NV5

FY 2025

ESG REPORT

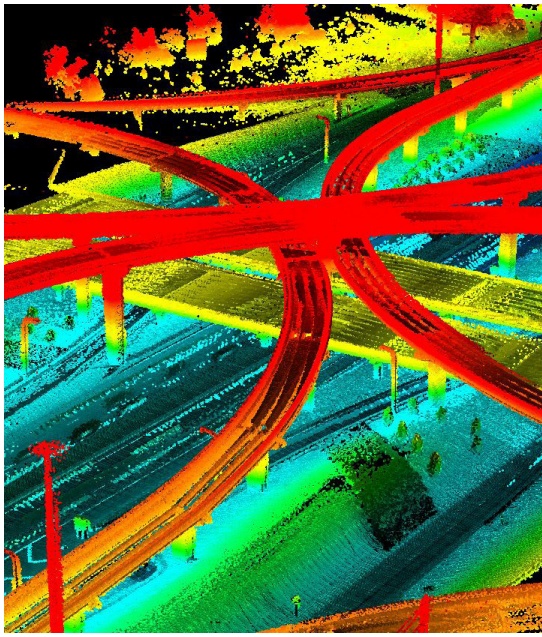












BEYOND ENGINEERING

NV5.COM

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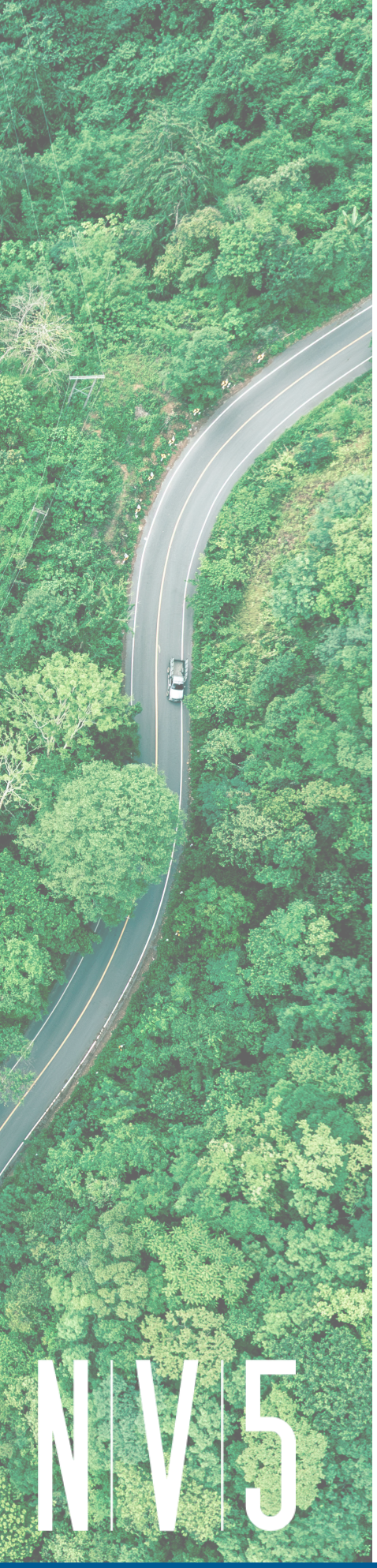
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CEO'S MESSAGE



Ben Heraud
Chief Executive Officer, NV5

In 2025, NV5 continued to strengthen its position as a leader in delivering integrated engineering and technology solutions across infrastructure, buildings, energy systems, and geospatial platforms. Our growth was driven by increasing demand for high-performance infrastructure, particularly in digital systems, energy efficiency, and resilient design.

In 2025, we built on our 2024 momentum supporting data center efficiency and system reliability as a core component of modern infrastructure, and we expanded our data center capabilities. NV5 provides specialized expertise in design, commissioning, cooling and thermal management, and energy optimization. As demand for cloud computing and artificial intelligence accelerates, clients increasingly rely on NV5 to deliver scalable, efficient, and reliable data center infrastructure.

We also advanced our approach to climate-related disclosure and risk management. In preparation for California's SB 253 and SB 261 legislation, NV5 is enhancing its greenhouse gas accounting, expanding Scope 3 emissions evaluation, and further integrating climate considerations into our governance and strategy. These efforts reflect our role as a provider of objective, transparent data, both for our clients and within our own operations.

