



Corporate Responsibility Report

ENTRUST SOLUTIONS GROUP

Powering Transformation.

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Letter from the CEO



Adam Biggam, CEO
ENTRUST Solutions Group

I am pleased to share our 2024 Corporate Sustainability Report. To begin, I would like to share some personal reflections on what this past year at ENTRUST Solutions Group has meant to me.

When I think about the challenges we have taken on, the solutions we have championed, the impact we have made, I cannot help but be struck by how much we have accomplished and grown. But then, I should not be surprised that 2024 was a transformative year — **powering transformation** is what we do best at ENTRUST.

Our clients, our communities, and our people entrust us to help a changing world change for the better. It is an opportunity that inspires us to think boldly, and a responsibility that instills dedication to quality and excellence in everything we do. In 2024, we furthered our commitment to responsible operations by instituting a formal Corporate Responsibility framework under the leadership of our new Chief Legal and Administrative Officer, John Rigney. We will hear more from John in this report, but I will simply say for now: he has made a tremendous impact at ENTRUST as a leader, colleague, and friend.

Our shared mission at ENTRUST is to deliver safe, reliable access to the services people depend on most. We often talk about “energizing our everyday.” That means keeping the lights on, the heat running, and internet and phone lines open — the essential building blocks for quality communities and quality of life.

But it also means setting an ambitious vision for the future. In the last year, especially, clients have come to us to lead them through North America’s power revolution. A boom in energy-intensive infrastructure, like new data centers, has dramatically increased demand for power generation and long-distance transmission. Our custom-designed solutions transform growth and opportunity across North America. In 2024, we made it a point of emphasis to expand our presence in Canada, and I am incredibly proud of the success we have had growing our impact across geographies and communities.

As you read this report, you will learn more about this past year at ENTRUST, from the industry-leading technical talent we have assembled to the people-focused culture we have engendered, from the collaborative partnerships we have stewarded to the critical infrastructure we have designed and deployed.

Our passion, our purpose, our resolve: they have driven ENTRUST to power transformation since its founding, and they are what give me such great confidence in our future.

A handwritten signature in blue ink that reads "Adam Biggam".

Adam Biggam
CEO

ABOUT ENTRUST

For over 20 years, ENTRUST Solutions Group has been energizing our everyday for businesses, people, and communities. With approximately 3,000 employees strong, our team of professionals serves with excellence to help our clients protect their most valuable assets, build new infrastructures, and offer cutting-edge technology...from start to finish. As one of the fastest-growing engineering firms in the country, we have grown from a single Midwest office to a national network of 9 brands and 16 companies.

We embrace critical growing markets such as renewables, power engineering services, EV infrastructure, data analytics, and geospatial with cutting-edge engineering, consulting, and automation services. ENTRUST works as a dedicated partner, offering sophisticated insight, leadership, and solutions to big challenges our clients face. We pair holistic thinking with deep subject matter expertise to restore and expand infrastructures, enhance and streamline systems, and identify and record key assets for clients, including gas and electric utilities, telecommunication service providers, pipeline operators, and industrial companies.

PEOPLE MISSION

Our success is achieved through continuously cultivating a culture that values the contributions of our diverse and talented team members. We seek out and encourage colleagues who are passionate, curious, and client focused. We maintain an environment of mutual respect and commitment to professional development and advancement.

BUSINESS MISSION

ENTRUST Solutions Group is committed to growth by providing innovative solutions to our clients with a focus on long-term relationships, while consistently maintaining the highest level of quality, safety, integrity, and ethics.

COMMUNITY MISSION

We are committed to the safety and sustainability of the communities, team members, and stakeholders that we serve. We are a strong catalyst for positive change in the communities where we partner with our clients. We achieve this through charitable giving, partnering with community development organizations, and creating local job growth.

OUR VALUES

Safety
Quality
Diversity

AWARDS

ENR RANKINGS

Engineering News-Record honored ENTRUST in 2024 as a leading firm in the Power, Pure Designer, and Top 500 categories for excellence in the Construction & Engineering industry. Results are determined with annual surveys, market analysis, and evaluation of annual revenue of the Construction industry's key segments, including general contracting, specialty contracting, engineering, architecture and environmental services.

CATEGORY	2021	2022	2023	2024
Power	-	#13	#9	#8
Pure Designers	#54	#44	#33	#32
Top 500 List	#70	#58	#45	#42

