

ESG DISCLOSURES

GRI Content Index GRI 1: Foundation 2022

Thornton Tomasetti has reported the information cited in this GRI content index for the period January 1, 2022, through December 31, 2022, with reference to the GRI Standards.



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UCSD Epstein Family Amphitheater, San Diego, California

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ESG DISCLOSURES

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DISCLOSURE	RESPONSE
2-1 Organizational details	<p>Thornton Tomasetti Nature of ownership: Private, employee-owned corporation Headquarters: New York City 11 countries of operation: ThorntonTomasetti.com/Contact-Us</p>
2-2 Entities included in the organization's sustainability reporting	All subsidiaries and joint ventures associated with Thornton Tomasetti, Inc., are covered in the report.
2-3 Reporting period, frequency and contact point	<p>Year 2022 annual reporting: January 1, 2022, through December 31, 2022 Publication date: June 22, 2023 Financial reporting: May 2023 Contact: Amy Hattan, Corporate Responsibility Officer, AHattan@ThorntonTomasetti.com</p>
2-4 Restatements of information	2020 GHG emissions are 43% lower compared to the level of emissions previously reported. The reason for this restatement is a calculation error in the 2020 emissions inventory. 2018 GHG emissions are 1.7% higher compared to the level of emissions previously reported. The reason for this is an adjustment to our baseline to reflect new office locations.
2-5 Restatements of information	No external assurance.
2-6 Activities, value chain and other business relationships	<p>Activities: ThorntonTomasetti.com/Capabilities Sectors: Private; architecture, engineering and construction (AEC); building sector; consulting Markets: www.ThorntonTomasetti.com (Client Solutions) Value chain:</p> <ul style="list-style-type: none"> Upstream (construction materials, computing supplies, office products, contracted labor and project subcontractors to supplement workforce) Downstream (buildings and other structures, infrastructure, clients – contractual relationships) Operational supply chain: Leased buildings and vendors (IT, office supplies)

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2-7 Employees

Our data includes continuous staff. We did not include seasonal workers, interns, temporary staff or retirees in the data set unless specified. Full-time/part-time is defined by the respective country of work. Gender of employees is self-designated.

Region	Female	Male
Corporate	76	126
Europe	35	97
Global	38	179
Mid-Atlantic and South	52	138
Midwest	48	95
Northeast	47	84
New York Metropolitan	117	236
Pacific Rim	13	22
West	27	74

Number of Permanent Employees by Gender and Region

Region	Female	Male
Corporate	2	1
Europe	0	3
Global	10	12
Mid-Atlantic and South	4	3
Midwest	2	5
Northeast	1	0
New York Metropolitan	7	7
Pacific Rim	0	0
West	0	1

Number of Temporary Employees by Gender and Region

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2-7 Employees (cont.)

Region	Female	Male
Corporate	4	7
Europe	0	0
Global	1	0
Mid-Atlantic and South	6	3
Midwest	4	5
Northeast	2	1
New York Metropolitan	14	14
Pacific Rim	0	1
West	2	3

Number of Employees With Non-Guaranteed Hours of Work

Region	Female	Male
Corporate	71	118
Europe	28	98
Global	46	190
Mid-Atlantic and South	47	137
Midwest	44	94
Northeast	40	81
New York Metropolitan	108	226
Pacific Rim	13	21
West	25	71

Number of Full-Time Employees by Gender and Region

Region	Female	Male
Corporate	3	2
Europe	7	2
Global	1	1
Mid-Atlantic and South	3	1
Midwest	2	1
Northeast	6	2
New York Metropolitan	2	3
Pacific Rim	0	0
West	0	1

Number of Part-Time Employees by Gender and Region

Part-time is defined by country of operation as being any work schedule less than the full standard hours each week of work.