2025 was a milestone for NV5. Our merger with Acuren resulted in a combined organization bringing together NV5's leadership in engineering, consulting, and technology services with Acuren's prowess in testing, inspection, and certification under the umbrella of TIC Solutions. The combined organization strengthens our ability to deliver end-to-end lifecycle solutions across infrastructure, energy systems, industrial assets, and high-growth digital infrastructure, including supporting the needs of data centers and the increasing energy infrastructure demands of cloud computing and artificial intelligence. These expanded capabilities enhance our ability to deliver integrated, scalable, and high-performance solutions across complex systems. To reflect our combined organization, this will be our final standalone ESG report. Beginning in 2027, our ESG Report will reflect the combined organization.

Through continued investment in strategic growth, technology, and talent, NV5 is well positioned to support evolving client needs, from modernizing infrastructure systems to advancing energy efficiency and enabling next-generation digital environments.

NV5 is positioned for continued growth as part of the TIC Solutions platform, with the expanded technical expertise, scale, and disciplined execution required to meet the evolving infrastructure, energy, and digital demands of the future.

-Ben Heraud
Chief Executive Officer, NV5

SUSTAINABILITY DIRECTOR'S MESSAGE

In 2025, NV5 continued to advance its approach to sustainability by strengthening how we integrate environmental performance, operational efficiency, and resiliency across our organization and the services we deliver. As infrastructure systems face increasing complexity from climate pressures to rapidly evolving digital demands, our focus remains on providing solutions that are both high-performing and adaptable over the long term.



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

A key priority this year has been improving the efficiency and consistency of our internal systems. We have enhanced our data collection processes, refined our greenhouse gas accounting methodologies, and expanded our ability to track environmental performance across a growing and geographically diverse portfolio. These improvements support more accurate decisions and useful reporting and better align our operations with evolving regulatory requirements, including California's SB 253 and SB 261. We are also advancing our evaluation of Scope 3 emissions and further integrating climate-related risks into enterprise-level decision-making.

Importantly, these advancements extend beyond our internal operations. As a firm built on providing objective, reliable data, the systems and methodologies we are implementing directly enhance our ability to support clients in their own sustainability and climate disclosure efforts. By strengthening our internal reporting framework, we are better positioned to deliver consistent, high-quality data, validation, and advisory services that help clients navigate increasingly complex regulatory environments and make informed, data-driven decisions.

At the same time, NV5 continues to embed resiliency into both our operations and client solutions. From reducing emissions intensity and optimizing resource use to supporting energy-efficient buildings and infrastructure, our work reflects a consistent focus on designing systems that perform reliably under changing conditions. This is especially evident in our expanding role in data centers and digital infrastructure projects, where efficient cooling, energy optimization, and system reliability are critical to long-term performance.

2025 also represents a significant transition for our organization. Following our merger with Acuren, this will be NV5's final standalone ESG report. As we prepare to report as a combined organization under TIC Solutions beginning in 2027, we are aligning our sustainability practices, data systems, and reporting frameworks to support an integrated platform. This transition presents an opportunity to enhance transparency, improve efficiency, and scale our impact across a broader set of capabilities, including testing, inspection, and certification services.

