

2026 Sustainability Report

July 2026



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VectorCSP 2026 Sustainability Report

Introduction

The 2026 Sustainability Report marks VectorCSP's fourth year of measuring and reporting its environmental impact. During this period, we have improved our data collection, refined our emissions calculations, and expanded practical sustainability efforts across our operations.

This year's report highlights continued progress at our Lexington Park and Elizabeth City facilities, where greenhouse gas emissions remain below the 2022 baseline. It also reflects ongoing initiatives in recycling, water conservation, telework, sustainable transportation, and employee engagement.

Looking ahead, VectorCSP will continue pursuing practical, cost-effective opportunities to improve energy efficiency, reduce environmental impact, and support our vision of being a dominant force for good in U.S. Government contracting.

Summary of Energy Usage Over Three Time Periods

Overview

HR has analyzed energy usage and associated CO₂ emissions for VectorCSP's facilities in Lexington Park, MD, and Elizabeth City, NC, across calendar years 2022 through 2025. The data reflects changes in electricity and natural gas consumption, as well as related sustainability impacts. This assessment supports ongoing efforts to track environmental performance and identify opportunities for operational efficiency.

Key Observations

1. Total Energy Usage

○ Lexington Park:

- 2022: 37,199.81 kWh (electricity), 1,353.46 Therms (natural gas)
- 2023: 30,570.63 kWh (electricity), 776.79 Therms (natural gas)
- 2024: 31,618.37 kWh (electricity), 772.59 Therms (natural gas)
- 2025: 33,485.25 kWh (electricity), 775.48 Therms (natural gas)

Insight: Energy use slowly climbed again in 2025, following the notable dip in 2023, and overall remains 10% lower than the 2022 levels. The slow climb in energy usage is attributable to increased office activity which telework continues to offset peak levels achieved in 2022.

○ Elizabeth City:

- 2022: 21,741 kWh (total for Suites B and C)
- 2023: 29,705 kWh (total for Suites B and C)

- 2024: 22,981 kWh (total for Suites B and C)
- 2025: 21, 343 kWh (total for Suites B and C)

Insight: Energy use remains stable and is decreasing over time likely due to increased telework use by the personnel assigned to that office.

2. CO2 Emissions

- **Lexington Park:**
 - 2022: 18.35 tCO₂e (UPDATED)
 - 2023: 12.44 tCO₂e (UPDATED)
 - 2024: 13.58 tCO₂ (UPDATED)
 - 2025: 13.23 tCO₂
- **Elizabeth City:**
 - 2022: 6.18 tCO₂e (UPDATED)
 - 2023: 8.66tCO₂e (UPDATED)
 - 2024: 6.53 tCO₂e (UPDATED)
 - 2025: 6.76 tCO₂e

Methodology Update

During the preparation of this report, the Company reviewed and updated its greenhouse gas (GHG) emissions calculation methodology to better align with the Greenhouse Gas Protocol and EPA guidance. Previously reported electricity-related emissions were calculated using emission factors that were higher than the EPA's location-specific total-output emission factors applicable to the reporting years and facility locations.

For this report, Scope 2 electricity emissions were recalculated using the EPA Greenhouse Gas Emission Factors Hub and the applicable eGRID subregional total-output CO₂e emission factors for each reporting year. Scope 1 natural gas emissions were calculated using the EPA stationary combustion emission factors for the corresponding reporting year.

This methodology change resulted in lower reported Scope 2 emissions for prior years. The reduction does not reflect a change in actual energy consumption or operational performance; rather, it reflects the use of updated, location-specific emission factors that are more representative of the electricity supplied to the Company's facilities and are consistent with current greenhouse gas accounting practices.

To improve comparability and transparency, historical emissions presented in this report have been recalculated using the updated methodology. Future reporting will continue to apply the EPA emission factors applicable to each reporting year unless a more appropriate supplier-specific or market-based factor becomes available.

Impact on Sustainability

VectorCSP's sustainability efforts continue to demonstrate positive long-term progress at both the Lexington Park and Elizabeth City locations. At Lexington Park, both energy consumption and greenhouse gas emissions remain substantially below 2022 baseline levels. Although emissions increased modestly in 2024 and 2025 compared to 2023, they remain approximately 28–32 percent lower than the 2022 baseline. This sustained improvement reflects a combination of reduced energy consumption, changes in the regional electricity grid's emissions intensity, and the Company's continued emphasis on energy-conscious operations. Maintaining emissions well below baseline levels while supporting evolving business operations demonstrates meaningful progress toward VectorCSP's long-term sustainability objectives.

