



2025

SUSTAINABILITY REPORT



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Our Company

Founded in 2002, ALL4 is a global environmental consulting firm with a mission to help clients navigate complex regulatory landscapes while shaping a more sustainable future.

Today, ALL4 partners with private and public sector clients to drive transformative change across industries. Our expertise spans acoustics, air quality management, chemical reporting and compliance, digital solutions, sustainability, investigation and remediation, environmental planning and permitting, occupational health and safety, waste management, and water quality. In the nearly 25 years since ALL4 was founded, we have facilitated strategic growth to meet the ever-changing needs of our clients and the demands of regulatory governing bodies.

ALL4 has established itself as a full-service firm built on the core values of authenticity, accountability, ownership, and culture. We combine deep technical knowledge with forward-thinking solutions to deliver outcomes that are not only compliant, but future-ready.

By the end of 2025, ALL4 had grown to over 350 employees across 13 offices in the United States and Europe, with approximately 30% of employees working fully remote. Our offices are located in the metro areas of Philadelphia, PA (headquarters); Rancho Cucamonga, CA; Atlanta, GA; Lexington, KY; Louisville, KY; Boston, MA; Raleigh, NC; Houston, TX; Bellingham, WA; Washington, DC; and Madrid, Spain. Our remote employees provide support across the United States, as well as regional support from international professionals in Canada, Spain, Mexico, Argentina, Brazil, and Chile.

In early 2026, ALL4 acquired VCS Environmental in San Juan Capistrano, California, and Tora Consulting LLC, headquartered in Columbia, South Carolina. Metrics and data for both acquisitions will be included in the 2026 Sustainability Report.

ALL4 has been consistently recognized as a Best Place to Work both regionally and nationally. Notable 2025 honors include Best Companies Group Best Places to Work in Consulting, Inc. 5000 Fastest Growing Companies, and the Zweig Group Hot Firm List.



ALL4's Core Values

ALL4 is built on a set of principles and ethics known as the CORE4 that helps us shape environmental responsibility and create distinction for our clients, employees, and partners. The CORE4 set of principles are:

OWNERSHIP Ownership refers to the fact that each of our team members has the best interests of our clients at heart all the time. We treat the people we work with as if their success is directly correlated with ours because, in a sense, it is. By encouraging everyone on our team to take ownership of the projects they work on, we enable greater engagement and ultimately better results.

For our clients, this principle means they can count on ALL4 to steer them in the right direction on any matter related to environmental, health, and safety management.

AUTHENTICITY The unfortunate truth in our industry is that occasionally, what our clients want to hear and what they need to hear aren't always the same thing. Many environmental consultants will paint a rosy picture at the beginning of a project, only to lead to disappointment and frustration later.

At ALL4, our goal is to turn environmental management from a liability to an asset. However, doing so can require changes that aren't always pleasant. Committing to authenticity means transparency and honest communication with the people we serve.

CULTURE Working at ALL4 means committing to our value-driven culture and emphasis on continuous improvement. We encourage our staff to pursue ongoing professional development through both internal coaching and external training. By creating a positive, supportive atmosphere in our offices, we encourage employees to provide our clients with similar experiences. Our culture translates into a very stable workforce, providing consistency, continuity, and quality for our clients.

ACCOUNTABILITY Accountability is the foundation for our work, and how we build trust with those we work with, including colleagues, clients, and regulatory agencies. Certain work products are stamped with our quality seal, which means it's been reviewed by a certified ALL4 Quality Professional (AQP) and meets our standards for accuracy. Moreover, ALL4 staff members at all levels understand the importance and objectives of the quality assurance (QA) process and take ownership of their specific role in it.

In addition to the CORE4 ALL4 lives by the following values:



ALL4 is a globally recognized consulting company shaping environmental responsibility and creating distinction for clients, employees, and partners.

Built upon the foundation of the CORE4, we live by these values:

CORE VALUE	BEHAVIOR
TAKE ACTION	Be self-directed and solution oriented. Be decisive and adaptable, and work smart.
GROW YOUR BUSINESS	Be entrepreneurial. Innovate, take risks, and consider the positive financial return. Cultivate opportunities, clients, and relationships.
ACT WITH INTEGRITY	Demonstrate trustworthiness, dependability, and thoroughness.
INVEST IN OTHERS	Serve others. Give generously without exception. Train, mentor, and develop individual potential. Express appreciation.
PURSUE EXCELLENCE	Surpass expectations. Seek challenges. Deliver accuracy and have a sense of urgency.
EMBRACE CHANGE	Step into organizational and personal change. Challenge yourself and continuously learn.
ENJOY THE JOURNEY	Stay engaged and keep things in perspective. Have fun.
PRACTICE AUTHENTICITY	Be open, vulnerable, and transparent. Demonstrate compassion, empathy, and candor.

OWNERSHIP | ACCOUNTABILITY **CORE4** AUTHENTICITY | CULTURE

ALL4's CORE4 set of principles and core values are central to our operations both internally and externally and are reflected in the work we produce and the relationships we maintain.

A MESSAGE FROM BILL STRAUB, CEO

I am proud to share ALL4's 2025 Sustainability Report and reflect on our continued progress within ALL4's purpose of growing sustainability communities. We release this report to maintain transparency around our environmental impact and sustainability measures, and to highlight meaningful strides we have made over the past year. ALL4 remains committed to advancing the sustainability principles that guide our company and shape our long-term strategy.

Similar to 2024, 2025 was full of growth and opportunity. We have continued to expand our team and partnered with Levine Leichtman Capital Partners (LLCP) for the next chapter of our journey. This partnership positions us to scale strategically, strengthen our capabilities, and enhance the value and support we deliver to our clients and communities. Additionally, we offered our employees the opportunity to participate in both an equity investment program and equity option grant program in 2025, giving them a unique chance to invest in the future of ALL4, and be rewarded in our success, as we pursue new opportunities, expand our teams, and grow. This shared ownership structure reflects an aligned and equitable commitment to our growth and reinforces that our sustainability journey is one we are advancing together.

