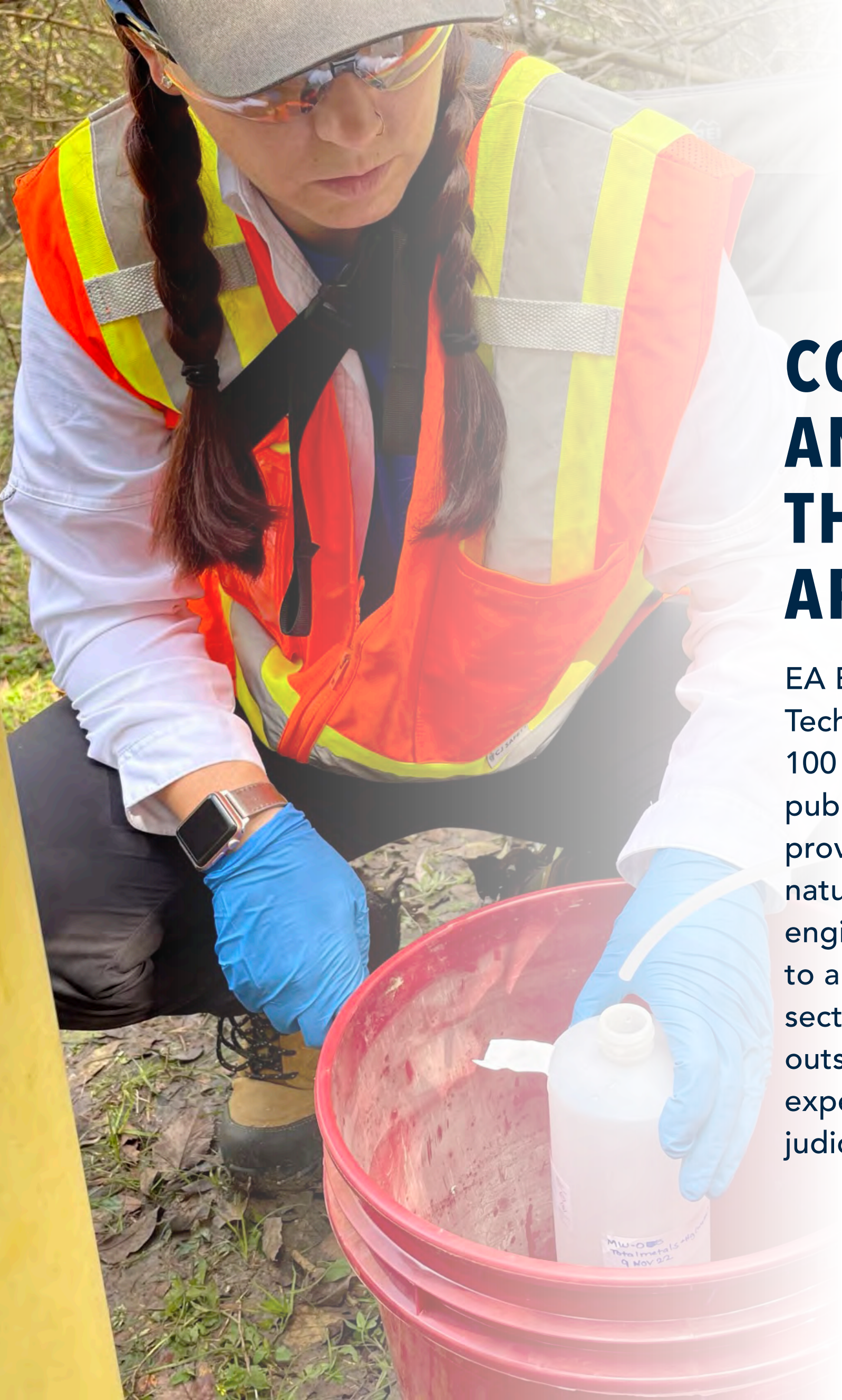IMPROVING THE QUALITY OF THE ENVIRONMENT IN WHICH WE LIVE, ONE PROJECT AT A TIME®

2024
CORPORATE SOCIAL RESPONSIBILITY REPORT

A PUBLIC BENEFIT STATEMENT

ISSUED NOVEMBER 2025

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

COLLABORATIVE ANALYSIS, THOUGHTFULLY APPLIED

EA Engineering, Science, and Technology, Inc., PBC (EA) is a 100 percent employee-owned public benefit corporation (PBC) providing environmental, compliance, natural resources, and infrastructure engineering and management solutions to a wide range of public- and private-sector clients. EA has earned an outstanding reputation for technical expertise, responsive service, and judicious use of client resources.

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SETTING THE STAGE FOR THE FUTURE

To Our Valued Stakeholders,

I am pleased to share with you our 2024 Corporate Social Responsibility (CSR) Report, which highlights our public benefits progress and overall commitment to **IMPROVING THE QUALITY OF THE ENVIRONMENT IN WHICH WE LIVE, ONE PROJECT AT A TIME®**.

The 2024 calendar year underscored a simple yet profound truth: in an interconnected world, business success and social responsibility are inextricably linked. The landscape of corporate responsibility is evolving rapidly, driven by rising expectations from our stakeholders (e.g., customers, employees, and the communities where we operate). We view these expectations not as a burden, but as a strategic imperative and an opportunity to innovate and grow. In 2024, our efforts were focused across a few key areas:

ENVIRONMENTAL STEWARDSHIP

We accelerated our climate commitments by voluntarily adding CDP questionnaire completion to our reporting portfolio and making continued progress in understanding and reducing our carbon footprint, energy use, and waste generation. For example, this year we downsized 50 percent of our corporate office space and reignited our Zero Waste Group to begin benchmarking solid waste diversion in the updated space.

OUR PEOPLE AND COMMUNITIES

The well-being and diversity of our team remains a top priority. We invested heavily in employee well-being, professional development, and new initiatives aimed at promoting our employees' ability to thrive—including a gap assessment of our Occupational Health & Safety Management System. We are proud to have logged over 2,700 volunteer hours in our local communities, reinforcing our commitment to being a good neighbor. We continued our investment in workforce development, and in response to employee feedback and future skills needs, we launched LinkedIn Learning and improved internal project management training as part of a $2.1 million labor investment in professional development training opportunities.

ETHICAL INNOVATION AND GOVERNANCE

As we leverage cutting-edge technologies like AI, we remain committed to balancing innovation with strong ethical considerations, data privacy, and robust governance frameworks. Transparency in our practices builds trust, which is the cornerstone of our operations.

This report details the metrics and stories behind these initiatives. We use established frameworks like the Global Reporting Initiative (GRI) to ensure our data is transparent, reliable, and comparable. We are proud of our successes, but we are also honest about where we fell short and the challenges we still face. This journey is one of continuous improvement, and we are committed to learning from our experiences to raise the bar even higher in the years to come.

Our progress is a direct result of the passion and dedication of our employees and clients. Thank you for joining us on this journey toward a more sustainable and inclusive future. Together, we will continue to build a company that not only succeeds financially, but also leaves a positive and lasting impact on the world we share.

BRIAN LESINSKI
Executive Vice President and Director, CSR

IAN MACFARLANE
President and Chief Executive Officer (CEO)

PURPOSE AND PROGRESS IN 2024

As a 100 percent employee-owned PBC, EA's core purpose is *IMPROVING THE QUALITY OF THE ENVIRONMENT IN WHICH WE LIVE, ONE PROJECT AT A TIME®*. Our work is grounded in environmental, social, and governance (ESG) principles, with governance from a dedicated PBC Committee that helps ensure we remain accountable to our mission and stakeholders.

We actively advance positive impact across three core areas—*People, Planet, and Profit*—by promoting industry innovation, environmental stewardship, employee volunteerism, and community giving. The highlights below reflect how our employee owners and operations turned purpose into action during the 2024 calendar year.

PEOPLE

- 1.47 million labor hours worked
- 2,750 hours of volunteerism
- More than $70K raised for Water For People raised (including Cycling for Water Race Across the West fundraising)
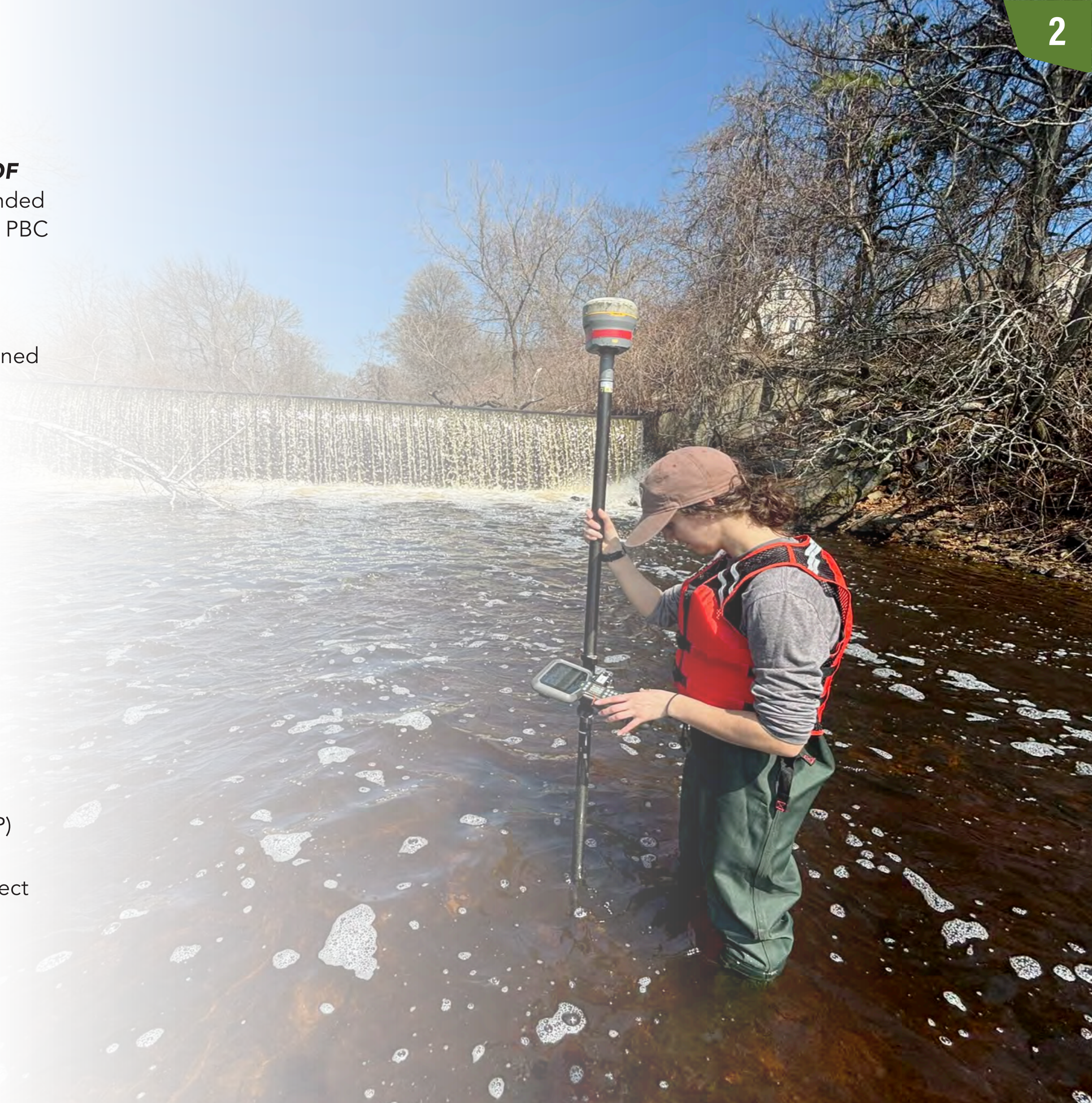
PLANET

- Rated EcoVadis Silver
- 2024 CDP Corporate Disclosure
- Metric tons of carbon dioxide equivalent (MTCO$_2$e) per full time equivalent employee: 27.3 MTCO$_2$e

PROFIT

- 100 percent employee-owned
- >10 percent increase in Employee Stock Ownership Plan (ESOP) share price evaluation
- 27 percent of total direct spend subcontracted to small and diverse suppliers

REPORTING FRAMEWORK

PUBLIC BENEFIT STATEMENT

As a Delaware-registered PBC, EA reports to our stakeholders on the promotion of our public benefits in accordance with Delaware Code Title 8, Subchapter XV. This report communicates objectives and standards that have been adopted to achieve of our public benefits and is EA's 8th integrated Public Benefit Statement and Corporate Social Responsibility (CSR) Report.

> *EA Engineering, Science, and Technology, Inc., PBC has reported in accordance with the GRI Universal Standards for the period 01 January – 31 December 2024.*

REPORTING FRAMEWORKS

EA's CSR Report follows the third-party voluntary sustainability reporting standard, the Global Reporting Initiative (GRI)[1]: Universal Standards, an internationally recognized sustainability reporting methodology. The standards focus on economic, environmental, and social impacts of operations related to sustainable development, which is of interest to a broad range of stakeholders, including employee owners.
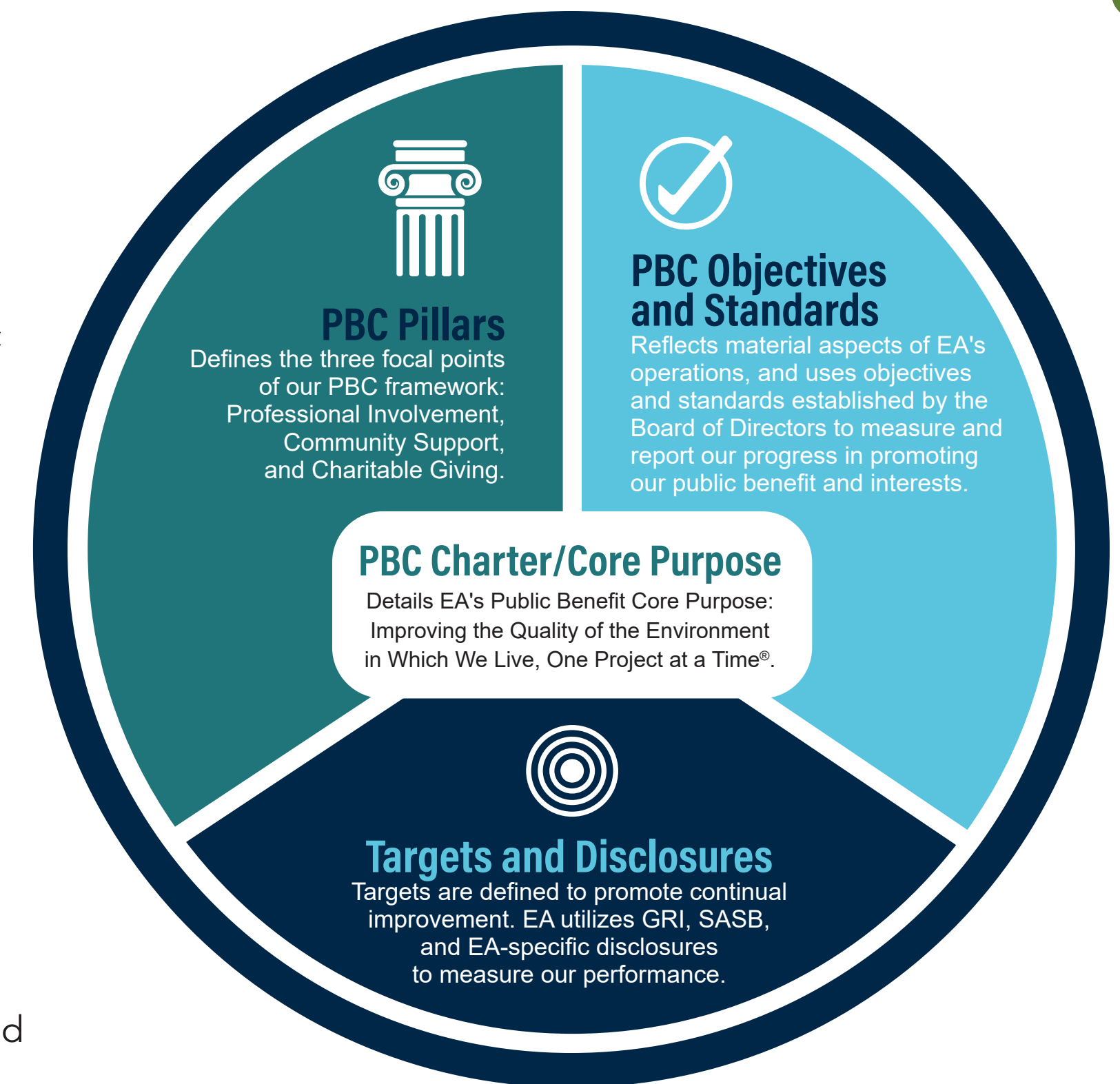
This report contains GRI disclosures, sustainability accounting standards from the Sustainability Accounting Standards Board (SASB)—now part of the International Financial Reporting Standards Foundation—and EA-specific performance measures, based on material aspects and associated disclosures.

