ESG DISCLOSURES

GRI Content Index 2025
Using GRI 1: Foundation 2021

Thornton Tomasetti has reported the information cited in this GRI content index for the period January 1, 2025, through December 31, 2025, with reference to the GRI Standards.

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CEO Welcome at Owners Week 2026 on May 12, 2026.
Thornton Tomasetti/Bess Adler

GRI 2: General Disclosures

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DISCLOSURE		RESPONSE
2-1	**Organizational details**	Thornton Tomasetti ***Nature of ownership:*** Private, employee-owned corporation ***Headquarters:*** New York City 9 countries of operation: **ThorntonTomasetti.com/Contact-Us**
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**	***Year 2025 annual reporting:*** January 1, 2025, through December 31, 2025 ***Publication date:*** August 1, 2026 ***Financial reporting:*** May 2025 ***Contact:*** Amy Hattan, Corporate Responsibility Officer, **AHattan@ThorntonTomasetti.com**
2-4	**Restatements of information**	No changes to our emissions inventory since 2024
2-5	**External Assurance**	No external assurance.
2-6	**Activities, value chain and other business relationships**	***Activities:*** **ThorntonTomasetti.com/Capabilities** ***Sectors:*** Private; architecture, engineering and construction (AEC); building sector; consulting ***Markets:*** **ThorntonTomasetti.com/Solutions** ***Value chain:*** • **Upstream** construction materials: computing supplies; office products, furniture and equipment; 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)

GRI 2: General Disclosures

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DISCLOSURE	RESPONSE

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	143	158
Europe	45	132
Global	77	307
Mid-Atlantic and South	81	158
Midwest	67	130
Northeast	56	90
New York Metropolitan	138	280
Pacific Rim	3	8
West	39	86

Number of Permanent Employees by Gender and Region

Region	Female	Male
Corporate	0	1
Europe	0	1
Global	0	4
Mid-Atlantic and South	0	0
Midwest	0	0
Northeast	0	0
New York Metropolitan	0	0
Pacific Rim	0	1
West	0	0

Number of Temporary Employees by Gender and Region

GRI 2: General Disclosures

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DISCLOSURE | RESPONSE

2-7 Employees (cont.)

Region	Female	Male
Corporate	0	2
Europe	1	6
Global	1	11
Mid-Atlantic and South	1	1
Midwest	1	0
Northeast	0	0
New York Metropolitan	2	2
Pacific Rim	0	0
West	0	0

Number of Employees With Non-Guaranteed Hours of Work

Region	Female	Male
Corporate	133	154
Europe	43	128
Global	77	307
Mid-Atlantic and South	78	155
Midwest	66	128
Northeast	49	88
New York Metropolitan	125	270
Pacific Rim	3	8
West	38	85

Number of Full-Time Employees by Gender and Region

Region	Female	Male
Corporate	10	4
Europe	2	4
Global	0	0
Mid-Atlantic and South	3	3
Midwest	1	2
Northeast	7	2
New York Metropolitan	13	10
Pacific Rim	0	0
West	1	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.

GRI 2: General Disclosures
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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**	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. Our highest governance body is our board of directors. The board comprises 11 employees. 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. The firm culture committee is a management committee responsible for working with the CEOs on decision-making for ESG impacts. The corporate responsibility department helps develop firm-wide goals, targets, and ESG policies.
2-10	**Nomination and selection of the highest governance body**	Nomination of board members are coordinated by the Nominating + Governance Committee and Lead Director, and approved at the annual meeting. Both existing and new board members are evaluated on past performance.
2-11	**Chair of the highest governance body**	The most senior individuals in the firm are the Co-CEOs, currently Peter DiMaggio and Michael Squarzini. The Co-CEOs have the responsibility and the authority to run and manage the company effectively. The Co-CEOs report to the board of directors. The board of directors (under the guidance of the lead director Michael Squarzini) as a group is the highest governing body in the firm. The board acts as representatives of the owners, has oversight of the CEOs and is responsible for ensuring that the company is run and managed effectively.

