



Sustainability Report 2021



Better Business,
Better World®

2021
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) using the Sustainability Accounting Standard for Professional & Commercial Services. 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 Antea Group’s environmental, social, and governance performance in fiscal year 2021 (January 1 through December 31, 2021). All financial information has been reported in 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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A LETTER FROM OUR CEO



BRIAN RICKETTS
CEO, Antea Group USA

HELPING OUR CLIENTS MOVE BEYOND RESILIENCE

As an environment, health, safety, and sustainability (EHS&S) consulting firm, we recognize our greatest opportunities to make a positive impact are through the work we do with our clients. We work in partnership with and advise many of the world's largest companies to address their most pressing Environmental, Health, Safety and Sustainability (EHS&S) business challenges. Through this work, we have identified specific focus areas that we believe will become increasingly important to our clients and accordingly drive our growth strategy. These focus areas include proactively managing Environmental, Social, and Governance (ESG) risks and opportunities, transitioning to a low carbon economy, and ensuring compliance with changing regulatory landscapes locally and globally.

Every day, our employees are inspired to tackle the critical issues our world faces – climate change, responsible operations, resource conservation, land remediation, and a just energy transition, to name a few. We provide a diverse set of advisory and implementation service offerings, but at the end of the day, we help our clients better understand risks, capture opportunities, and find a position of strength that moves them beyond resilience.

This past year, we took a closer look at our own business resilience, starting with a materiality assessment. The purpose of this undertaking was to aid in the continued evolution of our ESG strategy. We sought feedback from employees, clients, suppliers, partners, and other stakeholders, asking them to rank the importance of 26 ESG topics. Based on the aggregated rankings, we now have a better understanding of what topics matter most to our stakeholders and what sustainability metrics are most meaningful and appropriate for our business. More details on our process and results are available in the 2022 Materiality Assessment section of this report.

Within this sustainability report, you'll 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, business, communities, and planet. I am proud of these accomplishments and am excited about the new opportunities and successes we'll realize together in the coming year.

I want to personally thank our clients and partners for their continued support, confidence, and willingness to work in concert with our teams 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, written in a cursive style.

Brian Ricketts
CEO, Antea Group USA

ABOUT ANTEA GROUP USA

Antea Group is an environment, health, safety, and sustainability 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 24 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, Antea Group meets the EHS&S needs of the entire organization.



OUR VALUES & COMMITMENTS

PURPOSE

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

VISION

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

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 client’s business resiliency** through improved environmental, social and governance performance;
- **Help our client’s 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.

ONGOING COMMITMENTS

Health & Safety

We ensure a consistent, company-wide culture focused on preserving the health and safety of our employees, clients, and communities where we operate.

Employee Wellness

We help our employees thrive professionally and personally by offering a holistic approach to well-being that encompasses emotional, physical, and financial wellness.

Diversity, Equity, and Inclusion

We encourage and embrace differences in age, color, ethnicity, gender identity, physical and mental ability, religion, sexual orientation, socio-economic status and other characteristics and experiences that make our workforce unique.

Corporate Social Responsibility

We contribute our time, expertise, and profits to give back to and fortify our relationships in the communities where we live and work.

OUR SERVICES

As a professional services firm, we recognize that our greatest opportunities to make an impact are 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 of 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 solutions 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 in order to maximize the value of an asset sale or capital restructuring.

SOLUTIONS

EHS and ESG risks don't need to impede a deal, nor do they need to carry surprises; 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. We develop and implement client specific EHS management programs that help them meet or exceed regulatory and performance requirements while assuring 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, deliver process improvements, and facilitate training, which ultimately minimizes liability exposure. Our goal is to deliver measurable performance outcomes for our clients through proven environmental, health, and safety excellence.

- Transportation Safety and DOT Compliance
- Air Quality Compliance
- Global Operational Support
- Waste and Materials Management
- Global RegSupport Helpdesk
- RiskRight EHS For Low-Risk Environments
- UST Operator Training
- Environmental Audits and Assessments
- Spill and Response Plans
- Water Management
- Desktop Gap Assessments
- Chemical Data Reporting
- 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 recognize there isn’t a one-size-fits-all solution. Creating and implementing effective and impactful environmental, health and safety solutions is about understanding our clients’ businesses, their risk tolerance, available resources to support and sustain implementation, corporate goals, and culture. We build custom, fit-for-purpose solutions with the 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 all clients implement effective programs that have a real impact on protecting the health and well-being of their employees.

- Transportation Safety and DOT Compliance
- EHS Management System Support
- RiskRight 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
- Pandemic Response, Planning, and Support
- Resources-as-a-Service (RaaS)
- Data Center Support
- Event & Production EHS Support
- EHS Support for Warehouse, Fulfillment & Distribution

PRACTICE OVERVIEW

We approach sustainability through a business-first lens that uniquely combines technical expertise (including 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 efforts in understanding a client’s business and culture, considering their unique context, 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.

- ESG Advisory Services
- Facility Optimization
- Water Stewardship
- Climate Change Advisory
- Supply Chain Engagement
- Stakeholder Engagement and Collective Action
- Corporate Sustainability Reporting and Disclosure
- Circular Economy Consulting

PRACTICE AREA

ENVIRONMENTAL REMEDIATION



PRACTICE AREA

EHS DATA & KNOWLEDGE MANAGEMENT



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 clients’ 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 your reputation.

