



Sustainability Report 2022



Better Business,
Better World®

2022
SUSTAINABILITY
REPORT
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ABOUT THIS REPORT

Our annual sustainability report has been developed based on guidelines from the Sustainability Accounting Standards Board (SASB) Professional & Commercial Services standard. For the purposes of this report, the terms “Antea Group,” the “Company,” “we,” “us,” and “our” refer to Antea Group USA. Unless otherwise noted, this report covers the environmental, social, and governance performance of business activities under our operational control within fiscal year 2022 (January 1 through December 31, 2022). All financial information has been reported in US dollars.

Forward-looking statements may be included in this report, including projections regarding future performance. All statements that relate to our beliefs, plans, and expectations regarding the future are made pursuant to the Safe Harbor provisions of the Private Securities Litigation Reform Act of 1995. Actual results may differ materially due to certain risks and uncertainties.

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BUILDING A THRIVING FUTURE TOGETHER



BRIAN RICKETTS
CEO, Antea Group USA

A LETTER FROM OUR CEO

As an environment, health, safety, and sustainability consulting firm, we recognize that our true impact lies in the work we do with our valued clients and partners. We have the privilege of partnering with some of the world's leading companies, advising them on their most crucial business challenges including proactively managing Environmental, Social, and Governance (ESG) risks and opportunities, transitioning to a low carbon economy, and staying compliant amidst the ever-changing global regulatory landscape. Our employees, who make our work possible, are technical domain experts and strategy-minded consultants with heart. Every day we are inspired to build collaborative relationships, seek innovative solutions, and take an active role in shaping the future — one in which people, planet, and business all have the opportunity to thrive.

During 2022, we accomplished quite a lot, marked some important firsts, and achieved meaningful growth. To ensure we can meet the needs of our clients today and well into the future, we continued to advance our business strategy and build upon our existing EHS and sustainability strengths by making investments in ESG and energy transition services as well as a technology

platform to support our supplemental talent program. We also launched a Strategic Advisory Board comprised of external experts to help us proactively track local and global business trends, as well as act as an incubator of innovation.

Along with helping our clients with their ESG strategies, we are also investing in our own ESG strategies to strengthen our business resiliency. Specifically, we dug into what matters most to our employees and key stakeholders by conducting a formal employee engagement survey and SASB-aligned materiality assessment, the results of which will help guide our business for years to come. From the employee engagement survey, we gathered feedback and insights about our employee experience so that we can make sure we are fostering a positive and fulfilling work environment. Through our materiality assessment, we solicited feedback from employees, customers, suppliers, and partners to help us evolve our internal sustainability strategy and focus on the metrics that are most meaningful and appropriate for our business.

Within this sustainability report, you will find highlights of our progress across our operations and project work, as well as our efforts to create a thriving future for our employees, clients, businesses, communities, and planet. I take great pride in sharing these accomplishments and the exciting path we're charting ahead.

I want to personally thank our employees, clients, and partners for their continued support, confidence, and willingness to work in concert throughout the past year while driving towards a shared purpose of creating a cleaner, safer, and more sustainable world.

A handwritten signature of Brian Ricketts in black ink. The signature is cursive and stylized, with the first name 'Brian' clearly legible and the last name 'Ricketts' written in a more fluid, connected script.

Brian Ricketts
CEO, Antea Group USA

ABOUT ANTEA GROUP USA

Antea Group USA is an environment, health, safety, and sustainability (EHS&S) consulting firm. By combining strategic thinking with technical expertise, we solve client challenges and create a cleaner, safer, and more sustainable world. We work in partnership with and advise many of the world’s leading companies to address ESG-business challenges in a way that fits their pace and unique objectives. Our consultants equip organizations to better understand threats, capture opportunities, and find a position of strength and resilience.

We maintain a global perspective on ESG issues through not only our work with multinational clients, but also through our sister organizations in Europe, Asia, and Latin America. As a founding member of the Inogen Alliance, a global network of EHS and sustainability consultants, we provide our clients with local expertise and international insights. In the United States, we operate within 23 offices across 20 states, with our headquarters located in St. Paul, Minnesota. From forward-thinking EHS programs for the manufacturing floor to multi-faceted sustainability strategies for C-suite executives, we provide a full suite of EHS&S tools to meet the needs of our clients from strategy through implementation.



VALUES MATTER: OUR FOUNDATIONAL STATEMENTS AND COMMITMENTS

PURPOSE

We exist to create a cleaner, safer, more sustainable world.

VISION

To create a thriving future for our employees, clients, business, communities, and planet.

CORE VALUES

- **Integrity** | We are committed to honesty, trust, and transparency.
- **Teamwork** | We collaborate and contribute as valued members of teams.
- **Partnership** | We build strong relationships through responsiveness, fairness, and respect.
- **Growth & Development** | We aspire to the continuous improvement of our firm and ourselves.
- **Wellness** | We enable our employees to work well and live well.
- **Sustainability** | We look for ways to reduce environmental impact in our operations and project work.
- **Diversity, Equity & Inclusion** | We seek to create an inclusive workplace that values diversity and promotes equitable access to opportunity and resources.

STRATEGIC PRIORITIES

To remain relevant to our client’s needs and position ourselves for continued future growth, we will build upon our existing EHS and sustainability services by making strategic investments that:

- **Enhance our clients’ business resiliency** through improved environmental, social and governance performance;
- **Help our clients transition** to low carbon and/or renewable energy sources; and
- **Enable us to more efficiently find the right talent**, at the right time, in the right place for our project work.

OUR SERVICES

As a professional services firm, we recognize that our greatest opportunity to make an impact is through the work we do with our clients every day. Through our fit-for-purpose EHS&S consulting services, we take an active role in shaping and creating a future in which people, planet, and business all have an opportunity to thrive. We are proud to work with global and local clients across a wide range of industries including

energy; technology; consumer and industrial goods; and risk and financial services.

We offer proactive measures and forward-thinking strategies to help clients navigate through varying EHS&S agendas and stakeholder pressures, with our philosophy of Better Business, Better World® carried throughout all the work that we do.

PRACTICE AREA

ENVIRONMENTAL MERGERS
& ACQUISITIONS (M&A)

PRACTICE OVERVIEW

As mergers and acquisitions continue to be an important part of global business, expert risk management becomes increasingly vital. Grounded in technical expertise and delivered in transparent language, Antea Group provides a range of support whether a client seeks to develop a comprehensive understanding of EHS and ESG liabilities attached to an acquisition, or they are looking to supply buyers with credible information to maximize the value of an asset sale or capital restructuring.

SOLUTIONS

We believe EHS and ESG risks should not impede a deal, nor should they carry surprises. Therefore, we help thoroughly characterize, manage, and mitigate the risks with creative solutions so clients can plan for a successful transition during their mergers and acquisitions (M&A) integration processes. Our capability to screen targets for intangible value and potential value creation within the context of a transaction provides our clients with an entirely new perspective when thinking about mitigating or offsetting traditional EHS and ESG risks.

- Investment Thesis Consultation
- EHS Due Diligence
- ESG Due Diligence (Sustainability Transaction Assessment Report, STAR)
- Due Diligence for Downstream Petroleum Marketers
- Divestiture Planning
- Ongoing EHS and Sustainability Value Creation
- Post-Merger and Acquisition Support
- Phase I and Phase II Environmental Site Assessments

PRACTICE AREA

EHS AUDITING &
COMPLIANCE

PRACTICE OVERVIEW

By combining proven processes, innovative tools, and a wealth of multi-sector expertise, Antea Group provides solutions that strengthen and optimize an organization's environmental, health, and safety management program. We develop and implement client-specific EHS management programs that enable them to meet or exceed regulatory and performance requirements while supporting desired performance across global platforms.

SOLUTIONS

We consistently deliver high client satisfaction by engaging the right people, in the right place, at the right time. Our proactive and well-practiced consultants go beyond simple EHS results reporting to define root causes, identify process improvements, and facilitate training, which ultimately minimizes liability exposure. We seek to drive improved performance outcomes for our clients through the application of our environmental, health, and safety tools.

- Transportation Safety and Department of Transportation (DOT) Compliance
- Air Quality Compliance
- Global Operational Support
- Waste and Materials Management
- Global Reg Support Helpdesk
- Risk Right EHS For Low- Risk Environments
- Underground Storage Tank (UST) Operator Training
- Environmental Audits and Assessments
- Spill and Response Plans
- Water Management
- Desktop Gap Assessments
- Chemical Data Reporting
- Aboveground Storage Tank (AST) Integrity Inspections



PRACTICE AREA

HEALTH & SAFETY



PRACTICE AREA

SUSTAINABILITY CONSULTING

PRACTICE OVERVIEW

Antea Group’s health and safety consultants understand what it takes to help our clients make a positive impact on their safety culture. We also recognize there is not a one-size-fits-all solution. Creating and implementing effective and impactful environmental, health, and safety solutions is about understanding our clients’ unique businesses, their risk tolerance, available resources to support and sustain implementation, corporate goals, and more. We build custom, fit-for-purpose solutions with the end goal of having a noticeable and measurable impact on our client’s bottom line, and most importantly, the health and well-being of their employees.

