



ANNUAL REPORT

Corporate Social Responsibility

2024

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MESSAGE FROM ROUX CEO

Over the past year, Roux has continued to expand and grow its services to meet the ever-changing needs of our clients as they face new and complex environmental challenges. As President and CEO, I have focused our firm to respond to the increasing impacts of climate change on the environment and the corresponding growth of environmental regulations and compliance. Roux's leadership approach to these changes across our workforce and interdisciplinary services has been rigorous, providing our clients with expert insight into emerging environmental issues and opportunities they may encounter as the world continues to change.

For over 40 years, Roux has been committed, both as a company and as individuals, to protecting and restoring the natural environment. Beginning in the 1980s and continuing today, Roux's technical team of environmental experts have developed innovative, sustainable solutions for our clients in a variety of environmental engineering, remedial, and ecological services. Over the past decade, we have added economics, natural resource damages, environmental claims administration, and human health services to help our clients quantify potential costs and manage risks associated with environmental exposures.

The year 2024 produced tremendous growth for the firm, both internally as our people continue to grow and develop, as well as through outside recruitment and acquisitions. During the past year, Roux continued its expansion of services by hiring several senior-level professionals to support clients in a variety of new and existing disciplines. As the firm sustained its growth in 2024, Roux's commitment to our health and safety record and the company's dedication to social and charitable endeavors continue to be a source of pride. Roux's Board of Directors, management, and employees are committed to creating a strong and welcoming work environment and extending those values to our clients and communities. This approach has enabled Roux to adapt, grow, and thrive for over 40 years.

I have made a commitment that Roux as a firm will continue to achieve higher levels of environmental sustainability in our daily operations. As a private company, Roux does not have any formal or mandatory reporting requirements. However, in the interest of transparency to the public and our clients, I'm proud to publish the firm's third annual corporate report to highlight Roux's social and environmental performance and path forward to greater corporate responsibility. We will continue to update this report on an annual basis and look forward to sharing our progress with you.

Sin Senh
President & CEO

Roux's CEO Sin Senh (right) alongside the Co-Chair of the Alumni Council at Christodora, Maddison M. (left), and Sive, Paget & Riesel attorneys Ahlia Bethea and Amy Cassidy.



OVERVIEW OF ROUX SERVICES

Roux applies sophisticated scientific, technical, and managerial resources to develop and implement effective, efficient, and sustainable solutions to our clients' most challenging environmental and economic issues. We provide our advisory, compliance, and field services to a broad spectrum of both private and public sector clients nationwide, including numerous Fortune 500 companies and their associated law firms.

Founded over 40 years ago, Roux was built upon management and cleanup of large, complex environmental remediation projects, including Superfund sites, chemical and manufacturing plants, and petroleum refineries and distribution terminals. Today, Roux offers a much broader array of consulting services as an employee-owned company with over 450 environmental, health & safety, and economic professionals in a variety of science, economic, and engineering disciplines. Roux's clients span sectors in Real Estate; Financial; Manufacturing/Industrial; Energy; Legal; Insurance; Government/Municipal; Environmental, Social, and Governance (ESG); and Water Resources.

“Roux's founding principles and values are rooted in protecting the environment and taking care of our people and community.”

Paul Roux
Founder

While Roux remains a leading brand across the country for environmental remediation services, the interdisciplinary nature of many of the challenges our clients face is now mirrored by the expansion of Roux's services into areas such as human health and ecological risk, commercial economic damages, natural resources valuation, and engineered natural/sustainable systems.

Roux's current service offerings include:

- Brownfields/Due Diligence Support
- Claims Management & Litigation
- Data Solutions
- Ecological Risk Assessment Services
- Economic & Complex Analytics Services
- Energy Services
- Engineering & Remediation Services
- Environmental, Health & Safety Compliance Services
- Environmental, Social, & Governance Advisory Services
- Green & Sustainable Remediation
- Human Health Risk Assessment Services
- Industrial Services
- Insurance Support
- Litigation Support
- Public Sector
- Sediment Management Services
- Water Resources



Paul Roux groundwater sampling in 1981.

MANAGEMENT GOALS



Roux’s Board of Directors and management intend the Roux corporate social responsibility (CSR) report to serve as a baseline for Roux’s current social and environmental performance. Since its inception, Roux has been informally developing and instituting firmwide programs that promote CSR and sustainable solutions. These programs have enhanced Roux’s ability to attract a diverse set of top environmental professionals who strive to embed CSR principles into each project they perform.

Going forward, Roux’s management seeks to expand these programs in 2025 and create a series of new initiatives that will continue to educate and inform our employees and Roux’s clients of the firm’s commitment to social and environmental values.

Some of management’s goals over the next year include continuing to improve Roux’s internal/external environmental data collection systems; presenting to each Roux office our new environmental services; performing energy audits for Roux offices; continuing Roux’s program on leadership training; expanding our recruiting of new professionals; building on Roux’s internal internship program and training; and integrating new staff through increased emphasis on senior-level health and safety mentorship and field training in human performance principles. More detail on Roux’s near- and long-term goals can be found in the Responsibility section of this report.

REPORT HIGHLIGHTS

In 2024, Roux established several social, health and safety, and environmental programs that continued to improve the company’s CSR performance. Some of these highlights include:

- Emissions data from the majority of our offices have stayed mostly flat.
- Developing plans to further increase energy efficiency at both owned and leased office spaces and exploring ways to work with utilities to purchase more energy from renewable sources and/or purchase renewable energy credits.
- Continuing to be a leader in health and safety with an Experience Modification Rate (EMR) of 0.83 or less for the last five years.
- Reporting a total recordable incident rate below our industry average with zero OSHA recordable and lost-time injuries.
- Supporting the City College of New York (CCNY) Charles B. Rangel Infrastructure Workforce Initiative for environmental job training programs.
- Upholding an active Women’s Networking program with up to 100 attendees on each meeting, featuring Lunch with a Leader, the educational Roux Basics series, and topics on Allyship and Motherhood. These meetings are women-led by Roux Principals and corporate employees alike, including our CFO and General Counsel.
- Supporting The 11 Day Power Play out of our Buffalo, New York office, contributing to their \$10+ million raised to fight cancer in Western New York.
- Engaging in fundraising activities and other charitable endeavors, including financial scholarship programs with select universities.



