



2024

**CARBON FOOTPRINT RESULTS**



This year, Primera adopted the **Greenhouse Gas (GHG) Protocol**, a global industry standard for reporting our carbon emissions. Although this is a departure from our previous reporting format, dating back to 2009, you will see that all the past reported data still applies. These new specifications provide guidance on additional reporting areas, which are included in this report. By following the GHG Protocol, Primera now conforms to a globally recognized standard.

Before diving into our data, here is a little background on the GHG Protocol. The GHG Protocol provides a carbon emissions accounting standard for various entities from corporations, government agencies, non-governmental organizations (NGOs), cities and even countries. It has been around for about 20 years and establishes a global standard for the measurement and management of greenhouse gas emissions. For our purpose here, we used the GHG Protocol's Corporate Standard. The GHG Protocol categorizes emissions into three general accounting groups called Scopes which include:

- ▶ **Scope 1** – Direct Emissions/What we burn (e.g. fleet vehicle fuel usage)
- ▶ **Scope 2** – Purchased Emissions/What we buy (e.g. office electricity)
- ▶ **Scope 3** – Indirect Emissions/Everything else (e.g. consumables, business travel, commuting)

Primera continues to promote efforts to make us a greener company, in not only the services we provide but also the way we conduct and maintain our business. This is the sixth analysis conducted to determine our company's carbon footprint (previously on a triennial basis, now biennial). This carbon footprint analysis was prepared to give us an idea of our current position, so that we can manage emissions going forward. The initial analysis was conducted for the 2009 calendar year and included Primera's only office at the time, our Chicago headquarters location. As of 2023, we now have offices in Illinois, Indiana, Texas, and Pennsylvania, that are not being regularly occupied compared to pre-2020 reporting periods. Additionally, more than a third of Primera employees work exclusively remotely.

In previous years, we estimated the main sources of carbon emissions from the operation of our business: office electricity use, paper use, water use, and employee commutes. Using the GHG Protocol standard, we have reorganized these previously reported emission sources and added fleet vehicle emissions and natural gas space heating for those offices where we control it (Crown Point, IN). We also added business travel emissions (aircraft, rental cars, and personal vehicles). Each of these emissions sources falls into one of the three scopes as shown in the table below.

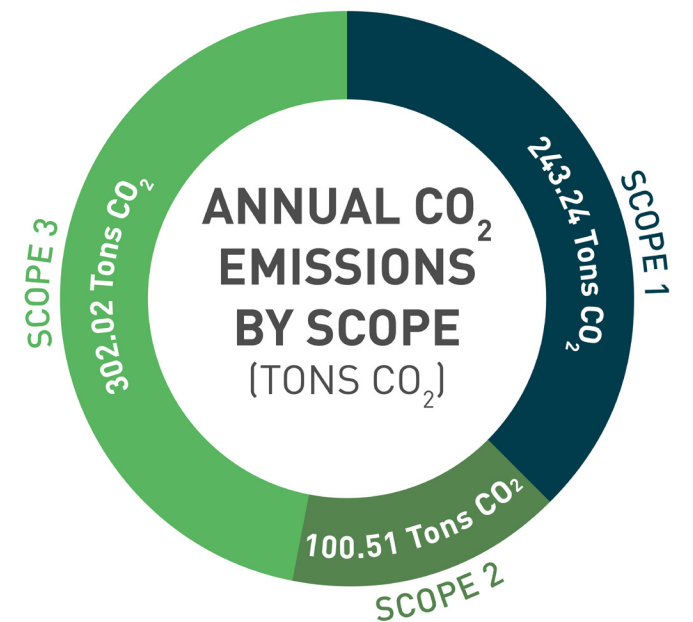
## RESULTS

Using our utility bills, fleet gasoline purchases, business travel mileage, restroom usage estimates, and office paper orders, which include all printers, copiers, and plotters, we estimated the consumption of electricity, fuel, water, and paper. To estimate the carbon emissions from our commutes, we surveyed all our employees' commuting habits and calculated carbon emissions based on the mode of travel. Based on this data, we found that our annual carbon emissions by source for 2023 are as follows:

