LETTER FROM CEO
Welcome to our 2016 Sustainability Report

In 2016, we celebrated the 30th anniversary of our USA business — a major milestone not just for the company but for many employees who have been here for much of the ride. From the beginning, we believed that our work could make a difference, our intellect could solve challenges, and our imagination could unlock possibilities. Today, while our work has evolved tremendously, we still subscribe to the same beliefs as we did when we first opened our doors. We believe in a philosophy of “Better Business, Better World,” where doing the right thing environmentally and socially will improve our competitive position long-term. This concept influences not only the work we do for our clients every day, but also how we engage in our communities and the way we connect with our employees.

As an environmental consulting firm, we are in a unique position to help ensure a cleaner, safer, and more sustainable world. Our Social Sustainability Program seeks to create positive impacts at global, national, and local levels through commitments to charitable giving, pro-bono services, and volunteerism. These commitments promote a sense of community and pride among our employees, establish goodwill within our neighborhoods, and reinforce Antea Group as a great place to work.

This year we built and repaired homes, prepared meals for the hungry, planted trees, assisted with land conservation, cleaned up riverbeds and beaches, supported disaster relief, and funded disease research. We also made investments in our people through workplace diversity initiatives, mentoring and development efforts, and expanded wellness programming, helping to ensure an engaged and healthy workforce.

For three decades we have earned the trust of our clients, built a culture of empowerment and respect for our employees, and made a positive impact in the world, both at home and abroad. With each new year comes exciting opportunity — opportunity to learn from the past and opportunity to make our world better.

Inside these pages you’ll find highlights of our firm’s positive impact on clients, communities, and employees that illustrate Antea Group’s “Better Business, Better World” commitment. I am pleased to present this report, and whether employee, client or partner, I am grateful for your contribution to our success.

Gary Wisniewski
CEO, Antea Group USA

OPERATIONS
OUR ENVIRONMENTAL IMPACTS

As a professional services firm, our use of natural resources and environmental impact is small compared to many other industries and the opportunities we support through our client engagements.

We are focusing on better understanding our impacts and driving each of our offices to work collaboratively to reduce their respective environmental footprints. The following provides a summary of our environmental footprint across 32 offices in the United States:

Better Together
Engaging Stakeholders and Convening Conversations

We recognize that creating a better world requires collaboration. In terms of business sustainability, increased engagement with customers, industry peers, and other key stakeholders is increasingly important in order to drive innovation, accelerate implementation, and produce meaningful impacts at a greater scale.

Here’s a look at some of the industry-leading collaborations that we convene.

BEVERAGE INDUSTRY ENVIRONMENTAL ROUNDTABLE
A technical coalition of leading global beverage companies, BIER members have been working together for over a decade to advance environmental sustainability within the beverage sector. bieroundtable.com

EHSteCH
An intimate gathering of tech industry professionals, EHSteCH attendees come together to share, benchmark, and learn how peers are managing global environment, health, and safety challenges. us.anteagroup.com/en-us/ehstech

HEALTHCARE PLASTICS RECYCLING COUNCIL
A consortium of peers across the healthcare manufacturing, waste management, and recycling industries, HPRC seeks to enable recycling solutions for plastic products and packaging used in clinical settings of hospitals. hprc.org

MONETIZATION WORKING GROUP
A cross-sectoral group of industry, NGO, and private sector leaders, the Monetization Working Group was founded on the business need of improving sustainability investment decision-making. more sustainable decisions.com
Our greatest impact on the world is through the work we do for our clients. In fact, our brand promise of “understanding today, improving tomorrow” reflects this value and expresses our knowledgeable perspective of the present and its inter-dependency on the future. We mirror this commitment through our service offerings — supporting clients through their entire business lifecycle.

The Antea Group team has been there for me every step of the way. From providing constructive guidance for our strategy to administrative and organizational support for our disclosure and reporting efforts, we owe every success we have had to date with our Sustainability program to Antea Group.

GLOBAL ELECTRONICS MANUFACTURER

Antea Group has been a great asset to our health & safety objectives. They are a necessary resource when you are a small team like ours. They are great to have in your back pocket when something major happens or when you just need day-to-day auditing of programs and facilities.

GLOBAL LUXURY RETAILER

Antea Group is the most accommodating consulting team I have collaborated with in my 22-year career, and I’ve worked with a large number of consulting companies. They are on top of everything, catch errors and offer suggestions for sensible alternatives to move forward. They epitomize the incremental value that a consultant can bring to the table.

