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CEO'S MESSAGE

This year, NV5 strengthened its role as a leader in sustainable infrastructure, propelled by market adoption of resilient infrastructure, building systems optimization, and the rapid expansion of data center efficiency and reliability to support the growing demand for cloud computing and artificial intelligence (AI).

NV5 is at the forefront, providing innovative solutions in sustainable infrastructure, cooling and thermal management, renewable energy, and energy efficiency, all of which are integral to development of infrastructure that stands the test of time, while reducing their carbon footprint.

By integrating sustainability and resiliency into our approach, we support clients in developing resilient infrastructure, scaling operations, optimizing performance, and maintaining energy efficiency while minimizing environmental impact.

Throughout 2024, NV5 strategically expanded its capabilities with 10 key acquisitions, enhancing our expertise across critical safety solutions, GIS application development for transportation asset management, building digitization, and energy efficiency, infrastructure design and survey services, project management, structural engineering, and water resources. These acquisitions enhance our ability to offer integrated, sustainable solutions that align with our clients' evolving infrastructure and system needs.

Looking to the future, NV5 is committed to advancing the next generation of infrastructure solutions that prioritize sustainability, energy efficiency, renewable energy infrastructure, and environmental stewardship.

As a trusted engineering and technical firm dedicated to providing objective, transparent data for our clients' decision-making processes, NV5 has taken a deep and thoughtful approach to reporting our internal data transparently. In addition to our current publicly shared GRI and SASB data shared within this report, NV5 will also publicly report for CA SB 261 and SB 253, meeting all California state requirements.

By merging cutting-edge engineering, technological innovation, and an unwavering dedication to our principles, NV5 is ready to shape the future of infrastructure, ensuring it is resilient, sustainable, and fully aligned with the demands of tomorrow's world.

-Ben Heraud

Chief Executive Officer, NV5



Ben Heraud
Chief Executive Officer, NV5

SUSTAINABILITY DIRECTOR'S MESSAGE

In 2024, NV5 continued to lead in sustainable infrastructure, driven by the rapid expansion of data centers, the increasing need for infrastructure resiliency, and the increasing demand for energy-efficient solutions.

This year, NV5 strengthened its ability to deliver integrated solutions across our six business verticals, while harmonizing ESG practices across the organization. We are aligning our operations with global frameworks such as GRI, SASB, and TCFD, and expanding our reporting to include California's SB 261 and SB 253. NV5 will also begin evaluating and reporting Scope 3 emissions, reflecting our commitment to full-spectrum transparency.

Social responsibility remains central to our mission. We are investing in inclusive workplaces, expanding training participation, and improving diversity across all levels of the organization. Our community engagement programs continue to grow, supporting education, veteran scholarships, women engineer scholarships and participation with a scholarship program for the Society of Black Engineers, as well as sustainable design initiatives and additional impactful improvements within communities.

Environmentally, we've made measurable progress. From reducing our real estate footprint and water consumption to lowering greenhouse gas emissions, NV5 is delivering on its 2030 sustainability targets.

NV5 is continuing to grow its organization to reflect the communities we serve and the future we envision. Together, we will continue to shape the built environment, while considering the impacts of nature and reducing our carbon footprint.



Dave Ray, LEED AP BD+C & O+M, WELL AP
Director of Sustainability, NV5

-Dave Ray, LEED AP BD+C & O+M, WELL AP
Director of Sustainability, NV5

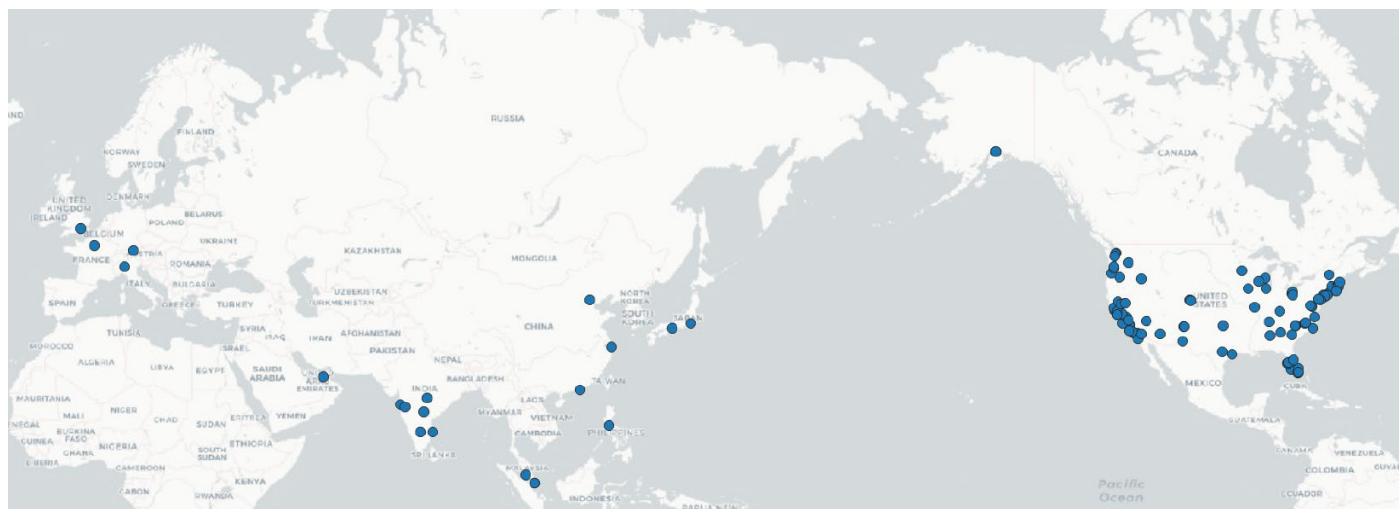
COMPANY OVERVIEW

NV5 is a provider of technology, conformity assessment, consulting solutions, and software applications to public and private sector clients in the infrastructure, utility services, construction, real estate, environmental, and geospatial markets, operating nationwide and abroad. 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

