

## TABLE OF CONTENTS

<b>CHAIRMAN'S MESSAGE</b>	<b>01</b>
<b>ABOUT NV5</b>	<b>02</b>
<b>DEDICATED FOCUS ON ESG MATTERS</b>	<b>03</b>
<b>Methodology &amp; Materiality Assessment</b>	<b>04</b>
<b>Environmental Sustainability</b>	<b>05</b>
Greenhouse Gas Emissions	06
<b>Social</b>	<b>08</b>
Commitment to Diversity & Inclusion	08
Health & Safety	11
Community Engagement	13
<b>Governance</b>	<b>14</b>
Business Ethics & Labor Practices	14
Sustainable Procurement & Supply Chain	15
<b>ESG DATA SUMMARY</b>	<b>18</b>
<b>APPENDIX</b>	<b>19</b>

## CHAIRMAN'S MESSAGE

At NV5, we recognize the urgency of global sustainability efforts and the critical role of technology and engineering in addressing environmental challenges. In 2022, we advanced clean energy, strengthened infrastructure resilience, and leveraged geospatial data to help clients manage natural resources more efficiently. This ESG report highlights our commitment to sustainable practices and the progress we've made integrating responsible, innovative solutions.

The Federal Infrastructure Package continues to drive investment in transportation, utilities, water, and technology – key sectors where NV5 enables sustainable growth. As communities modernize aging infrastructure, we deliver solutions that enhance energy efficiency, promote climate resilience, and improve public safety. Our expertise in utility grid modernization and water conservation helps clients navigate regulatory challenges while fostering environmental stewardship.

2022 was a pivotal year as we embraced a hybrid work model, reducing travel while maintaining high productivity and client service. Leveraging technology-driven efficiencies improved operations, enhanced employee well-being, and minimized our carbon footprint.

NV5 continues to outperform industry benchmarks by aligning growth with ESG-driven innovation. In 2022, we completed five acquisitions that strengthened our geospatial and building technology capabilities, expanded materials testing and energy efficiency services, and reinforced our leadership in sustainable infrastructure solutions. These additions enhance our ability to support client ESG goals while further reducing our own environmental impacts.

Strategic investments in clean energy, geospatial solutions, and infrastructure resilience fueled strong growth. Our geospatial division supported water conservation, utility asset monitoring, and offshore wind development, while increasing demand for energy efficiency and data center commissioning drove expansion in our buildings sector. Across projects, we prioritized sustainable design, energy optimization, and environmentally responsible engineering.

As we look ahead, NV5 remains dedicated to integrating sustainability into every aspect of our business. By leveraging technology, driving operational efficiencies, and expanding our ESG-focused solutions, we are well-positioned to help our clients navigate a rapidly evolving landscape while building a more resilient and sustainable future.



**Dickerson Wright**  
Chairman, CEO

## ABOUT NV5 - A SUSTAINABLE AND SOCIALLY RESPONSIBLE FUTURE

NV5 is a provider of technology, conformity assessment, and consulting solutions for public and private sector clients supporting infrastructure, utility, and building assets and systems. We play a significant role in shaping our communities by delivering engineering solutions through six business verticals:

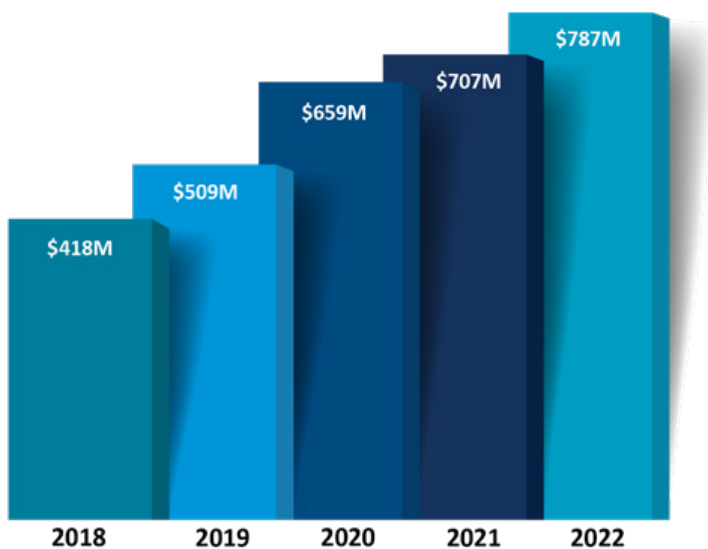
1. Testing, Inspection & Consulting
2. Infrastructure
3. Utility Services
4. Environmental Health Sciences
5. Buildings & Owner Representation
6. Geospatial Technology

NV5 takes pride in growing our team to provide added value to our clients, growth opportunities for our employees, and resilient infrastructure that our community depends on today, tomorrow, and beyond, and we know that our everyday decisions make lasting impacts. Environmental sustainability is a common thread that runs through NV5's entire business, with Social and Governance issues also rising as areas of deliberate focus over the past several years.

## ECONOMIC PERFORMANCE

In 2022, NV5 delivered a record year generating \$787 million in gross revenues for US and International operations. NV5's continued success is a result of the professionalism and technical excellence of our employees, our long-standing client relationships, our unique business model, and NV5's commitment as an engineering firm to support and accelerate market and global needs as we transition to our climate-positive future.

### FY 2022 REVENUE



**41,201**  
Active Projects

**\$762M**  
Backlog

## DEDICATED FOCUS ON ESG MATTERS

ESG (Environmental Social Governance) is a critical performance indicator to determine our organization’s overall health beyond financial statements and bottom lines, especially considering NV5’s services catering to resource-intensive industries like infrastructure, utilities, building engineering and operations, etc. It is now more about a holistic approach towards attracting investment, creating a sustainable supply chain, talent attraction, customer satisfaction, and protection against compliance and regulatory risks.

NV5 has established a reporting module for ESG which primarily includes data management, emission factor set up and calculations, analytics and dashboards, and reporting and disclosures. Using a third-party reporting team, we’ve shared NV5 operations data, financial data, human resources data, and related company policies and manuals.

NV5’s ESG Steering Committee established an action plan for ESG reporting, which includes a strong roadmap and transition plan for maximum data coverage for all Environmental, Social, and Governance performance indicators. Our database allows for a streamlined ESG strategy that starts with a materiality assessment for prioritizing material topics, followed by data baselining and creating analytics, setting and tracking goals and targets, and identifying and communicating risks and opportunities.

