

The background of the cover is a scenic photograph of the Washington Monument in Washington, D.C. The monument is a tall, slender, grey stone obelisk that stands prominently in the center of the frame. In the foreground, there are numerous cherry blossom trees in full bloom, their light pink and white flowers creating a soft, textured overlay across the scene. The sky is a clear, pale blue with wispy white clouds. The water of the Tidal Basin is visible at the bottom of the image, reflecting the sky and the monument. The overall mood is peaceful and celebratory, likely representing the cherry blossom festival.

***BOLAND***

# 2025 Boland Annual Sustainability Report

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How we're making an impact on our  
industry, community, and beyond.

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# Introduction & Highlights

## Introduction

Boland's mission is simple: to make buildings better. In the Washington, DC metropolitan region, that mission has taken on new urgency as building performance is no longer optional in many areas—it is required. With the rollout of Building Energy Performance Standards (BEPS) in Washington DC, Maryland, and Montgomery County, MD, building owners must now benchmark energy use, report performance, and meet increasingly stringent emissions and efficiency targets.

In response, Boland continues to evolve how we support our clients. The introduction of Trane's expanding portfolio of electrification and AI-driven, intelligent building solutions, combined with Boland's complementary products, energy and financial consulting services, and unmatched technical expertise, has strengthened our ability to deliver practical, affordable pathways to decarbonization.

In 2025, Boland placed a deliberate focus on connecting equipment, systems, and data. This connected-building approach enables faster response, continuous performance monitoring, and smarter operational decisions. By optimizing existing equipment, we help clients reduce costs, extend asset life, and lower environmental impact. Using what you already have—more intelligently and more efficiently—is often the most sustainable solution of all.

Boland recognizes our responsibility to operate our business sustainably and serve as an example to our clients, partners, and community. This report serves as a performance addendum to Boland's [2024 Sustainability Report](#), highlighting progress and key sustainability achievements.

## 2025 Highlights

Boland's sustainability goals and targets are categorized into these four commitments:



Reduce Client GHG Emissions



Lead By Example



People & Philanthropy



Market Leadership

Boland reduced our clients' GHG emissions by 3,262 metric tons of CO<sub>2</sub>e in 2025. In addition, we helped our clients apply for and win over half a million dollars in utility incentives and grants, thereby helping them justify and move these energy efficiency projects forward. For our own operations, we achieved goals ranging from reducing our GHG emissions intensity by 23.3% to being named by the Washington Business Journal as a "Best Places to Work" for the 18th year.

In 2025, Boland continued participation in programs such as [EcoVadis](#), the [Maryland Green Registry](#), and the [Fairfax County Green Business](#). These awards demonstrate our commitment to the communities where we live and serve.

## 2025 Sustainability Goals & Progress Summary

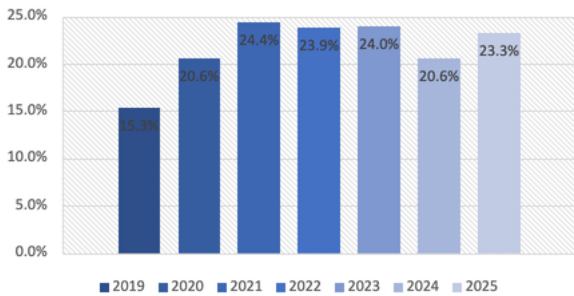
Objectives and progress in these four commitment areas are summarized below.

