



# Sustainability Report 2023



Better Business,  
Better World®



# 2023 SUSTAINABILITY REPORT CONTENTS

## ABOUT THIS REPORT

Antea Group USA's annual sustainability report has once again been developed based on guidelines from the Sustainability Accounting Standards Board (SASB) Professional and Commercial Services Standard. For the purposes of this report, unless indicated otherwise, the terms "Antea Group," the "Company," "we," "us," and "our" refer to Antea Group USA. This report covers our environmental, social, and governance (ESG) performances of business activities under our operational control within fiscal year 2023 (January 1 through December 31, 2023). All financial information is reported in United States (U.S.) 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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# INTRODUCTION



**BRIAN RICKETTS**  
*CEO, Antea Group USA*

## A LETTER FROM OUR CEO

2023 marked a year of excitement and continued growth for Antea Group USA. Yet, our operational philosophy remains unchanged: Better Business, Better World®. We believe in doing the right thing environmentally and socially, which we trust translates to improved business performance and secures market position. As a leading environment, health, safety, and sustainability (EHS&S) consulting firm, we proudly lead by example for our clients, our employees, and our communities.

At Antea Group USA, we are aware of the broad environmental, social, and governance (ESG) challenges that companies and societies are facing. It is one of the reasons we are investing in our employees and building their depth of knowledge and expertise so they can in turn leverage new technologies and engineering approaches to help our clients mitigate their risks. This year, our team of experts were called in to complete projects in more than 60 countries, ranging from environmental due diligence projects and health and safety audits to water management projects, carbon advisory and climate risk evaluations, and others. Across our organization, our employees hold over 400 unique EHS&S-related credentials including American Institute of Professional Geologist (AIPG) Certifications, Certified Safety Professionals, Certified Hazardous Materials Managers, Certified Energy Manager, Certified Water Efficiency Professionals, and more. We encourage and support our employees as they obtain continuing education credits, professional





certifications, and sponsored memberships within technical associations, as well as support those pursuing ongoing education through tuition reimbursement.

We also continue to evaluate and develop strategies that align with our purpose to create a cleaner, safer, and more sustainable world. This approach applies not only to our clients but also to our own ESG efforts. In 2023, we updated our own greenhouse gas (GHG) emissions inventory management plan and completed our inaugural scope 3 inventory calculations to further understand our environmental footprint. We have committed to a GHG emissions reduction target, which we are proud to share was approved by the Science Based Targets initiative (SBTi). Further demonstrating our commitment to addressing ESG topics, we responded to EcoVadis and were awarded a silver medal in 2023, reflecting on our efforts to address concerns in the pillars of environment, labor and human rights, ethics, and sustainable procurement.

Antea Group USA proudly supports the local communities in which we live and work. We established our formal Corporate Social Responsibility (CSR) program to help guide and inform our efforts, directing our company-wide approach to employee volunteerism, corporate giving, and pro bono

services. Each year, our employees are provided with eight hours of paid time off dedicated to volunteering with organizations most important to them. We also match employee donations to further extend their financial support. I am incredibly moved by the generosity of our employees to help one another as well as our communities.

All in all, none of these are stagnant efforts; we must continue to push ourselves to make progress in all areas of ESG. The regulations and stakeholder demands that we encounter continue to evolve, reflecting the changing needs of society. Therefore, for Antea Group USA, we know we must be innovative, agile, and adaptable to new challenges that arise along the way. I am encouraged by our progress and am excited to share more details through this 2023 Sustainability Report. I invite you to learn more about who we are and how Antea Group USA is working to create a thriving future for us all.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian Ricketts".

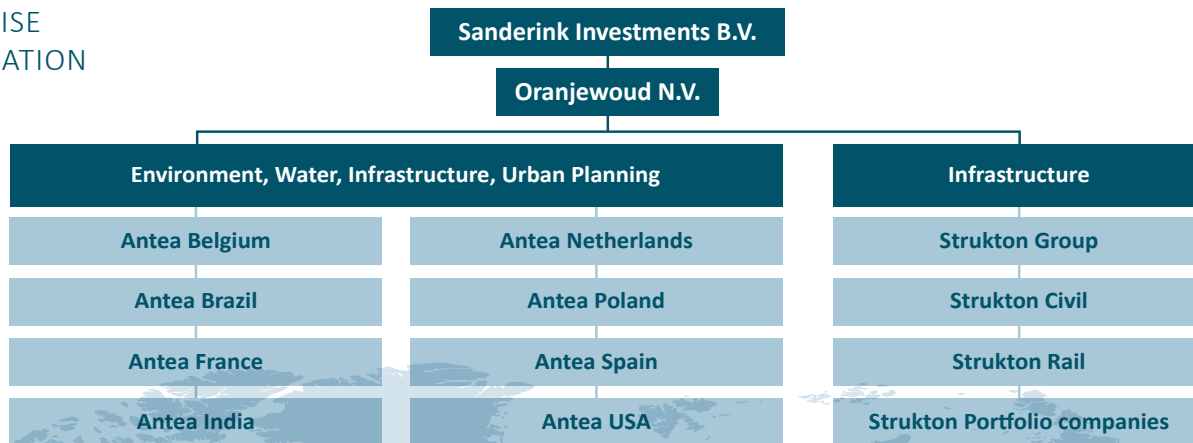
**Brian Ricketts**  
CEO, Antea Group USA

## ABOUT ANTEA GROUP USA

### COMPANY OVERVIEW

Founded in 1986 as Delta Consultants, in 2008 we were acquired by Dutch engineering firm, Oranjewoud N.V., and began operating under the Antea Group USA name. In doing so, we joined the larger collective of Antea Group companies around the world which focus primarily on global environment, water, and infrastructure issues as well as urban planning. Through collaboration with our sister Antea Group companies, which span across Europe, Asia, and Latin America, we are well-positioned to maintain a global perspective on ESG and environmental, health, and safety (EHS).

### ENTERPRISE ORGANIZATION





## OUR VALUES AND COMMITMENTS

**Better Business, Better World®** philosophy: We believe that wise environmental and social choices translate to improved business performance and lead to enhanced market position for the long term. As subject matter experts, we offer proactive measures and forward-thinking strategies to help mitigate or eliminate EHS&S risks for our clients.

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

**VISION** To create a thriving future for our employees, clients, businesses, communities, and planet.

### 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.

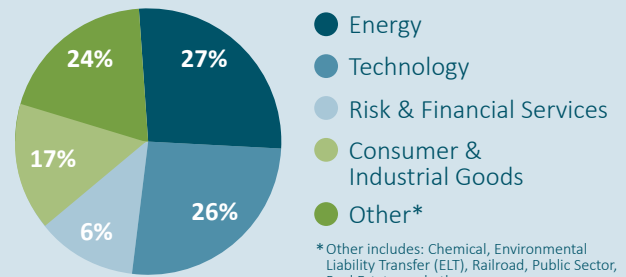
**Sustainability** | We look for ways to reduce environmental impact of our operations and project work.

**Diversity, Equity & Inclusion** | We seek to create an inclusive workplace that values diversity and promotes equitable access to opportunity and resources.

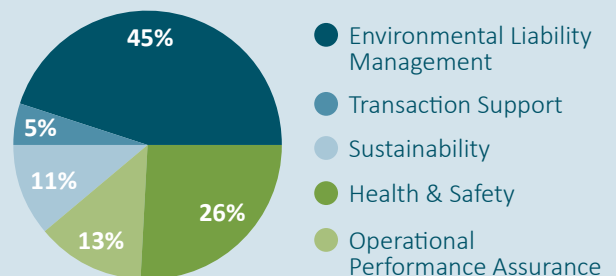
Today, Antea Group USA continues to operate under the Antea Group parent organization but maintains operational and financial independence. In the United States, Antea Group USA is proud to operate as a leading EHS&S consulting firm. We are headquartered in St. Paul, Minnesota, United States, with 20 offices throughout 18 states. While serving a diverse portfolio of clients in multiple industry sectors, in 2023 Antea Group USA chose to focus our attention on four primary market sectors: Energy; Technology; Consumer and Industrial Goods; and Risk and Financial Services, which accounted for 75% of our revenues. Greater than 90% of Antea Group USA's revenues are derived from the private sector.

Our services span environmental mergers and acquisition, health and safety, EHS auditing and compliance, corporate sustainability consulting, environmental remediation, and EHS data and knowledge management. Our subject matter experts routinely provide support to our clients as they address a variety of environmental, health, safety, and sustainability challenges, applying our Better Business, Better World® philosophy.

### Revenue by Industry (%)



### Revenue by Practice (%)



**FOUNDED** 1986 as Delta Consultants  
**LOCATIONS** 20 offices across 18 states

**HEADQUARTERS** St. Paul, Minnesota  
**EMPLOYEES** ~460

**PRIMARY INDUSTRIES SERVED** 7  
**PRACTICE AREAS** 6

## 2023 CLIENT IMPACTS

As a consulting firm, our operational footprint tends to be relatively small in comparison to that of our clients; therefore, we leverage the opportunities we have with our clients to make a greater impact on the world. This year, our client-based projects ranged in size and scope, addressing a variety of challenges from source water vulnerability assessments and GHG inventory management plans (IMPs) to industrial hygiene evaluations, emergency responses, and per- and polyfluoroalkyl substances (PFAS) management programs. In total, we completed more than 3,900 projects across 63 countries.

While many of our efforts and impacts are considered confidential in nature, we are proud of the work we have completed with our clients. We look forward to continuing to develop new and innovative solutions to address some of the world's toughest environment, health and safety, and sustainability challenges.