As ALL4 continues to grow, so does our environmental footprint. In 2025, we focused on further enhancing our understanding of that impact while identifying opportunities for improvement. While overall resource use increased in line with our business growth, we made meaningful progress in specific areas, including improving our waste diversion performance through a comprehensive waste audit. These efforts reflect our ongoing commitment to refining how we measure, manage, and reduce our environmental impact over time.

Looking forward, we will continue to prioritize and refine our sustainability goals. Focusing on sustainability strengthens our ability to identify and respond to challenges as the world around us continues to change, helping to build a resilient organization prepared for our future. Through strategic growth and shared reward, continued investment in our people, and strong client partnerships, we are well-positioned to advance our purpose of growing sustainable communities.

We are incredibly grateful for all we accomplished in 2025 and look forward to another year of reaching our sustainability goals growing sustainable communities.



Purpose of the Report

ALL4 is excited to present the 2025 Sustainability Report. ALL4 is continuously growing in size and service offerings, and we are committed to tracking and evaluating key sustainability metrics each year. These metrics include greenhouse gas (GHG) emissions, recycling metrics, water usage, and the level of sustainability engagement of our employees. Throughout this process, we remain committed to our core values of authenticity, accountability, ownership, and culture. These values guide us as we evaluate our progress, adjust, and implement meaningful changes to further strengthen our sustainability efforts.

In 2025, we focused on improving our performance in key areas including recycling and employee engagement. In late 2025, we introduced Sustainability Office Leads to embed and support sustainability in each of our offices as we continue to grow. We sent out weekly informational sustainability posts to all employees and host office sustainability competitions throughout the year to help increase employee engagement in sustainable practices and foster a culture of environmental responsibility across our organization. We also completed our biennial employee sustainability survey to help us gauge how our Corporate Sustainability Team (CST) can better serve our employees.

The primary purpose of this report is to continuously track our sustainability impacts, including GHG emissions and resource consumption each year. This report summarizes the 2025 data and compares performance to previous years. The data in this report allows ALL4 to identify and monitor which areas may be improved and model potential solutions. Collecting annual quantified information enables us to set measurable goals and monitor our progress toward achieving them over time with improved methodology and data accuracy each year.



Growing Sustainable Communities

At ALL4, we recognize that advancing a sustainable future is both a responsibility and a strategic priority. Our purpose — to grow sustainable community — informs our approach to integrating sustainability across our operations and decision-making processes.

Oversight begins with our CST, alongside enterprise-wide implementation supported by our Executive Leadership Team (ELT). Key functions, including Business Unit Administration, Finance, Information Technology (IT), and Human Resources (HR) play an essential role in executing and advancing these initiatives.

The following sections present our sustainability performance, structured across Environmental, Social, and Governance pillars, and highlighting our priorities, actions, and progress in each.

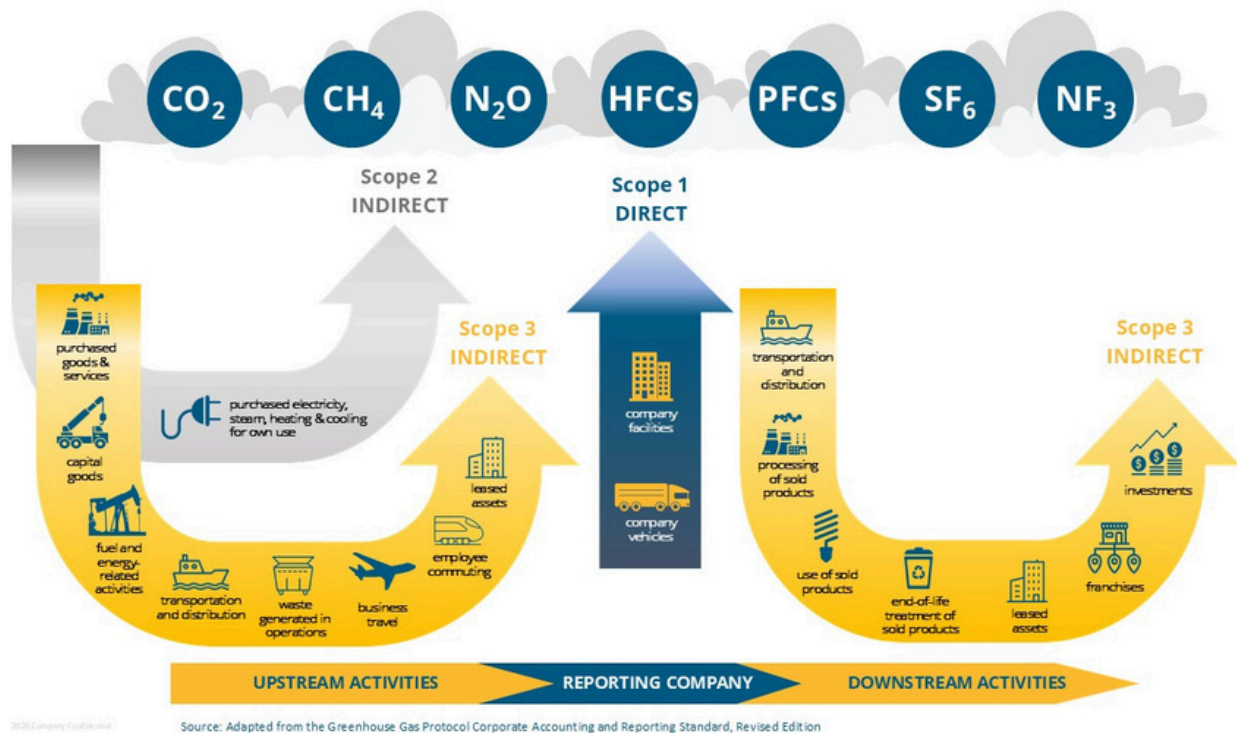


Photo: ALL4 headquarters in Kimberton, PA

As an environmental, health, and safety consulting company, ALL4 understands the importance of holding ourselves to the same standards of accountability and transparency that we promote to our clients. We track several key environmental metrics including GHG emissions, energy consumption, water usage, and waste generation as a commitment to our sustainability efforts. By monitoring our own environmental performance, we ensure that our operations align with our values and reinforce our role as a responsible and credible leader in the sustainability space.