Our reporting and disclosures frameworks and standards follow:



NV5 has chosen to follow these standards to establish a long-term, holistic ESG practice, mitigate ESG compliance risks, and engage with key stakeholder groups to communicate how effectively NV5 manages and improves its financial, sustainability, and ESG performance.

## METHODOLOGY & MATERIALITY ASSESSMENT

### Methodology

The ESG section of this document covers activities in fiscal year (FY) 2022 for NV5, from January 1, 2022, to December 31, 2022, for US and international operations. NV5 releases ESG disclosure documents annually and will make periodic updates as additional information is obtained, or to fulfill stakeholder requests for disclosures.

NV5 has implemented measures to verify the accuracy of the data presented in these disclosures. Our third-party reviewer has examined the data and related analyses. Information that is an estimate is identified.

### Materiality Assessment

Using recognized industry tools, peer analyses, and engagement with key internal stakeholders, we have identified the following issues as material to our operations and sustainability reporting for FY2022. We will expand our engagement in the coming years to address external stakeholders including:

- Shareholders and Investors
- National, Regional, and Municipal Government
- Local Communities
- Non-Government Organizations
- Employees
- Customers

#### Identified as material to our operations:

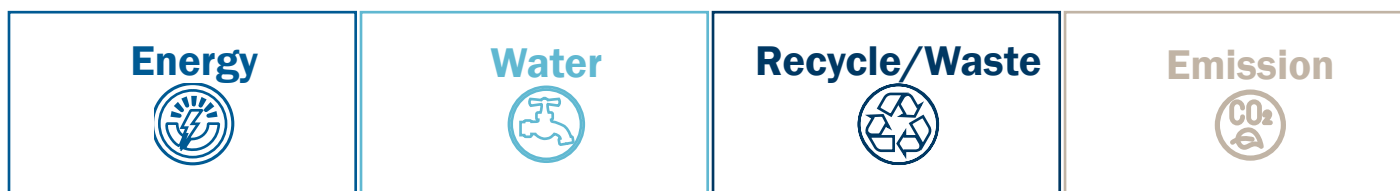
- |  |  |
|--|--|
| » GHG Emissions                          | » Labor Practices                            |
| » Energy Management                      | » Employee Health & Safety                   |
| » Water & Wastewater Management          | » Employee Engagement, Diversity & Inclusion |
| » Waste & Hazardous Materials Management | » Product Design & Lifecycle Management      |
| » Ecological Impacts                     | » Supply Chain Management                    |
| » Human Rights & Community Relations     | » Business Ethics                            |
| » Data Security Product Quality & Safety |  |



## ENVIRONMENTAL SUSTAINABILITY

*NV5 believes that to thrive in a changing global market, every project must be innovative, sustainable, and resilient, not only our client services but also our many NV5 office operations and business practices.*

For 2022, NV5 requested data from 65 active NV5 office locations. We collected environmental data for more than 80% of our office operations across the US and abroad under the following categories:

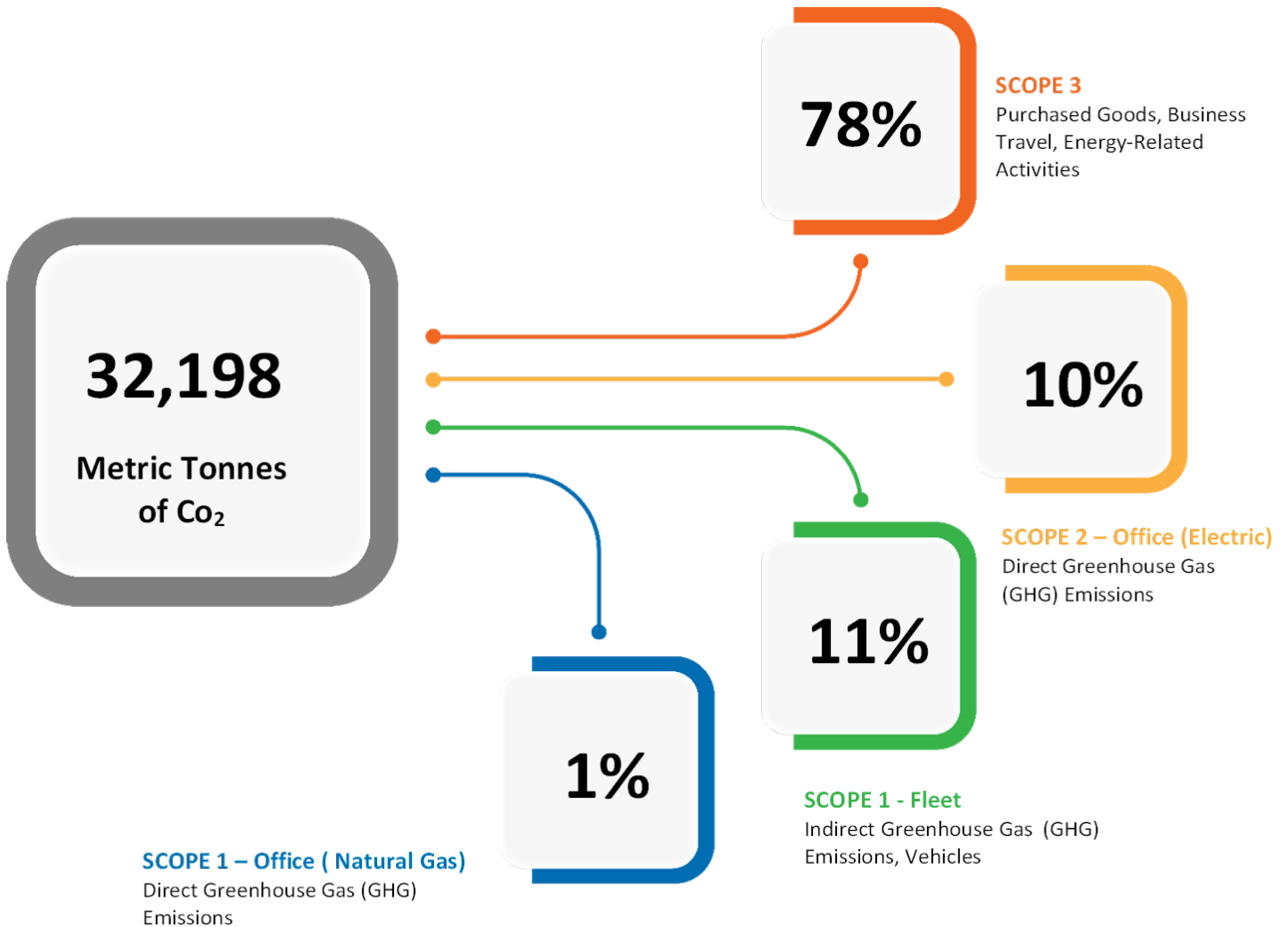


Data was organized to comply with GRI, TCFD, SASB, and CDP data reporting standards. More details are provided in the ESG Data Summary section of this document.