### 2023 IMPACTS THROUGH SERVING OUR CLIENTS

Environmental Liability Management (ELM)	Transaction Support	Sustainability	Health and Safety (H&S)	Operational Performance & Assurance (OPA)
<ul style="list-style-type: none"> <li>• <b>~1600</b> Assessment and Remediation Projects</li> <li>• <b>80+</b> Decommissioning Projects</li> <li>• <b>25</b> Emergency Response Projects</li> <li>• <b>~30</b> Expert Witness/Litigation Support Projects</li> <li>• <b>20</b> PFAS Management Projects</li> </ul>	<ul style="list-style-type: none"> <li>• <b>300+</b> Environmental Due Diligence Projects</li> <li>• <b>Approx 30</b> Environmental Liability &amp; Risk Evaluations</li> <li>• <b>Approx 240</b> Phase I Environmental Site Assessments</li> <li>• <b>Approx 40</b> Phase II Environmental Site Assessments</li> </ul>	<ul style="list-style-type: none"> <li>• <b>50+</b> Carbon Advisory Projects</li> <li>• <b>50+</b> Reporting and Disclosure Projects</li> <li>• <b>35</b> ESG Advisory Projects</li> <li>• <b>~10</b> Climate Risk Projects</li> </ul>	<ul style="list-style-type: none"> <li>• <b>200+</b> Health and Safety Management Systems Projects</li> <li>• <b>100+</b> Industrial Hygiene Projects</li> <li>• <b>~100</b> Health and Safety Audits</li> <li>• <b>40+</b> Ergonomics Projects</li> <li>• <b>30+</b> EHS Training Projects</li> </ul>	<ul style="list-style-type: none"> <li>• <b>~280</b> Water Management Projects</li> <li>• <b>130+</b> Waste and Materials Management Projects</li> <li>• <b>125</b> Global Operational Support Projects</li> <li>• <b>110+</b> Compliance Audits</li> <li>• <b>40+</b> Air Emissions Projects</li> </ul>



## 2023 SUSTAINABILITY PERFORMANCE OVERVIEW

## ENVIRONMENTAL

**CARBON TEAM**

Formalized a new team focused on the development, implementation, and monitoring of our emissions reduction strategies and commitments

**GHG GOAL**

2030 Reduction Target of Scope 1 and 2 (from our 2018 base year) **50%**

Begin to measure and reduce scope 3 emissions

SBTI Validation Status **Approved (2024)**

*\* Metric Tons of Carbon Dioxide Equivalents (MT CO<sub>2</sub>e)*

**RESULTS**

GHG Emission Goal **47.2% Achieved**

Scope 1 & 2 (market-based) **809.6 MT CO<sub>2</sub>e**

Scope 1 & 2 (location-based) **796.0 MT CO<sub>2</sub>e**

Total Energy **3,131,197 kWh**

## SOCIAL

**HEALTH & SAFETY PERFORMANCE**

“Working Safely Everyday” Safety Campaign **Launched**

Total Recordable Incident Rate (TRIR) **0.23**

First Aid Cases **12**

Near Misses **81**

Motor Vehicle Incidents **11**

Experience Modification Rate **1.05**

**EMPLOYEE DEVELOPMENT**

Total Training Hours **7,823**

**WORKFORCE DEMOGRAPHICS**

Women in Workforce **51.8%**

Women in Executive Leadership **29.4%**

Minority/Vulnerable Groups in Workforce **17.3%**

Minority/Vulnerable Groups in Executive Leadership **8.8%**

**CSR COMMITMENTS**

Volunteer Hours **930+**

Corporate Giving **\$16,700+**

Pro Bono Projects **2**

## GOVERNANCE

**BOARD & EXECUTIVE ENGAGEMENT**

Strategic Advisory Board (SAB) Meetings **Quarterly**

Executive Team Meetings with at least one ESG Agenda Item **>70%**

**DATA SECURITY INCIDENTS**

Incidents **0**

**NEW POLICIES AND PROCEDURES**

AI Policy **Distributed**

Caregiver Leave Policy **Distributed**

**RECOGNITION**

2023 EcoVadis Score **Silver**

## STAKEHOLDER ENGAGEMENT

As a market-led organization, we focus heavily on understanding the needs and demands of our current and potential clients during the course of the year. It is critical for us to gather insights from our own employees, clients, partners, suppliers, and community members, as well as our Strategic Advisory Board, to help us align our own operational strategies and inform business decisions. We collect such feedback through a number of channels, including but not limited to formal materiality assessments, direct client feedback, webinars, conferences, and employee engagement surveys.

### MATERIALITY ASSESSMENT

To ensure we formally identify and address the most material ESG topics to our own organization, we undergo a structured materiality assessment on a 3- to 5-year cycle, or more frequently as needed. We engage with our key stakeholders through direct and indirect means, gathering critical insights on ESG topics which are informed by different resources such as Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards as well as recommendations provided by other key industry associations and initiatives. This approach enables us to prioritize topics that are identified as most material to Antea Group USA. We use the findings of the materiality assessment to further evaluate relevant risks and opportunities for our company, such as new business solutions and services, ultimately informing our business strategies.

Our most recent assessment was conducted in 2022, which identified 26 ESG topics as material to our organization. The most material topics were determined to be Employee Health and Safety, Business Ethics and Professional Integrity, and Environmental Compliance. As we considered these results, we prioritized them based on various analyses and the feedback received from internal and external stakeholders. Our approach to these material topics are addressed throughout this report.

In the interim years, we continue to engage with our various stakeholders through a more informal and ad-hoc approach, leveraging communication channels such as conferences, surveys, and webinars. This approach allows us to maintain a fresh perspective on our stakeholder needs, while also adjusting to address short-, medium- and long-term business objectives. As regulatory demands evolve, we anticipate conducting a double materiality assessment in 2025.

For more details regarding our materiality matrix, please see [Appendix 1: Materiality Assessment](#) at the end of this report.



## PARTNERSHIPS AND INDUSTRY COLLABORATIONS

Throughout the year, we support our clients and their industries through partnerships and industry collaborations such as roundtables, consortiums, and other initiatives. Our intention is to bring industry participants together to address common EHS&S challenges, share best practices, benchmark industry progress, and to ultimately develop mutually beneficial strategies to improve industry performance concerning sustainability.

### Inogen Alliance

In addition to being a part of a global network of sister Antea Group companies, Antea Group USA is a founding member of the [Inogen Alliance](#). The Alliance brings together 6,000 active consultants from more than 200 offices around the world. For more than 20 years, the Alliance has brought together some of the best minds to address a variety of EHS&S challenges. We currently retain several leadership positions within the Alliance, including President, Chair of the Board, and Director-level positions.



### Beverage Industry Environmental Roundtable (BIER)

A [coalition](#) of global beverage companies representing nearly \$400 billion in combined revenue, working to advance environmental sustainability. Since 2006, we've facilitated collaboration among members, coordinating efforts to develop innovative tools and policies. A prime example is the [Charco Bendito Collaborative Watershed Project](#) in Guadalajara, Mexico, which has successfully restored over 125 hectares of a critical shared watershed.



### Healthcare Plastics Recycling Council (HPRC)

Representing the manufacturing, healthcare, and recycling industries, this [consortium](#) of industry peers seeks to improve the recyclability and circularity of plastic products and packaging within the healthcare industry. HPRC is exploring 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. Our role in HPRC is to coordinate, facilitate, and support all project activities completed by HPRC members in addition to recruiting and onboarding new members that are interested in joining. In 2023, HPRC published an updated [Design Guidance for Healthcare Plastics Recycling](#) and produced a white paper on [Barriers to Recycling Healthcare Plastic Waste in the EU](#).



### EHSxTech®

An industry forum designed for tech professionals to collaboratively explore opportunities for improving environmental, health, safety, and sustainability (EHS&S) performance. Throughout 2023, two in-person events brought tech industry peers together to discuss critical issues. Key topics included evolving global EHS regulations, the role of ESG in EHS leadership, and comprehensive worker health challenges, with a special focus on emerging psychosocial risks. While client locations host the events, our role is to organize logistics and facilitate meaningful conversations.



### EHSxRetail®

A unique industry roundtable providing retail professionals a collaborative platform to identify best practices, address common challenges, and network with peers. The 2023 annual event in New York refocused attention on critical EHS matters, exploring the environmental and social impacts of retail value chains. Participants delved into the value of ESG assessments and the complexities of contractor management. We work closely with participants to craft agendas that ensure maximum collaboration and meaningful dialogue within the retail industry.



To learn more about our partnerships and industry collaborations, please visit our [website](#).







ENVIRONMENT, HEALTH, SAFETY, SUSTAINABILITY CONSULTING



Better Business, Better World®

Environment

YOU NEED



Established to Serve Our Global Clients



You say HELLO.  
We write the check.



Handwritten signatures on the poster, including names like Samantha, Rob, and many others.



For every person that signs their name on our poster, Antea Group WILL DONATE \$5 to Water Mission. Learn more at <https://watermission.org/>.







## ACCREDITATIONS

In addition to supporting our clients through partnerships and collaborations, we are also accredited by a number of organizations to support our clients across their EHS&S efforts. We maintain close relationships with these organizations as they help inform and guide strategies and business decisions for our clients. In 2023, we renewed and continued our accreditations with the following organizations:

### CDP Accredited Solutions Provider (ASP)

Antea Group USA is proud to be a CDP ASP, allowing us to better support clients as they disclose through CDP and evaluate business-relevant social and environmental opportunities to reduce risks, conserve resources, and create a competitive advantage.



### GRI Community Member

As a member of this global network, Antea Group USA is part of a movement to advance more transparent sustainability reporting. It provides us with access to valuable learning and knowledge-sharing opportunities which translates to better, more comprehensive reporting services for our clients.



2024

### International Financial Reporting Standards (IFRS) Sustainability Consultant Content Programme

Through this program, Antea Group USA continues to stay up to date with the latest developments related to the International Sustainability Standards Board (ISSB) and SASB Standards, allowing us to better support and inform our clients of sustainability reporting trends.



### Alliance for Water Stewardship (AWS)

The AWS is a global membership collaboration focused on the sustainability of local water-resources through their adoption and promotion of a universal framework for the sustainable use of water that drives, recognizes, and rewards good water stewardship performance. Antea Group USA and our network of credentialed AWS practitioners help companies navigate the robust and comprehensive AWS Standard.



# OUR PEOPLE

We value the unique backgrounds, experiences, and talents that our employees bring to Antea Group USA each and every day. Their knowledge, skills, and expertise are our most critical assets and serve as the foundation to our success.

To promote the long-term growth and success of Antea Group USA, we desire to be a company which our employees feel connected to, included in, and proud of. To do this, we protect our employees' health, safety, and well-being; provide opportunities for personal and professional growth; and promote a culture in which our employees can thrive and build their careers.

We continue to promote a culture of collaboration, empowering our employees to innovate and deliver exceptional solutions to our clients while addressing their toughest challenges. We encourage continuous learning and cross-functional teamwork, ensuring we remain a leading environmental consulting firm and trusted partner.

