



Promoting Sustainability for a Better Tomorrow

ESG Factsheet & Narrative

INTRODUCTION

A&A Elevated Facility Services (A&A) is pleased to present its initial disclosure covering material Environmental, Social, and Governance (ESG) topics to the organization. A&A is deeply committed to minimizing its organizational impacts on people and planet, and creating long term and lasting value in the communities where it operates. This disclosure covers A&A's key accomplishments and metrics associated with performance in material ESG topic areas.

Message from the CEO

“ A&A has long standing respect for its employees and the environment, rooted in our industry leading employee safety culture, engagement with clients to bring greener cleaning products and practices to the environments that we service, and our commitment to engage in the communities where we operate. With 1,930 employees servicing over 200 clients, we have grown from a local business focused on servicing the Northeast to a truly national provider of world class facility solutions.

We believe that a sustainable business is a healthy business, with transparent disclosures and communications contributing to enterprise value, and sound environmental and social practices reducing overall risk. This disclosure takes a step towards ensuring transparency in our actions, and sets the stage for us to improve upon our practices and increase our ambition.”

Armando Rodriguez, JR
President and CEO



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Our ESG Journey

A&A has been integrating ESG considerations into its practices and policies for many years, with leading employee health and safety and green cleaning programs that have garnered success with customers and contributed to our company’s growth. In late 2021, A&A took steps to formalize the program by conducting a materiality assessment and assessing the current state of its performance relative to material topics identified. A&A engaged expert consultants to root its ESG program in the UN Guiding Principles on Business and Human Rights and the leading ESG reporting frameworks, including SASB and GRI.

MATERIALITY ASSESSMENT

In 2021, A&A Elevated Facility Solutions (A&A), with support from an external consultant, conducted a Materiality Assessment to identify Environmental, Social, and Governance (ESG) topics that are relevant and important to A&A and its stakeholders. The assessment consisted of engaging internal and external stakeholder perspectives on relevant ESG topics and finalizing the most important topics for A&A’s sustainability reporting and strategy.

The materiality assessment helped A&A develop a foundation for our sustainability reporting foundation and build future strategies. Antea Group gathered feedback from members of the senior leadership team to help refine the ESG topics most relevant to A&A’s business. Generally, relevance is determined by assessing the importance of topics to stakeholders, balanced with the potential a given topic has to influence the business’s success.

The material topics identified are below.

ENVIRONMENTAL	SOCIAL	GOVERNANCE
2021 MATERIAL TOPICS FOR IMMEDIATE ACTION		
<ul style="list-style-type: none"> • Energy Management + efficiency • GHG emissions • Fuel economy • Product environmental performance 	<ul style="list-style-type: none"> • Diversity, Equity, & Inclusion 	
2021 MATERIAL TOPICS FOR DISCLOSURE		
	<ul style="list-style-type: none"> • Corporate Citizenship & Philanthropy • Employee Health & Safety • Customer safety 	
2021 MATERIAL TOPICS FOR LONG -TERM STRATEGY		
		<ul style="list-style-type: none"> • Information Security



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Environmental Leadership

GREENHOUSE GAS EMISSIONS AND ENERGY CONSUMPTION

A&A believes that every company has a responsibility to reduce greenhouse gas emissions and strive to meet global targets to avert the worst consequences of global warming. Our direct energy consumption predominantly comes from our headquarters building and our fleet; our corporate practices help our customers minimize energy consumption in their buildings.

Our fleet vehicles are used to transport materials and personnel to and from our customer sites, with fifty eight vehicles in total. We use shuttle buses and medium duty vans for most of our operations, and assign hybrid electric vehicles to managers who drive to multiple sites at a time. We are exploring options to electrify our fleet, as there are now electric vehicles that can fulfill most of our duty cycles.