SOLUTIONS

With over 36 years of experience, we develop and execute remediation liability strategies on time and on budget, preserving and enhancing our clients’ 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 project 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 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 overwhelm, 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
- Advanced Data Management and Visualization

ABOUT ANTEA GROUP USA

GLOBAL COVERAGE THROUGH INOGEN ALLIANCE

Antea Group is a founding member of Inogen Alliance, a global alliance of 78 Environment, Health & Safety, and Sustainability (EHS&S) consultancies spanning 70 countries with 5,000 consultants in over 200 offices. With a partnership spanning two decades, Inogen Alliance has unparalleled global coverage as an EHS&S solution-provider. We partner with our clients to resolve liabilities; address current and emerging regulatory requirements; drive best-in-class EHS&S programs; and deploy innovative, leading practices and ambitious targets.

Inogen Alliance works with multinational clients to build an understanding around environmental risks and deliver health and safety solutions for needs ranging from ergonomics to pandemic planning and incident prevention. Our ESG solutions support clients to better understand their impacts and set goals to drive sustainable progress at both the local and global level.

Our vision is to build a safer, cleaner, and more sustainable world by providing superior EHS&S consulting expertise to local, regional, and global organizations. The diversity in our team is paramount to our success. Alliance associates across the globe contribute local/region-specific regulatory context, cultural nuance, and language support to the broader Alliance as we collaboratively support multinational clients.

INDUSTRY GROUPS AND EVENTS

Antea Group facilitates industry consortiums spanning a range of industries and business sectors on environmental and sustainability issues. Industry events, roundtables, and partnerships are excellent opportunities to share best practices and discuss the present and future of EHS and sustainability within industries. Since 1998, our consortiums have brought prominent industry competitors together to address challenges, benchmark progress, and develop strategies to improve environmental and operational performance.

INDUSTRY GROUPS AND EVENTS



BEVERAGE INDUSTRY ENVIRONMENTAL ROUNDTABLE (BIER)

[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 15 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.



HEALTHCARE PLASTICS RECYCLING COUNCIL (HPRC)

[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 29 globally recognized companies 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 an ultimate goal of demonstrating a circular solution for the industry.



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 2021, tech industry peers met virtually twice for EHSxTech roundtable discussions. A major focus area has been the role of EHS&S professionals and their evolving responsibilities in the tech industry.



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 2021, Antea Group hosted two virtual EHSxRetail roundtable discussions focusing on the key challenges facing the retail industry. Topics included how to navigate the COVID-19 pandemic, managing turnover during the “great resignation”, and top EHS trends in the industry moving into 2022.



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

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 systems 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, and suppliers and rely on the input to refine our strategies.

METHODS OF ENGAGEMENT

We maintain regular communication with stakeholders through training, webinars, conferences, 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.

In 2022, we conducted our first materiality assessment to better understand what sustainability topics matter most to our internal and external stakeholders. We will continue to foster these stakeholder relationships and develop additional ways to maintain open communication and regular engagement.



ETHICS & INTEGRITY

AS OF DECEMBER 31, 2021:
*100% of employees had completed the
Code of Conduct onboarding training*

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 and regulations. Doing business the right way is the only way.

We hold our company leaders and employees to the highest standards of ethics and integrity and require all employees to comply with all applicable laws, regulations, and Antea Group policies. Our Code of Conduct and company policies provide employees with detailed guidance for business conduct and covers expectations around 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.

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
- Contract Management
- Insurance Management
- Authorization Matrix
- Electronic Communication
- Code of Conduct
- Document Retention
- Professional Registrations
- Information Security

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 upon being hired.

ABOUT ANTEA
GROUP USA

HSSE MANAGEMENT SYSTEM

Our Health, Safety, Security, and Environment (HSSE) Management System consists of 13 essential elements which are detailed throughout relevant sections of this report. Effective implementation of our HSSE Management System requires active participation from all employees, and each element of our program includes established accountabilities for associated process owners. The responsibilities and requirements are documented and communicated with all employees, and performance is measured against these expectations. This system also enables appropriate allocation of financial, professional, and organizational resources to effectively implement the program.

HSSE MANAGEMENT SYSTEM ESSENTIAL ELEMENTS

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

We continuously assess program implementation and compliance of our management systems to assure that processes are in place and working effectively. This includes risk-based monitoring, audits, internal self-assessments, and appropriate external assessments. Information 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.

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.



RISK MANAGEMENT AND SECURITY

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.

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.

- Recognize business-specific security risks that can 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
- Conduct an annual security management program review to ensure continuous improvement and evaluation of current risks

We conduct periodic information security risk assessments to determine areas of vulnerability and to initiate appropriate management actions and controls. 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 and review all company policies and best practices during onboarding and complete an annual refresher course. More specialized training is provided to employees who handle classified information.

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. All contractors must meet our specific contractual and insurance requirements based on the types of work they perform for Antea Group. We continually monitor contractor performance to ensure adherence to our requirements. Any non-conformances are addressed promptly.

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 are shared with all employees and reinforce the importance of data protection as a top priority for the company. Earning and maintaining the trust of our clients and employees is a key factor to our success and work to minimize any potential risks.

We have internal policies and procedures in place related to client confidentiality, the proper handling of data, and the acceptable use of Antea Group devices, which must be adhered to by all Antea Group employees. We use recognized security standards and follow applicable regulations to address any risk to information confidentiality, integrity, and availability throughout our business practices and IT infrastructure. We maintain appropriate access and organizational controls around data usage, and regularly assess the effectiveness of these data protection measures.

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 having been ISO 21001:2013 certified. 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).

When it comes to data security risk, our team performs periodic information security risk assessments to determine areas of vulnerability and to initiate appropriate management actions and controls, which also inform our risk tolerance level and management objectives. These assessments are performed at least bi-annually to address changes in security requirements and risk situations.



