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## CHAIRMAN'S MESSAGE

We at NV5 see climate change as a key challenge of our time. While NV5 has been involved in collecting sustainability data and supporting green infrastructure and buildings projects for many years, this is our first ESG report. In 2021 we formed a “clean energy team” to combine our many carbon reporting, sustainability, engineering, data solutions, and renewable energy service lines to best support our NetZero client needs and focused business growth.

NV5 completed eight acquisitions in 2021, with seven of the acquisitions expanding our high-margin technology and ESG (Environmental Social Governance) capabilities. Through these acquisitions, we also expanded our water capabilities by adding full ocean depth geospatial sonar to support offshore wind power, sea level rise, and shoreline mapping, and also strengthened our environmental water resources services. NV5 also entered the high-growth sustainable energy planning and data center commissioning markets and expanded our subscription-based energy efficiency services. Finally, NV5 expanded its environmental real estate transaction services to support the high-margin real estate due diligence market. Mergers and acquisitions activity remains strong in 2022, and we anticipate another active year for multiple acquisitions as well as organic growth and continued expansion cross-selling across verticals.

We enter 2022 poised for growth driven by a record backlog and strong pipeline of opportunities in our infrastructure, geospatial, utility services, buildings & owner representation, and testing, inspection & consulting verticals. The Federal Infrastructure Bill signed in 2021 also provides tailwinds for the transportation, utility, water, and broadband markets, and we expect our traditional market drivers associated with the nation’s aging utility grid and obsolete infrastructure to remain strong.

We hope you will join us in our vision of stabilizing climate as we improve societies through technology and engineering while also protecting our environment for future generations to come.



**Dickerson Wright**  
Chairman, CEO



## ABOUT NV5 - A SUSTAINABLE AND SOCIALLY RESPONSIBLE FUTURE

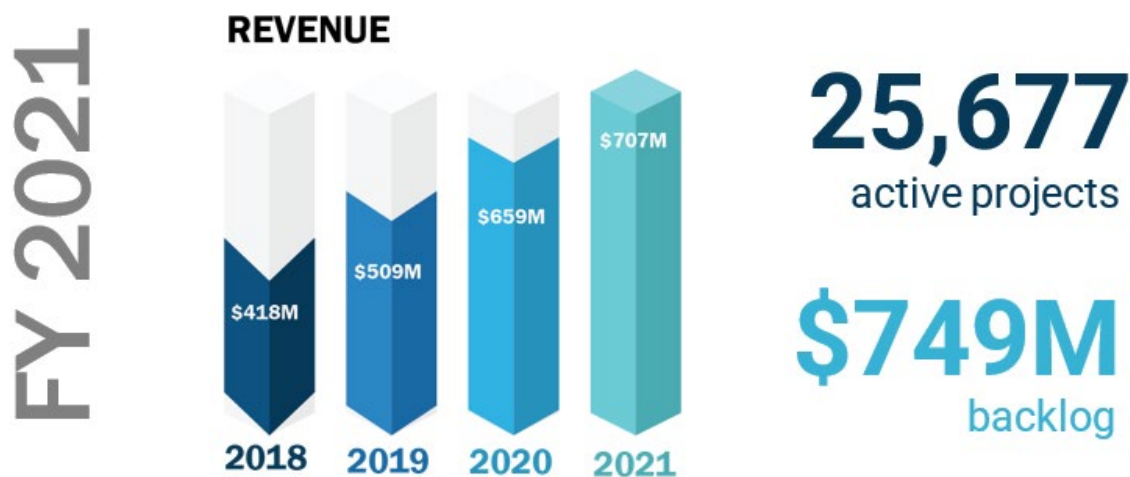
NV5 is a provider of engineering and consulting services to public and private sector clients. We play a significant role in shaping our communities by delivering engineering solutions through six business verticals:

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

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

### Economic Performance

In 2021, NV5 delivered a record year for revenue and profitability. NV5 generated \$707 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.



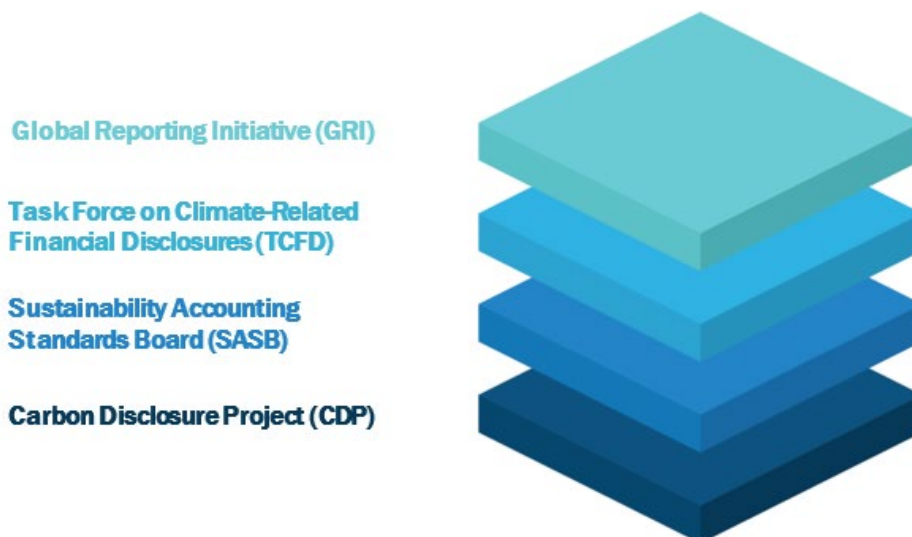
## DEDICATED FOCUS ON ESG MATTERS

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

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

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

Our reporting and disclosures frameworks and standards follow:



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

## METHODOLOGY & MATERIALITY ASSESSMENT

### Methodology

The ESG section of this document covers activities in fiscal year (FY) 2021 for NV5, from January 3, 2021, to January 1, 2022, for US and international operations. This is NV5's first disclosure document. NV5 will release an ESG disclosure document annually and will make periodic updates as additional information is obtained, or to fulfil stakeholder requests for disclosures.

While every effort has been made to ensure the accuracy of the data used in these disclosures, the data and associated analyses are in progress of being verified by our third-party reviewer. Any information that is an estimate will be properly noted as such.

### 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 FY2021. We will expand our engagement in the coming years to address external stakeholders including:

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

#### Identified as material to our operations:

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>▫ GHG Emissions</li> <li>▫ Energy Management</li> <li>▫ Water &amp; Wastewater Management</li> <li>▫ Waste &amp; Hazardous Materials Management</li> <li>▫ Ecological Impacts</li> <li>▫ Human Rights &amp; Community Relations</li> <li>▫ Data Security Product Quality &amp; Safety</li> </ul> | <ul style="list-style-type: none"> <li>▫ Labor Practices</li> <li>▫ Employee Health &amp; Safety</li> <li>▫ Employee Engagement, Diversity &amp; Inclusion</li> <li>▫ Product Design &amp; Lifecycle Management</li> <li>▫ Supply Chain Management</li> <li>▫ Business Ethics</li> </ul> |
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## ENVIRONMENTAL SUSTAINABILITY

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

For 2021, NV5 requested data from more than 100 active NV5 office locations. We collected environmental data for 80% of our office operations across the US and abroad under the following categories:

