

# The National Association for EHS&S Management

## Annual Member Meeting



**January 28, 2025**





*State of  
Profession*

*Annual  
Report*

*2025  
Programming*

# What's ahead in EHS & Sustainability



## **Nicole Wilkinson**

*Executive Director, Corporate  
Environmental Health and Safety  
CVS Health*

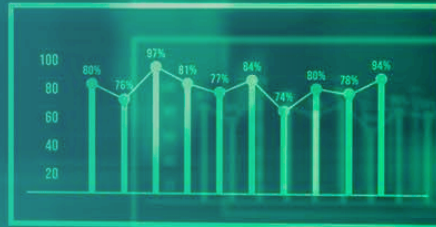
**Chair, NAEM Board of Directors**



# The Only Constant is Change



# Dynamic, Real-time Reporting is Here



1893	3214	10658
5893	56328	568
10658	1048	23585
568	45896	45802
23585	3214	3256
45802	16328	55893
3256	45569	30658
58548	1893	568



# The EHS Leader is a Cultural Influencer



# Tackling Compliance in a Disruptive Regulatory Landscape



**EHS is needed  
to prepare.**

**EHS is needed  
to respond.**





# Adapt to Thrive



**NAEM is  
Timely, Relevant  
and a Trusted  
Resource**



# 2024 Annual Report





**NAEM:  
Harnessing the  
Power of Peers  
to make an  
Impact**

# State of the Association

- 2024 was a pivotal year for NAEM
- Post-pandemic participation rates are recovering
- Membership is growing
- Members are engaging
- NAEM realized a positive bottom line





# Welcomed New Members

- 14 new Regent members: Corporate, Non-Profit, Government entities
- The Affiliates Council is at 58 members
- 40 New Individual memberships in 2024

# NAEM's Regent Members

## Corporate, Governmental & Non-Profit

- **ABB**
- ABM
- Abbott Laboratories
- Advance Auto Parts
- Agilent Technologies
- Air Liquide S.A.
- American Electric Power
- Amphenol
- Asplundh Tree Experts
- **AT&T**
- ATCO
- ATMUS Filtration
- **Avient**
- **BAE Systems**
- Baxter International
- BNSF Railway
- Bose
- Bristol Myers Squibb
- Bunzl North America
- Campari Group
- Commonwealth Fusion Systems
- Cargill
- Carlex
- Caterpillar
- Cell Signaling Technology
- CF Industries
- Charter Steel
- Chemours
- Church of LDS
- Comcast
- Corning
- Cummins
- CVS Health
- Deere & Co.
- Dexcom
- Duke Energy
- DuPont
- Eaton
- Ecolab
- Emerson Electric
- EssilorLuxottica
- Estée Lauder Companies
- **Fortune Brands Innovations**
- FUJIFILM Holdings America
- Gates
- Genentech
- GE Healthcare
- Global Tungsten
- **Globalfoundries**
- **Graphic Packaging**
- Heico
- IBM
- Imerys
- Intel
- J.M. Huber
- JELD-WEN
- Kenvue
- Koch Industries
- Lockheed Martin
- LA Department of Water and Power
- **Medtronic**
- MSD of Cincinnati
- Mosaic
- National Grid
- NCASI
- NBCUniversal
- New York Power Authority
- Omnicell
- Organon Pharmaceutical
- Pactiv Evergreen
- Parker Hannifin
- Penske Truck Leasing
- **PepsiCo**
- Pfizer
- **Primark**
- Polaris Industries
- PPL
- Primark
- Raytheon
- Regeneron
- Rockwell Automation
- **S&C Electric**
- Schneider Electric SE
- Scotts Miracle-Gro
- Signature Brands
- Signode
- Snohomish Co. Public Utility
- Solidigm
- **Solventum**
- Southern California Edison
- SPX
- Stanford University
- Stellantis/FCA
- Stepan
- **Stryker**
- Takeda
- Target
- Tate & Lyle
- Tennessee Valley Authority
- The Greenbrier Co.
- Toronto Hydro
- Trane Technologies
- True Value
- United Continental Holdings
- United States Postal Service
- University of California
- Valvoline Global Holdings
- Ventura Foods
- **Veralto**
- W. L. Gore & Associates
- WABTEC
- **Waters Corp.**
- Whirlpool
- **Worthington Enterprises**
- Yahoo, Inc.