Environmental Performance

GHG Emissions



Greenhouse Gas emissions are categorized into three scopes by the Greenhouse Gas Protocol to help organizations understand and manage their carbon footprint:



Scope 1 Emissions

Direct emissions from sources that are owned or controlled by the company. This includes fuel combustion in company-owned facilities and vehicles.



Scope 2 Emissions

Indirect emissions from the generation of purchased electricity, steam, heating, and cooling that the company consumes.



Scope 3 Emissions

Indirect emissions that occur in the value chain of the company, both upstream (from suppliers) and downstream (from customers and product use). These include business travel, employee commuting, waste disposal, and purchased goods and services.

Environmental Performance

GHG Emissions



Scope 1 Emissions

Scope 1 GHG emissions from ALL4's operation include emissions from natural gas heating at the Kimberton, PA office (headquarters) and from company-owned vehicles associated with our Kentucky and Washington state offices. All other ALL4 offices are leased and do not fall into the Scope 1 category. The Scope 1 emissions remained relatively constant from 2024 to 2025, as predicted, as there were the same number of vehicles and no upgrades to the Kimberton office.



Scope 2 Emissions

Scope 2 GHG emissions include indirect emissions from the generation of purchased electricity, steam, heating, and cooling, as well as electricity usage by remote employees. Scope 2 emissions are calculated for purchased electricity for all offices and heat generated from natural gas used in all offices except Kimberton, PA. We had four office moves in 2025 which lead to a slight increase in Scope 2 emissions. The new office buildings offer greater data accuracy, enabling ALL4 to better monitor future initiative outcomes. Our Raleigh, NC, Washington, DC, and Madrid, Spain offices do not use natural gas for heating and do not have emissions associated with purchased natural gas.