CORPORATE

This report is designed to inform our clients, communities, and the public of Roux's ongoing commitment to social, environmental, and charitable endeavors. Under Roux's CSR program, there are a variety of topics of interest in addition to charitable donations including elements that ensure the safety, inclusion, mentorship, and general sustainability of the entire Roux family.

Our "Corporate" section embodies our commitment to our clients with sustainable project highlights, and commitment to our people through our internal operations and environmental audit. This demonstrates the value of our corporate-wide sustainable efforts both internally to our employees and externally as we provide services to our clients and communities.

ROUX ENVIRONMENTAL SERVICES AND CLIENT SUPPORT

Roux is highly qualified to provide our clients with strategic advice on how to comply with a shifting regulatory landscape. As an environmental consulting and engineering firm for over 40 years, Roux's interdisciplinary team has the qualitative, quantitative, and technical experience to advise companies to manage and disclose risk in Securities & Exchange Commission (SEC) filings, and internally, to advise Executive Management and Boards of Directors.

Roux's team of experts can provide strategic advice to companies in a variety of industries on the ever-changing environmental regulatory framework, and how to develop and execute a long-term environmental strategy. Roux provides a variety of services that focus on sustainability, resiliency, adaptation, and helping our clients navigate the evolving set of local, state, and federal regulations.

Roux's areas of expertise include environmental due diligence, Brownfields redevelopment, site investigations, remedial design and management, environmental justice, ecological assessments, economic evaluations,



environmental management plans, public reporting and disclosure, and green and sustainable remediation plans. The next section highlights some of our most exciting innovative and sustainable projects from recent years.

"Roux is not only measured by the depth of our expertise, but by our dedication to using this expertise to improve the world we live in."

Christopher Proce
Vice President

CLIENT MANAGEMENT HIGHLIGHTS SAN FRANCISCO BAY BIOASSAY PROGRAM

Roux developed a bioassay program to support public stakeholders in determining the feasibility of beneficial reuse of approximately 3.5 million cubic yards of material in the Don Alvisco Pond Complex within the southern San Francisco Bay, which is currently at a sediment deficit.

Material being evaluated will be generated through the creation of a tunnel for the Santa Clara Valley Transportation Authority's (VTA) 5-mile expansion to the Silicon Valley Bay Area Rapid Transit (BART) system. The material that will be generated was originally planned to be transported and disposed of at landfills. However, given the quantity of material being generated, proximity to the former salt production ponds, and known deeply subsided pond bottoms, an alternative disposal option within these ponds is being evaluated.

The benefits of disposal of the tunnel material within the ponds would be multifold, including: 1) expedited versus slower natural sedimentation process to support restoration of marsh habitat for wildlife, 2) improved water quality, 3) coastal resiliency protections against sea level rise to upland infrastructure through minimized tidal wave action, 4) reduced potential for resuspension, and subsequently reduced potential for exposure and bioaccumulation in the aquatic environment from existing contaminated sediments present in the ponds due to historic mining operations in the watershed. Further, given the proximity of the project to the ponds, greenhouse gas emissions will be reduced and the costs of transportation of material will be reduced. Tipping fees for disposal at landfills, which will be a significant cost given the volume of material, will be eliminated.

The goal of the bioassay will be to determine the effect the generated material (TBM spoils) may have on aquatic and benthic receptors. The biological evaluation will effectively serve to integrate the chemical and biological interactions between the TBM spoils and ecological receptors in the San Francisco Bay, and determine the viability of this proposed beneficial reuse plan. If adverse effects of TBM spoils are not observed, the TBM spoils will be used to raise the pond bottoms for the purposes of accelerating the timeline for tidal marsh habitat restoration within several former salt production ponds around the Bay.



UNDERWATER DRONE SANITARY SURVEY

Roux was contracted by Friends of + POOL, Inc to assist in preparing a sanitary survey developed in accordance with the newly developed New York State Department of Health requirements for the design of a novel bathing facility. The + POOL Project is designed as a floating bathing pool which would be accessible to the public, located in the East River between Pier 35 and the Manhattan Bridge. The pool will utilize a continuous flowthrough filter and UV disinfection reactor to treat the raw source water of the East River to bring the water quality to within acceptable standards for public bathing.

The sanitary survey is an assessment of the East River, which will serve as the water source for this project, to review the current conditions of the water source as well as outline potential scenarios which could adversely affect the incoming raw water quality. As part of the survey, Roux conducted an underwater survey of the river bottom in the proposed location of the future pool utilizing a FiFish underwater drone. The underwater survey consisted of photographic and video recordings of the area for signs of sensitive aquatic life which could be adversely affected by construction of the floating structure. Species observations included blue crab, black sea bass, red beard sponge, and various red and green algae species.



BATTERY ENERGY STORAGE SYSTEM DEVELOPMENT

Roux has provided environmental support for the development of Battery Energy Storage System (BESS) projects throughout the country and Puerto Rico. Through pre-acquisition and post-acquisition services, Roux has been able to assist our BESS developer clients to convert underutilized properties into assets for the future of our energy grid. Servicing clients in the United States and Puerto Rico, Roux has provided support for developing BESS facilities from 5 to 100 megawatts. BESS sites provide sustainable energy storage to complement existing renewable energy sources storing produced energy during off-peak times or from renewable energy sources, and providing it to the grid when energy demands are at their peak.

Roux fills an important role in helping identify sites, performing due diligence, and ensuring that existing environmental conditions don't prevent a BESS project from being developed. As the United States strives to increase the proportion of renewable energy sources, BESS projects play a pivotal role in advancing the energy transition. They become essential for grid stability and reliability, contributing significantly to a cleaner and more sustainable energy future.

