



SUSTAINABILITY REPORT 2025

Groundwater & Environmental Services, Inc.



GES Sustainability Policy

Groundwater & Environmental Services, Inc. (GES) is a full-service environmental consulting, engineering, and remediation firm committed to delivering sustainable solutions that support environmental stewardship and long-term value for our clients.

GES' sustainability policy and program reflect our commitment to embedding sustainability and social responsibility across our operations while reinforcing service excellence, financial strength, and industry leading safety and quality performance.

Since our founding in 1985, GES has managed its business through a multifaceted approach that invests in our people, strengthens our organization, and advances our Corporate Social Responsibility (CSR) and Environmental, Social, and Governance (ESG) commitments. Sustainability and continuous improvement practices are embedded throughout our operations and reflected in the solutions we deliver to clients.

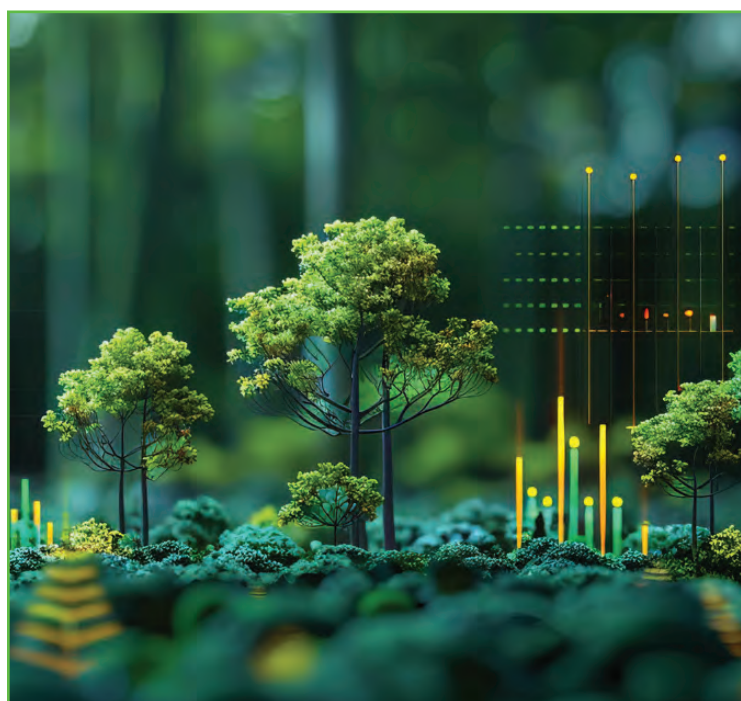
With more than 40 years of experience developing talent, we recognize the importance of investing in education and preparing the next generation of qualified professionals. Through ongoing communication, training, and targeted performance initiatives, we promote employee well-being, strengthen community engagement, and enhance our team's capabilities to better serve our clients.

GES' executive leadership and management teams have established a strong corporate commitment to environmental sustainability, including the priorities outlined in this report. We have set clear expectations across the organization to help protect human health and the environment through responsible business practices.

This Sustainability Report highlights GES' key sustainability initiatives and summarizes our Environmental, Social, and Governance (ESG) impacts on the environment and the communities we serve.

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GES Core Values

These enduring principles guide our daily actions and business decisions and have sustained our company for more than 40 years.

Health, Safety, Security, Environment - An unwavering commitment to safeguard people, property, and the environment

Client Focus - Putting our clients first by centering our solutions on client objectives

Quality - Delivering technically correct and practical solutions with flawless execution

Integrity - Offering honesty, trust, and ethical behavior in our personal and business endeavors

Respect - Recognizing the values in differences and diversity in our workplace and communities

Teamwork - Productive workplace relationships built on cooperation, trust, and respect

Innovation - Cultivating fresh perspectives for problem solving and continuous improvement

Professionalism - Fostering a positive and rewarding operational environment

Employee Development - Offering training, mentoring, and career development opportunities

Technical Excellence - Choosing and implementing the right solution that delivers positive, lasting results for our clients and our company

Sustainability - Creating long-term environmental, social, and economic value

Sustainability has always been a GES Core Value



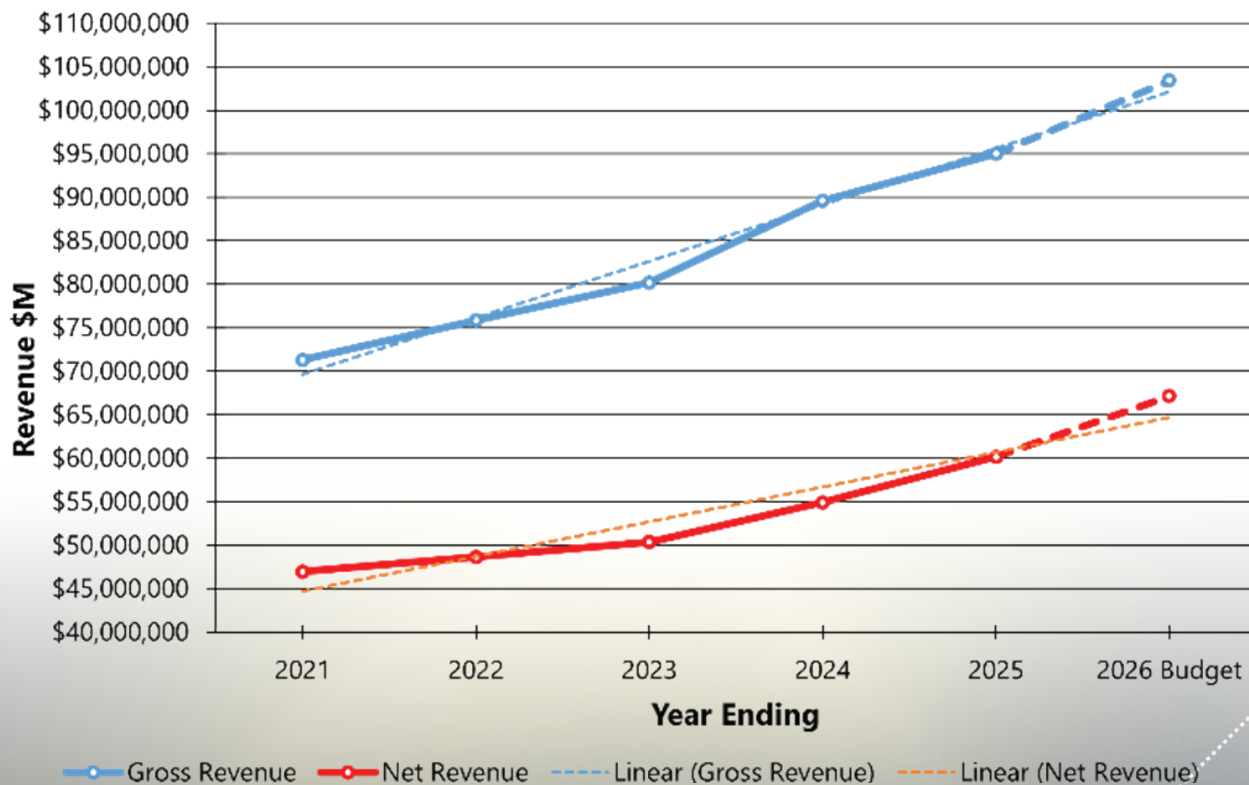
Sustainable Economic Growth

GES corporate governance ensures that our business remains stable, resilient, and aligned with our values.