GRI 2: General Disclosures

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DISCLOSURE		RESPONSE
2-12	**Role of the highest governance body in overseeing the management of impacts**	Staff with ESG roles report to a Managing Principal, who is a member of the Executive Committee and Board of Directors. The Firm Culture Committee reports up to the co-CEOs.
2-13	**Delegation of responsibility for managing impacts**	The corporate responsibility officer is 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 director of people engagement;our human resources department; our legal department; our Sustainability & Resilience practice, and other technical practices. A regular monthly call between our department leaders and a monthly senior leadership call enables regular reporting throughout the matrix, as do lines of supervision up to the Executive Commmittee.
2-14	**Role of the highest governance body in sustainability reporting**	The Executive Committee is responsible for reviewing and approving the reporting information. Updates take place via regular weekly and monthly meetings. A member of the Executive Committee approves a final review before any sustainability reporting is released to the public.
2-15	**Conflicts of interest**	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. Our rules for employees regarding conflicts of interest state: "Do not engage in any activities that create or appear to create a conflict of interest. If you are unsure if a situation creates a conflict of interest, please consult your manager, the CHRO or the legal department."

GRI 2: General Disclosures
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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. Also, our experts in sustainability, energy supply and resilience share their technical knowledge and collaborate across the firm.
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. We also undertake a pay parity evaluation exercise annually.

ESG DISCLOSURES

GRI 2: General Disclosures
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DISCLOSURE		RESPONSE
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	3.72
Canada	2.81
China	1.26
India	37.07
United Kingdom	14.53
United States of America	34.26
Vietnam	11

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

Australia	0.86
Canada	1
China	0
India	0.58
United Kingdom	4.05
United States of America	0.29
Vietnam	0.67

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

Our purpose is to embrace challenges to make lasting contributions, and our long-term goal is to be the global driver of change and innovation in our industry. Our vision for climate action, one of our core initiatives, is to build and power the world without destroying it in the process. Our sustainable development strategy is guided by these principles and by our core values.

Our strategy is built on the "three Ps" of the triple bottom line, recognizing that responsible firms operate and grow in ways that are socially responsible, environmentally friendly, and financially sustainable. We aspire to be a sustainable firm, both in the way that we design our projects and in how we operate as a responsible business. And we are building a company where people from all backgrounds want to join, grow, and stay for their entire careers.

We also recognize that with our expansive expertise in the AEC, community-resilience, decarbonization and energy sectors, we can have a significant carbon "handprint" - a net-positive impact - and that we have a responsibility to address the challenges of climate change.

GRI 2: General Disclosures

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DISCLOSURE		RESPONSE
2-23	**Policy commitments**	See: • **Environmental Policies** • **Ethical Sourcing Policy** • **Modern Slavery & Human Trafficking Statement** • **Legal and Privacy Policies** 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.
2-24	**Embedding policy commitments**	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.
2-25	**Processes to remediate negative impacts**	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). By tracking the outcomes and employee retention, the firm is able to assess whether the processes are effective.

GRI 2: General Disclosures

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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, the New York Building Congress, Carbon Leadership Forum, and the Structural Engineers 2050 Commitment..
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.

