Annual Benefit Report
2025

Biohabitats

From the President

You know that feeling when something stops you in your tracks and gives you goosebumps? Or makes your eyes well up? When you suddenly feel like you're in the presence of something larger than yourself or beyond your comprehension? Psychologists call that feeling "awe," and that is precisely the word that comes to mind when I think back on the past year at Biohabitats.

Merely standing in some of the landscapes we worked within in 2025—from the foothills of the Cascades to the headwaters of the Shenandoah—has been awe inspiring. But even more so has been the number and diversity of opportunities we had to make a difference. Each of those opportunities, no matter the scale, was important. Whether we brought green stormwater infrastructure to an elementary school, built habitat for migrating salmon, designed nature-based water infrastructure for a university campus, or helped protect and restore miles of river or hundreds of acres of wetland, we were able to touch communities, ecosystems, and sometimes even hearts in so many positive ways.

That work is evidence of the power and importance of our mission. So, too, is the way we operated in 2025. The Perpetual Purpose Trust ownership model to which we shifted in 2023 has proven to be an appropriate fit for us. It has helped ensure that we retain our shared values and continue our unwavering and thoughtful pursuit of our mission and Trust objectives—even in the face of increasing political and social upheaval.

The stresses and strains of 2025 only amplified the need for our work and the importance of staying focused on it. Doing so continued to unite us in what we know to be true about the impacts of climate change, biodiversity loss, community neglect and disinvestment, and disregard for Traditional Ecological Knowledge. It was also cathartic. At any point in 2025, I could look around any one of our bioregional offices, project sites, or video conference screens and know that I was not alone in advocating for nature. I am so moved by the conviction, intelligence, kindness, and generosity of spirit our team members, partners, and clients demonstrated in 2025.

Just thinking about it gives me goosebumps.

According to researchers at the University of California, Berkeley, among the most abundant sources of awe are nature, moral beauty, visual design, and "collective effervescence" (being a part of something larger than yourself). For me, Biohabitats delivers on all of these, and fuels strategic planning that will carry us into the future. We have a lot to look forward to.

Ted Brown

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Our Mission

Restore the Earth and inspire ecological stewardship.

We inspire communities to rediscover a sense of place through preserving indigenous ecosystems, restoring biological diversity, and embracing ecological stewardship.

Behind all of our work is an intention to respect Earth's ecological limit, heal damaged ecological processes, and catalyze mutually beneficial relationships among the land and all forms of life. Our core values embody the spirit of our culture. They serve as the foundation for how we do what we do.

The Values We Share

Everything we do is guided by a set of shared values. Behind all of our work is an intention to respect Earth's ecological limit, heal damaged ecological processes, and catalyze mutually beneficial relationships among the land and all forms of life. Our five core values serve as the foundation for how we do what we do.

Revere Wild Nature

Nature, in its wildest form, provides the blueprint for conserving, restoring, and regenerating the full expression of biological diversity and ecosystem functions to ensure our survival. It is at the heart of our work and culture. We make decisions based on an informed understanding of what is good and right for the Earth, including the full diversity of life and the rights of nature to thrive and evolve.

Heal Compassionately

To be healthy is a fundamental right of every being. It is not enough to slow down or even halt the impacts of climate change, biodiversity loss, and injustice. We must make whole our relationship with the Earth and each other. We regard our work as a form of healing, and we can only heal by extending compassion to the land and to each other.

Practice Wholeness

We are interconnected to all life on Earth. Thinking and acting whole means feeling this connection—to other people, new ideas, and the world around us. We have an obligation to act in accordance with the whole, and for our actions to be guided by cooperation, respect, prudence, foresight, justice, and the rule of reciprocity. We consider current and future generations of all beings, reflect on the consequences of our actions, and understand how our work is embedded in larger systems and processes.

Act with Uncompromising Integrity

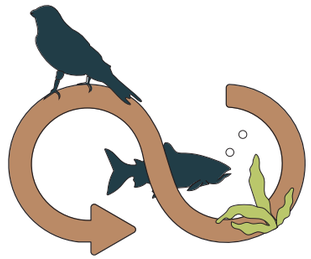
Integrity in our work means doing our best to restore biodiversity and ecological processes. We must seek ways to objectively evaluate the performance of our projects, accept our findings, and continuously learn. While science should lead the way, it must be tempered by keen observation and the stories borne from traditional ecological knowledge. We must do what is right, even when that is difficult or less profitable.

Evolve to be the Best

To be our best, we must encourage evolution. Everything changes, and to survive, we must know how to change with it. All life on Earth continuously evolves in this way, adapting to challenges, refining processes, and innovating solutions. Nature is our best teacher. We learn from objective analysis, testing, and tinkering. We learn from successes and failures, and we apply lessons learned to grow into our highest potential.

Solutions Grounded in Ecology

In pursuit of our mission, we provide nature-based solutions that help create a world of abundant biodiversity, climate resilience, clean water, and community well-being. Our team members dedicated themselves to bringing these solutions to life throughout 2025.

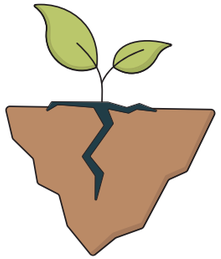


ECOLOGICAL RESTORATION

269
PROJECTS
65,340 HOURS

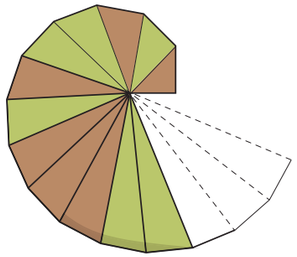
CONSERVATION

106
PROJECTS
17,400 HOURS



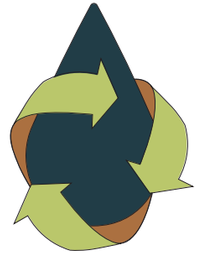
CLIMATE ADAPTATION & RESILIENCE

123
PROJECTS
22,760 HOURS



ECOMIMICRY

14
PROJECTS
2,280 HOURS



RESILIENT WATER SYSTEMS

110
PROJECTS
24,300 HOURS

Biohabitats Purpose Trust

We are part of a movement to transform business into something that creates conditions conducive to life.

Biohabitats is owned by Biohabitats Purpose Trust (BPT), a Perpetual Purpose Trust—a form of non-charitable trust whose beneficiary is not a person. Like a benevolent owner who will never retire, die, or extract profits, the BPT holds Biohabitats in perpetuity. This frees us to run a healthy, sustainable business and direct our profits toward our mission and stakeholders. Biohabitats exists to fulfill a purpose, not to be bought or sold. We answer not to shareholders, but to the BPT and its purpose:

Restore nature, protect and conserve biodiversity, inspire love for wild places, and generate a financial return on the Company's investment while operating as an authentic representation of the Company's core mission and values.

Five objectives chart the course for ensuring that Biohabitats, and through it the BPT, stay true to this purpose. We pursue these objectives not as obligations but as natural extensions of our daily work, governance, and operations. The stories and information shared in this Annual Benefit Report reflect our progress.

01 Advocate for the innate Rights of Nature and Ecological Democracy.

02 Undertake work that protects and conserves biodiversity, restores and regenerates natural systems, and rights environmental injustices.

03 Cultivate an interdisciplinary team comprised of a balance between the sciences, engineering, and construction.

04 Be just in compensating all team members, including sharing profits with active stakeholders, Nature, and the communities we touch.

05 Operate Biohabitats as a learning organization that embraces a diverse, equitable, and inclusive culture, supported by self-management, wholeness, and evolutionary purpose.

Advocate for the innate Rights of Nature and Ecological Democracy.

Giving Nature a Voice

Advocating for the Rights of Nature and Ecological Democracy requires us to do more than protect ecosystems. It asks us to fundamentally reimagine who, and what, has a seat at the table. We are actively working to embed these principles more deeply into how we plan, design, and engage. The work ahead involves not just speaking on behalf of nature, but developing the frameworks, tools, and relationships that allow natural systems to be recognized as rights-bearing participants in the decisions that shape them. The projects highlighted here represent steps along that path.

