

2025

Corporate Responsibility and Sustainability Report

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Members of RTI's finance team plant native and adaptive landscaping as part of a volunteer event during their 2024 annual retreat. We installed these plantings next to RTI's apiary of three honeybee hives to support our local pollinators and beautify the campus.

Introduction



About This Report

RTI International's 2025 Corporate Responsibility and Sustainability Report offers a clear and comprehensive view of our work across our key focus areas from 2023 through 2025. It reflects our ongoing commitment to transparency and accountability as we share the priorities that guide our corporate responsibility and sustainability efforts across environment, employees, clients, community, ethics, and governance.

In developing this year's report, we remained aligned with established reporting practices and methodologies, including the science-based targets and verification processes that support the integrity of our environmental and operational disclosures. This consistency strengthens our ability to evaluate our performance, uphold rigorous standards, and ensure clarity in how we track and communicate our efforts.

Unless otherwise noted, the information presented reflects activities and data from calendar years (CY) 2023 through 2025. Together, these insights demonstrate RTI's continued dedication to responsible stewardship and to advancing the systems and structures that support our mission to improve the human condition.

Honors and Accolades

For our 2024–2025 workplace programs and practices, RTI received the following recognition:

2025

- EcoVadis Bronze Medal
- Forbes' America's Dream Employers
- Military Friendly Employer Gold
- Newsweek America's Greatest Workplaces for Diversity
- Newsweek America's Greenest Companies

2024

- American Heart Association Well-Being Works Better™ Scorecard, Silver Recognition
- Cigna Gold Healthy Workforce Designation
- Disability Equality Index Best Place to Work for Disability Inclusion
- EcoVadis Bronze Medal
- Forbes' America's Best Employers for Diversity
- Healthiest Employers of the Triangle Award
- Military Friendly Employer Gold
- National Organization on Disability Leading Disability Employer
- Time America's Best Mid-Size Companies
- United Way of North Carolina Spirit of North Carolina Award



Environment

Energy and Climate

In 2023, we launched the **RTI Climate Commitment**, setting near- and long-term targets toward net-zero greenhouse gas (GHG) emissions based on the Science-Based Targets Initiative (SBTi):

RTI is committed to reducing our impact on climate and is taking actionable steps to reduce our total GHG emissions **60% by 2030** from 2019 levels and advancing toward **net-zero emissions by 2050**.

Our science-based targets are aligned with **climate science** and developed using industry-leading tools and resources from the Greenhouse Gas Protocol.

RTI marked the completion of its first onsite solar energy system in June 2024 with a ribbon-cutting event held on the summer solstice. Approximately 150 employees and community members gathered to commemorate this milestone.

The solar parking canopy provides shade and shelter to 54 parking spaces in addition to clean, renewable energy.

The launch of the RTI Climate Commitment reflects a continuation of more than two decades of environmental stewardship. **RTI's campus energy use has decreased by 38% since 2008** (the year we published our first sustainability report), despite the total floor area of our campus buildings increasing by more than 42% over the same time period. This reduction in energy use is the result of a wide array of conservation and efficiency initiatives implemented on our campus, which we aim to continue through our Climate Commitment.