1. Energy
2. Water
3. Recycle/Waste
4. Emission

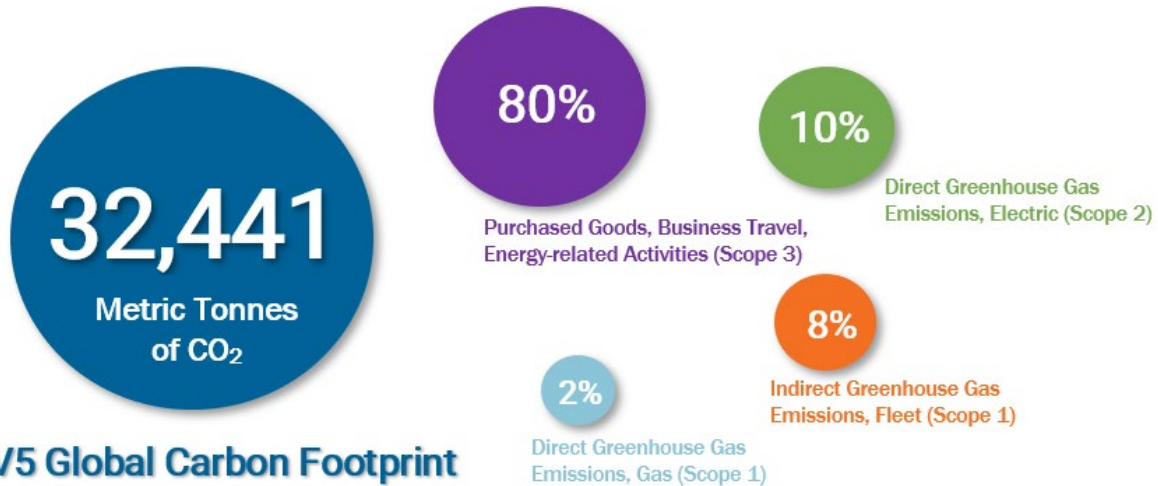
Data was organized to comply with GRI, TCFD, SASB, and CDP data reporting standards. More detail is provided in the ESG Data Summary section of this document.

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



## Greenhouse Gas Emissions

NV5's 2021 GHG data includes 80% of office locations reporting for our baseline year.



## NV5 Global Carbon Footprint

Since 2019, NV5 has seen a reduction of 32% in both GHG/sqft and GHG/employee. This reduction, however, is partially due to the impact of COVID on operations during FY2020 and FY2021 including a dramatic increase in employees working from home. NV5 will carefully examine future data to better understand this impact.

Scope 3 is estimated using the “Scope 3 Evaluator” tool which still references pre-COVID factors for commuting and is likely to be an overestimate. NV5 is examining alternate carbon tracking tools to report Scope 3 more accurately related to employee office commute and business travel (please see below the Greenhouse Gas Protocol’s description of Scope 1, Scope 2, and Scope 3 Emissions).

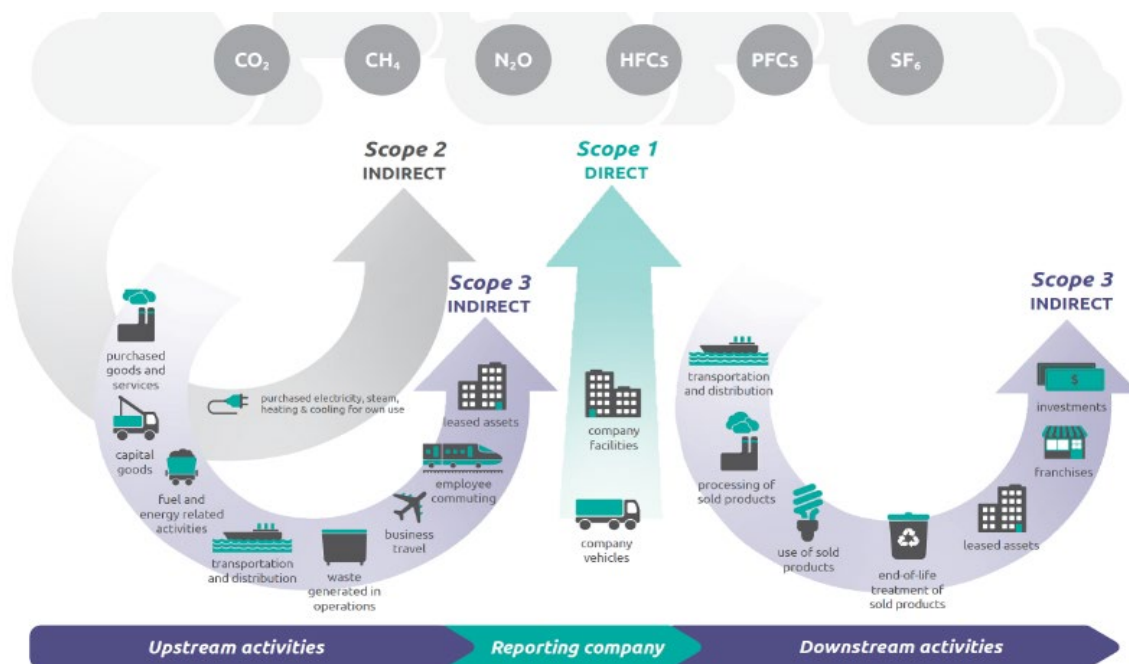


Image: WBCSD, World Resources Institute. Corporate Value Chain (Scope 3) Accounting & Reporting Standard [2011].

## SOCIAL

### Employee Diversity & Inclusion



Diversity, inclusion, and integrity are fundamental to NV5’s values along with voicing the need for change.

NV5 is committed to fostering work environments that value and promote diversity and inclusion. **NV5’s Diversity and Inclusion Program** focuses on initiatives to increase the diversity of our workforce and promote an environment of trust where employees feel safe to express their opinions and perspectives without fear of repercussion.

Our policies support this commitment. NV5 provides equal access to, and participation in, equal employment opportunities, programs, and services without regard to race, religion, color, national origin, disability, sex, sexual orientation, gender identity, stereotypes, or assumptions based thereon.

We pride ourselves in the development and fair treatment of our global workforce, including generous healthcare and benefit programs for our employees, equal employment hiring practices and policies, anti-harassment, workforce safety, and anti-retaliation policies. We welcome and celebrate our teams’ differences, experiences, and beliefs, and we are investing in a more engaged, diverse, and inclusive workforce.



*“Emphasis on Diversity and Inclusion underscores the high value we hold for all NV5 employees. Through these efforts, NV5 has a vested interest in positively affecting our corporate culture, providing ready access to professional opportunities, increasing our market share in all services, and being a good corporate citizen through effective collaboration with our communities. Through my membership and involvement with other mentoring organizations and affiliations, I understand the importance of being proactive in affecting change.”*