At NV5, we believe progress starts with people. We invest in growing our team to create value for clients, unlock career opportunities for employees, and deliver infrastructure that communities can rely on today and tomorrow. Sustainability isn't an afterthought: it's woven into everything we do. From environmental stewardship to advancing social and governance priorities, we're committed to making every decision count for a better, more resilient world.

As demonstrated in the map below, NV5 has a global presence, with over 100 offices nationwide and abroad.



METHODOLOGY & MATERIALITY ASSESSMENT

Methodology

The ESG section of this document covers activities in fiscal year (FY) 2024 for NV5, from January 1, 2024, to December 31, 2024, 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 FY2024:

Identified as material to our operations:

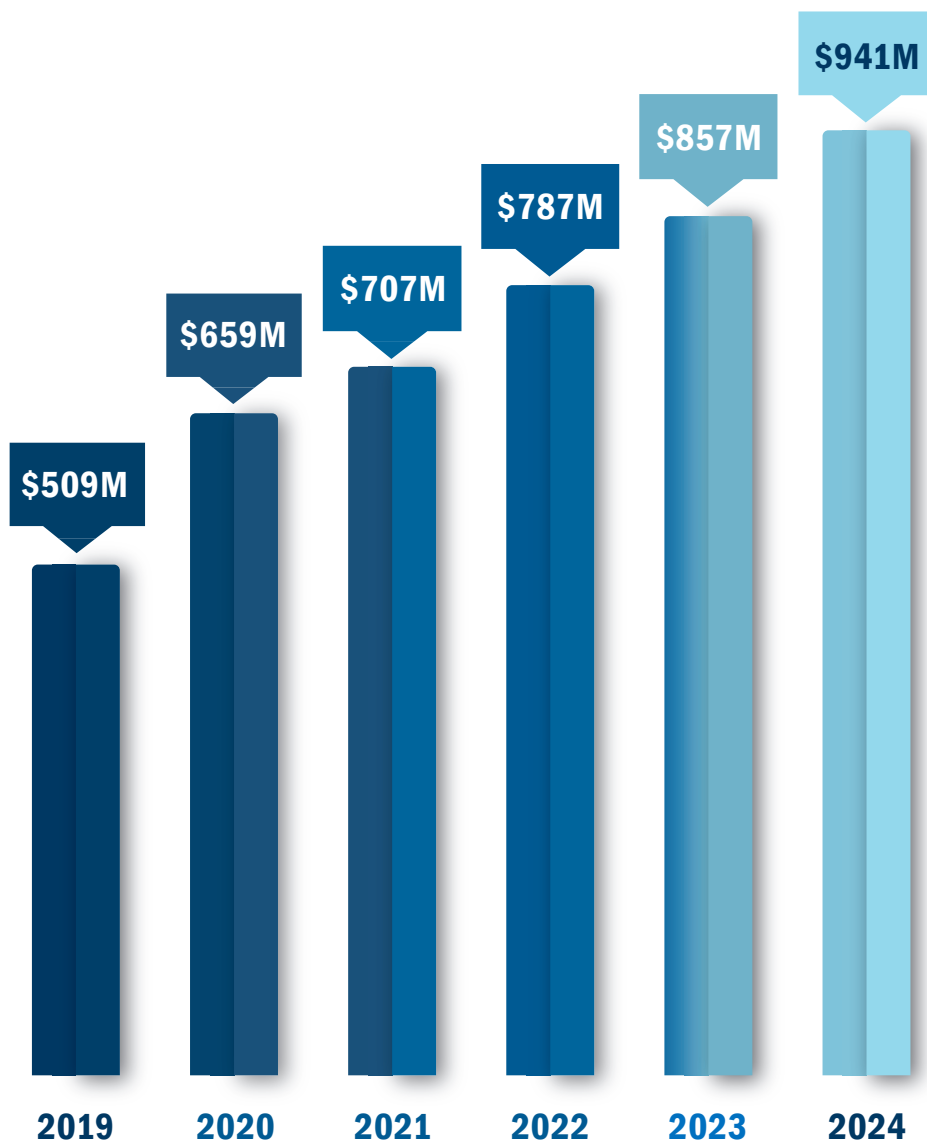
- » GHG Emissions
- » Energy Management
- » Water & Wastewater Management
- » Waste & Hazardous Materials Management
- » Ecological Impacts
- » Human Rights & Community Relations
- » Data Security Product Quality & Safety
- » Labor Practices
- » Employee Health & Safety
- » Employee Engagement, Diversity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



ECONOMIC PERFORMANCE

In 2024, NV5 delivered a record year, generating \$941,444,773 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 2024



7,800
Active Clients

47,473
Active Projects

After our final year-end financial closeout, the revenue number for 2023 has been updated.