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DISCLOSURE	RESPONSE
2-8 Workers who are not employees	We use consultants who work independently. All workers whose work is controlled by the firm are our employees.
2-9 Governance structure and composition	<p>Our highest governance body responsible for decision-making and overseeing the management of impacts is our board of directors. The board comprises 12 employees and one external member. All employees on the board hold executive positions in the firm. See our leadership page for roles and competencies of board members. For diversity of leadership, see disclosure 405-1.</p> <p>Our governance structure is organized as a matrix, with regions, practices and departments reporting to the co-CEOs, who report to the board. The co-CEOs manage the company, and the board assures that the company is effectively managed. Board members serve two-year terms, with no term limits. Every two years, membership is reviewed and put to shareholder vote at the annual meeting.</p> <p>The corporate responsibility steering committee and the equity, diversity and inclusion committee are management committees responsible for working with the CEOs on decision-making for ESG impacts. The corporate responsibility department helps develop firm-wide goals and drive policy implementation.</p>
2-10 Nomination and selection of the highest governance body	Nomination and selection of board members are done at the election of the board and coordinated by the board chair. Both existing and new board members are evaluated on past performance. Ownership is one criterion for board membership but is not compulsory, as we allow for external members, who cannot hold stock.
2-11 Chair of the highest governance body	<p>The board chair is Thomas Scarangelo, former CEO. Conflicts of interest are prevented by the chair not being the same person as the CEO. The chair is a senior executive but is not the highest governing individual in the firm.</p> <p>The firm's leadership structure provides checks and balances. The CEOs report to the board, and the chair reports to the CEOs. This arrangement provides the firm with the best level of governance and an appropriate number of checks and balances.</p>

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DISCLOSURE	RESPONSE
2-12 Role of the highest governance body in overseeing the management of impacts	<p>Members of our highest governance body are directly involved in both the development and oversight of the organization's impacts on the economy, the environment and people. The CEOs manage the company and set the direction for the management of impacts, in collaboration with senior leadership. The board challenges and supports, assuring that policies are effective in building an enduring organization and in representing shareholder interests. The CEOs meet with the board quarterly. The management approach is driven down to the matrix leaders. Wherever viable, hard metrics are set and we execute our programs to meet those metrics, which the board reviews quarterly to ensure the direction meets the stakeholders' vision.</p> <p>One of the CEOs is a member of the corporate responsibility steering committee and the direct supervisor of the corporate responsibility officer. The corporate responsibility steering committee is composed of leaders representing a diversity of our locations, practices and departments. This committee updates our goals for management of the organization's impacts on the economy, environment and people every five years. The president and a board member are executive advocates of the equity, diversity and inclusion committee. They work with our employee network group leaders to weave ED&I into our company and culture. These processes are inclusive of employee stakeholders, and they are influenced by our clients' interests.</p>
2-13 Delegation of responsibility for managing impacts	<p>See disclosure 2-12.</p> <p>The corporate responsibility officer, reporting to one of the co-CEOs, is a senior member of the staff, responsible for managing some of the impacts. Corporate responsibility is woven into our culture at Thornton Tomasetti. Therefore, management responsibility is delegated to leaders in the areas most relevant to specific impacts. In addition to the corporate responsibility department, this includes our equity, diversity and inclusion committee; our human resources department; our legal department; our sustainability practice, etc. A regular weekly call between our department leaders and executive team enables regular reporting, as do lines of supervision between managers and the CEOs.</p>
2-14 Role of the highest governance body in sustainability reporting	<p>The highest governance body is responsible for reviewing and approving the reporting information. Reviews take place via regular weekly department leader/executive leader meetings and regular meetings between the co-CEO and the corporate responsibility officer. The co-CEO approves a final review before the sustainability report is released.</p>
2-15 Conflicts of interest	<p>The interests of all senior and executive leadership, the board and stakeholders are aligned around our purpose and values. This mitigates conflicts of interest, as the board is in agreement with the direction of our purpose and values. Our five-year plan is clear about the company's direction during any five-year period, and the board ensures that we are aligned with the five-year plan and our purpose and values.</p>

