



Maryland
Green Registry
MEMBER

The Maryland Green Registry promotes and recognizes sustainable practices at organizations of all types and sizes. Members agree to share at least five environmental practices and one measurable result while striving to continually improve their environmental performance.

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Environmental Consulting Firm

Member since October 2010

Management and Leadership

Environmental Policy Statement

As a leader in the environmental field, EA recognizes we are accountable for our sustainability initiatives, and we seek out opportunities to support the communities we serve through participation in neighborhood and watershed cleanup projects and various outreach programs to mentor our nation's youth through various environmental and science, technology, engineering, and math (STEM) programs. EA's Corporate Sustainability Page (http://eaest.com/corporate_sustainability.php) provides details on the company's Corporate Sustainable Business Practices (SBPs) that guide our operations in growing in a sustainably conscious manner.

When EA transitioned to 100% ownership by its Employee Stock Ownership Plan (ESOP) and registered as a Public Benefit Corporation (PBC) under Delaware corporate law in 2014, we became a "first-mover" among major national environmental consultancies as a 100% employee-owned PBC. PBC is a class of corporation designed to enable for-profit corporations to produce tangible public benefits, while operating in a responsible and sustainable manner. PBCs balance the interests of non-stockholder stakeholders (i.e., clients, local communities, and the general public) with their own pecuniary interests in such a manner that the public benefits identified in the entity's certificate of incorporation are promoted and achieved.

EA's PBC framework consists of three pillars: Professional Development, Community Support, and Charitable Giving. This framework is firmly supported by the foundation of our Sustainability Program, which was operationalized in the late 1990s. Combined, they form EA's Corporate Social Responsibility (CSR) Program.

EA'S PBC FRAMEWORK & CSR PROGRAM



CSR Program—EA's CSR Program guides our operations to grow in a sustainably conscious manner. Our goals embrace a broader perspective and commitment to sustainability principles by:

- Encouraging reduction of consumption through sustainability awareness, efficient practices, and use of technology
- Encouraging environmental stewardship through procurement, recycling, and end-of-life practices for goods and services utilized through our supply chain
- Making integration of sustainable practices into our daily practices, operations, and services a paramount concern
- Recognizing offices and employees that demonstrate extraordinary leadership and/or performance in support of EA's sustainability practices

Through this policy statement, we reinforce our longstanding commitment to SBPs as we continue to live out our Core Purpose of IMPROVING THE QUALITY OF THE ENVIRONMENT IN WHICH WE LIVE, ONE PROJECT AT A TIME®.

EA has had a formal sustainability program since 2008, including governance, establishment of goals, training and awareness, and communication and reporting using various iterations of Global Reporting Initiative (GRI) Standards. EA reports across 24 Standard-specific GRI environmental, societal, and economic disclosures, and has published six annual Public Benefit Statement/CSR Reports since 2016 (NOTE: Prior to 2016, EA reported biennially from 2008 to 2015). EA's report identifies aspects such as employee training, supplier diversity, environmental impacts of daily operations, ethics, health and safety, and sustainability that are considered material to the company's

operations, and reports on targets and progress where specific metrics have been established by EA's governance bodies.



Environmental Team

As a PBC, we have a Director of CSR, who reports directly to the Board of Directors through EA's Chief Executive Officer/President. This visible senior management position centralizes EA's commitment to CSR transparency and PBC reporting. We also have a PBC Committee to maintain EA's PBC framework and serve as a sounding board for its implementation. The PBC Committee reports directly to EA's Board of Directors and meets regularly to establish direction for EA's CSR Program.

Beyond management, EA personnel participate in Work Groups that support both long-term and shorter-term environmental and sustainability evaluation needs.

EA's Sustainers Work Group is a permanent collection of EA employees representing all EA offices, business units, and corporate departments responsible for promoting communications on sustainable practices across EA's operational footprint. The long-term, overall success of our sustainability programs is due in large part to the passion and commitment of the EA Sustainers network, many of whom have been involved with the group since its inception in 2008.

EA Sustainers meet bi-monthly to discuss sustainability issues, develop sustainability initiatives, report on progress toward achieving sustainability goals, and provide feedback on regional or client-specific emerging trends or needs. Minutes from these meetings as well as sustainability resources and associated references are posted on EA's intranet site (Inside EA) for employee use and referral.

In addition to the EA Sustainers Work Group, EA has also commissioned smaller work groups tasked with evaluating specific sustainability aspects of EA's operations. Examples include:

- **Leased Energy Work Group**—Evaluated impacts associated with EA's Scope 2 greenhouse gas emissions to make recommendations regarding potential measures to offset these emissions. Based on this work group's research and recommendation to governance, EA now offsets 100% of our Scope 2 emissions associated with leased energy in our commercial offices space through the purchase of Renewable Energy Certificates (RECs) from Green-e certified providers.
- **Zero Waste Work Group**—Evaluating the potential for EA's Hunt Valley, MD headquarter space to achieve TRUE Zero certification. This work group developed EA's first internal Waste Management Plan and oversaw completion of a waste audit that was used to identify areas for improvement to EA's composting and solid waste diversion activities in our headquarters space. Following the waste audit, the office implemented improved/more consistent communications focused on

accurate separation of compostables from recyclables, and identified a recycling vendor for expanded polystyrene (EPS) foam that was noted as a solid waste concern due to the volume of EPS contained in EA's computer and electronic shipments.