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

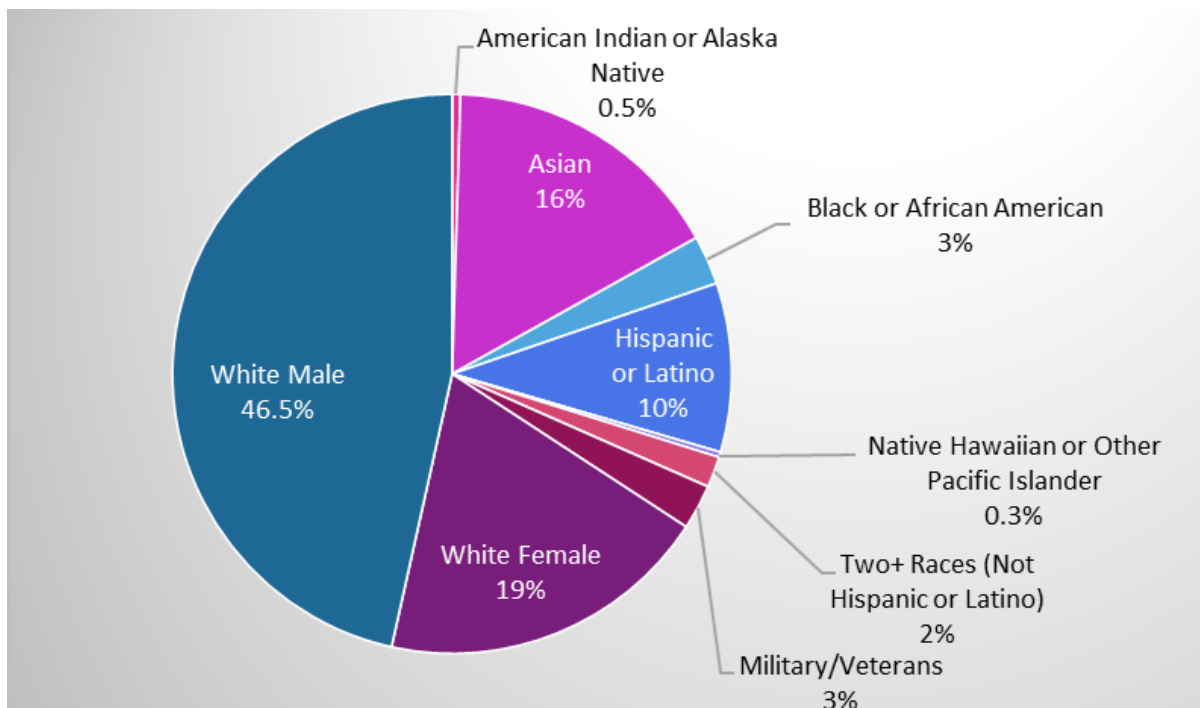
### Giving Employees a Voice

Our Employee Resource Groups (ERGs) unite employees with common backgrounds, providing a safe space to share ideas with colleagues about their backgrounds, promoting professional development for members, and engaging organizations within our communities.

The Mission of NV5 Employee Resource Groups (ERGs) is to be a strategic partner with NV5 in promoting a culture of diversity and inclusion through continual learning and follow-on action. NV5 ERGs will 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 NV5’s mission, goals, and policies. ERGs reflect NV5 values of People (strength), Collaboration and Clients (success), Innovation (solutions), Accountability (actions), and Sustainability (future).

NV5’s Employee Resources Groups (ERGs) are open to all employees. Our 2021 NV5 staffing make-up is as follows:



In future reports we will further detail employee with disability (beyond the EEO definition), LGBTQ+ and non-binary employees in conjunction with NV5’s Diversity & Inclusion Team and how each individual wants to be represented.

### By Creating Opportunities

NV5 engages with nationwide organizations to provide sponsorship and internships for students and professional development for employees. In 2021, NV5 committed a total of \$275,000 in scholarships through the National Society of Black Engineers (NSBE). NV5 selected 10 highly qualified candidates for scholarship awards (\$5,000 each - \$50,000 total) through the NSBE. Award winners were announced at the 47th Annual NSBE Convention during the "Golden Torch Awards" held on April 9th, 2021. This is the first year of a five-year scholarship commitment by NV5 to NSBE. We also provided grants to the American Indian Science and Engineering Society’s A.T. Anderson General Scholarship Fund.

NV5 also sponsors individual employee memberships to various professional organizations representing historically underrepresented groups.

Employee Data:



**3,347**  
employees

**5,580,795**  
hours worked



**89%**  
safety training

**0**  
fatalities

**6,694**  
cyber security  
training modules



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

## Health & Safety

*NV5 maintains a deep commitment to high health and safety standards for its employees, while also supporting local communities and charity organizations*

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

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

### Corporate Health & Safety Plan

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

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

*"Safety is our focus and responsibility" is one of NV5's core values and it is a key element of our culture.*

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

### Health and Safety Policy

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

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

Accidents resulting in personal injury, property damage, and loss of equipment-use represent needless suffering and waste. The safety of our employees, our operation, and the public is paramount. Every reasonable effort must be made to reduce the possibility of accidents and injuries. Safety shall take



precedence over expediency or short cuts at all times. Any person who forsakes safety to expedite “getting the job done” is neither fulfilling the intent of this statement nor abiding by corporate policy and may be subject to disciplinary action through Human Resources.

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

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

### Employee Training

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

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

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

Measure	Associated Indicator	2021 Baseline
<b>Workforce Health &amp; Safety</b>		
(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 110% better than industry average; 0.23 TRIR rate  (2a) 0 (2b) 0
<b>Employee Participation:</b> Training participation rate (# trainings offered/ trainings completed)		89%



## Community Engagement

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



### Event Spotlight

**Leukemia & Lymphoma Society – Light the Night Walk:** NV5 was a corporate sponsor. Gregg Butsko, Vice President of Distribution Services, served as an executive challenger as part of the Southern California and Hawaii chapter’s board for the San Diego Light the Night Walk, a significant fundraising event for the Leukemia and Lymphoma Society (LLS). The event, held at Waterfront Park on November 6, 2021 began with festival activities, followed by an opening ceremony, and a one-mile walk. Participants held luminaries as they walked the event course, symbolically lighting the way toward increased awareness and research progress.



More than 100 Light the Night events across the country occurred in 2021 to support the mission, honor survivors, and remember those lost to blood cancers. The San Diego event raised over \$1.1 million for LLS programs and services. NV5’s fundraising effort earned donations from multiple colleagues and NV5 staff and totaled more than \$31,700.

**Annual Toy and Gift Giving Benefit:** Jon Pena, Operations Manager in Albuquerque, is a member of Q-LEAD, a multicultural, multi-disciplinary volunteer group comprised of business leaders in the Albuquerque area that participates and partners with various charitable organizations.



Q-LEAD has been participating in the annual Toy and Gift Giving Benefit for the patients at and [UNM Health’s Carrie Tingley Hospital](#), a children’s hospital that assists those who are in need of extensive and life-saving medical services.

## GOVERNANCE

### Business Ethics & Labor Practices

At NV5 we have several policies and practices in place to ensure 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 enables us to achieve our objectives – for our company, our employees, our clients, and our shareholders.

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

Employees are required to sign Annual Policy Acknowledgement Reaffirmations on an annual basis verifying they have received and reviewed NV5's policies. The following policies have been provided to the 3<sup>rd</sup> party verifying team for compliance:

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

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

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

## Sustainable Procurement & Supply Chain

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

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

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

## Supply Chain

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

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

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

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

- **Leadership in Energy and Environmental Design (LEED®)** is a performance-based system with a data framework for benchmarking and improving energy efficient, water efficient, and healthy green buildings. LEED certification is a globally recognized symbol of sustainability achievement and leadership.

LEED certified buildings improve efficiency, lower carbon emissions, save money, and create healthier places for people. They are a critical part of addressing climate change and meeting ESG goals, enhancing resilience, reducing environmental impacts, and supporting more equitable communities. LEED includes tracking **Embodied Carbon** during construction events to accurately measure carbon impacts of carbon, steel, aluminum, and other building materials and systems.

- **The WELL Building Standard® (WELL)** is a performance-based system for measuring, certifying, and monitoring features of the built environment that impact the human health and wellbeing of people. This is achieved through design features and operating controls specific to air quality, water quality, nourishment, quality light, fitness, comfort, and mind.
- **Fitwel** – Fitwel is an evidence-based data platform, driving health insights in buildings, ESG performance, and bottom-line value.



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



- **Envision**, a consistent, consensus-based framework for assessing and measuring sustainability, resiliency, and equity in civil infrastructure provided by the Institute for Sustainable Infrastructure. This includes tracking Embodied Carbon during construction events for our Infrastructure projects.

Metric	Category	Unit of Measure	Code
<b>Lifecycle Impacts of Buildings &amp; Infrastructure</b>			
<b>Number of (1) projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification</b>	<i>Quantitative</i> LEED - 25 WELL/Fitwel - 123 Envision - 2	(1) 150 projects certified 2021 (2) 457 projects in progress	SASB - IF-EN-160.a.1
Discussion of LEED, WELL, Fitwel , Envision, and other third-party certification programs including number of projects			
<b>Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design</b>	<i>Discussion and Analysis</i>  Every MEP building design project; every sustainability project		SASB - IF-EN-410.a.2
Harvard Graduate School of Design Advisory Board for Sustainable Infrastructure since 2012, helping to develop methods that quantify sustainability for infrastructure			

### 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.





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# ESG-Related Services

## ESG RELATED SERVICE OFFERINGS



### SUSTAINABLE INFRASTRUCTURE

#### *Sustainable, Resilient, Health, and Equitable Infrastructure*

Sustainability is an essential part of every modern infrastructure project. Modern infrastructure is more than simply functional roads, water, and energy service. Modern designs incorporate green spaces, opportunities for underserved communities, and improve the livability of the residential and business districts that they serve. Resiliency is also designed into modern infrastructure to provide a longer lifespan of assets, durability in natural disasters, minimized maintenance, and the use of long-lasting, recycled building materials. NV5 provides sustainable infrastructure design, testing, and inspection to support projects that improve communities and stand the test of time.