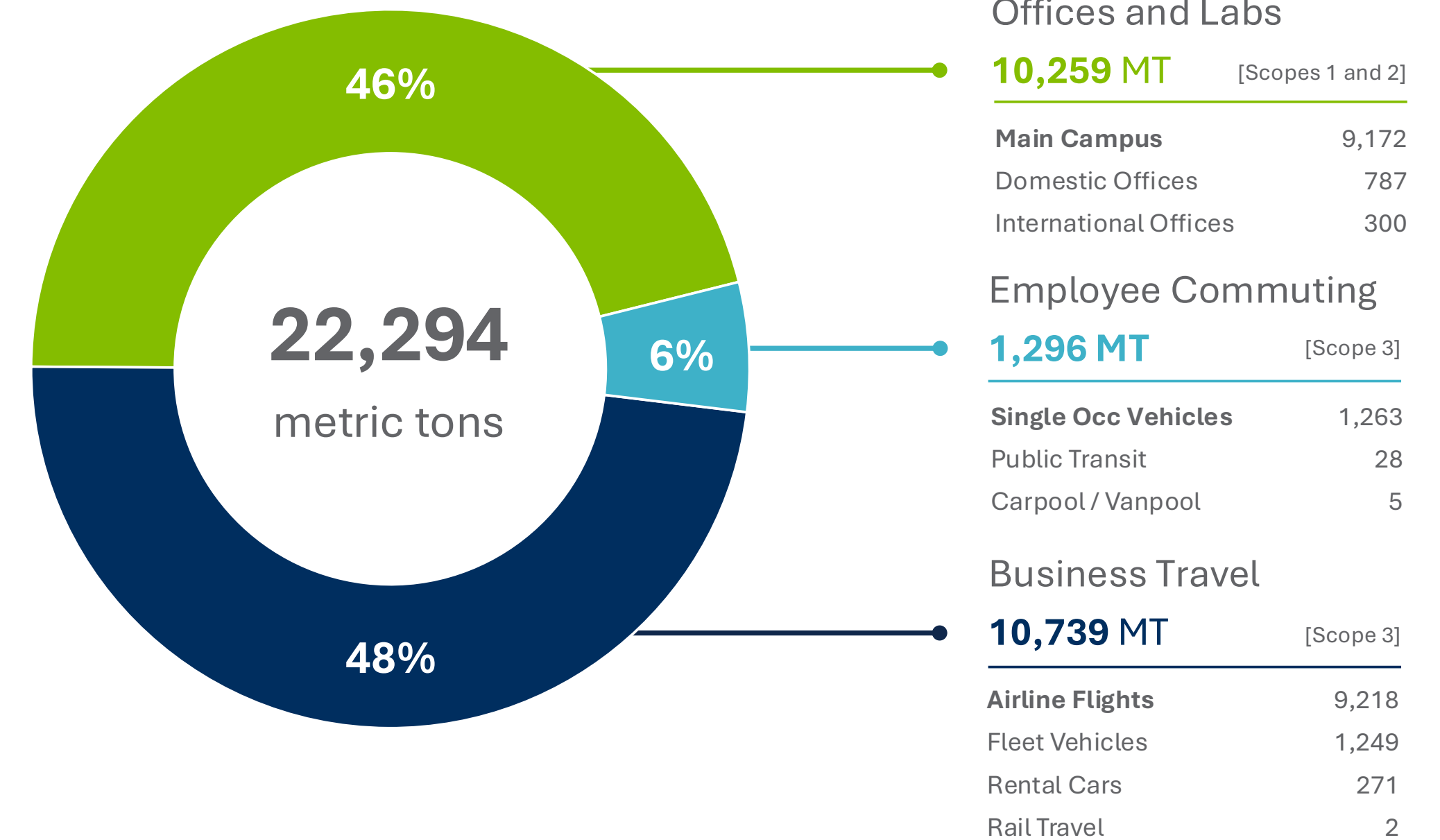
New accomplishments during CY 2023–2025 include the following:

- Completion of **RTI's first solar array**, a 265 kW solar parking canopy that also provides shade to 54 parking spaces
- **ENERGY STAR 2024 Certification** for RTI's flagship building on main campus, the E. W. Holden Building
- Creation of **energy conservation zones** throughout the unoccupied zones of different RTI buildings to reduce lighting and HVAC energy to setback mode

RTI's Scope 1-3 GHG emissions for CY23 and CY24 received **independent third-party verification** according to ISO 14064-3:2019 to provide a higher level of assurance, transparency, and accountability to our worldwide clients and partners. As of this report's publication date, RTI is in the process of finalizing and verifying our CY25 emissions through the same process. **We plan to continue verifying our GHG emissions for future years** with each new release of our Corporate Responsibility and Sustainability Report.