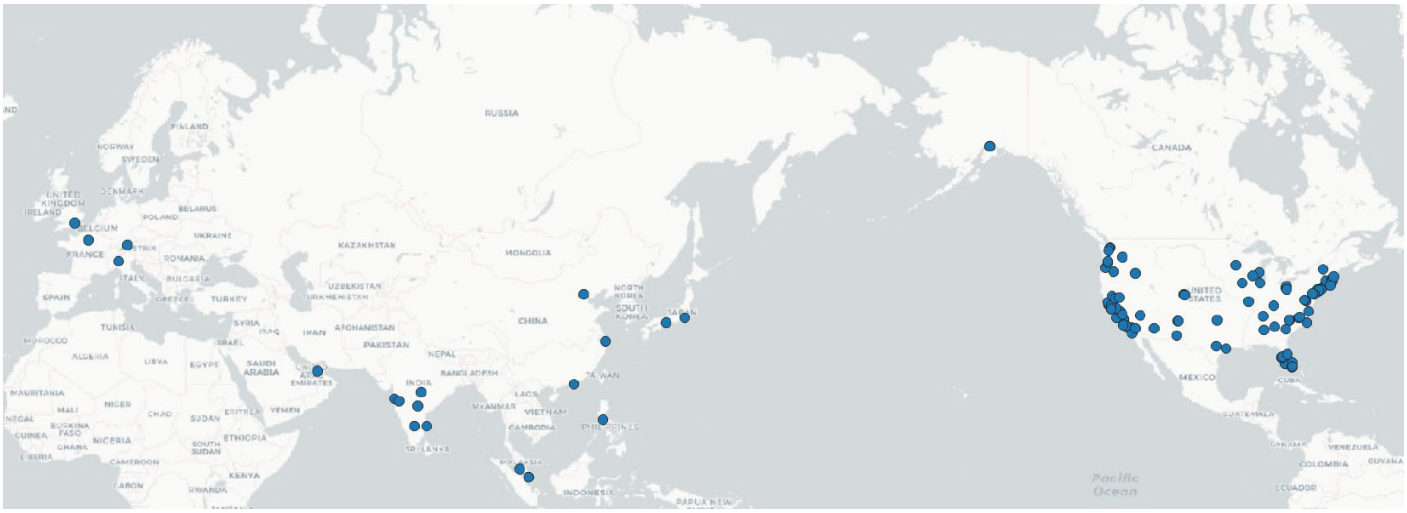
Sustainability at NV5 continues to evolve alongside our business. By improving our systems, strengthening our data, and maintaining a focus on resilient performance, we are better positioned to support our clients, meet regulatory expectations, and contribute to a more efficient and sustainable built environment.

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

COMPANY OVERVIEW

NV5 provides tech-enabled engineering, consulting, and geospatial solutions for public and private sector clients supporting infrastructure, utility, building, and environmental assets.

We turn insight into smarter decisions, deliver across the full asset lifecycle, and work proactively to improve reliability, safety, and performance. From the systems that connect communities to the facilities that support daily life, our work helps clients plan with confidence, manage risk, and protect long-term value.



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 above, 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) 2025 for NV5, from January 1, 2025, to December 31, 2025, 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 FY2025:

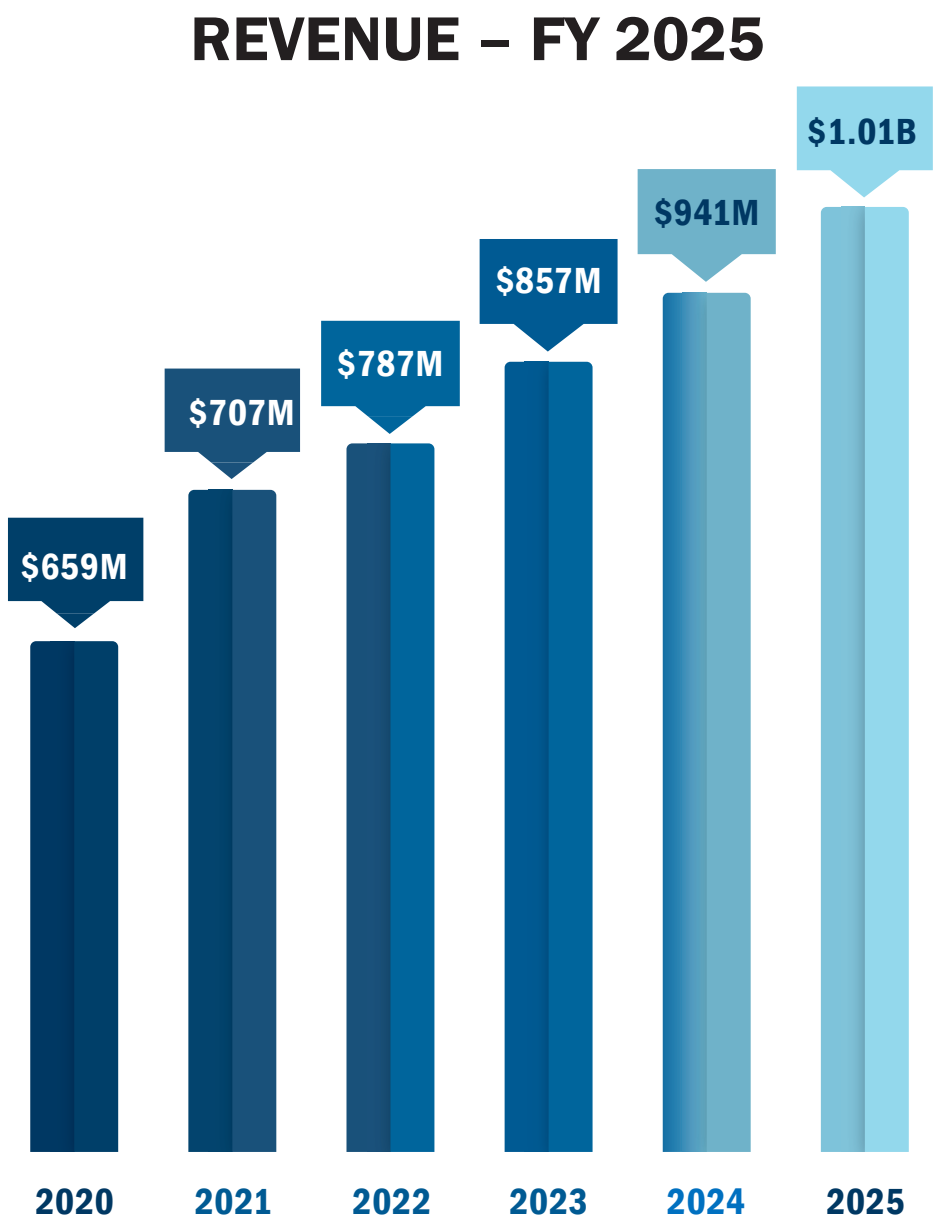
Identified as material to our operations:

