



Building Momentum

A Year of Environmental, Social, and Governance Leadership

2025 ESG Report



1. A MESSAGE FROM OUR CEO

Dear Stakeholders,

The AEC industry is increasingly operating at the intersection of innovation and sustainability, and that's where SSOE Group is intentionally positioning our business. As facilities become larger, more complex, and more energy-intensive, the challenge isn't choosing between innovation and responsibility—it's ensuring they advance together. Ultimately, the industry's future lies in this balance: using technology to scale sustainability, and sustainability to guide how innovation is applied.

In our early years of ESG reporting, we focused on building the foundation for accountability. Today, our focus has shifted from establishing commitments to scaling impact. In 2025, we expanded our global delivery model to scale expertise across borders, advanced the responsible use of AI to enhance how we serve clients, launched the SSOE Foundation to deepen community impact, and welcomed SHYFT—a Columbus, Ohio-based architecture and design firm—to strengthen our design capabilities, all while improving our EcoVadis performance. Together, these efforts and many others build an organization capable of delivering greater value at scale for our clients, colleagues, and communities.

As our industry evolves and our impact grows, so does our responsibility to lead with innovation, integrity, and purpose. Our 2030 roadmap challenges us to further embed ESG into every client engagement, accelerate decarbonization efforts across our value chain, and strengthen the governance and accountability structures that support long-term success.

CEO, Vince DiPofi

*This report may contain statements that are forward looking. These statements are based on current expectations and assumptions that are subject to risks and uncertainties, which may cause actual results to differ materially.



2.

About SSOE

Founded in 1948 in Toledo, Ohio, SSOE is an internationally recognized architecture and engineering firm, committed to delivering unparalleled value to our clients. What sets us apart is our emphasis on collaboration, which permeates every aspect of our operations—from internal interactions to project delivery methodologies.



1,400+
Employees



20
Global Locations, Across 3 Countries



\$2B
Documented Client Savings



95%
Client Recommendation



150
Clients Over 20 years

Core Values:

- Safety
- Social Responsibility
- Collaboration
- Innovation
- Integrity
- Quality
- Agility
- Diversity, Equity, and Inclusion

Internationally Ranked

Project Spotlight: Ford's BlueOval City—Engineering News-Record's Southeast Project of the Year and Best Project in Manufacturing—spans 4,000 acres and is designed to run on carbon-free energy. This vertically integrated EV campus unites vehicle assembly, battery production, recycling, and a supplier park in one location. Designed to function like a small, sustainable city, it targets carbon neutrality and zero waste to landfill. BlueOval City sets a new benchmark for manufacturing and sustainability at scale.



Engineering News-Record (ENR)

- Top 3 Semiconductor Design Firm for the past 9 years
- #2 Manufacturing Design Firm for the past 4 years
- Top 5 Automotive Plant Design Firm for the past 3 years
- #8 Chemical Plant Design Firm in 2025
- Top 30 Industrial Process Design Firm for nearly two decades
- #87 in the Top 500 Design Firms for 2025

BUILDING DESIGN + CONSTRUCTION

Building Design + Construction (BD+C)

- Top 10 Industrial Engineering Firm for more than a decade
- Top 15 Engineering / Architecture Firm for more than a decade



Consulting-Specifying Engineer

- MEP Giant for more than a decade

A Year in Review

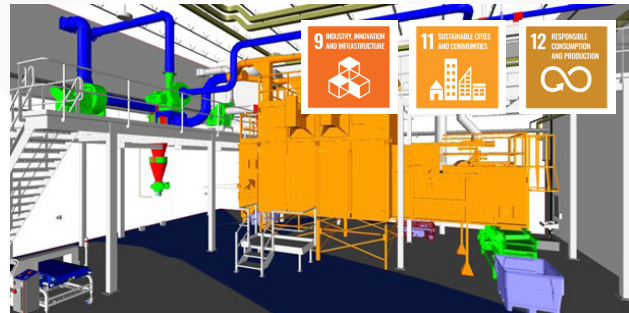
#25 2025 Fortune Best Workplaces in Consulting & Professional Services	Progress on validated Science-based Near-Term and Net Zero Targets	#20 Opened our Phoenix, Arizona office to meet growing demand	95% clients would recommend SSOE
8x Great Place to Work Certified for the 8th Year	-24.6% Business Travel & Commute absolute emissions reduced*	Platinum Earned Highwire’s Platinum Safety Award	SHYFT Expanded Architecture Practice Group through acquisition of SHYFT
29% of all new hires were Underrepresented Minorities	-27.4% Business Travel & Goods/Services intensity emissions reduced*	7% Improved EcoVadis ESG Score from 2024	8x Named a Zweig ‘Hot Firm’ for the 8th Year
\$100,000 Minimum multi-year financial commitment to HOPE Toledo through the SSOE Foundation	16M GSF designs analyzed, averaging a 43% reduction in Energy Use Intensity (EUI)	100% Employee Participation on AI, Cybersecurity, Safety, Sustainability, and Ethics Training	

