

The logo for Atlas, featuring the word "ATLAS" in a bold, white, sans-serif font. The letters are slightly shadowed and appear to be floating above a dark, starry night sky. A thin white horizontal line passes through the middle of the letters, creating a sense of motion or a stylized wing.

ATLAS

2021 ESG REPORT

ENVIRONMENTAL, SOCIAL & GOVERNANCE



*Leading
with Heart*



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A MESSAGE FROM OUR CHAIRMAN & CEO



BRIAN K. FERRAIOLI, CHAIRMAN

At Atlas, we lead with our Heart, and are passionate about creating sustainable and healthy communities as we deliver smarter, safer and more resilient solutions for our clients.

On behalf of our more than 3,500 employees, we are excited to share our company's inaugural Environmental, Social, and Governance (ESG) Report, highlighting Atlas' ESG strategy, programs, and goals to meet our commitment to the UN Sustainable Development Goals (SDGs). The report aligns with globally recognized reporting frameworks including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Task Force for Climate related Financial Disclosures (TCFD).



L. JOE BOYER, CEO

In 2021, we made tremendous strides in developing our long-term and holistic ESG strategy that is consistent with our company's future growth and outlook. With this Report, we are also launching our 2030 ESG targets. These goals, which were developed with input from across our organization and approved by our Board of Directors, show our commitment to improve the natural and built resources within the communities we live and work.

Health and safety remain a top priority for Atlas. We continue to implement programs and procedures that enhance the safety and wellbeing of our employees. Our goal is to reduce the severity of injury cases (number of lost days per 100 employees) by 50%. This year, Atlas launched a new safety campaign to advance our safety culture. The campaign is focused on behavior-based training and further embedding safety in the DNA of our company.

Our employees embrace our company's purpose to not only be fair and inclusive, but also to help our communities through volunteerism, education, and delivering projects with an emphasis on sustainability and equity. During 2021, we made significant progress on advancing diversity, equity and inclusion by signing the CEO Action for Diversity & Inclusion™ pledge, appointing a Chief Diversity Officer, establishing employee resource groups (ERGs) that represent our diverse workforce, and offering unconscious bias training to every employee. We achieved 100 percent participation!

As we progress toward achieving a more sustainable future, we aim to address and manage climate-related impacts. In our own operations, we have committed to reducing our Scope 1 and 2 emissions by 50% by 2030 (from a 2021 baseline) and transitioning 50% of our fleet to hybrid or electric models. We will continue to provide solutions that mitigate risks, improve quality and future-proof natural and built infrastructure.

We understand that long-term sustainability is best accomplished by making steady, continuous progress. We believe that developing solutions to the climate challenges we face will require not only technical knowledge, but also strong collaboration with customers, communities, and partners. Atlas is ready and willing to take on the challenge.

Handwritten signature of Brian K. Ferraioli in black ink.

BRIAN K. FERRAIOLI
CHAIRMAN OF THE BOARD

Handwritten signature of L. Joe Boyer in blue ink.

L. JOE BOYER
CHIEF EXECUTIVE OFFICER

COMPANY & REPORT OVERVIEW

ATLAS OVERVIEW

Headquartered in Austin, Texas, Atlas is a leading provider of Infrastructure and Environmental Solutions. We partner with our clients to improve performance and extend the lifecycle of built and natural infrastructure assets stressed by climate, health, and economic impacts. With a legacy of providing consistent quality and results, Atlas creates a better experience at every stage of an infrastructure or environmental project. We connect the best experts in the industry to deliver value from concept to completion and beyond. This means doing everything our clients expect and then raising the expectations in a way that only our people can.

OUR VALUES



We apply our values and expertise to improve sustainable infrastructure and ensure a safe environment. As an infrastructure and environmental solutions provider, we are committed to applying our expertise and values to help our clients to improve sustainable infrastructure and ensure a safe and healthy environment through the services we provide. We aim to assist our clients in the effective management of their environmental risks, including those related to climate change, while also minimizing our own environmental footprint.

services

-  TESTING, INSPECTION, & CERTIFICATION
-  ENVIRONMENTAL SOLUTIONS
-  ENGINEERING & DESIGN
-  PROGRAM/CONSTRUCTION/QUALITY MANAGEMENT

3,500+
employees

100+
office locations

40,500
projects performed

\$538.8
million in gross revenue

BY THE NUMBERS — 2021



ABOUT THIS REPORT

This Report reflects information and performance data as of December 31, 2021, representing all Atlas' operations. Financial metrics are reported in U.S. dollars. Please note that information contained herein does not constitute any guarantees or promises with regard to business activities, performance or future results.

This Report is aligned with the Global Reporting Initiative (GRI) Standards and includes recommended disclosures from the Sustainability Accounting Standards Board (SASB) and the Taskforce on Climate-related Financial Disclosures (TCFD) frameworks.

FORWARD LOOKING STATEMENTS

The statements contained in this Report that are not purely historical are forward-looking statements and involve a number of risks and uncertainties. Our forward-looking statements include, but are not limited to, statements regarding our or our management team's expectations, hopes, beliefs, intentions or strategies regarding the future. The information included in this Report in relation to Atlas has been provided by Atlas and its management team, and forward-looking statements include statements relating to Atlas' management team's expectations, hopes, beliefs, intentions or strategies regarding the future. In addition, any statements that refer to projections, forecasts or other characterizations of future events or circumstances, including any underlying assumptions, are forward-looking statements. The words "anticipate," "believe," "continue," "could," "estimate," "expect," "intend," "may," "might," "plan," "possible," "potential," "predict," "project," "should," "would" and variations of such words and similar expressions may identify forward-looking statements, but the absence of these words does not mean that a statement is not forward-looking. The forward-looking statements contained in this Report are based on our current expectations and beliefs concerning future developments and their potential effects on us. There can be no assurance that future developments affecting us will be those that we have anticipated. These forward-looking statements involve a number of risks, uncertainties (some of which are beyond our control) or other assumptions that may cause actual results or performance to be materially different from those expressed or implied by these forward-looking statements. These risks and uncertainties include, but are not limited to: (1) the ability to maintain the listing of the Company's shares of Class A common stock on Nasdaq; (2) the ability to recognize the anticipated benefits of the business combination or acquisitions, which may be affected by, among other things, competition, the ability of the Company to grow and manage growth profitably, maintain relationships with customers and suppliers and retain management and key employees; (3) costs related to acquisitions; (4) changes in applicable laws or regulations; (5) the possibility that the Company may be adversely affected by other economic, business, and/or competitive factors, including as a result of COVID-19; and (6) other risks and uncertainties indicated from time to time in the Company's filings with the U.S. Securities and Exchange Commission, including those under "Risk Factors" therein. Given these risks and uncertainties, you are cautioned not to place undue reliance on any forward-looking statements, which speak only as of the date of this Report. Except as otherwise required by applicable law, we disclaim any duty to update any forward-looking statements, all of which are expressly qualified by the statements in this section, to reflect events or circumstances after the date of this Report.

ESG HIGHLIGHTS

The below distinctions represent Atlas' environmental, social, and governance accomplishments in 2021.

CEO **ACT!ON** FOR DIVERSITY & INCLUSION

Atlas' CEO, L. Joe Boyer, signed the **CEO Action for Diversity & Inclusion™**, the largest CEO business commitment to advance diversity & inclusion in the workplace. Boyer and Chief Diversity Officer, Jamie Myers also attended a summit hosted by CEO Action, and engaged with peers to collaborate and advance successful DE&I practices.



In 2021, Atlas appointed Jamie Myers the company's first **Chief Diversity Officer (CDO)**. The CDO is responsible for overseeing Atlas' DE&I Council, and for leading the effort to embed a culture of diversity and inclusion throughout the company's talent acquisition, talent management, and day-to-day practices.

Atlas' Chief Growth Officer Priya Jain participated in the National Diversity Council's **Asian American Pacific Islander (AAPI) Heritage Leadership Summit**, sharing her perspective on creating an inclusive culture and her appreciation for both her Indian and American heritage.



Launched **seven employee resource groups** ("ERGs"), to foster a diverse and inclusive workplace aligned with our core values. Atlas has begun coordinating additional company-wide volunteer activities and DE&I partnerships through our ERGs.



Ranked **#9** in Engineering News Record's (ENR) Top 10 **Environmental Management Firms**.



Formed the **Nominating, Corporate Governance, and Sustainability Board Committee**, which has responsibility over the company's sustainability-related matters.



Established the **ESG Executive Steering Committee**, to guide the company's sustainability strategy.



100% of employees completed an **Unconscious Bias** training course that introduces important concepts related to biases through awareness-building activities.



Atlas' employees serve as **leaders in our communities** by providing their expertise to industry associations, educational institutions and government agencies.



Hosted a company-wide Toys for Tots drive, collecting **over 1,000** toys for children during the holiday season.

LEADING WITH HEART

MEETING THE MOMENT

More than ever, the world needs resilient infrastructure designed to withstand daunting tests of time and change. Atlas is well-positioned to address these challenges, especially when we apply our full spectrum of capabilities throughout the company.

Across Atlas, we have the capabilities to lead the way in resilience; with services and know-how to mitigate risks, improve quality and future-proof natural and built infrastructure against the forces of time, population shifts, climate change and security threats.



LEADING WITH HEART

Thoughtful consideration for the people, community, and the natural environment is the foundation of every project. Our projects succeed because we put our heart, expertise, and innovative ideas into all that we do.

ALIGNING OUR BUSINESS WITH STAKEHOLDER PRIORITIES & REGULATORY REQUIREMENTS



Infrastructure Renewal
of assets overdue for improvement, replacement and connectivity to ensure safety and reliability



Environmental & Climate Actions to sustain, remediate, and strengthen natural and built assets and support the transition to a low-carbon economy






Public Health & Security
improvements of community infrastructure and workplaces to protect public vulnerability



OUR ESG STRATEGY & TARGETS

Atlas believes ESG challenges have a profound impact on our world, and there is a growing need to manage the risks associated with these issues. Atlas exists to help.

Our approach prioritizes three key pillars that address the balance between people and planet; the vital solutions that are the foundation of our work; and the opportunity we have to make positive systemic change.

	 SAFE & HEALTHY INFRASTRUCTURE	 SUSTAINABLE & RESILIENT SYSTEMS	 DIVERSE, EQUITABLE & INCLUSIVE COMMUNITIES
OUR APPROACH	We prioritize the health, safety and well-being of people every step of the way across the value chain.	We harness our shared values and collective expertise to build a smarter, more sustainable and resilient future.	We leverage the power of our diverse backgrounds and capabilities to create shared value for all stakeholders.
HOW WE EXECUTE	<ul style="list-style-type: none"> Partner with suppliers who share our values to maintain the highest safety standards, operate under full compliance and source safe, top-quality materials that support human health. Ensure our people and those around them go home injury-free by employing our Think12 best-in-class behavior-based safety (BBS) program along with a host of smart technology integrations and real time reporting. Enhance health, safety and wellbeing through our work, and ensure the integrity of construction materials and methods and revitalize environments to protecting client workforces from harmful exposure. 	<ul style="list-style-type: none"> Work with our clients to remediate sites and restore natural systems by resolving concerns associated with air, land and water quality. Help clients prepare for the future by innovating more sustainable and resilient materials, participating in the development of renewable energy projects, planning for dramatic changes in climate conditions, and delivering performance infrastructure. Consider the environmental impacts of our own operations through our purchasing decisions, energy usage, fleet composition and resource management. 	<ul style="list-style-type: none"> Support our employees by creating a culture where every employee feels safe to speak up, and inspired to bring innovative ideas to our projects. Develop diverse talent by designing recruitment plans, employee resource groups, mentorship programs and company-wide unconscious bias training. Make thoughtful, collaborative and sustainable contributions to our communities by developing a strategic outreach plan to support under-served and under-represented communities.