#### Solutions



- Creating Resilient Structures
- Designing Environmentally Sustainable Infrastructure
- Fostering Equity
- Supporting Healthy Living

#### Creating Resilient Structures



Resilient design delivers projects capable of adapting to change. Resiliency means preparing buildings and infrastructure to maintain service, and to rapidly rebound from extreme events.

The chief hazards to the built environment are storms, flooding, sea level rise, extreme heat, extreme cold, seismic activity, and human caused tragedies. Climate change increases the frequency and severity of many of these hazards pose.

NV5's resilient design creates infrastructure that stands the test of time, providing long-term infrastructure solutions, building communities, enhancing neighborhoods, and inviting local investment.

NV5 has been at the forefront of protecting critical infrastructure in coastal cities including New York and Philadelphia. Projects include the 5-mile reconstruction of the Rockaways Boardwalk destroyed by Superstorm Sandy, and current projects that include protecting the low-lying Red Hook section of Brooklyn and the east Side Coastal Resiliency project that will protect Manhattan's east side from the impacts of climate change.

NV5 has re-designed over two miles of New York City streets raising vulnerable roadways by as much as three feet to alleviate coastal flooding.

## ESG Impact

NV5 is the lead design consultant for New York City's **\$140 million resiliency project** in the Red Hook section of Brooklyn.

NV5 is providing Program Management services for New York City's **\$10 billion East Side Coastal Resiliency Program**.

## Designing Environmentally Sustainable Infrastructure



A goal of modern infrastructure is to reduce impact on the environment to meet tomorrow's infrastructure needs without compromising resources available to future generations.

Sustainable projects are designed to minimize greenhouse gas emissions through dramatically reduced energy use in both new construction and renovation.

On building sites and infrastructure projects, we design natural systems and

habitats to manage stormwater and bring the many benefits of nature to citizens.

NV5's expertise in sustainable infrastructure reduces greenhouse gas emissions and commercial waste, establishes performance guidelines for all projects to significantly lower an owner or agency's carbon footprint, and links carbon reduction opportunities to both new and existing public buildings and infrastructure.

NV5 is a national leader in sustainable infrastructure and assisted in the development of the sustainability certification for infrastructure projects known as Envision Certification by the Institute for Sustainable Infrastructure.

## ESG Impact

NV5 engineers have designed **over 2,000 Green Infrastructure installations**, resulting in the greening of over 200 acres of developed land.

NV5 landscape architects and environmental specialists have planned and designed **hundreds of acres** of new and restored wetlands and sustainable landscapes, including over 50 miles of ecologically sensitive waterfronts.

## Fostering Equity



Designing for equity is a paradigm shift that affirmatively promotes design for all. The built environment and civic infrastructure can powerfully advance everyone’s participation in the life of a city. Design can improve access to essential services and places of work, socialization, recreation, and culture, especially in underserved neighborhoods.

NV5 design teams with clients to develop projects measurably

enhance well-being, neighborhood identity, and social cohesion. Pedestrian plazas, open air markets, and recreational space in underserved areas are examples of infrastructure design projects that encourage thriving neighborhoods and provide access to high-quality community-based resources.

### ESG Impact

NV5 has designed several *award-winning* pedestrian plazas in under-served sections of cities.

NV5 has designed and built *over 50 miles* of accessible waterfront open space and *hundreds of acres* of parks in under-served sections of densely populated cities.

work

that

NV5

## Supporting Healthy Living

The primary goal of infrastructure is to improve the well-being and operation of the community it supports. To this end, many public entities have instituted “Active Design Guidelines” which demonstrate that design can encourage active lifestyles. Many of these entities are also building an array of project types that support and contribute to the goal of reducing income and employment disparities.



NV5’s engineers assist clients with the design of infrastructure that

incorporates healthy living components, and our inspectors validate compliance with these design guidelines.

From greenways and park designs to multi-use paths and biking access, NV5’s designs are helping to create the conditions by which people of all ages can live, work, learn and play in neighborhoods that promote an active and healthy lifestyle.

For over 40 years, NV5 has developed bicycle/pedestrian masterplans for hundreds of communities, establishing a framework for infrastructure that supports healthy living.

### ESG Impact

NV5 has planned and designed *over 3,000 miles of bicycle lanes* that facilitate non-motorized travel in developed areas.

NV5 has planned and designed *over 2,000 miles of trails and greenways* providing commuting and recreational opportunities for people of all ages.





## UTILITY SERVICES ESG SOLUTIONS

### *Renewables, Reliability, and Fire Mitigation*

NV5 supports utilities in meeting the growing demand for clean, safe, and reliable energy. As renewable power generation is more efficient and cost-effective, NV5’s engineers, surveyors, and geospatial professionals are assisting utility investments in infrastructure to support generation, battery storage, and redundant generation to ensure reliable service delivery.

Fire mitigation is also an area of increasing investment by utilities. NV5’s technical experts support fire risk mitigation by designing underground distribution lines that not only reduce the risk of fire but also maintain service reliability. Our geospatial technologies are also being used to identify sagging transmission lines, encroaching vegetation, and aging assets that may pose a risk of fire.

Utility reliability often means more than just inconvenience. Utility customers depend on electricity and natural gas delivery during heat waves and excessively cold weather to support their health and wellbeing. Our services support utility efforts to deliver reliable electricity and natural gas service, no matter how bad the weather gets.



### **Solutions**

- Minimizing Human Health Risks of Service Interruption
- Mitigating Wildfire Risk
- Protecting Workers & the Environment
- Supporting Reliability of Renewables
- Supporting the Conversion to Electrification



## Minimizing Human Health Risks of Service Interruption



Blackouts and brownouts during heatwaves or during excessively cold weather present a risk to human health. NV5 supports utilities' reliability efforts in a number of ways to minimize the risk of service interruption.

In fire prone areas, utility fire mitigation efforts sometimes include cutting power to sections of the grid that are experiencing high fire danger levels. NV5's support of underground power design and expertise in upgrading to fire hardened distribution equipment

minimize the need for service interruption during hot weather.

In colder climates that rely on natural gas as a bridge to renewables for heating, NV5 designs liquefaction equipment at utility sites, allowing the utilities to store liquefied natural gas (LNG) to mitigate the risk of gas supply shortages during the coldest parts of the year.

### ESG Impact

NV5 has completed *dozens of projects* to upgrade, replace, or provide new liquefaction systems to public utilities.

## Mitigating Wildfire Risk



Utilities in the Western US have been implicated in numerous wildfires, prompting them to invest billions in efforts to mitigate fire risks. Much of this investment is associated with the burying of distribution lines and modernization of equipment, such as substation transformers in fire prone areas.

NV5 engineers and surveyors are industry leaders in the specialized field of underground power distribution design and other fire hardening techniques to help clients mitigate fire

risks, while maintaining service reliability throughout their service area.

In addition to engineering design, NV5 provides delegate chief building official services to verify compliance to utility building codes and safety monitoring services during construction of utility projects.

### ESG Impact

NV5 has designed *over 1,000 miles* of underground power lines.

NV5 has fire hardened *over 3,000 miles* of overhead electric power lines.

## Protecting Workers & The Environment

Utility infrastructure must comply with federal, state, and international building codes to mitigate risks to safety, reliability, security, and environmental impacts.