Community members help establish a vision for the land, water, and people of the Wakarusa River Valley.

The Wakarusa River corridor is a rich natural and cultural landscape in Douglas County, Kansas. Nestled within a web of wetlands, forests, and farms, the Wakarusa River provides habitat for rare freshwater mussels, migratory birds, and a wide variety of other aquatic and terrestrial species. The growth of nearby Lawrence, Kansas, however, has put significant development pressure on Douglas County lands in the river valley.

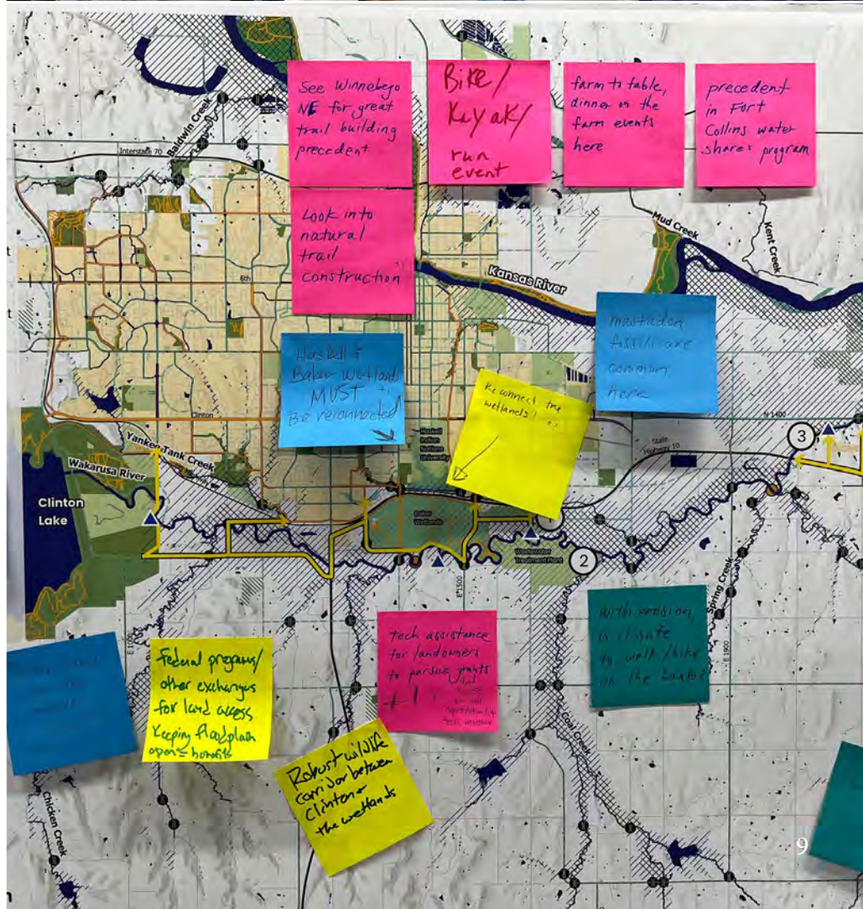
The history of the area has shaped the landscape as much as the water within its floodplain. This history was a guiding force behind Douglas County's decision to involve the community at the beginning of a process to develop a shared vision and area plan for the Wakarusa River Valley.

To help build consensus around a positive, inspiring future for the Wakarusa River and its watershed, Douglas County trusted our team and project partners to navigate multiple institutions and interests and develop a long-term framework to guide conservation into the future while honoring the land and the community.

Working closely with County staff to find the ideal steps for corridor conservation where economic, ecological, and recreational values compete and combine, we applied a holistic look at the river corridor's hydrology, geomorphology, biology, history, and trajectory. Our team reviewed records and existing data for the project area and considered both historical context and future scenarios that take flood risk, water demand, nutrient flows, habitat, and biodiversity into account.

To establish a clear, shared set of values and goals among the project team, local government, and the community, Biohabitats, Hoxie Collective, and Alta Planning+Design hosted a three-day planning workshop where local experts, institutional partners, Douglas County residents, and Haskell Indian Nations University students, faculty, and staff came together in discussion and provided their input.

A core element of this open space initiative has been to acknowledge and address some of the land-use history of the corridor. The most important wetland complex in the corridor once belonged to Haskell Indian Nations University, but by 1934, the educational mission at Haskell no longer included agriculture, so the Bureau of Indian Affairs began leasing the wetland areas to local farmers. In the 1950s,



the U.S. Department of the Interior declared portions of the land to be surplus, and later in the 1960s, nearby Baker University received 573 acres of the land free of charge. More recently, after a protracted legal battle, a highway severed the connection between Haskell wetlands and the riverside wetlands, and contentious floodplain development proposals have further heightened controversy.

As part of their open space planning, Douglas County recognized the urgency to develop a shared vision for the future of the Wakarusa River valley. With the Biohabitats team, they developed an engagement approach that allowed time and space for a deeper level of dialogue with Haskell Indian Nations University, which Biohabitats supplemented outside of the contract with a student internship.

Douglas County has invested heavily in trying to rebuild trust around land-use decisions.

“The Wakarusa Vision Plan is a foundational implementation step toward the Douglas County Open Space Plan priority to proactively plan for conservation within the Wakarusa River Corridor,” Douglas County Sustainability Manager Kim Criner Ritchie said. “We’re inviting residents to help shape a vision that honors the land’s diverse heritage while integrating strategies that balance the challenges and opportunities of a growing community and a changing climate. Their input is essential to creating a resilient and inclusive framework for generations to come.”

Some groups have deeply incompatible elements in their vision for the future of the river valley. Community perspectives range from seeing the watershed as a living relative in need of healing to considering the open lands in light of urgent needs for more housing. The various needs and opinions of the river corridor’s community members and stakeholders will not be easy to reconcile as planning moves forward, but thanks to Douglas County’s inclusive approach to the project, they also will not be ignored.

“We’re inviting residents to help shape a vision that honors the land’s diverse heritage while integrating strategies that balance the challenges and opportunities of a growing community and a changing climate. Their input is essential to creating a resilient and inclusive framework for generations to come.”

Using our Voices

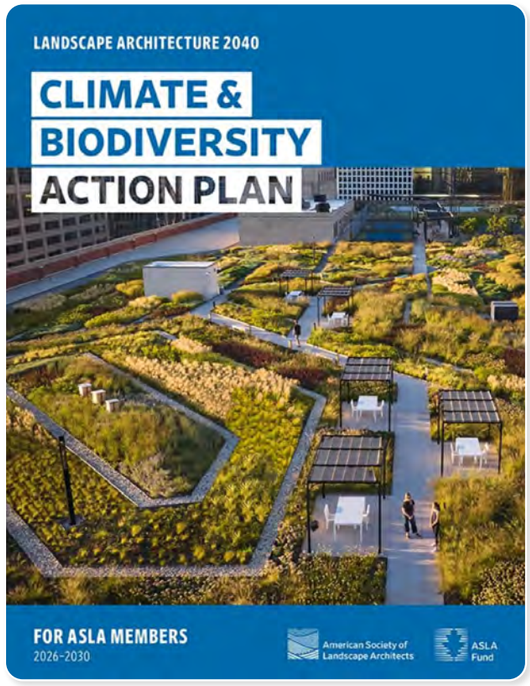
Throughout 2025, we promoted and shared knowledge about nature-based solutions, and advocated for the integration, protection, and regeneration of natural systems in all of our project work. We also sought and created opportunities to amplify these messages more broadly through social media, op-eds, book chapters, posters, outreach events, and public appearances:

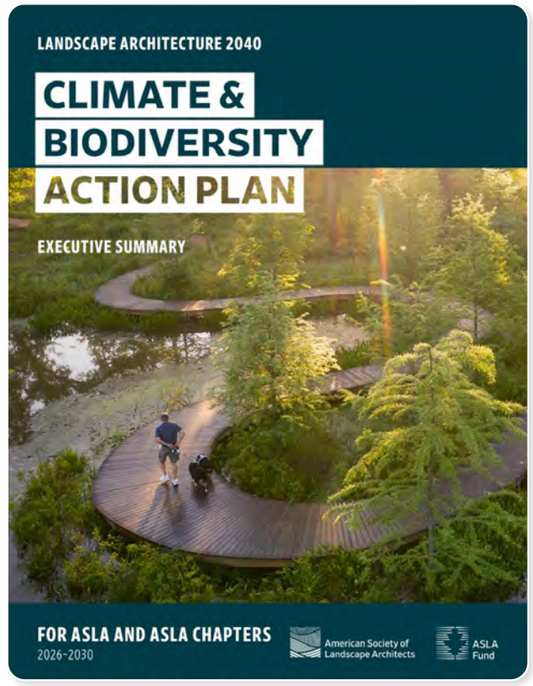
We published **two issues of *Leaf Litter Journal***, our free, digital publication to inform and inspire the ecological restoration, conservation, and regenerative design community.