GES is managed by a Board of Directors that is supported by an Advisory Council. Our CEO, President/COO, and Senior Leadership are committed to responsible management of our business in accordance with our sustainability policy and core values. Financial projections for 2026 predict continued growth in net revenue.

To support growth in 2026, our multi-year strategy of client and service diversification is projected to show significant growth from 2025. Our gross and net revenues presented in the following graphic have trended upward from 2021 to 2025 (post-pandemic), with gross revenue up 33.2% and net revenue up 28.1% from 2021. From 2024 to 2025, our gross revenue increased 6.1% and net revenue increased 9.5%. With our disciplined planning and forecasting efforts to date, we anticipate that gross and net revenues will continue to trend upward in 2026 (Gross Fees 8.8% and Net Fees 11.6%) as projects continue to move forward, new projects are awarded to GES, and we hire the necessary resources to meet client needs.

Gross and Net Revenue 2021 - 2026



Sustainability Recognition

GES uses the EcoVadis rating system as a key benchmark to evaluate and advance its ESG performance, supporting continuous improvement while providing external validation of responsible business practices. Through the EcoVadis assessment process, GES conducts a rigorous evaluation of existing sustainability policies, actions, and performance to identify opportunities for enhancement and guide continuous progress. Following the 2025 EcoVadis renewal, GES maintained its Bronze Medal rating and demonstrated meaningful year-over-year progress, improving from the 72nd percentile in 2024 to the 78th percentile in 2025 among companies assessed.

GES achieved score increases across all four EcoVadis categories—Environment, Labor & Human Rights, Ethics, and Sustainable Procurement—driven by strengthened environmental and Greenhouse Gas (GHG) reporting, enhanced ethics and compliance practices, and deeper integration of sustainability into procurement and sourcing processes. These results affirm the strength of GES existing sustainability framework and demonstrate measurable progress year over year.

GES remains fully committed to continuous improvement and is actively engaged in leveraging EcoVadis insights and complementary initiatives to further enhance ESG performance. This ongoing focus underscores GES' dedication to responsible business practices, effective risk management, and long-term value creation.

To learn more, visit ecovadis.com.



Our People

Year after year, GES has invested heavily in our greatest asset – our people.

Today, GES employs more than 400 environmental professionals who provide expertise across all phases of environmental consulting, investigation and remediation. Our staff includes nationally-recognized subject matter experts in key service areas.



SITE INVESTIGATION	ENGINEERING (REMEDATION)	COMPLIANCE AND PERMITTING
- Drilling Techniques - High Resolution Site Characterization Tools - Karst and Fractured Rock - Hydrogeologic Aquifer Parameter Testing - Applied Hydrogeology - Vapor Intrusion - Due Diligence	- Mechanical Remediation Systems - Chemical/Biological Technologies - Ex-Situ Treatment - Advanced Treatment - Horizontal Remediation Wells - Ex-Situ Soil Treatment - Bench Testing - Operation, Maintenance and Monitoring (OM&M) - Electrical Area Classification - Landfills - Instrumentation and Controls - Subcontracted Structural/Geotechnical/Electrical - Water/Wastewater - Molecular Biological Tools (MBTs) Excavation and - Dewatering - Demolition/Abatement	- Air compliance auditing & permitting - Facility emissions inventory / annual emissions statement submittal - Greenhouse gas/toxic release inventory monitoring and reporting - Stormwater permitting - Wastewater treatment and/or discharge permitting - SPCC plan development and certification - Facility Response Plans - Storage tank testing/inspections - Chemical inventory / usage reporting - Wetland/stream mitigation monitoring and design - U.S. Army Corps. of Engineers (USACE) permits - Field compliance monitoring - Local permitting / approvals
ENVIRONMENTAL INFORMATICS	ECOLOGICAL SERVICES	ENVIRONMENTAL, SOCIAL & GOVERNANCE
- Data Management - Software and Visualization - Light and Dense Non-Aqueous Phase Liquid (LNAPL and DNAPL) Analysis - Fate and Transport Modeling - Analytical Data Validation - Human Health Risk Assessment (HHRA) - Statistical Analysis - Natural Attenuation Assessment - Tidal Influences	- General Ecological Services - Section 404 (Waters of the US) Delineation and permitting - Wetland Mitigation Design - Natural Stream Design - Wildlife Hazard Management - Aquatic Biological Assessment - Terrestrial Biological Assessment - Protected Species - Ecological Risk Assessment	- General ESG - Land Use Sustainability - Greenhouse Gas - Carbon Accountability - Sustainable/Resiliency/Reliable Remediation - Environmental Justice
EMERGING CONTAMINANTS		WASTE MANAGEMENT
- Per- and Polyfluoroalkyl Substances (PFAS) 1,4 Dioxane - Microplastics		- Resource Conservation and Recovery Act (RCRA) - Polychlorinated biphenyls (PCBs)
SPECIALTY SERVICES		
- Air Quality - Civil Engineering - Stormwater and Spill Prevention, Control, and Countermeasures (SPCC) - Small Unmanned Aircraft System (sUAS) Technologies		

SUBJECT
MATTER

EXPERTS

Proactive Safety Culture

GES' comprehensive corporate Health, Safety, Security and Environment (HSSE) program is applied to every aspect of our work.

GES is committed to achieving a safe and secure workplace; full compliance with applicable federal, state, and local HSSE regulations; and minimization of adverse environmental impacts to the environment. Based upon our beliefs and principles, GES' HSSE programs are in place to empower our employees to achieve the highest level of performance without compromising our mission or objectives.



Our HSSE program is based on the principles of the Loss Prevention System™ (LPS) behavior-based management system. We maintain and communicate a consistent philosophy emphasizing that safety and quality require constant vigilance. Using these LPS tools, we evaluate the safety of our work and track, report, and develop root cause analyses. To reduce our potential for losses and maintain a strong safety culture, GES has standardized the use of LPS tools to help us achieve our goal of zero incidents, injuries, or losses. Tool usage for safety in 2025 is summarized below.

2025 LPS Tool Usage for Safety		HSSE Statistics	2025	2024	2023	3-Year Average
303	Loss Prevention Observations (LPOs)	Total Recordable Incident Rate (TRIR)	0.48	0.81	0.54	0.62
92	Site Observations	Lost Time Incident Rate (LTIR)	0.00	0.00	0.27	0.09
138	Near Loss Reports					

Our effective HSSE program has resulted in a strong performance record (summarized above) which has earned GES more than 80 positive recommendations from third party validators in 2025 in various industry HSSE ranking systems.

GES holds annual safety slogan nominations to actively engage employees, recognizing that their involvement strengthens ownership, awareness, and a shared commitment to a strong safety culture. Through employee nominations and voting,

"Safety is a Team Effort"

was selected as the safety slogan for the upcoming year.