OUR 2030 ESG TARGETS

In 2021, Atlas developed and adopted a comprehensive set of long-term targets that are aligned with our strategy, allowing our company to measure and report on our ESG progress.

To develop these targets, Atlas engaged with internal stakeholders, while also incorporating the expectations of external stakeholder groups. Our targets were also guided by the U.N. Sustainable Development Goals, a set of global goals representing a collaborative plan of action for people, planet, peace and prosperity by 2030. Atlas' 2030 targets were also approved by the company's Board of Directors.*

ATLAS 2030 ESG TARGETS

U.N. SUSTAINABLE DEVELOPMENT GOALS



SAFE & HEALTHY INFRASTRUCTURE

- Enhance the safety and wellbeing of our employees by reducing the severity of injury cases (number of lost days per 100 employees) by **50%**
- Complete **50,000** projects that contribute to safe and resilient infrastructure and environmental assets in the communities where we work



SUSTAINABLE & RESILIENT SYSTEMS

- Reduce Scope 1 and 2 GHG (greenhouse gas) emissions by **50%**
- Transition **50%** of vehicles within our fleet to hybrid or electric models



DIVERSE, EQUITABLE & INCLUSIVE COMMUNITIES

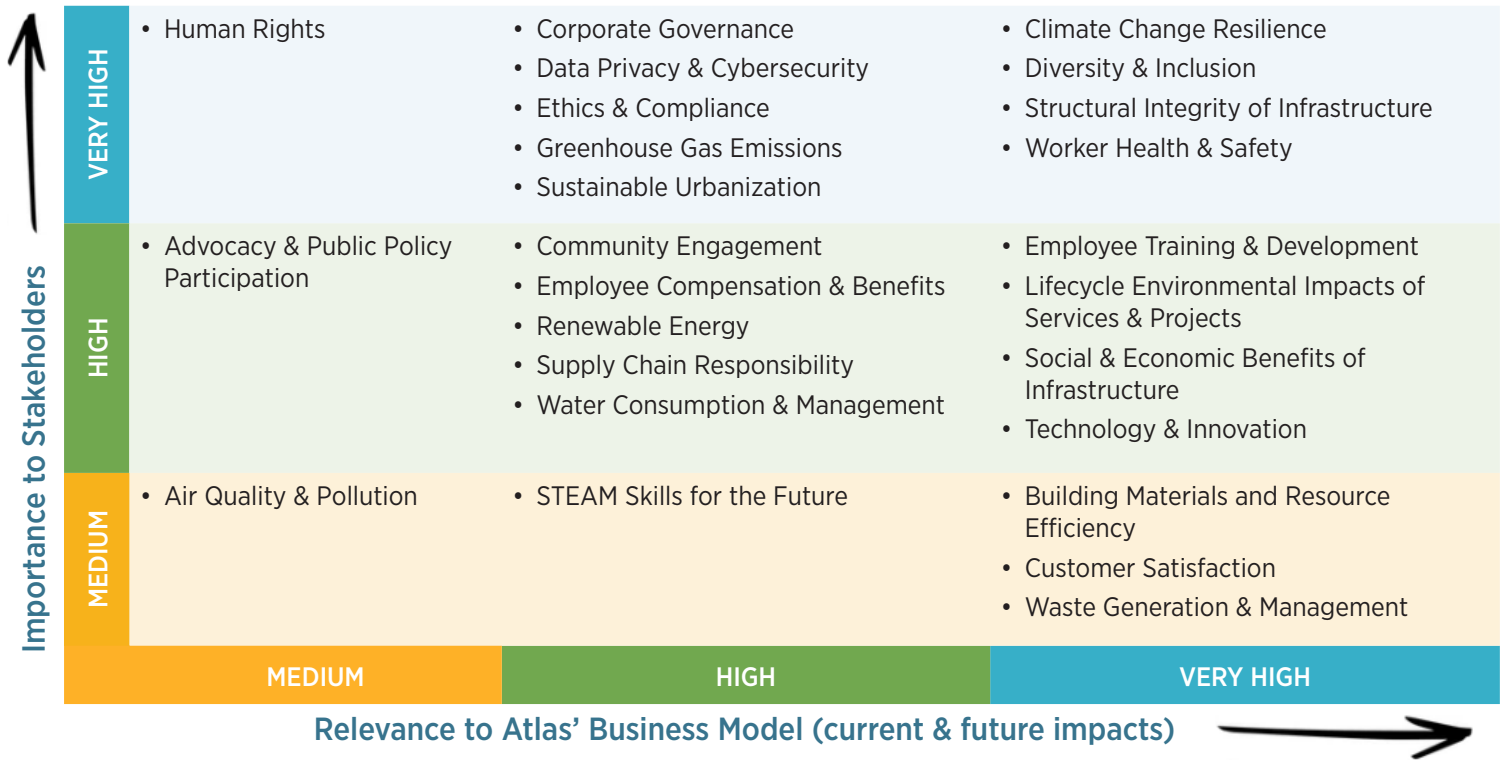
- Achieve and maintain gender pay equity across **all levels** of our organization
- Train **100%** of employees on unconscious biases, annually
- Contribute **10,000** volunteer hours focused on STEAM (science, technology, engineering, art and math) activities that prioritize the advancement of underprivileged communities



*All of the targets have a baseline year of 2021.

MATERIALITY AND STAKEHOLDER ENGAGEMENT

To inform Atlas' ESG reporting, the company conducted a materiality assessment, evaluating the company's most significant impacts, and relevance to stakeholder priorities.



STAKEHOLDER ENGAGEMENT

Our company actively engages with internal and external stakeholders to ensure we are meeting their current and future needs. This includes creating a healthy, safe and inclusive environment for our employees, providing exceptional services for clients, giving back to the communities where we live and work. We also engage with suppliers, to ensure environmental and social responsibility throughout our supply chain; and aim to increase engagement with diverse suppliers.



*Atlas' Industrial Hygiene Services Manager, Jack Springston, is the lead author of several publications, including **Indoor Air Quality in Nonindustrial Occupational Environments**; and also serves as the current Vice-Chair of American Conference of Governmental Industrial Hygienists (ACGIH) Bioaerosols Committee.*



*The company's Georgia Division Lead, Todd Long, is an Adjunct Professor at Georgia Tech, and leads a **Transportation Administration and Policy** class.*



Since Atlas' founding in 2017, the company's Houston Branch Manager, Dennis Turner, has held various leadership roles with the Houston/Galveston Post of the Society of American Military Engineers (SAME), including serving as 2022 Post President.



Atlas' Senior Vice President, National Growth Director, Harshal Desai, serves as the Vice-Chair for the Advisory Working Group (AWG) that was convened by the Nevada legislature to study issues related to sustainable transportation funding.



Atlas' Chief Growth Officer, Priya Jain, participated in the discussion panel of the NY Chapter of the Conference of Minority Transportation Officials (COMTO, NY) in celebration of Women's History Month. The panel discussed topics related to biases women face, and lessons learned throughout their careers.



Atlas' Industrial Hygiene Professional Lead, Alex Peck, is a local section past-president of the Utah American Industrial Hygiene Association (AIHA) and currently participates on the board of directors.



The company's CEO, L. Joe Boyer, and CDO, Jamie Myers, attended a summit hosted by the CEO Action for Diversity & Inclusion™, and engaged with peers to collaborate and advance successful DE&I practices.



ENVIRONMENTAL





OUR ENVIRONMENTAL PERFORMANCE

Atlas is committed to evaluating our company’s own environmental impacts, while implementing actions to reduce energy and water consumption and waste generation. In 2021, we began to assess operational opportunities through our purchasing decisions, energy usage, fleet composition and resource management.

To support the company’s commitments, Atlas set long-term targets to reduce our Scope 1 and 2 GHG emissions by 50% and transition 50% of vehicles within our fleet to hybrid or electric models by 2030 (from a 2021 baseline). To achieve these goals, the company will begin to further engage with our stakeholders to implement programs and processes for continuous progress.



Measuring Our Operational Footprint

In 2021, we began to measure Atlas’ own environmental footprint, including energy consumption and Scope 1 and 2 greenhouse gas (GHG) emissions from the company’s facilities and vehicle fleet. Over the next year, Atlas will evaluate opportunities to measure water consumption at our facilities, in addition to tracking waste generation metrics at our office locations.

2021 ENVIRONMENTAL DATA*

GHG Emissions (MT CO2e)

Scope 1 Natural Gas & Fleet Fuel	11,007
Scope 1 Natural Gas	1,388
Scope 1 Fleet Fuel	9,619
Scope 2 Electricity	2,519
Scope 3 Business Travel**	561
Scope 1 and Scope 2 GHG Emissions Intensity (MT CO2e/\$M Revenue)	25.10

Energy Consumption (MWh)

Facilities	14,136
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Fleet Fuel Consumption (kgal)

Diesel and Gasoline	1,084
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*Data may be estimated or extrapolated based on availability of information.

** Represents business travel based on available data from flights, hotels and rental cars.

In 2021, our trial to incorporate biodegradable plastic test specimen molds in our concrete testing labs was successfully implemented.

To reduce the company’s waste impacts, Atlas launched a program to recycle our materials at the company’s testing division in California. In 2021, **100% of the concrete and reinforcing bar test specimen waste was recycled**, representing 20% of materials throughout all Atlas labs. Based on the success of the 2021 pilot program, we plan to expand the use of biodegradable plastic test specimen molds to other labs. Atlas also has a business waste management and recycling program, which includes paper recycling at all office locations.

Supply Chain Responsibility

Under Atlas’ company-wide office supply program, **approximately 45% of supplies are considered “green”**. The company is currently evaluating opportunities to increase “green” spending on office supplies to at least 60% in 2022. To execute on Atlas’ hybrid or electric fleet goal, the company has ordered several new-generation, electric light duty trucks for 2022, and will continue to work with our suppliers to meet our 2030 targets.



