



ATLAS
CORPORATE SOCIAL RESPONSIBILITY
2022 REPORT

*Leading with Heart.
Doing Our Part.*



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ABOUT THIS REPORT

This Report reflects information and performance data as of December 31, 2022, representing all Atlas' operations, unless otherwise stated. Financial metrics are reported in U.S. dollars.

Published January 2024



L. JOE BOYER, CEO

A MESSAGE FROM OUR CEO

I am honored to release Atlas' 2022 Corporate Social Responsibility (CSR) Report—focusing not only on our actions and commitments to implementing and adopting more responsible practices; but concentrating on how we measure, mitigate, and reduce environmental impacts across our operations.

Our acquisition by GI Partners has contributed to our progress towards accelerating growth and delivering greater value for the many clients and communities we serve. We are proud that as a private company, coupled with the support of GI Partners, we are investing in and promoting more opportunities for our 3,600+ employees.

At Atlas, we support our clients in achieving their goals and objectives, while reducing their environmental and maintenance-related expenses. Over the past two years, Atlas has recommended environmental conservation measures that would generate over three million kilowatt-hours of energy savings, and more than 30,000 kilo-gallons in water savings. In addition, we have conducted over 150 American Society of Heating, Refrigerating, and Air-Conditioning Engineers (ASHRAE) energy and water audits—all to provide our clients with sustainable building recommendations and other utility conservation options.

In-house, we developed our Environmental Sustainability Program, focused on reducing the environmental impacts of our own operations. Through this Program, we aim to monitor, measure, and reduce energy, greenhouse gas (GHG) emissions, water, and waste. Our overall strategy is centered around specific commitments, including improving efficiencies in our fleet, and increasing the number of clean, hybrid, and electric vehicles. In 2023, we replaced 350 Atlas trucks with new fuel-efficient models, which feature mild-hybrid systems. Next, we plan to conduct level one energy audits for every Atlas hub office and laboratory in the country to help identify additional opportunities to reduce our environmental footprint.

As evidenced by our seven employee resource groups (ERGs) that provide support, training, and networking opportunities — as well as a safe space where employees can be their authentic selves — Atlas remains committed to offering pathways for professional development and fostering a culture of inclusion and belonging. In 2022, our ERGs held over 40 meetings and ERG members participated in volunteer, education, and awareness activities centered on work-life balance, mental health, minority, and LGBTQ+ issues, and women empowerment. This included providing more than 700 volunteer hours to support our local communities where we live and work.

Atlas' focus on fostering a positive safety culture is also a central component of our strategy. As we aim to instill safety in everything we do, Atlas requires 100 percent of our employees to sign the Atlas Health & Safety Pledge every year. This promise builds awareness and serves as a constant reminder to keep health and safety at the center of how we live, work, and play.

I am incredibly proud of everything that we have accomplished over the past year. As we look towards the future, we understand that we will need to make steady, continuous progress to support long-term sustainability. Through our technical knowledge and innovative collaboration with our key stakeholders, I am confident that we can tackle new challenges and support a more sustainable today, tomorrow, and future.