Environmental Measure	Associated GRI / TCFD / SASB indicator	2021 Baseline	2022	2030 Target
<b>GHG Emissions from Operations</b>	GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5 TCFD 4b SASB - IF-EN-130.a.1	9.46 Metric tCO <sub>2</sub> e per FTE <b>32,441 Metric tCO<sub>2</sub>e (total)</b> Scope 1: 3,412 Metric tCO <sub>2</sub> e Scope 2: 3,024 Metric tCO <sub>2</sub> e Scope 3: 26,005 Metric tCO <sub>2</sub> e	9.69 Metric tCO <sub>2</sub> e per FTE <b>32,198 Metric tCO<sub>2</sub>e (total)</b> Scope 1: 3,782 Metric tCO <sub>2</sub> e Scope 2: 3,375 Metric tCO <sub>2</sub> e Scope 3: 25,041 Metric tCO <sub>2</sub> e	25% reduction in greenhouse gas emission in comparison to FY2021 baseline
<b>Real Estate Footprint</b>	GRI 102-4	237 sq ft / FTE	225 sq ft / FTE	225 sq ft / FTE
<b>Renewable Energy for Utilities</b>	GRI 302-1; GRI 302-3; GRI 302-4; GRI 302-4	1% of offices use renewable sources for electricity (not all leases provided data)	1% of offices use renewable sources for electricity (not all leases provided data)	25% of office leases use some form of renewables for energy; "Green Lease"
<b>Water Use</b>	GRI 303-1; GRI 303-2; GRI 303-3	5.2 kGal/FTE	2.1 kGal/ FTE	25% reduction in water consumption in comparison to FY2021 baseline
<b>Waste/Recycle</b>	GRI 306-1; GRI 306-2	0.38 short tons/ FTE (did not include "NV5 concrete testing lab")	0.41 short tons/ FTE (included "NV5 concrete testing lab")	25% reduction in total waste/ recycle

## Greenhouse Gas Emissions

NV5's 2022 GHG data includes more than 80% of office locations reporting (by floor area) for our baseline year.



Minor increases in GHG/sqft are associated with moving to buildings with electrified HVAC systems. 47% of the FY2022 portfolio is electrically heated and cooled in comparison to 35% for FY2021, achieving our 2030 target. Performance will be monitored to ensure the Real Estate footprint performance is maintained.

The data shows a significant increase in fleet emissions as site work returned to historical trends after COVID, including a 26% increase in miles driven in FY2022 in comparison to FY2021. However, fuel efficiency improved by 7% and overall emissions only rose by 17%. Consideration will be given to mandating hybrid and electrical vehicles where duty permits.

NV5 recognizes that Scope 3 Evaluator has been retired and will move to an expenditure-based estimate of Scope 3 in future reports.

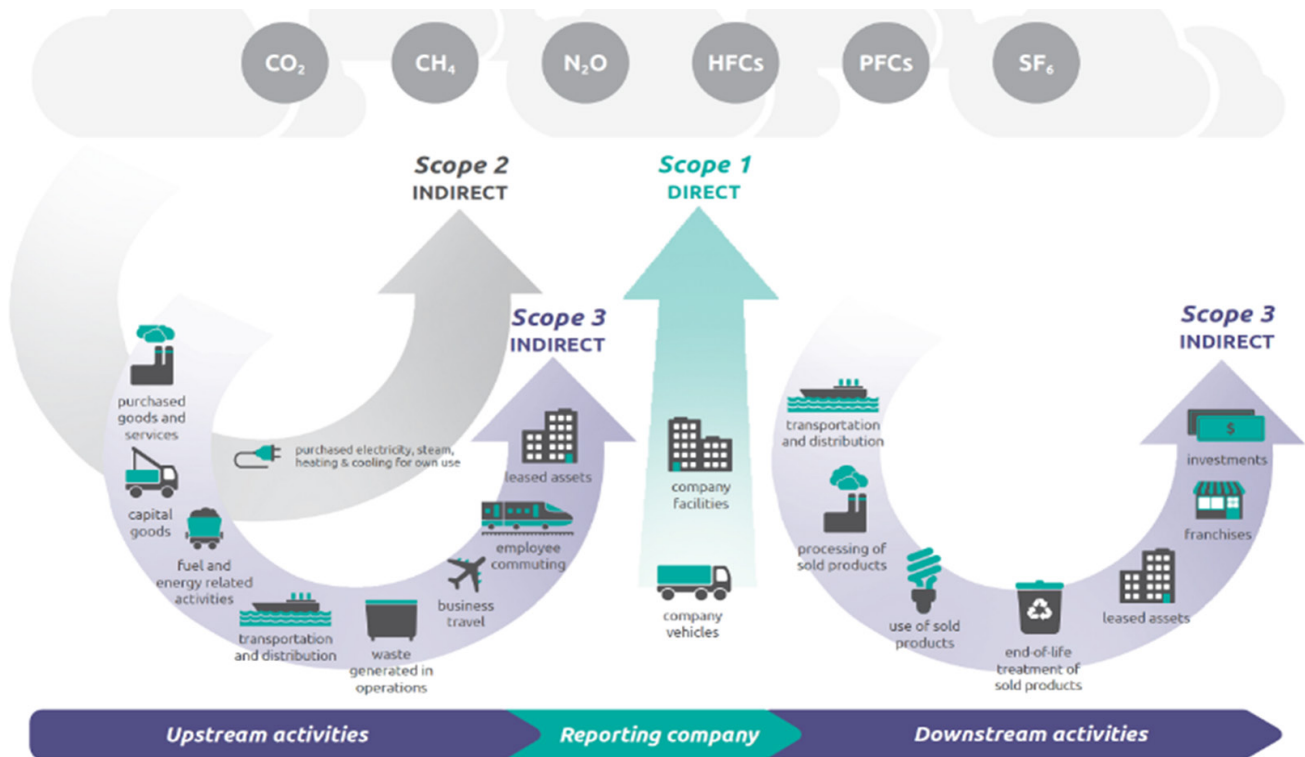


Image: WBCSD, World Resources Institute. Corporate Value Chain (Scope 3) Accounting & Reporting Standard [2011].