ENVIRONMENTAL SUSTAINABILITY

At NV5, environmental stewardship is a cornerstone of our sustainability strategy and business model. We recognize that our operations and solutions have a direct impact on our clients' operations and the planet. We are committed to reducing that impact through measurable, transparent goals. Our approach focuses on energy efficiency, resource conservation, and renewable energy adoption—the same strategies that we recommend for our clients. This ensures we align with global reporting frameworks while driving innovation in sustainable practices, both internally and externally.

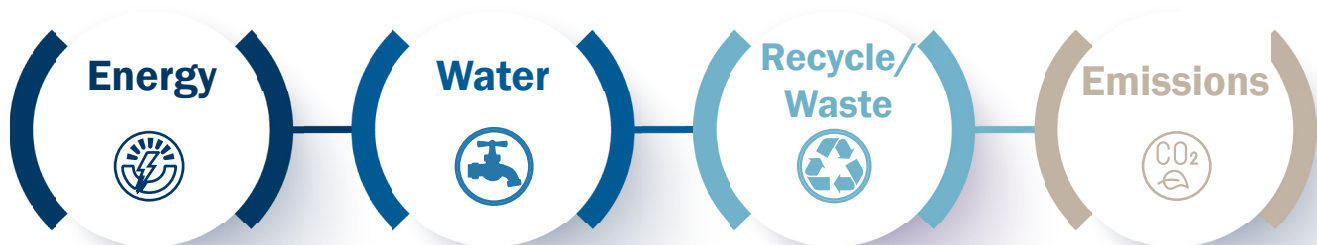
Our 2030 environmental goals reflect this commitment, as shown on the right.

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.

NV5 ENVIRONMENTAL GOALS FOR 2030

-  **25%** reduction in greenhouse gas emissions per \$1M in revenue vs. 2021 baseline
-  **225** square feet/FTE of real estate footprint
-  **25%** of office leases use some form of renewable energy "Green Lease"
-  **25%** reduction in water consumption vs. 2021 baseline
-  **25%** reduction in waste/recycle

For 2024, NV5 requested data from more than 100 active NV5 office locations. We collected environmental data for over 85% 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. The table below details the measures that were evaluated and how our data for 2024 compared to our 2021 Baseline Data and our 2030 Target.

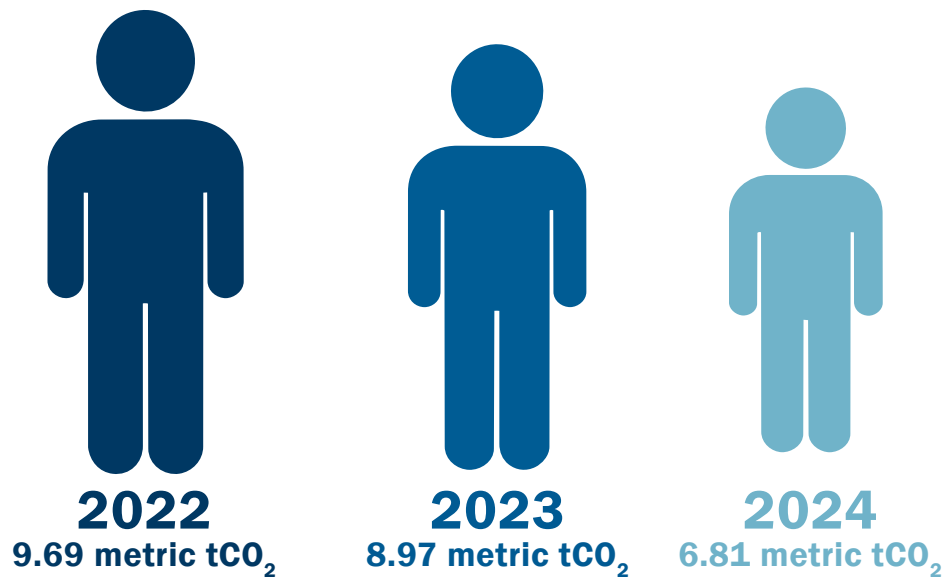
Measure	Associated GRI / TCFD / SASB indicator	2024 Data	2021 Data (Baseline)	2030 Target
GHG Emissions from Operations	GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5 TCFD 4b SASB - IF-EN-130.a.1	6.81 Metric tCO ₂ e per FTE / 32,098 Metric tCO₂e (total) Scope 11: 8,479 Metric tCO ₂ e Scope 2: 3,533 Metric tCO ₂ e Scope 32: 20,086 Metric tCO ₂ e	9.46 Metric tCO ₂ e per FTE 32,441 Metric tCO₂e (total) Scope 1: 3,412 Metric tCO ₂ e Scope 2: 3,024 Metric tCO ₂ e Scope 3: 26,005 Metric tCO ₂ e	25% reduction in greenhouse gas emission in comparison to FY2021 baseline per FTE
Real Estate Footprint	GRI 102-4	176 sq ft / FTE	237 sq ft / FTE	225 sq ft / FTE
Renewable Energy for Utilities	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"
Water Use	GRI 303-1; GRI 303-2; GRI 303-3	2.1 kGal/ FTE	5.2 kGal/FTE	25% reduction in water consumption in comparison to FY2021 baseline per FTE
Waste/Recycle	GRI 306-1; GRI 306-2	0.38 short tons/ FTE	0.38 short tons/ FTE (did not include "NV5 concrete testing lab")	25% reduction in total waste/ recycle per FTE

The GHG Emissions from Operations goal for 2030 has been revised from a “25% reduction in operational emissions” to a “25% reduction in emissions per FTE” goal to reflect a more growth oriented approach, aligning with our strategic objective to expand and pursue acquisitions.