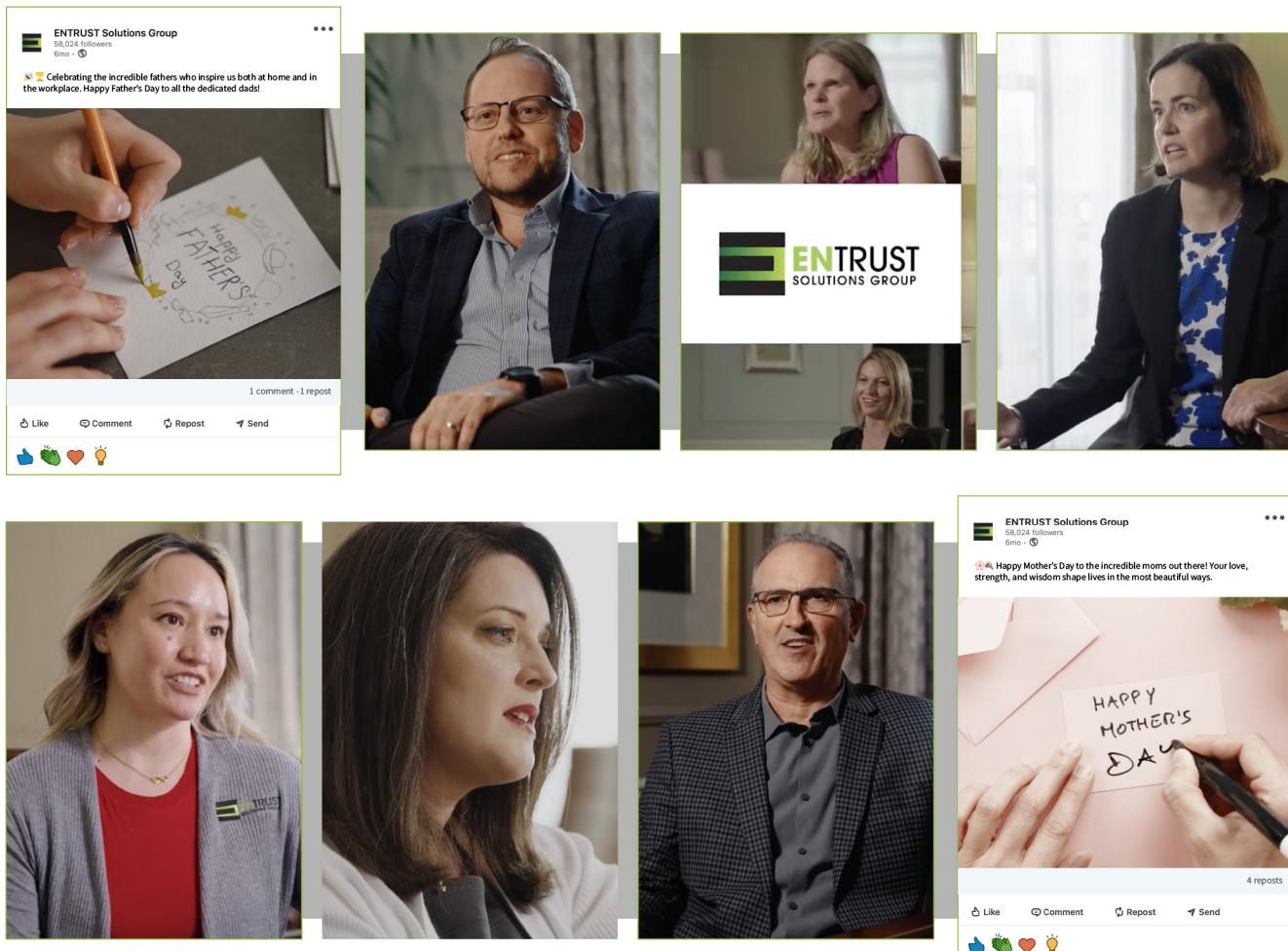
ENR NAMED 2025 SYSTEM INTEGRATOR GIANT RANKINGS

WTWH Media, publisher of Control Engineering, Plant Engineering, and the Global System Integrator Report, named ENTRUST's Automation team as #36th on the 2025 System Integrator Giants. The ranking recognizes companies with total system integration revenue for the most recently completed fiscal year and captures significant industry trends, revealing shifts in revenue distribution, workforce growth, and emerging business challenges that have influenced the field.

ENTRUST MARKETING TEAM HONORED WITH SOCIAL MEDIA EXCELLENCE

The Houston Business Marketing Alliance Gala honored ENTRUST's marketing team with the Social Media Strategy Award of Excellence in 2024. This recognition highlights the creativity and innovation behind six standout videos in ENTRUST's "holiday" campaign:

- 🌟 **Father's Day:** Celebrating the strength, wisdom, and humor of dads everywhere.
- 🌟 **Mother's Day:** Honoring the multitasking superheroes who inspire us daily.
- 🌟 **Administrative Professionals Day:** Shining a light on the unsung heroes of our workplace.
- 🌟 **Pride Month:** Supporting inclusivity and celebrating love and diversity.
- 🌟 **Earth Day:** Reinforcing our commitment to sustainability and the environment.
- 🌟 **Women in Engineering Day:** Celebrating the women shaping the future of engineering.



2024 HIGHLIGHTS

KEY 2024 HIGHLIGHTS

- **215,000 Total Annual Training Hours**
- **0.63 EMR**
- **30% Diverse Supplier Spend***
- **\$140,000+ Annual Giving**
- **Employee Flexible Work Schedule**
- **500+ Miles of Annual Gas Main Replacement Designed**
- **1,000+ Miles of Annual Electric Infrastructure Upgrades Designed**
- **Embrace a Paperless Office**

2024 ECOVADIS SNAPSHOT

EcoVadis is a globally recognized reporting platform to help companies measure the impact of corporate sustainability, ethics, and human rights policies and procedures. EcoVadis benchmarks against similar organizations within the same industry to provide its ratings. ENTRUST uses EcoVadis as a tool for measuring the impact of our policies and identifying strategic opportunities for improvement.

We are proud that in 2024 our work to develop clearer policies and metrics contributed to a significant increase in scores across all categories and earned a Bronze medal, meaning ENTRUST's performance is in the top 35% of all companies using EcoVadis as a reporting tool.



*Diverse Supplier Spend is a % of total vendor spend.

RESPONSIBLE OPERATIONS OVERVIEW



STATEMENT FROM ENTRUST'S CHIEF LEGAL & ADMINISTRATIVE OFFICER

Before we detail the ins and outs of ENTRUST's responsible operations, I would like to take a quick moment to formally introduce myself. In late 2024, I joined ENTRUST as CLAO. Having extensive experience as a legal and administrative leader in the utilities industry, I want to emphasize that in my short time here, I could not be more impressed with the people and culture at ENTRUST.

This is a place where an uncompromising commitment to the highest standards of quality and care is apparent in everything we do. Every day, I learn something new about what makes this special. And every day, I am emboldened in my core mission to protect ENTRUST and its people.