GRI 3: Material Topics

DISCLOSURE		RESPONSE
3-1	Process to determine material topics	We conducted a materiality assessment that identified topics for ESG (environment, social and governance) measurement and reporting. This assessment built on our prior years of sustainability reporting and our corporate responsibility strategic planning. We examined these questions: What is the impact on our business? What is important to our stakeholders (who include our employees and potential hires; owners, clients and partners; potential clients and partners; our suppliers; and our communities)? We approached our materiality assessment with the following assumptions: • After almost a decade of corporate responsibility reporting, we had come to a consensus on the social and environmental topics important to our business. A materiality assessment would help uncover impact areas we had not yet explored. • We could learn about what was important to our stakeholders by researching the material topics that rose to the top for clients and partners within our sector. • Thornton Tomasetti is a private service company in a non-manufacturing and non-extractive industry. Therefore, topics that are significant to large public companies in these sectors may not be immediately significant to our firm. We started the process by outlining the Global Reporting Initiative (GRI) material topics and the legacy topics we had been measuring and chronicling through our annual sustainability reports. Since no GRI sector standard exists for engineering, we didn't include any sector standard topics. Then we reviewed the GRI reports of client and partner firms in our industry and identified the material topics they value. After acquiring this information, we held dialogue sessions with our department leaders, executive committee and corporate responsibility steering committee. Co-CEO Peter DiMaggio approved the final list of significant topics for reporting.
3-2	List of material topics	1. Economic Performance 2. Employment 3. Training & Education 4. Diversity & Equal Opportunity 5. Nondiscrimination 6. Energy 7. Emissions
3-3	Management of material topics	To manage the firm's positive and negative impacts on the economy, the environment and people, every five years the Corporate Responsibility department works with our executive team and our committees to update our short-, medium- and long-term strategies and reexamine our goals and measurable targets for achieving this vision. We share our progress toward these goals in our progress reports on our web site. By driving innovation and embracing challenges – seeing opportunity where others may focus on risk – we'll ensure our firm's own sustainable development and contribute to more sustainable industries. And in accordance with our core ideology, we'll bolster our long-term growth and reduce business risks by making meaningful investments in people and the planet, recognizing that these investments drive innovation and lead to greater long-term value. Our approach will influence our clients and suppliers as we continue to build relationships with trusted partners who share our commitment.

GRI 201: Economic Performance

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DISCLOSURE		RESPONSE
201-1	**Direct economic value generated and distributed**	Gross Revenue: $447M; Net Revenue $429M; Net Project Starts $533M. 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**	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. After our New York headquarters weathered Superstorm Sandy, we developed a business-continuity plan to reduce risk from extreme weather. As an engineering-services firm that provides sustainable-design, resilience and other climate action services, we have an opportunity to be competitive and to quickly respond to changes in demand as more climate-change policies and codes demand sustainable design and as more clients seek to achieve decarbonization and climate resilience in their projects. 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 these services to 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. Our forensics team investigates the damage from the extreme weather and disasters associated with climate change. Government policies and programs that seek to regulate emissions from businesses are less likely to directly impact Thornton Tomasetti, a private company, than large public companies. However, we can be impacted as a supplier to these companies. We set our goal of reaching carbon-neutral business operations by 2030 – and have measured our operational emissions annually according to the Greenhouse Gas Protocol – before many private companies did, knowing it was the right thing to do. We are aiming for net zero by 2050.

GRI 201: Economic Performance
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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% to the first 10% 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.

GRI 302: Energy
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DISCLOSURE		RESPONSE
302-1	**Energy consumption within the organization**	See **Our Planet Progress Report.** ***Electricity consumption (kWh):*** 3,209,845 ***Total heating consumption (megajoules):*** 3,203,477 ***Natural gas (megajoules):*** 1,336,594 ***Steam (megajoules):*** 1,860,072 ***Total energy consumption within org (megajoules):*** 14,749,289 ***Total renewable energy purchased (kWh):*** 3,209,844 ***Total nonrenewable energy consumption (purchased) within org (megajoules):*** 2,837,242
302-2	**Energy consumption outside of the organization**	n/a
302-3	**Energy intensity**	***Energy intensity ratio:*** 8842.5 (14,749,289/1668) megajoule per full-time employee ***Organization-specific metric:*** 1,668 employees counted in 2025 emissions analysis ***Energy included:*** Fuel and electricity consumed within the organization

