



RWDI Corporate Responsibility and Impact Report

Outlining our commitments to upholding Environmental, Social, and Governance principles | 2025

TABLE OF CONTENTS

Introduction	2	Social	37
About This Report	3	Talent	38
Message From Our CEO	4	RWDILearn	42
About RWDI	5	Employee and Leadership Development.....	43
Who We Are	6	Belonging.....	46
RWDI Mission, Vision, Values	7	Health, Safety, and Wellness	48
Strategic Themes	8	Indigenous Connections	50
What We Do	9	Charitable Outreach	51
Our Approach	11	Eco Challenges	52
Materiality Assessment	11	Governance	53
UN Sustainable Development Goals	12	Corporate Structure	54
Environmental	13	Leadership	55
Maximizing Our Handprint: Our Impact Through Projects	15	Ethics and Compliance	56
Environmental Studies... ..	16	Human Rights	57
Comprehensive Energy Analysis	17	Privacy and Security	58
Decarbonization Strategies	18	Risk Management	58
Environmental Regulatory Standards	19	Conclusion	59
Maximizing Our Handprint: Measuring Our Impact	20		
Sustainability	21		
Building Performance	22		
Wind Loading	23		
Maximizing Our Handprint: Innovation	24		
Technical Innovation	24		
Ventures	25		
LABS	26		
Minimizing Our Footprint	27		
Building on the progress made so far	27		
Our Capital investments.....	28		
Low Carbon Electricity.....	29		
Our Corporate GHG Emission Reduction Roadmap	30		
Certifications, Policies, and Committees	32		
Sustainable Real Estate Guidelines	33		
Environmental Sustainability Policies	34		
Sustainable Practices	36		



INTRODUCTION

For over five decades, RWDI has leveraged our extensive consulting experience, a broad portfolio of services, and the expertise of our passionate, innovative, and highly technical employees to become a leading and trusted provider of climate and performance engineering solutions worldwide.

Sustainability has been a core value of our business for decades. From RWDI's pioneering work in wind engineering that helped create resilient buildings and enhanced their lifespan, to the GHG verification, Sustainability Consulting and Building Commissioning our company conducts today — sustainability is fundamental to who we are and how we operate

This is RWDI's most robust Corporate Responsibility and Impact Report, covering our company's environmental, social, and governance strategies to ensure our handprint as a business far outweighs our footprint. Our adoption of the principles of ESG into our company culture and decision-making has been critical to achieving our goal of becoming the most trusted and valued provider of climate and performance engineering. This report expands on those values and identifies how we are continuing to put them into practice for our clients and in our daily operations.



Our deep technical expertise is the cornerstone of our impact in the world, enabling us to help clients achieve their ambitious sustainability goals while minimizing our own environmental impact. By leveraging this expertise, we ensure that the positive environmental outcomes of our work—our ecological handprint—far outweigh the environmental footprint of our organization.

ABOUT THIS REPORT

This report provides information about RWDI's environmental, social, and governance initiatives as of the date of publication, which is December 2025. This report will be updated on a biannual basis. Our key stakeholders for this report include our clients, employees, investors, and the communities in which we operate.

The reporting framework used incorporates elements from the Global Reporting Initiative (GRI), Sustainability Reporting Standards Engineering and Construction Services Standard of the Sustainability Accounting Standards Board (SASB), and recommendations in the Task Force on Climate-related Financial Disclosures (TCFD) of the Financial Stability Board, and the UN Sustainable Development Goals (SDGs).



STAKEHOLDERS



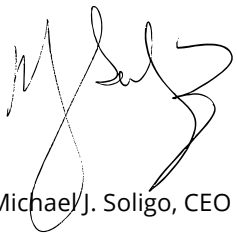
MESSAGE FROM OUR CEO

We are at a critical juncture, facing significant and complex environmental challenges in the years ahead. We recognize that addressing the threats of climate change requires collective action—many coming together to achieve what no one could do alone. This ethos lies at the heart of RWDI and drives our guiding principles.

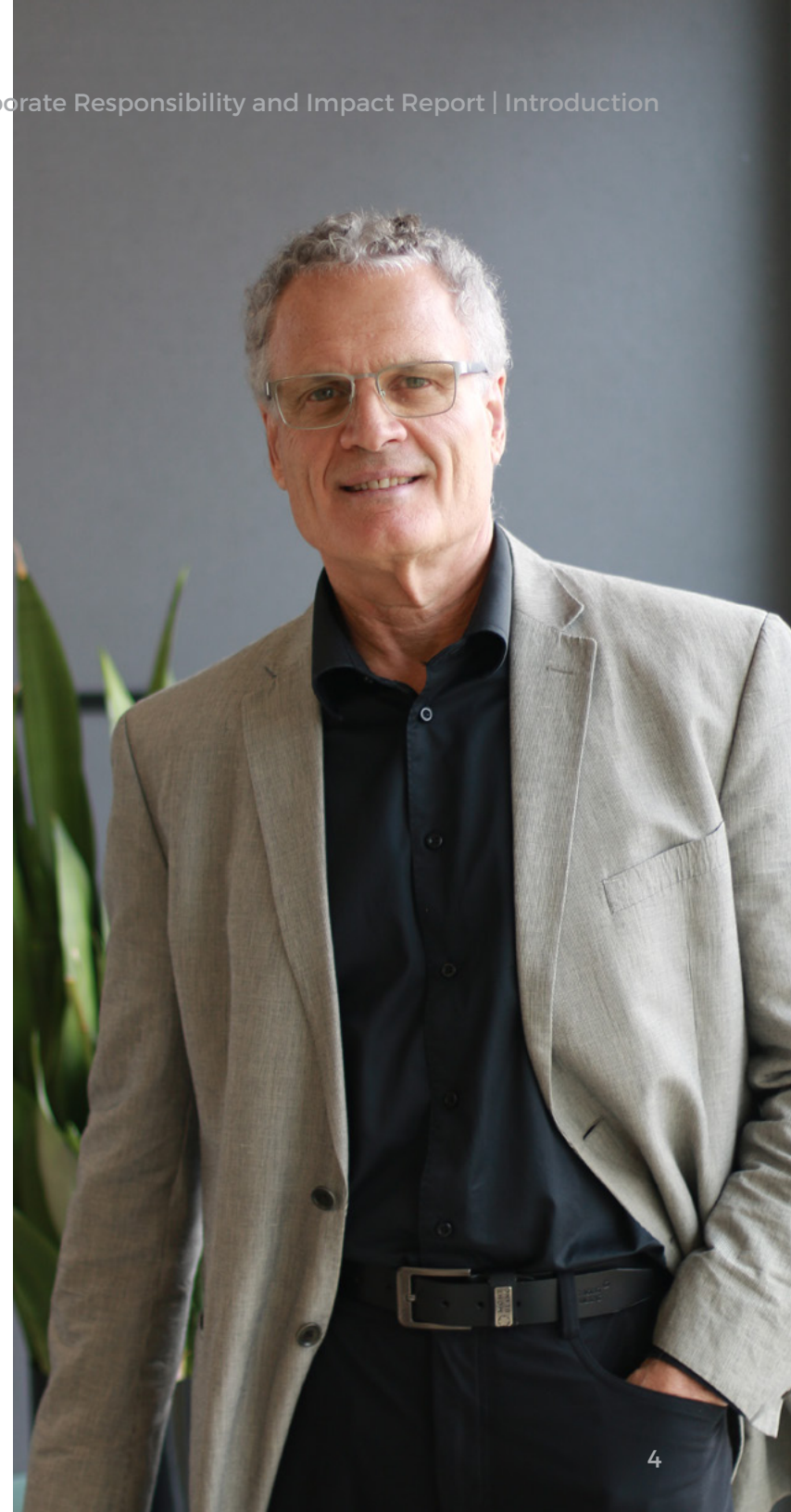
We have been at the forefront of the sustainability movement for more than two decades. We shape sustainability performance trends around the globe, and we have worked on every continent and in every climate. Our creative environmental solutions produce successful, sustainable projects that remain within the scope of design, are feasible to build, and provide operational performance that supports financial goals and long-term viability.

At the core of our Environmental, Social, and Governance (ESG) approach is a commitment to reducing the environmental impact of projects throughout their lifecycle while helping to build more resilient and sustainable communities worldwide. We apply the same principles to our own operations, using our technical expertise to integrate more sustainable business practices.

Now more than ever, our comprehensive Corporate Responsibility and Impact Report reflects our unwavering commitment to leading the way in benefiting our people, partners, and the planet. This report represents a key milestone in RWDI's journey toward becoming the global leader in climate and performance engineering. We are fortunate to have a wealth of technical expertise within our organization, which we have leveraged to create a science-based, engineering-driven sustainability plan that ensures responsible targets for our business that will deliver meaningful impact.



Michael J. Soligo, CEO



ABOUT RWDI

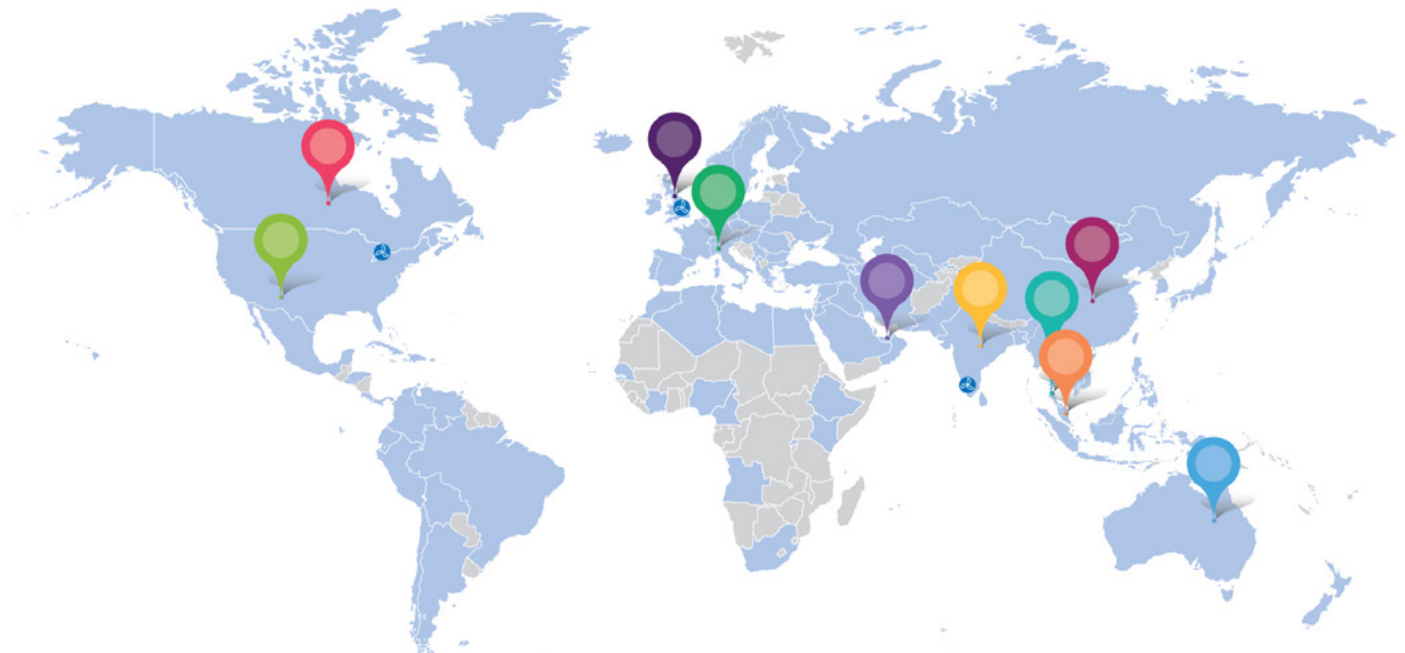
Over the last five decades, RWDI has evolved from a respected, small town Canadian company with deep technical expertise in wind engineering to a global firm known for solving the world's most demanding building performance, climate engineering, and environmental challenges.

Currently, RWDI is home to roughly 800 employees across 31 offices in 10 countries. We continue to push boundaries with our clients, and redefine what's possible in the built environment, working on the tallest, longest, and most unique and technically challenging projects around the globe.

800
colleagues

31
offices

10
countries



Canada

Calgary
Fort St. John
Guelph
Halifax

London
Ottawa
Sarnia
Thunder Bay

Toronto
Vancouver
Victoria
Windsor

U.S.A

Detroit
Los Angeles
Miami
New York

Philadelphia
Portland
U.A.E.
Dubai

U.K.