## SOCIAL

### Commitment to Diversity & Inclusion

Diversity, inclusion, and integrity are fundamental to NV5. We embrace and celebrate the diverse backgrounds and experiences of our teams, and we are focused on building a more engaged, diverse, and inclusive workforce.

Our Diversity and Inclusion Program aims to increase the diversity of our workforce and nurture a culture of trust where employees feel secure in expressing their opinions and perspectives. NV5's policies and actions support this commitment. We provide equal access to, and participation in, equal employment opportunities, programs, and services without regard to race, religion, color, national origin, disability, sex, sexual orientation, gender identity, stereotypes, or assumptions based thereon.

We take pride in the development and fair treatment of our global workforce. This includes offering comprehensive healthcare and benefit programs, an employee wellness program, equitable hiring practices and policies, and enforcing measures against harassment, ensuring workforce safety, and preventing retaliation.

### Empowering Employees



#### EMPLOYEE RESOURCE GROUPS

- Black/African American
- Hispanic/Latino
- LGBTQ+
- Military/Veterans
- Native American
- Women
- Community Outreach & External Involvement
- Continuing Education & Internships
- Disability/Caregiving

NV5's Employee Resource Groups (ERG), which are open to all employees, bring together employees with shared backgrounds, providing a safe space to exchange ideas, promote professional development, and engage with community organizations. Our ERGs strategically partner with the company in fostering a culture of diversity and inclusion through continuous learning and proactive initiatives.

### LGBTQ+ ERG Spotlight

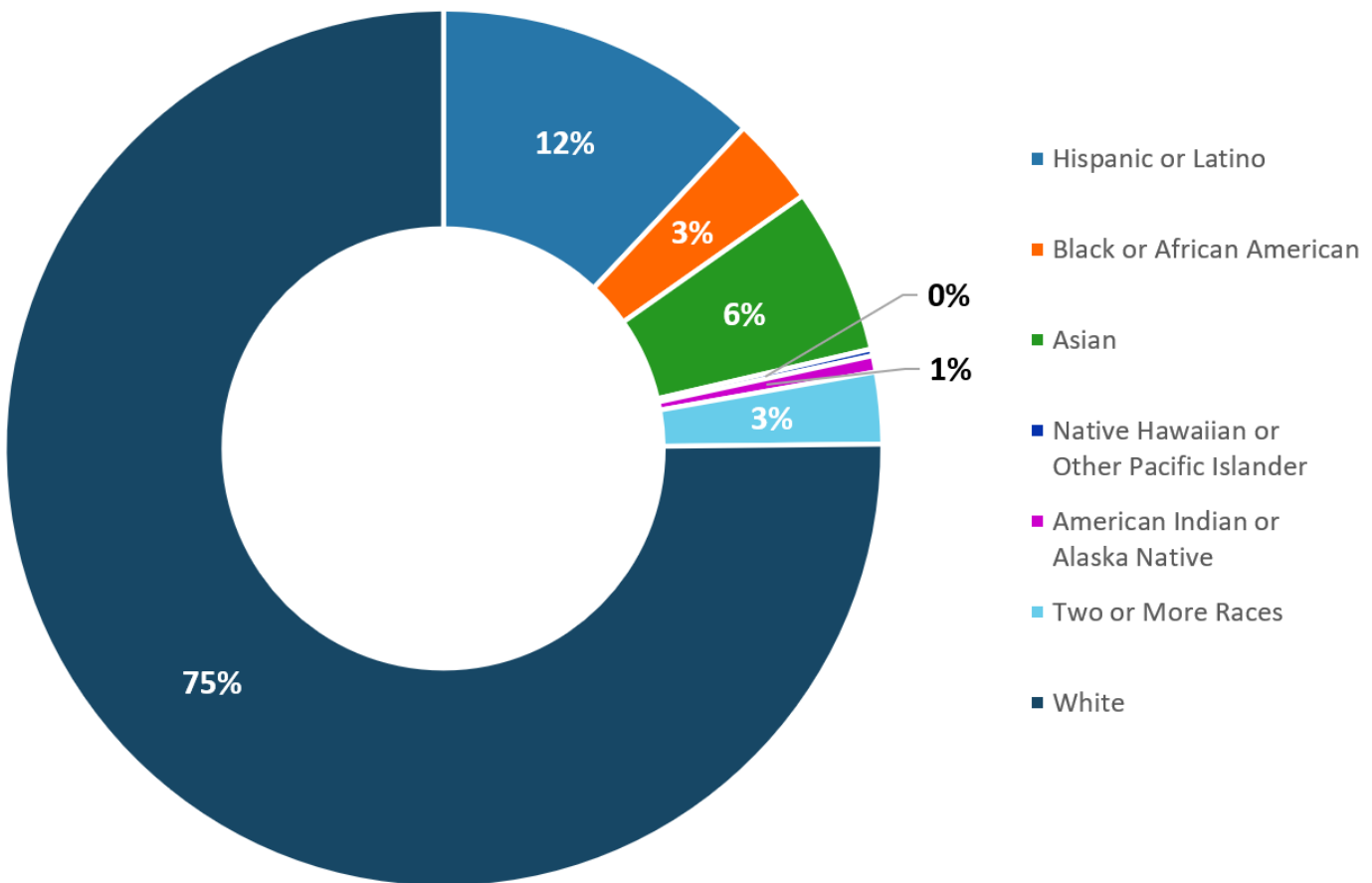
NV5's LGBTQ+ ERG is committed to cultivating a strong sense of community, culture, and inclusion for LGBTQ+ employees and their allies. Its mission centers on promoting professional development, increasing visibility and representation within NV5, and serving as a positive agent for change both within the organization and in the broader LGBTQ+ community.

#### Key Features & Resources

- Professional Growth: Offers learning opportunities, webinars, and networking events to support career development.
- Educational Tools & Support Resources: Guides on pronouns, allyship, and mental health, as well as links to organizations and hotlines.

- Events & Engagement: Celebrations like Pride Happy Hours, Virtual Talent Shows, and observances of key dates (e.g., Transgender Awareness Week, World AIDS Day).
- Visibility & Advocacy: Articles and initiatives that raise awareness of LGBTQ+ issues in our industry, along with external involvement with groups such as Out in Science, Technology, Engineering, and Mathematics (oSTEM) and NOGLSTP (National Organization of Gay and Lesbian Scientists and Technical Professionals).