- 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 2025, NV5 delivered a record year, generating $1.012 billion in gross revenues for US and international operations. NV5's continued success stems from the professionalism and technical excellence of our employees, our long-standing relationships with clients, our unique business model, and our commitment as an engineering firm to meeting evolving market and global needs while accelerating the transition to a climate-positive future.



ENVIRONMENTAL SUSTAINABILITY

At NV5, environmental stewardship is central to our sustainability strategy and business model. We recognize that our operations and solutions directly affect our clients and the environment, and we are committed to reducing that impact through measurable, transparent goals. Our approach emphasizes energy efficiency, resource conservation, and renewable energy adoption, applying the same strategies we recommend to our clients. In doing so, we align with global reporting frameworks while advancing sustainable practices across our own operations and the solutions we deliver.

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

NV5 believes that creating a more sustainable and resilient future begins with the projects we deliver for our clients. By applying innovative engineering, environmental, and energy solutions, we help organizations and communities navigate complex challenges, reduce environmental impacts, and achieve their sustainability objectives while driving meaningful, measurable outcomes.

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 2025, NV5 requested data from more than 110 active NV5 office locations. We collected environmental data for over 90% of our office operations across the US and abroad under the following categories:

110+

ACTIVE NV5 LOCATIONS





ENVIRONMENTAL DATA COLLECTED ACROSS THE US AND ABROAD

ENERGY | WATER | RECYCLE/WASTE | EMISSIONS

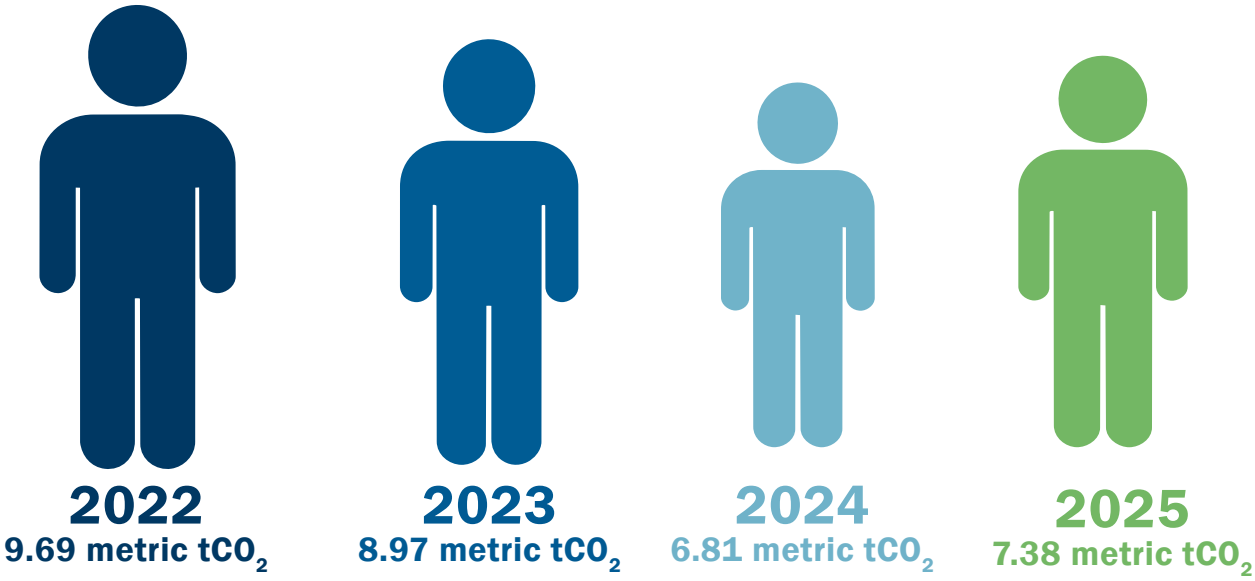
Data was organized to comply with GRI, TCFD, SASB, and CDP data reporting standards. The table below details the measures that were evaluated and how our data for 2025 compared to our 2021 Baseline Data and our 2030 Target.