Given the growth in our strategic services, the scope of our contracts, and the scale of our organization, now is a critical time to reassess and reinvigorate our corporate responsibility policies and practices. Developing clear principles and consistent procedures is essential for ensuring we do right by our clients, our communities, and ourselves.

Shortly, we will discuss the rollout of ENTRUST's new, comprehensive Corporate Responsibility framework. But I would like to highlight one strategic priority that is of the utmost importance to me: safety.

Protecting ENTRUST means protecting its employees, ensuring they work in a safe environment, and empowering them to make positive contributions to communities in which we live and work. ENTRUST has done great work throughout its history in achieving excellent safety standards, and I believe we owe it to ourselves to build on this legacy for the future.

Safety matters to our employees, it matters to our clients, and it matters to ENTRUST leadership. From taking greater proactive measures on risk assessment and safety compliance to socializing internal metrics and reporting with greater transparency, I am excited for the new opportunities ahead to make ENTRUST a more responsible organization and safer place to work.

A handwritten signature in black ink, appearing to read "John Rigney".

John Rigney, Chief Legal and Administration Officer

CORPORATE RESPONSIBILITY PROGRAM

At ENTRUST, excellence is not just a goal we aim for. It is a standard that our clients, our communities, and our people depend on us to deliver day in, day out. The incredible opportunities we have at ENTRUST – to power transformation, to lead the industry, to improve the lives of so many – are responsibilities at heart.

We achieve great things when we live our values and work with integrity. That means treating safety, quality, and sustainability not as just outcomes to be tallied at the end of a project, but as guiding principles that define ENTRUST as an organization.

In 2024, ENTRUST further formalized its commitment to these principles by reinvigorating its Corporate Responsibility Program. From assessing risk to affirming policy, Corporate Responsibility Committee members are entrusted to advance responsible operations across the organization. With an updated Corporate Responsibility Framework, stakeholders are empowered with clear, consistent structures to listen to, learn from, and support each other in this cause.

CORPORATE RESPONSIBILITY COMMITTEE	
CRC Executive Sponsor	John Rigney
Corporate Compliance & Reporting	Zach Shoemaker
Employee & Community Responsibility	Jen Satrom
Environmental Responsibility	Tim Harris
Business Ethics Responsibility	Jen Satrom/Mike Paoletta
Supplier Management Responsibility	Dawn Neely
Safety SME	Brian Shaw

United Nations Sustainable Development Goals

Our Corporate Responsibility Program aligns with the United Nations Sustainable Development Goals. The 2030 Agenda for Sustainable Development, adopted in 2015 by all United Nations Member States, provides a shared blueprint for peace and prosperity for people and the planet. At its core are 17 Sustainable Development Goals (SDGs). The SDGs are an urgent call for action by all countries to recognize and act on the concept that to create a sustainable future for us all, we must work towards ending poverty and other deprivations while implementing strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

Although the scale and scope of the SDGs are global, by aligning our program with nine of the 17 goals, we are addressing global challenges around human rights, equitable labor, the environment, and anti-corruption with responsible operations and innovation. Each section of our report highlights the SDGs and our aligned commitments.



QUALITY PROGRAM

People come here to take on difficult, but rewarding work. We deliver the highest standards of excellence for our clients, while maintaining exacting standards of integrity for ourselves.

ENTRUST's Quality Program reflects that commitment, guiding company policy and decision making for essential building blocks of our business, such as: Safe Work Environment, Integrity and Ethics, Customer Satisfaction, Continuous Improvement, On-Time Projects, and Efficient Work Process.

From day-to-day collaborations to all-hands meetings, town halls, and staff meetings, ENTRUST continuously reemphasizes the importance of its Quality Program commitments. To better understand and improve on our progress, ENTRUST conducts quarterly tracking of its Quality Program goals. Internal resources are bolstered by external reviews: since 2007, external auditors have regularly inspected and recertified ENTRUST's Quality Program for ISO 9001 compliance.



SAFETY PROGRAM

There is nothing more important than protecting our employees, because our people are our greatest asset. At ENTRUST we have more than a safety program, we have a safety culture where everyone is responsible for safety. We go above and beyond to proactively assess risk and deploy best-in-class safety measures that ensure the well-being of our people.

In 2024, ENTRUST made several strategic investments in its Safety Program to modernize resources and create new policies such as: Butadiene, Jobsite Security, Live Line Tools, Records and Documentation, Emergency Communications, Dropped Objects, and Lightning. We also follow a Management of Change policy that covers how we implement change to identify the potential for new hazards and a Records and Documentation policy to ensure we properly produce, review, and archive safety related records.

Additionally, ENTRUST focused on bolstering its culture of safety, implementing Behavior Based Safety Observation Cards and integrating The National Safety Council's Serious Injury, Illness, and Fatality (SIIF) prevention model.

Equipping employees with greater safety resources is just half the battle. They have to know how to use them, too. Our teams partner with both internal and external stakeholders to ensure safety in our designs as well as safety on the jobsite. In 2024, ENTRUST employees completed approximately 3,000 individual safety courses, received training that empowers them to operate responsibly both in their specializations and across the work ENTRUST takes on.



3,000
safety courses
completed



ENVIRONMENTAL PROGRAM

At ENTRUST, transforming next-generation infrastructure is both a human and environmental endeavor. From reducing emissions to minimizing disruption of local ecosystems, we emphasize sustainable design, because we believe that short-term solutions are not solutions at all. Our Environmental Policy is based on this simple conviction: empowering people and protecting the planet go hand-in-hand.

WE PLEDGE TO...