We shared knowledge via poster presentations, guest speaker engagements, panels, and educational sessions at **40 conferences.**

29 team members spent **92 hours** using their voices to promote our message to audiences ranging from school students to like-minded firms to national scale conference attendees.

Biohabitats' Jennifer Dowdell, a member of the American Society for Landscape Architects' (ASLA) Climate and Biodiversity Action Plan Task Force, was lead author of the Biodiversity chapter of [Landscape Architecture 2040], ASLA's updated national action plan for addressing biodiversity and climate issues together. Biohabitats' founder, Keith Bowers, was a member of the Task Force's Advisory Committee and reviewed the new guidance.





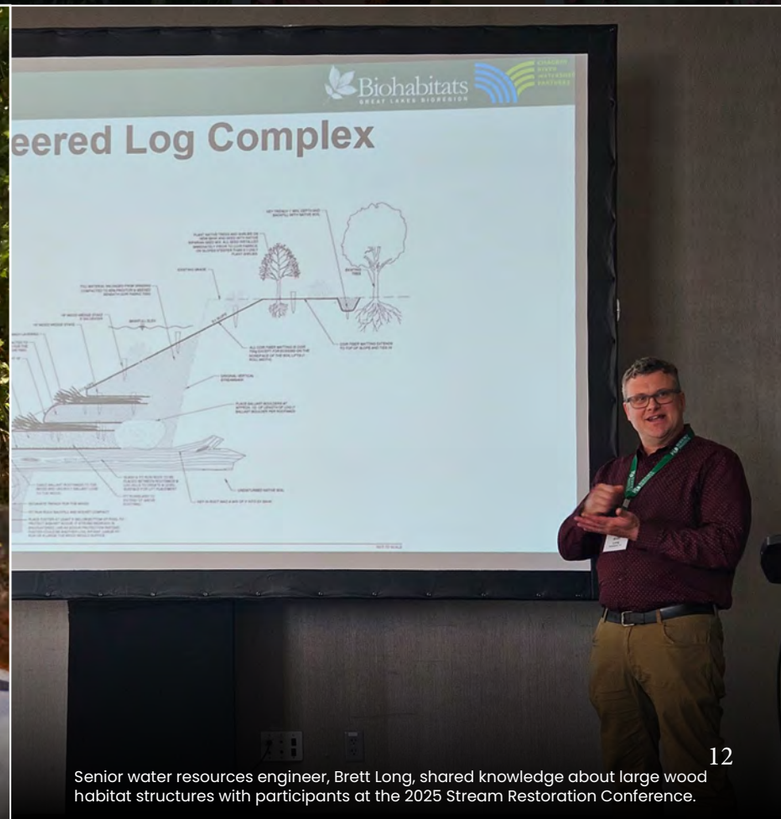
Centered the Tennessee River as a living system in helping develop design standards for the 1.2 million-acre Tennessee RiverLine.

Completed first eight acres of tidal marsh restoration, part of larger effort to reverse a legacy of degradation along Baltimore's Middle Branch of the Patapsco River.

With extensive input from historically disenfranchised community members and organizations, the Anacostia River Corridor Restoration Master Plan was completed for Washington DC's Department of Energy and Environment.

Principal Landscape Architect Jim Cooper shared tips for improving bioretention plant selection at a conference for landscaping professionals in the Chesapeake Bay region.

Senior engineer and practice leader, Pete Muñoz promoted resilient and adaptive design at an annual gathering of nature center administrators.



Senior water resources engineer, Brett Long, shared knowledge about large wood habitat structures with participants at the 2025 Stream Restoration Conference.

Undertake work that protects and conserves biodiversity, restores and regenerates natural systems, and rights environmental injustices.

Fortifying Ecology and Community

Over 19,000 feet of stream and five acres of freshwater tidal wetlands are restored in a densely urban park area along the Anacostia River.

At the outset of the American Civil War, the Union Army built a ring of forts and batteries around Washington, DC to protect the young capital city. One such structure, Fort Dupont, stood about a mile from the eastern bank of the Anacostia River. By that time, the river and its tidal wetlands and mudflats—which once supported the Nacotchtank people with a diversity of fish and wildlife—had already suffered degradation from a century of clearcutting, industrial pollution, agricultural runoff, and raw sewage from the city's growing population.

The Anacostia's decline continued well into the 20th century, with added stressors of toxic contaminants, navigational dredging, stormwater, bank armoring, erosion, sedimentation, and trash. It became known as "Washington's Forgotten River." While the health of the Anacostia has improved a great deal since the 1990s, thanks to the efforts of many agencies, organizations, and stakeholders (including some of our firm's earliest work restoring freshwater tidal marsh), historic degradation took a major toll on the river, and it still contends with polluted runoff from its heavily developed watershed.

Inextricably linked to the river's degradation was the neglect of those living alongside it. By the 1950s, as jobs shifted to the city's center and segregation was outlawed in public schools, a surge of white flight from Anacostia neighborhoods shifted the demographics to a majority Black community whose needs became increasingly ignored. Discriminatory investment and lending practices were common, and hastily constructed highways and industrial yards bisected communities. An open-burning landfill and overflow from the city's

combined sewer overflow system polluted the area. To this day, residents of the District's Ward 7, which abuts the Anacostia's eastern banks, face higher rates of chronic illness and a shorter life expectancy than residents of wealthier, whiter areas along DC's other river, the Potomac.

Despite the historic injustice and lack of investment, Ward 7 has a strong cultural heritage with deep, multigenerational roots, and robust neighborhood ties and civic networks. It also has DC's largest open, green space east of the Anacostia. Spanning nearly 400 acres, Fort Dupont Park not only includes remnants of its namesake fort, but also trails, recreational fields, picnic areas, a skating rink, and an outdoor theater. In this densely developed region, the wooded park, with its system of perennial streams, offers rare opportunities to experience nature. But the stream system was in trouble, particularly along Fort Dupont Creek, a third-order tributary to the Anacostia. Sections of the creek were being used as a dumping ground, and stormwater from surrounding development was threatening habitat, infrastructure, water quality, and safe access to the stream. In one section, erosion was so severe it left a 20-foot vertical bluff.

Working with the District Department of Energy and Environment (DOEE), in partnership with the National Park Service and the Timmons Group, we developed a design to restore the entire stream network, from headwaters to tidal confluence. The design restores 17,000 linear feet of the creek and five acres of wetlands, and incorporates a variety of restoration techniques: regenerative stormwater conveyance, baseflow channel design, creation of a Stage 0 wetland complex, removal of legacy sediment, stormwater pipe daylighting, sand seepage wetlands, tidal marsh creation, and low-tech, process-based restoration. It also enhances stream crossings for visitors and helps protect the landscape surrounding the park's outdoor theater. The project is slated for construction starting in 2026.

"A lot of times urban streams are so degraded people forget what streams should look and sound like, and what should be living in them and near them," said Josh Burch of DOEE's Watershed Protection Division. "This restoration project has the potential to transform the stream corridor into a vibrant ecological space for native flora and fauna to thrive and for community residents to experience, learn from, and find relaxation within."