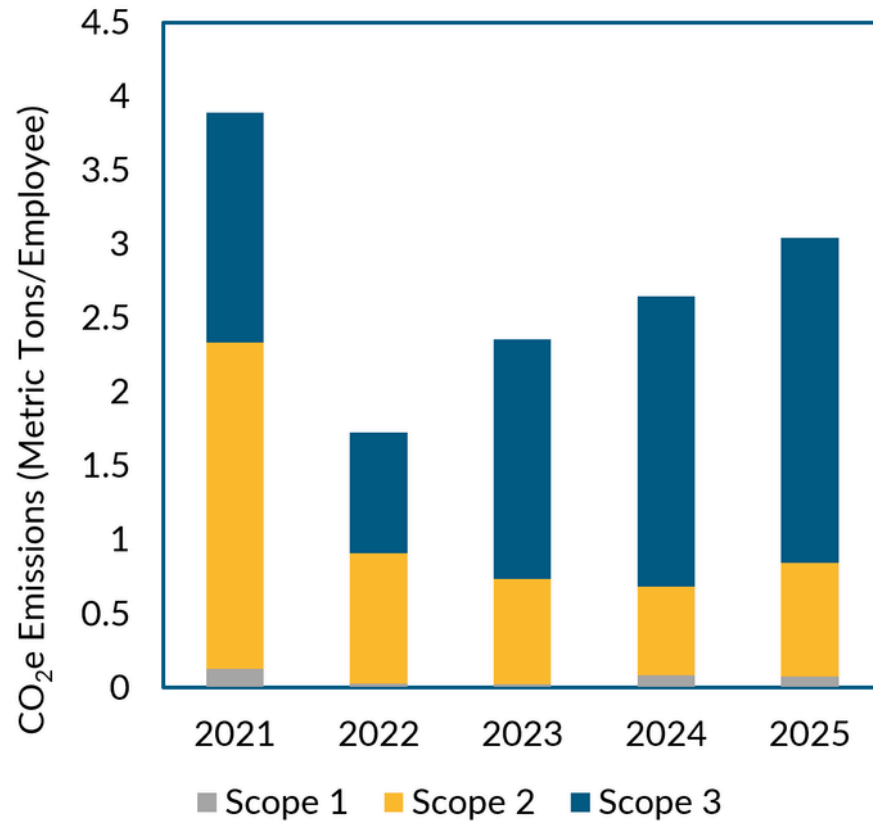


Scope 3 Emissions

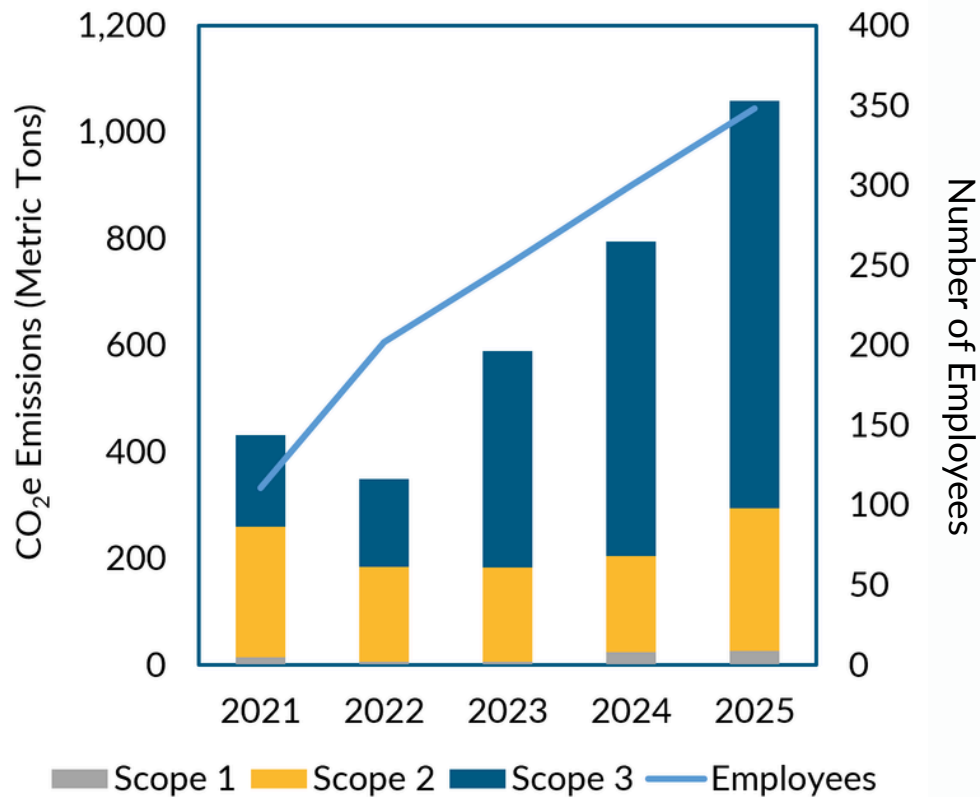
Scope 3 GHG emissions include all other indirect emissions not covered under Scope 2. For ALL4, these emissions primarily arise from rental car travel, air travel, and waste generation. Specifically, ALL4 has identified Category 5 – Waste Generation and Category 6 – Business Travel (out of the 15 Scope 3 categories) as the most material to the company's operations.

GHG Emissions Summary

ALL4 GHG Inventory Per Employee



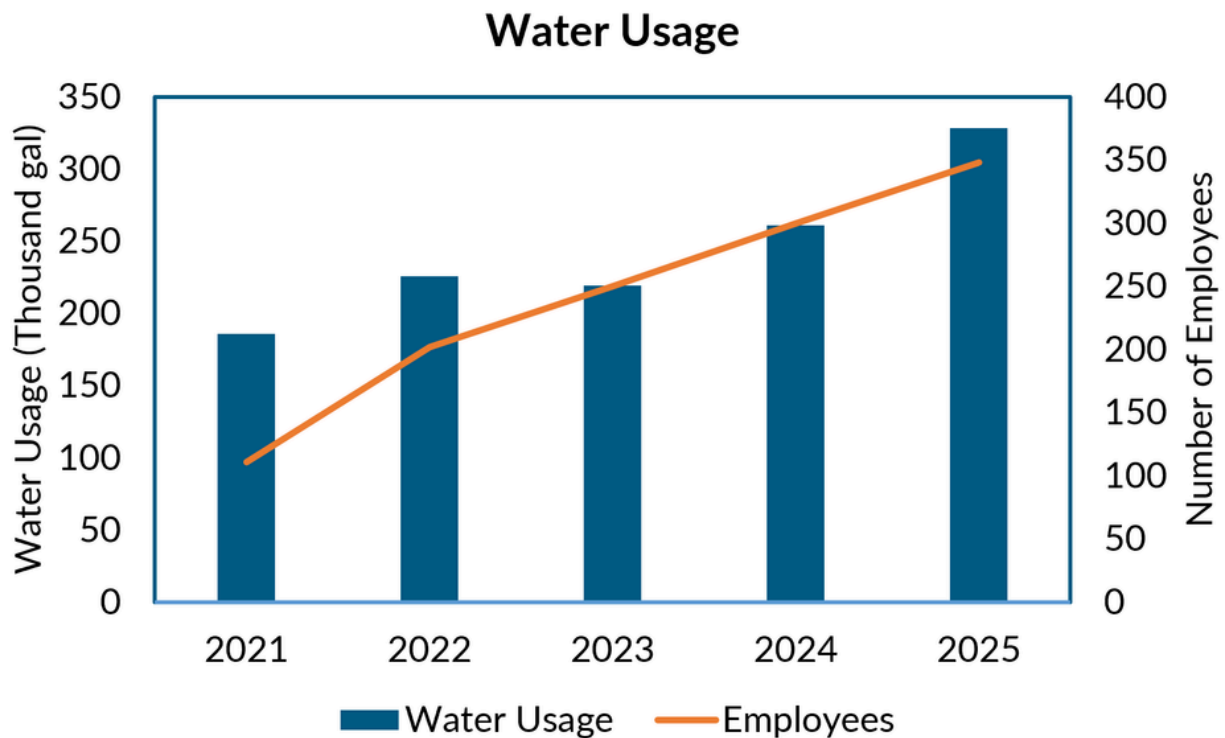
ALL4 GHG Inventory



Environmental Performance

Water Metrics

ALL4 monitors our water usage to help identify possible ways we can practice water conservation, identify inefficiencies, lower costs, and make smarter, data-driven decisions about resource management. Water usage in our offices is essential for hygiene, hydration, and cleanliness (washing hands, cleaning reusable plates, utensils, and mugs, etc.). Although most offices are leased, ALL4 strives to keep employees informed by offering tips on how to reduce water usage at home and in the office. We continue to explore options to replace appliances in owned offices with higher efficiency appliances for additional reductions.



