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## CHAIRMAN'S MESSAGE

Sustainability is integral to NV5's strategy, guiding how we design, modernize, and oversee projects. As the nexus of engineering and technology, we drive impactful solutions in clean energy, resilient infrastructure, and geospatial intelligence, aligning our growth with ESG principles. Through innovation, we help clients reduce carbon footprints, navigate evolving regulations, and enhance long-term sustainability.

With rising demand for electrification and increased strain on the nation's grid from electric vehicles and renewable energy, NV5 expanded its role in grid modernization and energy efficiency. Our teams supported utility infrastructure by strengthening electrical transmission and distribution systems, integrating renewable energy sources, and deploying geospatial analytics to optimize grid performance. As the transition to clean energy accelerates, our expertise in mission-critical infrastructure ensures the reliability and resilience of power networks.

As return to office gained momentum in 2023, NV5 continued to embrace the hybrid work model, balancing remote collaboration with increased in-person engagement to foster innovation, strengthen team dynamics, and enhance client service. This approach boosts operational efficiency while reducing environmental impact through optimized travel and resource use.

Our strategic focus on data center services, geospatial solutions, and clean energy has solidified our position as a leader in sustainable infrastructure. Through our geospatial division, we supported vital initiatives in water conservation, climate resilience, and utility asset management. Meanwhile, our work in building technology and energy efficiency continues to contribute to reducing environmental impacts across various industries.

Through seven acquisitions, NV5 expanded its capabilities in geospatial analytics, subscription-based software, and data center infrastructure, further integrating technology-driven sustainability into our offerings in this data-centric global economy. Our continued focus on high-growth and ESG-aligned services enable us to support clients in meeting their sustainability goals while advancing NV5's long-term environmental impact reduction initiatives.

As we look to the future, NV5 remains committed to engineering a more sustainable world. By leveraging cutting-edge technology, enhancing energy efficiency, and driving innovation in critical infrastructure, we are well-positioned to help our clients navigate the challenges of a rapidly evolving ESG economy while building a cleaner, more resilient tomorrow.



**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:

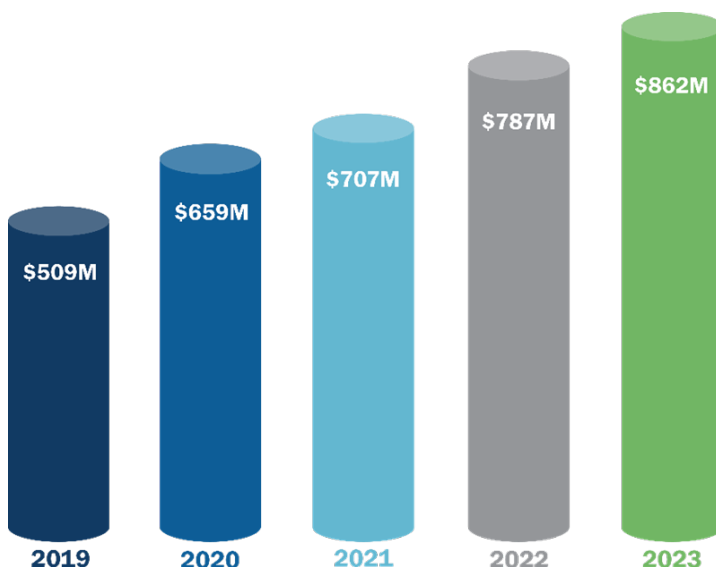
1. Testing, Inspection & Consulting
2. Infrastructure
3. Utility Services
4. Environmental Health Sciences
5. Buildings & Owner Representation
6. Geospatial Technology

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 2023, NV5 delivered a record year, generating \$862 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.

## REVENUE - FY 2023



**36,603**  
Active Projects

**\$850M**  
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 setup 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, identifying and communicating risks, and opportunities.

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) 2023 for NV5, from January 1, 2023, to December 30, 2023. 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 taken steps to ensure the accuracy of the data in these disclosures. Our third-party reviewer has thoroughly reviewed the data and associated analyses. Any estimates are clearly noted.