GLOBAL PULP & PAPER COMPANY

Improving Business Decision Making and Risk Management Outcomes

TRANSACTION SUPPORT FOR THE RETAIL PETROLEUM INDUSTRY

Serving as strategic advisor to an acquisition team, Antea Group provided environmental liability and compliance-related due diligence services for over 400 retail petroleum sites in the south eastern United States. With the prepared reports and quantification of environmental risk provided, the client was able to favorably negotiate the purchase agreement and indemnification terms of the transaction.

GLOBAL WATER RISK SCREENING FOR DATA CENTERS

Improving Product Stewardship from Compliance to Competitive Advantage

Improving Alignment Between Internal and External Water Perspectives

GLOBAL WATER RISK SCREENING FOR DATA CENTERS

Solutions designed to help our clients optimize their EHS&S performance and ensure the compliance and continuity of their business operations.

SPILL PREVENTION AND RESPONSE PLANNING FOR THE RAILROAD INDUSTRY

To support regulatory compliance and operational performance at over 100 railroad facilities, including intermodal yards, switch yards, and locomotive repair sites, Antea Group provided Spill Prevention and Facility Response Plans for the largest railroad in the United States. With detailed documentation on equipment, loading, unloading, dispensing, and other oil transfer procedures, the client facilities now meet the latest local, state, and federal requirements.
SUPPORTING THE GREATER GOOD AT HOME AND AROUND THE GLOBE

Our firm aspires to make the world a better place by supporting global, national, and local non-profit organizations dedicated to improving social welfare and environmental sustainability. We fund organizations aligned with our corporate and personal values through our Charitable Giving Policy, helping further their efforts to positively impact individuals and society.

One Percent of Annual Profit in Donations

Our annual donation target is 1% of the current year’s EBIT. Seventy percent of this charitable giving amount is donated at the corporate level while the remaining 30% is allocated evenly among our offices. This allocation allows our offices to participate locally in the donation process, supporting worthwhile efforts in the communities where they work and live.

In addition to the amount donated at the corporate and office levels, Antea Group USA matches up to $50 per employee for personal contributions made to qualified 501(c)(3) organizations.

In 2016, at the corporate level we donated $10,000 to Engineers Without Borders, our office-level contributions totaled $14,200, and we awarded $780 in employee matching gifts.

TOTAL DONATIONS

$24,980.00

ORGANIZATIONS FUNDED AT THE LOCAL LEVEL

<table>
<thead>
<tr>
<th>American Bandy Association</th>
<th>Children’s Oncology Group</th>
<th>Hydrocephalus Association</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Cancer Society</td>
<td>Cystic Fibrosis &amp; Multiple Sclerosis Fund</td>
<td>Kings Harvest Pet Rescue</td>
</tr>
<tr>
<td>Avon Walk for Breast Cancer</td>
<td>Darkness to Light</td>
<td>Minnesota Public Radio</td>
</tr>
<tr>
<td>Bike Utah</td>
<td>Doug Christenson Scholarship Fund</td>
<td>Knoxville Hospice</td>
</tr>
<tr>
<td>Boys Scouts of America</td>
<td>Ecologia</td>
<td>SPCA of Westchester County</td>
</tr>
<tr>
<td>California Chamber of Commerce</td>
<td>Ethiopian Tewahedo Social Services</td>
<td>United Way</td>
</tr>
<tr>
<td>Cape Fear Council</td>
<td></td>
<td>World Vision</td>
</tr>
</tbody>
</table>

ENGINEERS WITHOUT BORDERS-USA

As a sustaining partner of Engineers without Borders USA, our donations served their mission to support community-driven development programs in 42 countries around the world.

BRIDGE BRINGS SAFE PASSAGE TO GUATEMALAN COMMUNITIES

Engineers Without Borders USA completed a vehicle bridge that will serve 20,000 people in the Joyabaj municipality of Guatemala. The bridge now connects two sides of the Camino de los Caballos River — for access to schools, markets, and medical care — where there was no bridge before.

REPAIRING HAND PUMPS TO RESTORE WATER TO DROUGHT-STRICKEN VILLAGES IN ETHIOPIA

Description: Ethiopia is experiencing one of the worst droughts in decades. Hundreds of thousands of livestock have died from lack of food and water, leaving communities food insecure, malnourished, and vulnerable. Engineers Without Borders USA has repaired over 35 hand pumps to bring water to more than 100,000 people. Without the wells, villagers were walking up to six hours roundtrip to collect water.

TOTAL DONATIONS

$24,980.00

PHOTO CREDIT: ENGINEERS WITHOUT BORDERS USA
LENDING A HAND TO LOCAL CAUSES

To reinforce our commitment to our local communities, each employee is given the opportunity to volunteer during the workday, either individually or as a team. By engaging in hands-on efforts, our employees reap the rewards of making a difference in their communities while strengthening connections with neighbors, colleagues, and clients.

