



The Green Engineer, Inc.

2025 Benefit Report

1 GENERAL COMPANY INFORMATION

Company Name: The Green Engineer, Inc. (TGE)
Address: 23 Bradford St. Concord, MA 01742
Year Established: 2005
President: Matthew Smith
Benefit Director: Tiffany Cogell

Significant (>5%) Ownership in the Company:

Chris Schaffner, Erik Ruoff, Carrie Havey, Sarah Michelman, Anthony Hardman, Matthew Smith, Peter Levy, Bradley Newkirk, Michael Munn, Vipul Singh, Erica Downs, Brenna Powers, Krista Poulin, Kelsey Powers, Patrick Boyle, Prachi Sharma, Lindsey Lawson, April Liu, Megan Straface, Jacob Savona (departed mid-year), and Erika Yao (departed mid-year).

2025 Board of Directors:

Matthew Smith – President (Employee Director)
Jacob Savona – Treasurer (Employee Director[MS1], departed mid-year)
Kelsey Powers – Interim Treasurer (Employee Director)
Krista Poulin – Secretary (Employee Director)
Tiffany Cogell – Benefit Director (Outside Director)
Chris Schaffner – CEO non-voting (Employee Director)
Anthony Hardman (Employee Director)
Peter Levy (interim Employee Director)
Chris Sheldon (Outside Director)
Marie Zack Nolan (Outside Director)

2 COMPANY BACKGROUND

The Green Engineer, Inc. is a sustainable design consulting firm specializing in energy-efficient and sustainable design solutions for the built environment. Founded in 2005 by Christopher Schaffner, PE, LEED, the firm currently (as of 1/21/26) has a staff of 23. Our team members consist of Sustainability Consultants and Building Performance Analysts. Our expert team brings to the table experience and perspective from a variety of backgrounds including engineering, architecture, environmental science, construction, planning, development, and policy. We practice an Integrative Design approach to provide clients with solutions to design, build, and operate buildings with improved energy efficiency and reduced environmental impact.

Our mission: Together with our clients, we strive to build a sustainable future that supports the health and well-being of individuals, communities, and the planet as a whole.

On January 1, 2013, we became The Green Engineer, Inc. an S Corporation. On September 10, 2013, we also became a Massachusetts Benefit Corporation.

According to our amended Articles of Incorporation, *“The Corporation shall be a Benefit Corporation as provided in Massachusetts General Laws Chapter 156e and shall have the purpose of engaging in any lawful business”*.

The public benefit purpose of The Green Engineer, Inc. is to create a positive impact on society and the environment, taken as a whole, through the business and operations of The Green Engineer, Inc, including to:

- (1) Distribute ownership and economic benefit to its employees; and
- (2) Further our business practices to foster a more adaptive, resilient, sustainable, and human economy; and
- (3) Strive to build a sustainable future that supports the health and well-being of individuals, communities, and the planet as a whole.

3 PUBLIC BENEFIT

3.1 GENERAL PUBLIC BENEFIT

The Green Engineer, Inc., operates as an ethical business, providing good jobs at good wages. We are inclusive, prefer local suppliers, and are open and transparent in our bookkeeping practices as well as in sharing our knowledge and expertise.

The Green Engineer, Inc. is a company that strives to positively impact the lives of its employees, community, and environment. As a triple-bottom-line company (people, planet, and profit), TGE's general public impact during CY 2025 was made in the areas of philanthropy, community, and sustainability.

TGE regularly contributes time, monetary contributions, and expertise that directly benefit the communities our employees, clients, and fellow team members live and work in. In 2025, we have continued to take concrete measures and action to combat systemic racism in our industry and society.

2025 Charitable Giving

For 2025, the company budgeted approximately 1% of projected revenue for charitable giving. As the financial situation became clearer near the end of the year, this budget was scaled back. The final charitable giving expenses for 2025 equaled \$2,000.

Those included, but were not limited to:

- Emerald Necklace Conservancy
- Pan-Mass Challenge

In 2025 we provided pro bono services for a school serving under-resourced students assisting the organization in securing utility incentive funding. TGE donated 25 hours of time for this effort.

Many TGE employees serve on boards or committees of organizations involved in promoting sustainable and energy-efficient practices on a local to global scale. These include the US Green Building Council, the International WELL Building Institute, and ASHRAE (American Society of Heating Refrigeration and Air Conditioning Engineers) among others. Our founder is invited to give numerous presentations and talks on sustainability to various organizations. Over the course of 2025 TGE committed over 270 working hours to volunteer efforts.