### 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 FY2023. We will expand our engagement in the coming years to address external stakeholders including:



#### Identified as material to our operations:

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



## 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 2023, NV5 requested data from more than 100 active NV5 office locations. We collected environmental data for 80% of our office operations across the US and abroad under the following categories:



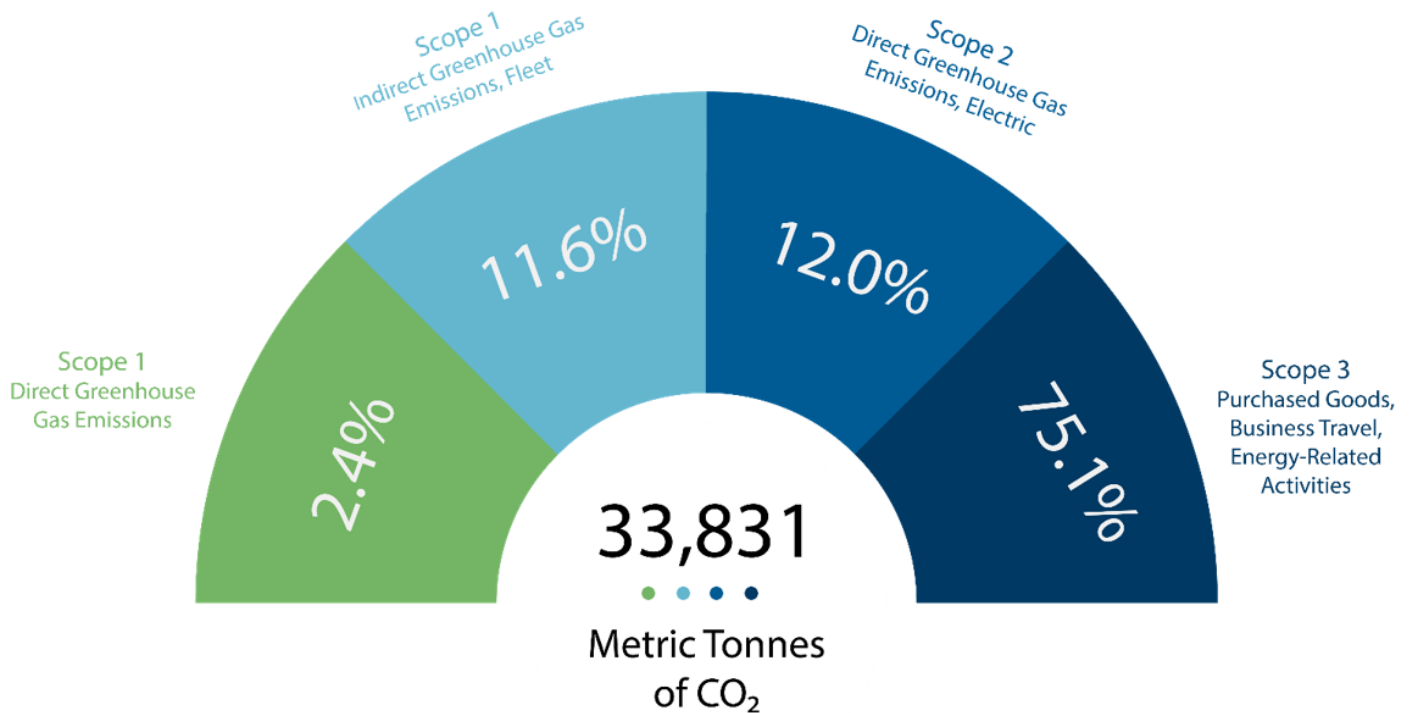
Data was organized to comply with GRI, TCFD, SASB, and CDP data reporting standards. More details are provided in the ESG Data Summary section of this document.

Environmental Measure	Associated GRI / TCFD / SASB indicator	2021 Baseline	2023	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	8.97 Metric tCO <sub>2</sub> e per FTE <b>33,831 Metric tCO<sub>2</sub>e (total)</b> Scope 1: 4,727 Metric tCO <sub>2</sub> e Scope 2: 4,064 Metric tCO <sub>2</sub> e Scope 3: 25,406 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	230 sq ft / FTE	225 sq ft / FTE
<b>Renewable Energy for Utilities</b>	GRI 302-1; GRI 302-3;	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	2.2 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")	0.45 short tons/ FTE (included "NV5 concrete testing lab")	25% reduction in total waste/ recycle

Water consumption indicators continue to improve, and the 2030 target has already been achieved. The improvement is associated with the consolidation of office space into newer and more water-efficient buildings.

## Greenhouse Gas Emissions

NV5's 2023 GHG data includes more than 80% of office locations reporting (by SF) for our baseline year.