AMARGOSA RIVER BASIN: SUPPORTING LONG-TERM RESTORATION

On behalf of multiple clients, Roux is gathering water quality and flow data to support long-term habitat management and restoration for the Amargosa River watershed in California's Inyo and San Bernardino counties. Chemical and isotope analyses will help clarify water sources, quality, and ecological interactions.

While Roux's staff has a long history of site involvement—Andy Zdon has been working in the basin for fifteen years—the project has garnered recent momentum through the California Wildlife Conservation Board (WCB) awarding two grants to support the desert ecosystem's resilience and biodiversity. In November, a near \$3 million grant was awarded by the WCB to support long-term restoration planning in the Amargosa Basin. Roux is one of several partners tackling the basin's most pressing challenges through this initiative, including the American Bird Conservancy, River Partners, and UC Davis.

As part of "Action 1" to sustain an ongoing groundwater monitoring program for 24 springs and nine wells in the Southern Amargosa Basin over three years, Roux and the Amargosa Conservancy will gather water quality and flow data to support long-term habitat management and restoration. Additional grant scope includes updating all instrumentation on our existing monitoring well network, as well as recalibrating the portion of the Death Valley Regional Flow System numerical model that covers the groundwater-dependent Amargosa Wild & Scenic River and the surrounding communities of Pahrump, Shoshone, and Tecopa. This model covers the federally-designated Amargosa Wild & Scenic River developed by the US Geological Survey.

This data will be incorporated into two revised State of the Basin Reports (one in 2025, the other in late 2027), which will be shared with agencies and partners to guide restoration efforts.



ROUX'S COMMITMENT TO THE ENVIRONMENT

As an environmental remediation and engineering firm, Roux has made a commitment to restoring the environment to its natural habitat through our past 40 years of service. Most recently, we've developed an internal environmental data management and analytics system to provide a greater level of precision and insight into the environmental impacts of our own operations. This system and the internal data we've collected, in collaboration with our regional Operations Managers, community leaders, and other partners, has allowed us to better understand our environmental footprint, including Scope 1, 2, and 3 carbon emissions.



ROUX OPERATIONS

Roux has fifteen offices consisting of our headquarters in Islandia, New York, and additional regional offices in California, Illinois, Massachusetts, New Jersey, New York, Texas, and Virginia. Roux owns two buildings, including the Islandia headquarters, and leases office space for the remaining offices. Roux has collected electricity and other emissions data from our offices and is committed to reducing our electricity and other utility consumption. Most of the electricity for Roux's Oakland office is derived from zero-carbon, renewable energy.

Roux is a service-based company and generates low amounts of direct emissions. The firm has over 20 fleet vehicles that generate the entirety of our calculated

Scope 1 emissions. Roux's expert environmental services require our technicians to spend large amounts of time at client job sites, and these vehicles are essential to Roux's business. Approximately 70% of our fleet vehicles drive under 10,000 miles per year (an average of 5,000 miles annually). The remaining 30% of our fleet vehicles drive an average of 27,500 miles per year. Altogether, we estimate our fleet vehicles emit 150 metric tons (MT) of carbon per year. Roux has implemented an internal data collection and management system to better monitor fleet vehicle use as a pilot program, and we are evaluating extending this to cover the entire fleet. These estimates are based on averages of weekly miles driven and United States Environmental Protection Agency (EPA) guidelines for miles per gallon (mpg) and emissions per gallon; it is possible that actual fleet vehicle emissions are lower than our estimates. Moving forward, Roux is exploring ways to reduce gasoline consumption, including the conversion of our fleet to electric vehicles. Furthermore, we have begun to explore app-based systems to track mileage and carbon emissions at a per-vehicle level.

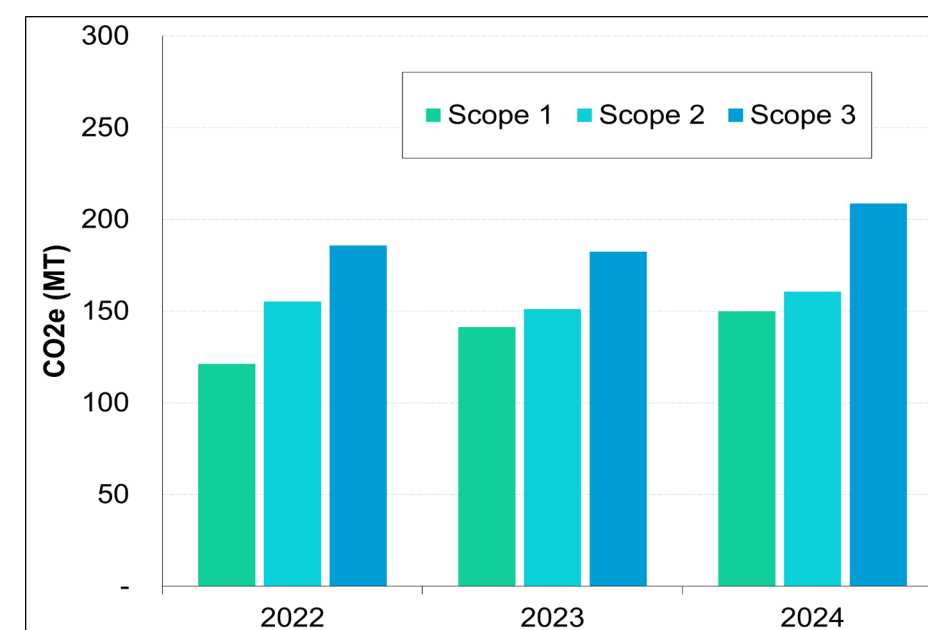
Roux's waste streams from its operations are limited to project-specific waste and those generated by in-office employees. Recycling and paperless initiatives are in place across the company to limit and mitigate any waste that may be generated. Almost all our office locations have formal low/zero-waste programs in place. Many of our offices are enrolled in additional initiatives: our Massachusetts office partners with their local waste management's Waste to Energy program; our Long Beach office is a certified Green Business through the City of Long Beach, CA; and multiple offices have paperless policies or agreements in place to recycle printer and copier materials, and/or repurpose packing and shipping materials. Roux is currently in the process of finalizing formal, company-wide guidelines on waste management and recycling to further reduce waste streams at all office locations.