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DISCLOSURE	RESPONSE
2-16 Communication of critical concerns	The co-CEOs bring any critical operational concerns to the executive committee, and these concerns are discussed in this forum. Weekly meetings of the department leaders and executive committee also cover areas of critical concern. At the quarterly board meetings, concerns are discussed under the umbrella of strategy and vision. Then, messages about critical concerns are communicated to department leaders, practice leaders, regional leaders and employees via direct CEO town halls for their office locations.
2-17 Collective knowledge of the highest governance body	The collective knowledge of the highest governance body on sustainable development is advanced through shared articles, invited speakers, internal seminars, conference attendance and involvement of individuals in industry associations.
2-18 Evaluation of the performance of the highest governance body	Evaluation of our performance in sustainable development starts at the CEO level. The board evaluates how the co-CEOs are performing in the areas of the economy, the environment and people. This evaluation happens over time. Ultimately, the shareholders will inform the board if the evaluation is effective. Shareholders and other employees learn about our performance, as does the board, through several communication channels. Shareholders can voice disagreement or agreement with the company performance in sustainable development semiannually when selecting and reappointing board members.
2-19 Remuneration Policies	Compensation decisions are conveyed through the matrix, from the top down. The board oversees CEO compensation, and the co-CEOs make compensation decisions for the firm.
2-20 Process to determine remuneration	Thornton Tomasetti adheres to a holistic compensation process consisting of elements of salaries, bonuses and equity. Our process is informed by firm performance, performance evaluations, project data and market conditions.

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2-21 Annual total compensation ratio

The ratios for annual total compensation and for the percentage increase for our highest-paid employee to the median in each country of significant operations follow.

Australia	2.52
Canada	3.36
China	2.56
India	25.34
United Kingdom	7.31
United States of America	33.68
Vietnam	2.92

Ratio of Annual Total Compensation for Highest-Paid Employee to Median for All Employees Except Highest-Paid

Australia	3.14
Canada	3.13
China	2.67
India	68.65
United Kingdom	3.35
United States of America	6
Vietnam	4.12

Ratio of Percent Increase in Annual Total Compensation for Highest-Paid to Median Increase for All Employees Except Highest-Paid

Total compensation is calculated based on salary, hourly pay, allowances and all bonuses except relocation and referral.

2-22 Statement on sustainable development strategy

In corporate responsibility report (CRR):

CEO letter, corporate responsibility approach, goals and targets.

- [A Message from Our Leadership](#)
- [Our Approach](#)
- [Goals & Targets](#)

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DISCLOSURE	RESPONSE
2-23 Policy commitments	<p>See:</p> <ul style="list-style-type: none">• Environmental Policy• Ethical Sourcing• Legal & Privacy Policies <p>These policy commitments are approved by the executive committee and communicated via our website and employee handbook, and in our responses to requests for information.</p>
2-24 Embedding policy commitments	<p>Policy commitments are overseen by the department and practice leaders whose jurisdictions can have the greatest influence on the policy, with guidance and oversight from the executive committee. Staff in our departments and practices are rewarded in performance reviews, awards and bonuses and evaluated on how they embody the values outlined in our policies. Communication of our policies to our clients ensures compliance, as the results are seen in how we design our projects and how we deliver our services.</p>
2-25 Processes to remediate negative impacts	<p>Thornton Tomasetti uses Navex Global, a confidential ethics-reporting hotline, to enable employees to report workplace grievances. This hotline can be accessed by all employees through our intranet on either a smartphone or computer. Employees also have the option to call the hotline directly to file a complaint. Our human resources business partners (HRBPs) are the only individuals with access to the account, and they monitor it regularly. Aside from the hotline, employees are encouraged to reach out to their local HRBP or the CHRO with any employee-relations issues. As with the hotline, once an issue is reported, the local HRBP or CHRO follows up with the employee to understand the issue in more detail and decide what next steps are needed. Once the issue has been resolved, the HRBP requests feedback on the process, which enables stakeholders to help improve the firm's processes. Each employee-relations issue is logged into a spreadsheet, and the outcome is recorded (e.g., involuntary/voluntary termination, retained employee).</p> <p>By tracking the outcomes and retention, the firm is able to assess whether the processes are effective.</p>