- Comply with all applicable environmental laws, from regulatory requirements to risk assessments across all company activities, products, or services.
- Anticipate, minimize, and measure the environmental impact of our engineering designs and construction management.
- Implement environmentally responsible technologies, products, and solutions used by ENTRUST during our engineering design services that minimize environmental impact and maximize operational integrity.
- Train employees on our environmental policy and educate them about the importance of sustainable engineering and environmental action.
- Ensure that Safety Data Sheets (SDS) for any chemicals brought to a client location are properly documented in the ENTRUST SDS book and provided to the client upon their request.
- Report immediately to our clients for their remediation any hazardous waste observed while on a construction site or their facilities.
- Strive for implementation of paperless office concepts to reduce landfill waste and consumption of related resources. We opt for electronic transmission of documentation wherever possible with careful thought toward minimizing the need for printed materials.
- Reduce travel-based carbon emissions with telecommuting and teleconferencing technologies. Via web conferencing and developing telecommunication technologies, we can significantly improve efficiency and reduce the need for travel as it relates to communications and project review.
- Reduce waste and encourage recycling on site, in the workplace, and at home.

DIGITAL TRANSFORMATION

Transforming infrastructure is underpinned by transformative technology. Think about how much we can do today that we couldn't have dreamed of five years ago. Now, just imagine where we'll be in another five years.

But even when using the most sophisticated tech, what you get out is only as good as what you put in. We embrace emerging tech data solutions responsibly. As we pursue new digital opportunities, we remain committed to the responsible operations and accountable leadership that have defined ENTRUST since its founding. This includes:

- Implementing a product management approach to our core technology platforms that emphasizes cross-functional utility,
- Establishing system and data governance to clarify who is responsible for what aspects of the technology and data assets,
- Building systems to maintain and evolve our tools with efficiency and purpose, and
- Embracing, testing and integrating new technology to solve existing and novel business challenges.

Digital transformation at ENTRUST also includes AI. In 2024 we invested in our enterprise AI platform, introduced tools to our SMEs and focus groups, and began applying AI to meet business needs. In 2025, we will continue to scale and standardize our AI management practices, equipping more teams across ENTRUST to use AI to make more efficient, more effective decisions and expand our capabilities.

We continuously revamp our data, our tech, and our processes to be leaders in responsible innovation. After all, when it comes to building the future of North American infrastructure, digital solutions are just as important as physical ones.

“Digital transformation is not just about technology; it’s about empowering our teams and refining our processes to tackle challenges head-on. Technology accelerates our journey towards sustainable and impactful solutions.”

Brian Nordmann, Chief Information Officer



SUPPLIER DIVERSITY PROGRAM

We hold ourselves and our partners to the highest standards of environmental, ethics, and human rights practices. As part of our Code of Conduct and Corporate Responsibility policies for employees, clients and suppliers, we require annual supplier commitments to the following policies:

- Annual Confidentiality Agreement
- Environmental and Sustainability Policy
- Supplier Code of Conduct
- Third Party Vendor Monitoring Policy
- IT Third Party Service Policy

We are proud to find and hire the best people for the work. We continue to invest in a robust supplier diversity strategy that promotes inclusion and talent. To that end, we require regular questionnaires to suppliers to maintain standards of excellent and solicit their feedback. We gather results within a company dashboard and review insights often. These supplier deep-dives aid our teams to procure the best-fit suppliers across technical capabilities, environmental policy, and social awareness.



ENERGY & SUSTAINABILITY



Powering transformation is about more than just meeting new energy demands. It is about **pioneering forward-thinking energy solutions that help create a more sustainable future for all.**

At ENTRUST, we have the unique opportunity to serve as stewards to both people and planet. We are committed to leading the energy industry and protecting the environment by modernizing infrastructure across North America - improving quality of life in the communities where we live and work today by imagining new possibilities for tomorrow.

Our company-wide goals for energy and emissions align with the UN SDGs for Affordable and Clean Energy (7), Industry, Innovation, and Infrastructure (9), Responsible Consumption and Production (12), and Climate Action (13). Our priorities in these areas include:

- Service offerings that enable our clients to provide safe and reliable gas and electric distribution
- Focus on renewable energy projects to increase the share of renewable energy in the global energy mix
- Commitment to evaluate and reduce our company emissions footprint through real estate policy development and implementation
- Development of Corporate Responsibility strategy and goals
- Requirement for employees to attend Green Design training

SUSTAINABLE ENERGY / POWER GENERATION AND RENEWABLES

At ENTRUST, the work we do is about more than generating power. It is about generating healthy economies, healthy environments, and healthy lives.

Today, increased development like the construction of new data centers, has led to significant increases in power demand. This “big energy” revolution is an exciting moment for a company like ENTRUST. But we also know that we have a responsibility to look beyond the short-term and think critically about the long-term impact of our work – to ask not just how much power we can supply this year, but how we sustainably supply it for years to come.

In 2024, we deepened our investments in sustainable energy solutions and grew our impact in decarbonization. By formalizing our Power Generation product line, we have been able to enhance our capabilities and services across solar, hydroelectric, nuclear, renewable natural gas, hydrogen, battery storage, EV charging, and other emerging technologies.

Sustainable energy means setting better standards for the future. It means driving lasting growth and opportunity for the diverse communities we serve—from city centers to rural areas to tribal lands. It means building a cleaner, safer, and more resilient world.

The work we do is complex. One day, we are simulating models of an integrated renewables network to ensure the lights turn on whether drawing from hydro or solar power at exactly 11:10pm. Another, we are leading the refurbishment, restoration, and recertification of a nuclear power plan to increase the longevity and safe operation for years to come.

But the North Star we follow is straightforward: leave the world a better place than we found it.



RENEWABLES

2024 was a landmark year ENTRUST's Renewables offerings. We took on more, learned more, and accomplished more. Our clients may have 100+ year histories, but when they come to ENTRUST for renewables solutions, they come to us for leadership.

