Sustainability Report 2022

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

9 MM **SF of LEED-certified projects designed through 2022** contributing significant savings in water, energy, and construction waste

$74 MM **in savings accumulated from 2010 through 2022** 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:

45%
water saved annually per project (average 2010-2022)

10 MM
gallons of water saved annually

85.4 MM
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 three tons of CO_2 equivalent from being released into the atmosphere.

GOAL **75%** construction waste diverted annual average

RESULTS **80%** construction waste diverted (LEED projects)

RESULTS **22,698** tons of construction waste diverted to date

Energy

Saving energy reduces greenhouse gas emissions which benefits both the environment and business operations.

29%
energy saved annually per LEED project (average 2010-2022)

$8.5 MM
annual documented energy savings

683,444 MMbtu
total energy saved annually

5,989,437 MMbtu
energy savings accumulated to date over lifecycle of designed facilities

Sustainable Facts

- **72 LEED Accredited Professionals**
- **3 WELL Accredited Professionals**
- **1 Certified Energy Procurement Professional**
- **3 Certified Energy Managers**
- **15 Members** of the Sustainable Design Strategy Group
- **Silver Member** SSOE has been a member of the USGBC since 2002

SSOE's Sustainability Commitments

SSOE is committed to transparency and driving sustainable economies. On Earth Day April 22, 2022, SSOE submitted its commitment letter to the **SBTi** Business Ambition Pledge. We also signed the American Institute of Architects' (AIA) **Architecture 2030 Challenge**. SSOE's participation in these "Race to Zero" initiatives reinforces our commitment to our clients, colleagues, and communities. Since making these commitments, SSOE has partnered with **Greenly,** a Carbon Accounting Platform, to baseline our corporate GHG emissions and set reduction targets for validation. A snapshot of our total emissions for baseline year 2019 has been included on the following page. SSOE will begin reporting project Energy Use Intensity (EUI) of our designed facilities for CY 2023. SSOE has identified AIA 2030 champions to provide resources and support as project teams navigate the workflow. Client and internal resources with links to training are available on the Sustainable Design SharePoint site.

Short-term Progress. 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 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

(anticipated submission: July 2023)

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
- ☑ Leverage our human capital and commit to sustainability expertise by growing our LEED AP, CEM, and WELL AP accreditations

Noteworthy Numbers

While the number of employees has increased 27% from baseline year 2019, SSOE has realized absolute reductions in the following categories:

22% reduction in SF of office space per employee

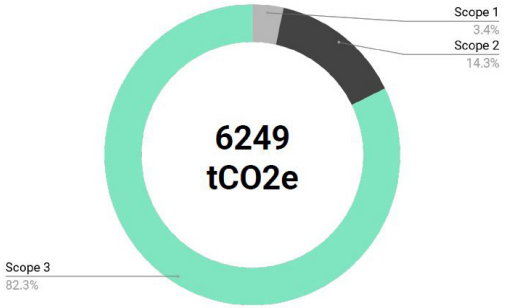
42% reduction in U.S. employee commuting*

40% reduction in flights

*reductions realized are due to SSOE's Hybrid Work policy introduced in 2021

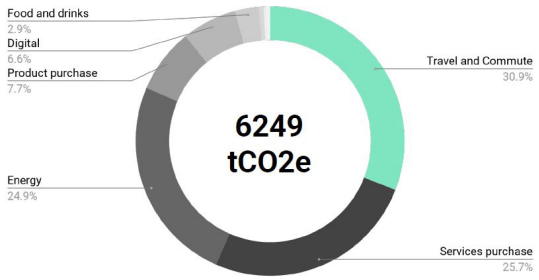
2019 Baseline GHG Emissions Assessment

Total emissions of SSOE Group, by Scope (% tCO2e)



Emissions profile summary	
Scope 1	212.9 tCO2e (%)
Scope 2	894.0 tCO2e (%)
Scope 3	5142.3 tCO2e (%)

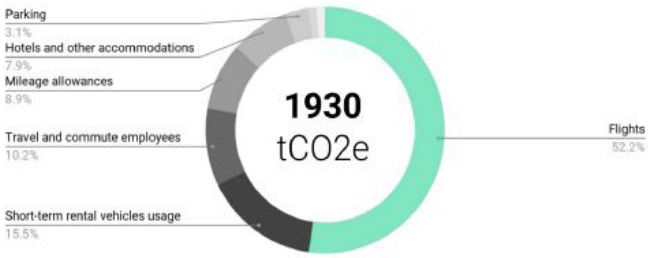
Total emissions of SSOE Group, by activity (% tCO2e)



	SSOE Group (tCO2e)	Per employee tCO2e/employee
Travel and Commute	1930	1.6
Services purchase	1605	1.3
Energy	1554	1.3
Product purchase	483	0.4
Digital	413	0.3
Food and drinks	181	0.2
Others*	82	< 0.1

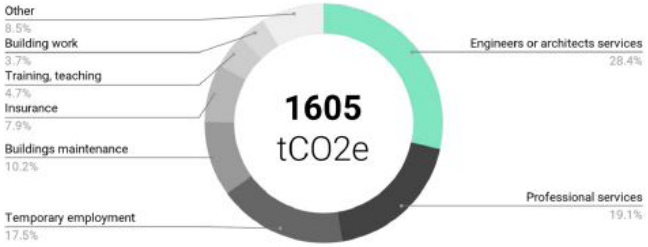
These charts were created by external carbon accounting platform Greenly. SSOE has partnered with Greenly to baseline our corporate GHG emissions and set reduction targets for validation.