GRI 302: Energy

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DISCLOSURE		RESPONSE
302-4	**Reduction of energy consumption**	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 from our green office fit-outs by comparing our green building design standards to average energy use intensity. We can also measure gains in efficiency from changes in equipment or technology. Fourteen of our offices have been fitted out to a green building standard equivalent to that of LEED, 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%. Our LED lighting policy requires that all offices use the most efficient overhead lighting and our annual participation in the global Daylight Hour event reduces electricity use by 500 kWh or more each year. Our corporate responsibility grant program provides support to offices implementing energy-reduction measures. In 2025, our Boston office received a grant to support the LEED certification of their office fit-out and our Chennai and Austin offices received grants to reduce commuting emission through public transit travel cards, bike storage and lockers. Our Key3 initiative directs offices to reduce energy use in three key areas, which include installing energy-efficient lighting, purchasing energy-efficient appliances and reducing plug loads.
302-5	**Reductions in energy requirements of products and services**	See **Our Planet Progress Report.** 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; life-cycle assessment; and LEED and other green building certifications. The measurable impacts come from in-house energy models and comparisons to average building energy-use intensities. Our multidisciplinary embodied carbon capabilities help clients to reduce the life-cycle impact of construction materials on climate change. We are an inaugural member of the Structural Engineers 2050 Commitment and target a 25% reduction in average embodied carbon for structural frames from our 2019 benchmark by the end of 2026. Our growing services in decarbonization and climate resilience include 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 infrastructure beyond buildings.

GRI 305: Emissions
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DISCLOSURE		RESPONSE
305-1	305-1 Direct (Scope 1) GHG emissions	We have no owned facilities and few owned vehicles. Scope 1 emissions are negligible and not included in the emissions inventory.
305-2	Energy indirect (Scope 2) GHG emissions	***Gross location-based Scope 2 emissions:*** 1,337MT CO_2e ***Gross market-based Scope 2 emissions:*** 184MT CO_2e ***Gases included in calculation:*** CO_2, CH_4, and N_2O ***Base year for the calculation:*** 2018, selected to reflect the size and usual activity levels of the firm ***Source of the emission factors and the global warming potential (GWP) rates used:*** EPA, DEFRA, and other national electricity emissions factors ***Consolidation approach for emissions; whether equity share, financial control, or operational control:*** Financial Control ***Standards, methodologies, assumptions, and/or calculation tools used:*** We collect and calculate emissions in line with the GHG protocol.
305-3	Other indirect (Scope 3) GHG emissions	Total Scope 3 emissions: 4,900MT CO_2e • **Purchased Goods and Services (3.1)** • **Fuel Related Emissions (3.3)** • **Waste Generated in Operations (3.5)** • **Business Travel (3.6)** • **Employee Commuting (3.7)** ***Gases included in calculation:*** CO_2, CH_4, and N_2O ***Base year for Calculations:*** 2018, reflecting size and usual activity levels of the firm. ***2018 Scope 3 emissions:*** 4,361 MT CO2e, ***Sources of emissions factors:*** EPA, DEFRA, and other national electricity emissions factors. We calculate and collect emissions in line with the GHG Protocol.
305-4	GHG emissions intensity	***GHG emissions ratio:*** 2.52MT CO_2e ***Organization specific metric:*** Number of full-time employees in inventoried offices ***Scope 1 and 2 Emissions ratio:*** 0.09MT CO_2e ***Scope 3 Emissions ratio:*** 2.43MT CO_2e ***Gases included in calculation:*** CO_2, CH_4, and N_2O

GRI 305: Emissions

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DISCLOSURE		RESPONSE
305-5	Reduction of GHG emissions	***GHG emissions reduced as a direct result of reduction initiatives:*** 1,234MT CO_2e ***Gases included in calculation:*** CO_2, CH_4, and N_2O ***Base year for the calculation:*** 2018 ***Scopes where emissions reductions took place:*** Scope 2
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.

GRI 401: Employment

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DISCLOSURE | **RESPONSE**

401-1 New employee hires and employee turnover

Region	Female	Male
Corporate		
30-50	10	13
Over 50	1	2
Under 30	13	17
Europe		
30-50	4	12
Over 50	0	0
Under 30	10	15
Global		
30-50	7	18
Over 50	0	0
Under 30	30	133
Mid-Atlantic and South		
30-50	5	10
Over 50	1	1
Under 30	18	33
Midwest		
30-50	2	11
Over 50	2	0
Under 30	27	27
Northeast		
30-50	5	6
Over 50	0	2
Under 30	15	14
New York Metropolitan		
30-50	3	21
Over 50	2	3
Under 30	36	42
Pacific Rim		
30-50	0	0
Over 50	0	0
Under 30	0	0
West		
30-50	0	9
Over 50	2	0
Under 30	12	8

