

2025 Annual Report



Corporate Social Responsibility



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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 evolution 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, Roux has expanded the firm to add economics, natural resource damages, environmental claims administration, climate risk management, and human health services to help our clients quantify potential costs and manage risks associated with environmental exposures. Today, I'm proud to report that Roux has 15 offices nationwide employing over 450 environmental, health and safety, and economic professionals who serve over 3,000 clients in a variety of scientific, economic, and engineering disciplines.

The year 2025 produced tremendous growth for the firm, both internally as our people continue to grow and develop, as well as through outside recruitment. During the past year, Roux continued to expand its human health risk assessment practice by hiring several senior-level scientific experts to support clients in a variety of new and existing disciplines. As the firm sustained its growth in 2025, Roux's commitment to its 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 through corporate social responsibility (CSR), as exemplified in this report. 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 fourth 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



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 environmentally related health 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.

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, industrial hygiene, health & safety, and engineered natural/sustainable systems.

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

Paul Roux
Founder



Roux's current service offerings include:

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

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 2026 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; 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 Governance section of this report.



Report Highlights

In 2025, Roux established several social, health and safety, and environmental programs that continued to improve the company's CSR performance. Some of these highlights include:

- Roux is developing plans to further increase energy efficiency at both owned and leased office spaces and is exploring ways to work with utilities to purchase more energy from renewable sources and/or purchase renewable energy credits or other methods.
- Emissions data from the majority of our offices have stayed relatively flat, despite an increase in operations.
- As a health and safety industry leader, Roux maintained an Experience Modification Rating consistently below the industry standard over the past five years.
- Roux's total recordable incident rate also remained below our industry's average.
- Following the catastrophic Eaton and Palisades fires in early 2025, Roux was engaged by the Los Angeles County Department of Public Health to lead one of the most comprehensive post-fire soil sampling programs in recent history.
- We have refreshed and upheld the values of our Roux Allyship Program, including training all new hires upon onboarding, conducting in-office allyship discussions at each of our locations, and soliciting interest from new volunteers.
- Roux held our first-ever firm-wide CSR event, where each of our regional CSR Teams came together to walk/run in nationwide 5K events to maximize our charitable effort and encourage friendly competition.
- We've engaged in fundraising activities and other charitable endeavors, including financial scholarship programs with select universities.



Corporate

Roux's management has designed this report 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 sustainability 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 local and state compliance measures, 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 ever-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.

"Operational excellence at Roux is defined by our innovative approach to complex environmental challenges. By integrating advanced management systems and behavior-based safety programs across all operations, we ensure that our project execution is both efficient for our clients and protective of human health."

Kirsteen Toro
Chief Operating Officer



Client Management Highlights

POWERPLANT REVITALIZATION

Roux is supporting the national energy transition by helping a coastal Massachusetts community navigate the complex redevelopment of a former coal-fired power plant. The Brayton Point Power Station, once a major source of regional power, is now being transformed through private redevelopment into a site with the potential to support offshore wind and other industrial uses. As with many legacy industrial waterfront sites, decades of operation left behind environmental challenges that must be carefully managed to protect people, ecosystems, and surrounding waterways.

Working on behalf of the Town of Somerset, Roux serves as an independent environmental advisor throughout redevelopment planning and early construction activities. Our role is to help ensure that the transition from fossil fuel infrastructure to future energy and industrial uses is carried out in a manner that is protective of human health and the environment. This includes reviewing remediation and construction plans, evaluating stormwater system redesigns, and assessing potential ecological and human exposures to residual contamination associated with the Site's historic operations. Roux brings together engineers, scientists, risk assessors, construction managers, Licensed Site Professionals, and health and safety professionals to evaluate these issues holistically and to translate complex environmental requirements into clear, enforceable actions.

Roux's work at Brayton Point is multi-faceted. First, we help hold the developer accountable for meeting or exceeding applicable environmental standards during redevelopment. Second, we support the Town by ensuring that municipal goals, local regulations, and community priorities are fully considered in the context of the redevelopment plans. Third, we serve as a technical resource for the public, explaining what is happening at the Site, which risks exist and how they are being managed within regulatory contexts, and how environmental protections are being implemented. Through public meetings and presentations, Roux helps build understanding and trust around a highly visible and technically complex project.

