



2024

Impact Report

Empowering Progress, Inspiring
Change: Our Impact in Action



An aerial photograph of a mountain range with a river valley, showing rugged terrain and a winding river. The image is used as a background for the left side of the page.

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A Message from the CEO

2024 was a year of smart growth for Mantis Innovation. We entered the year primed for one thing: growth. Growth of the team. Growth of our client base. Growth of the solutions we offer. With growth also comes growing pains, and our determined team thrived. Our team of problem-solvers remains committed to innovation, delivering solutions that make an immediate impact, and drive long-term success.

Our core values – accountability, humility, curiosity, excellence, and tenacity – shone through, empowering us to be innovative problem solvers for our clients and for ourselves. So much so that we built a new brand mantra in 2024: Unlocking Efficiencies. It's the overarching theme of everything we do and a theme that will resonate in this report.

We committed in 2024 to give back to our local communities. Not a new concept for Mantis, but one we wanted to rededicate time and attention to in a bigger and better way. Our Mantis Gives Back initiative was born in Q4 of 2024, with our first Mantis Gives Back event held at our Bedford office. Our colleagues assembled toiletry and personal hygiene kits for local veterans in need. We also assembled lunch bags and treats for local children lacking access to healthy lunches during their holiday breaks from school. You'll see more of that in the coming pages, but wow, what an incredible internal and external impact. 2025 is primed for even more giving back, with a commitment from our team to host a Mantis Gives Back event once a quarter.

Everything we do at Mantis is focused on people. Our teams, our clients, our clients' clients. The relationships we build, and our impact are what motivates our teams day in and day out. In 2024, we maintained that focus through our Mentorship Program, our Culture Survey, which gave us some key insights, and the 9,524 hours collectively spent on operational employee training and development, to name a few. You'll see these milestones in the coming pages. I'm proud of where we left 2024, and excited for what 2025 has in store. We head into 2025 with a clear vision for unlocking efficiencies internally so that we can continue to unlock efficiencies externally with our clients. Smart growth starts within, and I can't wait to see our people continue to grow and thrive.

Darrell Whitley
CEO of Mantis Innovation



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CEO of Mantis Innovation



About Mantis

At Mantis Innovation, unlocking efficiencies is our driving force. We specialize in energy efficiency, energy procurement, and facilities management solutions. Our tailored strategies help you optimize operations, minimize costs, streamline processes, and elevate performance.

Our expertise allows us to thoroughly assess your facility operations, identify areas for improvement, and craft long-term strategies for sustainable success. By enhancing energy management and implementing effective practices, we help you navigate budgetary risks and improve operational planning. Together, we ensure your organization operates at its peak potential while setting new standards of excellence in your industry.

Our Mission

Improve global sustainability by delivering smart solutions that reimagine facility performance.

Our Vision

North America’s leader in delivering smart, sustainable solutions that empower a better world.

Our Values

Tenacity
We are determined not to give up until a problem is solved or we achieve our objectives.

Excellence
We hold ourselves to a high standard in everything we do.

Accountability
We believe in taking responsibility for delivering on our commitments.

Curiosity
We believe in the power of discovery, asking questions, listening closely and wondering why.

Humility
We present ourselves in a way that is respectful of others and believe that our ideas become even better when combined with those of others.



Jenna, Ty and Mike based out of our Denver office



Impact Team



Darrell Whitley

Chief Executive Officer

Darrell's involvement demonstrates a top-down commitment to Mantis Innovation's social and environmental responsibilities, reinforcing the importance of impact reporting to all stakeholders. He also provides valuable insights and direction, ensuring that the impact report aligns with the company's overarching goals and strategy.



Ali Gilliam

Chief Marketing Officer

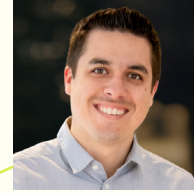
Ali leverages her expertise in communication to effectively convey the company's impact on social and environmental issues to both internal and external stakeholders. She also ensures the impact reporting is consistent with the company's marketing goals and brand.



Rob Golden

Chief Sales Officer

Rob ensures that the impact initiatives align with the company's revenue and growth targets and that the solutions we offer clients support emission reduction and avoidance.