Brighton
London
Milton Keynes

Italy

Milan
India
Mumbai
Trivandrum

Malaysia

Kuala Lumpur

Singapore

Singapore

China

Hong Kong
Shanghai

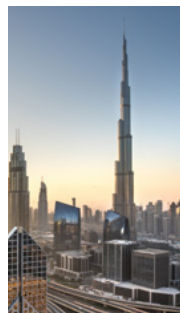
Australia

Perth
Sydney



Countries with RWDI Project Experience

More than 50 years
of creating harmony
between the built and
natural environment

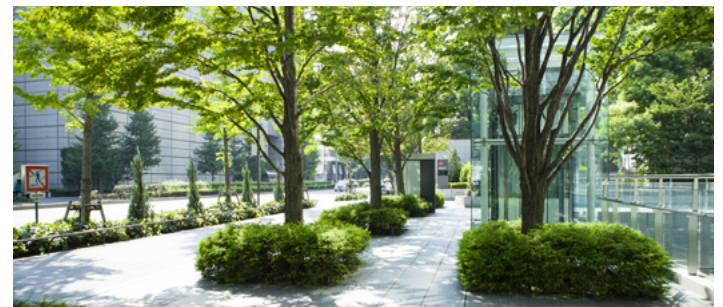
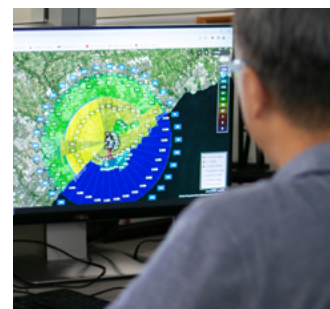


WHO WE ARE

RWDI is a global leader in climate and performance engineering and consulting. Our goal is simple: to help clients overcome any design or operational challenges to meet their ambitious goals while ensuring projects exist in harmony with their natural environment.

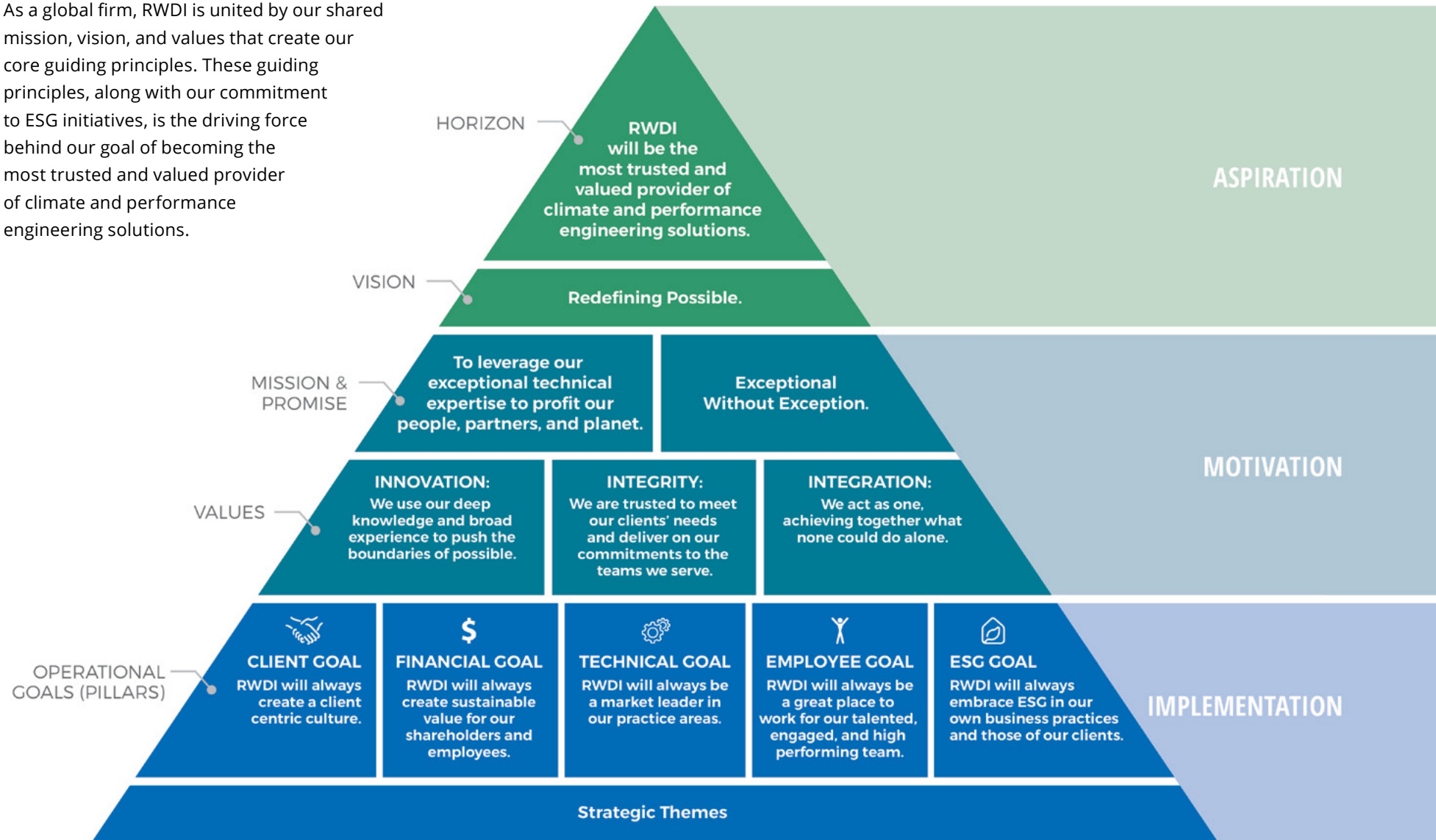
RWDI's more than 50-year legacy is built on finding state-of-the-art solutions to complex engineering challenges. Our performance-centered approach combines innovative thinking, collaborative problem solving, and a passion for expanding the boundaries of the possible to achieve results that meet the needs of our clients. With deep technical expertise, RWDI drives success on ambitious building, industry, and infrastructure projects — enhancing performance, resiliency, and efficiency.

We are committed to upholding and strengthening all dimensions of sustainability — social, economic, and environmental — in our work on behalf of clients and in our own operations.



MISSION, VISION, VALUES

As a global firm, RWDI is united by our shared mission, vision, and values that create our core guiding principles. These guiding principles, along with our commitment to ESG initiatives, is the driving force behind our goal of becoming the most trusted and valued provider of climate and performance engineering solutions.




STRATEGIC THEMES

RWDI's mission is to apply our exceptional technical expertise to benefit people, partners, and the planet. This commitment is central to achieving our ESG objectives. To guide our growth and digital transformation, we've developed Strategic Themes that help us take the essential steps toward realizing this mission.



Culture

Maintain a culture that attracts, retains, and supports the continued career growth of amazing and talented employees.




Consulting

Be an exceptional client-orientated consulting practice 100% of the time.

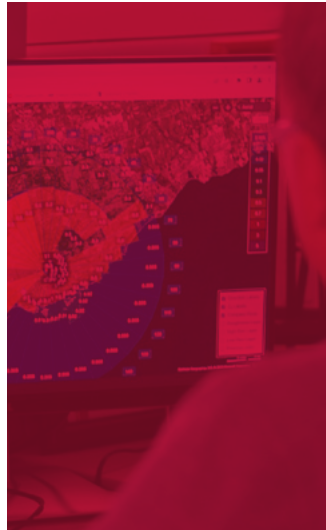

Climate & performance engineering

Deliver integrated and exceptional climate and performance engineering solutions world-wide.



Core competencies

Create game-changing efficiencies and provide superior consulting, through software, data, and AI.



Client focused

Provide high-value, holistic solutions that meet client needs.

WHAT WE DO

RWDI brings together a diverse array of technical skills across every climate and performance engineering discipline. From wind engineering and acoustics to environmental assessments and sustainability consulting and more, our clients benefit from our robust suite of diverse and complementary services. It's through this combination of world-class services that we help maximize a project's performance while minimizing its impact on the natural environment.

WHAT IS CLIMATE & PERFORMANCE ENGINEERING

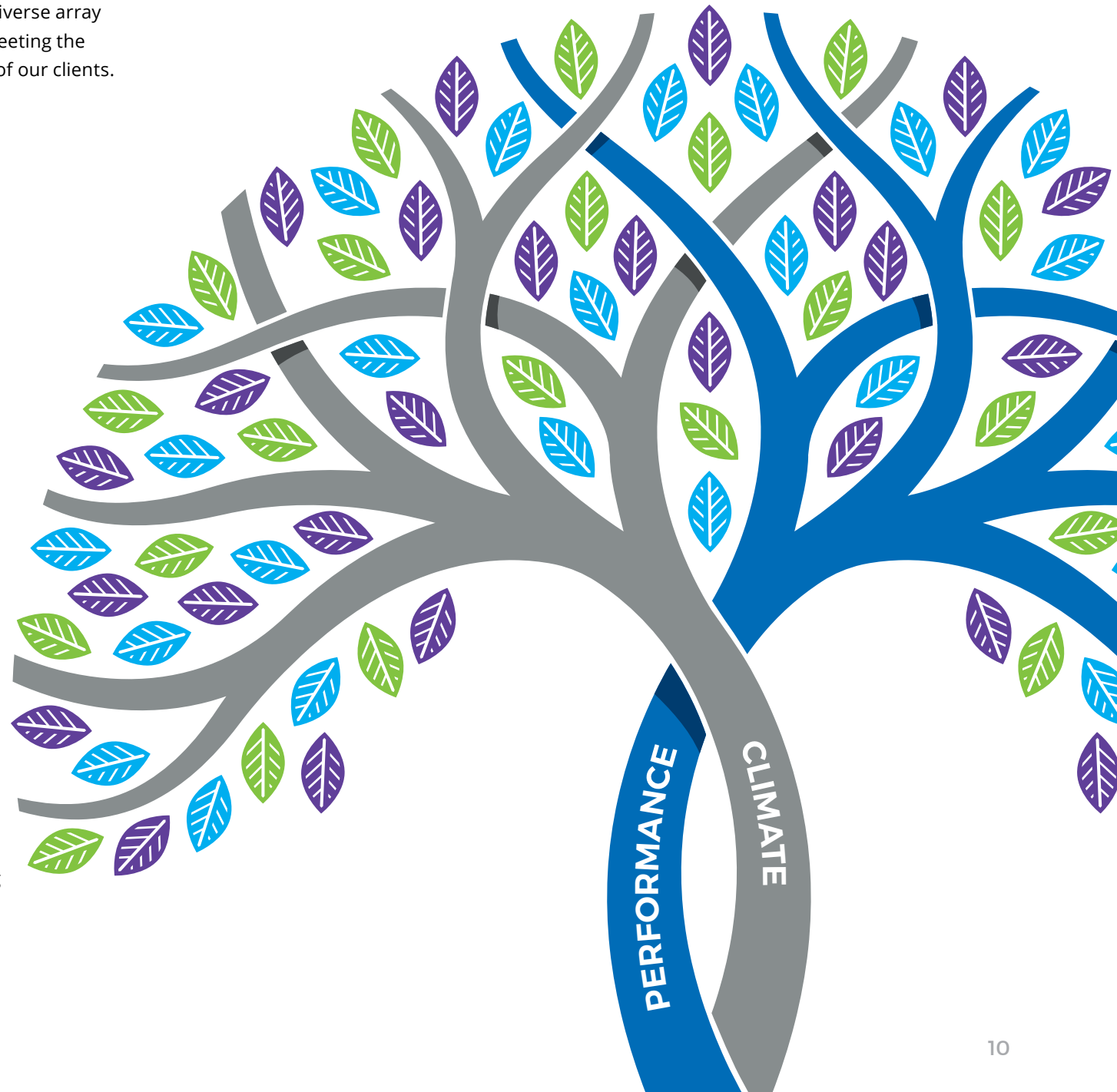
Climate and performance engineering is a comprehensive approach to addressing complex engineering and environmental challenges in the built environment. This ensures projects are tailored to their specific climate, enhancing efficiency, sustainability, comfort, and resilience against natural disasters. It minimizes negative environmental impacts while maximizing performance.



RWDI's core practice areas bring together a diverse array of capabilities around a common purpose: meeting the immediate aims and broader business goals of our clients.