*from Baseline Year 2022

2025 Highlights

Colleague Impact Story #chooseSSOE: Trey Eubanks' story

Trey began his journey with SSOE in 2023 as an engineering student at the University of Toledo and an active member of the National Society of Black Engineers (NSBE). After his NSBE mentor recommended SSOE, which supports the chapter through scholarship funding, Trey toured SSOE's facilities and submitted his resume on the spot. He progressed through two co-op assignments and an intensive internship before converting to a full-time employee in January 2025. Trey recently went back to the NSBE National Conference, representing SSOE alongside our recruitment team to reinvest in the talent cycle.



SSOE partnered with a food client to transform an existing warehouse into a 38,000-square-foot research and development pilot facility. By using a pilot-first approach that allows new processes, equipment, and layouts to be tested and refined before full deployment, the project reduces operational risk, avoids unnecessary material waste, and enables long-term adaptability, as it equips the client with data-driven insights to guide future manufacturing investments. Retrofitting an existing structure reduced costs and schedule - and by default - embodied carbon emissions. The result is a facility that supports innovation while aligning operational efficiency with responsible resource use.

Client Impact Story Piloting Innovation



Built to train those who will build the future, the Hyundai Mobility Training Center of Georgia is opening doors to the next generation of mobility.

The 89,000 SF advanced manufacturing training environment fuels Hyundai Motor Group Metaplant America, the largest economic investment in Georgia's history and the company's first dedicated EV mass-production facility in the U.S.

Powered by the Technical College System of Georgia's Quick Start program, the nation's #1 workforce training program, the center features industry-leading robotics, mechatronics, and EV assembly high bay labs that prepare talent for the road ahead.

Community Impact Story Quick Start: Workforce Development

3.

Our Impact

\$400M

\$400 million investment in clean energy

4.36M

Spanning 4,356,000 SF or **approximately 100-acres**

2.1GW

2.1 GW of solar cell manufacturing **production per year**

Designing for a Regenerative Future. Austin, Texas

Project Highlight: SSOE Group is providing design and engineering services for T1 Energy's "G2_Austin", a 100-acre greenfield solar cell manufacturing facility at the Sandow Lakes Advanced Manufacturing and Logistix Campus in Milam County, Texas. As part of the project, SSOE has worked closely with a Chinese Design Institute to assist in localizing the client's technology used overseas to ensure compliance with all U.S. codes and standards.

Backed by a \$400 million investment, the site broke ground in December 2025. Upon completion of Phase 1, the main 275,000 SF facility will manufacture 2.1 gigawatts of TOPCon solar cells annually and create up to 620 jobs.



3. OUR IMPACT

2030 Impact Goals



Environment

- Meet our near-term Science-based Targets for Scopes 1 & 3 reductions (Scope 2 targets - achieved)
- Optimize AI-driven insights to inform project sustainability, climate risk, and resilience measures
- Work with our largest suppliers to report and improve GHG Emissions



Scope 2 Achieved | AI-driven



Clients

- Improve ENR Top Ranking to 75
- Service Offering to every client: Project Roadmap to Zero Carbon (supporting AIA 2030 Commitment)
- Embed ESG into every client engagement



Embed ESG



Colleagues & Communities

- Maintain SSOE's Great Place to Work designation
- Maintain OSHA Total Recordable Incident Rate below industry standards
- Increase diversity in our talent pool and talent management pipeline



Maintained or Exceeded



Governance

- Reach EcoVadis 75th percentile score
- AIA 2030 workflow and reporting integrated into all building facility projects
- ESG KPIs are embedded in policies, operating procedures, and work instructions



AIA 2030 Integration | Embed ESG

Innovation



At SSOE, we harness creativity to generate innovative ideas that maximize value. We believe the future of architecture and engineering is AI-powered but human led. We're not waiting for transformation to happen around us. We're making it happen—responsibly, boldly, and in a way that truly benefits our clients and our people with resources including but not limited to: Microsoft Copilot, Autodesk Forma, Agentic Automation, ACC AI Assistant, and PODIUM.io. We provide a competitive edge through our utilization of design automation and generative AI on our projects, with our people to streamline and improve productivity, saving hours of compute time and energy.