Measure	Associated GRI / TCFD / SASB indicator	2025 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	7.38 Metric tCO2e per FTE / 33,370 Metric tCO2e (total) Scope 1: 10,739 Metric tCO2e Scope 2: 2,924 Metric tCO2e Scope 3: 19,706 Metric tCO2e	9.46 Metric tCO_2e per FTE 32,441 Metric tCO_2e (total) Scope 1: 3,412 Metric tCO_2e Scope 2: 3,024 Metric tCO_2e Scope 3: 26,005 Metric tCO_2e	25% reduction in greenhouse gas emissions in comparison to FY2021 baseline per FTE
Real Estate Footprint	GRI 102-4	187 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	1.7 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	0.27 short tons/ FTE	0.38 short tons/ FTE (did not include “NV5 concrete testing lab”)	25% reduction in total waste/ recycle per FTE

GREENHOUSE GAS EMISSIONS

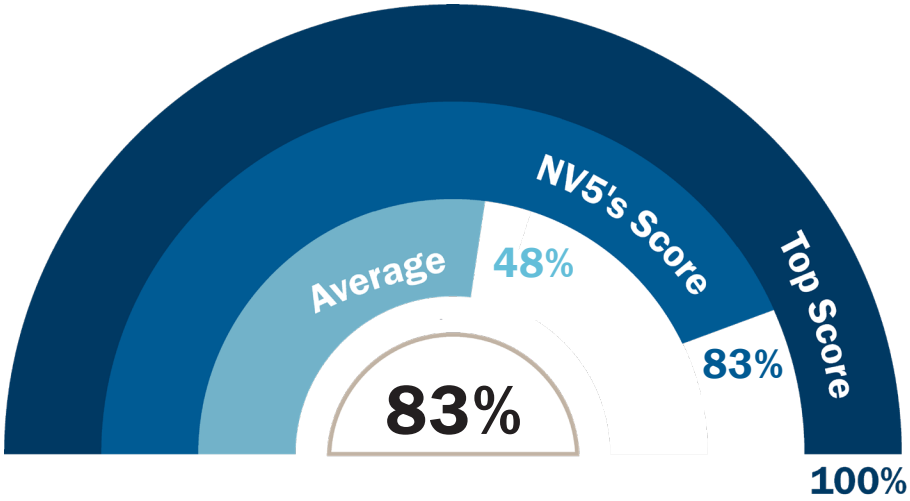
NV5 Carbon Emissions Per Full Time Employee

As shown below, our carbon emissions per full-time employee (FTE) fell substantially from 2022 to 2024. In 2025, our emissions per employee increased as a result of additional emissions data collection for NV5's fleet.



2025 Supplier Sustainability Assessment Results

The data below reflects NV5's 2026 Supplier Sustainability Assessment conducted through the Sustainable Supply Chain Alliance (SSCA). In 2025, NV5 achieved a Sustainability Core rating of 83%, benchmarked against 2,236 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

24% 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.



SOCIAL RESPONSIBILITY

CHAMPIONING DIVERSITY & INCLUSION AT NV5



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

At NV5, fostering a culture of integrity, inclusion, and respect remains fundamental to who we are and how we operate. We are committed to providing a workplace where employees are valued for their unique backgrounds, experiences, and perspectives, and where all individuals have equitable opportunities to contribute, grow, and succeed.