	Annual Carbon Emissions (tons CO <sub>2</sub> /year)	Annual Carbon Emissions as a Percentage of Total
<b>SCOPE 1 – DIRECT EMISSIONS</b>		
Space Heating (Natural Gas, Crown Point only)	48.2	7.46%
Fleet Vehicles Fuel Consumption	195	30.2%
<b>SCOPE 2 – PURCHASED EMISSIONS</b>		
Electricity Usage (Chicago, Lisle, Crown Point, Chadds Ford, Grapevine)	101	15.6%
<b>SCOPE 3 – INDIRECT EMISSIONS</b>		
Paper Usage	0.626	0.097%
Potable Water Usage	0.011	0.002%
Business Travel (air, rentals, personal vehicles)	26.6	4.11%
Employee Commutes	275	42.6%
<b>TOTAL</b>	<b>646</b>	<b>100%</b>
No. of Full-Time Employees*		327
Per Person Annual Carbon Emissions		1.97

\*As of December 31, 2023

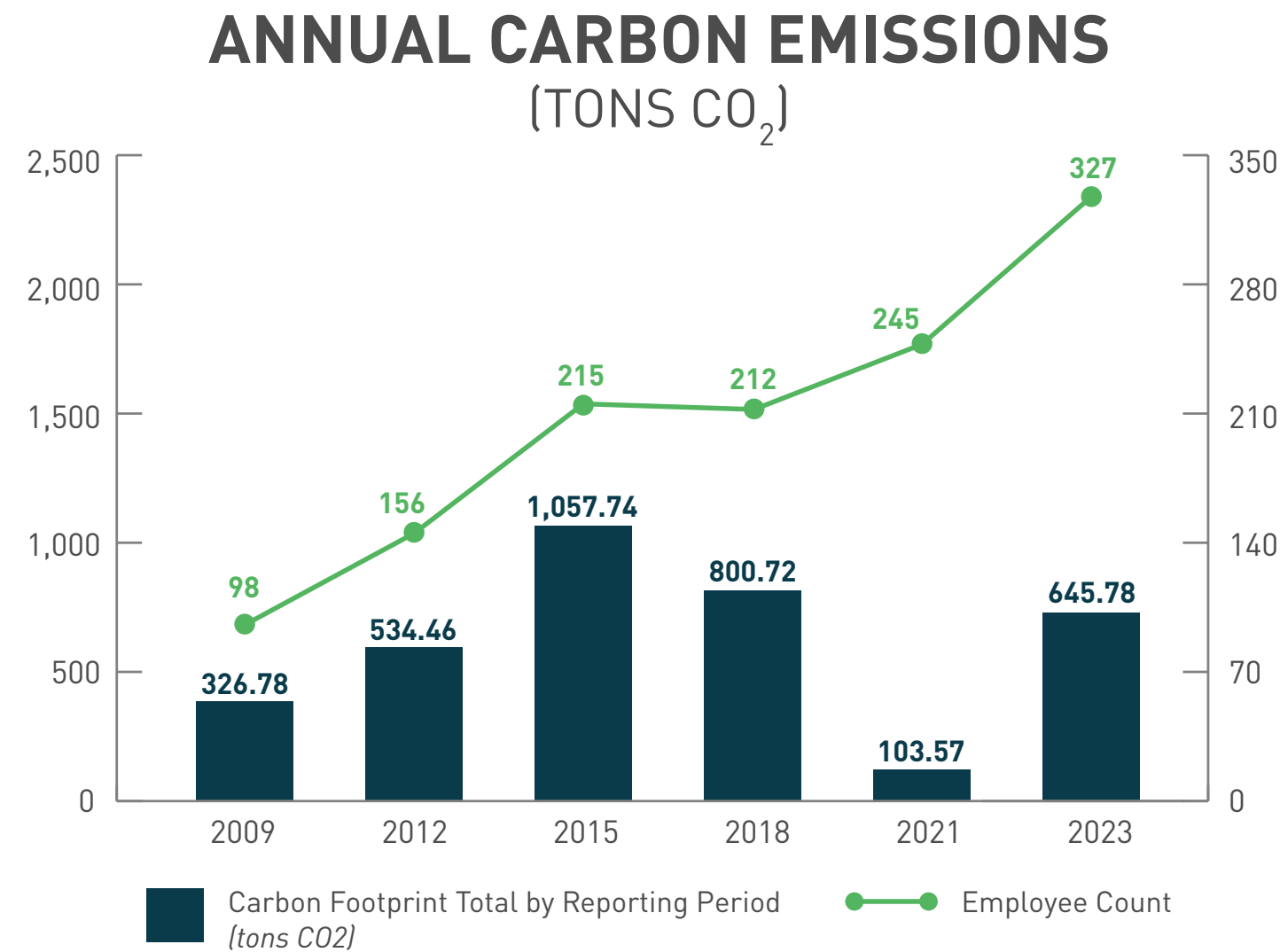
Except for 2021, our commuting habits have always been and continue to be the largest contributor to our emissions. This number is followed by emissions from our fleet vehicle fuel usage and office electricity. These top three emission sources account for 570 tons or 88% of our total CO<sub>2</sub> emissions. Paper and potable water use continue to have an almost insignificant impact and continue to trend downward. Having a large portion of the work force switch to hybrid or remote work has significantly lowered our commuting emissions since 2018. Even with a 50% increase in the number of employees over this period, our absolute carbon emissions from commuting increased by only 14%. Primera's total carbon emissions for 2023 were **646 tons CO<sub>2</sub>**. This translates to about **1.97 tons CO<sub>2</sub> per year per employee**. To put this into perspective (ignoring the 2021 pandemic year), in 2018, the results were 801 tons CO<sub>2</sub> and 3.78 tons per year per employee – a **48% decrease per employee**.



