the company's contractual participation in the United Parcel Service Carbon Neutral Program in lieu of more favorable strategy options available through purchased offsets.
- ◆ Recognizing a desire to offset our highest footprint contribution sources, we committed to offset 100% of Scope 2 emissions following recommendations of EA's Leased Energy Working Group. These emissions, associated with leased energy consumed in EA's office spaces, have consistently been one of EA's top GHG contributors since we began reporting. For comparison, EA's prior Renewable Energy Certificate (REC) purchases offset approximately 64% of EA's Scope 2 emissions. CY 2019 represents the first year that EA's Scope 2 emissions were fully offset—the offset was achieved through the purchase of RECs.



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



Targeted waste diversion improvements for EA's headquarters building in Hunt Valley are the focus on our Zero Waste Working Group. In 2019, the group completed a detailed evaluation of the office's baseline conformance with TRUE Zero Certification requirements to determine a path toward certification. The primary undertaking of the group was completion of a series of three waste audits (pictured right) to evaluate primary waste streams and identify areas for improvement.

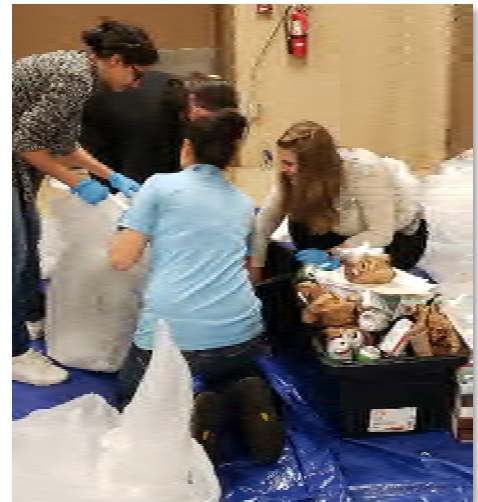


As part of the 2019 waste audit and preliminary efforts to complete a Zero Waste scorecard to evaluate areas for improvement, EA's Hunt Valley office identified two areas for potential improvement—additional plastics (e.g., plastic bags and overwrap film) and expanded polystyrene (EPS) packaging that comes with our Information Technology purchases. As a result, the office added an internal recycling collection point for plastic bags and overwrap film, and identified a local packaging solutions manufacturer with an EPS recycling facility vendor. On a monthly basis, a volunteer drops collected plastics off at a local grocery store that works with an external vendor to recycle the materials.



In 2020, EA will begin periodically transporting EPS from Information Technology shipments to the identified recycling facility.

Preliminary results of the waste audits, completed after business hours by EA volunteers (pictured right), showed that recycling collected in the office is generally clean, but there is a significant opportunity to improve composting of EcoProducts™. The audits identified a large portion of compostable kitchen products being disposed of in workstation waste baskets rather than kitchen composting bins.



In 2020, the Zero Waste Working Group will present final recommendations to EA's PBC Committee to lay out suggestions for waste diversion improvements and internal policy implementation that will be key to obtaining future TRUE Zero Certification, if desired.

It is worth noting that while the Zero Waste Working Group is specifically focused on EA's headquarters space in Hunt Valley, Maryland, their findings and any process improvements implemented as a result could support improved waste diversion company-wide. Additionally, other offices are identifying local programs and recycling opportunities to improve their overall environmental footprint as well. For instance, in October 2019, EA's Lewisville, Texas office started a new initiative in support of Keep Lewisville Beautiful (KLB) to collect plastic waste (bags and overwrap) that will be turned in as part of the "Bags to Benches" program. Bags are collected and turned into KLB who weighs and stores the materials for transport to TREX®—a fabricator that uses recycled plastics to manufacture composite decking and similar engineered materials. An example of circularity in waste diversion, for every 500 pounds collected, a park bench made out of recycled plastic will be donated to a local school or recreational park by TREX®. These office initiatives, which are generally employee-driven, have always been the foundation of EA's sustainability program.

MOVING TOWARD ZERO WASTE



EA has provided engineering design and permitting support to the solid waste industry for nearly 40 years. As our clients' needs have evolved, so has our practice to provide analysis and design for projects involving sustainable materials management and waste diversion approaches. For example, in 2019, EA's Regina Cagle Irr earned her Total Resource Use Efficiency (TRUE) Zero Waste certification to become one of the first TRUE Advisors in the state of Maryland. Regina is leading EA's Zero Waste Working Group in pursuing a certification for EA's headquarters operations by developing and documenting diversion of over 90% of materials from landfilling and incineration.

It is exciting to see organic waste turned into a resource—it preserves space in landfills, reduces greenhouse gas emissions, creates revenue for municipalities, and engages the community. Watching the industry shift toward more thoughtful resource management, I am inspired by clients taking steps toward integrating these approaches into their waste management practices. I look forward to helping EA and our clients integrate aspects of zero waste management into our daily operations.

Regina Cagle Irr, PE, TRUE Advisor (Hunt Valley, MD)

PROMOTE EMPLOYEE ENGAGEMENT

CONTINUOUS OBJECTIVE

2019 Engagement Surveys—EA employees completed their 5th Gallup Engagement Survey in 2019, and results showed a continued improvement in the company's Q12 Mean (i.e., average score). Based on a scale of 1 through 5, EA's score rose from a 3.87 in 2018 to 3.89, moving the company into the 50th percentile amongst Gallup's database of professional firms. EA uses feedback on a variety of topics such as recognition, quality, trust, etc. obtained from these surveys to make improvements to company policies and processes (e.g., design of EA's Purpose Realization Pyramid, Servant Leadership training, and Supervisor Training).

Active Employee Participation and Engagement—All full-time employees meet with their supervisors to complete mid-year check-ins and annual performance appraisals. Mid-year check-ins, first implemented in 2016 based on employee feedback, are designed to encourage open communication between employees and their supervisors related to job performance, expectations, and general observations related to work product and engagement.

In addition to maintaining engagement through communication, employees are encouraged to be active as part of internal committees, working groups, or technical teams that work to further EA's public benefits and engage employees in company- or industry-wide initiatives related to professional development, sustainability, and charitable giving. At any given time during the year, approximately 20–25% of EA employees participated in these groups, which include:

- ◆ EA Sustainers
- ◆ Water For People Champions
- ◆ Regional H&S Coordinators
- ◆ Environmentally Preferred Purchasing (EPP) Working Group
- ◆ Carbon Footprint Working Group
- ◆ Sustainability Tools Working Group
- ◆ Leased Energy Working Group
- ◆ Zero Waste Working Group

EA formalized the addition of four new working groups and committees in 2019:

- ◆ **Grants and Pro Bono Services**—The year saw a continued focus and growth on grant-derived programs and projects funded through non-governmental organizations (NGOs), which EA partners with, as well as pro bono service requests where EA donates or contributes professional services to community organizations. In October 2019, EA formally established a Working Group including personnel from Operations, Contracts, Legal, and Client Programs to explore identification of opportunities and establish internal controls to manage risks and conflicts of interest. Moving forward into 2020, this working group will assess current programs and develop new processes to support continued development of this growing portion of EA's revenue and opportunities for providing services to the communities in which we live and work.
- ◆ **Diversity, Equity, and Inclusion**—Established to explore ways to improve DEI company-wide. The Committee is tasked with developing an EA DEI plan, by examining and addressing DEI related concerns in EA's workplace, management, and policies. In 2020, the DEI Committee will oversee selection of an external trainer and roll-out of company-wide, mandatory DEI workshops for all employees.
- ◆ **Envision™**—The Envision work group focused on looking at potential opportunities to apply Envision™ principals to existing EA projects, while expanding the number of certified Envision™

Sustainability Professionals (ENV SPs) nationwide. The team presented the Envision™ concept to two current municipal clients, from which a potential Envision™ rating project was identified—a state-led upgrade to a wastewater treatment plant in western Maryland. Based upon existing design information, the work group prepared a preliminary Envision™ checklist to review with a client to assess the potential to move forward with officially pursuing an Envision™ rating/award for the project. Ultimately, the client chose not to move forward with pursuing an Envision™ rating due to capital resources limitations.

- ◆ ***Institutional Animal Care and Use Committee (IACUC)***—In 2019, the Ecotoxicology Laboratory was awarded a research contract with the Strategic Environmental Research and Development Program (SERDP). The contract involves ecotoxicity research related to PFAS, bioaccumulation of PFAS in fish, and ecotoxicity of novel fluorine-free foam formulations. To comply with DoD requirements related to oversight, assessment, and evaluation of animal care and use in DoD-related vertebrate research, EA implemented an IACUC. The IACUC will review all projects involving vertebrate animals to ensure that they are justified by their benefits and minimize any animal pain or suffering that might occur. The committee is comprised of EA scientists and other professional staff as well as two external participants—an attending veterinarian and a Johns Hopkins University professor. An *Animal Care Use Program: Standard Operating Procedure* is scheduled to be finalized in 2020.