Redevelopment of former power plants and industrial waterfronts is rarely straightforward, but these sites represent significant opportunity when approached thoughtfully in a manner that accounts for both the redevelopers' plans and the needs of the local community. The Brayton Point project demonstrates how the energy transition can succeed when clean energy goals are aligned with local interests, supported by strong environmental oversight, and guided by independent technical expertise.



Client Management Highlights

RESTORING PUBLIC HEALTH AND SAFETY IN THE WAKE OF THE LOS ANGELES WILDFIRES

In early 2025, following the catastrophic Eaton and Palisades fires, Roux was engaged by the Los Angeles County Department of Public Health to lead one of the most comprehensive post-fire soil sampling programs in recent history. Mobilizing between February and March 2025, our team meticulously collected and analyzed soil and ash samples from over 800 properties, including destroyed home sites, intact parcels, and areas just outside the burn zones. By testing for 35 distinct contaminants—including heavy metals, dioxins, and polycyclic aromatic hydrocarbons (PAHs)—Roux provided the essential technical data needed to evaluate long-term environmental risks and safeguard the residents of Los Angeles County.

Roux's team was instrumental in identifying the complex chemical signatures left behind by the fires. Our investigation utilized advanced geospatial and statistical analysis to reveal a concerning pattern: significantly elevated lead levels on intact properties located downwind of the Eaton Fire. By correlating this data with housing stock records, our experts determined that the lead contamination likely originated from the combustion of older building materials, such as lead-based paint. These findings were crucial for community transparency, as Roux's Principal Scientists presented these results during various public town hall meetings to help families understand the specific health risks on their properties and how to mitigate them effectively.

This large-scale response underscores Roux's commitment to leveraging environmental expertise for social responsibility and disaster recovery. Beyond identifying immediate hazards, our work helped validate the effectiveness of federal debris removal efforts while highlighting areas where residual risks persisted. By providing clear, actionable data during a period of immense uncertainty, Roux helped empower thousands of families to safely navigate the rebuilding process. Our efforts in 2025 not only set a new standard for post-fire environmental assessment but also reinforced our mission to protect human health and support the long-term resilience of the communities we serve.



Client Management Highlights

TRANSFORMING THE BROOKLYN WATERFRONT

Roux is proud to have served as a lead environmental consultant for a transformative all-electric residential development on the Greenpoint waterfront. Enrolled in the New York State Brownfield Cleanup Program (BCP), the Site—formerly the Greenpoint Ferry Site—required comprehensive remediation to prepare for its future as a sustainable community. Roux managed the entire soil remediation process, overseeing the excavation and removal of impacted materials to ensure the Site met stringent regulatory requirements for residential use. By expertly navigating these complex environmental challenges, Roux laid the essential groundwork for what is now New York State’s largest residential geothermal project.

Beyond standard remediation, Roux was instrumental in the technical feasibility and planning of the project’s pioneering ground-source geothermal system. On behalf of the developer, Lendlease, Roux designed and implemented a Geothermal Heat Pump (GHP) Pilot Study Work Plan to evaluate the Site’s subsurface suitability for a large-scale, vertical closed-loop network. This study was critical in confirming that the Site’s geology could support the 321 vertical boreholes drilled nearly 500 feet into the Earth. This innovative system harnesses the stable year-round temperature of the ground to provide carbon-free heating, cooling, and domestic hot water for over 800 residential units.



Roux’s integration of environmental remediation with renewable energy infrastructure directly supports the project’s ambitious sustainability goals, including LEED Gold and Waterfront Edge Design Guideline (WEDG) certifications. The geothermal system is projected to reduce annual carbon emissions from heating and cooling by 53%, the equivalent of avoiding over 1,050 metric tons of CO² annually compared to traditional systems. Through this collaboration with Lendlease, Roux has demonstrated its commitment to "Mission Zero," helping to prove that large-scale urban developments can achieve absolute zero carbon through innovative engineering and dedicated environmental stewardship.

Client Management Highlights

SOIL RECYCLING FOR REMEDIATION PROJECTS

As part of many of Roux's large-scale brownfield remediation projects, there is a need to raise the grade of properties to elevate the new operations above flood risk levels. Roux is actively working on remediation contamination on behalf of several clients and properties. On these sites, there is a need to import substantial amounts of fill material, often in excess of 250,000 cubic yards (two football fields with more than 20 feet of soil on top).