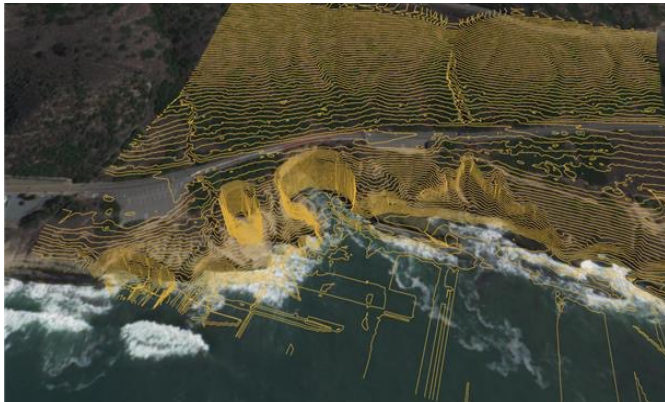
SUPPORTING A SUSTAINABLE & RESILIENT FUTURE

Across Atlas, we have the capabilities to lead the way in resilience, with services and know-how to mitigate risks, improve quality and future-proof natural and built infrastructure against the forces of time, population shifts, climate change, and security threats. The company aims to support client projects that contribute to safe and resilient infrastructure and environmental assets in the communities where we live and work. In 2021, Atlas completed a variety of client projects to pave the way for a more sustainable and resilient future.

Promoting Resiliency

Atlas supported the development and implementation of a portfolio-wide sustainability plan for over 23,000 low-income households for the Atlanta, GA Housing Authority. This program aimed to:

- Promote resiliency and sustainable real estate development practices and administrative operation
- Assist residents in climate resiliency and sustainability education
- Reduce the portfolio's impact on the environment by focusing on efficiency and operations in programs and practices
- Provide the framework and financial model to support these initiatives



Mitigating Coastal Bluff Erosion

Coastal bluff erosion threatens the primary access road to the City of San Diego's Point Loma Wastewater Treatment Plant. The plant access is constrained by an adjacent US Naval property, the Pacific Ocean, and National Park Service land, so the lifecycle of the access road is critical. Atlas' monitoring and geologic consultation will provide pre-failure indicators to protect the plant's access and the public from coastal bluff erosion. Atlas is using extensive technologies in geotechnical instrumentation including a shape acceleration array, vibrating wire piezometers, and vibration monitoring equipment to develop the monitoring.

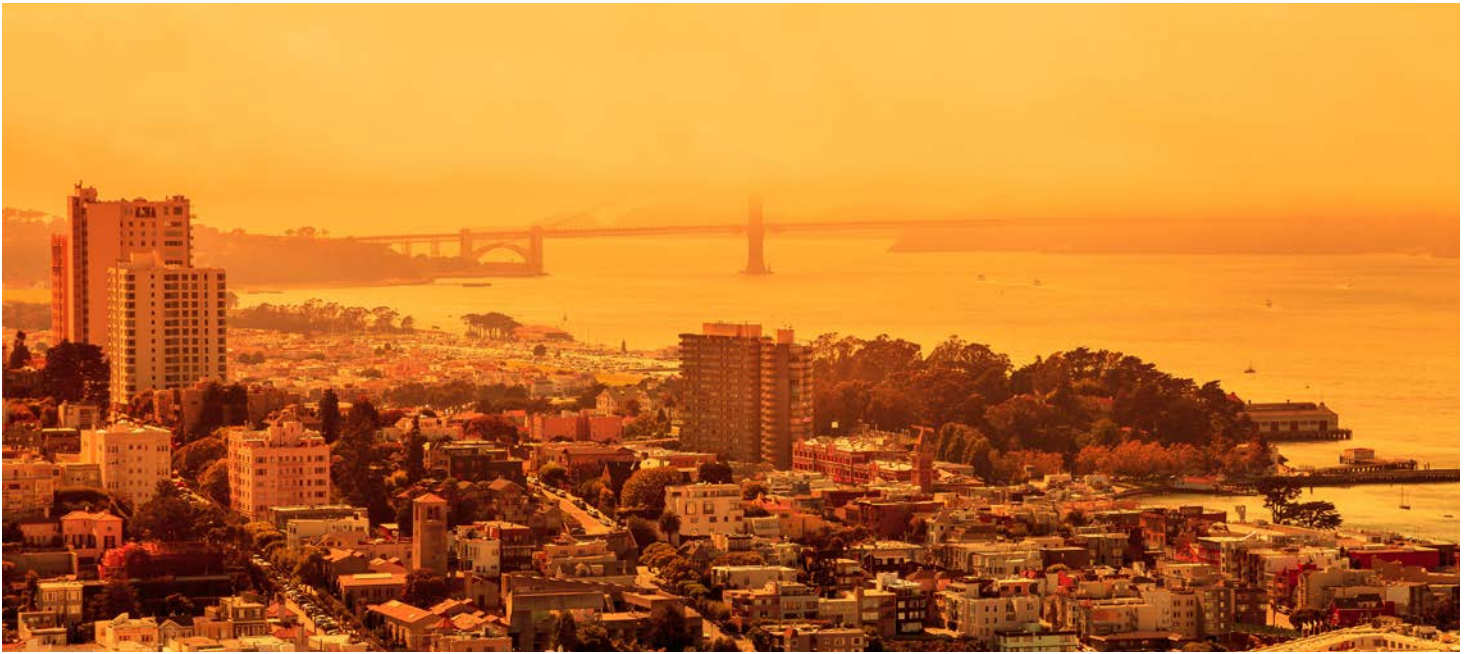
Developing a Solar Field

Atlas supported the development of the Snipesville Solar Field Project, which included installation of solar arrays on a cleared greenfield site of more than 1,000 acres located in southern Georgia. Atlas provided EPA-issued National Pollutant Discharge Elimination System (NPDES) compliance documents, proposed site grading to maximize efficiency of solar array layout, conducted a hydraulic study of the drainage basin to determine the extent of site ponding and stormwater impact, and permitted the entire project site for erosion and sediment control through the Georgia Environmental Protection Division (EPD) and Georgia Department of Transportation (GDOT).



Supporting Public Health & Safety

Following the onset of COVID-19 pandemic, Atlas began monitoring Airborne Infection Isolation Rooms for a large Metropolitan Washington, D.C. Hospital Complex. Atlas' scope included the functionality of both integrated and retrofitted isolation rooms and the installation and operation per Infection Control Risk Assessment (ICRA) and ASHRAE 170.2017 (Ventilation of Healthcare Facilities) standards. Atlas also interacts with Nursing Department and Engineering Department staff daily, to report on isolation room parameters and discuss any challenges.



Improving Air Quality

Since 2019, Atlas has provided quarterly industrial hygiene exposure assessments at a steel plant located in Plymouth, Utah. This plant manufactures steel building materials and other products produced from recycled metals. Atlas assists the facility with routine industrial hygiene personal air sampling to document and understand worker exposures to potential airborne contaminants throughout the plant. This data is used as part of their employee health program to focus control efforts, ensure the proper use of personal protective equipment, and limit employees' exposure to airborne hazards.



Supporting Environmental Infrastructure

Atlas recently supported the Washington State Department of Transportation (WSDOT) California Creek Fish Passage project. The \$11.5 million project added four new culverts that open up habitat in California Creek. The culverts have natural stream beds, opening about 6.5 miles of spawning and rearing habitat for coho salmon, steelhead, cutthroat trout and other aquatic life. Atlas provided quality and permitting services on the project.

Wildfire Smoke Exposure Monitoring

Atlas supported the City of Santa Monica to conduct an assessment of risks for employees who work outdoors and may be subject to wildfire smoke exposure. The purpose of this program was to outline guidelines for monitoring and controlling employee exposure to air contaminants associated with wildfire smoke. The wildfire smoke exposure monitoring program (WSEMP) was developed based on current State and Federal regulations, studies related to wildfire smoke exposure, and general industrial hygiene practices that have been proven effective through experience.





Improving Safety and Mobility

Atlas' innovative design approach on 33 bridges and a major river crossing enhanced mobility and safety for all travelers and freight using the I-16/75 interchange in Macon, Georgia, while reducing environmental impacts on the waterway. The project also includes nine river crossings, 11 railroad crossings, two pedestrian bridges, and two detour bridges to be converted for pedestrian use at completion of project. In early phases of the project, Atlas was responsible for the historic records search, field survey of potentially eligible properties, completion of an assessment of effects report. Atlas assisted the State to gain State Historic Preservation Office (SHPO) and Federal Highway Administration (FHWA) approvals on a Memorandum of Agreement (MOA) which outlined mitigation measures for various historic properties. Our ecologists worked with National Marine Fisheries Services (NMFS), US Army Corps of Engineers, Environmental Protection Division (EPD), and the US Coast Guard to complete coordination and seek approvals on all the permitting activities.



This project won the Georgia Partnership for Transportation Quality (GPTQ) award for "Context Sensitive Planning and Design Including Public Participation Plan," and is listed as an example project in GDOT's Context Sensitive Design Manual.



As part of our commitment to support our clients in managing environmental risks, Atlas set a target to **complete 50,000 projects** that contribute to safe and resilient infrastructure and environmental assets in the communities where we work by **2030**.



SOCIAL



HEALTH, SAFETY & WELLBEING

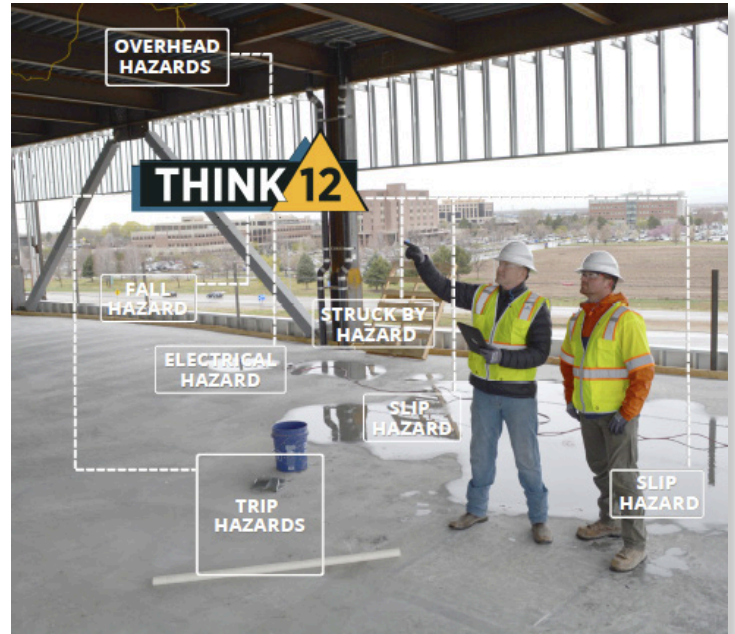
Atlas believes the company's success is dependent on every employee going home injury free, every day; and placing health, safety and wellbeing above all else in our business.

The company takes a comprehensive, multi-faceted approach to reinforce health and safety throughout our operations. This includes a formal health and safety manual, ongoing training and tools to support incident reporting, in addition to corporate audits to mitigate safety risks throughout the organization.

Atlas' Health & Safety Program is further promoted with the Think 12 mantra; being aware of 12 feet around you in all directions as you Think, Work and Live Safe. The company provides constant communication reminders for all employees to support the advancement of our safety culture.

