



**ENVIRONMENTAL, SOCIAL
+ GOVERNANCE REPORT
FY 2022**

our journey to a sustainable future

April 2022



A MESSAGE FROM OUR CHAIRMAN AND CEO

As a multidisciplinary firm, we have a responsibility to show how we support our clients, our communities and our employees in creating sustainable solutions. One of our fundamental values is a commitment to constantly finding new ways to protect our natural environment and build a sustainable future where people can work well, play well and live well.

EXP's 2022 Environmental, Social and Governance (ESG) report marks the start of our reporting journey and places an emphasis on where we are today. The report outlines benchmarks for future goals, providing full transparency to the path we will take. Our commitment to annual reporting demonstrates that we are dedicated to continuing our sustainability journey, reporting on progress and staying relevant in a world of constant change. We have a long way to go but we have started our journey and are excited to see where it takes us.

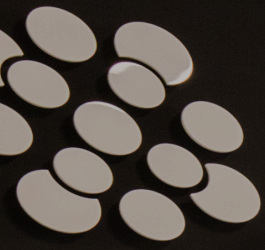
Together, let's explore the possibilities!

Ivan Dvorak
Chairman + CEO



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exp.

EXP BUSINESS AND SERVICES



2.1 ABOUT US

90+

offices

116

years of service

400+

LEED certified projects

200+

awards in the last 10 years



WHO WE ARE

With a mission to understand, innovate, partner and deliver, EXP provides engineering, architecture, design and consulting services to the world's built and natural environments.

Together, we leverage our differences, combine talents and share ambitions with each other, our clients and the communities we serve. With diverse perspectives, voices and capabilities, we offer clients solutions to exceed expectations, and build a better, more sustainable world.

We are passionate about sustainability. At EXP, sustainability is a part of every aspect of our business. We are focused on creating positive environmental, social and economic impacts for our clients, our communities and within our organization. Across our practice, we progress forward-thinking solutions that drive value for our clients. We leverage technology to improve sustainable design performance, implement green construction practices and use scientific methods to protect the world's natural habitats.

WHAT WE DO

We are a full-service, multidisciplinary practice delivering projects to clients and communities around the world. Our team of experts provides innovative solutions across markets and geographies to solve our clients' most complex challenges. With a focus on buildings, earth + environment, energy, infrastructure, industrial and sustainability, we provide a range of engineering, architecture, design, program + project delivery, operational support and consulting services. We're a team of engineers, designers, scientists, project managers and technical specialists who continually innovate, explore, create and imagine.

As part of our multidisciplinary practice, EXP provides sustainable design and construction, sustainable consulting, certification support for numerous green rating programs, as well as solutions for environmental, power, water and waste. We have worked with communities on strategies for resilience, facilitated water and waste reduction strategies and have worked on hundreds of green certified projects around the world.

#26

Top 500 Design Firms
ENR, 2021

#9

MEP Giants Top 100
Consulting-Specifying Engineer,
2021

#5

Top 40 Engineering Architecture
Firms, Giants 400
BD+C, 2021



OUR VISION

Delivering exponential possibilities for our clients, our employees and our communities.

OUR VALUES

Integrity: We promote fairness, honesty, professionalism, respectful behavior and safety in everything we do.

Passion: We're driven to perform and deliver results because we love what we do.

Accountability: We exercise discipline and are committed to treating your money as we do our own.

Transparency: We are dedicated to direct, honest and transparent communications with our clients, employees and stakeholders.

Diversity: We foster an inclusive culture where everyone is equal and provided with opportunities to grow.

Community and sustainability: Through sustainable practices, we develop positive, constructive relationships with the communities where we live, work and play.

2.2 ORGANIZATIONAL PROFILE

With a mission to understand, innovate, partner and deliver, EXP provides engineering, architecture, design and consulting services to the world's built and natural environments.

Our heritage dates back to 1906, when the earliest of EXP's predecessor companies started its engineering infrastructure practice. Today, thousands of creative EXP professionals provide the passion and experience needed to deliver successful projects around the world.

We're an integrated, motivated team working together with all types of clients, on projects big and small – locally, regionally, nationally, globally. EXP operates out of more than 90 offices and lab facilities in North America and beyond.

With local knowledge and registrations in strategic locations around the world, we've got it covered.

OWNERSHIP [102-5] + GOVERNANCE STRUCTURE [102-18]

Our corporate and ownership structure is based on our status as a privately-owned North American corporation. Our corporate leadership team is comprised of a board of directors and an executive team, with leaders from across EXP's various regions and groups. EXP's corporate organizational structure is based on transparency, with our sector leaders directly involved in operations.

ENVIRONMENTAL, SOCIAL + GOVERNANCE (ESG) LEADERSHIP

As part of EXP's sustainability initiatives and leadership, EXP has a corporate sustainability committee comprised of environmental and sustainability experts and thought leaders from across the firm. This committee provides leadership in the areas of sustainability and corporate responsibility, including but not limited to: sustainability policy initiatives, sustainability-focused outreach and communication, benchmarking and analysis (greenhouse gases [GHG], carbon footprint, etc.) and other initiatives at the direction of the firm's executive leadership and Vice President of Sustainability.

Members of this corporate committee, as well as other professionals within EXP, regularly provide training and on-line learning events focused on sustainable principles and green initiatives, both internally and externally outside the firm.

UN

Global Compact
Signatory

AIA 2030

Signatory

MEP 2040

Signatory

SE 2050

Signatory

LEED

Proven Provider

ENVISION

Qualified Company +
Charter Member

Our professionals hold green building and commissioning credentials, many of which are listed below:

- LEED Accredited Professionals (LEED AP)
- WELL Accredited Professionals (WELL AP)
- Environmental Professionals (EP)
- Envision Sustainability Professionals (ENV SP)
- Green Globes Professional (GGP)
- Certified Commissioning Authority (CxA)
- Certified Commissioning Professional (CCP)
- Building Energy Modeling Professional (BEMP)

EXP has a Diversity, Equity + Inclusion committee, whose primary initiative is to implement policies and procedures in an effort to ensure equitable treatment for all in the firm.