Greenhouse Gas (GHG) emissions associated with the real estate element of NV5's operations increased by 8% over FY2022, while staying below the 2021 baseline. The increases are associated with the increasing share of energy intensive engineering verticals using extensive computing power. In addition, operations are consolidated into offices with a higher rate of electrified heating; 39.2% for FY2022 in comparison to 40.9% for FY2023.

Fleet GHG emissions also rose associated with 16% additional mileage traveled in FY2023 in comparison to FY2022. While fuel efficiency (Miles per Gallon) improved by 2%, overall emissions rose by 18% due to the greater use of light duty trucks. Consideration will be given to mandating hybrid and electrical vehicles where duty permits.

Scope 3 emissions have been estimated using financial values and emission factors from US Environmentally Extended Input-Output (USEEIO) models.

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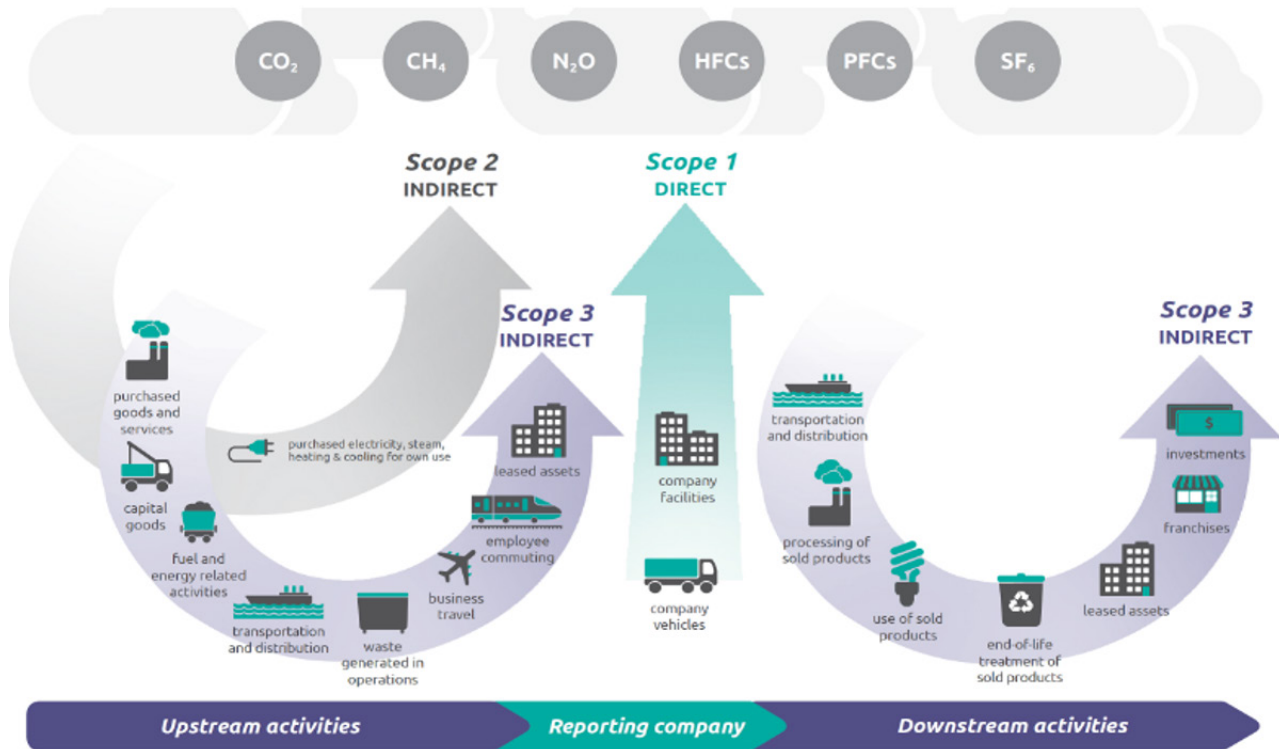


Image: WBCSD, World Resources Institute. Corporate Value Chain (Scope 3) Accounting & Reporting Standard [2011].

## SOCIAL



**Dr. Carl Henderson, PE, GE**  
Chief Diversity Officer, NV5

### Commitment to Diversity & Inclusion

Diversity, inclusion, and integrity are core values that drive NV5's culture. We remain focused on creating work environments that not only value but actively promote diversity and inclusion.