INTERNAL ENVIRONMENTAL AUDIT

One of Roux's primary goals in last year's report was to improve our data collection procedures to more accurately collect data and calculate carbon emissions from our multiple office locations and vehicle fleet, and we have met these goals. As such, electricity usage and fleet vehicle data from our office location in Buffalo, New York have been fully incorporated in our calculations. As a result, our overall greenhouse gas (GHG) emissions have slightly increased. Emissions data from all other offices have stayed mostly flat, with no significant increases or decreases.

One of our main goals moving forward is to improve energy efficiency/lower company-wide carbon emissions; we plan to evaluate opportunities to lower Scope 2 emissions by considering energy efficiency projects at our owned facilities, and working with office managers at our leased properties to lower Scope 3 emissions. Our emissions are presented below:

Figure 1: Annual Company-wide Emissions, by Scope



As seen in Figure 1, we calculate company-wide Scope 1 emissions of 150 MT, Scope 2 of 160 MT, and Scope 3 of 209 MT.

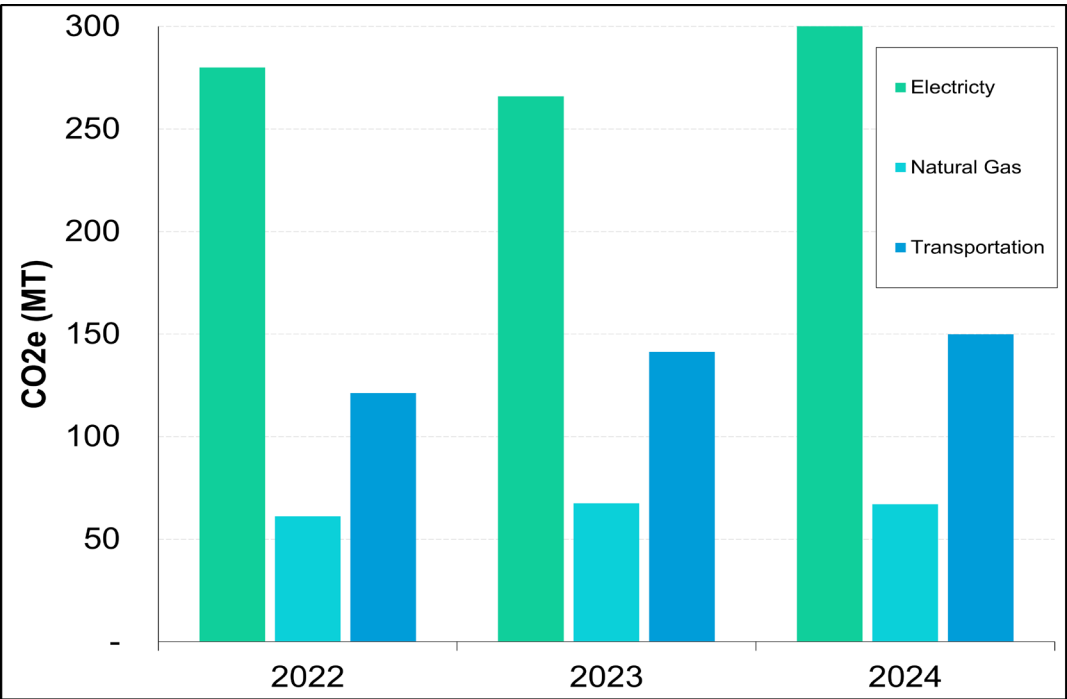
Scope 1 emissions consist entirely of emissions caused by fleet vehicle gasoline consumption. These emissions have increased slightly from last year due mainly to improved data collection processes. We hope to continue to increase the level and accuracy of data collection of fleet vehicles across the board and continue to explore app-based mileage and emissions tracking systems for our fleet.

Scope 2 emissions are derived from the electricity and natural gas usage of the two offices owned by the company, our two largest locations. After seeing improvements in emissions from our two largest facilities over the past two years, Scope 2 emissions slightly rose in the past year due to higher energy usage. We have implemented energy efficiency measures in these locations, such as the conversion of all lights to LEDs in our Islandia, New York headquarters. We will continue to analyze additional opportunities to lower emissions and increase cost-savings at our headquarters and beyond over the next year.

Scope 3 emissions are derived from electricity and natural gas consumed at our leased offices. These emissions are higher than the prior year, due to the inclusion of data from Buffalo. This is also attributable to more precise data collection processes with our office managing partners, as well as increasing the size and location of one of our leased locations. Many of our locations, especially those in California, lease highly energy-efficient office spaces, with one of our locations consuming almost entirely carbon-free electricity.

Figure 2 below shows the same carbon emissions but broken down by source: electricity, natural gas, and consumption of gasoline. We are continually assessing ways to decrease emissions across each source, and plan to focus more closely on emissions generated from fleet vehicles over the upcoming years.

Figure 2: Annual Company-wide Emissions, by Source



Roux is developing plans to further increase energy efficiency at both owned and leased office spaces and exploring ways to work with utilities to purchase more energy from renewable sources and/or purchase renewable energy credits or other methods. In addition, we hope to expand our understanding of Scope 3 emissions by increasing engagement with partners throughout the value chain.



SOCIAL

The success of our CSR program starts with leadership and is supported by participation. From the various program coordinators to each participant and contributor, each person decides what role they want to play to help make CSR successful.