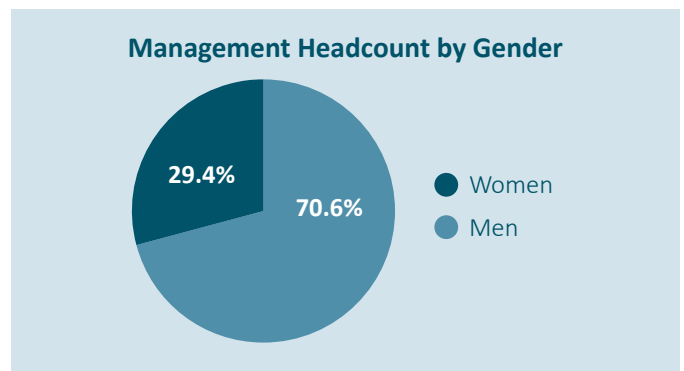
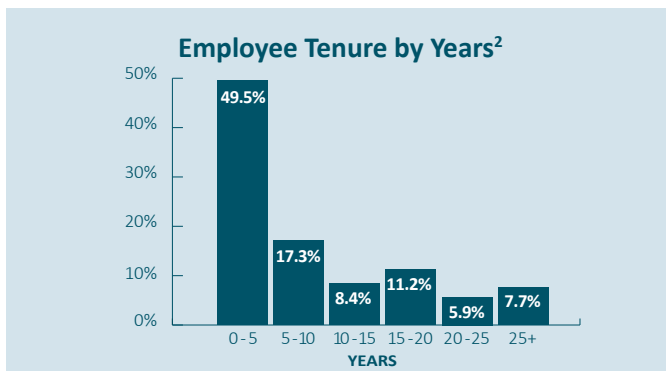
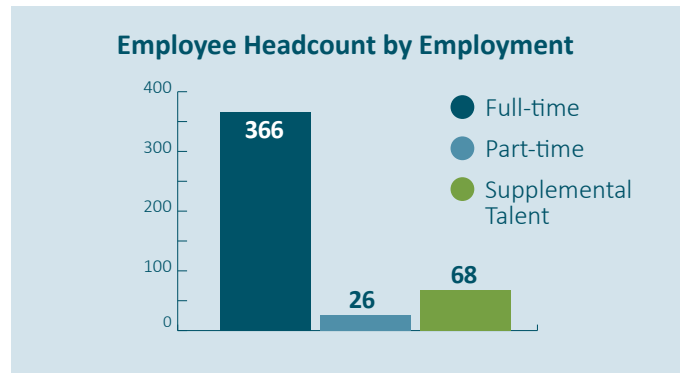
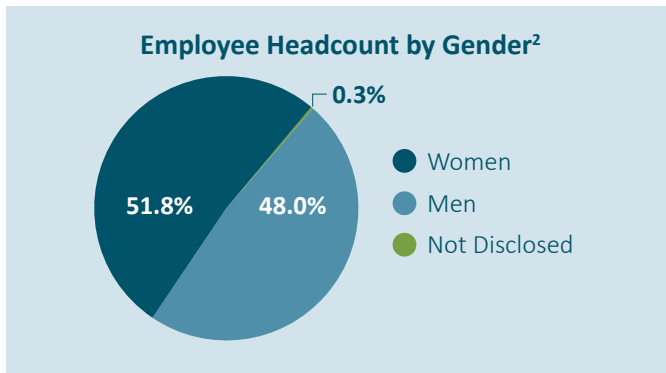
### WE DESIRE TO BE

A company employees feel **connected to**;

A culture employees feel **included in**; and

A career employees feel **proud of**.

## 2023 Employee Demographics<sup>1</sup>



<sup>1</sup> Employee demographics are current as of December 2023.

<sup>2</sup> Excludes supplemental talent.



# TALENT ATTRACTION, RETENTION AND DEVELOPMENT

At Antea Group USA, we pride ourselves on growth and development. We attract and retain top talent by providing meaningful work, fostering a culture of mutual respect and empowerment, and creating advancement opportunities. We encourage our talent to refine their technical, business, and leadership skills as we provide pathways for rewarding careers.

 <h3>Meaningful Work</h3> <p>Employees are challenged and rewarded with assignments that require innovation and technical expertise.</p>	 <h3>Empowerment and Respect</h3> <p>Employees thrive in a culture that's supportive, collaborative, and committed to their well-being.</p>	 <h3>A World of Opportunity</h3> <p>Employees advance their careers with training, mentorship, and an environment that values initiative.</p>
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## PROFESSIONAL DEVELOPMENT AND TRAINING

Our employees' credentials and skillsets reflect our high standards and depth of subject matter expertise within our fields of work. To ensure we are attracting and retaining top talent, we have created a professional development program to encourage continuous growth and reward our employees based on their performance and capabilities.

### Compensation Management

Antea Group USA seeks to offer fair and competitive compensation as well as benefits to its employees, as outlined in our Compensation Management Policy. Calibration for compensation is performed annually to ensure consistency for roles with similar complexity and effectiveness. Furthermore, all part- and full-time employees who work a regular schedule of 20 or more hours per week are also eligible to participate in our bonus incentive program.

## Professional Certifications and Registrations

We strongly encourage employees to obtain industry or state registrations appropriate to their career field. In some cases, these registrations may be required for specific job tasks or career progression. For professional licenses and certifications, Antea Group USA covers the cost of application and renewal fees for full- and part-time employees. The company also helps cover the costs associated with attending various off-site seminars, conferences, or workshops related to an employee's position.

During 2023, more than one in five of our employees self-reported at least one professional, technical, industry, or state-specific certification or registration appropriate to their role and career development aspirations. We track these certifications and licenses throughout the year, ensuring our employees are prepared and formally qualified for the task at-hand, such as hazardous waste management and remediation efforts.

### Below are examples of our accreditations, certifications, and registrations that our employees held in 2023:

AIPG Certified Professional Geologist	Certified Energy Manager
AWS Credentialed Specialist	Certified Water Efficiency Professional
Accredited Office Ergonomics Evaluator (AOEE)	Licensed Remediation Specialist
Certified Hazardous Materials Manager (CHMM)	Professional Engineer (PE)
Certified Industrial Hygienist (CIH)	SASB FSA (Fundamental of Sustainability Accounting) Credential
Certified Safety Professional (CSP)	Transportation Worker Identification Credential (TWIC)

## OUR PEOPLE

# TALENT ATTRACTION, RETENTION AND DEVELOPMENT

### Apprenticeship Programs

In 2023, we continued with our two key apprenticeship programs: Project Manager (PM) Apprenticeship and Client Account Leader (CAL) Apprenticeship. Under the PM Apprenticeship Program, participants are given project management training and support. The CAL Apprenticeship Program provides opportunities for current and potential CALs to actively engage with clients or facility representatives on various projects, voice opinions on account strategies for clients, and work with mentors as participants expand their professional networks. In both programs, participants are assigned a sponsor who shares their experience and leverages their network to support their trainee over 9-12 months.

**120+**

Antea Group USA employees are active or have graduated from the PM Apprenticeship Program since it began in 2020.

**20+**

Antea Group USA employees have graduated from the CAL Apprenticeship Program since it began in 2017.

*“Our PM Apprentice Program has proven to be a great opportunity, preparing our employees for success as they advance their careers. The more we can do to support client account leader capability, the better results we’ll see in terms of business development, client retention, and ultimately company growth.”*

Keith Knoke, Senior Vice President and Client Account Leader Program Lead







## Mentoring Program

Through 2023, we continued our Mentoring Program to all full- and part-time employees who work 20 hours or more per week. Established more than 10 years ago, this is one of our most tenured employee development programs. Initial mentor-mentee assignments are made within the first six months of employment. Mentees are in control of the program, deciding how they wish to leverage the relationship. Our mentors are experienced and successful practitioners who provide guidance and encourage mentees on their career development journey.

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*“My entire career has been with Antea Group USA. When I began, it was because of the flexibility offered and the support I received and continue to receive today. It is the experience of our culture that is very supportive.”*

[Laura Gallagher, Project Manager](#)

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## OUR PEOPLE

# DIVERSITY, EQUITY AND INCLUSION

Antea Group USA champions a workplace where every individual feels respected, included, and supported. Our commitment to diversity, equity, and inclusion (DEI) is woven into our core values. We recognize that diverse backgrounds, experiences, and talents fuel our creativity and drive our success.

Our DEI initiatives encourage and enforce:

- Respectful communication and cooperation between all employees;
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives;
- Work/life balance through flexible work schedules to accommodate employees' varying needs; and
- Employer and employee contributions to the communities we serve, promoting a greater understanding and respect for diversity and inclusion.

**29.4%**

of our Executive Leadership Team are female

**51.8%**

of workforce identify as female

**8.7%**

of our Executive Leadership Team identify as from minority or vulnerable groups

**17.4%**

of our employees identify as from minority or vulnerable groups

\*Metrics exclude supplemental talent







Antea Group USA employees complete several training modules throughout the year. Some of these are a requirement during onboarding, while others are voluntarily completed as new programs are launched. Specific DEI training addresses topics such as Discrimination and Harassment, DEI Sensitivity, and Cultural Competency and Humility. As part of our internal DEI Policy, and reinforced by our Harassment Prevention Policy, any employee who engages in or allows inappropriate conduct or behaviors against others is subject to disciplinary actions, including up to employment termination.

As an Equal Employment Opportunity and Affirmative Action employer, we are committed to ensuring fair consideration for employment, without regard to race, religion, gender, sex, disability, or any other protected status. We provide reasonable accommodation to job applicants and employees based on their individual needs related to disabilities as well as cultural and/or religious needs.

We expect all employees to show respect to colleagues, clients, vendors, and other non-employees whom they

interact with for company business. Harassment on the basis of a legally protected category, such as race, color, religion national origin, sex, age, disability and genetic information, is inconsistent with our commitment to inclusion in the workplace and will not be tolerated.

**Grievance and Remediation**

Employees who feel they are being discriminated against are encouraged to speak to their direct manager or office leader. In circumstances where this is not possible, employees are encouraged to raise their concerns to the company human resources department or the Chief People Officer.

Retaliation against anyone who reports known or suspected violations of company policies or applicable laws and regulations is strictly prohibited. Antea Group USA is committed to investigating and resolving concerns, providing for or cooperating in remediation for affected individuals and communities, as appropriate.

## OUR PEOPLE

# EMPLOYEE ENGAGEMENT

We work hard to cultivate an environment in which our employees thrive and are successful as individuals and as engaged members of our company. We maintain an open-door approach to employee communication, with a focus on building a culture of inclusion, teamwork, and continuous improvement. We are proud of our welcoming and wide-reaching employee network, which encourages collaboration and knowledge-sharing.