Annual CSR Program Awards—EA’s annual CSR Program Awards recognizes employees’ commitments on both an individual and office-wide level for initiatives supporting EA’s PBC Framework pillars. Winners were selected by EA’s PBC Committee from nominations received during the open nomination period. The following CSR Program Awards were announced for 2019:

- ◆ ***Overall Contributions by a Large Group/Office***—EA’s Lincoln, Nebraska office was recognized for their commitments to fundraising and clean-up for local communities impacted by flooding caused by heavy rainfall and rapid snowmelt in the Spring. The office raised nearly \$800 for a Boyd County, Nebraska relief fund to provide immediate assistance for those residents who would be without running water for several months as they repaired it after the collapse of the Spencer Dam. The office also regularly supports local science, technology, engineering, and mathematics (STEM) outreach with the University of Nebraska, Lincoln Public School Science Fair, and as part of The Earth Wellness Festival.
- ◆ ***Overall Contributions by a Small Group/Office***—Aaron Bugher, Dave Deigert, Ryan Guth, LeeAnn Kelly, Lou Barinka, April Ballweg, Nick Dobberpuhl, Felicia Koors, and Donny Spicer (Lewisville, Texas) were recognized for being responsible for managing the office’s various sustainability initiatives including volunteering commitments with KLB, LED lighting conversion, Water For People fundraising, and improved recycling programs.
- ◆ ***Individual Contribution, Professional Involvement (Pillar I)***—Caryn Kiehl-Simpson (Rochester, New York) was recognized for her involvement with the Society of American Military Engineers (SAME) Buffalo Post as both a Board member and for her role in organizing the Post’s inaugural Day with an Engineer Event.



- ◆ **Individual Contribution, Community Support (Pillar II)**—Jamie Petersen (Lincoln, Nebraska) was recognized for her organization of a flood relief fundraiser and cleanup effort following catastrophic flooding across the Missouri River Basin that caused three-quarters of Nebraska's 93 counties to declare states of emergency.
- ◆ **Individual Contribution, Charitable Giving (Pillar III)**—Katelyn Jackson (Deerfield, Illinois) was recognized for her work in support of Water For People and multiple local initiatives such as Ronald McDonald House Charities; Catholic Charities Lake County Toy Drive; Good Samaritan Animal Relief Fund, Inc.; and multiple others.
- ◆ **CSR Program Award for Extraordinary Achievement**—The Cycling for Water team of Jeff Boltz (Hunt Valley, Maryland), Lou Barinka (Lewisville, Texas), Walt Migdal (Albuquerque, New Mexico), and Kevin Kowalk (Brighton, Michigan) was presented with the 2019 Extraordinary Achievement award in recognition of their 2019 Race Across America (RAAM).

SUSTAIN SAFETY CULTURE



The safety of our employees, joint venture partners, subcontractors, vendors, clients, and communities continues to be our highest priority. EA's safety culture is demonstrated by our SMS, consistently low EMR, low incident rate, and zero lost time incidents. In 2019, EA achieved its lowest EMR in 16 years—0.66—and was once again recognized by the National Safety Council with an Occupational Safety Excellence Achievement Award for low lost time injury rate. Refer to *HEALTH AND SAFETY* (page 6) for additional details

SET PERFORMANCE BENCHMARKS

This section presents information related to EA's progress toward individual PBC objectives and targets related to corporate-level performance benchmarks.



Environmental Compliance, and Anti-Corruption and Anti-Competitive Behavior—EA did not receive any fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations, and no incidents of corruption or anti-competitive behavior were reported in 2019.



Code of Business Ethics—EA's Legal Department oversees the company's annual Code of Business Ethics and Employee Conduct Policy certification. EA's formal goal for employee completion of this training, which includes Annual Anti-Kickback Certification and Annual Ethics & Policy Certification, is 100%. In 2019, 95% of EA employees completed the training on-line.

Professional Development and Training Investments—In addition to labor hours associated with training, EA supports our employees' professional development (PROFDEVEL) through tuition reimbursement for classroom, on-line, and other continuing education training programs. EA's expenditures toward PROFDEVEL are an investment in our employees' and the company's future as they support engagement, employee retention, and position EA as an industry leader.

TUITION REIMBURSEMENT

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

2019 – \$300,000
2018 – \$280,000
2017 – \$307,000



% 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 employee are illustrated below compared to the company's targets.

% TARGET	RESULTS	Percentage calculated as Total Labor Cost of PROFDEVEL / Total Labor Cost	HOURS TARGET	RESULTS
1.5%	2019 – 3.0% 2018 – 2.0% 2017 – 1.9%		32 hours	2019 – 49 hours 2018 – 42 hours 2017 – 34 hours

EA employees utilized 26,466 PROFDEVEL hours in 2019

Training per Employee Annually and Percentage of Hours of Paid Training per Employee—In 2019, nearly 86% of employees pursued PROFDEVEL opportunities. Personnel are encouraged to participate in training to ensure industry standard of care for professional services, expand their knowledge base, and develop/maintain subject matter expertise. In addition to offering in-house training to address H&S, business ethics, project management, and a variety of supervisory and management topics and technical areas, EA offers 100% reimbursement for external training programs required to achieve and maintain professional licensure and/or certification for full-time employees.

Workforce Demographics, Diversity, and Turnover—EA maintains commercial offices across the continental United States as well as in Alaska, Hawaii, and Guam, with much of the workforce located in EA's Mid-Atlantic and Northeast area offices. As a 100% employee-owned ESOP, none of EA's workforce, which is comprised of 94% full-time employees, is represented by a union or associated collective bargaining agreement.

EA continues to maintain a turnover rate lower than its target of 12% or lower for regular employees (both full- and part-time), and remains well below the company's 2014 turnover benchmark of 14%. EA's turnover continues to be lower than the most recently reported Architecture & Engineering industry average of 13.2%⁸ based on 2019 fiscal year data.



TURNOVER RATE

TARGET	RESULTS
≤ 12%	2019 – 8.9% 2018 – 9.2% 2017 – 8.5%

TURNOVER TRENDS	
32% Voluntary turnovers with EA <5 years	32% Voluntary turnovers younger than 40

⁸ Deltek® Clarity. 2020. Architecture & Engineering Industry Study, 41st Annual Comprehensive Report.

There were no changes in workforce demographics across minorities in 2019. The percentage of EA's total workforce represented by minorities remained steady at 12%, and overall female representation also remained steady at 41%.

DIVERSITY, EQUITY, AND INCLUSION (DEI)



The DEI Committee was established in 2019. The group developed EA's diversity statement, added DEI-focused questions to Gallup engagement surveys, and began evaluating formal DEI training programs to bring to EA management.

Our group has had fascinating discussions about what inclusion means to all of us to help shape the direction of what that will mean for EA, and specifically challenged the way that internal candidates are considered for promotions and opportunities. Plans for 2020 include kicking off a DEI training campaign, adding inclusion to company-wide messaging, and strategizing about ways to incorporate diversity and inclusion in our culture.

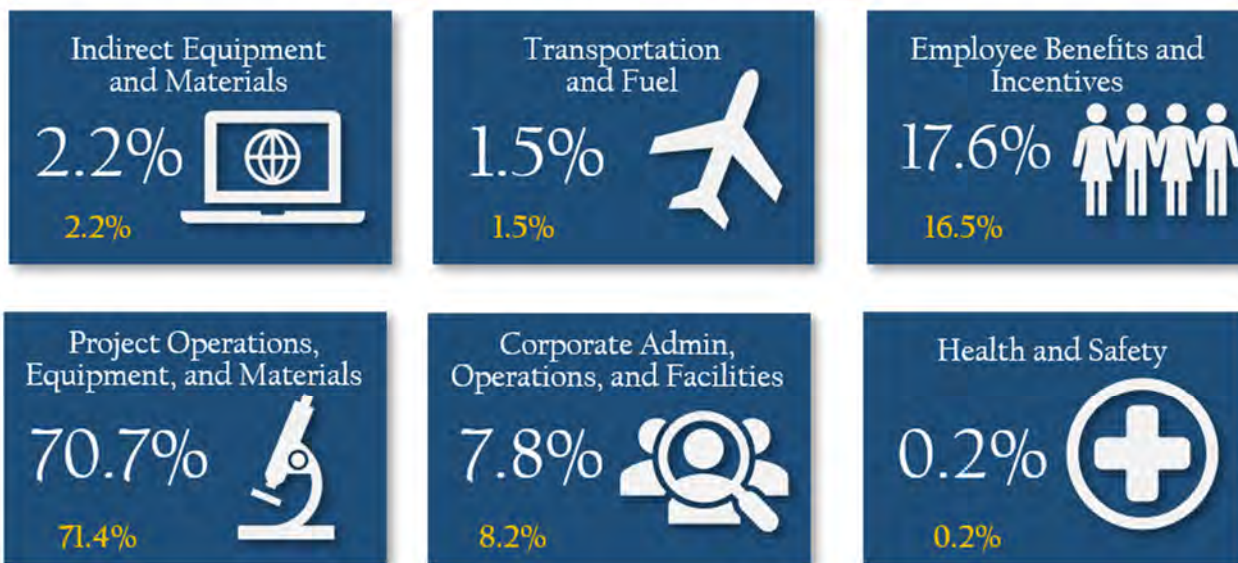
Sarah Babcock, PE, PMP (Denver, Colorado)
Vice President and Co Chair, DEI Committee

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 (SBPs). We routinely work with a wide variety of subcontractors and suppliers to augment or complement our services and products. We continue to expand our network of diverse business partners and look for new companies to help meet business and client needs.