Led by our Diversity and Inclusion Program, NV5 continues to promote fair and inclusive employment practices that support a diverse workforce and strengthen our organizational culture. Our policies provide equal employment opportunities and access to programs, benefits, and career advancement regardless of race, color, religion, national origin, age, disability, sex, sexual orientation, gender identity, veteran status, or other characteristics protected by applicable law.

We also prioritize employee well-being through comprehensive benefits, professional development opportunities, safe working environments, anti-harassment and anti-discrimination policies, and procedures that encourage open communication and protect employees from retaliation. By fostering an inclusive and supportive workplace, NV5 strengthens employee engagement, drives innovation, and enhances our ability to serve clients and communities effectively. 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 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 2025 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 2025, NV5 proudly awarded scholarships through the NSBE, the Advancing Indigenous Science and Engineering Society (AISES), and WTS (an international organization dedicated to the professional advancement of women in transportation) as part of our commitment to improving opportunities for young professionals. 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

"We are proud to recognize this year's scholars as they begin their careers in engineering and technology. We take great pride in the impact we have made in supporting these future engineers, and we look forward to seeing the continued success of these scholars and the lasting impact they will have on our business and the broader engineering community."

- CARL HENDERSON, PHD, PE, GE,
CHIEF DIVERSITY OFFICER

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.



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 four years, our organization has welcomed over 100 interns, contributing to the development of future leaders in the field.

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.

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

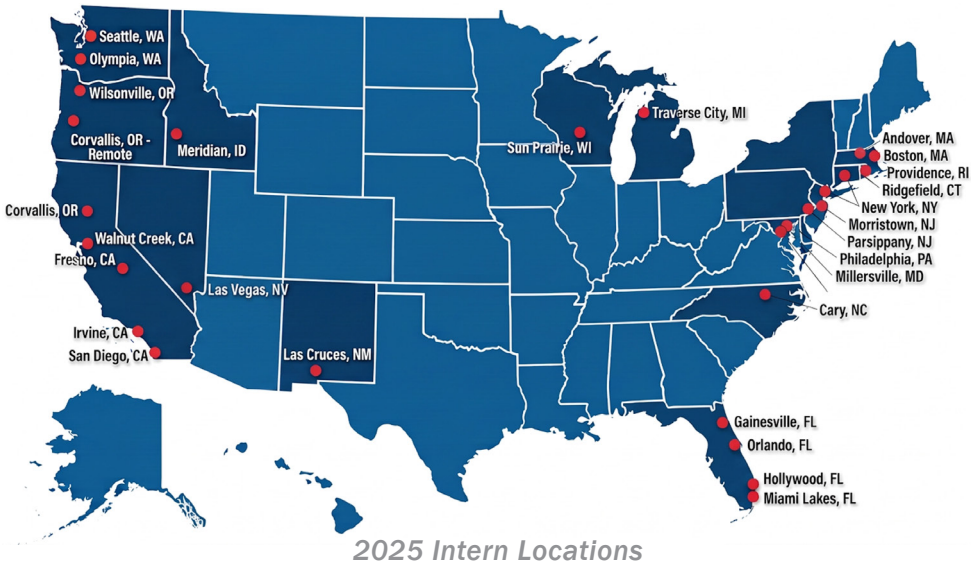
Interns gain hands-on experience, professional skill development, and exposure to NV5's corporate culture, while NV5 benefits from assessing talent in real-world settings, providing coaching opportunities for staff, and strengthening its reputation as an employer committed to growth and inclusion.

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

In 2025, NV5 welcomed 41 interns, reflecting NV5's ongoing commitment to developing future leaders and advancing diversity within our workforce.



2025 Intern Locations

COMMUNITY ENGAGEMENT

NV5 is committed to supporting and strengthening the communities where we live and work. We recognize that our success is closely connected to the well-being of the people and places we serve, which is why we actively participate in local initiatives that advance sustainability, education, and resilience.

By listening to community needs and building meaningful relationships, we strive to ensure that our work not only delivers technical excellence but also makes a positive contribution to the communities around us.

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

Taking Autism to the Sky: Using Drones to Build Skills and Confidence in Youths with Autism



Taking Autism to the Sky (TATTS) is a volunteer-run nonprofit founded 13 years ago by two NV5 employees in Wisconsin. NV5 donated $2,500 to support TATTS' mission. Given the prevalence of autism and society's growing awakening for neurodiversity, it is likely that many NV5 employees have a personal connection to this cause. The organization expressed deep appreciation for NV5's support.