Roux leverages sustainable soil management by integrating soil recycling facilities into their remediation strategies to facilitate cost-effective, environmentally responsible fill importation. By partnering with approved facilities, Roux secures certified clean or treated recycled soil; this allows us to manage contaminated sites efficiently while meeting strict state and federal regulatory standards. This approach includes implementing rigorous waste characterization, and in some cases, using in situ treatment to reduce the need for new fill importation.

Through development of soil management plans and adhering to local and state regulatory protocols for importing materials, Roux manages the import of treated soil, turning waste from off-site sources into usable backfill for redevelopment projects.

Furthermore, we have focused on utilizing barges for the material transport as opposed to trucks, significantly reducing the traffic impact on local roadways. This practice, in conjunction with on-site soil stabilization techniques, often allows Roux to reduce transportation emissions and minimize the overall footprint of cleanup operations.

Ultimately, this soil recycling approach aligns with Roux's focus on sustainable remediation and provides cost savings to our clients, while still adhering to regulatory guidelines.



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 nationwide 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

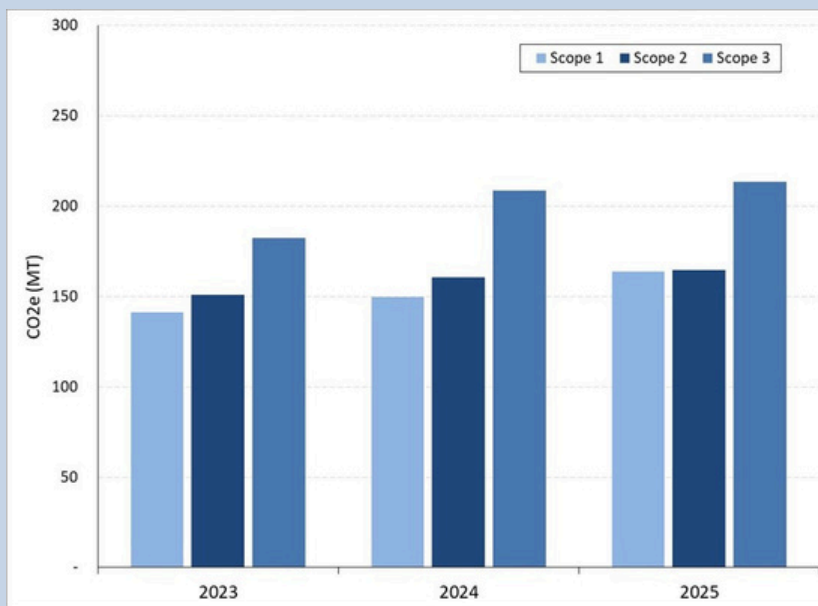


Roux tracks scoped emissions across all offices; these primarily consist of tailpipe emissions from fleet vehicles, consumed electricity, and natural gas across owned and leased facilities. Our emissions in 2025 are relatively unchanged from the prior year. Roux’s total 2025 GHG emissions are estimated to be 542 Metric Tons (MT); 30% are Scope 1, 30% are Scope 2, and 40% are Scope 3.

Roux has accomplished our primary goal to improve our data collection procedures to more accurately collect data and calculate carbon emissions from our multiple office locations and vehicle fleet. We have minimized our estimates of fleet vehicle emissions and utility-based emissions and fully incorporated both metrics from our new office additions. To that end, improvements in understanding our fleet vehicles contributions have resulted in a small increase in our reporting of transportation emissions (~9%), but emissions have otherwise remained flat.

Moving forward, we hope to expand our accounting of Scope 3 emissions by refining data collection procedures on employee travel and subcontractor activity. We have started and will continue to evaluate opportunities to improve energy efficiency and lower emissions company-wide. Our emissions data from the last three years are presented below:

Figure 1: Annual company-wide emissions, by Scope



As seen in Figure 1, we calculate company-wide Scope 1 emissions of 164 MT, Scope 2 of 165 MT, and Scope 3 of 213 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.