L. JOE BOYER
CHIEF EXECUTIVE OFFICER



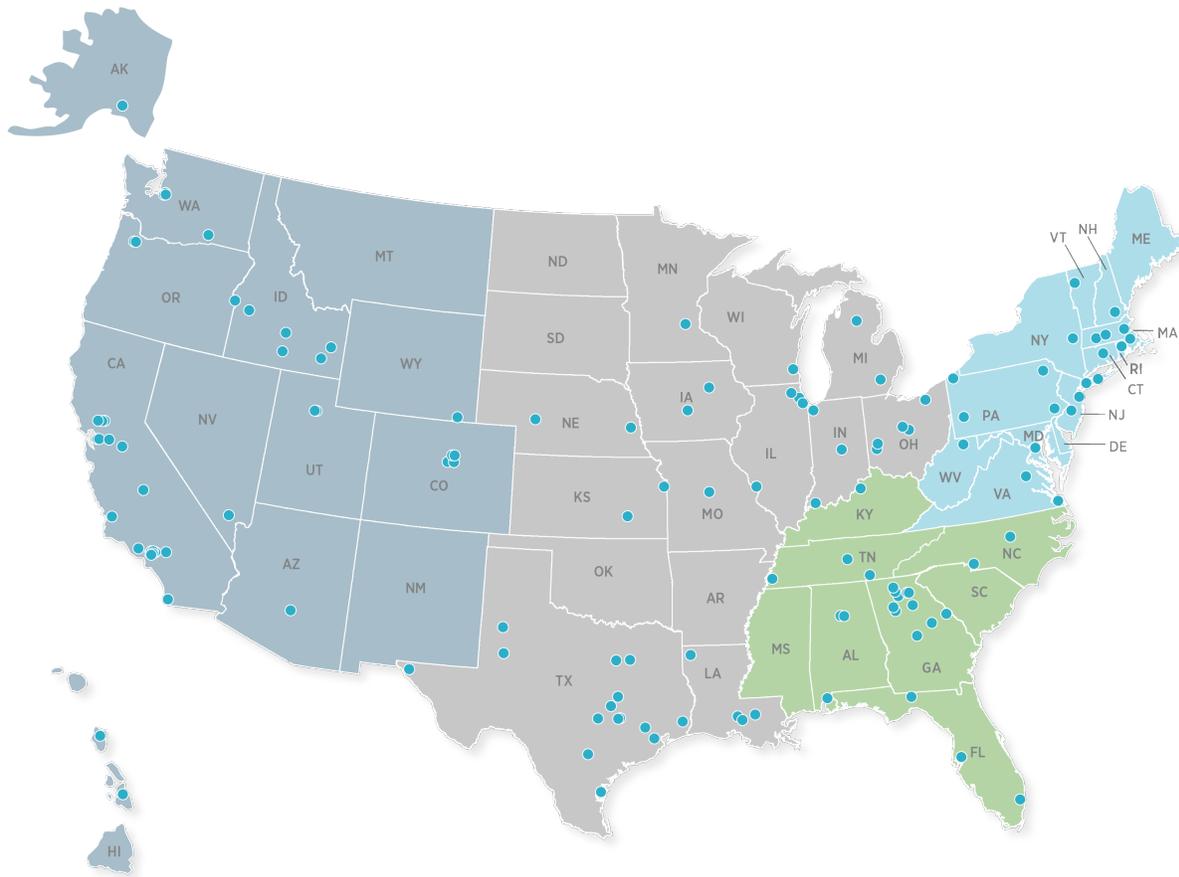
ABOUT ATLAS

COMPANY OVERVIEW

Headquartered in Austin, Texas, Atlas Technical Consultants Inc. (Atlas) is a leading provider of Infrastructure and Environmental Solutions. We partner with our clients to improve performance and extend the lifecycle of built and natural infrastructure assets stressed by climate, health, and economic impacts.

With a legacy of providing consistent quality and results, Atlas creates a better experience at every stage of an infrastructure or environmental project. We connect the best experts in the industry to deliver value from concept to completion and beyond. This means doing everything our clients expect and then raising the expectations in a way that only our people can.

OUR REACH



3,600+
professional staff

100+
office locations

60+
accredited labs

22,500
active projects

\$870M+
in backlog

OUR CLIENT SOLUTIONS

At Atlas, we are dedicated to integrating environmental sustainability and social responsibility into both our own operations and the services we provide our clients. From assessing climate-related risks, to measuring and reducing environmental impacts, our commitment towards supporting a more responsible today and tomorrow remains a central focus of our company.

At the forefront of Atlas' approach to a more responsible tomorrow, remains supporting our clients' own environmental and social commitments through our four service verticals.



Over the past two years*, Atlas' client solutions have resulted in:



3M+ kWh
in energy savings



31K+ kGal
in water savings



3.5K+ MT
in avoided emissions

*From 2021 through Q3 2023.



OUR CORPORATE SOCIAL
RESPONSIBILITY APPROACH



WE INTEGRATE THE ELEMENTS OF OUR CORE PURPOSE AND VALUES WITH THE PRIORITIES OF OUR CLIENTS TO DEVELOP OUR BLUEPRINT FOR A MORE RESPONSIBLE FUTURE.