SOLUTIONS

Our certified health and safety team is supported by health and safety practitioners located throughout the US. We pride ourselves in our thorough understanding of global regulations and our ability to leverage our membership in the Inogen Alliance to ensure our clients implement effective programs that have a real impact on protecting the health and safety of their employees.

- Transportation Safety and DOT Compliance
- EHS Management System Support
- Right Risk EHS® for Low-Risk Environments
- EHS Training
- Ergonomics in the Workplace
- Health and Safety Audits and Risk Assessments
- Process Safety Management
- Contractor Safety Management
- Industrial Hygiene
- Hybrid and Flexible Workplace Support
- Resource-as-a-Service (RaaS)
- Data Center Support
- Even & Production EHS Support
- EHS Support for Warehouse, Fulfillment & Distribution

PRACTICE OVERVIEW

We approach sustainability through a business-first lens which uniquely combines technical expertise (in areas such as water, waste, energy, carbon/greenhouse gas (GHG), product stewardship, and supply chain) with strategic planning and our unique capabilities in making a business case to pursue sustainability-related opportunities. We work on the leading edge of accounting for sustainability, defining business value through risk and cost reduction, protecting natural resources, and improving an organization’s competitive position over the long term.

SOLUTIONS

We invest time and effort in understanding a client’s business and culture, considering their unique circumstances, and delivering customized solutions tailored to their organization. Through our innovative sustainability consulting services, we help clients implement strategies that lead to reduced business risks, cost savings, and long-term reputation and revenue gains.

- Climate Change Advisory
- Corporate Sustainability Reporting and Disclosure
- ESG Advisory Services
- Supply Chain Services
- Water Stewardship Services

PRACTICE AREA

ENVIRONMENTAL REMEDIATION



PRACTICE OVERVIEW

Whether the environmental risks are transactional, operational, or legacy in nature, our solutions drive complete stakeholder acceptance, accelerate site closure, and define balance sheet liabilities. Our experienced environmental remediation management professionals accommodate our client’s specific goals, meeting stakeholder expectations and regulatory requirements by providing comprehensive strategies designed to reduce environmental footprints, mitigate safety risks, protect against engineering failures, minimize social impacts, and strengthen their organization’s reputation.

SOLUTIONS

With over 36 years of experience, we develop and execute remediation liability strategies on time and on budget, preserving and enhancing our client’s reputations and relationships with both the community and regulatory agencies. Our experienced engineers, geologists, and scientists are committed to extinguishing remediation and legacy liability of our clients- we close sites. We have a proven track record of providing quality assurance, a safe work environment, and consistent results by leveraging our strong regulatory relationships and product management capabilities.

- Environmental Site Investigation and Remediation
- Environmental Liability Transfer
- Incident Management (AIM)
- EHS and Sustainability Risk Assessments
- Decommissioning and Environmental Asset Management
- PFAS Management Support
- UST Release Cost Recovery and Reimbursement

PRACTICE AREA

EHS DATA & KNOWLEDGE MANAGEMENT



PRACTICE OVERVIEW

We help clients collect, manage, and understand their EHS&S data to enable better business decisions. Our experts are well-versed in EHS&S data management tools and provide recommendations that best fit clients’ needs. As a liaison between clients and software vendors, we help power up EHS&S programs with innovative technology, maximize adoption and optimize performance.

Our EHS&S data and knowledge management services are a customizable, one-stop-shop from software requirements development to research, design to implementation, and integration to execution. This frees up internal bandwidth, prevents the feeling of being overwhelmed, and ensures that clients get the right tools to effectively achieve their EHS&S management objectives.

SOLUTIONS

Our EHS&S and technology consultants can support organizations regardless of their data system maturity. With over 10 years of experience helping clients implement technology solutions, we are EHS&S consultants first- we speak the language, understand clients’ goals, and facilitate the utilization of technology to achieve clients’ objectives. Whether their focus is employee safety, compliance audits, due diligence, energy management, global EHS&S data, or environmental liability management, we can help.

- Drones and UAV Services Nationwide
- Data Collection
- Task and Data Automation
- Advanced Data Management Solutions
- Dashboard Visualizations
- AI Solutions

ABOUT ANTEA GROUP USA

GLOBAL COVERAGE THROUGH THE INOGEN ALLIANCE

Antea Group is a founding member of Inogen Alliance, a global network of environment, health, safety and sustainability (EHS&S) consulting companies. The vision of Inogen Alliance is to provide superior environmental, health, safety, and sustainability consulting expertise to multinational organizations through a single point of contact. With offices located on every continent, more than 6,000 associates worldwide, and projects completed in more than 150 countries, Inogen Alliance provides unparalleled local expertise, global consistency and 20+ years of experience building a cleaner, safer and more sustainable future. Global Thinking. Local Delivery.

Inogen Alliance believes the environment and people must be valued to be able to make true global progress for the betterment of society and to achieve a sustainable world. To that end, Inogen Alliance has developed an ESG policy that aims to guide its activities as viewed through an ESG lens to ensure that society and the environment are prioritized in a culturally appropriate way. Inogen Alliance commits to monitor, review, and update the ESG policy regularly so that the Alliance continues to model best practices and inspires Associates and clients to do the same. The ESG Policy is owned by the Inogen Alliance Board of Directors and is implemented on behalf of the Alliance by the President. As a founding Associate, Antea Group USA supports the [Inogen Alliance ESG policy](#) and looks for opportunities to align our ESG-related policies where possible.



INDUSTRY GROUPS AND EVENTS

Since 1998, Antea Group has facilitated numerous pre-competitive events that have brought prominent industry competitors together to address challenges, benchmark progress, and develop strategies to improve environmental and operational performance. Our industry consortiums span a range of industries, business sectors, and environmental and sustainability issues. Industry events, roundtables, and partnerships are excellent opportunities to share best practices, discuss the present and future state of EHS&S across multiple companies, and accelerate change for greater impact across entire industries.



BEVERAGE INDUSTRY ENVIRONMENTAL ROUNDTABLE (BIER)

The [Beverage Industry Environmental Roundtable](#) (BIER) is a coalition of leading global beverage companies working together to advance environmental sustainability within the beverage sector. Since 2006, BIER has set the framework and developed leading-edge tools, guidance, and policies to collectively advance environmental sustainability practices for its members and the beverage sector at large. Comprised of 17 of the largest global beverage companies, BIER accelerates performance tracking and sustainable solutions development through its strategic focus on industry collaboration, stakeholder engagement, and leadership.



EHSxRETAIL

EHSxRetail is an ongoing industry roundtable that provides participants in the retail industry with the unique opportunity to collaborate and identify industry best practices, discuss common challenges, and network with peers in an open atmosphere. In 2022, Antea Group hosted a hybrid EHSxRetail roundtable discussion focusing on revitalizing EHS&S in the “post-pandemic” workplace. Key topics of discussion included the current state of EHS, how EHS leaders can keep EHS as a top priority for leadership and employees, and how ESG is beginning to overlap with EHS.



EHSxTECH®

EHSxTech® presents a unique ongoing industry forum for tech industry professionals to explore global opportunities to improve EHS&S performance and talk through industry-specific issues in a collaborative, non-competitive space. Over the course of 2022, tech industry peers met once virtually and once in person for EHSxTech roundtable discussions. A major focus during the discussions was on how EHS&S has evolved in the past few years as well as how EHS leaders can continue to build a culture of safety and get back to implementing key initiatives as businesses navigate the “post-pandemic” workplace.



HEALTHCARE PLASTICS RECYCLING COUNCIL (HPRC)

The [Healthcare Plastics Recycling Council](#) (HPRC) is a private, technical consortium of industry peers across the manufacturing, healthcare, and recycling industries seeking to improve the recyclability and circularity of plastic products and packaging within the healthcare industry. Founded in 2010 and made up of 31 globally recognized companies and 15 leading healthcare organizations representing the full plastics value chain, HPRC engages in pioneering projects designed to help boost plastics recycling efforts in clinical settings of hospitals. Committed to continuous dialogue, HPRC explores ways to enhance the economics, efficiency, quality, and quantity of healthcare plastics collected for recycling, with the ultimate goal of demonstrating a circular solution for the industry.



THE REMADE INSTITUTE

Through our founding membership and participation in REMADE, Antea Group partners with industry innovators, academic researchers, and national labs to enhance the nation’s industrial competitiveness and lead the transition to a circular economy in the US. Antea Group representatives hold leadership positions on the REMADE Governance Board and the Education and Training Steering Committee.