NV5 supports utility clients during planning, construction, and operation of utility infrastructure to monitor compliance with regulatory requirements. During planning and construction, NV5 provides plan review, inspections, and safety monitoring to verify compliance to codes and to mitigate risks to worker safety during construction. During operation of facilities, NV5 provides environmental compliance plan

development and monitoring. In addition to emission monitoring of fossil fuel generation, renewables also present environmental impacts, oftentimes related to encroachment on endangered species habitats.

NV5's environmental compliance consulting assists utilities with monitoring these impacts so that they can make responsible decisions about their facility operations.

### ESG Impact

NV5 achieved 100% code compliance for **over 1,300 MW** of power generation projects.

NV5 has reported **zero recordable safety incidents** over 36 months of construction at two 500+ MW power generation facilities.

## Supporting Reliability of Renewables

Renewable energy generation is a clean alternative to traditional fossil fuel powered plants, but it does present a unique set of challenges that utilities must address to ensure reliability of service to their clients.



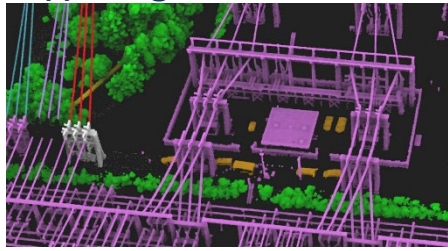
To address these challenges, utilities utilize battery storage and even redundant fossil fuel generation as a back up to times when the forces of nature (wind and the sun) are inadequate to meet the power demand.

NV5's engineers and compliance consultants assist utilities with the design of these redundant systems to make renewable energy not just a clean source of power, but a reliable one as well.

### ESG Impact

NV5 has provided services for projects totaling **over 1,000 MW** of renewable energy in 2021.

## Supporting the Conversion to Electrification



Whether it is powering a car or heating a home, the conversion to electricity provides a more efficient, convenient, and environmentally friendly alternative to traditional fossil fuel sources of energy. To meet the growing demand for electricity delivery, utilities must invest in ways to deliver that electricity where it is needed, such as vehicle charging infrastructure. NV5 leverages deep expertise in energy efficiency and renewable design to provide comprehensive offerings focused on electrification opportunities and regulatory

support initiatives across all sectors and hard-to-reach areas.

In addition to our work supporting utility electrification infrastructure, we also provide consulting to customers interested in converting from burning fossil fuels to utilizing clean electric power. Electrified buildings incorporating electric vehicle charging stations and renewable self-generation systems are rapidly becoming the future targets for customers and businesses to reduce their greenhouse gas footprint.

### ESG Impact

NV5 has provided planning, design, and construction support for *over 400 electric vehicle projects*.



## GEOSPATIAL TECHNOLOGY ESG SOLUTIONS

### *Water and Natural Resources, Infrastructure Reliability, and Carbon Sequestration*

The application of geospatial data to protect the nation’s water and natural resources has introduced a new paradigm in resource management. From the monitoring of forest inventory, health, and fire risks to water resources measurement and conservation efforts, geospatial technologies such as lidar, topobathmetric lidar, and hyperspectral imaging have vastly expanded the information that resource managers have at their fingertips.



#### Solutions

- Evaluating Coastal Resilience
- Measuring Carbon Sequestration
- Monitoring Assets & Fire Risk
- Supporting Safe, Reliable Infrastructure

### Evaluating Coastal Resilience

Almost 40% of the US population live within coastal counties, and according to studies, sea levels may rise by one foot by 2050. Global warming increases the risk of more frequent and heavier precipitation, and as that risk increases, so does the risk of flooding.

A community that is more informed and prepared will have a greater opportunity to rebound quickly from weather and climate-related events, including adapting to sea level rise.

NV5 is uniquely positioned to provide quality elevation and bathymetric data and derived analytics from lidar that increases the accuracy and reliability of coastal resilience models. This data is used to by coastal communities to develop long-term strategies and investments to address resilience of infrastructure, roads, and buildings to sea level rise.

In addition, storm surge modeling helps governments and people living in hurricane-prone coastal areas to make more informed decisions about evacuation planning and making their communities more resilient to natural disasters.

#### ESG Impact

NV5 has captured more than **23,000 miles** of shoreline providing detailed maps of the nearshore environment from topobathymetric lidar.

NV5 has completed **25,000 miles** of vessel-based multi-beam echo sounding of open waters to support the safety of nautical charting.



## Measuring Carbon Sequestration

Forested lands are the largest land-based carbon sink with trees and underbrush drawing carbon from the atmosphere, but how much carbon dioxide can a given forestry scheme remove from the atmosphere? Efforts to quantify carbon sequestration have intensified in recent years, driven by initiatives such as carbon cap and trade programs.

The use of geospatial technologies is an accepted approach toward measuring carbon capture. High altitude aerial remote sensing, coupled with advanced data modeling & machine learning offer the required precision to measure clients' carbon capacity and monetize carbon credits.

### ESG Impact

NV5 acquires more than **5,000,000 acres** of forest land data to support mapping and conservation of forest resources.

NV5 analytics platform is approved by the California Air Resources Board to monitor carbon storage and sequestration for cap and trade.

## Monitoring Assets & Fire Risk

Mitigating wildfire risk is a paramount issue for utilities, and they are making significant investments in hardening electrical transmission and distribution infrastructure to mitigate the risk of wildfires. In addition to the upgrade and management of investor-owned assets, vegetation management is essential to keeping trees, branches, and bushes at a safe distance from electrical infrastructure.

### ESG Impact

In just the last two years, NV5 has flown, modeled, and analyzed over **95,000 miles** of electric transmission lines for vegetation management.

NV5 has mapped and assess the risk of **over 100 million individual trees** around electric transmission lines.

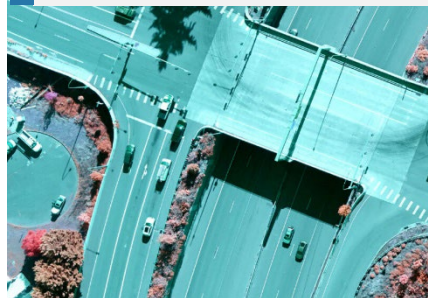
NV5's high-density lidar data acquisition and data analytics capabilities provides modeling of electric infrastructure and surrounding vegetation to identify vegetation that poses significant risk, delivers predictive analytics (trim optimization), and forest analytics for better understanding fuel loading.

The resulting data mitigates wildfire risk, contributes to improved utility reliability, and allows utilities to more accurately plan future vegetation trimming, asset management, and asset capex costs.

## Supporting Safe, Reliable Infrastructure

As infrastructure ages, comprehensive asset management of roads, bridges, waterways,

dams, levees, and the energy grid grows importance. The American Society of Civil Engineers' 2021 National Infrastructure Report Card rates the nation's infrastructure as a C-, and 8% of the bridges are considered structurally



deficient.

Geospatial solutions are important to the review of critical infrastructure that supports safe travel on roads and bridges, reliable air transportation, uninterrupted energy from electric grid, integrity of dams and levies, and moving raw water to treatment plants.

### ESG Impact

NV5 has completed the mapping of more than **40,000 miles** of state, local, and interstate roadways to support safe and efficient transportation.

NV5 has performed mapping and airspace analysis for more than **1,000 airports** across the US states and territories to support expansion and improvements to air travel safety.

Our work addresses critical up-front needs in the planning and design of infrastructure and helps inform our clients, allowing them to be proactive in repair and maintenance. Applications of geospatial technology to support infrastructure are constantly advancing, and NV5 is at the forefront of technologies such as thermal infrared technology to identify failing bridge decks and combining multiple acquisition platforms to provide improved data accuracy to support our clients and the civil engineering profession.