Leading with Heart, Doing Our Part is at the core of Atlas' Corporate Social Responsibility (CSR) strategy.



ENVIRONMENTAL SUSTAINABILITY

PLANNING FOR RESILIENCY

As Atlas looks towards the future, we have developed a robust Environmental Sustainability Plan – our Blueprint – focused on two key objectives. Within these areas, we aim to implement long-term initiatives that reduce environmental impacts and climate risks, while increasing resiliency in the communities where we live and work. This includes reducing our operational impacts, and providing our clients with strategic recommendations and tangible results to improve performance across their own operations.



OUR BLUEPRINT FOR SUSTAINABILITY & RESILIENCY

SUSTAINABLE DEVELOPMENT GOALS



- ✓ Improve efficiencies across Atlas' operations
- ✓ Support clients' efforts to minimize environmental impacts, reduce energy and water consumption, increase renewable energy, and mitigate climate risks.



OUR ENVIRONMENTAL PERFORMANCE

As Atlas implements solutions for our clients, we also understand the need to evaluate our own environmental impacts and implement actions to responsibly manage resources.

MEASURING OUR IMPACTS

Since 2021, Atlas has assessed our operational impacts and opportunities by evaluating our purchasing decisions, energy usage, fleet composition, and resource management.

As we continue to expand and evolve, Atlas aims to also implement additional strategies, programs, and policies to better measure our own impacts, while contributing to a more sustainable future.

FLEET

In Atlas' fleet, we replaced 350 trucks with new, fuel-efficient trucks featuring eTorque engines. The eTorque engine option is a mild hybrid system that replaces a conventional alternator with a belt-driven motor-generator unit that captures, stores, and utilizes energy that would otherwise go to waste.

Atlas' Sourcing & Fleet department also manages the maintenance and care of fleet vehicles through our contract with Enterprise and GPS (Geotab) Fleet Management Solutions. The program provides digital application platforms that allow our in-house team to evaluate our fleet's performance, track and schedule preventative maintenance, and identify efficiency opportunities. Through the GeoTab application, we also track any unnecessary vehicle idling, and run reports on fuel efficiency and emissions.

OUR BLUEPRINT FOR IMPROVING OPERATIONAL EFFICIENCIES



7
AFFORDABLE AND
CLEAN ENERGY

9
INDUSTRY, INNOVATION
AND INFRASTRUCTURE

12
RESPONSIBLE
CONSUMPTION
AND PRODUCTION

13
CLIMATE
ACTION

14
LIFE BELOW
WATER

15
LIFE
ON LAND

- ✔ **Improve efficiencies in Atlas' fleet through the use of alternative fuel sources.**
- ✔ **Expand and enhance Atlas' green purchasing program.**
- ✔ **Increase energy and water efficiency and conservation measures at Atlas' labs and offices.**
- ✔ **Increase waste diversion at Atlas' labs by implementing circularity measures**

GREEN PURCHASING

Atlas currently utilizes the GreenerOffice™ program through Office Depot for all office locations' supply orders. GreenerOffice™ offers a wide assortment of office supplies with eco-attributes and eco-labels to help reduce our environmental impact in supply purchasing.

ENERGY CONSERVATION

Throughout Atlas' offices and labs, the company implements operational procedures to reduce energy usage and increase efficiencies. This includes utilizing energy-certified office equipment throughout our locations.

WASTE DIVERSION

To reduce the company's waste impacts, Atlas launched a program to recycle our materials at the company's testing division in California in 2021; and 100% of the concrete and reinforcing bar test specimen waste was recycled, representing 20% of materials throughout all Atlas labs. The company also implemented business waste management and recycling programs, which include paper, plastic, and glass recycling at most of our office locations.

GREENHOUSE GAS (GHG) EMISSIONS (MT CO ₂ e)*	
Scope 1**	15,221
Scope 2	2,690
Scope 3 (Business Travel)***	677

**Data may be estimated or extrapolated based on availability of information.*

***Fuel from non-fleet road vehicles including trailers, compressors, and tanks is not included.*

****Business travel GHG emissions are based on available data from flights, hotel room nights, and rental cars.*



SOCIAL IMPACT

OUR WORKFORCE

Atlas' employees are at the heart of our business and our greatest asset. Our ability to attract, retain, engage, and support a diverse and highly qualified workforce is essential to our success.