Reduce Client GHG Emissions	Lead By Example - GHG Emissions
<p><b>Objective:</b> Help clients reduce their GHG emissions</p> <p><b>Highlights:</b></p> <ul style="list-style-type: none"> <li>Reduced client emissions by 3,262 metric tons CO2e</li> <li>Launched smart energy auditing offering to assist clients with energy reduction &amp; BEPS requirements</li> <li>Connected 100+ sites to enable remote services</li> <li>Helped clients apply for and win over half a million dollars in incentive &amp; grant money for energy efficiency projects</li> </ul>	<p><b>Objective:</b> Reduce Boland GHG emissions intensity by 25% by 2030</p> <p><b>Highlights:</b></p> <ul style="list-style-type: none"> <li>Reduced overall GHG emissions intensity by 23.3% over 2018 baseline</li> <li>Reduced GHG intensity of building by 34% over 2018 baseline</li> <li>Reduced GHG intensity of mobile fleet by 21% over 2018 baseline</li> <li>Eliminated 47 metric tons CO2e through remote services program</li> </ul>
Lead By Example - Water	Lead By Example - Waste
<p><b>Objective:</b> Reduce water usage at Boland facilities</p> <p><b>Highlights:</b></p> <ul style="list-style-type: none"> <li>Total consumption reduced by 21% in 2025 compared to 2024 usage</li> <li>Boland continues to evaluate ways to reduce water usage while maintaining occupant comfort</li> </ul>	<p><b>Objective:</b> Reduce waste to landfill in business operations</p> <p><b>Highlights:</b></p> <ul style="list-style-type: none"> <li>Added recycling service to Boston Way location</li> <li>Improved our recycling diversion rate to 40% (8% improvement year over year)</li> <li>Initiated discussions about circularity in our products and services</li> </ul>
People and Philanthropy	Market Leadership
<p><b>Objective:</b> Create a positive and productive working environment in which our diverse team of associates, partners, and clients are empowered to work, learn, grow, and thrive</p> <p><b>Highlights:</b></p> <ul style="list-style-type: none"> <li>Recognized as a Washington Business Journal “Best Places to Work” for the 18th year</li> <li>Safety education and behaviors resulted in best-in-class safety record, as demonstrated by EMR rating of 0.64</li> <li>Hired a full-time Safety Leader to oversee compliance and maintain our high standard of safety</li> <li>Partnered with local K-12 schools and universities including Thomas Edison High School of Technology and the University of Maryland</li> <li>Increased philanthropic efforts with our highest engagement with Habitat for Humanity to date and a record number of Project Sparkle donations</li> </ul>	<p><b>Objective:</b> Empower and educate HVAC professionals and tradespeople to provide solutions that directly impact the world’s clean energy future. Represent, inform, and advocate for HVAC industry as a decarbonization solution</p> <p><b>Highlights:</b></p> <ul style="list-style-type: none"> <li>Joined AOBA Sustainability Committee</li> <li>Conducted AOBA educational webinar on maintaining energy savings</li> <li>Created new Boland Sustainability website to highlight activity and relevance</li> <li>Served on Montgomery County Building Performance Improvement Board, USGBC NCR Chapter MLAB, and as Building Innovation Hub Ambassador</li> <li>Hosted multiple HVAC electrification, heat pump technology, and thermal energy storage education sessions for local engineers and clients</li> </ul>

# Boland GHG Emissions Progress

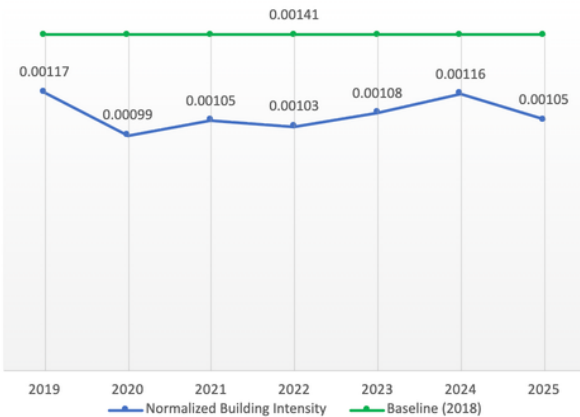
In 2025, Boland achieved a 23.3% reduction in operational emissions relative to the baseline year of 2018. This represents an improvement of 2.7% compared with the emissions reported for 2024. The overall decrease in emissions is attributable to several factors, with the most significant contributor being reduced electricity consumption.

## GHG Intensity Reduction Compared to 2018



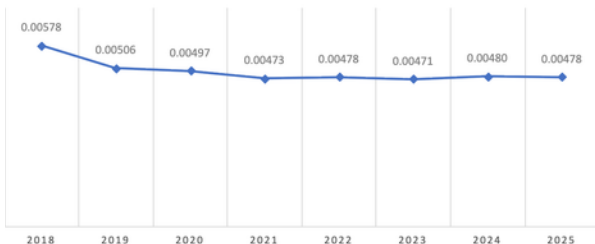
The GHG intensity across all Boland’s properties has fluctuated in recent years. Overall, there was a decrease in electric consumption offset by an increase in natural gas usage and a significant increase in fleet mileage last year.