- **Environmental Justice (EJ) Work Group**—Recognizes that EJ considerations have become an important aspect of the environmental planning and permitting activities required for many of our client's projects. This work group seeks to understand EJ requirements at federal and state levels as well as those of private sector clients, and the methods and techniques necessary for identifying and engaging communities during outreach and engagement tasks. Advancing our capabilities to assess potential EJ exposure and address disproportionate potential impacts on overburdened communities is essential.



Annual Environmental Goals

Our PBC framework requires us to plan, measure, and report EA's progress in delivering our specific public benefits, resulting in our annual Public Benefit Statement/CSR Report. EA identifies specific objectives with supporting standards and targets for each pillar of our PBC framework. Materiality principles, grounded in GRI, are used to define specific objectives, standards, and targets associated with material aspects. EA's annual reports (CSR and Carbon Footprint) are publicly available at http://www.eaest.com/corporate_sustainability.php.

EA approaches environmental goals through a "Continuous Improvement" lens focused on achieving year-over-year improvements through identification of opportunities, taking action, and consistently evaluating the effectiveness of implemented programs/activities. Examples include:

- Continual monitoring of corporate travel and associated carbon emissions to better understand EA's overall carbon footprint and better leverage available technologies (e.g., expanded hybrid/work from home opportunities, improved video conferencing technologies) to achieve reductions. **EA currently offsets a portion of our Scope 3 Business Travel emissions through the purchase of carbon offsets from TerraPass.**
- Initiation of an electronic equipment inventory, promoting work stream efficiencies while reducing paper documentation. **EA's Corporate Finance & Accounting processes transitioned to paperless in 2018—all invoicing, timesheets, corrected timesheets, and review of contract "pre-bills" are conducted electronically.**
- Continuous refinement of standard operating procedures to guide EA's commitment to social and sustainable responsibility.
- Contracting of a new e-waste recycling vendor for improved collection of both EA corporate e-waste and personal e-waste collected during annual "Spring

*Cleaning/Earth Day” events. **EA recycled nearly 2,400 pounds of EA waste in Maryland in 2023.***

- *Expanding e-waste recycling to EA’s smaller offices through coordination with Corporate Information Technology to identify local vendors—new annual e-waste recycling efforts have been implemented in EA’s Sacramento, CA; Seattle, WA; and Denver, CO offices, **increasing e-waste recycling by nearly 600 pounds in 2023.***
- *Regular coordination with EA’s compost vendor to identify concerns with non-compostable mixed waste and improve communication/education.*
- *Identification of an EPS recycling vendor in Harford County, MD for EPS foam from corporate technology shipments. **EA personnel complete EPS recycling runs approximately 3 times per year to turn in approximately 50 pounds of EPS annually for recycling.***



Environmentally Preferable Products and Services

EA is a leading provider of environmental, compliance, natural resources, and infrastructure engineering and management solutions to a wide range of public and private sector clients. The intricate and complex nature of today’s environmental issues requires an interdisciplinary approach to provide realistic, workable, and cost-effective solutions. As our name implies, EA was founded on the overarching principle of integration of the science and engineering disciplines to guide our clients through complex technical and regulatory challenges associated with environmental projects. By actively and deliberately integrating science, engineering, and technology through our in-house, multidisciplinary teams, we are readily capable of defining problems and designing solutions in ways that are innovative, uniquely efficient, and operationally sustainable, as well as environmentally sound, technically defensible, and financially responsible for our clients.



Environmentally Preferable Purchasing

Sustainable Business Practices—*EA has formalized SBPs that govern operational functions such as document production, packing, and shipping; selection and ordering of office products, marketing materials, and promotional items; and overall sustainable operations. EA’s Environmentally Preferable Purchasing (EPP) Work Group is intended to assess purchasing requirements and complete cost-benefit analyses in coordination with requesting personnel when acquisition of new products and materials is required. Current efforts are focused on aspects related to the purchasing life cycle that can be controlled and/or influenced by the company—primarily electronics purchases, shipping, and office products. EA’s documented SBPs include:*

- *SBP-001 governing Document Production, Packaging, and Shipping*
- *SBP-002 governing Marketing and Promotional Materials*
- *SBP-003 governing Sustainable Operations*

These SBPs embrace EA’s sustainability perspective and commitment by:

- *Encouraging reduction of consumption through sustainability awareness, efficient practices, and use of technology*
- *Encouraging environmental stewardship through procurement, recycling, and end-of-life practices for goods and services utilized through our supply chain*
- *Making sustainability and the importance of integrating sustainable practices into our daily practices, operations, and services a paramount concern*
- *Providing recognition to offices and employees that demonstrate extraordinary leadership and/or performance in support of EA’s sustainability practices*

As a federal contractor for over 30 years, EA has well-established programs to fulfill contract requirements, including green procurement and contracting. Indeed, many of these federal requirements are similarly being integrated into state programs. Examples of this program include the company-wide use of sustainable office paper (e.g., Forest Stewardship Council [FSC]-certified, Sustainable Forestry Initiative [SFI]-certified, or contain at least 30% post-consumer recycled content), utilization of hybrid or energy-efficient vehicles in EA’s vehicle fleet, and the use Electronic Product Environmental Assessment Tool (EPEAT®)-rated “Gold” standard computer and ancillary equipment.