## Workforce Composition



## Employee Data

### MEMBERSHIP:



### LEADERSHIP:



**3,644**  
employees

**5,431,727**  
hours worked



**97%**  
safety training

**0**  
fatalities

**2,103**  
cyber security  
training modules



Additional employee training is available to all employees. NV5's training platform hosts thousands of training modules to meet professional "continuing education" requirements.

## Health & Safety

NV5’s safety program is a fundamental element of our overall approach to risk management, and the implementation of the safety program is significant to our clients. We maintain an enterprise-wide group of health and safety professionals to ensure the services we provide are delivered safely and in accordance with standard work processes.

Our processes and policies follow U.S. Occupational Safety and Health Act (“OSHA”) requirements and comparable state statutes that regulate the protection of the health and safety of workers.

### Corporate Health & Safety Plan

NV5’s Corporate Health & Safety Plan (CHSP) provides policies, procedures, and practices applicable to the work that NV5 regularly performs. It is intended to keep employees safe and provide the basic requirements to comply with state and federal health and safety regulations.

In addition to the CHSP, NV5 has developed over 25 complimentary standalone health and safety programs and over 30 health and safety procedures to meet and exceed state regulations, federal regulations, and client requirements such as those in ISNetworld and other third-party verification organizations.

**Our employees are our most valuable resources.** We believe in supporting our employees’ health and well-being. Our goal is to assist employees in making informed decisions about their health by providing the tools and resources necessary to succeed in a healthier lifestyle. Our wellness program incorporates wellness activities, such as annual physicals, additional fitness activities, coaching, and wellness challenges to support those lifestyle goals. The program is rewards-based, and employees are offered specific incentives for participation.

*“Safety is our focus and responsibility” is one of NV5’s core values and it is a key element of our culture.*

### Health and Safety Policy

At NV5, safety is regarded as a fundamental value of the organization and is the responsibility of every employee at all levels. The Corporate Safety Policy is the basis by which NV5 will do business. At NV5, the prevention of accidents and injuries is of such importance that safety will be given first consideration at all times.

NV5 intends to comply with all applicable safety regulations and expects the same from its employees. NV5 also expects its employees to be rested, substance-free, and emotionally able to make prudent decisions regarding safety and job tasks. Every employee must report to work ready to safely perform all job assignments. All employees are responsible for advising their supervisor if they are unfit for duty for any reason. Every employee will be expected to maintain safe work habits, safe work conditions, safe equipment, and overall behavior that reflects compliance with the intent of this statement.

Accidents resulting in personal injury, property damage, and loss of equipment use represent needless suffering and waste. The safety of our employees, our operation, and the public is paramount. Every reasonable effort must be made to reduce the possibility of accidents and injuries. Safety shall take precedence over expediency or short cuts at all times. Any person who forsakes safety to expedite “getting the job done” is neither fulfilling the intent of this statement nor abiding by corporate policy and may be subject to disciplinary action through Human Resources.

Each employee has the right and responsibility to speak up and STOP his/her own work if there are unsafe conditions in the workplace. All unsafe acts or conditions must be reported and corrected immediately. Every member of our company is encouraged to work safely.

This policy applies to all business operations and functions, including those situations where workers are required to work off-site.

## Employee Training

NV5 employees shall receive the training required to safely complete their assigned duties in accordance with applicable company and regulatory requirements. Employees are not permitted to perform any task until applicable training requirements are met.

Project managers/supervisory personnel review the training needs of employees when new chemicals, processes, procedures, or equipment are introduced into the workplace, when an employee is assigned to a new function, or when regulatory changes occur that require training.

Specific training requirements are contained in the sections of this plan and in the associated procedures. Training records must be maintained as required by our safety program. Procedure NVHS 26 “Health and Safety Training” outlines specific areas where OSHA requires training and documentation of mandatory training.

Measure	Associated Indicator	2021 Baseline	2022
<b>Workforce Health &amp; Safety</b>			
(1) <b>Total recordable incident rate (TRIR)</b> and (2) <b>fatality rate</b> for: (a) <b>direct employees</b> and (b) <b>contract employees</b>	GRI 403-2 SASB - IF-EN-320.a.1	(1) TRIR 110% better than industry average; 0.23 TRIR rate  (2a) 0 (2b) 0	(1) TRIR 63% lower than industry average; 0.22 TRIR rate  (2a) 0 (2b) 0
<b>Employee Participation: Training participation rate</b> (# trainings offered/ trainings completed)	SASB - IF-EN-320.a.1	89%	97%



## Community Engagement

As engineers, inspectors, program managers, and environmental professionals, we play a significant role in shaping our communities through the services we provide. We are also committed to improving communities through our participation in local civic and charitable activities.

### Event Spotlight

NV5 celebrated National Volunteer Month in April 2022 by recognizing the efforts and impacts our employees made through the organizations we support. NV5 employees actively volunteered in a variety of organizations, contributing their time and resources to improve our society. Some of the organizations NV5 employees supported include:

- Armed Services YMCA
- Boys and Girls Club
- Future Cities Competition
- Habitat for Humanity
- Leukemia & Lymphoma Society
- Technology Student Organization
- Kentucky Children’s Hospital
- Clean-up of the Wekiva River
- Migraine Awareness
- Q-LEAD, Albuquerque
- Warrior Built Foundation
- National Association of Minority Landscape Architects



These volunteer efforts have made a significant difference in the lives of many individuals and communities, showcasing NV5’s commitment to social responsibility and community engagement.

### Organization Spotlight

The Society of Women Engineers (SWE) has been a pioneering organization for the past seven decades, providing women engineers with a unique place and voice within the engineering industry. SWE aims to empower women to achieve their full potential as engineers and leaders, expand the image of the engineering and technology professions as a positive force in improving quality of life, and demonstrate the value of diversity and inclusion. NV5 is proud to support SWE’s Corporate Partnership Program, reinforcing our commitment to promoting diversity and inclusion within the engineering field.



Through these initiatives, NV5 has demonstrated a strong dedication to making a positive impact on the community. Our employees’ volunteer efforts and our support for organizations like SWE highlight our ongoing commitment to social responsibility and community engagement. Together, we continue to build a better, more inclusive, and supportive society.

## GOVERNANCE

### Business Ethics & Labor Practices

At NV5, we have several policies and practices in place to ensure the prevention of bribery and corruption, as well as prevention of anti-competitive behaviors in project bidding systems or otherwise. Proper business ethics are followed by all employees.