Alex Evans

Director of Talent

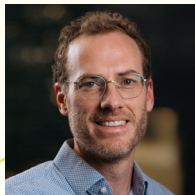
Alex provides insights on how the company's impact initiatives align with talent development and retention strategies. He has expertise in identifying skills gaps and organizing training programs ensuring that the workforce is well-equipped to meet the company's goals.



Margo Madden

Chief of Staff, Operations

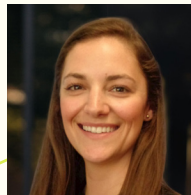
Margo leads the Impact Report initiative, driving the capture of accurate key data and ensuring alignment with company goals. She fosters the development of a sustainability-focused culture and builds cross-departmental support, guiding the team toward a unified vision.



Mike Bendewald

Vice President, Sustainability

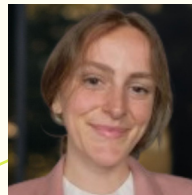
Mike brings specialized knowledge to shape the company's sustainability strategies and ensure that solutions are innovative, practical, and technically sound. He consults across departments to integrate sustainability into various business processes, driving change and supporting clients with emission reduction and avoidance.



Jenna Tipaldi

Manager, Sustainability

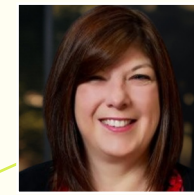
Jenna brings a deep understanding of sustainability policy and regulation, ensuring the company's impact initiatives are compliant and up-to-date with current standards. Her role is critical in translating sustainability goals into actionable policies and practices that can be implemented across the organization.



Sydney Ishmael

Engineering Associate

Sydney is an Engineering Associate at Mantis, specializing in calculating and analyzing the company's emissions and carbon footprint across all offices. Her expertise ensures that Mantis's sustainability efforts are grounded in accurate data and effective measurement.



Cheryll Hughes

Senior Director, Human Resources

Cheryll ensures that the company's impact initiatives are in sync with employee benefits, contributing to overall employee satisfaction and well-being. These programs are key to attracting and retaining talent.



Lexi Chambers

Marketing Manager

Lexi is responsible for designing the physical report, ensuring that the aesthetics and design components effectively present Mantis's brand, and data to the public. Lexi's creative vision and attention to detail helps communicate Mantis's achievements and goals in a compelling and professional manner.



A Journey of Innovation and Progress





Our Expertise

+ Licensed Professional Engineers (PE)

+ Licensed Registered Architects (RA)

+ National Council of Architectural Registration Boards (NCARB)

+ LEED Accredited Professionals (AP)

+ LEED Building Design/Construction (BD+C)

+ LEED Green Association (GA)

+ Registered Roof Observers (RRO)

+ Registered Exterior Wall Observer (REWO)

+ Licensed Asbestos Assessment and Abatement

+ Various OSHA Safety Certificates including:
OSHA 10, 30, Fall Protection, and Confined Space

+ OSHA Authorized Outreach Trainers

+ Certified Energy Manager (CEM)

+ Certified Enterprise Integrator

+ Society of Manufacturing Engineers

+ Project Management Professional (PMP)

+ Six Sigma Black Belt (quality)