Diverse Business Utilization—*EA has a Supplier Portal to enhance subcontractor and vendor transparency and management. It requires suppliers to provide information on sustainability performance and annual validation. The supplier questionnaire includes sustainability, health and safety, and supplier diversity questions addressing CSR reporting, greenhouse gas emission tracking and reporting, third-party certifications, and impact reduction of operations and activities in their own supply chain such as distribution, use of environmentally preferred products, etc. Through supply chain engagement, EA will better understand the performance of its top suppliers, engage in dialogue, and report on performance in future reporting. As an established federal contractor, EA plans to assess EPP programs in support of Federal Acquisition Regulation requirements in the future.*



Environmental Restoration or Community Environmental Projects

Oftentimes, our most meaningful sustainability efforts occur at the grassroots level through our employees. EA implemented its Paid Volunteer Time (PVT) program in January 2016 with a focus on providing benefit hours for volunteer efforts that focused on mission-aligned (e.g., environmental) organizations and STEM education initiatives. The PVT program provides all regular, full-time employees with 8 benefit hours of PVT annually to support mission-aligned volunteer activities in their community.

Recognizing the importance of volunteer efforts in communities struggling during COVID-19, PVT eligibility was temporarily expanded in 2020 to allow PVT use for

community support without the need for the activity to be mission-aligned (i.e., STEM or environmental in nature). During that expansion, EA saw the importance of community volunteerism to our employees and evaluated the potential to permanently open PVT eligibility to those opportunities. As a direct result of employee feedback, in July 2022, EA's PVT Program was expanded to include community support/social volunteerism that was not previously covered by the hours provided to employees.

EA's employees regularly contribute their time and energy to improve the communities in which they work and live. EA staff invest in environmental philanthropy and volunteering commitments to various local events including stream cleanups, Earth Day events, and related efforts. Through these volunteer efforts, they work side-by-side with local stakeholders and community leaders to exchange ideas and promote meaningful improvements to the environment.



EA employees have developed partnerships with various Maryland community and environmental programs that have resulted in recurring volunteer events. Organizations that EA volunteers support through recurring event organization and participation include:

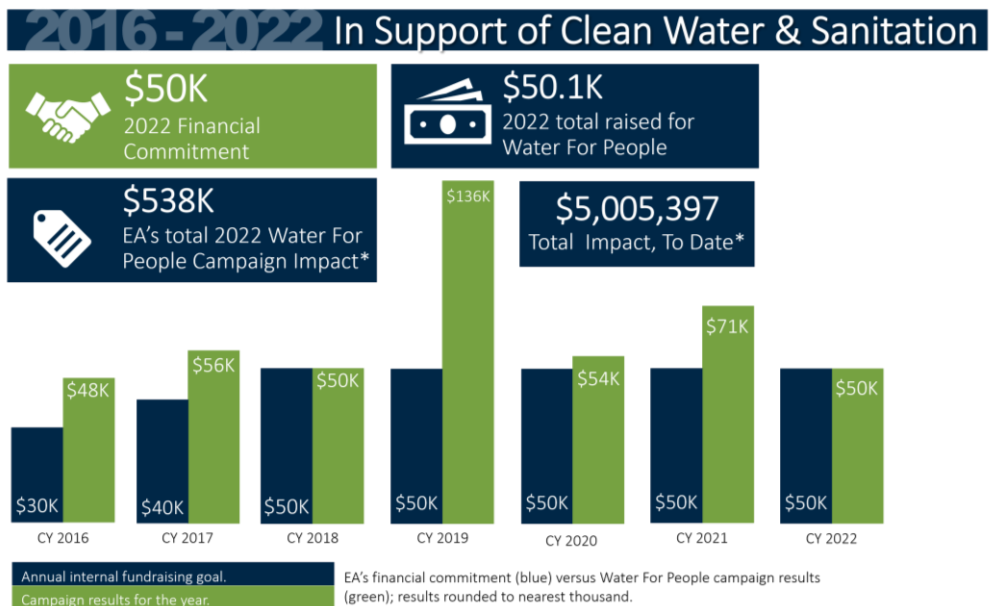
- Chesapeake Bay Trust, Chesapeake Bay Days
- Society of American Military Engineers (SAME) Baltimore, Day with an Engineer and other STEM events
- SAME Morgan State University, supported establishment of the university's first SAME Student Chapter and provides oversight and engagement outreach support
- Civic Works' Center for Sustainable Careers (formerly the Baltimore Center for Sustainable Careers), Sustainable Careers Resume and Interview Counseling
- Baltimore County Department of Parks and Recreation, Annual Shoreline and Earth Day Cleanup
- The Maryland Zoo, annual zoo cleanup and revitalization events
- Blue Water Baltimore, Baltimore GreenSpace, and Parks and People, various cleanup, tree planting, and maintenance activities

These are just examples of many, which are often captured in EA's social media posts available on LinkedIn: <https://www.linkedin.com/company/37309/>.

