



2024 UPDATE

Sustainability Report

In the 15 years since ESA's Board of Directors endorsed a Vision and Policy Statement that shaped ESA's commitment to sustainability, the firm has maintained a Sustainability Plan to guide and communicate how we intend to meet the objectives outlined in the Board's vision.

Each iteration of the plan integrates valuable insights and operationalizes initiatives aligned with our Strategic Plan, reflecting a focused and measurable approach to improving the environmental sustainability of our operations. In coordination with the plan update, we produce a short report that can be shared with our clients and partners to reinforce our commitment. We are pleased to share the 2024 Update.

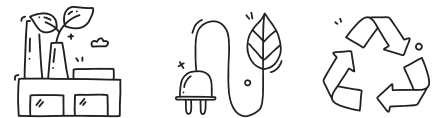


ESA's Sustainability Vision

As an inclusive employee-driven firm that continuously raises industry standards through excellence and innovation, ESA aspires to be a beacon of sustainable business practices that positively impact the environment and society at large. With measurable objectives and dedicated champions, we aim to create a lasting impact and set new standards for corporate responsibility.

Guiding Principles

We acknowledge the inherent ecological, social, and financial value of operating our business with a focus on minimizing environmental impact. We are committed to thoughtfully utilizing materials, energy, water, products, and services in ways that reduce waste, conserve valuable resources, and actively lower greenhouse gas emissions. **In practice, we champion methods that minimize environmental impact and foster ecological stewardship through responsible resource management.** Our operations embody this commitment, actively supporting and promoting environmental stewardship, contributing to biodiversity, and paving the way for a sustainable future.



GOAL 1

Reduce GHG emissions and energy consumption associated with operations, in line with science-based targets

GOAL 2

Minimize the environmental impacts of buildings used by ESA

GOAL 3

Minimize material impacts associated with purchasing and using office supplies, furnishings and equipment



Goal 1

Reduce GHG emissions and energy consumption associated with operations, in line with science-based targets

MEASURABLE OBJECTIVES:

- By 2030, achieve 50% real reduction in Scope 1, Scope 2 emissions, compared to a 2018 baseline, in line with science-based targets.
- Starting with the 2022 inventory year, annually achieve carbon neutrality for ESA's operations and business travel.
- By 2025, reduce company-wide per-capita GHG emissions by 70% from a 2007 baseline.
- By the 2025 inventory year, commit to measuring employee home office energy use and associated GHG emissions, and set reduction target inclusive of those emissions.

Strategy: Strive to achieve GHG reductions internally, followed by offsets

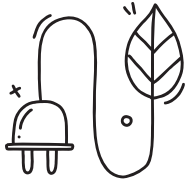
ACTIONS:

→ Annually measure ESA's GHG emissions and publicly report them to The Climate Registry	●●●●●
→ Track and measure emissions associated with home office energy use (by 2025)	●○○○○
→ Annually purchase carbon offsets for residual emissions to meet stated carbon neutral goal	●●●●●
→ Reevaluate our GHG reduction goal at least every five years with a long-term goal of becoming a carbon neutral company	●●●●●
→ Negotiate corporate rates with sustainable hotels in each region and advise staff	●●○○○
→ Strive to reserve low-emissions rental vehicles	●●○○○
→ Formulate program for conversion of ESA fleet to low emission vehicles	●○○○○
→ Provide incentives for alternative commute modes	●●●●●
→ Capture commuting and work-from-home data through bi-annual employee survey	●●●●○

Implementation Status

Each action has a implementation status that describes its maturity, ranging from the conception/planning phase to full operationalization into ESA's business.

- In conception/planning phase
- Draft program/policy has been completed and/or adopted
- Partial implementation; early stage implementation
- Mature program; room for improvement
- Action is fully operationalized into ESA's business