The following graphic depicts RTI's Scope 1-3 GHG emissions and their relative intensities during CY24. It also identifies the key drivers associated with each GHG scope:

RTI's GHG Emissions Profile: CY24 (MT CO2e)

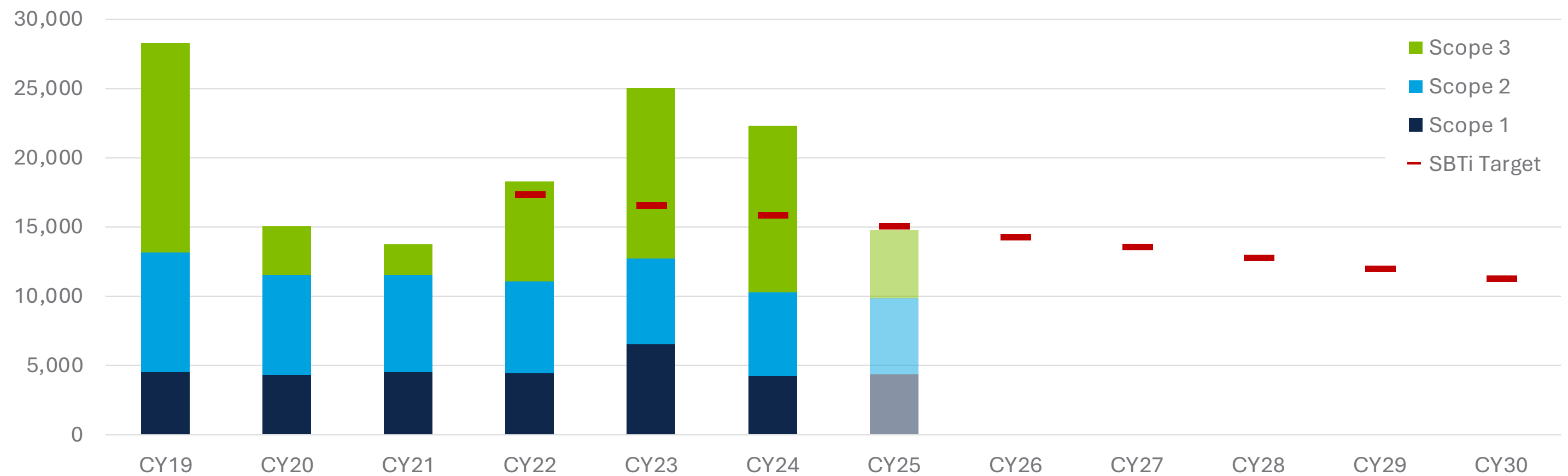


RTI is continually tracking our progress against the 2030 target established in the RTI Climate Commitment, using the pre-Covid pandemic baseline established in 2019. RTI's Scope 1-3 GHG emissions in CY23 and CY24 were above our desired SBTi targets, **primarily because of the high volume of airline flights** used to support our domestic and international research projects. Moreover, **68% of RTI's workforce currently chooses to telework**. As a result, we have slowed investments in campus energy retrofits and renewable energy systems while we evaluate the future use of campus buildings.

Throughout these challenges and uncertainties, RTI remains committed to reducing our impact on climate—and to being transparent about the obstacles and opportunities we face as we work toward our goals. **The increasing use of artificial intelligence across the globe** and the resulting environmental and societal concerns will be a key focus for RTI in coming years, both in how we pursue our sustainability goals and how we leverage AI in our own research to deliver new solutions for our clients.

The graph below compares RTI's actual emissions in each calendar year against our CY19 baseline and our CY30 reduction goal, underscoring the highly variable nature of our Scope 3 Travel and Commuting emissions:

RTI's GHG Emissions: Progress vs. 2030 Target (MT CO2e)



