

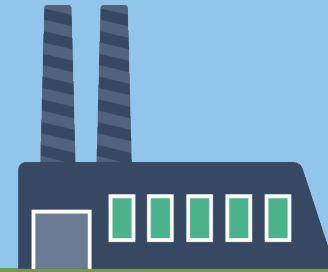
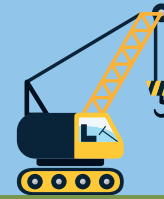


Sustainability Report 2020-2021

Our sustainability mission is to provide leadership and tools to integrate truly sustainable design thinking into the way we work, through practices that balance cultural, environmental, and economic concerns so that it is no longer considered sustainable design; it is SSOE design.



Sustainable Project Design



7.9 million

square feet of LEED-certified projects designed as of 2021, contributing significant savings in water, energy, and construction waste

\$69 million

savings accumulated from 2010 to 2021 resulting from SSOE's LEED-certified projects



Water

SSOE is committed to reducing the volume of water utilized in the built environment. We track water usage on all of our LEED projects:

46%

water saved annually per project (average 2011-2020)

9.5MM

gallons of water saved annually

81.40MM

gallons of water saved to date over lifecycle of designed facilities



Waste

SSOE encourages Construction Waste Management Planning on LEED projects. Every ton of waste diverted from the landfill prevents nearly 3 tons of CO2e from being released into the atmosphere.

GOAL

75%

of construction waste diverted annual average

RESULTS

84%

of construction waste diverted annual average

168,215

tons of construction waste diverted to date



Energy

Saving energy reduces greenhouse gas emissions and it makes sense from an operational standpoint as well.

29%

energy saved annually per LEED project (average 2011-2020)

\$8.5MM

annual documented energy savings

672,748 MMbtu

total energy saved annually

5,709,114 MMbtu

energy savings accumulated to date over lifecycle of designed facilities

139,402 Metric Tons

of CO2 Emissions reduced annually, equaling the energy used to power households in Brentwood, TN for one year

1.18MM Metric Tons

of CO2 Emissions reduced over the lifecycle of designed facilities to date, the equivalent of the energy used to power households in Cleveland, OH for one year

Sustainability Inside SSOE

Our Sustainability Vision Statement: We are the global project delivery company that leaves green footprints around the world. We champion worldwide health and safety, nurture sustainable innovations, thoughtfully endow projects with green materials and methods, and inspire others to think sustainably.



Looking back. Since we began tracking our operational environmental impact in 2016, SSOE has successfully met or exceeded the 5-year targets we set out to achieve by the end of 2020: **100% electricity purchased from renewable sources, 10% reduction in corporate air travel, and 10% reduction in Greenhouse Gas (GHG) emissions from employee commuting.** SSOE has tracked over 1.3 million miles using alternative transportation through 2019, and saved 4.4 million miles of single occupant vehicle commuting in 2020. SSOE has also realized improvements from 2016 baseline: **13% efficiency in EUI (energy use intensity) and 20 SF / employee reduction in office space.** While it's a good start, SSOE recognizes that setting independently validated, rigorous targets are required to demonstrate our commitment to a sustainable future.



Looking forward. Tracking our GHG emissions allows SSOE to identify operational risks and opportunities. SSOE is committed to set science-based emissions reduction targets* across all scopes in line with 1.5°C scenarios.

Short-term Operational Goals (2021-2023):

- Identify gaps in operational data tracking
- Implement remediation strategies to capture data
- Streamline and automate data collection and reporting
- Improve Scope 3 tracking by requiring data from our purchased goods and services supply chain
- Complete Scope 3 screening
- Submit science-based targets to [SBTi](#) for validation

Short-term Project Goals (2021-2023)

- Focus on design optimization and high performance building design
- Expand project design efficiency tracking
- Identify GHG emissions reduction design opportunities
- Leveraging our human capital and committing to sustainability expertise by growing our LEED AP, CEM, and other accreditations



We are committed to transparency and driving sustainable economies. In 2022, SSOE will resume reporting to the Carbon Disclosure Project (CDP), and will be on track to commit to the [SBTi](#) Business Ambition Pledge. We are evaluating technology to streamline data collection and reporting for greater transparency. SSOE will leverage technology to reduce GHG emissions through design. SSOE's commitment to reducing our carbon footprint reinforces our commitment to our clients, colleagues, and communities.



Access to clean water is a top priority. SSOE has installed water filters in all of our offices. Water testing, analysis, and remediation is required in our offices to ensure confidence in our drinking water supply. Based on our bottle fill counters, SSOE averages 214 water bottles removed from our waste system per person per year, or 216,782 total water bottles for all SSOE employees per year. That is enough to fill 70% of a football field (including the end zones!) Approximately 1.4 gallons of water are required to produce one single serve plastic water bottle, saving approximately 303,495 gallons of water per year.



Upgrades to the mechanical system controls at our SSOE Headquarters are complete, providing improved energy efficiency, indoor air quality, and monitoring. Systems are lighting control-ready, as lighting upgrades are completed, with an anticipated 30% reduction in annual electricity usage. Phase two lighting upgrades in conference rooms are slated for completion by end of 2021. SSOE reviews all leasing agreements to ensure water safety, recycling services, and energy efficiency are addressed upon renewal.



