

# YEAR IN REVIEW

THE SPIRIT OF SUSTAINABILITY

# 2021

## Sustainability in Action

### Overview

2021 sustainability metrics were limited by minimal in-office time, as attempted restarts were short-lived due to the ongoing COVID-19 restrictions. Spirit continued to refine our reporting capabilities, integrated our information into the updated Colorado Green Business Program (formerly the Environmental Leadership Program) and focused on supporting team members working remotely. As the sustainability program at Spirit continued to expand into new markets and services, we charted a path towards more nuanced carbon offsetting using a combination of Renewable Energy Certificates (RECs) from solar and wind projects, offsets from landfill methane capture, biochar programs and long-term carbon storage in Green concrete. Instead of a voluntary opt in matching commuting emissions offsets, Spirit opted for 2021 to include commuting emissions over the year as part of our corporate offsets, furthering our a commitment towards inclusive offsets and supporting our team.

### Commitment to Corporate Leadership

In 2021, Spirit continued to work on B Impact Assessment items with an eye towards improvement across all categories. The Denver office achieved Silver level designation in the State of Colorado Environmental Leadership Program (now the Green Business Network CO) committing to:

- An Environmental Management System in 3 years
- Implementing a compost program
- Tracking Spirit employee committee impacts

## Spirit by the Numbers

Spirit prides itself on developing an SMS it can not only be proud of but can commit to implementing. In 2021, Spirit continued advancing the SMS, hitting some major milestones that are detailed on page 3.

**100%** GHG Emissions Offset

**32%** Reduction in Overall Emissions from 2019

Spirit continues to make strides towards not only offering excellence to it's clients but towards the communities Spirit works in. The following pages provide additional detail on specific progress in 2021.



**SPIRIT**  
ENVIRONMENTAL CONSULTANTS

## Spirit's Values

1

### Corporate Leadership

Responsible Corporate governance is at the heart of our business model, including fair hiring and compensation to provide a safe and welcoming workplace, and a commitment to holistic sustainability.

2

### Environmental Stewardship

As an environmental consulting company, Spirit considers environmental stewardship (also referred to as environmental sustainability) essential to our business model.

3

### Community Sustainability

Community sustainability recognizes that the way we interact on issues relating to the wider society are critical and necessary parts of living sustainable lifestyles.

## The Year in Review

The challenges of 2021 mirrored those of 2020 in most respects. The continuation of the COVID-19 pandemic meant more of a focus on remote work, less focus on in-office impacts, and a greater need for innovation in how the team at Spirit supported each other and our clients.

As I look back on our sustainability efforts for 2021, they were primarily focused on getting our clients ready for the emergent trends we continued to see. For our company, that meant a continual evaluation of the various standards, frameworks, and strategies that made the most sense for us to pursue.

2021 was a year of minor modifications including better recordkeeping, exploration of a greater diversity of carbon offsets and Renewable Energy Certificates, and working on policies that incorporated our continued learnings from going through the pandemic.

We helped ensure that everyone working at Spirit had a professional setup at home for working, that our health care included a variety of remote options, and that our committees provided times to gather, support our communities, and continue to support more sustainable lifestyles.

As 2021 came to a close, the company maintained a steady trajectory in terms of growth despite the challenges, which I believe is a result of the hard work we put in for both our clients as well as for our people.

Sincerely,

Brad Herrin, CEO



## Tracking SMP Progress

### Carbon

In 2021, Spirit offset total business-related emissions of 123 mT CO<sub>2</sub>e through a combination of RECs and a mixed portfolio of carbon offsets. In a new commitment for 2021, Spirit also offset the commuting emissions of all employees for an additional 9 mT CO<sub>2</sub>e. Relatively low emissions for the year allowed Spirit to purchase higher value carbon offsets; in addition to landfill methane capture projects similar to last year, Spirit also purchased a significant percentage of long-term storage offsets supporting a green concrete project, and a multi-attribute removal project for bio-char development in India.