SUPPLY CHAIN MANAGEMENT PRACTICES

EXP promotes sustainable procurement practices throughout our offices – from using sustainable and recycled materials to reducing waste. We provide corporate guidance on the use of suppliers and will continue use of local suppliers, for catering, maintenance, cleaning and vehicles to reduce environmental impacts.

COMMUNITY ENGAGEMENT AND EXTERNAL INITIATIVES

EXP is active in the professional community and supports employee engagement in local and national organizations. EXP is a Gold Member of the U.S. Green Building Council (USGBC), a LEED Proven Provider and an Envision charter member and qualified company. We are a signatory of the UN Global Compact, and have committed to the AIA 2030, MEP 2040 and SE 2050 initiatives. We have worked on over 400 LEED certified projects of varying levels.

EXP is a member of BuildingGreen and a founding company of the USGBC Florida Chapter. Through volunteer work in the local community, teaching educational seminars for local and national Green Building Council (GBC) events, general promotion of sustainable ideas and through collaboration with other companies and clients who hold the same ideas as EXP, we have committed to making an impact on the built environment through reducing the footprints that we leave on this earth. EXP is a member of numerous other organizations that represent the markets and clients we serve.



“At EXP, we understand the world is changing, and the importance of maintaining the pace of change. Our clients, employees and communities are impacted by complex environmental, social, technological and market changes. As clients’ trusted advisors and sustainability experts, EXP delivers solutions which identify and address these global challenges and take action towards building a more sustainable future. Whether it be our goal to help clients reach carbon neutrality, support cleaner water supplies, health and wellness initiatives, resilient infrastructure and more, our experts are working hard to meet the future’s needs, today.”

– Amy Pastor, PE, LEED AP, CxA, Vice President, Sustainability

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EXP'S
SUSTAINABILITY JOURNEY

3.1 EXP'S SUSTAINABILITY POLICY

At EXP, sustainability is embedded in everything we do. Whether for our clients, in the workplace or our communities, we are driven to educate, improve and take action towards building a sustainable future.

OUR GOALS

We don't only look at where we are but where we are going. Building resilient and healthy communities, adapting to environmental change and transforming our world through innovative solutions and socially responsible engagement are actionable items we aim to accomplish every day. Our sustainability practice is built on foundational principles that guide us towards an environmentally, socially and economically sustainable future.

3.2 EXP'S SUSTAINABILITY REPORTING PLATFORM

At EXP, we have a sustainable mindset that supports the practices within our purpose driven company. We value progress over perfection; when it comes to sustainability, we believe there is significant value in simply getting started. We do not allow the perfect to be the enemy of the good and trust that we can make progress by beginning with where we are today, setting reasonably achievable targets, and being transparent in our environmental, social and governance performance report, issued to our stakeholders, both internal and external.

In this report, EXP discloses information on our Environmental, Social and Governance priorities (ESG priorities) and material topics that were identified through multiple stakeholder meetings. We disclose relevant data and information and make references to existing corporate policies and actions. The report will also reference case studies from our offices and projects, highlighting our sustainability services delivered to our clients.

EXP adopted a sustainability reporting platform that uses the Global Reporting Initiative (GRI) core sustainability indicators and makes a connection to relevant Sustainable Development Goals (SDGs) and selected targets to those goals.

The spatial boundaries of this report include EXP's offices in North America and the temporal boundaries include the 2020-2021 performance and milestones. This is the first ESG report that EXP has produced. Moving forward, the ESG report will be produced annually by the end of the fiscal year, or March 31.

CONTACT

The contact point for questions regarding the report is Amy Pastor, Vice President of Sustainability, amy.pastor@exp.com.

3.3 GRI REFERENCE

This report has been prepared in accordance with the GRI Standards: Core option and complies with the requirements in Section 2 of GRI 101: Foundation (using the GRI Standards for sustainability reporting). The report complies with all applicable reporting requirements for the following disclosures. Each identified material topic complies with all reporting requirements from GRI 103: Management Approach.

Disclosures 102-1 to 102-13 (Organizational profile)
 Disclosure 102-14 (Strategy)
 Disclosure 102-16 (Ethics and integrity)

Disclosure 102-18 (Governance)
 Disclosures 102-40 to 102-44 (Stakeholder engagement)
 Disclosures 102-45 to 102-56 (Reporting practice)

SUSTAINABLE POLICY GOALS

We are dedicated to

- Driving forward-thinking ideas and smart solutions that foster sustainable, long-term value for our clients and projects
- Consistently evaluating our own environmental and social impacts and take actions to reduce waste and our carbon footprint
- Serving as educators and mentors on sustainable practices both externally and within our firm – driving research and industry thought leadership
- Creating safe, healthy, sustainable environments for our workplace that embrace collaboration, inclusion and wellness
- Engaging with our communities to drive positive impacts where we live, work and play

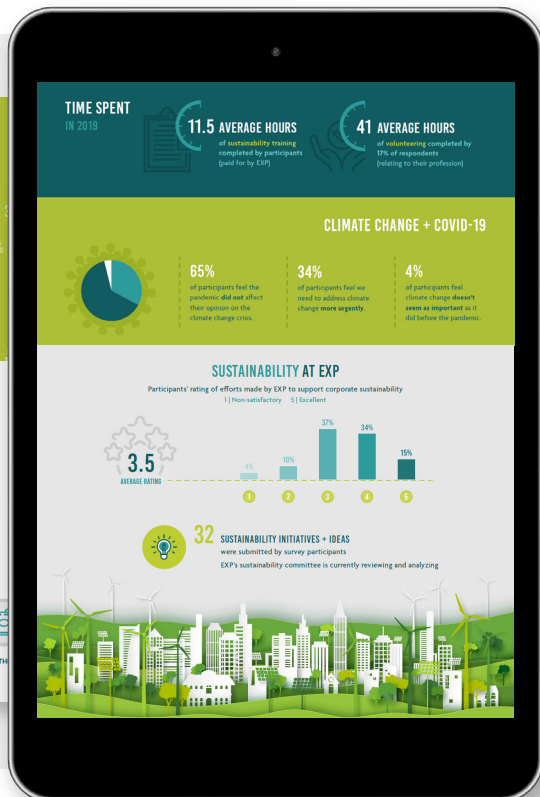
3.4 EXP'S STAKEHOLDER ENGAGEMENT

3.4.1 APPROACH TO STAKEHOLDER ENGAGEMENT

Our stakeholders are our employees. For any of our goals to become actionable, buy-in from our employees is critical. To determine our inaugural goals, multiple groups were engaged and metrics used to finalize EXP's priorities and relevant Sustainable Development Goals (SDGs) and targets, outlined in the subsequent sections. Recent stakeholder engagement activities include the following:

- Surveys on environmental issues were distributed and data was analyzed by the Sustainability committee.
- Metrics, collected by human resources, on governance policies were made available to the sustainability committee for inclusion in the SDG analysis.
- Employee engagement survey led by EXP's Diversity, Equity + Inclusion committee was distributed to all employees.
- EXP's leadership conducts regular town halls across the firm.
- EXP's corporate communications team, who reports on the social aspect of EXP's community involvement, provided an analysis on types of engagement seen throughout the organization.

Our stakeholder practices tell us where we are and where we are going. As a result of internal stakeholder engagement efforts, EXP continues to develop and hone our sustainable priorities with specific target goals – ranging from continued carbon emission reduction to better recycling and fleet practices.



EXP sustainability survey results

3.4 EXP'S SUSTAINABILITY PRIORITIES AND MATERIAL TOPICS

3.5.1 EXP'S PRIORITIES



Though all of the SDGs are important, at EXP, not all are equally relevant to our business and our practices. We have selected SDGs to which our company and our services have directly contributed. Taking a strategic approach, we have assessed the current and potential positive and negative impacts that our business activities may have on these SDGs throughout the value chain. This exercise supported the identification of where positive impacts can be scaled up and where negative impacts can be reduced or avoided. Based on that exercise, EXP has identified the most relevant SDGs to our business and our sustainability priorities and presented them in Table 1 of this document.

Setting specific, measurable and time-bound sustainability targets helps foster shared priorities and drive performance across the company. By aligning our services and performance to relevant SDGs, EXP is able to select relevant targets, from the SDGs list, to which our company may contribute. We recognize that this is our first ESG report and have therefore selected seven (7) global SDGs targets instead of setting ambitious and hard to achieve targets over all SDGs. Sustainability is a journey; it is EXP's intention to grow our commitment and re-define our sustainability targets as we progress each year.

The key performance indicators (KPIs) that we identified and used in this ESG report were identified from the GRI Core Standards.

Sustainable Development Goals (SDG) aligning with EXP's priorities



Resources: "The 17 Goals | Sustainable Development Goals." United Nations, United Nations, <https://sdgs.un.org/goals>

3.5.2 EXP'S MATERIAL TOPICS

Per GRI, Material Topics are "topics that represent the organization's most significant impacts on the economy, environment, and people, including impacts on their human rights."

At EXP, we conducted a materiality assessment to identify, refine and assess numerous potential ESG issues that could affect our business and our stakeholders. We used that list of topics to guide our ESG performance reporting efforts and to set targets for 2030. Table 1 lists EXP's priorities, material topics, relevant SDGs and targets to which our company supports and aims to contribute.

Table 1: EXP's ESG priorities and relevant SDGs and targets

EXP PRIORITIES	EXP MATERIAL TOPICS	SUPPORT + CONTRIBUTE TO SDG GOAL	SUPPORT AND CONTRIBUTE TO SDG TARGET BY 2030
ENVIRONMENT			
Climate Change	Energy Efficiency Air Quality GHG Emissions	SDG 13: Take urgent action to combat climate change and its impact	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters by reducing energy consumption and emissions annually
Resilient Infrastructure	Embedding Sustainability in our Engineering Services Build Resilient Communities	SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	9.1 Develop quality, reliable, sustainable, and resilient infrastructure, to support economic development and human well-being
SOCIAL			
Employees Development	Transferable Skills and Sustainable Development Employee Training and Education	SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.7 Ensure all employees acquire knowledge and skills needed to promote sustainable development, including among others through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of cultures contribution to sustainable development
Work-Home Balance	Support the Creation of Home Offices	SDG 3: Ensure healthy lives and promote well-being for all at all ages	3.d. Strengthen the capacity of all countries, particularly developing countries, for early warning, risk reduction, and management of national and global health risks
GOVERNANCE			
Sustainable Economic Growth	Local Procurement & Labor Practices in the Supply Chains Employment Conditions Occupation Health and Safety	SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.5 Achieve full and productive employment and decent work for all women and men, and persons with disabilities, and equal pay for work of equal value 8.8 Protect labor rights and promote safe and secure working environments of all workers
Diversity, Equity and Inclusion (DEI)	Gender Equality Indigenous Relations Women in Leadership Parental Leave Non-Discrimination	SDG 5: Achieve gender equality and empower all women and girls SDG 10: Reduce inequality within and among countries	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making 10.2 Empower and promote the social, economic and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

4

ENVIRONMENTAL CHAPTER



4.1 ENVIRONMENTAL PRIORITIES

4.1.1 CLIMATE CHANGE



SDG 13: Take urgent action to combat climate change and its impact

Drive forward-thinking ideas and smart solutions that foster sustainable, long-term value for our clients and projects

Climate change is caused by anthropogenic emissions of CO₂ and other greenhouse gases. Climate change impacts natural and human systems through the global increase in the average surface temperature, extreme weather events, changing precipitation patterns, rising sea levels and ocean acidification. Immediate action is necessary if, globally, we are to achieve the United Nations Framework Convention on Climate Change's (UNFCCC) goals of:

- Limiting the global temperature rise to below 2°C above pre-industrial levels; and
- Pursuing efforts to limit the temperature increase to 1.5°C above pre-industrial levels.

The world must transform its energy and become resilient to the current and expected future impacts of climate change.

At EXP we believe that we can contribute to SDG 13: Take urgent action to combat climate change and its impacts by decarbonizing our operations and supply chains through continuously improving energy efficiency, reducing the carbon footprint of our services and processes, and building resilience in our operations, supply chains and the communities in which we operate.