+ Certified Thermographers

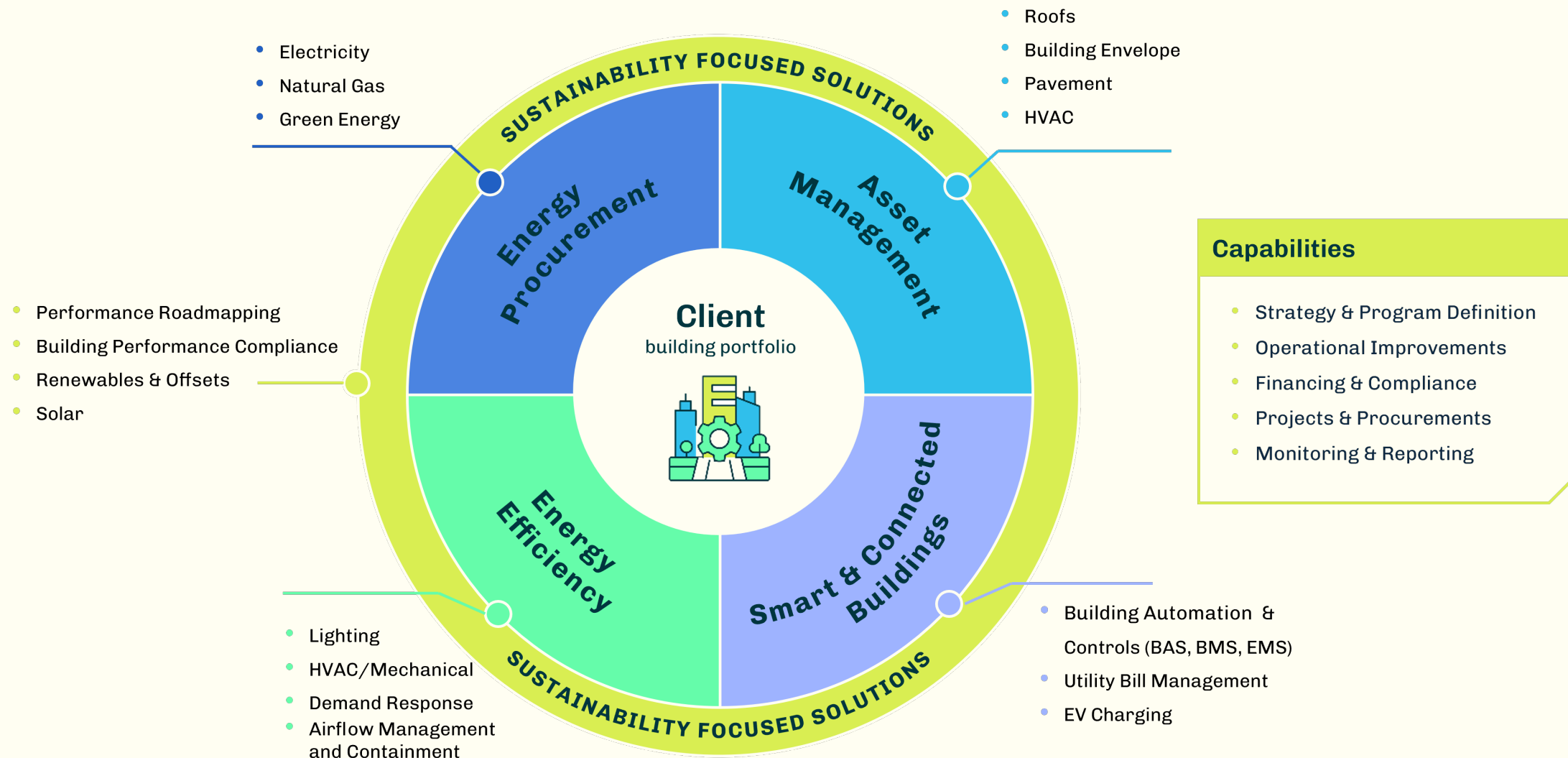
+ Certified WIND Umpire



Where We Are Today

At Mantis Innovation, we're uniquely positioned to make a meaningful impact — not just for our clients, but for the planet. Today, our solutions touch nearly 70% of a facility's capital and operating expenses, giving us a powerful opportunity to drive efficiency, reduce costs, and create long-term value.

But it doesn't stop there. Every service we deliver — from energy procurement to building envelope upgrades — is woven together with a sustainability-first mindset. That means even if sustainability isn't the top priority for a client, we're still helping them reduce emissions, procure clean power, and extend the life of construction materials that might otherwise end up in landfills.





Mantis by the Numbers

244

Mantis Innovation employees and growing



Ash and Julie pictured

94%

said their manager cares about them as a person

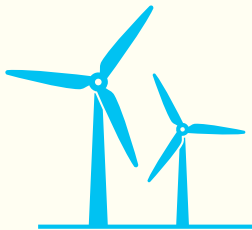
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Office locations from Massachusetts to Washington



59M kWh

Total kilowatt-hours of green energy procured for our clients



9,524

Total operational employee training and development hours in 2024

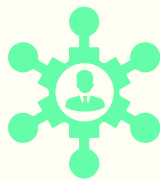
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Mantis Gives Back charitable and volunteer initiatives occurred in 2024



1

Source of Accountability



610

Projects completed in 2024

1000+

Years of industry expertise

10K

Clients served across North America





Our People

At Mantis Innovation, we're powered by smart, humble, and innovative thinkers. We're committed to building a diverse and talented team of professionals who thrive in facility solutions, engineering, and energy consulting careers. Our organization also includes expert client success managers, project managers, technology and data specialists, and dedicated administrative professionals. We foster a culture rooted in tenacity, excellence, accountability, curiosity, and humility. Our goal-oriented teams are empowered to support one another and surpass shared professional goals. With an innovative mindset, we continuously seek new ways to improve our processes, our people, and the solutions we deliver to clients.