Internal Environmental Audit

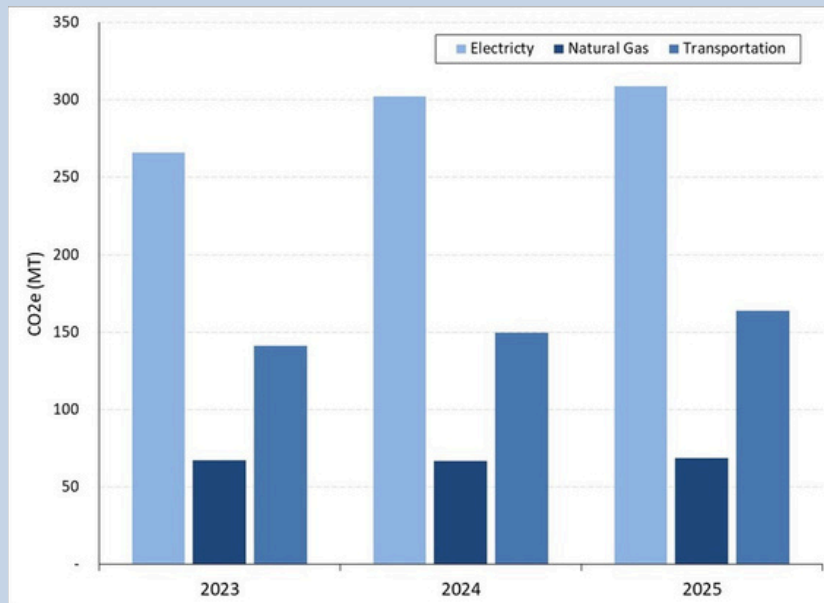


Scope 2 emissions are derived from the electricity and natural gas usage of the two offices owned by the company, including our two largest locations. Scope 2 emissions slightly rose in the past year due to higher energy usage. We have already implemented energy efficiency measures in these locations,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

Scope 3 emissions are derived from electricity consumed at our leased offices. These emissions are relatively the same as the prior year. 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, 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 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.

"Our commitment to environmental sustainability is embedded in our daily operations. As we move through 2026, we continue to minimize our footprint through enhanced energy efficiency and renewable energy initiatives, while advocating for the environment through vital partnerships with organizations like Pure Earth."

Catherine Boston
Principal Scientist



Health & Safety

Roux remains deeply committed to protecting the health and safety of our communities in which we work—an enduring core value across the firm. In 2025, Roux Health & Safety (H&S) Department advanced several major initiatives to strengthen field readiness, enhance hazard recognition, and improve documentation and digital workflows. Key efforts included reestablishing full in-person new-hire HAZWOPER training, launching the successful firmwide Job Safety Analysis (JSA) Summer Showdown to enhance real-world JSA quality, and transitioning from the Safe Performance Self-Assessment (SPSA) to the Last-Minute Risk Assessment (LMRA) to improve real-time risk evaluation. The department also improved field audit rigor, expanded use of our Roux H&S application, and collaborated with our Information Technology (IT) department to enhance accessibility to their H&S program.

A central component of the Roux H&S Onboarding initiative is delivering clear and consistent messaging to all employees from day one. To support this, Roux has implemented a multi-tiered training approach that integrates in-person instruction, hands-on practical learning, and a suite of more than ten organization-specific virtual health and safety modules. Together, these training formats create a standardized foundation for H&S education across the firm—aligning expectations, reinforcing best practices, and strengthening a unified safety culture for all staff.

To strengthen employee engagement, the H&S Department launched its first JSA competition in the summer of 2025. The initiative encouraged field staff to submit real-world, annotated JSAs—complete with handwritten notes, added hazards, and clarified safety controls—in response to trends identified during recent field audits. The H&S Department reviewed all submissions, using the insights to better understand recurring gaps and emerging patterns affecting field safety. This collaborative approach not only enhanced the quality of JSA documentation, but also fostered greater ownership of safety practices across the workforce.

In 2025, Roux recorded notable progress across several key leading safety indicators, reflecting a continued shift toward a more proactive and data-driven safety culture. Field engagement increased in 2025, with Hazard Identification submissions up 24% from 2024. This increase highlights a growing commitment among field staff to recognizing and mitigating potential hazards before they escalate. Similarly, Peer Observations increased by 14%, further strengthening a culture of mentorship and constructive feedback. These observations not only reinforce safe work practices but also encourage collaborative learning across teams. Taken together, these trends demonstrate meaningful, measurable progress toward a safer and more consistent operational environment—driven by greater employee involvement and more robust reporting behaviors.