Justice, Equity, Diversity, Inclusion (JEDI) Committee

We have a Justice, Equity, Diversity, Inclusion (JEDI) Committee that meets regularly to plan anti-racism and JEDI initiatives. We assess incoming projects and work for their social equity and inclusion. We have turned down some work and targeted other projects with reduced fees and/or pro bono services to this end. We're also learning to have this conversation with all our clients by introducing the LEED social impact checklist for project teams. We will continue to take steps to combat systemic racism in 2026.

TGE's approach to developing and implementing JEDI Initiatives went through an evolution during 2025. Given financial constraints we paused the engagement of an external consultant to assist with our JEDI efforts, however all staff were allotted a time budget for 2025 to pursue JEDI initiatives. Additionally, the JEDI initiatives moved from being a committee-based group to a task-force driven effort.

2025 COMPLETED INITIATIVES

- Reviewed TGE's annual employee review process to ensure we use an anti-racist lens.
- Restarted monthly internal JEDI meetings.

JEDI COMMITTEE 2026 GOALS

- Restart JEDI book club

- Explore both internal and external impacts for project work and community involvement

Internally, we want to continue to work on being an anti-racist and inclusive firm.

Externally, we are not trying to become experts in social equity. We want to know enough to be able to engage project teams on this topic but rely on experts to lead this discussion.

3.2 SPECIFIC PUBLIC BENEFIT (AS RELATED TO BUSINESS DELIVERABLES)

We consult on projects to advise on energy efficiency and environmental impact. We work with architects, developers, institutions, non-profits, and the government sector to provide sustainability-related services including sustainability project management services relating to the achievement of whole-building third-party certification programs, including LEED (Leadership in Energy & Environmental Design), and ILFI (International Living Future Institute), among others as outlined below. Additionally, we perform energy and daylight modeling, life cycle cost /environmental impact analysis, training and coaching, and audits for buildings. Our projects include k-12 schools, higher education, state & municipal, commercial/office, labs, institutional, and mid/high-rise residential buildings.

Since our founding in 2005, The Green Engineer, Inc. has completed over 325 projects that have achieved LEED Certification. In 2025 alone, The Green Engineer completed 27 LEED certified projects with approximately 5 million SF of LEED certified construction.

Comprehensive project management services for WELL, Living Building, ILFI Core/Zero Carbon, and Fitwel certifications are offered, with support from our staff accredited in various healthy building standards. Our services also include Healthy Materials Consulting, and guidance on Health & Wellness Design Guidelines. We provide expert direction on identifying and sourcing compliant, environmentally sensitive, low-impact interior finish materials. Additionally, with WELL Faculty on staff, we conduct educational workshops on various health and wellness topics and certifications.

Five WELL projects were certified or recertified this year. We have certified a total of seven projects under the Fitwel rating system through the end of 2025.

Furthermore, TGE's services around Passive House continues to grow year-over-year. We have increased our number of Certified Passive House Consultants (CPHCs) to six. We have multiple projects pursuing Passive House Institute US (PHIUS) certification, and we continue to use the PHIUS proprietary energy modeling software "WUFI" as well as their new software "METr" in order to assess design alternatives and find the most cost-effective ways to demonstrate compliance for certification. We have conducted many passive house feasibility studies, which help design teams understand what design alternatives would be needed to meet Passive House, and how much of an operational energy-use impact those changes would have. In 2025 we had our first project achieve design certified status. We expect to have our first official Passive House certified projects in early 2026.

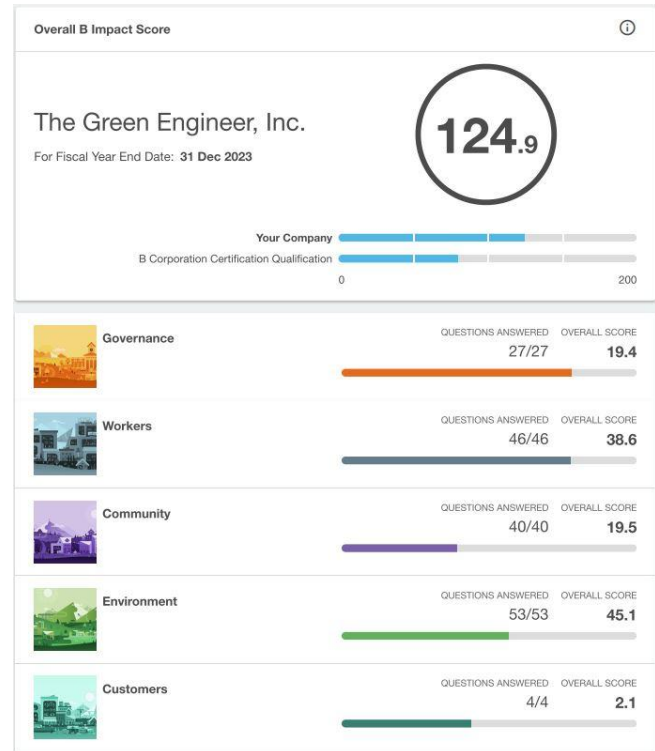
TGE's Whole-Building LCA (wbLCA) services have been updated over the past few years to keep up with new standards and practices within the industry. We anticipate the demand for wbLCA services will increase significantly in the coming year and beyond as embodied carbon reporting and scope 3 emissions reporting become standard, required by green building certifications, or required by law.