Additional information is also available in EA’s PBC Statement/CSR Report on our website: http://www.eaest.com/corporate_sustainability.php.

Philanthropy—As part of our PBC framework, EA aligned with **Water For People** making them a focal point for our charitable giving. [Water For People](#) is a nonprofit international development organization that helps people in developing countries improve their quality of life by supporting the development of locally sustainable drinking water resources, sanitation facilities, and health and hygiene education programs. Water For People’s goal is to create sustainable business and political systems that will supply potable water, forever, to every home, clinic, and school in the world by 2030. In our internal benchmarking on charities for consideration, we found that numerous EA staff had already supported Water For People, further making it a logical fit.

EA is behind Water For People’s audacious goal and contributed \$30,000 in 2016, \$40,000 in 2017, \$50,000 in 2018, and \$55,000 in 2019. Since 2020, EA has continued our support of Water For People with annual financial commitments of \$50,000. EA’s philanthropic program for Water For People includes a match program for employee contributions, forming a network of local Champions/Coordinator Volunteers to promote the program in our communities, and supporting a future project in one of the Water For People’s Districts in the nine targeted countries (Honduras, Guatemala, Nicaragua, Bolivia, Peru, India, Malawi, Uganda, and Rwanda) to see, first hand, the impact that charitable giving through Water For People has in achieving “Everyone, Forever.” Through this partnership, EA is also participating in the Water For People Leadership Council.



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

Waste

Solid Waste Reduction and Reuse

Annually, as part of our Carbon Footprint Report, EA evaluates the amount of solid waste estimated to result from each EA office. In Maryland, approximate recyclable and trash totals are calculated using information provided by Waste Management, Inc., a leading waste management and recycling company used by EA—these data are provided by EA’s property manager. Estimates of compost generated by EA employees for the offices with established composting programs were calculated using employee reporting. Emissions were then calculated using the U.S. Environmental Protection Agency Waste Reduction [\(WARM\) Model](#).

EA’s waste reduction activities have been ongoing for nearly a decade with implementation of company-wide electronic timesheets following roll-out of an integrated business management software solution in 2013. Additionally, EA’s financial management processes have been largely paperless since 2018 following a transition to electronic invoicing and expense report submittals that began in 2016.

Ongoing Solid Waste Reduction Efforts—*Currently, EA’s waste diversion focus is on company-wide and office-specific solid waste diversion programs that include both standard single-stream recycling and composting as well as recycling of various other materials consumed as part of ongoing business operations (e.g., e-waste, batteries, spent toner cartridges, plastic films, packaging, and EPS foam).*

As part of our EPP commitments, EA has standardized its company-wide specifications for sustainable paper use (i.e., paper must be FSC-certified, SFI-certified, or contain at least 30% post-consumer recycled content). We have also improved recycling of e-waste and EPS foam through partnerships with new vendors and recycling providers.

Food Waste and Composting—*An additional area of solid waste reduction in EA’s Hunt Valley headquarters space is reduction of food waste and solid waste associated with in-office catering for meetings. Working with EA’s administrative professionals, who are typically responsible for these large orders, EA is reducing non-compostable paper service items (e.g., utensils, serving trays, and plates) by better communicating with the vendor that these items are not necessary. Preventing these items from being included with orders helps to both eliminate non-recyclable plastic waste and prevent the materials from contaminating the office’s recycling and compost streams when confused with the compostable products EA purchases for use in our employee café areas. We are also working to better “right size” ordering to reduce the potential for food waste, which can be a significant source of emissions when included in solid waste streams destined for landfills.*

TRUE Zero—Starting in 2018–2019, EA began reviewing requirements to pursue TRUE Zero Certification for EA’s headquarters operations in Hunt Valley, MD. However, the global pandemic required EA to re-think operational process and adapt to alternative approaches including hybrid work from home for employees. The resultant changes modified our operational footprint and EA has begun to evaluate alternative space options. As a result, while the firm continues to implement waste diversion improvement recommendations generated by the Zero Waste Work Group, the process to pursue TRUE Zero Certification of EA’s headquarters space was tabled in 2021. EA will re-evaluate TRUE Zero efforts following downsizing of our corporate headquarters space in late 2023/2024.



Recycling

All EA commercial offices have functioning and successful recycling programs in place.