These are not conventional projects, and that is why we do not take a conventional approach. We leverage over five engineering-disciplines to overcome the complex challenges renewables projects bring. When it comes to the big picture, we go the extra mile to connect the dots for clients. By systematically combining permitting, engineering, safety, and operations into a single unified plan, we collaborate better, complete projects faster, and deliver the results clients need.

Here are just a few examples that illustrate why we are so excited about ENTRUST's renewables work:

CASE STUDY 01: Preparing for a Hydrogen Future

ENTRUST Solutions Group was hired by a major natural gas transmission company to assess several hundred miles of its pipeline system for future hydrogen compatibility. Leveraging a mix of existing code requirements, international standards, legacy documents, and cutting-edge engineering insights, we developed a strategy to prepare the client for potential shifts toward hydrogen.

Together, we gamed out every scenario, not just preparing a plan for the client to be ready for a potential sudden conversion to hydrogen product but also equipping them with a strategy plan to be first-to-market among heavy industry competition.



CASE STUDY 02: Strategic Planning for Smarter Hydrogen Investments

A natural gas utility hired ENTRUST to conduct a technical feasibility and cost-comparison analysis. The project? Installing a hydrogen transport pipeline system to connect a planned green hydrogen production facility to a local nearby industrial customer.

ENTRUST worked closely and collaboratively with the client to vet various routes, analyzing aerial imagery, researching land and environmental databases, and assessing potential construction challenges such as wetland, roadway, railroad crossings, land acquisition, and workspace. Following these assessments, ENTRUST developed capital cost estimates for each route option's pipeline material and associated construction costs based on anticipated annual and seasonal flow conditions.

ENTRUST leveraged internal hydrogen subject matter expertise to provide recommendations for materials suitable for hydrogen transport based on the industry's current state of knowledge and existing codes and standards, such as ASME B31.12 for hydrogen pipelines. In tandem, the client provided critical data regarding potential gas sources and interconnects, anticipated customer demand for hydrogen, and important considerations for installing and operating hydrogen-carrying infrastructure in its service territory.

By working together with the client to clearly define a complex scope and execute on the deliverables, ENTRUST helped to equip the client with well-defined data and recommendations on pipeline design specifications and estimated costs to strengthen strategic decision-making and meet its hydrogen infrastructure and operational objectives.



CASE STUDY 03: Partnering with the Greenest Zoo in America

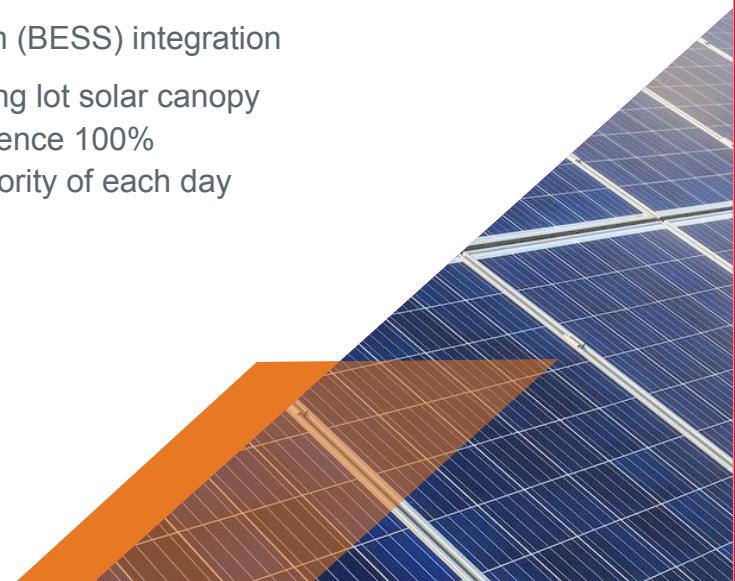
ENTRUST has partnered with the Cincinnati Zoo & Botanical Garden, aka the Greenest Zoo in America, across several projects, from electrical design for the zoo's new elephant barn to replacing the campus's medium voltage switchgear and feeder lines, which are critical pieces of infrastructure that keep the power running.

We used creative thinking and rigorous execution to keep these essential utility updates behind the scenes, squeezing in sophisticated and powerful electrical systems within the campus' limited space while ensuring safety. That means more room for animals and guests alike.

Many of our projects are behind the scenes, but visitors will certainly see some of ENTRUST's handiwork in the canopy of solar panels over the zoo's Euclid St. parking lot. This microgrid provides renewable energy for the zoo and will connect to future battery storage, ensuring reliable backup power is readily accessible no matter what situation may arise. By using solar energy, the zoo will save \$300,000 a year. That is money that can be directly reinvested in the zoo, its animals, and its mission.

PROJECT HIGHLIGHTS

- Extra solar capacity
- New medium voltage (MV) switchgear
- Future battery energy storage system (BESS) integration
- Distribution Design for 2.8 MW Parking lot solar canopy expansion allows for CZBG to experience 100% renewable generation for a large majority of each day



CASE STUDY 04: ENTRUST BRINGS RURAL CONNECTIVITY TO CHEROKEE COUNTY

Cherokee County might sit in rural Texas, but their citizens deserve the same reliable, high speed internet connectivity that Americans in big cities enjoy. The Cherokee County Electric Cooperative selected ENTRUST to begin work on a project to bring fiber-based internet access to Cherokee County, which also includes Smith, Rusk, and Nacogdoches Counties.

ENTRUST has been a hands-on guide for CCECA through multiple phases of project work, from first launch through sign-off of a Phase 3 in April 2024. CCECA has had almost 7,700 members sign up for high speed fiber-based internet at speeds ranging from 200Meg to 2 Gig with Phase 3 just underway and member signups continuing from the initial two phases.

