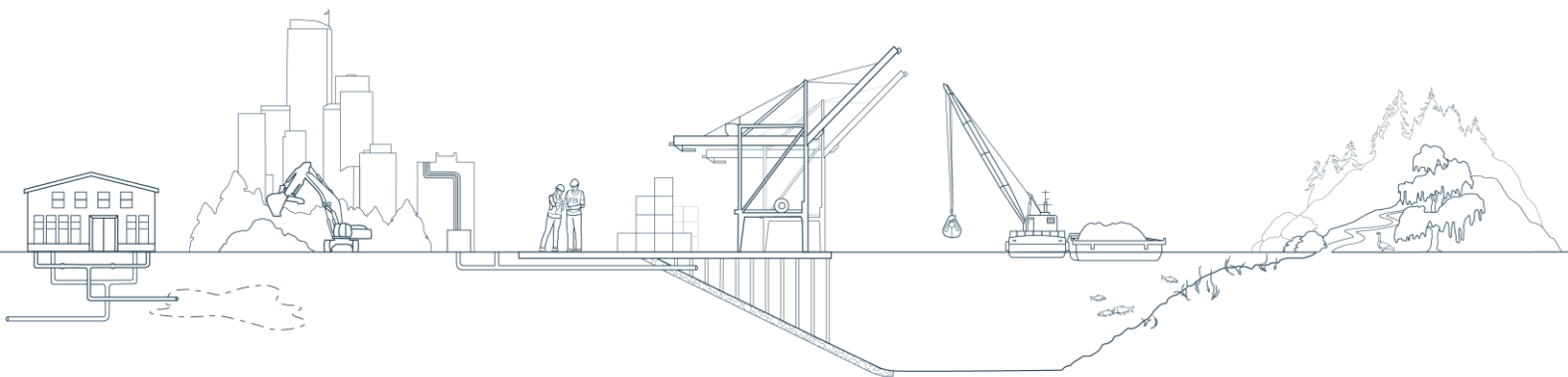


Benefit and Sustainability 2025 Annual Report

*Intentional decision making to benefit
our employees, our community, and
the environment*



FLOYD | SNIDER 30 YEARS
strategy ■ science ■ engineering

Floyd|Snider • Two Union Square • 601 Union Street
Suite 600 • Seattle, Washington 98101 • tel: 206.292.2078

A Social Purpose Corporation



At Floyd|Snider, we believe in building relationships with our clients, teaming partners, and regulators based on technical proficiency, resourceful problem-solving, engineering and design expertise, and strategic implementation. We proudly serve clients from all sectors: ports, municipalities, industries, developers, contractors, and government agencies. As a Social Purpose Corporation, we assist clients in defining and achieving project goals for contaminated upland and aquatic properties, while managing our business in a way that provides benefit to our communities and the environment, as well as to our shareholders.

The purpose of this Benefit and Sustainability Annual Report is to guide, communicate, and document our commitment to being a socially and environmentally responsible company. We have organized the Annual Report around who we are as a Social Purpose Corporation, our firm’s sustainability practices, and our commitment to environmental stewardship and community.

WHO WE ARE

Since Floyd|Snider’s founding in 1996, our company mission has been “to provide comprehensive consultation services to assist our clients in both defining and achieving long-term objectives for contaminated properties.” We assemble and manage strong project teams by utilizing our large network of local, regional, and national experts, and our knowledge of experienced and cost-effective local firms. One of our foundational goals is to provide ongoing evaluation, guidance, facilitation, and management of complex projects, so that projects are completed with the same pride and enthusiasm with which they began.

Our Seattle-based company employs an accomplished staff of scientists, civil and environmental engineers, geologists, ecologists, chemists, statisticians, planners, facilitators, project managers, and support staff who work in a collaborative and creative environment. We are dedicated to quality in our work and to building rich, enduring, productive relationships in order to accomplish goals beyond each of our individual capabilities.



OUR MISSION

We are dedicated to supporting a good quality of life for our employees; we offer a competitive benefits package and shares in company ownership for all employees, comfortable and ergonomic office spaces, and opportunities for professional and personal growth. These policies set us apart from many other Seattle firms in our sector. In 2017, the Shareholders agreed unanimously to change our corporate structure to a Social Purpose Corporation.