OUR BLUEPRINT TO EMPOWERING & SUPPORTING EMPLOYEES



- ✔ Investing in our workforce
- ✔ Creating opportunities for continuous growth
- ✔ Providing competitive wages & benefits



DEVELOPMENT & ENGAGEMENT

Atlas prioritizes the training and development of our employees and encourages all employees to continue their professional education.

To support our workforce, we implement responsible workforce restructuring and succession planning actions. Additionally, through the implementation and development of the Atlas Technical Organization (ATO), we create additional career paths within Atlas for our employees to grow and develop their skill sets.

Atlas offers a variety of training programs to both our leadership and staff to inspire, motivate, and energize our people to deliver the highest quality and performance. These programs help high-performing leaders uncover blind spots, think strategically, balance competing priorities, and work together to transform themselves and the organizational culture.

All full-time, non-union employees participate in annual performance reviews through the Atlas Human Capital Management System. Atlas also maintains an open-door policy and encourages employees to provide suggestions for improving the company.

BENEFITS & COMPENSATION

Atlas' benefits programs are designed to support employees' physical, mental, and financial health. All full-time employees are eligible to enroll in the company's benefits program, which provides options and flexibility in coverage. Beyond insurance, Atlas provides all eligible employees with additional benefits and access to financial wellness support including retirement and long-term and short-term leave.

METRIC*	
Total Employees	4,555**
Total Full-Time Employees	4,018
Percent Full-Time Employees Men	76.68%
Percent Full-Time Employees Women	22.85%
Not-Specified	0.47%
Total Part-Time Employees	615
Percent Part-Time Employees Men	76.72%
Percent Part-Time Employees Women	23.09%
Not-Specified	0.19%
Total Permanent Employees	4,631
Percent Permanent Employees Men	76.31%
Percent Permanent Employees Women	23.23%
Not-Specified	0.46%
Total Temporary Employees	536
Percent Temporary Employees Men	80.09%
Percent Temporary Employees Women	19.69%
Not-Specified	0.22%

*Due to rounding and other factors, percentages may not total 100%.
 **Total population reflects total employee count throughout 2022.

DIVERSITY, EQUITY & INCLUSION



Diversity, equity, and inclusion (DEI) is central to Atlas' company strategy and values. We believe that by leveraging the power of different backgrounds, beliefs, perspectives, and capabilities, we can improve performance and create a stronger company.

OUR BLUEPRINT TO DIVERSITY, EQUITY & INCLUSION



- ✓ Integrating DEI through a strong governance system
- ✓ Building awareness through employee training and engagement
- ✓ Prioritizing the recruitment of diverse candidates
- ✓ Expanding DEI beyond our own workforce to suppliers and sub-contractors
- ✓ Collaborating with industry organizations to drive change and share best practices
- ✓ Implementing programs to promote gender pay equity

EMBEDDING DIVERSITY, EQUITY & INCLUSION INTO ATLAS

Through Atlas' DEI Program, we seek to hire, develop, and promote a talented and diverse team of professionals nationwide. For us, this goal is centered around having a strong governance model, led by Atlas' Chief Diversity Officer (CDO), Jamie Myers. Atlas' CDO oversees our company's DEI Council and strives to embed a culture of diversity and inclusion throughout the company's talent acquisition, talent management, and day-to-day practices. This includes engaging with Atlas' Human Resources department to develop recruitment strategies that ensure access and opportunities to minority candidates.

Throughout 2022, Atlas' CDO continued to engage with the CEO Action for Diversity & Inclusion™ initiative by attending quarterly events; and collaborated with industry peers to support the advancement of successful DEI practices.

TRAINING & EDUCATION

We are committed to providing tools to employees to adjust automatic patterns of thinking, build awareness, and ultimately eliminate discriminatory behaviors. As such, we require 100% of employees participate in mandatory Unconscious Bias Training, annually.



GENDER PAY EQUITY

Atlas aims to achieve and maintain gender pay equity across all levels of our organization. As we execute on this commitment, Atlas has begun to establish tracking mechanisms to identify gaps throughout our company.