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:

- 1 **Identification and Classification;**
- 2 **Containment and Recovery;**
- 3 **Risk Assessment;**
- 4 **Notification and Reporting; and**
- 5 **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 consider. As detailed in our Data Classification & Protection Policy, a joint taskforce 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.

ABOUT ANTEA
GROUP USA

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 on a monthly basis 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 Cross-Function Response Team holds accountability for implementing our continuity plan in the event of a crisis.

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 Crisis Management Team is the primary decision-making entity in the event of a declared emergency and keeps key stakeholders informed of crisis development, recovery, and resolution.

Antea Group’s Crisis Management Plan provides guidance in preventing or reducing loss in crisis situations. The primary concerns addressed in this 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 toward creating a sustainable world. Antea Group aims to conduct responsible business practices and have minimal impact on the environments that we operate in.

ENVIRONMENTAL IMPACT

Everyone has a part in protecting the environment in which we live and work. As an environment, health, safety, and sustainability consulting firm, we understand that our services have an environmental impact within the locations we work. We strive to improve our environmental performance by:

- Identifying applicable environmental regulations that apply to the locations where we work and the services that we perform.
- Recognizing and implementing mitigation measures to minimize the environmental impacts associated with the work we perform, including 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

We aim to work in an environmentally responsible manner, starting with our own operations. We are committed to improving our environmental performance and practices in our operations and supply chain. As a professional services organization, Antea Group’s operational impacts are primarily associated with our offices, the majority of which are leased spaces.

We continuously analyze our office locations, equipment, and space needed to best support our employees. We aim to select offices close to public transportation to encourage the use of traveling by train, bus, or bike. Other environmental office 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.

Throughout our business operations, we encourage recycling and aim to incorporate circularity efforts in our offices and operations where possible. Our electronic payroll, administrative, and accounting systems encourage paperless formats, enabling us to reduce paper usage and printing costs. Our operational waste is relatively small in comparison to project and value chain-related impacts.

Our field-based projects require frequent shipments of sampling materials and monitoring equipment. We aim to combine shipments and trips whenever possible to reduce emissions associated with shipping and save resources used for packaging.



GROUNDSTO GROW

Some of our offices participate in a coffee-pod recycling program which consists of saving used coffee pods as part of the Grounds to Grow program. The Grounds to Grow program collects used pods and recycles the plastic and aluminum and composts the material, with 75% of the pod by weight converted to compost and used on farms. 100% of the plastic and aluminum are recycled into new products.

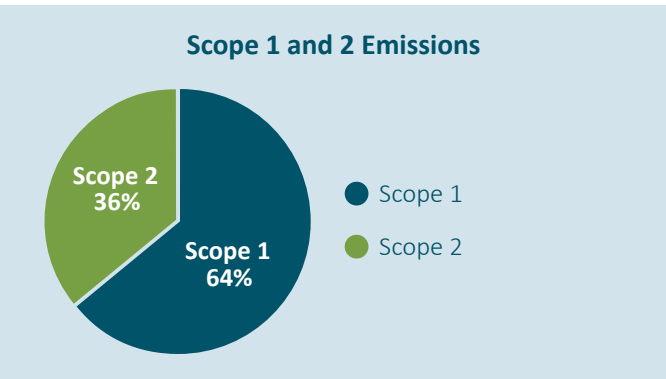
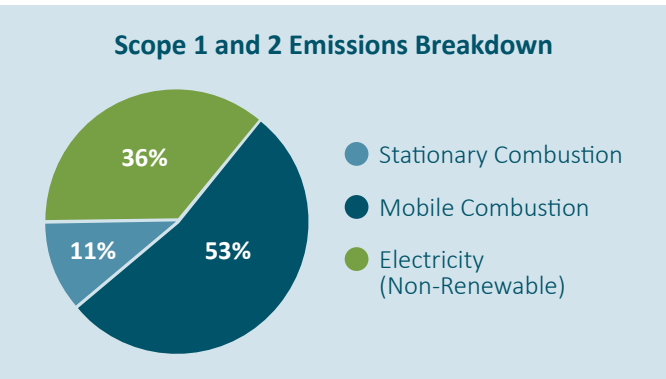
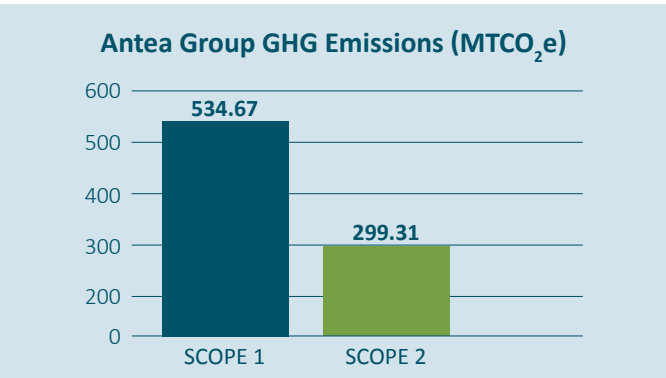
GHG EMISSIONS & ENERGY MANAGEMENT

Antea Group updated our GHG inventory to assess our 2021 operational emissions, including scopes 1 and 2. This inventory covers emissions from 24 offices across the U.S.

Our scope 1 GHG emissions were primarily from energy consumption at our office buildings and for our vehicles. We used a combination of actual and estimated data to calculate emissions. Emissions from natural gas usage accounted for 11% of the total scope 1 and 2 emissions, while fleet emissions accounted for 53% of overall emissions.