**One Volunteer Day Per Employee**

Our Volunteerism Policy compensates each employee up to 8 hours per year to volunteer at the charitable organization of his or her choice. This year, Antea Group employees volunteered a total of 1,529.25 hours.

**THE PATUXENT RESEARCH REFUGE**

Promoting environmental education, research, and philanthropy, the Baltimore office volunteered at the Patuxent Research Refuge clearing thickets of American Sweet Gum trees. These trees cut off visual access to native waterfowl and limited the ability to study the waterfowl, but with this area cleared, rangers can better educate park visitors on important aspects of local wildlife.

**ALLIANCE FOR A LIVING OCEAN**

The Moorestown office braved the record heatwave of 85°F in October to promote clean water and healthy coastal environments. Teaming up with Alliance for a Living Ocean, they participated in educational activities and clean ups to protect the beautiful Jersey Shore.

**COMMUNITY HARVEST PROJECT**

Combining volunteerism with sustainable agriculture, the Boston office planted a total of 912 squash plants at the Community Harvest Project in North Grafton, MA. Their efforts will yield enough squash to provide over 20,000 servings of vegetables to those in need.

**GREAT WILLAMETTE CLEANUP**

Members of the Portland office participated in the Great Willamette Cleanup hosted by the Willamette River Keepers. The Willamette River runs through the heart of Portland. This active morning included canoeing around the river banks picking up a variety of trash “treasures”, including a shopping cart and this rubber tire.

**FEED MY STARVING CHILDREN**

Donning hairnets, 20 employees from the Saint Paul office hand-packed meals at Feed My Starving Children for undernourished children in Guatemala. They helped pack 180 boxes, which yielded 38,880 meals, feeding 106 children for an entire year.

**STROUD PRESERVE**

In an effort to support native vegetation and biodiversity, the Philadelphia office volunteered at the Stroud Nature Preserve, assisting staff from Natural Lands Trust with habitat restoration and invasive species removal. The office cleared a large swath of invasive bamboo, benefitting both local wildlife and Stroud Preserve visitors.

**GUANA TOLOMATO MATANZAS NATIONAL ESTUARINE RESEARCH RESERVE**

The Jacksonville office participated in a beach cleanup along the ocean at the Guana Tolomato Matanzas National Estuarine Research Reserve, helping to remove the debris washed up from Hurricane Matthew.

**VOLUNTEER HOURS 1529.25**

**IN 2016 WE:**

- Cleaned-up 9 riverbeds
- Preserved 8 farmland
- Helped feed the hungry
- Repaired 10 homes
- Cleared-up 8 riverbeds
PRO BONO

SHARING OUR EXPERTISE WITH WORTHY CAUSES

We strive to make a positive impact locally and globally. Through pro bono consulting, we are rewarded by opportunities to share our professional skills and knowledge with organizations committed to making a difference in our world.

One Percent of Annual Profit in Expertise

Our firm is dedicated to providing up to 1% of EBIT in the form of pro bono environmental consulting services to non-profit organizations in need of our expertise.

The charitable organizations we support must be federally registered 501(c)3 organizations and committed to promoting societal benefits in the areas of social responsibility and environmental sustainability. We give special consideration to organizations that employ sound environmental stewardship; use natural resources in a sustainable manner; and protect and restore the natural world and human wellbeing.

In 2016, we supported the efforts of H2O for Life and CleanTech Open with pro bono services valued at $9,825.

PRO BONO SERVICES

$9,825.00

FINDING, FUNDING, AND FOSTERING THE MOST PROMISING CLEANTECH STARTUPS ON THE PLANET

The CleanTech Open (CTO) is the world’s largest clean technology accelerator, providing entrepreneurs and corporate innovators the resources they need to launch and grow successful cleantech businesses. Since 2005, CTO has fostered over 1,200 early-stage technology startups through its program, resulting in $1.2 billion in raised capital and over 3,000 clean technology jobs created.

Antea Group’s Pamela Gordon is a long-time volunteer judge at the non-profit run largely by volunteers, where she provides feedback and guidance to help place cleantech startups on a solid pathway towards successful launch and commercialization.

cleantechopen.org

ENGAGING, EDUCATING, AND INSPIRING YOUTH TO HELP FIGHT THE GLOBAL WATER CRISIS

H2O for Life provides service-learning opportunities for schools in the United States that help teachers and students raise awareness about the global water crisis while taking action to provide funds for water, sanitation, and hygiene education projects for a partner school in the developing world. Designed to engage, educate, and inspire youth to become global citizens, H2O for Life’s innovative school-to-school approach helps young people develop concern for others by taking a global issue and scaling it down to a manageable size; one water project at a time.