We are proud to say that we have brought seven electric vehicles into the fleet, with six of those vehicles replacing gas or diesel vehicles and one addition to the fleet. We are on track to drive over 200,000 electrified miles over the course of 2023 with our three Ford E-Transit Vans, 3 Tesla Model 3 sedans, and one Tesla Model Y SUV. We are eagerly seeking opportunities to expand our electric fleet given the fuel and maintenance savings associated with these vehicles and the reduction in our Greenhouse Gas (GHG) footprint. Given that we do not own sites where we operate, we will need to ensure that there is adequate charging infrastructure to support an electric fleet without impacting our employees' daily duties.

Our energy consumption metrics are below.

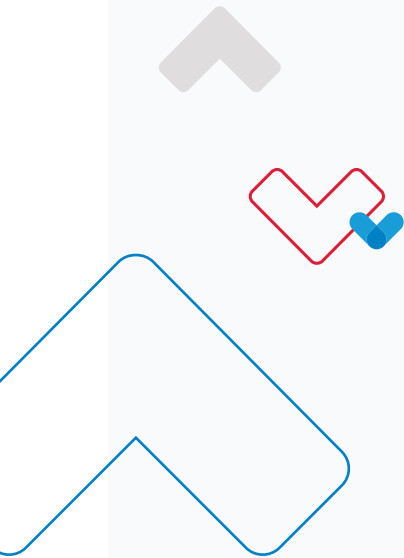
TOPIC	UNIT	2022 CONSUMPTION	TONS CO2E (ESTIMATE)
Fleet Fuel Consumption	US Gallons of Gasoline	15,423	136.8
Building Electricity Consumption	kWh	106,819	43.68
Building Natural Gas Consumption	CCF	4,985	29.91
Total Scope 1 + 2 GHG Emissions	Tons CO2e		210.39

**note-vehicle electricity consumption and diesel usage not included.*



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PRODUCT ENVIRONMENTAL PERFORMANCE

As a janitorial services company, our products constitute our largest environmental impact. We believe in reducing the embodied environmental impacts of our product use, as well as using products that lead to better indoor air quality at our customer sites. Our Green Cleaning Policy is in place at all of our client sites. Over 50% of all consumable product spend is certified as “green” by a third party such as EcoLogo.

WASTE MANAGEMENT

A&A recognizes the critical role that janitorial services play in reducing landfilled waste, increasing recycling, and promoting reuse. We ensure that our staff maintain waste and recycling separation protocols at all of the buildings that we service, and work with our customers and buildings to increase the percentage of waste diverted or reused. We’re a proud recipient of the Golden Dumpster Award for our efforts in Seattle’s Millennium Tower. Each year, Recology King County, BOMA Seattle/King County, and Seattle Public Utilities celebrate the green achievements of local businesses with the Golden Dumpster Awards. They recognize and promote those properties who are leading the way and implementing best practices to reduce waste, decrease solid waste management costs, and conserve natural resources.



Pictured: A&A’s Reyna Cortes, Carlos Barragan, and Yesenia Torres were instrumental in the Waste Audit performed in Millennium Tower and the daily effort involved in keeping the wide range of waste materials separated.



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Employee Wellbeing & Community Engagement

Our industry is nothing without our people, and A&A believes in ensuring a robust future for all by respecting human rights in everything we do. Our [Human Rights Policy](#) establishes our foundational values:

- ▶ **The freedom of association**
- ▶ **The right to collective bargaining**
- ▶ **The elimination of forced or compulsory labor, the abolition of child labor**
- ▶ **The elimination of discrimination in respect of employment and occupation**

To support these values, A&A has established several supportive programs and policies that our employees can access to ensure that these principles are upheld. One of these programs is our [Safe2Say program](#), an anonymous online resource for reporting concerns about safety and human rights in the workplace. Our employees, customers, and other stakeholders are encouraged to report any circumstances that raise concerns without fear of retaliation, with specific procedures for follow up documented in our [Safe2Say policy](#).