Antea Group’s scope 2 emissions come from the electricity consumption at our facilities. Scope 2 emissions were determined using a combination of actual electricity

consumption data and estimations. Since Antea Group leases its office spaces, we do not have access to the utility data from all the buildings. In cases where utility data is not available, the GHG Protocol scope 2 Guidance suggests using estimations to produce scope 2 emissions numbers. We used The Commercial Building Energy Consumption Survey (CBECS) factor from the U.S. Energy Information Association (EIA) to calculate electricity consumption (in kWh) at our facilities using office square footage area. As a result, emissions from purchased electricity accounted for 36% of overall operational emissions.



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.

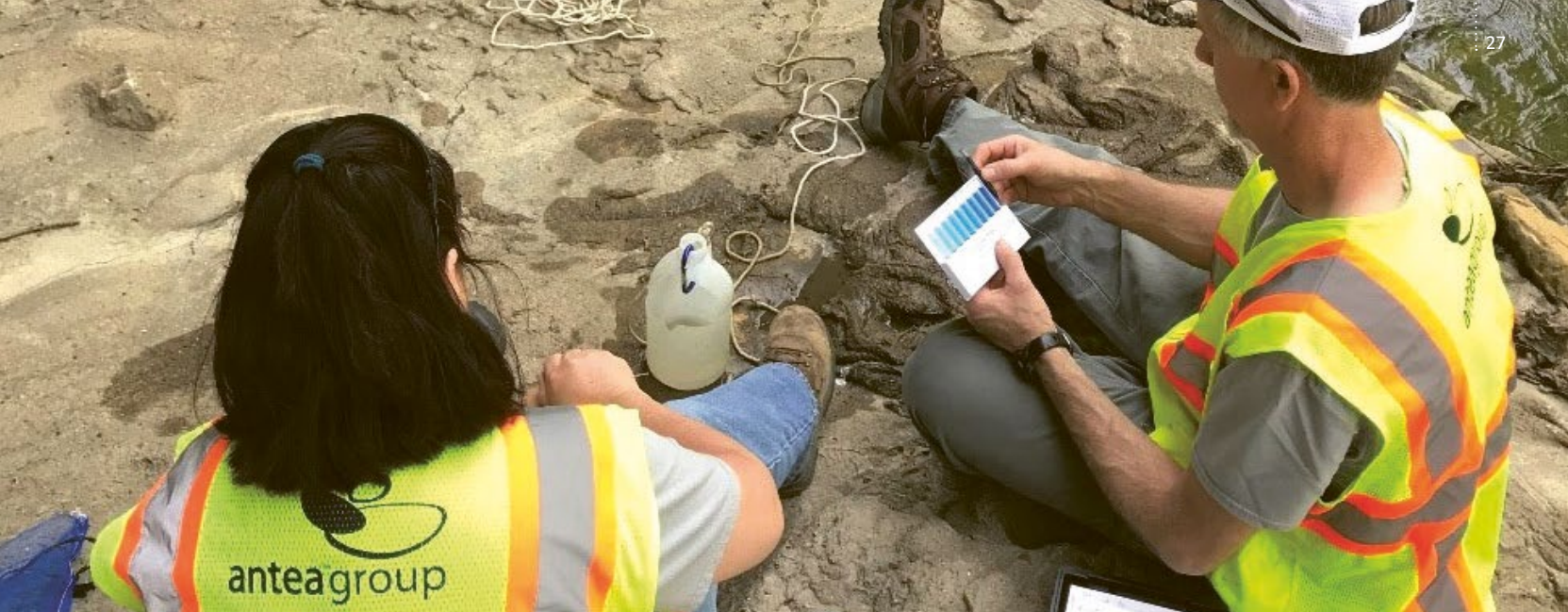
HEALTH & SAFETY

Successful HSSE performance requires the development and implementation of well-defined, written HSSE plans. Our written HSSE practices outline the implementation of our HSSE Management System and identify 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 which allow employees to complete work safely and protect the environment.

It is important that each employee feels safe in the space where they work, whether it is in the field or in an office. Given the nature of our work, especially in the field, it is crucial that we 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 and protecting the environment is a fundamental accountability that requires diligence, rigor, and a conscientious process.

Our goal of zero work-related injuries and illnesses while protecting the environment requires a consistent company-wide culture. Meeting or exceeding our client’s targets is achieved by clearly established guidelines, tools, and expectations in our day-to-day work activities.



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
- Review root causes and incident trends and establish initiatives for continuous improvement
- Establish a process of continuous improvement that takes into account: changing regulations, client requests, and internal standards for reporting and tracking of incidents

HSSE PERFORMANCE

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

^[1] OSHA Recordable Incident Rate calculated as (Number of incidents multiplied by 200,000) / (Total number of hours worked in 2021).

OUR
PEOPLE

TALENT MANAGEMENT
& ENGAGEMENT

Our people are our greatest assets. As such, we are committed to cultivating a great workplace and reinforcing employee value through meaningful work, a culture of empowerment and respect, and a world of opportunity.

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.



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.



SUPPLEMENTAL TALENT PROGRAM

In 2021, we launched a new Supplemental Talent strategy — with its vision of success exemplifying “the right talent at the right time, at the right location, at the right price.” This solution provides a team of talented part-time 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 full-time work commitment, which ensures we have access to available technical experts and resources for completing specific assignments.

OUR
PEOPLE

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 assessments, coaching and mentoring, success and career planning, continuous education, industry development and networking opportunities.