Our commitment to CSR takes many forms, and as a firm, we look to empower our employees to develop new ways to continuously improve the culture of Roux and our surrounding communities. The CSR program directs financial donations and volunteer activities to established charities aligned with the goals of bettering our local communities. In addition, we focus on organizations that improve conditions in poor and developing countries and conserve natural resources. We incorporate service initiative into our corporate culture.

Roux has many longstanding partnerships with non-profit organizations, such as Pure Earth, who aligns with governments, communities, and industry leaders to identify and implement solutions that stop toxic exposures, protect health, and restore environments. Roux’s focus on Pure Earth starts at the top of the organization with Roux’s founder, Paul Roux, who is a board member, and allows our firm to uphold both CSR and sustainable initiatives.



ROUX’S COMMITMENT TO OUR PEOPLE

Our goal has always been to provide an inclusive work environment where every employee feels valued and is motivated to offer their best to the firm every day. We understand and appreciate the value of each individual’s unique perspective. Investing in our people ultimately upholds the sustainability of our firm and our ability to provide innovative solutions to clients.



HEALTH & SAFETY

Maintaining a strong commitment to the health and safety of our employees, contractors, and the communities where we operate continues to be a core value throughout the firm at Roux. In 2024, our health and safety program primarily aimed to improve job performance by increasing accessibility, which resulted in real-time hazard mitigation. This was achieved through our investment in employee training and awareness. Our program's focus on pre-mobilization health and safety (H&S) planning led to a 23% increase in job planning engagement compared to 2023. The H&S team developed and launched a digital Subsurface Utility Clearance Checklist form, enhancing accessibility of real-time hazard mitigation, streamlining documentation and approval by the field team leads regarding intrusive work activities. Additionally, we began transitioning to Type 2 Safety Helmets for all fieldwork operations, demonstrating our commitment to prioritizing staff safety.

To promote continued growth and support our team, Roux's Office Health and Safety Managers (OHSM) oversee health and safety operations while providing technical assistance across the entire firm. A key role of the OHSM is to cultivate collaborative working relationships with Operations Managers, senior-level employees, and field staff. Through the efforts of our Corporate Health and Safety (H&S) Department, we have seen a meaningful improvement in the firm's safety culture. Roux's continued dedication to fostering growth is strengthened by integrating new technologies designed to enhance injury prevention and advance our human and operational performance objectives. Our innovative, design-driven strategies are carefully informed by the latest best management practices to respond adeptly to the dynamic and evolving requirements of the consulting industry. Roux's priority is to stay at the forefront of industry standards by prioritizing the well-being of our workforce and adapting to the dynamic nature of our business environment.

In 2024, Roux welcomed 66 new employees into our Health and Safety (H&S) program. We emphasized employee engagement by pairing experienced field staff with new hires to guide their development. We also updated our short-service employee (SSE) program to track new hire work experience in real-time, and enhanced our team

notification workflow within our field forms. These changes incrementally improved the H&S program by automating workflows, streamlining our training curriculum, and strengthening project teams' ability to share health and safety information.

As a health and safety industry leader, Roux maintained an Experience Modification Rating (EMR) of 0.83 or lower over the last five years and has continued implementing a rigorous contractor vetting process. In 2024, our total recordable incident rate remained below our industry's average. Through proper care management, incident response, and root cause analysis, the H&S department continues to develop targeted learning and field procedures to prevent incident recurrence throughout the firm.

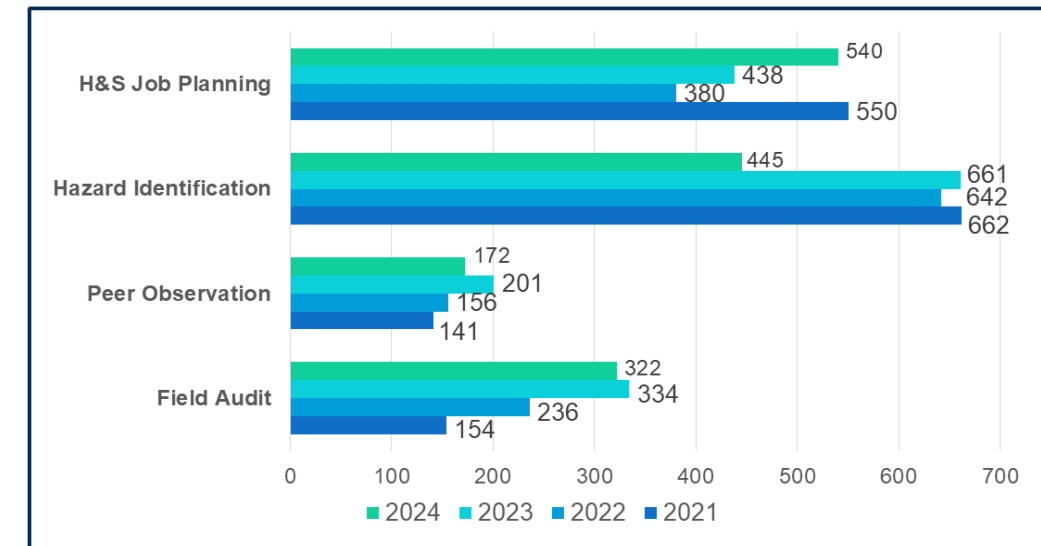
To further minimize incidents across the firm, we emphasized real-time hazard recognition and implemented mitigation strategies based on the Hierarchy of Controls during the

"As a safety professional, my role is vital to the firm because it ensures that every team member can perform their duties in a secure environment. By fostering a culture of teamwork and collaboration, we can proactively identify and mitigate risks together. This collective effort not only protects our most valuable assets—our people—but also strengthens our commitment to a safe and supportive workplace. When we work together toward safety, we drive our overall success and resilience."