Leadership's Commitment To Safety

To advance health and safety across Atlas, all levels of employees and management have defined roles and responsibilities in the company's Health & Safety Program. Atlas' senior leadership team is responsible for reviewing OSHA injury events and their corrective actions, and receives monthly safety program and metrics updates. Additionally, the executive leadership team receives weekly status updates on safety-related KPIs. Atlas entire Board of Directors is also provided with quarterly Health & Safety Program updates. This level of oversight supports Atlas's commitment to be an industry leader in health & safety.



think·12

/THiNGk/ /twelv/
verb

1. To stop, think, and plan before beginning any tasks at work.
2. The act of looking 12 feet above, below, and around all sides of you to identify all potential hazards.




METRIC DESCRIPTION	2019	2020	2021
Total recordable injury rate	0.60	0.33	0.47
Lost-time incident rate	0.13	0.04	0.10
Fatality rate	0.00	0.00	0.00



In 2022, all employees will sign and post the Atlas Safety Pledge in their workplace, showing their commitment to advancing safety at Atlas.

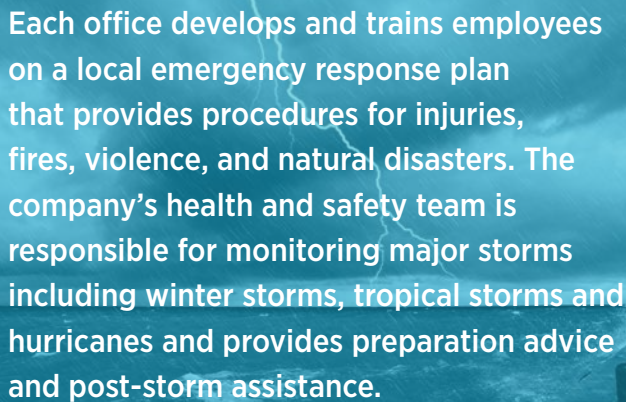


Safety Training & Reporting

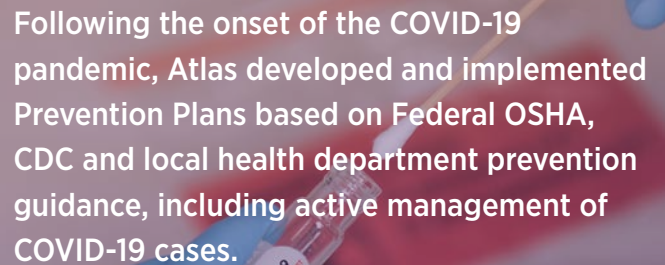
Atlas believes that by promoting and providing training on hazard identification and procedures, employees are empowered to identify and correct hazards and are actively invested in their safety and the safety of those around them. Atlas employees are encouraged to report all hazard recognitions, near misses and other incidents using Atlas' online safety reporting system. To continuously improve our performance and actively reduce employee injuries, Atlas also established multi-point safety action plans. In 2021, Atlas had no material incidents of non-compliance with employee-related health and safety regulations.

All Atlas employees are assigned individual, task-specific health and safety training based on the hazards they may encounter while performing work for the company. Robust and relevant employee training is ongoing, and each Atlas employee completes more than 20 hours of health and safety training annually.

Preparing For & Responding To Emergencies



Each office develops and trains employees on a local emergency response plan that provides procedures for injuries, fires, violence, and natural disasters. The company's health and safety team is responsible for monitoring major storms including winter storms, tropical storms and hurricanes and provides preparation advice and post-storm assistance.



Following the onset of the COVID-19 pandemic, Atlas developed and implemented Prevention Plans based on Federal OSHA, CDC and local health department prevention guidance, including active management of COVID-19 cases.

Promoting Our Safety Culture

Atlas is committed to ensuring our Health & Safety Program meets and exceeds Federal and State OSHA standards. As such, we aim to continuously enhance safety-related communications and promote a safety-first culture. This also includes actively working to integrate newly acquired companies' employees into our existing Health & Safety Program.



To support these goals, Atlas conducted an Employee Safety Culture Survey to measure our culture and identify areas for improvement. For 2022, the company will launch our "Safety Matters" Campaign, which includes a communication plan, "Field Safety" focus and relaunches our Think12 mantra.



DIVERSITY, EQUITY, & INCLUSION

Atlas is committed to enhancing the lives of our employees, customers, shareholders and the communities where we live and work. Through our Diversity, Equity & Inclusion (DE&I) Program, we seek to hire, develop and promote a talented and diverse team of professionals nationwide. Atlas believes in leveraging the power of our different backgrounds, beliefs, perspectives and capabilities to create value for our company and our communities.



DE&I Leadership & Council

Atlas' DE&I program is led by the company's Chief Diversity Officer (CDO), Jamie Myers. The CDO organizes and oversees Atlas' DE&I Council, which strives to embed a culture of diversity and inclusion throughout the company's talent acquisition, talent management, and day-to-day practices. The Council is comprised of employee representatives from varying backgrounds, geographic regions, functional groups and levels of seniority within our organization. In 2021, the Council met 14 times, and also provides regular updates to the Board of Directors' Nominating, Corporate Governance, and Sustainability Committee.

Fostering a Diverse Culture

To further foster a diverse, inclusive workplace aligned with Atlas's core values, the company launched a set of seven Employee Resource Groups (ERGs). The ERGs are voluntary, employee-led groups that provide support, career development, and networking opportunities, as well as create a safe space where employees can be their authentic selves. ERG participation is open to all employees and cross-collaboration across groups is welcomed and encouraged. In 2021, the ERGs held approximately 70 meetings and participated in a wide-range of volunteer, education, and awareness activities. In 2022, all ERGs also plan to host community service outreach events throughout the country.



CEO **ACT!ON** FOR DIVERSITY & INCLUSION

In 2021, Atlas' CEO signed the CEO Action for Diversity & Inclusion™, the largest CEO business commitment to advance diversity & inclusion in the workplace. By joining this pledge, Atlas has committed and executed on making the workplace a trusting environment by implementing and expanding unconscious bias training, creating strategic inclusion and diversity plans, and sharing DE&I practices with our Board of Directors. The company's CEO, L. Joe Boyer, and CDO, Jamie Myers, attended a summit hosted by the CEO Action for Diversity & Inclusion™, and engaged with peers to collaborate and advance successful DE&I practices.

Unconscious Bias in the Workplace

Atlas is committed to providing tools to employees to adjust automatic patterns of thinking, build awareness and ultimately eliminate discriminatory behaviors. In 2021, Atlas rolled out company-wide Unconscious Bias Training for all Atlas employees with 100% participation of our workforce. All new hires will receive annual Unconscious Bias training.

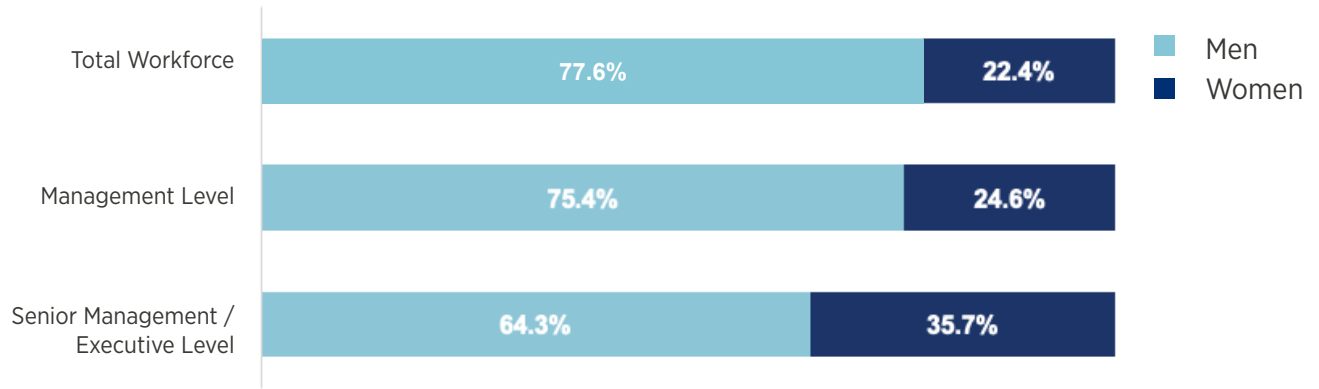
Future DE&I Actions

In 2022, Atlas aims to advance DE&I in our hiring practices, by prioritizing the recruitment of a diverse mix of candidates for all leadership roles across the company. To support this commitment, the CDO is actively working with the company's Human Resources department to develop recruiting strategies that ensure access and opportunities to minority candidates. There will be significant focus on attending career fairs at Historically Black Universities and Colleges and involvement in professional minority associations to expose participants to the opportunities that Atlas offers.

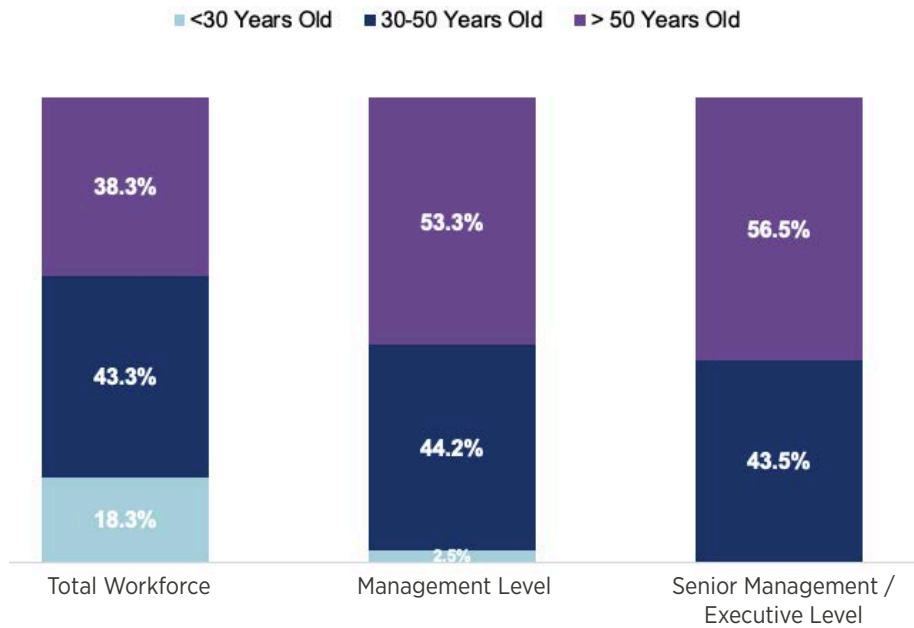
Atlas is also developing a formal supplier diversity program, to further advance DE&I across the company's value chain.