All NV5 employees are required to sign our Anti-Bribery Policy, which is recorded in our SABA System. Key policy terms in the five-page document include:

- Statement of General Anti-Bribery Policy
- Facilitation or “Grease” Payments
- Third Parties - Group Anti-Bribery Policy
- Accurate Books and Records and Internal Controls
- Worldwide Application
- Breach of Policy
- Non-Retaliation

At NV5, we adhere to sensible business practices and procedures. It is our understanding and support of these practices that enable us to achieve our objectives – for our company, our employees, our clients, and our shareholders.

NV5 fosters a strong corporate culture that promotes high standards of ethics and compliance for our businesses, including policies that set forth principles to guide employee, officer, director, and vendor conduct, such as our Code of Business Conduct and Ethics. We maintain a whistleblower policy and anonymous hotline for the confidential reporting of any suspected policy violations or unethical business conduct on the part of our businesses, employees, officers, directors, or vendors and provide training and education to our global workforce with respect to our Code of Business Conduct and Ethics and anti-corruption and anti-bribery policies.

Employees are required to sign Annual Policy Acknowledgement Reaffirmations on an annual basis verifying they have received and reviewed NV5’s policies. The following policies have been provided to the third-party verifying team for compliance:

- Employee Handbook
- Insider Trading Policy
- Code of Business Conduct and Ethics
- Anti-Bribery Policy
- Corporate Health & Safety Policy
- Sanctions and Export Policy

NV5 also makes several of our policies available to our shareholders and the public via the Governance page on our website. These policies include:

- Nominating and Governance Committee Charter
- Corporate Governance Guidelines
- Compensation Committee Charter
- Audit Committee Charter
- Code of Business Conduct and Ethics
- Bylaws

## Sustainable Procurement & Supply Chain

NV5 has a program for operating sustainable offices for operations. Several offices already operate in LEED certified and/or Energy Star certified buildings, so data requests for environmental data of our facilities are already in place.

Sustainable procurement is in place for office supplies for operations with our “Green Office Supply Purchase Plan.” We have a recommended “green supplies” list to encourage low toxic content for better indoor environmental quality, recycled content for paper products, recycled plastic bags and binders, and a focus on reduced printing to minimize environmental impacts.

Green Leases are in place as we move forward with new leases and lease renewals, requiring asset owners to increase operation efficiency, share lease space energy use, water use, and waste/recycle details for our annual sustainability and ESG reporting and incorporate renewables for future energy use carbon reductions.

### Supply Chain

NV5 recognizes our role in the supply chains of our clients. We provide data on our operations to national, state, and municipal governments as part of their procurement processes.

We are active participants in the **Sustainable Supply Chain Alliance (SSCA)**, formally known as Electric Utility Industry Sustainable Supply Chain Alliance (EUISSCA). SSCA is comprised of utilities and suppliers focused on advancing sustainability best practices in the supply chain activities and networks.

NV5 provides workplace safety data to **ISNetworld**. The information is used by our clients to reduce risk by qualifying firms that meet or exceed industry-specific standards.

NV5 provides validation for their clients for a range of third-party certification programs for buildings and infrastructure, including:

- **Leadership in Energy and Environmental Design (LEED®)** is a performance-based system with a data framework for benchmarking and improving energy efficient, water efficient, and healthy green buildings. LEED certification is a globally recognized symbol of sustainability achievement and leadership.  
  
LEED certified buildings improve efficiency, lower carbon emissions, save money, and create healthier places for people. They are a critical part of addressing climate change and meeting ESG goals, enhancing resilience, reducing environmental impacts, and supporting more equitable communities. LEED includes tracking **Embodied Carbon** during construction events to accurately measure carbon impacts of carbon, steel, aluminum, and other building materials and systems.
- **The WELL Building Standard® (WELL)** is a performance-based system for measuring, certifying, and monitoring features of the built environment that impact the human health and wellbeing of people. This is achieved through design features and operating controls specific to air quality, water quality, nourishment, quality light, fitness, comfort, and mind.
- **Fitwel** – Fitwel is an evidence-based data platform, driving health insights in buildings, ESG performance, and bottom-line value.
- **Envision**, a consistent, consensus-based framework for assessing and measuring sustainability, resiliency, and equity in civil infrastructure, is provided by the Institute for Sustainable Infrastructure. This includes tracking Embodied Carbon during construction events for our Infrastructure projects.



*NV5 has an "A Rating" with ISNetworld, a third-party that rates firms on health and safety measures.*

Metric	Associated Indicator	Category	Unit of Measure
Lifecycle Impacts of Buildings & Infrastructure			
<b>Number of (1) projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification</b>	SASB - IF-EN-160.a.1	Quantitative LEED - 1 WELL/Fitwel - 0 Envision - 0	(1) 1project Certified (2) 110 projects - Active
Discussion of LEED, WELL, Fitwel , Envision, and other third-party certification programs including number of projects			
<b>Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design</b>	SASB - IF-EN-410.a.2	Every MEP building design project; every sustainability project	
Harvard Graduate School of Design Advisory Board for Sustainable Infrastructure since 2012, helping to develop methods that quantify sustainability for infrastructure			

## Supply Chain and Use of Diverse Suppliers

NV5 believes that diversity brings different viewpoints and experiences and results in better solutions. We approach diversity in two key areas: our people and our partners.

- **People (Employees)**

We believe that clients don't hire our firm. They hire our people. That's why we focus significant effort on recruiting and retaining diverse talent that can help us think outside the box and produce creative and innovative solutions for our clients.

- **Partners (Suppliers)**

NV5 uses suppliers to augment our firm with skills we do not have internally, as well as to meet client supplier diversity goals. Minority business enterprises, women business enterprises, disabled veteran business enterprises, LGBTQ+ business enterprises, and other diverse or small businesses are chosen whenever possible. NV5 cares about our community and takes pride in mentoring diverse suppliers. NV5 is always looking for ways to grow, not just for us, but for our partners. Our goal is to build and grow long-term, diverse partners that complement our services and help us meet client goals. It is vital that we share the same values. Our partners value quality, accuracy, efficiency, accountability, and sustainability and are driven to make our clients' projects successful.