EMPLOYEE HEALTH & SAFETY

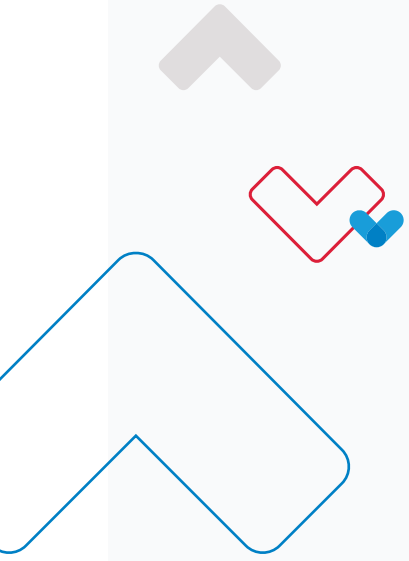
The health and safety of our employees and customers motivates us to continually improve our practices. We have heavily invested in the resources and training available to our employees, and our green cleaning program supports their health while on the job. Our robust safety training programs are available in three languages and are reviewed and verified by third parties (Including the International Sanitary Supply Association (ISSA) Cleaning Industry Management Standard (CIMS)). We present awards for monthly safety leaders and have a frequent continuing education protocol that is required for all employees to maintain their certifications. Our trainings follow the Global Biorisk Advisory Council (GBAC) standards as well as guidance from the Centers for Disease Control (CDC), World Health Organization (WHO), the Environmental Protection Agency (EPA), and other recognized agencies.

Our health and safety programs are led by our Director of Risk Management, who is responsible for training, metrics tracking, incident response, and employee engagement.



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EMPLOYEE HEALTH & SAFETY CONTINUED

A&A is proud that our Total Recordable Incident Rate (TRIR) and Days Away Restricted/Transfer Rate (DART) remain well below our industry average as reported by the Bureau of Labor Statistics (BLS). Our past three years of results are below.

YEAR	BLS Avg Rates for NAICS 561720		A&A Performance	
	TRIR	DART	TRIR	DART
2020	2.8	1.7	.87	.87
2021	2.4	1.7	.94	.94
2022	Not yet reported	Not yet reported	.87	.80

DIVERSITY, EQUITY & INCLUSION (DE&I) & EMPLOYEE ENGAGEMENT

At A&A, we prioritize our people through our People First™ approach. Our success stems from creating an environment that is inclusive and welcoming, acknowledging that our distinct experiences and viewpoints unite in our shared values and vision. Our objective is to build a sustainable, commercially prosperous, and socially responsible business. As a minority owned business, DE&I is a core value and one that we strive to uphold in everything that we do.

We firmly believe that the more diverse our workforce is, in line with our consumers and the communities we serve, the more capable we are of meeting their needs and fulfilling our goals. At A&A, we are committed to promoting a culture that is supportive and inclusive for our entire workforce. Our goal is to provide equal opportunities for all employees and job applicants, and to ensure that our organization is reflective of the communities where we operate. We value and respect every employee, allowing them to perform at their best.

Our Diversity, Equity, and Inclusion policy outlines our focus on achieving these principles:

- ▶ We treat each other with fairness and respect, recognizing and valuing individual differences and contributions.
- ▶ We require all employees to treat each other with courtesy and respect, fostering a working environment that promotes dignity and respect for every employee. We celebrate individuality and appreciate everyone's unique contribution.



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- ▶ We provide opportunities for professional development and growth, encouraging everyone to build their skills and reach their full potential. We regularly review our employment practices and procedures to ensure fairness is maintained at all times.
- ▶ We work as part of a positive and supportive team, promoting equality in the workplace as good management practice and sound business sense. We do not tolerate any form of bullying, harassment, or intimidation and will discipline those who violate any element of the policy.

Half of our executive leadership identifies as a minority, as well as over 90% of our managers. Of this management group, 25% of employees identify as female, and we are actively working to increase female leadership in the company.