SERVICES

- Acoustics
- Building Enclosure
- Building Science
- Dust and Sand Management
- Environmental, Social and Governance
- Environmental Stewardship
- External Air Quality
- Greenhouse Gas Verification
- Human Comfort and Safety
- Land Use Planning
- Microclimate
- Motion Control and Damping
- Noise and Vibration
- Precipitation Management
- Snow Engineering
- Sustainability and Building Performance
- Sustainability/Decarbonization - Adaptation/Resilience
- Urban Design and Masterplan Consulting
- Weather Forecasting
- Wind Engineering



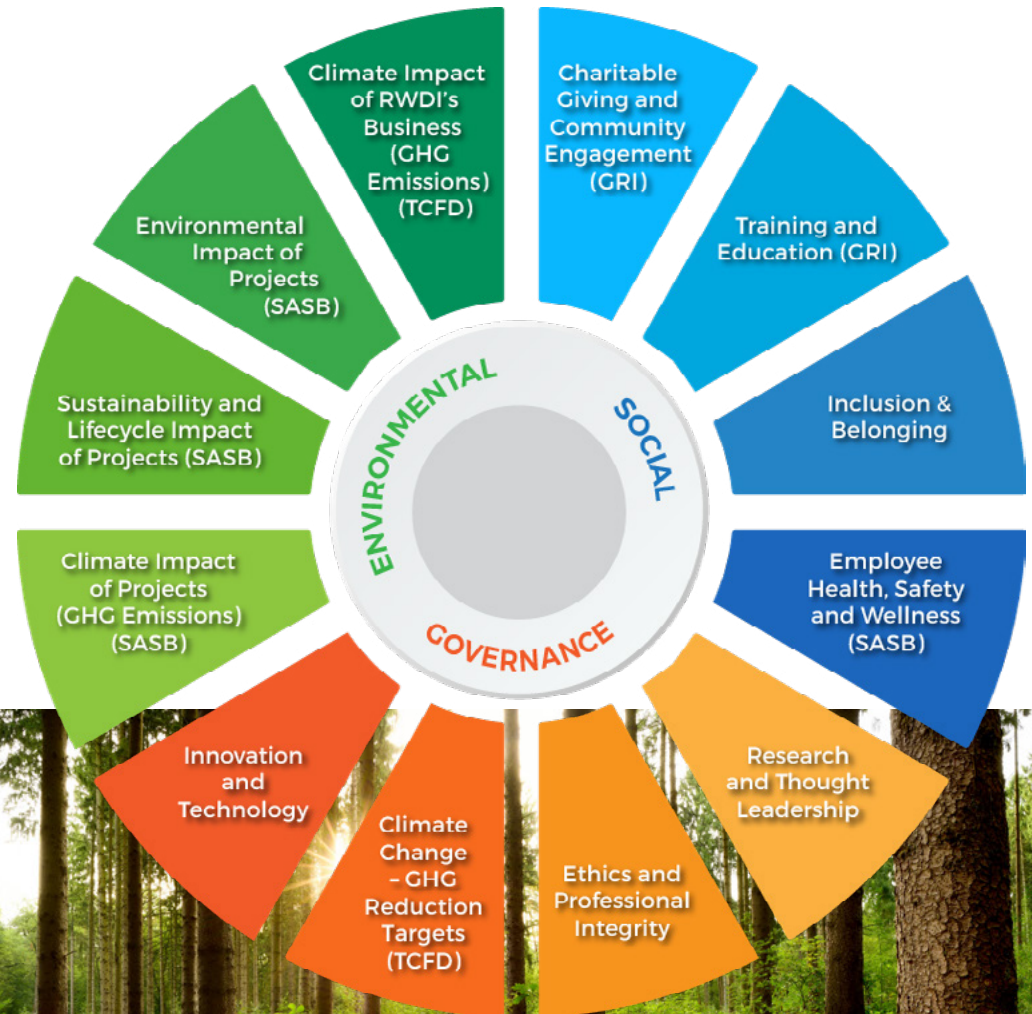
OUR APPROACH

Materiality Assessment

Our approach to ESG is deeply linked to the heart of our business as consultants in climate and performance engineering. Clients trust us to meet their most important environmental and performance goals, confident that we apply the same dedication to achieving our own objectives.

Recognizing this responsibility our approach to ESG is built on identifying, refining, and assessing the most relevant and impactful environmental, social, and governance issues for both our organization and its stakeholders. Our “priority issues” are those that are determined to be the most material to our business and are a priority for RWDI, and they are the main focus of the corporate responsibility report. In addition, we actively monitor “managed issues” — which are those that remain important to the engineering consulting sector but do not pose significant risks or major impacts for our firm. These are also closely managed as part of our ongoing operations.

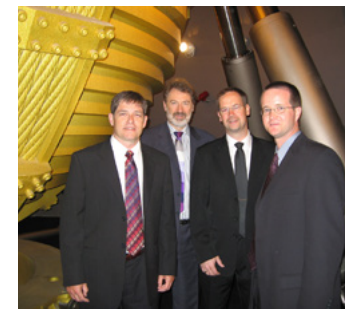
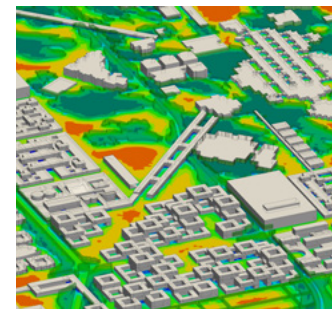
Priority Issues (Materiality Topics)



UN SUSTAINABLE DEVELOPMENT GOALS

As a truly global company, we have worked on projects and with communities in over 120 countries and have offices in 10. The efforts of our employees worldwide have positively impacted millions of lives and neighborhoods, and we are committed to operating our business in ways that enhance both the well-being of people and the health of the planet.

The UN SDGs provide an inspirational framework for improving lives around the world. Through our work, we recognize our responsibility to support social and economic well-being in the communities we serve, creating sustainable spaces where people live, work, and interact. Whether helping to build sustainable cities and communities, driving climate action, or supporting the transition to clean energy, the impact of our work aligns with sustainable development, helping foster thriving communities globally. We have identified 13 SDGs that are advanced through our work and corporate policies:



ENVIRONMENTAL

RWDI is committed to strengthening environmental sustainability in our work on behalf of our clients and in our own operations. At the heart of improving our own environmental responsibility is engaging our talented staff so they are personally committed to achieving our corporate mission of “profiting the planet.”



Our Corporate Environmental Sustainability

We implement numerous strategies that align with our objective to improve the sustainability of our business. Our current annual ESG plan is built around the following framework, which will carry through into future years.



MAXIMIZING OUR HANDPRINT: OUR IMPACT THROUGH PROJECTS

We work to reduce the environmental impact of projects and their operations through our climate and performance engineering services. By using climate insights and modeling, we help identify risks and opportunities, develop sustainable solutions, and conduct environmental assessments and studies.

Through our work, we offer clients climate change resiliency services, environmental engineering, sustainable building design assistance and helping them develop corporate sustainability frameworks. We work with clients to develop practical, high performing solutions that help identify and clarify the environmental risk and opportunities of their projects. This includes: certification consulting and assessments, sustainability planning and roadmap, and ensuring compliance with frameworks to meet certifications.

Nicklaus Children's Hospital Kenneth C. Griffin Surgical Tower Miami, FL, USA



As part of a multi-phase modernization plan, the new Kenneth C. Griffin Surgical Tower supports campus resiliency and sustainability. RWDI provided WELL (Gold pending) and LEED (Silver pending) consulting to help the project meet ambitious performance goals within a dense urban setting. These certifications support enhanced health, efficiency, and long-term environmental performance across the facility.



Image courtesy of Nicklaus Children's Health System

Environmental Studies

We conduct several environmental studies to help with regulatory compliance and to help decision-makers consider the potential environmental impacts of a proposed project and adopt best practices. Our assessments are crucial in minimizing environmental impact and include: GHG Baseline and ongoing annual assessments, climate & resiliency assessments, and environmental impact assessments.

We can also assess a project's impact on people and surrounding communities. Managing local air quality emissions is vital to ensuring public health and safety as well as ecological well-being. Our proprietary emergency and environmental forecast system is a valuable tool for anyone who needs to understand the dispersion of emissions into the atmosphere — from industry leaders and field operators to regulators and emergency responders.

Coupled with our expert consulting services, our clients can rest assured their projects will be safe, productive and operate with a minimized environmental impact and better social outcomes.



Twin Creeks Landfill and Environmental Center

Watford, ON, Canada

For over 20 years, RWDI has helped Waste Management's Twin Creeks facility meet evolving environmental regulations through robust monitoring programs. Our support has enabled the site to expand responsibly while maintaining compliance and meeting expectations from regulators, communities, and other stakeholders.



Image source: <https://www.wm.com/ca/en/twin-creeks-landfill>

Comprehensive Energy Analysis

We provide comprehensive energy analysis to help developers and owners understand and minimize the energy usage of their projects. This includes services such as: energy consulting, energy modeling, assessment of design changes on energy modeling, and building energy analysis. Our building commissioning services also help improve building system functions and energy usage. This includes commissioning preparation, commissioning of building systems, and existing building commissioning.

Our niche services even go so far as to offer shadow quantifying analysis using proprietary software, which is used to estimate how much a building will reduce solar radiation on nearby solar power systems. Combined, these services resulting in improved energy efficiency and decreased energy consumption on a global scale.



Wynn Al Marjan Island

Al Marjan Island, Ras Al Khaimah, UAE

RWDI conducted energy modeling for the Wynn Al Marjan Island resort to support Green Globes certification. Our work assessed conservation strategies and material sustainability criteria, helping reduce the development's operational carbon footprint across its 1,500-room luxury complex. This analysis informed key design decisions for energy performance in one of the region's most ambitious hospitality projects.



Image source: <https://www.wynnalmarjanisland.com>



Decarbonization Strategies

Another key aspect of environmental sustainability is addressing climate change, which we tackle directly through our decarbonization strategies and roadmap services. These services help clients reduce their carbon footprint by identifying opportunities to protect the environment, prevent waste, and minimize pollution. We also assist clients in identifying and reducing their project's embodied carbon, offering services such as construction materials embodied carbon reviews and strategies to minimize embodied carbon.



EverWind

Point Tupper, NS, Canada

RWDI independently validated the carbon intensity of EverWind's Point Tupper green hydrogen project, confirming a 99% emissions reduction. With our support, this project is expected to be Canada's first successful application for the Clean Hydrogen Investment Tax Credit under its highest incentive tier, enabling meaningful progress toward a low-carbon future.

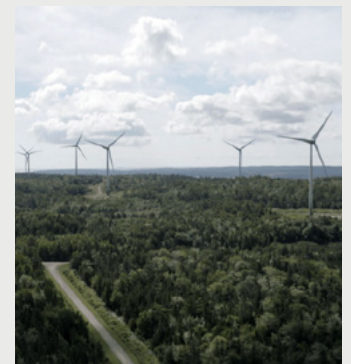


Image courtesy of EverWind

Environmental Regulatory Standards

For environmentally complex projects and operations, such as resource extraction and infrastructure development, we help minimize environmental impact through site testing, monitoring, regulatory compliance, and assessing past land use impacts and potential risks. Our services include groundwater and surface water monitoring, permits to take water (PTTW), Environmental Compliance Approval (ECA), and registration in the Environmental Activity and Sector Registry (EASR).

We take a multi-stakeholder approach to optimize project performance while supporting varied interests as it relates to environmental and social impacts.



Ksyen Regional Hospital

Terrace, BC, Canada

RWDI supported the delivery of this advanced acute care hospital with a suite of services focused on building performance. Our work helped ensure occupant safety and comfort through wind and snow assessments, while energy modeling, GHG monitoring, and sustainability certification supported long-term resilience and operational efficiency.

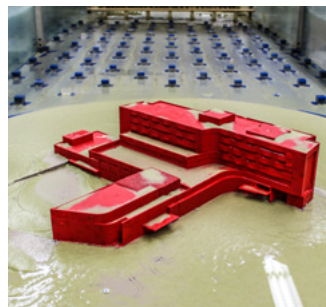


MAXIMIZING OUR HANDPRINT: MEASURING OUR IMPACT

Our technical development efforts across various practice areas are currently focused on advancing our ability to objectively quantify and communicate the carbon reduction impact of our work.

This is crucial, as many of our services and technical capabilities—such as energy analysis, wind engineering, and snow loading—are inherently geared toward creating lower-carbon, more climate-resilient, high-performance buildings. These efforts directly contribute to reducing the broader environmental impact for our clients and their communities, including our own. New initiatives are typically tested on select projects, undergo peer review by our experts, and are then scaled across our organization.