NV5's donation helped fund a new laptop for the flight simulator station and a high-brightness TV for displaying flight data in the field. This year's program engaged 15 families, 21 participants, and 8 volunteers.

Beyond drone operations, TATTS incorporates lessons on mapping, data capture, GPS technology, and other STEM concepts. High-energy activities such as foam airplane flights and rocket launches keep participants engaged while reinforcing social interaction and spatial awareness.

St. Paul Office Organizes Cleaning Supply Drive for Local Shelter



The St. Paul office recently organized a cleaning supply drive to support new neighbors in the local community. Last spring, a hotel located next door to the St. Paul office closed and was purchased by InterFaith Action, a nonprofit organization. The building was converted into an emergency shelter that provides temporary housing and rapid exit case management services for area families experiencing homelessness.

The St. Paul team reached out to InterFaith Action to learn how they could best support the families they serve.

Cleaning supplies were identified as one of the organization's greatest needs, as these items are provided to families when they transition out of the shelter and into their new homes.

ADDITIONAL COMMUNITY ENGAGEMENT



NV5 Clean Energy Organizes Holiday Gift Drive for Marin Foster Care Association



NV5 Las Vegas Joins GIVE JOY to Help Foster Youth



NV5 Albuquerque Supports Holiday Toy Drive and Community Outreach



NV5 Albuquerque Soars for a Good Cause with CANstruction!



NV5 San Diego Supports Military Families at Camp Pendleton Santa's Workshop



NV5 Tampa Forensics Team Supports 10th Annual "Santa Paws" Fundraiser



NV5 Tampa Forensics Team Supports Tampa Bay Claims Association Holiday Giving



NV5 St. Paul Cleans Up Local Park

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	2025 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 99.89% Cyber-Security IT Training - 4,672 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 30% Male 70% (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 29.5% 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)		94% 5179 offered; 4846 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) 12% voluntary (2) 3.2% involuntary	(1) 18.9% voluntary (2) 5.4% involuntary	



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 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 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 the 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 new Integrated Quality, Health, Safety and Environmental (IQHSE) Manual is a consolidated manual that applies across NV5 and all TIC Solutions Inc. subsidiary companies, giving us a single, aligned way to manage quality, health, safety, and environmental responsibilities.

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

The new IQHSE Manual and existing NV5 Corporate Health & Safety Plan (CHSP) both outline policies and procedures that protect employees and meet regulatory requirements. In addition, NV5 has developed more than 25 standalone safety programs and 30 safety procedures that exceed state, federal, and client standards, including ISNetworld and Avetta client-specific safety 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. 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), formerly 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 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 well-being 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 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 2025, 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 2026, the combination of NV5 and Acuren under TIC Solutions represents a significant step forward in our ability to deliver integrated infrastructure, asset integrity, and sustainability solutions at scale. By bringing together deep expertise in engineering, testing, inspection, certification, and advisory services, we are creating a more comprehensive platform capable of helping clients navigate increasingly complex operational, regulatory, and climate-related challenges.

This expanded capability will accelerate investment in resilient, sustainable infrastructure across the energy, transportation, industrial, and built environment sectors. Through data-driven insights, technical excellence, and lifecycle-focused solutions, we will help clients advance renewable energy, energy efficiency, battery storage, clean transportation, and decarbonization while reducing risk and strengthening long-term asset performance.

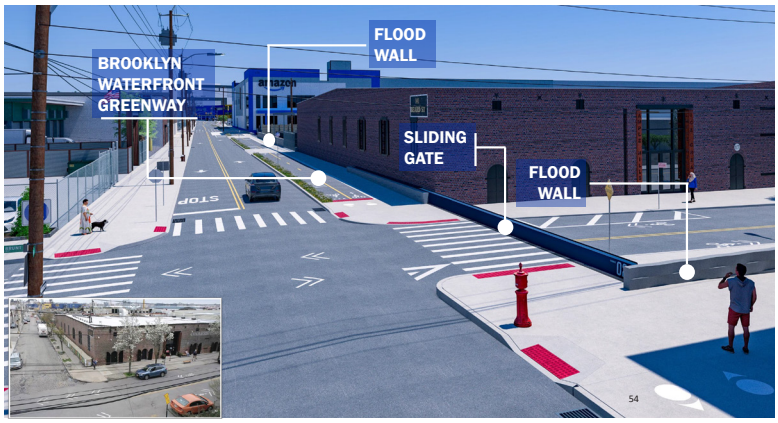
As one organization under TIC Solutions, we are positioned to deliver measurable environmental and business value and help our clients create lasting impact.