Electronic Waste Recycling—EA’s Information Technology Department in Hunt Valley fosters environmentally responsible recycling of electronic devices and equipment by holding an annual e-waste collection event and inviting employees to bring in personal e-waste for recycling through EA’s corporate e-waste vendor. EA has an annual e-waste event open to employees in all EA Maryland offices (Hunt Valley, Abingdon, and Ocean Pines). In addition, the Information Technology Department accepts e-waste from employees at other times of the year and stores the material for later transfer to our supplier of recycling services.

In 2023, EA recycled nearly 2,400 pounds of e-waste including 24 laptops and desktop computers; 14 system switches and routers; 19 servers, printers, and fax machines; and a variety of other miscellaneous e-waste such as cellphones, keyboards, and chargers through its selected service provider (EZPC Recycle LLC). These totals reflect a combination of EA’s corporate e-waste (i.e., company-owned materials that have reached end-of-life status and require replacement/upgrade) and personal e-waste from employees collected during the annual e-waste recycling event for our four Maryland offices (Hunt Valley [Corporate and Ecotoxicology Laboratory], Abingdon, and Ocean Pines).

Battery Recycling—EA is also working to improve more widespread use of rechargeable batteries in EA equipment. While field equipment is not covered by this program, office equipment including wireless computer mice and clocks are. Additionally, EA maintains a battery recycling program in our Hunt Valley office. Working with a reclamation vendor, EA collects zinc carbon and alkaline batteries for recycling. Batteries from EA field equipment and other uses are collected and shipped every 2–3 months dependent on the speed at which the collection drum is filled. **In 2022, EA recycled approximately 30 pounds of batteries through this reclamation program.**

Composting

EA has a formal composting program at our Hunt Valley headquarters office, which was implemented in November 2016 as an employee-driven initiative to divert additional waste from the office's solid waste stream. Partnering with a local veteran-owned company (Veteran Compost), composting bins were added to each kitchen/café area. While the office's two café areas are equipped with washable utensils and dishes, EA has also invested in the purchase of compostable EcoProducts™ in lieu of disposable plastic utensils, plates, and cups.

From November 2016 through February 2020, EA consistently diverted an average of 400 pounds of compostable material per month. In mid-March 2020, at the beginning of the COVID-19 pandemic, EA shifted to a hybrid/work from home environment significantly decreasing all solid waste, recycling, and composting in our offices nationwide. As of July 2023, EA's corporate office in Hunt Valley continues to operate at a significantly reduced on-site staffing with more than 50% of employees opting to continue working from home or splitting time with a hybrid in-office/from home schedule.

Energy

Energy Efficiency

EA actively works with our property owners in leased spaces to recommend energy-efficiency improvements and have implemented retrofit programs to upgrade to energy-efficient lighting.

Outside of emissions associated with our Supply Chain (Scope 3 emission), EA's Leased Energy (Scope 2) is typically one of our highest emissions sources. As a result, and following the recommendations of EA's internal Leased Energy Work Group, EA has offset 100% of our Scope 2 emissions with the purchase of RECs since 2018.

Renewable Energy

EA's Headquarters building at 225 Schilling Circle (Hunt Valley, MD) has a photovoltaic (PV) array installed on the roof. This array is rated at 25.08-kilowatt direct current and 20.94-kilowatt alternating current. Energy generated by the array is fed directly into the building electrical distribution system; therefore, its output displaces energy that would otherwise be purchased from the local utility (Baltimore Gas and Electric). The rooftop PV array typically generates approximately 25 mega-watt hours of energy annually, which is roughly 1% of total building electricity use and offsets. This renewable energy benefit is noted in EA's annual emission reporting, but we do not take credit for the benefit as part of our Scope 2 emissions calculations as the energy is returned to the grid and is not specific to EA.

Renewable Energy Certificates—In 2018, EA’s Leased Energy Group evaluated 10 EA offices where EA directly pays for utilities and, therefore, has direct control over energy purchases. Analyzing green energy alternatives for those 10 office locations, the Work Group recommended options to reduce EA’s Scope 2 emissions impacts through the purchase of additional RECs and completed a cost/benefit analysis related to future purchases of renewable energy at office locations where markets are available.

EA’s PBC Committee approved an increase in RECs purchased for 2018 in order to offset 100% of EA’s Scope 2 emissions, and approved the commitment to offset 100% of future Scope 2 emissions through REC purchases. For comparison, EA’s prior REC purchases offset approximately 64% of EA’s Scope 2 emissions. As of 2023, EA continues to offset 100% of our Scope 2 emissions following this recommendation.

Transportation

Employee Commute

With the addition of a total supply chain emissions evaluation in 2021, emissions from EA’s employee commutes fell from our second largest emission source to third. With the expansion of a hybrid workforce, EA’s commuting emissions should continue to fall. Data for this emissions source are collected annually through a voluntary employee survey, which collects information on commute types and distances as well as personal vehicle miles per gallon.

Efficient Business Travel

The majority of EA’s business travel is integral to providing quality service to our clients and is performed on project engagements at our clients’ request. Therefore, strategies to minimize this component of our carbon footprint have focused on initiating action to both reduce and compensate for the business travel undertaken at our discretion, as well as improving the fuel efficiency and performance of our vehicle fleet. As appropriate, phone- and/or video-conferencing will continue to be used to offset business travel.