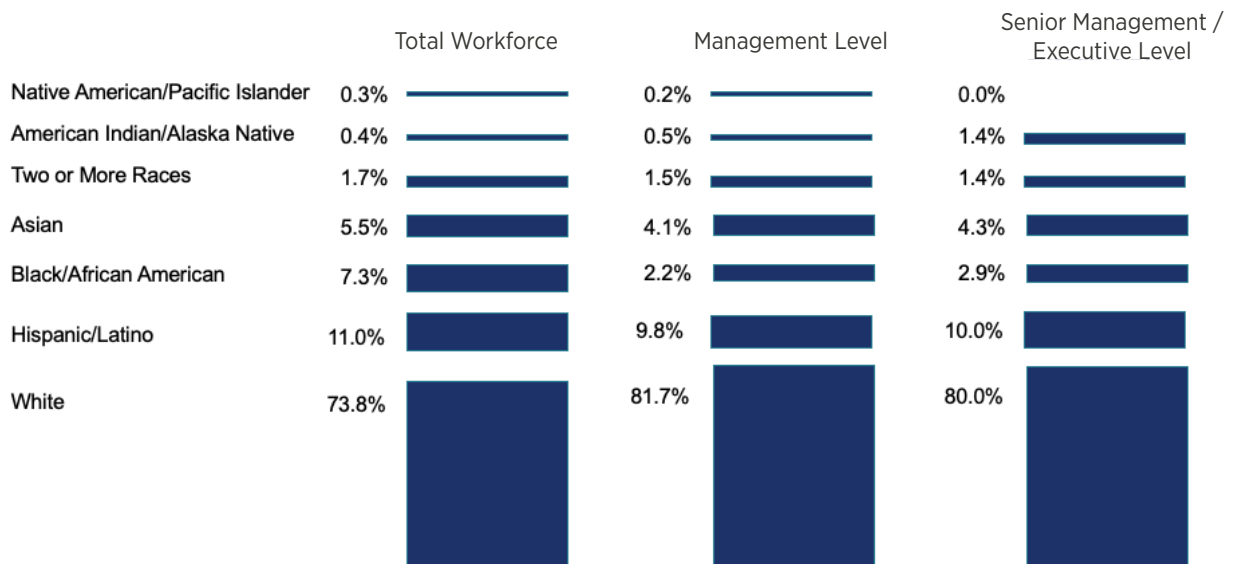
GENDER DIVERSITY METRICS



AGE DIVERSITY METRICS



RACE/ETHNIC DIVERSITY METRICS

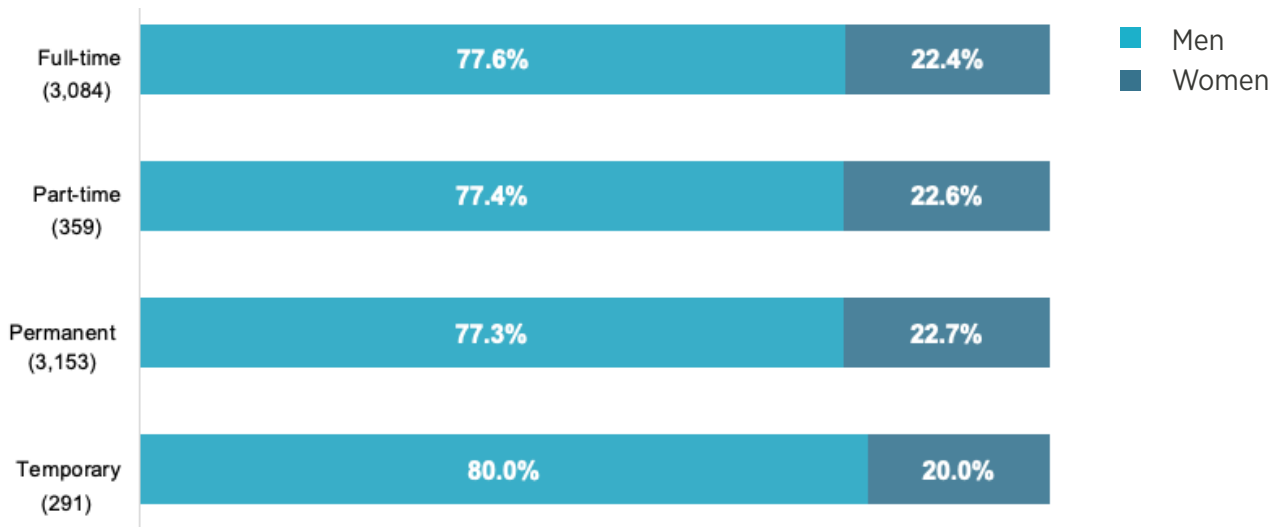


HUMAN CAPITAL

Atlas' employees are at the heart of our business and our greatest asset. Our ability to attract, retain, engage and support a diverse and highly qualified workforce is essential to our future success.

As of December 31, 2021, we had employees, of which approximately 80% represent technical staff with specialized expertise including engineers, inspectors, scientists and other field experts.

Atlas' 2021 Workforce Composition



Developing & Engaging Our Workforce

Atlas prioritizes the training and development of its employees and encourages all employees to continue their professional education. To support professional development, Atlas launched an education assistance program and also provides opportunities for employees to attend industry events.

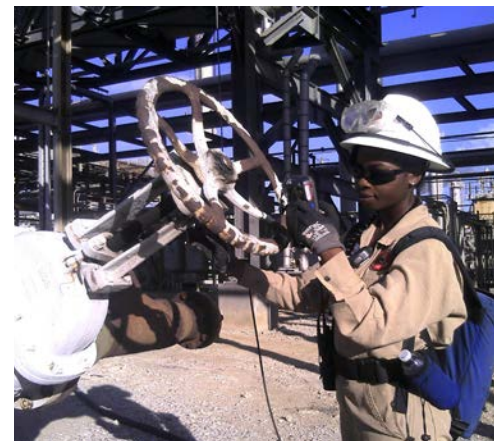
To further engage and support Atlas' workforce, we also implement responsible workforce restructuring and succession planning actions, and apply measures to ensure labor rights, such as freedom of association for employees. Additionally, through the implementation and development of the Atlas Technical Organization (ATO), we will be able to create additional career paths within Atlas for our employees to grow and develop their skill sets.

Atlas offers a variety of training programs to both our leadership and staff to inspire, motivate, and energize our people to deliver the highest quality and performance. The programs help high-performing leaders uncover blind spots, think strategically, balance competing priorities, and work together to transform themselves and the organizational culture.

Additionally, all full-time, non-union employees participate in annual performance reviews through the Atlas Human Capital Management System. Atlas also maintains an open-door policy and encourages employees to provide suggestions for improving the company.

Benefits & Compensation

Atlas' benefits programs are designed to support our employees' physical, mental, and financial health. All full-time employees are eligible to enroll in the company's benefits program, which provides options and flexibility in coverage. Beyond insurance, Atlas also provides eligible employees with additional benefits and access to financial wellness support including retirement, long-term and short-term leave.



COMMUNITY IMPACT

Throughout the year, Atlas employees embrace our core values and support communities in need through various philanthropic efforts.



Atlas employees sponsored Christmas presents for children in foster care. With about \$3,500 raised, our staff were able to provide toys, clothes, shoes, electronics and other supplies to these children.



Atlas has an ongoing soda can tab collection program to support the Ronald McDonald House Charities (RMHC) and has collected thousands of tabs to date.



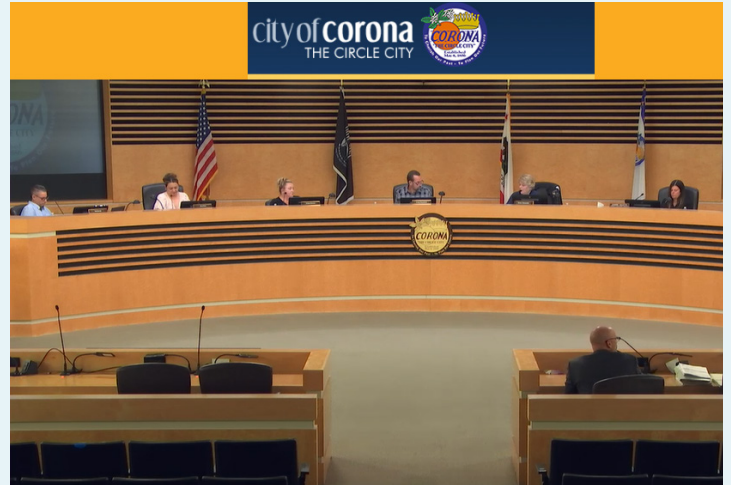
Atlas employee Jamie Myers served as a judge for the Boys & Girls Club 2021 Louisiana State Youth of the Year competition.



Atlas staff and their families participated in Vermont's annual Green Up Day. They also joined a local stewardship program and will be assigned a local trail to monitor and clean up as needed.



In honor of Veterans Day, Atlas' Military Veterans Employee Resource Group coordinated a retreat for veterans in Virginia.



Atlas Operations Manager Bridget Sherman, serves as Commissioner to the City of Corona Planning and Housing Commission acting as a trusted advisor for planning in the community.



Atlas staff celebrated Earth Day with a hike, picnic, and trash clean-up in Gahanna Woods State Nature Preserve.



Atlas employees in San Diego, California volunteered for Habitat for Humanity to build a house for a family in need.



GOVERNANCE





BOARD INTEGRITY AND ESG OVERSIGHT

Atlas' commitment to strong and transparent corporate governance is essential to our values, growth and success. The company's Board of Directors has established three committees – the Audit Committee; the Compensation Committee; and the Nominating, Corporate Governance, and Sustainability Committee – each governed by the corporate governance guidelines and committee charters. The Board exhibits a vast diversity of skills and experiences, including expertise in financial services, the engineering industry, and sustainability.



Atlas' Board of Directors includes eight members, 40% of whom are minorities. All of the non-employee Directors are independent.

ESG Governance

Atlas' Board of Directors is responsible for overseeing the overall risk management process of the company. The Nominating, Corporate Governance, and Sustainability Committee of Atlas' Board of Directors is responsible for reviewing and monitoring the company's approach to sustainability and overseeing strategy and performance for material environmental and social topics, including climate change and human capital. This Committee is provided quarterly updates on the company's ESG-related performance; and approves ESG-related policies and disclosures prior to publication. Additionally, one member of the Nominating, Corporate Governance, and Sustainability Committee has specific ESG expertise.

The ESG Executive Steering Committee, made up of members from Atlas' executive team, including the Chief Executive Officer, Chief Growth Officer, Chief Administrative Officer and Chief Diversity Officer, is responsible for developing and implementing the company's ESG strategy. Subject matter experts throughout the company also help to manage Atlas' day-to-day ESG activities.



ETHICS & COMPLIANCE

Atlas maintains a strong culture of ethical business practices. Each director, officer, and employee is expected to act with integrity, and observe the highest ethical standards of business conduct.

It is the company's obligation and policy to comply with all applicable governmental laws, rules and regulations. All directors, officers and employees are expected to understand, respect and comply with all applicable of the laws, regulations, policies and procedures in each location where business is conducted.



Ethics & Compliance Team

To ensure Atlas continuously operates ethically and with the highest regulatory requirements, the company formed the Ethics & Compliance Team, composed of senior leadership. This Team oversees Atlas' enterprise-wide compliance program, to foster a culture of compliance with laws, regulations, industry standards and company policies. The Chair of the Ethics & Compliance Team provides quarterly updates to the Audit Committee on whistle-blower and other internal reports regarding ethical issues.

Code of Ethics

Atlas' Code of Business Conduct and Ethics establishes the company's policies around topics including ethical and fair conduct, conflicts of interest, confidentiality and compliance. At Atlas, employees are required to confirm in writing that they have read and understood the Code of Ethics when beginning employment with the Company. Additionally, beginning in 2022, the company will implement mandatory annual Ethics and Compliance Training for all employees, and develop additional fair and ethical business policies, including a stand-alone Anti-Corruption Policy.

