

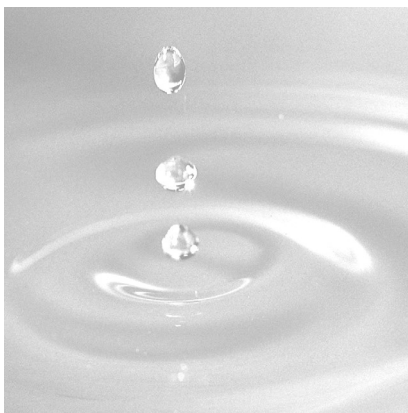


Consulting
Engineers and
Scientists

Sustainability Plan Summary

Prepared by:
Sustainability Committee
GEI Consultants, Inc.

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Executive Summary

In the last 5 years our clients, peers, and society have increased focus on issues that affect our planet and long-term health and well-being. As sustainability, climate change, and other issues become increasingly important to our clients, it is imperative that GEI Consultants, Inc. (GEI) demonstrates our commitment to becoming a more sustainable business to align with the industry we work in, work we do and addresses its environmental footprint, social/societal impact, and its governance in broad business terms.

GEI's *Sustainability Plan* operationalizes sustainability at the corporate level. The Committee has identified four general sustainability goals for GEI. They are:

- Increase GEI's corporate social responsibility efforts
- Reduce GEI's carbon footprint
- Recycle and minimize waste at GEI offices
- Reduce paper consumption at GEI offices

The Committee's ambitions presented here are designed so that GEI becomes aligned with stakeholders. GEI's *Partnership Model's* primary premise is that GEI does what is right in our business practices and in our treatment of each other, our subcontractors, and our clients. This *Sustainability Plan* extends this model to doing what is right for the environment and our society.

GEI 2021 Sustainability Committee:

Amber Ahles
Cynthia Corne
Gigi Gable
Tim Goodson, Advisor
Vance Howard
Denise Jurich, Chair
Ron Palmieri, President and CEO
Melanie Randolph

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1. Introduction

In 1987 the United Nations Brundtland Commission (United Nations) defined sustainability as “meeting the needs of the present without compromising the ability of future generations to meet their own needs.”¹ Corporate sustainability is typically defined as improving performance and governance while creating social, economic, and environmental value. Corporate sustainability requires that a business identifies and engages internal and external stakeholders who influence and impact the organization; identify, prioritize, and manage material topics that are important to its stakeholders; and hold itself accountable for organizational impacts to the environment and society.

As an enterprise, GEI is responsible for its impact on the environment and society. GEI's Sustainability Plan provides a framework and guidance for organizing and promoting sustainable business practices that benefit the planet, as well as the people living on it.

The elements of corporate sustainability include identifying, prioritizing, and engaging with organizational stakeholders in an inclusive manner; determining material sustainability topics; setting goals related to material topics, acting upon goals, and communicating progress; and measuring the impact of actions and being accountable for results.

Environment, Society, Governance (ESG) metrics are quantifiable metrics used to connect corporate sustainability to financial performance. At GEI ESG metrics are tracked in the following manner:

- Environment metrics (greenhouse gas [GHG] emissions reduction, waste reduction, energy-use reduction, procurement of goods and services): Operations, Finance, Business Development, Sustainability Committee
- Society metrics (fair labor practices, diversity, income equality, community involvement): The People Team, Health and Safety, Diversity, Equity + Inclusion Committee, GEI Gives Back Committee
- Governance metrics (policy, risk management, leadership, ethics, codes of conduct): Executive Team, Advisory Board, The People Team, General Counsel, GEI Officers, Senior/Vice Presidents

¹ <https://sustainabledevelopment.un.org/content/documents/5987our-common-future.pdf>

2. Benchmarking and Stakeholder Interaction

Benchmarking and gap analysis will include several tasks. These include identifying risks related to sustainability, assessing our clients' and competitors' sustainability efforts, multistakeholder engagement, and preparing a materiality risk matrix.