At Elizabeth City, energy consumption and associated emissions increased in 2023 before declining in both 2024 and 2025 to levels comparable to 2022. The temporary increase in 2023, coupled with the HVAC failure experienced during August and September 2024, highlights the importance of proactive facility maintenance and resilient building infrastructure. Despite these operational challenges, the facility returned to near-baseline emissions levels, demonstrating the effectiveness of corrective actions and providing a strong foundation for continued improvement.

VectorCSP recognizes that sustainability performance is influenced by both operational energy use and changes in the emissions intensity of the regional electric grid. Accordingly, the Company calculates greenhouse gas emissions using the EPA Greenhouse Gas Emission Factors Hub and the applicable location-specific emission factors for each reporting year. This approach provides a more accurate representation of the environmental impact of facility operations while ensuring consistency with recognized greenhouse gas accounting practices.

Moving forward, VectorCSP remains committed to reducing energy consumption through preventive facility maintenance, ongoing utility monitoring, employee engagement, and location-specific efficiency initiatives. By continuing to address localized operational challenges while promoting responsible energy management, both facilities are well positioned to further reduce their environmental footprint and contribute to the Company's broader sustainability goals.

Sustainability Report and Recommendations

VectorCSP continues to support sustainability through the following initiatives:

1. Telecommuting and Flexible Work Arrangements

- Continue to support telecommuting and flexible work arrangements where operationally appropriate, helping to reduce employee commuting and associated greenhouse gas emissions.
- Balance workforce flexibility with customer requirements and business needs while promoting responsible environmental practices.

2. Energy Monitoring and Audits

- Conduct periodic reviews of facility energy consumption to identify opportunities for improved efficiency and cost savings.
- Monitor utility usage trends to better understand changes in facility operations and

identify opportunities for conservation.

3. HVAC Operations and Preventive Maintenance

- Work collaboratively with property owners and building managers to promote timely inspection, maintenance, and repair of HVAC systems.
- Continue using programmable thermostats and other building controls to optimize heating and cooling during occupied hours.
- Incorporate lessons learned from recent HVAC equipment failures into future preventive maintenance planning.

4. Facility Resource Conservation

- Continue utilizing automatic low-flow plumbing fixtures to reduce water consumption.
- Encourage responsible use of office appliances and shared resources to minimize unnecessary energy and water use.
- Promote environmentally responsible workplace practices through employee awareness and engagement.

5. Sustainability Monitoring and Reporting

- Continue tracking energy consumption, greenhouse gas emissions, and other sustainability metrics to evaluate performance and identify trends.
- Review emissions annually using the EPA Greenhouse Gas Emission Factors Hub and applicable location-specific factors to ensure consistency and transparency.
- Use performance data to inform future sustainability initiatives and prioritize investments that provide measurable environmental benefits.

These initiatives reflect VectorCSP's ongoing commitment to responsible resource management and continuous improvement. As business operations evolve, the Company will continue evaluating opportunities to improve facility efficiency, reduce greenhouse gas emissions, and strengthen environmental stewardship through practical, data-driven decision-making.

Progress Towards Aspirational Goals

Since establishing our sustainability objectives, VectorCSP has made meaningful progress in several key areas while identifying opportunities for continued improvement. Sustainability is an ongoing journey, and our approach emphasizes practical, measurable actions that align with our operational model and available resources.

Highlights of our progress include:

1. Renewable Energy Evaluation

- Evaluated available renewable energy purchasing options for our leased office locations.
- Determined that currently available utility and leasing programs did not provide practical or cost-effective opportunities for implementation at this time.

- Will continue monitoring future utility offerings and renewable energy opportunities as they become available.

2. Recycling and Waste Reduction

- Continued office recycling efforts where supported by building management.
- Maintained recycling practices for paper, plastic, aluminum, and other recyclable materials generated through normal office operations.

3. Water Conservation

- Successfully maintained water conservation measures through the continued use of low-flow plumbing fixtures at applicable facilities.
- Continued working with property owners to support efficient facility operations.