We can never bring back all the historic forests, wetlands, and mudflats of the Anacostia River. Nor can we go back in time and undo multitude of injustices inflicted upon the river and its neighboring communities. Through ecological restoration, however, we can play a role in regenerating and fortifying ecological functions that support the wellbeing of all.

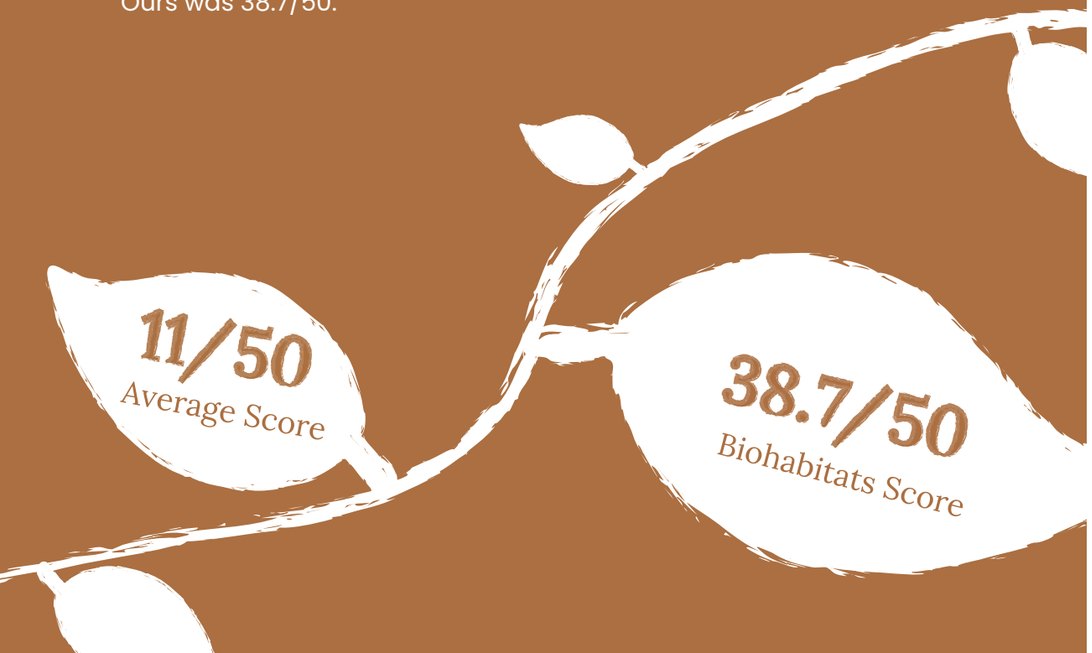
Biohabitats team members joined DOEE and local residents in a volunteer clean up for an area of Fort Dupont Park.

Walking the Talk

Our nature-based solutions for enhancing biodiversity, clean water, resilience, and community wellbeing are inherently climate-friendly. But we also strive to be climate-friendly in the way we operate our business. We commit to finding and implementing best practices that help sustain all life on this planet and eliminate, minimize and/or mitigate actions that jeopardize our climate. As part of this commitment, we review our progress and consider improvements annually.

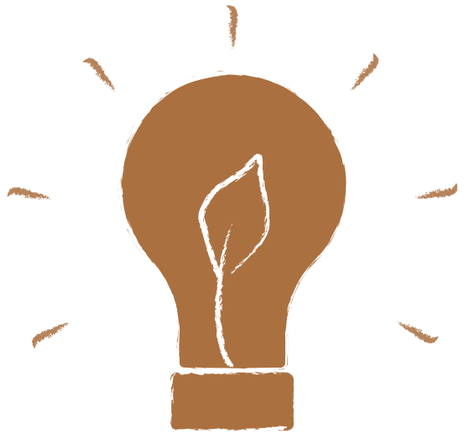
Exceeding Stringent Standards

As a B Corp™ (see page 29), we regularly examine our social and environmental impact against "B Lab standards" a third-party, globally recognized framework for assessing social and environmental impact in key areas. In 2025, the average score for the area of "Environment" among similarly sized U.S. companies in similar sectors, was 11.4/50. Ours was 38.7/50.

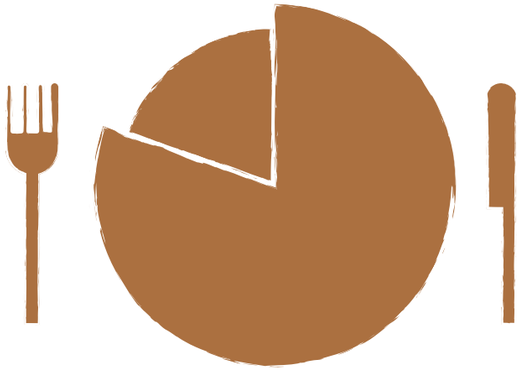


In 2025 We:

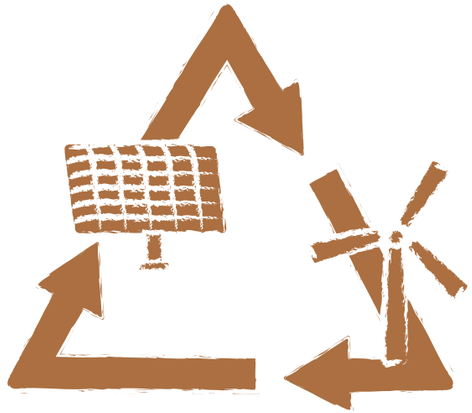
Offset **100%** of tracked carbon emissions (electricity, fleet, travel, commuting) through the non profit, Cool Effect, which supports projects that advance human rights, indigenous agency, endangered species protection, developmental programs, and conservation.



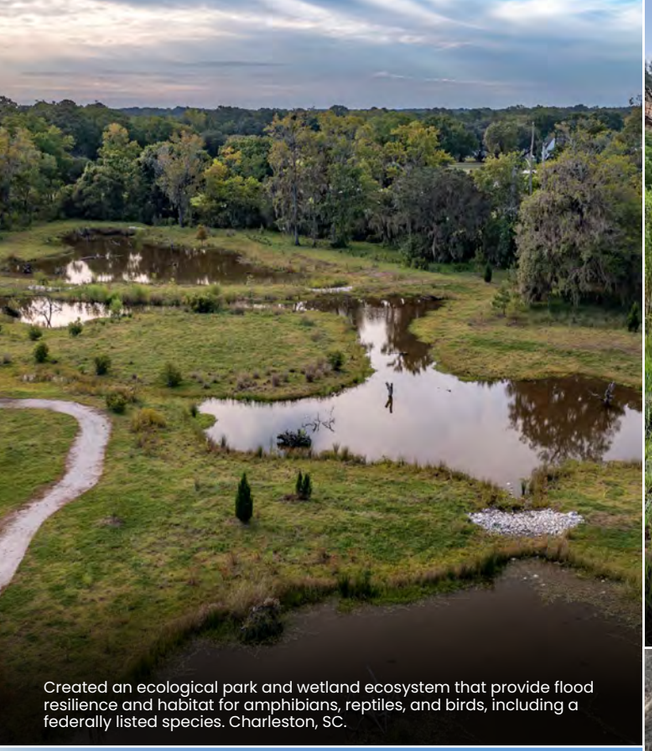
Saved **24,000 kWh or 40,800 lbs of CO2** per year by upgrading our corporate headquarters office lighting to environmentally friendly LED fixtures.



Purchased **80%** of company meals through local businesses.