On an annual basis, EA purchases verified carbon offsets from TerraPass, effectively reducing the impact of company air travel. In 2023, we purchased 200 metric tons of verified carbon offsets through Terra Pass to reduce the net impact of employee air travel. This purchase represents a 25% increase in offsets purchase as EA’s business travel emissions return to pre-COVID-19 levels and also takes into account EA’s growing headcount, which also organically increases emissions as more employees travel to meet organizational and project needs.

Fleet Vehicles

As of July 2023, EA maintains approximately 90 fleet vehicles, including multiple biodiesel, hybrid, and fully electric vehicles. In Hunt Valley, EA has installed electric charging stations for electric and hybrid technology vehicles in the parking lot of EA's Ecotoxicology Laboratory. Additionally, EA's Hunt Valley office property manager maintains additional charging stations are available to all building occupants for personal use.

EA is committed to improving the fuel efficiency of its fleet, including deployment of additional hybrid, electric, and flex-fuel vehicles, as opportunities are presented and the expansion of electric options make fleet conversion more economical.

Water

Stormwater Management and Site Design

Green Roof Technology—*The roof at EA's Hunt Valley headquarters building houses a solar-powered water pre-heating system, 25-kilowatt PV power generator, and a landscaped green roof atop the vestibule canopy to retain and re-use rainwater. Elsewhere, reflective surface materials are used to reflect heat from being absorbed into the building, thereby reducing heat-island effects.*

Water Efficient Landscaping—*EA's Hunt Valley headquarters building is designed so the landscaping conforms to regional weather and seasonal patterns. Native, drought-tolerant plant species are utilized along with highly efficient irrigation heads and a weather monitoring controller to reduce water usage.*

Green Building

Leadership in Energy and Environmental Design (LEED)

LEED Gold for Commercial Interior—*EA's corporate headquarters at 225 Schilling Circle in Hunt Valley is LEED-CI Gold certified.*

LEED Platinum for Building Shell—*EA is headquartered in 75,400 square feet of office and laboratory space, which includes 57,500 square feet of office space on the third and fourth floors in Merritt Properties' "Schilling Green II" building located at 225 Schilling Circle, Hunt Valley. Our nationally accredited ecotoxicology and biological testing laboratory is located in an adjacent building. Merritt Properties earned LEED Platinum certification for "Schilling Green II," the highest level of recognition that can be achieved for a newly constructed building. Select LEED aspects of the building include:*

- **Water Efficiency**—Water usage is 37% lower than projected usage based on standard building code requirements. Efficiencies are achieved using faucets with automatic hands-free sensors and spray outlets, toilets equipped with water-saving flush valves, and water-free urinals in the men’s restrooms.
- **Energy and Atmosphere**—Energy conservation is achieved using Energy Star-rated appliances and EPEAT-registered electronics such as computers and information technology equipment. The office is equipped with occupancy sensor control lighting that meets LEED low mercury lighting requirements. Natural lighting is maximized through an abundance of exterior glass windows and interior glass wall and door systems, which means that more than 90% of employees have direct access to natural light.
- **Indoor Environmental Quality**—The interior build-out was accomplished using construction materials (paints, coatings, adhesives, and sealants), flooring, and furniture systems that emit little to no volatile organic compounds. The subfloor heating, ventilation, and air conditioning system meets strict thermal control requirements and achieves greater than 26% energy savings. The building is designated as non-smoking.

Environmental Certification Programs, Awards, and Other Activities



Management Structure

EA is a 100% employee-owned PBC under Delaware law. These distinctions advance EA’s distinctive culture and mission, while enhancing the value created for our employees, clients, communities, and the environment. As a 100% employee-owned company, the economic power generated by EA is fully dedicated to growing the company and building the retirement benefits of our employees. Our PBC status strengthens and aligns our environmental mission with our employees’ interest in supporting their communities, and reinforces EA’s commitment to responsible SBPs.

Brought to life through a PBC framework built upon the foundation of our long-established Sustainability Program, EA’s status as an employee-owned PBC fully embraces the “conscious capitalism” model—whereby for-profit companies like EA can achieve their fiscal goals while remaining mindful of the company’s broader impact on society and the environment. This new operating paradigm positions EA to meet the evolving needs of our clients while achieving the public benefits expressed in our Company Charter.

EcoVadis CSR Rating—As part of our materiality dialogue, we have noted the important role that upstream and downstream supplier stakeholders play in our business. The services we provide are directly dependent on them and we are in the process of expanding the dialogue with our suppliers on CSR issues. As such, in an effort to continually improve our performance and meet buyer requirements, EA participates in periodic third-party CSR reviews by EcoVadis (<http://www.ecovadis.com>). EcoVadis operates a collaborative platform providing Supplier Sustainability Ratings for global

supply chains assessing the environmental, economic, and social performance of suppliers using a CSR assessment methodology built on international CSR standards including GRI, the UN Global Compact, and ISO 26000.