Our ultimate goal is to aggregate the carbon benefits across all practice areas, providing a clearer understanding of the positive environmental impact of our work.



Sustainability

For over two decades, we've led the sustainability movement, shaping global performance trends. Our creative solutions produce successful, sustainable buildings that are feasible to build and support your financial goals and long-term viability.

We work with building owners, developers, asset managers, and cities to help reduce greenhouse gas emissions, contribute to overall decarbonize strategies like reducing operational or embodied carbon, achieving net zero, and assessing potential climate risks. Additionally, our team of Sustainability experts can assist with energy efficiency, regulatory requirements, or achieving Green Building certifications like LEED.

Within our Sustainability practice, our energy modeling and consulting work has always included estimates of carbon benefits. However, for the first time, we will be tallying these benefits across all projects completed by the group this year.



Spring District Block 5

Bellevue, Washington, USA

Home to Meta corporate offices, Block 5 is an office tower in the Spring District, a vibrant new neighborhood featuring pedestrian-friendly streets, open spaces, retail, and light rail transit. With the assistance of RWDI, the building earned LEED Silver certification by meeting requirements in sustainable site design, water efficiency, energy performance, materials selection, and indoor environmental quality. We also assisted with LEED for Neighborhood certification for the entire Spring District development.

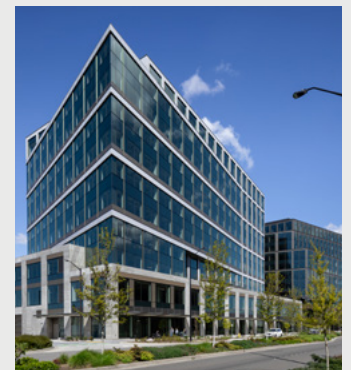


Image source: Image courtesy of Wright Runstead

Building Performance

Using building science expertise and advanced computational tools, we provide tailored solutions for new construction, retrofits, and renovations. We help design projects that work with their climate to create comfortable spaces with less mechanical measures and maintain long-term performance with thoughtful design of enclosures.

By helping our clients integrate high-performance building standards and guidelines, we are helping create buildings that are not only comfortable and healthy for the occupants but are also sustainable. We help improve a building's interaction with sunlight, optimize building enclosures, reduce stack effect, improve energy systems, rainwater management, and help optimize well-designed ventilation. Overall, these services have the effect of minimizing environmental impact while increasing a building's resiliency and durability.

By ways of example, our Building Performance team has recently developed a method to quantify the annual energy and carbon savings resulting from implementing design measures to reduce stack effect in tall buildings. Stack effect is a phenomenon where warm air rises due to its lower density, creating pressure differences between the top and bottom of the building. This pressure difference causes air to flow in or out of the building, depending on the temperature difference between the indoor and outdoor environments. The stack effect can heavily influence energy efficiency, ventilation, and indoor air quality, and it's particularly important in tall buildings, where the pressure difference between floors can be significant.



A2A Tower

Milan, Italy

The A2A Tower, a 28-storey office building currently under construction in Milan, brings a distinctive presence to the city's south end near the 2026 Olympic village. As the first high-rise in this area, it plays a key role in reconnecting the city centre with the periphery. By helping to evaluate and refine the tower's performance, RWDI is helping to redevelop a historical railway yard and revitalize a neighbourhood.



Image courtesy of Antonio Citterio Patricia Viel and Partners

Wind Loading

In our Wind Loading practice, on all projects we can now provide rapid estimates of the embodied carbon benefits for structures that have been aerodynamically optimized. Our wind loading and cladding studies help designers create safe and habitable spaces, while also informing them of opportunities to reduce material costs and embodied carbon.



Shanghai Tower

Shanghai, China

The Shanghai Tower stands as China's tallest building and the second tallest in the world. Its distinctive spiraling form symbolizes the rise of modern China. RWDI provided a comprehensive suite of wind engineering services, including testing multiple twisted design iterations in the wind tunnel. This process led to the selection of an optimal form that substantially reduced structural wind loads. The effort proved highly worthwhile—the final design uses 32% less material than a conventional tower, resulting in substantial savings in both material costs and embodied carbon from steel and concrete production.

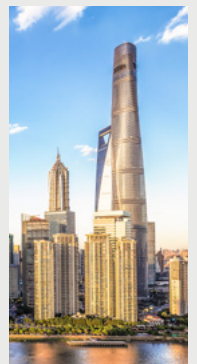


Image source: Shutterstock

MAXIMIZING OUR HANDPRINT: INNOVATION

Innovation and internal R&D has always been a key ingredient of our success.

We continue to seek innovations to better serve our clients through new and unique services. In support of this and to channel are resources most effectively we have developed a Innovation and Enterprise Risk Management platform to develop and align activities across the company and explore new opportunities, while managing the risks.

Technical Innovation

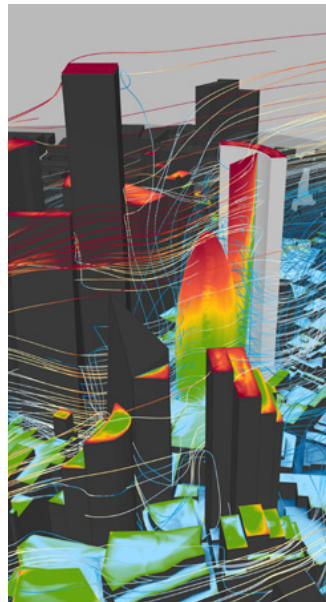
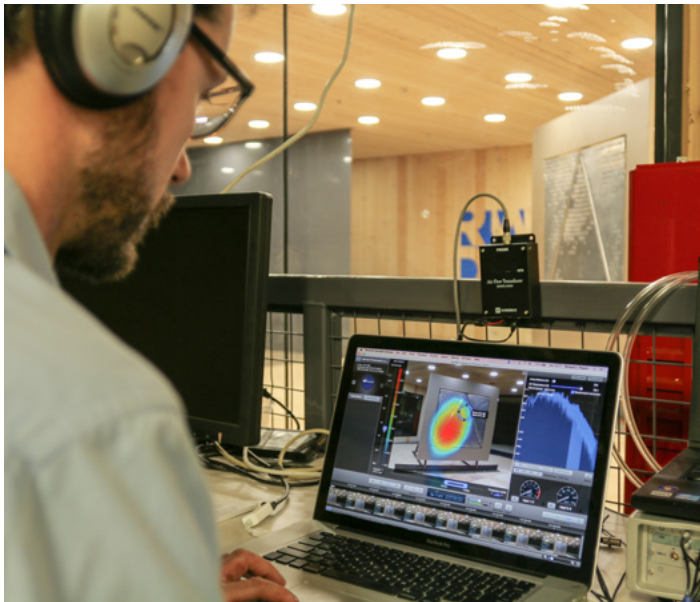
RWDI has a team of senior professionals that focus on and manage Technical Excellence, across our service lines and within each of our geographic regions. Their goal

is continuous improvement to sustain and improve automation and efficiency, identify opportunities, and support the development of new services and products.

Ventures

Our dedicated Innovation team is tasked with ensuring RWDI is a leader in climate and performance engineering using software, data, and AI to enable superior consulting, create game-changing efficiencies, and launch high-impact new ventures. Supported by initial research from our Labs team, the Ventures model fosters an entrepreneurial culture in the creation, development and launch of start-up companies.

“In the next 50 years, a lot can – and will – change. At RWDI, that evolution is intentional. We’re always looking to progress.”



VENTURES

Our Ventures companies find inspiration in doing good—always prioritizing the planet and its people. With every Venture’s initiative, we apply science and expertise to see where the world is going, and we use creativity and technology to get there first.



Orbital Stack has enabled hundreds of buildings to be designed more environmentally optimized than they would have previously.



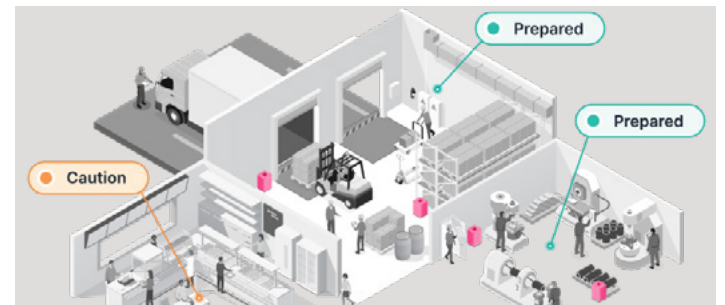
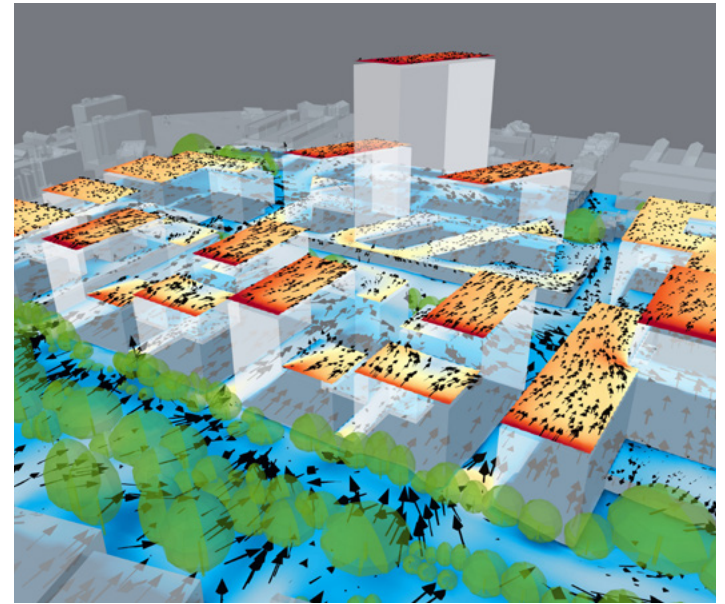
ParticleOne has improved the air quality and health of 100’s of buildings by monitoring for and creating spaces more resilient to airborne disease.



New Ventures startup **ClimateFirst** is focused on directly equipping users with the tools to make better business decisions in the face of a changing climate. ClimateFirst is climate-risk analysis software that builds on RWDI’s decades of experience in delivering exceptional climate and performance engineering solutions for a wide-range of buildings around the world.



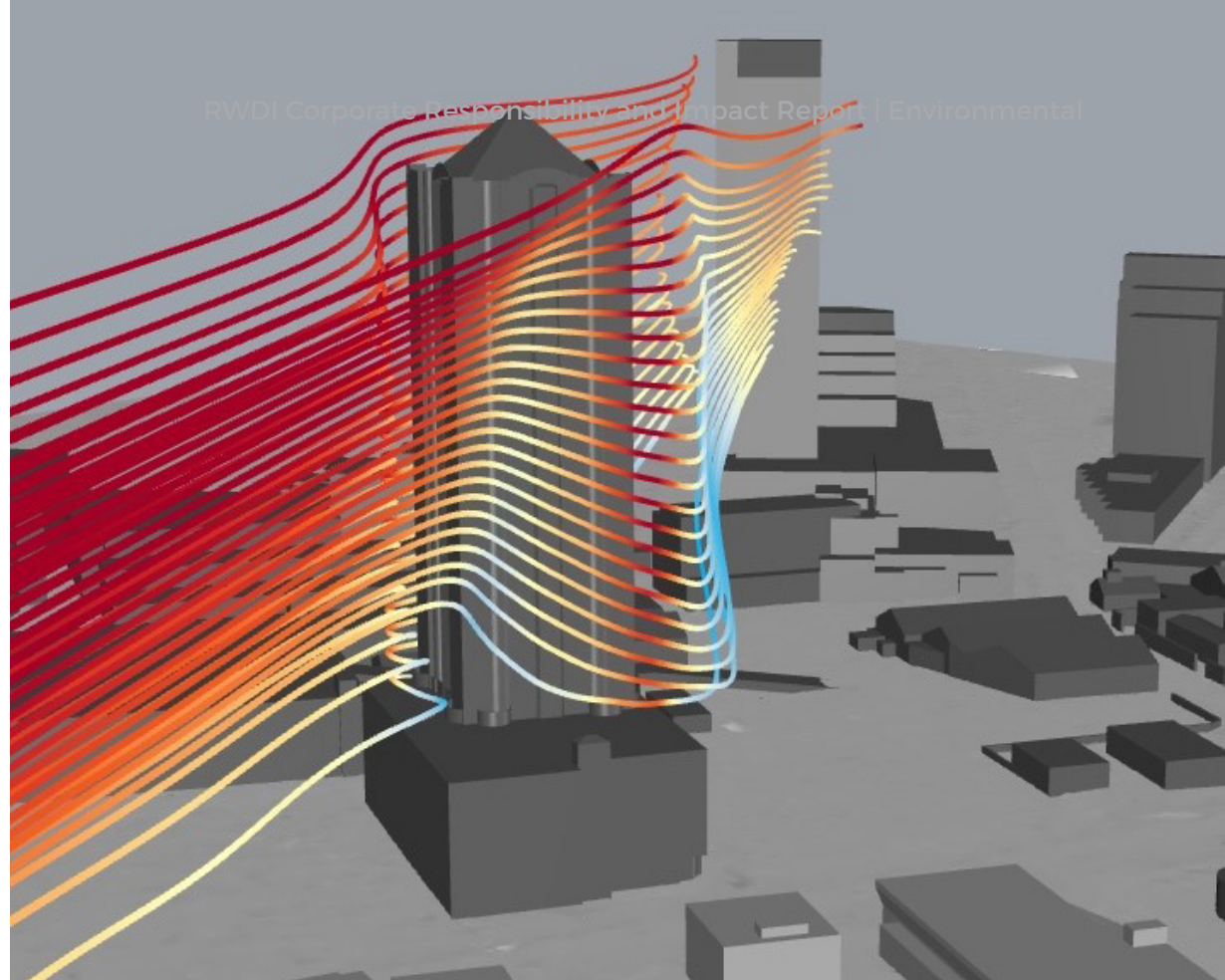
Planet Defense is the not-for-profit created to accelerate our environmental impact beyond the reach of our consulting work. Planet Defense is focused on making our engineering assets (consulting time, software tools, data, etc.) available at no-cost to organizations and individuals who are doing work focused on planetary health. This includes educators, environmental charities, environmental justice organizations, community groups, nature conservancies, and more, who typically lack the budget required to access top-tier climate science/engineering solutions.