# NAEM's Affiliates Council Companies

- ALL4 Inc.
- Antea Group
- APEX
- APTIM
- ARCADIS
- Benchmark Digital Partners
- Beveridge & Diamond
- BSI
- Burns & McDonnell
- CDM Smith
- Civil & Environmental Consultants
- Clean Earth
- Cority
- Dakota Software
- Dix & Eaton
- EA Engineering
- EHS Support
- Encamp
- Enhesa
- Environmental Resources Management (ERM)
- Envita Solutions
- EY
- Gannett Fleming
- Geosyntec Consultants
- GHD
- Haley & Aldrich
- Hodgson Russ
- HRP Associates
- HSI
- Jacobs
- JS Held
- Langan Engineering & Environmental
- LISAM
- Makersite
- McCoy and Associates
- Montrose Environmental (Huco Consulting)
- Ramboll
- Redinger 360
- SAP America
- Schneider Electric
- Specialty Technical Consultants
- STP ComplianceEHS
- Stantec
- Terracon
- Tetra Tech
- The Solution Foundry
- TRC Companies
- Trinity Consultants/T3
- Triumvirate Environmental
- VelocityEHS
- Veolia
- Verse
- VoxelAI
- Wolters Kluwer
- Woodard & Curran
- WSP USA





# 2024 Financial Report



# 2024 Financial Overview

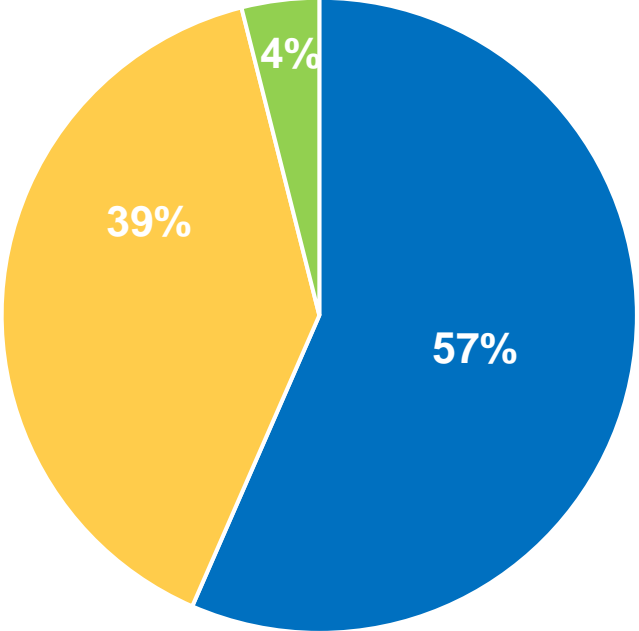
- Sound Financial Performance that yielded a revenue positive year
- Revenue growth fueled by Membership and Programming
- Tightly controlled Expenses for Programs and Operations