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

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

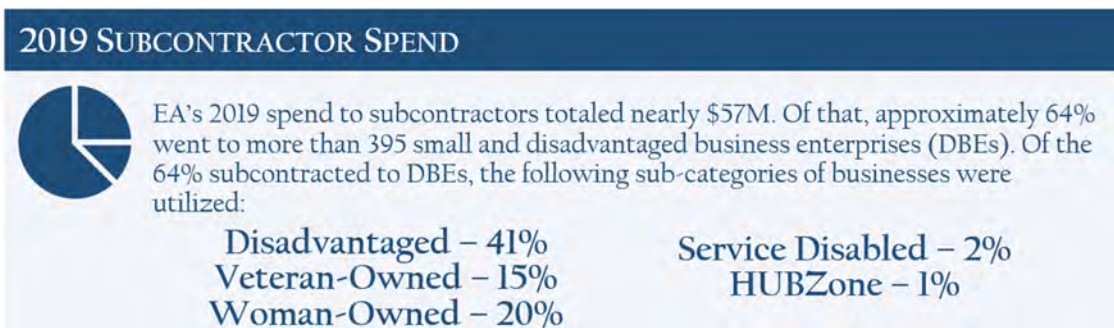
2019 SUPPLY CHAIN SPEND >\$94.5M



Percentages shown in orange are 2018 data for comparison.

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

EA is committed to providing all categories of small businesses with the maximum practicable opportunity to support our procurement requirements and our Supplier Diversity Program is designed to champion these efforts. EA continually seeks to expand our network of diverse business partners and to look for new companies to help us meet our business and client needs. To that end, EA maintains an on-line portal for companies to register through our Supplier Diversity Program. This registry is one of the many strategic sourcing tools that EA uses to identify suitable diverse businesses. Diverse businesses are encouraged to register with EA’s Supplier Diversity Program through the Program’s webpage, through the use of brochures, and through contact with EA representatives during outreach events.



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 NGOs to address complex procurement issues that no one company can address alone. We believe this collaborative approach more effectively drives impact in our supply chain.



In recognizing that more than 50% of EA's services are subcontracted, we are committed to further exploring areas for improvement within our supply chain. This area for improvement, echoes feedback provided during EA's most recently completed Ecovadis assessment.

Material Source and Usage—EA has formalized SBPs that govern operational functions including document production, packing, and shipping; selection and ordering of office products, marketing materials, and promotional items; and overall sustainable operations. EA's EPP Working Group, overseen by EA's Chief Financial Officer, assesses purchasing requirements and completes cost-benefit analyses in coordination with EA's operations when acquisition of new products and materials is required. Efforts are focused on aspects related to the purchasing life-cycle that can be controlled and/or influenced by the company—primarily electronics purchasing, shipping, and office products.

While EA did not undertake any direct company-wide initiatives focused on material source and usage in 2019, we developed an updated website that emphasizes EA's sustainable practices and metrics. One aspect of the website focuses on companies that partner with EA to provide goods and services. The website will help companies understand EA's commitment and goals to support the company's SBPs. We recognize the aspect of material source and usage as a future opportunity area.

PILLAR I: PROFESSIONAL INVOLVEMENT

The best indicators of our public benefits to the environment and the communities in which we live and work are the direct results of the projects we complete for our clients every day. Additionally, our professional contributions in knowledge advancement, as well as efforts to train and educate members of the environmental industry, are key aspects of our efforts under this pillar. These efforts are central to our business and will continue to expand as EA grows.

EA has completed more than \$2 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 following sections relate to Professional Involvement activities undertaken in 2019.

PROJECT WORK WITH DIRECT ENVIRONMENTAL BENEFIT

QUANTIFY THE PUBLIC BENEFITS OF OUR PROJECTS

CONTINUOUS OBJECTIVE

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. Additionally, in 2019, we launched several business strategies designed to focus efforts on areas of emerging risk or concern (e.g., Coastal Resilience, Sediment Management, and Digital Transformation) to clients.

Through our role in professional and trade organizations such as the Sustainable Remediation Forum (SURF), ASTM International, and the Institute for Sustainable Infrastructure (ISI), EA has been instrumental in encouraging development, adoption, and documentation of quantitative green and sustainable remediation metrics, in addition to qualitative evaluation.

Sustainability Tools Working Group—In 2016, EA established a Sustainability Tools Working Group to define and develop interdisciplinary training and awareness for various life-cycle analysis/sustainability tools. The group is tasked with benchmarking existing and emerging tools, developing internal training, and preparing case studies of EA projects where tools have been applied. The group is primarily focused on two green remediation tools for analyzing sustainability “savings” that are possible when selecting project design options/alternatives.

- ◆ *SiteWise™*—A spreadsheet-based program used to develop quantifiable metrics for green and sustainable remediation projects with a focus on site characterization, remedial investigation, and site remediation activities, SiteWise™ provides a remedial alternative comparison output that allows users to evaluate different alternatives with respect to the metrics identified above, in order to guide decision making toward a green and sustainable remedial outcome. *EA has implemented the use of SiteWise™ as the company’s preferred method to develop green remediation metrics.*

- ◆ **Envision™**—A sustainable infrastructure rating system developed through ISI and designed to provide a combination of Life-Cycle Analysis and environmental benefit assessments for sustainable infrastructure. Through 2018, eight EA employees have earned their ENV SP credential. Several employees are working with the Sustainability Tools Working Group to evaluate potential projects that may benefit from analysis using Envision™. Additionally, where applicable, EA’s project teams include ENV SPs to evaluate the potential to incorporate aspects of Envision™ into projects such as the Harford County Coastal Resiliency and Dzus Fastener Remediation Investigation highlighted in following project case studies.

QUANTIFYING THE PUBLIC BENEFITS OF THE WORK WE DO EVERY DAY

Quantitative analysis tools described above allow us 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 13).



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

Water and Natural Resources

Planning for Coastal Resiliency in the Northern Chesapeake Bay Harford County, Maryland

Client: Harford County, Maryland

Primary EA Office: Hunt Valley

Supporting EA Office: Warwick

Project Value: \$80,000

EA was responsible for preparation of a Susquehanna River Impact and Accretion Study to develop a regional strategy to address sea level rise and shoreline stabilization surrounding the Susquehanna Flats and Upper Chesapeake Bay area including Aberdeen Proving Ground and Cecil, Harford, and Kent counties in Maryland. EA used GIS to evaluate infrastructure and environmental impacts associated with sea level rise and storm events, provided coastal resilience strategies designed to prioritize the most vulnerable areas, and recommended regional coastal adaptation strategies to potentially decrease future sea level rise risks.



Sustainable Design and Public Benefits Summary

2.3 Sea Level Rise

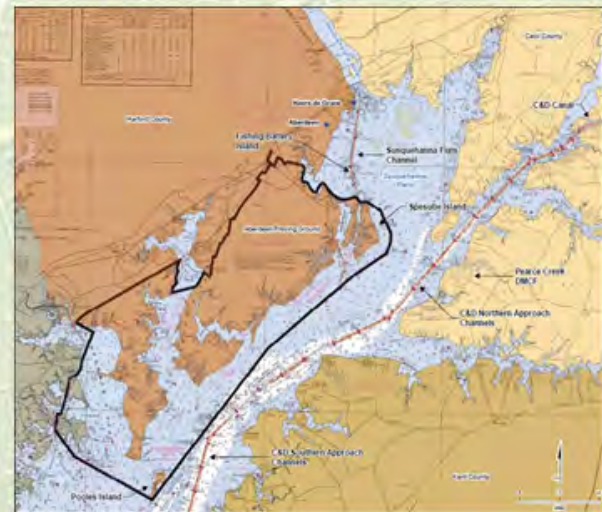
Feet of projected water level increase in study area (pictured right) resulting from climate change and other factors by 2050. By 2100, water levels are anticipated to rise by 6.9 feet.

As a result of EA's work on the plan, the *Climate Change Business Journal* recognized EA for Advancing Best Practices in Coastal Resiliency for laying the foundation for a regional strategy to address sea-level rise and shoreline stabilization in the Northern Chesapeake Bay area of Maryland.