OUR VALUES



Proficiency. Achieving the highest standards for technical acumen, data quality, document production, and interpersonal communication; using these skill sets to add value to projects and enhance our team.



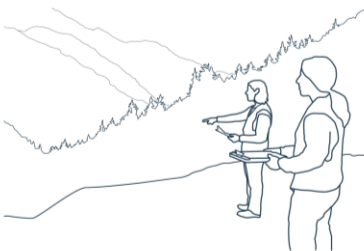
Integrity. Working to build and maintain a trusting relationship with colleagues, clients, and regulators based on performing consistent, high-quality work with honesty, transparency, and accountability.



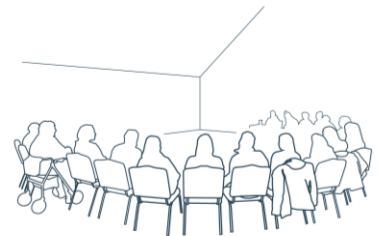
Dedication. Engaging in a meaningful way, tackling the complexities of our projects, and seeing the work through while maintaining our passion and quality standards.



Collaboration. Fostering a community-minded culture and a team-based approach where open dialogue, respect, and equity are the norm.



Agility. Continuing to be flexible, as we keep a varied portfolio, respond thoughtfully to new project developments, and continually improve our skill sets.



Belonging. Ensuring that each person can be their authentic selves and bring their unique skill set to the team, knowing we are all better for it.

OUR COMMITMENT TO BE A SOCIALLY RESPONSIBLE COMPANY

Floyd|Snider is a Social Purpose Corporation in the state of Washington. We are committed to managing our business in a manner that provides benefit to our employees, our communities, and the environment, in addition to providing financial benefit to our shareholders. Becoming a Social Purpose Corporation solidifies our promise to be a socially responsible company, as described further in the following subsections of this Annual Report.

5 MEASURES OF PERFORMANCE SUCCESS

- ✓ Environment
- ✓ Employees
- ✓ Governance
- ✓ Community
- ✓ Clients

We strive to make a positive impact in our operations

We integrate sustainable practices into our projects

We ensure meaningful ownership for all staff

We promote health and wellness for our staff

Our staff are what make us strong

We give back to the community



ENVIRONMENT

A company's positive environmental impact is measured by the extent to which its products, services, suppliers, and decisions promote positive environmental outcomes.

As an environmental consulting firm, Floyd|Snider puts environmental awareness and conservation into practice daily. Outside of our environmental cleanup and remediation project work, we continually strive to improve our environmental stewardship through thoughtful practices in our day-to-day operations. We are committed to supporting green building design, providing smart office operations, buying green, encouraging responsible work commutes, advancing office technology, and nurturing a healthy work environment. Below we overview how we work to meet these objectives and continue our commitment to implementing these sustainable and environmental principles.

■ Recycling and Composting

Floyd|Snider is committed to reducing materials in landfills, with resourceful electronic waste recycling and readily available receptacles for recycling, shredding, and composting in our office building. Seattle Municipal Code requires that no recyclable or compostable products be placed in the garbage. In addition to our utilities' requirements, we choose to participate in many voluntary programs, including plastic film recycling.



■ Commuting and Transportation

We encourage our employees to seek low carbon or carbon neutral transportation to and from the office via walking, biking, carpooling, and using public transit. Since we began tracking in 2017, our use of green transportation methods has surpassed downtown commuter averages.

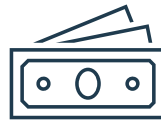
We have implemented the following programs and incentives to encourage alternative commuting and to subsidize cost.



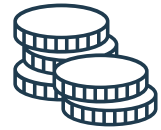
In-office and remote
hybrid business model