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DISCLOSURE	RESPONSE
2-26 Mechanisms for seeking advice and raising concerns	Employees who seek advice and raise concerns start with their supervisors or other matrix leaders. These concerns roll up to department leaders, the executive committee or the board. If employees are not comfortable speaking with their supervisors or other leaders, they can express their concerns through our confidential hotline, Navex Global. See disclosure 2-25.
2-27 Compliance with laws and regulations	No instances of noncompliance in reporting period.
2-28 Membership associations	The membership associations in which we have significant (highest spend and most engagement on committees) involvement include the American Institute of Architects, the ACE Mentor Program of America, Beverly Willis Architecture Foundation, Urban Green Council, Structural Engineers Association of New York, Chicago Architecture Center, Council on Tall Buildings and Urban Habitat, American Council of Engineering Companies and the New York Building Congress.
2-29 Approach to stakeholder engagement	Our significant stakeholders are clients, business partners, employees, governments, industry associations, shareholders, suppliers, and underrepresented groups. We engage with stakeholders to identify materiality areas for our sector, to identify areas of concern and reduce negative impacts, and to involve our stakeholders in the solutions. We work as a team with our stakeholders and seek inclusion for our employees in decision-making.
2-30 Collective bargaining agreements	N/A - no collective bargaining entities.

ESG DISCLOSURES

GRI 3: Material Topics 2021

DISCLOSURE	RESPONSE
3-1 Process to determine material topics	See Our Goals .
3-2 List of material topics	See Our Goals .
3-3 Management of material topics	See Our Goals , and throughout our 2022 Corporate Responsibility Report .

ESG DISCLOSURES

GRI 201: Economic Performance (Page 1 of 2)

DISCLOSURE	RESPONSE
201-1 Direct economic value generated and distributed	See Financial Vitality . We do not engage in profit distribution to shareholders. We are a private company and do not publish profit or operational costs.
201-2 Financial implications and other risks and opportunities due to climate change	<p>The risks and opportunities posed by climate change that have the potential to generate substantive changes in our operations, revenue or expenditure include physical risks such as extreme weather, shortages of materials and health pandemics that impact our employees; new competition from a change in demand for particular services and new technologies; and civil unrest that can result in uncertain markets in our locations.</p> <p>After our New York headquarters weathered Superstorm Sandy, we developed a business-continuity plan to reduce risk from extreme weather.</p> <p>As an engineering-services firm that provides sustainable-design services, we have an opportunity to be competitive and to quickly respond to changes in demand for sustainability services as more climate-change policies and codes demand sustainable design and as more clients seek to achieve net-zero carbon in their projects.</p> <p>We have an excellent opportunity to apply our expertise and capacities to solve climate-change problems. We are expanding our climate-action service areas in decarbonization and resilience and applying to these services our expertise in sustainable design, mass-timber structures, embodied carbon, carbon capture and storage, renewables and batteries, manufacturing, transportation systems and resilience. We're also developing new technologies that can be used toward reducing greenhouse-gas emissions and improving resilience against climate-change impacts.</p> <p>Government policies and programs that seek to regulate emissions from businesses are less likely to impact Thornton Tomasetti, a private company, than large public companies. We set our goal of reaching carbon-neutral business operations by 2030 – informed by the Greenhouse Gas Protocol – before many private companies did, and we're on target to achieve it.</p>

GRI 201: Economic Performance (Page 2 of 2)

DISCLOSURE	RESPONSE
201-3 Defined benefit plan obligations and other retirement plans	Thornton Tomasetti offers a defined contribution plan. U.S. employees may select a pretax contribution percentage, subject to the annual limit set by the U.S. IRS. The firm makes a matching contribution of 50 percent to the first 7 percent of employee contributions, not to exceed the maximum current-year tax-deferred limit.
201-4 Financial assistance received from government	N/A. Thornton Tomasetti did not receive financial assistance from government in the reporting period.