LABS

Labs explores emerging technologies to look for threats or opportunities to provide new market offerings and ways to significantly improve the efficiency of our existing services. Labs is built to conduct R&D in 2-3 technology themes each year and pilot those technologies within RWDI.

A recent technical advancement of ours is AI-powered CFD, which demonstrates the deep technical capabilities of our LABs team. We developed CFD software for building designers that is both fast and affordable, while maintaining high-quality results. The AI-powered CFD is flexible enough to accommodate any design, providing results in minimal processing time. By making design iterations available throughout the entire workflow, performance optimization and potential risks are visible earlier in the process. Markedly, This allows faster design cycles, providing on-demand, reliable airflow analysis. Lastly, it increases performance and sustainability of the final design, and the ability for designers to explore limitless possibilities. After design optimization, wind-tunnel analysis occurs without unexpected surprises, to validate the AI-found predictions or to meet regulatory requirements.



Hartsfield-Jackson Atlanta International Airport Canopy

Atlanta, Georgia, USA

A striking architectural feature of Hartsfield-Jackson Atlanta International Airport is a dramatic new entrance created by two massive canopies. RWDI was engaged to dig into the science behind the design of these unique canopy structures under varying climactic factors. We evaluated design concepts based on environmental factors, using analytic desktop models, wind tunnel testing and computational fluid dynamics (CFD). The final shape is carefully crafted to achieve an effective, yet aesthetically pleasing, climate responsive design.

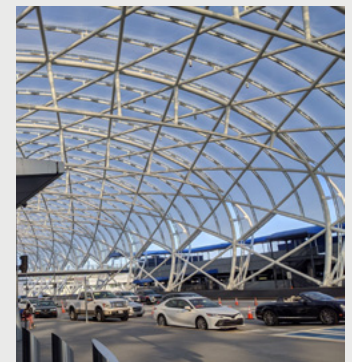
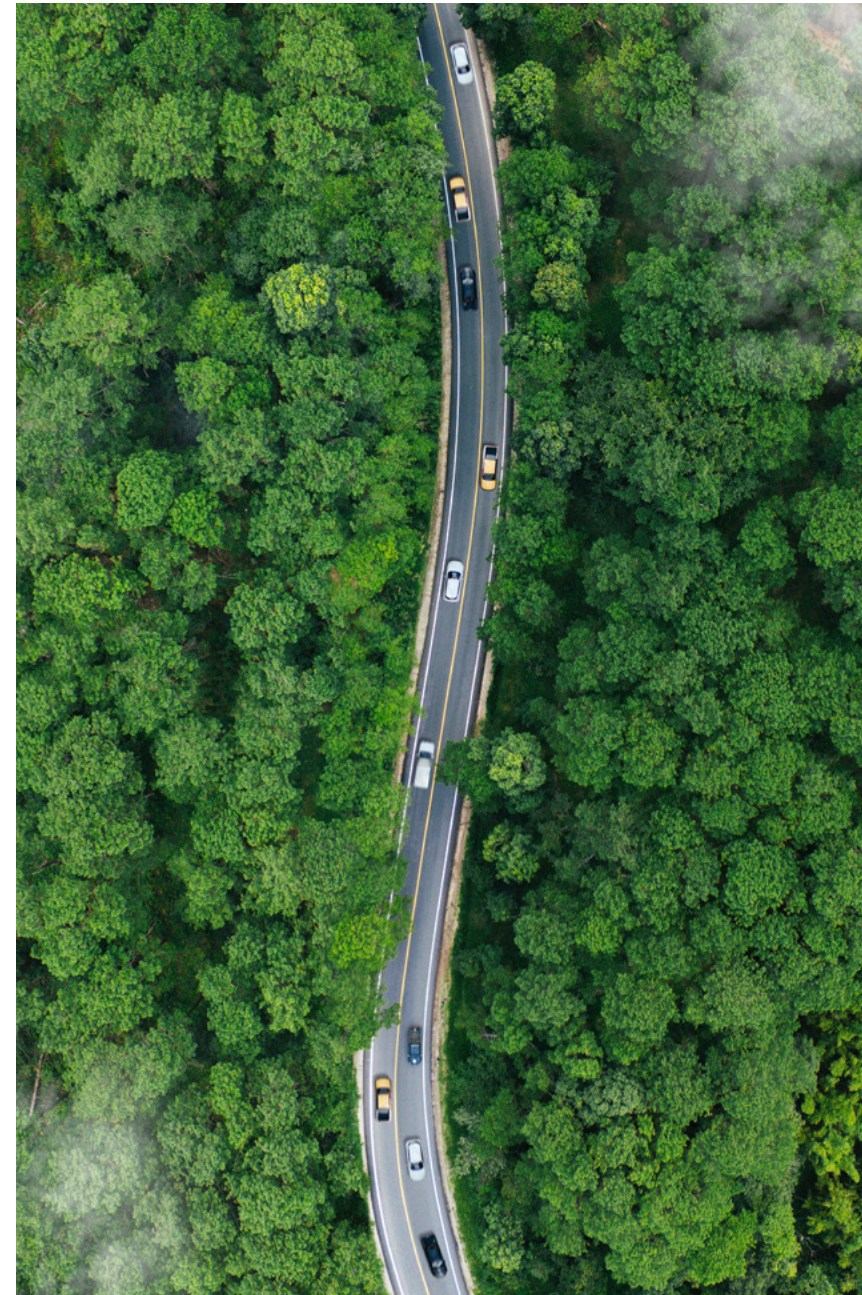
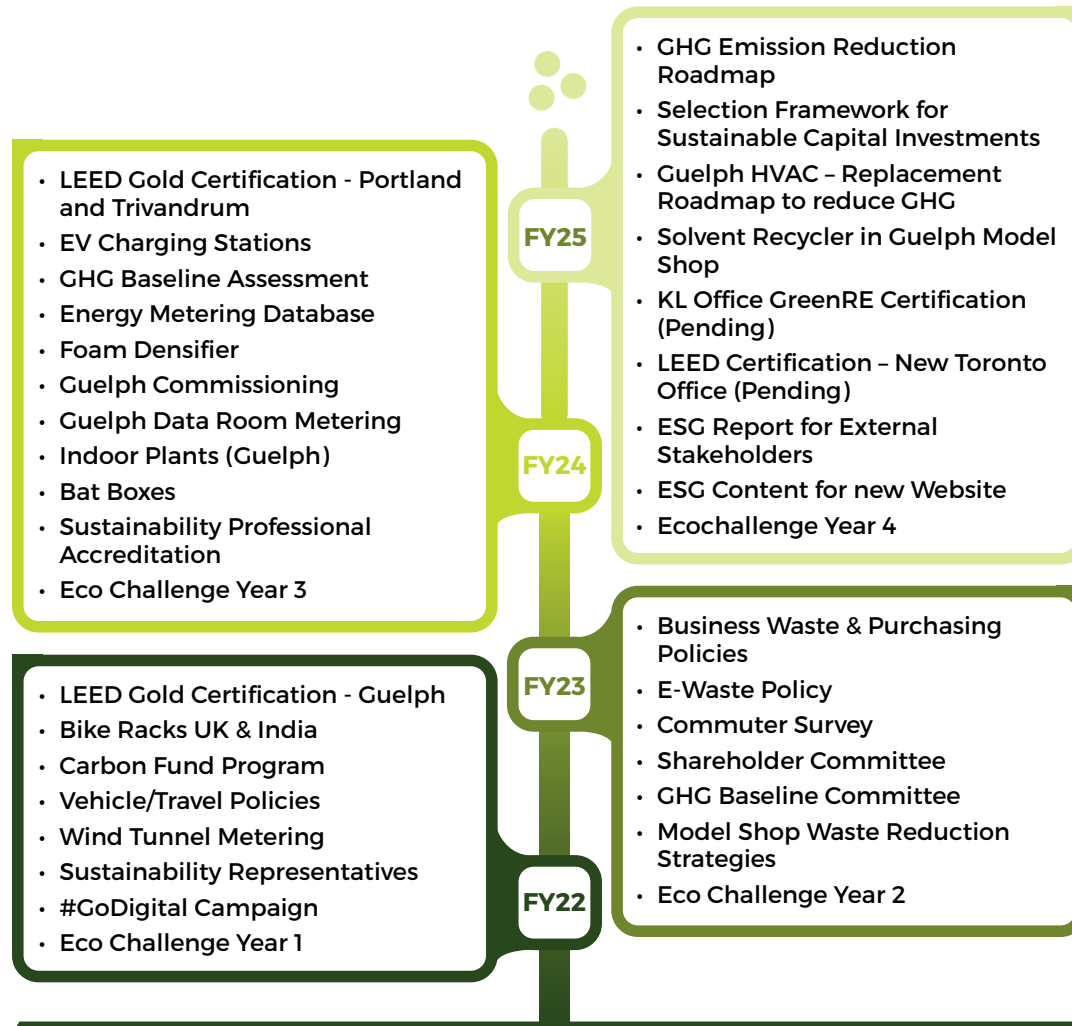


Image courtesy of Dianthe van Weerden

MINIMIZING OUR FOOTPRINT: BUILDING ON THE PROGRESS MADE SO FAR

This is the progress we've made in reducing the business's environmental footprint since FY22, the first year we implemented our Corporate Sustainability Plan.



MINIMIZING OUR FOOTPRINT: OUR CAPITAL INVESTMENTS

We've developed a thoughtful and strategic framework for selecting sustainability projects that drive meaningful improvements in our operations. This approach helps us identify initiatives with the greatest environmental impact while ensuring they align with our available financial resources. By prioritizing high-impact opportunities, we're able to make intentional, cost-effective progress toward our sustainability goals.

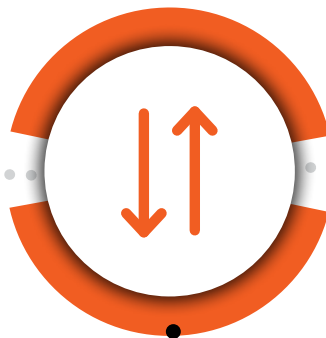
STEP 1: Identify

Identify environmental impact of candidate projects. These may include waste reduction, water reduction, GHG reduction, biodiversity enhancing, or other impacts.



STEP 2: Estimate

Estimate the costs and benefits of the candidate projects to determine the feasibility of the sustainable investment opportunities. Consider both financial and environmental benefits.