# NAEM Financials: Revenue by Type

## 2024 Summary

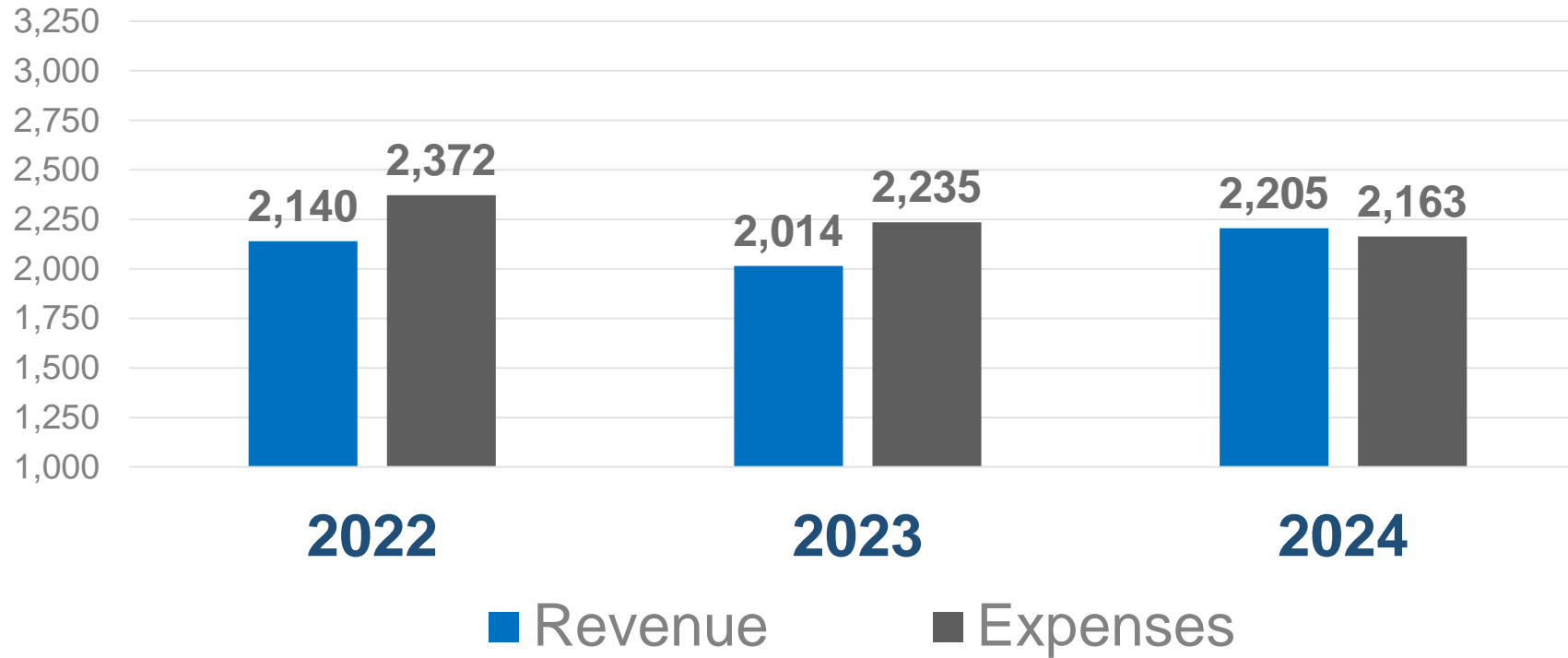
Revenue



■ Programming   ■ Membership   ■ Research



# NAEM Financials: Revenue & Expenses



# NAEM Financials: Revenue & Expenses

(in 000's)	2022 Actual (YE)	2023 Actual (YE)	2024 Actual (YE)
<b>REVENUE:</b>			
Memberships	789	789	871
Forum	662	716	750
Other Programs	475	392	497
Research	213	118	87
<b>TOTAL REVENUE</b>	<b>2,140</b>	<b>2,014</b>	<b>2,205</b>
<b>EXPENSES:</b>			
Forum	403	456	380
Other Programs	379	271	342
Operating	1,591	1,508	1,440
<b>Subtotal</b>	<b>2,372</b>	<b>2,235</b>	<b>2,163</b>
Hotel Obligations	0	0	
<b>TOTAL EXPENSES</b>	<b>2,372</b>	<b>2,235</b>	<b>2,163</b>
<b>NET INCOME</b>	<b>(232)</b>	<b>(221)</b>	<b>42</b>



# 2024 Financials: Cash-on-Hand

Total cash on-hand for 2022-2024 is as follows:

Year Ending	Cash-on-Hand
2022	\$734,953
2023	\$513,794
2024	\$513,852



# NAEM Financials: Summary

- NAEM is financially solvent, and seeing slow but steady growth following the pandemic
- NAEM continues to have strong financial management, with close oversight to budgeting and forecasting
- NAEM has achieved the goal of returning to a net positive revenue budgetary position and outperformed the 2024 budget plan



# 2025 Programming





# 2025 Initiatives

## Programs & Initiatives:

- Develop full portfolio of learning conferences
- Partner with Affiliates to host Regional, Community-based events
- Implement Awards Program
- Assess opportunities for develop a training component



A field of white umbrellas with one blue umbrella standing out in the center. The umbrellas are arranged in a grid-like pattern, and the blue one is the only one of its color, making it the focal point of the image.