We continue to find ways to reduce our waste stream by promoting digital documentation, as well as encouraging employees to bring reusable utensils and food containers for meals. We provide employees with reusable water bottles and washable cloth masks, as well as are removing single serve plastic from our offices. All paper is shredded and recycled. Cardboard paper rolls are donated to the Toledo Zoo for animal enrichment, where they are composted after use. Where we cannot reduce, we recycle and compost, based on office location. In 2021, SSOE's goal is to improve our waste stream reporting, to identify efficiency opportunities.

*Targets are considered 'science-based' if they are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to well-below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C.

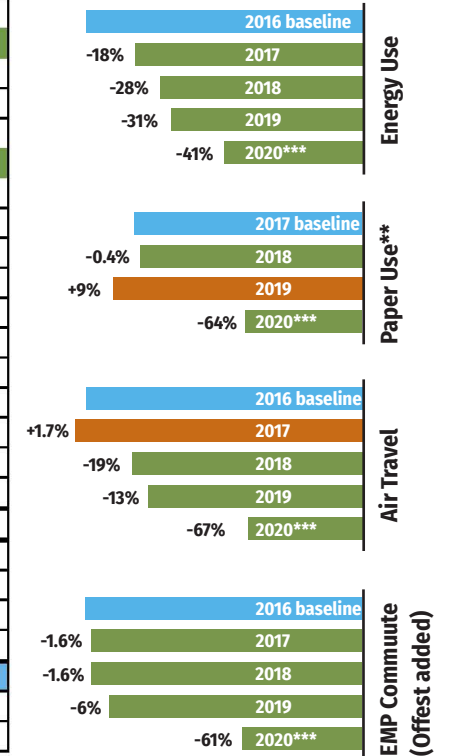


Operational Greenhouse Gas Emissions Tracking

Target: reduce Scope 1&2 GHG emissions 50% by 2030.

		2020***	2019	2018	2017	2016
SSOE Number of Employees*		824	842	921	946	926
Calculated EUI (Energy Use Intensity) MT CO2e*		1,798	2,113	2,223	2,517	3,051
Economic Value Equivalent \$50/MT CO2e*		\$89,900	\$105,650	\$111,150	\$125,850	\$152,550
EUI % Reduction From Typical Office Baseline (Zero Tool)*		-58%	-53%	-54%	-50%	-45%
SCOPE 1 - Direct Emissions (Owned)						
Emergency Generator (Immaterial)		no data	no data	no data	no data	no data
Fleet Vehicles		6.01	17.57	no data	no data	26.8
Total Scope 1 (% Reduction from 2016 Baseline)		-78%	-34%	no data	no data	Baseline
SCOPE 2 - Indirect Emissions (Purchased Energy)						
Electricity		1,656	1,944	2,046	2,363	2,929
Natural Gas		186	201	211	200	204
Total Scope 2 (% Reduction from 2016 Baseline)		-41%	-31%	-28%	-18%	Baseline
SCOPE 3 - Emissions (Indirect Value Chain)						
Purchased Goods & Services		no data	no data	no data	no data	no data
Waste (Operational)		no data	no data	no data	no data	no data
Paper / Shredding / Recycled (lbs)**		55,258	170,311	155,297	155,893	no data
Recycled / Reused / Diverted		no data	no data	no data	no data	no data
Business Travel (Air)		269	712	663	832	818
% Reduction from Baseline (2016)		-67%	-13%	-19%	no data	Baseline
Business Travel (Rental + Personal Vehicle)		1,452	3,088	3,380	no data	no data
Employee Commuting		2,699	2,714	2,732	2,732	2,795
% Reduction from Baseline (2016)		-4%	-3%	-2%	-2%	Baseline
Investments		no data	no data	no data	no data	no data
Total Scope 3+		4,420	6,514	6,775	3,564	3,613
Total - Scopes 1,2,3 (Calculated)		6,268	8,677	9,032	6,127	6,773
Offsets (MTCO2e)	RECs (Purchased Renewable Energy Credits)	-1,656	-1,944	-2,046	-2,363	-2,929
	Plastic Water Bottle Waste Reduction	-6	-9	-4	no data	no data
	Alternate Transportation (VMT Reduction)	-1,671	-202	-100	-100	-119
	Total Offsets (MT CO2e)	-3,333	-2,155	-2,150	-2,463	-3,048
	Total Carbon Footprint (Calculated MT CO2e*)	2,935	6,522	6,882	3,664	3,725
Economic Value Equivalent \$50/MT CO2e*		\$146,750	\$326,100	\$344,100	\$183,200	\$186,250
% Reduction from Baseline (2018)		-57.4%	-5.2%	Baseline		

Tracking Our Progress (SSOE corporate baseline)



*New and expanded GHG emissions studies included in reporting. **Not calculated or included in MT CO2e reporting.

***2020 data impacted by COVID-19. *Scope 3 GHG emissions will grow with expanded data collection / reporting