Together, we develop tech-enabled solutions that help our clients reach their energy and sustainability goals—and contribute to a greener, more resilient future.



Mantis Innovation Team Gathers in Denver for Team Building

What sets Mantis apart as a place to grow, contribute, and enjoy professional satisfaction?

01 Cutting-Edge Technology Skills

Our employees have the opportunity to learn and utilize patented, state-of-the-art assessment and information management tools, providing strategic planning and program management to large multi-facility building owners.

02 Collaborative Teams

We prioritize mutual respect and safety, creating a supportive and inclusive environment where teamwork thrives. We are very protective of maintaining this atmosphere.

03 Professional Development

We are committed to fostering both personal and professional growth within our company.

04 Attractive Compensation

We offer competitive compensation packages with exceptional employee benefits.

05 Learn from the Best

Our mentorship program connects you with seasoned professionals, including experienced consultants, engineers, energy brokers, architects, surveyors, and analysts, all eager to share their knowledge and experience.



Our Communities

Our approach to client partnerships transcends mere transactions; it involves a profound commitment to the communities we serve. This dedication not only fortifies our relationships but also underscores our pledge to make a lasting, positive impact. Furthermore, our focus on health and safety within these communities ensures the well-being of our workforce and fosters trust and goodwill among local residents.

We place great importance on investing in our local communities. This commitment is vital for our long-term success and the positive influence we aspire to have. By channeling resources into these areas, we enrich our company culture. Our employees are enthusiastic about working together, both within the office and beyond, to drive meaningful improvements in their communities.



The Mantis team partnering with Kids' Meals, Inc. to provide lunches for preschool-aged children in Houston, TX



Jeremy and Carlos pictured



Rachelle and Lisa pictured

Mantis Gives Back: Organizations We Supported in 2024

Brazoria County Alliance for Children

Shepherd's Heart Food Pantry

Houston Food Bank

Healthy Community Foundation

Love for Lily

Food Bank of the Rockies

Boys & Girls Club of Tarrant County

Marine Corps Reserve Toys for Tots

Emory ALS Center - Honor of Christopher Fox

Kids' Meals Inc



Benefits with a Purpose

At Mantis Innovation, we believe growth starts from within. That's why our benefits are designed with intention — to energize, support, protect and empower our team at every step of their personal and professional journey. Just like we help clients unlock efficiencies, we're committed to helping our employees unlock their full potential.

Health Coverage



Medical, Dental, Vision, Telemedicine, Flexible Savings Account and Health Savings Account

Paid Time Off



Vacation Days, Paid Holidays, Sick Time and Bereavement Leave

Retirement Savings



401(k) Retirement Plan including match

Parental Leave



Paid leave for employees who welcome new children by birth, adoption, foster care, or legal guardianship

Employee Assistance & Wellness Program



Planning and Peace of Mind (Life Insurance, Short and Long Term Disability, Legal/ID Theft Protection and Accident and Critical Illness Insurance)

Continued Learning



Training Programs and Tuition Reimbursement



Mantis Voices



Nimesh and Darrell at a team outing in Denver

“I love the relationships that I have made here. It’s not a stiff and corporate environment for the work. The people here are incredibly friendly, and I even began going into the office after they had invited me to the Christmas party a few years ago. I really enjoy assisting my team with the data cleanup and being helpful for my colleagues. Before becoming manager, I really loved doing the cleanup and verifying the information from the field team.”



Travis Roper
Project Support Manager

“Helping in one’s community is never a bad thing. There is such a big need to those who are unfortunate and/or have experienced circumstances out of their control. If we can reduce the costs to another organization so it frees them up to spend in other areas of their company – that is a good thing. Especially when extra dollars and savings can impact their social responsibility programs – it’s always a good thing.”



Rashmita Marechal
Strategic Account Coordinator

“One of the most rewarding aspects of my role as a project coordinator at Mantis is the diverse interactions I have daily. Whether I’m engaging with field personnel, managers or executives, my problem-solving skills are appreciated and valued. I enjoy being part of the Mantis team!”