Science to Solutions

Using scientific and policy-based research, EA developed a regional long-range plan to address sea level rise that identifies risks and provides guidance for incorporation of resilience measures into future infrastructure planning.



Coastal Adaptation

Identified nature-based (e.g., wetlands), structural (e.g., seawalls, revetments), and non-structural resiliency measures that could be used to reduce risks from flooding, storm surge, and wave action.

The study was prepared under contract with the Chesapeake Science and Security Corridor (part of the Harford County Office of Community & Economic Development), with financial support from the Office of Economic Adjustment, Department of Defense. The content reflects the collaboration and findings of EA and key Joint Land Use Study Committee partners involved in the development of this study and does not necessarily reflect the views of the Office of Economic Adjustment.

Site Characterization & Remediation

Remedial Investigation through Remedial Action at Former Dzus Fastener Company Site West Islip, New York

The Dzus site is an inactive hazardous waste site formerly used to produce metal fasteners and springs. Groundwater, surface water, soil, and sediment at the site were contaminated with cadmium and chromium from historical metal plating operations. Contamination extended offsite into downgradient residential areas—which included two public schools—and into Willetts Creek and Lake Capri. EA performed remedial investigation and feasibility study, remediation and restoration design; permitting; bid support; and construction oversight. In 2019, EA completed a Climate Resiliency analysis to assess possible impacts of climate change on the designed remedy. Recommendations from the analysis were incorporated during construction to mitigate potential impacts of increased storm surge and flooding intensity resulting from climate change.

Client: New York State Department of Environmental Conservation

Primary EA Office: Syracuse

Supporting EA Offices: Warwick and Hunt Valley

Project Value: \$5.8M since 2016



Sustainable Design and Public Benefits Summary

> 50,000

Sediment and Soil Removal

Cubic yards of impacted material removed from residential and school properties, Willetts Creek, and Lake Capri to address cadmium and chromium contamination.

Restoration grades within the creek corridor were set lower than pre-construction to enhance flood storage capacity. Coupled with a defined, armored stone channel, this provides additional flood storage capacity, protects against erosive forces from higher stream velocities, and manages peak stormwater flows to enhance the hydrologic impacts to the surrounding community.

> 4,000

Wetland and Floodplain

Estimated number of individual, native species plantings (i.e., plugs, trees, etc.) used to restore and re-establish 0.6 acres of wetlands and floodplain associated with Willetts Creek. Wetlands were engineered to depth to enhance efficacy and will require less management over time.



Top: Willetts Creek prior to re-establishment.
Bottom: Re-established creek and riparian area.

Facilities Compliance and Engineering

Designing Renewable Energy for the User: PV and Battery Energy Storage System Frederick County, Maryland

Client: Northeast Maryland Waste Disposal Authority

Primary EA Office: Hunt Valley

Project Value: \$125K

EA prepared technical design requirements and construction support for the Northeast Maryland Waste Disposal Authority on behalf of Frederick County, supporting the installation of a 1-megawatt photovoltaic (PV) solar array and battery storage facility at the Frederick County Ballenger-McKinney Wastewater Treatment Plant (WWTP). EA's team developed preliminary sizing and layout, view-shed/Federal Aviation Administration Glare and Shading analyses, technical requirements and financing options, monitoring and reporting requirements, and preliminary coordination with the local utility in a fast-turnaround schedule to successfully use Maryland Department of the Environment's (MDE's) Energy Water Infrastructure Program grant funding.



Sustainable Design and Public Benefits Summary

70

Renewable Energy

Percentage of the WWTP's annual power to be potentially offset through energy produced by the solar array.

840

Sustainable Power

Number of kilowatts (kW) held by the Battery Energy Storage System available to power critical WWTP equipment in the event of a power outage.

20

Smart Energy Goals

Percentage of electricity used by County to be derived from renewable sources by 2022 in accordance with Maryland Energy Administration Smart Energy Communities goals.



Above: Aerial view of the final solar array—Frederick County's first solar project. The project was funded through a \$2.4M grant from MDE's Energy Water Infrastructure Program.

Below: Tesla battery packs, providing backup storage, and solar panels. The plant is the County's highest energy user. The County spends an average of \$70K each year for the approximately 11.2M kWh consumed by the plant annually.



Pacific Business Unit

Per/Poly-Fluoroalkyl Substances (PFAS) Sampling and Water Treatment Systems Moose Creek, Alaska

Client: U.S. Army Corps of Engineers, Alaska District

Primary EA Office: Anchorage

Supporting EA Offices: Fairbanks, Honolulu, and Hunt Valley

Project Value: \$7.7M

EA executed this high-profile, time critical project to quickly address PFAS contamination in drinking water in Moose Creek—a residential community adjacent to Eielson Air Force Base (AFB). EA performed sampling and residential water treatment for areas downgradient of the AFB after perfluorooctanoic acid (PFOA) and perfluorooctanesulfonic acid (PFOS) were found above the U.S. Environmental Protection Agency’s preliminary health advisory levels in groundwater and surface water near the AFB’s boundary with the Moose Creek community.



Sustainable Design and Public Benefits Summary

To address elevated levels of PFAS in drinking water, EA installed point-of-entry granular activated carbon (GAC) drinking water treatment systems at 64 properties, and above- and belowground water storage tanks at 103 properties as an alternative water supply. Properties included single-family homes, apartment complexes, commercial-size apartment buildings, commercial facilities/bars, churches, and a fire station. For some apartment complexes, large scale treatment systems were installed for up to 70 units.

25

Treated Water

Millions of gallons of drinking water treated, to date, by the GAC systems.

1500

PFAS Sampling

Collected >1,500 samples for analysis of PFOA/PFOS.

167

Constructed Systems

Number of property owner approvals obtained to construct treatment systems and install water supply tanks on private properties.

189

Plastic Reduction

Millions of 16.9-ounce water bottles avoided through the onsite treatment of 25 million gallons of drinking water.



Construction crew installs a belowground water storage tank for potable water.

PROMOTING AND ADVANCING THE ENVIRONMENTAL INDUSTRY

EA, as a company, and our professionals have long recognized the need to do their part to advance the environmental profession in a manner that not only benefits the greater good of clients we serve, but also the industry of which we are a part. Pillar I (Professional Involvement) also emphasizes EA's technical contributions across our industry through our active participation, contributions, and leadership in the professional organizations shaping the regulatory environment and emerging issues with the potential to influence the future of our clients' operations, products, and services. The table below provides representative examples of industry participation (e.g., panel discussions, presentations, posters, etc.). Papers and presentations are shared internally through online webinars hosted by EA's registered education provider program—the EA Academy.

Representative Examples of EA Papers and Poster/Platform Presentations at Industry Conferences in Calendar Year 2019

Thin Layer Placement as a Tool to Address Impacts to Coastal Marsh Habitat due to Sea Level Rise; Sam Whitin. **Marsh Resilience Summit (Williamsburg, VA).**

Contaminated Sediments Assessment in an Urban Great Lakes Strait: Sediment Characterization of the U.S. Detroit River Shoreline under the Great Lakes Legacy Act; Kevin Kowalk, Ryan Darnton, Rose Ellison (EPA), Sam Nofke (Michigan Department of Environmental Quality). **10th International Conference on Remediation and Management of Contaminated Sediments (New Orleans, LA).**

How to Address the Biological Studies Required as Part of the 316B Rule; Greg Seegert with co-authors Ron King and Joe Vondruska. **Energy, Utility & Environment Conference/EUEC (San Diego, CA).**

ESOPs and Public Benefit Corporations; Peter Ney. **National Center for Employee Ownership Conference (Pittsburgh, PA).**

A Framework to Evaluate Potential Risks to Listed Species from Per- and Polyfluoroalkyl Substances; Jamie Suski with co-authors Eric Yan, Kat Cerny-Chipman, and C.J. Salice. **5th International Symposium on Bioremediation and Sustainable Environmental Technologies (Baltimore, MD).**

Use of Passive Soil Gas Samplers to Scope Remedial Investigation and Accelerated Vapor-Intrusion Evaluation; Teresa McMillan. **Association of Environmental and Engineering Geologists Annual Conference (Asheville, NC).**

Staying Ahead of Emerging Regulations; Matt Prasek with coauthor Violet Fisher (BSNF Railway Company). **Railroad Environmental Conference (Champaign, IL).**

Influence of Restored Urban Wetland on Nutrient Retention and Cycling: Preliminary Trends after Three Years of Enhanced Monitoring; Mike Ciarlo. **SETAC North America Conference (Toronto, Canada).**



Above left: Jennifer Peterson, Jason Samus, and Chris Kerlish attend NAEM's EHS Management Forum in Toronto, Canada. EA became a NAEM Affiliates Council member in 2019. Above right: Mike Ciarlo, Peggy Derrick, Melissa Beauchemin, and Sam Whitin attend the 2019 Western Dredging Association Dredging Summit & Expo in Chicago, Illinois.

