



Leading clients by example

“Climate Change is a material topic for every organization. We support clients every day to create and implement decarbonization plans and manage climate risks, which generates business value and helps the environment.”
– Jana Lake, President

- Since 2019, has been carbon neutral for Scope 1+2 emissions, and since 2022 have been carbon neutral for Scopes 1, 2 and 3.
- Has purchased renewable energy credits and verified carbon offsets to neutralize Scope 1-3 emissions.
- Sources 100% of energy from renewable sources through purchase of renewable energy credits.
- Member of UN Global Compact and the SME Climate Hub, which is an initiative for B Corp certified companies to address climate change.

Handprint is 3R's greatest impact, in helping companies define their scope 1, 2 and 3 inventories, carbon reduction and SBT/net zero targets, and climate transition roadmaps.

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Enabling global cooperation to achieve a low-carbon future



- **Member of the UN Global Compact**, which aims to keep global warming below 1.5°C
- SBTi approval for a **long-term net zero target aligned to 2040**
- Achieved **100% renewable electricity** in its office locations
- Planting **674,000 trees** worldwide to support our overall commitment to sustainability
- Goal of **net-zero emissions by 2025**
- By 2030, reduce absolute **Scope 1 and 2 emissions 80%** and reduce **Scope 3 emissions per unit of revenue 55%**
- Require **90% of key suppliers** to disclose targets and actions by 2025
- Carbon-removal projects projected to remove **millions of metric tons of carbon** over the next 20 years
- **99 percent of our electronic waste** from computers and workstations was reused toward our goal to reuse or recycle 100 percent of our e-waste

“Companies who have combined sustainability into their business strategy are two and a half times more successful than those who have not.”
– Julie Sweet, CEO

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- LEED accredited designers
- Design approaches that maximize energy and environmental efficiency without increasing the capital costs of projects.
- Working with clients to assess and utilize sustainable materials and innovative ways to reduce energy consumption and carbon footprints.



Project highlights:

PPG Paints Arena

WBE partner to HOK Sports, served as the Sustainable Design LEED Interdisciplinary Coordinator. Detailed the entire exterior skin of the building.

New Terminal and Concourse Modernization, Pittsburgh International Airport

WBE Certified, is partnered with Gensler+HDR to deliver architectural services for all phases of the project, including targeting LEED Silver certification for the new terminal.

City of Pittsburgh 4th Division Maintenance Facility

While not seeking certification, the project targeted Passive House equivalent design, which is still relatively rare in Pittsburgh.

“Architectural Innovations understands the considerable impact buildings have on the consumption of our energy resources. We are committed to utilizing building science, technologies, products, and operations to create high-performance building designs that enable our clients to reduce their carbon footprint and maximize environmental and economic conservation.”

- Jan Brimmeier, President/Owner

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Building science and data science to support clients' goals

- 60+ Passive House projects
- 37 Zero Energy Ready projects
- 18 RESET Air Projects
- 3 WELL Building
- 1 WELL Performance Rating
- 2 Fitwell Certification
- Pittsburgh Business Times Innovation Award
- 3 U.S. Patents for Innovation
- Visionary Award from Urban Land Institute
- Award-winning Book, "The Power of Existing Buildings -- Save Money, Improve Health and Reduce Environmental Impacts"
- Published Technical Paper, "Two Project Case Studies and the Lessons They Teach about Whole Building Envelope Air Leakage Testing" ASTM STP

"To decarbonize properly, any strategy must attack efficiency first. We use technology that bridges building science and data science to ensure decarbonization is achieved without overspending."

– Craig Stevenson, President

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Empowering Smarter Energy Use and GHG Emissions Reductions Through Innovation and Control.

BOSS Controls has enabled our customers to monitor and control previously unmanaged electrical devices, typically accounting for over 20% of a building's electricity use. For an average 400,000-square-foot building, our customers were able realize over 625 tons of CO₂ emissions reductions and roughly 800 MW of reduced energy consumption annually, helping them meet their Sustainability and Energy legal requirements and corporate goals. Additionally, our technology unlocked new revenue for our customers through participation in utility demand response programs.