In addition to the GRI: Universal Standards framework, EA has voluntarily opted to incorporate sustainability disclosure topics and accounting metrics from SASB's Professional & Commercial Services Industry Standard[2]. SASB and GRI provide complementary standards for ESG, along with sustainability information designed to fulfill different purposes and based on different approaches to materiality. SASB standards evaluate ESG issues expected to have a financially material impact. While outside investment is not a material topic for EA as a 100 percent employee-owned firm, SASB disclosures provide a more holistic and balanced view of ESG-related considerations.

A full list of EA's General Disclosures, Material Topic Disclosures, and Industry Standards with a crosswalk to associated report sections is provided as Appendix A: GRI Content Index and Appendix B: SASB Disclosures Index.

SIGNIFICANT CHANGES & RESTATEMENTS OF INFORMATION

There are no significant changes or restatements of information impacting EA's 2024 annual reporting.

PBC Pillars
Defines the three focal points of our PBC framework: Professional Involvement, Community Support, and Charitable Giving.

PBC Objectives and Standards
Reflects material aspects of EA's operations, and uses objectives and standards established by the Board of Directors to measure and report our progress in promoting our public benefit and interests.

PBC Charter/Core Purpose
Details EA's Public Benefit Core Purpose: Improving the Quality of the Environment in Which We Live, One Project at a Time®.

Targets and Disclosures
Targets are defined to promote continual improvement. EA utilizes GRI, SASB, and EA-specific disclosures to measure our performance.

[1] Global Reporting Initiative. 2024. GRI Standards. https://www.globalreporting.org

[2] Sustainability Accounting Standards Board. December 2023. Professional & Commercial Services Sustainability Accounting Standard; Sustainable Industry Classification System®. Industry Standards, Version 2023-12. SV-PS. https://www.sasb.org/standards.

INTRODUCTION & GOVERNANCE

WHO WE ARE & WHAT WE DO

This 2024 CSR Report documents EA's efforts to shape a more sustainable future through the work we do with our employee-owners, our clients, and the communities we serve. We embrace our legal obligation to balance environmental and social priorities alongside financial performance. This structure reinforces our long-standing belief that business decisions should consider long-term, positive impacts both for our employee owners and for society as a whole.

As outlined in our core purpose, every project is an opportunity to advance environmental outcomes, whether we are developing solutions to remediate impaired properties, strengthening resilience, improving environmental compliance, or supporting sustainable infrastructure development.

We work alongside clients in both the public and private sectors to solve complex environmental challenges with practical, science-based solutions.
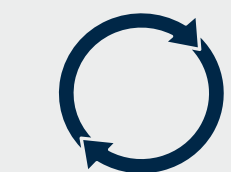
QUICK FACTS

706 FULL-TIME EMPLOYEES

27 COMMERCIAL OFFICES

$264.5M GROSS REVENUE

1,371 PROJECTS EXECUTED*

8.7% VOLUNTARY TURNOVER RATE

100% COMPLIANCE WITH CYBER REGULATIONS

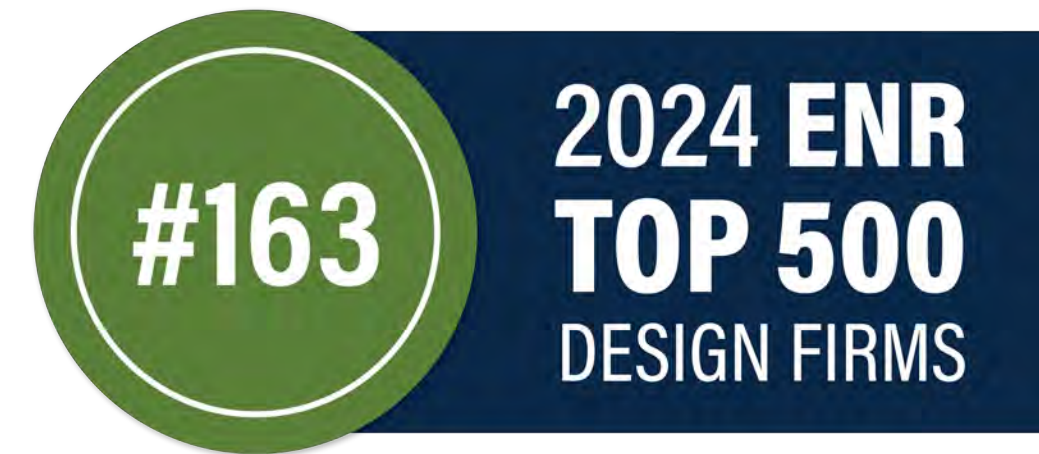*Based on projects with revenue activity during reporting year.

COMPANY PROFILE

EA delivers environmental, engineering, compliance, natural resources, infrastructure, and technology services that support public benefits and advance sustainability. Since 2014, our 100 percent employee-owned PBC structure has been the foundation of our mission-driven culture—underscoring our commitment to creating lasting value for employees, clients, communities, and the environment.

Headquartered in the United States, EA provides services across all 50 states, the District of Columbia, U.S. Territories, and internationally to support our clients wherever our expertise is needed. Our interdisciplinary teams navigate complex technical challenges and diverse regulatory landscapes, backed by robust internal systems for quality, safety, and financial performance.

We unite science, engineering, and technology to deliver practical, forward-thinking solutions across our core service areas and strategic initiatives. Every project is driven by a commitment to help clients overcome today's challenges while anticipating tomorrow's opportunities.

INDUSTRY RANKINGS

#163 2024 **ENR** **TOP 500** DESIGN FIRMS

#15 2024 **ENR** **TOP 30** ALL ENVIRONMENTAL FIRMS

#78 2024 **ENR** **TOP 200** ENVIRONMENTAL FIRMS

#45 2024 **ENVIRONMENT ANALYST'S TOP 100** ENVIRONMENTAL & SUSTAINABILITY CONSULTANCY FIRMS

As ranked by *Engineering News-Record (ENR)*, a leading source of Architecture, Engineering, and Construction (AEC) industry news and analyis, and *Environment Analyst* a global sustainability and environmental business intelligence platform. Rankings serve as an important benchmark for AEC firms, providing independent recognition of technical excellence, market leadership, and sustained performance while helping clients, partners, and employees assess a firm's reputation and competitiveness within the industry.
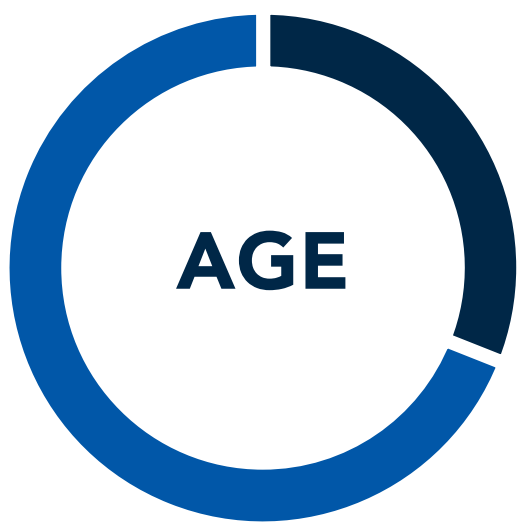
GOVERNANCE STRUCTURE & COMMITTEES

EA's Board of Directors is responsible for oversight of corporate management, including financial performance, strategic planning, risk management, employee ownership, and public benefit priorities. The Board also provides oversight of the company's PBC disclosures and reviews progress across these focus areas as part of its quarterly meetings. The Board is informed by EA's PBC Committee, an internal management body primarily responsible for formalizing strategy and implementing EA's PBC Charter.

EA's Director of CSR reports directly to the President and Chief Executive Officer (CEO); leads the PBC Committee; and regularly communicates with EA's Board. This role, working with EA's CSR Coordinator, oversees management and implementation of CSR programs and annual reporting to facilitate alignment with EA's PBC Charter and sustainability objectives.

2024 GOVERNANCE DEMOGRAPHICS

As of 31 December 2024, EA's Board of Directors and corporate officers included 55 individuals. In alignment with *SASB*, EA reports governance gender and race/ethnicity as categorized into two groups:

- Executive management, which includes board members, C-suite executives, and executive vice presidents, and
- Non-executive management, which includes all other senior vice presidents and vice residents.

AGE
- 30-50 – **31%**
- Over 50 – **69%**

GENDER Executive Management
- Male – **72.8%**
- Female – **27.2%**

GENDER Non-Executive Management
- Male – **71.1%**
- Female – **28.9%**

RACIAL/ ETHNIC Executive Management
- White – **100%**

RACIAL/ ETHNIC Non-Executive Management
- White – **98%**
- Black/African American – **2%**

A YEAR OF GROWTH AND LEADERSHIP TRANSITION

2024 marked a year of strategic evolution for EA, with several senior leadership changes and organizational shifts designed to support long-term growth, improve operational agility, and strengthen our ability to serve clients and communities.

Key executive and technical promotions:

CHRIS CANONICA
EVP, Chief Operating Officer

JASON ECHELLE
EVP, Chief Financial Officer & Treasurer

BRIAN LESINSKI
EVP, Chief Client Programs

SARAH RIDGWAY
EVP, Chief Transformation Officer

MATT BOWMAN
Chief Engineer

DON CONAN
Technical Chief, Construction Management

JASON WAGNER
Technical Chief, Munitions Response

We also introduced a new Northeast Business Unit, integrating our Syracuse, New York and Warwick, Rhode Island profit centers. This realignment represents a foundational step in our long-term geographic strategy to better serve clients with regional insight and responsiveness.

"This strategic move reflects EA's commitment to fostering a culture of professional development, where leadership is cultivated from within," said Ian MacFarlane, EA Chair, CEO, and President.
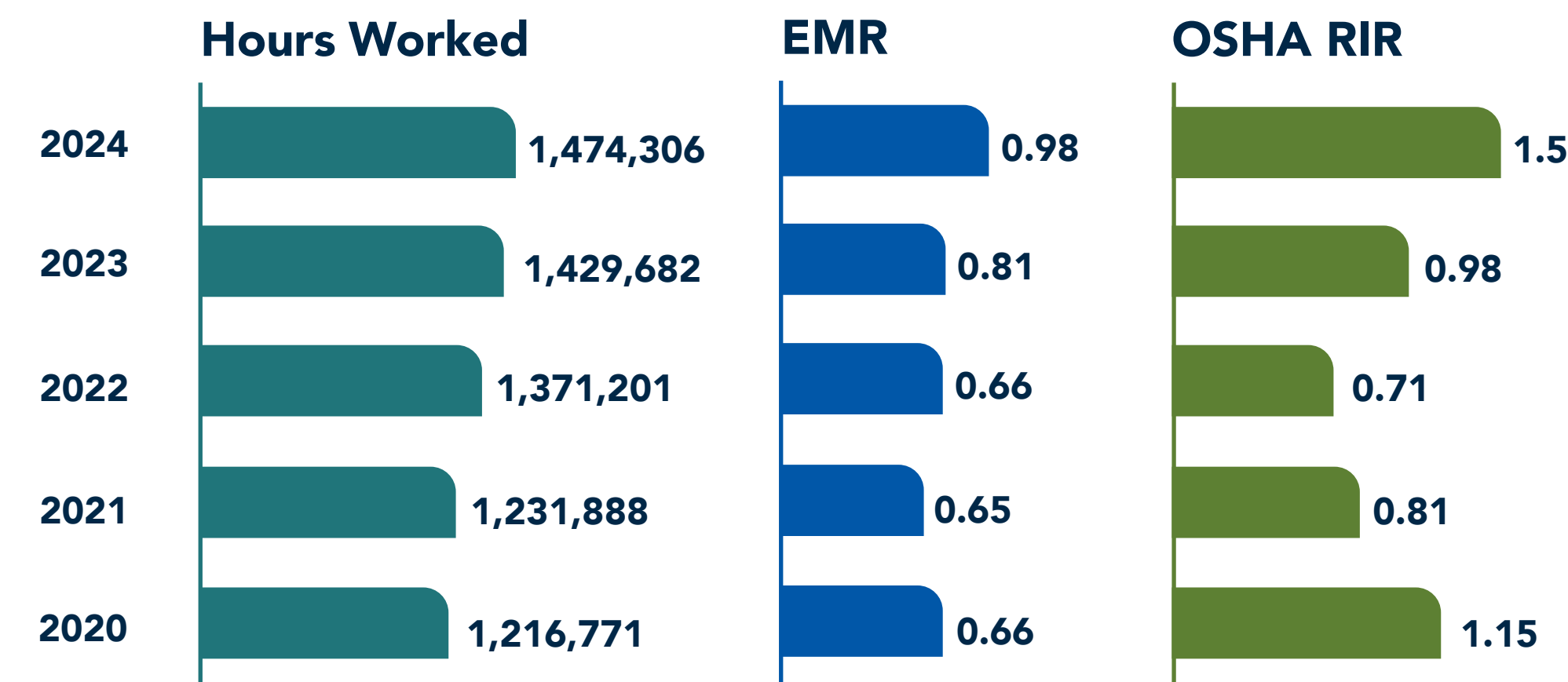
COMMITMENT TO SAFETY

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM

EA's Occupational Health and Safety Management System (OHSMS) is informed by ISO 45001:2018, the international standard for occupational health and safety that emphasizes proactive risk management and continuous improvement. EA employees are empowered to have a voice in the OHSMS, and they have the authority and responsibility to stop work at any time if they observe unsafe conditions or behaviors.

At EA, safety isn't just everyone's responsibility—it is everyone's right. Our OHSMS reflects this shared responsibility, prioritizing the well-being of our employees, subcontractors, clients, partners, and the communities where we live and work. EA's OHSMS is led by our Corporate Health and Safety (H&S) Director and supported by a nationwide network of regional and office H&S Coordinators.

Each EA office designates at least one H&S Coordinator who is responsible for a hands-on role in sustaining our safety culture. These coordinators help deliver safety training and testing; report and share lessons learned; promote consistent H&S communication across teams; and support annual reporting. Their efforts help facilitate an active and employee-driven OHSMS.

EA continues to meet environmental remediation industry benchmarks for safety. For the past five years, we have maintained an OSHA Recordable Incident Rate (RIR) below the industry average of 2.0 for North American Industry Classification System (NAICS) Code 562910 (Environmental Remediation Services, Fewer than 1,000 Employees), as reported by the Bureau of Labor Statistics*. A summary of EA's five-year safety performance, including RIR and Experience Modification Rate (EMR) is provided below.

	Hours Worked	EMR	OSHA RIR
2024	1,474,306	0.98	1.5
2023	1,429,682	0.81	0.98
2022	1,371,201	0.66	0.71
2021	1,231,888	0.65	0.81
2020	1,216,771	0.66	1.15

*Based on 2023 data available on OSHA Recordable Incident Rate from the Bureau of Labor Statistics.

COMMITMENT TO SAFETY

SAFETY CULTURE CONSULTATION & COMMUNICATION

A STRONG SAFETY CULTURE IS BUILT ON SHARED RESPONSIBILITY, PROACTIVE PLANNING, AND OPEN COMMUNICATION.

At EA, cultivating that culture requires continuous engagement from leadership to field teams. Our Corporate H&S Director plays a central role in that effort, reporting directly to EA's President and Chief Executive Officer and overseeing our overall OHSMS. This includes progress on our OHSMS and oversight of OSHA compliance programs, medical monitoring, safety training, incident reporting, and the integration of H&S considerations into project planning and design.