ABOUT ANTEA
GROUP USA

2022 SUSTAINABILITY HIGHLIGHTS

In 2022, Antea Group conducted our inaugural materiality assessment to identify the ESG topics that are most material to our stakeholders and business strategy. ESG topics were identified through industry research, peer insights, and guidance from sustainability frameworks (e.g., Sustainability Accounting Standards Board (SASB) guidelines and Global Reporting Initiatives (GRI) standards). Key internal and external stakeholders were engaged through interviews and surveys along with competitive benchmarking and industry trends to determine the most relevant topics. Participating stakeholders included members of our board, executive leadership team, employees, clients, business partners, and vendors/contractors.

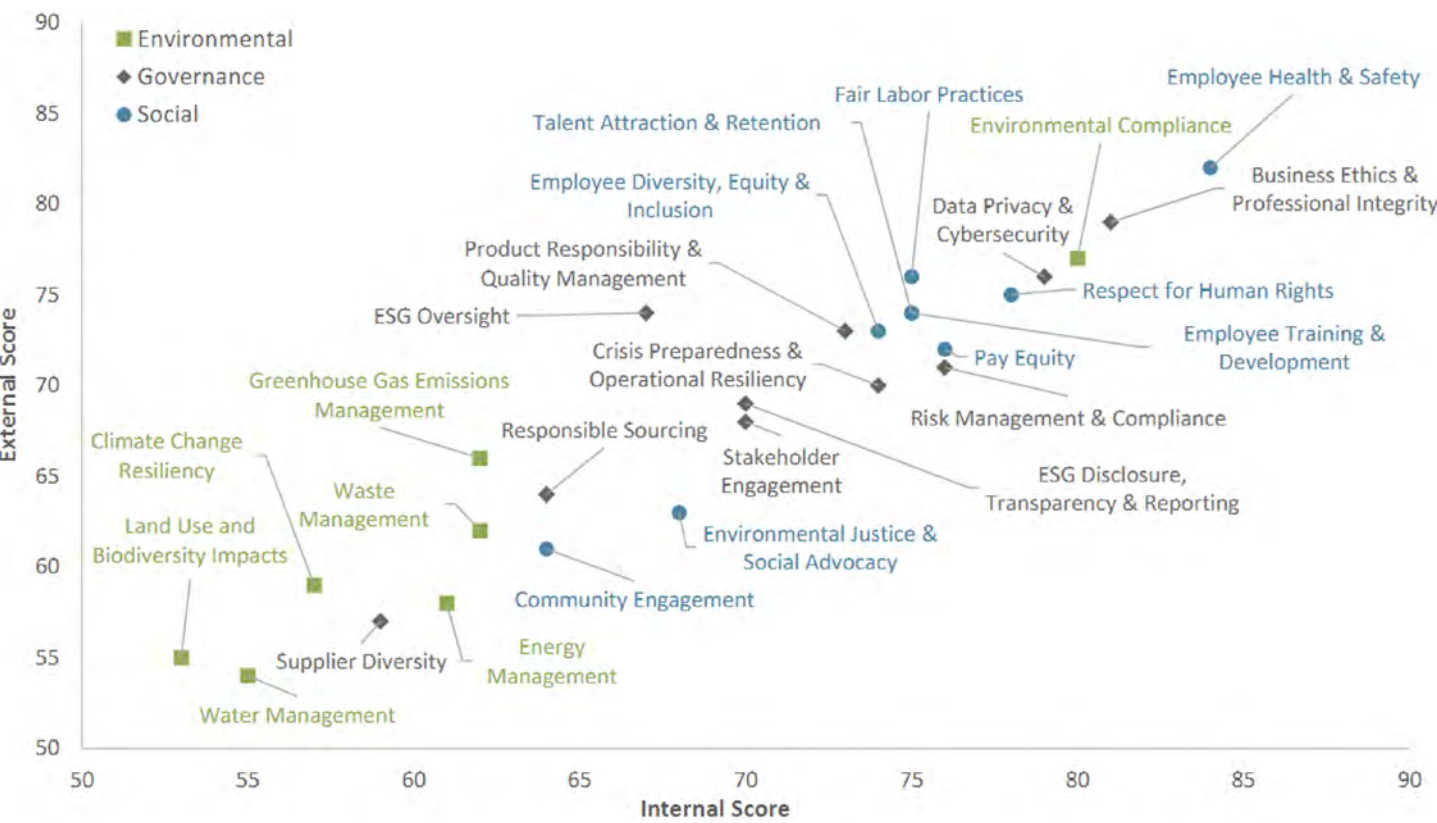
We used the assessment to understand our stakeholders’ perspectives on the importance and relevance of 26 ESG topics to our business. The following matrix illustrates how our internal versus external stakeholders prioritized these topics.

From the results of the materiality assessment and the employee engagement survey, we launched several initiatives in 2022 that focused on talent attraction, retention, and development, along with formalizing supplier expectations:

- Created a Human Rights Policy to formalize our commitment to respecting human rights and strengthening our foundation of being a great place to work;
- Created an Employee Engagement program, called Power of Seven, enabling us to be more deliberate in how we engage with employees and how we create a more cohesive and positive employee experience for all;
- Launched a new leadership training program for employees who hold leadership assignments within the organization;
- Conducted industry benchmarking on employee benefits, results of which led to a new holiday policy for 2022 that includes a floating holiday and provides employees with greater opportunity to observe days that are most meaningful to them;
- Committed to and conducted our first annual employee engagement survey; and
- Created a Supplier Code of Conduct to formalize business expectations of our suppliers in the work that they perform for Antea Group.



MATERIALITY ASSESSMENT



We also strengthened the governance of our ESG program by assigning a Senior Vice President, Peylina Chu, to oversee the Power of Seven element, Guiding our Internal Sustainability Journey. In this assignment, the Senior Vice President is tasked with engaging the Executive Leadership team to develop and lead ESG strategic initiatives that will enhance our ESG performance and, in turn, strengthen our business.

OUR APPROACH TO ESG & SUSTAINABILITY

Through all aspects of our organization, we aim to achieve three goals: drive long-term business success, add value to our clients, and make a positive impact in the communities where we live and work. We have made it a priority to incorporate environmental, social, and governance topics into our general business strategy development with the support of company leadership. Employees are encouraged to incorporate the following three principles into everything they do:

- Build mutual trust and a sense of partnership with our clients and colleagues;
- Emphasize quality over quantity on all projects and tasks; and
- Practice sound environmental and social stewardship.

OUR BUSINESS PRIORITIES & OVERSIGHT

Throughout 2022, Antea Group continued to invest in the development and formalization of our company business strategy and our near-term priorities, which focus on three key drivers, each championed by a designated leader within our Executive Team:

Energy Transition	ESG	Supplemental Talent
Helping our clients transition to low carbon/renewable energy sources	Enhancing our clients’ business resiliency through improved environmental, social, and governance performance	Enabling us to more efficiently find the right talent, at the right time, in the right place for our project work

ESG is viewed as a fundamental component of our overarching company strategy. Our focus on ESG is predicated on the megatrend that pressures to mitigate ESG risks will continue to rise in the near future, becoming a significant driver for our services and influencing success within our industry. We also believe environmental consultancies, such as Antea Group, have a critical role to play in helping the public and private sectors understand and improve their ESG performance. Our ESG Strategy focuses on evolving our core EHS&S services to help companies respond to rapidly emerging ESG regulations and stakeholder expectations and improve business resiliency. Over the past year, we have seen ESG and sustainability transition from nice-to-have to table stakes for doing business with certain companies or gaining approval from investors. Governments are proposing new regulations for reporting ESG performance and conducting due diligence on suppliers. As a result, our clients are looking to Antea Group and other consultancies for assistance. All of our services, including our traditional services such as environmental remediation, have the opportunity to evolve with an ESG perspective that will differentiate our services, ensure that we remain relevant in the consulting industry, and strengthen our overall business performance by allowing us to continue to realize profitable growth in the foreseeable future.



In support of these efforts, our ESG Strategy focused on the following core growth levers in 2022:

- Investment in our Sustainability Practice, focusing on our technical services in Carbon and Climate Advisory, Water Stewardship, and Corporate Reporting and Disclosure services;
- Continuing to evolve our ESG Advisory Services to help our clients develop their ESG strategy and roadmap;
- Tracking new global ESG regulations and helping our clients understand applicability to their operations and compliance readiness;
- Evolving our traditional EHS services to incorporate relevant aspects of climate and human rights within our client organizations and associated value chains.