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GRI 302: Energy (Page 1 of 2)

DISCLOSURE	RESPONSE
<p>302-1 Energy consumption within the organization</p>	<p>See Sustainable Operations Progress Report.</p> <p>Electricity consumption: 10,416,897 megajoules Heating consumption: 5,017,494 megajoules Total energy consumption (purchased) within the organization: 15,434,391 megajoules Total renewable energy purchased: 4,952,581 megajoules Total nonrenewable energy consumption (purchased) within the organization: 10,481,810 megajoules</p>
<p>302-2 Energy consumption outside of the organization</p>	<p>See Our Good Work Progress Report.</p>
<p>302-3 Energy intensity</p>	<p>Energy intensity ratio: 15,434,391/1367 = 11,291 megajoules (8.066 GJ) per employee Organization-specific metric: 1,367 employees counted in 2022 emissions analysis Energy included: Fuel and electricity consumed within the organization</p>
<p>302-4 Reduction of energy consumption</p>	<p>Reduction of energy consumption in our operations is measurable where we have direct control in our leased office spaces. We can measure gains in energy efficiency resulting from designing our new offices to a green building standard by comparisons with the average energy use intensity. We can also measure gains in efficiency from changes in equipment or technology.</p> <p>Twelve of our offices have been certified or are registered with a green-building certification program such as LEED, Living Building Challenge or equivalent, as outlined in our office fit-out best-practices policy. The energy-use reduction in lighting power intensity from a LEED Commercial Interiors project is an average of 20 percent. In 2022, our Denver and London offices moved into energy-efficient spaces.</p> <p>Our corporate responsibility grant program provides support to offices implementing energy-reduction measures. In 2022, out of 23 grants awarded to offices for corporate responsibility initiatives, two were slated specifically for office energy-use reduction.</p> <p>Thornton Tomasetti has made a concerted effort over the last 10 years to switch from desktop computers to laptops. Considering the rated power of the standard-issue workstation (950 watts), compared with the rated power of the standard-issue mobile workstation (90 watts), we've realized a 91% reduction in possible energy use per switch. Between 2021 and 2022, we reduced our total number of computers by 122 and desktop computers by 309.</p>

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GRI 302: Energy (Page 2 of 2)

DISCLOSURE

RESPONSE

302-5 Reductions in energy requirements of products and services

See [Our Projects Progress Charts](#).

Our sustainable design services contribute significantly to reductions in the operational and embodied energy requirements of buildings. Our consulting and design services assist clients in meeting project goals for energy efficiency; net zero energy design; passive house; lifecycle assessment and embodied-carbon reduction; and LEED and other green building certifications.

Our growing services in decarbonization are further reducing the energy requirements of the building projects on which we consult, and we're helping our clients in the energy sector develop non-fossil fuel energy supplies. In addition, we're working on reducing the energy requirements for transportation.

ESG DISCLOSURES

GRI 305: Emissions

DISCLOSURE	RESPONSE
305-1 305-1 Direct (Scope 1) GHG emissions	Minimal Scope 1 emissions: We do not own facilities or vehicles in the United States, where we have the majority of our operations. Our only owned facilities and vehicles are in the United Kingdom. We will account for these emissions in our 2023 emissions inventory.
305-2 Energy indirect (Scope 2) GHG emissions	See Emissions Report .
305-3 Other indirect (Scope 3) GHG emissions	See Emissions Report .
305-4 GHG emissions intensity	See Emissions Report .
305-5 Reduction of GHG emissions	See Emissions Report .
305-6 Emissions of ozone-depleting substances (ODS)	N/A. We do not track, as we are a service company.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A. We do not track, as we are a service company.