Goal 2

Minimize the environmental impacts of buildings used by ESA

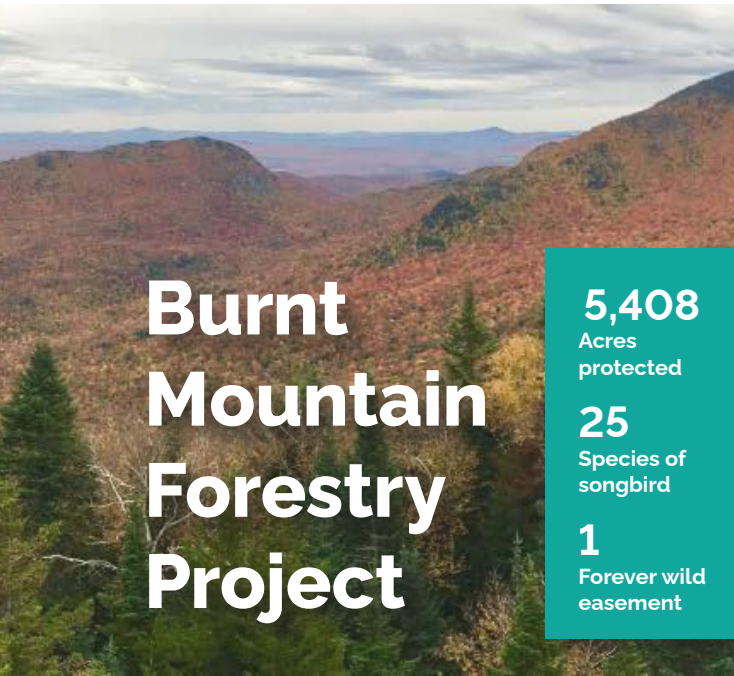
MEASURABLE OBJECTIVE:

- By the end of 2025, locate 70% of ESA office space in LEED, Energy Star certified buildings, or equivalent.

Strategy: Employ Green Building practices in ESA offices and consider green building principles and practices when remodeling or considering new office space.

ACTIONS:

→ Establish a formal Sustainable Leasing Policy	● ○ ○ ○ ○ ○
→ Maximize daytime lighting and views in regularly occupied areas	● ● ● ○ ○ ○
→ Set up bicycle storage where feasible	● ● ● ○ ○ ○
→ Locate offices whenever possible within ½ mile of public transit	● ● ● ● ● ●
→ Add LEED and/or Energy Star certification to priority checklist for all new leases	● ● ● ● ● ○
→ Reduce workplace water use with conservation reminders and education	● ● ● ○ ○ ○
→ Set up recycling programs in all offices	● ● ● ● ● ○
→ Educate and promote recycling best practices	● ● ● ● ● ○



Burnt Mountain Forestry Project

5,408
Acres protected

25
Species of songbird

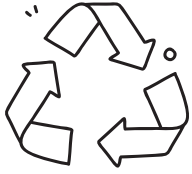
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Forever wild easement

To meet our goal of achieving carbon neutrality, ESA is pleased to partner with The Nature Conservancy to support the Burnt Mountain Forestry Project in Vermont's Northern Green Mountains.

The 5,408-acre Burnt Mountain Natural Area is located near state parks, privately owned and conserved lands, and the Long Trail State Forest, creating an 11,000-acre block of unfragmented forest that will be protected in perpetuity.

As part of The Nature Conservancy's Working Woodlands program which encourages forest land conservation by providing access to the carbon market, Burnt Mountain is the largest carbon offset project in Vermont. It will remove ~236,772 tCO₂e in the first decade—the equivalent of taking 38,000 cars off the road.

It also includes headwater streams that provide drinking water to ~250,000 people; restores and improves water quality and habitat for native brook trout and a variety of other species; and provides a haven for wildlife.



Goal 3

Minimize material impacts associated with purchasing and using office supplies, furnishings and equipment

MEASURABLE OBJECTIVES:

- By the end of 2025, reduce paper consumption by 75% from 2019 levels.
- Establish a formal Sustainable Procurement Policy.

Strategy: Champion responsible paper consumption practices

ACTIONS:

- Measure annual paper consumption ●●●●●
- Buy paper with the highest percentage of postconsumer recycled content available ●●●●●
- Promote BMPs for paper consumption and set printers to double-sided ●●●●●
- Implement paper reduction through educating staff and measuring consumption ●●●●●
- Promote paperless operations by using online forms and paperless checks ●●●●●

Strategy: Use environmentally preferable materials and minimize the use of disposable products

ACTIONS:

- For internal meetings, mandate reusable/recyclable dishware and serve filtered water ●●●●○
- Consider source/manufacturer of promotional giveaways and evaluate lifecycle cost ●●●●○

Strategy: Use contractors and product suppliers that demonstrate a commitment to sustainability

ACTIONS:

- Establish a corporate Sustainable Procurement Policy (SPP) that helps ensure that companies in ESA's supply chain are implementing sustainable practices and using environmentally preferable ingredients and materials ●○○○○
- Communicate our preference for sustainable products to our suppliers ●●●●○