4.1.2 RESILIENT INFRASTRUCTURE



SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

9.1 Develop quality, reliable, sustainable, and resilient infrastructure, to support economic development and human well-being

Resilient infrastructure and communities are essential to adapt to climate change and reduce vulnerability to climate change events including floods, droughts and extreme temperatures.

At EXP we are committed to sustainable industrialization and promoting innovation across our operations. Through this commitment we contribute to development efforts in the regions in which we operate through upgrading or building local infrastructure and supporting resilient communities.



Joining Hope Town United to help Elbow Cay build resiliency

In early September 2019, Elbow Cay in The Bahamas, suffered staggering damages when Hurricane Dorian, a record Category 5 storm surged through the Atlantic Ocean.

Post-Dorian recovery efforts required immediate attention to restore power, provide shelter and distribute critical resources to residents. To deliver near-term power restoration, EXP joined forces with Hope Town United, a community-driven nonprofit organization committed to reconstructing an environmentally sustainable infrastructure for Elbow Cay.

With support from stakeholders including Constellation Brands, the Sands Family Foundation and EXP, teams began to assess cost-effective opportunities to stabilize power across the island of Hope Town, as well as sustainable and resilient infrastructure and power to withstand future storms.

4.2 ENVIRONMENTAL MATERIAL TOPICS

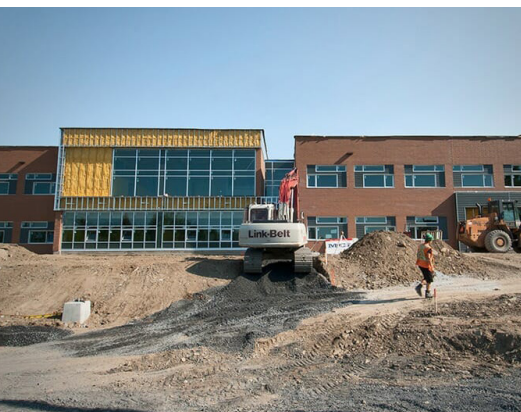
4.2.1 TAKE ACTION ON CLIMATE CHANGE

ENERGY EFFICIENCY

EXP tracks the energy and water use in buildings where utilities are paid directly to a utility provider. The data is reviewed annually and compared to previously set baselines. An action plan, for improving operations, is considered when poor performers are identified.

Any new fit-outs, or newly constructed offices are designed with energy-efficient strategies, including high performance envelope (where applicable), high efficiency heating and cooling systems, variable speed equipment for any air and water using system, as well as high efficiency lighting with individual controls for the occupants.

Any offices that are considering upgrades or retrofits are also reviewed for opportunities to reduce energy consumption through these same strategies.



EXP's air quality and industrial hygiene experts prepare school construction sites in Quebec to get back to business



EXP has multiple offices that are LEED certified or contributing to LEED certified buildings

AIR QUALITY

A typical professional, working in an office environment, will spend over 20% of their year within their place of employment. It is critical that these buildings consider the health and well-being of the occupants through improved air quality.

High-efficiency filtration media is used throughout our offices. Where offices were operational during pandemic mode, recommendations from various industry standards were considered, including the use of 100% fresh air (where applicable), building flush-outs before and after each day, and installation of UV filtration media, instead of traditional cartridge filters.

Beyond the air quality from our cooling and heating systems, air quality may be impacted by the types of chemicals used within our building. Areas with large plotters and printers are properly exhausted. The use of green cleaning products throughout the offices reduces the harmful effects of the noxious fumes from traditional cleaners.

Cleaning practices have and continue to meet Center for Disease Control (CDC) guidelines, The Public Health Agency of Canada and/or local equivalent agencies for disinfecting and preventing the transmission of the COVID-19 virus. Where possible, safe, green cleaning products continue to replace traditional products.

“Our team of engineers, chemists, occupational hygienists and seasoned technicians work to help our clients implement the preventive measures to stop the short- and long-term spread of COVID-19. As air quality and industrial hygiene experts, it is our duty to make our communities healthier and safer and help them transition into a post-COVID-19 world.”

– Marie-Julie Garneau,
Director of Air Quality and
Industrial Hygiene

4.2.1 TAKE ACTION ON CLIMATE CHANGE (CONTINUE)

GREENHOUSE GAS (GHG) EMISSIONS

Large emitters of greenhouse gas (GHG) emissions include building operations, electricity generation and transportation. As a consulting firm, one of EXP's key areas of practice is sustainability; EXP designs and constructs buildings, sites and infrastructure with a primary goal to limit the emissions of CO₂ into the atmosphere from our projects.

Within our own portfolio of operations, EXP continues to review our real estate and implement energy and water conservations when possible. Our operations team and sustainability committee work with our utility providers to understand opportunities for receiving clean energy from the grid, or in a call to action for our providers to reduce the CO₂ from their transmission of our energy sources. Finally, our corporate policies have been reviewed and smart, strategic travel for projects, meetings, and conferences has been implemented. Where possible, virtual attendance is recommended. In future reports, EXP will be reviewing our fleet operations in an effort to further reduce our environmental impact.

▼
CO₂ emission reductions at EXP

Both as a company and individuals, we are committed to creating positive environmental, social and economic impacts for our clients, communities and within our organization.

Through actions large and small, EXP is taking initiative to protect the world's natural habitats and reduce our carbon footprint.

CO₂ EMISSION REDUCTIONS FOR NORTH AMERICAN TRAVEL



NORTH AMERICAN AIR TRAVEL



ALL PERCENTAGES REFLECT INFORMATION GATHERED FROM FISCAL YEAR 2020 AND FISCAL YEAR 2021

NORTH AMERICAN CAR TRAVEL



ALL PERCENTAGES REFLECT INFORMATION GATHERED FROM FISCAL YEAR 2020 AND FISCAL YEAR 2021

PRINTING





In developed countries like Canada, we haven't built entire sewer systems in over 50 years. Here, in Vietnam, most of the towns have never had a sewer system to begin with. Now we can finally create sustainable wastewater systems to improve their quality of life."