# This year's Stand-Out Efforts

- Virtual programming  
Monthly
- Regional events in  
hosted in collaboration  
with our Affiliates
- Partnerships that  
enhance events &  
program objectives

# Learning Networking Problem-Solving Showcasing

*In-Person and On-Line*





# OPEX25

EHS OPERATIONAL EXCELLENCE CONFERENCE

ORLANDO, FL | APRIL 1-2, 2025

## Objective:

High-value EHS management & leadership development that supports the whole EHS team

- EHS performance across the organization
- Improving safety culture and employee engagement
- Leveraging technology to optimize EHS management
- Learning EHS regulatory and enforcement focus areas
- Benchmarking how others are maintaining EHS excellence

## Audience:

- EHS practitioners responsible for environmental, health and safety management programs and initiatives
- EHS leaders driving continuous improvement and innovation





# TECH25

EHS + ESG DATA & REPORTING CONFERENCE

ORLANDO, FL | APRIL 2-3, 2025

## Objectives:

- To explore how digital strategy and technology tools enable EHS management, operational sustainability and corporate reporting organization
- To create a vibrant marketplace for conversation with leading software and technology experts and providers
- To gain best practices and tips for software selection, implementation and optimization from peer case studies

## Audience:

- EHS, Sustainability, ESG, and related IT professionals seeking to advance their organization's digital strategy, data management and ESG reporting





# FORUM<sup>25</sup>

EHS & Sustainability Management Forum

**The NAEM EHS & Sustainability Management Forum is:**

- Features 4 Tracks, 20 breakout sessions, 3 keynotes over 2 days
- Content addresses full range of EHS and Sustainability management topics and trends
- The largest gathering of Corporate EHS and Sustainability leaders
- Programs is developed by a committee of professional peers

**Volunteer to join the planning committee  
develop your leadership brand, build your network and have fun!**

# IMPACT<sup>25</sup>

SUSTAINABILITY IMPACT SERIES



## Objective:

To “unpack” complex sustainability & ESG topics, provide practical learning and connect peers via breakout discussions

- ❖ Q2: Building Resilient & Sustainable Supply Chains: Lessons from Sector Leaders
- ❖ Q3: Strategies and Innovations to Drive Sustainable Manufacturing
- ❖ Q4: Preparing for 2026 Corporate Reporting

## Audience:

- Sustainability professionals tasked with developing and advancing their operational initiatives and reporting practices

# NAEM Webinars



## Preparing for Climate-Related Disclosures

January 29



## AI in EHS: Practical Applications & Risk Reduction

February 18



## Setting Up a GHG Quantification Program

May 27



## Waste Management: How Marriott Achieves Cost-Savings & Sustainability Goals

June 10

## Knowledge Sharing by NAEM Affiliates

### *Webinars are always:*

- Free to NAEM members
- Scheduled at 2:00PM ET
- Archived and Accessible on Demand