GREENHOUSE GAS EMISSIONS

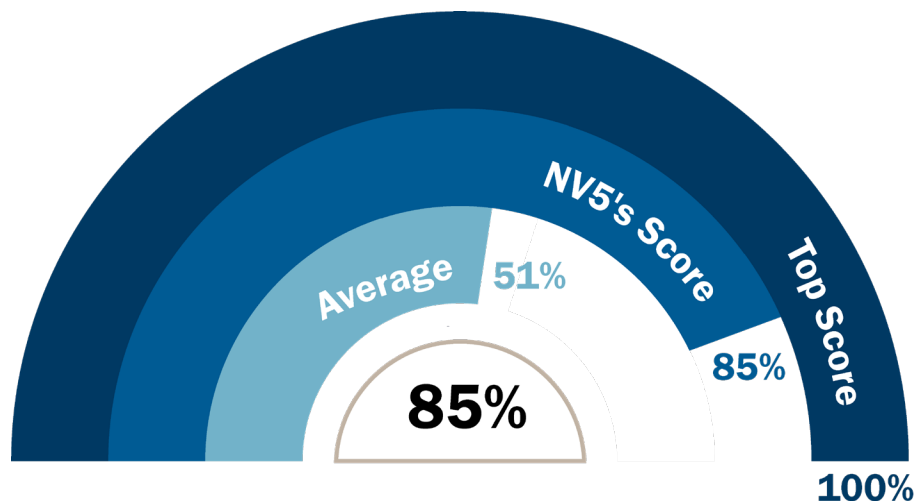
NV5 Carbon Emissions Per Full Time Employee

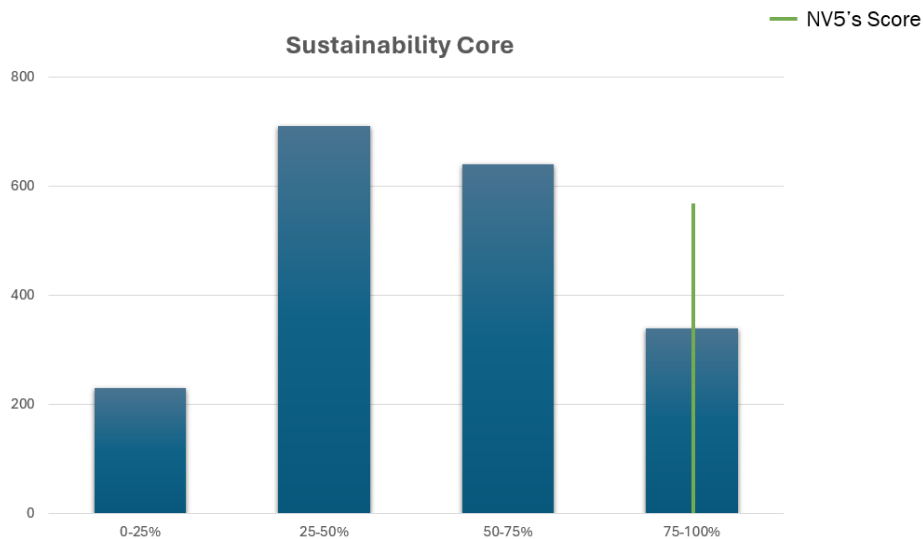
As shown below, our carbon emissions per full-time employee (FTE) fell substantially from 2022 to 2024. We take pride in maintaining this progress as we continue to grow both organically and through strategic acquisitions, while remaining firmly committed to further reducing our emissions.



2024 Supplier Sustainability Assessment Results

The data below reflects NV5's 2024 Supplier Sustainability Assessment conducted through the Sustainable Supply Chain Alliance (SSCA). In 2024, NV5 achieved a Sustainability Core rating of 85%, benchmarked against 1,870 responses. Beyond this strong overall performance, NV5 earned above-average marks in the Engineering category, including a perfect score in the Design & Engineering subsection.





PROGRESS TOWARD 2030 ENVIRONMENTAL GOALS



GHG Emissions from Operations
Per Full-Time-Employee



ACHIEVED GOAL OF 25% REDUCTION



Real Estate Footprint
Per Full-Time-Employee



ACHIEVED GOAL OF REDUCTION TO 225 SQUARE FEET



Water Use
Per Full-Time-Employee



ACHIEVED GOAL OF 25% REDUCTION

In 2021, we established goals for waste and renewables. However, through the consolidation and liquidation of offices, NV5 currently leases the vast majority of its office space, and property management teams are responsible for waste diversion efforts and renewable generation on premises. Currently, the leadership team is reevaluating our waste and renewables goals to determine if these goals are achievable in a leased office setting.

SOCIAL RESPONSIBILITY

CHAMPIONING DIVERSITY & INCLUSION AT NV5

At NV5, diversity, inclusion, and integrity remain foundational to our culture. We are committed to fostering workplaces that actively embrace and promote these values.

NV5's Diversity and Inclusion Program, led by **Chief Diversity Officer, Carl Henderson, PE, GE, PhD**, and MaryJo O'Brien, Chief Administrative Officer, focuses on building a workforce that reflects varied perspectives while ensuring equal access to opportunities. NV5's policies ensure 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.



Dr. Carl Henderson, PE, PhD
Chief Diversity Officer, NV5

We also prioritize employee well-being and equitable practices through comprehensive benefits, fair hiring, anti-harassment policies, and measures that safeguard workforce safety and prevent retaliation.