OUR DIVERSITY, EQUITY & INCLUSION PERFORMANCE

ALL EMPLOYEES 2022*	
Age Group Metrics	
% of employees <30 years old	20.75%
% of employees 30-50 years old	43.67%
% of employees >50 years old	35.59%
Race/Ethnicity Metrics	
% White	65.36%
% Hispanic/Latino	12.25%
% Black/African American	8.28%
% Native Hawaiian/Pacific Islander	0.59%
% Asian	6.7%
% American Indian or Alaska Native	0.44%
% Two or more races	2.31%



MANAGEMENT 2022*	
Gender Metrics	
% Women	22.85%
% Men	77.15%
Age Group Metrics	
% of employees <30 years old	3.29%
% of employees 30-50 years old	47.89%
% of employees >50 years old	48.83%
Race/Ethnicity Metrics	
% White	79.03%
% Hispanic/Latino	8.76%
% Black/African American	2.97%
% Native Hawaiian/Pacific Islander	0.45%
% Asian	4.38%
% American Indian or Alaska Native	0.63%
% Two or more races	1.56%

SENIOR MANAGEMENT 2022*	
Gender Metrics	
% Women	20.93%
% Men	79.07%
Age Group Metrics	
% of employees <30 years old	0%
% of employees 30-50 years old	27.91%
% of employees >50 years old	72.09%
Race/Ethnicity Metrics	
% White	76.74%
% Hispanic/Latino	11.63%
% Black/African American	6.89%
% Native Hawaiian/Pacific Islander	0%
% Asian	0%
% American Indian or Alaska Native	4.65%
% Two or more races	0%

*Due to rounding and other factors, percentages may not total 100%.

EMPLOYEE RESOURCE GROUPS

To further foster a diverse, inclusive workplace aligned with our core values, Atlas launched seven Employee Resource Groups (ERGs). The ERGs are voluntary, employee-led groups that provide support, career development, and networking opportunities, as well as a safe space where employees can be their authentic selves. ERG participation is open to all employees, and cross-collaboration across groups is welcomed and encouraged. In 2022, the ERGs held over 40 meetings and participated in a wide-range of volunteer, education, and awareness activities.



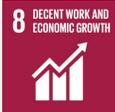
700+
volunteer hours contributed by Atlas' ERGs to support local community organizations in 2022



COMMUNITY ENGAGEMENT

Supporting the communities where we live and work allows our employees to focus on issues that matter most to them. In 2022, our ERGs sponsored and hosted community service outreach events throughout the country.

OUR BLUEPRINT TO ENGAGING WITH COMMUNITIES



- ✔ Creating awareness within Atlas to build a better future
- ✔ Partnering with local organization where we live and work



Atlas' Minorities ERG organized a sock collection as part of the company's first-ever Socktober Drive to support the homeless in America. Atlas collected hundreds of new socks for donations to shelters nationwide, helping to make the winter months more bearable.



Each year, the Atlas Military Veterans ERG sponsors and organizes Atlas' participation in the Marine Toys for Tots Program. In 2022, hundreds of toys were collected at Atlas and distributed in over 29 communities.



The Atlas Young Professionals ERG prioritizes giving back to the youth in their communities by hosting a Back-to-School Supply Drive each year. In 2022, we collected over 1,000 supply items to support children grades K-12 across the country.



The Atlas LGBTQ+ ERG hosted a national Toiletry & Snack Drive to benefit homeless youth – especially LGBTQ+ youth who are at higher risk of homelessness. Participants collected hundreds of toiletry items and non-perishable snacks that were donated to homeless shelters throughout the country.



To celebrate Earth Day 2022, Atlas' Parents & Caregivers ERG hosted a companywide Picnic and Park Clean Up Day – challenging employees across the company to join in and be part of the solution to keep our parks clean. Atlas offices across seven states participated in the event by volunteering their time cleaning up their local parks or wetlands.



In honor of the 2022 International Day of Women and Girls in Science, members of the Atlas Women in Business ERG gave presentations on STEM careers for women to girls of local North Carolina and Vermont schools and organizations.