"At Roux, health and safety is a core value—not merely a measurement. We approach safety with the same professional rigor as our technical work, emphasizing learning, resilience, and the principles of human and organizational performance. Our focus is on creating conditions where every team member, whether in the field or the office, has the support, tools, and environment needed to work safely and return home healthy each day."

Brian Hobbs
Corporate Health & Safety Director



Health & Safety



In 2025, Roux welcomed 67 new employees into its H&S program, marking another year of growth and renewed commitment to workforce development. To support these new team members, the company emphasized strong employee engagement by pairing incoming staff with experienced field personnel who could mentor them through the early stages of their training and field exposure. Roux also advanced its short-service employee (SSE) program by implementing real-time tracking of new-hire field experience and enhancing team notification workflows within digital field forms. These improvements helped automate routine processes, streamline the training curriculum, and strengthen communication across project teams—ultimately improving the consistency and responsiveness of the H&S program.

In June, Roux hosted its annual Hazardous Waste Operations and Emergency Response (HAZWOPER) Training Week for new employees. This comprehensive program combined classroom instruction with hands-on exercises led by both internal subject-matter experts and external instructors, ensuring participants received robust, practical training aligned with regulatory and industry best practices.

As a health and safety industry leader, Roux maintained an Experience Modification Rating (EMR) consistently below the industry standard over the past five years. In 2025, Roux’s 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.

Looking forward to 2026, Roux will place emphasis on expanding critical risk management programs that emphasize proper controls for high-risk work and critical control verification through focused training, verification of field staff competencies, and adjustments to Roux’s Health and Safety Job Planning Form (JPF). Roux will continue to strengthen its focus on Heavy Equipment Exclusion Zone protocols, ensuring that spotter requirements are consistently reinforced during project pre-planning. These controls will be further validated through field audits and supported by ongoing training and targeted micro-learning initiatives. The overarching goal is to reduce property damage and prevent environmental spills across all operations. As the company expands, maintaining consistency in H&S job planning becomes increasingly important.

The continued strength of Roux’s H&S program is rooted in the active engagement of both field staff and management—an essential requirement in the environmental consulting industry, where project conditions can be dynamic and technically complex. Mentorship plays a particularly critical role, as guiding new staff through real-world field challenges helps build the foundational safety behaviors necessary for work on environmental remediation sites, investigation programs, and construction support projects.

Recent investments in digital H&S tools, enhanced Learning Management Systems, and industry-leading Personal Protective Equipment (PPE) further reinforce this commitment. These resources provide our teams with the capabilities needed to recognize, assess, and mitigate hazards across diverse environmental job sites—from contaminated soil and groundwater investigations to hazardous-waste removal and complex remediation system operations. By integrating modern technology with practical field mentorship, Roux continues to strengthen a safety culture that supports both employee development and the specialized demands of environmental consulting.

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 & Fundraising

CORNHOLE FOR A CAUSE

Roux joined with our valued partner [Bohler Engineering](#) to sponsor two exciting events for a fun-filled evening of cornhole, food, drinks, networking, and giving back. Each event took place on Thursday, May first.

In Massachusetts, our Burlington Team played to support [Boston Children's Hospital](#), inspired by Ella's Army at Garage B @ The Speedway in Brighton, Massachusetts. Last year's event successfully raised over \$80,000 through the generous support of sponsors and the community.

In New Jersey, at Tranquility Farm in Chester, New Jersey, our Logan Team supported the [United Way of Northern New Jersey](#). United Way of Northern New Jersey is working hard to build a strong community—where workers earn enough to meet their needs, can build a personal safety net to weather a crisis, and have access to quality care for vulnerable family members. See photos from our NJ cornhole event below!



Volunteerism & Fundraising

RUN OF THE ROUX-SES

In a creative approach to fundraising, Roux's Burlington, Massachusetts office held a Kentucky-Derby themed CSR event. A table game was created in which each employee played as a "horse" competing to win. Participants placed bets on the winning "horse" based on the real-life odds, rolling dice to advance to the finish line. People dressed up, made or wore fun hats, and themed drinks and snacks were enjoyed by all, making for an exciting office fundraiser.