TRAINING AND PROFESSIONAL DEVELOPMENT

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

As discussed in *SPECIFIC PUBLIC BENEFITS OF EA'S CSR PROGRAM* (Training per Employee Annually and Percentage of Hours of Paid Training per Employee, page 25), Professional Development time per employee (49 hours) exceeded EA's goal of 32 hours per annum in 2019 by 17 hours per employee.

OUTREACH

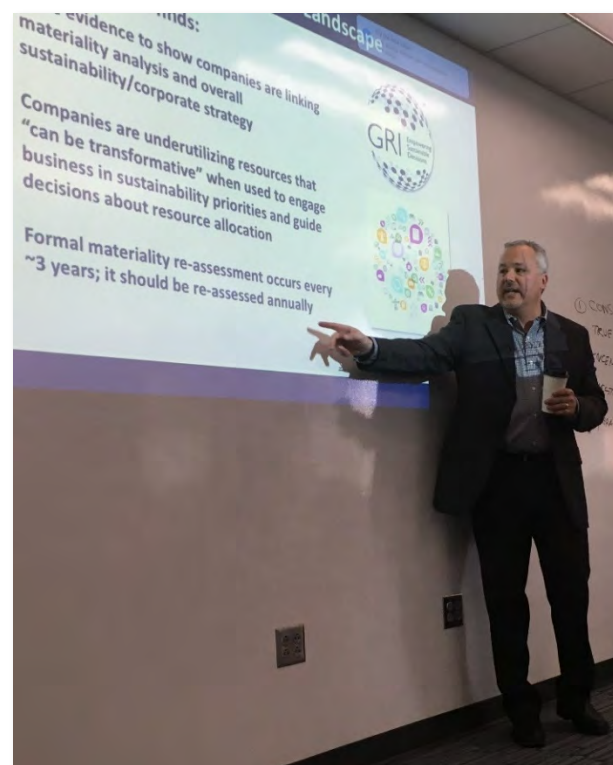
EA personnel are encouraged to maintain active memberships as well as participate in and attend events sponsored by professional organizations (e.g., Southern Gas Association, National Association of Environmental Professionals, American Academy of Environmental Engineers, and Society of Environmental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

EA INVOLVEMENT WITH NATIONAL AND INTERNATIONAL INDUSTRY ORGANIZATIONS



Additionally, EA staff organize and participate in annual activities that are focused on STEM-related outreach geared toward training programs for school-aged youth, soon-to-be college graduates, and adults. In 2019, EA offices and staff participated in the following activities:

- ◆ SAME Day with an Engineer (Hunt Valley and Abingdon, Maryland with SAME Baltimore and Syracuse, New York with SAME Buffalo)
- ◆ Civic Works Baltimore's Center for Sustainable Careers mock interviews (Hunt Valley and Abingdon, Maryland)
- ◆ SUNY Environmental Science and Forestry's 2019 ESF Environmental Challenge
- ◆ EA staff were invited to participate as guest lecturers at Franklin & Marshall College. *Pictured right, Brian Lesinski, Senior Vice President and Director, CSR discusses the importance of Integrated Reporting and GRI to businesses during a "Business and the Natural Environment" course.*
- ◆ EA's Warwick office annually participates in Massachusetts Bay Community College's STEM Mentor Program, which pairs engineering and science curriculum undergraduate students with mentors.
- ◆ Lincoln personnel regularly support STEM activities at local festivals (Groundwater Festival and Earth Wellness Festival) and support STEM mentoring opportunities with Lincoln Public Schools.



Beyond active membership in professional and technical associations, we encourage participation in committees and taking on key leadership/officer-level functions. Many of our personnel actively serve on boards or executive committees for regional, national, and international environmental and sustainability organizations.

EMPLOYEE CONTRIBUTIONS TO INDUSTRY IN 2019



Regina Cagle Irr earned TRUE Zero Waste Advisor Certification, becoming one of the first TRUE Advisors in the state of Maryland.



John Kumm earned his Certified Climate Change Professional credential from the Association of Climate Change Officers.



Peter Ney was elected as At-Large Member of The ESOP Association Board of Directors.



Sal DeCarli was appointed to the National Leadership Council of Trout Unlimited (TU) to represent the Connecticut State TU Council at nationwide events.

FELLOWSHIPS AND SCHOLARSHIPS

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

During the reporting year, EA awarded two Jensen Fellows for the 2019-2020 academic year. The two graduate students will complete 6-month internships at EA during 2019 with the goal of providing the students an opportunity to apply technical skills to real world projects and gain practical experience as a consultant.

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

- ◆ SETAC's Jeff Black Scholarship Award
- ◆ University of Guam Endowment Foundation
- ◆ Puget Sound Engineering & Science Scholarship Fund in coordination with Seattle SAME
- ◆ University of Maryland Center for Environmental Science Foundation
- ◆ Living Classrooms
- ◆ American Society of Civil Engineers Hawaii Section Scholarship
- ◆ University of Illinois Foundation

PILLAR II: COMMUNITY SUPPORT

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

PAID VOLUNTEER TIME (PVT)

50% PVT UTILIZATION BY CY 2020



EA's PVT program, which provides all regular, full-time employees 8 benefit hours of PVT annually to support a mission-aligned volunteer activity of their choosing, was established in 2016. The reporting period marked the 4th year of EA's PVT program, and the 2nd year in a row that more than 50% of EA's personnel have utilized some portion of their PVT during the year.

In 2019, EA employees utilized 2,422 PVT or Company-Directed Volunteer Time (CDVT)⁹ hours. Benefiting organizations ranged from elementary schools; municipal Parks and Recreation departments; local nature centers and conservatories; and other nationally recognized organizations such as the U.S. Lighthouse Association, Trout Unlimited, and the Audubon Society. Trends since the program's establishment are illustrated below.

PAID VOLUNTEER TIME TRENDS (2016–2019)



PVT UTILIZATION

In 2016, EA set a goal of 50% PVT utilization by the workforce by the end of calendar year 2020.



% of employees using some portion of allotted PVT hours during the calendar year



6,213

Total PVT/CDVT hours utilized by workforce since 2016



\$317,922

Dollar value of labor hours associated with EA workforce PVT/CDVT efforts



80

Approximate number of organizations supported annually

A sampling of PVT events undertaken by EA's nationwide offices during 2019 are highlighted on the following pages.

⁹ CDVT is considered to be hours spent performing company-directed volunteerism activities such as coordinating, planning, and managing EA company-sponsored events such as Day with an Engineer at the direction of an EA manager. CDVT may be associated with either mission-aligned or non-mission aligned events at the discretion of EA management.



2019 VOLUNTEER ACTIVITIES

BEAVERDAM CREEK STREAM CLEANUP



MARYLAND: Volunteers joined the Maryland-National Capital Park and Planning Commission to organize the cleanup in Prince George’s County. The creek is a part of the Anacostia River Watershed, which feeds the Potomac River, and ultimately empties into the Chesapeake Bay estuary.

EA employees and other volunteers removed 60 trash bags of floatables such as plastic bottles, cans, and glass bottles, as well as large debris such as tires, various furniture items, bags of hardened concrete, and rusted cans of paint. The event was also supported by the Anacostia Watershed Society and Prince George’s County Department of the Environment.

SPRING VOLUNTEERING IN TEXAS

TEXAS: EA Lewisville personnel supported multiple community events during Spring 2019: (1) Keep Lewisville Beautiful (KLB)/Lewisville Independent School District Outdoor Learning Area’s Make a Difference Day where EA assisted with relocation of river stones from a pond being relocated as a result of new building construction, (2) KLB Butterfly Way Station and Garden Planting where personnel helped install the first of the five intensively managed butterfly gardens proposed to be planted around the city, and (3) the 3rd Annual “Winter” Waterway Cleanup where more than 20 personnel, friends, and family collected 71 bags of trash and debris.



NATIONAL ENGINEERS’ WEEK



MARYLAND AND NEW YORK: EA celebrated National Engineers Week by supporting the Society of American Military Engineers (SAME) Day with an Engineer events in two states. For the 17th consecutive year, local high school students collaborated with EA professionals in Hunt Valley, Maryland (top left) to complete a simulated environmental project as part of SAME Baltimore’s Day with an Engineer. In Upstate New York (bottom left), EA engineers and scientists from the Syracuse and Rochester-area offices co-organized and participated in SAME Buffalo Post’s 1st annual Day with an Engineer in cooperation with the Girl Scouts of Western New York.



During both events, future STEM professionals worked with EA employees to design and build a water filter using common household materials. Students then demonstrated the effectiveness of each design by introducing simulated contaminants and testing the ability of the filters to screen out soil particles, litter, and simulated contaminants.