STRATEGIC ADVISORY BOARD

The trends of greater ESG transparency for business, as well as an energy transition to a decarbonized future, have evolved rapidly over the past few years and continue to evolve. To help us understand this changing landscape and maintain a forward-looking and balanced perspective on these trends, we created a Strategic Advisory Board in 2022. Comprised of leaders across multiple business sectors and applied academia, the Strategic Advisory Board helps us proactively track and assess global trends of importance to Antea Group and our clients, as well as act as an incubator of innovation to help drive business growth. We held four meetings in 2022 with our Strategic Advisory Board – three remote and one in-person meeting. The focus of our meetings included discussions of major ESG trends and the ESG ecosystem; emerging issues such as nature and biodiversity; new regulations such as the European Corporate Sustainability Reporting Directive and implications for

multinational companies; along with discussions about Antea Group’s ESG and Energy Transition strategies, differentiators, and market positioning initiatives. We look forward to continued discussions with the Strategic Advisory Board in 2023 and their input on Antea Group strategies for growth and impact.

STAKEHOLDER ENGAGEMENT

Antea Group takes an inclusive approach to engaging our stakeholders and incorporating their diverse perspectives into our services and operations. Through our open communication system, we have created channels that allow our stakeholders to provide us with feedback to ensure that all stakeholder voices are heard.

STAKEHOLDER OVERVIEW

Antea Group regularly engages key stakeholders to help us understand, prioritize, and manage our sustainability impacts as an organization and evolve our service offerings to fit our client needs. Stakeholder awareness and active dialogue are necessary to build confidence and commitment to improvement. We value the input we receive from employees, clients, partners, strategic advisory board, as well as suppliers, and rely on their input to refine our strategies.

METHODS OF ENGAGEMENT

We maintain regular communication with stakeholders through training, webinars, conferences, surveys, and newsletters to incorporate their feedback into our decision-making processes and enable success for ourselves and those in our networks. Our internal stakeholders include our employees, leadership teams, and global Inogen Alliance Associates. We regularly engage external stakeholders, including but not limited to our clients, regulatory groups, suppliers, business partners, and communities.

OUR
PROCESS

ETHICS & INTEGRITY

Antea Group is committed to maintaining our high standards of ethics, integrity, and compliance. We believe it is important to maintain stringent professional standards and deliver high-quality work while complying with all applicable laws. Doing business the right way is the only way.

We hold our company leaders and employees to the highest standards of business ethics and require all employees to comply with all applicable regulations and Antea Group policies. Our Code of Conduct and company policies provide employees with detailed guidance for ethical business conduct and covers expectations around topics such as conflicts of interest, client and supplier business relationships, recordkeeping, communication, and privacy and confidentiality. We review our Code of Conduct annually and communicate updates to our employees, as appropriate.

In 2022, Antea Group introduced two new policies: a Human Rights policy and a Supplier Code of Conduct policy.

Human Rights Policy

Antea Group respects human rights and believes all people should be treated with dignity and respect. We are committed to identifying, mitigating, and preventing human rights violations in our business operations, supply chain, and the local communities in which we operate.

We published our first [Human Rights Policy](#) that shows our commitment to respecting all internationally recognized human rights principles as set out in the [United Nations Guiding Principles on Business and Human Rights](#) and the [International Labour Organization \(ILO\) Declaration on Fundamental Principles and Rights at Work](#). The policy applies to all Antea Group employees and also extends to business affiliates in our supply chain.



Supplier Code of Conduct

Before 2022, all suppliers were required to meet the code of conduct set by Avetta, our third-party contractor management program. In order to ensure that all suppliers and contractors were operating in line with Antea Group’s high standards of social and environmental responsibility and ethical conduct, we developed our own Supplier Code of Conduct.

The intent of this code is to support our suppliers to develop, implement, and follow ethical and practical business standards and work processes, within the context of their own operations and circumstances. We expect our direct suppliers to support our commitment to full compliance with this Code via the development and implementation of a similar policy and risk-based due diligence process over their own supply chains.

Antea Group’s Risk Management policies are available to all employees through our Risk Management Intranet site. All employees are expected to abide by all of our Risk Management policies, including:

- | | | |
|--------------------------|------------------------|------------------------------|
| • Bribery and Corruption | • Code of Conduct | • Contract Management |
| • Document Retention | • Insurance Management | • Professional Registrations |
| • Authorization Matrix | • Information Security | • Electronic Communication |
| • Human Rights | | |

Antea Group requires all new employees to undergo training in compliance, corruption, bribery, and health and safety as part of their onboarding. All training must be completed within 90 days of being hired.

OUR
PROCESS

HSSE MANAGEMENT SYSTEM

Our Health, Safety, Security, and Environment (HSSE) Management System consists of 13 essential elements that define the tenets we use to achieve our goal of an injury-free workplace. Continuous improvement and proactive management of risks are fundamental to providing a safe and healthy workplace while protecting the environment. We use established guidelines, innovative tools, regular assessment, and deliberate action to meet our goal and continue to evolve our HSSE Management System.

HSSE MANAGEMENT SYSTEM ESSENTIAL ELEMENTS

- | | |
|---|--|
|  Roles & Accountabilities |  Contractor Management |
|  Risk Assessment & Management |  Stakeholder Awareness |
|  Health, Safety, Security, & Environmental Plans |  Performance Measurement & Assessment |
|  Training & Certification |  Management of Change |
|  Incident Management |  Environment |
|  Documentation |  Continuous Improvement |
|  Security | |

Our HSSE practices are designed to identify, prevent, and control potential risks associated with new and existing operations, services, or suppliers. This is done in part through a management of change process that assesses and manages temporary or permanent changes to prevent the introduction of hazards and adverse impacts into the work environment. We identify and control risks associated with such changes and train all affected stakeholders in the use and application of our change practices.

We continually assess program implementation and compliance of our management systems to ensure that our processes in place are working effectively. This includes risk-based monitoring, audits, internal self-assessments, and appropriate external assessments. Information gathered is used to improve performance, reduce risk, and further drive a continuous improvement cycle. We track performance metrics to identify both management system successes and improvement areas. Assessment findings are regularly reviewed with senior management.



RISK MANAGEMENT AND SECURITY

Antea Group is committed to providing a secure working environment for our employees, clients, and third-party stakeholders. To meet this commitment, our established security management program continually analyzes and provides resources to eliminate or control such risks. More specifically, our risk management and security program helps us to:

- Recognize business-specific security risks that could negatively impact our working environments, such as office locations, client work sites, and business-related travel;
- Implement a risk-based security management program to address security threats;
- Ensure that employees and affected stakeholders are actively involved in security awareness and understand their roles and responsibilities within the security management program; and
- Conduct an annual security management program review to ensure continuous improvement and evaluation of current risks.

Risk assessment and management is a continuous process that includes the detection, analysis, and resolution of HSSE

business risks related to business liabilities, regulatory compliance, and client requirements. Our risk management process enables us to identify, evaluate, and prioritize business risks. We then implement appropriate actions to eliminate, control, and/or mitigate identified risks and utilize a risk management tracking system to monitor their management, control measures, and related recommendations.

CONTRACTOR MANAGEMENT

Antea Group is committed to a comprehensive contractor management program that ensures a safe work environment, client satisfaction, and the control of our business risk. Only approved contractors are allowed to work for Antea Group, and they are expected to demonstrate their health and safety commitment through their programs, training, work practices, and behaviors. Our contracts define terms and conditions that control our business risk and communicate our HSSE expectations and accountabilities. Before any work may begin, all contractors must meet our specific contractual and insurance requirements based on the types of tasks they perform for Antea Group. We continually monitor contractor performance to ensure adherence to our requirements. Any non-conformances are addressed promptly.

OUR
PROCESS

DATA SECURITY

As a professional services firm that manages client data, as well as our own, the safeguarding of data is a high priority. Our information security policies including the Data Breach and Response Policy, Data Classification and Protection Policy, and an AI-focused cybersecurity policy are shared with all employees and reinforce the importance of data protection. Earning and maintaining the trust of our clients and employees is a key factor to our success, therefore we endeavor to minimize any potential risks.

Our internal policies and procedures are in place to protect client confidentiality, the proper handling of data, and the acceptable use of Antea Group devices, and must be adhered to by all Antea Group employees. We maintain appropriate access and organizational controls around data usage and regularly assess the effectiveness of these data protection measures.

Certification and Regulatory Compliance

Antea Group complies with applicable data privacy laws and aims to meet the most stringent standards for the protection of data, with our data centers continuing to maintain ISO 27001:2013 certification. The information security program, policies, procedures, and standards ensure that Antea Group and its employees obtain, classify, process, and safeguard data used for company business appropriately. This is done in accordance with client contract requirements and applicable international, federal, state, and local laws including but not limited to the European Union General Data Protection Regulations (GDPR), Health Insurance Portability and Accountability Act (HIPAA), Americans with Disabilities Act (ADA), and California Consumer Privacy Act (CCPA).