Environmental Performance

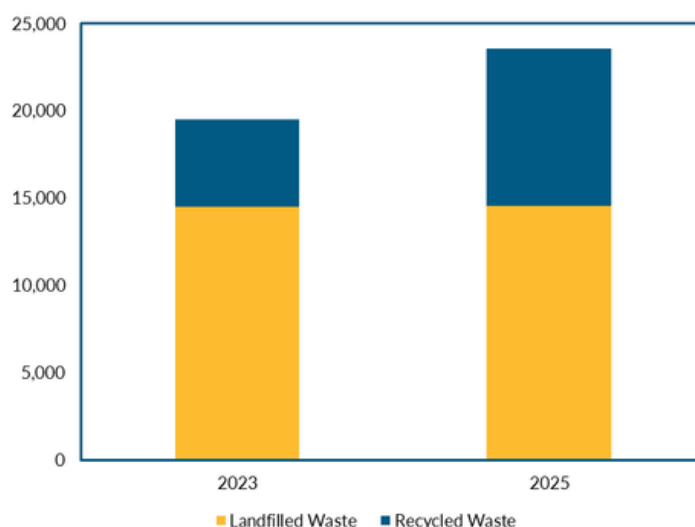
Waste Metrics

ALL4's operations do not generate large quantities of waste due to the nature of our business. Our biggest contributor of waste is office and kitchen waste; however, many items from the office and kitchen areas are recycled through municipal recycling systems. Each office is equipped with reusable dishware, utensils, and mugs and ALL4 participates in Keurig-cup and Nespresso pod recycling programs.

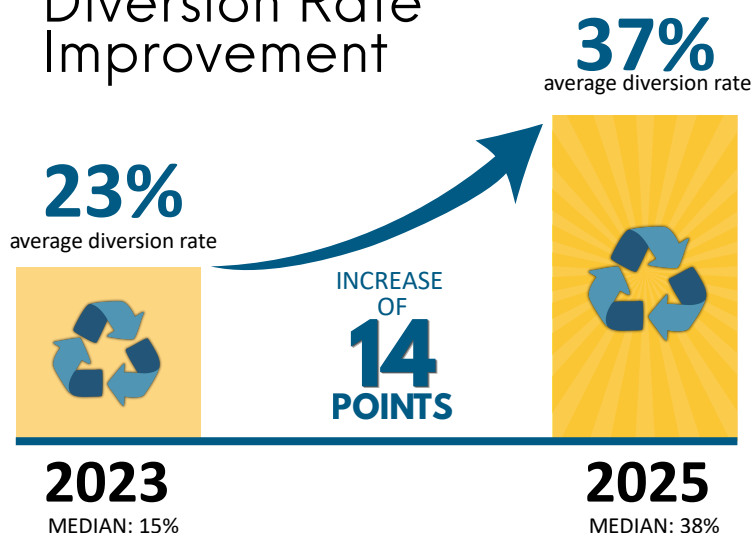
ALL4 also conducts biennial waste audits. We began our audit program in 2023 as the baseline year and completed a second audit in 2025. Landfill trash and recycling were weighed every working day in each office during the auditing period, October 2025. The data gathered from was used to extrapolate waste generation for the year based on the number of employees in each office. The goal of the audit was to determine the diversion rate, which is the ratio of recycling, reuse, or compost to the landfilled waste.

Results from the audit indicate that, even with additional offices, the total amount (in pounds) of landfilled waste in the offices remained the same. Additionally, the average diversion rate increased from 23% in 2023 to 37% in 2025. The results are a representation of our commitment to reducing waste and increasing recycling within our offices. We were able to achieve this by raising awareness and increasing employee education, increasing recycling signage in our offices, providing reusable dishware, implementing our Plastic Free July campaign, and the addition of battery recycling in 2025.

Total Pounds of Waste Produced



Diversion Rate Improvement



Environmental Performance

Environmental Stewardship in Operations

ALL4 formed the CST in 2021 to lead the company toward a more sustainable future. The CST was focused on three main initiatives in 2025: Annual Reporting, Employee Engagement, and Office Sustainability. This section summarizes the accomplishments of each initiative in 2025.

Annual Reporting

This initiative included compiling utility data from all offices and expanding reporting to new offices. In 2025, ALL4 monitored sustainability metrics and tracked consumption and emissions trends. The annual reporting team is continuously working to improve reporting efficiency and data quality. In 2025, ALL4 was able to increase data accuracy by building better relationships with building owners to obtain data on a regular basis. Over the coming year, ALL4 will work to expand reporting to include additional environmental metrics to improve transparency and disclosure.

Employee Engagement



The CST continues to enhance visibility and employee engagement. The CST has a dedicated page on the internal company engagement platform (CORE) where employees can access key sustainability resources and learn about the goals and initiatives of the CST. These resources include monthly sustainability bulletins filled with eco-friendly tips and facts, past sustainability reports, and comprehensive guides on topics such as recycling, composting, sustainable event planning, and environmentally conscious purchasing. Through this platform, the CST also sends out weekly sustainability campaigns to all of our employees. In 2025, the CST began providing periodic announcements in our company-wide meetings to promote sustainability initiatives and campaigns in the offices.

Environmental Performance

Office Sustainability

The CST continues to align all offices with ALL4's sustainability culture. In late 2025, CST implemented a designated sustainability lead in all offices. Having a designated representative in each office supports the broader development of the company's sustainability culture and ensures there is a knowledgeable point of contact available to address employees' sustainability-related inquiries. In 2025, this group launched the biennial sustainability survey to get input from employees on what sustainability initiatives they want to see. This group also focuses on organizing employee engagement activities such as Earth Day celebrations, Plastic Free July, and the annual Clothing Drive. Our annual Plastic Free July activities include challenging employees to make simple changes, including anything from daily action items (e.g., switching to reusable utensils, avoiding plastic bags) to one-time action items (e.g., making your own cleaning products or planting an herb or vegetable garden).

In 2025, we saw an increase from 61 employees to 80 employees participating in the challenge. To track progress, we utilized Ecochallenge.org and awarded a prize to the Washington, D.C. office for having the highest average points per person. CST also provided resources such as the United Nations Sustainable Development Goals (SDG) Service Day resource, zero waste events guides, and the sustainable procurement guide.



Sustainability Survey

The ALL4 CST conducts a biennial sustainability survey to encourage employee engagement, solicit feedback on how the CST can better serve the company, and how the company can operate more sustainably. Out of the employees who responded to the survey, 94% think it is important/very important for ALL4 to operate sustainability and we found that 86% of employees are willing to participate in events organized by the CST. This shows our employees' commitment to the culture of growing sustainable communities at ALL4.