The proceeds from this event were directed to Patrick Morley, a Project Scientist from our Massachusetts office, benefitting his fundraising efforts for [The 11 Day Power Play](#). Taking place next month, The 11 Day Power Play is an annual fundraiser out of our Buffalo, New York office, created by Roux Vice President and Operations Manager Michael Lesakowski and his wife Amy.

After the incredible fundraising success of the initial event, Mike and Amy pivoted from achieving world's longest hockey game into a "Community Shift" game, where more than 2,500 pairs of skates hit the ice in three hours shifts for an 11-day marathon. The beneficiaries of the game include Roswell Park Comprehensive Cancer Center, Make-A-Wish Western New York, Camp Good Days and Special Times, and The Roswell Park & Oishei Children's Cancer and Blood Disorders Program. Since 2017, more than \$11 million has been raised by The 11 Day Power Play organization.



LAKE MERRITT CLEANUP

Members of Roux's Oakland, California office worked with a volunteer organization to clean up their local Lake Merritt. Located just down the street from the Oakland office, Lake Merritt is a symbol of the town and a wildlife refuge for many bird species. Roux and the Lake Merritt Institute removed eight bags of trash, helping to beautify their piece of Oakland and supporting a great local volunteer group.

Lake Merritt Institute is a community-based, non-profit corporation that works with volunteers, schools, and the City of Oakland in a cooperative, positive relationship.

Volunteerism & Fundraising

FIRM-WIDE OCTOBER 5K COMPETITION

For the first time in Roux history, each of our regional office CSR Teams came together to compete nationwide to maximize our charitable efforts! For this special event, each office selected a local 5K and donated to a cause of their choice to run/walk.

There were two winners: the office with the highest percentage of participation and the office with the best combined performance of the top three Roux employees. Roux's Illinois Office won the highest percentage of participation, receiving a plaque commemorating their achievement.

The best combined performance of the top three Roux employees was awarded to our Massachusetts Office, where Mason Burns, Will Harson, and Allie Bailey helped take home the gold! Their prize was \$600 fundraiser boost, donated to the annual Train for a Cure fundraiser to support breast cancer programs at Mass General.

Thank you to everyone who participated! Nationwide, we raised thousands of dollars for various causes, each meaningful to Roux's regional offices.



The Oak Brook, Illinois team at the Wheaton Hot Cider Hustle to support Special Olympics Illinois on Sunday, October 26



Our Burlington, Massachusetts runners at the Somerville Road Race on Saturday, October 4, benefitting the Somerville Homeless Coalition

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 following schools:

- 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 2025, 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.

Select 2025 programs include:

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

"The talent of our people is our most valuable resource and central to our firm's sustained growth. In 2026, we remain committed to hiring the best, providing industry-leading training through programs like the Roux BLUE Leadership Program, and fostering a culture where every employee is empowered to contribute to our collective success."

**Julia Wilson
Principal Geologist**



Roux Allyship Program

In 2025, Roux reinvigorated the Allyship Program, originally implemented in early 2023. Allyship at Roux means providing all of our employees with avenues and support to bring forward concerns. Whether an employee is feeling marginalized or uncomfortable because of a microaggression, harassing behavior, or bullying, we want them to understand the steps they can take to have that concern raised and addressed. Our allyship program aims to train all employees to feel confident in standing up for themselves and their coworkers in those situations, whether the behavior is from a coworker, manager, or third party.

Ways we reinforced these concepts in 2025 included:

- Ensuring all new hires receive a presentation on the Allyship Program in their onboarding.
- Continuing our LiveSafe hotline app, allowing employees to report their concerns anonymously or non-anonymously to HR.
- Continuing to empower allyship champions who serve as sounding boards and advisors for their offices and conduct allyship discussions at their office levels. It is through these champions that we strive to keep the discussions around allyship timely and relevant at each of our offices nationwide.

In 2025, we revisited the assignment of allyship champions in each office to address any turnover in the role since 2023, to solicit interest from new volunteers, and to strive for representation across employee career levels and gender. The existing and newly assigned champions all received refresher training on their responsibilities in 2025 and were tasked to conduct an allyship discussion in their offices by year-end.