NV5's Employee Resource Groups (ERGs) promote a culture of diversity and inclusion through continual learning and follow-on action. NV5 ERGs advance the understanding and inclusion of employees with a common background, set of interests and/or goals.

The vision, mission, goals, policies and activities of the ERGs are fully aligned with those of NV5's mission, goals, and policies. ERGs reflect the NV5 values of People (strength), Collaboration and Clients (success), Innovation (solutions), Accountability (actions), and Sustainability (future).

Current ERGs include:

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



NV5'S 2024 NATIONAL SOCIETY OF BLACK ENGINEERS (NSBE) SCHOLARSHIP AWARDS

The National Society of Black Engineers (NSBE) is a leading organization dedicated to advancing diversity in engineering and technology. With tens of thousands of members worldwide, it empowers Black students and professionals through academic support, leadership development, and career resources. NSBE's goal is to help its members thrive in STEM fields and make a positive impact on their communities.

In 2024, NV5 proudly awarded ten scholarships through NSBE as part of our \$275,000, five-year commitment to the organization. This initiative supports undergraduate and graduate students from respected universities across the United States who are pursuing degrees in:



CIVIL ENGINEERING



ELECTRICAL ENGINEERING



MECHANICAL ENGINEERING



GEOMATICS



COMPUTER SCIENCE

Recipients were chosen through a comprehensive evaluation process that considered personal essays, academic performance, community involvement, and professional recommendations. Each scholar is committed to academic excellence, cultural responsibility, and making a meaningful impact within their communities and the engineering profession, a direct reflection of NSBE's core values.



NV5 INTERNSHIP PROGRAM

NV5 is committed to engaging and supporting exceptional students pursuing careers in our industry, with a strong focus on fostering diversity within the talent pipeline. Through paid internships, we provide meaningful opportunities for students to apply their skills, gain hands-on experience, and advance their educational goals. Our program follows structured processes for position selection and candidate vetting, ensuring a high-quality experience for both interns and teams. Over the past three years, our Buildings & Technology vertical has welcomed 34 interns, contributing to the development of future leaders in the field.

Structured, Transparent Process

The program follows a defined five-step process: Build, Source, Interview, Select, and Hire. Each step includes clear guidelines for managers, from drafting job descriptions to candidate vetting and onboarding. All internships are posted on the company’s hiring platform and require approval from program leaders and business executives.

Mutual Benefits for NV5 and Interns

Interns gain hands-on experience, professional skill development, and exposure to NV5’s corporate culture, while NV5 benefits from assessing talent in real-world settings, providing coaching opportunities for staff, and strengthening its reputation as an employer committed to growth and inclusion.

Support and Resources for Success

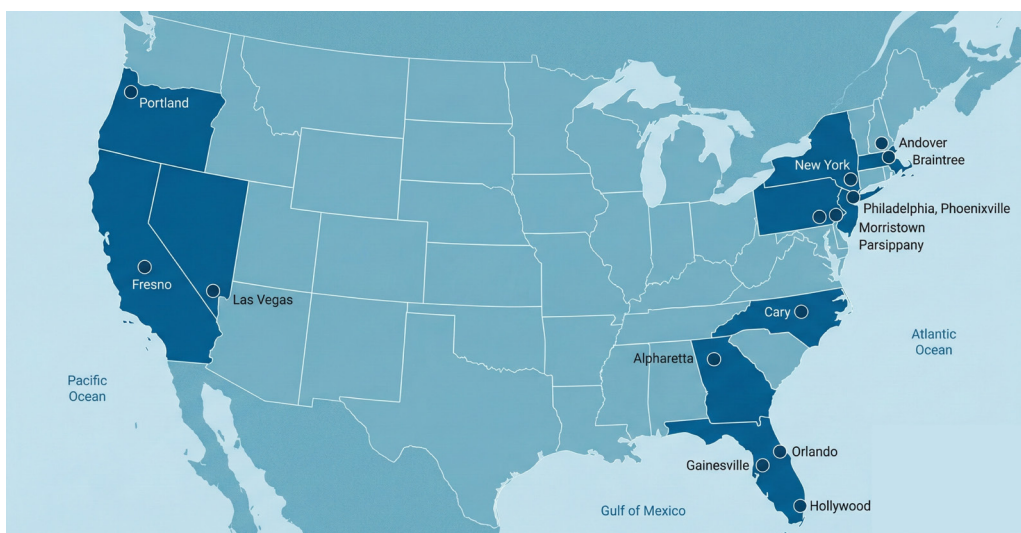
Interns receive comprehensive support throughout their experience, including orientation, training, supervision, mentoring, and recognition. Managers have access to dedicated resources such as toolkits, evaluation forms, and interview guides to facilitate effective internships.

Program Scale and Impact

Over the past three years, our Buildings & Technology vertical, comprising over 500 employees, has welcomed 34 interns, reflecting NV5’s ongoing commitment to developing future leaders and advancing diversity within our workforce.

MISSION STATEMENT

The Mission of the Continuing Education & Internships ERG is to provide cohesive recommendations for support and guidance to the NV5 scholarship facilitator(s) and NV5 offices as they pursue internship possibilities. We will provide these recommendations in the context of NV5’s values, and we recognize the importance of improving opportunities in a diverse and inclusive way. We aspire to engage and support outstanding students considering careers in our sectors, with special attention to enhancing diversity of the talent pool. By providing support to their educational pursuits and opportunities to hone their skills, we seek to build a robust and diverse talent pipeline for NV5 and the broader industry.