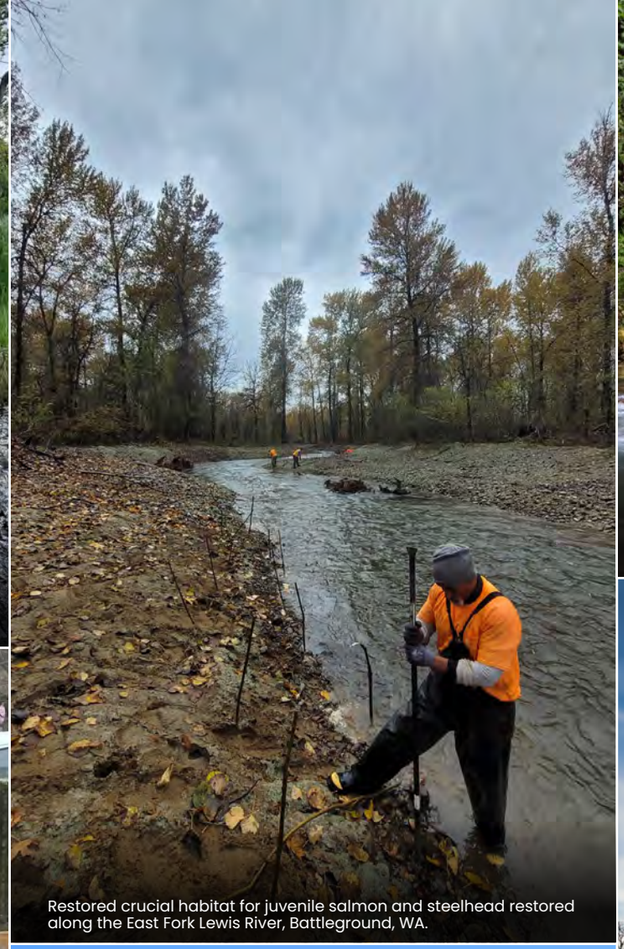


Powered two bioregional offices with **100% renewable energy.**



Created an ecological park and wetland ecosystem that provide flood resilience and habitat for amphibians, reptiles, and birds, including a federally listed species. Charleston, SC.

Restored natural floodplain system on South St. VrainCreek, improving biodiversity and habitat for threatened Preble's meadow jumping mouse. Lyons, CO.

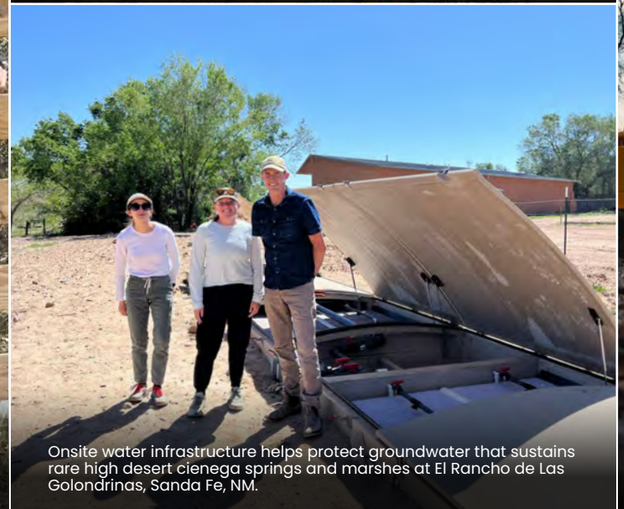


Restored crucial habitat for juvenile salmon and steelhead restored along the East Fork Lewis River, Battleground, WA.

Restored spawning habitat for threatened Chinook salmon and bull trout along the Upper McKenzie River. McKenzie Bridge, OR.

Onsite rainwater harvesting and natural wastewater treatment/reuse systems contribute to an ecologically restorative campus community. Yale Divinity School, New Haven, CT.

Provided the Village of Pelham, NY with a framework for protecting natural areas, improving biodiversity and water quality, and creating a habitat corridor along the Hutchinson River.



Onsite water infrastructure helps protect groundwater that sustains rare high desert cienega springs and marshes at El Rancho de Las Golondrinas, Sanda Fe, NM.

Transformed 17 acres of former farm fields into restored riparian forest and wetlands, helping to protect the Clear Fork Mohican River. Bellville, OH.

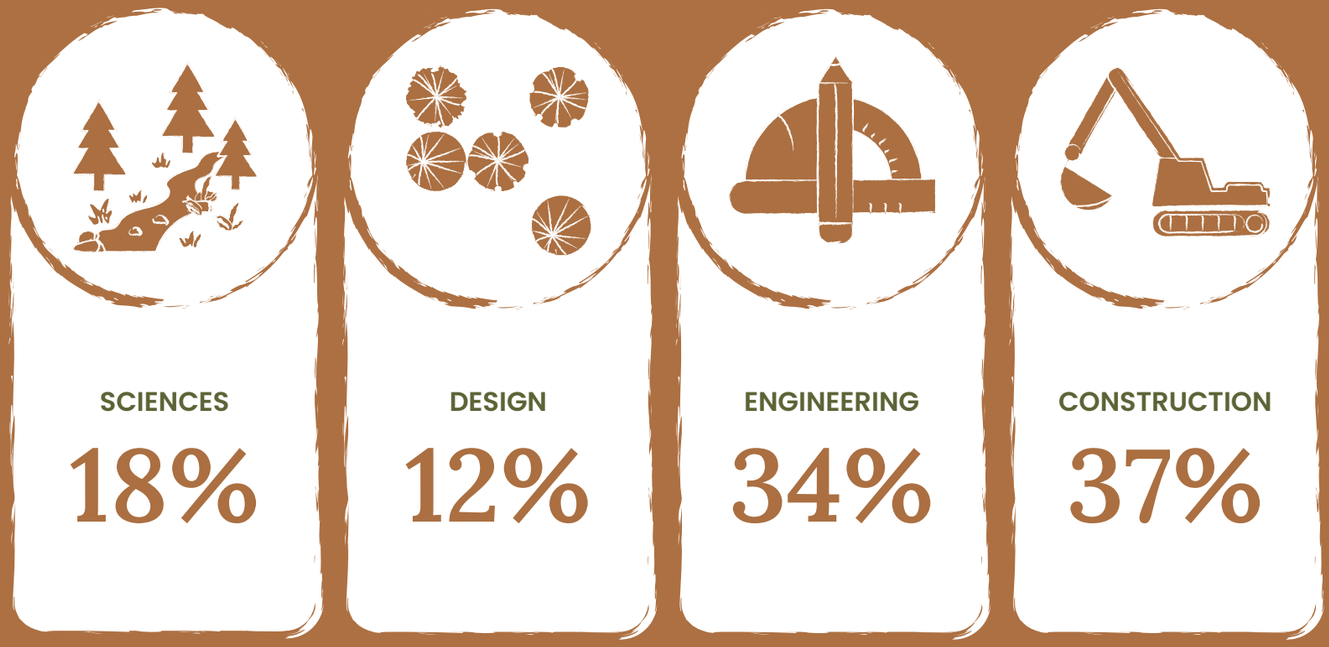
Cultivate an interdisciplinary team comprised of a balance between the sciences, design, engineering, and construction.

Interdisciplinary by Nature

When founding Biohabitats in the 1980s, Keith Bowers knew that any work involving dynamic, natural systems would require a variety of disciplines: environmental science, engineering, landscape architecture, construction, and more. Keith also knew that those disciplines must not be siloed within the organization, but rather, fully interconnected in collaboration. We have remained an interdisciplinary firm ever since. Knowing that unity and shared responsibility lead to strong outcomes, we continue to bring together a range of expertise to protect nature, ensure clean water for future generations, and build resilient, commonsense solutions that stand the test of time.

In 2025:

101 team members and four interns contributed to our efforts to restore the Earth and inspire ecological stewardship. 15 team members with backgrounds in sciences, design, engineering, and construction joined Biohabitats in 2025.