High-tech in-office
virtual video conferencing



Pre-tax dollars
available for
commuting expenses



Monthly
commuting stipend



Free bicycle storage with access
to shower facilities



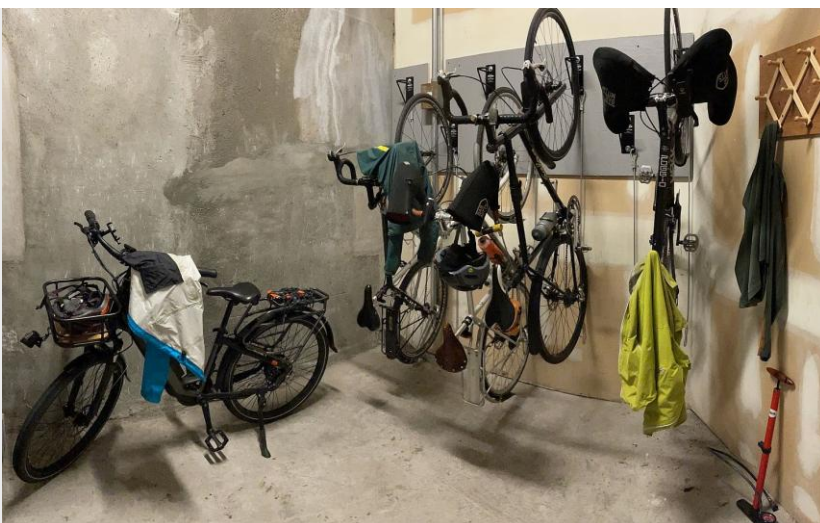
Carpooling for
field work & project
meetings



No idling policy for
field events



On-site
electric vehicle charging



(left) Floyd|Snider secure bicycle storage;
(right) Floyd|Snider company field van.

■ Office Operations

Floyd|Snider staff are extremely conscious of the impact they can have on waste reduction in the office. We significantly decrease office waste by using electronic tools and softwares that make document collaboration, filing, sharing, and archiving easy and secure. We also apply paperless billing and payments when possible. We also work to lower our footprint using 100% recycled printer paper for all routine printing. In addition to these daily efforts, we use the following systems to decrease our office's impact on the environment.

- ✓ Konica Minolta Bizhub C6543e printers supplied with Simitri HD toner with biomass to reduce carbon dioxide emissions and conserve energy
- ✓ PUR faucet filtration systems installed on all faucets to promote better water quality and avoid the need to provide bottled water
- ✓ LED lighting and HVAC system, both run on automatic timers to conserve energy

■ Business Practices

We promote environmental sustainability and efficiency in all aspects of fieldwork. Floyd|Snider also provides clients with **Green and Sustainable Remediation Services (GSR)**, where we reduce the impact of remedial actions on the environment through strategic remedial investigation, remedy development, and design and implementation for cost-effective, long-lasting, and low-impact alternatives that enhance the selected remedial action and future use of a site. Learn more:

<https://floydsnider.com/process/#green>.



We are an EnviroStars certified green business, and our Green Team committee works to strengthen our commitment to energy, pollution prevention, solid waste, transportation, wastewater, water, and community.

Our office is located in Two Union Square, an energy-efficient, award winning (Energy Star award and BOMA Building of the Year 1999/2000), and LEED Platinum Certified space, which offers many green and sustainable amenities to its tenants.

We strive to use vendors who employ green and sustainable practices. For our work in the field, we give preference to vendors invested in dependent and durable products tied to environmentally friendly manufacturing processes and company pledges to dematerialization.

Green & Sustainable Practices

Awareness of greenhouse gas emissions during work and commuting

Efficiency during mobilization, sampling, and material preparation

Reduction of waste by using dedicated field equipment

Recycling to reduce waste and conserve resources

Minimization of waste through better sampling techniques

Reuse of clean materials to minimize landfill impact

EMPLOYEES

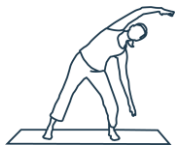
A company's positive impact on employees is measured by the extent to which it maintains a strong compensation and benefit structure, maintains an equitable salary scale, allows employees to have meaningful ownership in the company, and fosters a positive work environment.

■ Company Ownership

Floyd|Snider is wholly owned by employees, and a portion of that ownership is through an Employee Stock Ownership Plan (ESOP). The company contributes a percentage of each employee's salary annually, which results in the purchase of company stock. Every employee is eligible to participate, and vesting is immediate. Statements are produced annually, and the company financials are shared with employees so everyone can monitor and understand their investment.

■ Fostering Office Community and Supporting Employee Health

We care for our employees physical, personal, and financial wellness and professional development.