## Building Emissions GHG Intensity



To reduce Boland’s GHG intensity, Boland will focus on reducing the building portfolio’s energy consumption. The team will continually optimize existing systems while creating asset plans for long-term efficiency upgrades.

## Mobile Sources GHG Intensity



To address the increase in fleet emissions since 2021, Boland is investing in hybrid electric technology. This will reduce gas usage as Boland continues to service the growing DMV area.

# Client Emissions Spotlight

## Medical Office Building | Rockville, Maryland

### Challenge

Since 2018, Boland has supported a 50,000 square foot medical office building in Rockville, Maryland, helping maintain a comfortable, healthy indoor environment for patients and staff. Building ownership sought to reduce energy consumption and operating costs while continuing to deliver compliant, high quality care for immunocompromised patients.

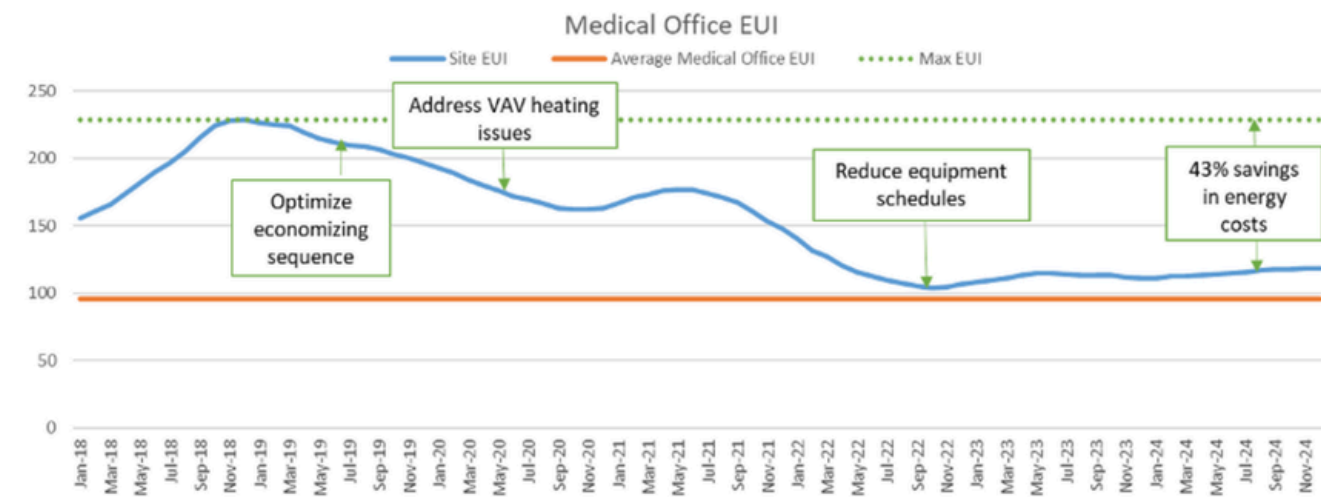
In 2022, the passage of Montgomery County's Building Energy Performance Standards (BEPS) introduced new regulatory requirements, requiring building owners to lower their Energy Use Intensity (EUI) to meet mandated performance targets.

### Solution

The medical facility entered into a [Connected Analytics Service Agreement](#) with the Boland team. This service enables the Boland operations and engineering staff to optimize system performance by leveraging continuous data collection and 24/7 insights into equipment operation and performance.

This service agreement qualified for the local utility's Monitoring-Based Commissioning (MBCx) program, which incentivizes building owners to save energy and monetize their savings by providing rebates.

### Results



The facility has **reduced its Energy Usage Intensity (EUI) by 31%** since the start of the service agreement, yielding an ROI of 0.5 years. See this and more Boland case studies [here](#).

# Data Assurance & Appendix

## *Assumptions and corrections made in GHG emissions inventory:*

Since Boland did not purchase any diesel fuel in 2025, we updated diesel fuel numbers for 2022-2024 GHG inventories. Although fuel was not purchased in 2025, we assume it was consumed at the same annual rate. We calculated usage per year for 2022-2025 by taking the total from the May 2024 fuel purchase (321.6 gal), and dividing it by 4 years, which equals 80.4 gal/month. This corrects the assumption that the May fuel purchase was fully consumed in 2022-2024. Updated total Boland GHG intensity numbers are reflected on page 5 of this report.



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