	FEMALE	MALE	N/A*
Executive Management	1	3	
All other employees	1,056	867	

*N/A - not available or not disclosed

	Asian	Black or African American	Hispanic or Latino	White	Other*	N/A**
Executive Management			2	2		
All other employees	11	91	1,632	102	9	80

*other includes the classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and "Two or more races"

**N/A- not available or not disclosed

COMMUNITY IMPACT AND ENGAGEMENT

A&A strongly believes in giving back to the communities that we operate in and are a part of. When our employees and customers engage and lead in their communities, we all benefit. In addition to participating in community outreach and engagement activities, we focus our philanthropy on causes that advance childhood education, reduce hunger, and improve the health of our communities. Our partnerships with No Kids Hungry and Feeding America have resulted in benefits to the communities that those organizations serve by reducing food insecurity where it is needed most.



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Our Governance Practices

PROTECTING OUR EMPLOYEE AND CUSTOMER INFORMATION

We interact with customers through AA360, which is our cloud-based system that provides a comprehensive service request, work order, preventative maintenance and account management. This system allows our clients to easily view periodicals, request immediate services, as well as review all inspection data in real time.

We maintain strong information security protocols with AA360 through their robust protocol identifying roles and responsibilities and a sequence of operations should there be a data breach. The software has procedures for notification and activation, recovery, and reconstitution of data during events involving specific parties on both the AA360 and client side. AA360 and A&A have not recorded any past data breaches.

ESG GOVERNANCE

Our ESG program is led by our Chief Executive Officer. This ESG report represents our first disclosure since completing a materiality assessment in 2021, and presents a broad outline of our performance to date. In 2023, we anticipate developing ESG focused goals and objectives for our material ESG topics. We see ESG as a long term value driver for our business and for our customers, and will seek to improve disclosures over time. ESG is a multi-stakeholder initiative within A&A, with strong buy in and leadership across the enterprise.

A&A CORPORATE RESPONSIBILITY COMMITTEE (CRC)

The A&A Corporate Responsibility Committee was formed to address and oversee matters related to corporate social responsibility and sustainability. It serves as a dedicated body responsible for evaluating, implementing, and monitoring the organization's initiatives and policies concerning social and environmental impact.

The committee consists of a group of individuals who possess relevant expertise, including senior executives, department heads, and subject matter experts from various areas within the organization. While not in its current state, the committee may also include external stakeholders, such as representatives from community organizations, NGOs, or regulatory bodies, to ensure a diverse range of perspectives.



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A&A CORPORATE RESPONSIBILITY COMMITTEE (CRC) CONTINUED

The main purpose of the Corporate Responsibility Committee is to guide and support the organization in aligning its operations with ethical, environmental, and social standards. Some of the key responsibilities of the committee includes:

- ▶ **Policy Development:** Creating and revising policies that promote corporate responsibility, sustainability, and ethical practices.
- ▶ **Strategy Planning:** Developing strategies and action plans to integrate responsible practices into the organization's core business operations.
- ▶ **Stakeholder Engagement:** Collaborating with internal and external stakeholders to understand their concerns, gather feedback, and foster positive relationships.
- ▶ **Compliance and Reporting:** Ensuring compliance with relevant regulations, industry standards, and reporting requirements related to CSR and sustainability.
- ▶ **Risk Assessment:** Identifying potential risks and opportunities associated with social and environmental factors and proposing mitigation measures.
- ▶ **Impact Assessment:** Evaluating the organization's social, environmental, and economic impact and identifying areas for improvement.
- ▶ **Employee Engagement:** Promoting awareness and engagement among employees through training programs, communication campaigns, and volunteer activities.
- ▶ **External Relations:** Representing the organization in relevant industry associations, conferences, and forums to share best practices and collaborate with other companies.

The Corporate Responsibility Committee serves a vital role in fostering a culture of responsibility and sustainability within the organization, ensuring that it operates in a manner that aligns with our values and positively impacts society and the environment.



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