Our 2025 Team

Todd Alsbury
Miguel Arteaga
Bryan Arvai
Jose Avalos
Katherine Bartter
George Battersby
Emily Beacham
Anne Berg
Joe Berg
Nels Beyer
Jordan Beyer
Austin Beyer
Keith Bowers
Ted Brown
Kayla Brown
Claudia Browne
Emily Brucks
Tristan Burwell
Jyliann Calhoun
Quinn Caralle
Sarai Carter
Olin Christy
Karah Conklin
James Cooper
Kevin Dahms

Russell Daniels
Thomas Denbow
Sunny Dood
Jennifer Dowdell
Emily Dubois
Aiman Duckworth
Martha Eberle
Kathryn Ellis
Sarah Emrich
Erin English
Henry Ernsberger
James Favret
Lisa Feather
Adam Feuerstein
Sera Fleishman
Brooke Forsythe
Rose Freeman
Francisco Garcia
Meghan Gloyd
Kevin Grieser
Rafael Guzman
Katie Halmekangas
Hanna Harper
Diego Henriquez
Caroline Hildebrand

Matthew Hilz
Suzanne Hoehne
Kevin Houshour
Takita Jenkins
Erin Jennings
Matthew Koozer
Boone Koozer
Harold Leverenz
Kim Lewis
Michael Lighthiser
Brett Long
Gordon Mallonee
Josephine Marshall
Jorge Martinez
Christopher Matroniano
Baxter Millsap
Jennifer Missett
Eliza Month
Tyler Moore
Peter Munoz
Amy Nelson
Jensen Noel
Jessica Norris
Kevin Nunnery
Matthew Oliverio

Justin Park
Reynaldo Perez
Mattison Perry
Michael Peterson
Katie Phillips
Emma Podietz
Rose Marie Price
Jacob Radeff
Christopher Rehak
Wesley Richter
Jasmine Roberts
Sarah Roberts
Bryon Salladin
Sydney Salzwedel
Nicolina Sarnelli
Nolan Schillerstrom
Susan Sherrod
Cullen Simon
Syan Smoot
Cody Smout
Favio Solis
Rachel Spadafore
Doug Streaker
Christopher Streb
Katie Talley

Sergio Tovar Garcia
Michael Trumbauer
Tanaira Tuffour
Danielle Ursprung
Jacques Varvel
Leopoldo Vazquez
Reyes Velazquez
Jose Velazquez
Angel Velazquez
Austin Vong
Nathan Wadley
Mark Wax
James Way
Carson West
Brandy Wheelock
Kenneth Wheelock
Jonathan Wheelock
Chaya Wilks
Shane Wilson
Josh Wilson
Rebecca Winer-Skonovd
Jacob Wixon-Genack
Shayla Woodhouse

Be just in compensating all team members, including sharing profits with active stakeholders, Nature, and the communities we touch.

Supporting Those who Support Nature

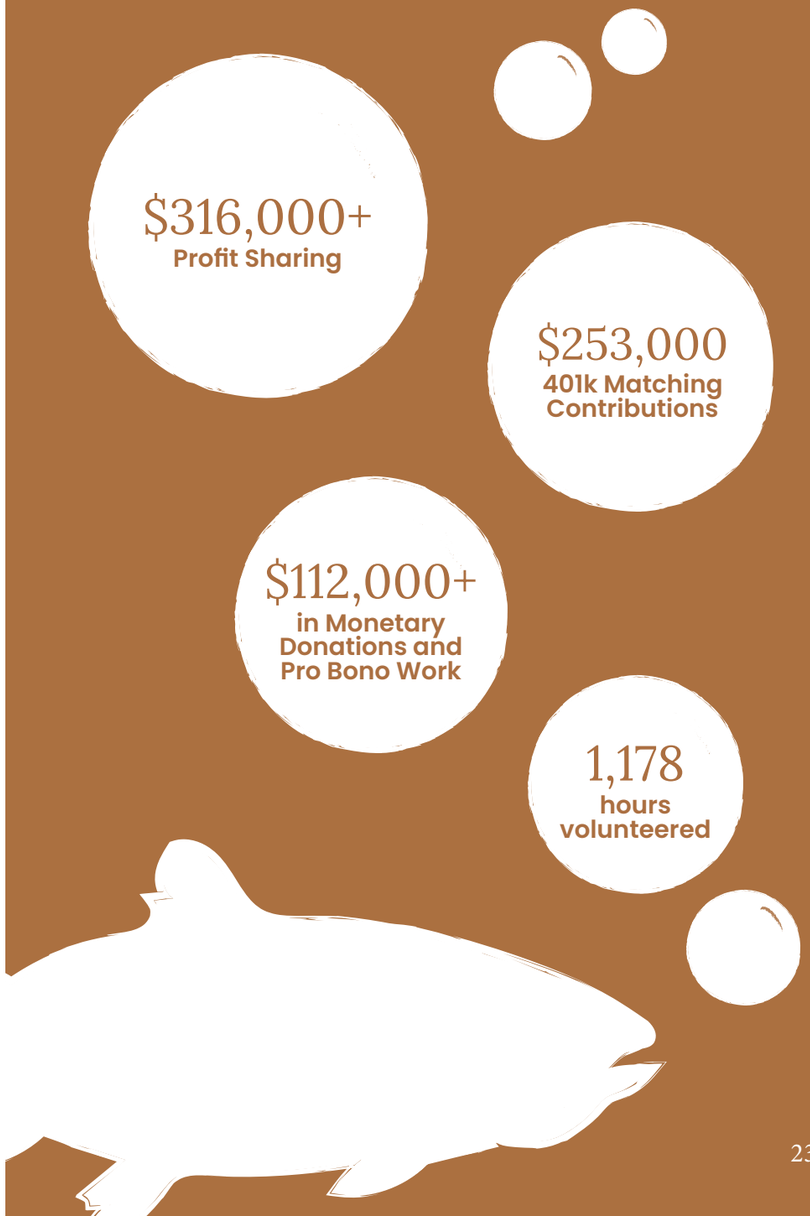
Our mission to restore the Earth and inspire ecological stewardship permeates not only our work and daily operations, but also the way we use our profits.

Biohabitats' leadership is deeply invested in ensuring just compensation for our team members. Every team member is benchmarked annually—internally and externally—to ensure their compensation is fair and equitable when compared to their peers and industry standards and to ensure they are paid a living wage. Salaries for every job posting we advertise are run through the same internal and external benchmarking, as are offered salaries for every new team member we hire.

We continue to exceed the requirement of the Just program (a voluntary disclosure tool that enables organizations to evaluate themselves through a lens of social justice and equity) that the salary of our highest paid team member is not more than 15 times that of our lowest paid team member. (In our case, it is 4.2 times). We use a combination of compensation tools to ensure every team member is compensated fairly, including annual salary /hourly wage adjustments, 401K match, profit sharing, and operating bonuses. In addition to salaries, our team members collectively received an additional $734,000 in 2025. This included $165,000 in performance bonuses, $316,000 in profit sharing, and $253,000 in 401K matching contributions.

In 2025, Biohabitats launched an updated giving program that funnels 10% of our operating profit to organizations striving to uphold a sustainable, regenerative, and equitable future. All Biohabitats' bioregions participate in our giving program, ensuring that our support of like-minded, local partners and collaborators is widespread and touches all of the regions in which we work. We proudly support organizations with aligned missions, and we believe this helps generate lasting, positive change. In 2025 our team members collectively contributed 1,178 hours of volunteer time to organizations in their communities, and Biohabitats shared over $112,000 in monetary donations and pro bono work with like-minded organizations.