– Julie Beauséjour, *ing.*
Vice President, International



4.2.1 BUILD RESILIENT INFRASTRUCTURE AND COMMUNITIES

EMBEDDING SUSTAINABILITY IN OUR SERVICES

EXP's dedication to sustainability can be seen in our experience. With over 400 LEED certified projects, EXP continues to build today for a better tomorrow. Our 100+ LEED Accredited, WELL Accredited and Envision Sustainability Professionals (LEED AP, WELL AP, ENV SP) are integrated throughout our company and into all of our practices. Our sustainability committee not only reports on the internal practices but educates our staff on latest technologies and additional measures to reduce our environmental impact through our designs.

BUILD RESILIENT COMMUNITIES

At EXP, we are committed to building resilient communities. Our teams are working with communities in North America and around the world to develop strategies for resilience. Integrating ecology, energy, water, biodiversity and access to natural resources, we support long-term planning focused on climate adaptation and future readiness. We collaborate with international donors and development institutions, from the UN to the World Bank, with the design, implementation and monitoring of development programs globally. We are helping emerging countries achieve resilient and equitable growth, transition into low carbon economies and healthy living environments, as well as protect natural resources.

WATER MANAGEMENT


Within each offer where EXP has control of installing and retrofitting water-using fixtures, we continue to assess high efficiency fixtures to reduce our dependence on potable water sources.

Within our services, whether for a building or a site, design and construction practices consider the best option to reduce fresh water sources, including selection of native and adaptive plants or the use of reclaim water when irrigation is necessary, condensate capture and reuse of the condensate for make-up water to cooling towers, or stormwater management through the implementation of low impact development strategies.

EXP has 12 recent projects in water and urban infrastructure in Vietnam, all financed by the World Bank and Asian Development Bank, while attempting to expand the international market directly through international funding development agencies.

pictured above >

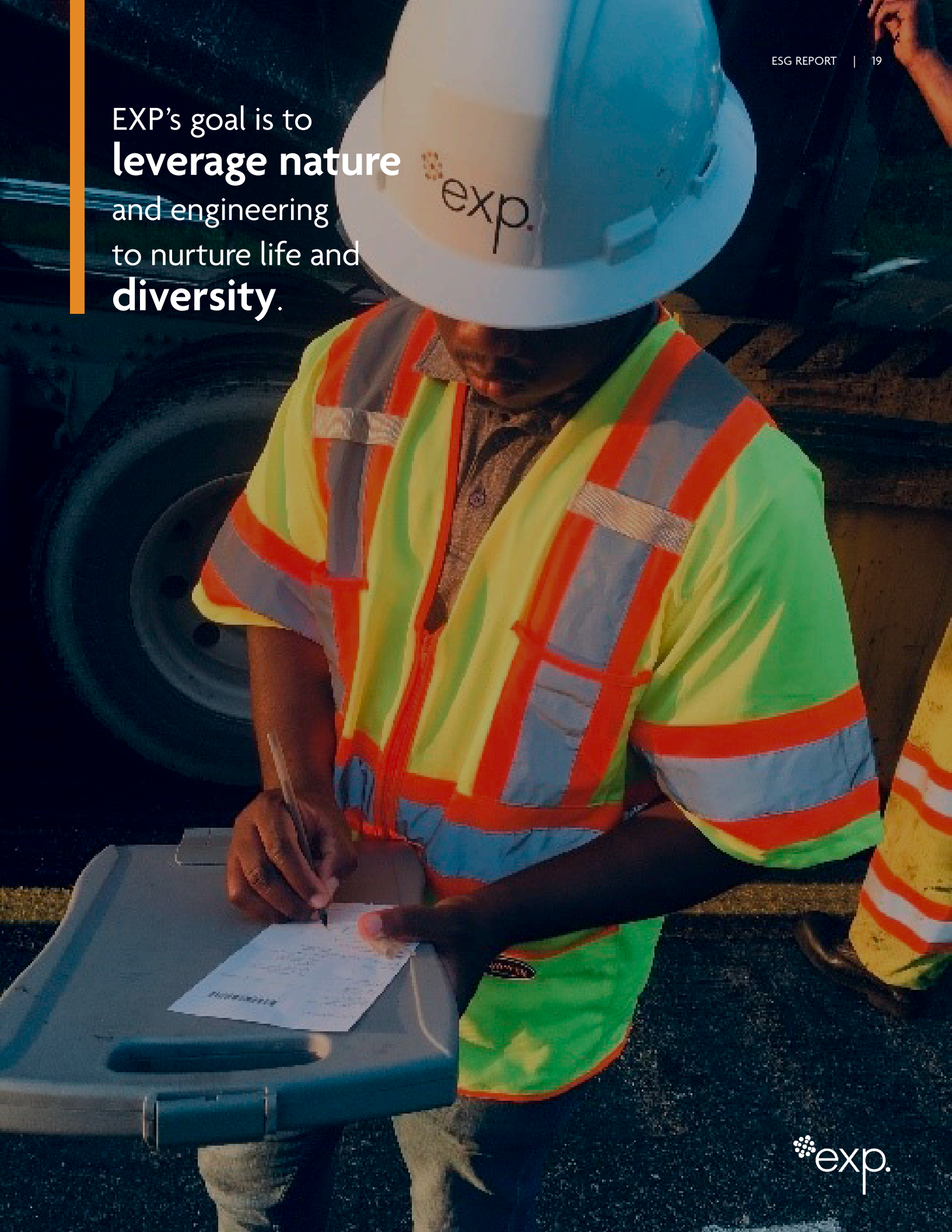
Da Lat Drainage and Wastewater Treatment Plant
Da Lat, Lam Dong Province, Vietnam



5

SOCIAL CHAPTER

EXP's goal is to
leverage nature
and engineering
to nurture life and
diversity.



5.1 SOCIAL PRIORITIES



SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

4.7 Ensure all employees acquire knowledge and skills needed to promote sustainable development, including among others through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of cultures contribution to sustainable development



In February 2022 EXP kicked off firmwide Sustainable Solutions webinars. Held on the second Friday of every month, topics include green building rating systems, project showcases on high performing buildings, all-electric designs, sustainable communities and sites, as well as the latest news and trends for sustainable and resilient buildings and infrastructure.