ESG DISCLOSURES

GRI 401: Employment (Page 1 of 4)

DISCLOSURE

RESPONSE

401-1 New employee hires and employee turnover

Region	Female	Male
Corporate	19	22
30-50	10	15
Over 50	1	0
Under 30	8	7
Europe	11	27
30-50	4	12
Over 50	0	4
Under 30	7	11
Global	33	112
30-50	7	9
Over 50	0	0
Under 30	26	103
Mid-Atlantic and South	19	46
30-50	2	11
Over 50	0	2
Under 30	17	33
Midwest	28	35
30-50	8	10
Over 50	0	0
Under 30	20	25
Northeast	22	27
30-50	10	8
Over 50	0	3
Under 30	12	16
New York Metropolitan	46	80
30-50	12	16
Over 50	1	5
Under 30	33	59
Pacific Rim	2	2
30-50	1	2
Over 50	0	0
Under 30	1	0
West	14	23
30-50	1	9
Over 50	0	0
Under 30	13	14

Number of New Employees Hired, by Age, Gender and Region

GRI 401: Employment (Page 2 of 4)

DISCLOSURE

RESPONSE

401-1 New employee hires and employee turnover (cont.)

Region	Female	Male
Corporate	19	13
30-50	10	6
Over 50	5	3
Under 30	4	4
Europe	5	21
30-50	1	4
Over 50	1	7
Under 30	3	10
Global	11	31
30-50	3	6
Over 50	0	0
Under 30	8	25
Mid-Atlantic and South	16	25
30-50	5	13
Over 50	0	2
Under 30	11	10
Midwest	8	17
30-50	2	5
Over 50	0	1
Under 30	6	11
Northeast	10	14
30-50	5	8
Over 50	0	0
Under 30	5	6
New York Metropolitan	25	49
30-50	13	13
Over 50	1	6
Under 30	11	30
Pacific Rim	3	1
30-50	2	0
Over 50	0	0
Under 30	1	1
West	16	14
30-50	2	5
Over 50	0	0
Under 30	14	9

Total Employee Turnover* During the Reporting Period, by Age Group, Gender and Region

*Employee turnover: employees who leave the organization voluntarily or due to dismissal, retirement or death in service.

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DISCLOSURE

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401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

Full- and part-time U.S. employees regularly working a minimum of 30 hours per week are eligible for the Thornton Tomasetti benefits plans below. Other countries have similar offerings and differ based on local law and benefit norms.

- Cigna medical plans (employer/employee paid)
 - High medical OAP
 - Low medical OAP
 - High deductible health plan with health savings account
- Cigna dental plan (employer/employee paid)
 - Dental PPO
- EyeMed vision insurance (employer paid)
 - Provides eye exams and offers discounts on lenses, frames and contacts
- Life insurance (employer paid)
 - Basic life and AD&D insurance for \$100,000
- Voluntary life (employee paid)
 - Employees may purchase life insurance for employee or spouse/domestic partner
- Short-term disability (employer paid)
 - Provides partial replacement income due to disability, up to a maximum of 26 weeks
- Long-term disability (employer paid)
 - Provides partial replacement income in case of disability from 90 days to age 65 years.
- Employee assistance program (employer paid)
 - This confidential program assists employees and their dependents with personal problems and/or work-related problems that may impact their job performance, health, or mental and emotional well-being.
 - Offers other services and information on elder care, pet care, financial, emotional health, physical health, job/career, relationship, family life, legal, and substance use.
- Flexible savings pretax accounts (employee paid)
 - FSA healthcare
 - FSA dependent care
 - Limited purchase FSA
- Fitness program (employer paid)
 - Fitness reimbursement up to \$400 paid in a 12-month period
- Bicycle program (employer paid)
 - Bicycle reimbursement up to \$240 per year
- Commuter pretax benefits (employee paid)
 - Parking
 - Transit

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GRI 401: Employment (Page 4 of 4)