4. Sustainable Transportation

- Incorporated Walk/Bike to Work participation into the Company's annual Step Challenge, encouraging employees to reduce commuting-related environmental impacts while promoting employee wellness.
- Continued to support telework and flexible work arrangements where operationally appropriate, reducing commuting-related emissions.

5. Employee Engagement

- Continued integrating sustainability concepts into employee wellness initiatives through the annual Step Challenge.

These accomplishments demonstrate steady progress toward VectorCSP's sustainability objectives while recognizing that additional opportunities remain for future enhancement.

Sustainability Aspirations (1-4 Years)

VectorCSP remains committed to continuously improving its environmental performance through practical, data-driven initiatives that align with our operational needs and corporate values. As the Company grows, we will continue evaluating opportunities that provide meaningful environmental benefits while remaining fiscally responsible.

Our aspirations over the next one to four years include:

1. Sustainable Facility Partnerships

- Seek opportunities to incorporate sustainability considerations into future lease negotiations where practical.
- Continue collaborating with property owners to encourage energy-efficient building operations, preventive HVAC maintenance, and environmentally responsible property management practices.

2. Renewable Energy Opportunities

- Periodically reassess renewable electricity purchasing options and green power programs

as utility offerings, lease arrangements, and business operations evolve.

- Evaluate opportunities to reduce Scope 2 greenhouse gas emissions through supplier or utility-based renewable energy programs where feasible.

3. Recycling and Waste Diversion

- Expand recycling opportunities where practical and supported by building management.
- Evaluate opportunities to improve employee awareness of recycling practices and reduce office waste generation.

4. Water Conservation

- Continue maintaining water-efficient fixtures and encourage responsible water use throughout Company facilities.
- Work with property owners to identify additional opportunities for water conservation during facility upgrades or renovations.

5. Sustainable Transportation

- Continue promoting alternative commuting options through employee wellness initiatives, including the annual Step Challenge.
- Evaluate additional opportunities to encourage carpooling, walking, bicycling, and other sustainable transportation options where practical.

6. Green Office Practices

- Increase procurement of environmentally preferable office products when cost-effective and operationally appropriate.
- Continue encouraging responsible printing practices, waste reduction, and efficient use of office resources.
- Identify additional low-cost initiatives that reduce resource consumption while supporting employee wellness.

7. Sustainability Awareness and Reporting

- Continue annual monitoring and reporting of energy consumption and greenhouse gas emissions using recognized greenhouse gas accounting methodologies.
- Expand employee awareness of sustainability initiatives through internal communications and wellness activities.
- Periodically review sustainability objectives and update priorities based on organizational needs, operational experience, and emerging best practices.

By building upon the progress already achieved, VectorCSP will continue integrating sustainability into its business operations through practical, achievable initiatives that reduce environmental impact, promote responsible resource management, and support the Company's long-term mission of being a force for good in U.S. Government contracting.

Conclusion

VectorCSP remains committed to improving its environmental performance through practical, measurable, and responsible business practices. This report demonstrates meaningful progress at both the Lexington Park and Elizabeth City locations, while also identifying opportunities for continued improvement.

At Lexington Park, energy consumption and greenhouse gas emissions have remained substantially below 2022 baseline levels, even as office activity has increased. At Elizabeth City, energy use and emissions declined following the increase experienced in 2023 and have returned to levels generally comparable to the 2022 baseline. These trends reflect the value of ongoing utility monitoring, responsible energy management, preventive facility maintenance, and employee awareness.

VectorCSP has also made progress toward its broader sustainability goals. The Company has maintained recycling and water-conservation practices, evaluated available renewable energy options, and incorporated walking and bicycling into its annual Step Challenge. Although some initiatives remain partially implemented or depend on factors outside the Company's direct control, including landlord participation and utility program availability, VectorCSP will continue to pursue opportunities that are practical, cost-effective, and environmentally beneficial.

Looking ahead, the Company will focus on strengthening facility partnerships, maintaining efficient HVAC and water systems, expanding sustainable workplace practices, encouraging responsible transportation choices, and improving employee engagement. VectorCSP will also continue monitoring energy consumption and greenhouse gas emissions using recognized reporting methodologies to support transparent and informed decision-making.

These efforts align with VectorCSP's values and long-term vision of being a dominant force for good in U.S. Government contracting. By setting realistic goals, measuring progress, and adapting its approach as new opportunities become available, VectorCSP can continue reducing its environmental impact while supporting its employees, customers, and the communities it serves.