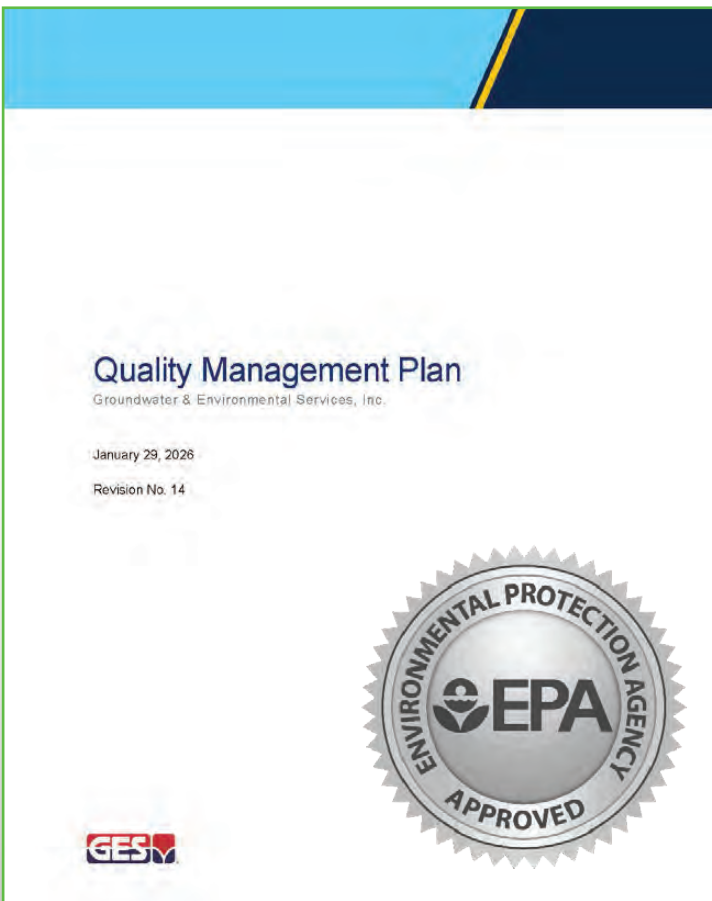


Proactive Quality Culture

GES' Quality Program consists of volunteers that represent different departments, roles, and geographies. One of our Quality Program continuous improvement initiatives in 2025 was to increase team resources to enhance our impact. In 2025, we recruited 10 additional members and introduced them to the core functions of the team through a virtual Quality Team Involvement Fair where each new member identified where they would most like to contribute to the Quality Program and Team.

In February 2025, our corporate Quality Management Plan (QMP) was approved by the US EPA. The approval is valid for a period of 5 years across all EPA regions. This accomplishment recognizes and validates that GES has developed procedures to effectively implement quality principles into our environmental services. A comprehensive QMP aids in driving quality through all services we provide our clients.

- GES' QMP is EPA approved and ready to use
- No delay to get our Quality Assurance Project Plan approved
- Paves the way to working on Superfund and Brownfield projects



Reducing rework remains one of the primary objectives of our Quality Program. Rework equates to waste in the professional services industry – and eliminating waste is a goal of all Quality Programs. When rework occurs, we are expending additional resources – manpower, electricity, and fuel – to complete a task that should have been done correctly the first time. Rework can adversely affect client satisfaction, project schedule, and financial performance.

By maintaining a focus on reducing rework, the Quality Program directly contributes to the company's sustainability from both environmental and business perspectives.

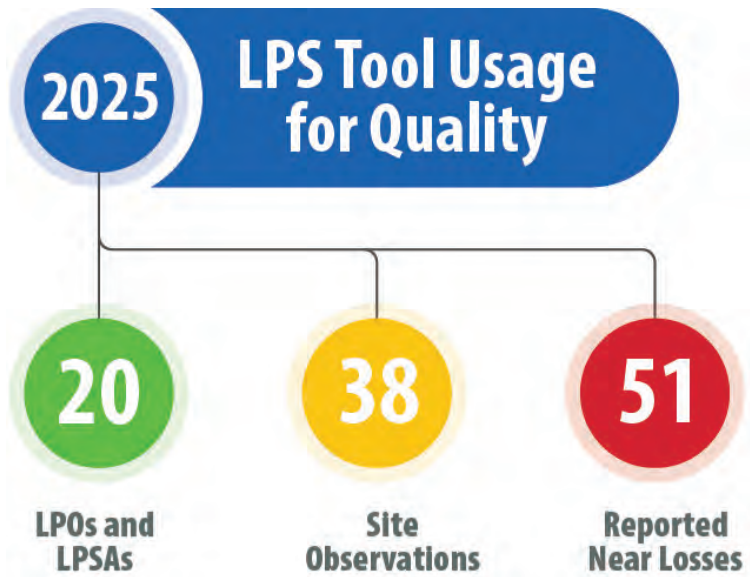
What this means for GES

- Increased client confidence
- Reduced project delays and rework costs
- Stronger QA culture across teams
- Supports sustainability and operational excellence

Implementing effective solutions and sharing lessons learned across the company directly reduces future rework.

To improve our ability to identify, investigate, and resolve rework issues, we improved our Quality Investigation tool and process in 2025. We developed and implemented a training program for investigating quality incidents and assigned a select subgroup from our Quality Team to receive the training and lead all investigations. During the first year of implementation, we are conducting more objective and thorough investigations and implementing more effective solutions that include both personal factors (e.g., the right way takes more time or effort) and job factors (e.g., a procedure was outdated, incomplete, or missing). Solution implementation is being supported by the Micro-trainings subgroup of the Quality Team who are developing short (5 – 15 minute) training videos of core tasks. The micro-training courses are prepared by job experts and provide on-demand access for staff when conducting tasks when a refresher is needed to ensure the task perform the task correctly.

Our Quality Program continues to support GES’ vision of providing superior, effective, and responsive environmental services to our clients and a safe workplace that fosters professional and personal growth for our employees. Striving to reduce rework and maintaining and enhancing GES’ reputation as a superior environmental services provider are important objectives of our Quality Program. Similar to our HSSE program, we use LPS tools to reduce our potential for losses and maintain a strong quality culture.



Commitment to Diversity, Equity, & Inclusion

As a company, we support diversity, equity, and inclusion (DEI). Members of GES' DEI committee attended webinars to learn about the legality and importance of our DEI program, our mission statement, and other areas where DEI may come into play (i.e., recruitment, hiring, performance evaluations, promotions, etc.). Based on our review, GES believes that we are operating fully within the law, and remain committed to our DEI program and initiatives including:

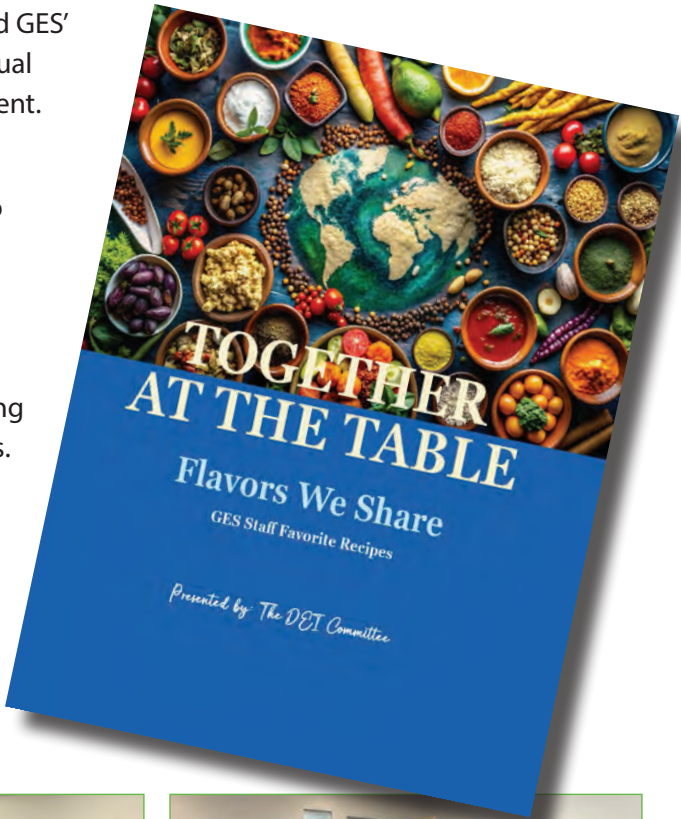
- Maintaining a safe, diverse, and inclusive work environment where all employees are treated with respect and recognized for their unique contributions.
- Recruiting, developing, and retaining the most talented people from a diverse candidate pool.
- Providing an environment of mutual respect where equal employment opportunities and opportunities for advancement are available to all applicants and employees without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, and any other characteristic protected by law.

GES' DEI Committee has taken steps to facilitate being more diverse, inclusive, and equity-centered including the following:

- Developed a DEI page within the company intranet to serve as a central hub for employees to access valuable resources, stay informed about ongoing DEI efforts, and discover ways to get involved.
- Published bi-monthly DEI newsletters to raise awareness within our ranks of the many cultural influences that shape the melting pot that America represents.
- Revised our Anti-Discrimination policy statements, including Commitment to Equal Employment Opportunity, Zero Tolerance Discrimination, and Commitment to Equal Opportunity Procurement.
- Advertised job openings in the following online Career Centers and LinkedIn groups: US Veterans, National Society of Black Engineers, National Network of Hispanic Scientists and Engineers, Women of Environmental Services, and Society of Women Engineers.

Throughout 2025, the DEI committee creatively educated and trained GES' diverse workforce on soft skills, understanding and honoring individual differences, and fostering an inclusive and enjoyable work environment. Activities included:

- Brain Buzz contests were added to our bi-monthly newsletters to increase readership. The winners receive a nominal prize and are featured in the next DEI newsletter where they share how DEI influences their life.
- Several offices conducted DEI potluck luncheons with staff sharing their favorite food from their culture with their hungry coworkers.
- The food from the potluck luncheons was so delicious that the committee created a DEI Cookbook with many of the recipes from the offices plus additional recipes from staff who could not participate in one of the potluck luncheons.



Employee Demographics

 **3%**
VETERAN STAFF

 **15%**
PEOPLE OF COLOR

 **35%**
FEMALE STAFF

Training and Development

- GES University provides employees with educational and training opportunities and recorded training modules that develop the core skills required for their roles at GES. Formal training schedules are established and aligned with each employee's career path.
- GES offers a formal mentoring program for engineers to support professional development and knowledge sharing.
- GES encourages employees to continue their professional development by offering tuition reimbursement for accredited programs as well as reimbursement for approved seminars and workshops.
- Partnerships with external organizations provide additional learning opportunities for continuing education in both technical and business skills.
- GES promotes employee growth and retention through proactive onboarding, ongoing management training, and regular communication checkpoints.



GES U Training Offered in 2025

Data Usability, Document Management, Soft Skills – Emotional Intelligence, Ecological Risk Assessment, Project Lookup Tool, Ethics Training, Project Implementation Program, Field Work Directives, BST eBilling Refresher, Field Notes, Harassment Training, Lab Reports, Site List, Cost Proposal Database, Deliverable Tracking Database, Waste Tracking, Small Unmanned Aerial Systems, and PFAS Presentation.

Employee Well-being

- GES' Commitment to Wellness Program encourages health plan participants to maintain a healthy lifestyle and receive annual physicals. In 2025, 90% of employees participated in the Program.
- The hybrid workforce policy offers employees greater flexibility and improved work-life balance while preserving company culture.
- Employees can nominate coworkers for going "Above and Beyond" in their daily duties and exemplifying GES core values. Selected winners receive a \$50 gift and company-wide recognition for their acts of professionalism and teamwork.
- The Human Resources team distributes monthly "Strive for Better Health" email newsletters to all employees.
- The Employee Assistance Program (EAP), a confidential counseling service, is available to help with personal problems at no cost to all employees and their families.
- The company-wide step challenge is a staff favorite wellness program held each year to promote fitness and team building.

“

Thank you for the motivation to get my body in motion. The challenge motivated me to go to the gym or walk during lunch more days than not. Every step was part of a dedicated workout. No steps were just usual activity during the routine day. I do not have a fit bit, so I tracked miles on the treadmill or miles using a Nike running app. All in all, I got 125.27 miles, lost 13 pounds, and most importantly spent time with my son at the gym!!

I loved this challenge. From the very first pop-up, I knew I would never win based on step counts alone, but that did not stop me from giving it my best. I sit at my desk Monday through Friday, 8–5, and after work I usually head straight to the couch because I am “too tired” and it is cold. This challenge pushed me to get moving, and it worked—every metric in my Apple Health app is trending up (except weight). My partner was very encouraging and that was great.

”

Succession Planning

Succession plans are maintained for GES senior management and site operations. Our succession plan includes plans for our most senior level positions – CEO, COO, and CFO – as well as the critical role of Vice President (VP) of HSSE, Senior VP of Technical Functions / Quality Assurance Manager (QAM), IT Director, and HR Director. GES Operations are divided into four regions with each region maintaining a succession plan that identifies key employees and training requirements for contingency planning.