THIRD-PARTY STANDARD

3.3 B CORP

The Green Engineer, Inc. selected B Lab for the third-party standard used to prepare the company’s benefit report because the B Corp framework is comprehensive, independent, credible, and transparent. Because of the extensive knowledge and support offered by B Lab in serving the benefit corporation community, and our experience working with them to achieve B Corps status, we felt that they had a solid approach that closely aligned with both our business and social mission principles.

The Green Engineer, Inc has used the B Impact Assessment as a tool since May 2011 to help benchmark our social and environmental impact. We formally recertified in 2024. The results of our 2024 B Impact Assessment are attached to this report. The Green Engineer, Inc. scored 124.9 points out of 200 in the B Corp framework. The Green Engineer will undergo recertification in 2027, as the process follows a three-year cycle.



3.4 JUST

In 2019, we became a JUST labeled organization, wherein we practice voluntary disclosure through participation in the JUST transparency platform. In 2025, we renewed our Just label under the new 3.0 version. JUST is a voluntary disclosure platform aimed at increasing social equity and employee engagement in businesses and corporations. JUST is managed by the International Living Future Institute (ILFI). The JUST program focuses on how we as an organization can optimize our policies to improve social equity and employee engagement.

We use the JUST label as a tool to:

- Build a culture that values diversity, equity, and inclusion.
- Deepen the level of employee engagement in our firm.
- Benchmark and enhance human resources, policies, programs, and practices.
- Memorialize our commitment to social justice and equity in our organization.

The Green Engineer will undergo recertification in 2027, as the process follows a three-year cycle.

Just.

Organization Name: The Green Engineer, Inc.
Organization Type: Sustainability
Headquarters: Concord, MA
Location(s) Covered: Concord, MA
Number of Employees: 27

SOCIAL JUSTICE & EQUITY INDICATORS

Category	Indicator	Progress
Diversity	Racial & Ethnic Diversity	████
	Gender Diversity	████
	Recruitment	████
	Health	Physical Health + Safety
Inclusion	Belonging	████
	Accessibility	████
	Engagement	████
	Workplace Empowerment	████
Compensation	Living Wage	████
	Pay Scale Equity	████
	Racial & Ethnic Pay Equity	████
	Gender Pay Equity	████
Benefits	Health Care	████
	Retirement	████
	Family/Medical Leave	████
	Professional Development	████
Stewardship	Community Connections	████
	Volunteering	████
	Charitable Giving	████
	Procurement	████

THE JUST LABEL 3.0
TGE-003
EXP. 02/01/2027

INTERNATIONAL LIVING FUTURE INSTITUTE™

3.5 WELL EQUITY

New in 2024-2025, TGE pursue and was officially awarded the WELL Health Equity Rating in September, complying with the required 21 points.

The Green Engineer, Inc has been an early adopter of the WELL Building Standard for our clients, with early success in helping deliver the first WELL v1 Gold certification in the US (second in the world) for New Construction project types. With the release of the WELL Equity Rating, we felt that our approach to employee wellbeing and long-standing commitments to diversity, equity, and inclusion would stand up well to the rating and that it would provide a framework for improvement and reflects our dedication to ensuring that everyone has access to the resources and support they need to thrive.

The rating is valid for one year, which expired in September 2025. We decided to forgo annual renewals but maintain the policies and approaches used as part of the rating process.



4 BENEFIT DIRECTOR'S STATEMENT

Our Benefit Director prepared a letter after reviewing the company's Annual Benefit Report for 2025 that is attached to this Benefit Report.

5 COMPENSATION

TGE Employees that serve on the Board of Directors were not compensated for their services as Directors or Officers of the Company during the period covered by the report. However, our outside Director Marie Nolan was compensated \$3,600.00, outside Director Chris Sheldon was compensated \$3,600.00 and our Benefit Director Tiffany Cogell was compensated \$3,700.00 for their participation in the Board of Directors for the period covered by this report.