WE BELIEVE IN LEARNING AND SHARING.

Lessons learned from incidents and near misses are shared during quarterly program management calls and monthly safety meetings led by the H&S Director. Company-wide safety communications are also distributed through EA's employee intranet platform, Inside EA. Throughout the year, safety trends are analyzed to identify opportunities for system improvements and to determine whether additional or refresher training is needed for any specific safety topics (e.g., hand safety, power tool use, etc.).

5,456 hours in 2024

EA personnel completed more than 5,456 hours of H&S training in 2024.
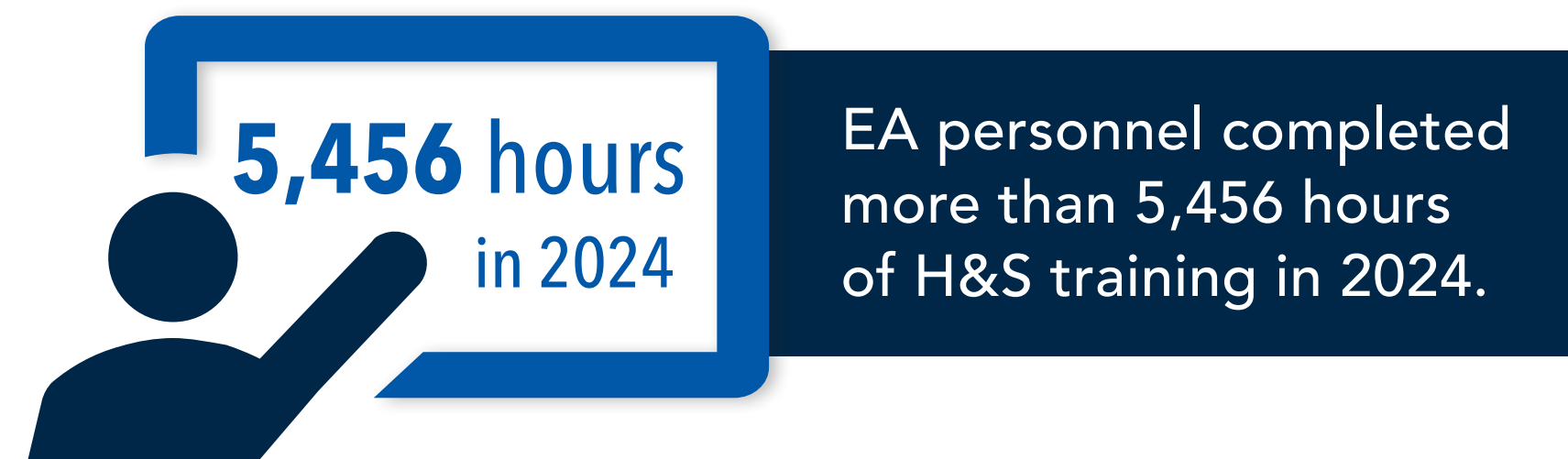
OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM GAP ASSESSMENT

EA completed a gap assessment to benchmark our OHSMS against the ISO 45001 standard, developed an action plan which was presented to senior management for endorsement, and began a phased effort for continual improvement. Efforts included progress reporting, internal engagement, training, and ongoing communication of OHSMS during routine meetings.

8 EA Consultants
Led by EA's Corporate H&S Director and other safety specialists

18 Interviews
72 Interviewees

Interviewees represented a cross section of the company's corporate and operations, geographies, and technical expertise.

FRAMEWORKS & STANDARDS

PBC FRAMEWORK & CSR PROGRAM

EA is organized as a Delaware PBC, a corporate structure designed for for-profit companies that choose to create measurable public benefits while operating in a responsible and sustainable manner. As a PBC, we intentionally balance the financial interests of our stakeholders with the broader interests of employees, clients, communities, and the environment.

This balance is embedded in the public benefits explicitly defined by our company charter. Our PBC Framework and CSR Program translate those public benefits into action through both the work we deliver for clients and initiatives that encourage our employees to give back to the communities where we live and work through volunteerism and charitable giving.

EA's decision to become a PBC set us apart early as a first mover among similarly situated environmental consultancies, and we remain the largest 100 percent employee-owned PBC in the environmental consulting and professional services sector. This unique position reinforces our culture, guides our strategy, and strengthens our ability to lead conversations on materiality, reporting standards, and the broader role of business in advancing public good.

Our PBC Framework and CSR Program are driven by three core pillars, each firmly rooted in the foundation of our long standing sustainability program.

FROM EA'S PBC 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."

Pillar I

PROFESSIONAL DEVELOPMENT

Project work with direct environmental benefit

Training and outreach to promote and advance the environmental industry

Industry recognition

Pillar II

COMMUNITY SUPPORT

Paid Volunteer Time

Company-Directed Volunteer Efforts

Personal volunteering

Pillar III

CHARITABLE GIVING

Mission-aligned philanthropy (e.g., Water For People)

Local fundraising

EA'S SUSTAINABILITY PROGRAM

FRAMEWORKS & STANDARDS

PBC REPORTING & OVERVIEW OF STANDARDS

EA regularly evaluates material topics through our PBC governance structure as part of our CSR Program. This annual supports awareness of emerging issues that could influence our operations, our clients, or the communities we serve. By monitoring these evolving priorities, we can anticipate change, refine our focus, and ensure our strategies remain relevant and impactful.

2024 MATERIALITY MATRIX UPDATE

EA's first materiality assessment was completed in 2017 using benchmarked industry input (e.g., client performance evaluations, client sustainability reports, industry organization trend analysis, etc.) and input from a cross section of employees representing each of EA's operating units and corporate departments. Since that first assessment, EA has completed annual reviews of our materiality aspects to evaluate the need to update rankings based on client input and industry trends (e.g., elevated cybersecurity concerns, adoption of artificial intelligence [AI] tools, economic trends monitoring, etc.).

EA did not implement any updates to the company's materiality assessment in 2024. However, we actively monitored U.S. election outcomes and shifts in administration priorities that could influence federal funding levels, regulatory focus areas, and infrastructure or environmental initiatives. Changes applicable to EA will be reflected in our next published report.

2024 MATERIALITY MATRIX

CARBON FOOTPRINT/EMISSIONS
- Emissions (All Scopes)
- Energy
- Water & Effluents
- Waste (Generation & Management)

ECONOMIC PERFORMANCE
- Employee Engagement (ESOP)
- PBC/ESOP Advocacy

PROFESSIONAL INVOLVEMENT
- Emerging Regulations & Service Line Relevance Technical Expertise, Innovation, & Thought Leadership
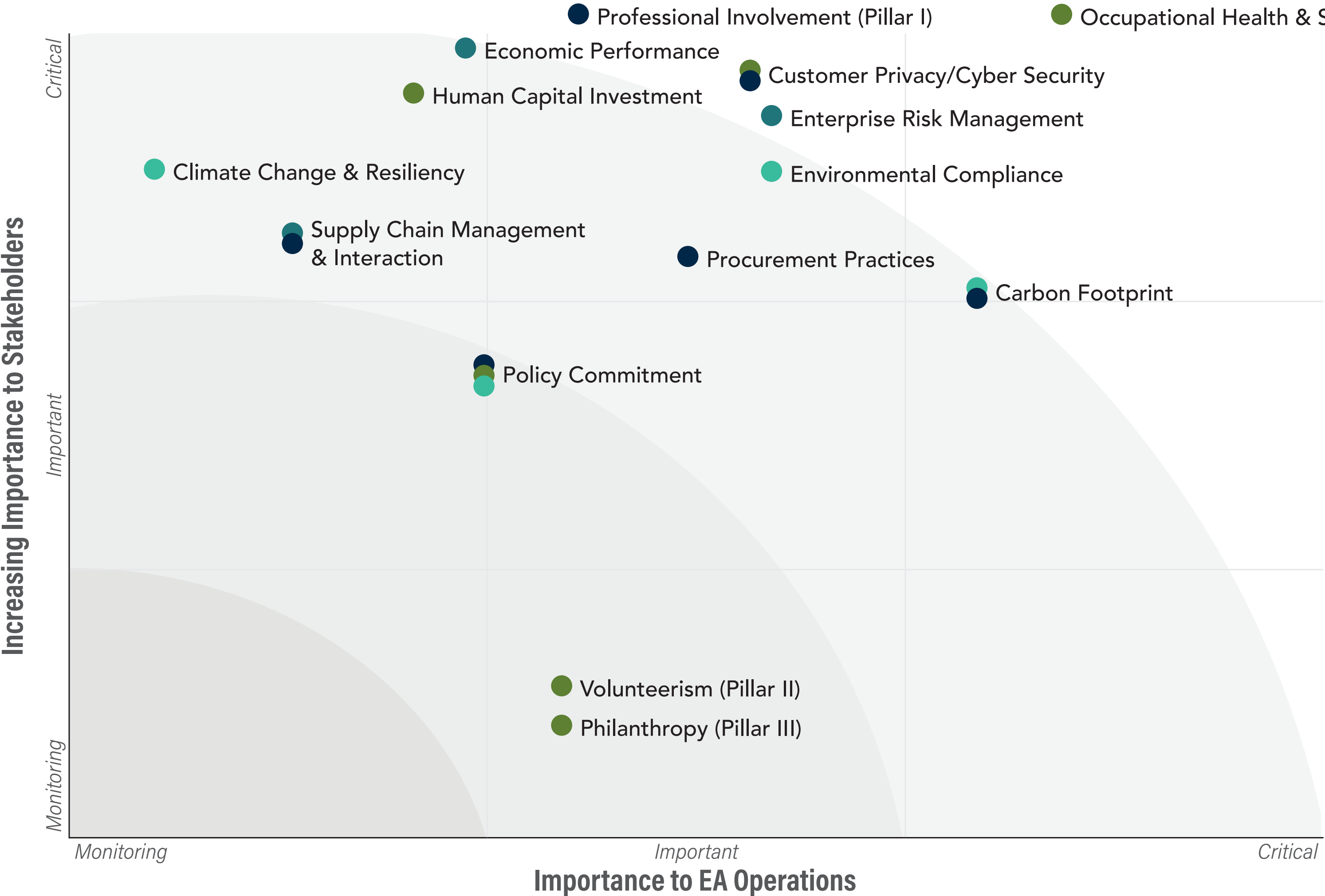- Brand Reputation, Market Presence, & Client Satisfaction

HUMAN CAPITAL
- Employment/Talent Acquisition & Retention
- Training & Education (Professional Development)
- Equal Opportunity
- Demographics
- Human/Labor Rights

ENTERPRISE RISK MANAGEMENT
- Anti-Corruption
- Anti-Competitive Behavior/Business Ethics

POLICY COMMITMENTS
- United Nations Sustainable Development Goals
- TRUE Zero Waste
- Environmental Justice
- Human/Labor Rights
- Science Based Targets (emissions reduction)

DISCLOSURE TOPIC CATEGORY KEY

- ENVIRONMENTAL
- ECONOMIC
- SOCIAL
- GOVERNANCE

Matrix axes:
- Y-axis: Increasing Importance to Stakeholders (Monitoring, Important, Critical)
- X-axis: Importance to EA Operations (Monitoring, Important, Critical)

Plotted items:
- Professional Involvement (Pillar I)
- Occupational Health & Safety
- Economic Performance
- Customer Privacy/Cyber Security
- Human Capital Investment
- Enterprise Risk Management
- Climate Change & Resiliency
- Environmental Compliance
- Supply Chain Management & Interaction
- Procurement Practices
- Carbon Footprint
- Policy Commitment
- Volunteerism (Pillar II)
- Philanthropy (Pillar III)

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

EA supports the SDGs

FRAMEWORKS & STANDARDS

SUSTAINABLE DEVELOPMENT GOALS

Since 2016, EA has proactively aligned our ESG objectives with the United Nations Sustainable Development Goals (SDGs) outlined in Agenda 2030*. This global framework addresses the interconnected challenges of human health, environmental degradation, social equity, and sustainable economic growth. Recognizing the value of the SDGs in guiding responsible business practices, EA has prioritized six goals where our daily operations, technical project work, and supply chain decisions can contribute meaningfully.

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

SUSTAINABLE DEVELOPMENT GOALS

Professional Development

6 CLEAN WATER AND SANITATION
8 DECENT WORK AND ECONOMIC GROWTH
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND

Charitable Giving

Community Support

SUSTAINABLE DEVELOPMENT GOALS & EA IMPACTS

6 CLEAN WATER AND SANITATION

Through our Charitable Giving Program, EA has raised more than half a million dollars for Water For People since 2016.

Through our support of Water For People, we contribute to global efforts to address the water and sanitation crisis. This partnership reflects our commitment to expanding access to safe, sustainable water systems and sanitation services that empower communities to thrive.

8 DECENT WORK AND ECONOMIC GROWTH

EA's Ecotoxicology Laboratory hosted policy advisors and legislative staffers as part of The ESOP Association's efforts to promote employee ownership at the federal legislative level.

As a 100 percent employee-owned company, we offer careers built around an ownership model that promotes long-term economic stability, supports inclusive growth, and helps employees build meaningful retirement wealth over the course of their careers.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Municipal composting infrastructure projects help communities reduce landfill waste and support sustainable approaches to organic material management.

From minimizing waste in our own operations to supporting clients with sustainable waste management strategies and site remediation, we design and implement solutions that advance a circular economy.

13 CLIMATE ACTION

In New England, data analysis supports community-driven climate action by identifying priority sources of greenhouse gas and co-pollutant emissions to inform an EPA-funded climate action plan.

Every project we deliver from green remediation to coastal resilience helps communities adapt to natural hazard risks, reduce emissions, and build a more resilient future.

14 LIFE BELOW WATER

Conducting fish survey work for a power generation client in Indiana.

We protect aquatic ecosystems by restoring wetlands and riparian habitats, reducing watershed pollution, and designing infrastructure that supports the health of lakes, rivers, streams, and the communities that depend on them.

15 LIFE ON LAND

Conducting site characterization studies on abandoned mine lands in Alaska for the National Park Service.

Our work supports land restoration, biodiversity, and habitat conservation through integration of green and sustainable considerations during project planning and delivery.

PUBLIC BENEFITS & REPORTING DISCLOSURES

ENVIRONMENTAL IMPACTS OF OPERATIONS & ACTIVITIES

EA monitors, measures, and reports on our operational impacts through a blend of EA-specific metrics and established frameworks, including GRI and SASB disclosures. These objectives and targets are designed to evaluate how our day-to-day activities align with the public benefit commitments in our PBC Charter. Each year, these objectives and targets are reviewed by EA's PBC Committee to confirm they remain aligned with our ESG priorities, sustainability strategy, and global frameworks.

OBJECTIVE: DRIVING BRAND RECOGNITION FOR PBC & EMPLOYEE-OWNERSHIP STRUCTURES

EA has seen firsthand how employee ownership business models can transform culture, strengthen financial performance, and deepen employee engagement. We are proud to champion the growth and recognition of benefit corporations and employee-owned enterprises, knowing that their impact extends beyond the individual organizations.

We actively collaborate with recognized experts, industry peers, and academic researchers exploring how these structures drive long-term organizational success. Through this engagement, we contribute to a growing body of knowledge that highlights the value of servant leadership, ethical business practices, and sustainable growth.

Our advocacy takes many forms, such as industry conferences, academic and professional research, and publications and speaking engagements. By leading and joining these conversations, we help elevate the visibility and credibility of both benefit corporations and employee-owned businesses, and emphasize their role in building inclusive, resilient, and high-performing workplaces.

These initiatives not only strengthen EA's own practices but also support a broader movement toward more equitable and sustainable business models. In doing so, we advance the spirit of the UN SDGs, particularly SDG 8: Decent Work and Economic Growth, SDG 9: Industry, Innovation, and Infrastructure, and SDG 10: Reduced Inequalities.

PUBLIC BENEFITS & REPORTING DISCLOSURES

OBJECTIVE: CUSTOMER DATA PRIVACY & CYBERSECURITY

Protecting sensitive information is a top priority for EA. Our information technology systems are fully aligned with the U.S. Department of Defense's Cybersecurity Maturity Model Certification (CMMC 2.0) framework, reflecting our commitment to high standards of data protection and cyber resilience.