Each office conducted training on caregiving responsibilities and how employees can avoid biases against caregivers. The training used scenarios to encourage discussion amongst the participants around how to identify where a bias may have happened and how to address it. To ensure the training addressed the broad topic of caregiving, it emphasized biases that can occur toward all genders and toward caregivers of various family members, such as children, dependents with disabilities, and aging parents. The content included scenarios to discuss amongst employees in a group setting, as well as additional materials that employees could use to extend their learning beyond the office session. The training also covered various resources that are available through our mental health benefit provider for those dealing with mental and emotional stress due to their caregiving responsibilities.

Our Allyship Program goal for 2026 is to have a minimum of two office-level allyship discussions held throughout the year, serving as a reminder to our employees of how they can bring forward their concerns and can also be allies to one another.



Members of Roux's Burlington, Massachusetts office engaging in allyship discussion.

Our Path Forward

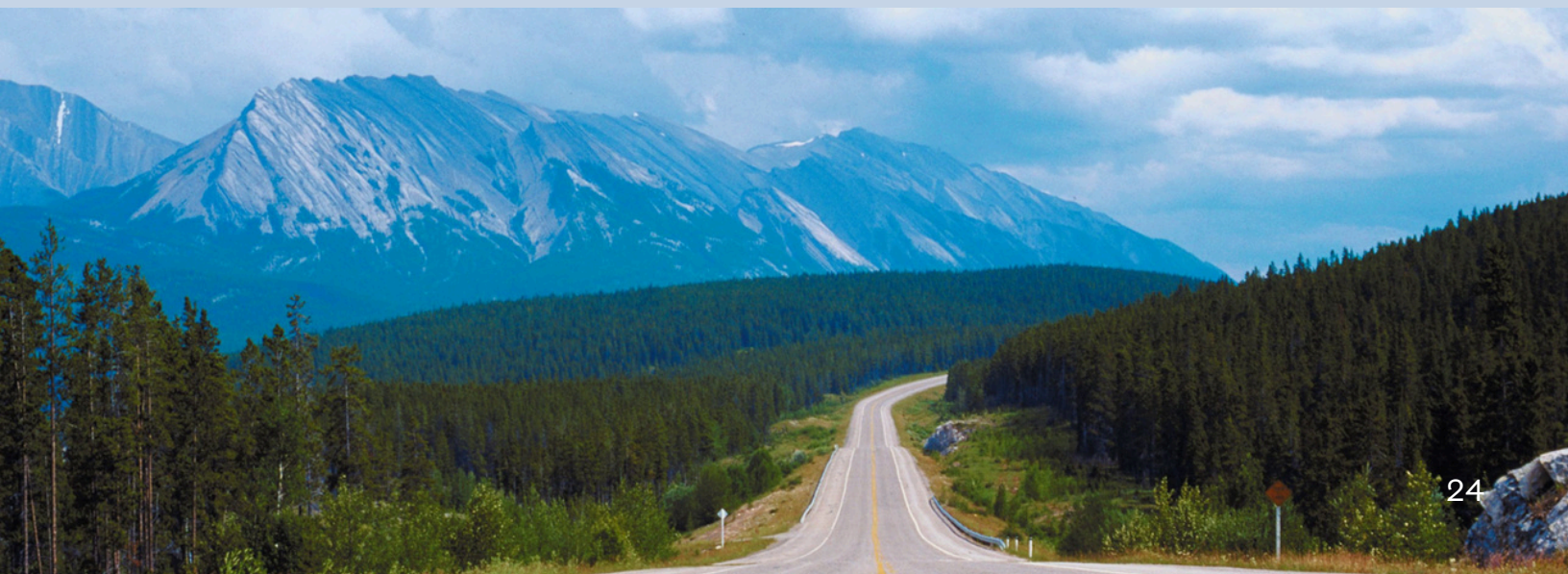
In 2025, Roux set several social and environmental goals that the firm was able to accomplish during the year. Those goals included conducting energy audits for Roux's offices, reducing the use of paper products and implementing a waste disposal system, and continuing to explore options for solar panel installation at the two Roux-owned office buildings. In 2026, 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 2026 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 in the private and public sectors 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.



ROUX

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