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 still 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 practitioners to ask questions and take advantage of our internal peer network. No question is too hard, and someone will always work 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 this team throughout the year. This open-door practice demonstrates Antea Group’s investment in employee growth and learning.

MENTORING PROGRAM

One of Antea Group’s most valuable 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 them 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 isn’t 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 using Antea Group’s business systems. By adding clarity and consistency prior to 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.

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. Once they successfully complete their development plan, their sponsor, manager, and Office Leader decide whether the apprentice is ready to graduate from the program.

CULTURAL IMMERSION

Each year, we invite all new employees to participate in a multi-day 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 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. Additionally, we include a crucial conversations and deliberate practice component of the program, which gives employees the tools and resources they need to effectively communicate with others in and outside the organization.

EMPLOYEE FEEDBACK

One feature we pride ourselves on as a company is the collaborative nature in which all our employees operate. All Antea Group employees receive ongoing feedback through our agile performance management system. This approach is based on goal setting and a regular cadence of resource/manager engagement to grow and develop skills and competencies needed to succeed through our consulting continuum. In addition to regular one-on-one meetings with resources, we use several 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.

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, volunteerism, and pro-bono services.

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.



Antea Group maintains 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.
- 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

Antea Group strives to be a good neighbor within the communities where we live and work. All employees are given eight hours of paid time annually to volunteer for an organization of their choice, either individually or as a team. Antea Group employees found many ways to give back to their communities:



Our Charlotte, North Carolina office hosted a volunteer event to assist the Carolina Thread Trail/Catawba Lands Conservancy with invasive species removal on the South Fork Trail in McAdenville, NC. The team used loppers and hand saws to cut and remove Autumn Olive along the trail and applied an herbicide mixture to the cut stumps.



VOLUNTEER
HOURS

In 2021, our employees
completed over
430 volunteer hours.



Our Greater Philadelphia Office volunteered with Alliance for a Living Ocean on a clean-up project. They collected just over thirty pounds of trash from the beach in Ship Bottom, New Jersey.



The Columbus, Ohio office volunteered at the Mid-Ohio Food Bank. They helped other volunteers pack over 1,000 boxes of food for seniors.

OUR
PEOPLE

PRO BONO WORK

Antea Group Partners with Deluxe Corporation on Season 6 of Small Business Revolution

During 2021, Antea Group engaged with Deluxe as an official partner on **Season 6 of Small Business Revolution**, an Emmy-nominated series that champions small businesses across the United States. In Season 6, Deluxe brought the show home to Minneapolis-St. Paul, Minnesota, where Antea Group’s headquarters is located, to celebrate and share the stories of Black-owned businesses and entrepreneurs in some of the most important neighborhoods in the city. This partnership was a great opportunity to give back to our local community in a meaningful way and help small businesses recover from the challenges brought about during the COVID-19 pandemic and civil unrest following the murder of George Floyd in 2020.

As an official partner of the show, Antea Group provided in-kind environment, health, safety and sustainability services to the Small Business Revolution production as well as the small businesses featured on the show. More specifically, our pro-bono support included:

- Event and Production EHS Support on set for film production days, including COVID Compliance Officers for filming in Minneapolis and Los Angeles.
- Facility Optimization Support for Elsa’s House of Sleep, a full-service furniture store with warehouse.
- Ergonomics consulting for Lip Esteem, a plant-based, cruelty-free cosmetics company.

“Antea Group was such a valuable partner to the Small Business Revolution in Season 6, helping us not only stay safe filming on set but also consulting with each of the business owners on areas of their business above and beyond the marketing and makeover services we provide each season. From working with lipstick startup Lip Esteem on their ergonomics to working with Elsa’s House of Sleep—a large furniture store and warehouse—on their energy efficiency, Antea Group helped add value for these business owners in such an impactful way, truly showcasing their love for small business.”

- Erica Adams
DIRECTOR – CONTENT STRATEGY & PARTNERSHIPS, DELUXE



Antea Group employees attending the series launch party in Minneapolis.



Antea Group COVID Compliance Officers on set for filming in Minneapolis.

Amanda Brinkman, Chief Brand Officer at Deluxe and host, creator, and producer of Small Business Revolution.



Small business owners with show hosts at the series launch party in Minneapolis.



OUR
PEOPLE

DIVERSITY, EQUITY,
AND INCLUSION

At Antea Group, we aim to create real and sustainable change in our communities and have taken focused actions to incorporate additional diversity, equity, and inclusion initiatives into our daily work. We are in the process of expanding our recruiting programs and career development opportunities to better promote and foster a spirit of belonging at Antea Group. We have action plans in progress to ensure we are evolving our diversity, equity and inclusion practices around recruiting, onboarding, managing, and promoting and other means of engagement. We continue to ensure all employees are actively involved via company-wide training, promoting retention of diverse candidates through more formalized succession planning, and building our recruiting process to ensure we are incorporating a more diverse candidate pool.



WELLNESS

To foster a culture of wellness at Antea Group and help our employees thrive professionally and personally, we offer a holistic, mind-body-life approach to employee wellbeing 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, achievements, and provide input for wellness initiatives within Antea Group.

WELLNESS PROGRAM PARTNERSHIPS



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 merchandise and other great rewards.

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

Breitenfeldt Group | Advisors collaborate directly with employees nearing retirement to create a unique health insurance roadmap.

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 | is a digital physical activity platform that provides online classes to work out from anywhere.

Launch My Health | A nutrition program that focuses on food as medicine. Our comprehensive program includes weekly live cooking classes, as well as specialized healthy eating modules. Employees can also engage in creating a personalized nutrition plan with a Launch Dietician.