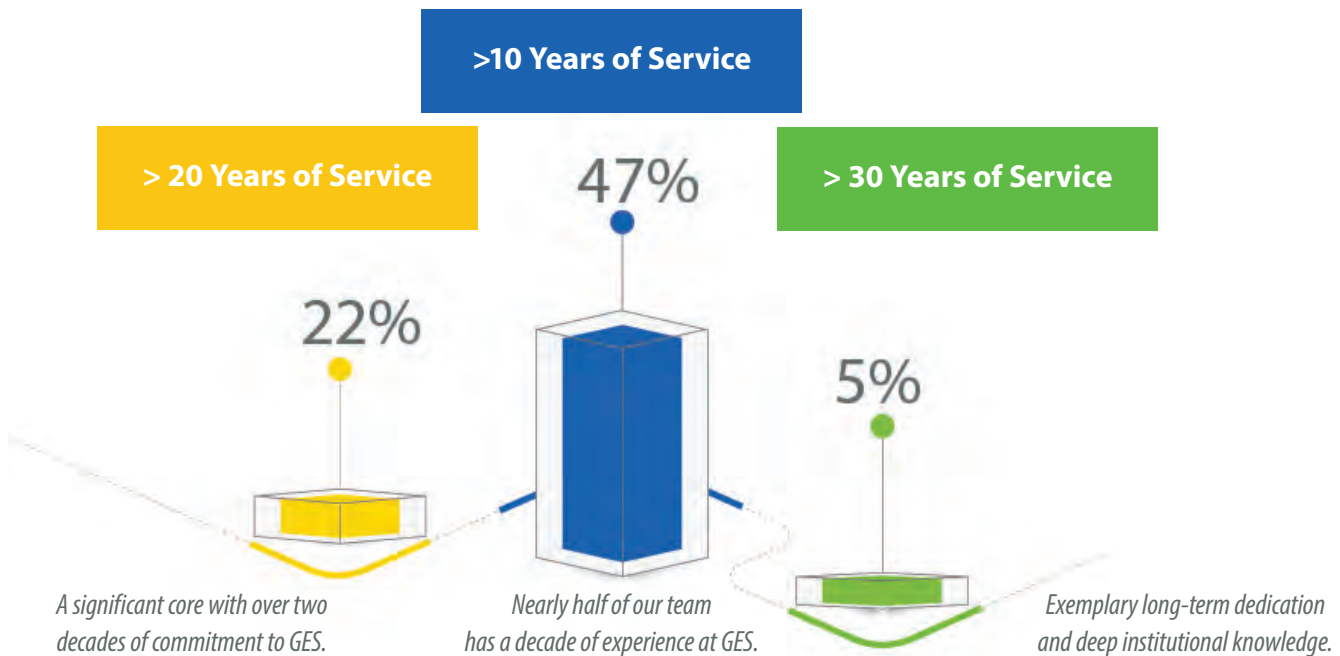


Employee Retention

Employee retention drives organizational growth, vitality, and strong customer relationships. Continuous investment in our staff through development and recognition programs retains, motivates, and maximizes the performance of our employees while enhancing their professional growth and satisfaction.

Recognition programs and policies include:

- Annual performance evaluations
- Service award recognition program
- Corporate social responsibility program
- Succession plans and career path
- Tuition reimbursement
- Key contributor, excellence, and anniversary awards
- Client relations and special skills incentive programs
- Above and Beyond, Quality Champion, and Safety Leader quarterly recognition programs



CULTURE AND IMPACT

FOSTERING COMMUNITY
Decades of shared experience build a supportive culture

MENTORSHIP
Retaining expertise, training the next generation

EMPLOYEE APPRECIATION
Celebrating milestones and loyalty

Our Operations

Business Ethics and Compliance

Business ethics directly affect our client's trust in GES as a consulting service provider and our long-term success and sustainability.

GES conducts its business affairs in accordance with the highest ethical standards and sets expectations for all employees to maintain these same standards when conducting the company's business. Our Ethics Policy clearly defines the company's expectations and requirements regarding compliance with the laws, regulations, and standards. All employees are required to read, understand, and maintain strict compliance with all the provisions of the GES Ethics Policy. We also host an annual ethics training of GES' ethics policy and expectations with a focus on applying ethical principles in our professional services.

Any employee who observes, discovers, or is requested to engage in any activity that the employee believes may be contrary to GES' Ethics Policy is required to promptly report the matter to their supervisor, human resources, or GES' external reporting system provider, Lighthouse Services, Inc.



GES Ethics Policy

GES' Ethics Policy requires every employee to perform their duties with integrity, in full compliance with applicable laws, and without consideration of personal gain. GES requires all personnel to maintain professional conduct that upholds the company's reputation. Additionally, GES employees must comply with the established ethical guidelines of our clients, vendors, and subcontractors. Strict adherence is required regarding policies on gifts, favors, and entertainment. The interests of our clients are paramount. Employees are instructed to avoid any conduct that could call into question their independence or judgment.

Every employee is prohibited from engaging in any conduct that could result in a conflict of interest, including situations in which GES or the employee:

- Could make a financial gain, or avoid a financial loss, at the expense of a client
- Has an interest in the outcome of a service provided to a client which is distinct from the client's interest in that outcome
- Represents or seeks to represent two or more parties whose interests are actually or potentially in conflict with each other
- Represents a client and company/employee that has a financial or other incentive to favor the interest of another client over the interests of the client
- Expects to receive a benefit from a third party in relation to a service provided to the client

Greenhouse Gas (GHG) Emissions

At GES, we recognize the value and importance of transparency and accountability in reporting our environmental impact and are committed to disclosing our carbon emissions. As a full-service environmental consulting firm, our primary carbon emissions are from our fleet vehicles used daily to perform site services for our clients. We have been reporting our fleet vehicle emissions since 2019, our office energy use emissions since 2023, and our business travel since 2024. For our 2025 report, we have further expanded our disclosures to include employee commuting, work-from-home energy use, and heating, ventilation, and air conditioning (HVAC) refrigerant emissions from our leased office spaces.

Fleet/Field Vehicles (Scope 1 emissions)

Providing on-site environmental services – investigations, sampling, compliance monitoring and inspections, treatment system operation maintenance and monitoring (OM&M), and construction – is our core business. We maintain and service our fleet vehicles to maximize fuel efficiency, performance, and lifecycles. In alignment with our hybrid work model, we encourage employees to evaluate mobilization distances and mobilize from the office or home and choose the shortest drive option when practical. Our field vehicles (Scope 1) emissions include fuel consumption by dedicated GES fleet vehicles and rental vehicles. Emissions for fuel consumption are estimated using EPA-provided emissions factors for gasoline and diesel.

Natural Gas & Propane (Scope 1 emissions)

In 2025, we reclassified natural gas and propane combustion from Scope 2 to Scope 1, consistent with GHG Protocol guidance that direct on-site combustion is a Scope 1 emission source. GES uses natural gas and propane for heating and HVAC in several of our leased office locations. Emissions are calculated using EPA-provided emissions factors.

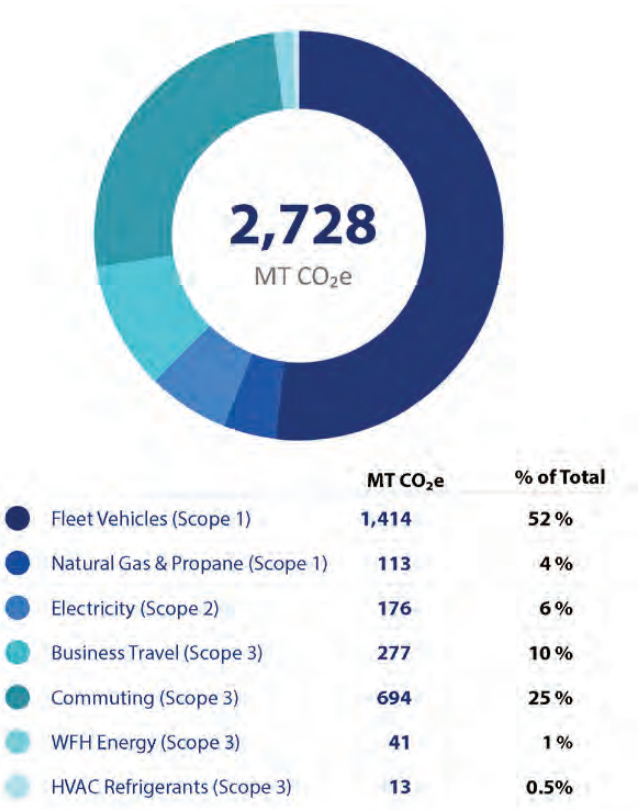
Building Energy Consumption - Electricity (Scope 2 emissions)

GES continues to optimize our use of leased office space through a hybrid work environment and frequent evaluations of our space type and size needs. Scope 2 emissions were calculated using EPA’s Emissions & Generation Resource Integrated Database (eGRID), which provides regional energy generation emissions factors for electricity generation. In 2025, office electricity emissions were reduced by approximately 10.5% from 2024, reflecting continued efficiency gains across our portfolio. We are actively reducing our energy usage from office lighting by:

- Requiring LED lights when leasing new office space with motion sensors
- Replacing existing fluorescent and incandescent lighting with LED when replacement is required

Business Travel (Scope 3 emissions, Category 6)

Our business travel estimate uses data provided by our travel management company using industry South Pole’s procedures for air travel, hotels, and rental cars (non-project use vehicles, which are included in Scope 1 emissions). The South Pole methodology is based on the GHG Protocol and the United Kingdom’s Department for Business, Energy, and Industry Strategy (UK BEIS).



