



Environmental, Social, and Governance Executive Summary

2024

MESSAGE FROM OUR CEO

At SSOE, we're determined to be part of the solution. As we approach 77 years of service, we are guided by a simple but powerful belief: business success and social responsibility are interconnected. Environmental, Social, and Governance (ESG) isn't a parallel initiative—it's a natural extension of our vision: Designing and Building the Future for our Clients, Colleagues, and Communities. Today, as we navigate accelerating environmental, social, and technological transformation, our responsibility extends beyond resilient design toward a sustainable, ethical, and inclusive future.

In 2024, we advanced that mission with measurable progress:

Environmental Responsibility

Through focused efforts, we elevated our EcoVadis score by 12% and achieved a 27% reduction in emissions per revenue. Our science-based emissions reduction targets were validated by the Science Based Targets initiative (SBTi), anchoring our pledge to meet our near-term reduction targets by 2030 and reach net-zero emissions by 2050. Our design work reported to AIA 2030 in 2024 spans over 27 million square feet of project space, achieving a 43% average reduction in Energy Use Intensity.

Social Equity and Inclusion

Our growth isn't driven by momentum—it's driven by intention. It's a deliberate choice, an integral part of our corporate initiatives, and a strategic priority to forge a company that truly emulates the world around us. This year, we doubled our Employee Resource Groups creating space for more voices and perspectives, awarded our first HBCU scholarship to help close opportunity gaps, and delivered DEI training across 100% of our workforce.

Governance and Innovation

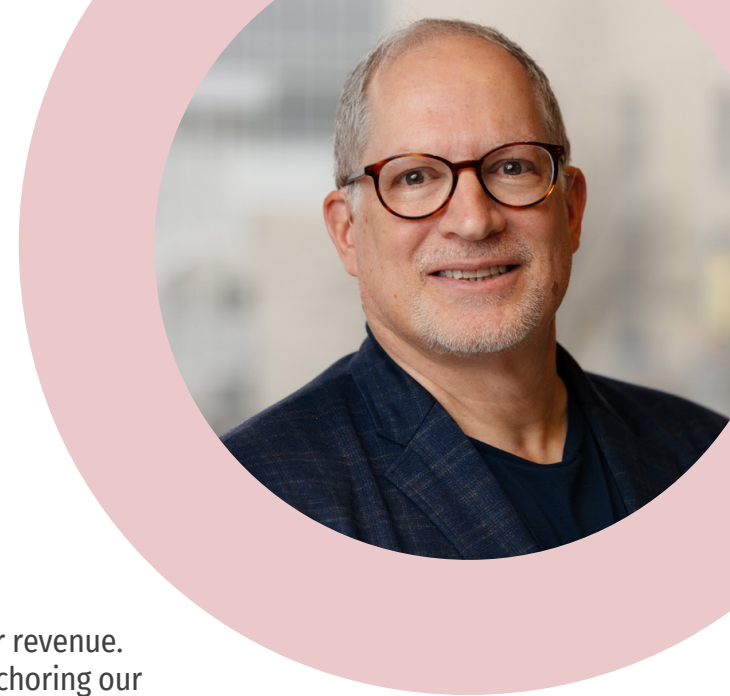
Innovation is more than a tool—it's a core principle. In 2024, we launched a firmwide AI governance framework that's streamlining workflows, enhancing collaboration, and driving smarter project delivery. From generative design to predictive analytics, our AI efforts are unlocking new value for clients. Our continued rise in the ENR Top 500 reflects the strength of this integrated, innovation-driven approach.

Looking Ahead

We are committed to driving progress in sustainability, inclusion, and innovation—simultaneously and at scale. As we expand our global impact, we will continue to lead with purpose, collaborate with intention, and design with integrity.

Vince DiPofi, PE

Chief Executive Officer



IMPACT HIGHLIGHTS



The SSOE Experience is the combination of our Value Promise and Great Client Service that results in trusted relationships.



The **Toledo Area Regional Transit Authority (TARTA)** partnership aims to revolutionize public transit accessibility and efficiency with sustainable transportation solutions.

With approximately 7,100 weekday riders, TARTA plays a vital role in the region's daily mobility.

Leveraging expertise as a leader in electric vehicle and battery manufacturing, SSOE will serve as owner's representative to facilitate TARTA's vision of a future with a zero-emission fleet, modernized facilities for electric vehicles, and net-zero electric power consumption.

Community Impact Story

Driving Sustainability: Electrifying Toledo Transit



The firm awarded its **first Historically Black Colleges and Universities (HBCU) scholarship**, an annual initiative aimed at bridging the gap for underrepresented groups in the AEC industry, to Ciera Wheeler, a woman architectural engineering student at Tennessee State University.

Chosen for her outstanding academic achievements and passion for both engineering and architecture, Wheeler joined SSOE as a student intern, receiving financial assistance, mentoring, and networking opportunities.

Colleague Impact Story

#chooseSSOE: Ciera's story



Trinity Central Flats reclaims an underutilized site across from Atlanta City Hall into 218 green, affordable homes with on-site job placement, arts, and wellness amenities.

For a community long overlooked, this project delivers more than economic value—it restores opportunity, dignity, and a resilient future. With solar harvesting, stormwater infrastructure, enhanced pedestrian connectivity, local hiring, and minority-owned business participation, it delivers tangible benefits while activating a key civic corridor.

Client Impact Story

City of Atlanta's Trinity Central Flats

A Year in Review



Colleagues & Communities

230+

organizations supported from donations and volunteering efforts

7x

Great Place to Work Certified for the 7th Year

1/3

of all new hires were Underrepresented Minorities

2x

Doubled Employee Resource Groups
6 Groups, 2 Sub Groups, 215+ global members



Environment

Validated

Science Based Target initiative
Near-Term and Net Zero Targets

-38%

Business Travel & Commute
absolute emissions reduced*

-46.8%

Business Travel & Goods/Services
intensity emissions reduced*

27M GSF

designs analyzed, averaging a 43%
reduction in Energy Use Intensity (EUI)



Governance

AI

Enacted AI Governance Team
(AIGT)

Platinum

Earned Highwire's Platinum
Safety Award

22%

Improved EcoVadis
ESG Score from 2023



Clients

9/10

clients would
recommend SSOE

10x

Interdisciplinary Practice Groups
formed to enhance project delivery

Top 10

Ranking in 4 Markets by
Engineering News Record (ENR)

100%

Employee Participation on Cybersecurity,
Safety, Sustainability, and Ethics Training

*from Baseline Year 2022

Future Forward: 2025-2030 Goals



Mission

Deliver unparalleled client value that advances the AEC industry.



Vision


Designing and building the future for our clients, colleagues, and communities.



Maintain SSOE's Great Place to Work designation



By 2025, establish a business travel emissions reduction plan



By 2025, improve EcoVadis ESG Score +10% overall from 2023



Improve ENR Top Ranking to 75

Maintain OSHA Total Recordable Incident Rate below industry standards

By 2025, reduce Scope 2 absolute emissions -10% from 2022

Review and update internal policies; set a 2-year review cadence

Increase energy modeling on building designs by 25%

Increase diversity in our talent pool and talent management pipeline

By 2025, engage with our top Suppliers to provide data on their GHG Emissions

Draft and implement a Supplier Engagement Policy

Increase Life Cycle Assessments measuring embodied carbon on building designs by 25%

All objectives are currently in progress, with several already achieved within the first year of tracking as identified in bold coloring.

Read the full report [here](#).