### The Power of Seven

Our dedicated employee engagement framework is called, “The Power of Seven.” We use this framework to inform our various communication and engagement initiatives, while also reinforcing our core values and demonstrating our commitment to one another, our clients, and our communities. Each of the seven elements has been assigned a sponsor from our Executive Leadership Team, such as our CEO, Chief People Officer, Chief Marketing Officer, and various Senior Executives.



Demonstrating Values Based Leadership



Doing Impactful Work for our Clients



Elevating our Corporate Social Responsibility



Evolving our Employee Value Proposition



Inspiring and Educating our Employees



Guiding our Internal Sustainability Journey



Creating a More Effective Communication Environment





## Employee Engagement Survey

We seek feedback from our employees, leveraging a number of channels, including engagement surveys, monthly company-wide calls with question and answer sessions, as well as other means to share feedback. Our 2023 Employee Engagement Survey received a 70% response rate, exceeding industry standards. Employees were asked to anonymously evaluate their level of satisfaction on several topics, such as managerial relationships, Antea Group USA's culture, feedback mechanisms in place, and competitive compensation. Employees were also able to provide open feedback through this survey.

Our overall aggregate score was 3.98 out of 5, indicating a generally high satisfaction rate by our employees according to USI, a third-party consultant assisting us in our engagement survey. We use the feedback from our employees to help us evaluate our current initiatives, providing insight into what we are doing well and what we can improve upon. We continue to evaluate our current priorities and strategies around our lower-rated questions and other feedback we received.

## Employee Feedback

We value open communication throughout the year. We leverage multiple tools to gather feedback beyond the engagement survey such as one-on-one meetings and the use of our performance management system. Through one-on-one meetings our employees and their managers or their mentors can discuss personal growth and development goals. Our performance management system allows for the sharing of written feedback across different teams and projects. We use these feedback mechanisms to identify and reward high-performing employees through initiatives like "Antea Group Bucks" which are exchangeable for cash, public acknowledgment, and promotions. These employee feedback tools help further create a collaborative environment in which our employees feel comfortable sharing their ideas and further contribute to the success of Antea Group USA.

## 2023 EMPLOYEE ENGAGEMENT SURVEY RESULTS

### 3.98

Overall Aggregate Score

#### Highest Rated Questions:

- I understand how my role contributes to Antea Group USA's success.
- I have meaningful connections with one or more of my colleagues at Antea Group USA.
- My colleagues are responsive and supportive.
- Antea Group is viewed positively by our clients, suppliers, and partners.
- My manager supports my career growth and advancement opportunities.

## OUR PEOPLE

# BENEFITS AND WELLNESS PROGRAMS

We recognize that employee well-being significantly impacts employee morale and company culture. It is why we have included wellness as one of our core values and part of our long-term company strategy. Our employee benefits and wellness program focuses on three pillars: emotional, physical, and financial wellness. Through this program, we offer a number of tools and resources to our employees, encouraging them to be their best selves not only at work but also with their family and friends and in their community.

## 3 Pillars of Wellness

### Emotional Wellness

Stress management • Work-life balance

### Physical Wellness

Fitness • Nutrition • Regular health screenings

### Financial Wellness

Financial planning • Budgeting

#### EMOTIONAL WELLNESS

- Stress management resources, mental well-being webinars, and personal coaching
- Support caregivers of aging parents with resources and coping skills
- Assist victims of identity theft, fraud and other crimes, helping them navigate associated legal issues
- Provide behavioral and mental health counseling for individuals and families
- Promote a healthy work-life integration with our flexible work environment and paid time off policies

#### PHYSICAL WELLNESS

- Early detection and disease prevention with in-office health screenings and flu-shots
- Offer access to mindful eating programs
- Offer gym membership rebates
- Offer access to insomnia and sleep treatment programs
- Offer smoking cessation tools
- Encourage inter-company activity-based team building events and challenges
- Maintain an extensive online learning center of health resources

#### FINANCIAL WELLNESS

- Provide financial planning resources and programs
- Encourage retirement saving through a 401(k) plan with pre-tax automatic payroll deductions and company matching (up to 4%)
- Help employees manage healthcare costs through flexible Health Savings Accounts and Medical Spending Plans
- Provide paid parental leave and sick time
- Offer life insurance, long- and short-term disability benefits, and will preparation services



## Benefits Package

Our benefits package is designed to support each of our three wellness pillars by addressing some of the most pressing needs of our employees and their families. Our comprehensive benefits program includes medical, dental, and vision insurance; disability; a 401(k) matching plan; and more. These benefits are available to our full- and part-time employees, with certain benefits offered on a limited basis to part-time and supplemental talent. We also extend our health insurance program to our employees' direct family members and domestic partners.

In 2023, we continued to provide flexible and remote work options to employees as appropriate for the individual, the job, and the business needs. This accommodation allows us to balance the increasing demands that our employees face with their personal and work lives, while still meeting the needs of our clients. Finally, as part of our standard benefits package, our full-time and part-time employees receive paid time off, including floating holidays, allowing our employees to observe the days which are most meaningful to them.

## BENEFITS OFFERED

- Medical Insurance
- Dental Insurance
- Vision Insurance
- Health Savings Accounts
- Medical and Dependent Care FSAs
- Life Insurance
- 401(K) Plans
- Disability
- Pet Insurance
- Employee Assistance Program
- Paid Time Off
- Employee Service Awards
- And More...



## Wellness Programs

Our leadership team is fully committed to our wellness program, leading by example as they participate in a variety of our wellness activities throughout the year. At the local level, we have 17 dedicated "Wellness Champions" who promote and organize events such as walking challenges, webinars, and more. These champions meet monthly to provide local insight and feedback on our wellness programs. To further promote participation over the course of the year, we offer a variety of incentives to our employees such as discounted health insurance premiums, drawings for gift cards, and subsidies for gym memberships.

In support of our emotional wellness pillar, we routinely evaluate our company policies, ensuring they address the needs of our employees. For example, in 2023, we introduced a new Caregiver Leave Policy to provide our employees extended time to care for family members in times of need. We also updated our existing Parental Leave Policy to provide up to four weeks of 100% paid leave during the first 12 months of a child's birth, adoption, or foster placement.

Under the physical wellness pillar we host a number of local and company-wide fitness challenges throughout the year. Our annual five-week "Active for Impact" event divides employees into teams, encouraging participants to complete a number of workouts. The team with the most workouts completed selects an organization for Antea Group USA to donate to on their behalf. In 2023, nearly half of our employees joined the annual competition. The winning team selected the American Foundation for Suicide Prevention to receive their donation of \$2,500.

Through our financial wellness pillar, we designed our programs to provide our employees tools to help them achieve the lifestyle they desire. Throughout the year, we provide seminars on topics such as retirement planning and coaching. Our Employee Assistance Program provides access to legal advisors, and we offer a number of direct benefits such as retirement savings through a company matching 401(k) plan and employee discounts through LifeMart.

## OUR PEOPLE

# HEALTH AND SAFETY

Antea Group USA is a leading EHS&S consulting firm. It is why our clients have entrusted us to conduct more than 500 unique EHS-related projects in 2023 alone. As our clients know us to be experts in this field, it is imperative that we have a strong internal health, safety, security, and environment (HSSE) program.

### HSSE MANAGEMENT SYSTEM

Much like our clients, our HSSE goal is to create an injury-free workplace. To support this aspiration, we have defined 13 essential elements within our HSSE Management System. These components focus on the identification, prevention, and control of potential risks that are inherent to new and ongoing operations, services, or suppliers.

Antea Group USA's HSSE management program is led by our Central HSSE Team. This team is responsible for the design of our company-wide practices and procedures, implementing training, monitoring the program, and tracking relevant HSSE information. The Regional and Office Leaders help facilitate the materials to each employee with the support of HSSE Specialists and Regional HSSE Advisors. In every situation, Antea Group USA employees are expected to perform their work in a manner that prioritizes safety with no exceptions.

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In 2023, the National Association of Environmental Managers (NAEM) awarded our very own Alizabeth Aramowicz Smith, Senior Consultant, as a recipient of their prestigious [NAEM Excellence Awards](#), recognizing corporate and consulting professionals who make positive impacts, advancing the practice of EHS and Sustainability management.







## HSSE Management System Essential Elements



Roles & Accountabilities



Contractor Management



Management of Change



Documentation



Stakeholder Awareness



Environment



HSSE Plans



Incident Management



Continuous Improvement



Security



Performance Measurement  
& Assessment



Risk Assessment &  
Management



Training & Certification

## INCIDENT MANAGEMENT

For Antea Group USA, our work presents unique HSSE situations and risks. Our greatest risks include injuries, illnesses, property damage events, environmental releases, and security concerns. Therefore, we maintain up-to-date HSSE plans, making them available to all of our relevant stakeholders, including Antea Group USA employees, contractors, our clients, and local emergency response personnel, as necessary. Within these plans, we identify roles and responsibilities, work procedures, appropriate equipment and personal protection equipment, employee training, as well as the necessary plans for managing HSSE risks. We also proactively address near misses, identifying root causes and implementing corrective actions across our organization as a means to reduce or prevent similar incidents in the future. Our HSSE plans are evaluated, updated, and approved on a routine basis to ensure they remain effective and representative of our current operations.

To further reduce and prevent incidents, we:

- Ensure that all incidents are reported and documented in a timely manner;
- 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 accounts for changing regulations, client requests, and internal standards for reporting and tracking incidents.

## OUR PEOPLE

### ENVIRONMENTAL COMPLIANCE

Whether we are on-site with a client, or at one of our own locations, environmental compliance is non-negotiable for Antea Group USA. Our HSSE program incorporates strict environmental compliance measures, ensuring we are following our own policies, our clients' policies, as well as all applicable laws and regulations.

Our employees are subject matter experts in their respective fields, with deep knowledge and understanding to quickly identify environmental risks and develop action plans to mitigate safety hazards, protect against engineering failures, and minimize negative social and environmental impacts. This knowledge and expertise is employed both at Antea Group USA with respect to our own operations as well as when working with our clients.

We are routinely called upon in times of environmental emergencies. This year, our teams completed nearly 1,600 site assessment and remediation projects, 83 decommissioning projects, 25 emergency response projects, supported 20 PFAS management projects, and were available to serve as expert witness or provide litigation support services for more than 25 projects.