NV5's Diversity and Inclusion Program, under the direction of our Chief Diversity Officer, Carl Henderson, PE, GE, PhD, and MaryJo O'Brien, Chief Administrative Officer, is designed to enhance the diversity of our workforce and cultivate a trusting atmosphere. Our policies reflect this commitment. NV5 ensures equal access to and participation in employment opportunities, programs, and services, regardless of race, religion, color, national origin, disability, sex, sexual orientation, gender identity, or any stereotypes or assumptions.

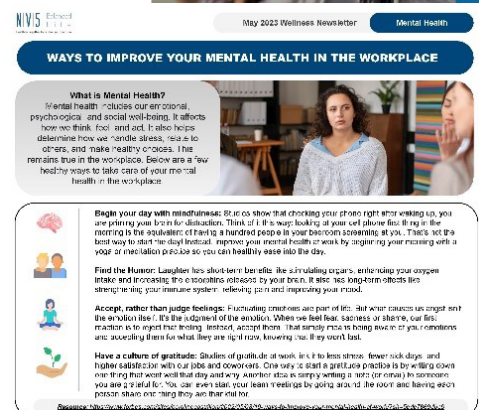
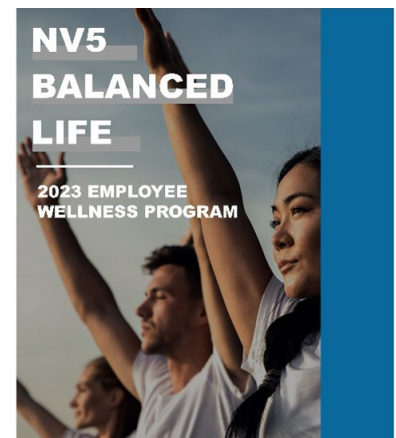
We also continue to focus on the development and fair treatment of our global workforce by providing healthcare and benefit programs, implementing equitable hiring practices, and maintaining policies against harassment, ensuring workforce safety, and preventing retaliation.

### Enhancing Employee Well-being

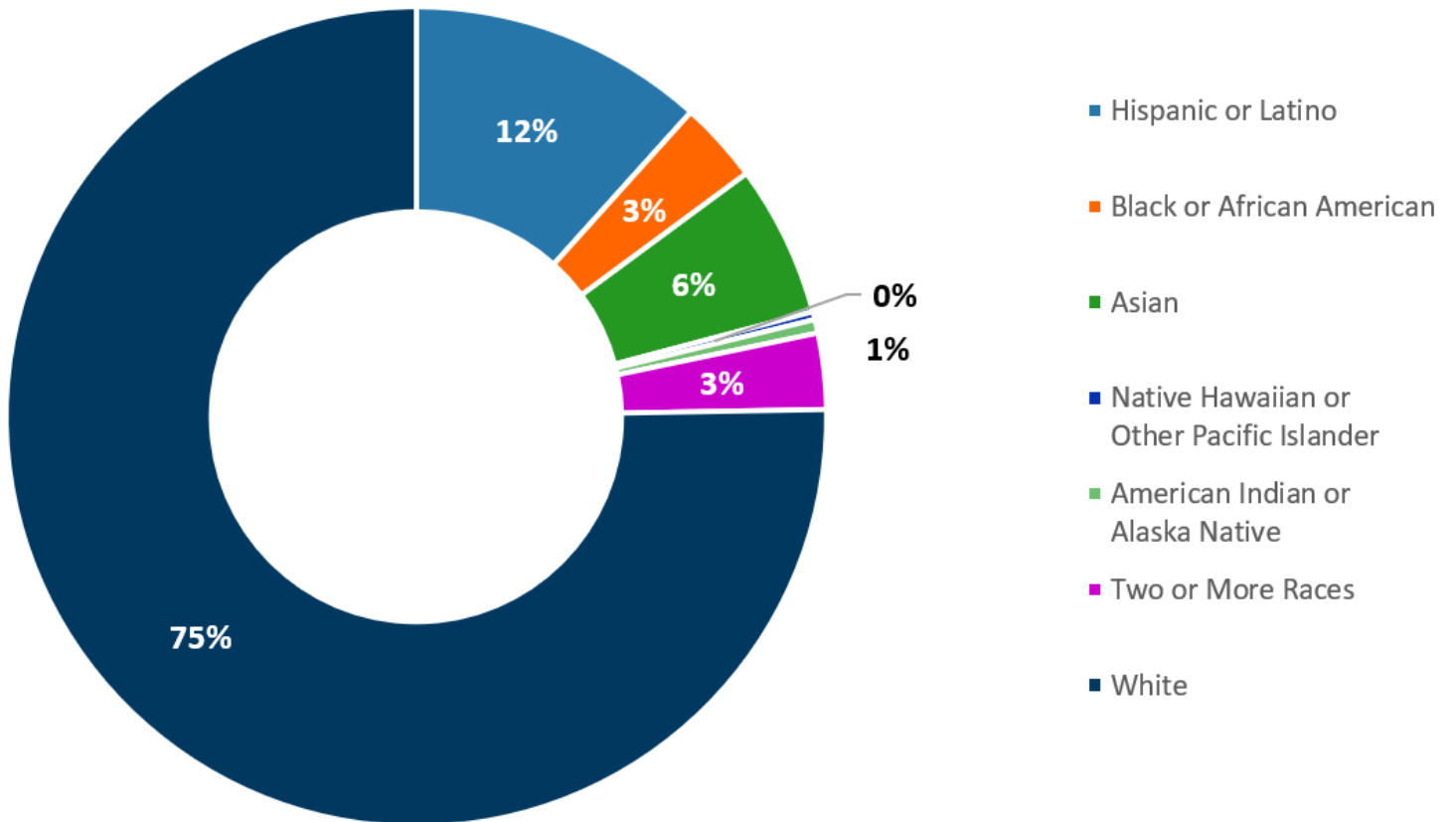
NV5's Wellness Program is a comprehensive initiative designed to support employees' physical, mental, and financial well-being. It offers a wide range of resources, activities, and incentives to encourage healthy lifestyles and proactive health management.