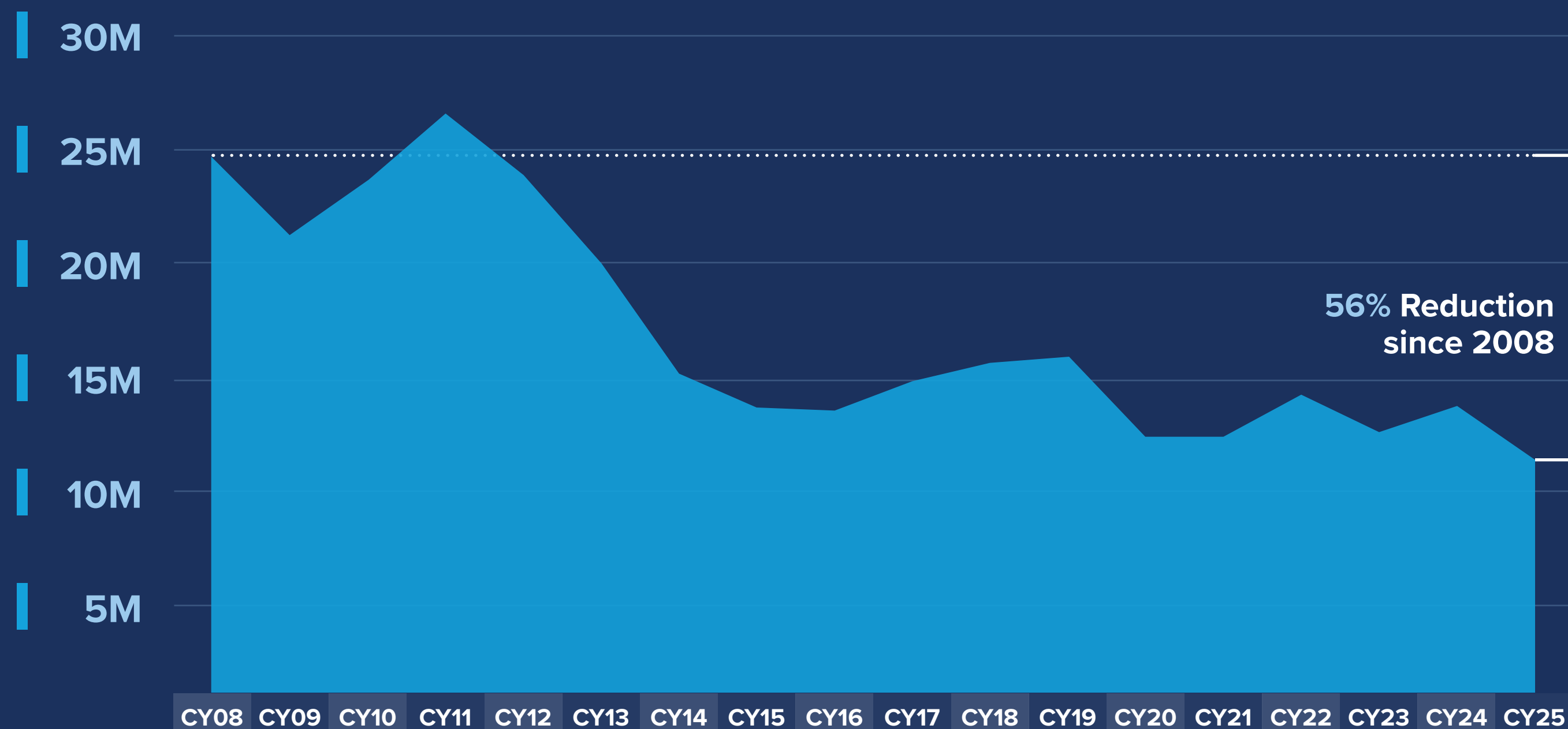
Note: CY25 data represent year-end projections current as of this report's publication date.

GHG Emissions (metric tons CO2e)	CY23 verified	CY24 verified	CY25 estimated
Scope 1 Combusted Fuels	6,502	4,257	4,307
Scope 2 Purchased Electricity	6,237	6,002	5,502
Scope 3 Business Travel and Commuting	12,284	12,036	4,970
Total GHG Emissions	25,024	22,294	14,779

Water Conservation

RTI's water consumption on our main campus **decreased significantly in CY25**, thanks in large part to a new water testing process that replaces the previous practice of monthly water hydrant flushing. By using quarterly test data to confirm that drinking water quality from the local utility is within our desired ranges, we no longer need to manually flush campus water hydrants to dilute chlorine levels. This led to a **19% year-over-year reduction in campus water use**, the largest single-year reduction other than that resulting from reduced campus occupancy during the Covid-19 pandemic. The following graph details trends in RTI's water use since CY19:

Main Campus Water Use (gallons)



Overall campus water use has **decreased by 56% since 2008** as the result of a wide variety of conservation and efficiency measures. These include low-flow plumbing fixtures and the reuse of air conditioner condensate from our lab buildings in our cooling towers.

Campus Water Use (gallons)	CY23 <i>actual</i>	CY24 <i>actual</i>	CY25 <i>estimated</i>
Total Water Use	11,896,598	13,123,546	10,683,523
Water Use per ft ² of Buildings	13.1	14.5	11.8
Water Use per FTE	12.2	15.0	14.0

Note: CY25 data represent year-end projections current as of this report's publication date.