## HSSE-RELATED TRAINING COURSES

- Back Safety (Safe Lifting)
- Bloodborne Pathogens
- Cold Stress
- Contractor Management
- CPR
- Defensive Driving
- Emergency Action Plans
- eRailSafe
- Fall Protection/Working at Heights
- Fire Extinguisher
- First Aid
- Hand and Portable Tools
- Hazard Recognition
- HAZWOPER Courses
- Heat Illness Prevention
- Incident Reporting
- Lockout/Tagout
- Lone Worker
- And More...

## TRAINING

During our routine onboarding process, each Antea Group USA employee is required to undergo basic health and safety training such as motor vehicle use and safe driving, back safety, emergency action plans, incident reporting, and more. Role-specific training modules are also assigned to individuals based on their specific work assignments and risk exposures, such as Hazardous Waste Operations and Emergency Response (HAZWOPER), Fall Protection/Working at Heights Awareness, Lockout/Tagout, and others. Refresher courses may be mandated on an annual or biannual basis depending upon the topic and individual's exposure to risks. We monitor training compliance through our internal database, allowing Antea Group USA to continuously evaluate and improve the overall HSSE knowledge of our employees.

## HSSE PERFORMANCE

We assess our HSSE program implementation and compliance through risk-based monitoring, audits, internal self-assessments, and appropriate external assessments. The results, which are shared with senior management and are presented below, allow us to gauge the effectiveness of our HSSE policies and procedures. We continue to make progress on our overall recordable incident rate and experience modification rate, but our ultimate goal is to have zero incidents. We will continue to pursue this aspiration as we encourage one another to work safely, every day.

HSSE Key Performance Indicators	2021	2022	2023
Total Recordable Incident Rate (TRIR)	0.49	0.24	0.23
First Aid Cases	10	13	13
Near Misses	81	62	81
Unsafe Acts or Conditions	37	19	45
Management of Change Events	23	33	29
Motor Vehicle Accidents	7 out of 1,491,794 miles driven	8 out of 1,417,119 miles driven	11 out of 948,101 miles driven
Experience Modification Rate	1.36	1.24	1.05

\*The data points presented in the table reflect the HSSE performance of Antea Group USA employees and do not include contractors.

## OUR PEOPLE

### HSSE PERFORMANCE

#### **Working Safely Everyday**

We believe that, whether in the field or the office, our employees should feel safe wherever they work. As part of our proactive risk management approach and our cultural mindset of continuous improvement, in 2023, we launched a new “Working Safely Everyday” campaign. This initiative encourages our employees to take an ownership approach to safety, asking three fundamental questions of themselves throughout the day, regardless of their role or work environment. The initiative emphasizes that safety is ultimately in the hands of the individual employee and that they have a responsibility to protect themselves and those around them. Each employee, before starting any task, is responsible for ensuring they have the skills, knowledge, and equipment required to complete the job safely.

*How could I  
get hurt?*

*What am I  
doing today?*

*What can I do to  
protect myself?*

**Working Safely  
Everyday**





## ON-SITE SAFETY MANAGEMENT

When work is requested to be performed at a client site, Antea Group USA employees acknowledge and abide by Antea Group USA HSSE policies, the client's policies, as well as applicable laws and regulations, employing the most stringent approach. In addition, employees serving on a Resource-as-a-Service (RaaS) assignment are required to participate in all requested and applicable client-specific health and safety trainings. We also make use of ISNetworld for certain clients to track our employee-specific training, as required by the client, including all HSSE metrics and risk management liability forms.

## CONTRACTOR MANAGEMENT

Occasionally, Antea Group USA leverages contracted support. To ensure we maintain a secure work environment and client satisfaction, we maintain a robust contractor management program through which our contractors must demonstrate their commitment to health and safety through their own programs, training, work practices, and conduct. Finally, before

any work may commence, all contractors must also meet specific contractual and insurance requirements that are relevant to the job site and the tasks to be performed.

To help us monitor all contractors completing work on our behalf and to validate compliance with our own HSSE requirements, we employ a third-party contractor management program. Periodically, we will work with specialized, short-term contractors who do not operate within our existing third-party database. In these situations, we maintain a Short-Term Contractor Management program which emphasizes HSSE and Risk Management requirements.

In all circumstances, only approved contractors are authorized to engage with Antea Group USA, and our contracts specify the terms and conditions which control our business risks as well as communicate HSSE expectations and responsibilities. Throughout the project, we monitor contractor performance to ensure compliance with our standards, promptly addressing any deviations as they arise.

## OUR PEOPLE

# COMMUNITY ENGAGEMENT

At Antea Group USA, our CSR program focuses on building positive relationships within our communities with a primary focus on improving social welfare and environmental sustainability. We support several global, national, and local non-profit organizations through corporate giving, pro bono services, and employee volunteerism.

At the corporate level, we have established an annual commitment of accruing up to 1% of the Company's generated earnings, setting it aside for our Corporate Giving budget. Leveraging this funding, Antea Group USA's Employee Volunteer and Matching Gift Program provides company matches up to \$50 per employee for personal contributions made to qualified 501(c)(3) organizations, allowing our employees to give extra support to organizations in their local communities. During 2023, we collectively donated over \$16,000 to a variety of causes.

Beyond financial donations, we also encourage our employees to volunteer their time. Every Antea Group USA employee is provided up eight hours of paid time off to volunteer in their local communities on an annual basis. Over the year our employees volunteered more than 930 working hours, supporting a variety of organizations including the following:

- Cradles to Crayons
- Girl Scouts of Central Maryland
- Friends of Rye Nature Center
- KNOX Hartford at the Evergreen Community Garden
- Carolina Raptor Center
- The Adopt-A-Park Program
- Sunrise Navigation Center
- Greening Detroit
- Boulder Growing Gardens
- Rocky Mountain Raptor Program
- St. Louis Area Food Outreach
- Downers Grove Park District







## Environmental Justice and Social Advocacy

One of our most tenured relationships is with the Environmental Initiative, a Minnesota-based non-profit organization working to advance social equity and environmental health through collaboration and partnerships.

For more than 30 years, we have proudly supported their efforts which focus on understanding the complexities of environmental injustices, working with local communities, nonprofits, government agencies, and businesses to address these issues.

In 2023, we continued our Partnership Circle Membership with Environmental Initiative, while also holding a position on their Board of Directors and sponsoring their Annual Environmental Initiative Awards.

Over the years, our membership has helped fund a number of projects such as the following:

- **Clean Air Minnesota** | Clean Air Minnesota is a coalition of air quality leaders convened by Environmental Initiative who are working voluntarily and proactively to reduce fine particulate matter (soot) and ground-level ozone (smog). The coalition works to identify and prioritize strategies to reduce air pollution, develop and implement projects to improve air quality, and track emissions reductions achieved.
- **Headwaters Agriculture Sustainability Partnership** | Headwaters Agriculture Sustainability Partnership is a forum facilitated by Environmental Initiative that is focused on developing solutions that benefit the environment, economic viability of farmers, and vitality of rural communities. Current project work includes analyzing the relationship between on-farm conservation practices on row crops and integrated dairy operations, with the end goal of scaling solutions designed to improve water quality, soil health, and natural habitat.
- **North Side Safety NET** | North Side Safety NET is an internship program for North Minneapolis youth. The program is led by Environmental Initiative with the support of public, private,

and non-profit partners to foster environmental literacy among young people to create a new generation of environmental stewards. Interns within the program learn about environmental careers and participate in hands-on projects related to forestry, renewable energy, water quality, construction and engineering, agriculture, sustainability, and conservation.

- **Source Water Protection Collaborative** | The Source Water Protection Collaborative brings together individuals who have expertise in source water, community outreach, engagement, and public health to develop ways to promote land use which protects drinking water sources. Led by Environmental Initiative, the program focuses on capacity building with local and state government officials responsible for providing drinking water to engage with those who have been marginalized from government decision-making, including farmers, rural residents, immigrant and Black, Indigenous, and People of Color (BIPOC) communities, and small business owners.

## Pro Bono Work

As part of our commitment to CSR we donate professional skills and knowledge of our employees in the form of pro bono services that are equivalent to one percent of generated earnings. Our internal Pro Bono Services Program Policy outlines how we select projects, ensuring they align with our mission, core values, and social responsibility goals. We prioritize charitable organizations which promote social and environmental sustainability, enhance the environment, and contribute to the well-being of our local and global communities.

In 2023, we completed two pro bono projects from our environmental remediation and commercial technology service lines. One project focused on clearing on-site wells at a K-12 tribal school in Minnesota that had PFAS contamination. The other project established a data management and visualizations dashboard for a non-profit organization working on marine pollution monitoring in British Columbia.

## PRO BONO CONSIDERATIONS

- Cultivate STEM (Science, Technology, Engineering, Mathematics) Talent;
- Employ sound environmental stewardship;
- Implement environmental policies that ensure natural resources are sustainably utilized; and
- Protect and restore the quality of the natural and human environment.

## OUR IMPACT

Our philosophy of Better Business, Better World® creates a balanced approach between business prosperity and environmental stewardship. At Antea Group USA, we collaborate closely with our clients to create a more sustainable and resilient tomorrow.

As subject matter experts in EHS&S, we assist our clients in calculating their environmental footprint and developing strategies to reduce their impacts. We in turn use the same tools and methodologies to identify and strategize ways to lower our own impacts as we seek to lead by example.

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### IN 2023, WE COMPLETED MORE THAN

- 40** air emissions projects,
- 130+** waste and materials management projects, and
- 280** water management projects

**FOR OUR CLIENTS AND COMMUNITIES AROUND THE WORLD.**

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## ENVIRONMENTAL IMPACTS

As a professional services organization, the bulk of our environmental impacts are associated with our leased offices and fleet vehicles. We continue to strive to improve our environmental performance and reduce our own operational impacts associated with energy, GHG emissions, water, and waste.

We are reducing our operational environmental impacts by:

- Emphasizing waste prevention, reuse, recycling, energy conservation, and chemical management in our policies and procedures;
- Monitoring environmental impacts such as our GHG emissions across our operations, maintaining a continuous improvement plan to enhance our performance against our science-based target; and
- Purchasing eco-friendly office supplies as well as energy- and water-efficient appliances to minimize our environmental footprint.

We are continuing to develop a new Environmental Policy, providing our sites with specific and practice ways to improve energy and water efficiency, as well as guide waste reduction efforts. As part of our standard operating procedures, we also consider compliance requirements for the environmental regulations in locations where we work and the services that we perform.