## ENVIRONMENTAL HEALTH SCIENCES ESG SOLUTIONS

### *Protecting the Environment, Natural Resources, and Worker Safety*

NV5's Environmental Health Sciences (EHS) professionals identify environmental concerns and health and safety risks and provide compliance monitoring for federal, state, and local environmental and occupational health and safety regulations. From developing industrial hygiene and safety training and monitoring programs to minimize workers' risks and exposures to helping clients mitigate environmental contamination concerns, NV5 provides peace of mind for our clients, their employees, and the communities in which they operate.

### Solutions

- Identifying Environmental Contamination
- Managing Cultural Resources
- Monitoring Compliance to Environmental Regulations
- Protecting Natural Resources & Endangered Species
- Protecting Worker Safety
- Safeguarding & Conserving Clean Water



## Identifying Environmental Contamination



NV5 provides Phase I environmental site assessments and Phase II subsurface examinations to identify environmental contamination of properties and offers consultation to identify options for mitigating further contamination or cleaning of a contaminated site.

NV5 experts specialize in the identification of building-related hazardous materials such as asbestos, lead, Polychlorinated Biphenyls (PCBs), and other hazardous building constituents

present in the built environment. Our experts develop remediation specifications, conduct remediation monitoring and management, and oversee regulatory compliance in coordination with planning, design, and construction management professionals. NV5 also monitors and reports on per- and polyfluoroalkyl substances (PFAS) materials to meet regulatory requirements.

Whether contaminants are natural or man-made, in water, groundwater, soil, or waste, NV5's experts provide technically sound alternatives to address environmental contamination.

### ESG Impact

NV5 has performed *more than 6,500 Phase I due diligence assessments* for property transactions.

NV5 has supported the redevelopment of *over 200 impaired properties* through a combination of risk management strategies and engineered control solutions.

## Managing Cultural Resources



NV5's team of archaeologists, ethnographers, and historians provide the full range of services necessary to achieve regulatory compliance. Our cultural resources specialists are permitted with state, federal, and tribal agencies, and are experienced in all aspects of cultural resources management. NV5's cultural resources specialists meet the Secretary of the Interior's Professional Qualifications Standards as well as state and local permitting requirements.

Whether analyzing archaeological sites or studying historic structures, we provide expertise in the areas of documentary research, archaeological survey and analysis, historic architectural surveys, and the preparation of the reports necessary to achieve full regulatory compliance.

Our work supports the preservation of historic properties, archeological sites, repatriation of Native American objects, and curation of historic and prehistoric artifact collections.

### ESG Impact

"NV5's cultural resources specialists have *conducted 2,000 inventories, excavations, and assessments* to ensure regulatory compliance and the preservation of historic properties."



## Monitoring Compliance to Environmental Regulations



cultural resources.

NV5's engineers, scientists, and geologists provide consulting services to help clients meet their environmental goals and to comply with requirements of the US Environmental Protection Agency (EPA), as well as state and local regulations related to air, water, hazardous materials, endangered species, and

NV5 provides periodic or continuous inspection and monitoring to determine compliance during construction or operation of buildings, facilities, and properties. This work includes air quality emissions quantification and reporting, Greenhouse Gas (GHG) mandatory reporting, air dispersion modeling, and National Emissions Standards for Hazardous Air Pollutant Compliance Evaluations.

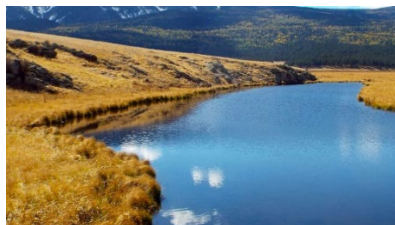
Our experts also provide environmental impact statements and environmental assessments to assist clients with obtaining National Environmental Policy Act (NEPA) and other environmental permitting.

### ESG Impact

NV5 environmental professionals have performed industrial and construction inspections at **over 1,000 industrial and construction facilities** to ensure compliance local, state, and federal regulations including OSHA, the Clean Air Act, and the Clean Water Act.

NV5 has helped clients reduce **over 200,000 tons of ozone precursors and 20,000 tons of particulates** by helping obtain grant program funding and replacing aging engines and equipment.

## Protecting Natural Resources & Endangered Species



NV5's natural resources specialists provide permitting, documentation, and ecological planning services that comply with federal, state, tribal, and local environmental regulatory requirements.

The following suite of services are available:

- Listed species surveys and habitat evaluations
- Natural resource planning
- Clean Water Act permitting
- Wetland delineations/determinations and reporting
- Ordinary high watermark delineations
- Fatal flaw analyses
- Agency scoping
- Vegetation community mapping and re-vegetation planning
- Habitat restoration/enhancement recommendations
- Development of avoidance/mitigation measures
- Wildlife, raptor, and migratory bird studies
- Wildlife corridor/crossing feasibility studies

### ESG Impact

NV5 has provided protection and mitigation assessment of biological resources in support of construction, development, and infrastructure related projects **across 2/3 of the United States**.

NV5 has assisted clients to obtain more than **\$100M in state and federal grants** to implement a variety of ESG projects from GHG emission reductions to water quality improvements to climate adaptation planning.

## Protecting Worker Safety



NV5's Certified Industrial Hygienists and Certified Safety Professionals provide an array of industrial hygiene, indoor air quality, occupational safety, radiation safety, and COVID-19 health and safety services. Industrial hygiene and indoor air quality services monitor worker exposures to contaminants that may cause illness, impaired safety or well-being or significant discomfort among workers.

**Occupational safety** services are designed to mitigate risk to injury on a variety of work environments including offices, industrial, manufacturing, and construction. Services include safety training, safety assessments, OSHA compliance, and incident and accident investigations.

**Radiation safety** is a specialized technical field that identifies radiation exposure risk. NV5 develops radiation protection plans, conducts audits and assessments, performs shielding analysis, and delivers training to develop practical approaches to mitigating radiation exposure.

NV5's **COVID-19 health and safety** services help clients to develop facility health and safety plans to identify and mitigate COVID-19 exposure risk and prepare site-specific deep cleaning protocols to defend against the transmission of COVID-19 and a host of other viral and bacterial pathogens.

## Safeguarding & Conserving Clean Water

NV5's hydrogeologists, geologists, geochemists, and engineers have developed comprehensive expertise in the fields of hydrogeology and water resources having designed and performed hundreds of hydrogeologic investigations, surface-water/groundwater interaction studies, water quality assessments, groundwater resource evaluations, and basin management studies.



To mitigate the risk of pollution to rivers, lakes, and the ocean from stormwater runoff at industrial and construction sites, the US Environmental Protection Agency (EPA) requires industrial facilities and construction sites to develop a stormwater pollution prevention

plan.

NV5 helps clients to prepare stormwater pollution prevention plans and meet the regulatory obligations for complying with the National Pollutant Discharge Elimination System (NPDES) permit program.

### ESG Impact

NV5 water quality permitting professionals have trained *over 600 facility operations and construction employees* to reduce potential stormwater pollution impacts to the nation's waters.

NV5 experts have provided urban water flow assessments at *over 300 locations* to support municipal water conservation and watershed protection efforts.





## BUILDINGS & PROGRAM MANAGEMENT ESG SOLUTIONS

### *Designing and Monitoring Clean, Energy Efficient Buildings*

NV5's engineers and technical professionals provide expertise to help clients reduce their environmental footprint during building design, operations, and transactions. Our mechanical engineers utilize the latest technologies to design efficient building systems for new construction and to retrofit outdated equipment in existing buildings. Energy efficiency and decarbonization services assist clients in minimizing energy usage and utilizing clean, efficient energy sources during building operations. During real estate transactions, NV5's environmental site assessments identify potential site contamination to minimize the risk of lingering environmental concerns.



#### Solutions

- Certifying Sustainable Development
- Designing Clean, Efficient Buildings
- Improving Energy Efficiency of Buildings
- Supporting Decarbonization

### Certifying Sustainable Development

WELL is a performance-based system that measures healthy building performance. NV5 is one of the world's first approved WELL Performance Testing Organizations and is authorized to provide independent, third-party verification for building projects pursuing WELL for onsite testing and compliance. NV5 also provides consulting to meet LEED, Fitwel, Envision, and Collaborative for High Performance Schools (CHPS) building certifications.