Waste Management

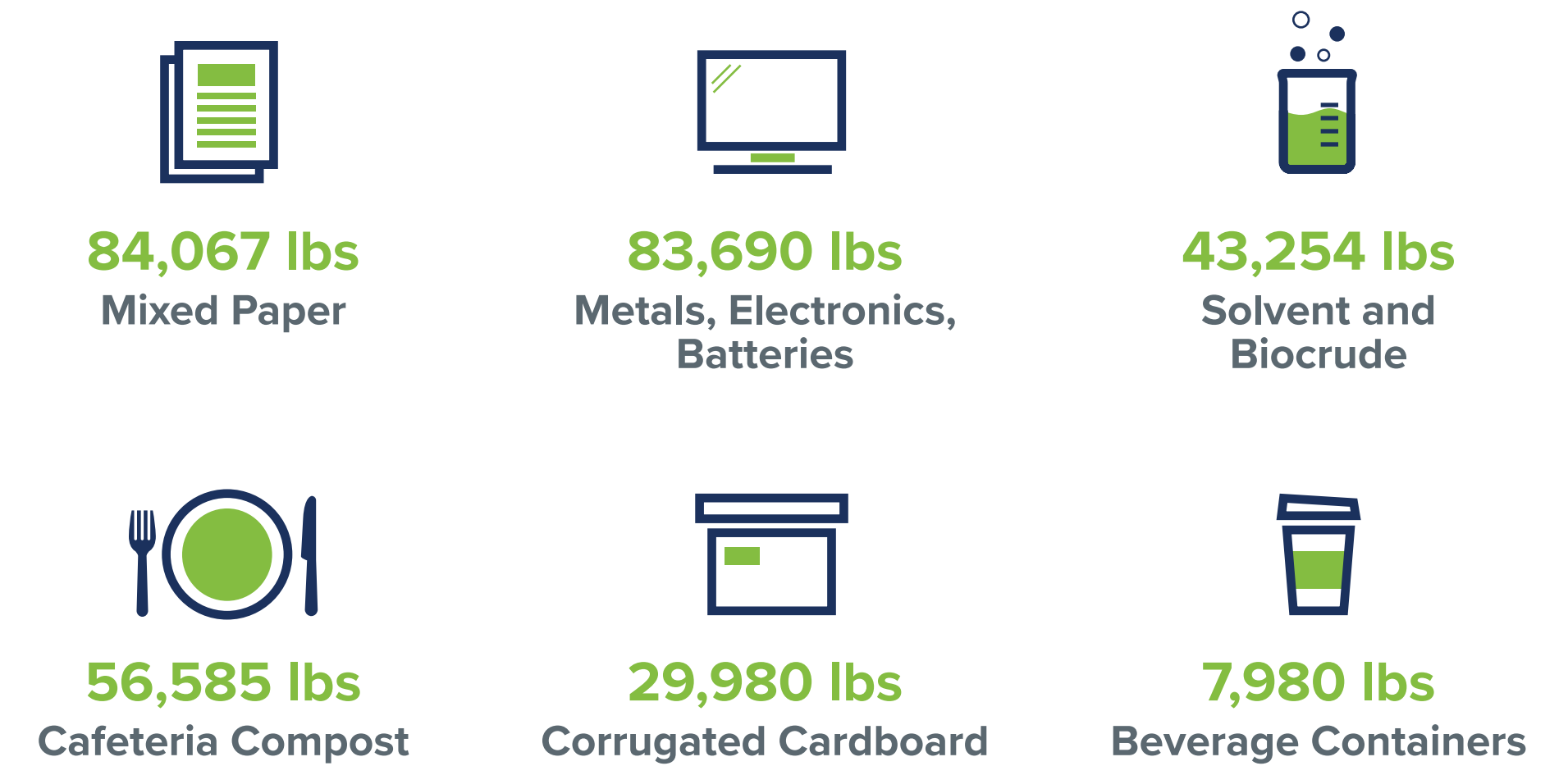
RTI operates a wide range of recycling and reuse programs for different materials to lessen the environmental impact from harvesting new materials and to reduce the volume of waste going to landfills.