Sharing Time and Dollars in 2025



2025 Donation Recipients

American Ecological Engineering Society

Arundel Rivers Federation

Black Swamp Conservancy

Blue Water Baltimore

Chagrin River Watershed Partners

Chesapeake Bay Foundation

Chesapeake Bay Trust

Chesapeake Urban Stormwater Professionals

Chesapeake Water Environment Association

Christina Selby Photography

City of Santa Fe: Next Generation Water Summit

Clackamas River Basin Council

Connecticut Association of Wetland Scientists

Cool Effects

Dave Bugni, Oregon Small Woodlands Association

EcoStream

Environmental Justice Journalism Initiative

Foothills Foundation

Footpath Foundation

Galisteo Basin Preserve/Commonwealth Conservancy

Greater Oregon City Watershed Council

Guardians of Flushing Bay

Howard County Conservancy

International Living Future Institute

Irvine Nature Center

Johnson Creek

Kansas State University: Wakarusa River Corridor Vision Plan

Landscape Architecture Foundation

Maryland Stream Restoration Association

Metro Denver Nature Alliance

Molalla River Watch

National Parks Conservation Association

Nature City Forum/Stewardship Network

Neighborhood Design Center

New Jersey Coastal Resilience Collaborative

New Jersey/New York Baykeeper

Ocean Arks

Ohio Natural History

Re:Public

Resource Institute

River Restoration Northwest

River Source

Santa Fe Watershed Association

Severn River Association

Society for Ecological Restoration

Society for Wetland Scientists

Spa Creek Conservancy

Teaneck Creek Conservancy

Tewa Women United

Tinkers Creek Watershed Partners

Upper Pecos Watershed Association

Waterfront Alliance

West Creek Conservancy

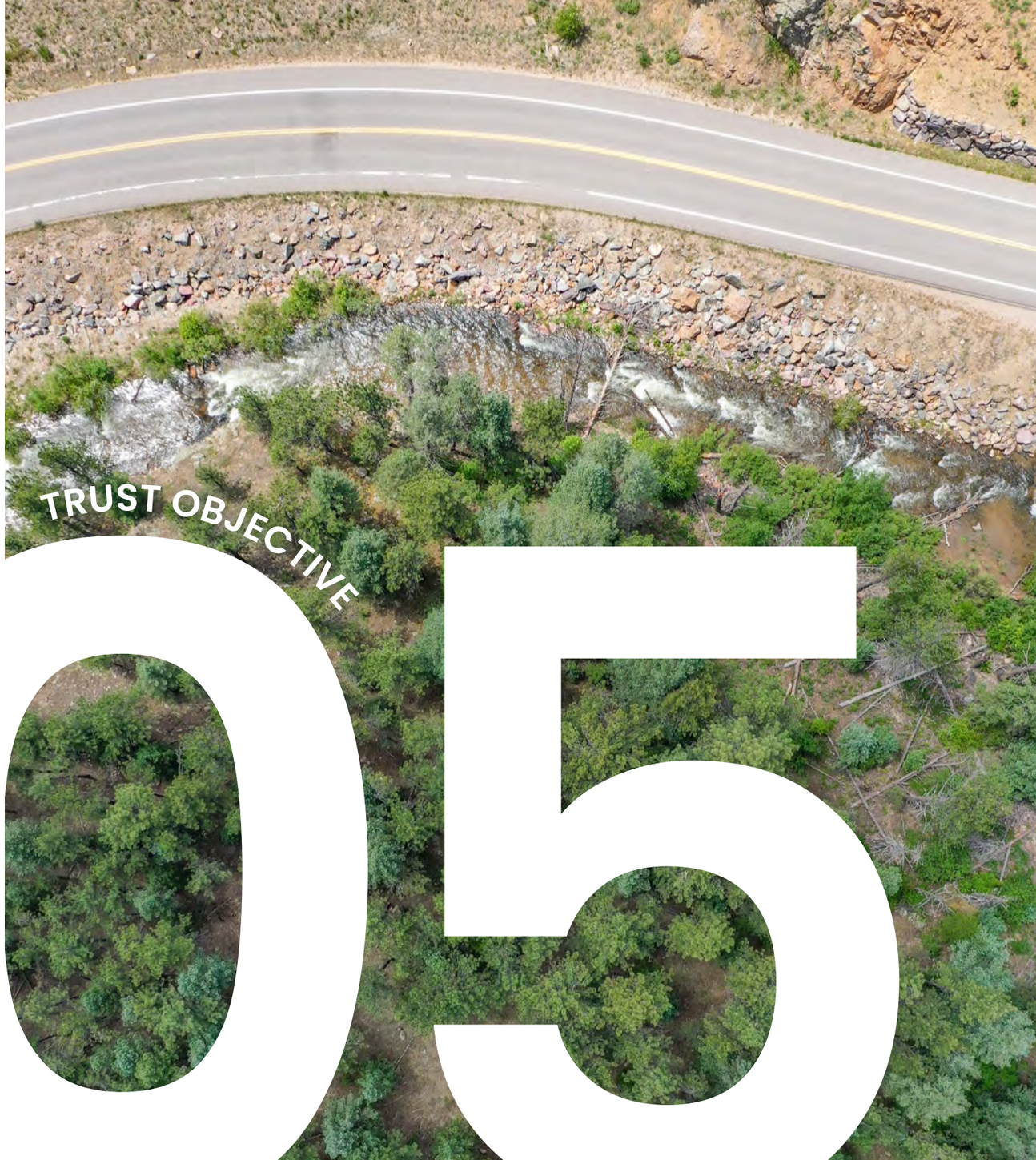
Western Carolina University

Wissahickon Trails

Biohabitats Team Members Volunteering

Photo: William Coburn, Rio Grande SUN

Operate Biohabitats as a learning organization that embraces a diverse, equitable, and inclusive culture, supported by self-management, wholeness, and evolutionary purpose.



Nature has taught us that adaptation and diversity are essential for resilience. Just like nature, we adapt to challenges, refine processes, and innovate solutions. As we do, we learn and grow toward our highest potential. Our work and our growth require multiple disciplines and perspectives. We aim to be as diverse as the ecosystems and communities we serve, and to foster a culture of belonging, trust, transparency, collaboration, and innovation.

Learning Organization

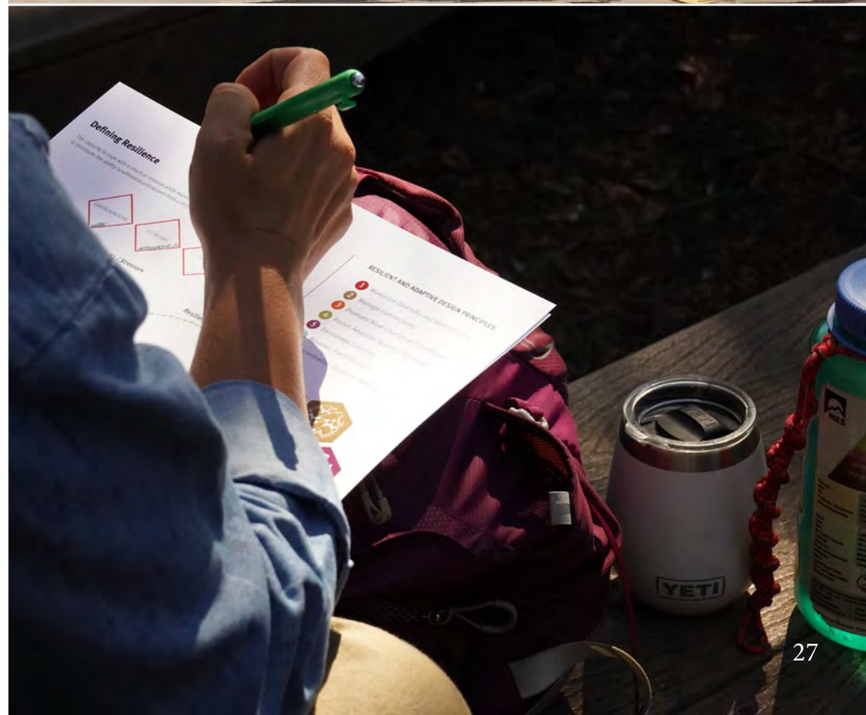
Collectively, Biohabitats' team members spent over 5,500 hours engaged in learning opportunities in 2025. Team members representing all Biohabitats bioregions and disciplines participated in 88 professional conferences and external learning opportunities in 2025. This included our involvement in the Global Design Alliance (GDA), an international network of planning & design, engineering, and construction firms committed to fostering growth and change. Members of our leadership team participated in GDA's in-person symposia and virtual cohort discussions, and we hosted the fall 2025 GDA symposium in Portland, OR.

We also provided and invested in three primary internal learning opportunities for our team members: Brain Planters, a Leadership Development Cohort, and Project management Training.