Risk Assessment & Management

When it comes to data security risks, we conduct periodic information security risk assessments to determine areas of vulnerability and to initiate appropriate management actions and controls. These assessments are performed at least biannually to address changes in security requirements and risk situations. Our Information Security Officer is responsible for managing the information security risk management program and coordinating the development and maintenance of policies, procedures, standards, and reports. All employees are required to take information security awareness training, review all company policies and best practices during onboarding, and complete an annual refresher course. More specialized training is provided to relevant employees who manage classified information.

Antea Group’s Data Breach & Response Policy informs our internal procedures that must occur in the event of a breach of company data. The policy involves the following five steps:

- Identification and Classification;
- Containment and Recovery;
- Risk Assessment;
- Notification and Reporting; and
- Evaluation and Response.

In identifying data security risks, all data breaches reported undergo an initial assessment to determine the severity, content, and potential risk. An important step in addressing a

data breach is conducting a risk assessment to determine what type of data is involved, how sensitive it is, how many individuals are affected, and if there are potentially wider consequences to be considered. As detailed in our Data Classification & Protection Policy, a joint task force comprised of members from our Facilities, Finance, Human Resources, Technology Solutions & Operations (TSO), and Risk Management departments maintains organizational record retention and disposal procedures, which dictate the length of data retention and disposal methods for their respective departments. The retention and disposal processes are in place for all departments to ensure that personal information is kept for no longer than necessary. We only collect and use personal data for legitimate business purposes, consistent with the intent for which it was collected.

Antea Group has added a data security policy addressing the use of artificial intelligence (AI) in the workplace. Antea Group recognizes the potential benefits of using AI to improve efficiency and productivity. However, we also acknowledge the importance of using AI responsibly and ethically. This Policy intends to ensure AI services are used responsibly and ethically to enhance productivity, efficiency, and decision-making while complying with applicable Company policies and laws and respecting data security, privacy, and confidentiality.

OUR PROCESS

QUALITY

We strive to cultivate and maintain a culture where quality is ingrained into every aspect of our work, resulting in consistently high performance across the company. We are committed to providing the highest technical, administrative, and operational quality to our clients without exception.

Our quality commitment is rooted in three pillars:



To meet these commitments, we:

- Encourage creativity and innovation;
- Empower and engage our employees;
- Promote the greater good and leverage teamwork;
- Seek continuous improvement creating a safe working and learning environment; and
- Demonstrate pride of ownership.

To promote continuous improvement across the business, each business function completes an annual self-assessment and corresponding quality improvement plan to examine challenges related to core accountabilities, process and documentation, communication and training, and monitoring.



The Quality Steering Committee (QSC) leads our quality agenda, facilitates the implementation of quality-related initiatives, and monitors quality performance. The committee is composed of five individuals of varying seniority with scheduled turnover to allow for new ownership and fresh ideas on a continuous basis. The primary elements of the QSC include:

- Prioritizing and leading continuous improvement initiatives and making recommendations to executive leadership;
- Reviewing quality performance metrics, feedback, incidents, and other lagging indicators;
- Provide updates to the Executive Leadership Team regarding the health of the quality program and the status of initiatives and/or gap-filling activities;
- Prepare and execute an annual communication plan to engage the workforce; and
- Execute and improve the quality assurance program.

To ensure the ongoing improvement of performance, we have defined a continuous improvement process and integrated it into our business to ensure the correction of program deficiencies and ongoing performance improvements. We utilize information gathered from performance measures and assessments, incident management, and other elements in strategic planning

and decision-making. The QSC reviews and assesses the progress of our Quality Management System every month and develops annual goals in support of continuous improvement.

OPERATIONAL RESILIENCY

Antea Group’s operational management systems are designed to maintain our resilience during business interruptions. We ensure resiliency through established policies and practices that enable us to continue serving our customers without disruption regardless of any constraints imposed on our business. Our Business Continuity Plan provides a strategic roadmap to identify and quantify the potential impact of loss, interruption, or disruption from a local, state, or national disaster.

Our Cross-Function Response Team holds accountability for implementing our continuity plan in the event of a crisis. They serve as the primary decision-making entity in the event of a declared emergency and keep key stakeholders informed of crisis development, recovery, and resolution.

The Cross-Function Response Team also provides guidance in preventing or reducing loss in crisis situations. The primary concerns addressed in our Business Continuity Plan involve assuring the safety and health of persons; business continuity; protecting company property and resources; and safeguarding the integrity of the business.

OUR
PLANET

We strive to be a responsible steward of the environment and minimize our environmental impact as part of our commitment to creating a sustainable world. Antea Group aims to conduct responsible business practices and have minimal impact on the environments in which we operate.

ENVIRONMENTAL IMPACT

As an EHS&S consulting firm, we understand that our services have an environmental impact within the locations where we work. We strive to improve our environmental performance by:

- Maintaining compliance with applicable environmental regulations in the locations where we work and the services that we perform.
- Practicing sustainability in all our work through waste prevention, reuse, recycling, energy conservation, and chemical management within our work environments.
- Monitoring and measuring our environmental impacts across our operations, including our portfolio of leased offices in the US.
- Evaluating our environmental impacts regularly and maintaining a continuous improvement plan to enhance our performance.

ENVIRONMENTAL CONSIDERATIONS

As a professional services organization, Antea Group’s operational impacts are primarily associated with our offices, the majority of which are leased spaces.

We are in the process of developing an environmental policy, which will include office sustainability procedures. We recently opened four new office locations in cities where our leases were expiring, and prioritized locations close to public transportation to encourage travel by train, bus, or bike. Other environmental considerations are purchasing recycling or eco-friendly office supplies, aiming to minimize the use of single-use plastics, and prioritizing energy- and water-efficient appliances.

In 2022, our supplier engagement team reviewed and updated our Supplier Code of Conduct to include language around environmental impact. To engage with our suppliers more actively on environmental sustainability, we have added specific considerations to our Supplier Code of Conduct around resource consumption, pollution prevention and waste minimization, environmental impact management, and hazardous materials. All suppliers are expected to review and sign the Code of Conduct before beginning engagement with us. This is our first step in increasing direct engagement with suppliers to support them in minimizing their own environmental footprints.

Much of our consulting work is done through field-based projects, which require frequent shipments of sampling materials and equipment. We aim to combine shipments and trips whenever possible to reduce emissions associated with

transport and conserve resources used for packaging. Where possible, we recycle our groundwater sampling materials after use to minimize the waste generated during these field activities.

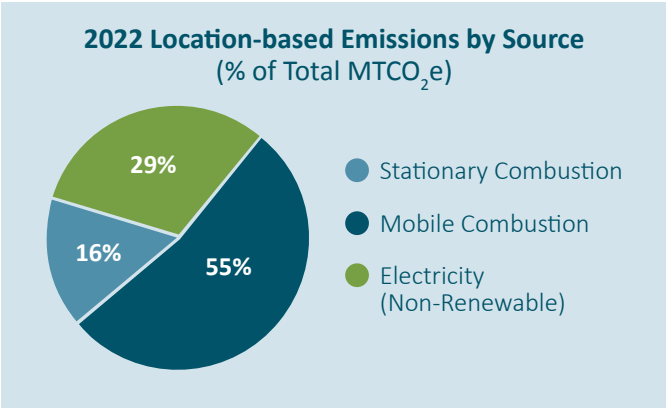
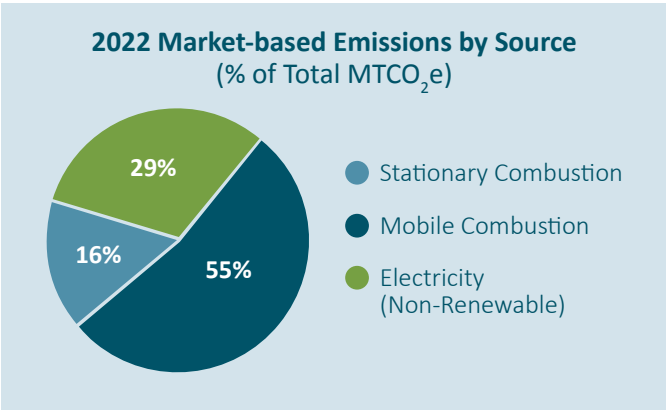
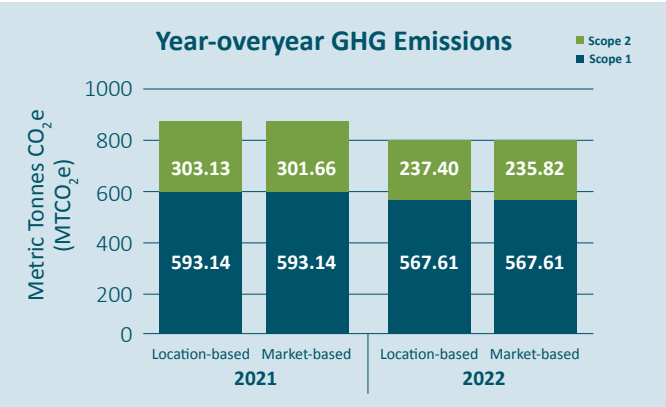
GHG EMISSIONS & ENERGY MANAGEMENT

At Antea Group, we understand the significant impact our emissions have on people, the planet, and the communities in which we operate. As we guide our clients through the process of setting science-based targets, we too have committed to setting a Science Based Target in 2023. We annually update our GHG inventory to assess our 2022 scope 1 and 2 emissions, which covers emissions from all 23 offices across the US.