### Key Features & Resources

- **Monthly Health Topics & Newsletters:** Covering areas like diabetes prevention, immunization awareness, and digital security.
- **Health Tips & Ergonomics Guidance:** Practical advice for annual checkups and workplace ergonomics.
- **Personalized Support:** Includes health coaching, stress reduction strategies, tobacco cessation, and chronic condition management.
- **Webinars & On-Demand Videos:** Covering topics like neck pain, emotional well-being, and posture improvement.
- **Mental Health Tools:** Provided by Cigna and accessible to all employees, regardless of insurance provider.
- **Community Resources:** Access to Findhelp.org and other support services for housing, food, education, and more.
- **Employee Incentives:** Annual gift cards of up to \$350 for completing wellness activities.



## Workforce Composition



## Employee Data

### MEMBERSHIP:



### LEADERSHIP:



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 maintains a deep commitment to high health and safety standards for its employees.*

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 complementary 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 ISNetwork and other third-party verification organizations.

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

**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 an annual physical, 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.

### 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 shortcuts 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	2023
<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 88% lower than industry average; 0.07 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

### NV5's Impact on Hunger Relief

In 2023, NV5 made significant strides in combating hunger through various community events and initiatives across the US. These efforts not only provided essential food supplies to those in need but also fostered a spirit of teamwork and community engagement among NV5 employees.

#### CANstruction Builds

CANstruction is an international charity that organizes competitions where teams create sculptures from food cans to donate to local food banks. NV5's **New York City** office completed its fifth CANstruction build. This year, the team designed and built a hydroponic tower using 1,836 cans, which was displayed at Brookfield Place Mall in Manhattan. This event, alongside 27 other firms, highlighted NV5's commitment to innovative solutions for hunger relief.



NV5 **Albuquerque** also continued their CANstruction tradition by donating 310 pounds of food and a monetary donation to support the Roadrunner Food Bank of New Mexico. Their CANstruction build featured a slice of pizza made entirely from canned goods, showcasing their creativity and dedication to the cause.



#### Food Drives and Donations

NV5's New Hampshire office organized a drive to support Gather, a nonprofit serving over 7,000 residents monthly in Maine and New Hampshire. Employees contributed non-perishable food items, toiletries, and monetary donations. This initiative helped Gather distribute 1.5 million pounds of food annually.



Our Cary office held a food drive, collecting 241 pounds of food for a local food bank in North Carolina. This effort ensured that community members had access to meals during the winter months.

NV5 Orlando collected food for the Second Harvest Food Bank of Central Florida, which supports over 625 feeding partners in seven counties. Last year, the food bank distributed enough food for 81 million meals, thanks to contributions from donors like NV5.



Our Bakersfield (California) office donated a food basket to American Legion Post 26, demonstrating their appreciation for servicemen and women. This donation symbolized NV5's commitment to supporting those who have served the nation.