Lisa Hughston
Consulting & Service Project Coordinator

“I love that accountability can occur at all levels throughout the organization. People aren’t intimidated and will walk into my office and keep me accountable to company goals or to offer suggestions for a “different” way to solve a problem or complete a task. Its not complaining, its usually very thoughtful problem solving and I love that people feel comfortable approaching me to provide feedback about how we can make our company better.”



Miah Dancy
Chief Operations Officer



Helping Clients Make a Bigger Impact, Beyond the Bottom Line

Reduced energy spend often indicates reduced energy usage. Cost savings are one metric to highlight our client's commitment to efficiency and sustainability. Here are the other ways we enable our clients to make notable changes within their facilities:



Roof Asset Management

Extends roof life and boosts efficiency by preventing major repairs and reducing waste.



Pavement Asset Management

Enhances safety and reduces repair needs through proactive maintenance.



Building Envelope Asset Management

Improves insulation and comfort by controlling air leaks and moisture.



HVAC Asset Management

Keeps HVAC systems efficient, extends lifespan, and lowers energy use.



Facility Asset Data Management

Streamlines operations, boosts efficiency, and reduces environmental impact.



Lighting and Controls

Saves energy while improving lighting quality, safety, and comfort.



HVAC/Mechanical Optimization

Lowers energy costs, enhances comfort, and boosts system reliability.



Demand Response

Cuts peak-time energy use, supports grid stability, and lowers emissions.



Airflow Optimization & Containment

Improves cooling efficiency and protects equipment performance.



Building Automation & Controls

Optimizes system performance, enhances comfort, and reduces emissions.



Utility Bill Management

Tracks usage, uncovers savings, and supports sustainable practices.



EV Charging

Encourages EV adoption with convenient, eco-friendly charging solutions.



Performance Roadmapping

Guides strategic improvements with clear goals and smart resource use.



Building Performance Compliance

Ensures code compliance, avoids penalties, and boosts performance.



Renewables & Offsets

Lowers costs and emissions by shifting to sustainable energy sources.



Solar

Reduces electricity bills and emissions with clean solar energy.



Client Snapshot

We are dedicated to supporting our clients in achieving their goals focused on energy efficiency and reduced emissions. By offering a range of comprehensive services—including planning and executing large-scale projects, managing building assets and systems, and providing guidance on sustainability matters—we empower our clients to lower their energy consumption and make informed decisions that foster a more sustainable future.

Top US Retail Bank

Significant reduction in actual vs forecasted repair costs via value engineering

Solutions

Asset Management

Construction Quality Assurance

Design Leak Response

Energy Procurement

2,500+

Branches

\$5-7M

Annual roofing budget

\$2-3M

Annual pavement budget

8%

Reduction in forecasted repair costs vs actual

Large Municipality

Greening a 400-building, 20M sq ft portfolio to meet increased emission reduction standards

Solutions

Solar

Sustainability Consulting

Roof Asset Management

Design

Construction Quality Assurance

Leak Response

420

Buildings

13M

Square feet of roof

15 MW

Installed solar PV

20K MT of CO₂e

GHG reduction

Major Industrial REIT

Reducing and delaying building performance policy fines for industrial properties

Solutions

Sustainability Consulting

Building Performance Compliance

\$7M

Fines delayed by timeline extension

\$800K

Immediate fine exposure reduction

\$6M

Projects to reduce fine exposure

\$30M

Initial anticipated fine exposure

PA Food Manufacturer

Proactive roof asset management & leak response to uphold warranties, reduce repair cost

Solutions

Roof Asset Management

Construction Quality Assurance

Design Leak Response

648

Roof sections surveyed

9M

Square feet surveyed

\$1.14M

Work order spend

\$349,000

Warranty savings

East Coast Retail Bank

Leveraging technology for green energy procurement and reporting on sustainability goals

Solutions

Green Energy Procurement

130

Branches

132

Meters under contract

6,776,772

Annual kWh under contract

100%

Usage of national green-e certified renewable energy



Client Snapshot

Top 3 Big Box Retailer

Managing 225 MW of rooftop solar energy to avoid costly array removals for repairs

