



Environmental, Social, and Governance Executive Summary

2023

MESSAGE FROM OUR CEO

I am proud to introduce SSOE's first Environmental, Social, and Governance (ESG) report. Certainly, this is a report, but more importantly, it is a demonstration of our commitment to environmental sustainability, social responsibility, and ethical business conduct. This framework and strategy will measure and assess the ESG impacts of our projects and practices.

For 75 years, SSOE has provided unparalleled client value and shaped a better future for our world. As we look forward, we honor this impactful history, and use it as the foundation for a new journey. A journey with renewed passion that recognizes the impact we can make on our environment, our communities, and the standards by which we work and hold ourselves accountable.

Our commitment to ESG is a direct output of our vision: Designing and Building the Future for our Clients, Colleagues, and Communities. A future that respects the environment. A future that encourages an inclusive community and diverse thinking. A future where ethical practices are foundational to all that we do. These are more than aspirational goals for SSOE. They are our most important core values and an integral aspect of everything we do.

In short, ESG is not part of us, it's who we are.

As you read this report, we will highlight important contributions to the AIA 2030 challenge that we have committed to. Big efforts such as \$1B in LEED-certified designed facilities, but also small efforts that have big impact, such as installing water filling stations in each office that have saved over 300,000 gallons of water used in plastic bottle production.

As a result of intentional efforts to be a more inclusive and diverse culture, our employee engagement scores have risen to the Top 10% in the U.S. The impact of this engagement has been an outreach of over 10,000 volunteer hours and doubling our financial commitment to our local communities.

100% of our employees receive annual training, and are tested in ethics, safety, and cybersecurity, contributing to an impressive 10% increase in our annual EcoVadis ESG score.

Lean principles, innovation, and collaboration are woven throughout our culture and are the common thread in these success stories.

We're proud of what we've done but have much more work to do! We know we can set new benchmarks, inspire positive transformation, and demonstrate ESG not only as a business imperative, but a global community imperative.

Thank you for reading this report. We look forward to working together to build a better world!

Vince DiPofi

Chief Executive Officer



OUR IMPACT

“ We design innovative spaces for our clients to impact the world. ”

Our ESG Approach

Our goal is to deliver design solutions that enhance value while embedding sustainable principles and methods that reduce overall carbon footprint, improve wellness, and build resilience.

Mission, Vision, and Core Values



Mission

Deliver unparalleled client value that advances the AEC industry.



Vision

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

FOUNDATIONAL PILLARS



Clients

Sustainable and Equitable
Design Solutions
AIA 2030 Commitment
Innovation



Colleagues and Communities

Safety
Health and Well-being
Diversity, Equity, and Inclusion
Learning and Professional
Development
Community Engagement



Environment

Greenhouse Gas (GHG) Emissions
SBTi Commitment
Environmental Management



Governance

Corporate Governance
Risk and Quality Management
Responsible Supply Chain
Cybersecurity

PERFORMANCE HIGHLIGHTS



Clients

- 9 out of 10 clients would recommend SSOE
- 150 clients have been with SSOE for 20+ years
- \$2+ billion in documented Value Promise savings for clients since 2009
- \$1 billion of LEED-certified facilities designed since 2010
- Dedicated project technology team



Colleagues & Communities

- 6x Great Place to Work
- 0 recordable safety incidents in 2023
- 20,800 employee training hours
- 205+ organizations supported from donations and volunteering
- 8,000+ employee volunteer hours in 2023
- 6 employee resource groups



Environment

- Committed to reducing absolute emissions by 50% by 2030
- 8% reduction in Scope 1 emissions from 2022
- 100% Scope 2 emissions covered by Green-e Renewable Energy Credits (RECs)
- 50% reduction in employee commuting
- 95% office paper products are recycled



Governance

- 24/7 ethics helpline
- 100% employees receive ethics, anti-corruption, and anti-bribery training
- 100% employees receive safety training
- 100% employees receive cybersecurity training
- EcoVadis ESG Score +10% overall improved score from 2022 to 2023