Social Performance

At ALL4 we believe that sustainable growth starts with people. Our processes and programs are designed to develop talent, strengthen collaboration, and build meaningful connections both within our organization and in the communities we serve. From employee development and inclusive excellence to community engagement and client partnerships, we are committed to growing sustainable communities and creating lasting positive outcomes that benefit individuals, teams, and society.

Company Culture

At ALL4, our core values — Authenticity, Accountability, Ownership, and Culture — are the foundation of how we operate. These values are embedded in our daily practices, decision-making, and the way our employees engage with one another and our clients.

ALL4 is committed to fostering a workplace where employees feel supported and engaged. We provide flexibility that enables our team members to balance their professional and personal responsibilities, and we invest in individualized growth opportunities that reflect each employee's unique goals and contributions.

ALL4 emphasizes a continuous feedback culture. Feedback is routinely gathered from all levels of the organization to help project teams operate at a high level. Each employee is paired with a Coordinator as their primary development resource. ALL4 also has a formal cross-coaching program which provides additional opportunities to connect with mentors across the organization, broadening professional perspectives and growth.

ALL4 hosts regular recess events to allow for the opportunity to build and strengthen relationships outside of the office, reinforcing company culture and a sense of community across the organization.

Our strong employee retention reflects the effectiveness of these efforts. When employees feel valued and supported, they are more engaged, productive, and committed to the long-term success of the organization — benefits that extend to our clients and the communities we serve.



Social Performance

Internal Awards

Each year, ALL4 employees are invited to submit nominations for Employee Awards, which are given to employees whose accomplishments over the previous year merit special recognition. Awards are given in several different categories and are announced and celebrated at our annual company cornerstone event.

In addition to Employee Awards, staff are given the chance to recognize and support their colleagues throughout the year by nominating them for ALL4 Accolades, which recognize a colleague who goes above and beyond in their duties or exemplifies ALL4's Core Values in a way that stands out to peers, clients, and regulators. Anyone can nominate a coworker for their exceptional efforts. ALL4 Accolades are announced during a monthly company-wide meeting.

Employees are also given the chance to announce high-fives to project teams on a weekly basis during a company-wide meeting to provide continued recognition, praise, and celebration of successes.



Social Performance

IDEA and Demographics

ALL4's action-based Inclusion, Diversity, Equity, and Accessibility (**IDEA**) Committee works to create an environment in which all employees feel valued, respected, and empowered to contribute fully. IDEA supports and collaborates with Employee Resource Groups (ERG), which are voluntary, employee-led groups whose aim is to foster a diverse, inclusive workplace aligned with the communities they serve.

Currently, ALL4 supports the following ERGs:

- Blacks Owning Leadership and Development (BOLD)
- LGBTQIA+
- Accessibility
- Veterans
- Women at ALL4
- Working Caregivers
- Legacy (Approaching Retirement)
- First Jobs and Early Career
- International and Immigrant



BOLD is the newest ERG, established in 2025, and they already launched their first initiative, a school supplies drive to support local students. The group selected one school near each ALL4 office and connected with them to understand their students' most urgent needs. Employees were provided with Amazon wish lists to utilize for

donations. The Kimberton Office had the most donations and won a lunch sponsored by BOLD.

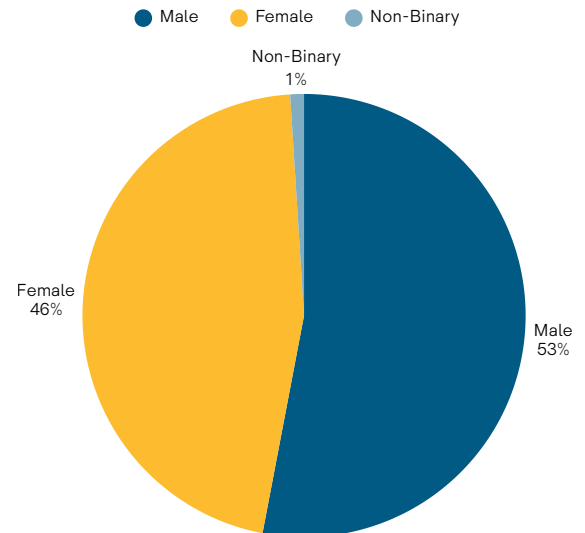
The ERGs exist to provide support, help in personal and career development, and to create a safe space where employees can bring their whole selves to the table. ALL4 believes that IDEA and ERGs contribute to a healthy workplace culture for all employees, whether in-office or remote.

Social Performance

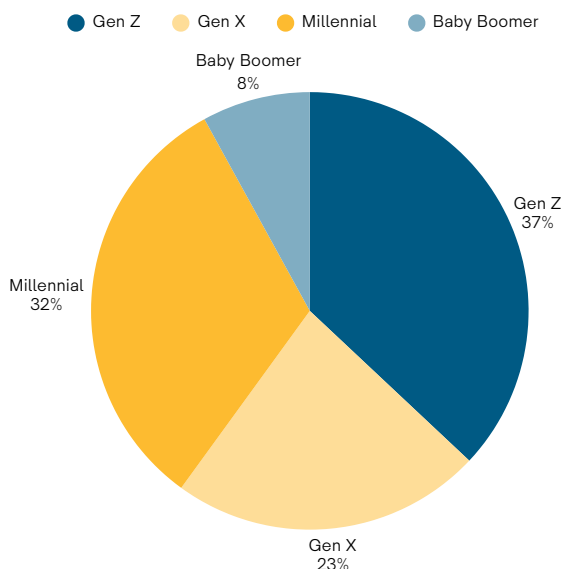
Demographics and IDEA

ALL4 drives our commitment to building a workforce that reflects the communities we serve. We actively develop strategies to attract candidates from diverse backgrounds and ensure every step of our interview and selection process is equitable and unbiased. Today, women make up 46.0% of our workforce and hold 43.2% of top management positions, while employees from minority backgrounds represent 16.1% of our team.