HEALTH, SAFETY & WELLBEING

We believe our success is dependent on every employee going home injury free, every day; and placing health, safety, and wellbeing above all else at Atlas.



OUR BLUEPRINT TO PROMOTING HEALTH & SAFETY

SUSTAINABLE DEVELOPMENT GOALS



- ✓ Establishing a robust leadership structure, with active executive engagement
- ✓ Creating employee accountability, while recognizing positive safety practices
- ✓ Integrating safety plans and systems throughout all operations
- ✓ Integrating full injury and medical management processes
- ✓ Evaluating opportunities to improve incident reporting and injury reduction
- ✓ Assessing current training needs and planning for the future improvements



100%

of Atlas employees sign our Health & Safety Pledge each year

COMMITTING TO A SAFE WORKPLACE

Atlas takes a comprehensive, multi-faceted approach to reinforce health and safety throughout our operations. This includes a formal health and safety manual, ongoing training, and tools and systems to support incident reporting and regular audits.

In 2022, we continued to foster a positive safety culture, where all employees are empowered; and strive for participation and accountability to reduce injuries and provide a safe and healthy workplace for all.

LEADERSHIP'S COMMITMENT

Atlas' executive leadership team is actively engaged in supporting our safety culture. At Atlas, this team conducts at least two on-site health and safety visits to each office and work site, annually. Leadership also recognizes employees and offices for positive safety practices throughout the year.

SAFETY PLANS, PROCEDURES & PROGRAMS

As the top priority for Atlas, safety is integrated into everything we do. From our day-to-day operations, to due diligence prior to acquisitions, we aim to implement robust safety management procedures.

At each of local branches, we established Branch Safety Officer roles in addition to our team of corporate health and safety professionals. To continuously create awareness for our employees, we also established the Think 12 Program, serving as a reminder to all employees to be aware of what is around them 12 feet in all directions, whether they are at work or at home.

Atlas' Safety Training and Development Program also serves as key component to reducing risks. This program includes a web-based learning management system and in-person training sessions. In 2022, we implemented a web-based training completion requirement for 100% of new hires before performing work in the field; and a two-part hazard recognition training required for all employees.

HAZARD RECOGNITION AND INCIDENT REPORTING

In addition to Atlas' Think 12 Program, we also established key management tools, policies, and programs to support hazard recognition, incident reporting, and overall reduce injuries. All of these components have contributed to Atlas significantly improving our injury severity rate.

SAFETY PERFORMANCE			
	2022	2021	2020
Total recordable injury rate	0.39	0.47	0.30*
Lost-time incident rate	0.09	0.10	0.04
Fatality rate	0.00	0.00	0.00

Stop Work Policy

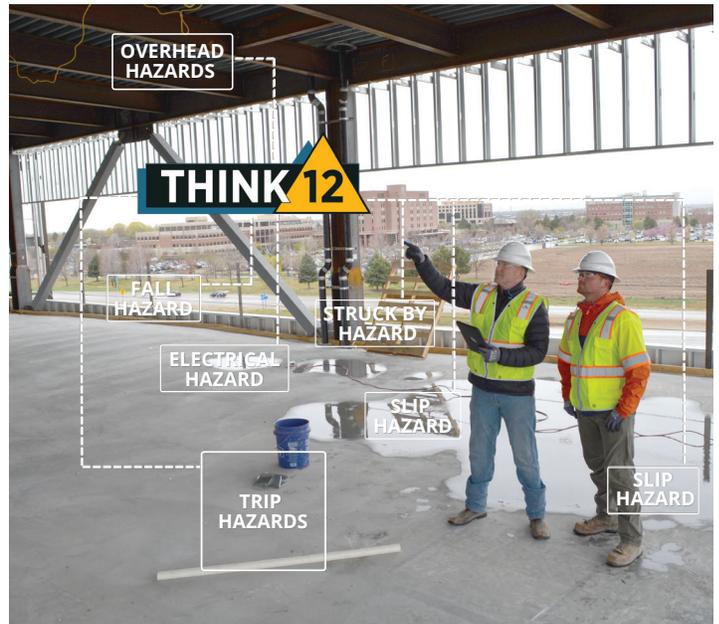
In-house Health & Safety Claims Specialist