## WATER AND WASTE MANAGEMENT

As subject matter experts in waste and water management, we understand that our own services have the potential to create negative environmental impacts. As the majority of our facilities are leased, it can be difficult to accurately track waste generation and water consumption by our own operations. At this time, we are unable to provide our total waste and water figures; however, we continue to ensure that we are operating in compliance with applicable laws and regulations concerning water and waste management through our HSSE program. Likewise, while we are on-site with our clients, we comply with applicable laws and regulations as well as Antea Group USA and our clients' policies and procedures.

## OUR IMPACT

### ENERGY AND EMISSIONS

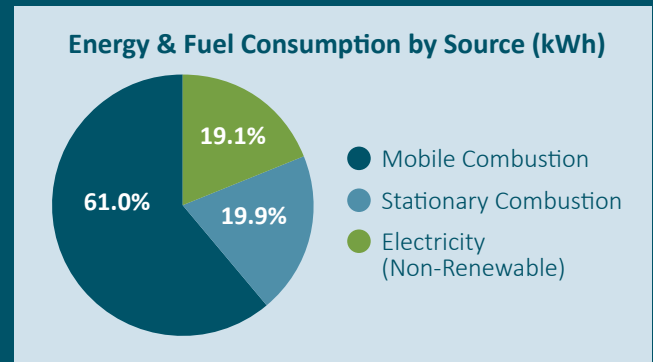
Over the course of 2023, we completed more than 50 unique carbon advisory projects ranging from inventory management plans (IMPs), developing emissions targets, and strategy work. We have in turn used our in-house expertise to assess our own energy and carbon footprint, including the submission and validation of our own science based target.

#### Energy

In 2023, we consumed roughly 3,131,197 kilowatt hours (kWh) of energy, a 5.8% reduction compared to 2022 and 16.9% less than in our base year of 2018. Mobile combustion continues to represent the majority of our energy consumption, accounting for approximately 61.0% in 2023. This includes motor gasoline (60.7%), diesel fuel (<0.1%), and ethanol (0.3%).

Much of our fuel consumption is associated with our fieldwork, which require our employees travel to various sites for on-location sampling, training exercises, and spill remediation efforts.

The rest of our fuel and energy sources include natural gas (19.9%) and non-renewable electricity purchased from the grid (19.1%) associated with our offices.



#### Science Based Target

In 2022, we committed ourselves to setting a GHG emissions reduction goal aligned with the Science Based Target initiative (SBTi). In 2023, our goal was formally approved by the SBTi.

Our near-term goal, consistent with the reductions needed to keep global warming to 1.5°C, is as follows:

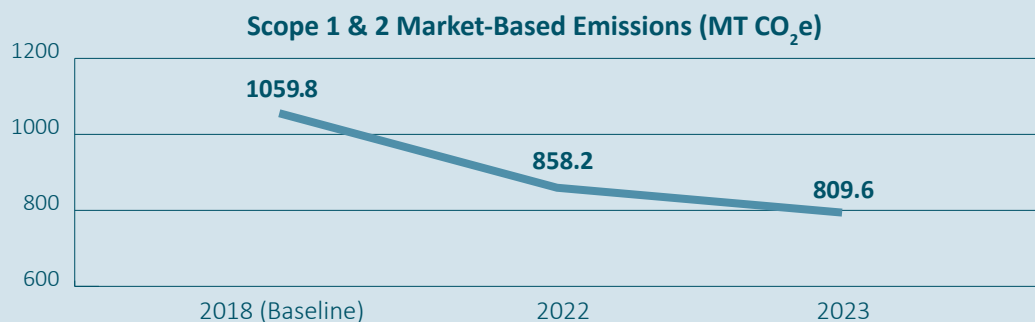
- Reduce our scope 1 and scope 2 (market-based) GHG emissions by 50% by 2030 from our 2018 base year.
- We also commit to measuring and reducing relevant scope 3 emissions.

Compared to 2018, we have reduced our Scope 1 and 2 (market-based) emissions by approximately 23.6%, representing nearly 47% of our goal. We also began the process of identifying and measuring our relevant Scope 3 emissions.

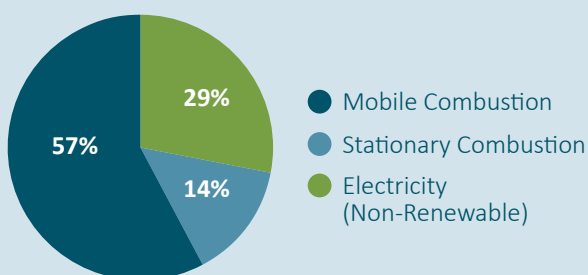


## Scope 1 and 2 Emissions

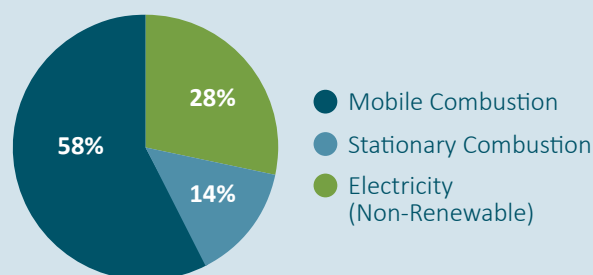
We calculate our GHG emissions according to the World Resources Institute's GHG Protocol. In 2023, we generated approximately 809.6 metric tons of carbon dioxide equivalents (MT CO<sub>2</sub>e) when considering our scope 1 and 2 market-based emissions, a 5.7% reduction year-over-year. Compared to our 2018 baseline, this is a reduction of approximately 23.6%. Many of the reductions were attributed to the closing of three facilities and moving to smaller office locations with less square footage. We also calculate our scope 2 emissions per the location-based method. In 2023, this equated to approximately 238.1 MT CO<sub>2</sub>e.



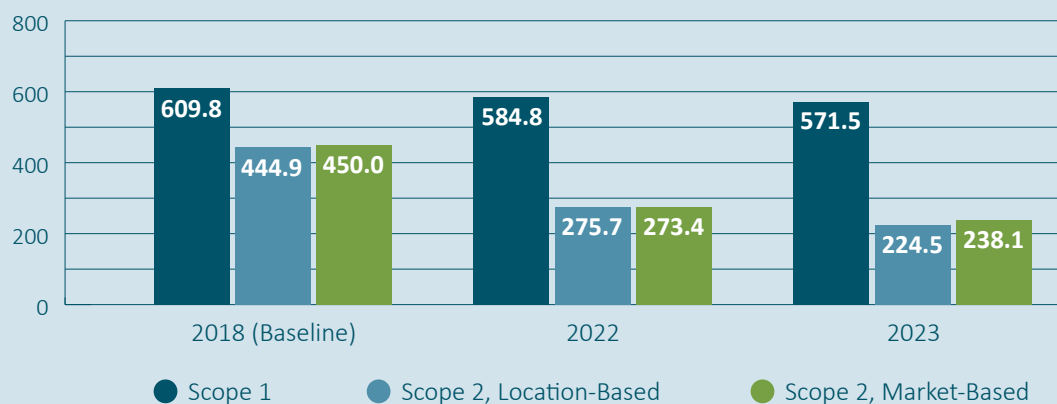
**2023 Scope 2 Market-Based Emissions by Source (% of Total MT CO<sub>2</sub>e)**



**2023 Scope 2 Location-Based Emissions by Source (% of Total MT CO<sub>2</sub>e)**



**GHG Emissions by Scope (MT CO<sub>2</sub>e)**



## OUR IMPACT

Each year, we strive for improvements in data accuracy and data quality. Since 2018, we have been able to increase the amount of actual data available for use in our calculations, reducing our dependency on data estimations. We have made material amendments to our 2022 emissions for both scope 1 and 2 (market- and location-based) due to identified data entry errors, improved data quality and availability, and/or adjustments in calculation methodologies. Approximately 30% of our data used in our 2023 emissions calculations was estimated, primarily due to leased office spaces where utility invoices are not readily available.





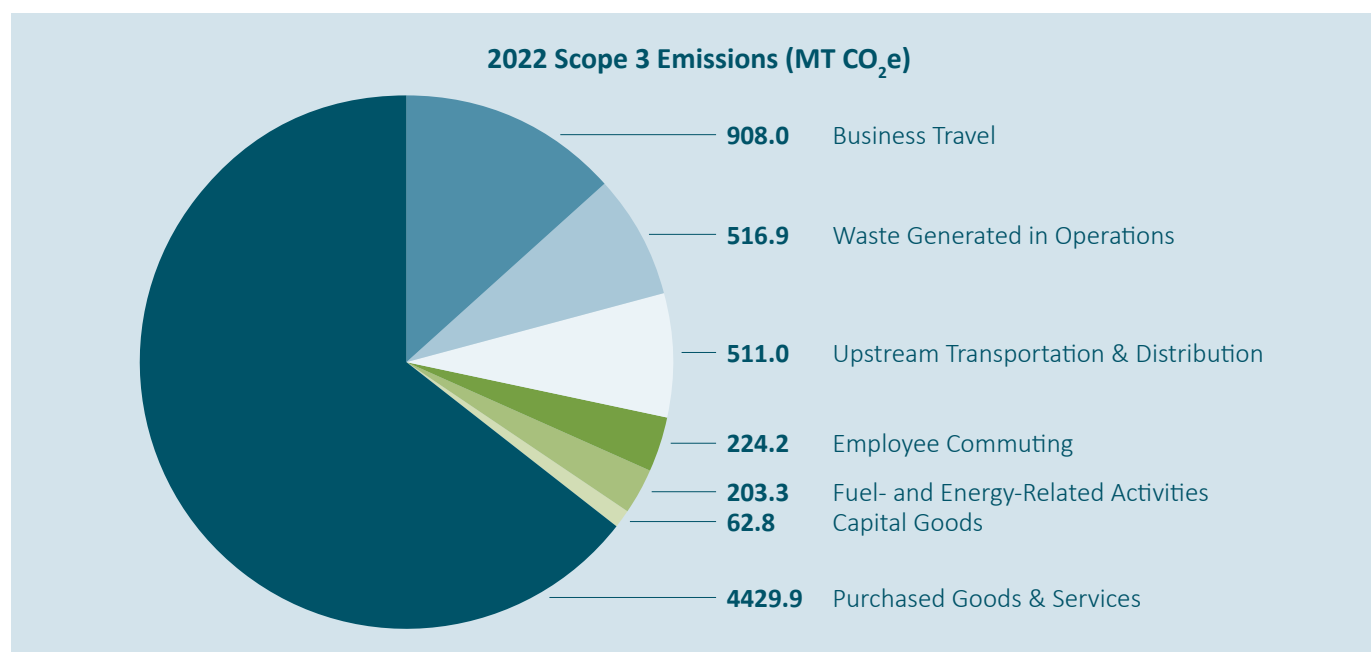


### Scope 3 Emissions

As part of our science-based target, we committed to identifying and measuring our scope 3 emissions and reducing them. Utilizing the GHG Protocol's Scope 3 Guidance, we have calculated seven scope 3 categories due to their relevance to Antea Group USA and the availability of information necessary to calculate their emissions. 2022 data was used in the calculations.