Now in our third year of partnership, Antea Group helps H2O for Life develop marketing strategies for their target audiences including preliminary identification of corporate sponsors that align with their mission and projects.

h2oforlifeschools.org

“We have come to rely on Pamela’s expert guidance and subject matter expertise to help us select the most qualified clean energy startups and support them in bringing their innovative clean technologies to market. As a key member of the Western Regional and Global teams and the US Grand Prize Panel, her insights and contributions were critical in ensuring that we selected the ‘best of the best’ in this year’s competition. We are honored and grateful for Pamela’s continued support of CTO.”

RON FLAVIN, JUDGING CHAIR, CLEANTECH OPEN

PHOTO CREDIT: H2O FOR LIFE
MENTORSHIP PROGRAM
We believe mentorship is essential for the success of our organization. It enables networking, coaching and knowledge transfer — all aimed at the development of our in-house talent.

This year, we expanded our Mentoring Program company-wide. Now, every employee has a mentor-mentee match.

Built on a foundation of trust and focused on career growth, our Mentoring Program gives employees the opportunity to take charge of their future, seek out professional guidance, and build their leadership capacity.

TOP WORKPLACE BY STAR TRIBUNE
For the third consecutive year, Antea Group was named one of the Top Workplaces in Minnesota by the Minneapolis Star Tribune. With over 2,000 organizations applying for the honor, the Top Workplaces program recognizes the most progressive companies in the state based on employee opinions on engagement, organizational health, and satisfaction.

MENTORSHIP PROGRAM
We believe mentorship is essential for the success of our organization. It enables networking, coaching and knowledge transfer — all aimed at the development of our in-house talent.

This year, we expanded our Mentoring Program company-wide. Now, every employee has a mentor-mentee match.

Built on a foundation of trust and focused on career growth, our Mentoring Program gives employees the opportunity to take charge of their future, seek out professional guidance, and build their leadership capacity.

CRUCIAL CONVERSATIONS
For the third consecutive year, Antea Group was named one of the Top Workplaces in Minnesota by the Minneapolis Star Tribune. With over 2,000 organizations applying for the honor, the Top Workplaces program recognizes the most progressive companies in the state based on employee opinions on engagement, organizational health, and satisfaction.

We believe mentorship is essential for the success of our organization. It enables networking, coaching and knowledge transfer — all aimed at the development of our in-house talent.

This year, we expanded our Mentoring Program company-wide. Now, every employee has a mentor-mentee match.

Built on a foundation of trust and focused on career growth, our Mentoring Program gives employees the opportunity to take charge of their future, seek out professional guidance, and build their leadership capacity.

FEMALE COLLEGIUM
We recognize workplace diversity is an area of opportunity for us, particularly when it comes to supporting women as they advance in leadership roles. In 2016 we launched a Female Collegium to give our female employees more opportunity to network, mentor, develop leadership skills, and help each other maximize their full potential and organizational impact.

The Female Collegium convenes monthly via virtual meetings to learn, share, and discuss topics related to professional growth and development. Tapping into both external and in-house resources to lead and facilitate learning, topics to date have included:

- Work-Life Integration
- Crucial Conversations
- Account Leadership
- Networking
- Building Your Personal Brand
- Mentoring
- Stress Management
- Mindfulness

TALENT MANAGEMENT
When our employees thrive, we thrive
Our people are our greatest assets. We are committed to cultivating a great workplace and reinforcing employee value through meaningful work, a culture of empowerment and respect, and opportunities to develop both personally and professionally. We understand that people want to come to work, understand their roles, and know how their work contributes to the growth of the organization. By prioritizing employee success, we strive to improve satisfaction, enhance productivity, and boost retention. Happy employees always translate to happy customers.

Here are some of the ways we are investing in employee success...

EMPLOYEE REFERRALS: 25
BOOMERANGS: 3
INTERNS: 4

We want our employees to develop and grow in their careers; to never feel stuck or at a dead end. To enable growth, we’ve refined our structured career development tool, the Consulting Continuum, that defines the critical skills, knowledge, and expectations required for advancement from one role to the next.

Intended to paint a clear progression towards leadership, the Consulting Continuum serves as the cornerstone for recruitment and selection of new talent, as well as the management and development of existing talent.