NV5's sustainability group also provides consulting to help clients establish targets and monitor performance of greenhouse gas (GHG) emissions and United Nations' Sustainable Development Goals (SDGs).

**Technology** – artificial intelligence continues to play a role in environments and controls for high performing efficient and healthy buildings.

**Climate** – many leading companies recognize the need for energy reduction, Renewables and Decarbonization. Most companies are adjusting their corporate ESG policies to have a Paris Agreement-aligned focus.

#### ESG Impact

NV5 completed *more than 100 million square feet* in LEED and WELL certifications and rating labels across the US in 2021.

**Healthy Built Environments** – NV5’s CIH (Certified Industrial Hygiene) specialists, environmental engineers, mechanical engineering onsite air treatment options, and other indoor air quality continuous monitoring devices and systems assist clients meet their health and safety goals for indoor environments.

## Designing Clean, Efficient Buildings



For clients building new or renovating older facilities, NV5 provides energy audits and benchmarking services to inform the development of a facility energy design project.

Energy audits identify opportunities for energy conservation measures, and benchmarking services compare the utility usage of a facility to similar

facilities to determine relative efficiency.

Once an energy audit is completed, NV5 performs facility energy design review of the architect or engineer’s proposed building design. These Energy-Conscious Design Reviews (ECDR) augment traditional energy system designs to reduce both capital costs of development and future electric, gas, and water costs. This cost-saving service is not typically provided by engineering firms.

### ESG Impact

NV5 building analytics have helped clients save **\$35 million** and resulted in a reduction of **52 million kilowatt hours**.

NV5 is actively performing monitoring-based commissioning on **over 30 million square feet** of buildings.

## Improving Energy Efficiency of Buildings



NV5 partners with our clients to protect their interests, minimize risks, and maximize the ROI on energy projects and energy operations designed to reduce costs, carbon

footprint, and greenhouse gas emissions to help our clients meet their specific energy and climate change mitigation goals.

We are committed to helping clients around the world achieve new standards in energy efficiency and reduced operating costs at all stages of the building lifecycle.

Monitoring Based Commissioning (MBCx) is a data-driven energy efficiency solution that combines ongoing building system monitoring with standard retro-commissioning (RCx) practices to provide substantial and persistent energy savings.

MBCx helps to maintain and continuously improve building performance over time. NV5’s standard MBCx program can typically reduce building energy waste between 10-30%, improve occupant comfort, make the facilities team proactive vs. reactive, improve building resiliency, and extend mechanical equipment life by identifying and implementing low-cost operational improvements.

### ESG Impact

NV5 has performed energy audits on **over 200** buildings and facilities.

NV5 energy audits have addressed **over \$110 million** in client savings.

## Supporting Decarbonization



NV5's team of engineers, project managers, policy advocates, and other industry professionals help clients achieve target goals on the path to decarbonization and net-zero carbon emissions.

NV5 provides modeling and long-term future planning for all sectors and agencies, ranging from commercial and industrial facilities to utility grid-scale decarbonization impacts for customers. Electrification replaces technologies that use fossil fuels such as natural gas with technologies that use electricity as a source of energy.

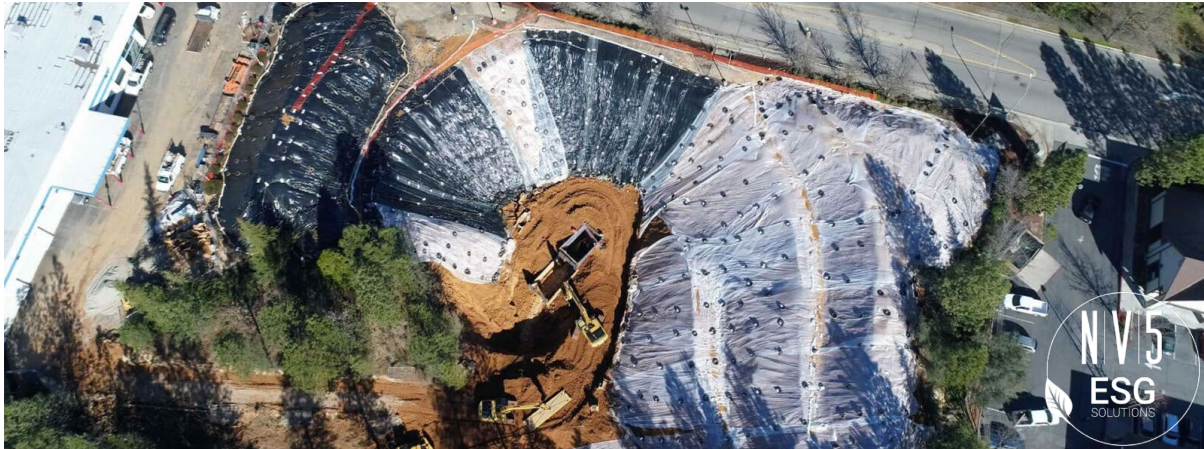
NV5 leverages deep expertise in energy efficiency and renewable design to provide comprehensive offerings focused on electrification opportunities and regulatory support initiatives across all sectors and hard-to-reach areas.

Our extensive work supporting utilities in electric and gas infrastructure upgrades and designs uniquely enables us to provide the best recommendations for customers interested in converting from burning fossil fuels to utilizing clean electric power.

### ESG Impact

NV5 has provided energy assessment for over *2 billion kilowatt hours* of electricity.





## TESTING, INSPECTION & CONSULTING ESG SOLUTIONS

### *Identifying Geotechnical, Materials, and Building Safety Risks*

Structural design has evolved to meet the needs of the modern world, including the use of sustainable building materials and innovative design techniques. As these designs progress toward increased sustainability and resilience, the testing of new, recycled materials, adherence to building safety codes, and the structural integrity of a strong foundation are essential to mitigating risks to structural integrity and safety. NV5's engineers, geologists, materials inspectors, and code compliance professionals identify hazards during design, construction, and renovation to mitigate risks for people using and occupying sustainable infrastructures and buildings across the country.



#### **Solutions**

- Identifying Geotechnical & Foundation Risks
- Validating Strength & Sustainability of Building Materials
- Verifying Adherence to Building Safety Codes

### **Identifying Geotechnical & Foundation Risks**

A structure is only as strong as its foundation... and the ground underneath. From large scale infrastructure to commercial and residential real estate, geotechnical and foundation engineering is the first step to achieving structural safety.

NV5 provides full service geotechnical assistance during all phases of the development process from feasibility and preliminary studies through geotechnical design and evaluations, to quality control and quality assurance programs.

We provide a spectrum of services including geotechnical reconnaissance, assessment, and investigations, conventional and advanced laboratory testing, conventional and advanced geotechnical engineering analyses and design, grading observations, soils testing, and forensic evaluations.

#### **ESG Impact**

NV5 performs over **1,000** *geotechnical site assessments* per year to contribute to the structural safety of infrastructure and buildings.

## Validating Strength & Sustainability of Building Materials



Architectural and engineering design continues to evolve in form and function, but all designs depend on the reliability of building materials.

Specifications in strength and durability vary greatly across building materials, and designers specify the materials that must be used when constructing their designs. NV5's material testing and inspection services verify that the materials used during construction meet design specifications, contributing

to the safety and longevity of the structure.

As green building certifications and sustainable infrastructure continue to expand, NV5's testing laboratories and field inspectors analyze recycled materials including steel, concrete, and aggregates to bring peace of mind to sustainable projects.

## Verifying Adherence to Building Safety Codes

From houses to high-rises, people depend on the safety and structural reliability of buildings and facilities every day. Building codes are developed to ensure the safety



of facilities and their occupants, and to help them stand up to the stress that structures may experience from environmental conditions and age.