Solutions

Construction Quality Assurance

Roof Asset Management

500

Stores with solar

125

Roofs that can be aligned

70

Store repairs completed to date

\$24.5M

Total cost avoidance

Retail Automotive

Large-scale, multi-state, turnkey, design-build efficiency projects

Solutions

Lighting & Controls

Building Automation & Controls

860

Locations

7,925,947

Total annual kWh saved

\$402,742

Total incentive

5,716 MT of CO₂e

GHG reduction

Retail Grocery Chain

Multi-state, turnkey, design-build efficiency project with big incentives

Solutions

Lighting & Controls

Mechanical Optimization

26

Sites

7,212,235

Total annual kWh saved

58,034

Total annual therms saved

5,418 MT of CO₂e

GHG reduction

R&D Campus

Roof, Pavement & HVAC consulting to prioritize maintenance and repairs that greatly extend service life

Solutions

Asset Management

Construction Quality Assurance

Performance Roadmapping

Design

1,200

Acre campus

5M+

Square feet in assessments

2019-present

Project duration

27,350

Square feet of preservations

Top Dollar Store Chain

Energy Program Business Case and Program Development

Solutions

Sustainability Consulting

Performance Roadmapping

Building Automation & Controls

16,000

Stores

\$40M per year

Potential energy cost reduction

\$8.6M per year

Potential product loss reduction

\$30M per year

Potential store closure loss reduction



Our Carbon Footprint

In 2024, Mantis Innovation released its first Impact Report where we established a baseline data year of 2023 for our operational energy and greenhouse gas emissions footprint. In 2024, we committed to improving our data accuracy and streamlining data collection efforts across our ten offices nationally. To continue to make progress and further our commitment, the Mantis Innovation Impact Team intends to set operational impact goals in 2025 to reduce our energy and greenhouse gas emissions footprint. With a foundational understanding of our operational footprint, we will develop targeted strategies to minimize our environmental impact and contribute to a more sustainable future.

To begin this process, Mantis assessed our current operational practices that help us reduce our footprint that has yet to be formalized, including a practice where we relocate offices into spaces that are ENERGY STAR or LEED Certified buildings at lease-end, maintain a hybrid work schedule to minimize Scope 3 emissions, and participate in carbon offset programs where allowable.

Mantis offices, on average, consumed less energy in 2024 than our baseline year in 2023. We strive to continue this trajectory and will use goals established in 2025 to adhere to this target.

Metric	2023	2024	Unit of Measure	Change	
Energy					
Natural Gas	1,081,608	1,048,810	kBtu	3% decrease	↓
Electricity	1,118,441	1,095,793	kBtu	2% decrease	↓
Total Energy	2,200,049	2,144,604	kBtu	3% decrease	↓
Greenhouse Gas Emissions					
Scope 1	58	56	MT CO ₂ e	3% decrease	↓
Scope 2	122	116	MT CO ₂ e	4% decrease	↓
Scope 1 + 2	180	172	MT CO ₂ e	5% decrease	↓



Our Carbon Footprint

10
OFFICES

ENERGY CONSUMPTION BREAKDOWN

49% **+** **51%**
NATURAL GAS ELECTRICITY

35,756
SQ FEET

EMISSIONS BREAKDOWN

32% **+** **68%**
SCOPE 1 SCOPE 2



Our Carbon Footprint Calculations Methodology

Mantis leases office space and receives and pays utility bills at five of ten locations. For the sites where we do not pay utility bills and/or have access to tenant-specific energy consumption data, monthly energy use is estimated through sources including the Commercial Buildings Energy Consumption Survey (CBECS) and the U.S. Energy Information Administration's (EIA) Monthly Energy Review. These data sources allow us to make estimates based on data consistent with the geographic location and building size.



Our Social Policy

Mantis Innovation is committed to fostering a fair, inclusive, safe, and sustainable environment for our employees and vendor partners. This policy applies to all employees, vendors, and operations, including buildings, facilities, and processes under our control. We are dedicated to the following social issues:

+ Human Rights

We uphold and promote human rights in all aspects of our operations, treating all individuals with respect and opposing any form of discrimination, exploitation, or abuse. We adhere to international human rights standards and ensure our business practices and supply chains reflect our values.