## WHAT DOES IT ALL MEAN?

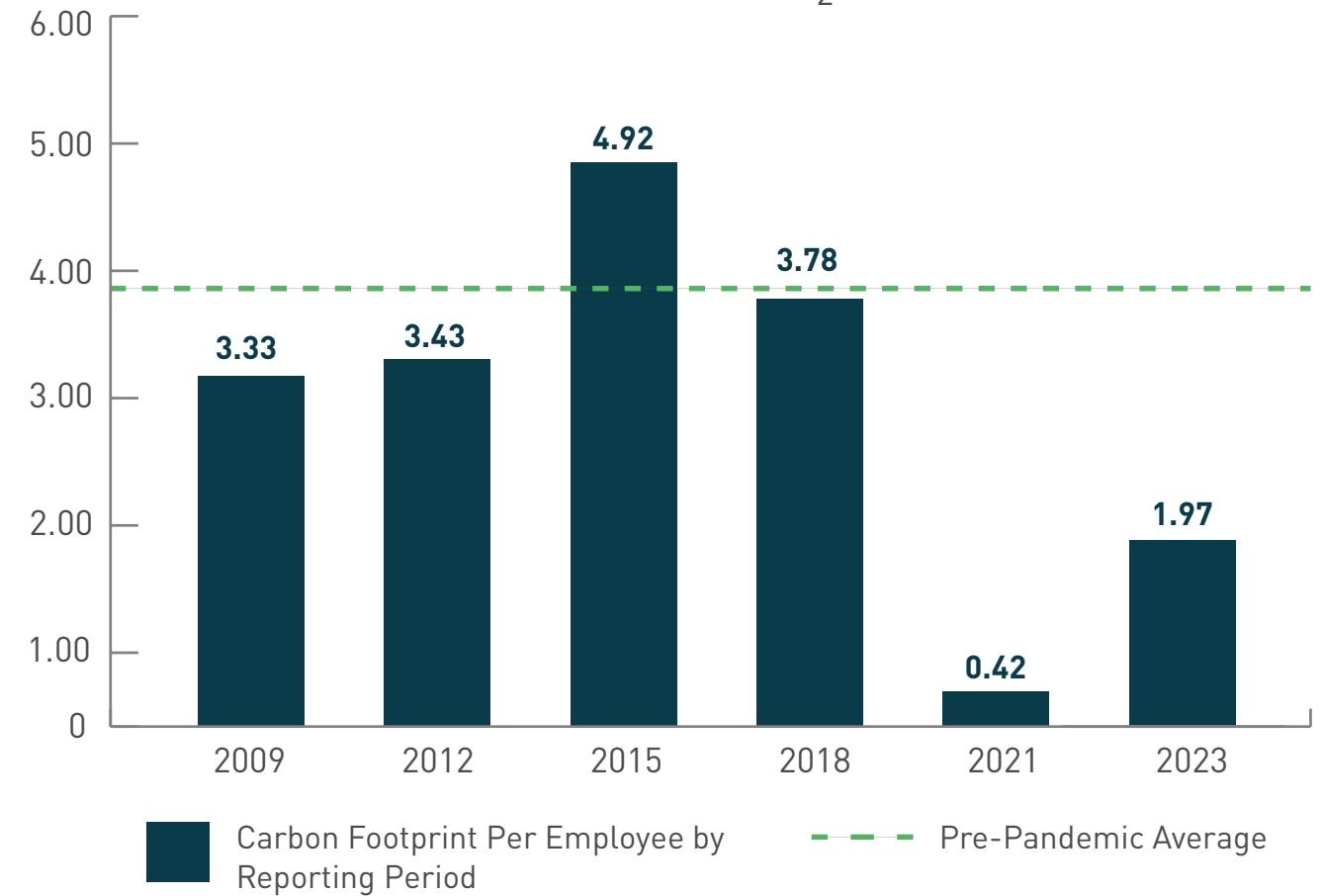
It should be noted that Scope 1 emissions were not measured in the previous reporting periods and that this year's analysis should provide a more complete picture of our emissions compared to previous years. We are now following the format of a recognized standard and will continue to improve the reporting of our emissions.