18 CULTURAL IMMERSION PARTICIPANTS
19 CRUCIAL CONVERSATIONS PARTICIPANTS

When our employees thrive, we thrive
Our people are our greatest assets. We are committed to cultivating a great workplace and reinforcing employee value through meaningful work, a culture of empowerment and respect, and opportunities to develop both personally and professionally. We understand that people want to come to work, understand their roles, and know how their work contributes to the growth of the organization. By prioritizing employee success, we strive to improve satisfaction, enhance productivity, and boost retention. Happy employees always translate to happy customers.

Here are some of the ways we are investing in employee success...

EMPLOYEE REFERRALS: 25
BOOMERANGS: 3
INTERNS: 4

We want our employees to develop and grow in their careers; to never feel stuck or at a dead end. To enable growth, we’ve refined our structured career development tool, the Consulting Continuum, that defines the critical skills, knowledge, and expectations required for advancement from one role to the next.

Intended to paint a clear progression towards leadership, the Consulting Continuum serves as the cornerstone for recruitment and selection of new talent, as well as the management and development of existing talent.
HEALTHIEST EMPLOYER AWARD

Antea Group was ranked as #20 Healthiest Workplace in America, by Healthiest Employers®, for our strong commitment to employee health and exceptional corporate wellness programming. With over 5,000 employers applying for this distinction annually, we are extremely proud of our efforts to improve employee wellbeing in all aspects of their lives.

Continuing to evolve and grow our wellness culture is a key component of our long-term company strategy. Like any company, we want our employees to work well, but more importantly, we also want them to live well.

"Antea Group really walks the talk when it comes to wellness and incorporates healthy concepts into the way we work, like having nutritious lunches, taking stretch breaks, and having walking meetings. This past year alone, the company has introduced two new wellness programs, one on mental health and one on nutrition, both of which have been really helpful. It’s investments like these that demonstrate how much employee wellbeing is a top priority." — Antea Group USA Employee

Work WELL. Live WELL.

Our Employee Wellness Program encourages and strengthens employee efforts to achieve and maintain physical, emotional, and financial wellness. Within these three pillars of wellness, we offer tools and resources to support each employee's personal desire to thrive in their professional and personal lives.

"VITALITY

Vitality is an interactive and personalized wellness program that makes it easy for people to live their healthiest lives. Through education, goal-setting, and rewards, employees can create an active path to better health that's empowering, engaging, and sustainable.

www.powerofvitality.com"

"LEARN TO LIVE

Learn to Live offers online programs, tools, and coaching based on the principles of Cognitive Behavioral Therapy. Confidential and accessible from anywhere, employees can seek help for overcoming depression, reducing anxiety, and managing stress.

www.learntolive.com"

"AM I HUNGRY?

Am I Hungry? is an online mindful eating program designed to help people recognize and take charge of the eating decisions they have every day. Through training and other resources, employees can learn how to nourish their body, mind, and spirit to improve their health, energy, and joy.

www.amihungry.com"

OUR WELLNESS PARTNERS

We feel lucky to count these industry-leading wellness companies as our partners.

WELLNESS PARTNERS

AM I HUNGRY

Am I Hungry? is an online mindful eating program designed to help people recognize and take charge of the eating decisions they have every day. Through training and other resources, employees can learn how to nourish their body, mind, and spirit to improve their health, energy, and joy.

www.amihungry.com

VITALITY

Vitality is an interactive and personalized wellness program that makes it easy for people to live their healthiest lives. Through education, goal-setting, and rewards, employees can create an active path to better health that’s empowering, engaging, and sustainable.

www.powerofvitality.com

LEARN TO LIVE

Learn to Live offers online programs, tools, and coaching based on the principles of Cognitive Behavioral Therapy. Confidential and accessible from anywhere, employees can seek help for overcoming depression, reducing anxiety, and managing stress.

www.learntolive.com

Antea Group really walks the talk when it comes to wellness and incorporates healthy concepts into the way we work, like having nutritious lunches, taking stretch breaks, and having walking meetings. This past year alone, the company has introduced two new wellness programs, one on mental health and one on nutrition, both of which have been really helpful. It’s investments like these that demonstrate how much employee wellbeing is a top priority. — Antea Group USA Employee

2016 WELLNESS GIFT

MEAL PREP KITS

This year, employees were treated to the gift of Wildtree Meal Prep Kits. Each kit included recipes and all the ingredients needed to prepare 10 healthy meals. Employees shared their Wildtree creations on Chatter for a chance to win another meal prep kit.

www.learntolive.com

www.amihungry.com

www.powerofvitality.com

www.learntolive.com

www.amihungry.com

www.powerofvitality.com

www.learntolive.com

www.amihungry.com

www.powerofvitality.com

www.learntolive.com

www.amihungry.com
Thank you for being part of our success. For more information about Antea Group’s Social Sustainability Program, contact:

Nick.Martin@anteagroup.com