2024 Intern Locations

COMMUNITY ENGAGEMENT

NV5 is deeply committed to embracing and uplifting the communities where we live and work. We believe that our success is tied to the well-being of the people and places around us, which is why we actively engage in local initiatives that foster sustainability, education, and resilience.

By listening to community needs and investing in meaningful relationships, we ensure our work not only delivers technical excellence but also strengthens the social fabric of the regions we serve.

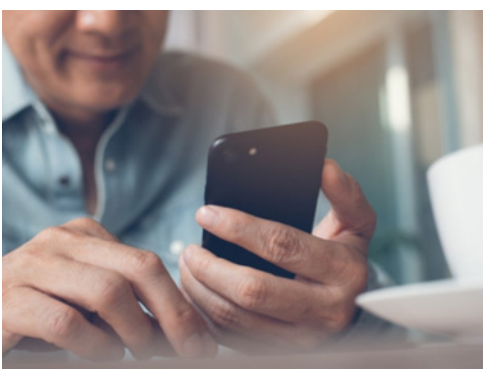
The following pages highlight local initiatives and community engagement activities supported by NV5 offices across the United States.

NV5 Orlando Office Visits West Orange High School to Support Student Interest in Engineering & Provide Mentorship



In November of 2024, NV5’s Orlando office visited West Orange High School to introduce students to the dynamic world of engineering and its diverse career paths. Through engaging discussions, students learned about real-world engineering applications, challenges in the field, and notable projects in each vertical. They also learned how NV5 can support and guide them in their future careers through mentoring opportunities, help with capstone design projects, and internship recommendations.

The NV5 Technology & Acoustics Group Volunteers for “Be My Eyes,” a Tool to Improve Accessibility for Visually Impaired People; Volunteers Fielded 124 Calls in 6 Hours



In January of 2024, NV5’s Technology & Acoustics group engaged in a virtual volunteer event hosted by *Be My Eyes*, a tool that aims to improve accessibility for 285 million individuals globally with visual impairments. The mobile app connects blind or visually impaired users with sighted volunteers via live video calls, offering real-time visual assistance for enhanced accessibility.

Beyond the profound impact of connecting with and assisting a diverse community, NV5’s team experienced the joy of camaraderie and fostered team building throughout the event, during which eight NV5 volunteers handled 124 calls in just over six hours. This volunteer initiative resonated particularly well with the team’s commitment to audiovisual services.

ADDITIONAL COMMUNITY ENGAGEMENT



NV5 St. Paul Office Volunteers for Every Meal, a Non-Profit to Fight Hunger



NV5 St Paul Office's Cultural Advancement Team Organizes Holiday Food Drive to Benefit Open Door



NV5 New York City Office Donates Toys to Children's Aid Club, a Charter of the Boys & Girls Clubs of America



NV5 Charlotte Office Brings Holiday Cheer to Local Families Through Partnership with Big Brothers Big Sisters of Central Carolinas



NV5 San Diego Office Supports Armed Services YMCA Camp Pendleton Santa's Workshop 3-Day Event



NV5 New Hampshire Office Hosts Food Drive for Gather to Fight Hunger in Maine and New Hampshire



NV5 Project Coordinator Missy Miller Organizes Handmade Blanket Donations from Phoenix Office to Local VA Hospital



NV5 Alpharetta Office Inspires Future Engineers at ACEC Georgia's STEM Day, Leading Interactive Activities

SOCIAL & GOVERNANCE PERFORMANCE

The following table presents key social performance metrics, including safety, training participation, diversity representation, and employee turnover, benchmarked against industry standards and aligned with recognized ESG frameworks.

Measure	Associated GRI / TCFD / SASB / CDP indicator	2024 Data	2021 Data (Baseline)	2030 Target
(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	GRI 403-2 SASB - IF-EN-320.a.1	(1) TRIR 85% lower than industry average; 0.09 TRIR rate (2a) 0 (2b) 0	(1) TRIR 110% better than industry average; 0.23 TRIR rate (2a) 0 (2b) 0	Maintain above 100% industry average
Employee Participation: Training participation rate (# trainings offered/ trainings completed)	SASB - IF-EN-320.a.1	Safety Training 96% Cyber-Security IT Training - 4,728 modules Completed	Safety Training 89% Cyber-Security IT Training - 6,063 modules completed	Maintain above 90%
Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	SASB - IF-EN-330.a.1	(1) executive management: Female 16% Male 84% (2) all other employees: Female 30% Male 70%	(1) executive management: Female 24% Male 76% (2) all other employees: Female 28% Male 72%	Continue Increasing Diversity
Gender Diversity / Racial and Ethnic Diversity	GRI 405-1	30% women in workforce 26% racial/ethnic diversity	27% women in workforce 32% racial/ethnic diversity	Increase diversity by 10% min.
Sexual Harassment training participation rate (# trainings offered/ trainings completed)		90% 2,907 offered; 2,606 completed training	81% 603 offered; 486 completed training	Maintain above 90%
(1) Voluntary and (2) involuntary turnover rate for employees	SASB -IF-EN-330.a.2	(1) 13.8% voluntary (2) 6.1% involuntary	(1) 18.9% voluntary (2) 5.4% involuntary	



4,777
employees

6,502,769
hours worked



96%
safety training
modules completed

0
fatalities

4,728
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.