It is true that everything is bigger in Texas. That is why ENTRUST's dedicated Design team implemented a fiber solution that can travel on almost 3,000 miles of CCECA's primary electric grid, connecting individual homes and businesses to high-speed internet. From instructing CCECA on the materials needed to build their fiber network to monitoring construction of the network to overseeing customer quality and appropriate billing, ENTRUST has facilitated a "white glove" strategic approach.

We work as an extension of CCECA's team, with an embedded Project Manager on site to be a hands-on resource for customer relations. Our Network Engineering team directly advises CCECA, ensuring equipment is ready and operational for their members to access reliable, high speed internet service without hassle or delay.

The results speak for themselves: Cherokee County churches now stream services to their members. Businesses operate with a greater sense of permeance and reliability, and now are experiencing more social media presence and reaching a world-wide audience. Parents no longer struggle to find an internet spot for kids to do homework. Across the county, people are more confident in the quality of their community and their quality of life thanks to the investment CCECA and ENTRUST have made.



Why Our Work Matters

A community member was able to remain living in his lifelong home because of our CCECA Fiber service. His children didn't have to worry about him anymore or relocate him to an area with better service so he could get proper medical care.

Prior to having CCECA Fiber service, a custom motorcycle business would have to leave the office and go home to take video calls because of unreliable internet service. Today, they now live stream content to their social media followers from their offices.

We have a rural church using CCECA Fiber service who is able to now livestream their services to members who are unable to attend in person.



GREEN DESIGN TRAINING

Since 2021, ENTRUST employees have participated in the Ethics of Green Design program. This training empowers ENTRUST employees to challenge status-quo industry practices and consider every aspect of sustainable infrastructure design, construction, and maintenance.

In the program, employees are educated on evergreen principles of ethical, environmental, and functional standards, as well as the latest information on specialized topics like population growth, water scarcity, and climate change.

New employees complete the Ethics of Green Design program as part of their onboarding curriculum. The program is also open to any ENTRUST employee as a continuing education opportunity. The open program is held twice a year.

COMMUNITY IMPACT



Powering transformation is about more than deploying the latest and greatest engineering and infrastructure technology. Our mission to build a better future is rooted in respect for, responsibility to, and stewardship of the communities in which we serve, live, and work.

Our goals surrounding community development, impact, and relationships are aligned with the UN SDGs for Good Health & Well-Being (3), Industry, Innovation, and Infrastructure (9). Our priorities in these areas include:

- Annual company-wide support of St. Jude Children's Research Hospital
- Service offerings that enable clients to expand electrical and gas transmission and distribution infrastructure
- Service offerings targeted in rural communities to expand access to high-speed internet
- Service offerings to support our clients in upgrading legacy facilities, pipelines, and infrastructure

Giving Back Efforts



ENTRUST employees' passion for powering transformation is not limited to any one industry, sector, or business partnership. Community giving is integral to who we are – as individuals and as an organization – because we know that every day, we are all given the chance to make a difference.

With local roots and national reach, ENTRUST is privileged to seek out and support worthy causes and charities that hold personal meaning for our employees. In 2024, ENTRUST's Community Involvement Committee matched our people's incredible individual initiative with corporate resources to coordinate giving efforts across 5 key areas:

1. Childhood Cancer Research
2. Global & Local Hunger
3. Environmental Preservation
4. Children and Families in Need
5. Employee and Client Caring

St. Jude Children's Research Hospital

5K Race • More than \$44,000 raised!

At ENTRUST, we have long been inspired by St. Jude's life-saving mission to lead critical research and provide no-cost care for childhood cancer and pediatric disease. In 2024, we continued our tradition of not just supporting – but celebrating – the invaluable work they do by participating in the St. Jude Walk/Run. ENTRUST employees from 17 different offices around the country ran, donated, and volunteered on race day. The fund-raising festivities also included push-up contests, pie face stands, and ice-bucket challenges, while CEO Adam Biggam and his children continued their personal tradition of running the race in costume, completing all 5 kilometers dressed as hot dogs. Together, ENTRUST employees raised more than \$44,000 for St. Jude.



5K for St. Jude

ENTRUST employees raised more than \$44,000 in 2024!

"I want to give kids a better chance. Whether that's food on the table, more joy during the holidays or better health, we can work together to leave the world a better place than we found it."

Marc Verlin, Co-Chair Community Development

Feed My Starving Children

Packing Meals • 216 meals in every box shipped!

In 2024, ENTRUST continued its partnership with Feed My Starving Children to run food drives that fed malnourished families in 111 countries around the world. Illinois-based employees had a blast working at a local Chicago shelter to prepare and package nutritious meals (216 in every box shipped out!). And because employees in other offices expressed their eagerness to participate, ENTRUST also facilitated in-home and in-office packaging events for meals, goods, and other needed materials. In total, ENTRUST employees partnered with Feed My Starving Children for over 58 volunteer hours.



Preparing Meals

216 in every box shipped

Trail Restoration

Volunteering at Lyman Woods Nature Center

Appreciating the outdoors does not just mean venturing off to far-flung wilderness and grand national parks. We believe that everyone benefits from the opportunity to gather in, appreciate, and learn from the nature that is right at home in our communities. That is why Illinois-based ENTRUST employees volunteered at the Lyman Woods Nature Center – 150 acres of oak woods, prairie, and marsh habitats that support over 300 species of native plants in the Chicago region. Volunteers got their hands dirty, restoring soil and mulch, weeding and trimming underbrush, and improving access to trails, bonfire areas, and a bridge path frequented by local youth programs to teach about native water species and animal life.