New initiatives during CY23–CY25 include the following:

- Expansion of **compost** collection to breakrooms and multipurpose rooms located throughout campus
- New collection program for **lab plastics**
- Use of new **compactors** for landfill trash and corrugated cardboard
- Improved signage and collection process for **batteries**

Through these efforts, **RTI recycled or recovered 305,000 pounds of materials during CY23 and CY24.** The graphic to the right details the totals for each material type during this period. These volumes vary from year to year based on the number of people on campus, the number of research projects our scientists are conducting, and campus construction and renovation projects.

Recycled and Recovered Materials (pounds/lbs)



Members of RTI's Sustainability team interact with researchers and staff at RTI's 2025 Earth Fair event, sharing information on the wide range of materials included in RTI's recycling programs and where staff can recycle each type of material.





Employees

Employee Engagement

RTI is committed to fostering a culture of engagement, growth, and leadership among its global workforce. Since 2017, RTI has systematically collected employee input through annual engagement surveys, supported by regular short “pulse” surveys, focus groups, and employee panels. These initiatives enable ongoing feedback, inform strategic decision-making, and contribute to a supportive workplace environment.

Key performance indicators*

80%

completion rate

84%

are satisfied with RTI as an employer

86%

enjoy working at RTI

80%

would recommend RTI as a great place to work

*Average across 2023–2025 surveys

Employee Development

Across our institute, we offer wide-ranging opportunities for employees to acquire new skills, build expertise, and advance along their RTI career journeys. As emerging platforms present innovative and accessible ways for employees to learn and grow, RTI continues to strengthen its talent management network, digital fluency, and AI capabilities. In 2025, RTI launched the Digital Enablement Hub—an initial step toward what will become AI University—to expand access to foundational and applied AI learning and to support workforce readiness in a rapidly evolving digital environment.



RTI's employee development accomplishments during fiscal years (FY) 2023 and 2024 included the following:



108,000

learning offerings completed in RTI's learning management system



499

professional certifications



15,507

continuing education units earned



297

distinct staff who received a professional certification



1,890

learner conversations with AI-powered features



122

distinct staff who received education reimbursement



660

employees who participated in leadership development



108

employees who participated in our Manager Development program



643

AI-related courses completed

Employee Wellbeing

Since 2021, **RTI's partnership with Wellhub has enhanced employee and family wellbeing** by expanding access to physical, mental, and digital wellness resources, including fitness facilities, yoga classes, virtual programs, mental health support, and innovative wellbeing applications. Together, we have built an integrated wellbeing experience designed to meet the needs of our workforce wherever they are: Canada, France, Germany, Ireland, the Netherlands, Spain, Sweden, the United Kingdom, and the United States.



To make participation even more accessible, RTI subsidizes each employee's membership, making it easier for employees to focus on feeling their best. As of December 2025, **42% of eligible employees were actively enrolled**, up from 36.7% in 2024. This increase reflects RTI's support and commitment to the wellbeing of our employees.

Health and Safety Performance

RTI evaluates and reports safety incidents as required by the U.S. Occupational Safety and Health Administration and tracks key performance indicators annually, dating back to 2016. Our health and safety performance during CY23 and CY24 are consistent with the data trends observed during normal business operations in pre-Covid pandemic years. This signifies that RTI continues to uphold its safety protocols for our employees, clients, and visitors as we expand our business and increase staffing levels across our domestic and global operations.

Calendar Year	2023	2024
OSHA Recordable Injuries and Illnesses	37	45
Cases Involving Days Away, Restricted or Transferred	32	37
Total Recordable Incident Rate (TRIR)¹	0.90	1.10
Days Away, Restricted, or Transferred (DART)²	0.78	0.90

1. OSHA Recordable Injuries - 200,000 / # employee hours
 2. Cases involving DART - 200,000 / # employee hours

RTI works to continually enhance our Environment, Health, and Safety program. **New initiatives during CY23–CY25 include the following:**

- Reinstating an **Institutional Biosafety Committee** to strengthen protection against non-standard hazards in RTI's biological research
- Expanding and updating **safety training resources** to identify areas of improvement and better equip staff working on high-hazard tasks
- A new **Chemical Management and Compliance program** and improved inventory process to bolster compliance and reduce chemical risks in RTI's laboratories





Clients

RTI North Star Goal

In 2025, we achieved our **North Star** goal to positively impact the wellbeing of one billion people through science-based solutions by 2030. The achievement represents real lives improved, real communities strengthened, and real problems addressed through the dedication of our staff and our focus on mission and purpose. Our work for 1,130 different clients around the world during 2025 was key to RTI achieving this goal and pursuing our mission.