- Category 1: Purchased Goods and Services
- Category 2: Capital Goods
- Category 3: Fuel- and Energy-Related Activities
- Category 4: Upstream Transportation and Distribution
- Category 5: Waste Generated in Operations
- Category 6: Business Travel
- Category 7: Employee Commuting

Purchased Goods and Services accounted for the majority of our Scope 3 emissions in 2022. This accounts for our use of third-party contractors, laboratory testing, and external consultants, as well as software licensing, professional development and training, and telecommunication services. We will continue to review and refine our scope 3 calculations, update our inventory on an annual basis, and identify ways in which to lower our environmental impacts throughout our value chain.



## OUR GOVERNANCE

# EXECUTIVE LEADERSHIP

Antea Group USA's leadership ensures that decisions are made in the best interest of our stakeholders, including employees, clients, partners, communities, and the environment. For an EHS&S consulting firm like ours, governance practices not only enhance corporate reputation but also foster sustainable growth, compliance with regulations, and enable effective risk management.

## EXECUTIVE LEADERSHIP

Antea Group USA is governed by its Executive Leadership Team, which has responsibilities for setting business strategies, identifying and assessing priorities, and monitoring progress toward its organizational goals.

The Executive Leadership Team meets on a monthly basis to review various performance metrics as well as to discuss current and future risks and opportunities for Antea Group USA. In 2023, 70% of these meetings included an ESG topic on the agenda such as our own ESG commitment, policies such as parental leave, and energy transition plans.

We have also established committees to support the Executive Leadership Team, providing guidance on specific topics including our ESG strategy, ethics and integrity, operational resiliency, risk management, cybersecurity, and quality control, which are further described in the sections below.

### ESG Leadership

Our formal ESG strategy is led by one of our Senior Vice Presidents and is supported by our Strategic Advisory Board. The SAB consists of four external thought leaders and five members from Antea Group USA's senior leadership team. Sponsored by our CEO, the SAB is tasked with providing Antea Group USA with external perspectives and guidance on our ESG strategy.

The SAB met on a quarterly basis in 2023, proactively tracking and assessing global trends which are of particular importance to Antea Group USA and our clients, especially those with ESG impacts. Key topics in 2023 included challenges of a just energy transition, maintaining trust in voluntary carbon markets, and human rights due diligence in global supply chains.

### EXECUTIVE LEADERSHIP TEAM

- Chief Executive Officer
- Chief Operating Officer
- Chief Marketing Officer
- Chief People Officer
- President, Board Member





## BUSINESS ETHICS AND PROFESSIONAL INTEGRITY

Maintaining high standards of ethics, integrity, and compliance is critical to Antea Group USA. We adhere to our own stringent professional standards as we seek to deliver high-quality work each and every day. As consultants, we also adhere to our clients' policies and expectations, while maintaining compliance with all applicable laws, whichever is more stringent. Ultimate accountability for the review, approval, and compliance of our policies resides with our Executive Leadership Team.

### Antea Group Ethics Policies

Bribery and Corruption

Code of Conduct

Supplier Code of Conduct

Conflict Resolution

Human Rights

HSSE

Confidentiality

DEI Policy

Contract Management

Harassment Prevention

### Code of Conduct

Our Code of Conduct, along with supporting company policies, provides employees with comprehensive instruction and guidance on appropriate business conduct. This Code also addresses expectations regarding conflicts of interest, client and supplier relationships, recordkeeping, communication, and

privacy and confidentiality. Our General Counsel holds ultimate responsibility for overseeing and updating the Code of Conduct on an annual basis. Updates to the Code of Conduct are shared with employees, as appropriate, with new trainings developed when substantial changes are made.

### Supplier Code of Conduct

Antea Group USA maintains a standalone Supplier Code of Conduct designed to support the development, implementation, and adherence to ethical and practical business standards and work processes in suppliers' operations. We leverage a third-party platform to help monitor our suppliers and their compliance with our policies and practices, including our expectation for how they in turn address and monitor their own supply chains. Suppliers must acknowledge receipt of our Supplier Code of Conduct and their understanding of it before they are approved to participate in our vendor program. Incidents of non-compliance are investigated, with consequences reflecting the severity of the situation. This includes, but is not limited to, warnings, management improvement plans, and up to contract termination.

### Human Rights Policy

Our [Human Rights Policy](#) embodies our belief that all people should be treated with dignity and respect. We are committed to respecting all internationally recognized human rights principles as set out in the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. Our Chief People Officer is primarily responsible for ensuring the alignment of Antea Group USA's performance with the Human Rights Policy throughout the organization.

Topics addressed in our Human Rights Policy include:

- Commitment to Prohibition of Modern Slavery
- Commitment to Prohibition of Child Labor
- Commitment to Employees' Rights
- Commitment to a Safe and Healthy Workplace
- Commitment to Diversity, Equity, and Inclusion
- Respecting People's Rights, Including Land, Water, and Resources
- Community and Stakeholder Engagement
- Grievance and Remediation Process

## OUR GOVERNANCE

### Training and Compliance

Every Antea Group USA employee, as well as our temporary contractors, is required to adhere to all applicable laws, regulations, and company policies. Newly hired employees are required to undergo formal onboarding training, regardless of their role, which introduces policies and procedures regarding key topics such as compliance, corruption, bribery, as well as health and safety over the course of their first 90 days. Additional role-specific education and training is provided as appropriate and is monitored accordingly.

Certain training programs are required to be completed on an annual basis, such as our Preventing Discrimination and Harassment Training. Other compliance courses are updated biennially or on an as-needed basis if a significant policy change occurs. Refresher courses may be mandated between the normal routine schedule in case of an event or incident such as non-compliance. Failure to comply with company policies, depending on the situation and severity, may result in disciplinary actions including up to employment termination. In 2023, our employees completed a total of 7,800 training hours, which include business ethics and integrity courses.

#### BUSINESS ETHICS AND PROFESSIONAL INTEGRITY TRAINING PROGRAMS

- Agile Performance Management Employee Feedback Training
- DEI – Creating Inclusive Workplaces
- DEI – Cultural Competency and Humility
- Employee Onboarding
- Preventing Discrimination and Harassment
- Information Security Awareness
- Incident Reporting
- And More...







## RISK MANAGEMENT

Led by our Information Security Officer and supported by our Data Protection Officer and General Counsel, our approach to risk management focuses on swift identification, evaluation, and prioritization of risks. This process involves detecting, analyzing, and resolving business risks associated with business liabilities, regulatory compliance, and client needs.

At its foundation, our risk management and security program is designed 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.

Under the umbrella of our risk management program, we have established several policies to address material topics such as information security, cybersecurity, operational resilience, regulatory compliance, business ethics, and more. By establishing and maintaining a stringent program, we are able to eliminate, control, and mitigate identified risks.

### Risk Management Policies

Privacy

Code of Conduct

Business Continuity Plan

Data Classification and Protection

Electronic Media Use Data Breach and Response

Bribery and Corruption

Document Retention

Artificial Intelligence

Physical Access

Risk Assessment

### CERTIFICATION AND REGULATORY COMPLIANCE

Our information security program, policies, procedures, and standards define and guide how Antea Group USA and its employees obtain, classify, process, and protect data used for company business. We have designed our program and policies to meet or exceed 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).

## OUR GOVERNANCE

### INFORMATION SECURITY

For Antea Group USA, the security and confidentiality of our protected data is a critical priority. We have, therefore, implemented a series of policies, procedures, and standards to protect and ensure the confidentiality, integrity, and availability of company data. These information security policies address both physical and digital security risks and are communicated with all employees, reinforcing the importance of data protection especially as more data is moved to cloud services.

All of our employees undergo mandatory information security awareness training during onboarding and are required to complete an annual refresher course. Additionally, employees handling classified information receive specialized training tailored to their roles.

#### **Data Classification and Protection Policy**

Our Data Classification and Protection Policy outlines specific procedures for processing and handling information. The purpose is to ensure that Antea Group USA and its employees obtain, classify, process, and safeguard data appropriately, while operating in compliance with client requirements as well as applicable laws.

#### **Privacy Policy**

As stated in our [Privacy Policy](#), we collect and utilize personal data solely for legitimate business purposes, consistent with its original intended use. Our company policies and procedures dictate the duration for which information should be retained and the methods for its safe disposal across all departments, ensuring personal information is not kept longer than necessary or legally permitted.





## CYBERSECURITY

Further supporting our information security program, we have also established several policies and procedures specific to the topic of cybersecurity. These policies, such as our new Artificial Intelligence (AI) Policy, Physical Access Policy, Electronic Media Use Policy, and Data Classification and Protection Policy, are designed to help us safeguard digital data and protect confidentiality. With our overarching risk management program, these policies and procedures ensure we maintain appropriate access and organizational controls around data usage and employ strong data protection measures.

### AI Policy

Antea Group USA recognizes the potential benefits of using AI to improve efficiency, productivity, and decision-making. We also acknowledge the importance of using AI responsibly and ethically. In 2023, we launched a new AI Policy to establish internal guidelines for the appropriate use of Generative AI (GAI) and Algorithmic AI (AAI) tools. The policy is intended to ensure that AI services are used in compliance with our company policies such as data security, privacy, and confidentiality, as well as applicable laws. Our policy also requires that all documents which incorporate the use of AI, either partially or entirely, must include a disclaimer that states the use of AI-generated content in the document.

### Data Breach and Response Policy

Our Data Breach and Response Policy informs our internal procedures, including the biannual information security risk assessments. These evaluations enable us to identify ever-evolving security threats and source-point vulnerabilities. As part of these assessments and scenario analyses, we also

consider the nature and sensitivity of the data involved, the number of affected individuals, and potential broader implications that could arise.