Gender Breakdown - Whole Organization



Generation Breakdown



Our workforce has a strong mix of experience levels and generational perspectives across the company. Gen Z and Millennials represented the majority of the company comprising 37.3% and 31.6% of employees, respectively, while Gen X accounted for 22.7% and Baby Boomers represented 8.4%. This generational distribution highlights a growing pipeline of emerging talent alongside more experienced professionals.



Social Performance

Health and Safety

ALL4 is committed to operating safely and efficiently, and employee health and safety are of primary importance to us. Our activities are conducted in accordance with the Occupational Safety and Health Administration (OSHA), the Washington Industrial Safety and Health Act (WISHA), and good industrial standard practices. ALL4 also requires subcontractors to undergo a pre-approval qualification process and follow safety plan and training requirements that meet or exceed OSHA, ALL4, and Client site requirements. Newly-hired ALL4 personnel are required to review a corporate safety plan and complete a safety orientation. Specialized trainings, such as Hazardous Waste Operations and Emergency Response (HAZWOPER), may also be required depending on job responsibilities. Personal Protective Equipment (PPE) needs are assessed on a general and job-specific basis and provided to ALL4 employees as needed at no cost to the employee. ALL4 provides safety reminders regularly during company-wide meetings. Additionally, ALL4 maintains safety standard operating procedures (SOP) for in-office and on-site health and safety.



Social Performance

Training and Professional Development

Internal Trainings

ALL4 recognizes that an employee's development begins from the moment they join the company. We have designed an onboarding plan that includes required training, orientation materials, and support for full integration. Beyond onboarding, ALL4 offers ongoing technical training both internally and externally, educating employees and clients on various regulatory programs as well as focused topics encountered day-to-day by facility environmental personnel. All technical employees are expected to complete technical trainings as part of ALL4's commitment to professional growth.

ALL4 is also committed to growing the knowledge of our clients and peers. Through AQ101, Water101, and Waste101, ALL4 offers training to clients, colleagues, and industry professionals on air quality, water quality, and waste-related regulatory programs. AQ101 provides comprehensive and foundational knowledge of the Clean Air Act and its various regulatory programs. Similarly, Water101 covers the same foundational knowledge as it relates to the Clean Water Act. Waste101 provides a foundational knowledge of various waste-related regulations, with an emphasis on the Resource Conservation and Recovery Act (RCRA). These courses provide sessions on the history of regulatory programs and real-world project examples.



External Trainings

ALL4 encourages employees to pursue external training opportunities to further enhance their knowledge and skills. Employees have the flexibility to pursue training through a wide range of providers like OneRange, an example of the external partnerships ALL4 has established. OneRange is a skill development platform offering a wide variety of professional development courses and resources tailored to employees' individual growth goals.

Social Performance

Community Engagement

Service Day Activities

At ALL4, we understand the importance of environmental stewardship and strive to lead by example for our clients and each other on the use of sustainable practices. ALL4 provides all our employees with opportunities to participate in annual sponsored community work, volunteer, or service days. This offers employees the chance to contribute their time and skills to make meaningful impacts on our communities. In 2025, ALL4 employees participated in a variety of service days, including preparing supply bags for the homeless with comfort items and nonperishable foods, packing weekend lunches and snacks for local school children that are delivered to the school and given to the students on Fridays, park cleanup events, and participating in the Special Olympics.

From internal initiatives to supporting our local communities, ALL4 has worked with and donated to many organizations, such as Books for Africa, United Way, Feeding America, and the American Red Cross Disaster Relief Fund. The CST also provides a resource listing local service opportunities that align with the United Nations SDGs.



Social Performance

Community Engagement

United Way

ALL4 provides year-round support by matching employee donations dollar-for-dollar to the nonprofit the United Way, which provides essential resources such as food for the hungry, shelter for the homeless, and educational opportunities for children. ALL4 allows employees to contribute as a pre-tax deduction from paychecks as well as through one-time donations.



Clothing Drive

ALL4 conducts an annual clothing drive at the end of each year. Every office participates as a group and remote employees donate clothes to their own local organizations. Clothes collected are donated to specified organizations, which distribute to families in need rather than the clothes gathering dust or going into a landfill, as is the case for over 92 million metric tons[1] of textile waste annually. In 2025, ALL4 donated over 1,675 items to people in need and prevented those items from being landfilled.

CLOTHING DRIVE IMPACT

1,675

ARTICLES OF CLOTHING

Proudly donated to local organizations to support our communities and promote a more sustainable future.



Supporting
communities



Reducing
waste



Making
impact





Governance

At ALL4, our commitment to accountability, transparency, and integrity is a direct reflection of our Core Values. We hold ourselves to the highest ethical standards, ensuring our actions align with our Core Values and serve the best interests of our clients, colleagues, and communities.

Corporate Structure

Our ELT consists of seven collaborative and equally-accountable leaders who work together to ensure balanced decision-making and strong governance across the organization. In addition to weekly meetings, the team holds regular off-site meetings to focus on strategy, alignment, company performance, and other key priorities.

In January 2025, ALL4 officially announced a partnership with LLC.P. Tate Bevis, JMH Managing Director, highlighted, “We are proud of the personal and professional relationships that we built with the ALL4 team and the shared vision that we formulated and executed to position ALL4 as a global leader. We are confident that the firm is poised for further growth with their new partner.” ALL4 employees were offered significant ownership in the Company following the transaction and currently about 20% of the Company is employee-owned.