From earthquakes in California, to ice in the Northeast, to hurricanes in the Southeast, environmental stressors and building codes vary depending on geography. NV5's team of code compliance and building safety professionals include International

Code Council certified licensed building officials, plans examiners, inspectors, architects, and engineers (structural, mechanical, electrical, civil, fire protection) who specialize in expediting the permit plan review process and field inspection on behalf of local building, public works, and fire departments to achieve safe buildings for residents, businesses, and visitors.

### ESG Impact

NV5 performs over **100,000 building material tests** per year, including the sampling of **more than 1,000,000 yards of concrete**.

### ESG Impact

NV5 provides over **5,000 building safety inspections** per year to verify adherence to building safety codes.



## ENVIRONMENTAL

Measure	Associated GRI / TCFD / SASB / CDP indicator	2021 Data (Baseline)	2030 Target
<b>GHG Emissions from Operations</b>	GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5 TCFD 4b SASB - IF-EN-130a.1	9.69 Metric tCO2e per FTE / <b>32,441 Metric tCO2e</b> (total) Scope 1 <sup>1</sup> : 3,412 Metric tCO2e Scope 2: 3,024 Metric tCO2e Scope 3 <sup>2</sup> : 26,005 Metric tCO2e	<b>25% reduction</b> in greenhouse gas emission in comparison to FY2021 baseline
<b>Real Estate Footprint</b>	GRI 102-4	237 sq ft / FTE	225 sq ft / FTE
<b>Renewable Energy for Utilities</b>	GRI 302-1; GRI 302-3; GRI 302-4; GRI 302-4	1% of offices use renewable sources for electricity (not all leases provided data)	25% of office leases use some form of renewables for energy; "Green Lease"
<b>Water Use</b>	GRI 303-1; GRI 303-2; GRI 303-3	5.2 kGal/ FTE	<b>25% reduction</b> in water consumption in comparison to FY2021 baseline
<b>Waste/Recycle</b>	GRI 306-1; GRI 306-2	0.38 short tons/ FTE	<b>25% reduction</b> in waste/recycle

## SOCIAL & GOVERNANCE

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

## SOCIAL & GOVERNANCE

Measure	Associated GRI / TCFD / SASB / CDP	2021 Data (Baseline)	2030 Target																				
Engineering & Construction Services - Activity Metrics	SASB - IF-EN-000.A	25,677	30,000																				
<b>Number of active projects</b>																							
<b>Total backlog<sup>3</sup></b>	SASB - IF-EN-000.C	<b>\$749 million</b>	<b>\$900 million</b>																				
<b>Number of incidents of non-compliance</b> with environmental permits, standards, and regulations	SASB - IF-EN-160.a.1	0	maintain 0																				
Amount of defect- and safety-related rework costs	SASB - IF-EN-250.a.1	0	maintain 0																				
Revenue from: <b>(1) hydrocarbon-related projects</b> <b>(2) renewable energy projects</b>		(1) hydrocarbon-related projects, <b>US\$65.4 million</b> (2) renewable energy projects, <b>US\$88.8 million</b>	Increase Backlog for Renewables, Energy and Non-Energy Projects associated with Climate Change Mitigation																				
<b>Lifecycle Impacts of Buildings &amp; Infrastructure -</b>		LEED - 25 Certified WELL/Fitwel - 123 Certified Envision - 2 Certified																					
Number of (1) projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	SASB - IF-EN-160.a.1	(1) <b>150 projects - Certified</b> (2) <b>457 projects - Active</b>	(1) <b>180+ projects - Certified</b> (2) <b>550+ projects - Active</b>																				
Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	SASB - IF-EN-410.a.2	Every BT-MEP Design project; every Sustainability project	maintain - Every BT-MEP Design project; every Sustainability project																				
(1) <b>Number of active projects</b> and (2) <b>backlog in countries that have the 20 lowest rankings</b> in Transparency International's Corruption Perception Index	SASB - IF-EN-510.a.1	(1) <b>25,677 active projects</b> (2) <b>0 project backlog</b> in 20 lowest ranking countries	<p><u>20 Lowest Ranking Countries:</u></p> <table border="0"> <tr> <td>Eritrea</td> <td>Turkmenistan</td> </tr> <tr> <td>Congo</td> <td>Equatorial Guinea</td> </tr> <tr> <td>Guinea Bissau</td> <td>Libya</td> </tr> <tr> <td>Comoros</td> <td>Afghanistan</td> </tr> <tr> <td>Haiti</td> <td>Korea, North</td> </tr> <tr> <td>Nicaragua</td> <td>Yemen</td> </tr> <tr> <td>Sudan</td> <td>Venezuela</td> </tr> <tr> <td>Chad</td> <td>Somalia</td> </tr> <tr> <td>Burundi</td> <td>Syria</td> </tr> <tr> <td>Democratic Republic of the Congo</td> <td>South Sudan</td> </tr> </table>	Eritrea	Turkmenistan	Congo	Equatorial Guinea	Guinea Bissau	Libya	Comoros	Afghanistan	Haiti	Korea, North	Nicaragua	Yemen	Sudan	Venezuela	Chad	Somalia	Burundi	Syria	Democratic Republic of the Congo	South Sudan
Eritrea	Turkmenistan																						
Congo	Equatorial Guinea																						
Guinea Bissau	Libya																						
Comoros	Afghanistan																						
Haiti	Korea, North																						
Nicaragua	Yemen																						
Sudan	Venezuela																						
Chad	Somalia																						
Burundi	Syria																						
Democratic Republic of the Congo	South Sudan																						
Total amount of <b>monetary losses as a result of legal proceedings</b> associated with charges of (1) bribery or corruption and (2) anti-competitive practices	SASB - IF-EN-510.a.2	(1) <b>US\$ 0</b> (2) <b>US\$ 0</b>	Maintain (1) <b>US\$ 0</b> (2) <b>US\$ 0</b>																				
Description of <b>policies and practices</b> for prevention of (1) <b>bribery and corruption</b> , (2) <b>anti-competitive behavior</b> in the project <b>bidding processes</b>	SASB - IF-EN-510.a.3	<ul style="list-style-type: none"> <li>• Anti-Bribery Policy</li> <li>• Code of Business Conduct &amp; Ethics<sup>4</sup></li> </ul>	Maintain Compliance																				

## APPENDIX

This publication is a joint effort with NV5's Climate Committee, our technology consultant BrAle and our third-party ESG verification and reporting consultant Treeni. In this Report, NV5 makes statements about past and future data collection and estimates, comments about the engineering industry and technology, NV5's past and future operational outlook, sustainability commitments, resources required to meet those commitments, corporate strategy and other statements of management's plans, beliefs, or expectations. These statements are subject to market uncertainties and other factors that could impact them. NV5 undertakes no obligation to update or revise any such statements, as a result of new information, current or future events, or otherwise. We will continue to report based upon business, sustainability, and energy strategies to best serve 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.<sup>15</sup> Water consumption estimate is based on the Water Use Indicator (US Gal/sq ft) being applied to the floor area of offices that did not report their water consumption.

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

**Emissions Factors** - Location based electricity emission factors for **United States** are from eGRID (US EPA 2021)<sup>8</sup>. Location based Electricity emission factors **China, Hong Kong, Macau Malaysia and Singapore** sourced from publications of national governments<sup>9</sup>. Emission factors for chilled water and hot water are from US EPA'S EPA Center for Corporate Climate Leadership emission factors.

<sup>1</sup> Current **Scope 1 Carbon Emissions, Fleet** – based on 421 vehicles, total mileage, and EPA's 404 grams of CO<sub>2</sub> per mile.

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

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

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

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

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

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

<sup>7</sup> US EPA O. Center for Corporate Climate Leadership GHG Emission Factors Hub [Internet]. US EPA. 2022 [cited 2018 Aug 7]. Available from: <https://www.epa.gov/climateleadership/ghg-emission-factors-hub>

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

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