In addition to continuing to invest in advanced threat detection and response tools, EA hired our first dedicated cybersecurity specialist in 2024. These enhancements to tools and personnel improve EA's overall response capabilities by facilitating faster incident investigation, better containment protocols, and proactive risk mitigation—ultimately helping to safeguard the data entrusted to us by our clients and partners.

100% Participation in Annual Cybersecurity Awareness Training

0.9%
2024 YEAR-END PHISH-PRONE SCORE

4%
INDUSTRY PHISH-PRONE GOAL

7.6%
BASELINE PHISH-PRONE SCORE FOR 2024

0
DATA BREACHES OR LOSS OF CUSTOMER DATA

STRENGTHENING OUR CYBER DEFENSES WITH DEDICATED EXPERTISE

In an era of evolving cyber threats, EA is taking proactive steps to safeguard client data and business operations. As part of this commitment, we've welcomed **Zachary Suffecool** to the team as our new cybersecurity specialist.

With a master's degree in cybersecurity and hands-on experience in risk assessment, vulnerability management, security infrastructure, and regulatory compliance, Zach brings valuable expertise to our growing security program. In this role, he will help strengthen EA's defenses, lead ongoing security audits, and ensure we remain aligned with client-specific and industry-wide standards.

PUBLIC BENEFITS & REPORTING DISCLOSURES

OBJECTIVE: PROFESSIONAL INTEGRITY & ENVIRONMENTAL COMPLIANCE

Professional integrity and environmental compliance are core to who we are. Our Code of Business Ethics and Employee Conduct Policy sets clear expectations for ethical behavior, reinforced through mandatory annual training and certifications that includes Anti-Kickback and Ethics Policies to enforce every employee's understanding of their role in upholding our standards.

We take an equally proactive approach to environmental compliance on projects. Guided by our Quality Management Program, we follow applicable laws, client requirements, and industry standards, with every employee empowered through Stop Work Authority.
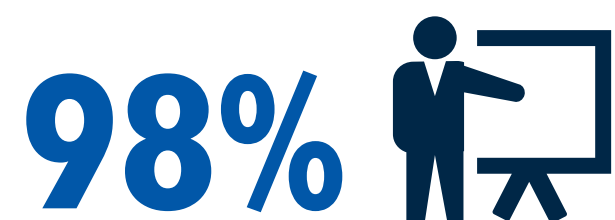
0
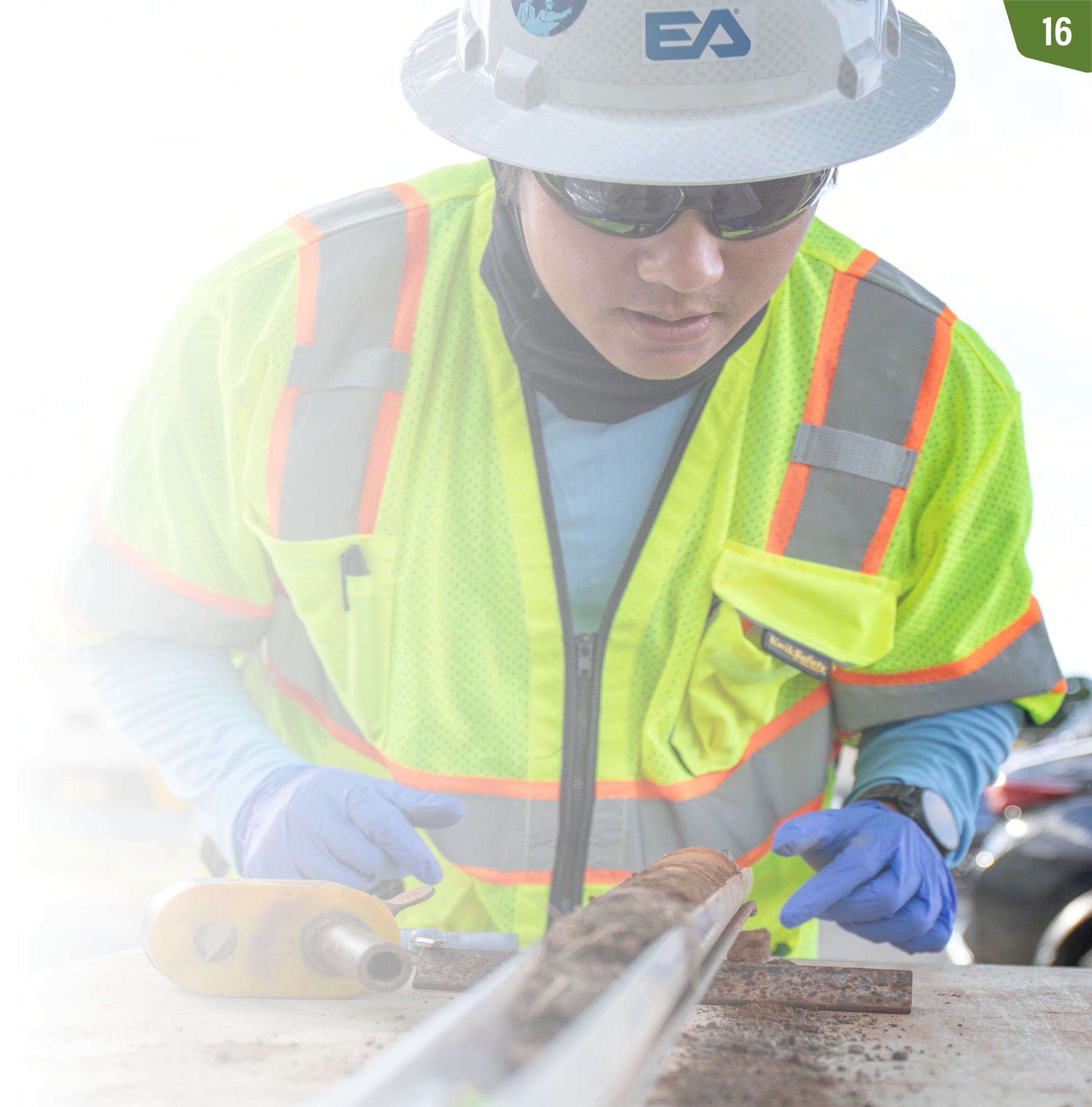Legal proceedings associated with professional integrity violations

0
Incidents of corruption or anti-competitive behavior

0
Fines for non-compliance with environmental laws and/or regulations

98%
Employees who completed internal Code of Business Ethics training

PUBLIC BENEFITS & REPORTING DISCLOSURES

OBJECTIVE: GREENHOUSE GAS EMISSIONS TRACKING & REDUCTION

Since 2008, EA has evaluated the environmental impacts of our operations associated with greenhouse gas (GHG) emissions through transparent carbon footprint analysis and reporting. We have implemented a "reduction first" approach that focuses on operational footprint reductions and process improvements before supplementing with purchased offsets and renewable energy certificates from recognized third-party programs.

To support this work, EA uses the EPA Center for Corporate Climate Leadership Simplified GHG Emissions Calculator* to quantify emissions and inform ongoing reduction efforts.

*https://www.epa.gov/climateleadership/center-corporate-climateleadership-simplified-ghg-emissions-calculator

EA's 2024 gross total operational carbon footprint was estimated at approximately 19,389.7 MTCO$_2$e of GHG emissions.

EA offset approximately 5.8 percent (1,120.3 MTCO$_2$e) of these emissions resulting in a net operational emissions total of 18,269.4 MTCO$_2$e.

SUMMARY OF EA'S 2024 GROSS EMISSIONS BY SCOPE TYPE

2024
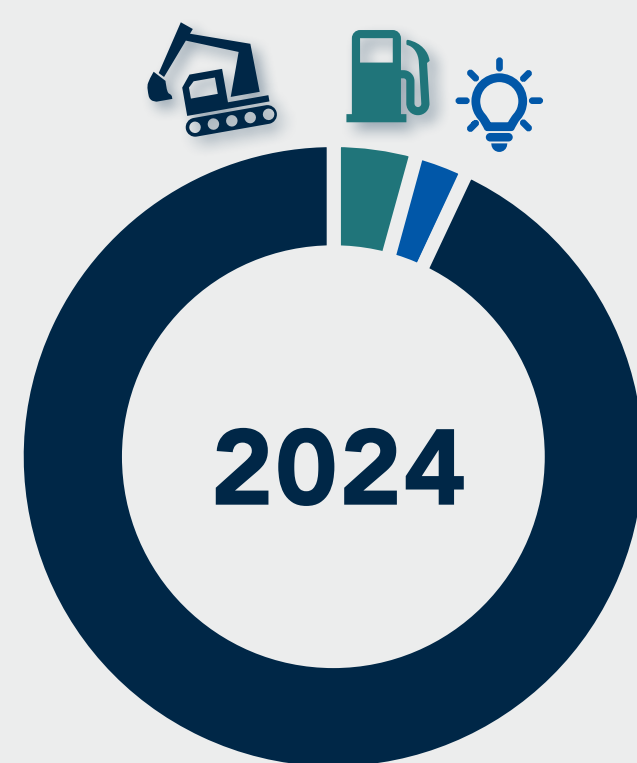
Scope 1 – 6%
Direct emissions resulting from EA's day-to-day business operations. Includes fleet vehicle and boat fuels, refrigerants, and fuel combustion related to heating of commercial office space.

Scope 2 – 3%
Indirect emissions arising from leased energy purchases and utilization in EA's commercial offices. Does not include designated residential satellite offices or remote telework.

Scope 3 – 91%
Other indirect emissions associated with EA's operations including Scope 3 Supply Chain emissions such as Purchased Goods and Services.

PUBLIC BENEFITS & REPORTING DISCLOSURES

TOP 3 EMISSION SOURCES BY MTCO$_2$E

14,141.5
Purchased Goods
& Services
(Scope 3, Category 1)

1,131.6
Employee
Business Travel
(Scope 3, Category 8)

1,098.6
Employee Commuting
and Home Office
(Scope 3, Category 7)

Scope 3 — EA evaluates applicable Scope 3 emission categories across our value chain to develop a more complete picture of our direct and indirect environmental impacts. Among the 14 categories defined by the GHG Protocol, Category 1: Purchased Goods and Services remains the largest contributor to EA's overall Scope 3 footprint by a significant margin.

Category 1 captures estimated emissions from teaming partners and subcontractors specifically from the portions of their scopes of work performed on EA projects. It also includes emissions from vendors and other external contributors, which may result from either project-related activities or general operational needs. Emissions associated with purchased goods and services stem from sources largely outside our direct operational control, as they are often driven by client defined scopes of work and the remediation technologies specified, when applicable.

Recognizing the complexity and evolving nature of Scope 3 reporting, EA continually refines our methods to improve accuracy and transparency. We apply a hybrid calculation approach, leveraging industry average emissions factors tied to North American Industry Classification System (NAICS) codes to quantify activity-based impacts, while also incorporating spend based data aligned with subcontractor expenditures relative to total gross revenue. This approach enables EA to account for the breadth of our supply chain emissions while identifying areas for future engagement and reduction opportunities.

UNDERSTANDING THE EMISSIONS COSTS OF AI ADOPTION

As generative AI tools like ChatGPT and Microsoft Copilot become integral to our workflows, their environmental impacts must also be factored into emissions analysis. These tools offer efficiencies in data analysis, communication, and project delivery, but their energy and water demands, particularly when deployed at an enterprise scale, represent new emissions considerations. As emissions data from AI developers becomes available, EA is committed to evaluating and appropriately integrating this information into our Scope 3 reporting to ensure our carbon accounting maintains pace with digital innovation.

SCOPE 3 SUPPLY CHAIN EMISSIONS

Categorized by NAICS codes associated with projects' primary scope of work and calculated based on approximate percent of subcontracted spend relative to EA's total gross revenue.

26.5%
541620
Environmental Consulting Services

63.9%
562910
Environmental Remediation Services

4.2%
541330
Engineering Services

5.4%
541715
Research and Development in the Physical Engineering and Life Sciences, Except Nanotechnology and Biology

PUBLIC BENEFITS & REPORTING DISCLOSURES

OBJECTIVE: EMPLOYEE ENGAGEMENT

A Decade of Engagement Insights — EA gathers meaningful and actionable employee feedback through an annual employee engagement survey, conducted through Gallup. These surveys invite employees to anonymously share their perspectives on engagement, workplace safety and management culture, and overall experience.

Since our first survey 10 years ago, results have helped guide decisions that shape improvements to a variety of processes, from leadership development and team dynamics to H&S initiatives and career development programs. Employee feedback serves as a foundation to build and grow a more responsive, inclusive, and purpose-driven organization.

78%
of EA workforce responded

4.0
Engagement Mean
(No change compared to 2023)

48%
Employee Respondents Reported as "Engaged"

Purpose-Driven Impact — Employee recognition is a vital part of how we build a culture of engagement, shared purpose, and public benefit. Each year, EA's CSR Program Awards honor individuals and office teams who exemplify our commitment to the pillars of our PBC Framework.

PUBLIC BENEFITS & REPORTING DISCLOSURES

CSR PROGRAM AWARDS

CSR PROGRAM AWARD FOR PROFESSIONAL INVOLVEMENT (PILLAR I)

Alan Pacheco Malagon (Sacramento, CA)
Since 2019, Alan has mentored and advised the chemical and environmental senior design class at the University of California, Riverside. Working closely with faculty, he guides students through real world environmental engineering and remediation projects.

CSR PROGRAM AWARD FOR COMMUNITY SUPPORT (PILLAR II)

Amanda Schmitt (Home Office, ND)
Amanda spent her Thanksgiving holiday volunteering at a local church, helping prepare and deliver more than 1,200 meals to community members in need. After deliveries were completed, approximately 100 remaining meal containers were donated to the local food bank. Amanda drove 4 hours during her delivery shift, distributing meals to residences and nursing homes, and then returned to assist in preparing additional meals for distribution directly from the church parking lot. Her dedication ensured hundreds of people received food and support during the holiday.

CSR PROGRAM AWARD FOR CHARITABLE GIVING (PILLAR III)

Dan Bowers and Ivy Harvey, PE (Hunt Valley, MD)
Dan and Ivy led the organization and management of two furniture and fixture auctions following the rightsizing of EA's corporate headquarters. Their efforts raised more than $4,000 for Water For People while finding new homes for furniture, electronics, and other items that might otherwise have been discarded.

CSR PROGRAM AWARD FOR GROUP OR OFFICE

2024 Race Across the West Team
Cycling For Water's 2024 team featured rider Walt Migdal (Albuquerque) and a seven person EA support crew: Mark Gutberlet (Hunt Valley), Teri McMillan (Albuquerque), Katelyn Cameron (Montana), Scott Grant (Warwick), April Ballweg (Lewisville), Alyssa Chiarelli (Hunt Valley), and Gary Desselle (North Carolina). Together they secured nearly 30 sponsors to cover race expenses, enabling the team to donate over $21,000 in net proceeds to Water For People. Their teamwork, outreach, and dedication showcased EA's commitment to making a tangible difference.

THRIVE AWARD

Colleen Rust (Albuquerque, NM)
Colleen is a founding leader of the Society of American Military Engineers (SAME) Foundation's "We Must Go To Them" initiative, now known as the STEM Pathways Program. Through the SAME Albuquerque Post, she has built partnerships with local organizations to expand science, technology, engineering, and mathematics (STEM) engagement within Native American Indian and Alaska Native communities.

PUBLIC BENEFITS & REPORTING DISCLOSURES

OBJECTIVE: PROFESSIONAL DEVELOPMENT & EMPLOYEE TRAINING

Professional development is a core investment in our employee-owners. It drives personal growth, deepens technical expertise, and strengthens long-term engagement and retention. Eligible employees may request tuition reimbursement for classroom or online programs, and we cover 100 percent of the cost for external training required to achieve or maintain professional certifications for full-time employees. These investments not only sharpen individual skills but also enhance EA's industry leadership.

Ongoing training maintains current understanding of evolving standards and regulations, supports employees in pursuing licensure, and cultivates subject-matter expertise required by our clients. Alongside external programs, we offer in-house training on topics such as occupational H&S, business ethics, project management, project estimation, schedule development, and client communications. These programs are designed to build leadership skills and align with our shared commitment to growth—for our people and for EA.