2019 VOLUNTEER ACTIVITIES (CONT.)

BEAVERDAM CREEK STREAM CLEANUP

MARYLAND: In September and October, EA's Corporate Finance and Accounting department coordinated with the Maryland Zoo's Horticulture Department to stage a department volunteer outing. The group completed landscape maintenance to protect plants, improve soil health, and beautify the facility. Personnel from Corporate Proposals and multiple business units also joined the events.



MARYLAND EA'ERS SUPPORT ANNUAL BEACH GRASS PLANTING



MARYLAND AND DELAWARE: Personnel from EA's Abingdon and Hunt Valley, Maryland offices participated in the 30th Annual Beach Grass Planting organized by the Delaware Department of Natural Resources and Environmental Control. Volunteers planted beach grass at five beaches along the Delaware coastline; EA'ers joined approximately 75 other volunteers at the Delaware Seashore State Park location in Rehoboth.

EA's participants planted over 400 Cape American beach grass stems to support shoreline and dunes stabilization. Beach grass helps build and stabilize dunes that provide protection against damaging coastal storms by absorbing wave energy and acting as major sand storage areas, which later replenish sand to eroded beaches during storm events. Additionally, blades of grass help trap windblown sand that can expand existing dunes and create new ones. This was EA's second year supporting the event.

2019 ENVIRONMENTAL CHALLENGE



NEW YORK: Syracuse employees volunteered as judges at the 2019 Environmental Challenge, hosted by SUNY-ESF (College of Environmental Science and Forestry), in association with the Syracuse City School District. EA was a co-sponsor for providing five volunteer judges. The event hosted 760 students and a total of 315 projects. Student projects covered a variety of topics, such as building climate resilient homes and efficient farming to addressing food security due to rising global population.

The Environmental Challenge encourages student projects that support and extend science curriculum, giving students a platform to explore science and understand the process of scientific inquiry and critical thinking. The event provides an opportunity to engage local students in their exploration of the environment and to encourage their STEM endeavors.

MOONSTONE BEACH CLEANUP

RHODE ISLAND: Working with a local U.S. Fish and Wildlife Service (USFWS) refuge, the Warwick office organized a half-day beach cleanup at Moonstone Beach—part of the Trustom Pond National Wildlife Refuge. Moonstone Beach is part of a barrier beach system that separates Trustom Pond, the only undeveloped and unaltered salt pond in Rhode Island, from the Atlantic Ocean—together they provide critical habitat for over 300 bird species including the federally listed piping plover and is known as a bird-watching destination.



EA and USFWS employees walked the mile-long beach and adjacent dunes, cleaning up trash and debris along the way. USFWS trucks were driven alongside to collect the trash and collected nearly three loads of fishing debris, construction materials, and bags full of plastic and other waste that had floated onto the beach.

PILLAR III: CHARITABLE GIVING

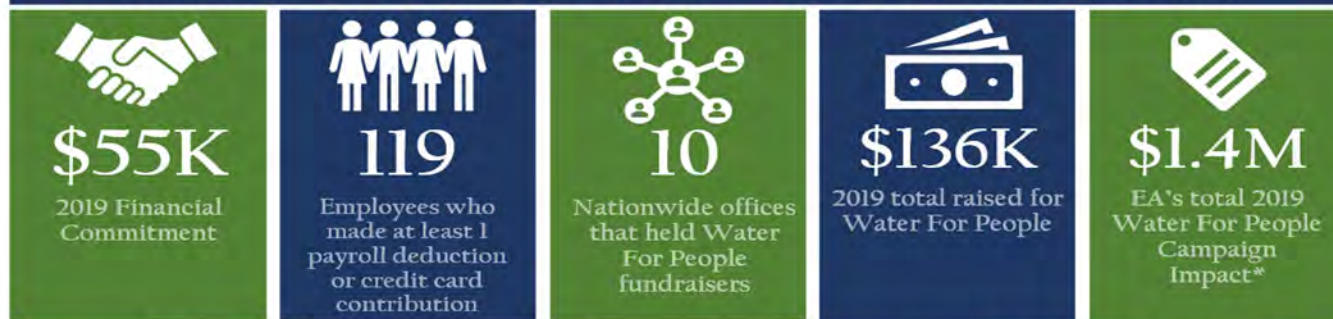
Pillar III, Charitable Giving, promotes the altruistic aspect of our public benefit charter through direct financial support, including a Workplace Giving Program, to support the focal point of our environmental philanthropy efforts—Water For People, as well as other select charities. Pillar III actively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

2019 WATER FOR PEOPLE CAMPAIGN

Water For People continues to be the focal point of EA’s Charitable Giving pillar and EA continues to make significant contributions through staff donations and senior leadership commitments. While EA is not the largest Water For People partner from a headcount standpoint, our per capita contribution tops the list among the 15 companies represented on the Water For People Leadership Council. In 2019, EA increased our financial commitment of \$50,000–\$55,000—which we easily exceeded thanks to the Cycling for Water team’s fundraising efforts associated with their 2019 Race Across America (RAAM) involvement.



RESULTS OF EA’S 2019 WATER FOR PEOPLE CAMPAIGN



EA’s annual financial commitments (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 2019; Impact is calculated based on actual donations and associated co-investments from local communities and governments.

2019 WATER FOR PEOPLE IMPACT TOUR

In January, EA held a raffle to select an employee to participate in Water For People's 2019 Impact Tour to Peru or Malawi. Employees were eligible for the company-sponsored trip if they met one or more of three criteria during the previous CY's fundraising efforts:

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

EA's David Cookston (Lincoln, Nebraska) was the winner of EA's 2019 Impact Tour raffle drawing; Dave traveled to Rwanda with Water For People.



Participants toured the largest water treatment plant in Rwanda which serves as the main water treatment plant supplying water to the city of Kigali and processing more than 100K gallons of water per day.



In 2020, EA will select another eligible employee for a Water For People Impact Tour; the 2020 raffle winner will travel to Uganda.

EA supports Impact Tours as a way to provide personnel with the opportunity to observe first-hand the transformative effect that Water For People has in the countries they support. By sharing their

experiences when they return through a company-wide webinar, EA's Impact Tour representatives like David support development of a better—and more personal—connection to Water For People's mission. Impact Tour experiences further energize EA awareness and the critical impact our fundraising efforts have on Water For People communities.



CYCLING FOR WATER AND RACE ACROSS AMERICA (RAAM)

Building on the success of EA's 2017 participation in RAAM, EA supported employees in the establishment of Cycling for Water, Inc.—a non-profit created 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 employees. Using RAAM as their signature event, Cycling for Water organized a race team featuring three EA riders (Jeff Boltz, Hunt Valley; Lou Barinka, Lewisville; and Walt Migdal, Albuquerque) and Water For People's Chief Executive Officer, Eleanor Allen. The riders were once again supported by EA's 2017 Crew Chief (Kevin Kowalk, Brighton) and a team of volunteers, including eight additional EA'ers—representing two corporate departments and four Business Units.

From January through June 2019, the team collected corporate sponsors and donations, held fundraisers, and challenged co-workers and peers to sponsor Time Stations along the 3,000-mile race route from California to Maryland.



Internal fundraisers for Cycling for Water allowed employees to leverage personal talents. Albuquerque's Ginny Bracht donated an original oil painting for a company-wide raffle. Ginny took her inspiration for the painting of Gutierrez Canyon Road in Tijeras, New Mexico from the training grounds of RAAM team member, Walt Migdal.



As an additional fundraiser, EA partnered with a local Maryland artist (Laser Worm) to create an original "Share the Road" cycling safety sticker.

The Cycling for Water ultra-cycling team completed the 2019 RAAM event in 7 days, 20 hours, and 44 minutes, and raised approximately \$90,000 to benefit Water For People's Everyone | Forever goal. Additionally, the team earned the Jim Pitre Corporate Cup, which is awarded to the fastest team with 75% of the team being associated with a single company.

RACE ACROSS AMERICA 2019



\$90,000

NET \$ RAISED FOR WATER FOR PEOPLE

3,000

MILES RIDDEN

12

STATES CROSSED

Beyond the more than \$90,000 that the EARAAM Team raised in support of Water For People, the Team's efforts raised invaluable social awareness for the global need for clean water and sanitation.

Racers: Jeff Boltz, Lou Barinka, Walt Migdal, and Water For People CEO, Eleanor Allen.

Support Crew: Kevin Kowalk, Cynthia Cheatwood, Frank Aquino, Mark Gutberlet, Michael Stephens, David Deigert, Hilary Williams, Jessica Thompson, Joshua Messenger, and Bill Rue (EA retired).



Above: The 2019 Cycling for Water RAAM team in California.
Below: Working in 2-person teams and shifts, the team made their way from Oceanside, California to Annapolis, Maryland in less than 8 days.

7 Days, 21 Hours

TEAM'S 2019 FINISH TIME



Above: Cycling for Water riders at the finish line in Annapolis, Maryland.

Below: Mark Gutberlet checks tire pressure on the Cycling for Water follow vehicle before hitting the road.



All photos by Frank Aquino (Hunt Valley).