In 2021, the company received eight whistleblower hotline reports, all of which were investigated and closed.

Reporting Ethics & Compliance Concerns

The company maintains an anonymous whistleblower hotline administered by NAVEX Global. All reports are automatically routed to Atlas' Human Resources and Legal departments to ensure appropriate investigations are conducted and timely resolutions are reached.

Atlas does not tolerate acts of retaliation against any director, officer or employee who makes a good faith report. The company's Whistleblower Policy protects all whistleblowers from retaliation and harassment in the workplace.

DATA PRIVACY & CYBERSECURITY



Atlas is committed to ensuring the protection of all confidential and sensitive data and information. The company's data privacy & cybersecurity initiatives are led by Atlas' Chief Information Officer (CIO), Britni Aucoin. The CIO also provides quarterly status updates to the Board of Directors on all program initiatives.

To develop a robust cybersecurity program, Atlas engaged with external consultants and implemented new processes and systems to harden the company's infrastructure. To identify, monitor and respond to data breaches, Atlas also maintains malware prevention, detection & response on all endpoints. Additionally, all internet traffic traverses a network proxy and all company email is monitored for security.

Atlas' cybersecurity program was based on the National Institute of Standards and Technology (NIST) Framework, consisting of standards, guidelines and best practices to manage cybersecurity risk. In order to fully comply with impending federal contract requirements, the company will also seek Cybersecurity Maturity Model Certification (CMMC).

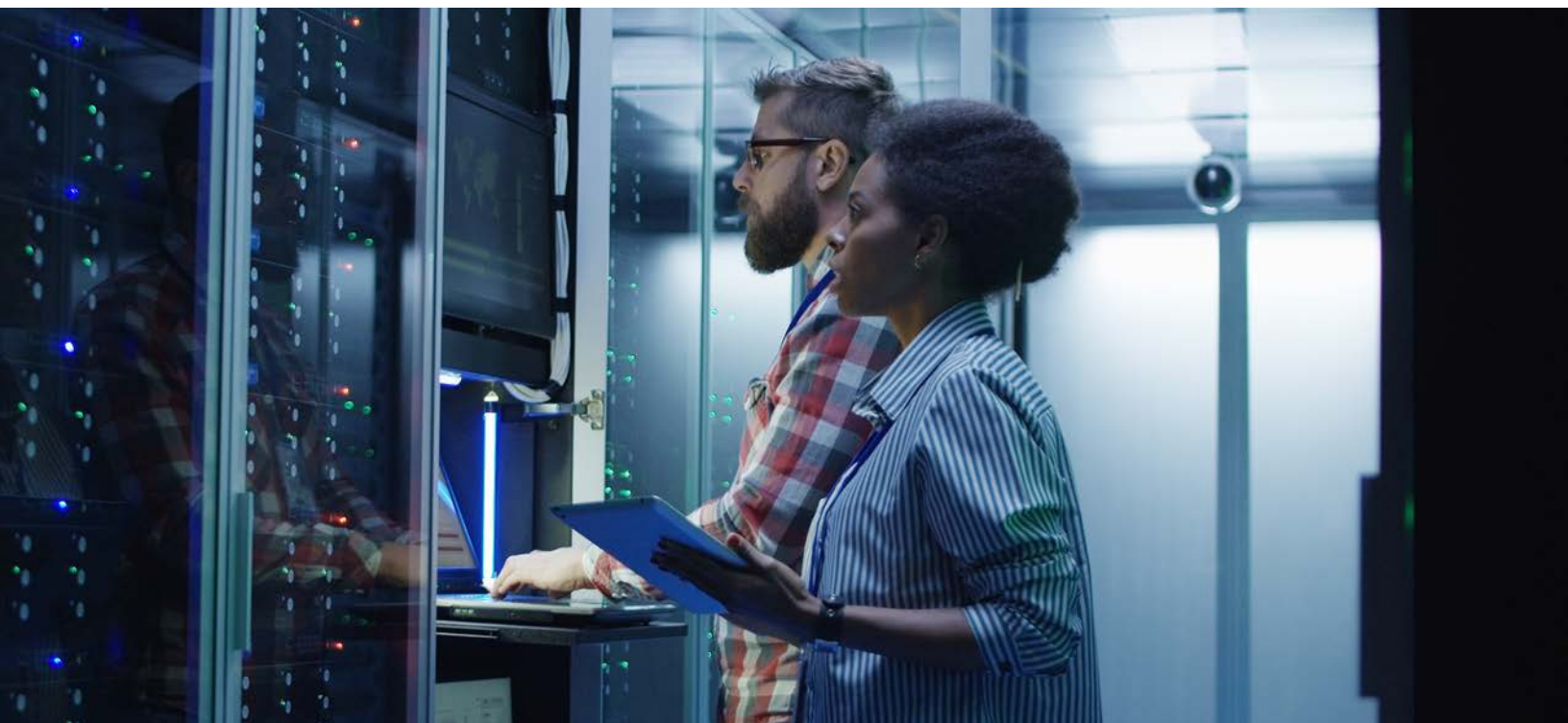
Communications & Policies

All Atlas employees receive periodic educational emails related to cybersecurity to ensure awareness on the company's expectations.

To ensure Atlas' data privacy and cybersecurity programs and procedures are communicated to the relevant stakeholders, the company is in the process of developing a series of policies. Atlas' cybersecurity and data privacy policies will cover topics including security awareness & training, information storage & retention, security incident response, IT business continuity and customer data privacy

In addition to developing policies, Atlas is also formalizing the company's Cybersecurity Awareness & Training program. This program will be mandatory for all employees who have access to any company related IT systems or email. The program will also include formal annual training and various campaigns on how to prevent and avoid phishing.

Atlas has had no material data privacy or cybersecurity breaches since the company went public in early 2020.



APPENDIX



SASB DISCLOSURES

SASB Standards provide detailed industry-specific disclosure topics and metrics to address sustainability-related risks and opportunities that may affect an organization’s financial condition, operating performance, or risk profile. The Standards are maintained under the auspices of the Value Reporting Foundation, a global nonprofit organization that offers a comprehensive suite of resources designed to help businesses and investors develop a shared understanding of enterprise value. For additional information, please visit www.sasb.org and www.valuereportingfoundation.org.

Atlas Technical Consultants, Inc. (“Atlas”) has included the below SASB topics and metrics related to the Engineering & Construction Services industry.

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

TOPIC	CODE	ACCOUNTING METRIC DESCRIPTION	RESPONSE
Environmental Impacts of Project Development	IF-EN-160a.1	Number of incidents of non-compliance with environmental permits, standards, and regulations	In 2021, Atlas had no material incidents of non-compliance with environmental permits, standards and regulations.
	IF-EN-160a.2	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	Atlas’ Environmental Solution and Engineering and Design services are focused on assessing and managing environmental risks associated with project design, siting, and construction, while contributing to community resilience. Through our services, we also implement solutions to maximize energy efficiency, renewable energy, and low-carbon technologies. Supporting a Sustainable and Resilient Future, page 17 Sustainable and Resilient Systems
Structural Integrity & Safety	IF-EN-250a.1	Amount of defect- and safety-related rework costs	Atlas provides QA/QC services to document code compliance during construction. Noncompliance to code may require rework by the construction contractor. Atlas is not responsible for redoing the work and the cost/schedule impacts caused by rework are the responsibility of the construction contractor.
	IF-EN-250a.2	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	In 2021, Atlas had no material monetary losses as a result of legal proceedings associated with defect- or safety-related incidents.
Workforce Health & Safety	IF-EN-320a.1	Total recordable incident rate (TRIR) and fatality rate for direct employees and contract employees	In 2021, the TRIR for direct and contract employees was 0.47, and the fatality rate for direct and contract employees was zero. Health, Safety & Wellbeing, page 22 Safe and Healthy Infrastructure

TOPIC	CODE	ACCOUNTING METRIC DESCRIPTION	RESPONSE
Lifecycle Impacts of Buildings & Infrastructure	IF-EN-410a.1	Number of commissioned projects certified to a third-party multi-attribute sustainability standard and active projects seeking such certification	<p>Approximately 15% of our public vertical projects, which include buildings, parking areas, subsurface, and building foundation projects within our Industrial Hygiene, Building Sciences, and Construction Material Testing groups, qualify for LEED®, ENERGY STAR® certification or other related sustainability standards or certifications.</p> <p>Supporting a Sustainable and Resilient Future, page 17</p> <p>Sustainable and Resilient Systems</p>
	IF-EN-410a.2	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	<p>Atlas specializes in technical support to facility designers to improve subsurface ground health, water resources, quality control of construction, and health of workers. Atlas also contributes to energy and water efficiency improvements when supporting projects to upgrade aging infrastructure.</p> <p>Supporting a Sustainable and Resilient Future, page 17</p> <p>Sustainable and Resilient Systems</p>
Climate Impacts of Business Mix	IF-EN-410b.1	Amount of backlog for hydrocarbon-related and renewable energy projects	<p>The total backlog for hydrocarbon-related and renewable energy projects was \$45.8 million as of December 31, 2021, the end of our first quarter. These projects includes the installation of solar arrays and wind farms and environmental solutions for national retail petroleum clients.</p> <p>Supporting a Sustainable and Resilient Future, page 17</p> <p>Sustainable and Resilient Systems</p>
	IF-EN-410b.2	Amount of backlog cancellations associated with hydrocarbon-related projects	<p>The total backlog cancellations associated with hydrocarbon-related projects was zero in 2021.</p> <p>Supporting a Sustainable and Resilient Future, page 17</p> <p>Sustainable and Resilient Systems</p>
	IF-EN-410b.3	Amount of backlog for non-energy projects associated with climate change mitigation	<p>The total backlog for non-energy projects associated with climate change mitigation was zero in 2021.</p> <p>Supporting a Sustainable and Resilient Future, page 17</p> <p>Sustainable and Resilient Systems</p>

TOPIC	CODE	ACCOUNTING METRIC DESCRIPTION	RESPONSE
Business Ethics	IF-EN-510a.1	Number of active projects and backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	<p>In 2021, all of our services performed were rendered in the United States and its territories. As such, Atlas did not have any active projects or backlog in countries that are within the 20 lowest rankings in Transparency International's Corruption Perception Index.</p> <p>For additional information on disaggregation of revenues, please see page F-12 in our 2021 10-K filing.</p>
	IF-EN-510a.2	Total amount of monetary losses as a result of legal proceedings associated with charges of bribery or corruption and anticompetitive practices	In 2021, Atlas did not have any monetary losses as a result of legal proceedings associated with charges of bribery or corruption and anticompetitive practices.
	IF-EN-510a.3	Description of policies and practices for prevention of bribery and corruption, and anti-competitive behavior in the project bidding processes	Atlas' Code of Business Conduct and Ethics outlines our company's policies for prevention of bribery, corruption, and anti-competitive behavior during all business activities, including during the bidding process.