In this report, we are restating our 2021 scope 1 and 2 emissions. This restatement is due to a combination of updated emissions factors and our refined approach to addressing data gaps which resulted in an 11% increase in scope 1 and about a 1% increase in scope 2.

With many of our services requiring site visits, this level of travel results in high motor gasoline emissions, which contributes to our largest emission source of mobile combustion at about 55% of total 2022 scope 1 and 2 emissions. Emissions from natural gas consumption accounted for 16% of the total scope 1 and 2 emissions, while non-renewable purchased electricity emissions accounted for 29%.

Between 2021 and 2022, we saw a decrease in scope 1 and 2 emissions overall, with a 10% decrease in both location- and market-based emissions. This was mostly attributed to a decrease in consumption of electricity and natural gas. In 2022, several of our offices were not operational for all 12 months due to old leases expiring and new leases beginning on different schedules. We also used a slightly different methodology for 2022 by estimating natural gas usage across all sites. As we lease our offices, utility consumption is often included as part of the contract. Therefore, in 2022, we made the decision to use estimated figures for all our offices to inform our annual GHG inventory. This ensures our annual data is consistent and more reliable.



OUR
PEOPLE

Our people are our greatest assets. We are committed to cultivating an inclusive workplace and reinforcing employee value through meaningful work, a culture of empowerment and respect, and a world of opportunity. Antea Group takes pride in prioritizing our employees’ health and well-being while providing tools for professional success and opportunities to grow.

HEALTH & SAFETY

Our goal of an injury-free workplace requires a consistent, company-wide safety culture. Meeting or exceeding our client’s expectations is achieved by clearly established guidelines, tools, and expectations in our day-to-day work activities.

Successful HSSE performance requires the development and implementation of well-defined HSSE plans. Our written HSSE practices outline the implementation of our HSSE Management System and identifies the HSSE plans necessary to manage our health, safety, security, and environmental risks. Our HSSE plans identify roles and responsibilities, work procedures, necessary equipment, employee training, and other measures that allow employees to complete work safely while protecting the environment.

It is important that each employee feels safe in the space where they work, whether it is in the field or an office. Given the nature of our work, especially in the field, we must maintain up-to-date HSSE plans and make them available to all relevant stakeholders. HSSE plans are evaluated, updated, and approved on a routine basis to ensure they are effective and represent current operations.

Health and safety training is assigned to employees based on their role, work assignments, and risk exposures. Performing our work safely while proactively managing risk is a fundamental accountability that requires diligence, rigor, and a conscientious process.



INCIDENT MANAGEMENT

The reporting of incidents and near misses, identification of root causes, and implementation of corrective actions are key factors in preventing the recurrence of incidents such as injuries, illnesses, property damage events, environmental releases, and security concerns. To help prevent incidents, we:

- Ensure that all incidents are reported and documented;
- Investigate and identify the root causes of incidents;
- Implement appropriate corrective actions to address the root causes and prevent a similar recurrence;
- Analyze root causes and incident trends and establish initiatives for continuous improvement; and
- Establish a process of continuous improvement that considers changing regulations, client requests, and internal standards for reporting and tracking of incidents.

HSSE PERFORMANCE

	2020	2021	2022
OSHA Recordable Incident Rate ^[1]	0.75	0.49	0.24
First Aid Cases	11	10	13
Near Misses	82	81	62
Unsafe Acts or Conditions	39	37	19
Management of Change Events	83	23	33
Motor Vehicle Accidents	12 out of 923,325 miles driven	7 out of 1,491,794 miles driven	8 out of 1,417,119 miles driven
Experience Modification Rate	1.09	1.36	1.24

^[1] OSHA Recordable Incident Rate calculated as (Number of incidents multiplied by 200,000) / (Total number of hours worked per year).

OUR
PEOPLE

EMPLOYEE WELLNESS

We offer a holistic, mind-body-life approach to employee well-being that encompasses three wellness pillars: emotional, physical, and financial. These pillars offer the tools, programs, and encouragement to empower employees to be their best selves not only at work, but also with their families and friends, and in their daily activities.

Our wellness program has been embraced at the highest level of the organization, with leadership that is committed to guiding by example and actively involved in wellness activities. At the office level, we have assigned wellness champions who promote and organize wellness efforts locally. Wellness champions meet virtually to discuss ideas, and achievements, and provide input for wellness initiatives within Antea Group.

At Antea Group, we understand employee wellness is closely tied to employee engagement. To successfully integrate new employees into our culture, we host live monthly webinars to share information about our employee wellness and benefits offerings. These sessions allow new employees to learn about our best-in-class programs and ask questions. As an added incentive to kick-start their participation in our programs, we provide a wellness tracking device. For all employees, we continuously offer fun, friendly challenges, and incentives to keep them motivated, actively participating, and investing in healthy lifestyles.



PROGRAM PARTNERS, UPDATES AND PERFORMANCE

Vitality | A comprehensive, interactive, and personalized global wellness platform that helps employees improve and maintain health by providing knowledge and tools to establish and meet health goals. When employees participate in healthy activities, they can earn Vitality Points which are redeemable for gift cards and other great rewards.

Learn to Live | Offers employees and family members 24/7 access to programs and tools to help navigate social anxiety, depression, stress, anxiety and worry, insomnia, substance use, panic, and resilience. Employees and family members (age 13 and over) can enroll in, learn, and apply tools in a completely secure, private, and confidential environment.

Fidelity | Our 401(k) plan provides and offers free financial guidance through workshops and tools, virtually or in person. Their financial wellness program includes an assessment tool, which leads to curated resources that can help guide employees to establish and achieve their financial goals.

Breitenfeldt Group | Advisors who collaborate directly with employees and family members nearing retirement to create a unique health insurance roadmap that fits their unique needs.

Blue365 | Employees actively enrolled in our Blue Cross Blue Shield (BCBS) medical plans can take advantage of premier health and wellness discounts on a wide variety of healthcare products and services.



Wellbeats | A digital platform that provides online classes 24/7 from anywhere. Employees of every age, interest, body type, and ability can take advantage of on-demand virtual fitness, nutrition, and mindfulness classes.

New York Life Assistance Program | Employees can receive online help 24/7, as well as face-to-face counseling sessions on a wide range of topics, including but not limited to child, parent, or pet care; identity theft; stress; crisis support; and legal assistance.

Launch My Health | A certified Women’s Business Enterprise offering a nutrition program that focuses on food as medicine. Our comprehensive program includes culinary programs, eBooks, gut health programs, live cooking classes, nutrition programs, and women’s health. Employees can also engage in creating a personalized nutrition plan with a Launch Dietitian.

OUR
PEOPLE

TALENT MANAGEMENT

We are committed to cultivating a great workplace for our employees and reinforcing their value through meaningful work, a culture of empowerment and respect, and a world of opportunity.



MEANINGFUL WORK

Employees are challenged and rewarded with assignments that require innovation and technical expertise.



EMPOWERMENT AND RESPECT

Employees thrive in a culture that’s supportive, collaborative, and committed to their well-being.



A WORLD OF OPPORTUNITY

Employees advance their careers with training, mentorship, and an environment that values initiative.

We understand that every environmental challenge has a cause, an effect, and most importantly, a solution. Our solutions are developed by our teams of scientists, engineers, health and safety professionals, and sustainability experts. As we continue to grow, we rely on the domain expertise of our employees and the constant infusion of new ideas and creative thinking to maintain our position as an environmental consulting leader and trusted partner to our clients.



SUPPLEMENTAL TALENT PROGRAM

Our Supplemental Talent program continues to grow. With its vision of success exemplifying, “the right talent at the right time, at the right location, at the right price,” this program provides a team of talented individuals ready to work on an as-needed basis. This strategy takes advantage of the gig economy and leverages employees who prefer flexibility over a continuous full-time work commitment, which ensures we have access to available technical experts and resources for completing specific assignments.

EMPLOYEE ENGAGEMENT

We are committed to helping our employees grow their technical, business, and leadership skills. Antea Group offers many professional development opportunities that can be tailored to specific roles within our consulting continuum, giving our people the tools they need to deliver high-quality and innovative solutions expected by our clients. We support employees with role-specific training, performance feedback, coaching and mentoring, success and career planning, continuous education, industry development, and networking opportunities.