Nevin Pahlad

Senior Health & Safety Specialist

Figure 3: 2021-2024 H&S Metrics (2021-2024)



pre-planning process. As an example of how we implemented the Hierarchy of Controls on a firmwide basis in 2024, Roux transitioned to solely using retractable blade knives for all fieldwork. This strategic decision effectively minimizes the potential for injuries associated with fixed-blade knives among Roux employees and subcontractors. Additionally, all employees are encouraged to "Start Work" only when it is safe, ensuring appropriate safeguards are in place, and "Stop Work" when they identify an act or condition deemed unsafe to proceed.

In 2024, Roux continued to prioritize the active participation and engagement of both field and Project-level staff. The Corporate H&S Department strongly emphasized involving staff in field audits and maintaining consistent levels of near-miss/loss incident reporting, and peer observation submissions. As a result, there was an increase in senior personnel conducting field assessments and audits to identify site-specific hazards and potential areas of improvement. The performance of field audits provided additional opportunities for field staff mentorship and in-person health and safety training for new hires. Our metrics reported in 2024 illustrate that health and safety remains a core value of the firm at all levels. The following are target areas for improvement in 2025:

- Minimize motor vehicle incidents by 50%, while upholding the reliability and safety of our vehicles. Throughout 2025, the Corporate H&S Department will significantly emphasize classroom and in-person safe driver training. This focus extends to our current fleet of drivers and new hires, ensuring that they undergo comprehensive training as an integral part of their integration into our workforce. Through these initiatives, we aim to further improve the standard of safety within our fleet operations.
- Targeted increase in real-time mitigation and hazard identification submissions by 10%. The Corporate H&S Department will be leaning on Project Managers to establish H&S tool submission requirements for each field site. This will be a primary focus during the pre-mobilization stage and will be incorporated into the H&S job planning stage.
- Maintain consistent field audit submissions throughout 2025. This Includes a top-down approach of 1) in-person mentorship from Principals and 2) encouraging Senior/Project-level employees to train staff and new hires in the field.

The continued success of our H&S program is dependent on engagement with all field staff and management. More specifically, mentoring new staff is key to the foundation of our health and safety culture. Our recent investments in online H&S tools, Learning Management Systems, and industry-leading Personal Protective Equipment (PPE) provide our staff with the tools to identify and mitigate hazards on any job site.

ROUX'S COMMITMENT TO OUR COMMUNITIES

When most of our employees think “community,” our volunteering and charitable donation program comes to mind. Our CSR program directs financial donations and volunteer activities to established charities aligned with the goals of bettering our communities, improving conditions in poor and developing countries, and conserving natural resources. Through our CSR program, we have donated hundreds of thousands of dollars, and thousands of hours of volunteer time to charitable causes.

Each Roux office focuses on the needs of the surrounding community, addressing them with donations, hard work, and commitment. Below are just a few of the volunteering and fundraising events we’ve taken part in this year.



VOLUNTEERISM AND FUNDRAISING

SCARECROW BUILDING CONTEST

In September of 2024, members of our Burlington, Massachusetts office participated in building a Roux Hazardous Waste Monster scarecrow as part of a contest and fundraiser for NAMI Central Middlesex. On top of our contest entry fee, Roux contributed an additional donation to help the cause. Our scarecrow appeared on display at Cucurbit Farm in Acton, MA. Voting at the farm took place charging \$1 per vote, benefitting the fundraiser.

NAMI Central Middlesex is a local affiliate of the National Alliance on Mental Illness, the nation’s largest non-profit mental health organization dedicated to building better lives for people living with mental health conditions and their families.



EARTH DAY BEACH CLEANUP

Roux’s Oakland, California office joined the Pacific Beach Coalition to do an Earth Day beach cleanup at Mussel Rock Beach in San Francisco on Saturday, April 20. Pacific Beach Coalition is a growing community of “Earth Heroes,” teeming with passion for protecting and preserving the health of our ocean, beaches, wildlife, and coastal environment.

Mussel Rock Park is made up of interconnected trails with paragliding launch points on the hillside of Daly City, and Mussel Rock carpark sits upon a large landfill site from the 1960. The Roux team removed lots of trash and cigarette butts from the walking paths along the beach. After the beach cleanup, the team enjoyed lunch and some games at Dave & Buster’s.



SUPPORTING CHRISTODORA: NATURE, LEARNING, LEADERSHIP

Roux continues to support our non-profit partner Christodora: Nature, Learning, Leadership. Christodora has served under-resourced communities across New York City for over 125 years. They provide opportunities for young people to learn about the environment and experience the natural world first-hand.

This year, the Roux New York team donned fresh jerseys for the annual TD Five Boro Bike Tour, taking place on the first Sunday in May, riding alongside our Christodora partners for the first time. The group enjoyed a great ride “despite being a little cold and a little wet,” riding 40 miles for a valuable cause though all five boroughs in New York City. The team was led by Roux’s President and CEO Sin Senh, who is Christodora board member.

A record year for Roux’s Bike Tour fundraising, Christodora and Roux raised an incredible \$46,000! The funds from this tour will help more New York City kids discover nature through Christodora’s programs.

Later in October, we spent a night celebrating Christodora at their annual Campfire Gala with some of our valued friends and partners. As part of their program, two Christodora students shared their experiences, making for a wonderful evening of community and joy. We look forward to our continued partnership with Christodora, supporting our shared goals of upholding environmental education and conservation.



THE 11 DAY POWER PLAY



The CSR program in our Buffalo, New York office is centered around an organization founded by Roux Vice President Michael Lesakowski. The 11 Day Power Play, Inc. was founded by Michael and his wife Amy in 2016. Amy Lesakowski had been diagnosed with an aggressive form of breast cancer eight years prior, overcoming the illness thanks to care she received at the world class research hospital Roswell Park Comprehensive Cancer Center. In 2017, The 11 Day Power Play had two goals: raising money for Roswell Park, and pulling off the world's longest hockey game.