ACTIVITY METRICS

Code	Activity Metric Description	Response
IF-EN-000.A	Number of active projects	<p>As of December 31, 2021, Atlas performed approximately 40,500 projects, which included 8,800 active building and infrastructure projects.</p> <p>Our projects vary in size and scope and come from all sectors including U.S. federal, state, municipal and local governments, quasi-public and private clients from the education, healthcare and utilities industries, and large multinational corporations and others. For additional information on our projects in 2021, please see pages 1-4 in our 2021 10-K filing.</p>
IF-EN-000.B	Number of commissioned projects	As of December 31, 2021, Atlas had approximately 9,600 commissioned projects.
IF-EN-000.C	Total backlog	<p>As of December 31, 2021, we had \$808 million of backlog, of which \$485 million, or approximately 60%, is expected to be recognized over the next twelve months and the majority of the balance over the next 24 months.</p> <p>For additional information on our backlog, please see page 8 in our 2021 10-K filing.</p>

GRI CONTENT INDEX

To develop our Environmental, Social and Governance (ESG) Report, Atlas referenced the [Global Reporting Initiative \(GRI\) Standards](#), to report on economic, environmental, and social impacts.

GRI 2: GENERAL DISCLOSURES

DISCLOSURES	DESCRIPTION	LOCATION AND/OR RESPONSE
The Organization and its Reporting Practices		
2-1	Organizational details	Company & Report Overview, page 4 Who We Are Form 10K / Annual Report (Business, pages 1-13) 2022 Proxy Statement (Company Performance – Highlights and Achievements)
2-2	Entities included in the organization's sustainability reporting	Company & Report Overview, page 4 Atlas' 2021 ESG Report includes information on the company's entire operations, unless otherwise stated.
2-3	Reporting period, frequency and contact point	The reporting period is January 1-December 31, 2021. Atlas plans to publish an ESG Report annually. Contact Us
2-4	Restatements of information	Not applicable during the reporting period.
2-5	External assurance	Atlas did not seek external assurance on environmental or social data during the reporting period.
Activities and Workers		
2-6	Activities, value chain and other business relationships	Company & Report Overview, page 4 Who We Are Form 10K / Annual Report (Business, pages 1-13)
2-7	Employees	Human Capital, page 28 Diversity, Equity & Inclusion, page 24 Form 10K / Annual Report (Human Capital Management, pages 9-11)
2-8	Workers who are not employees	Human Capital, page 28 Form 10K / Annual Report (Human Capital Management, pages 9-11)

DISCLOSURES	DESCRIPTION	LOCATION AND/OR RESPONSE
Governance		
2-9	Governance structure and composition	Board Integrity & ESG Oversight, page 32 2022 Proxy Statement (Committees of the Board, pages 15-18) Governance Corporate Governance Guidelines
2-10	Nomination and selection of the highest governance body	Nominating, Corporate Governance, and Sustainability Committee Charter 2022 Proxy Statement (Stockholder Proposals and Nominations, page 44) Corporate Governance Guidelines
2-11	Chair of the highest governance body	Governance Brian K. Ferraioli has served as Executive Chairman of the Board, and as a director of the Company since February 2020.
2-12	Role of the highest governance body in overseeing the management of impacts	Board Integrity & ESG Oversight, page 32 Nominating, Corporate Governance, and Sustainability Committee Charter 2022 Proxy Statement (Board Leadership Structure and Role in Risk Management, page 18)
2-13	Delegation of responsibility for managing impacts	Board Integrity & ESG Oversight, page 32 Nominating, Corporate Governance, and Sustainability Committee Charter 2022 Proxy Statement (Board Leadership Structure and Role in Risk Management, page 18)
2-14	Role of the highest governance body in sustainability reporting	Board Integrity & ESG Oversight, page 32 Nominating, Corporate Governance, and Sustainability Committee Charter
2-15	Conflicts of interest	Corporate Governance Guidelines , page 2 Code of Business Conduct and Ethics , pages 2-3
2-16	Communication of critical concerns	Ethics & Compliance Team Charter Any critical concerns regarding the Company are reported to the Board of Directors. In 2021, there were no critical concerns reported to the Board that were unique to the Company.
2-17	Collective knowledge of highest governance body	2022 Proxy Statement (Committees of the Board, pages 15-18) Governance
2-18	Evaluation for the performance of the highest governance body	Corporate Governance Guidelines , page 8 Nominating, Corporate Governance, and Sustainability Committee Charter , pages 3-4
2-19	Remuneration policies	2022 Proxy Statement (Compensation Committee, page 16; Executive and Director Compensation, pages 26-34) Compensation Committee Charter

DISCLOSURES	DESCRIPTION	LOCATION AND/OR RESPONSE
Governance		
2-20	Process to determine remuneration	2022 Proxy Statement (Compensation Committee, page 16; Executive and Director Compensation, pages 26-34) Compensation Committee Charter
2-21	Annual total compensation ratio	2022 Proxy Statement (Compensation Committee, page 16; Executive and Director Compensation, pages 26-34)
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	A Message From Our Chairmain & CEO, page 3
2-23	Policy commitments	Code of Business Conduct and Ethics Human Rights Policy Statement Supplier Code of Conduct
2-24	Embedding policy commitments	Ethics & Compliance, page 33 Ethics & Compliance Team Charter
2-25	Processes to remediate negative impacts	Ethics & Compliance, page 33 Ethics & Compliance Team Charter
2-26	Mechanisms for seeking advice and raising concerns	Ethics & Compliance, page 33 Ethics & Compliance Team Charter
2-27	Compliance with laws and regulations	In 2021, Atlas did not have any significant instances of non-compliance with laws and regulations.
2-28	Membership associations	Stakeholder Engagement, page 13
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Stakeholder Engagement, page 13
2-30	Collective bargaining agreements	In 2021, 248 employees were covered by collective bargaining agreements. Form 10K / Annual Report (Risk Factors, page 26) Human Rights Policy Statement

MATERIAL TOPICS

DISCLOSURES	DESCRIPTION	LOCATION AND/OR RESPONSE	
GRI 3	3-1	Process to determine material topics	Materiality and Stakeholder Engagement, page 12
	3-2	List of material topics	Materiality and Stakeholder Engagement, page 12

MATERIAL TOPICS: ECONOMIC

DISCLOSURES	DESCRIPTION	LOCATION AND/OR RESPONSE	
Economic Performance			
GRI 3	3-3	Management of material topics	Form 10K / Annual Report 2022 Investor Presentation
	GRI 201	201-1	Direct economic value generated and distributed
201-2		Financial implications and other risks and opportunities due to climate change	TCFD Report, Appendix page 49
Indirect Economic Performance			
GRI 3	3-3	Management of material topics	Community Impact, page 29 Form 10K / Annual Report
	GRI 203	203-1	Infrastructure investments and services supported
Anti-Corruption			
GRI 3	3-3	Management of material topics	Ethics & Compliance, page 33 Code of Business Conduct and Ethics Supplier Code of Conduct Ethics & Compliance Team Charter
	GRI 205	205-2	Communication and training on anticorruption policies and procedures

MATERIAL TOPICS: ENVIRONMENTAL

DISCLOSURES	DESCRIPTION	LOCATION AND/OR RESPONSE	
Energy			
GRI 3	3-3	Management of material topics	Our ESG Strategy & Targets, page 10 Environmental, page 16 Sustainable & Resilient Systems Sustainability Policy Statement
	GRI 302	302-1	Energy consumption within the organization
	302-3	Energy intensity	Environmental, page 16
Emissions			
GRI 3	3-3	Management of material topics	Our ESG Strategy & Targets, page 10 Environmental, page 16 Sustainable and Resilient Systems Sustainability Policy Statement
	GRI 305	305-1	Direct (Scope 1) GHG emissions
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental, page 16
	305-3	Other indirect (Scope 3) GHG emissions	Environmental, page 16
	305-4	GHG emissions intensity	Environmental, page 16
Waste			
GRI 3	3-3	Management of material topics	Our ESG Strategy & Targets, page 10 Environmental, page 16 Sustainable and Resilient Systems Sustainability Policy Statement
	GRI 306	306-2	Management of significant waste-related impacts
	306-4	Waste diverted from disposal	Environmental, page 16

DISCLOSURES	DESCRIPTION	LOCATION AND/OR RESPONSE	
Supplier Environmental Assessment			
GRI 3	3-3	Management of material topics	Our ESG Strategy & Targets, page 10 Environmental, page 16 Supplier Code of Conduct Sustainable and Resilient Systems
	GRI 308	308-1	New suppliers that were screened using environmental criteria

MATERIAL TOPICS: SOCIAL

DISCLOSURES	DESCRIPTION	LOCATION AND/OR RESPONSE		
Employment				
GRI 3	3-3	Management of material topics	Human Capital, page 28	
	GRI 401	401-1	New employee hires and employee turnover	Human Capital, page 28 In 2021, Atlas' voluntary turnover rate was 22.2%. Although this is higher than the previous year, the rate is consistent with general labor market trends for 2021.
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Capital, page 28
Occupational Health & Safety				
GRI 3	3-3	Management of material topics	Our ESG Strategy & Targets, page 10 Health, Safety & Wellbeing, page 22 Health & Safety Manual Safe & Health Infrastructure	
	GRI 403	403-1	Occupational health and safety management system	Health, Safety & Wellbeing, page 22
		403-6	Promotion of worker health	Health, Safety & Wellbeing, page 22
		403-8	Workers covered by an occupational health and safety management system	Health, Safety & Wellbeing, page 22
		403-9	Work-related injuries	Health, Safety & Wellbeing, page 22

DISCLOSURES		DESCRIPTION	LOCATION AND/OR RESPONSE
Training and Education			
GRI 3	3-3	Management of material topics	Human Capital, page 28
GRI 404	404-2	Programs for upgrading employee skills and transition assistance programs	Human Capital, page 28
Diversity and Equal Opportunity			
GRI 3	3-3	Management of material topics	Our ESG Strategy & Targets, page 10 Diversity, Equity, & Inclusion, page 24 Diverse, Equitable & Inclusive Communities Diversity, Equity & Inclusion Council
GRI 405	405-1	Diversity of governance bodies and employees	Diversity, Equity, & Inclusion, page 24 Board Integrity & ESG Oversight, page 32
Child Labor			
GRI 3	3-3	Management of material topics	Human Rights Policy Statement Supplier Code of Conduct
GRI 408	408-1	Operations and suppliers at significant risk for incidents of child labor	None of Atlas' operations are at significant risk for incidents of child labor.
Forced or Compulsory Labor			
GRI 3	3-3	Management of material topics	Human Rights Policy Statement Supplier Code of Conduct
GRI 409	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None of Atlas' operations are at significant risk for incidents of forced or compulsory labor.
Local Communities			
GRI 3	3-3	Management of material topics	Community Impact, page 29
GRI 413	413-1	Operations with local community engagement, impact assessments, and development programs	Community Impact, page 29
Supplier Social Assessment			
GRI 3	3-3	Management of material topics	Supplier Code of Conduct
GRI 414	414-1	New suppliers that were screened using labor practices criteria	Environmental, page 16

DISCLOSURES	DESCRIPTION	LOCATION AND/OR RESPONSE
Customer Health & Safety		
GRI 3	3-3	Management of material topics
		Our ESG Strategy & Targets, page 10 Health, Safety & Wellbeing, page 22 Health & Safety Manual
GRI 416	416-1	Assessment of the health and safety impacts of product and service categories
		Our ESG Strategy & Targets, page 10 Health, Safety & Wellbeing, page 22 Health & Safety Manual
Customer Privacy		
GRI 3	3-3	Management of material topics
		Data Privacy & Cybersecurity, page 34
GRI 418	418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data
		Atlas had no substantiated complaints regarding breaches of customer privacy and losses of customer data in 2021.