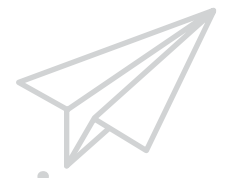
STEP 3: Calculate

Calculate the financial returns. Many projects that improve sustainability of the business also generate savings.



STEP 4: Select

Select the projects that are most impactful. Priority will be given to projects that achieve the delicate balance of environmental impact and fiscal responsibility.



MINIMIZING OUR FOOTPRINT: LOW CARBON ELECTRICITY

We select low-carbon electricity in our major production hubs wherever it is available, to support more sustainable operations.

In Ontario, the electricity system is 94% greenhouse gas (GHG) emissions-free, and the Canadian government aims for a net-zero electricity mix by 2035.



In the UK, the electricity grid is 44% emissions-free, with a goal to reach 95% low-carbon sources by 2030. In FY25, we will switch our supply to “Carbon Zero” electricity, a fully renewable source for business customers, verified by the Carbon Trust.



In India, the Trivandrum operation faces high emissions due to the reliance on coal for electricity generation. Kerala State aims for 100% renewable energy by 2040, but this depends on neighboring states adopting low-carbon paths themselves.



MINIMIZING OUR FOOTPRINT: OUR CORPORATE GHG EMISSION REDUCTION ROADMAP

Last year, RWDI undertook a comprehensive global assessment of its greenhouse gas (GHG) footprint—a major milestone in our sustainability journey. This effort involved collaboration across teams to gather and analyze data, resulting in a robust baseline that now serves as a reference point for tracking our emissions over time. We plan to update this baseline regularly, at least biannually, to monitor progress and guide future decisions.

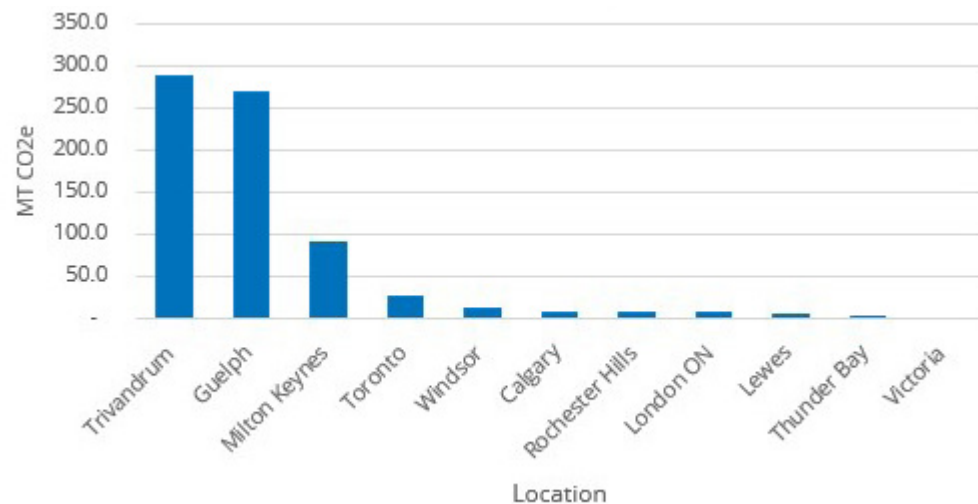
In FY24 we quantified our operational greenhouse gas (GHG) emissions considering the worldwide operations of the RWDI Group of Companies. This represents an organizational boundary based on the operational control approach. For the purposes of the analysis we used an employee number of 720 employees globally.

In FY25 we will build upon this work and begin to implement our multi-year strategy to reduce our operational greenhouse gas (GHG) emissions.

Emissions Summary

Scope	Activity Description	Estimated MT CO ₂ e (FY23)	% Total Scope 1,2
1	Natural Gas / Diesel Fuel for facilities	292	36%
	Fleet Vehicle Diesel / Gasoline Fuel	79	10%
2	Electricity Consumption	436	54%
Scope 1 & 2 Total		807.4	

Scope 1 and 2 emissions by RWDI Facility in Metric Tonnes of CO₂ equivalent GHGs



The primary goal of our global assessment of our corporate greenhouse gas (GHG) footprint was to understand what it would take to decarbonize our operations. While our work—including the use of energy-intensive wind tunnels—plays a vital role in advancing sustainable design and reducing the carbon footprint of buildings, structures and industrial operations, we recognize the importance of minimizing our own environmental impact. The roadmap we've developed offers a rational, long-term strategy to reduce emissions over the next decade.

This year, two key areas of focus are under evaluation: installing solar PV at our Trivandrum facility and transitioning our vehicle fleet to lower-emission alternatives. These efforts reflect our commitment to balancing operational needs with environmental responsibility. With this roadmap in place, RWDI is better equipped than ever to make informed, impactful decisions that support our broader climate goals.



Establish Baseline

Completed global GHG footprint analysis to understand sources and locations of emissions.



Define the Path

Identified key measures required to significantly reduce emissions across operations.



Strategic Review

Assessed each measure for cost, feasibility, and environmental impact.



Ongoing Commitment

Integrate selected measures into annual planning and major project decisions.



Current Focus – Office and Wind Tunnel Facility Expansion

Targeting LEED Gold certification and adding rooftop solar to offset emissions.



Fleet Transition

Evaluating EV and plug-in hybrid options for vehicle replacement based on suitability and GHG reduction potential.

CERTIFICATIONS, POLICIES, AND COMMITTEES

RWDI has rolled out sustainable policies around business waste, purchasing, and travel, including a comprehensive policy for retrofitting and renovating our company offices. Some of these are:

Business Travel Policy:

Employee business travel significantly impacts our carbon footprint. To reduce emissions, our Business Travel Policy defaults to intermediate or compact cars. Exceptions apply when specific needs—like terrain—require a different vehicle. When choosing among similar options, employees should prioritize a lower-emission vehicle, such as a hybrid over a standard gasoline model.

Model Shop Waste Policy:

Materials are to be reused until no longer feasible. Thereafter materials are to be recycled and, where not possible, disposed of responsibly in line with regulations.

New Vehicle Purchasing Policy:

Where practical and economically feasible, new RWDI vehicles should be fuel efficient, hybrid, plug-in hybrid electric (PHEV), or electric.

Purchasing & Business Waste Policy:

This policy covers both purchasing and waste disposal due to the interconnectedness of how purchasing behavior influences the ability to recycle, reuse, or otherwise divert waste from the landfill.

Committees:

Our Shareholder Steering Committee for Corporate Environmental Sustainability and our GHG Emissions Technical Committee are designed to ensure ongoing alignment with ESG principles in our emissions reduction strategies.




















Certifications include:

- Achieved LEED EB Gold certification for the Guelph headquarters, LEED EB Gold for the Trivandrum, India office and LEED CI Gold for the Portland, USA office
- The business has actively pursued and supported accreditations for staff, including WELL AP, LEED AP, Sustainability Facility Professional (SFP), and Certified Passive House Consultant, to enhance our knowledge in sustainability and demonstrate our commitment to the industry.



SUSTAINABLE REAL ESTATE GUIDELINES:

	Americas	UK	Europe	Asia Pacific
New Construction / Major Renovations	Pursue LEED v4 BD+C Target Silver-Level Certification or higher 	Pursue BREEAM New construction Very Good Certification Level 	Pursue LEED v4 BD+C Target Silver-Level Certification or higher 	Pursue LEED v4 BD+C Target Silver-Level Certification or higher 
New Lease and Existing Building	Favor buildings that have an active LEED, Fitwell or WELL Certification Or, if none: Pursue LEED v4 O+M Target Silver-Level Certification or higher 	Favor buildings that have an active BREEAM (Very Good), ActiveScore (Silver Level) or EPC – B Certification. Or, if none: Pursue BREEAM in-use (Very Good) 	Favor buildings that have an active LEED or local equivalent Or, if none: Pursue LEED v4 O+M Target Silver-Level Certification or higher 	Favor buildings that have an active LEED or local equivalent (e.g. Green Mark Certification – Singapore) Or, if none: Pursue LEED v4 O+M Target Silver-Level Certification or higher 
Interior Fit-Out Projects (>2,000SQFT)*	Pursue LEED v4 ID+C Target Silver-Level Certification or higher   	Pursue BREEAM Refurbishment and fit-out Very Good Certification Level   	Pursue LEED v4 ID+C Target Silver-Level Certification or higher 	Pursue LEED v4 ID+C Target Silver-Level Certification or higher  
Interior Fit-Out Projects (<2,000SQFT)*	Follow RWDI Interior Fit-Out Guidelines			

Other Sustainability factors to consider:



10 minute walkability



Energy efficiency rating systems



Bike racks



Shower facilities



Access to daylight & views



Collection of recyclables



Indoor air quality



Non-smoking

ENVIRONMENTAL SUSTAINABILITY POLICIES

EXTENDED USE:

Batteries used onsite in the building should be rechargeable wherever possible. Non-rechargeable batteries must be recycled. Toner cartridges for laser printers must be remanufactured or recycled or returned to the vendor for recycling.



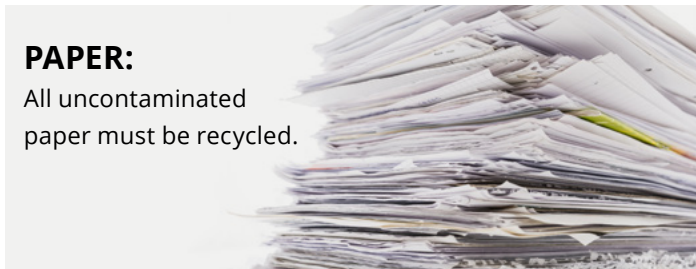
MATERIALS REUSE:

Reuse includes salvaged, refurbished, or reused products.



PAPER:

All uncontaminated paper must be recycled.



PAPER AND WOOD PRODUCTS:

Paper and wood products must be certified by the Forest Stewardship Council or local equivalent.



NO SINGLE-USE PLASTICS:

Catering suppliers cannot use single-use plastics. Compostable plastics are acceptable.



RECYCLED MATERIALS AND PRODUCTS:

The content of purchases should meet or exceed the levels listed in the U.S. Environmental Protection Agency Comprehensive Procurement Guidelines (or local equivalent).



BINDERS:

Donate usable binders and recycle non-working/ marked up binders.



ENERGY STAR PORTFOLIO MANAGER:

We have created a centralized tracking system to track and manage our energy consumption across our LEED Certified offices.



* The above policies are to be applied globally as practically feasible. They are requirements for all RWDI LEED Certified Offices.

ENVIRONMENTAL SUSTAINABILITY POLICIES

COMPOST:

Compost containers are provided in kitchen areas for food scraps, and other biodegradable waste products.



LOCAL SOURCING:

Food or beverage should contain raw materials harvested and produced within 100 miles (160 kilometers) of the site.



BIO-BASED PRODUCTS:

Bio-based raw materials, other than wood or bio-based products, must have Eco Logic label or local equivalent.



CRADLE TO CRADLE:

Products with Material Health certificate or Cradle to Cradle v3 certified products with a Material Health category score of bronze level or higher or local equivalent.



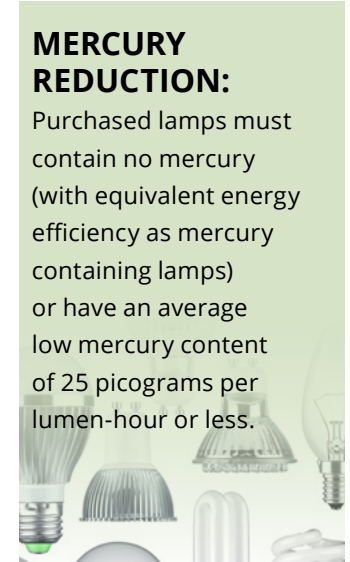
SUSTAINABLE AGRICULTURE:

Food or beverages purchased should be labelled USDA Organic, Food Alliance Certified, Rainforest Alliance Certified, Protected Harvest Certified, Fair Trade, or Marine Stewardship Council's Blue Eco-Label, or labeled with the European Community Organic Production logo in accordance with Regulations (EC) No. 834/2007 and (EC) No. 889/2008, or the local equivalent.



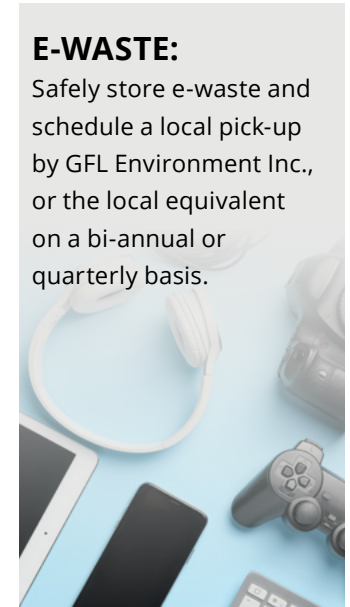
MERCURY REDUCTION:

Purchased lamps must contain no mercury (with equivalent energy efficiency as mercury containing lamps) or have an average low mercury content of 25 picograms per lumen-hour or less.