EMPOWERING PROFESSIONAL GROWTH THROUGH ON-DEMAND LEARNING

Following a successful 2023 trial and feedback from employees, EA launched a company-wide LinkedIn Learning account in late 2024. This new resource gives every employee unlimited access to more than 10,000 on-demand courses and curated learning paths.

From technical skills and project management to leadership development and personal productivity, employees can now explore a broad range of topics—anytime, anywhere, and at their own pace. Courses vary in length and format, making it easier to fit learning into busy schedules and tailor growth to individual interests and goals.

This initiative supports EA's continued investment in professional development for all employees and reinforces our commitment to providing equitable access to learning opportunities across all career paths.

46,227
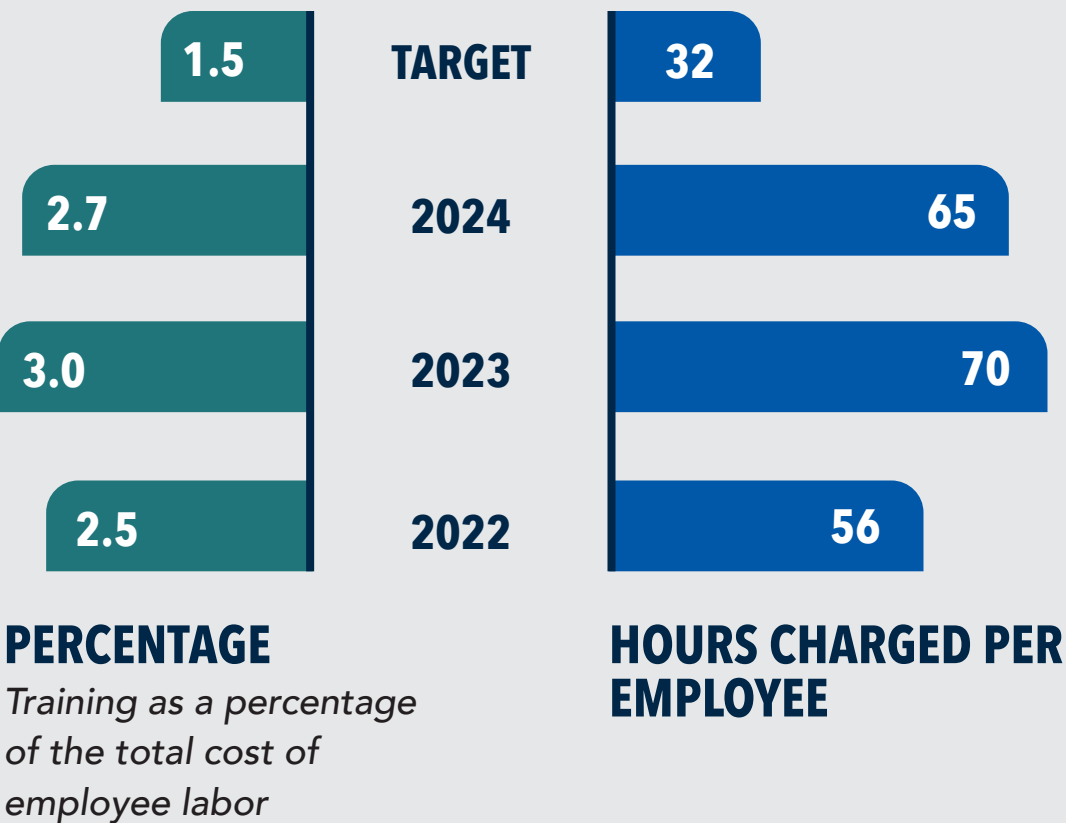Total number of professional development hours used by EA workforce.

96%
of EA's workforce took advantage of professional development offerings.

$342.5K
Non-labor continuing education investments made in 2024 to support the professional development of EA employees. Includes tuition reimbursement and non-labor professional development expenses (e.g., certification exam fees).

ANNUAL EMPLOYEE TRAINING TRENDS

Data from 2023 and 2024 show relatively consistent levels in both the percentage of employees using professional development hours and the associated labor costs. This suggests the organization has reached a steady state of training engagement following the rollout of our new enterprise resource planning system in 2023. The chart to the right illustrates EA's three-year trend in paid training hours and training hours per full-time equivalent employee, benchmarked against company targets.

	PERCENTAGE	HOURS CHARGED PER EMPLOYEE
TARGET	1.5	32
2024	2.7	65
2023	3.0	70
2022	2.5	56

PERCENTAGE
Training as a percentage of the total cost of employee labor

HOURS CHARGED PER EMPLOYEE

PUBLIC BENEFITS & REPORTING DISCLOSURES

OBJECTIVE: WORKFORCE DEMOGRAPHICS & TURNOVER

EA operates commercial offices throughout the continental United States, as well as in Alaska, Hawaii, and Guam, with a significant portion of our workforce based in the Mid-Atlantic and Northeastern regions. Since 2022, approximately 31 percent of employees have transitioned to permanent work-from-home status, supporting evolving workforce preferences and EA's commitment to flexible work arrangements.

In 2024, our voluntary turnover rate decreased to 8.7 percent. EA remains well below our internal target of 12 percent, while continuing to outperform industry benchmarks for architecture and engineering firms*. This trend demonstrates the effectiveness of EA's ongoing focus on employee retention, workplace culture, and career development.

*Deltek® Clarity. 2025. 46th Annual Comprehensive Architecture & Engineering Industry Study.

2024 TOTAL WORKFORCE DEMOGRAPHICS
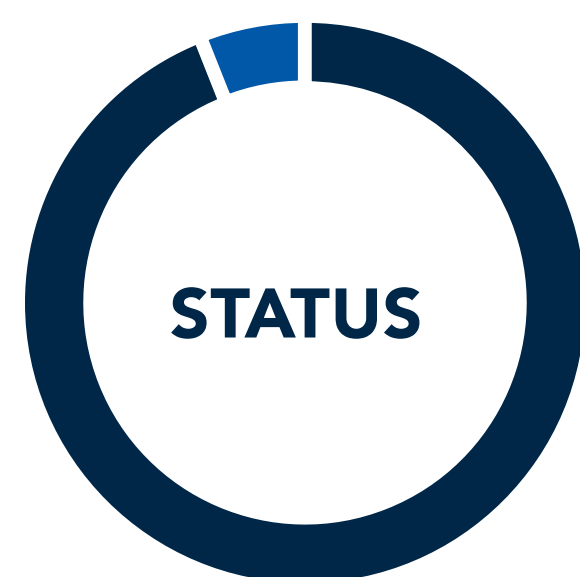
STATUS
- ■ Full Time – 94%
- ■ Part Time – 6%
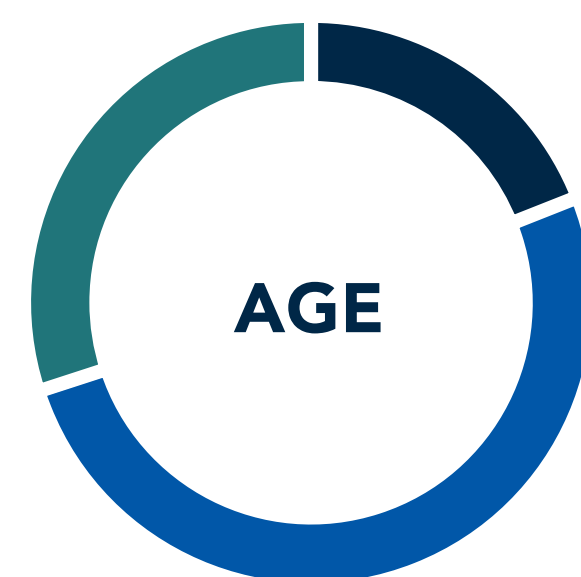
AGE
- ■ Under 30 – 19%
- ■ 30–50 – 51%
- ■ Over 50 – 30%

GENDER
- ■ Female – 42.3%
- ■ Male – 57.2%
- ■ Not Disclosed – 0.5%

RACIAL/ETHNIC
- ■ White – 84%
- ■ Black/African American – 2%
- ■ Asian – 3%
- ■ Hispanic/Latino – 4%
- ■ Other (Native American or Alaska Native, Native Hawaiian or Pacific Islander, and "Two or More Races") – 6%
- ■ Not Disclosed – 1%

Workforce demographic data are collected through EA's payroll system and are based on voluntary employee self-reporting. There were no significant demographic shifts in 2024.

VOLUNTARY TURNOVER TRENDS

Year	Rate
2024	8.7%
2023	9.5%
2022	10.2%

<12% Turnover Target

100% Retention after Parental Leave
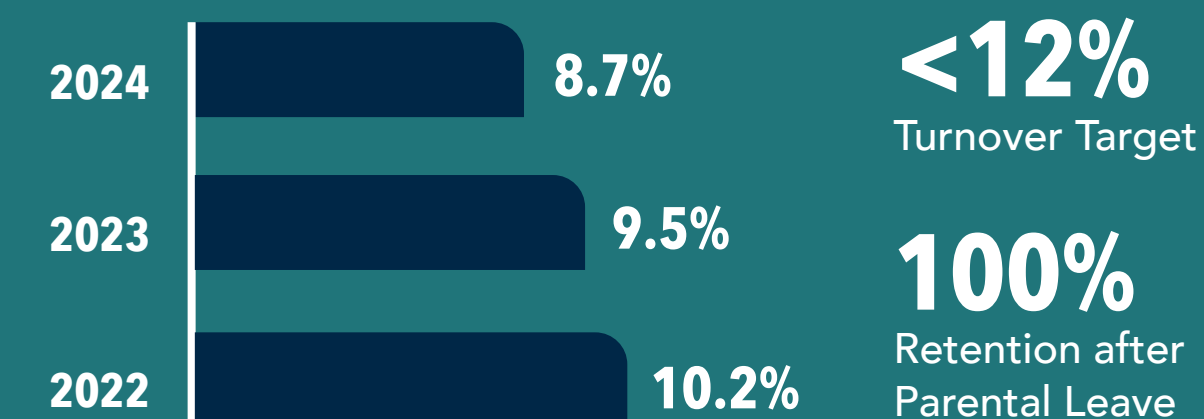
96% of EA's full-time workforce received a written performance evaluation in 2024

0% of EA's workforce is represented by a union or associated collective bargaining agreement

93 total new hires during the calendar year

PUBLIC BENEFITS & REPORTING DISCLOSURES

OBJECTIVE: SUPPLY CHAIN & PROCUREMENT

Supply Chain Interactions — EA prioritizes establishing partnerships with supply chain business partners that demonstrate financial stability and align with our culture of commitment to providing technical quality, competitive pricing, and superior service. We collaborate with a broad network of subcontractors and suppliers to enhance our offerings and effectively execute client work. Our supply chain expenditures are categorized into general spend categories, allowing us to assess areas with the greatest potential to affect financial, safety, and emission impacts and maximize the benefits of additional opportunities.

Supply Chain Diversification — EA reduces risk by expanding our network of qualified vendors. We strive to provide all categories of qualified small businesses with ample opportunities to support our procurement requirements.

EA frequently works for clients who desire to maximize subcontracting to small businesses. To find qualified business partners, we employ a proactive communications strategy, led in part by a dedicated Small Business Liaison Officer, that includes a dedicated web page, distribution of brochures, and participation in special events tailored for engaging with qualified suppliers, including procurement conferences and trade fairs.

SUPPLY CHAIN SPEND
>$177.2M

2%
Indirect equipment and materials

1%
Transportation and fuel

16%
Employee benefits and incentives

75%
Project operations, equipment, and materials

6%
Corporate admin, operations, and facilities

0.1%
Health and safety*

*Supply chain spend for this category includes indirect non-billable safety equipment/ supplies, training fees, and annual fees associated with safety management portals only.

PUBLIC BENEFITS & REPORTING DISCLOSURES

OBJECTIVE: SUPPLY CHAIN & PROCUREMENT

Diverse Enterprise Utilization — EA's Supply Chain Diversity Program fully supports legislated socio-economic goals and those specified in many of our client contracts. We are committed to providing all categories of qualified small businesses with the maximum opportunity to support our procurement requirements.

Of EA's $127.9 million in direct spend in 2024, approximately $35.1 million was subcontracted to more than 590 small and/or diverse business enterprises, with diverse businesses broadly defined as those owned and operated by minorities, women, veterans, and individuals with disabilities. Remaining subcontracting was directed to large businesses and other entities such as universities and nonprofit organizations.

In 2024, EA participated in 23 business outreach events and small business engagement forums, reinforcing our commitment to supporting and partnering with small and disadvantaged businesses. EA is an active member of the Small Environmental Business Action Coalition (SEBAC) and regularly engages with the Small Business Administration (SBA) community to advance a strong small business mission.

DIRECT SPEND TO SMALL AND DIVERSE BUSINESS ENTERPRISES

73%
Total Direct Spend to Large and Other Than Small Businesses

$127.9M
Total Direct Spend

27%
Total Direct Spend to Small and Diverse Business Enterprises valued at $35.1M, including

$13M
Total Direct Spend with Diverse Business Enterprises

PBC PILLAR I: PROFESSIONAL DEVELOPMENT

DIRECT ENVIRONMENTAL BENEFIT OF PROJECTS

The most meaningful measure of success lies in the environmental improvements delivered through our projects: restoring natural systems, reducing pollution, improving resilience, and advancing public health outcomes in the communities where we live and work.

The direct environmental benefits of our work represent the core of our public benefits commitment. Across each of our service lines, we provide support to our clients through design and implementation of solutions that protect and enhance environmental quality. We apply industry-recognized evaluation tools such as SiteWise™, along with analytical methods such as risk assessments, capture zone analysis, and dispersion modeling to assess life cycle impacts and improve sustainability outcomes.

Our professionals also contribute to broader environmental progress through knowledge sharing, training, and public engagement—helping to strengthen the entire environmental sector.

HOW OUR WORK CREATES ENVIRONMENTAL BENEFITS

In 2024, our teams:
- Integrated nature-based solutions into coastal infrastructure planning
- Supported clients in achieving sustainable remediation goals
- Applied life cycle thinking to improve project outcomes and reduce long-term impacts
- Promoted community resilience through watershed-based solutions.

PBC PILLAR I: PROFESSIONAL DEVELOPMENT

LANDFILL REMEDIATION PLANNING, NEW YORK

As part of remediation planning for a former industrial waste dump in New York, EA conducted a remedial alternatives analysis that integrated both a restoration vulnerability assessment and a SiteWise™ environmental footprint evaluation. These elements were integrated into the project's feasibility study, which assessed and compared cleanup alternatives designed to protect public health and the environment while aligning with applicable regulatory standards and guidance.

To support climate resilience, EA developed a flexible vulnerability assessment process that considers a wide range of site-specific variables, including climate conditions, geology, land use, contaminants, and socio-political context. The results were aligned with feasibility study criteria to help optimize the selection and design of a remedial action that could withstand future climate stressors. The approach not only enhanced long-term site protectiveness, but also set a precedent with EA's vulnerability assessment process serving as a template for other hazardous waste sites.

MARSH EVALUATION, GEORIGIA

In partnership with Marstel-Day, EA is supporting the U.S. Army Corps of Engineers (USACE) Regional Sediment Management Center of Expertise and the U.S. Navy in evaluating coastal marsh systems surrounding Kings Bay Naval Submarine Base in southeastern Georgia. The base provides maintenance and refit services for submarines deployed to the Atlantic.

Field investigations completed in 2024 gathered data on marsh elevations, accretion rates, soil composition, and plant and invertebrate communities to inform a broader analysis of historical and projected marsh conditions. The findings will guide strategies for the beneficial use of dredged material to enhance marsh restoration and reduce sedimentation, offering a sustainable alternative to traditional use of dredged material management areas that are reaching capacity.

Regular coordination meetings with federal, state, and local partners are promoting research and planning collaboration, with final recommendations expected in fall 2025.