Ethics and Compliance

ALL4 is committed to maintaining a high standard of business ethics and professional conduct. All employees are expected to uphold strong business and professional principles, take responsibility for their actions, and consistently demonstrate integrity in their work. ALL4 employees are expected to comply with all laws, regulations, and policies applicable to the Company and treat others (clients, suppliers, peers) with respect, consideration, and dignity. Our Anti-Bribery Policy reinforces ethical business conduct and prohibits bribery or improper influence in any form. The Human Rights, Modern Slavery, and Child Labor Policy affirm ALL4’s commitment to protecting human rights and ensuring fair labor practices across our operations and supply chain. Every year, each employee is required to read and sign the ALL4 Employee Handbook that provides an overview of our policies, working rules, and general employment information.

ALL4 has delivered on the core value of Ownership by affording employees two different ownership opportunities: equity or stock purchase and equity option grant awards. In April 2025, the opportunity to purchase stock was afforded to all employees at that time, regardless of seniority, position, or responsibilities. ALL4 further supported this program by offering a loan program through the company to support employees who sought the investment opportunity. In addition, to the equity program, ALL4 initiated the equity option grant program that rewards key contributors to the organization with the ability to recognize a financial return based on the success and growth of ALL4. Both programs were created with a singular class of stock to create alignment across all participants. These programs further demonstrate a commitment to the ALL4 community.

Governance

Feedback and Communication

ALL4 fosters a culture of psychological safety, where employees are encouraged to speak openly and share feedback without fear of retaliation. We believe feedback, whether positive or constructive, is essential to our success as individuals and as a team. We use feedback to strengthen our relationships, support our development, and enhance how we work. ALL4 encourages every employee to feel comfortable raising ideas, concerns, observations, and suggestions at every level. Each month, a company-wide meeting is held that serves as a forum for any employee to submit questions and engage with the ELT.

Employee Engagement Survey

At ALL4, listening to our employees is a genuine commitment to understanding how our people feel about their work, their growth, and the organization as a whole. Each year, ALL4 conducts a company-wide engagement survey designed to give every employee a meaningful voice in shaping the employee experience.

The survey gathers feedback across eight core focus areas: Leadership & Planning; Relationship with Supervisor; Work Environment; Overall Engagement; Corporate Culture & Communications; Training, Development, & Resources; Role Satisfaction; and Pay & Benefits. Responses are collected through a combination of scaled questions and optional free-text responses, allowing employees to share both quantitative feedback and their own words.

In 2025, 247 employees responded to the survey, reflecting an 85% response rate. For the first time, ALL4 extended the survey to international employees in Spain, Mexico, Argentina, Brazil, and Chile (administering a separate survey due to limitations with our current provider) because we believe every voice matters, regardless of location.

Participation increased from the previous year, giving us even greater confidence in the data. ALL4 maintained an 84% overall average engagement score, which is firmly within the high engagement range relative to industry benchmarks.

Survey results are reviewed each year to identify strengths, common themes, and areas for growth. Leadership and HR use those findings to develop meaningful action plans to improve the employee experience, working conditions, communication, and organizational effectiveness. The survey is one of the most important ways ALL4 holds itself accountable to its people.



Governance

Data Security and Privacy

ALL4 is committed to safeguarding data and is central to our mission of helping clients navigate complex environmental and regulatory landscapes. ALL4 operates a formal Information Security Management System (ISMS) certified to ISO/IEC 27001:2022, the leading international standard for information security management, achieved on November 1, 2025. The ISO 27001 certification was a multi-quarter readiness effort led by the Technology and Cybersecurity team and overseen by the ISMS Board. The program is built around the Confidentiality, Integrity, and Availability of client and company information, operated under a continuous improvement cycle, and sustained through disciplined policy management, enterprise risk management, vendor oversight, internal audit, and ongoing surveillance audits. ALL4's approach is risk-based, intelligence-driven, and people-first, applied consistently across every office and remote work environment.



ISO/IEC 27001:2022

EU-U.S. DPF

Public Trust Center

Certified
November 1, 2025

Certified & Compliant

Data Security and Privacy

ALL4 certifies and complies with the EU-U.S. Data Privacy Framework (DPF) where applicable, ensuring appropriate protection for personal data transferred from the European Union (EU) to the United States. Our Privacy and Global HR Privacy Notice incorporates requirements from the EU-U.S. DPF, the UK Extension to the EU-U.S. DPF, the Swiss-U.S. DPF, the General Data Protection Regulation (GDPR), and the California Consumer Privacy Act (CCPA)/California Privacy Rights Act (CPRA).

The ALL4 public Trust Center was launched in December 2025 to provide clients and partners with direct access to ALL4's security and privacy commitments and compliance resources, reinforcing transparency and reducing diligence burden. Material changes to risk posture, certification status, and/or regulatory obligations are reported to executive leadership through the standard ISMS Board cycle.

ALL4 introduced an official policy on artificial intelligence (AI) in 2025 that includes five guiding principles: data protection first, human oversight and accountability, transparency and accuracy, contractual and legal compliance, and continuous improvement. The policy applies to all personnel (employees, contractors, interns, and third parties), assets (datasets, models, platforms, services, and infrastructure), and activities (data collection, training, validation, integration, monitoring, and retirement). ALL4 is committed to ensuring our staff are trained to use AI tools safely and effectively.

Conclusion

ALL4 is proud of our sustainability accomplishments and always looks for ways to improve each year. We have expanded our social and governance metrics in 2025 to further assess our sustainability journey. Our dedication to the CORE4 principles – Authenticity, Accountability, Ownership, and Culture – continues to guide us in our efforts to improve our environmental impact.

The CST has played a significant role in our sustainability initiatives, including our recycling programs, employee engagement activities, and the expanded sustainability metrics that have resulted in a meaningful and positive impact on our company.

We continue to prioritize innovation, transparency, and accountability in our sustainability journey and we are committed to improving our contributions to a more sustainable future for our company, our clients, and the planet.





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Contact

ALL4
2393 Kimberton Rd., Kimberton, PA 19442
610.933.5246

 www.ALL4inc.com
 info@ALL4inc.com
 @ALL4-inc