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

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 child, parent, or pet care; identify theft; stress; crisis support; and legal assistance, etc.

OUR APPROACH TO ESG & SUSTAINABILITY

Antea Group has grown in recent years to provide meaningful resources and services to a wide variety of clients across many different sectors. The company is continuing to evolve and improve all service offerings in order to produce the most comprehensive work for our clients – from strategy through implementation. In 2021, Antea Group successfully completed 1,800 projects and hopes to see this number increase in the coming years as we continue to expand our EHS and sustainability service offerings.

Through our work, we aim to achieve three goals: long-term business success, adding value to our clients, and making 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 corporate 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.

We are committed to cultivating an inclusive workplace and reinforcing employee value through meaningful work and a culture of empowerment and respect.



OUR ESG STRATEGY & OVERSIGHT

Throughout 2021, Antea Group continued to invest in the development and formalization of our company strategy, focused on three key pillars, each championed by a designated leader within our Executive Team:



ENERGY TRANSITION

Helping our client’s transition
to low carbon/renewable
energy sources



ESG

Enhancing our client’s business
resiliency through improved
environmental, social, and
governance performance



SUPPLEMENTAL TALENT

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 increase in the near future, becoming a significant driver for our services and influencing success within our industry. Our ESG Strategy focuses on providing comprehensive support to companies seeking to improve their business resiliency by enhancing their ESG performance and reducing ESG risk.

In support of these efforts, our ESG Strategy focuses on the following core growth drivers:

- Investment in current value offerings that align with current or near-future ESG drivers;
- Addition of complimentary capabilities that enhance our ESG service offerings; and

- Creation of a differentiated set of ESG Advisory Services to help our clients understand the dimensions of ESG and the materiality to their business.

We are currently building upon our environmental, health, safety, and sustainability consulting services to help companies meet emerging ESG expectations and improve their business resilience. One of the ways we maintain a forward-looking and balanced perspective on ESG issues is through quarterly meetings with our Strategic Advisory Board. Formed in 2022 and 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. Our multi-faceted ESG approach seeks to expand our current ESG service offerings, engage our stakeholders, and improve our internal processes.

OUR
PROGRESS

ESG ADVISORY: 7-STEP PROCESS

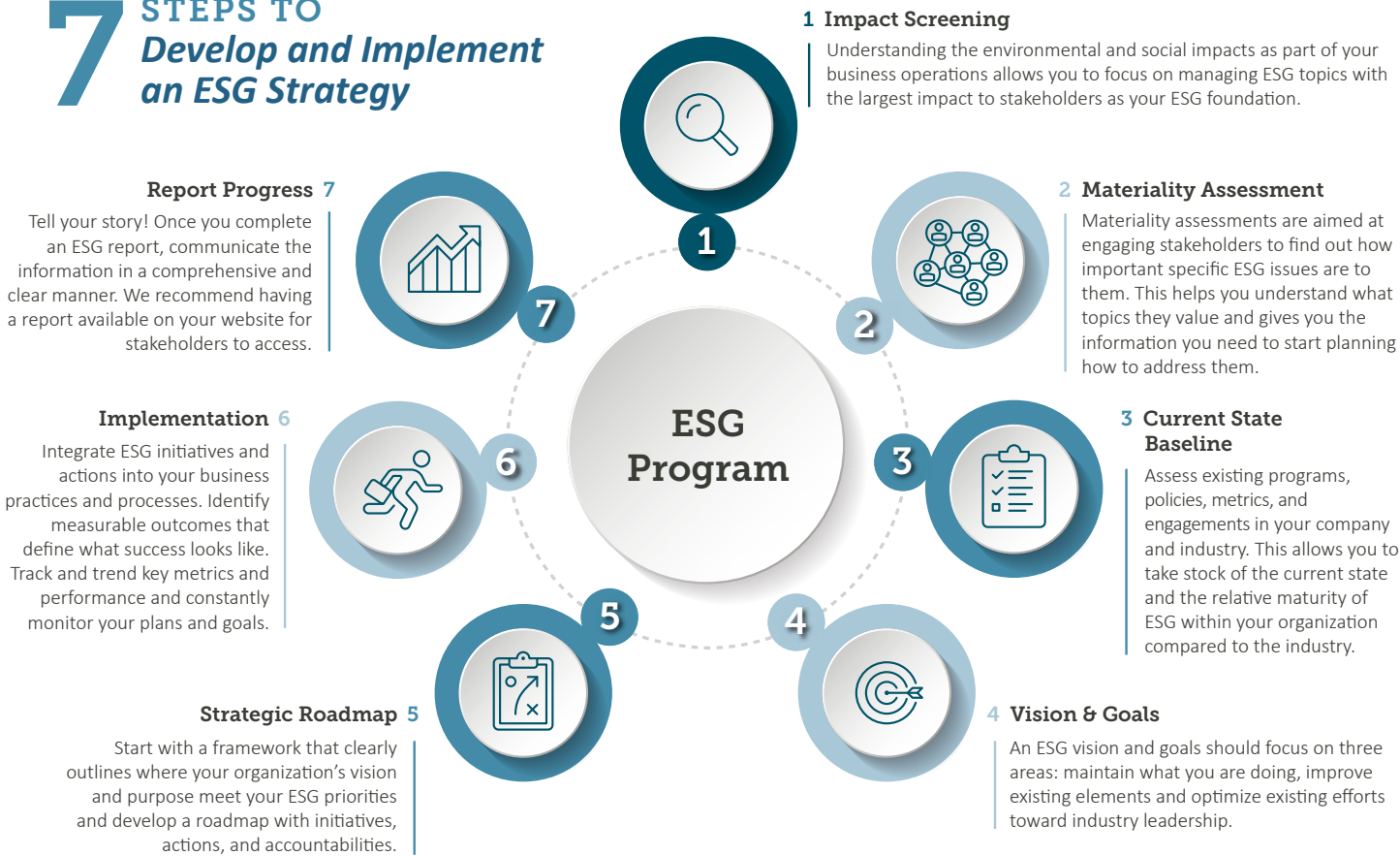
A core component of our ESG Strategy includes the development and evolution of our ESG Advisory Services. Investors, employees, and customers have high expectations for companies to implement ESG policies and set long-term sustainability goals and targets, and ESG metrics are increasingly more important for companies to consider when deciding where and with whom to do business with. As a result, Antea Group has formalized and defined this comprehensive 7-Step Process to enable our clients to understand, develop, formalize their ESG strategies and supporting programs.