PBC PILLAR I: PROFESSIONAL DEVELOPMENT

TREATMENT SYSTEM OPTIMIZATION, NEW JERSEY

Since 2014, EA has been responsible for long-term monitoring, operations, and maintenance of the 26-acre Price Landfill Superfund Site in New Jersey. EA operates the groundwater treatment facility, encompassing 17 extraction wells collectively pumping 300 gallons per minute and has significantly reduced contaminant concentrations since startup. After assuming operations responsibility, EA evaluated and implemented optimization measures to reduce operational costs, improve treatment efficiency, and ensure continued protection of the surrounding community.

In 2024, the site and EA's treatment system operators received the Earnest Ecker Award for Excellence in Industrial Wastewater Treatment from the New Jersey Water Environment Association, recognizing outstanding performance in compliance, safety, efficiency, and innovation. EA's work is conducted for the U.S. Environmental Protection Agency under contract to USACE - Kansas City.

ANGLER ACCESS & FISHING ENHANCEMENTS, NEBRASKA

In Nebraska, the Louisville State Recreation Area Angler Access and Fishing Enhancement Project was designed to deliver lasting benefits for both the environment and the community—improving aquatic habitats, enhancing water quality, and expanding recreational opportunities across its network of small lakes.

The project targeted improvements to four lakes through dredging, installation of artificial fish habitats, new fishing piers and docks, enhanced trails, extended boat ramps, and replacement of aging decking with durable, eco-friendly materials.

These efforts will enhance lake ecosystems, support healthier fish populations, and increase biodiversity, while also expanding safe, inclusive access for all visitors throughout ADA-compliant trains and facilities. By blending ecological improvements with modern amenities, the project strengthens the park's role as a community destination for outdoor recreation, while preserving and enhancing its natural resources.

PBC PILLAR I: PROFESSIONAL DEVELOPMENT

INDUSTRY INNOVATION & THOUGHT LEADERSHIP

Involvement with Industry Organizations — Advancing the environmental profession is central to EA's mission, not only to better serve our clients, but to help shape the future of the industry. We are committed to fostering technical excellence, professional development, and active leadership within the environmental community. Through participation in professional organizations, advisory groups, and regulatory forums, EA contributes to shaping policies, anticipating emerging issues, and staying ahead of shifts that impact our clients' operations and compliance strategies.

EA encourages all employees to engage with professional organizations such as SAME, American Council of Engineering Companies, National Association of Ordnance Contractors (NAOC), American Shore and Beach Preservation Association (ASBPA), the Western Dredging Association (WEDA), American Short Line and Railroad Association (ASLRRA) and dozens of others. Many of our staff also serve in advisory and advocacy roles, contributing to groups like the Air Quality Control Advisory Council, and North Carolina Taskforce for Offshore Wind Economic Resource Strategies (NC Towers). Participating in industry conferences and trade shows enhances our employees' professional growth and reinforces EA's recognition as a thought leader.

Through technical presentations, panel discussions, and published papers, our professionals share knowledge while strengthening our reputation for innovation, insight, and expertise.

REPRESENTATIVE ENGAGEMENT AT TRADE SHOWS AND CONFERENCES IN 2024

127
Industry conferences with technical input by EA personnel

63
Platform and poster presentations or panel positions

INDUSTRY INNOVATION & THOUGHT LEADERSHIP IN ACTION

Dam Removal & Aquatic Systems
Platform presentation at the Northeast Aquatic Biologist Conference on Beyond Run-of-the-River: Considerations for Removing a Dam with a Sizeable Impoundment and Lakeside Residents in Concord.

Elevating Women's Safety in the Field
Panelist at the Environmental and Occupational Health and Safety Conference for Raising the Issues to Raise the Bar on Women's Occupational Safety.

Superfund Community Protections
Poster presentation at the Rocky Mountain Mining & Reclamation Conference: Elevate the Neighborhood—Handling Complexities in Waste Characterization to Protect Neighbors of a Superfund Site.

Ownership Culture in Action
Case study presentation at the Symposium on Employee Ownership, highlighting EA's employee-owned structure and engagement practices.

Resilience through Regional Sediment Management
Poster presented at the ASBPA National Coastal Conference: Developing Regional Sediment Management to Support Coastal Resilience Using Nature-Based Solutions in Coastal North Carolina.

Per- and Polyfluoroalkyl Substances (PFAS) & Data Innovation
Technical presentation at the Groundwater Management Districts Association Summer Conference on PFAS Remedial Investigation: Using ArcGIS Enterprise Tools for Data Management.

PBC PILLAR I: PROFESSIONAL DEVELOPMENT

Client Research and Development — EA invests in research and development (R&D) to address emerging global environmental challenges

Through our R&D program, EA has established collaborative partnerships with leading universities, federal agencies, and non-governmental organizations to advance applied science and practical solutions. Key partners include:

- EPA Office of Research and Development
- U.S. Army Engineer Research and Development Center
- Department of Defense's Strategic Environmental Research and Development Program
- Environmental Security Technology Certification Program
- Water Environment Federation
- Trout Unlimited

EA's R&D program has expanded 300 percent from a single project in 2017 to contract actions valued at more than $7 million.

EA's R&D program reflects our commitment to science-based innovation, cross-sector collaboration, and solutions that address both environmental protection and community resilience.

In 2024, EA's R&D program was awarded three research projects focused on enhancing coastal resilience at U.S. military installations experiencing infrastructure vulnerabilities caused by shoreline erosion. These projects are currently underway at sites in Florida, North Carolina, and South Carolina.

EA has also received a pilot-scale award to develop site-specific engineering designs aimed at mitigating shoreline loss.

6PPD-Q STORMWATER RESEARCH

EA was selected for a Washington State Department of Ecology research project to study how native, unamended soils can reduce concentrations of 6PPD-quinone (6PPD-q) — a tire-derived contaminant linked to salmon mortality in Pacific Northwest urban streams.

This one-year research project will evaluate the role of soil type, microbial communities, and vegetation in removing 6PPD-q from stormwater, alongside an assessment of contaminant persistence in soil. Stormwater samples from Seattle will be analyzed, and a life-cycle analysis will help determine the feasibility of using native soils as a low-impact stormwater best management practice.

Findings will support the development of green infrastructure strategies to address this emerging contaminant and better protect sensitive aquatic species.

PBC PILLAR I: PROFESSIONAL DEVELOPMENT

Internal Research and Development — EA expanded its commitment to internal innovation by launching a new employee-led R&D funding initiative. The program invites staff to propose research projects aligned with emerging client needs, service development, or priority environmental issues. In its inaugural cycle, the program authorized four employee research projects totaling more than $50K of investment.

Novel Methods for Regeneration of Spent Granular Activated Carbon
This project validated an innovative technology for regenerating spent granular activated carbon. The resulting data have supported proposal development across state, local, and federal client sectors where sustainable granular activated carbon reuse is a priority.

Ecological Risks of PFAS-Contaminated Sediment
This research explored the ecological risks associated with PFAS-contaminated freshwater sediments. These values are intended for future use in ecological risk assessments.

Engineered Stormwater Systems and Mass Transport Dynamics
A mass transport model was developed to simulate contaminant behavior within heterogeneous hydrogeological environments influenced by engineered stormwater systems. The model is designed to support remedial investigations and inform site-specific remedy design.

Climate Change Toolbox for Contaminant Cleanup
This project created a practical toolbox for incorporating climate change projections into remedial design, helping assess the vulnerability of cleanup strategies to future climate stressors.

This initiative reflects EA's commitment to fostering curiosity, creativity, and applied research across all levels of the organization—ensuring we remain at the forefront of developing client-ready solutions grounded in science and innovation.

PBC PILLAR I: PROFESSIONAL DEVELOPMENT

SUPPORTING FUTURE STEM INNOVATORS

Each year, EA employees volunteer their time to organize and participate in STEM outreach initiatives designed to spark curiosity, develop skills, and inspire future scientists. These programs provide hands-on experiences that bring science and engineering to life, engaging learners of all ages, from elementary students to college-bound individuals, as well as adults exploring new career paths. By supporting STEM education in our communities, we help advance equity, inspire the next generation of environmental professionals, and empower individuals with tools for long-term success. In 2024, EA professionals supported a variety of events including:

- AFCEA Greater Omaha Chapter, Dinner with a Scientist
- Chesapeake Water Environment Association Student Design Competition
- Chicago Public Schools Student Science Fair, Inc.
- Environmental Business Council's Environmental, Energy, and Engineering Career Fair
- Maunawili Elementary, Hawai'i
- Maryland Commission on Climate Change, Maryland Climate Teach-In
- Massachusetts Science and Engineering Fair
- Nebraska Children's Groundwater Festival
- SAME Buffalo and Girl Scouts of Western New York, Engineering Outdoors
- Volunteering Untapped – Baltimore, First LEGO League

EA also supports the next generation of STEM professionals through annual contributions to scholarship programs, university endowments, and environmental education organizations across the country. In 2024, EA contributed donations to the following industry associations and academic institutions to support STEM education initiatives and student scholarship programs:

- American Society of Civil Engineers
- Blue Water Baltimore
- Chesapeake Bay Trust
- Engineering Society of Baltimore Education Foundation
- Keep Lewisville Beautiful
- Living Classrooms Foundation Inc.
- Puget Sound Engineering and Scholarship Fund
- SAME – Guam Post, Charlie Corn Scholarship

By investing in these programs, EA helps expand opportunities for aspiring scientists, engineers, and changemakers who will shape the future of environmental stewardship.
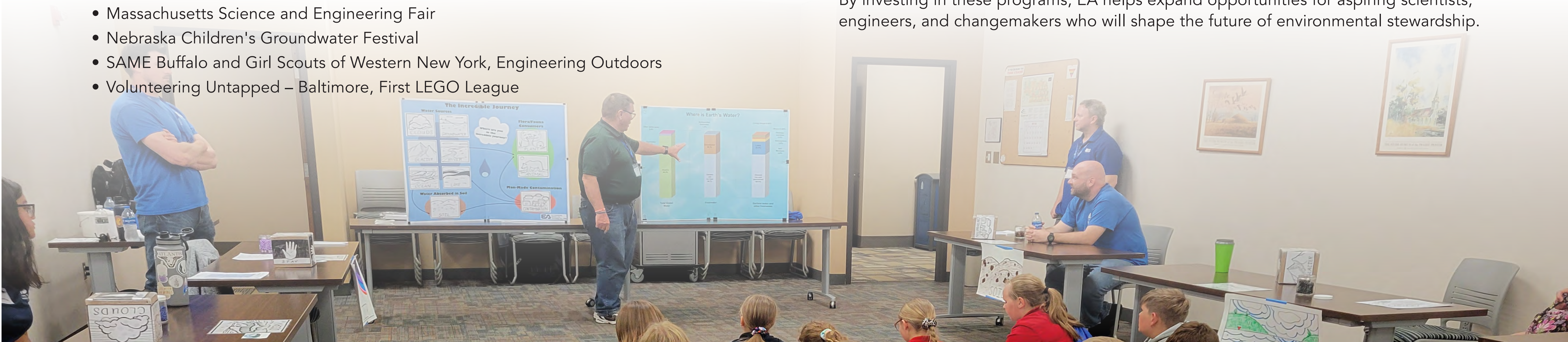
PBC PILLAR I: PROFESSIONAL DEVELOPMENT

BUILDING THE FUTURE OF ENVIRONMENTAL CONSULTING

Internships can serve as a vital entry point into the environmental profession, providing students with the chance to apply what they've learned in the classroom to real-world projects. Since 2005, EA has proudly supported the Jensen Fellowship in collaboration with Johns Hopkins University, honoring the legacy of our founder and former chairman, Dr. Loren Jensen. This unique opportunity provides selected master's students from the Department of Environmental Health and Engineering with a unique six-month, credit-bearing fellowship at EA. The fellowship includes tuition assistance and a stipend, offering both academic and financial support.

Jensen Fellows are placed within EA operations based on their academic focus and career interests, allowing them to contribute directly to client projects while gaining insight into our integrated consulting approach. They are embedded in active projects across a range of disciplines, gaining hands-on experience that aligns with their academic background and interests. By working alongside EA's engineers, geologists, and subject matter experts, Jensen Fellows translate their graduate studies into real-world consulting practice. This immersive experience not only deepens their technical skills, but also exposes them to the fast-paced, problem-solving nature of environmental consulting.

At the conclusion of their fellowship, students are required to deliver a presentation to EA peers on either their fellowship experience or a topic related to the work they supported. This capstone activity not only reinforces their technical and communication skills but also builds confidence, fosters professional visibility, and encourages reflection on how their contributions connect to broader environmental and engineering goals.
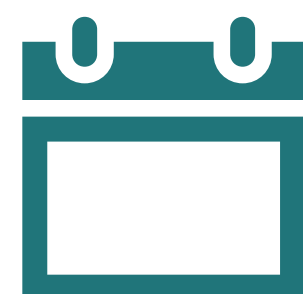
19 YEARS
providing fellowships in partnership with the Johns Hopkins University

26 STUDENTS
have completed the Jensen Fellowship Program

PBC PILLAR II: COMMUNITY SUPPORT

As a PBC and proponent of servant leadership, EA views giving back to the communities where we live and work as an essential part of doing business the right way. Volunteerism strengthens team connections, fosters personal and professional growth, and deepens our roots in those same communities. It also advances the public benefit objectives outlined in our PBC Charter.

In 2024, we enhanced our internal communications to promote greater awareness and use of volunteer hours. As part of this effort, we emphasized intersectional volunteerism by identifying and sharing opportunities that support marginalized communities and inclusive organizations. These efforts are helping to broaden the reach and impact of our program while better aligning with the values and interests of our workforce.

ANNUAL VOLUNTEERISM

Hours of paid volunteer time used by EA staff by calendar year.

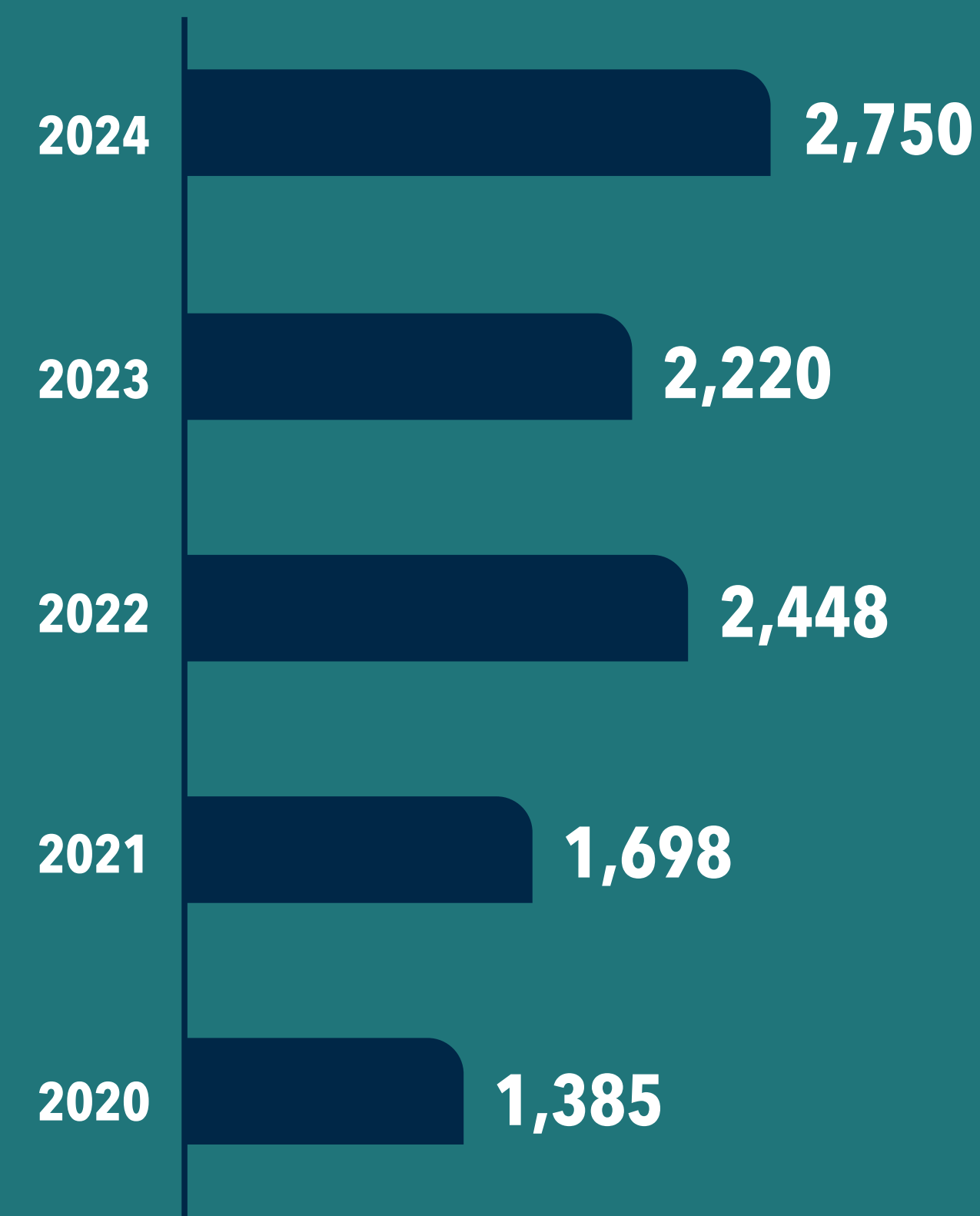| Year	Hours
2024	2,750
2023	2,220
2022	2,448
2021	1,698
2020	1,385

44.8% OF EMPLOYEES
used volunteer hours

2,750 HOURS
of time donated to local communities

325+
number of organizations supported by EA employees through volunteerism

PBC PILLAR III: CHARITABLE GIVING

EA's Charitable Giving pillar underscores the altruistic aspects of our PBC charter by providing direct financial support through initiatives like our Workplace Giving Program. Our efforts focus on supporting our primary philanthropy beneficiary, Water For People, along with other select charities identified by our individual offices in their local communities. Through these contributions, we strive to make a meaningful impact and promote the values of generosity and community support that are central to our core purpose.