### Electronic Media Use Policy

The Electronic Media Use Policy outlines the expectations of our employees regarding the use of technology, ensuring it is used in a professional, business appropriate, and lawful manner. This includes the use of hardware, software, social media, video/voice conferencing, storage devices, email, and more. The policy is designed to protect the confidentiality, integrity, and availability of company-created, collected, and maintained data.

## OPERATIONAL RESILIENCY

We also consider operational resiliency and business continuity as a core part of our risk management program, ensuring that we are able to serve our customers without disruption, regardless of constraints imposed on our business. Antea Group USA's Business Continuity Plan (BCP) provides a strategic roadmap to identify and quantify the potential impact of loss, interruption, or disruption from a local, state, or national disaster. Our plans account for the safety and health of individuals, ensure business continuity, protect company property and resources, and safeguard the integrity of the business. In the event of a declared emergency, whether at one of our office locations or while we are on-site with a client, our Cross-Function Response Team is trained to implement the BCP, keeping our key stakeholders informed of crisis development, recovery, and resolution, and provide guidance on approaches toward loss prevention or reduction.



## OUR GOVERNANCE

# QUALITY CONTROL

At Antea Group USA, we strive to cultivate and maintain a culture where quality is ingrained into every aspect of our work. For us, quality control is not only a reputational risk, but deficiencies can have real and detrimental impacts on us, our clients, the environment, and the community.

We have designed our Quality Management System (QMS) as a framework built upon three key pillars:

### TECHNICAL QUALITY

Our work is scientifically defensible, compliant with applicable laws, regulations, and established industry standards.

### ADMINISTRATIVE QUALITY

Our work is error-free, brand-compliant, professional, well-organized, well-written and well-presented.

### OPERATIONAL QUALITY

We use efficient and effective organizational controls and business processes that protect against risk and support technical and administrative quality.

This three-pronged approach enables us to further drive our culture of continuous improvement, ensuring that we identify and correct program deficiencies and further seek opportunities to improve our performance.

The QMS is led by our Chief Operations Officer and is supported by a Quality Steering Committee (QSC). The QSC meets monthly to review and assess the current status and progress of the quality control programs. The committee also shares feedback with our Executive Leadership Team on an annual basis, or more frequently as needed.

The primary responsibilities 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;
- Providing updates to the Executive Leadership Team regarding quality-related programs and the status of initiatives and/or gap-filling activities;
- Preparing and executing an annual communication plan to engage the workforce; and
- Implementing and improving a quality assurance program.







## OUR PATH FORWARD

We are proud of the growth that occurred during 2023 for Antea Group USA and its employees. This year, we followed through with our commitment to submitting a science based target, having received formal approval in September 2023. We also achieved a “Silver” rating by EcoVadis, demonstrating strong sustainability performance and leadership through both policies and actions.

As we continue on our sustainability journey we will proceed to lead by example, leveraging our EHS&S experts to influence and guide our own operations, much like we do for our clients. From offering environmental remediation, to EHS and audit support, to sustainability consulting services, we embody Better Business, Better World®. We look forward to reporting on our progress again next year and hope you will join us on this journey.

For additional information regarding the content of this report, please [contact us](#).



## APPENDICES

### APPENDIX 1: MATERIALITY ASSESSMENT

As described in our Stakeholder Engagement section, in 2022 we completed our most recent formal materiality assessment. The process allowed us to understand which ESG topics are most important to our business and our stakeholders. The end results have informed our strategic priorities as well as our ESG strategy, which remains flexible to meet current and upcoming legislative requirements.

#### Step 1: Topic Identification

We considered guidance and recommendations from a variety of sources to help us to identify an initial list of material issues. This includes:

- ESG disclosures of Antea Group USA's peers, ESG leaders, and competitors;
- Sustainability Accounting Standards Board (SASB) Standards;
- Global Reporting Initiative (GRI) Standards;
- Industry trends and global ESG topics; and
- Other key industry associations and initiatives.

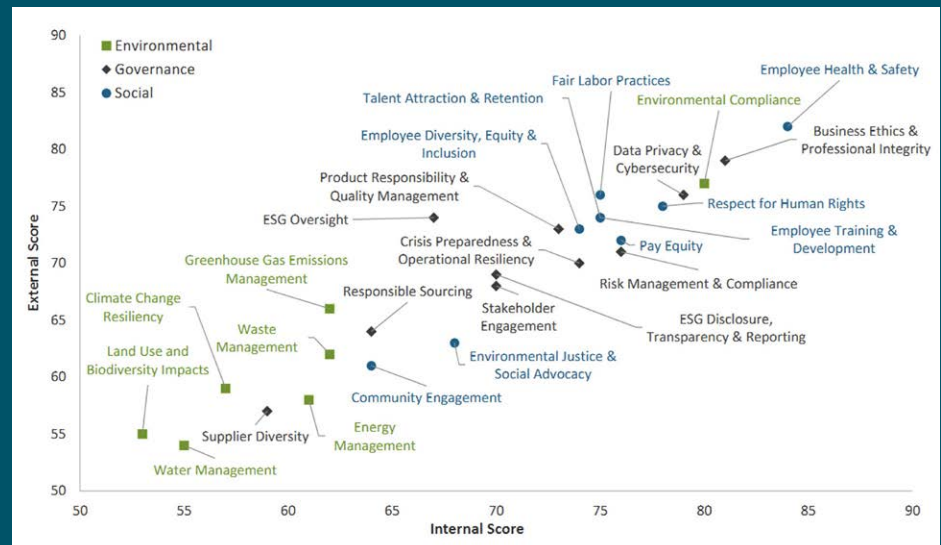
Identified topics were refined and grouped into three categories: Environmental, Social, and Governance.

#### Step 2: Stakeholder Identification and Engagement

A comprehensive list of internal and external stakeholders, such as clients, employees, vendors, and organizations, were selected for engagement based on their interest or influence upon Antea Group USA's sustainability activities, including their ability to capture candid and complete perspectives. These stakeholders were engaged either through direct interviews or web-based surveys. In both approaches, participants were tasked with evaluating and prioritizing the ESG topic list according to their perceived impact and financial value upon Antea Group USA's operations.

#### Step 3: Validation

Based on the feedback gathered, topics were assessed according to the stakeholder priorities. In doing so, Antea Group USA was able to determine which topics are or are most likely to be material to its organization.





## APPENDIX 2: SASB INDEX

The SASB Standards guide the disclosure of financially material sustainability information. Below are Antea Group USA's responses to the 2023 SASB Professional and Commercial Services Standard. All data included within this SASB index is representative of fiscal year 2023, 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	Risk Management, Cybersecurity
	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	Risk Management, Cybersecurity
	(1) Number of data breaches (2) Percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) Number of (a) customers and (b) individuals affected	SV-PS-230a.2	(1) 0 breaches (2) 0% (3) 0 customers or individuals affected
Workforce Diversity & Engagement	Percentage of (1) gender representation for (a) executive management, (b) non-executive management, and (c) all other employees Percentage of (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	SV-PS-330a.1	<a href="#">Appendix 3</a>
	Turnover rate for employees (1) Voluntary (2) Involuntary	SV-PS-330a.2	(1) Voluntary 12.2% (2) Involuntary 5.9%
	Employee engagement as a percentage	SV-PS-330a.3	At this time, we are unable to report employee engagement as a percentage; we are reporting our employee participation rate.  70% of our employees participated in the 2023 employee engagement survey, providing a 3.98 out of 5.0 rating.
Professional Integrity	Description of approach to ensuring professional integrity	SV-PS-510a.1	Business Ethics and Professional 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: 366 Part-time: 26 (2) In 2023, 68 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: 868,879 Percentage billable: Business confidential information

## APPENDICES

## APPENDIX 3: KEY PERFORMANCE INDICATORS

Employee Workforce	2022	2023
<b>Total employee headcount</b>	<b>444</b>	<b>460</b>
Full-time employees	378	366
Part-time employees	26	26
Supplemental talent	40	68

Gender Metrics	2022	2023
<b>Executive Management<sup>1</sup></b>		
Female	25%	29.4%
Male	75%	70.6%
<b>All Other Employees (excluding Executive Management)<sup>2</sup></b>		
Female	51%	53.9%
Male	49%	45.8%
Undisclosed	Not Reported	0.3%
<b>Total Employee Gender<sup>2</sup></b>		
Female	51%	51.8%
Male	49%	48.0%
Undisclosed	Not Reported	0.2%
<sup>1</sup> Executive management includes VP and above		
<sup>2</sup> Excludes supplemental talent		

Community Engagement	2022	2023
Charitable donations	\$43,814	\$16,741
Volunteer hours	488 hours	932 hours
Pro bono projects	Not disclosed	2 projects

## APPENDIX 3: KEY PERFORMANCE INDICATORS

Ethnicity Metric	2022	2023
<b>Executive Management<sup>1</sup></b>		
Asian	8.3%	2.9%
Black or African American	0%	0%
Hispanic or Latino	8.3%	2.9%
White	83.3%	91.2%
American Indian or Alaska Native	0%	2.9%
Two or more races	0%	0%
Not disclosed	0%	0%

### All Other Employees (excluding Executive Management)<sup>2</sup>

Asian	3.3%	3.1%
Black or African American	3.7%	4.2%
Hispanic or Latino	4.2%	4.7%
White	82.4%	82.7%
American Indian or Alaska Native	0.9%	0.0%
Two or more races	2%	2.0%
Not disclosed	3.5%	3.4%

<sup>1</sup> Executive management includes VP and above

<sup>2</sup> Excludes supplemental talent

Emissions and Energy	2022	2023
<b>Emissions</b>		
Scope 1 emissions	584.8 MT CO <sub>2</sub> e	571.5 MT CO <sub>2</sub> e
Scope 2 emissions (Location-based)	275.7 MT CO <sub>2</sub> e	224.5 MT CO <sub>2</sub> e
Scope 2 emissions (Market-based)	273.4 MT CO <sub>2</sub> e	238.1 MT CO <sub>2</sub> e
Scope 3 emissions	6,856.1 MT CO <sub>2</sub> e	Not yet calculated
<b>Energy Consumption</b>		
Total Energy Consumption	3,323,965 kWh	3,131,197 kWh
<b>Energy By Source</b>		
Diesel Fuel	2,409 kWh	1,256 kWh
Electricity	707,184 kWh	598,826 kWh
Ethanol (100%)	218 kWh	8,277 kWh
Motor Gasoline	1,818,449 kWh	1,898,974 kWh
Natural Gas	795,705 kWh	623,864 kWh





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