### Energy

From 2020 to 2021 our energy related emissions were relatively flat, increasing by 0% overall. The relatively high consumption despite low occupancy was a point of discussion with building management as Spirit attempted to empower them to reduce loads further when unoccupied.

| Office             | Energy Use Intensity (kBtu/SF) |
|--------------------|--------------------------------|
| Austin             | 62.8                           |
| Denver             | 24.5                           |
| Houston            | 62.2                           |
| Across All Offices | 52.7                           |

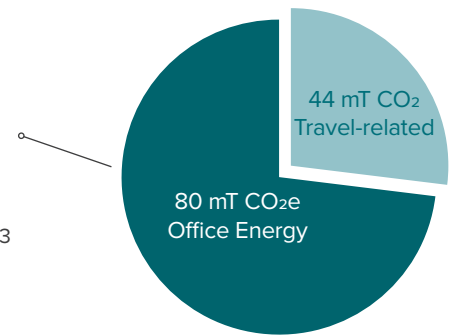
### Transportation

Due to even less time in the office in 2021, our commuting emissions dropped another 78% year over year and total business-related travel emissions increased about 29% from 2020, primarily from increased airline travel. While these reductions are likely unsustainable, they have helped set a new paradigm for office work that will result in lower commuting emissions, reduced traffic, and more ability to reduce office-based emissions moving forward.

Total 2021 Emissions

123 mT CO<sub>2</sub>e

Scope 1 and 3  
Scope 2



### Air

Our IAQ monitors saw some movement in 2021 as we continued to look at performance in different spaces, but no notable trends emerged other than the continued observations of trends such as CO<sub>2</sub> spiking in the afternoon and being able to notice when the offices were being cleaned. While a few trouble spots were identified, in general the consistently good air quality in offices has been verified.

### Community

Our Spirit committees remained active, supporting our team members and our communities. The Denver team started working more with We Don't Waste in addition to the other charities that we've worked with in the past, and the Texas team continued to support Reach Unlimited, an organization that serves individuals with intellectual and developmental disabilities. Our wellness committees focused on total wellness centered around physical activity, mental wellness, and nutrition. Spirit's Humanitarian, Sustainability, and Wellness committees continue to enrich the lives of team members, enrich the community surrounding our workplace, and help build a sense of comradery and teamwork between coworkers. We believe that it is important for companies to give back to the local community, and we are proud to offer various ways for our team members to participate in community outreach and improvement.

### Culture

A leading focus in 2021 was on the well-being and success of our people. We focused on diversity and inclusion through Spirit's Diversity and Inclusion Advisory Committee. The committee was launched in late 2020 and maintained momentum with assessment surveys for all employees in 2021 and 2022. The 2021 survey achieved 100% participation and the results were overwhelmingly positive. We conducted unconscious bias training for all employees and a deeper dive D&I leadership training for company leaders.

Working remotely, we continued to bring the team together for game nights, virtual happy hours, and socially distanced gatherings.

01

# BYU

### Partner Feature / BYU

Brigham Young University is looking to embrace a role as an environmental steward and build on a long tradition of service. Spirit supported Design Workshop in helping BYU quantify sustainability impacts, analyze potential strategies, and develop a clear plan to help guide their sustainability journey. Taking advantage of concurrent work with the City of Provo, UT allowed BYU to have a greater impact and forge deeper partnerships in the community.

### Partner Feature / Civitas

Spirit supported the ESG strategy and integration of four DJ Basin Exploration and Production companies to merge as Colorado's first and largest carbon neutral energy producer. Civitas was able to demonstrate ESG strategies and metrics pre-merger by virtue of vigilant data capture and strong individual commitments to responsible practices, and moving forward will continue to demonstrate what authentic climate leadership looks like for the oil and gas sector.

02



03



### Partner Feature / Antero Resources

Antero has long been a leader in ESG performance. In order to help maintain that leadership, Antero hired Spirit to provide third-party assurance on GHG data and key ESG metrics for their 2020 Corporate Sustainability Report and again in 2021. Working through the findings provided Antero with additional improvements for their already strong program and better prepared them to respond to any questions about data or process integrity. With a clear directive and robust process, Spirit was able to confirm compliance with all applicable standards and attest to that on Antero's behalf.