Below are just a few of the projects advancing this commitment.

Red Hook Coastal Resiliency Project

NEW YORK CITY DEPARTMENT OF DESIGN AND CONSTRUCTION

The Red Hook Coastal Resiliency (RHCR) Project is a major climate adaptation initiative designed to reduce coastal flood risks in Brooklyn's Red Hook neighborhood, which experienced significant damage during Hurricane Sandy in 2012. The project integrates floodwalls, deployable floodgates, raised streets, and drainage improvements to reduce the impacts of future coastal storms and sea level rise on residents, businesses, and critical infrastructure.



Led by NV5's design team, the project also incorporates improvements to public spaces and neighborhood connectivity, including an extension of the Brooklyn Waterfront Greenway, while maintaining access to Red Hook's working waterfront.

Construction began in 2025, and the team continues to coordinate with the contractor to implement sustainability commitments established during design. The project has been submitted for Envision design verification with the goal of achieving a Platinum-level Envision award. Sustainability efforts will continue through construction and subsequent post-construction verification.



Prairie Island Indian Community

PRAIRIE ISLAND INDIAN COMMUNITY NET ZERO PROJECT

NV5 partnered with the Prairie Island Indian Community (PIIC) to develop a practical roadmap to achieve net-zero greenhouse gas emissions while advancing the Tribe's goals for energy sovereignty, environmental stewardship, and long-term resilience. The strategy blends sustainability, self-sufficiency, and economic feasibility. Developing a greenhouse gas inventory and a three-part strategy focused on energy efficiency, renewable energy, and electrification transformed PIIC's net-zero vision into an actionable implementation strategy that supports climate leadership, community self-reliance, and sustainable development for generations to come.

SUPPLEMENTARY INFORMATION

ADVISORY

This publication is a joint effort by the NV5 ESG Committee and our ESG reporting consultant, BrAIe. 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 estimates are 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 stress 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 factors[7] 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 2025.[10]

Cambodia, Comoros, Burundi, Guinea Bissau, Mozambique, Turkmenistan, Afghanistan, Haiti, Myanmar, North Korea, Sudan, Nicaragua, Equatorial Guinea, Eritrea, Libya, Yemen, Syria, Venezuela, Somalia, South Sudan.

REFERENCES

<table>
<tr><th>#</th><th>Note</th></tr>
<tr><td>1</td><td>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.</td></tr>
<tr><td>2</td><td>Scope 3 emissions. GHG emissions were calculated using a mixed methodology of activity and financial data.
<table>
<tr><th>Category</th><th>Emission Factors</th></tr>
<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 2025</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 2024, IGES & ISO 14083</td></tr>
<tr><td>Scope 3.5 Estimated Waste generated in operations</td><td>Activity based using Initiative CSD Emissions Factors Hub 2026</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 2025</td></tr>
</table></td></tr>
<tr><td>3</td><td>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.</td></tr>
<tr><td>4</td><td>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</td></tr>
<tr><td>5</td><td>‘Aqueduct Global Maps 3.0 Data’, World Resources Institute, 2019 https://www.wri.org/data/aqueduct-global-maps-30-data</td></tr>
<tr><td>6</td><td>WBCSD. Greenhouse Gas Protocol [Internet]. World Business Council for Sustainable Development; 2004. Available from: http://www.ghgprotocol.org/files/ghg-protocol-revised.pdf</td></tr>
<tr><td>7</td><td>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</td></tr>
<tr><td>8</td><td>EGrid 2024 Cornerstone Sustainability Data Initiative; 2026 March 18, 2026 Available from: https://zenodo.org/records/18968658 doi:10.5281/zenodo.18968658</td></tr>
<tr><td>9</td><td>Murun T, Louhisuo M, Takahashi K. IGES List of Grid Emission Factors 11.7.2025 August Available from https://www.iges.or.jp/en/pub/list-grid-emission-factor/en</td></tr>
<tr><td>10</td><td>Corruption Perceptions Index 2025, Transparency International (https://www.transparency.org/en/cpi/2025)</td></tr>
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