Through these diverse initiatives, NV5 has made a tangible impact on hunger relief, demonstrating our dedication to community service and the well-being of those in need. Our efforts in 2023 provided essential food supplies and inspired others to join the fight against hunger.

## 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 3rd 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 operational 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 the 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 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
<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 - 2 WELL/Fitwel - 1 Envision - 2	(1) 5 projects - Certified (2) 210 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.



# APPENDIX

## ESG DATA SUMMARY

### ENVIRONMENTAL

Measure	Associated GRI / TCFD / SASB / CDP indicator	2021 Data (Baseline)	2023 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-130a.1	9.46 Metric tCO2e per FTE / <b>32,441 Metric tCO2e</b> (total) Scope 1 : 3,412 Metric tCO2e Scope 2; 3,024 Metric tCO2e Scope 3 : 26,005 Metric tCO2e	8.97 Metric tCO2e per FTE / <b>33,831 Metric tCO2e</b> (total) Scope 1 : 4,727 Metric tCO2e Scope 2; 4,064 Metric tCO2e Scope 3 : 25,406 Metric tCO2e	25% reduction in greenhouse gas emission in comparison to FY2021 baseline
<b>Real Estate Footprint</b>	GRI 102-4	237 sq ft / FTE	230 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	2.2 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	0.45 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)	2023 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>0.07 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 98%</b> Cyber-Security IT Training - <b>3,723 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 32% Male 68%</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>97%</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>15.3%</b> voluntary (2) <b>6.3%</b> involuntary	

## SOCIAL & GOVERNANCE

Measure	Associated GRI / TCFD / SASB / CDP indicator	2021 Data (Baseline) <sup>2</sup>	2023 Data	2030 Target
Engineering & Construction Services - Activity Metrics <b>Number of active projects</b>	SASB-IF-EN-000.A	<b>25,677</b>	<b>36,603</b>	<b>30,000</b>
<b>Total backlog<sup>3</sup></b>	SASB-IF-EN-000.C	<b>\$749M</b>	<b>\$850M</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-410.b	(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\$96.5 million</b> (2) renewable energy projects, <b>US\$12.5 million</b> (3) nuclear energy projects, <b>US\$4.3 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 <b>(1) 150 projects - Certified</b> <b>(2) 457 projects - Active</b>	LEED-2 WELL/Fitwel -1 Envision - 2 <b>(1) 5 projects - Certified</b> <b>(2) 210 projects - Active</b>	<b>(1) 180+ projects - Certified</b> <b>(2) 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-510a.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>List of Low-Ranking Countries</b> Zimbabwe, Comoros, Chad Eritrea, Nicaragua, Libya Sudan, Turkmenistan, Yemen Congo, Burundi, Venezuela Guinea Bissau, Equatorial Guinea, South Sudan D.R. of the Congo, Haiti, Syria Korea, North, Somalia
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<sup>5</sup>. 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 2023)<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 2023:

- |                 |                     |                     |               |
|-----------------|---------------------|---------------------|---------------|
| • 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 458 vehicles, total mileage, and ACEEE’s 2023 Greener Cars mileage and US EPA Center for Climate Leadership emission factors for gasoline.

<sup>2</sup> **Scope 3 emissions.** GHG emissions for Fuel and energy-related activities for natural gas and automotive gasoline are estimated using energy consumption and emission factors from ISO 14083: 2023. Grid emission losses for the US are taken from eGRID 2022 ([www.epa.gov/egrid](http://www.epa.gov/egrid)) Estimated emissions for Waste generated in operations using volumes produced and emission factors from US EPA’S EPA Center for Corporate Climate Leadership emission factors

Other relevant scope 3 categories are estimated from financial values and emission factors from the Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-6 (<https://catalog.data.gov/dataset/supply-chain-greenhouse-gas-emission-factors-v1-2-by-naics-6>).

<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 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. 2023 [cited 2018 Aug 7]. Available from: <https://www.epa.gov/climateleadership/ghg-emission-factors-hub>

<sup>8</sup> US EPA O. eGRID 2022 [Internet]. US EPA; 30/1/2024 Available from: <https://www.epa.gov/egrid/summary-data>

<sup>9</sup> Murun T, Louhisuo M, Takahashi K. IGES List of Grid Emission Factors 11.4 . 2024 March

<sup>10</sup> American Council for an Energy-Efficient Economy, 2023, List of LEED Qualified cars. Available from: <https://greencars.org/news/list-leed-qualified-cars>