Employee Commuting (Scope 3 emissions, Category 7)

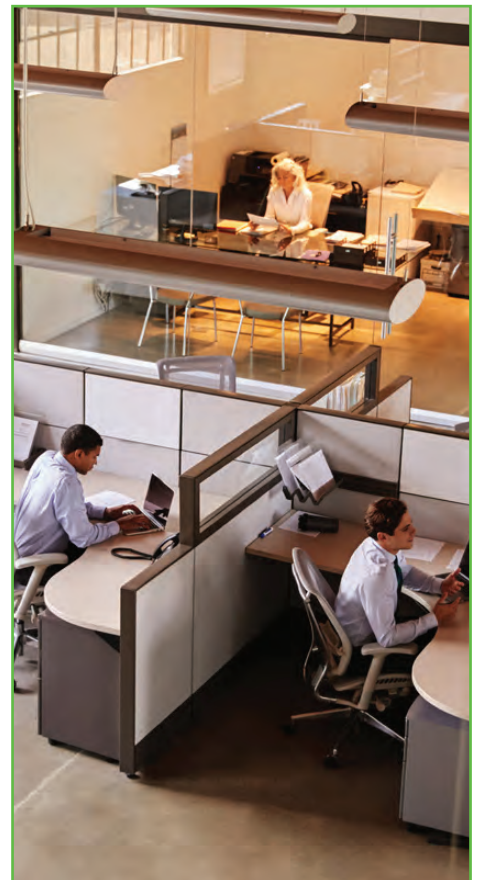
In 2025, we began estimating emissions from employees commuting for the first time. GES operates a hybrid work model, which includes employees who primarily work from a GES office, hybrid employees who commute approximately three days per week, field staff who primarily work at a dedicated client facility, and employees who work remotely. Commute distances were estimated using U.S. Census Bureau American Community Survey (ACS 2024) mean commute times by metropolitan statistical area for each of our 27 office locations and an assumed commute vehicle speed. A national average mode share was applied based on ACS 2024 data, and emissions were calculated using EPA emissions factors for each mode.

Work-From-Home Energy (Scope 3 emissions, Category 7)

Also new to this year's report, we are disclosing emissions associated with employee energy use while working from home. This is consistent with GHG Protocol Scope 3, Category 7 guidance, which explicitly includes work-from-home energy as a sub-category. This estimate accounts for device electricity (laptops, monitors, Wi-Fi routers, and lighting), home cooling (electricity-based, prorated to an average home office footprint), and home heating (using a mixed-fuel model based on *EIA* Residential Energy Consumption Survey 2020 national averages). Calculations apply the EPA eGRID 2023 national average electricity factor and fuel-specific emissions factors for heating.

HVAC Refrigerant Emissions (Scope 3 emissions, Category 8)

GES has voluntarily included an estimate of HVAC refrigerant emissions from our leased office spaces as a Scope 3, Category 8 (Upstream Leased Assets) disclosure. Because all GES offices are leased and HVAC systems are maintained by property managers, GES does not directly control these emissions; however, we believe transparency on this source is consistent with our commitment to comprehensive reporting. Emissions were estimated using a top-down square-footage approach based on GHG Protocol refrigerant mass-balance methodology, assuming R-410A refrigerant and an EPA default 15% annual leak rate for commercial unitary air conditioning.



Sustaining Business Operations from Cybersecurity Threats

GES responsibly manages sensitive environmental data, adhering to all cybersecurity laws and best practices. We invest in a strong cybersecurity program to protect against threats, ensuring business continuity and uninterrupted client service.

Multi-Pronged Approach to Combating Cyber-Threats and Attacks

GES proactively implements robust security measures to counter dynamic cybersecurity risks, continuously refining its plan to protect data and maintain system functionality.

GES employs a robust cybersecurity framework, including:

- Internet content filtering to block unsafe sites
- Multiple layers of Anti-X filtering for malware, spam, and phishing prevention
- Corporate networks restricted to GES-managed devices only
- True multi-factor authentication
- Intrusion detection and prevention system at all Internet perimeters
- Advanced Malware Protection (AMP) for data flow scanning
- Next Generation firewall controls on all perimeters
- Behavioral and educational awareness tools
- Use of tools allowing staff to report suspicious emails for further evaluation
- Encrypted corporate file transfer service to send/receive data externally
- Endpoint detection and response on all GES-managed systems
- Patch management strategy addressing vulnerabilities
- Strong passwords with a 30-minute inactivity lock-out
- Access control lists (ACL)
- Employee cybersecurity training and awareness
- All inbound attachments are sandboxed to verify content safety
- Disaster recovery plan with multi-layered backups both onsite and offsite

Sustainable Computer Equipment Procurement

GES has a comprehensive plan in place to maximize the productive lifecycle of the computers provided to our staff. All computers are purchased through Dell, a proven provider of reliable business-class laptops at a competitive price.

Purchasing all of our computers from a single manufacturer provides several distinct benefits. In addition to volume discounts, bulk purchases of two or three computer models simplifies maintenance and support. Our IT staff include certified Dell technicians with expert knowledge of Dell hardware and repair processes. Each computer is purchased with a Dell service contract that allows our own IT specialists to diagnose issues and order parts directly, without coordinating with a Dell support representative. This approach enables faster turnaround times when repairs are required and helps minimize downtime.

In 2025, GES invested in two of Dell's most sustainable laptops for our workforce. Fifty-three Energy Star®, EPEAT®, and TCO certified laptops were put into circulation as replacements for less energy efficient models.



In 2025, GES transitioned its standard laptop configuration from the Latitude 5550 to the Dell Pro 16 Series following the end of production of the Latitude line. Like the Latitude 5550 model, the Dell Pro 16 series is designed and packaged with sustainable features. Dell identifies the Pro Series – including the Pro 16 Plus and Pro 16 models – as their most sustainable commercial laptop line. During 2025, GES purchased 53 units of the Energy Star® and EPEAT® certified laptops, which are manufactured using sustainable materials and shipped in 100% recycled or renewable materials that are fully recyclable. Based on the success of this sustainable laptop model, GES has budgeted to replace an additional 65 units in 2026.

Did You Know?

- In 2025, over 2,200 cyber attacks occurred worldwide every day (about one attack every 39 seconds).
- 60% of small businesses fail within six months of a cyberattack.
- U.S. organizations around \$1 billion in ransomware annually.
- Data leaks cost an average of \$4.44 million per incident.
- Only 15% of cyber attacks in the U.S. are reported.
- Less than 50% of organizations lack a cybersecurity response plan—GES has one.