Client Engagement Program

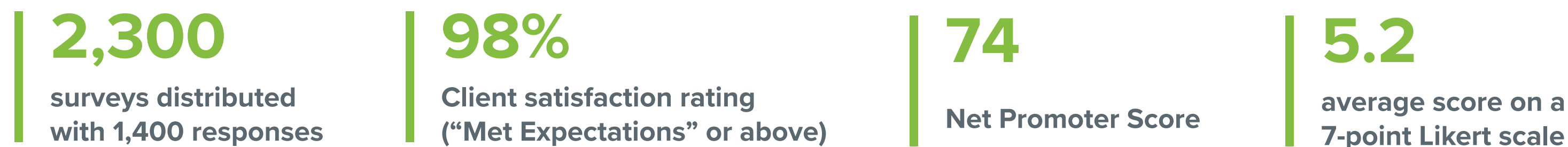
RTI's Client Engagement program is a multidimensional system that integrates client trust metrics, delivery performance ratings, qualitative feedback, and continuous learning practices. We designed the program to both proactively measure client satisfaction and to strengthen governance, accountability, and learning across our organization. By capturing insights related to trust, delivery quality, professionalism, and adaptability, the program provides a holistic view of client experience and informs responsible, sustainable operations.



RTI proactively seeks feedback from our clients across diverse categories:

- | **Budget**
 - | **Quality**
 - | **Schedule**
 - | **Value**
- | **Communication**
 - | **Responsiveness**
 - | **Strategy**

Key performance indicators for the program during CY23 and CY24 are as follows:



Taken together, these surveys and their results consistently signal strong confidence in RTI as a trusted partner. They enable RTI to identify strengths, address potential risks, and inform our adaptive management approach.

Recognizing Excellence in Client Experience Awards: 2024 and 2025

The **Client Experience Awards** celebrate organizations that have demonstrated a commitment to creating meaningful client relationships, driving innovation, and delivering exceptional service. They assess companies using validated client experience data, including Net Promoter Scores, client satisfaction, consistency of delivery, and the depth and quality of feedback collected.

RTI received the Silver Client Experience Award in 2024 and 2025, reflecting strong performance in client outcomes and engagement based on third-party analysis of client feedback. Silver-level recognition reflects top-quartile performance among peer professional services organizations.





Community

Strengthening Communities

Wherever we live and work, we give back through partnerships and programs that strengthen our communities. As collaborators, mentors, sponsors, and volunteers, RTI and our employees use our expertise and resources to advance the greater good and improve lives.

We invest in partnerships aligning with four pillars: Sponsoring, volunteering, charitable giving, and educating. Our initiatives extend both financial support and specialized expertise to charitable organizations with which our staff members are involved. We also promote STEM education and support regions impacted by natural disasters. Furthermore, we partner with the United Way to conduct an annual campaign, and we engage in local opportunities to facilitate our communities' economic growth and health.



Philanthropy and Volunteerism (FY24 and FY25)

Community Partnerships Program

96
organizations supported
for a total of \$295,500

10,080
total annual
volunteer hours

United Way Campaign

\$615,800
in employee giving
to the United Way

\$182,600
in corporate matches
of employee giving

Natural Disasters and Humanitarian Crises

\$372,400
donated to the American
Red Cross in support of
relief response to Hurricane
Helene, Hurricane Milton,
the California wildfires, and
the Middle East conflict

RTI employees donated
\$172,400
as part of match campaigns

Other Corporate Donations and Sponsorships

\$1.78M
total spend

We proudly served as the presenting sponsor of the North Carolina Science Festival, supporting its mission to inspire children and promote science for all. In addition, we sponsored the United Way and Band Together Mighty Giveback—raising funds and awareness to fight hunger and homelessness in the Triangle region—and volunteered at the Diaper Bank and the Food Bank of Central & Eastern North Carolina.