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“We can dramatically reduce the carbon footprint of properties by optimizing the major drivers of usage. Building owners immediately benefit through significantly lowering their energy and operational costs and create new value streams by interacting with the energy grid and markets” Greg Puschnigg – Founder and CEO BOSS Controls



Goal: Climate neutral by 2035

(Scope 1 and 2, base year 2020)

- 2021: Achieved its goal to reduce operational GHG emissions 50% by 2025 (base year 2005)
- 2023: -8.4% Scope 1 and Scope 2 emissions, -27.8% Scope 3 emissions
- 2030: Reduce absolute operational GHG emissions 60% (2.2 million tons)
- 2035: Climate neutral for operational GHG emissions, in alignment with the Paris Climate agreement's 1.5°C goal
- 2050: Climate neutral along value chain (Scope 3)

"Covestro has some of the most ambitious sustainability targets in the chemical industry. Our drive to become fully circular impacts all aspects of our business and sets the stage for not only our own transformation, but for our customers as well."

– Samir Hifri, Chairman and President

Enabling the region's transition to a low-carbon future

- 30% of DLC's fleet will be electric by 2030, the equivalent of reducing its scope 1 emissions by 25%
- Invest a minimum of \$1.9 billion in transmission and distribution infrastructure between 2023 and 2027.
- Enable the grid infrastructure that will support a minimum of 50,000 EVs in the Pittsburgh region by 2030
- Energy efficiency programs will save customers 350,000 MWh by 2026 – equivalent to the carbon sequestered in 292 acres of forest annually



“DLC plays a pivotal role in our region's energy transition and realizes the positive impact that beneficial electrification has on the environment, public health and the economy.”
– Kevin Walker,
President & CEO

Goal: Carbon Neutral by 2032

- Monongahela plant to decrease Scope 2 emissions by 25% at the end of Q2 2025.
- Finalize Energy efficient plans for factory upgrades to machinery and complete compressor auditing Q3 of 2025
- Continuous improvements across all locations with machine monitoring and carbon emissions tracking using multiple departments
- Maintain and improve performance as a Gold-level TRUE Certified Zero Waste facility and KEEA energy-efficiency industry leader



“DMI looks toward the future as it embarks on reducing its environmental impact even further by becoming net neutral for CO2 emissions.”

– Ray Yeager,
President & CEO



Building a local sustainable food system



- Reduced single-use container usage by 25% within the Parkhurst Division through the implementation of reusable takeout containers.
- Continue to strengthen the local food economy by purchasing through our Know Your Source program, representing \$22 million or 18% of our food sourced from family and/or independently owned and operated businesses and farms.
- Collaborate with Kloopify to track our food's carbon footprint, establishing a baseline to guide future reduction efforts.



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Achieving carbon neutrality by 2030 through six levers



Powering Business Worldwide

- 2030 goal: Reduce Scope 1 and 2 carbon emissions by 50% and 15% reduction in Scope 3 emissions
 - As of 2023:
 - Reduced Scope 1 and 2 greenhouse gas emissions 31% since 2018
 - Reduced Scope 3 emissions 25% since 2018
 - Reduced energy use at manufacturing sites 16% since 2018
- 2030 goal: Certify 100% of manufacturing sites as zero waste-to-landfill
 - In 2023:
 - 87% of manufacturing waste was diverted from landfills or traditional incineration without energy recovery
 - 79% of sites are certified as zero waste-to-landfill
- Achieved 2030 goal: Certify 10% of manufacturing sites as zero water discharge
 - As of 2023, 16% of manufacturing sites are certified zero water discharge

“We’re leveraging the full power of our employees, customers, and network of partners to help mitigate the climate crisis, to help others achieve their sustainability goals, and to improve the lives of people everywhere.”

– Craig Arnold,
Chairman & CEO

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Supporting clients' net-zero and circularity goals through sustainable IT lifecycle management

In 2024, through more than 3.1 million pounds of electronic waste, eLoop has helped local companies:

- Reduce more than 25 million pounds of CO2 emissions.
 - 4.2 Million pounds of Co2 emissions reduced through recycled devices.
 - 21 Million pounds of CO2 emissions reduced through re-used devices.
- Recover more than 197,000 lbs. of toxic metals from recycled devices.