The purpose of the 7-Step Process is to help our clients understand the opinions and insights of their internal and external stakeholders in order to take a strategic and prioritized approach to their ESG journey. Learn more about our 7-Step Process here. Add hyperlink to <https://us.anteagroup.com/services/esg-advisory-services>.

While Antea Group continues to evolve our 7-Step service offering for clients, we are currently completing our own 7-Step Process to inform our focus areas and improve our internal ESG programs and initiatives. In 2022, we began our 7-Step journey with the completion of our first materiality assessment, engaging internal and external stakeholders to better understand the most relevant ESG topics to our business operations as well as our business impacts on people and the planet.



7 STEPS TO
*Develop and Implement
an ESG Strategy*



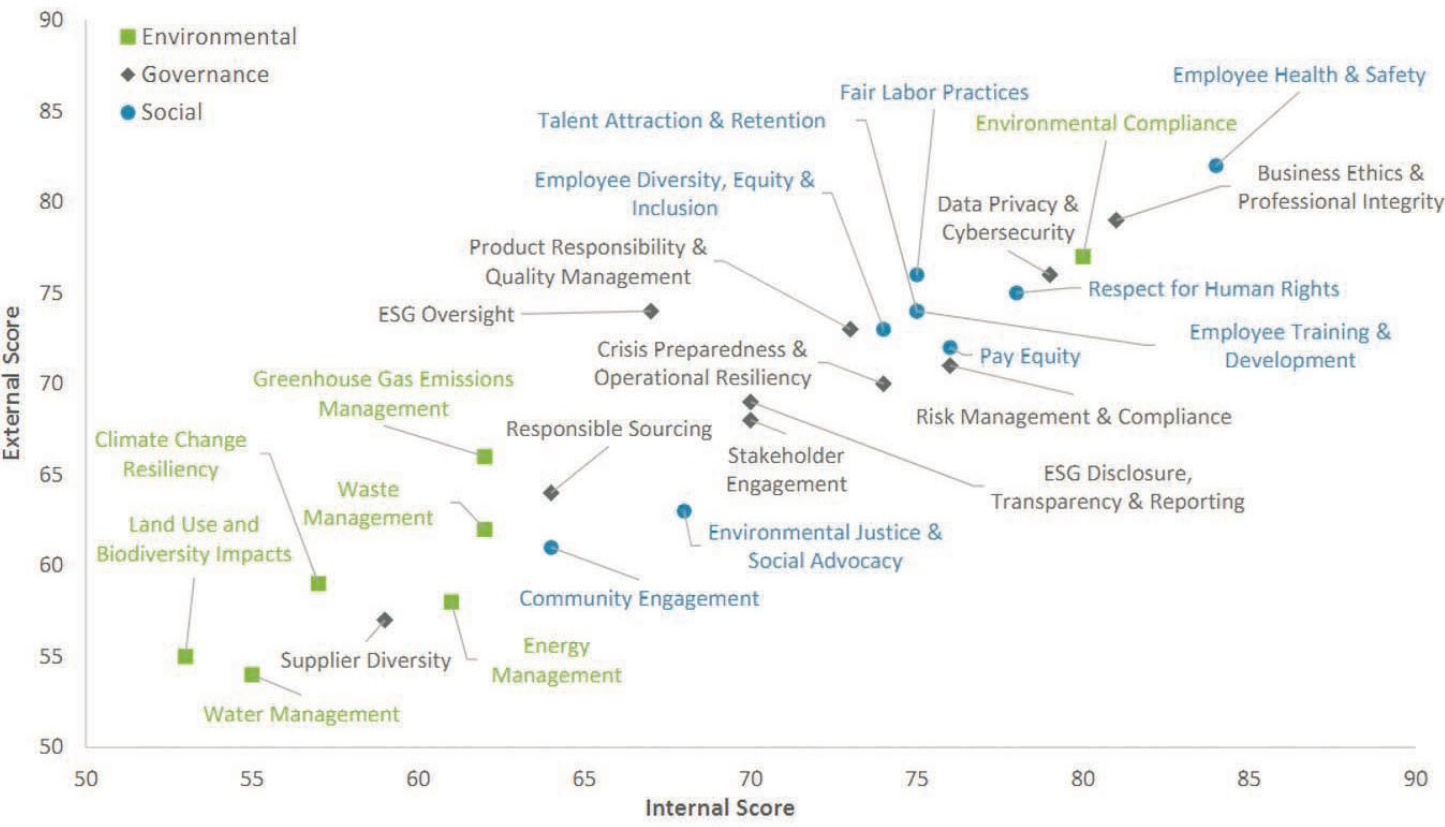
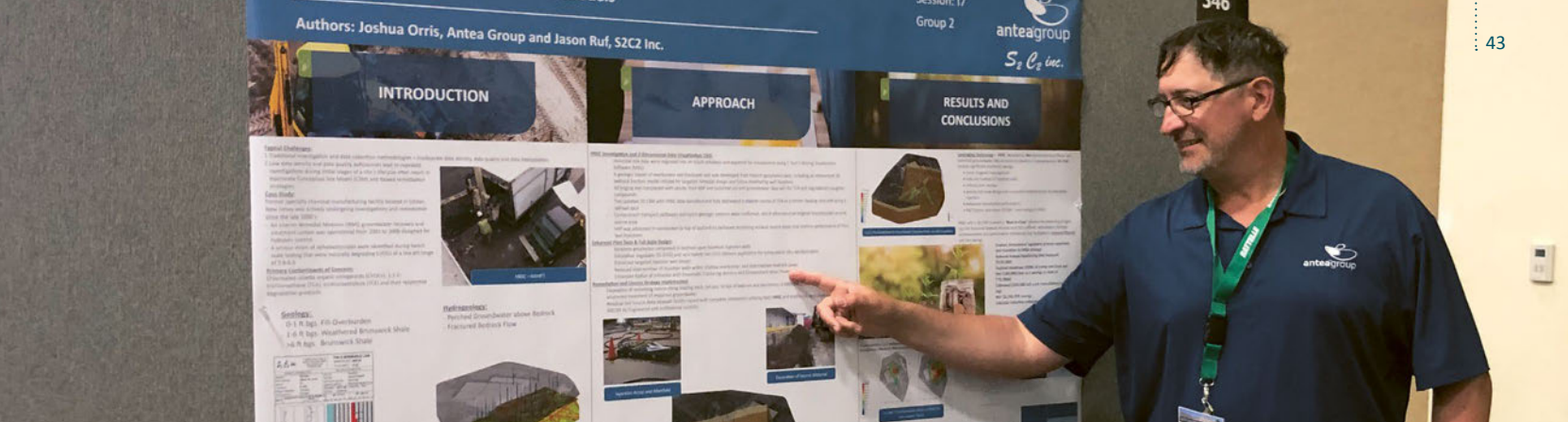
OUR
PROGRESS