Design Automation

4,600+

hours saved with
Automation, up
15% from 2024



Design Automation

\$345k

minimum saved
with Automation
in 2025



Revit - BiMLogiq AI

\$223k

in time savings



Route LLM

-53%

efficient use of AI
Routing enabled
reduction in Energy use
and Water use by 53%

#1

first-of-its-kind
U.S. greenfield
colocation facility

100 kW

per cabinet **ready**
for future AI
deployments

Tier 3

engineered to meet
Uptime Institute®
Tier III standards

16,000

sustainable energy use
equivalent to 16,000
homes annually

Emerging Markets

**Designing for a Regenerative Future.
Data Centers**

Project Highlight: A new model for high-density data centers, turning waste into a resource with a first-of-its-kind biomass-powered greenfield colocation facility in the U.S., integrating renewable energy directly into the computing environment.

As demand for digital infrastructure grows, the challenge isn't choosing between innovation and responsibility—SSOE is ensuring they advance together. Waste not, want not. By reusing waste heat from an adjacent biomass plant and incorporating non-potable water sources, the facility is engineered to meet Uptime Institute® Tier III standards—supporting cabinet densities from 10–50 kW today, with infrastructure ready for future AI deployments exceeding 100 kW per cabinet.



Stronger Together

Commitments to the Future. Toledo, Ohio



In partnership with the Greater Toledo Community Foundation, the SSOE Foundation will enhance charitable impact by flexibly allocating resources where SSOE employees live and work. The SSOE Foundation announced a five-year commitment to support the Metroparks Toledo floating wetlands as part of the transformative Glass City Riverwalk project, supporting the installation of six sustainable floating wetlands along the Glass City Riverwalk to improve water quality and environmental resilience.

This initiative aligns with our firm's Environmental, Social, and Governance values and is especially meaningful to us, with our world headquarters located just a mile away in downtown Toledo.

2025 Highlights

 \$858k in total giving for 2025	 376 grants awarded through the SSOE Foundation	 28% of leadership (Director or above) are women
 272 organizations supported throughout 25 U.S. states and 3 global locations	 \$8k in contributions through SSOE's Volunteerism Program	 29% of all new hires were Underrepresented Minorities
 \$10k all 6 ERGs pooled resources to collectively contribute to STEM education for underrepresented youth at Portland-based Building Blocks 2 Success (BB2S)	 90% of current ERG members state that ERGs positively impact their experience at work, effectively building a sense of community	

Employee Resource Groups

- 

PRIDE
People Respecting Identities, Diversity, and Equality
- 

BLACC
Black Leaders and Collaborative Changemakers
- 

SWAN
SSOE Women Allies Network
- 

HoLA
Hispanic and Latin Allies
- 

Interfaith Alliance
- 

HYPE
Helping Young Professionals Excel

1 in 5 employees belong to one or more ERGs

What's Measured Gets Managed

ESG Performance and Environmental Management

Part of our environmental stewardship is to strategically reduce energy consumption, implement and update waste recycling initiatives, and conserve water resources across our offices.



100% renewable electricity in offices through the purchase of RECs



Bottle Refill Stations in every office



Space optimization studies in several office locations and Toledo HQ



Install low-flow plumbing fixtures during renovations



Recycling & waste management based on available infrastructure



Disposal procedures for documents and equipment

OVERALL SCORE



59/100

51st Percentile

+7 points from 2024



Environment

66/100 *-4 points from 2024*



Labor & Human Rights

55/100 *+9 points from 2024*



Ethics

62/100 *+10 points from 2024*



Sustainable Procurement

55/100 *+15 points from 2024*

EcoVadis is a globally recognized platform that assesses and rates companies' environmental, social, and ethical performance using a standardized, evidence-based methodology.