The previous reporting period for 2021 will obviously present itself as an outlier, but it will show as an inflection point in the new reality going forward. The biggest takeaway from the 2023 data is that working from home significantly reduced our company's overall carbon footprint, even with the addition of the Scope 1 carbon emission sources. Primer's historical emissions are shown below, along with the growth of the company by number of employees:



To normalize this data, we analyzed our carbon footprint on a per employee basis. Below is the historical data for Primer showing the annual carbon emissions per employee for each of the reporting periods:

## ANNUAL CARBON EMISSIONS (TONS CO<sub>2</sub>)



Using a per employee carbon footprint helps eliminate some of the variability due to the changing number of employees at any given office for any given year. Primer's average pre-pandemic carbon emissions by employee was 3.86 tons CO<sub>2</sub> per employee. That dropped to 0.42 tons CO<sub>2</sub> in 2021 but only rebounded to 1.97 tons CO<sub>2</sub> last year, about half the pre-pandemic average.

### IT'S ALL ABOUT THE COMMUTE

As noted previously, employee commutes have always been the largest contributor to our carbon emissions. The new hybrid and remote working reality of today has given us a big boost in the right direction by significantly lowering our commuting emissions. While we won't eliminate this completely, we should continue to be mindful of what modes we use to commute. We encourage employees to take advantage of mass transit, walk/bike when they can, and use Teams meetings, when possible, in place of in-person meetings. Primer even provides mass transit subsidies to employees and the opportunity to buy transit tickets on a pre-tax basis. Even at the offices not well-served by public transit, we hope that alternative methods, such as carpooling, can be used where possible.

## 2024 CARBON FOOTPRINT RESULTS

### IN 2023...

- ▶ Primera employees commuted, on average, 20,486 miles per week.
- ▶ Walking and biking – the only carbon-free modes of transportation – accounted for 516 miles per week of the total average weekly commute.
- ▶ We used enough paper, 0.53 acres, to cover the roof of our Chadds Ford office building one and a third times.
- ▶ Our CO2 emissions are equivalent to driving a gasoline-powered car 1.5 million miles – to the moon and back three times.
- ▶ It would take 684 acres of forest to sequester all the CO2 we emitted.

## ABOUT THE AUTHOR



**John Antonoglu, PE, LEED AP BD+C, CFM, ENV SP** is a Licensed Professional Engineer, LEED Accredited Professional, Certified Flood Plain Manager, and Envision Sustainability Professional with 31 years of experience. His principal areas of expertise include sustainable design, storm water management, water and wastewater treatment, and environmental engineering. John has been involved in projects of these types on both a technical and management level for major clients that include aviation, municipal utilities, and private commercial, institutional, and residential developments. Airport program management, design, construction practices, and owner/tenant operations are a key focus of John's involvement on recent projects.