Travel and Commute emissions by category (% tCO2e)



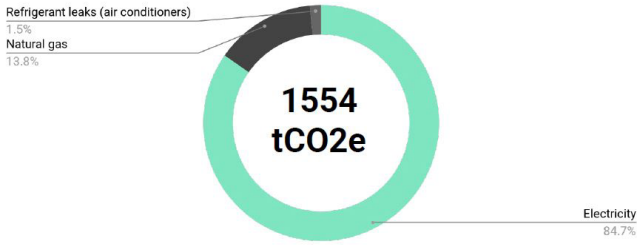
32 % of the total

Services purchase emissions by category (% tCO2e)



26 % of the total

Energy emissions by category (% tCO2e)



25 % of the total

Operational Greenhouse Gas Emissions Tracking

SBTi requires absolute reduction of Scopes 1 and 2 GHG emissions by 50% by 2030 (net zero by 2050). Since SSOE's Scope 3 emissions are greater than 40% of its total emissions, we are required to set emission reduction targets and/or supplier or customer engagement targets that collectively cover at least 67% of total Scope 3 emissions.

A note on the revised data: SSOE's internal accounting methodology is not a complete assessment of our GHG emissions. The table below has streamlined Scope 3 category reporting to business travel (flights / rentals) and employee commuting based on reliable data collection. As we continue to work with Greenly to transition our GHG emissions assessment, it will include a full accounting of all scopes, which will alter our previously reported data.

CATEGORY	2022	2021*	2020*	2019
GENERAL INFORMATION				
Number of Employees (US & International)	1,300	1,133	1,013	953
SF Office Space	233,903	238,284	201,072	220,751
SF Office Space per employee	179.9	210.3	198.5	231.6
SCOPE 1 - DIRECT EMISSIONS (OWNED)				
Fleet Vehicles	4.8	7.6	5.8	16.9
SCOPE 1 % Reduction from Baseline (2019)	-71.6	-55.0	-65.7	**Baseline**
SCOPE 2 - INDIRECT EMISSIONS (PURCHASED ENERGY)				
Electricity	1,018	1,160	872	1,343
Natural Gas	272	259	201	259
Total Purchased Energy (tCO2e)	1,290	1,419	1,073	1,602
SCOPE 2 % Reduction from Baseline (2019)	-19.5	-11.4	-33.0	**Baseline**
SCOPE 3 - INDIRECT EMISSIONS (VALUE CHAIN)				
Business Travel (Air)	429	313	269	712
% Reduction from Baseline (2019)	-39.7	-56.0	-62.2	**Baseline**
Business Travel (Rental + Personal Vehicle)	678	392	402	537
% Reduction from Baseline (2019)	26.3	-27.0	-25.1	**Baseline**
Employee Commuting (US Employees only - based on our Hybrid Work policy)	1,504	1,293	1,026	2,606
% Reduction from Baseline (2019)	-42.3	-50.4	-60.6	**Baseline**
TOTAL (CALCULATED tCO2e)				
Scopes 1, 2, and 3**	3,906	3,425	2,776	5,474
% Reduction from Baseline (2019)	-28.6	-37.4	-49.3	**Baseline**
Social Cost of Carbon (Biden Administration) = $51 per ton	$199,195.80	$174,654.60	$141,565.80	$279,168.90
tCO2e per Employee**	3.0	3.0	2.7	5.7

*2020-2021 impacted by Covid **Scope 3 calculated totals only include business travel & commute

Operational Greenhouse Gas Emissions Tracking

Reduction Strategies

Three emissions categories make up just over 80% of SSOE's GHG emissions footprint. SSOE will focus on reduction strategies over these three categories and has already made significant progress in reducing Scope 3 emissions. Reduction strategies listed below will be evaluated for feasibility and implementation.

Focus on Travel and Commute (Scope 3)

- Reducing flights by 50% can reduce the emissions in this category by 22%. **Since 2019, SSOE has reduced flights by nearly 40%.** Additional reduction strategies include implementing a flight limit per team and grouping meetings / travel into one trip.
- Employee commuting accounts for 10% of emissions in this category. **Our Hybrid Work policy, which allows employees to work from home two to three days per weeks, has resulted in an absolute emissions reduction of more than 42%** (despite a 27% increase in staffing from 2019-2022).

Focus on Services Procurement (Scope 3)

- In 2019, 18 of our suppliers / consultants accounted for 12% of our total emissions. It is necessary for SSOE to engage its key partners by identifying our suppliers' commitments (via no-cost Greenly survey), selecting partners who have an environmental strategy, and encouraging our value chain to make their own reduction commitments.

Focus on Energy (Scope 2)

- Adjusting temperature settings can help improve efficiency.
- Investing in renewable electricity procurement is an acceptable strategy for reducing Scope 2 emissions.

Sustainability Vision

We are an internationally ranked architecture and engineering firm that strives to leave green footprints around the world. We aim to provide design solutions that demonstrate value by thoughtfully embedding projects with sustainable materials and methods that reduce overall carbon footprint, improve wellness, and build in resiliency.