As it turned out, both goals were achieved, and the results exceeded everyone's expectations. The hockey game, living up to the organization's name, achieved the world record in early July 2017 with 40 men playing hockey continuously for more than 250 consecutive hours at the LECOM HarborCenter in Buffalo, New York. Their determination granted the team world record holder status—

and after so many long days and sleepless nights, this achievement was expected. The extent of their fundraising efforts, however, was unexpected. In 2017, The 11 Day Power Play raised \$1.2 million for Roswell Park's cutting-edge research efforts, well exceeding their target and inspiring Michael to make it an annual event.

While Mike embodies our famous Roux competitive spirit, he and Amy ultimately held sportsmanship over record-breaking, spring boarding The 11 Day Power Play into what they call the "community shift." Through the community shift, new teams come in every three hours. This allows for 2,500 total hockey players throughout the 11 days and makes room for several sponsors to help fundraise. This game structure mimics many "traditional" hockey games rolled into one and helps to diversify the roster. Several women and children join the fun during community shift games—for the peewee division, you have to be the ever-appropriate age of eleven. "It's been exciting seeing players' children grow up over the years and eagerly wait for the year they can play alongside their parents," recalled Mike. During these games, every player wears a "number 11" jersey out on the ice, signifying the players' united fight against cancer.

Through adapting over the years, Mike and Amy also added new beneficiaries to the event. While a portion of the proceeds still benefit Roswell Park, The 11 Day Power Play now donates to the well-known Make-A-Wish Foundation, as well as the more local non-profit Camp Good Days. The Camp offers weeklong summer camping sessions, weekend adult retreats, and year-round programs for families who have been touched by cancer—and all programs are provided free of charge. The organization also donates to Roswell Park's Oishei Children's Hospital Cancer and Blood Disorders Program, a collaborative effort in eradicating pediatric cancer.

Alongside gaining sponsorships, members of our Buffalo team get together for smaller fundraisers throughout the year, leading up to the big event. Thanks to the extraordinary efforts of our Buffalo team, The 11 Day Power Play has raised more than \$11.6 million over eight years.



UNIVERSITY PARTNERSHIPS

To help find and attract the best employee candidates possible, Roux forms partnerships with several colleges and universities.

Roux is proud to announce our support for the City College of New York (CCNY) Charles B. Rangel Infrastructure Workforce Initiative, one of the 14 organizations to recently receive a USEPA grant for environmental job training programs. The Initiative plans to train 84 students and place at least 64 in environmental jobs, equipping historically underserved communities with in-demand brownfield assessment and redevelopment skills. Roux will be involved in the Initiative's placement endeavors, attending career fairs and conducting student interviews.

Additionally, through the following partnerships, we provide co-op, internship, and scholarship opportunities, as well as fund research in environmental remediation and sustainability. Roux is currently partnering with the schools listed below. In addition, Roux is proud to engage in annual financial scholarships with the schools notated with an asterisk.

The City University of New York,
Queens College, School of Earth and
Environmental Sciences*

Drexel University, College of
Engineering/College of Arts and
Sciences

Hofstra University, School of
Engineering and Applied Science/
School of Natural Sciences and
Mathematics

Northeastern University, College of
Engineering/College of Science

The State University of New York at
Stony Brook, School of Marine and
Atmospheric Sciences

The State University of New York
at Binghamton, Department of
Geological Science*



RESPONSIBILITY

As a privately owned and family-founded company, Roux ultimately upholds a responsibility to our people, whose creative thinking serves as our most valuable resource. Roux's Board of Directors and leadership intend this report to provide transparency and accountability to its workforce, clients, and public regarding our ongoing commitment to our people. This section highlights the programs in which we nurture the growth of our employees, and look forward in setting corporate and environmental-related goals to hold us accountable.

CORPORATE RESPONSIBILITY

Since its inception, Roux's management team has striven to embed social and environmental programs at every level of the firm. Leadership for Roux's CSR program starts from the top. Paul Roux, the firm's founder, is on the Board of Directors for several non-profit organizations including Pure Earth and the New York League of Conservation Voters Education Fund, national and regional non-profit organizations that implement solutions against toxic exposure and advocate for clean water, air, and renewable energy. Roux's President and CEO, Sin Senh, is a Board Member of Christodora, a non-profit organization that has been serving New York City since 1897 with the sole mission of providing environmental education to underprivileged youth. Sin happens to be one of the children that Christodora supported, providing him with unique insight into the benefits of CSR programs and the causes they support.

In 2024, Roux leadership instituted several firmwide social and environmental programs that will foster a strong and more inclusive work environment and ensure all of Roux's environmental services are performed with a focus on protecting the environment and communities we serve.



Roux employees at a FETTI networking event in Chicago, IL.

Select 2024 programs include:

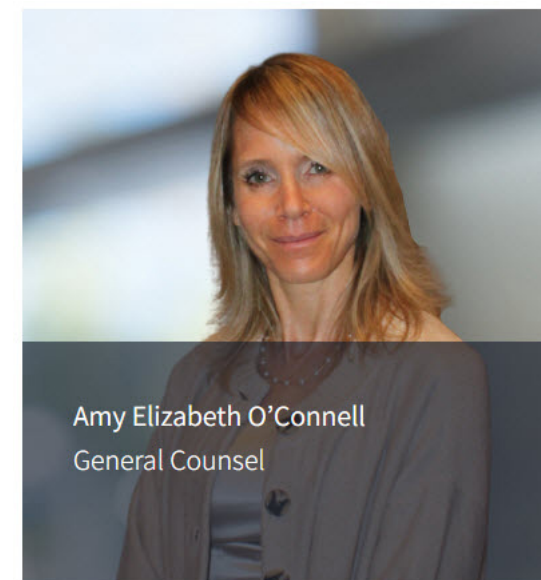
- Roux Allyship Training
- Roux's Women's Network
- Roux BLUE employee leadership training and mentoring program
- College recruiting program

ROUX WOMEN'S NETWORK

For the past several years, we have invested in our people through what has now evolved into the Roux Women's Network. This program was created in order to uplift women in the workplace and prioritize their retention, as over 50% of our technical staff are women. This past year was another successful one, continuing our "Lunch With a Leader" series, branching out into the more technical "Roux Basics" Program. Through Roux Basics, some of our corporate leaders presented on their areas of expertise, including Roux's CFO, Mary Macy, who presented on Financial Basics, and our General Counsel, Amy O'Connell, whose presentation covered Legal Basics.