2024 WATER FOR PEOPLE FUNDRAISING

EA's Workplace Giving Program supports Water For People, an international nonprofit dedicated to advancing access to reliable water and sanitation systems in developing countries. Through the implementation and maintenance of sustainable infrastructure and educational initiatives, Water For People promotes long-term solutions by empowering communities to independently manage their own water and sanitation resources.

IN SUPPORT OF CLEAN WATER AND SANITATION

EA's financial commitment (teal) versus Water For People campaign results (green). Results rounded to nearest thousand.

ANNUAL GOAL		CAMPAIGN RESULTS
$50K	2024	$71K**
$50K	2023	$48K
$50K	2022	$50K
$50K	2021	$71K**
$50K	2020	$54K

$50K
2024 Financial Commitment

$71K
2024 Total Raised for Water For People

$759K
2023 Total Water for People Campaign Impact*
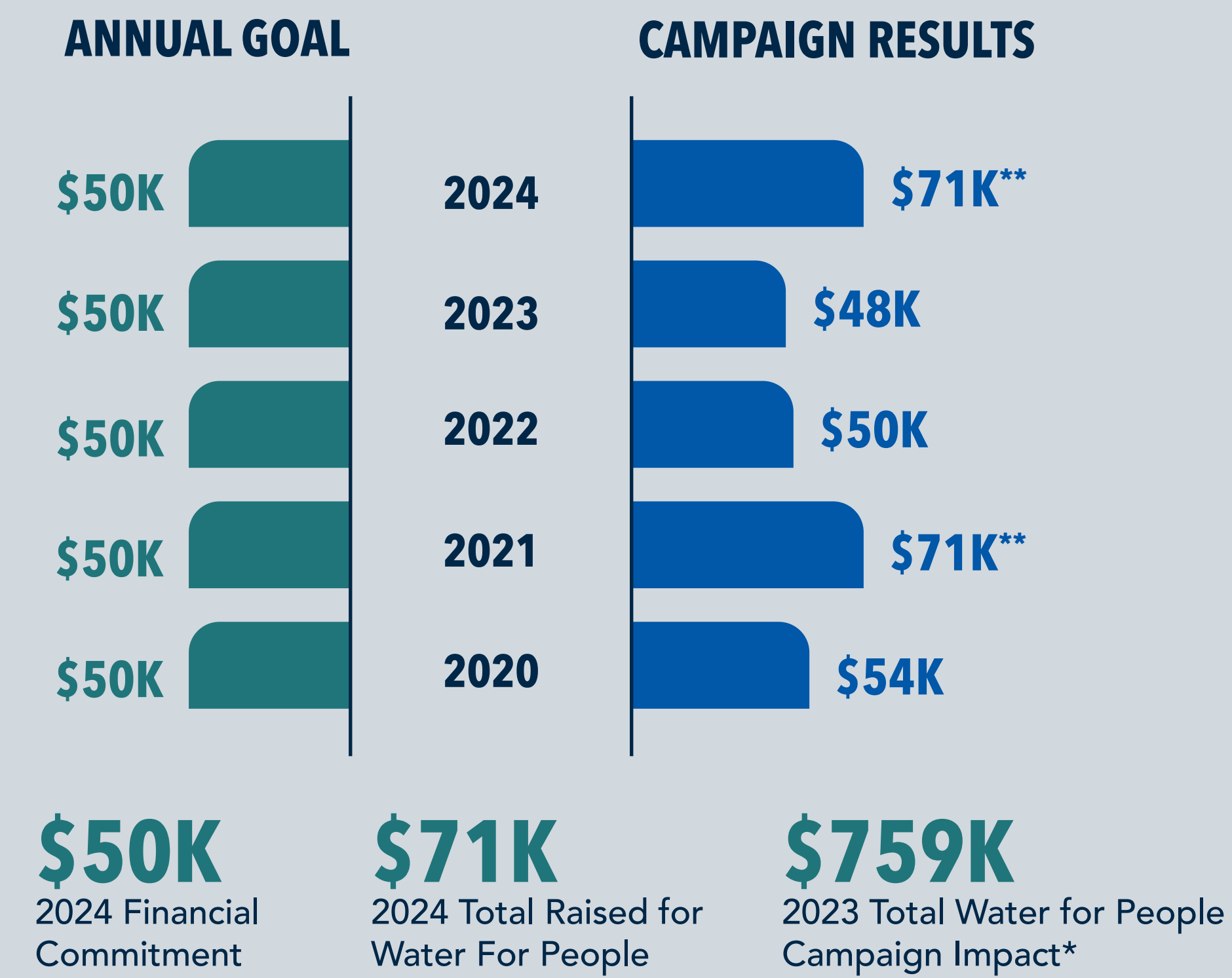
$6.2M
Total Impact To Date*

* Based on Water For People's Impact Calculator (**https://www.waterforpeople.org/our-impact/**), through 2022; Impact is calculated on actual donations and associated co-investments from local communities and governments.

** These annual campaign result totals include proceeds from Cycling for Water fundraising.

PBC PILLAR III: CHARITABLE GIVING

RACE ACROSS THE WEST

For the first time, the EA/Cycling for Water team entered the 2024 Race Across the West with a solo rider supported entirely by an EA crew. The team competed against other solo riders to complete the grueling 862-mile course from Oceanside, California to Durango, Colorado in less than 95 hours.

Net proceeds from fundraising sponsorships and donations directly support Water For People's initiatives to end the walk for water by providing sustainable clean water and sanitation solutions to communities in need.

water for people
EVERYONE • FOREVER

LOCAL IMPACTS

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

TARGETS FOR A SUSTAINABLE FUTURE

EA's PBC Committee has established the following short-term targets to drive continuous improvement across operations and activities company wide.
Targets represent progress across our PBC framework to achieve our public benefits, support UN SDGs, and evaluate operational and program improvements to improve ESG goals.

OBJECTIVES (ASSOCIATED PBC PILLAR)	SHORT-TERM TARGETS (CALENDAR YEARS 2024 – 2026)
Formal alignment and communication of 100 percent Employee-Owned, Delaware PBC (Overall)	Continue collaborating with academia regarding publications related to EA's business transformation and employee stock ownership plan (ESOP) advocacy
Assess the environmental impact of our operations and activities (Overall)	Improve capture of NAICS codes for subcontractors to better categorize services and associated Scope 3 emissions Identify a dedicated procurement lead responsible for supporting development and implementation of a sustainable purchasing program Complete annual CDP Corporate Disclosure, as requested by clients Continue assessing the applicability of Science Based Targets initiative (SBTi) guidelines for professional service providers to determine the feasibility of establishing an SBTi; finalize internal white paper identifying path forward for SBTi consideration
Promote employee engagement (Overall)	Complete Gallup Employee Engagement and Servant Leadership surveys Achieve 65% CSR utilization per regular, full-time employee through activities such as authoring papers or platforms/posters, volunteering, contributing to Water For People via EA's Workplace Giving Program, or participating in local office or company-wide fundraising events. Conduct a pay fairness study with an external consultant. The study, to be completed by the end of calendar year (CY) 2026, will incorporate recommendations from GRI Disclosure 405-2: Ratio of basic salary and remuneration of women to men.
Sustain safety culture (Overall)	Annual total RIR and three-year rolling average at or below the annual industry benchmark for NAICS 562910 Annual EMR of less than 1.0 Launch a Safety Steering Committee to integrate and align safety programs with projected headcount and revenue growth, and recommend necessary safety budget allocations.

TARGETS FOR A SUSTAINABLE FUTURE

OBJECTIVES (ASSOCIATED PBC PILLAR)	SHORT-TERM TARGETS (CALENDAR YEARS 2024 – 2026)
Set performance benchmarks (Overall)	Achieve 100 percent employee completion of EA Code of Business Ethics training. Ensure no significant fines or non-monetary sanctions for regulatory non-compliance. Maintain appropriate CMMC-level certification with zero data breaches during the reporting year. Reduce and sustain EA's annual phish-prone score (as measured by internal cybersecurity testing) to meet industry standards. Provide 32 hours of training per employee annually, with a minimum of 1.5% of total compensated time dedicated to professional development, expressed as a percentage of total hours. Maintain a total turnover rate below 12 percent. Complete EcoVadis assessment every two years.
Assess CSR perspectives within supply chain (Overall)	Develop timeline for creating a sustainable procurement policy and supply chain evaluation process Update Sustainable Business Practice guidelines related to purchase of marketing giveaways/promotional items to incorporate best practices and improved sustainability considerations
Quantify the public benefits of our projects (Pillar I)	Integrate sustainability tools into EA's Project Management Training Continue to increase use of sustainability metrics to analyze impact of EA's day-to-day operations as part of Pillar I public benefits evaluation
Encourage utilization of PVT (Pillar II)	Increase annual PVT usage compared to the 2016 baseline of 24 percent Identify opportunities to boost employee volunteer hour utilization by developing programs aligned with EA's Community Support pillar and addressing community needs through education, environmental improvement, or local service initiatives.
Focus on environmental philanthropy (Pillar III)	Commit $50,000 in financial support to Water For People Facilitate continued executive-level participation in the Water For People Leadership Council Promote employee involvement in Water For People initiatives, such as impact tours, pro bono projects, and related activities Achieve an overall increase in total philanthropic contributions

APPENDIX A | GRI CONTENT INDEX

Statement of Use: EA Engineering, Science, and Technology, Inc., PBC has reported in accordance with GRI Universal Standards for the period 01 January through 31 December 2024.

GRI Used: GRI Universal Standards

Applicable GRI Sector Standards: There are no applicable GRI Sector Standards for Professional and Commercial Services providers.

GRI GENERAL DISCLOSURES

DISCLOSURE	DISCLOSURE RESPONSE AND/OR LOCATION WITHIN REPORT
ORGANIZATION AND REPORTING PRACTICES	
2-1. Organizational details	*Who We Are & What We Do* (page 4)
2-2. Entities included in organization's sustainability reporting	EA's sustainability reporting does not include additional entities.
2-3. Reporting period, frequency, and contact point	Both EA's sustainability and financial reporting are completed annually by calendar year. This report covers 01 January through 31 December 2024. Point of contact for EA's annual PBC Statement/CSR Report is Brian Lesinski, EMS-LA (Executive Vice President and Director, Corporate Social Responsibility).
2-4. Restatements of information	There are no restatements of information associated with this report.
2-5. External assurance	EA does not seek external assurance for its sustainability reporting.
ACTIVITIES AND WORKERS	
2-6. Activities, value chain, and other business relationships	EA provides professional services including environmental, engineering, compliance, natural resources, and infrastructure support as well as maintains three analytical laboratories (ecotoxicology, wastewater treatment, and aquatic biology). EA's value chain is discussed in our **2024 Carbon Footprint Report**.
2-7. Employees	EA's normalized headcount (full-time equivalency by total labor hours) for calendar year 2024 was 706. Workforce demographics are included in *Workforce Demographics and Turnover* (page 22).

DISCLOSURE	DISCLOSURE RESPONSE AND/OR LOCATION WITHIN REPORT
2-8. Workers who are not employees	If temporary staff augmentation is necessary, EA works with staffing firms to fill short-term personnel needs. Under contract to EA, the staffing firms fill temporary roles with qualified personnel (approved by appropriate EA hiring managers). The temporary workers remain employees of their respective staffing firm and are paid by the agency. Employed and paid directly by the staffing agency under contract to EA, these personnel would be considered workers who are not employees. Generally, these types of temporary staff-augmentation positions have been required for highly specific IT roles.
GOVERNANCE	
2-9. Governance structure and composition	***Governance Structure & Committees*** (page 6): EA is a 100 percent employee-owned PBC. EA's highest governance body is its Board of Directors. EA's Board is currently comprised of four EA executives and three external members. The Board has two formal committees: the Audit Committee and the Compensation Committee.
2-10. Nomination and selection of highest governance body	As a private company, the specific process EA uses to identify and nominate Board members is confidential and proprietary.
2-11. Chair of the highest governance body	EA's President and Chief Executive Officer also serves as the Chair of EA's Board of Directors. To support management and prevent conflicts of interest, the Board is informed by EA's PBC Committee—the management body primarily responsible for formalizing strategy and implementing EA's PBC Charter. Collectively, the PBC Committee sets PBC objectives that reflect the material aspects of EA's operations and activities, and it outlines the standards that define how we measure and report progress toward objectives. Conflicts of interest are mitigated by EA's comprehensive risk management programs, which include Code of Business Ethics, Employee Conduct Policy, and annual affirmation training. EA has an Ethics Ombudsman who plays a crucial role in maintaining ethical standards. Additionally, EA maintains a fraud hotline to report violations of its Code of Business Ethics. This hotline ensures that any incidents of fraud or unethical behavior can be reported confidentially. Together, these systems and processes ensure that concerns are addressed promptly and effectively.
2-12. Role of the highest governance body in overseeing the management of impacts	As a PBC under Delaware Law, EA's Board establishes objectives to promote our public benefits and standards used to measure progress in reaching those objectives. EA's Board receives reports from the PBC Committee and other related committees to oversee management of EA's impacts. The PBC Committee is comprised of company leadership who provide guidance and direction for enterprise CSR efforts.
2-13. Delegation of responsibility for managing impacts	The PBC Committee includes senior executives who are also Board members and who provide reports from the Committee at each regular meeting of the Board. The Committee leads the development and review of EA's annual reporting, including identification of EA's material topics and climate-related risks.