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 Acknowledgment 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 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

BOARD OVERSIGHT

Climate-related oversight at NV5 is embedded at the highest level of our organization. Currently, the Board of NV5, is the body responsible for identifying, assessing, and managing climate-related risks and opportunities. These responsibilities are explicitly reflected in the Board’s terms of reference, which include reviewing climate strategy, monitoring regulatory developments, and ensuring alignment with NV5’s long-term business objectives.

To maintain effective oversight, the Board of NV5 evaluates whether it has the skills and competencies necessary to guide climate strategy, leveraging external advisors and targeted training, when needed. The Board of NV5 is briefed annually on climate-related issues, including progress toward targets, scenario analysis of outcomes, and emerging risks by the executive team. In addition, the executive team plays a direct role in goal setting, approving NV5’s greenhouse gas reduction targets and monitoring progress through annual ESG reports and integrated risk dashboards.

This governance structure ensures that climate considerations are not siloed. They are integrated into NV5’s strategic planning, risk management, and capital allocation processes, reinforcing our commitment to resilience and sustainable growth.



HEALTH & SAFETY

Safety is a core value at NV5 and a critical component of our risk management strategy. We maintain a company-wide team of health and safety professionals to ensure services are delivered safely and in compliance with Occupational Safety and Health Act (“OSHA”) and state regulations.

“*At NV5, safety is regarded as a fundamental value of the organization, and the prevention of accidents, injuries and ill health is of such importance that safety is given first consideration at all times.*
-Rafael Silva, Director of Corporate Health & Safety, NV5



Rafael Silva
Director of Corporate Health & Safety, NV5

Corporate Health & Safety Plan

NV5’s Corporate Health & Safety Plan (CHSP) outlines policies and procedures that protect employees and meet regulatory requirements. In addition, NV5 has developed more than 25 standalone safety programs and 30 procedures to exceed state, federal, and client standards, including ISNetworkworld requirements.

Safety Policy and Culture

At NV5, safety is a core value and takes precedence over expediency. Every employee shares responsibility for maintaining safe work practices and reporting hazards. We empower team members to stop work if conditions are unsafe and expect all employees to arrive fit for duty. This means arriving alert, substance-free, and prepared to perform tasks safely. Compliance with all applicable safety regulations is mandatory across every operation, including off-site work.

Employee Training

Employees receive required training before performing any task, with additional instruction provided when new processes, equipment, or regulatory changes occur. Training records are maintained per OSHA and company standards.

SUSTAINABLE PROCUREMENT AND SUPPLY CHAIN

Sustainable Procurement & Supply Chain

NV5 has a program for operating sustainable offices for operations. Some 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 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 its 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



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

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 is 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.

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.

1. **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.

2. **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.

FEATURED SUSTAINABILITY EVENTS AND PROJECTS

At NV5, sustainability is not just a priority: It's the lens through which we envision every project. From concept to completion, we embed resilient, environmentally responsible practices into our designs, ensuring that each solution delivers lasting value for clients, communities, and ecosystems alike.

In 2024, this commitment translated into impact: Hundreds of NV5 projects earned prestigious certifications, including LEED, WELL, WELL Health-Safety Rating, and Envision certifications. These achievements reflect more than compliance. They demonstrate leadership in shaping a built environment that promotes health, equity, and climate resilience.

Looking ahead to 2025, NV5 will continue to advance this vision by expanding our portfolio of resiliency projects, including solar energy systems, energy efficiency, battery storage solutions, and clean transportation infrastructure. Our goal is clear: to accelerate the transition to a low-carbon future, while creating spaces that thrive for generations to come.

Below are just a few of the many projects and events that demonstrate how we're advancing this commitment.

GILLETTE STADIUM - LEED CERTIFICATION

FOXBOROUGH, MA | THE KRAFT GROUP

NV5 facilitated LEED Gold Certification for the Kraft Group's 1.7 million square foot Gillette Stadium in Foxborough, MA. Project sustainability achievements included delivering an energy model, implementing renewable energy systems, supplementing water needs with 42% gray water, and creating resilient landscaping. The project also featured heat island reduction, low-toxic green cleaning, and optimized energy performance through demand response programs. These efforts contributed to Gillette Stadium earning LEED Gold for the first time in 2024 and hosting World Cup games, further enhancing its reputation for sustainability and operational excellence.



NV5 HOSTS ZOFNESS RESEARCH PROGRAM WORKSHOP

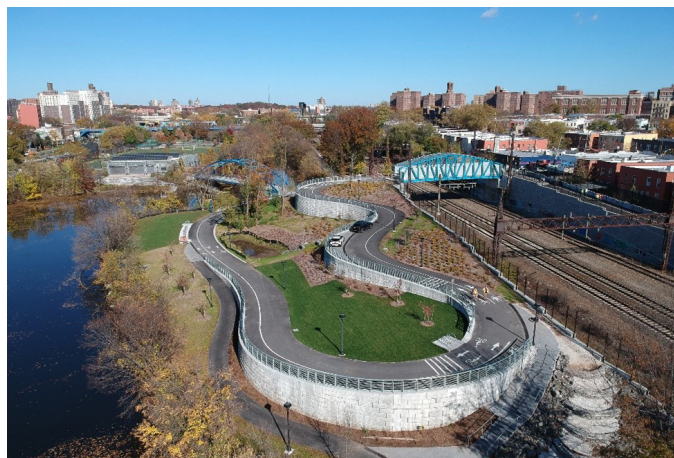
PARTNERSHIP WITH INSTITUTE OF SUSTAINABLE INFRASTRUCTURE (ISI) | NEW YORK, NY

In May 2024, NV5 hosted the Zofness Research Program Workshop in New York City, organized by the Institute for Sustainable Infrastructure (ISI). The two-day event brought together sustainability professionals, public agencies, and industry leaders to share best practices for the Envision Framework. Highlights included expert presentations, panel discussions, and a field tour of Envision-verified projects. NV5's leadership played a key role, reinforcing its commitment to innovation in sustainable infrastructure.