Trail Restoration

Downer's Grove, IL

"It's about the preservation of our environment and local communities. Whether it's a local nature area where kids can go unwind after a busy day at school or getting teenagers outside and off their cell phones, we are transforming our communities for the next generation."

Erik Sproat, Co-Chair Community Development



Blessings in a Backpack

Back to School Drive

ENTRUST employees contributed to the Humanitarian Service Project's annual School Supply Drive, sponsoring students and donating materials for children and families that are unable to afford school supplies themselves.



School Supply Drive

Humanitarian Service Project's annual School Supply Drive

Employee and Client Caring

Various Causes • Nearly \$100,000

In addition to ENTRUST-led initiatives detailed above, we support employees and clients to make an impact in the causes that speak to them. The creativity and passion of the people we work with has meant that one day, we are sponsoring a chili cookoff to raise funds and supplies for local charities; the next, we are donning hard hats and working construction with Women Build by Habitat for Humanity. From supply drives to medical support for individuals and families in need, it all goes to show that engineering and infrastructure are only part of the incredible work we do together.

ENTRUST's community giving helps transform the lives of those in need. But just as remarkable is how this work transforms our own lives, too. We develop greater camaraderie and connection with each other, we become more engaged in the communities in which we live and work, we grow more confident in our ability to make an impact, and we become more fulfilled as human beings.

Giving back is not just something we do at ENTRUST; it is who we are.

OUR PEOPLE



ENTRUST is committed to the inclusion of diverse talents, backgrounds, and perspectives not just because it is the right thing to do, but because it makes us better at what we do. We take proactive steps to make ENTRUST a welcoming home where the industry's best and brightest are empowered to do – and be – their best.

Our human capital strategies and goals promote talented diversity in our hiring practices, supplier engagement, and internship programs. Our internship program prioritizes community outreach in underserved communities. These all contribute towards the UN's 2030 SDGs for Good Health and Well-Being (3), Quality Education (4), Gender Equality (5), Decent Work and Economic Growth (8), and Peace, Justice, and Strong Institutions (16). Our priorities in these areas include:

- Respect for All diversity training
- Internship program targeting underserved communities
- Tuition reimbursement program
- Pay equality evaluations
- Supplier diversity program
- Employee resource groups
- Employee protection policies
- Monthly wellness communications
- Flexible work policy
- Required safety training

RESPECT FOR ALL

Respect is a core value at ENTRUST – one shared across our people, our clients, and our communities. While we pride ourselves on instilling a culture of “best idea wins,” we know that challenging each other as professionals starts with supporting each other as people. Each of us has a responsibility to do our part to create a workplace where all voices are heard, respected, and valued. After all, it is the exchange of our unique perspectives that makes our thinking dynamic, our collaborations rewarding, and our results impactful.

ENTRUST remains committed to our Respect for All Campaign. Launched in 2022, the anti-harassment and anti-discrimination education program has become integral to our policies, our culture, and who we are as an organization. In addition to providing formal training, Respect for All serves a daily charge for each of us to act to make ENTRUST a more supportive and equitable place to work.

It is essential that employees feel safe speaking up, both for themselves and for others. That is why in addition to fostering dialogue across the company, ENTRUST offers dedicated, confidential channels for employees to securely report any concerns they may have. We take such reports with the utmost seriousness, investigating and responding with appropriate action.

HUMAN CAPITAL TASK FORCE

The task force is committed to proactively promoting ENTRUST’s culture of workplace satisfaction, mutual respect and diversity. From soliciting on-the-ground feedback on employee experiences to advocating for underserved communities and marginalized populations, the committee spearheads critical initiatives to ensure ENTRUST serves as a more welcoming, more supportive, and more just workplace with the following:

- Employee Feedback Surveys
- Pay Equity Initiative
- HBCU Recruiting Focus
- STEM High School Intern Programs
- Society of Women Engineers Support
- Speaker Series
- Moments Library
- Employee Flexible Work Schedule





EMPLOYEE RESOURCE GROUPS

We are tremendously proud of the work our Employee Resource Groups do to make ENTRUST a more inclusive place for all. These voluntary, employee-led committees reflect the passion our people hold for powering transformation in all they do. Employee Resource Groups at ENTRUST include:

SPARK

SPARK is a professional women's group dedicated to empowering women and male allies at ENTRUST with unique opportunities for connection, skills development, and career enrichment. With a strategic focus on inspiring and supporting women to take on leadership positions, SPARK's 190 members also meet regularly to fulfill their mission by addressing three pillars of empowerment:

- **ENCOURAGE**, aimed at building a diverse network for soft skill development;
- **ENRICH**, creating a stimulating environment through professional growth programs;
- **ENGAGE**, inspiring involvement in STEM support, professional organizations, and philanthropy objectives.

ENrichment: MENTORING PROGRAM

When Nate Gagich joined ENTRUST in 2012 as a design engineer, he was hopeful that the new position would be a good fit. 13 years later, Nate is Director of Gas Projects & Programs, spending his time designing sophisticated solutions to complicated client challenges, running the Indianapolis office of ENTRUST, and seeking out new leadership opportunities.

Yes, you could say that ENTRUST turned out to be a good fit after all.

But Nate's resume only tells half the story. He never imagined how the people at ENTRUST would be the key to unlocking his potential and discovering lasting joy in his work.

From day one, Nate was struck by ENTRUST's welcoming atmosphere, team camaraderie, and genuine culture. Over the years, he has forged many meaningful connections and made many good friends with the people at ENTRUST. But there is one relationship to which he credits his success more than any other: his mentor, Jerry.

When an employee joins ENTRUST, they join a committed culture of mentorship. Every new hire is immediately paired with a training liaison to guide them through their new position, team, and organization. The opportunities for mentorship – formal and informal – only grow from there.