Physical Wellness

- ✓ Paid medical, vision, & dental coverage
- ✓ WA Paid Family Medical Leave
- ✓ Weekly exercise classes
- ✓ Individual offices with ergonomic workstations



Personal Wellness

- ✓ Paid time off, including holiday pay
- ✓ Volunteer time off
- ✓ Flexible work hours & telecommuting options
- ✓ Office social & creative events including family-friendly gatherings



Financial Wellness

- ✓ Merit-based bonuses
- ✓ Dual retirement plan including 401(k) & Employee Stock Ownership Plan with company contributions
- ✓ Employee referral bonus
- ✓ Employee loan program
- ✓ Commuting stipend



Professional Development

- ✓ 1:1 with management to discuss career goals
- ✓ Budgeted time for conferences & trainings
- ✓ Support for certificate & advanced degree
- ✓ Staff mentoring program
- ✓ Staff-led professional development groups

■ 2025 Safety Metrics

950

**PERSONNEL FIELD DAYS
WITHOUT SAFETY ISSUES
OR MISSED WORK**

The Floyd|Snider Health and Safety Program helps employees forecast and actively prevent potential safety incidents through project-specific safety policies and accessible monitoring and reporting tools.



**ALL STAFF IN THE FIELD
ARE CPR AND FIRST AID
CERTIFIED**

All field staff are empowered with stop work authority. Staff that go into the field are required to have HAZWOPER certification, first aid and CPR training, and regular medical monitoring.

GOVERNANCE

A company's positive governance impact is measured by the extent to which the company is accountable to stakeholders, and the extent to which its decision-making is transparent to stakeholders. We maintain transparency with our shareholders and employees by regularly sharing financial statements and involving everyone in strategic decisions regarding the direction of the company and the work we do. When company decisions are made, we strive to preserve our mission and consider all stakeholders, regardless of their level of company ownership. Decisions about the company are made by the Principals and CFO, a shareholder group of 25 individuals, and a dedicated Management Committee. Mid-level and senior staff who show dedication to the firm and a commitment to improving client relations can be offered a shareholder position by the firm's leadership team.

Senior staff provide mentoring to junior, mid-level, and new staff on company culture and policies, and serve as an advocate for professional development. The Principals also make themselves readily available to all employees for discussions related to career development, company policy, or interpersonal relations. We take pride in the company's assurance that all voices are heard, regardless of an employee's role or experience.

COMMUNITY

A company's positive community involvement is measured by the extent to which it provides for diversity and belonging, civic engagement, and strong local jobs. We are highly engaged in our local community, both as part of our industry with teaming partners and subcontractors, and as part of the larger public sector. As a firm, we actively support nonprofit organizations, and we encourage our employees to do the same by providing an extra week of paid leave each year to use in service to the nonprofit of their choice.

Floyd|Snider staff volunteer at Sound Foundations NW to construct a transitional tiny home for people experiencing homelessness.



Floyd|Snider and its staff choose, through a variety of thoughtful business and personal practices, to remain committed to environmental stewardship and the value of giving back to our community.

■ Annual Paid Time Off for Volunteerism within the Community

We are committed to making a positive impact to the natural, built, and social environments through service and contributions to community organizations. Each year our staff give back over 400 hours volunteering with local non-profits. We are proud to provide staff with 40 hours of paid volunteer time each year to work in service of nonprofit organizations of their choosing. Recently, staff have given their time to organizations that focus on food security, stewardship, and mental health, among others.



2025 Employee Volunteering Participation Rates

400+ HOURS GIVEN BACK

28 STAFF VOLUNTEERED

3 FIRST-TIME VOLUNTEERS

6 STAFF USED 50% OF 40 HOURS

3 STAFF USED ALL 40 HOURS

■ Recent Floyd|Snider Spotlights on Community Volunteering

Floyd|Snider staff volunteer regularly throughout the Pacific Northwest and beyond. Below are some examples of how our staff have used their additional time off to support environmental stewardship and our community.



Evan Malczyk, a senior environmental scientist, volunteered with [Oregon Natural Desert Association \(ONDA\)](#) at Beatys Butte in Southeastern Oregon. ONDA is a non-profit organization that defends public lands from threats, partners with public and private land managers to preserve natural values, and restores lands and waters to support healthy habitat for wildlife. Evan installed fencing to exclude cattle from high value habitat and built streambed structures out of organic materials to build up the water table and counteract destruction done by cattle grazing.