EA completed a full reassessment of our CSR Program in December 2021—our fourth biennial assessment since 2014. Assessed across 39 criteria organized into four categories that address environmental, labor, fair business/ethics, and supplier practices, EA is currently rated “Gold,” indicating an “advanced” CSR program meaning. Our rating illustrates our commitment to “a structured and proactive CSR approach, engagement/policies and tangible actions on major issues with detailed implementation information, and significant CSR reporting on actions and performance indicators,” according to EcoVadis.

Awards and Recognitions

2022

Top 100 Environmental and Sustainability Consultancy Firm—EA was ranked 31st among the Top 100 environmental and sustainability consultancy firms in the world, based on research conducted by Environment Analyst. The Top 100 report is constructed using global environmental and sustainability consulting revenue from the latest audited fiscal year end for each firm to identify the largest consulting firms in the world focused on environmental and sustainability services.

The American Council of Engineering Companies (ACEC) Engineering Excellence Award—ACEC/Maryland recognized the Howard County Compost Facility at Alpha Ridge Landfill with an Engineering Excellence Award at their banquet held in Baltimore on 17 February 2022. The project was designed by EA, and has proven the economic, operational, and sustainable viability of processing food waste on a large scale. EA prepared construction documents for the 15-acre facility, including primary composting and secondary curing areas, a feedstock receiving enclosure for material receipt and grinding, process piping for potable water and runoff from composting process, access roads, stormwater management, and erosion and sediment control. Among the few large-scale food waste composting facilities on the East Coast, the Compost Facility at Alpha Ridge Landfill now serves as a roadmap for other jurisdictions as they look for alternative municipal solid waste management strategies and revenue streams. **This project has also been awarded Large Project of the Year recognition by the County Engineers Association of Maryland.**

Environmental Business Journal® (EBJ) Business Achievement Awards—EA was honored by the EBJ with a Business Achievement Award for Diversity and Inclusion at the annual Environmental Industry Summit. The award recognizes EA’s effort to implement and grow our Diversity, Equity, and Inclusion (DEI) program. A primary focus of the program is engagement through awareness and education including an interactive, mandatory DEI Foundations training course. Optional events, called Open Hours, are

held every other month as a forum to learn about and discuss specific DEI topics. Subjects have included unconscious bias, ally-ship, microaggressions, inclusive leadership, intergenerational challenges, homophily, and DEI in fieldwork.

2021

Gold Star Partnership Award—EA, together with its client the Town of Berlin, was recognized with a Gold Star Partnership Award from the Maryland Coastal Bays Program for its outstanding record of improving water quality in the Coastal Bays. The award was presented to the Town of Berlin during a ceremony held on 19 October 2021. EA and the Town have been working together for more than 10 years implementing stormwater mitigation projects throughout the municipality. The project was made possible by funding obtained through grants from the Maryland Department of Natural Resources (administered by the Maryland Coastal Bays Program) and Chesapeake Bay Trust.

EBJ Business Achievement Awards—EA was honored by EBJ with a Business Achievement Award for New Practice at the annual Environmental Industry Summit for the company's work to develop Environmental Sequence Stratigraphy (ESS) offerings for clients responsible for addressing legacy contamination impacted by depositional environments that affect contaminant transport. EA's expanded ESS services support development of high-resolution site investigations, construct robust groundwater models, and enhance confidence in three-dimensional conceptual site models. Through ESS, EA supports more accurate and site-specific identification of potentially complete exposure pathways. The work benefits the entire investigation/remediation process through a digital conceptual site model structure that facilitates data sharing necessary to focus site strategies and more rapidly proceed to cleanup.

2020

EBJ Business Achievement Awards—EA was honored by EBJ with two Business Achievement Awards at the annual Environmental Industry Summit:

- **Information Technology Award** for launching sEAmless, a Software as a Service (SaaS) environmental information management solution, to help organizations manage and report environmental health, safety, and sustainability (EHSS) data efficiently. Built on EA's wealth of experience performing comprehensive EHSS compliance services, deep understanding of regulatory commitments, and information technology expertise, sEAmless provides a cost effective, easy-to-use compliance portal that streamlines data management and reporting for EHSS staff.
- **Project Merit Award** for being awarded a Strategic Environmental Research and Development Program (SERDP) grant to perform research into the ecological and environmental risks associated with novel fluorine-free firefighting foams, making 2020 a milestone year for EA's innovative partnership with Towson University. The goal of this latest research is to develop ecotoxicology data for

several ecological receptors and assess the biodegradation potential of multiple fluorine-free firefighting foams. This research will fill data gaps to better assess the environmental impacts of alternative firefighting foams and will be used by the Department of Defense in prioritizing use as it implements the congressionally mandated update to military specifications. This SERDP award significantly broadens the scope of research being undertaken by EA in its strategic alliance with Towson University, which was established in 2017 to position EA as a research entity specializing in emerging contaminants by leveraging the capabilities of the company's dynamic ecotoxicology laboratory.