TCFD REPORT

Atlas' first TCFD (Task Force on Climate-related Financial Disclosures) Report is aligned with the core recommendations outlined by TCFD. This Report is structured around the following four thematic areas: governance, strategy, risk management, and metrics & targets.

For additional information, please visit <https://www.fsb-tcfid.org/>.

GOVERNANCE: The organization's governance around climate-related risks and opportunities.

DISCLOSURE	RESPONSE AND/OR REPORT LOCATION
<p>Board's oversight of climate-related risks and opportunities</p>	<p>The Nominating, Corporate Governance, and Sustainability Committee of Atlas' Board of Directors is responsible for overseeing climate-related risks and opportunities.</p> <p>This Committee is responsible for reviewing and monitoring the company's approach to sustainability, including related policies and other disclosures; and overseeing strategy and performance for material ESG topics, including climate change.</p> <p>Atlas' entire Board of Directors also approved the company's 2030 ESG targets, which included climate-related goals, and review our annual Proxy filing, which includes climate-related information.</p> <p>For additional information, please refer to the Board Integrity and ESG Oversight section of this Report (page 32) and the Charter of the Nominating, Corporate Governance, and Sustainability Committee of the Board of Directors.</p>
<p>Management's role in assessing and managing climate-related risks and opportunities</p>	<p>Atlas' ESG Steering Committee, which is composed of members from the company's leadership team, including the Chief Executive Officer, Chief Growth Officer, Chief Administrative Officer, Chief Legal Officer, and Chief Diversity Officer, is responsible for assessing and managing climate-related risks and opportunities.</p> <p>The ESG Steering Committee typically meets monthly to guide the company's ESG strategy and review progress against the ESG targets.</p> <p>We aim to provide climate-related updates to the Board of Directors' Nominating, Corporate Governance, and Sustainability Committee on a quarterly basis.</p> <p>Atlas' technical experts also help to provide guidance on best practices that may be material to our business.</p> <p>For additional information, please refer to the Board Integrity and ESG Oversight section of this Report (page 32).</p>

STRATEGY: The actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.

DISCLOSURE	RESPONSE AND/OR REPORT LOCATION
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Atlas categorizes climate-related risks and opportunities in alignment with the TCFD framework. The company evaluates climate-related risks over the short-term (1-2 years), medium-term (3-5 years), and long-term (6-10 years) time horizons.

Risks:

TRANSITION	<p>Increased stakeholder concern or negative stakeholder feedback: Atlas' stakeholders – including investors, clients and employees – increasingly consider climate action to be important. This is the most immediate risk for Atlas.</p> <p>Mandates on and regulation of existing products and services: Changes in natural resource management, climate change or infrastructure industry laws, regulations, and programs could reduce the demand for Atlas' services, or could make the company's operations more costly, which could in turn negatively impact profitability. Since Atlas operates in multiple markets and geographic regions within the United States, this adds to the complexity due to differing regulations and policies, potentially resulting in increased costs for the company.</p> <p>Alternatively, this risk could potentially create revenue opportunities for Atlas, as the company can support clients with compliance.</p>
PHYSICAL	<p>Increased severity of extreme weather events such as cyclones and floods: Although part of Atlas' business is supporting clients' services, including hurricane, storm and flood clean-up efforts; Atlas may face risks including project delays and property damage from inclement weather conditions. In addition to addressing the impacts on our business, we can also work with clients and communities to help them build resilience into their assets and future proof them from climate change impacts.</p>

Identified climate-related risks and opportunities over the short, medium, and long term

Opportunities:

RESOURCE EFFICIENCY	<p>Use of more efficient modes of transport: Decarbonizing Atlas' fleet may reduce operating costs and lead to a competitive advantage among peers. As part of Atlas' technical solution offerings there are opportunities created around application of low carbon technology for our clients, implementing environmental and engineering solutions to address their climate change response. We are taking steps to understand climate change impact across the various end-markets and working collaboratively with our clients and partners to take action together.</p>
PRODUCTS & SERVICES	<p>Development of climate adaptation and insurance risk solutions As part of Atlas' client solutions, the company implements resiliency measures through engineering and design services. This opportunity can lead to increased revenue for the company.</p> <p>Shift in consumer preferences Atlas' clients increasingly prioritize climate actions and expect Atlas to provide services not only to improve resiliency, but also support climate impacts, potentially leading to increased revenue for the company.</p>

DISCLOSURE	RESPONSE AND/OR REPORT LOCATION
<p>Impact of climate-related risks and opportunities businesses, strategy and financial planning</p>	<p>Atlas considers the impact of climate-related risks and opportunities businesses, strategy and financial planning. The company evaluates risks that may impact our client services, value chain and operations.</p> <p>Through our evaluation of climate-related risks and opportunities, we launched long-term ESG targets to reduce our own emissions, electrify our fleet, and support the implementation of client projects that improve the environment.</p>
<p>Resilience of the strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario</p>	<p>Engaging with climate scenario modeling provides Atlas an understanding of climate-related risks and opportunities across the company's value chain, allowing for necessary preparations to demonstrate resiliency to stakeholders.</p> <p>Under a 2°C or lower scenario, the biggest risk to Atlas is the reputational risks associated with not implementing climate policies and actions. Our clients can also be impacted, which can create additional opportunities for our business.</p> <p>Atlas' stakeholders, including the company's own clients will prioritize climate actions and expect Atlas to also implement climate-related policies and targets to mitigate risks. Clients will require additional support to meet climate-related targets and mitigate their own risks.</p> <p>Atlas is currently developing a climate strategy, under a low-carbon economy future, in which we aim to reduce our own operational impacts and grow and expand its business – not only mainlining relationships with longstanding clients, but also gaining new clients through evolving services.</p>

RISK MANAGEMENT: The identification, assessment, and management of climate-related risks.

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<p>Processes for identifying and assessing climate-related risks</p>	<p>Members of Atlas' ESG Steering Committee support the identification and management of climate-related risks.</p> <p>Atlas' process for identifying climate-related risks is integrated into the company's annual risk identification process. Atlas considers climate-related risks as substantive, if there is a potential for material adverse effects on our business, results of operation and financial conditions.</p>
<p>Processes for managing climate-related risks</p>	<p>As an infrastructure and environmental solutions provider, Atlas is committed to applying the company's expertise and values to improve sustainable infrastructure and ensure a safe and healthy environment through the services we provide. We aim to assist clients in the effective management of their environmental risks, including those related to climate change. For example, through the company's transportation and infrastructure, we are committed to the continuous evaluation of renewable energy and low-carbon opportunities. Atlas also aims to support our clients in managing and responding to climate-related impacts through our disaster response and recovery services.</p> <p>Atlas also aims to manage the company's own climate-related risks by investing in minimizing our own carbon footprint. This includes setting two climate related goals - reducing the company's own Scope 1 and Scope 2 emissions by 50% by 2030 and ensuring 50% of vehicles within our fleet will be electric or hybrid by 2030.</p>
<p>Integration of identifying, assessing and managing climate-related risks into overall risk management</p>	<p>Through Atlas' annual risk identification process, the company aims to identify, assess and manage climate-related risks.</p> <p>This formal risk identification process typically occurs annually; however, members of Atlas' ESG Steering Committee meet regularly to discuss the company's climate-related risks, including management processes.</p>

METRICS & TARGETS: The metrics and targets used to assess and manage relevant climate-related risks and opportunities.

DISCLOSURE	RESPONSE AND/OR REPORT LOCATION																						
<p>Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management process</p>	<p>In addition to measuring and reporting on Atlas' Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, the Company also measures and reports on energy consumption.</p> <p>Atlas will continue to evaluate opportunities to track additional climate-related metrics, for both our own operations, and for our client projects. This will include tracking the percent of vehicles in our fleet that are electric or hybrid models.</p> <p>For additional information, please refer to the Environmental section of this Report (page 16).</p>																						
<p>Scope 1, Scope 2 and Scope 3 greenhouse gas (GHG) emissions</p>	<p>The following metrics represent Atlas' 2021 GHG emissions performance:</p> <p style="text-align: center;">2021 ENVIRONMENTAL DATA*</p> <table border="1" data-bbox="483 772 1409 1178"> <thead> <tr> <th colspan="2" style="text-align: center;">GHG Emissions (MT CO2e)</th> </tr> </thead> <tbody> <tr> <td>Scope 1 Natural Gas & Fleet Fuel</td> <td style="text-align: right;">11,007</td> </tr> <tr> <td> Scope 1 Natural Gas</td> <td style="text-align: right;">1,388</td> </tr> <tr> <td> Scope 1 Fleet Fuel</td> <td style="text-align: right;">9,619</td> </tr> <tr> <td>Scope 2 Electricity</td> <td style="text-align: right;">2,519</td> </tr> <tr> <td>Scope 3 Business Travel**</td> <td style="text-align: right;">561</td> </tr> <tr> <td>Scope 1 and Scope 2 GHG Emissions Intensity (MT CO2e/\$M Revenue)</td> <td style="text-align: right;">25.10</td> </tr> <tr> <th colspan="2" style="text-align: center;">Energy Consumption (MWh)</th> </tr> <tr> <td>Facilities</td> <td style="text-align: right;">14,136</td> </tr> <tr> <th colspan="2" style="text-align: center;">Fleet Fuel Consumption (kgal)</th> </tr> <tr> <td>Diesel and Gasoline</td> <td style="text-align: right;">1,084</td> </tr> </tbody> </table> <p><i>*Data may be estimated or extrapolated based on availability of information.</i> <i>** This metric represents business travel based on available data from flights, hotels, and rental cars.</i></p> <p>For additional information, please refer to the Environmental section of this Report (page 16).</p>	GHG Emissions (MT CO2e)		Scope 1 Natural Gas & Fleet Fuel	11,007	Scope 1 Natural Gas	1,388	Scope 1 Fleet Fuel	9,619	Scope 2 Electricity	2,519	Scope 3 Business Travel**	561	Scope 1 and Scope 2 GHG Emissions Intensity (MT CO2e/\$M Revenue)	25.10	Energy Consumption (MWh)		Facilities	14,136	Fleet Fuel Consumption (kgal)		Diesel and Gasoline	1,084
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<p>Targets used to manage climate-related risks and opportunities and performance against targets</p>	<p>In 2021, Atlas launched the company's long-term ESG targets. This included the following set of climate-related goals:</p> <ul style="list-style-type: none"> ▪ Reduce the Company's Scope 1 and Scope 2 emissions by 50% ▪ Transition 50% of vehicles within our fleet to electric or hybrid <p>For additional information, please refer to the Environmental section of this Report (page 16).</p>																						



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