E-WASTE:

Safely store e-waste and schedule a local pick-up by GFL Environment Inc., or the local equivalent on a bi-annual or quarterly basis.



* The above policies are to be applied globally as practically feasible. They are requirements for all RWDI LEED Certified Offices.

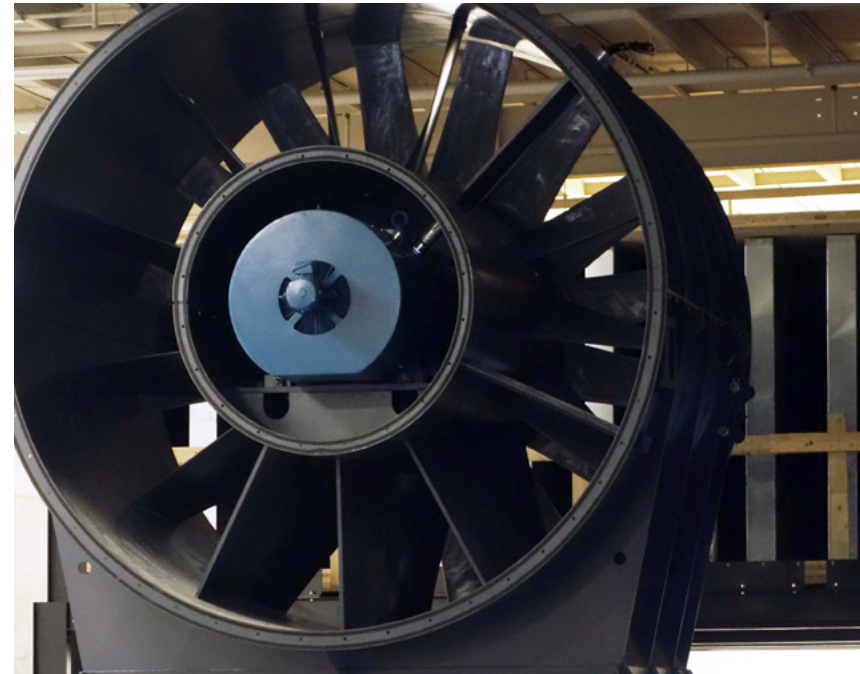
SUSTAINABLE PRACTICES

RWDI has incorporated many office policies that reduce waste and emissions in our day-to-day operations. We have also taken an active approach in communicating new environmental office practices internally through engaging campaigns targeting our internal staff globally. To encourage grassroots initiatives at the office level, we also appointed sustainability representatives at each office to identify opportunities for increased awareness and active participation for all staff to help achieve sustainability goals in their office and local communities.

In our Guelph model shop, we managed CNC machine waste with the implementation of a foam densifier. We also implemented wind tunnel energy meters at the Guelph headquarters and Trivandrum Wind Tunnel.

At our headquarters in Guelph, we installed electric vehicle charging stations and promote natural habitats to contribute to the site's renewed biodiversity.

As part of their supervision of technical development, our Practice Area Leaders (PALs) help shepherd internal projects that improve the efficiency of technical operations. These projects may have an environmental component, particularly with respect to energy consumption in areas such as the wind tunnel. Reducing the time a project is in the wind tunnel leads not only to operational efficiencies but also reduces the amount of time (and energy) that the fans are operating. Projects that introduce automation and/or reduce the amount of labour for a task also improve the working conditions of staff and provide opportunities for further innovation.



SOCIAL

At RWDI, caring for the planet, our communities, and our team members is at the core of our values. We are dedicated to creating a positive social impact through our business relationships, policies, and practices. Our commitment to enriching the communities we serve is reflected in our long-standing support for local charitable organizations and global initiatives that align with the causes we passionately believe in.

TALENT

RWDI is a renowned global company offering numerous opportunities for growth and development, and we are dedicated to cultivating and retaining committed employees. We consider our staff to be our greatest asset and are dedicated to continuous improvement. Our performance system evaluates both the “What” and “How” of employee performance, ensuring fair assessment of each individual’s potential against the core competencies of their role. Fostering ongoing professional development and growth is central to both our business operations and strategy.

We have a robust bonus program which has team members focused on areas where they can each make the biggest impact, helping to ensure the company hits its goals on an annual basis. We use psychometric testing like Clifton Strengths to increase team dynamics, understanding, and collaboration. Likewise, the use of Clifton Strengths Finder to help team members focus on the strengths that they bring and to make sure they are getting the opportunity to have the most impact for themselves and for RWDI.

The continued engagement and ongoing professional development of our employees is also supported by:

- Employee Benefits
- Tuition Sharing & Professional Development
- Performance & Career Development Reviews
- Leadership In-Training Program
- External Training and Education (Learning Lab, Free Webinar Program, On-Demand Courses, Seminars & Workshops, Curriculum, Provider Affiliations)
- Social Engagement like social committees, eco challenges, and employee-led clubs



— 18 YEARS —

Canada’s Best Managed Companies, run by Deloitte Canada, is the country’s top business awards program, recognizing excellence in privately owned Canadian companies. Each year, hundreds of entrepreneurial businesses undergo a rigorous application process, with only the best earning this prestigious distinction. RWDI is proud to have been named one of Canada’s Best Managed Companies for over eighteen consecutive years, earning the esteemed Platinum Winner status, a recognition few firms achieve. The companies on this list share a deep commitment to their people, exceptional leadership, and a culture of teamwork and innovation. Our continued success is a direct reflection of the achievements of our employees.

Feedback and Continuous Improvement

We have the goal of always being a great place to work for our talented, engaged, and high-performing teams. We strive to continuously improve as an employer. As part of this, employees get a chance to share their feedback in our annual engagement survey.

This survey is based on Gallup's Q12 survey that identifies 12 needs managers can meet to improve employee engagement and productivity. This includes diverse questions on topics such as work expectations, recognition, an opportunity to learn and grow, and commitment to quality.

This past year, 546 employees participated in the survey, for an overall participation rate of 78%. In response to the survey, RWDI also held several focus groups with employees to learn more about their engagement needs. After sharing results, the organization digs deeper by focusing on business units and geographies to develop more localized opportunities while corporate global initiatives are also addressed to impact overall engagement throughout the organization.



Financial Benefits and Compensation

At RWDI, pay for performance is the method by which we compensate employees. To demonstrate the importance and our desire to stay current, we participate in outside salary surveys on an annual basis. In addition, we review individual salaries on at least an annual basis.

Bonus Program

We have an annual profit-sharing bonus program for all senior staff enabling them to share in the results of our collective efforts. We also have a spot bonus program to provide special recognition to staff members who have accomplished an extraordinary achievement within the workplace. Spot Bonus Award recipients' contributions are tied to a project, region or overall company goal. In addition, we have a referral bonus program, when employees refer key talent that we hire they can receive a bonus of up to \$5,000. We also offer signing bonuses dependent on the position.

Additional financial benefits

We offer employees a retirement savings plan matching program that increases based on tenure. As part of enrollment in the program, the new employee meets with a financial planner to help explain the types of investments and the importance of planning for retirement.

Employees have the opportunity to purchase company special X2 shares after two years of employment.

Other benefits

Further benefits staff receive depending on their region include discounted home and auto insurance, an annual Fitness Benefit, and annual fees paid to professional designations.



Family Friendly Policies

We strive to create work/life balance within our workplace, allowing for employee flexibility, which, in turn, fosters a strong commitment to the company and ultimately leads to higher productivity. We understand that staff have families and commitments outside of work and we are flexible when it comes to appointments and taking time to address family matters. We strive to be a family-oriented company that practices understanding regarding the delicate balance between work and family. Our leaders are compassionate and discuss options for accommodation where appropriate. We have implemented policies for maternity/parental leave top-up for mothers, fathers and adoptive parents.





RWDILEARN

At RWDI, every day is an opportunity to learn and grow. We provide our employees with the chance to develop through challenging, innovative work in an environment that encourages both personal and professional growth. Committed to lifelong learning, we support formal external training as well as in-house development opportunities. Our learning platform, RWDIlearn, offers over 600 courses and workshops focused on professional and technical development, accessible to all staff.

14,000
course completions
to date

300
course completions each
month company-wide.

In addition to the courses and workshops, RWDIlearn also contains many other development resources including:

- **Clifton Strength Corner:** A psychometric tool that measures a person's natural talents, or strengths, in the form of thinking, feeling, or behaving patterns. Team members can see everyone's top 10 strengths and learn more about their meaning
- **Health & Wellness Corner:** Allows employees to find information about our Employee Assistance Programs (EAP), wellness resources in their country, relevant TED talks, mindfulness sessions, and similar.
- **Career Pathways:** An online platform where employees can learn more about the various career paths available at RWDI, as well as the skills and competencies needed to grow and develop in each of these opportunities
- **Lunch & Learn Library:** Access to over 55 past lunch & learn webinars on a variety of topics.

EMPLOYEE & LEADERSHIP DEVELOPMENT

Creating a professional growth friendly culture is a crucial component of our Corporate Responsibility strategy and for the continued innovation and improvement of our company.

Industry Leadership

We encourage our employees to be thought leaders and innovators in their field. Employees share their knowledge and expertise through white papers, blogs, and articles, as well as participation and leadership at technical and industry conferences, panels, or webinars, and engaging with clients through lunch and learns or design charettes.

Corporate Leadership & Personal Development

We help nurture leadership in several ways including internal and external coaching for personal development, improved tools for leader onboarding, as well as a leadership development program for emerging leaders to develop coaching skills and grow leadership style. Currently, we offer 17 employee development eLearning courses, with topics including communication skills, stress management, and interpersonal skills.

Employees can access in-person and virtual employee development workshops, with topics ranging from career development and goal setting to how to have crucial or difficult conversations.

Further, we provide SLII/Leading Situationally to all team members. This includes multi-day workshop for leaders as well as a Leader Action Profile to provide feedback on their leadership skills. In addition, we offer 16 eLearning courses on leadership development topics, including coaching and mentoring, team building, conflict management, and emotional intelligence.



Technical Development

RWDIlearn houses a large number of technical development training in many of our different practice/service areas, such as air quality, weather, building performance, microclimate, and geoscience.

The Technical Excellence team includes the Practice Area Leaders (PALs) for each of RWDI's 16 main areas of practice. These leaders are responsible for driving and maintaining RWDI's reputation in each field by setting the technical quality standards and guiding development for each practice, including quality assurance and standardization, technical development and innovation, and support for strategic initiatives.



As part of this role, the PALs oversee and collaborate with many different corporate areas that the practice interfaces with, including marketing communications, innovation team, strategy, other departments like accounting and human resources, as well as different operational regions around the world.

With this context, Technical Excellence has direct influence on many of the corporate health and safety, environmental, social, and governance initiatives that may directly

affect their practice. For example, a PAL would be approached to support the review of a potential acquisition target for their fit within RWDI. This review includes the technical quality of the target firm, but also its corporate culture, people, financials, and goals.

Additionally, one of the primary objectives of the PALs is to evaluate the training and development needs for the staff within their practice area and to lead the development of training material and programs to ensure continual development of our people. This focus on people ensures that we are developing the next generation of technical experts and consultants, that we are creating opportunity for younger staff, and succession planning for more tenured staff.



BELONGING

At RWDI, we take pride in being a global team united by a shared commitment to fostering an inclusive workplace where everyone feels a genuine sense of belonging. We believe that meaningful collaboration thrives when individuals are welcomed, respected, and celebrated for who they are.

Equity is a cornerstone of our approach as an employer. We are dedicated to ensuring all employees are treated fairly and have access to the support and opportunities they need to succeed. We understand that a strong sense of belonging is built through inclusive policies and practices. Our personal development and performance-based promotion frameworks are thoughtfully designed to meet the diverse needs of our global workforce, empowering each individual to grow and contribute meaningfully.

To enhance both individual and team performance, we leverage Gallup's StrengthsFinder—a tool that helps identify and develop each employee's unique strengths. By focusing on what people do best, we build confidence, increase engagement, and foster high-performing teams. This strengths-based approach not only drives productivity but also reinforces a culture where everyone feels valued and equipped to succeed.