Recycling and Disposal of E-waste

GES' IT department maintains a detailed inventory of purchased and equipment and tracks each unit's status from the initial purchase to disposal. Once an employee's computer reaches its end of life (whether from damage or time), the IT Department initiates the process for purchase of a replacement and proper recycling and/or disposal of the old unit. GES' IT Department arranges for the device to be recycled or destroyed in accordance with internal policies.

GES has partnered with a certified electronics recycling company, EZPC Recycling, LLC who ensures that all retired computers and other electronic devices are recycled or disposed of in a responsible and environmentally friendly manner. EZPC Recycling ensures that all data on the devices being retired is securely destroyed. Computers or other electronic devices that cannot be recycled are destroyed in a secure manner such as physical shredding or erasing all data on the devices using specialized software.

Computer Equipment

Nearly 100% of our workforce use **Energy Star** and **EPEAT** certified equipment.





Artificial Intelligence

GES issued an Interim Artificial Intelligence (AI) Usage Policy in 2023. The primary objectives of the policy are to protect GES, its clients, and its employees; secure confidential information; and promote the accurate, ethical, and responsible use of AI tools. The policy is focused on use of generative AI across the spectrum of potential uses without identifying a specific service or task and provides an approval process for AI use and guidance and expectations for its use.

AI capabilities have significantly advanced since 2023. There is a broad range of applications where AI can be integrated into GES’ services, including internal administrative processes, IT functions, business development, and project technical tasks. Our plan is to begin to take advantage of AI capabilities provided within the software programs that we use today. Through a deliberate and approach, we anticipate improvements in environmental project outcomes, as well as increased efficiencies in administrative tasks and project execution.

The plan includes:

- Conducting a pilot test of Microsoft Copilot® with a small cross-functional group representing multiple departments.
- Explore the capabilities and uses of Earthsoft’s HELIOS AI™, which will be included with our 2026 renewal of EQulS. HELIOS™ is a document management system designed to aid with searching, indexing, and summarizing environmental data and provides a secure environment to process confidential client project information.
- Evaluate the functionality of AI tools currently available in AutoCAD.
- Conduct a third party diagnostic of our processes and workflows to identify where smarter tools, including AI, could help reduce repetitive efforts and re-invest capacity from low-value tasks to high-use tasks.

These pilot tests and evaluations will be conducted in 2026 under the direction of the AI Strike Force and collaboration with the IT Department and will guide our next steps with AI integration at GES. Future AI strategies may include expanded use of Microsoft Copilot®, full integration of HELIOS™, evaluation of AI-based report writing tools, and other applications that enhance GES’ reputation and client service delivery while keeping pace with the evolving integration of AI across the environmental consulting industry.



Corporate Social Responsibility

GES believes that investing in social and economic health of the communities where we operate fundamentally ultimately not only strengthens our business but it also contributes to our long-term success.

Miles that Matter: Our Wall Team Hits the Pavement for a Cause



(L to R) Efrain Vega, Adriana Simancas, Jennifer Lofgren, CEO, Edward Van Woudenberg, Kylie Johnson, and Milena Cunningham

The GES Wall Township, NJ headquarters kicked off the fall season by trading office attire for running shoes to join over 30,000 participants in the Tunnel to Towers 5K Run & Walk. Standing shoulder to shoulder with first responders and military members, our staff turned corporate values into community action to honor the legacy of 9/11 hero Stephen Siller. By navigating the course, the team helped raise vital funds for the Tunnel to Towers Foundation, supporting mortgage-free homes for families of fallen responders and retrofitting the homes of catastrophically injured veterans with smart technologies. The morning was much more than a physical challenge; it was a powerful, electric tribute to the resilience of our service members and a reminder that when we come together, we create an impact that stretches far beyond the finish line.

Giving Back in Our Backyard: GES Wall Township Supports Fulfill



At GES, we believe in the power of community. This season, our Wall Township, NJ team joined forces to support our neighbors through a local food drive benefiting Fulfill. Fulfill is more than just a food bank; they are a driving force for food security across Monmouth and Ocean Counties. By leading a collaborative movement, they connect people to essential nutrition while actively dismantling the systemic barriers to self-sufficiency and long-term well-being. Thanks to the incredible generosity of our local team, we collected 416 pounds of food, the equivalent of 347 meals for families in our community. We are immensely proud of our team's heart and grateful to Fulfill for the vital, meaningful work they do year-round. Together, we are helping to ensure that no one in our community must face hunger alone.

GES Exton Supports Chester County Food Bank



During the holiday season, our Exton, PA office came together to tackle local hunger and support the incredible mission of the Chester County Food Bank. Founded in 2009, the Food Bank serves as a vital, sustainable lifeline, securing and distributing food to our neighbors in need throughout the county. Our team's collective effort resulted in a donation of 154 pounds of food. Beyond meals, we also focused on "gap" items—critically needed non-food essentials like feminine hygiene products and diapers—which are not covered by SNAP benefits but are essential for health and dignity. A special thank you to Erin Evans (and her husband, Mike) for hand-delivering these donations. While there, they met a volunteer named Steve, who shared some heartening news: thanks to the generosity of neighbors like GES, the food bank is seeing a stronger donation season than expected. We are so proud of our Exton team for showing up for our community. It is inspiring to see what we can accomplish together, and we are already looking forward to making an even bigger impact next year!

Spreading Holiday Magic: GES Exton Supports Chester County Toys for Tots



Thanks to the generosity of our GES Exton, PA office team and community, we are helping support 622 individual families, including 80 families currently on the waitlist, representing nearly 1,900 children in the Chester County Toys for Tots program. In addition, 42 nonprofit organizations sought assistance, with initial requests supporting approximately 5,800 children. Because of the incredible support we received, we anticipate being able to help an additional 1,400 children from those nonprofits' waitlists. In total, more than 9,000 children across Chester County will have gifts this holiday season because of this collective effort. From the bottom of our hearts—and the hearts of all our volunteers—thank you to everyone who made this possible. Your kindness is making a meaningful difference for families in our community.

Growing Together: Cultivating Biodiversity with the Boys & Girls Club of Glassboro



GES staff couldn't have had a better spring day to have a fun-filled and hands-on educational day with the Boys Scouts of America® and Girls Scouts®, in Glassboro, NJ. Syensqo engaged GES to review local Wildlife Action Plans and design a locally appropriate pollinator garden that would uplift biodiversity in the area and be applicable for Tandem Global® certification. GES included educational games and hands-on experience to promote exploring the natural environment and helping the children to understand how they can play a part in improving it. We had a ton of pollinator visitors as soon as the plants arrived, giving us confidence that this will be a highly successful project. The garden was designed with a variety of blooms, allowing children to explore and learn about something new each month. The most rewarding part was hearing how excited they were to check on the plants they planted after school each day—watching them grow and seeing which pollinators come to visit. Thank you to the Boys and Girls Club® of Glassboro, the Syensqo employee volunteers and GES volunteers, Jordan Salley and Julia Ferrari.