Proactive Safety Communications Plan

Daily Tailgate Safety Meeting/Safety Reviews

Project Management Training and Certification Program

Practice Safety Partner Teams



think·12

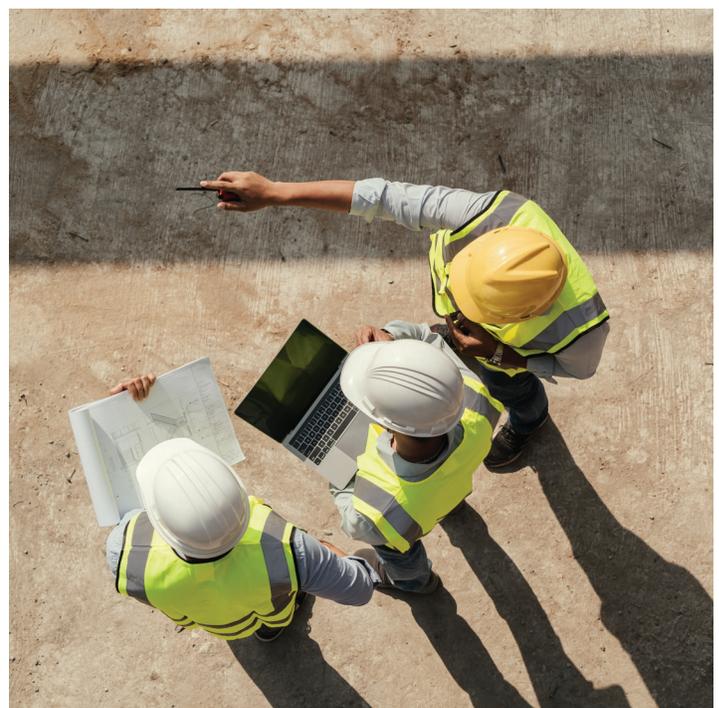
/THiNGk/ /twelv/

verb

1. To stop, think, and plan before beginning any tasks at work.
2. The act of looking 12 feet above, below, and around all sides of you to identify all potential hazards.

ATLAS

THINK 12
Think Safe | Work Safe | Live Safe



*2020 TRIR was restated after adjustments were made to Atlas' OSHA logs.



BUSINESS CONDUCT

ETHICS, COMPLIANCE & ACCOUNTABILITY

At Atlas, ethical conduct goes beyond following the law. We expect all of our employees to conduct business in a way that is honest, fair, transparent, and with the highest integrity.

OUR BLUEPRINT TO ETHICAL CONDUCT



- ✓ Implementing robust policies and procedures
- ✓ Creating accountability throughout the organization



100%

of whistleblower hotline reports are investigated by Atlas



DATA PRIVACY & CYBERSECURITY

Atlas' data privacy and cybersecurity program is based on the National Institute of Standards and Technology (NIST) Framework, consisting of standards, guidelines, and best practices to manage risk. The company also maintains malware prevention, detection, and response on all endpoints.

Atlas actively communicates the company's data privacy and cybersecurity programs and procedures to all relevant stakeholders through robust programs and policies. This includes security awareness & training, information storage & retention, security incident response, IT business continuity, and customer data privacy. To comply with impending federal contract requirements, Atlas also received Cybersecurity Maturity Model Certification (CMMC).

ETHICS & COMPLIANCE

Atlas maintains a strong culture of ethical business practices. This philosophy is rooted in our commitment to foster a culture of compliance with laws, regulations, industry standards, and company policies.

Atlas' Code of Business Conduct and Ethics establishes our policies on topics including ethical and fair conduct, conflicts of interest, confidentiality, and compliance. All Atlas employees are required to acknowledge and sign the Code when starting employment with the company. To further foster our culture of compliance, Atlas is working to implement mandatory annual Ethics and Compliance Training for all employees; and develop additional fair and ethical business policies.

The company maintains an anonymous whistleblower hotline administered by NAVEX Global. All reports received through the hotline are automatically routed to Atlas' Human Resources and Legal departments and investigated in a timely manner. The company's Whistleblower Policy protects all whistleblower reporters from retaliation and harassment in the workplace.