2022 MATERIALITY ASSESSMENT

In 2022, Antea Group conducted our inaugural materiality assessment to identify ESG topics that are most relevant (“material”) to Antea Group’s stakeholders and business strategy. The assessment concluded in June 2022, consolidating insights from interviews and a survey with key internal and external stakeholders along with competitive benchmarking and industry trends. 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 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).

The matrix on the following page illustrates how our internal vs. external stakeholders prioritized the 26 ESG topics. These insights will be used throughout our ESG strategy development process and industry analysis to help us identify a subset of ESG priorities to pursue.



2022 MATERIALITY ASSESSMENT

Using the results of our materiality assessment, we plan to assess our current state baseline to capture ongoing initiatives and strategies related to the identified material topics (Step 3). Throughout this process, we will integrate peer benchmarking to gather insights on the relative ESG maturity of our peers to better understand industry challenges, opportunities, and leading ESG practices.

After assessing our current state, our next focus will be on defining a vision for our ESG performance and setting realistic goals tailored to our specific business operations. This step will engage our company leadership to gain consensus around our direction as a company and garner necessary support to carry out these goals and targets as well as integrating our ESG vision into business operations. We look forward to continuing our momentum in these areas and sharing our progress in our next annual sustainability report.

CLOSING

We are excited to have aligned our 2021 Sustainability Report with SASB, allowing us to report our most material topics as suggested by standardized metrics related to our professional services industry. 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 2021. For additional information regarding the content of this report, please [contact us](#).

APPENDIX 1: 2021 WORKFORCE DEMOGRAPHICS




	Female	Male	Not Disclosed
Executive Management	25%	75%	0%
All Other Employees	52%	48%	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	4.0%	3.0%	4.3%	82.1%	1.5%	1.0%	4.0%

APPENDIX 2: SASB INDEX

The SASB Standards guide the disclosure of financially material sustainability information. Antea Group’s sustainability reporting uses the SASB standard for the Professional and Commercial Services industry. This is the first year that we have incorporated the SASB standards to guide and inform our sustainability reporting, and we look forward to pursuing more robust alignment in future reports. All data included within this SASB index is representative of FY 2021 unless otherwise noted. For more information on the SASB standards, visit the [SASB website](#).

Topic	Accounting Metric	Code	Response / Report Section	Omission Statement
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) 1 breach for 2021 (2) 0% (3) 0 In May 2021, a cyber-security incident occurred on a legacy computer server scheduled for decommissioning. Upon notification of the data breach, the executive team contracted with a cybersecurity law firm and IT consulting firm to conduct a thorough investigation. Due to the immediate response time, the compromised files were not released publicly. Additional safeguards have been implemented to protect against cyber threats.	
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) 13.1% (2) 1.9%	
	Employee engagement as a percentage	SV-PS-330a.3		Antea Group conducted our inaugural employee engagement survey in 2022, and we are working on priority projects in response to employee feedback. We engage our employees through monthly all-hands meetings; regular practice and service segment updates; and local office calls and events.
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: 414 Part Time: 68 (2) Temporary: 0 (3) Contract: 0	
	Employee hours worked; percentage billable	SV-PS-000.B	Hours worked: 776,086 Percentage billable: 57%	

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