Governance

Ethics and Integrity

In support of our commitment to the highest ethical standards, RTI regularly evaluates opportunities to further enhance and improve its Ethics program. Key initiatives during CY23–CY25 include the following:

Performing a cross-functional review and update of our scheduled ethics and compliance training courses to help ensure accurate and relevant training content

Creating new training courses and awareness videos featuring our CEO and other RTI leaders to stress the importance of RTI's values and training program

Updating our conflict-of-interest disclosure process with an interactive intake form to streamline the disclosure, review, and approval process

Enhancing our existing financial conflicts of interest disclosure process by transitioning to a new platform

Implementing a new case management system to improve oversight of internal investigations and inquiries and provide a new intake mechanism for reporting concerns



These initiatives have broadened avenues for employees to ask questions, seek guidance, and report concerns. The new system enhances case management and delivers more robust metrics for leadership reporting, including to RTI's Board of Governors. Improved data reporting allows continual evaluation and fortification of the Ethics program, underscoring our sustained dedication to fostering a speak-up culture.

Ethics Training Highlights

Training Area*	Assigned employees completing the course
Anti-Trafficking (New)	97%
Code of Conduct (Updated)	97%

* Training statistics for selected courses as of January 2026 for those assigned the course in the 2025 training cycle



Data Security

RTI's governance framework for data security and privacy has advanced significantly since our 2023 Corporate Responsibility and Sustainability Report, with a more detailed, transparent, and measurable articulation of the safeguards we rely on to protect sensitive information. Building on our prior high-level commitments, we now provide verifiable, time-bound indicators of cybersecurity maturity, including our **ISO 27001:2022** certification, multiple client **NIST 800-53** Authority to Operate approvals, CMMC Level 1 Self-assessment score entered in the Supplier Performance Risk System, and our active pursuit of **CMMC Level 2** certification for 2026. These milestones demonstrate the rigor of our compliance posture and our alignment with evolving U.S. federal expectations. We also specify our hybrid infrastructure—supported by on-premises data centers and FedRAMP-authorized Azure and AWS environments—alongside clearer ownership of technical controls by our Information Security team. This adds operational specificity to our governance narrative.

Our continuous monitoring practices, including regular external audits and remediation of findings, reinforce our commitment to proactive, client-responsive risk management. RTI recently developed **comprehensive responsible AI policies** rooted in transparency, fairness, and accountability and firmly grounded in privacy and data protection statutes. These policies strengthen our governance model by defining how we evaluate, monitor, and manage AI systems throughout the research lifecycle.

Within the Office of Corporate Counsel, our Privacy Office now plays a more central and explicitly defined oversight role, supported by **processes aligned to HIPAA** (U.S. Health Insurance Portability and Accountability Act), **GDPR** (EU General Data Protection Regulation), and the **U.S. National Institute of Standards and Technology Privacy Framework**. Complementing these structures is our strengthened culture of security awareness. All of our employees receive annual privacy and security training, augmented by weekly cyberthreat updates, monthly phishing simulations, and organization-wide events such as AI Education Week, Data Privacy Day, and Cybersecurity Awareness Month. Together, these programs reinforce our commitment to building a resilient workforce capable of supporting our mission while being responsible stewards of the data entrusted to us.

AI Governance



Responsible AI Governance

RTI has formalized comprehensive **responsible AI policies grounded in transparency, fairness, and accountability**. These policies ensure that AI systems used across research and operational activities adhere to privacy laws, data protection requirements, and ethical standards. By embedding governance checkpoints throughout the AI lifecycle—from data intake and model development to deployment and monitoring—RTI strengthens safeguards around algorithmic integrity and responsible use.

CMMC Level 2 Roadmap

RTI is actively pursuing **Cybersecurity Maturity Model Certification (CMMC) Level 2** for 2026, reinforcing its commitment to meeting U.S. federal cybersecurity requirements. This roadmap aligns RTI's internal controls, documentation practices, and monitoring activities with Department of Defense expectations, while enhancing protections for Controlled Unclassified Information. The certification effort complements RTI's existing ISO 27001:2022 posture and NIST 80053 Authority to Operate approvals, providing a unified, forward-looking compliance strategy.