# Member Drop-Ins

*Just-in-Time Knowledge Sharing*

**The 3<sup>rd</sup> Thursday of the month**



**February 20<sup>th</sup>**

**April 20<sup>th</sup>**

**June 19<sup>th</sup>**

**August 21<sup>st</sup>**

**September 18<sup>th</sup>**

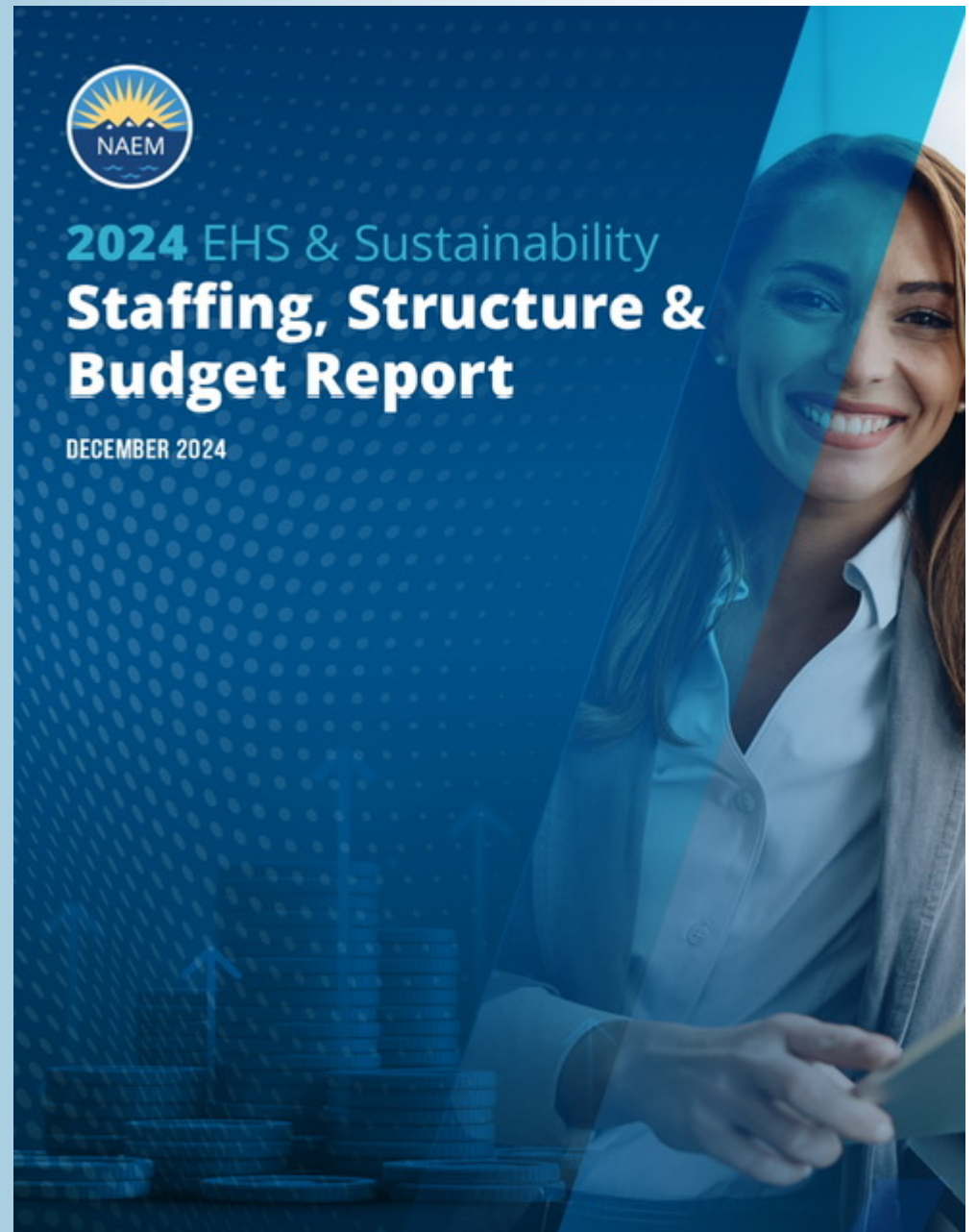
**November 20<sup>th</sup>**

# 2024 EHS&S SSB Budget Report

The #1 source for how companies are staffing, structuring, and budgeting their EHS&S departments