+ Labor Standards

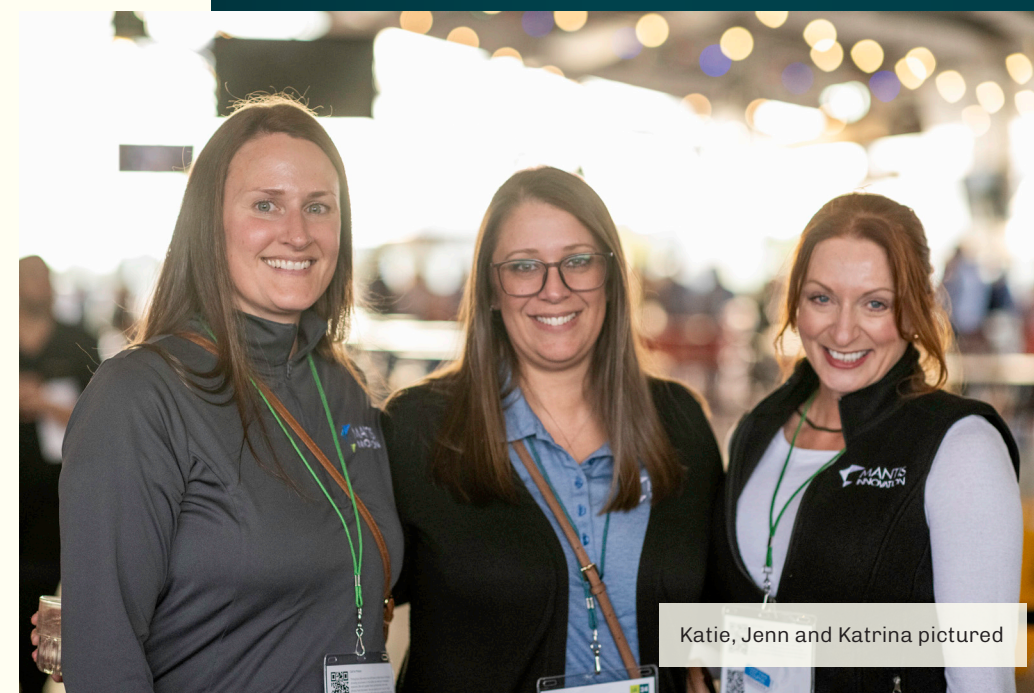
Mantis forbids illegal child labor and forced labor in our operations and by our suppliers. All employees must meet legal working age requirements, and we safeguard high-risk workers, such as foreign or migrant workers.

+ Respect and Inclusion

We are committed to fostering a workplace where every individual is valued and respected. Our initiatives ensure equal opportunities, promote a culture of belonging, and empower all employees to reach their full potential.

+ Employee Engagement

We provide equal employment opportunities free of discrimination. Our focus on culture, experience, and professional development has maintained a voluntary retention rate of 87.3%. We support career advancement and the evolution of our employees and organization.





Our Social Policy

+ Employee Health and Well-Being

We invest in our employees' health and well-being, boosting productivity and morale. We offer growth opportunities, strong benefits, and equitable practices, fostering loyalty and high performance. We ensure a safe and respectful environment, free from harassment, bullying, and abuse.

+ Health and Safety

We maintain a safe work environment through proactive measures and continuous improvement. This includes comprehensive training, active employee participation, and rigorous incident reporting. Management provides the necessary resources to uphold these standards.

+ Contractor Safety

We ensure the health and safety of all contractors working on our premises. Contractors must adhere to our safety standards, participate in training, and conduct risk assessments. Non-compliance results in corrective actions.

+ Community Development

We invest in local communities, promoting social responsibility and contributing to societal well-being. Our focus on health and safety initiatives builds trust and goodwill among residents.

+ Integrity in Operations

We conduct all activities, including marketing and advertising, with integrity, presenting accurate and balanced information to build trusted relationships with our clients.



Kyle, Andrea and Steve pictured



Kyle, Coy, TJ and Steve pictured



Implementation, Improvement, and Monitoring

To achieve our objectives, we will implement the following measures:

01

Policy Development & Communication

- Develop comprehensive policies for each of the social objectives, ensuring they are aligned with industry standards and regulations.
- Communicate these policies clearly to all employees, contractors, and stakeholders through internal communications, and accessible documentation.

02

Training & Awareness Programs

- Implement regular training programs for employees and contractors on key aspects such as health and safety, DEI, labor standards, and client service.
- Raise awareness through workshops and e-learning platforms to ensure all personnel understand and commit to our social policy objectives.