## ESG DATA SUMMARY

### ENVIRONMENTAL

Measure	Associated GRI / TCFD / SASB / CDP indicator	2021 Data (Baseline)	2022 Data	2030 Target
<b>GHG Emissions from Operations</b>	GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5; TCFD 4b; SASB - IF-EN-130.a.1	9.46 Metric tCO <sub>2</sub> e per FTE / <b>32,441 Metric tCO<sub>2</sub>e</b> (total) Scope 1 : 3,412 Metric tCO <sub>2</sub> e Scope 2 <sub>2</sub> ; 3,024 Metric tCO <sub>2</sub> e Scope 3 : 26,005 Metric tCO <sub>2</sub> e	9.69 Metric tCO <sub>2</sub> e per FTE / <b>32,198 Metric tCO<sub>2</sub>e</b> (total) Scope 1 : 3,782 Metric tCO <sub>2</sub> e Scope 2 <sub>2</sub> ; 3,375 Metric tCO <sub>2</sub> e Scope 3 : 25,041 Metric tCO <sub>2</sub> e	25% reduction in greenhouse gas emission in comparison to FY2021 baseline
<b>Real Estate Footprint</b>	GRI 102-4	237 sq ft / FTE	225 sq ft / FTE	225 sq ft / FTE
<b>Renewable Energy for Utilities</b>	GRI 302-1; GRI 302-3; GRI 302-4; GRI 302-4	1% of offices use renewable sources for electricity (not all leases provided data)	1% of offices use renewable sources for electricity (not all leases provided data)	25% of office leases use some form of renewables for energy; "Green Lease"
<b>Water Use</b>	GRI 303-1; GRI 303-2; GRI 303-3	5.2 kGal/FTE	2.1 kGal/ FTE	25% reduction in water consumption in comparison to FY2021 baseline
<b>Waste/Recycle</b>	GRI 306-1; GRI 306-2	0.38 short tons/ FTE	0.41 short tons/ FTE (included "NV5 concrete testing lab)	25% reduction in waste/ recycle

### SOCIAL & GOVERNANCE

Measure	Associated GRI / TCFD / SASB / CDP indicator	2021 Data (Baseline)	2022 Data	2030 Target
<b>(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees</b>	GRI 403-2 SASB - IF-EN-320.a.1	(1) TRIR 110% better than industry average; <b>0.23 TRIR rate (2a) 0 (2b) 0</b>	(1) TRIR 63% lower than industry average; <b>0.22 TRIR rate (2a) 0 (2b) 0</b>	Maintain above 100% industry average
<b>Employee Participation: Training participation rate (# trainings offered/ trainings completed)</b>	SASB - IF-EN-320.a.1	<b>Safety Training 89%</b> Cyber-Security IT Training - <b>6,063 modules</b> completed	<b>Safety Training 97%</b> Cyber-Security IT Training - <b>2,013 modules</b> completed	Maintain above 90%
<b>Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees</b>	SASB - IF-EN-330.a.1	(1) executive management: <b>Female 24% Male 76%</b> (2) all other employees: <b>Female 28% Male 72%</b>	(1) executive management: <b>Female 16% Male 84%</b> (2) all other employees: <b>Female 30% Male 70%</b>	Continue Increasing Diversity
<b>Gender Diversity / Racial and Ethnic Diversity</b>	GRI 405-1	<b>27% women in workforce</b> <b>32% racial/ethnic diversity</b>	<b>30% women in workforce</b> <b>25% racial/ethnic diversity</b>	Increase diversity by 10% min.
<b>Sexual Harassment training participation rate (# trainings offered/ trainings completed)</b>		<b>81%</b> 603 offered; 486 completed training	<b>96%</b> 2826-offered; 2712 completed training	Maintain above 90%
<b>(1) Voluntary and (2) involuntary turnover rate for employees</b>	SASB -IF-EN-330.a.2	(1) <b>18.9%</b> voluntary (2) <b>5.4%</b> involuntary	(1) <b>17.3%</b> voluntary (2) <b>3.7%</b> involuntary	

## SOCIAL & GOVERNANCE

Measure	Associated GRI / TCFD / SASB / CDP indicator	2021 Data (Baseline) <sup>2</sup>	2022 Data	2030 Target
Engineering & Construction Services - Activity Metrics <b>Number of active projects</b>	SASB-IF-EN-000.A	<b>25,677</b>	<b>41,201</b>	<b>30,000</b>
<b>Total backlog<sup>3</sup></b>	SASB-IF-EN-000.C	<b>\$749M</b>	<b>\$762M</b>	<b>\$900M</b>
<b>Number of incidents of non-compliance</b> with environmental permits, standards, and regulations	SASB - IF-EN-160.a.1	<b>0</b>	<b>0</b>	Maintain 0
Amount of defect- and safety-related rework costs	SASB- IF-EN-250.a.1	<b>\$0</b>	<b>\$0</b>	Maintain \$0
Revenue from: <b>(1) hydrocarbon-related projects</b> <b>(2) renewable energy projects</b>	SASB IF-EN-410b	(1) hydrocarbon-related projects. <b>US\$104.2 million</b> (2) renewable energy projects, <b>US\$6.9 million</b>	(1) hydrocarbon-related projects. <b>US\$106.9 million</b> (2) renewable energy projects, <b>US\$7.1 million</b>	Increase Backlog for Renewables, Energy and Non-Energy Projects associated with Climate Change Mitigation
<b>Lifecycle Impacts of Buildings &amp; Infrastructure</b> Number of (1) projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	SASB - IF-EN-160.a.1	LEED -25 WELL/Fitwel -123 Envision - 2 (1) <b>150 projects - Certified</b> (2) <b>457 projects - Active</b>	LEED-1 WELL/Fitwel -0 Envision - 0 (1) <b>1 projects - Certified</b> (2) <b>110 projects - Active</b>	(1) <b>180. projects - Certified</b> (2) <b>550- projects - Active</b>
Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	SASB-IF-EN-410.a.2	Every BT-MEP Design project; every Sustainability project	Every BT-MEP Design project; every sustainability project	Maintain - Every BT-MEP Design Project; Every Sustainability project
<b>(1) Number of active projects and 20 Lowest Ranking Countries</b> <b>(2) backlog in countries that have the 20 lowest rankings</b> in Transparency International's Corruption Perception Index	SASB - IF-EN-510.a.1	(1) <b>0 active projects</b> (2) <b>0 project backlog</b> in 20 lowest ranking countries	(1) <b>0 active projects</b> (2) <b>0 project backlog</b> in 20 lowest ranking countries	<b>20 Lowest-Ranking Countries</b> Zimbabwe, Comoros, Libya Eritrea, Nicaragua, Yemen Sudan, Turkmenistan, Venezuela Congo, Burundi, South Sudan Guinea-Bissau, Equatorial Guinea, Syria D.R. of the Congo, Haiti, Somalia Chad, Korea, North
Total amount of <b>monetary losses as a result of legal proceedings</b> associated with charges of (1) bribery or corruption and (2) anti-competitive	SASB - IF-EN-510.a.2	(1) <b>US\$ 0</b> (2) <b>US\$ 0</b>	(1) <b>US\$ 0</b> (2) <b>US\$ 0</b>	Maintain (1) <b>US\$ 0</b> (2) <b>US\$ 0</b>
Description of <b>policies and practices</b> for prevention of (1) <b>bribery and corruption</b> , (2) <b>anti-competitive behavior</b> in the project <b>bidding processes</b>	SASB-IF-EN-510.a.3	<ul style="list-style-type: none"> <li>• Anti-Bribery Policy</li> <li>• Code of Business Conduct &amp; Ethics<sup>4</sup></li> </ul>	<ul style="list-style-type: none"> <li>• Anti-Bribery Policy</li> <li>• Code of Business Conduct &amp; Ethics<sup>4</sup></li> </ul>	Maintain Compliance