Mary H. Macy
Chief Financial Officer



Amy Elizabeth O'Connell
General Counsel

Additionally, the Roux Women's Network hosted a presentation on microaggressions toward women. Each meeting typically hosts 80-100 attendees. For a full list of our Lunch With a Leader and Roux Basics trainings over the past year, please see below:

2024 Events

1. Lunch with a Leader – Linda Chiarelli, Roux Board Member
2. Lunch with a Leader – Catherine Boston, MPH, DABT, National Director of Human Health Risk Services (Burlington, MA)
3. Lunch with a Leader – Nancy Anglin, PE, Principal Engineer/Operations Manager (Long Beach, CA)
4. Roux Basics – Financial Basics #2: Personal Financials – Mary Macy, CFO (Islandia, NY)
5. Roux Basics – Roux Legal Basics – Amy O'Connell, General Counsel (Islandia, NY)
6. Allyship Partnership Presentation on Microaggressions (all offices)
7. Modern Health Motherhood Circle (coordinated by HR; all offices)

We have 2025 planned to continue with the Lunch with a Leader and Roux Basics series, highlighting more of the women Principals and Technical Directors from across our nationwide offices.



OUR PATH FORWARD

In 2024, Roux set several social and environmental goals that the firm was able to accomplish during the year. Those goals included conducting energy audits for Roux’s offices, reducing the use of paper products and implementing a waste disposal system, and continuing to explore options for solar panel installation at the two Roux-owned office buildings. In 2025, Roux seeks to continue to implement new firmwide programs that will continue to improve its environmental and social performance. Roux’s leadership has set several short-term and long-term goals.

Roux’s social and environmental goals for 2025 include:

- Improve the visibility, transparency, and effectiveness of Roux’s internal data collection systems for social and environmental metrics.
- Environmental employee education programs and presentations.
- Energy audits for Roux-owned and leased offices.
- Improve communications with property managers and utility companies for Roux-leased offices to better understand and manage electricity and resource usage.
- Expand LED lighting conversion initiative to Roux regional offices.
- Increase participation in national and international social and environmental organizations, such as the United Nation’s Sustainable Development Goals, among others.
- Continue the implementation of a new pilot on leadership training.
- Expand recruiting of new professionals with a focus on new environmental services.
- Integrate new staff through increased emphasis on senior-level health and safety mentorship and field training in human performance principles.

Roux’s longer-term goals include investigating the economic incentives and environmental benefits that may be available to the firm as it continues to examine (1) the installation of solar panels at the company’s Islandia, New York headquarters and the firm’s Logan Township, New Jersey office; (2) converting the company’s gasoline-powered fleet vehicles to electric cars and trucks; and (3) evaluating the benefits associated with moving to alternative utility sources at certain office locations, if available.

Roux has additionally instituted a sustainability policy statement that outlines how the company embeds CSR principles firmwide and incorporates those principles into each project and engagement in which Roux participates.



ENVIRONMENTAL IMPACT POLICY

Roux’s commitment to environmental sustainability is central to our core mission. For the past 40+ years, we have tackled the toughest environmental challenges our clients have faced and found solutions to remediate some of the most environmentally compromised sites in the nation. Our diverse team of talented environmental professionals come from a broad range of professional backgrounds and perspectives and have a proven track record of developing innovative solutions for our clients at every new challenge.

The current environmental landscape continues to expose Roux and our clients to complex anthropogenic environmental challenges which require sustainable solutions delivered through multidisciplinary practices. As we move forward in an uncertain global landscape, we view sustainability as the central theme in continuing to provide the best service possible to our clients, empowering our employees, and contributing to a positive impact on society.

Roux’s Environmental Impact Policy is to perpetually focus our efforts on the protection of human health and the environment by promoting our values of:

- Compliance with state, federal, and global environmental policies and regulations from due diligence to project management and implementation.
- Continuing to put our people first by providing a healthy, safe, and inclusive work environment that fosters growth through professional and personal development.
- Ensuring our engagements are aimed at informing and educating our clients and communities on the values of environmental stewardship—financially, socially, ecologically, and environmentally.
- Choosing partners, subcontractors, and clients that share Roux’s CSR principles.
- Routinely developing, expressing, and enforcing our goals and commitment to CSR as a company.
- Making cooperative efforts, from our employees to the communities we serve, to prioritize and effectively endorse Roux’s goals in intersectional environmental stewardship.
- Improving our relationship with people and the environment through active humanitarian outreach and sustainable choices.



Each area of our business—from our own operations to client project engagements—provides Roux with an opportunity to strategically incorporate our core objectives and serve our clients and communities in a sustainable manner. Roux is rooted in these principles with our commitment to people and the environment. As a multi-generational firm, Roux’s mission is to improve the livelihood of ourselves and the people and sectors we serve and pass down these principles to the next generations. Our world is facing a time where ignoring the concerns surrounding climate change isn’t an option. Roux’s people, our clients, and the communities we serve can be confident in knowing that each Roux project is performed with a deep commitment and stewardship to people and the environment.

ISLANDIA, NEW YORK (HEADQUARTERS)

BURBANK, CALIFORNIA

LONG BEACH, CALIFORNIA

OAKLAND, CALIFORNIA

CHICAGO, ILLINOIS

OAK BROOK, ILLINOIS

BURLINGTON, MASSACHUSETTS

LOGAN TOWNSHIP, NEW JERSEY

SOMERSET, NEW JERSEY

BUFFALO, NEW YORK

NEW YORK, NEW YORK

PITTSFORD, NEW YORK

CORPUS CHRISTI, TEXAS

HOUSTON, TEXAS

ARLINGTON, VIRGINIA