GEI's Sustainability Plan focuses on one megatrend, climate change, that has the capacity to impact our business operations and financial success while also creating new business opportunities. Our focus on climate change will require changes to GEI's operations. This includes reducing our GHG emissions, reducing the various kinds of waste that are generated during operations, and increasing our energy efficiency. Supplemental efforts to aid societal organizations and the communities in which we operate, together with improvements to corporate governance will be required.

The Sustainability Committee has identified the following stakeholders:

- Internal Stakeholder:
 - GEI as a for profit enterprise
- External Stakeholders:
 - Stockholders (subgroups based on level of ownership)
 - Senior Principals, Principals, Senior Associates
 - Associates, Junior Associates- internal
 - Employees who do not own stock- internal
 - Clients
 - Agencies
 - Local Communities
 - Subcontractors and suppliers
 - Teaming Partners

Sustainability issues offer risks and opportunities for GEI. This is a concern for GEI's internal and external stakeholders, all of whom can positively or negatively influence GEI operations. With a wide array of stakeholders, there is a corresponding wide range of interests, concerns, and influence. Through multistakeholder engagement, GEI can promote inclusivity and maximize the positive contributions of stakeholders while mitigating risks and challenges. Seeking input from various stakeholders is an integral step in developing goals and objectives.

3. Developing Sustainability Goals

The Committee is focused on establishing and achieving GEI's short- and long-term Scientific Based Targets (SBTi) that are aligned with the SBTi Net-Zero Standard². The committee has set short-term SBTi goals and targets to reduce GEI's GHG emissions, waste, and energy use over the next 5 to 10 years to help limit global warming by 1.5°C. The committee has set long-term SBTi goals and targets to achieve net-zero across GEI's entire value chain by 2050.

The *Green House Gas Emissions Baseline Study and Emissions Reduction Workplan* proposes that GEI spend two years submitting a basic report to The Climate Registry (TCR). Basic reporting is intended to be an introduction to reporting and does not prescribe any reporting requirements. Instead, members reporting basic inventories try to report as much information as they can while also becoming familiar with entering data into TCR's system. The workplan proposes that GEI's reports on all GHG emissions from all office locations starting with 2025 data.

As part of the basic reporting phase, for the first 2 years, the workplan proposes to tabulate and report on four sources of GHG emissions (company owned or leased vehicles; purchased electricity, steam, heating and cooling; business travel; and employee commuting) from eight office locations (Toronto, Denver, Chicago, Marquette, Boston, Dallas, Raleigh, and Sacramento).

The Committee has identified the following as possible issues that GEI will address in its sustainability efforts. The goals will be comparable to the level of effort of many of our peers, competitors, and clients. The goals and targets for each issue will be finalized once they are approved by the Executive Team.

- Decarbonization
- Waste Reduction
- Energy Efficiency

² <https://sustainabledevelopment.un.org/content/documents/5987our-common-future.pdf>

4. Implementation

Successful implementation of this plan requires external communication. It is imperative that our clients and the public are regularly informed of GEI's sustainability efforts. As with internal communication, the action items presented below will be refined with assistance from GEI's Director of Communication.

- Work with Director of Communication to create sustainability page on public website.
- Work with Director of Communication to promote efforts in a meaningful manner.
- Submit annual GHG emissions report to TCR and CDP.
- Prepare annual public sustainability report that includes section on GHG emissions.
- Include statement on GEI's webpage from CEO and Board of Directors regarding sustainability efforts.
- Annual interaction with stakeholders:
 - review sustainability issues that are of importance to stakeholders,
 - assess the effectiveness of our efforts, and
 - assess our success in communicating with stakeholders.

Once goals and targets are established, the Committee will oversee an annual assessment of the previous year's efforts. Based on the findings, adjustments to goals and targets may be required. In addition, future acquisitions and company growth may require revising goals or targets.