## APPENDIX

This publication is a joint effort with NV5's Climate Committee, ESG reporting consultant **BrAle**. In this Report, NV5 makes statements about past and future data collection and estimates, comments about the engineering industry and technology, NV5's past and future operational outlook, sustainability commitments, resources required to meet those commitments, corporate strategy and other statements of management's plans, beliefs, or expectations. These statements are subject to market uncertainties and other factors that could impact them. NV5 undertakes no obligation to update or revise any such statements, as a result of new information, current or future events, or otherwise. We will continue to report based upon business, sustainability, and energy strategies to best serve both committed engineering stewards of the earth and service obligations that best serve our families, communities, and the world.

NV5's **Energy Consumption data** is based on utility bills, leased space specific meters, or apportioning whole building energy consumption based on percentage of leased space. Energy consumption estimate is based on the Energy Use Indicator (kBtu/sq ft) being applied to the floor area of offices that did not report their energy consumption.

**Water Consumption data** is based on utility bills, leased space specific meters or apportioning whole building water consumption based on percentage of leased space. Water stressed applies to withdrawals for any basins with a classification of "medium high" or greater according to WRI's Aqueduct 3.0 Water Stress 2040 RCP 8.5. Water consumption estimate is based on the Water Use Indicator (US Gal/sq ft) being applied to the floor area of offices that did not report their water consumption.

**Scope 1 & 2 Greenhouse Gas Emissions** estimate is based on the Scope 1 & 2 Intensity Indicator (Metric tCO<sub>2</sub>e /sq ft) being applied to the floor area of offices that did not report their greenhouse gas emissions. (10) to calculate emissions from US EPA's EPA Center for Corporate Climate Leadership emission factors. (13) We use the GHG Protocol Corporate Accounting and Reporting Standard<sup>6</sup>. The US EPA's EPA Center for Corporate Climate Leadership emission factors<sup>7</sup> are used to calculate Scope 1 greenhouse gas emissions.

**Emissions Factors** - Location based electricity emission factors for **United States** are from eGRID (US EPA 2022)<sup>8</sup>. Location based Electricity emission factors **China, Hong Kong, Macau Malaysia** and **Singapore** sourced from publications of national governments<sup>9</sup>. Emission factors for chilled water and hot water are from the US EPA Center for Corporate Climate Leadership emission factors.

### 20 lowest ranking countries - Transparency International 2022:

- |                 |                     |                     |               |
|-----------------|---------------------|---------------------|---------------|
| • Zimbabwe      | • D.R. of the Congo | • Burundi           | • Yemen       |
| • Eritrea       | • Chad              | • Equatorial Guinea | • Venezuela   |
| • Sudan         | • Comoros           | • Haiti             | • South Sudan |
| • Congo         | • Nicaragua         | • Korea, North      | • Syria       |
| • Guinea Bissau | • Turkmenistan      | • Libya             | • Somalia     |

<sup>1</sup> Current Scope 1 Carbon Emissions, Fleet – based on 553 vehicles, total mileage, and ACEEE's 2022 Greener Cars mileage and US EPA Center for Climate Leadership emission factors for gasoline and EPA's 404 grams of CO<sub>2</sub> per mile.

<sup>2</sup> Data is estimated for Scope 3 emissions. Quantis, Greenhouse Gas Protocol. Scope 3 Evaluator, 2011 Available from: <https://quantis-suite.com/Scope-3-Evaluator/> NV5 does track business travel but it was not included for this disclosure period.

<sup>3</sup> NV5 tracks Backlog and Active Projects through our financial systems, but not all project non-financial data is fully integrated. We will continue to provide our best estimate for the baseline year and improve future details with Project Managers for Tracking.

<sup>4</sup> NV5's Code of Business Conduct & Ethics, which each employee must endorse annually, has traditionally embodied policies encouraging individual and peer integrity, ethical behavior and our responsibilities to our employees, customers, suppliers, stockholders and the public, and includes:

- Prohibiting conflicts of interest (including protecting corporate opportunities)
- Protecting our confidential and proprietary information and that of our customers and vendors
- Encouraging the reporting of any unlawful or unethical behavior

<sup>5</sup> 'Aqueduct Global Maps 3.0 Data', World Resources Institute, 2019 <https://www.wri.org/data/aqueduct-global-maps-30-data>

<sup>6</sup> WBCSD. Greenhouse Gas Protocol [Internet]. World Business Council for Sustainable Development; 2004. Available from: <http://www.ghgprotocol.org/files/ghg-protocol-revised.pdf>

<sup>7</sup> US EPA O. Center for Corporate Climate Leadership GHG Emission Factors Hub [Internet]. US EPA. 2022. Available from: <https://www.epa.gov/climateleadership/ghg-emission-factors-hub>

<sup>8</sup> US EPA O. eGRID 2020 [Internet]. US EPA; 27/1/22 Available from: <https://www.epa.gov/egrid/summary-data>

<sup>9</sup> Murun T, Louhisuo M, Takahashi K. IGES List of Grid Emission Factors. 2021 Dec;10.11:5

<sup>10</sup> American Council for an Energy-Efficient Economy, 2022, List of LEED Qualified cars. Available from: <https://greencars.org/news/list-leed-qualified-cars>