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

GRI 401: Employment

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DISCLOSURE | RESPONSE

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

Region	Female	Male
Corporate		
30-50	7	9
Over 50	3	6
Under 30	7	4
Europe		
30-50	3	6
Over 50	2	4
Under 30	7	12
Global		
30-50	5	11
Over 50	0	1
Under 30	8	42
Mid-Atlantic and South		
30-50	1	17
Over 50	0	2
Under 30	8	15
Midwest		
30-50	0	5
Over 50	0	2
Under 30	12	13
Northeast		
30-50	3	16
Over 50	1	3
Under 30	11	9
New York Metropolitan		
30-50	4	12
Over 50	4	5
Under 30	23	25
Pacific Rim		
30-50	8	7
Over 50	0	1
Under 30	1	0
West		
30-50	3	8
Over 50	1	1
Under 30	3	6

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.

GRI 401: Employment

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DISCLOSURE		RESPONSE
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

GRI 401: Employment

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DISCLOSURE		RESPONSE

401-2	**Benefits provided to full-time employees that are not provided to temporary or part-time employees (cont.)**	• Health savings account (employer/employee contribution)
		  • 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)
		  • 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)
		  • Retirement savings plan that allows employees to save and invest a portion of their earnings on a pretax basis.
		  • 50% match, up to 10% employee contribution
		• 401(k) student loan matching program (employer match)
		  • 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)
		  • Critical care insurance
		  • Hospital care insurance
		  • Accidental injury insurance
		• International business travel
		  • Medical benefits abroad
		  • Employee overseas emergency care

401-3	**Parental leave**	Continuing full-time (FT) or part-time (PT) employees with a minimum of twelve (12) months of service, who become the parent of a new biological, adopted, or foster child, are eligible for up to six (6) weeks of salary continuance for child bonding leave. This salary continuance is flexible and can be used continuously or intermittently in weekly increments within the twelve (12) months following the birth or placement of the child. In addition to child bonding leave, employees experiencing childbirth-related disability are eligible for salary continuance for up to six (6) weeks during the disability leave period. This benefit starts the day of the birth of the child and runs prior to child bonding leave. ***Number of employees entitled to parental leave by gender:*** 440 women and 807 men ***Number of employees that took parental leave by gender:*** 22 women and 55 men ***Number of employees that returned to work after leave and were still employed 12 months after return by gender:*** 20 women and 50 men ***Return to work rates of employees that took parental leave by gender:*** 90.91% women and 90.91% men ***Retention rates of employees that took parental leave by gender:*** 90.91% women and 90.91% men

ESG DISCLOSURES

GRI 404: Training & Education

DISCLOSURE		RESPONSE
404-1	**Average hours of training per year per employee**	5,407 total hours 2.69 hours average per employee 9,630 courses taken 3,279 by females 6,326 by males 25 nonbinary/not listed
404-2	**Programs for upgrading employee skills and transition assistance programs**	We provide professional growth through a combination of on-the-job training, mentoring and coaching, and structured learning. This includes our leadership development program, skills sessions, our project management training program, cultural onboarding and mentoring, and our communities of practice - groups that create opportunities for everyday learning and leadership
404-3	**Percentage of employees receiving regular performance and career development reviews**	Performance alignments are optional for part-time staff (less than 30 hours). 100% 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	*Percentage of Individuals Within Executive Committee and Board Governance Bodies by Gender*

Female	20%
Male	80%

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

30-50	30%
Over 50	70%
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		RESPONSE
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**	4,752 company-paid community service hours 2,880 Volunteer Days benefit hours 1,472 company-paid student-mentoring hours 26% of employees engaged in our community service program 47% increase in service hours from previous year
TTCE-2	**Charitable contributions**	$426,690 in charitable contributions 117% increase in charitable contributions from previous year

Company-Specific Materiality Topic: Employee Health & Wellness

DISCLOSURE	RESPONSE
TTEHW-1 Employee wellness	86% of employees feel they can bring their full self to work
TTEHW-2 Employee satisfaction with benefits	74% of employees satisfied with benefits 86% of employees satisfied with workplace flexibility