Our Workplace Anti-Violence, Harassment, and Sexual Harassment Procedure reflects our commitment to a safe and respectful environment. It provides clear and compassionate processes for reporting and addressing any incidents that compromise employee well-being.



Beyond policies, our culture is shaped by grassroots initiatives that bring our values to life—such as Women in Engineering panels, cultural holiday celebrations, and RWDI Integrated, an employee-led movement focused on fostering connection, community, and belonging across the company. Our leaders play a vital role in this effort by encouraging open dialogue, valuing diverse perspectives, and creating spaces where everyone feels safe to express themselves.

At RWDI, we know our strength lies in the richness of our people—their experiences, ideas, and talents. We are committed to building a workplace where belonging is not only encouraged but deeply felt.

INSPIRING THE NEXT GENERATION OF STEM TALENT

We are dedicated to promoting careers in science, technology, engineering, and mathematics (STEM) through initiatives such as hosting science camps, school tours, and events for school students, as well as supporting local university and college activities. Our 4th biennial “Girls in Engineering Day” in 2023 saw a record number of attendees, with over 40 RWDI volunteers contributing to its success. Our 2025 event is set to be even bigger and more impactful.



HEALTH, SAFETY, AND WELLNESS

We have implemented several initiatives to support our commitment to continued safety, health and wellness.

Health & Wellness

We have a collection of online resources to support employees in improving their physical and mental health and wellness. The Health and Safety Committee routinely run initiatives to boost employee engagement in health promoting activities, such as the step challenge, cycle challenge, or water consumption challenge, as well as educational events on topics such as stress management and mindfulness.

Physical activity is also encouraged thanks to on-site gyms at some of our offices and employee run activities such as lunch hour walking groups, yoga, badminton, volleyball and hockey games. An annual Fitness Benefit allows employees to be reimbursed for memberships, or fitness equipment. We also promote a biophilic work environment by incorporating plants into our office spaces.





Safety

We have implemented a proactive health and safety program aimed at protecting our staff, our property, our contractors, our clients, the public and the environment from injury or loss. We achieve this through the implementation of safe work policies, procedures, and training, all of which follow acceptable industry standards and through the implementation and enforcement of safety rules. Safety Committees are responsible for identifying and evaluating potential hazards, recommending corrective action, following up on inspections and consulting on workplace safety. Supervisors are responsible for ensuring that all equipment is operated safely, and that all employees are trained and advised of any potential hazards. Policy and Procedure documents are available to employees through the RWDI Safety Site.

We are committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health, which satisfies the requirements of all of our customers, stakeholders and interested parties whenever possible and is specific to our Occupational Health and Safety risks as a business.

Return to work Policy:

Work reintegration (WR) is a return-to-work process that begins the moment an employee reports an injury until they are fully recovered and returned to their pre-injury work. Appropriate and early work reintegration that maintains the dignity and productivity of an employee plays an important role in the employee's rehabilitation and recovery.

Certifications:

All employees are required to have training and certification for job related risks. These may include WHMIS, Working at heights, Confined Space, Health and Safety at Work, Workplace Violence and Harassment employee training, etc.

INDIGENOUS CONNECTIONS

RWDI has helped Indigenous communities balance their environmental stewardship objectives, with the opportunity for economic growth within the community. We work closely with Indigenous and First Nations groups on projects across Canada.

A notable example is RWDI's partnership with the Indigenous Halfway River Group, based in Fort St. John, to locally deliver a broad range of environmental services including: noise & vibration assessments, monitoring & mitigation, air quality monitoring & modeling, and greenhouse gas assessments.

BC Hydro Site C Clean Energy Project British Columbia, Canada

Site C is a dam and hydroelectric generating station on the Peace River in northeast BC. In partnership with Halfway River First Nation, monitoring network operations and managing data for air quality, noise, and climate was ongoing as construction was underway and continues now that the dam is operational. Through compliance to the federal and provincial regulatory conditions of project approval, our efforts are helping to meet project objectives while prioritizing and protecting the environmental and human health of surrounding communities, including Indigenous groups.



Image courtesy of Eagle Vision

CHARITABLE OUTREACH

Over the years, RWDI's charitable giving has been driven by the generosity of individuals, teams, and regional offices donating their time and financial resources to great charitable organizations.

In 2021, we created RWDI GIVES a voluntary employee donation program where RWDI matches donations made by employees. Through RWDI GIVES we support nonprofit organizations selected by our employees – who prioritize action over advocacy, with a core mission to protect the environment, support our communities or improve physical or mental health.

We also provide a one-time corporate matching for employee donations made in response to humanitarian crises, such as our recent support for relief efforts following the Los Angeles Wildfires.

In FY24 we donated a total of \$128,600 to charitable organizations, of which our employees donated \$25,400 through RWDI GIVES (matching) program.

FY20-24 Global Donations (\$CAD)

Company	Employee	Combined Total
\$654,309	+	\$154,071 = \$818,380

SUPPORTING ENTREPRENEURS IN DEVELOPING COUNTRIES

We encourage employees to be creative and disruptive, challenging traditional notions of success and positive impact. Recently, a group of RWDI colleagues came together to launch a micro-finance program supporting entrepreneurs in developing countries. By pooling their personal donations and voting on entrepreneurial projects, they have collectively provided over \$4,000 in loans to support more than 30 entrepreneurs across 15 countries, spanning industries such as agriculture, retail, health, and transportation.



Supported Charities

Against Malaria Foundation	Lifewater Canada
Beendigen	March of Dimes
Canadian Cancer Society	Mohawk College
Canadian Mental Health Association	Pathways to Education
David Suzuki Foundation	Pratyasha
Distress Centre Calgary	Reading is Fundamental
Doctors without Borders	Samuel Sorbara Foundation
Foundation Guelph	St. Jude Children's Research Hospital
Guelph Food Bank	TEJUS
Guelph General Hospital	Thanal
Guelph Women's Shelter	The Nature Conservancy
Habitat for Humanity	Trees For Guelph
Heart & Stroke Foundation	True North Aid
Helping Hands Organisation	United Way Community Services of Guelph
Hockey Helps the Homeless	University of Waterloo
Hospital for Sick Kids	Women in Crisis
International Conservation Fund of Canada	

ECO CHALLENGES

The annual Eco Challenge puts our Mission Statement to profit its people, partners, and planet into action. It amplifies our positive impact by encouraging staff to contribute both company-paid and voluntary hours (with a 50:50 split) toward advancing our sustainability goals, while reinforcing a unified company culture.

In FY24, over 100 employees participated across nine of our offices. Each year, around Earth Day, a sustainability representative in every office organizes a volunteer activity focused on green projects and initiatives within the local community. The aim is to promote teamwork and enhance the shared responsibility between employees and the business in advancing RWDI's sustainability goals.



GOVERNANCE



At RWDI, we know that a successful global business is tied to our corporate responsibility commitments and goals. These goals are integrated throughout our corporate culture providing value for our clients, team members, and shareholders. We have aligned our vision, mission, and values around the fundamental principles of ESG.

CORPORATE STRUCTURE

Ownership

RWDI is owned by its employees. Common shares are held by Principals and Associate Principals who are actively involved in the business, along with a small number of Principals who have recently transitioned into retirement. Employees have the opportunity to purchase company special X2 shares in RWDI and may be invited to purchase common shares. Being an owner at RWDI is more than just a financial investment. Owners also have the opportunity to provide input regarding the strategic direction of RWDI.

Governance

The RWDI Group of Companies are governed by a Board of Directors who are elected by the shareholders. The purpose of the Board of Directors is to guide and protect the corporation. The Board of Directors is made up of two (2) External Directors and four (4) Internal Directors. The CEO is automatically appointed as one of the Internal Directors by virtue of their office. The purpose of External Directors is to provide an unbiased opinion on how the corporation should best operate.



LEADERSHIP

C-Suite

Comprised of Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, and Chief Strategic Officer, our executive leadership team is responsible for setting the overall strategic direction for RWDI.

Senior Leadership

Senior leadership is responsible for the strategy and stewardship of our company. Together, they plan and oversee the implementation of RWDI's strategic plan. This includes developing the strategic and operational objectives for the company. They also oversee risk management and management performance.



Executive Leadership (Top): Rob Tonin, Mark Vanderheyden, Michael Soligo, Theresa Erskine

Senior Leadership (Bottom): Rob Tonin, Ender Ozkan, Dave Bullock, Sonia Beaulieu, Brad Bergeron, Mark Vanderheyden, Sudeesh Kalavenkataraman, Michael Soligo, Mark Chatten, Theresa Erskine, Mike Williams.

ETHICS & COMPLIANCE

RWDI has a Code of Ethics and Business Conduct (The Code) that addresses ethical conduct in RWDI's work environment, business practices and relationships with coworkers, clients, and affiliates. The Code applies to all RWDI employees, executives and Members of the Board. Employees have an obligation to follow all company policies and procedures in addition to those described in The Code. Responsibilities within The Code include (amongst others):

Treat all RWDI employees, clients and affiliates fairly, ethically, respectfully and with dignity

Support and promote personal growth and development in oneself and others

Collaborate to create an environment of trust, accountability, and openness

Protect the confidentiality of RWDI's business-related information and intellectual property including that of our clients

Protect oneself, coworkers, and clients by working safely and in accordance with the law

Be honest, professional and straightforward in communications with RWDI employees and affiliates

Provide high-quality services to clients in an honest, friendly and efficient manner within the scope of service

Use company property solely for the purpose of legitimate business undertakings

Act in accordance with anti-corruption laws in local and foreign markets

As Technical Excellence sets the standards for each practice area, ethical and regulatory responsibilities play a prominent role in what they consider and review. For example, PALs review and disseminate to their practices standards on intellectual property and ethical behavior, including engineering licensing and legal-related aspects of projects or corporate functions such as marketing collateral.

HUMAN RIGHTS

RWDI is committed to preventing slavery and human trafficking in our business activities and have put steps in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. RWDI considers its activities to be of low risk in respect of slavery

and human trafficking, although through continual review and assessment of current and new suppliers, RWDI will identify where there may be any potential for particularly high risks.



PRIVACY AND SECURITY

RWDI's Privacy Policy complies with the requirements of the General Data Protection Regulations (GDPR). We are committed to protecting and respecting clients' privacy and will not share their information for marketing purposes with companies outside of RWDI Group. RWDI's Privacy Policy is available on the company website and always presented when personal information is requested. Avenues for individuals to correct their information or request their information be removed from our databases are clearly stated within the Privacy Policy.

RWDI's IT System Security Policy sets out clear parameters for the use of RWDI systems and software and discourages the use of the system or software for personal use. Cyber security policies are in place pertaining to storage and system access. Employees expressly acknowledge that proprietary or confidential information as defined in the Confidentiality Policy and developed during the course of employment will remain the property of RWDI. Past and present employees must refrain from infringing upon the intellectual property, ideas, processes, copyrights, and trademarks of RWDI and third-parties.

RISK MANAGEMENT

Our Enterprise Risk Management (ERM) Framework is based on the ISO 31000 model. It provides a comprehensive view of all enterprise risks which currently exist or could reasonably emerge as the environment and our business evolves. The eight broad risk areas are: external, strategic, customer, technical and operational, human resources, health and safety, financial, and governance and compliance.

High priority risks and mitigation measures are reviewed quarterly by the Enterprise Risk Committee and the Board of Directors. On an annual basis the Enterprise Risk Committee completes a Risk Assessment and updates the Risk Appetite Assessment of the company. Both assessments are then reviewed annually by the Board of Directors.



CONCLUSION

In conclusion, our commitment to Environmental, Social, and Governance (ESG) principles remains central to our long-term strategy and business success. Through our ongoing efforts to minimize our environmental impact, foster a culture of inclusion and well-being, and uphold the highest standards of governance, we continue to make meaningful progress toward a sustainable future. Our initiatives in reducing carbon emissions, promoting ethical practices, and investing in the development of our people reflect our dedication to creating value for all stakeholders. As we move forward, we remain focused on setting ambitious ESG goals, measuring our progress, and refining our approach to ensure we drive positive change. We are proud of the strides we've made, and we are excited about the opportunities that lie ahead as we continue to integrate ESG principles into every aspect of our operations.



Redefining possible.



RWDI Global Headquarters:
600 Southgate Drive, Guelph,
Ontario, Canada N1G 4P6
Tel: +1.519.823.1311

[rwdi.com](https://www.rwdi.com) | Copyright © 2025 RWDI