DISCLOSURE	RESPONSE
<p>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees (cont.)</p>	<ul style="list-style-type: none"> • Health savings account (employer/employee contribution) <ul style="list-style-type: none"> • HSA available for employee enrolled in the high deductible health plan • Receives employer new hire and annual contributions • Employee may contribute to HSA • Contributions are based on annual IRS limits • Raymond James (employer paid) <ul style="list-style-type: none"> • Offers one-on-one financial advice to improve employees' financial health and provides a monthly series of webinars covering financial planning topics. • 401(k) profit sharing plan (employer match/employee contribution) <ul style="list-style-type: none"> • Retirement savings plan that allows employees to save and invest a portion of their earnings on a pretax basis. • 50 percent match, up to 7 percent employee contribution • 401(k) student loan matching program (employer match) <ul style="list-style-type: none"> • Enables employees who are repaying a student loan to save for retirement while continuing to pay down their student loan(s). • Cigna programs, wellness tools and applications (employer paid) • Voluntary programs (employee paid) <ul style="list-style-type: none"> • Critical care insurance • Hospital care insurance • Accidental injury insurance • Wellness apps (employer paid) <ul style="list-style-type: none"> • Walkingspree • Headspace
<p>401-3 Parental leave</p>	<p>Continuing full- or part-time employees with a minimum of one year of service at Thornton Tomasetti who have become disabled due to pregnancy are eligible to receive full salary under the Parental Family Caregiver Leave benefit, based on years of service. Part-time employees' leave days are in proportion to the average number of hours worked in the year preceding the beginning of leave. Paid family leave begins with the birth of the baby and is paid based on years of service.</p> <p>Maternity leave: At least one year of service, 40 days At least three years of service, 45 days At least four years of service, 50 days</p> <p>Number who took parental leave: 15 women and 46 men Number who returned to work after leave and were still employed 12 months after return: 13 women and 44 men Return-to-work rates of employees who took parental leave: 86% women and 95% men Retention rates of employees who took parental leave: 93% women and 96% men</p>

ESG DISCLOSURES

GRI 404: Training & Education

DISCLOSURE	RESPONSE
404-1 Average hours of training per year per employee	8,003 total hours 5.3 hours average per employee 14,289 courses taken: 4,624 by females 9,627 by males 38 by nonbinary/not listed
404-2 Programs for upgrading employee skills and transition assistance programs	See Training and Education .
404-3 Percentage of employees receiving regular performance and career development reviews	Performance alignments are optional for part-time staff (less than 30 hours). 99% completion of performance alignments (both male and female).

ESG DISCLOSURES

GRI 405: Diversity & Equal Opportunity

DISCLOSURE

RESPONSE

405-1 Diversity of governance bodies and employees

See [Inclusion & Diversity](#).

Percentage of Individuals Within Executive Committee and Board Governance Bodies by Gender

Female	12.5%
Male	87.5%

Number of Individuals Within Executive Committee and Board Governance Bodies by Age Group

30-50	2
Over 50	14
Under 30	0

405-2 Ratio of basic salary and remuneration of women to men

We're not including a ratio of basic salary and remuneration of women to men in this report. We have a pay parity report that we publish internally every year, based on specific technical job categories, but our categories do not currently match those of GRI.

ESG DISCLOSURES

GRI 406: Nondiscrimination

DISCLOSURE

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406-1 Incidents of discrimination and corrective actions taken

Our policies dictate that we respect the privacy and confidentiality of these sensitive matters, so numbers and details are omitted.

ESG DISCLOSURES

Company-Specific Materiality Topic: Community Engagement

DISCLOSURE	RESPONSE
TTCE-1 Employee participation in community service	See Helping Communities Progress Report . See Community Service .
TTCE-2 Charitable contributions	See Helping Communities Progress Report . See Charitable Giving .

ESG DISCLOSURES

Company-Specific Materiality Topic: Employee Health & Wellness

DISCLOSURE	RESPONSE
TTEHW-1 Employee engagement in wellness program	See Lifestyle-Friendly Workplace .
TTEHW-2 Employee satisfaction with benefits	78% of employees satisfied with benefits. 92% of employees satisfied with workplace flexibility.