Climate Change Business Journal (CCBJ) Award—EA was recognized for the growth of our Coastal Resilience practice. Revenues of EA's Coastal Resilience practice, focused on natural and nature-based solutions, doubled in 2020 and added significant contract wins. This accelerated growth is attributable to the increased need to conserve and restore coastal habitats and ecosystems negatively impacted by climate change and the expanded availability of public funding to develop and implement resilience strategies. EA has become nationally recognized as a leader in natural and nature-based responses—applying proven tactics that reduce life-cycle protection costs by providing sustainable long-term solutions.

2019

EcoVadis Sustainability Leadership Awards—EA was named Best Performer: North America at the 2019 EcoVadis Sustainability Leadership Awards in the category of Small to Medium Enterprise. The award was announced during a ceremony held on 11 March at the EcoVadis Sustain 2019 conference. Celebrating best-in-class sustainably responsible business performance in six global geographic regions, the awards acknowledge suppliers that have partnered with EcoVadis, a globally recognized third-party consultancy that evaluates supply chain environmental and social performance to benchmark, monitor, and continuously improve sustainability as part of CSR programs.

SAME Mid-Maryland Post as Small Business Sustaining Member of the Year—EA was honored for its outstanding support of SAME's Mid-Maryland Post and named the Post's Small Business Sustaining Member of the Year for 2019.

EBJ Business Achievement Awards—EA was honored by EBJ with two Business Achievement Awards at the 18th annual Environmental Industry Summit:

- ***Technical Merit Award*** for successfully demonstrating the effectiveness of thermal desorption/oxidation technology to efficiently remove and destroy per- and polyfluoroalkyl substances (PFAS) from solid media.
- ***Social Contribution Award*** in recognition of Cycling for Water's efforts to raise \$90,000 for Water For People to address today's global water and sanitation challenges.

CCBJ Award—EA was recognized with a CCBJ Business Achievement Award in the category of **Advancing Best Practices** for our Coastal Resilience for laying the foundation for a regional strategy to address sea-level rise and shoreline stabilization in the Northern Chesapeake Bay area of Maryland.

2018

EBJ Business Achievement Awards—EA was honored by EBJ with two Business Achievement Awards at the 17th annual Environmental Industry Summit:

- **New Practice Area Business Achievement Award** recognizing expansion of our wastewater treatment services, including the additions of nationally recognized wastewater experts to its staff and the targeted acquisition of EnviTreat, a specialized laboratory focused on wastewater testing and consulting. Our wastewater and water treatment services expansion provides an opportunity to reach new private industry markets and advance our geographic footprint both in the United States and internationally. Our recent staff additions' experiences with industrial wastewater design and optimization bring a new depth of knowledge to the company. We are thrilled that EBJ recognized this initiative with a New Practice Area award and look forward to continuing to integrate these capabilities to benefit clients across all client sectors and geographies.
- EA was also recognized with the **Leadership by Example Industry Leadership Award** in recognition of our CSR Program. The award celebrates EA's 2018 Gold rating from EcoVadis, a globally renowned CSR authority.

2017

EBJ Business Achievement Award—EA was honored with a Business Achievement Award from EBJ for advancing the techniques used to evaluate the adverse ecological impacts of emerging contaminants. Through funded scientific research and direct project application, EA is expanding the database of knowledge and supporting the development of techniques and methodologies to evaluate the environmental impacts posed by emerging contaminants. With a focus on additive and/or synergistic effects of chemical mixtures, EA researchers presented their findings at the Emerging Contaminants Summit in 2018, and the Annual Meeting of the Society of Environmental Testing and Chemistry North America in 2017. In addition, EA has been actively involved in demonstrating the feasibility of technologies to mitigate emerging contaminants. Most recently, the firm was selected to be the recipient of a grant, under the Department of Defense's SERDP, to evaluate the effectiveness of ex situ thermal desorption to treat emerging contaminant waste streams.

With projects in 25 states cutting across all market sectors, EA is highly active in the burgeoning field of emerging contaminants. In support of our clients, EA is working hard to address the challenges associated with identifying and remediating emerging

contaminants and, in the process, contributing to the advancement of the state of the science on the understanding of environmental degradation mechanisms and breakdown pathways.

Maryland Green Registry Sustainability Leadership Award—In June 2016, EA was one of five organizations recognized with a 2016 Leadership Award by the Maryland Green Registry. EA was recognized for its strong commitment to sustainability, measurable results, and continual improvement. A member of the Maryland Green Registry since 2010, EA’s achievements spanned the full breadth of sustainability principles. On the corporate level, EA aligned its business and CSR strategies when it reorganized as a 100% ESOP-owned PBC in 2014. On the operations side, the company has had a formal Sustainability/CSR Program in place since 2008, including governance, establishment of goals, training and awareness, and communication and reporting using the GRI framework. In the area of facilities management, EA consolidated its Baltimore-area corporate offices into a LEED Platinum-certified building, located in Hunt Valley, MD, and earned LEED-CI Gold certification for its office space build-out.

Profile Updated July 2023



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