5.1.1 EMPLOYEE DEVELOPMENT

Education is a fundamental human right and is indispensable for the achievement of sustainable development.

At EXP, we can leverage our resources and core competencies to support governments in delivering on their promise of education for all. Our business case to invest in employee training and education can range from maintaining and improving our employees' competency to ensuring a focus on transferable skills to reduce vulnerability to certain sector or industry.

On the job training and continuous education support can help maintain a competitive skill sets and high utilization of employees' time. At the same time, investing in employee training and education can be a source of innovation and facilitate access to new markets.



Lindblom Math and Science Academy (LMSA)

For several years, EXP's teams have mentored LMSA students in engineering and architecture



5.1.2 WORK HOME BALANCE



SDG 3: Ensure healthy lives and promote well-being for all at all ages

3.d. Strengthen the capacity of all countries, particularly developing countries, for early warning, risk reduction, and management of national and global health risks

Individual and community health and wellbeing are fundamental human rights and key indicators of sustainable development. Poor health threatens the rights to education, limits economic opportunities for men and women and increases poverty within communities and countries around the world. Additionally, health is impacted by poverty and strongly connected to other aspects of sustainable development, including water and sanitation, gender equality, climate change and peace and stability.

Individual and community health and wellbeing were challenged by COVID-19 in 2020 and continues to be a global challenge. At EXP, we employed multiple resources and tools to eliminate and manage those challenges. We supported our employees through the establishment of home offices, including the deployment of the necessary hardware and software to continue to support our business operations. Through our benefits program, EXP also provided assistance with family health and well-being.



On September 30, 2021, EXP joined communities to honor Orange Shirt Day and the first National Day for Truth and Reconciliation

TRAINING PROGRAMS

EXP provides regular training on waste reduction, GHG reduction and climate change resilience, such as:

- Tablet software for construction works supervision to reduce paper use
- Remote geospatial surveying and monitoring to reduce transportation to site
- Site data and resources optimization for increasing material reuse
- LEED, WELL and other green certifications and introductory trainings
- Renewable energies
- Water, air and soil treatment new technologies
- Project life cycle
- Climate change opportunities and risks harness

5.2 SOCIAL MATERIAL TOPICS

5.2.1 INVEST IN EMPLOYEES DEVELOPMENT AND TRAINING

TRANSFERABLE SKILLS AND SUSTAINABLE DEVELOPMENT WITHIN EXP

EXP promotes sustainable business development and personal growth for our employees. We believe that employee retention is important and promoting individuals who continue to develop in their area of expertise benefits both EXP and our teams.

We foster a culture of mentorship and offer hands-on experiences working alongside leaders in the industry. We open doors to new ideas, encourage exploration and offer an environment for individuals and teams to thrive.

EMPLOYEE TRAINING AND EDUCATION

A key element to a successful business is staying up to date with the latest codes, technologies and industry trends. Training is important to ensure our staff delivers quality services to our clients.

Maintaining professional credentials is also important to delivering products to our clients. At EXP, we support our employees in their continuing education requirements, and financially support their memberships in designated organizations.

Within our business, in support of our goal for sustainable development, our leaders have committed to internal education, through scheduled classes and presentations and through organic mentoring. Across our organization, this value is taken seriously and continues to create collaborative and cohesive teams.

5.2.2 MAINTAIN WORK-HOME BALANCE

We understand that in today's world our employees have a lot on their plates. To maximize engagement and reduce barriers, we promote flexibility and work-life balance. We are continually trying to evolve the way we work to meet the diverse needs of our employees while delivering quality services to our clients.

Resilience amid COVID-19: supporting operations while the world goes on hold

As we combatted the evolving dynamics of the COVID-19 pandemic, our professionals were focused on supporting our operations and protecting the health and safety of colleagues, clients and communities.

Prepared to adapt quickly, within a short timeframe, 85% of our workforce was working remotely. Over this time, we met our clients' needs with multidisciplinary services, enhancing our essential markets—including healthcare and infrastructure—to meet accelerated schedules and advocating for continued health measures supported by global, national and local health authorities.

We are staying connected to each other and our clients. Because even if we are separated by distance, we are connected by passion and the need to support our communities through any situation that arises.

GOVERNANCE CHAPTER



At EXP we
**solve complex
challenges** through
multidisciplinary engineering,
architecture, design and
consulting solutions
and a **diversified
workforce**



6.1 GOVERNANCE PRIORITIES

6.1.1 SUSTAINABLE ECONOMIC GROWTH



SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- 8.5 Achieve full and productive employment and decent work for all women and men, and persons with disabilities, and equal pay for work of equal value
- 8.8 Protect labor rights and promote safe and secure working environments of all workers

Substandard working conditions are often related to poverty, inequality and discrimination. In many contexts, vulnerable groups such as workers with disabilities, women workers, youth, and migrants face particular obstacles in accessing decent work and may be especially vulnerable to abuse.

At EXP, we continue to create jobs and contribute to economic growth and foster economic activity through our operations and value chain. Equitable work opportunities are essential to enabling a diverse work force. We uphold labor standards across our operations and value chains and have corporate policies to ensure non-discriminatory practices, and embrace diversity and inclusion. Our corporate policies lead to greater access to skilled, productive talent which contribute to the sustainability of our business activities.

6.1.2 DIVERSITY, EQUITY AND INCLUSION



SDG 5: Achieve gender equality and empower all women and girls

- 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making



SDG 10: Reduce inequality within and among countries

- 10.2 Empower and promote the social, economic and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

Gender equality is a fundamental and inviolable human right and women's empowerment is essential to expand economic growth, promote social development and enhance business performance. Investing in women's empowerment produces the double dividend of benefiting women and children, and is pivotal to the health and social development of families, communities and nations.