Employee Engagement Survey

We launched our first annual Employee Engagement Survey in 2022, which provided employees with the opportunity to

share anonymous, honest feedback on what we do well, and what we can do better. We want to create an environment that helps employees thrive and together be successful as a team and business.

Employee Feedback

One feature we pride ourselves on as a company is the collaborative nature in which all our employees operate. Employees receive ongoing feedback through our agile performance management system. This approach is based on goal setting and resource/manager engagement to grow and develop skills and competencies needed to succeed through our consulting continuum. In addition to one-on-one meetings with resources, we use tools that help track and manage short and longer-term expectations and goals. Investing in our people is vital to our success.

We continuously recognize and celebrate employees in several ways:

- Posting on Chatter, a forum for employees to share successes, promote innovative ideas, highlight fun projects or news, and ask questions;
- Antea Group bucks, which are rewarded to employees who have gone above and beyond project responsibilities or their role; and
- Promotions, which occur throughout the year when an employee has demonstrated readiness.

TALENT MANAGEMENT

POWER OF SEVEN: EMPLOYEE ENGAGEMENT PROGRAM

Over the past few years, we have all had to adjust to new ways of working, collaborating, and communicating with each other. These changes in how we interact with one another have created a unique opportunity for us to rethink and redesign our employee experience efforts as a company.

Our employees are the most important part of our company. As an EHS&S consulting firm, what we offer our clients is the knowledge, skills, and expertise of our people. Every day our employees share their unique talents with us – and we are committed to investing in their continued growth and development.

We want to be:

- A company employees feel connected to;
- A culture employees feel included in; and
- A career employees feel proud of.

In support of these ambitions, we intend to be more deliberate in how we engage with employees and how we create a more cohesive and positive employee experience for all.

OUR COMMITMENT TO FOSTERING A POSITIVE EMPLOYEE EXPERIENCE

The Power of Seven program is the name we have given to our employee engagement program. The number seven is unique in many respects. There are seven continents in the world, seven colors in the rainbow, seven days in a week, and an ancient Iroquois philosophy that states the decisions we make today should result in a sustainable world seven generations into the future.

For our purposes, we have designed our employee engagement program around seven elements. Based on employee engagement survey feedback and the ‘new normal’ that we are operating in, these seven elements represent our commitment to fostering a positive employee experience and offer distinct opportunities for personal and professional growth. These elements are also intended to provide a common framework for how we talk about and organize our employee engagement initiatives.



Element #1 Demonstrating Values-Based Leadership

Our core values define us and act as a guide for not only our operational decisions but also our desired employee conduct. This element seeks to reinforce our commitment to leading Antea Group USA in a manner that is underpinned by our core values and recognizing employees who exemplify our core values and outstanding leadership in their day-to-day work.

Executive Sponsor: Brian Ricketts, Chief Executive Officer



Element #2 Evolving Our Employee Value Proposition

As a professional services company, our employees are our most vital asset. This element defines our commitment to our employees in terms of offering career opportunity, development, fair compensation, and an inclusive work environment that is conducive to employee well-being, collaboration, efficiency, health, and positive workplace relationships.

Executive Sponsor: Rosanna Ouellette-Pesicka, Chief People & Places Officer



Element #3 Inspiring and Educating Our Employees

We are committed to providing a learning environment for the continued improvement of our firm and ourselves. As such, we seek to introduce external perspectives and new ideas to our people. This element defines how we are investing to inspire, educate, and ensure all employees are given the opportunity to grow their knowledge base and maintain a balanced perspective as it relates to our work.

Executive Sponsor: Bill MacDonald, Executive Vice President



Element #4 Doing Impactful Work for Our Clients

We aspire to create a thriving future for our employees, clients, business, communities, and planet. We have been doing impactful work for our clients for decades and this element seeks to celebrate this and connect what we do to greater societal significance. This element is also intended to highlight the talented people that make our project work possible.

Executive Sponsor: Aaron Lapine, Chief Operating Officer



Element #5 Elevating Our Corporate Social Responsibility

Our company goals reach beyond growing our business and generating a profit. We aspire to give back to the communities where we live and work. We do this through our Corporate Social Responsibility (CSR) program, which consists of Corporate Giving, Volunteerism, and Pro Bono professional services. This element guides how we operate our CSR program, how we engage employees to participate, and how we communicate our progress.

Executive Sponsor: Raimond Baumans, Chief Marketing Officer



Element #6 Guiding Our Internal Sustainability Journey

As a company, we are committed to creating a cleaner, safer, more sustainable world. To uphold this commitment, we have embarked on a journey to improve our internal performance to become a more resilient and sustainable business. This element defines the steps we will take along our sustainability journey and how we will communicate progress with our employees.

Executive Sponsor: Peylina Chu, Senior Vice President



Element #7 Creating a More Effective Communication Environment

As a company, we are committed to effective communication – clear, transparent, easy to access, and bi-directional – enabling everyone to feel included, connected, and informed. This element defines steps we will take to improve our communications platforms and our habits to ensure all our employees are empowered with the right understanding and context to effectively contribute to their role and our business.

Executive Sponsor: Alison Bryant, Marketing Director

TALENT MANAGEMENT

PROFESSIONAL DEVELOPMENT AND TRAINING

We deliver a quality onboarding experience to new employees, promoting inclusion, increased engagement, and acclimation to the Company, their team, and their role. Staff- and project-level employees are assigned onboarding “buddies” as personal go-to resources, who help them navigate the organization and foster relationships with other colleagues.

We recognize the importance of keeping employees engaged and interested in the work they are doing while enhancing their professional growth. By prioritizing employee development, we strive to improve satisfaction, enhance productivity, and bolster retention. We encourage cross-functional development of employees by offering opportunities to work on different projects that span our segments and practices. We challenge employees to learn and apply new skills and expertise, finding the best resources to suit the project solutions, which sometimes includes pairing them with more experienced practitioners. We also encourage employees to further their education, including participation in technical conferences, workshops, and seminars, and we support employees who wish to pursue advanced degree programs to prepare them for progression along our consulting continuum.

We encourage employees to ask questions and take advantage of our internal peer network. No question is too hard, and we will work together to get the right answer. On our monthly company-wide calls, every employee has the opportunity to ask the Antea Group Leadership Team questions and is encouraged to engage regularly with our executive team throughout the year. This open-door practice demonstrates Antea Group’s investment in employee growth and learning.

ThingShift

This year, we introduced an employee leadership development series, titled “ShiftUp.” Specifically curated for employees with a business leadership assignment within our organization, the series was comprised of in-person and remote sessions, where employees participated in third-party facilitated discussions to learn leadership skills and how to apply them to their specific roles. The sessions are practical, engaging, and thought-provoking, and help us develop a pipeline of thoughtful and effective leaders for our business needs going forward. We are expanding this Thingshift offering through a lunch-and-learn webinar format to all employees in 2023.

Professional Certifications and Registrations

Employees are encouraged to attain professional, technical, industry, and state-specific certifications and registrations appropriate for their role and career development. In these cases, all application and renewal fees for regular full-time and part-time employees are paid for by the company. Employee credentials, including but not limited to degrees, licenses, certifications, registrations, and other achievements are important to our company, as they are a mark of quality, competence, and commitment to our standards of integrity in the work that we do.

Mentoring Program

One of Antea Group’s employee development opportunities is our Mentoring Program. Initial mentor assignments are made during the first six months of joining our organization. The program is mentee-driven and up to employees to decide how they want to leverage the relationship to aid in meeting their professional development needs. Mentors are experienced practitioners who have achieved a certain level of success in their careers, and can inspire, teach, and encourage their mentees. A mentor is not intended to be a skills trainer, but to provide guidance in meeting career goals. By recognizing that they can benefit from a variety of sources, perspectives, and styles – even those quite different from their own – mentees are provided with opportunities to access and learn new ideas, valuable information, and a wide range of viewpoints. This program is designed to be flexible. As an employee grows in their career, it may be appropriate to seek out a different mentor who can better support their evolving career goals.

Project Management Apprentice Program

This program ensures that employees hired or newly promoted into this role understand how to manage projects and resources. By adding clarity and consistency before or during the entry point of the Project Manager role, we can expect to see improved project performance at an earlier stage in the role. Improved performance means better quality, more efficient work, and better control of risks.