Brain Planters are internal presentations and workshops hosted by team members on topics ranging from technical templates to soil. In 2025, Biohabitats' team members led 22 brain planters. In addition to highly technical discussions and project debriefs, brain planters included sessions related to commitments highlighted by this objective, including: "Diversity, equity, and inclusion listening sessions," "Nature as Client: How do we cede agency to Nature and practice ecological democracy?", "Culture & Communication," and "Thriving in Self-Management."

Consisting of seven group sessions led by professional leadership coaches, the Leadership Development Cohort program provides 16 team members with training on subjects such as the power of presence and listening, emotional intelligence, accountability, giving and receiving feedback, building trust, communication, and leaning into challenges.

We launched an intensive project management training program for more than 30 team members who lead projects and interact with clients. The program covered topics such as providing clear expectations for every step of the project lifecycle; exceptional client service; and ensuring project managers feel supported.



Stewarding our Culture

Creating and maintaining a diverse, equitable, and inclusive culture in which every team member feels seen, heard, and valued, and where team member happiness, health, wellbeing, and growth is prioritized takes work and commitment. Despite external pressures in 2025, we continued to honor this commitment in a number of ways:

We hired a new People & Culture Coordinator, Jasmine Roberts. Among her many responsibilities, Jasmine ensures that every new team member is shepherded through a thorough onboarding process that not only includes technical topics, but also guidance on how to thrive in Biohabitats' culture.

Our Employee Resource Group continued to meet regularly and monitor our overall efforts related to diversity, equity, and inclusion.

Our Interdisciplinary Internship Program provided opportunities to work on individual research projects and engage in applied ecology projects to three interns: a graduate of Morgan State University who is now pursuing an M.S. in Biological and Agricultural Engineering and North Carolina State University; an Indigenous and American Indian studies major from Haskell Indian Nations University, and an Environmental Science and Technology major from the University of Marlyand.

We supported the work of the Indigenous Collective Group (ICG), a network of Indigenous landscape architects, designers, and allies. Formed in 2025 with a goal to "weave Indigenous voices and lifeways into the field of landscape architecture," the ICG includes Biohabitats Senior Landscape Architect and Urban Ecologist, Aiman Duckworth, Quechua (Runakuna).

With guidance from Just certification program, which measures an organization's commitment to equity and social justice (see page 29), we expanded our recruitment process and made clear and prominent on our website so applicants know exactly what to expect. We also formalized equitable recruitment practices in each phase of the process.

We strive to ensure that our team members feel safe, heard, supported, and engaged—not just in our work and operations, but in determining our future. In 2025 Biohabitats we launched a new strategic planning effort. As the first step in that process, Biohabiats president, Ted Brown, held listening sessions with every bioregion, ensuring that every team member had the opportunity to share their voice, opinions, and hopes related to Biohabitats. Though a smaller committee is developing the plan, it will be reviewed by all team members in 2026 before being adopted.

Certifiable Impact

JUST: ELEVATING TRANSPARENCY

The Just Label is a voluntary disclosure tool that enables organizations to evaluate themselves through a social justice and equity lens. It is like a nutrition label for socially just and equitable organizations. Receiving the label requires reporting on a range of organization and employee-related indicators within the categories of Diversity, Inclusion, Compensation, Health, Benefits, and Stewardship. The intent and requirements behind the Just Label align with our values, policies, programs, and we are honored to wear it.

B CORPS: MAKING BUSINESS A FORCE FOR GOOD

Biohabitats is a Certified B Corporation™ and part of a global movement to use business as a force for good. B Corps™ are certified against the B Lab Standards, a globally recognized framework that assesses a company's social and environmental impact across key areas, from climate action to human rights. We utilized the B Lab certification as the third-party standard to ensure that we met the societal and environmental performance required to maintain our Benefit Corporation status in Maryland. Through a tool known as the B Impact ™ Assessment, B Lab provides a rigorous, point-based evaluation of a company's practices in the areas of governance, workers, community, environment, and customers. To be certified, a company must score 80. The median score for businesses completing this assessment is currently 50.9. Biohabitats earned an overall score of 132.4.

Governance	**23.4**
Mission & Engagement	5.7
Ethics & Transparency	7.7
Mission Locked	10
Workers	37.3
Financial Security	13.4
Health, Wellness, & Safety	8.2
Career Development	7.6
Engagement & Satisfaction	8.0
Community	**28.7**
Diversity, Equity, & Inclusion	9.5
Economic Impact	9.6
Civic Engagement & Giving	6.2
Supply Chain Management	0.7
Environment	**38.7**
Environmental Management	3.9
Air & Climate	5.0
Water	0.8
Land & Life	2.7
Land/wildlife Conservation	26
Customers	**3.9**
Customer Stewardship	3.9

Certified B Corporation

Accomplishments

What is one work-related accomplishment you achieved in 2025 that stands out above all others, in terms of yielding (or promising to yield) public/planetary benefit?

We finished four interrelated conservation and ecological planning projects for the City of Denver that elevated open space planning in Denver Parks, informed city-wide habitat connectivity opportunities, assisted with sustainable school landscapes, and provided input into Resilient Landscape code.

- Claudia Browne

Initiated a strategic planning process that will guide Biohabitats through 2029 and continue to feed into our efforts to fulfill our mission and our PPT objectives.

-Ted Brown

Completed a dam removal project in Middletown, Connecticut that will provide significant additional anadromous fish spawning habitat as well as improved aquatic health benefits.

- Josh Wilson

High Line Canal Natural Resources Management Plan was a behemoth attempt to coordinate the disparate goals, budgets, and responsibilities of 14 different jurisdictions around a single natural feature. The resulting Plan provided management, enhancement, and operational recommendations to the collective, as well as customized recommendations to local groups.

- Susan Sherrod

I participated in the Chesapeake Bay Shallow Water Habitat Sentinel Site Program workgroup and helped its members recognize that unvegetated shallow water habitat in urban areas is not always high value habitat and could be improved with creation of intertidal wetlands, tidal channels, SAV, and hard substrate such as oyster reef habitat.

-Joe Berg

I provided feedback on materials that will be shared with the general public. For multiple projects that have public facing materials I have been making sure the language is understandable to the average reader.

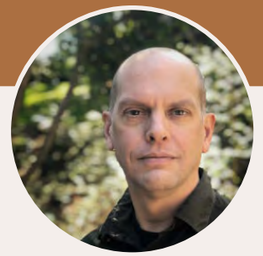
-Tanaira Tuffour

Accomplishments

What is one work-related accomplishment you achieved in 2025 that stands out above all others, in terms of yielding (or promising to yield) public/planetary benefit?

I supported in part 542 opportunities to bring our services to clients and owners seeking help with water quality and habitat restoration.

-James Way



The new visitor center at Valley of Fire State Park opened, and the wastewater system that we designed was commissioned. The new visitor center will be used by thousands every year and wastewater will be responsibly managed on site.

-Shayla Woodhouse

Two of the major nature-based shoreline projects in Sandusky Bay were constructed. The projects will reduce shoreline erosion, increase nutrient assimilation, and provide important habitat (feeding, resting, etc.) for fish and wildlife including migratory shorebirds.

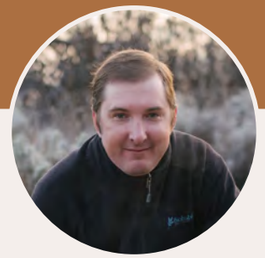
-Tom Denbow

I was lead author of the Biodiversity chapter of the ASLA's *Landscape Architecture 2040: Climate and Biodiversity Action Plan*. It was subsequently presented on the global stage at the COP30 meetings in Belem, Brazil.

- Jennifer Dowdell

We successfully completed the first fully integrated Biohabitats design-build project with Biohabitats Construction for the West Creek Conservancy and the Richland County Park District. This was years in the making, but it all came together.

- Kevin Grieser



I produced a video to help share the story of a community that came together to restore ecological function, wildlife habitat, fish passage, public safety, and human connection to nature along Ohio's beautiful Chagrin River.

- Amy Nelson

Biohabitats | Certified B Corporation Just.