At EXP, we have existing mechanisms to empower women and achieve gender equality. EXP is a signatory to the United Nations (UN) Global Compact and holds the responsibilities to respect human rights, including the rights of women, Indigenous and minority groups. EXP joined the private sector in its efforts to build adapting policies and practices, and implement cutting-edge initiatives to advance women, Indigenous and minority groups within their workplaces and communities. Mainstreaming gender equality into all areas of corporate sustainability contribute directly to the support and the development of minority and Indigenous communities.



6.2 GOVERNANCE MATERIAL TOPICS

6.2.1 ENSURE SUSTAINABLE ECONOMIC GROWTH

LOCAL PROCUREMENT + LABOUR PRACTICES IN SUPPLY CHAINS

EXP promotes sustainable procurement practices throughout our offices – from use of sustainable and recycled materials to reducing waste. We provide corporate guidance on the use of suppliers and will continue use of local suppliers for catering, maintenance, cleaning and vehicles to reduce environmental impacts. EXP also ensures that supplier practices align with EXP's mission, vision and values.

EXP conducts a compliance questionnaire for vendors and business partners, and uses the data to diligently select our suppliers. EXP maintains a Code of Ethics and Business Conduct Policy and an Anti-Corruption Policy.

EMPLOYMENT CONDITIONS

We are committed to providing a challenging work environment that encourages creativity, cultivates career growth, celebrates diversity and rewards excellence.

Our passion to deliver quality services to our valued clients, which can only be achieved by attracting, retaining and rewarding highly talented employees. Our strategy is to grow our team organically, one by one. We are not interested in buying other companies, rather we invest our profits back into our organization to attract the highest caliber professionals, by offering competitive compensation and benefit plans and generous dividends to our employee shareholders.

EXP understands the value of creating an inclusive environment which celebrates differences and invests in diverse talent. At EXP we encourage work life balance by offering flexible work environments to support our employees' varying needs. We are a flat organization that's cultivated an environment which encourages feedback, from all levels of the organization, through an open-door policy.



At **EXP** we
are committed
to fostering
excellence
in environment,
health and safety
("EHS") performance
in all aspects of our
business. We strive to
create an injury-free
and environmentally
sustainable
workplace
for the benefit of our
employees, clients,
business partners and
communities where
we work.



ENVIRONMENT, HEALTH + SAFETY POLICY

Our EHS Policy is based on the belief that:

- Our business is conducted in an environmentally responsible manner and promotes occupational health in the workplace.
- Continuous improvement of our EHS practices to protect the environment, conserve resources, providing an injury-free workplace, along with sustained growth of the business is achievable.
- Employee engagement leads to excellence in the management of EHS.

Our goal is an organization where:

- All employees recognize meeting or exceeding the letter and spirit of applicable laws, regulations and EXP's EHS policies and procedures.
- Our leaders have overall accountability in meeting EHS commitments within their business.
- We are accountable and responsive to environmental, health and safety risks and benefits.
- Taking preventative action to protect the environment, health and safety of our employees, clients, business partners and the communities where we work.

Guided by this policy, we commit to:

- Promoting an injury-free and an environmentally responsible workplace through consulting and working with employees.
- Engaging robust training systems to ensure that employees working for the company are competent to fulfill their EHS responsibilities.
- Encouraging widespread participation and continuous improvement in EHS performance and hazard reduction.
- Considering EHS issues during acquisitions and divestitures.
- Selecting competent subcontractors who commit to comply with EXP's EHS standards and requirements.
- Communicating with persons working for, or on behalf of, EXP and other stakeholders regarding EXP's EHS policies, programs and performance.
- Monitoring and reporting to the executive, on a periodic basis, performance in respect of EHS goals and related metrics to motivate improvement in all aspects of our business.

At EXP, we value **diversity, equity and belonging.**

We are committed to ensuring our firm better reflects the communities we serve through diverse, equitable and inclusive initiatives.

DE+I FOCUS AREAS

Using data and best practices to create goals that will have a lasting impact on EXP's clients, employees and communities we serve.

- ▶ **RETENTION + RECRUITMENT**
Focus on methods to retain + recruit a diverse workforce.
- ▶ **EXTERNAL + CLIENT COMMUNICATION**
Develop and implement initiatives to support clients, stakeholders and communities.
- ▶ **EMPLOYEE ENGAGEMENT + ADVOCACY**
Empower employees to bring their authentic selves to work and be informed and educated diversity, equity + inclusion advocates.

6.2.2 ENSURE DIVERSITY, EQUITY AND INCLUSION

COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

EXP is committed to diversity and inclusion in all aspects of employment and employment practices. We believe that all stakeholders at EXP play a role in supporting our DE+I commitment. All EXP employees and representatives are expected to treat others with dignity, respect and in a fair and non-discriminatory manner.

EXP will make every reasonable effort to ensure that it is a representative employer, at all levels, of all genders, members of visible minorities and Indigenous groups as well as people with disabilities. EXP will strive to eliminate systemic barriers to the advancement and/or redress the under-representations of designated groups where applicable. Individual differences are respected and valued; fair, equitable treatment of employees will apply to all aspects of employment at EXP.



DIVERSITY, EQUITY AND INCLUSION COMMITTEE

In 2020, EXP formalized its corporate commitment to workforce diversity by establishing a Diversity, Equity and Inclusion (DE+I) committee. Created and implemented in collaboration with the company's management to foster a more equitable, diverse, and inclusive workplace, the committee provides a forum for our employees of different backgrounds where they can share their perspectives, voices, and ideas to promote and support positive change and EXP's core values.

The DE+I committee is comprised of over a dozen passionate individuals from across the organization who are committed to fostering an inclusive working environment at EXP. Together, they are responsible for identifying key opportunities to strengthen the bonds that unify EXP's community of professionals.