2024 ACEC NEW YORK ENGINEERING EXCELLENCE AWARDS

AMERICAN COUNCIL OF ENGINEERING COMPLIANCE (ACEC) | NEW YORK, NY

NV5 received a Gold Award at the 2024 ACEC New York Engineering Excellence Awards for Starlight Park Phase II in the Bronx. This project completed the park's build-out, restored 2.7 acres of wetlands, removed contaminated soils, and treated all storm water runoff before entering the Bronx River. Key features include new pedestrian bridges, bike paths, and naturalized landscapes, setting a benchmark for resilient, sustainable urban infrastructure.



SUPPLEMENTARY INFORMATION

ADVISORY

This publication is a joint effort with NV5 ESG Committee, and our 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
- 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 being 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 tCO₂e / sq ft) being applied to the floor area of offices that did not report their greenhouse gas emissions. We use the GHG Protocol Corporate Accounting and Reporting Standard.⁶ The US EPA'S EPA Center for Corporate Climate Leadership emission factors⁷ 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).⁸

Location based Electricity emission factors Offices outside the US including China, Hong Kong, Macau Malaysia and Singapore sourced from publications of national governments.⁹ Emission factors for chilled water and hot water are from US EPA'S EPA Center for Corporate Climate Leadership emission factors.⁷

20 lowest ranking countries - Transparency International 2024.¹⁰

Chad, Comoros, Guinea Bissau, D.R. of the Congo, Tajikistan, Afganistan, Burundi, Turkmenistan, Haiti, Myanmar, Korea, North, Sudan, Nicaragua, Equatorial Guinea, Eritrea, Libya, Yemen, Syria, Venezuela, Somalia, South Sudan.

REFERENCES

#	Note															
1	Current Scope 1 Carbon Emissions, Fleet – based on fuel card data with volumes of fuel consumed and type. US EPA Center for Climate Leadership (https://www.epa.gov/climateleadership/ghg-emission-factors-hub) Tank to Wheel emission factors 2025 for gasoline, diesel, biodiesel and other reported fuel.															
2	<p>Scope 3 emissions. GHG emissions were calculated using a mixed methodology of activity and financial data.</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Emission Factors</th> </tr> </thead> <tbody> <tr> <td>Scope 3.1. Purchased Goods & Services</td> <td rowspan="2">Financial based using US Supply Chain GHG emissions Factors v1.4 and Open CEDA 2022</td> </tr> <tr> <td>Scope 3.2 Capital Goods</td> </tr> <tr> <td>Scope 3.3 Estimated Fuel & energy related activities</td> <td>Activity based using eGRID 2023, IGES & ISO 14083</td> </tr> <tr> <td>Scope 3.5 Estimated Waste generated in operations</td> <td>Activity based using US EPA GHG Emissions Hub 2025</td> </tr> <tr> <td>Scope 3.6 Business Travel</td> <td>Financial based using US Supply Chain GHG emissions Factors v1.4</td> </tr> <tr> <td>Scope 3.7 Estimated employee commuting</td> <td>FTE based using US census travel survey data (45)</td> </tr> <tr> <td>Scope 3.8 Estimated upstream lease assets</td> <td>Financial based using US Supply Chain GHG emissions Factors v1.4 and Open CEDA 2022</td> </tr> </tbody> </table>	Category	Emission Factors	Scope 3.1. Purchased Goods & Services	Financial based using US Supply Chain GHG emissions Factors v1.4 and Open CEDA 2022	Scope 3.2 Capital Goods	Scope 3.3 Estimated Fuel & energy related activities	Activity based using eGRID 2023, IGES & ISO 14083	Scope 3.5 Estimated Waste generated in operations	Activity based using US EPA GHG Emissions Hub 2025	Scope 3.6 Business Travel	Financial based using US Supply Chain GHG emissions Factors v1.4	Scope 3.7 Estimated employee commuting	FTE based using US census travel survey data (45)	Scope 3.8 Estimated upstream lease assets	Financial based using US Supply Chain GHG emissions Factors v1.4 and Open CEDA 2022
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3	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.															
4	<p>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:</p> <ul style="list-style-type: none"> • 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 															
5	‘Aqueduct Global Maps 3.0 Data’, World Resources Institute, 2019 https://www.wri.org/data/aqueduct-global-maps-30-data															
6	WBCSD. Greenhouse Gas Protocol [Internet]. World Business Council for Sustainable Development; 2004. Available from: http://www.ghgprotocol.org/files/ghg-protocol-revised.pdf															
7	US EPA O. Center for Corporate Climate Leadership GHG Emission Factors Hub [Internet]. US EPA. 2025 Available from: https://www.epa.gov/climateleadership/ghg-emission-factors-hub															
8	US EPA O. eGRID 2022 [Internet]. US EPA; 1/15/2025 Available from: https://www.epa.gov/egrid/summary-data															
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