* [Learn more about the UN SDGs here.](#)

Value Promise Highlights:

- Heat mapping evaluation optimized a “timeshare” office plan, avoiding \$24 million in construction costs and 5-7 months of schedule impact for an office expansion.
- System designed to filter and reuse water for a client’s cooling process, saving almost 1 million gallons of water per day from going down the drain. The water and financial savings realized from this design has now become a prototype for multiple facilities.
- Through “Big Room” collaboration, SSOE iterated efficiencies for a large manufacturing facility “fit for purpose” resulting in a footprint reduction of 11% or 144,600 SF. This saved the client an estimated \$29 million in construction costs and 6,100 tCO2e in avoided embodied carbon emissions, equal to 14,000 barrels of oil.

Impact Stories

SSOE Founder's Award Project: Redwood Materials



SSOE has placed strategic focus on supporting clients navigating the global clean energy transition, and Redwood Materials is a client whose goal is to improve the circularity of the battery supply chain by recycling used batteries to recover materials such as lithium, nickel, copper, gold, silver, cobalt, and other minerals needed to make battery-grade material.

Redwood's vision to close the loop on the battery supply chain has a positive environmental impact for our communities. SSOE dove into supporting the emerging battery market, with this "first of its kind in North America" Battery Materials facility, a fast-paced, constantly evolving market. SSOE's agility and team of subject-matter experts helped Redwood realize a facility to meet their needs, resulting in a design that helped define their Plan of Record for all future production lines and expansions at the plant.

Redwood Materials is just one of many clients who value the expertise, dedication, and leadership SSOE brings to every project.



Clients

#chooseSSOE: José's story



SSOE is committed to Diversity, Equity, and Inclusion (DEI) through its development of Employee Resource Groups (ERGs). These groups provide a platform for individuals from diverse backgrounds to collaborate and work toward common goals, shaping the company culture and driving positive change. José Carlos Arnal de la Peña shares his story below:

"As a former co-op at SSOE, I experienced firsthand the transformational impact of ERGs, particularly the PRIDE ERG for LGBTQIA+ individuals and allies. Being part of this group provided me with a platform to drive change, create a work environment where I could be my authentic self, and feel supported by my colleagues. Knowing that I can inspire change, contribute to a more inclusive workplace, and have a supportive and uplifting space motivates me to continue my career at SSOE. I am grateful for the opportunity to be part of this positive transformation and contribute to a company that values and prioritizes authenticity, inclusion, and equality."



Colleagues

United Way/SSOE Toledo World Headquarters: Fostering mutually beneficial partnerships

The United Way of Greater Toledo (UWGT), our long-standing community partner, now shares its home within our SSOE Toledo Headquarters. UWGT recently sold their headquarters in downtown Toledo and were looking for a more appropriately sized space to lease to be good stewards of the donations that fund them.

SSOE's shift to a hybrid work model has resulted in under-utilized space in the Toledo office, which presented a perfect opportunity to support an organization that works to improve the quality of lives and the future of our community.

SSOE employees have been long-time supporters of the United Way with our annual campaign and involvement with events throughout the year, and this partnership has provided more opportunities for SSOE to give back to its community.



Communities

Impact Goals: 2025-2030



Mission

Deliver unparalleled client value that advances the AEC industry.



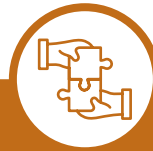
Vision

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



Clients

- Improve ENR Top 100 Ranking to 75
- Increase energy modeling on building designs by 25%
- Increase Life Cycle Assessments measuring embodied carbon on building designs by 25%



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



Environment

- In 2025, establish a business travel emissions reduction plan
- In 2025, reduce Scope 2 energy use -10% from 2022
- In 2025, encourage and incentivize Suppliers to set science-based targets



Governance

- In 2025, improve EcoVadis ESG Score +10% overall from 2023
- Review and update all internal policies; set a 2-year review cadence
- Draft and implement a Supplier Engagement Policy

[Read the full report here.](#)