LOCAL IMPACTS

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

In 2019, EA made monetary contributions (which include *In Memoria* donations) or participated in fundraising events in support of a number of organizations, including:



Smithsonian Institution





2019 LOCAL CHARITABLE GIVING

ANNUAL DES PLAINES RIVER CANOE AND KAYAK MARATHON



ILLINOIS: Deerfield personnel took part in the 62nd Annual Des Plaines River Canoe and Kayak Marathon and raised \$340 for Water For People. The course runs 18.5 miles on the upper Des Plaines River in northern Illinois. The team finished the race in just under 5 hours, with 4 kayakers and 2 canoe paddlers.

The marathon began as an effort to educate and enlighten river and outdoor enthusiasts of the natural beauty of this free-flowing and undeveloped portion of the river. It spurred the formation of the Des Plaines River Association with the mission of conducting the annual race once a year and furthering the protection and restoration of the Des Plaines River.

LINCOLN OFFICE RAISES MONEY AND SUPPORTS CLEANUP FOLLOWING AREA FLOODING



NEBRASKA: In the Spring of 2019, the midwestern United States has been devastated by flooding. While the EA office in Lincoln was only affected by temporary water restrictions, EA'ers challenged each other to a fundraising "competition." It was *Engineers versus Everyone Else* to see who could raise the most through personal contributions. Together, the groups raised a total of \$786 and declared no winner as both sides contributed similar amounts. The office voted to donate the money to the Boyd County Rural Water District, where hundreds of people were left without running water after the collapse of the Spencer Dam.

LOCAL HOLIDAY GIVING TRADITION IN SYRACUSE

NEW YORK: Personnel in EA's Syracuse, New York office purchased Christmas gifts for teen members of the Boys and Girls Clubs of Syracuse (BGCS). Teens at BGCS are often homeless or living with extended family members and are not eligible to receive gifts or benefits through other programs. The Syracuse office donated basketballs, footballs, blankets, pajamas, gift cards, and more! In previous years, Syracuse personnel have organized holiday giving activities benefiting Toys for Tots and Blessings in a Backpack.



SUPPORTING LOCAL FOOD BANKS

NEW MEXICO AND RHODE ISLAND: The EA Albuquerque office continued their years' long support of the Roadrunner Food Bank of New Mexico. The office's donation weighed in at more than 200 pounds of much needed resources as well as an additional \$45 cash donation. Roadrunner is New Mexico's largest food bank and distributes more than 30 million pounds of food each year to partner agencies and four regional food banks—helping 70,000 people weekly.

EA's Rhode Island office raised \$865 in support of a food drive inspired by EA's Joint Venture and Mentor-Protégé partnership with AES. The office collected personal donations from peers across multiple EA offices in support of the Tikigaq Annual Thanksgiving Fundraiser. An Alaska Native Village Corporation, of which AES is a subsidiary, Tikigaq is comprised of 1,400 Inupiat shareholders—making it similar to EA's employee-ownership framework. The food drive benefitted members of the Native Village of Point Hope and the City of Point Hope, where 20% of the inhabitants live at or below the poverty line. The money raised was enough to provide a full Thanksgiving dinner to 24 families.

TARGETS FOR A SUSTAINABLE FUTURE

EA's PBC Committee established the following targets for 2020; they include reporting targets established to track annual progress across our PBC framework, as well as new targets developed in 2019 as a result of EA's continued PBC/CSR growth and improvement.

PBC OBJECTIVE AND ASSOCIATED PILLAR(S)	CY 2020 TARGETS
Formal alignment and communication of 100% Employee-Owned, Delaware PBC (Overall)	<ul style="list-style-type: none"> • Performance measured through other key performance indicators and annual targets • Continued collaboration with academia regarding publications related to EA's business transformation including at least two presentations
Assess the environmental impact of our operations and activities (Overall)	<ul style="list-style-type: none"> • 2% reduction in total GHG emissions normalized per FTE • Measure and set reduction targets for business travel
Promote employee engagement (Overall)	<ul style="list-style-type: none"> • Gallup employee engagement index • Servant Leadership research surveys and training • 80% CSR employee (regular, full-time) participation through authoring of papers or platform/poster presentations, PVT or CDVT use, or Water For People contribution through EA's giving campaign.
Sustain safety culture (Overall)	<ul style="list-style-type: none"> • Annual Total RIR and 3-year rolling average at or below the current industry standard of 3.1 for NAICS 562910 • Annual EMR \leq1.0 • Baseline for SMS performance audit and improvement targets based on external reviews
Set performance benchmarks (Overall)	<ul style="list-style-type: none"> • 100% employee completion of EA Code of Business Ethics training • No significant fines or non-monetary sanctions for non-compliance with laws or regulations • 32 hours of training per employee annually; annual minimum of 1.5% total compensated time to PROFDEVEL expressed as total % of hours • Turnover rate \leq12% • EA Economic Value Generated • Benchmark and establish workforce diversity targets • Evaluate ISO certification associated with safety and quality standards • Ecovadis assessment every 2 years • Promote large account portfolio growth
Assess CSR perspectives within our own supply chain (Overall)	<ul style="list-style-type: none"> • Engage with top suppliers to discuss CSR perspectives • Evaluate EPP opportunities
Quantify the public benefits of our projects (Pillar I)	<ul style="list-style-type: none"> • Integrate Sustainability Tools into Project Management training • Continue to increase use of sustainability metrics for projects as part of Pillar I benefits review
Promote employee engagement (Overall)	<ul style="list-style-type: none"> • 50% of employees utilizing annual 8-hour PVT allotment by 2020 • Annual increase in PVT usage based on 2016 PVT baseline (24%)
Focus on environmental philanthropy (Pillar III)	<ul style="list-style-type: none"> • Water For People annual commitment and Impact Calculator; \$55,000 financial commitment goal • Employee participation in Water For People projects • Total philanthropic contributions increase

APPENDIX A | GRI STANDARDS INDEX

APPENDIX A: GRI STANDARDS INDEX

DISCLOSURE		EA REPORT LOCATION	PAGE
ORGANIZATIONAL PROFILE			
102-1.	Name of the Organization	EA Engineering, Science, and Technology, Inc., PBC	
102-2.	Activities, Brands, Products, and Services	Company Profile	2
102-3.	Location of Headquarters	Hunt Valley, Maryland	
102-4.	Location of Operations	Who We Are and What We Do	1
102-5.	Ownership and Legal Form	100% Employee-Stock Ownership Plan (ESOP), Public Benefit Corporation; S-Corporation	
102-6.	Markets Served	Company Profile	2
102-7.	Scale of Organization	EA at a Glance (graphic)	1
102-8.	Information on Employees and Other Workers	Company Profile	2
102-9.	Supply Chain	Supply Chain Interactions	26
102-10.	Significant Changes to the Organization and its Supply Chain	Significant Changes and Restatement of Information	5
102-11.	Precautionary Principal Approach	Risk Management	4
102-12.	External Initiatives	Third-Party Evaluation of CSR Program - Ecovadis	12
102-13.	Membership of Associations	Outreach	36
STRATEGY			
102-14.	Statement from Senior Decision-Maker	Letter from Leadership	i
ETHICS AND INTEGRITY			
102-16.	Values, Principals, Standards, and Norms of Behavior	PBC Framework and CSR Program	9
GOVERNANCE			
102-18.	Governance Structure	Governance Structure and Committees	3
STAKEHOLDER ENGAGEMENT			
102-40.	List of Stakeholder Groups	<ul style="list-style-type: none"> • Who We Are and What We Do • Materiality Assessment • Procurement 	1 10 28
102-41.	Collective Bargaining Agreements	Workforce Demographics	25
102-42.	Identifying and Selecting Stakeholders	<ul style="list-style-type: none"> • Materiality Assessment • Procurement 	10 28
102-43.	Approach to Stakeholder Engagement	<ul style="list-style-type: none"> • Letter from Leadership • Materiality Assessment 	i 10
102-44.	Key Topics and Concerns Raised	Materiality Assessment	10

UNIVERSAL STANDARDS (CONT.)