"At eLoop we look forward to helping others reduce their carbon footprint and keep their eWaste out of our landfills."

– Ned Eldridge, President & CEO

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Rethinking operations for significant reductions



environmental
planning & design

- Virtual meetings save 13.2 tons of CO2 per year
- Use of electric vehicles saves nearly 30,000 pounds of carbon emissions per year
- Staff's shift to public transportation, bikes, and scooters has reduced vehicle miles traveled per year by 28,080 miles – or 7.72 tons of CO2 annually
- Shift to a four-day, 40-hour work week reduces vehicle miles traveled per year by 4,200 miles – or 1.15 tons of CO2 annually
- Staff recycles ~55% of all paper, plastic, and glass used

Quote from
leadership?



Invested in clean energy

- Has generated more than 3,974,000 kWh of solar and wind energy
- 11 EV charging stations have displaced the burning of 22,870 gallons of gasoline.
- Combined these efforts have reduced CO2 emissions by an estimated 4,418,000 pounds.

"The wind and the sun are the answer."

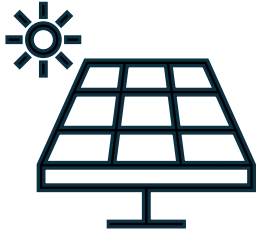
- David Landis, President



After meeting our 2030 goal 7 years early, we are working on setting a new goal.

- Accomplished goal of a 50% reduction in Scope 1 and Scope 2 emissions, seven years ahead of schedule
- 18% of energy consumed in 2023 was produced from renewable sources

“We understand the importance of operating in a safe, sustainable manner and believe that our license to operate is only as strong as our commitment to action and innovation. As climate change continues to impact our world, we remain dedicated to doing our part to improve our energy efficiency and reduce our greenhouse gas emissions.” – Leroy Ball, CEO



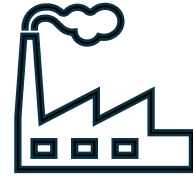
Renewable Energy

- 900+ solar panels installed
- 30-40% building energy covered
- 100% sourced renewable energy



Energy Efficient Lighting

- >80% all lighting transitioned to energy efficient LEDs



Carbon Neutral

- Carbon neutral for Scope 1 & 2
- Measuring Scope 3 supply in 2025

"At Kurt J. Lesker Company, we live our values – Sustainability has become a core focus area as we feel a responsibility to future generations to leave the company and planet better than we found it."

– Kurt J Lesker IV

Climate Neutral by 2040 and Net Zero Value Chain by 2050

Climate Neutral by 2040

Clear roadmap and defined levers to reduce scope 1+2 emissions by:

- Decoupling emissions and growth
- Strengthening processes and technological innovations
- Launching major impact projects for climate protection

ClimateNeutral2040.com

Net Zero Value Chain by 2050

Scope 3 Target: Working across the value chain to reduce, and ultimately neutralize, indirect emissions

- Focus on sustainable raw materials, green logistics and climate-neutral products

*Science Based Targets
initiative-approved:*

***LANXESS' targets
contribute to
limiting global
warming to 1.5°***

Reducing fleet scope 1 carbon emissions 90%+



OPTIMUS
T E C H N O L O G I E S

More than 300 medium- to heavy-duty diesel trucks have integrated Optimus' Vector System to operate on 100% biodiesel.

- Selected for Scale for ClimateTech's cohort for tech startups addressing climate change
- Facilitated the offset of more than 10 million pounds of CO2 for clients through 2024
- The city of Washington, D.C., and other cities and private fleets have committed to integrating the fuel system on all future heavy-duty vehicles

"Biodiesel is ready today, it is available at scale, and the Optimus Vector System brings the benefits of biodiesel to heavy-duty fleets." – Colin Huwyler, CEO

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OXFORD

Leading with ESG to achieve responsible business goals

- Achieved Gold Sustainable Pittsburgh Workplace Designation
- Management of 3 Crossings campus using Well Health-Safety guidelines
- Modernization of parental leave policies for inclusivity
- Conducted meetings with tenants to find commonality between decarbonization goals

“At Oxford, we firmly believe that sustainable practices are not merely an option but an imperative duty we owe to our community, planet, and future generations.”