Nate met Jerry on one of his first days on the job. "We spent long days working together on-site with our clients in rural Iowa. We got to know each other very well and he quickly became someone I looked up to and could rely on for anything." A natural rapport grew into a powerful relationship of learning, collaboration, and exchange. From tactical advice and training to big-picture career guidance, Jerry has been equal parts coach and confidant to Nate for over a decade.

“We spent long days working together on-site with our clients in rural Iowa. We got to know each other very well and he quickly became someone I looked up to and could rely on for anything.”

Nate, GIS Director



Jerry's mentorship made such an impact on Nate, he was inspired to ensure that others benefit from the same type of relationship across the company. In addition to advising his own mentees, Nate helped launch the ENrichment Program in 2021. The structured mentorship program helps young leaders foster rewarding business relationships, receive individual career guidance, and benefit from networking.

The ENrichment Program has served more than 130 employees since 2021. Participants cite the quality of the connections and access to learning opportunities from senior leaders as the most beneficial parts of the program. Topics like managing employees, hiring top talent, interviewing skills, and how to network are often addressed in mentoring sessions.

The personal details of Nate's story are unique, but employees' eagerness to share their time and knowledge is universal across ENTRUST. When asked what makes mentoring so special at ENTRUST, Nate said "Jerry brings a sense of joy at work. We get through the challenges and wins together. We really look out for each other, which makes coming to work at ENTRUST a lot more fun too!"

OUR INTERNSHIP PROGRAM

ENTRUST has long been proud of its internship program, offering high-achieving students the opportunity to learn about the professional world of engineering. We are even prouder to report that 2024 was the biggest year in our internship program yet, with a total of 63 interns working, learning, and growing at ENTRUST.



Internship Program Stats:

- **63 Interns**
- **17 Offices**
- **37 Universities**

This high participation is a testament to the guiding philosophy behind our internship program: developing well-rounded problem solvers by pairing relevant technical experience with cross-departmental exposure.

Every intern is guided by a mentor who learns the ins and outs of their background, aspirations, and talents. They coordinate closely with engineering teams, gaining real-world experience with industry projects, client challenges, and next-generation solutions. Additionally, we make it a point of emphasis not just to deepen interns' expertise, but to broaden their horizons. Interns benefit from a multifaceted program that aids them across academic development, technical training, new business skills, career discovery, and personal growth.

To ground individual interests with common, foundational knowledge, every intern also participates in a structured training program covering key industry topics, from project management to specialized techniques.

ENTRUST's internship program helps transform not just individual careers and lives, but opens up new avenues for the next generation of engineering talent. We continue to increase our outreach to historically underrepresented communities and populations, including HBCUs and local high schools, as part of our broader STEM advocacy efforts.

BEST IDEA WINS

ENTRUST has seen tremendous growth throughout its history, which makes it all the more important to take stock of our roots.

At its core, ENTRUST is its people. When they succeed, we succeed. Through all the changes the company has gone through since its founding, we have always fostered a culture that does not just prioritize our employees' work lives, but their whole lives. Our "Best Idea Wins" mentality ensures all people are part of the team and the innovative solutions we bring to our clients.

At ENTRUST, we are as committed to each other as we are to our work. ENTRUST is not just a premier destination for engineering expertise. It is a home for camaraderie, community, and collaboration. Here, personal connections are as important as professional relationships. We celebrate each other's successes and are there for each other when life gets tough.

Why are we so excited to take on the biggest infrastructure challenges facing the industry today? Because we do it together.



80%

of employees believe ENTRUST provides a good work life balance



75%

of employees believe they are valued and appreciated at work

Flexible Work

ENTRUST values work-life balance, recognizing that our employees are not just exceptional professionals, but also individuals with unique needs. We offer flexible work arrangements, empowering employees to work where they can have the greatest impact—whether at our corporate headquarters, regional offices, in the field, or remotely. This flexibility strengthens collaboration, fosters innovation, and supports both personal and professional fulfillment.

Albany, NY	Cypress, TX	Las Vegas, NV	San Ramon, CA
Albuquerque, NM	Dallas, TX	Linthicum Heights, MD	St. Louis, MO
Auburn, IN	Decatur, GA	Los Angeles, CA	Warrenville, IL (HQ)
Austin, TX	Durango, CO	Marlborough, MA	Wayne, PA
Bellevue, WA	Englewood, CO	Milford, OH	Wilmington, DE
Bloomington, MN	Forest Hill, MD	Moon Township, PA	Calgary, AB, Canada
Caldwell, OH	Fort Collins, CO	Olathe, KS	Regina, SK, Canada
Carmel, IN	Greensboro, NC	Orlando, FL	Bangalore, India
Catlettsburg, KY	Greenville, SC	Phoenix, AZ	
Charlotte, NC	Houston, TX	Raleigh/Durham, NC	
Chicago, IL	Huntsville, AL	San Antonio, TX	

Appendix

Disclaimer Statement

The information contained in this report refers to the period of the calendar year 2024 and to limited information and data available to ENTRUST and do not purport to contain or incorporate all the information. The information contained in this report is based on various assumptions, based upon factors and events subject to uncertainty. Future results could be materially different from any information contained herein. The views and opinions contained herein do not necessarily reflect the views and opinions of all employees or investors of ENTRUST. © 2025. ENTRUST Solutions Group. All rights reserved.

UN Sustainable Development Goals

ENTRUST has aligned its strategy to the [UN's Sustainable Development Goals \(SDG\)](#) to ensure our company policies and the work we perform have the potential for maximum impact. We have identified four priority areas of focus within our Corporate Responsibility program with these SDGs to ensure we achieve meaningful, measurable progress. For more information, visit UN Sustainable Development Goals.