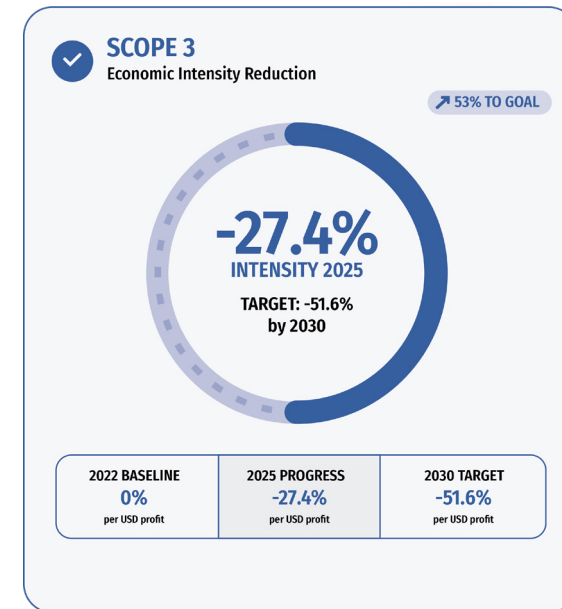
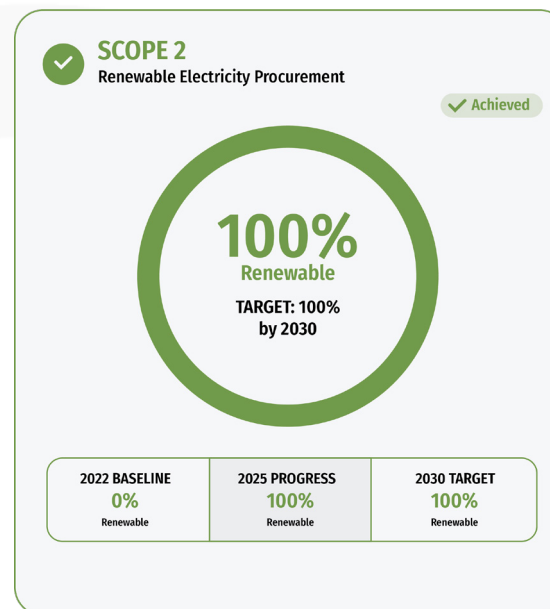
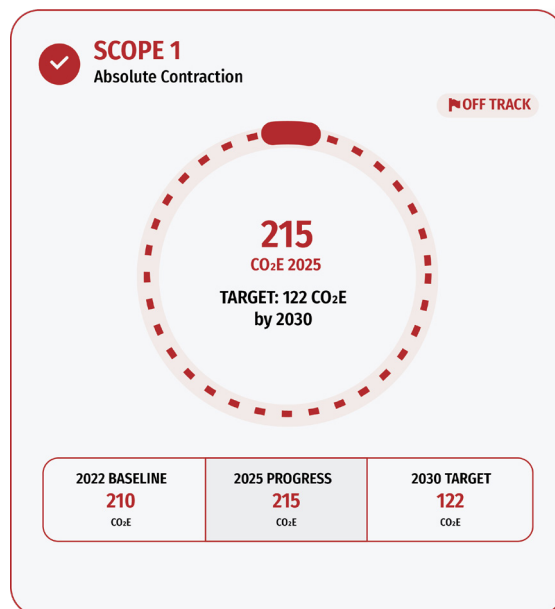
CLICK THE ECOVADIS BADGE TO ACCESS SSOE GROUP'S RECOGNITION PAGE*

Validated Targets

In 2024, the Science Based Targets initiative (SBTi) validated SSOE's greenhouse gas reduction goals as meeting its Criteria, Recommendations, and the Corporate Net-Zero Standard.



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



1 Scope Actions

Divest fleet vehicles; reduce fugitive emissions from equipment to meet targets. Action plan in progress.

2 Scope Actions

Achieved. Continue procuring 100% RECs to cover electricity use.

3 Scope Actions

Focus on Business Travel and Goods and Services Purchases Reductions. Action plan in progress.





About This Report

SSOE has reported the information cited in the GRI Content Index appendix for the period January 1, 2025 to December 31, 2025 with reference to the GRI Standards. Our GHG Emissions accounting follows SSOE's Performance Year dates of October 1, 2024 to September 30, 2025. This report has been prepared with reference to the GRI Standards 2021. The reporting organization is SSOE Group. The information in this report has not been externally assured.