Maddie Steenis, a geologist, has volunteered at [Camp Agape Northwest \(CANW\)](#) nearly every summer since 2011. CANW is a cost-free, week-long summer camp for children with cancer and their families. This camp focuses on providing a space for children with cancer to connect with others who understand their journey, for siblings to feel seen and celebrated, and for parents to find strength in community. Maddie has served as a buddy, paired with one child for the week to ensure they have an awesome, silly, and safe experience. She currently serves as a lead cook, providing nutritious meals and snacks for the families and volunteers (~200 people). Maddie has also worked closely with the CANW Board to help organize and implement fundraising activities, including a 5K fun run, bingo nights, and silent auctions.



■ **Floyd|Snider Provides Monetary Contributions to Organizations that Center Equity**

We are dedicated to fostering and advancing our goal of an inclusive environment, both in our office space and in our communities. Throughout the year, we donate to local organizations whose missions focus on racial equity, social and environmental justice, and diversity in STEM. Recent organizations we have donated to include **Earth Gen, Mountains to Sound Greenway Trust, North Helpline, Rainier Scholars, Seattle's Young Women Empowered, and Solid Ground**, among others.

■ **Floyd|Snider Provides Monetary Contributions and Practices Community Environmental Stewardship through Volunteerism and Community Partnership**

Floyd|Snider formed a Volunteerism & Community Partnership (VCP) committee in 2019 to focus on identifying organizations to support financially and/or with group or individual volunteer events.

The VCP committee recently held its sixth annual matching donation drive. In 2025, staff donated \$1,525 to local community organizations, which was matched by the company. In addition to this yearly giving program, the VCP committee and Floyd|Snider support many environmental non-profits including **Climate Solutions, Communities for a Healthy Bay, ECOSS, and Long Live the Kings**.

For the past 3 years, Floyd|Snider has sponsored two \$10,000 [Career and Technical Scholarships](#) for racially and ethnically diverse students pursuing a 2-year degree in STEM through the Washington State Opportunity Scholarship and a \$10,000 [Minority/BIPOC Students in STEM Scholarship](#) through Bold.org that supports one student from the Pacific Northwest who is pursuing an engineering or science degree in the environmental sciences. Floyd|Snider also supports the advancement of the environmental field through volunteering at local school STEM events, participating in career fairs, and hosting panel discussions on career paths for university students.

Staff had the opportunity to participate in two different group volunteer events in 2025. At **Solid Ground** in the summer, staff assisted the Community Food Education program by tending to and harvesting food from Marra Farms in Seattle's South Park neighborhood. In the winter, staff volunteered at The Hope Factory to build a transitional tiny home to support **Sound Foundations NW** and their mission to help neighbors experiencing homelessness.



CLIENTS

We work in a way that achieves client objectives, benefits our communities and the environment, and is rewarding to our professional and technical staff. For 30 years, we have proudly served our clients in defining and achieving long-term goals for upland and in-water properties. Our strong working relationships with agencies, stakeholders, and teaming partners are founded on the reputation of our respectful, consistent, and pragmatic approach.

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When a project or case requires technical expertise, credibility with regulatory agencies, and a collaborative approach to solving problems, I know where to turn. Since my first experience working with them, the principals and associates at Floyd|Snider have been my strategic partners of choice.

Stephen Tan, Partner, Cascadia Law Group PLLC

I have worked through several high-profile environmental projects with assistance from the team at Floyd|Snider. I can't think of a firm better suited to helping a client through difficult issues with multiple partners and regulators (often with competing issues and priorities).

**Jeff Neuner, Solid Waste Facilities and Landfill Closure Program Manager,
Seattle Public Utilities**

Over the years, I have enjoyed working with the entire Floyd|Snider staff. You have always been gracious, excellent communicators and responsive to our frequent questions.

I greatly appreciate that!

Peter Carroll, Water Compliance Manager, California Refinery

Working with the principals and the Floyd|Snider team takes collaboration and partnership to a new level. More than just technical experts, they are relationship-builders who have the ability to work with even the most difficult people in the most challenging situations.

Katie Page, Partner, Perkins Coie LLP

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