Resources:

"The 17 Goals | Sustainable Development Goals." United Nations, United Nations, <https://sdgs.un.org/goals>



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APPENDIX

- GRI Content Index

EXP Global GRI Content Index

GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission (Part-Omitted; Reason; Explanation)
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	Organizational profile		
	102-1 Name of the organization	5, 6	
	102-2 Activities, brands, products, and services	5, 6	
	102-3 Location of headquarters	6	
	102-4 Location of operations	6	
	102-5 Ownership and legal form	6	
	102-6 Markets served	5, 6	
	102-7 Scale of the organization	6	
	102-8 Information on employees and other workers	7	
	102-9 Supply chain	7	
	102-10 Significant changes to the organization and its supply chain	7	
	102-11 Precautionary Principle or approach	9, 11	
	102-12 External initiatives	7	
	102-13 Membership of associations	7	
	Strategy		
	102-14 Statement from senior decision-maker	2, 7	
	Ethics and integrity		
	102-16 Values, principles, standards, and norms of behavior	6	
	Governance		
	102-18 Governance structure	6	
	102-21 Consulting stakeholders on economic, environmental, and social topics	10	
	102-30 Effectiveness of risk management processes	25	
	Stakeholder engagement		
	102-40 List of stakeholder groups	10	
102-41 Collective bargaining agreements	10		
102-42 Identifying and selecting stakeholders	10		
102-43 Approach to stakeholder engagement	10		
102-44 Key topics and concerns raised	10		

Reporting practice				
	102-45 Entities included in the consolidated financial statements	-	201-1 omitted; EXP is a private company and will not publicly disclose financial information.	
	102-46 Defining report content and topic Boundaries	9		
	102-47 List of material topics	11, 12		
	102-48 Restatements of information	12		
	102-49 Changes in reporting	9		
	102-50 Reporting period	9		
	102-51 Date of most recent report	9		
	102-52 Reporting cycle	9		
	102-53 Contact point for questions regarding the report	9		
	102-54 Claims of reporting in accordance with the GRI Standards	9		
	102-55 GRI content index	9		
	102-56 External assurance	9		
GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission	
			Part Omitted	Reason
Material Topics				
200 series (Economic topics)				
Economic Performance				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	-	103-1 omitted; EXP is a private company	
	103-2 The management approach and its components	-	103-2 omitted; EXP is a private company	
	103-3 Evaluation of the management approach	-	103-3 omitted; EXP is a private company	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	-	201-1 omitted; EXP is a private company and will not publicly disclose financial information.	
Procurement Practices				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	25		
	103-2 The management approach and its components	26		
	103-3 Evaluation of the management approach	26		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	26		
Anti-corruption				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26		
	103-2 The management approach and its components	31		
	103-3 Evaluation of the management approach	31		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	31		
300 series (Environmental topics)				
Energy				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	14		
	103-2 The management approach and its components	15		
	103-3 Evaluation of the management approach	15		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	-	302-1 omitted; currently tracking for FY2023 and using FY2022 as a baseline	

	302-4 Reduction of energy consumption	-	302-4 omitted; currently tracking for FY2023 and using FY2022 as a baseline
Water and Effluents			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	14	
	103-2 The management approach and its components	17	
	103-3 Evaluation of the management approach	17	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	-	303-1 omitted; EXP is a consulting company. Coordination for our water supply and discharge is with the utility directly.
	303-2 Management of water discharge-related impacts	-	303-2 omitted; EXP is a consulting company. Coordination for our water supply and discharge is with the utility directly.
	303-5 Water consumption	-	303-5 omitted; currently tracking for FY2023 and using FY2022 as a baseline
Emissions			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	14	
	103-2 The management approach and its components	16	
	103-3 Evaluation of the management approach	16	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	-	305-1 omitted; currently tracking for FY2023 and using FY2022 as a baseline
	305-5 Reduction of GHG emissions	-	305-5 omitted; currently tracking for FY2023 and using FY2022 as a baseline
Environmental Compliance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	14	
	103-2 The management approach and its components	15, 16	
	103-3 Evaluation of the management approach	15, 16	
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	-	307-1 omitted; no non-compliance issues
400 series (Social topics)			
Employment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	20-21	
	103-2 The management approach and its components	22	
	103-3 Evaluation of the management approach	22	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	-	401-1 omitted; turnover rates not included in this report
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	401-2 omitted; private company; benefits are provided but EXP has not disclosed the type and extent of benefits in this report
	401-3 Parental leave	-	401-3 omitted; private company; parental leave is given but EXP has not disclosed the length of time for leave
Labor/Management Relations			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	20, 21, 25	
	103-2 The management approach and its components	22, 26, 31	
	103-3 Evaluation of the management approach	22, 26, 31	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-	402-1 omitted; notice is given but timeline for notice period is not currently tracked
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	25	
	103-2 The management approach and its components	27	
	103-3 Evaluation of the management approach	27	
	403-1 Occupational health and safety management system	27	

GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	27	
	403-3 Occupational health services	27	
	403-4 Worker participation, consultation, and communication on occupational health and safety	27	
	403-5 Worker training on occupational health and safety	27	
	403-6 Promotion of worker health	27	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	27	
	403-9 Work-related injuries	27	
Training and Education			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	20	
	103-2 The management approach and its components	22	
	103-3 Evaluation of the management approach	22	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	22	
	404-2 Programs for upgrading employee skills and transition assistance programs	22	
	404-3 Percentage of employees receiving regular performance and career development reviews	-	404-3; 100% compliance but not detailed in this initial report
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	25	
	103-2 The management approach and its components	28	
	103-3 Evaluation of the management approach	28	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	-	405-1 omitted; private company; information not available for public disclosure
	405-2 Ratio of basic salary and remuneration of women to men	-	405-2 omitted; private company; information not available for public disclosure
Non-discrimination			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	25	
	103-2 The management approach and its components	28	
	103-3 Evaluation of the management approach	28	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	406-1 omitted; private company; information not available for public disclosure
Rights of Indigenous Peoples			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	25	
	103-2 The management approach and its components	28	
	103-3 Evaluation of the management approach	28	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	-	411-1 omitted; private company; information not available for public disclosure
Human Rights Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	20, 25	
	103-2 The management approach and its components	28	
	103-3 Evaluation of the management approach	28	

GRI 412: Human Rights Assessment 2016	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-	412-3 omitted; not applicable
Supplier Social Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	25	
	103-2 The management approach and its components	26, 31	
	103-3 Evaluation of the management approach	26, 31	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	-	414-1 omitted; no new suppliers



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partner and **deliver**, EXP provides engineering,
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