DISCLOSURE	EA REPORT LOCATION	PAGE
REPORTING PRACTICE		
102-45. Entities Included in the Consolidated Financial Statements	Who We Are and What We Do	1
102-45. Defining the Report Content and Topic Boundaries	Public Benefit Statement Global Reporting Initiative Framework	iii
102-45. List of Material Topics	Materiality Assessment	10
102-45. Restatement of Information	Significant Changes and Restatement of Information	5
102-45. Changes in Reporting	Significant Changes and Restatement of Information	5
102-45. Reporting Period	Calendar Year 2019	
102-45. Date of Most Recent Report	December 2019 (Covering Calendar Year 2018)	
102-45. Reporting Cycle	Annual	
102-45. Contact Point for Questions Regarding the Report	Brian Lesinski, Senior Vice President Director, Corporate Social Responsibility blesinski@eaest.com	
102-45. Claims of Reporting in Accordance with the GRI Standards	This CSR Report has been prepared in accordance with the GRI Standards: Core option.	
102-45. GRI Content Index	Appendix A: GRI Standards Index	
102-45. External Assurance	Not Applicable	

ECONOMIC STANDARDS

DISCLOSURE	EA REPORT LOCATION	PAGE
ECONOMIC PERFORMANCE		
103-1. Explanation of the Material Topic and Its Boundaries	Economic Performance is material to EA as a 100% employee-owned company in that the company's economic stability has direct impacts on all employees.	
103-2. Management Approach and Its Components	Who We Are and What We Do	1
201-1. Direct Economic Value Generated and Distributed	<ul style="list-style-type: none"> • Who We Are and What We Do • EA Performance Toward PBC Objectives and Targets 	1 Throughout
ANTI-CORRUPTION		
103-1. Explanation of the Material Topic and Its Boundaries	Anti-Corruption is material to EA as a U.S. government contractor per Federal Acquisition Regulations and its Business Ethic Policies.	
103-2. Management Approach and Its Components	EA maintains in-place Risk Management programs. Additionally, EA employees are required to complete internal Code of Business Ethics Training annually.	
205-3. Confirmed Incidents of Corruption and Actions Taken	EA had no incidents of corruption in 2019.	
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 2019.	

DISCLOSURE		EA REPORT LOCATION	PAGE
MATERIALS			
103-1.	Explanation of the Material Topic and Its Boundaries	EA's primary "products" are client deliverables (e.g., reports). As a result, EA considers consumption of paper and recycling of paper products a material aspect due to the volume of material used each year.	
103-2.	Management Approach and Its Components	Assess the Environmental Impact of Our Operations and Activities	18
301-1.	Material Used by Weight or Volume	2019 Carbon Footprint Report	Available Online
301-2.	Recycled Input Materials Used		
ENERGY			
103-1.	Explanation of the Material Topic and Its Boundaries	EA considers energy, water, emissions, and waste to be material Environmental Standards due to their potential impacts to our carbon footprint. Materiality for these topics extends from daily office operations to our clients' projects in the field.	
103-2.	Management Approach and Its Components	Material aspects related to consumption or production of energy, water, emissions, and waste are managed through application of office internal Sustainable Business Practices and industry best practices for reducing overall environmental impacts associated with project alternatives through life-cycle analysis tools.	
302-1.	Energy Consumption within the Organization	2019 Carbon Footprint Report	Available Online
302-4.	Reduction of Energy Consumption		
WATER			
103-1.	Explanation of the Material Topic and Its Boundaries	EA considers energy, water, emissions, and waste to be material Environmental Standards due to their potential impacts to our carbon footprint. Materiality for these topics extends from daily office operations to our clients' projects in the field.	
103-2.	Management Approach and Its Components	Material aspects related to consumption or production of energy, water, emissions, and waste are managed through application of office internal Sustainable Business Practices and industry best practices for reducing overall environmental impacts associated with project alternatives through life-cycle analysis tools.	
303-3.	Water Recycled and Reused	2019 Carbon Footprint Report	Available Online

ENVIRONMENTAL STANDARDS (CONT.)

DISCLOSURE		EA REPORT LOCATION	PAGE
EMISSIONS			
103-1.	Explanation of the Material Topic and Its Boundaries	EA considers energy, water, emissions, and waste to be material Environmental Standards due to their potential impacts to our carbon footprint. Materiality for these topics extends from daily office operations to our clients' projects in the field.	
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.	Direct (Scope 1) GHG Emissions	2019 Carbon Footprint Report	Available Online
305-2.	Energy Indirect (Scope 2) GHG Emissions		
305-3.	Other Indirect (Scope 3) GHG Emissions		
305-4.	GHG Emissions Intensity		
305-5.	Reduction of GHG Emissions		
EFFLUENTS AND WASTE			
103-1.	Explanation of the Material Topic and Its Boundaries	EA considers energy, water, emissions, and waste to be material Environmental Standards due to their potential impacts to our carbon footprint. Materiality for these topics extends from daily office operations to our clients' projects in the field.	
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.	
306-2.	Waste by Type and Disposal Method	Waste Generation and Disposition	20
306-3.	Significant Spills	EA had no significant spills in 2019.	

ENVIRONMENTAL STANDARDS (CONT.)

DISCLOSURE		EA REPORT LOCATION	PAGE
EMISSIONS			
103-1.	Explanation of the Material Topic and Its Boundaries	Non-compliance with environmental laws and regulations, and associated fines and sanctions, have the potential to severely negatively affect both EA's and our clients' economic performance if violations are identified by regulatory authorities. As a result, EA considers environmental compliance a material aspect.	
103-2.	Management Approach and Its Components	Per EA's risk management programs, EA project managers are responsible for managing their projects in a manner that ensures environmental compliance. We use <i>Precautionary Principle</i> tenants and approaches including risk reviews, field safety audits, quality assurance audits, legal reviews, and regularly scheduled, detailed project reviews to evaluate ongoing work, identify concerns as early as possible to prevent impacts, and implement corrective actions, when determined to be necessary.	
307-1.	Non-Compliance with Environmental Laws and Regulations	<ul style="list-style-type: none"> EA Performance Toward 2019 PBC Objectives and Targets Environmental Compliance 	Throughout 24
SUPPLIER ENVIRONMENTAL ASSESSMENT			
103-1.	Explanation of the Material Topic and Its Boundaries	Ensuring our suppliers share our commitment to sustainability is a material aspect to EA. Working with companies that share sustainability commitments lessens EA's overall impacts across all topic areas and standards.	
103-2.	Management Approach and Its Components	Supplier Diversity and Sustainability	27
308-1.	New Suppliers That Were Screened Using Environmental Criteria	Procurement	28

SOCIAL STANDARDS

DISCLOSURE		EA REPORT LOCATION	PAGE
ECONOMIC PERFORMANCE			
103-1.	Explanation of the Material Topic and Its Boundaries	Talent management is a material aspect with respect to the EA's ability to successfully execute work, maintain existing institutional knowledge bases, and continue to grow our services/offerings. Loss of talent impacts economic performance through costs associated with new-hire searches and on-the-job training to orient new personnel.	
103-2.	Management Approach and Its Components	EA's desire is to be the preferred employer for socially conscious professionals focusing on recruiting, employee engagement, professional development and incentive programs.	
401-1.	New Employee Hires and Employee Turnover	Workforce Demographics, Diversity, and Turnover	25

DISCLOSURE		EA REPORT LOCATION	PAGE
OCCUPATIONAL HEALTH AND SAFETY			
103-1.	Explanation of the Material Topic and Its Boundaries	The safety of our employees, subcontracted partners, clients, and communities will always be our priority.	
103-2.	Management Approach and Its Components	Health and Safety	6
403-1.	Workers Representation in Formal Joint Management-Worker Health and Safety Committees	Health and Safety	6
403-2.	Types of Injury and Rates of Industry, Occupational Diseases, Lost Days, and Absenteeism, and Number of Work-Related Fatalities	EA's Safety Statistics for 3-Year Period (table)	7
TRAINING AND EDUCATION			
103-1.	Explanation of the Material Topic and Its Boundaries	Training and education opportunities for employees are inextricably linked to employee engagement and are, therefore, 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	25
404-1.	Average Hours of Training per Year per Employee	Professional Development and Training Investments	24
404-3.	Percentage of Employees Receiving Regular Performance Reviews	Workforce Demographics, Diversity, and Turnover	25
DIVERSITY AND EQUAL OPPORTUNITY			
103-1.	Explanation of the Material Topic and Its Boundaries	Recognizing the importance of a diverse workforce EA has identified Diversity and Equal Opportunity as a material topic with the potential to impact general employee engagement and turnover.	
103-2.	Management Approach and Its Components	Governance Structure and Committees	3
405-1.	Diversity of Governance Bodies and Employees	Workforce Demographics, Diversity, and Turnover	25
LOCAL COMMUNITIES			
103-1.	Explanation of the Material Topic and Its Boundaries	EA's commitment to our local communities is the foundation of PBC Pillar II – Community Involvement	
103-2.	Management Approach and Its Components	Paid Volunteer Time	39
413-1.	Operations with Local Community Engagement, Impact Assessments, and Development Programs	Pillar II: Community Support	39
CUSTOMER PRIVACY			
103-1.	Explanation of the Material Topic and Its Boundaries	EA's protection of stakeholder and customer data is a priority. In 2019, this aspect emerged as a Material Aspects in response to increased cybersecurity requirements.	
103-2.	Management Approach and Its Components	Applied new firewall and Security Incident and Event Management (SIEM) solutions.	
418-1.	Substantiated Complaints Concerning Breaches of Customer Privacy or Loss of Customer Data	EA had no substantiated complaints concerning breaches of customer privacy or loss of customer data in 2019.	