**Distributing Next Week!**

For Purchase @naem.org



# Research & Online Resources

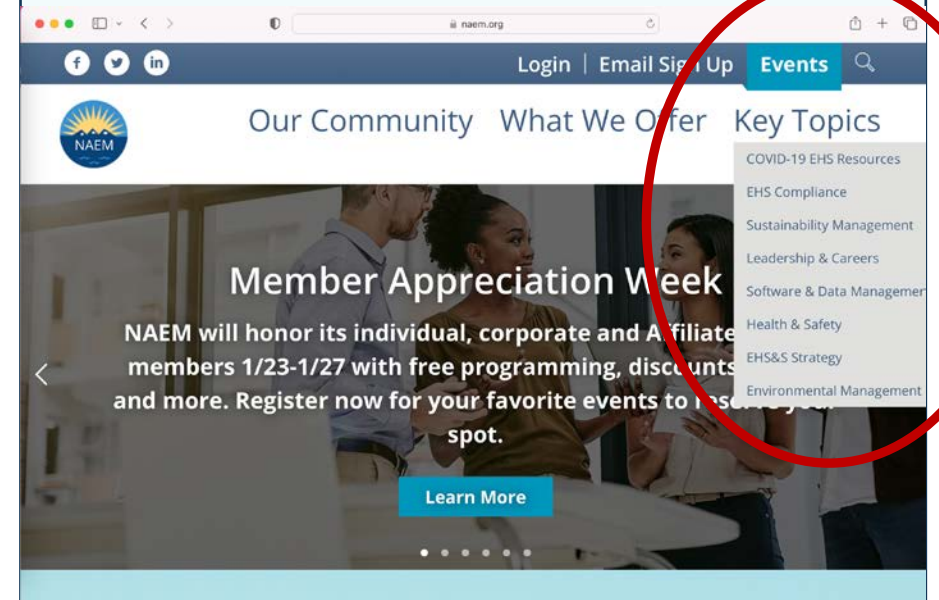
Get Ready for several planned Benchmarks, including:

- ESH/ESG Technology
- EHS & Compensation
- Regent Spring Benchmark



Searchable and free to members:

Find research, articles, conference presentations in the “Key Topics”



# ESG Strategy & Reporting Resource

CSRHub's ESG Roadmap Report offers you valuable insights and a competitive advantage

- Benchmark your company's ESG score with up to 15 companies
- Save time and money collecting ESG rater data from over 900 disparate sources

**NAEM is partnering with CSRHub to bring you a worthwhile discount**

- Receive a 10% Discount through January 31st

<https://www.csrhub.com/csrhub-esg-roadmap/naem>

**CSRHUB**<sup>®</sup>



# Celebrating the EHS & Sustainability Community!



## **E+E Application:**

Start: September 2024

Deadline: Dec. 7, 2024

## **Celebration:**

April 2, 2025

NAEM's OpEx & Tech Events

Orlando, Florida



## **NAEM Application Deadline:**

Start: May 2025

Deadline: June 27, 2025

## **Celebration:**

October 21-23, 2025

NAEM's EHS&S Management Forum

Tucson, Arizona



# Get Involved

- **Participate in a monthly Drop-In**
- **Help shape a NAEM Program Agenda**
- **Attend a NAEM Program/Conference**
- **Present your Case Study at a NAEM program**
- **Attend a Regent Meeting**
- **Participate in the Quick Polls & Benchmarking**
- **Engage on NAEM's LinkedIn Page**

**Share your Experience and Insights**

VIRTUAL EVENT  
JAN. 27-31, 2025



# NAEM MEMBER APPRECIATION WEEK 25



- Monday: Empowering Members, Driving Change
  - Taking the survey enters you into the raffle
- Tuesday: NAEM Annual Member Meeting
  - Attending the Meeting enters you into the raffle
- Wednesday: Preparing for Climate-Related Disclosures Webinar
  - Registering for the Webinar enters you into the raffle
- Thursday: Discount Day
  - Purchasing an item enters you into the raffle
- Friday: Raffle Day!



Professional Support is just one Member Away



**Stay Connected to Your Community**

[www.naem.org](http://www.naem.org)

[www.linkedin.com/naem](http://www.linkedin.com/naem)

[www.facebook.com/NAEM.org](http://www.facebook.com/NAEM.org)



Thank you  
for being  
part of the  
NAEM  
Community

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