-Shawn Fox, CEO

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Committed to reducing carbon footprint and providing leading-edge Scope 3 emissions reporting to customers



- Now have 6 BEV electric trucks in our fleet, plus one electric yard truck
 - Expecting 10 more BEV trucks in 2025
 - Continuing to understand and identify power needs for larger scale electric truck implementations
- Researching Hydrotreated Vegetable Oil as a fuel source to replace diesel
- Continuing to partner with customers and within our industry to provide state-of-the-art Scope 3 emission reports

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Goal: Developing materials technology for improved efficiency and promoting recycling



- **Key focus problem:** Only ~2% of polypropylene is recycled thus offering a huge opportunity to reduce carbon in the environment. We have been at the forefront of the development of technologies that can significantly improve the recycling of PP.

One ton of recycled PP saves ~8 tons of produced CO₂.

PP Virgin/Kg	PP recycled/Kg
74.4MJ/Kg	8.9 MJ/Kg
8.9 Kg of CO ₂	1 Kg of CO ₂

“In next 10 years, our goal is to recycle 30% of PP annually, resulting in a reduction of a quarter of a billion tons of CO₂.”

Batool Nulwala CEO

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Signature Wealth currently manages approximately \$50 million in sustainable investments, with a strong commitment to responsible and impactful financial practices.



Our goal is to double the assets allocated to our Socially Responsible Portfolio within the next five years

“Signature Wealth’s Investment team has developed an expertise for building portfolios that focus on SRI investing allowing our clients to “put their money where their mouth is.””

– Scott Tobe, CEO

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Reducing emissions and waste through improved operations



- **Reducing waste to landfill:** Diversion of single use plastic and office paper supplies
- **Lowering operational emissions:** Implementation of a hybrid working model and telepresence up to three days per week
- **Encouraging public transit:** Participation in WageWorks, which allows for pre-tax deductions for employees who use public transit for commuting to work
- **Recycle/Reuse:** Donating used laptops to local community colleges
- **Environmental stewardship:** Employees participated in 7 community clean-ups during the year

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a spinoff of **Thar**Energy



Clean Heat for Tall Buildings!

Natural Refrigerant, High Temperature Heat Pump
Decarbonized Hot Water & Steam Heat
Simultaneous Heating and Cooling

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Goal

Create innovative and dynamic energy projects to achieve our customers' energy, sustainability and operational goals



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TEN IS:

- A turnkey provider of energy efficiency and renewable energy projects and services. TEN delivers cost savings, resilience, decarbonization, and other strategies to achieve customer goals.

TEN OFFERS:

- Building system upgrades, solar photovoltaic systems, geothermal geoexchange, energy storage systems, central utility plants, microgrids, LED street and roadway lighting
- Comprehensive solar energy solutions, from design and installation to maintenance, enabling clients to harness clean, renewable energy

TEN HAS REMOVED:

- Almost 12,000 tons of CO₂ reduced annually, the equivalent to planting 14,000 trees or removing 2,600 cars from roads

COMMITTED TO CARBON REDUCTION

Goal: Build climate resiliency by reducing GHG emissions, decrease waste, empower employee engagement, and foster community partnerships.

Key strategies include sourcing alternative energy, diverting waste from landfills, developing EV plans, fostering community engagement, encouraging employee participation, and enhancing internal and external communications.

Key Sustainability Achievements:

- Under a new leadership structure, the Center for Sustainability is established
- Integrated across all service lines systemwide
- Formed teams at individual hospitals
- Created a steering committee with executive-level representatives
- Signed the Health and Human Services Pledge
- Sustainability is embedded into patient care, operations, and organizational strategy.
- Ceased Desflurane usage across the system
- Earned national recognition for efforts through NPR, Becker's, and Modern Healthcare stories



UPMC HEALTH PLAN

UPMC's strategic sustainability framework integrates a top-down and bottom-up approach, ensuring seamless alignment with its service lines. This approach fosters employee engagement, strengthens internal and external communications, and promotes accountability through transparent metrics.