Technical Discipline	# of Professional Certifications and Registrations
Professional Engineer (PE)	102
Professional Geologist (PG)	76
Certified Safety Professional (CSP)	9
Engineer in Training (EIT)	8
Certified Hazardous Materials Manager (CHMM)	6
Certified Industrial Hygienist (CIH)	6
Transportation Worker Identification Credential (TWIC)	5
Leaking Petroleum Storage Tank (LPST) Project Manager	3
Accredited Office Ergonomics Evaluator (AOEE)	2
Geologist in Training (GIT)	1

Client Account Leader Apprentice Program

The Client Account Leader (CAL) Apprentice Program is an important developmental opportunity for Antea Group employees. Aspiring CALs (Project Managers and Senior Project Managers) can be nominated to participate in the program by their manager, Office Leader, or a current CAL who sees their potential. Each apprentice is assigned a sponsor who will use their experience and network to guide them through the program. Together, they create an Apprentice Development Plan that focuses on five key training categories: Service Experience/Exposure, Interpersonal Skills Development, Sales, Account Leadership, and Operational Leadership. Apprentices can expect to be in the program for one to two and a half years, depending on their level of experience.

Cultural Immersion

We invite new employees to participate in a cultural immersion program. It provides a forum for employees to ask questions to leadership, learn about our practices and processes, and get to know their colleagues through fun team exercises and training. During this time, employees also learn how Antea Group interfaces with target markets, creates value for customers, develops talent needed to deliver value, and uses core platforms to support our operations.

OUR PEOPLE

DIVERSITY, EQUITY, AND INCLUSION

At Antea Group, we strive to create real and sustainable change in our communities and have taken focused actions to incorporate additional diversity, equity, and inclusion initiatives into all aspects of our organization. We are committed to providing a work environment where everyone feels supported, respected, and heard. We embrace and encourage our workforce's individual differences and understand that the collective sum of these differences, including life experiences, knowledge, innovation, self-expression, unique capabilities, and talent, represents a significant part of our achievements and successes as a team and a business.

Equal opportunity is integral to the recruitment, selection, and promotion practices at our company. We recognize the value of recruiting, selecting, and promoting employees with diverse backgrounds, knowledge, experiences, perspectives, and beliefs. We are continuing to build relationships with professional organizations for people from underrepresented groups to develop a more diverse candidate pool. We seek to offer competitive and fair compensation to all employees. We provide reasonable accommodation to job applicants and employees in response to disability, cultural, and/or religious needs.

We offer health insurance for domestic partners, paid parental leave, and a variety of employee wellness (emotional, physical, and financial) programs, tools, and resources, in addition to our standard employee benefits package. We understand the increasing demands that employees face in their personal and work lives and provide flexible work options to employees when appropriate for the individual, the job, and the business. We recognize the religious and cultural diversity of our employees. In 2022, we transitioned to a more flexible holiday schedule that includes a floating holiday. The new schedule provides employees with a greater opportunity to observe days that are most meaningful to them.

We also provide our employees with interactive, online diversity, equity, and inclusion training to help increase awareness and understanding of individual differences and why they matter, so that employees can develop the soft skills needed to act inclusively and thrive in a diverse work environment. In addition to our existing Discrimination & Harassment and DEI Sensitivity training, in 2022 we added a Cultural Competency & Humility training to our mandatory training list for all employees. This new training module encourages our employees to learn about their own and different cultures to respect each person's unique experiences. We encourage employees to integrate inclusive language into regular conversations and professional interactions and support employees' voluntary use of pronouns in their company email signatures, Salesforce, LinkedIn, and other business networking profiles. We also encourage and support employee participation in volunteer activities for charitable organizations that enhance our environment and contribute to the well-being of our global and local communities.



OUR
PEOPLE

CITIZENSHIP & PHILANTHROPY

Through our citizenship and philanthropy programs, we aim to create a positive impact at global, national, and local levels through community engagements and efforts in corporate giving, pro-bono services, and volunteerism.

CORPORATE GIVING

At Antea Group, we aspire to make the world a better place by supporting global, national, and local non-profit organizations dedicated to improving social welfare and environmental sustainability. We fund organizations aligned with our corporate values through our Corporate Giving Policy, helping further their efforts to positively impact individuals and society. We support charitable organizations that promote societal benefits in the areas of social responsibility and environmental sustainability, with special consideration for organizations that align with our values and mission.



We maintain Partnership Circle Membership with Environmental Initiative, a Minnesota-based non-profit organization working to advance social equity and environmental health. For over 30 years, we are proud to support the work of Environmental Initiative, including:

- Convening and facilitating conversations between diverse stakeholders to address environmental, economic, and public health issues.
- Managing on-the-ground projects to improve our air, land, and water.
- Fostering environmental literacy and practical skills of young people to create a new generation of environmental stewards.
- Planning and hosting events for environmental leaders from nonprofits, communities, business, and government agencies to share information, network, and learn from one another.



EMPLOYEE VOLUNTEERING

To reinforce our commitment to our local communities, each employee is given eight hours of paid time annually to volunteer for an organization of their choice, either individually or as a team. By engaging in hands-on efforts, our employees reap the rewards of making a difference in their communities while strengthening connections with their neighbors, colleagues, and clients. In 2022, Antea Group employees volunteered their time in support of the following deserving organizations:

- American Battlefield Trust
 - American Red Cross
 - Cottonwood Canyons Foundation Trail
 - Food Bank of the Rockies
 - High Country Conservation Center
 - Loaves & Fishes MN
 - Mid-Ohio Food Bank
 - Pancreatic Cancer Action Network
 - Team Rubicon
 - Youth Sports Foundation
- American Legion Auxillary
 - Coco’s Heard Dog Rescue
 - Feed My Starving Children
 - Give Kids the World Village
 - Humane Society International
 - Marra Farm
 - Outdoor Colorado
 - Rocky Mountain Raptor Program
 - Wounded Warrior Project
 - Zilker Botanical Garden

VOLUNTEER HOURS
In 2022, our employees completed over **488 volunteer hours.**

INTERNATIONAL RED CROSS

The armed conflict between Russia and Ukraine has fueled a devastating humanitarian crisis that is affecting the lives of millions of people. In 2022, we chose to donate to the International Red Cross, the largest humanitarian network in the world, to support the scale-up of their response to meet the rising needs in that region, including:

- Lifesaving Care: war wound and first aid kits, mobile health units, emergency primary healthcare facilities, mental health, and psychosocial support.
- Basic Needs and Civilian Safety: food and hygiene parcels, essential household items, clothing, blankets, and fuel.
- Essential Infrastructure: access to safe drinking water, generators and pumps, timber, and cement for reconstruction.

Our annual commitment is to accrue 1% of the year’s EBITA for Corporate Giving. Additionally, Antea Group matches up to \$50 per employee for personal contributions made to qualified 501(c)(3) organizations, allowing our employees to give extra support to the organizations in communities that matter to them. In 2022, we donated \$43,814 to charitable causes.



CLOSING

We remain committed to sharing our progress towards our ESG initiatives on an annual basis and take pride in the work we have accomplished throughout 2022. For additional information regarding the content of this report, please [contact us](#).

APPENDIX 1: 2022 WORKFORCE DEMOGRAPHICS

	Female	Male	Not Disclosed
Executive Management	25%	75%	0%
All Other Employees	51%	49%	0%

	Asian	Black or African American	Hispanic or Latino	White	American Indian or Alaska Native	Two or More Races (Not Hispanic or Latino)	Not Disclosed
Executive Management	8.3%	0%	8.3%	83.3%	0%	0%	0%
All Other Employees	3.3%	3.7%	4.2%	82.4%	0.9%	2.0%	3.5%

APPENDIX 2: SASB INDEX

The SASB Standards guide the disclosure of financially material sustainability information. Below are Antea Group’s responses to the SASB Professional and Commercial Services Standard. All data included within this SASB index is representative of fiscal year 2022 in line with our reporting period unless otherwise noted.

Topic	Accounting Metric	Code	Response / Report Section
Data Security	Description of approach to identifying and addressing data security risk	SV-PS-230a.1	Data Security
	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	Data Security
	(1) Number of data breaches (2) Percentage involving customer’s confidential business information (CBI) or personally identifiable information (PII) (3) Number of customers affected	SV-PS-230a.2	(1) 0 (2) 0% (3) 0
Workforce Diversity & Engagement	Percentage of gender and racial/ethnic group representation for (1) Executive management (2) All other employees	SV-PS-330a.1	Appendix 1
	Turnover rate for employees (1) Voluntary (2) Involuntary	SV-PS-330a.2	(1) 15.1% (2) 1.5%
	Employee engagement as a percentage	SV-PS-330a.3	Approximately 77% of our employees completed our 2022 employee engagement survey.
Professional Integrity	Description of approach to ensuring professional integrity	SV-PS-510a.1	Ethics & Integrity
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	\$0
Activity Metrics	Number of employees by: (1) Full-time and part-time (2) Temporary (3) Contract	SV-PS-000.A	(1) Full-Time: 378 Part-Time: 26 (2) In 2022, 40 employees served as supplemental talent to support our operations. We define supplemental talent as those hired on an as-needed basis with no minimum number of hours required each week. (3) Contract: 0
	Employee hours worked; percentage billable	SV-PS-000.B	Hours worked: 824,033 Percentage billable: Business Confidential Information



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