03

Monitoring & Auditing

- Establish a system for regular monitoring and auditing of practices to ensure compliance with social policy objectives.

04

Employee & Stakeholder Engagement

- Foster a culture of engagement by involving employees and stakeholders in decision-making processes related to social policy.
- Conduct regular surveys and feedback sessions to gather input and assess the effectiveness of implemented policies.

05

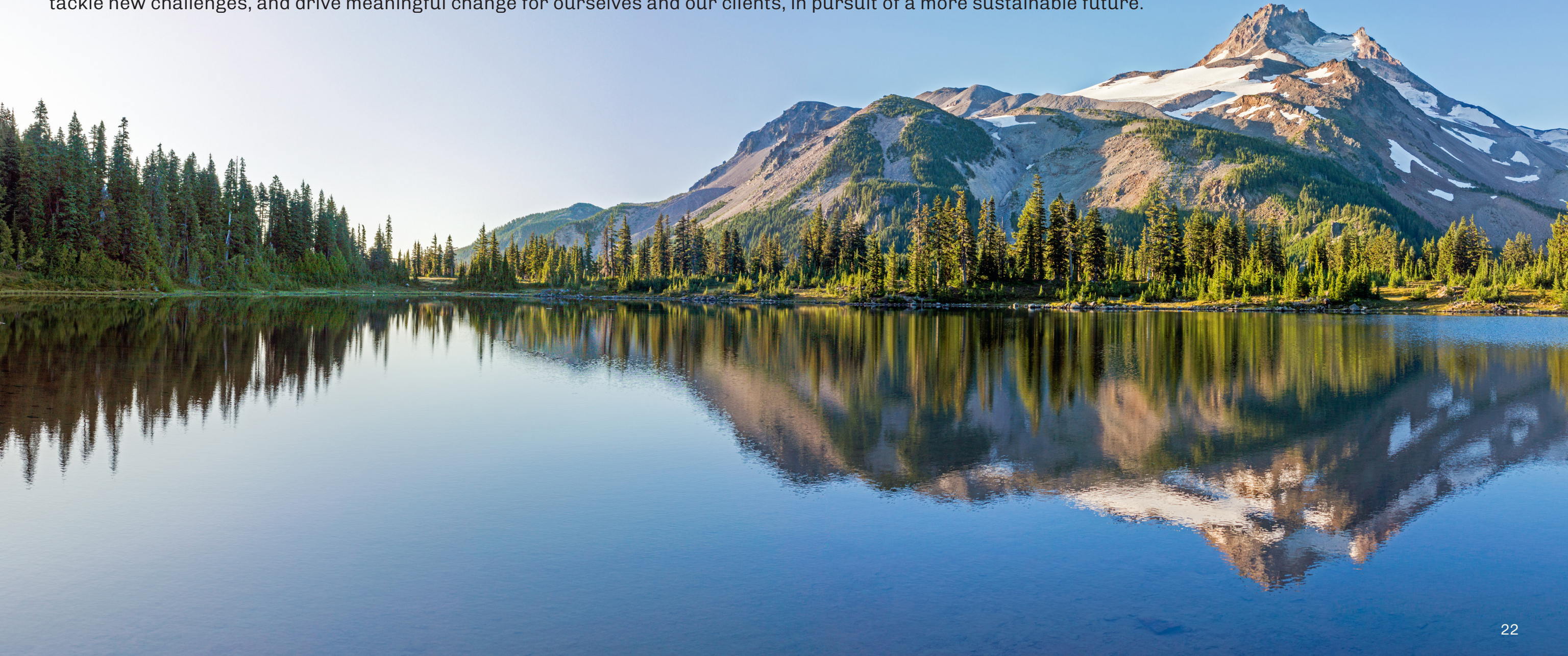
Continuous Improvement & Reporting

- Implement a continuous improvement process to regularly review and update social policies based on new insights, feedback, and regulatory changes.
- Provide transparent reporting on social policy performance, including progress on objectives, to stakeholders through reports and sustainability disclosures.



Looking ahead

As we look to the future, our commitment to sustainability and positive impact remains unwavering. We are dedicated to continuous improvement and embracing new opportunities as an organization. Together, we will build on our successes, tackle new challenges, and drive meaningful change for ourselves and our clients, in pursuit of a more sustainable future.





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