DISCLOSURE	DISCLOSURE RESPONSE AND/OR LOCATION WITHIN REPORT
2-14. Role of the highest governance body in sustainability reporting	EA's Board oversees and monitors management's release of EA's CSR reporting, including both the annual PBC Statement and CSR Report and Carbon Footprint Report. EA's CSR Report covers a wide range of ESG topics in accordance with GRI, International Financial Reporting Standards Foundation and CDP.
2-15. Conflicts of interest	Conflicts of interest are mitigated at multiple levels of the organization ranging from Operations (project, profit center, and business unit level) and Corporate via numerous established committees including Risk, Quality, PBC, and others. Executive leadership meets regularly to review potential conflicts of interest as part of the standing Risk Committee agenda. Topics requiring further deliberation of coordination are escalated to the Board, as needed.
2-16. Communication of critical concerns	The Board's standing risk-related agenda items, as well as reports from the Audit Committee, result in communication of critical concerns.
2-17. Collective knowledge of the highest governance body	As a PBC, the highest governance body involvement occurs at the executive level. EA's Executive Vice President and Chief Operating Officer work directly with EA's Executive Vice President and Director, CSR to maintain state of the industry knowledge on CSR initiatives. Members of EA's dedicated PBC Committee oversee and engage EA's work groups, participate in industry organizations, review and distribute educational material, and coordinate with subject-matter experts to maintain an up-to-date understanding of key issues related to sustainable development as they pertain to EA's operations.
2-18. Evaluation of the performance of the highest governance body	***OMITTED, Confidentiality Constraints:*** EA does not publicly disclose the performance evaluation process applicable to members of our Board and its committees.
2-19. Remuneration policies	***OMITTED, Confidentiality Constraints:*** As a privately held company, EA's compensation policies are proprietary and confidential.
2-20. Process to determine remuneration	***OMITTED, Confidentiality Constraints:*** As a privately held company, EA's compensation policies are proprietary and confidential.
2-21. Annual total compensation ratio	***OMITTED, Confidentiality Constraints:*** As a privately held company, EA's compensation policies are proprietary and confidential.
STRATEGY, POLICY, AND PRACTICES	
2-22. Statement on sustainable development strategy	EA's PBC Charter declares EA's focus on impact minimization within its own operations, as well as restoration and improvement of environmental quality through our services. EA maintains several sustainability work groups tasked with evaluating adoption of sustainable practices, such as energy efficiency, renewable energy utilization, waste reduction, and sustainable transportation. EA's PBC Committee meets bimonthly to review CSR targets; quarterly reporting on progress is provided to the Board for review.

DISCLOSURE	DISCLOSURE RESPONSE AND/OR LOCATION WITHIN REPORT
2-23. Policy commitments	The PBC Committee is currently evaluating SBTi considerations applicable to EA's operations and is working with the Supply Chain Work Group to develop a sustainable procurement policy and implement processes for improved supply chain evaluation.
2-24. Embedding policy commitments	EA's PBC Committee, along with the broader governance structure, ensures that policy commitments are integrated throughout the organization. EA's ***PBC Framework & CSR Program*** (page 9) encourages attainment of EA's altruistic CSR goals resulting from achieving our service, quality, financial performance, and growth goals.
2-25. Processes to remediate negative impacts	EA's established governance and management systems define processes to identify, track, remedy, and avoid negative impacts where possible. Systems are based on leading approaches (e.g., ISO standards) and emphasize proactive avoidance and responsive corrective action. EA's Quality Management System framework promotes a culture of plan-do-check reviews.
2-26. Mechanisms for seeking advice and raising concerns	Mechanisms are in place for mentoring employees at all levels and for raising and addressing concerns through employee (stakeholder) feedback. Internal channels include Gallup employee engagement and other directed anonymous surveys, performance reviews and check-ins. External channels include industry and advocacy organizations, external audits and reviews, and industry benchmarking. Employees are also encouraged to report concerns directly to Human Resources, Corporate Directors (H&S or Quality), or EA's Ethics Ombudsman.
2-27. Compliance with laws and regulations	***Environmental Compliance*** (page 16)
2-28. Membership associations	***Industry Innovation & Thought Leadership*** (page 28)
STAKEHOLDER ENGAGEMENT	
2-29. Approach to stakeholder engagement	Stakeholders are identified through EA's materiality approach detailed in ***2024 Materiality Matrix Update*** (page 10). Stakeholder engagement occurs through various channels including direct interaction/discussion, benchmarking from industry and sector organizations, client questionnaires and feedback, and published research. Discussions also occur through quarterly All Hands meetings, periodic intranet postings, and as part of in-house training programs (e.g., project management training).
2-30. Collective bargaining agreements	None of EA's workforce is represented by a union or associated collective bargaining agreement.

GRI UNIVERSAL STANDARDS: MATERIAL TOPICS DISCLOSURES

DISCLOSURE	DISCLOSURE RESPONSE AND/OR LOCATION WITHIN REPORT
3-1. Process to determine material topics	In February 2017, EA completed its first formal materiality analysis with more than 20 participants representing all of EA's operating units and corporate departments. Stakeholders who informed the determination of EA's material topics include: a subset of EA's management-level personnel, selected clients from private industry and municipal governments (via interviews between EA program and project managers and client contacts), federal agencies (through comment review in the Contractor Performance Assessment Reporting System [CPARS]), and insights from industry publications on ESG trends in the United States and globally, particularly regarding their potential impact on future U.S. operations.
3-2. List of material topics	***2024 Materiality Matrix Update & Materiality Matrix*** (pages 10-11)
3-3. Management of material topics	Using our 2017 materiality analysis as our baseline, EA reviews and updates annually through an informal review that includes evaluating client feedback collected throughout the year, changes in EA's operations and governance (e.g., launch of new strategic initiatives), and continuous review of evolving and emerging topics of concern (e.g., increased cybersecurity requirements, elevated importance of GHG emissions reporting, etc.). Biennially, EA completes a formal materiality reassessment that includes a complete, detailed review of existing material aspects as well as aspects that are emerging in importance or should be evaluated for potential addition. This reassessment follows a standard material review process including client interviews, detailed benchmarking of industry trends, and management reviews.
ECONOMIC PERFORMANCE	
3-3. Management of material topics	Economic performance is material to EA as a 100 percent employee-owned company in that the company's economic stability has direct impacts on all employees.
201-1. Direct economic value generated and distributed	***Who We Are & What We Do*** (page 4) ***Sustainable Development Goals, SDG 8 – Decent Work & Economic Growth*** (page 12-13) ***Direct Environmental Benefits of Projects*** (page 25-27)
ANTI-CORRUPTION & ANTI-COMPETITIVE BEHAVIOR	
3-3. Management of material topics	Anti-corruption and anti-competitive behavior is mitigated as part of our legal adherence to U.S. Federal Acquisition Regulations, in-place risk management programs, and our Code of Business Ethics. Employees must review and complete ethics training annually.

DISCLOSURE	DISCLOSURE RESPONSE AND/OR LOCATION WITHIN REPORT
205-3. Confirmed incidents of corruption and actions taken	EA had no incidents of corruption in 2024.
206-1. Legal actions for anti-competitive behavior, anti-trust, or monopoly practices	EA had no anti-competitive behavior, anti-trust, or monopoly violations in 2024.
MATERIALS, ENERGY, AND WATER & EFFLUENTS	
3-3. Management of material topics	EA considers materials, energy, and water and effluents material given their impacts to EA's carbon footprint, as well as the footprint of our clients. Materiality for these topics extend from in-office operations for EA's commercial office network and into execution of individual projects in the field where EA will work with project teams to implement greener alternatives when practicable and approved by clients. Internally, EA applies sustainable business practices and general best management practices to limit paper consumption, improve energy utilization, and limit excess water use.
301-2. Recycled input materials used	Solid waste diversion and recycling rates are evaluated as part of EA's annual Carbon Footprint Report.
302-1. Energy consumption within the organization	Energy consumption is evaluated as part of EA's annual Carbon Footprint Report. EA uses actual utility data for our corporate headquarters location (Hunt Valley, Maryland) as well as office-specific utility data from much of the remainder of EA's commercial offices across the nation. Where office-specific data are not available, data are extrapolated using the headquarters-based dataset and regional emissions factors.
302-4. Reduction of energy consumption	EA continually looks for opportunities to reduce energy consumption within its offices through increased use of natural light considerations during build out, replacing high-energy lighting with LED lighting, and negotiating with property managers to right-size office space as leases come up for renewals.
303-5. Water consumption	Water consumption data are incorporated into EA's annual Carbon Footprint Report. Water consumption is a minor contributor to EA's overall emissions footprint with the largest percentage of EA's water consumption being associated with our in-house ecotoxicology and wastewater treatability testing laboratories.
EMISSIONS	
3-3. Management of material topics	EA has been actively monitoring, reporting on, and working to improve company-wide emissions for more than 15 years including publication of our annual Carbon Footprint Report which is publicly available. The report is developed in conformance with World Business Council for Sustainable Development and World Resources Institute guidelines.

DISCLOSURE	DISCLOSURE RESPONSE AND/OR LOCATION WITHIN REPORT
305-1. Direct (Scope 1) GHG emissions	EA's Carbon Footprint Report covers Scopes 1, 2, and 3 emissions, including a total Scope 3 emissions evaluation for EA's supply chain.
305-2. Energy indirect (Scope 2) GHG emissions	EA's Carbon Footprint Report covers Scopes 1, 2, and 3 emissions, including a total Scope 3 emissions evaluation for EA's supply chain.
305-3. Other indirect (Scope 3) GHG emissions	EA's Carbon Footprint Report covers Scopes 1, 2, and 3 emissions, including a total Scope 3 emissions evaluation for EA's supply chain. Scope 3, Category 1 (Purchased Goods and Services) is EA's largest emissions source and includes emissions associated with our subcontracted partners and direct client (project) work.
305-5. Reduction of GHG emissions	EA takes an operations first reduction stance for GHG emissions. The company focuses on year-over-year emissions reductions through operational changes (e.g., waste reduction and offset purchases). EA's Carbon Footprint Work Group is evaluating the applicability of potential SBTi for emissions reductions at EA.
WASTE	
3-3. Management of material topics	EA considers waste generation and management as a material aspect of our operation and assess it as part of EA's overall carbon footprint, as well as the footprint of our clients. Waste reduction considerations include both in-office operations and field operations during direct project work.
306-1. Waste generation and significant waste-related impacts	EA applies sustainable business practices and general best management practices to limit consumption of single-use materials, maximize recycling and solid waste, promote reuse, and generally improve solid waste diversion.
306-2. Management of significant waste-related impacts	As a professional services firm, EA generates less operational waste compared to manufacturing or industrial sectors. However, we recognize the importance of responsible waste management in reducing our environmental footprint and modeling sustainable workplace practices. EA is committed to minimizing solid waste sent to landfill through a combination of waste diversion strategies, employee engagement, and office-specific initiatives. We conduct periodic waste audits to evaluate performance and identify opportunities for improvement across our office network. In addition to standard recycling programs, several EA offices have implemented specialized recycling efforts for hard-to-recycle items such as plastic gloves, batteries, single use plastic, and small electronics. Further, our Zero Waste Work Group is evaluating requirements and improvement areas necessary to pursue potential True Zero certification of EA's Hunt Valley, Maryland office.
306-3 Waste generated	Waste and waste diversion data is evaluated as part of EA's annual Carbon Footprint Report.
306-4 Waste diverted from disposal	Waste and waste diversion data is evaluated as part of EA's annual Carbon Footprint Report.

DISCLOSURE	DISCLOSURE RESPONSE AND/OR LOCATION WITHIN REPORT
SUPPLIER ENVIRONMENTAL ASSESSMENT	
3-3. Management of material topics	Ensuring subcontractors and vendors align with EA's environmental commitments is a critical material aspect, as partnering with companies that share these values can significantly reduce EA's overall impact across all sustainability areas. EA's Supply Chain Work Group is tasked with identifying improved processes for evaluating EA's supply chain against client-specific, ESG, and occupational H&S considerations.
308-1. New suppliers that were screened using environmental criteria	As part of EA's commitment to environmental responsibility and sustainable procurement, we continue to evaluate tools and systems to strengthen supply chain management and improve visibility into supplier environmental performance. EA is in the process of reviewing third-party platforms and in-house solutions that can support consistent screening and monitoring of environmental criteria for new and existing suppliers.
EMPLOYMENT	
3-3. Management of material topics	Talent management is integral to EA's ability to successfully execute work, maintain institutional knowledge, and continue to expand services. EA's desire to maintain our status as a preferred employer for environmentally and socially conscious professionals is expressed by focusing on employee engagement, professional development, and competitive incentive programs.
401-1. New employee hires and employee turnover	*Workforce Demographics & Turnover* (page 22)
OCCUPATIONAL HEALTH & SAFETY	
3-3. Management of material topics	The safety of our employees, subcontracted partners, clients, and communities is our priority. EA's OHSMS is aligned with ISO 45001:2018, the international standard for occupational H&S that emphasizes proactive risk management and continuous improvement. All EA employees are empowered with the authority and responsibility to stop work at any time if they observe unsafe conditions or behaviors.
403-1. Occupational health and safety management system	*Occupational Health & Safety Management System* (page 7)
403-5. Worker training on occupational health and safety	*Safety Culture Consultation & Communication* (page 8)
403-8. Workers covered by an occupational health and safety management system	*Safety Culture Consultation & Communication* (page 8)
403-9. Work-related injuries	*EMR and OSHA RIR five-year safety performance graphic* (page 7)

DISCLOSURE	DISCLOSURE RESPONSE AND/OR LOCATION WITHIN REPORT
TRAINING & EDUCATION	
3-3. Management of material topics	Training and education opportunities are inextricably linked to employee engagement and are material to maintaining EA's workforce and institutional knowledge as well as limiting voluntary turnover.
404-1. Average hours of training per year per employee	*Professional Development & Employee Training* (page 21)
404-3. Percentage of employees receiving regular performance and career development reviews	In 2024, 96 percent of EA's full-time workforce received a performance evaluation.
LOCAL COMMUNITIES	
3-3. Management of material topics	EA's impact on the local communities in which we operate is managed as part of our PBC Framework. EA's PBC Pillar II – Community Involvement was the impetus for launch of EA's Paid Volunteer Time Program, which encourages EA employees to volunteer in the communities in which they live and work through provision of benefit hours annually.
413-1. Operations with local community engagement, impact assessments, and development programs	*Pillar II: Community Support* (page 33)
CUSTOMER PRIVACY	
3-3. Management of material topics	Protection of data belonging to EA's employees, clients, and other stakeholders is integral to our reputation. Cybersecurity considerations remain a material aspect for EA given continued increase in client cybersecurity requirements and sophistication of cyber attacks targeting government consultants and contractors with the intent of leveraging those systems to access and impair critical government networks.
418-1. Substantiated complaints concerning breaches of customer privacy and losses of customer data	*Customer Data Privacy & Cybersecurity* (page 15): EA had no substantiated complaints related to breaches of customer privacy or losses of customer data.

APPENDIX B I SASB DISCLOSURES INDEX

DATA SECURITY

ACCOUNTING METRIC	EA REPORT LOCATION
Description of approach to identify and address data security risks	***Customer Data Privacy & Cybersecurity*** (page 15)
Description of policies and practices relating to collection, usage, and retention of customer information	
Number of data breaches, percentage involving customers' confidential business information or personally identifiable information, number of customers affected	EA had no substantiated complaints concerning breaches of customer privacy or loss of customer data in 2024.

WORKFORCE DIVERSITY & ENGAGEMENT

ACCOUNTING METRIC	EA REPORT LOCATION
Percentage of gender and racial/ethnic group representation for executive management and all other employees	***2024 Governance Demographics*** (page 6) ***Workforce Demographics & Turnover*** (page 22)
Voluntary and involuntary turnover rate for employees	Voluntary turnover during CY 2024 was 8.7 percent. Involuntary turnover was 2.5 percent. Total turnover was 11.2 percent.
Employee engagement as a percentage	Approximately 78 percent of EA's workforce responded to EA's annual Gallup Engagement Survey in 2024. Of responses received, 46 percent of EA's workforce identified as being engaged, 48 percent as not engaged, and 6 percent as actively disengaged. This was EA's 10th Annual Employee Engagement Survey conducted by Gallup. Results, which covered employment perceptions related to CY 2023, put EA in the 56th percentile of Gallup's benchmark engineering sub-industry for overall employee satisfaction.

PROFESSIONAL INTEGRITY

ACCOUNTING METRIC	EA REPORT LOCATION
Description of approach to ensuring professional integrity	*Professional Integrity* (page 16)
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	EA experienced no monetary losses in 2024 related to legal proceedings associated with professional integrity violations.

ACTIVITY METRICS

ACCOUNTING METRIC	EA REPORT LOCATION
Number of employees by full-time and part-time, temporary, and contract	EA's 2024 workforce was comprised of 6 percent part-time employees and 94 percent full-time regular employees (defined as working from 30 – 40 hours per week). Unexploded Ordnance Technicians supporting munitions-related projects on an as-needed basis are the predominant group of temporary employees at EA.
Employee hours worked; percentage billable	EA's workforce completed 1,474,306 hours in 2024. Average billability of professional and technical staff (excluding personnel in overhead and general & administrative departments) was approximately 68 percent.