Academic Scholarships

Since 2007, GES has awarded academic scholarships annually to encourage and reward the pursuit of academic excellence and to foster social and environmental responsibility. In August 2025, \$2,000 scholarships were awarded to three students. We are honored to have provided these scholarships to 54 students in the last 19 years.



Social Media Engagement & Industry Advocacy

At GES, our digital presence is a direct reflection of our technical leadership and commitment to industry stewardship. Throughout 2025, we leveraged our social media platforms to foster professional dialogue, highlight regulatory shifts, and celebrate the diverse expertise of our Subject Matter Experts (SMEs).

Technical Authority & Regulatory Monitoring

We use our platforms to ensure both our clients and our internal teams remain informed of evolving environmental standards. This year, our technical updates covered critical industry benchmarks, including:

- **ASTM Standard Updates:** Providing clarity on petroleum UST release sites.
- **Regulatory Advocacy:** Actively participating in the shaping of BVLOS (Beyond Visual Line of Sight) Drone Rules with the Marcellus Shale Coalition.
- **Technical Best Practices:** Sharing expert insights on Vapor Intrusion (VI) and engaging with the Association of Vapor Intrusion Professionals (AVIP).



Industry Participation & SME Recognition

Staying active in the technical community is key to how we grow our expertise and develop our team. In 2025, we highlighted our presence and SME contributions at several national and regional forums, including:

- The 28th National Tanks Conference and the National Brownfields Conference.
- Regulatory updates via the Railroad Commission of Texas (RRC) and the Texas Aggregates & Concrete Association (TACA).
- Geological leadership within the Association of Environmental & Engineering Geologists.



Workplace Culture & Professional Excellence

Our social media also serves as a window into the GES culture, emphasizing our commitment to diversity and the engineering profession. Key milestones included:

- **Honoring Professional Milestones:** Recognizing our team on Professional Engineers Day and celebrating the impact of women in our field through International Women in Engineering Day.
- **Quality Management:** Observing World Quality Month by sharing technical “Quality Tips” and celebrating the achievements of our dedicated Quality Team.
- **Team Engagement:** Documenting our community-building efforts, including regional team-building events and holiday recognitions, which reinforce the social dialogue vital to our organizational health.





Environmental & Social Governance

GES uses our consulting, engineering, and remediation expertise to help our clients achieve their environmental and social governance (ESG) goals and integrate biodiversity into business.

Client Conservation and Preservation Projects

GES develops and implements conservation-based remediation, biodiversity projects, and compliance approaches that achieve multiple ESG goals. We design and manage biodiversity and wildlife conservation projects for our clients, enabling them to save costs, promote sustainable practices, and enhance the value of land holdings and aesthetics by demonstrating a commitment to environmental stewardship and employee, regulatory, and community engagement. The following projects highlight GES' contribution to our clients' nature-positive strategies.



Monarch Butterfly on Wingstem

BASF, Riverview, MI

In 2023, GES applied for certification for a sturgeon habitat project, an extension of their pollinator garden (in the shape of a butterfly) with employee volunteers, created insect hotels, monitored for monarch butterflies, and planted gold moth habitat. BASF received a gold certification for their Riverview Program. In 2024 and 2025, GES continued monitoring the butterfly garden, seeing numerous pollinators enjoying the garden, including monarchs. In 2025, BASF and GES plan to add one more garden, in the shape of a bee with native yellow flowers. A game camera was also added to the garden to monitor during off hours. Coyotes, possums, rabbits, and other mammals were observed on the game camera. Additionally, nighttime birds including American Woodcock and owls were observed. Future tasks will include monitoring of each garden, review of the game cameras, and installation of an irrigation system which will be set up to pull from the Detroit River and onsite rain barrels. The installation of the irrigation system will be sustainably constructed to use the natural water already in place at the site. The rain barrels will add a water feature to the site which is beneficial to all organisms that use the garden. The application is up for

recertification in 2026 and will include up to eight projects (1) butterfly garden habitat project, (2) bee garden habitat project, (3) sturgeon spawning habitat project, (4) volunteer event project, (5) monarch butterfly species project, (6) gold moth species project, (7) sturgeon species project, and (8) bee species project.

Ashland, Hopewell, VA



Eastern Box Turtle – June 2025

and will be analyzed monthly to note any observations of bats at the site. Bat boxes have been deployed at the site and are monitored monthly. The updated remote observation of bats will provide data for when bats are more active and GES is generally not monitoring the site during the evening hours.

GES with Ashland and Woodard and Curran (previously Kennedy Jenks) have developed habitat projects at Ashland's Hopewell site since 2021. Wildlife projects include blue birds, wood ducks, birds of prey, pollinators, reptiles, and amphibians. Project implementation included installation of bluebird boxes, wood duck boxes, raptor perches, pollinator garden in a meadow, and basking logs in the onsite ponds and wetlands. The basking logs are utilized by many turtle and frog species throughout the monitoring season in the hundreds. Each spring, a GES scientist assesses habitat health and coordinates any needed maintenance with Ashland and Woodard and Curran, while monthly visits during the monitoring season document wildlife sightings and additional maintenance needs. A bat acoustic monitoring device is set up at the site



Macroinvertebrate ID Tray – September 2025

Olympus, Gaia Pad, PA

GES partnered with Olympus to build a pollinator hotel. GES conducted the monthly monitoring and management of the Gaia Pad for recertification for bats, bluebirds, turkey, and pollinators. GES also lead a scouts education event to build bluebird boxes, falcon boxes, and insect hotels. In 2025, Olympus and GES also hosted a Boy Scouts of America® and Girl Scouts® Education and Planting Event. The event included planting native flowers in the pollinator garden, spreading seeds to attract turkey, bats, and birds; an education event on the projects; and a scavenger hunt. Additionally, Olympus and GES hosted a Boy Scouts of America® and Girl Scouts® Macroinvertebrate Survey event. The event included collecting macroinvertebrate organisms from the river that runs through the site to identify each macroinvertebrate and analyze the health of the river. The Boy Scouts of America® and Girls Scouts® used educational cards and magnifying glasses to identify the species as a group and categorize what they indicate for the health of the river.

Olympus, Titan Well Pad, PA

GES applied for and was awarded silver certification for the Titan Well Pad project, recognizing initiatives that included the creation of an ephemeral pond habitat, invasive species removal, and wood turtle and falcon monitoring and research. In 2024, Olympus installed more kestrel boxes and installed a wildlife sign to highlight the work being done at the Titan Pad. In 2025, Olympus and GES continued monitoring the habitat. Blue bird nests were observed in all four of the boxes that were set up at the project site.



Bluebird Fledglings – May 2025

Olympus, Calliope Pad, PA

GES applied for certification of the Calliope Well Pad in 2024 for bluebirds, Louisiana water thrush, wood thrush, wild turkey, riparian enhancements, and riparian buffers. In 2025, projects included an educational event with Olympus to plant willow stakes around the stormwater ponds and plant hemlocks within the forest line and around the stormwater pond. Blue birds were observed in two blue bird boxes at the site.



Bluebird Mother nesting on eggs – May 2025

GES is well positioned for continued success. As we look to the future, we remain dedicated to evolving our services and strengthening our partnerships to meet the complex environmental challenges of tomorrow.



To Learn More:



gesonline.com



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We practice increased up of sustainable materials
and reduction of material use.

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