

CORPORATE SOCIAL RESPONSIBILITY **REPORT** 2024





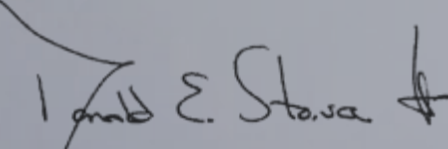
OUR COMMITMENT

In reviewing the 2024 accomplishments described in our Corporate Social Responsibility Report, I thought about the implications of the term “responsibility.” In an industry that constantly challenges us to pursue optimal environmental, social, and economic outcomes, taking responsibility requires vigilance, collaboration, and a thoughtful strategy.

This includes developing enterprise-wide leadership and practices that have elevated our performance across multiple service areas and markets. We consistently challenge ourselves to meet high-level, measurable goals, such as the American Institute of Architects 2030 Commitment. And we hold ourselves to stringent standards, such as those we’ve committed to through the NSF/ANSI 391.1 General Sustainability Assessment Criteria Certification for Professional Services. In our work with clients, whether it’s helping to protect water resources, increase the resilience of electrical grids, or design Net Zero buildings, we are expected to deliver resourceful solutions and a balanced approach to the many considerations impacting communities.

We are also committed to a robust workforce development program that actively supports our employees as they pursue professional training, licensure, and accreditation. We strive to uphold the highest safety excellence standards for our teams, with risk-based evaluations for projects; a carefully detailed health, safety, and environment plan; comprehensive training programs; and safety advocates integrated into each of our business units. This report also documents the many hours our employees have donated to meaningful community service, underscoring our commitment to enhancing the areas in which we live and work.

Our industry is complex: Technology will continue to evolve, regulations will change, and design trends will come and go, but the expectation for high performance remains constant. Our work is often mission critical to keeping communities functional; and we work hard to support clients who also serve that purpose to their constituents.



DONALD E. STONE, JR.
Chief Executive Officer

DIMENSIONS® CORPORATE SOCIAL RESPONSIBILITY REPORT 2024

EXECUTIVE CHAIRMAN

Barry K. Dewberry

VICE CHAIRMAN

Larry L. Melton, Jr.

CHIEF EXECUTIVE OFFICER

Donald E. Stone, Jr.

BOARD OF DIRECTORS

FROM LEFT TO RIGHT: Michael Dewberry II, Thomas Greenspon, Larry L. Melton, Jr., Karen S. Grand Pré, Barry K. Dewberry, Donald E. Stone, Jr., Geraldine Knatz, Thomas L. Dewberry, and William T. Boston.



DIMENSIONS® is published by Dewberry for the clients, associates, and employees of Dewberry.

Contact Molly Johnson with comments at media@dewberry.com

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ig [@dewberryatwork](https://www.instagram.com/dewberryatwork)
yt [/user/TheDewberryWay](https://www.youtube.com/user/TheDewberryWay)

ON THE COVER

Champaign-Urbana Mass Transit District Solar Array Expansion Urbana, Illinois

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FOR OUR CLIENTS

Sustainability at Dewberry means balancing long-term environmental, social, and economic outcomes with our clients and through our projects. Demonstrating this commitment, we are NSF/ANSI 391.1 certified.

SUSTAINABLE PROJECT HIGHLIGHTS

Designed or delivered in 2024, these projects represent client-focused sustainable and resilient solutions.

2100 PENNSYLVANIA AVENUE WASHINGTON, D.C.

Performed mechanical, electrical, and plumbing engineering; construction; plan review; energy modeling; and commissioning services for the 507,800-square-foot office building's core and shell and tenant fit-out projects. Featured 27% energy savings, 33% water savings, tenant modification achieving LEED® and WELL certifications, solar renewable energy, and an eco-friendly, light-filled 11-story atrium.

OWNER
Boston Properties

ARCHITECTS
Pelli Clark Pelli
WDG
OTJ

BLOWER EVALUATION AT THE H.L. MOONEY ADVANCED WATER RECLAMATION FACILITY WOODBRIDGE, VIRGINIA

Recommended upgrading the existing multistage centrifugal blowers to new high speed turbo blowers to improve operations and reduce costs by eliminating excess air and increasing energy efficiency. The upgrade is projected to reduce annual energy costs ranging from \$60,000 to \$100,000 per year, while also reducing staff maintenance hours.

CLIENT
Prince William Water

CHERRY HILL PART 3 DIRECT POTABLE REUSE FEASIBILITY AND PILOT STUDY POLK COUNTY, FLORIDA

Delivered planning, design, and construction administration services for the first direct potable reuse pilot facility in Florida, located at a water production facility instead of a wastewater treatment facility. Project goals are to use up to 1.5 million gallons per day of reclaimed water to decrease the amount of water pumped from the Floridian aquifer.

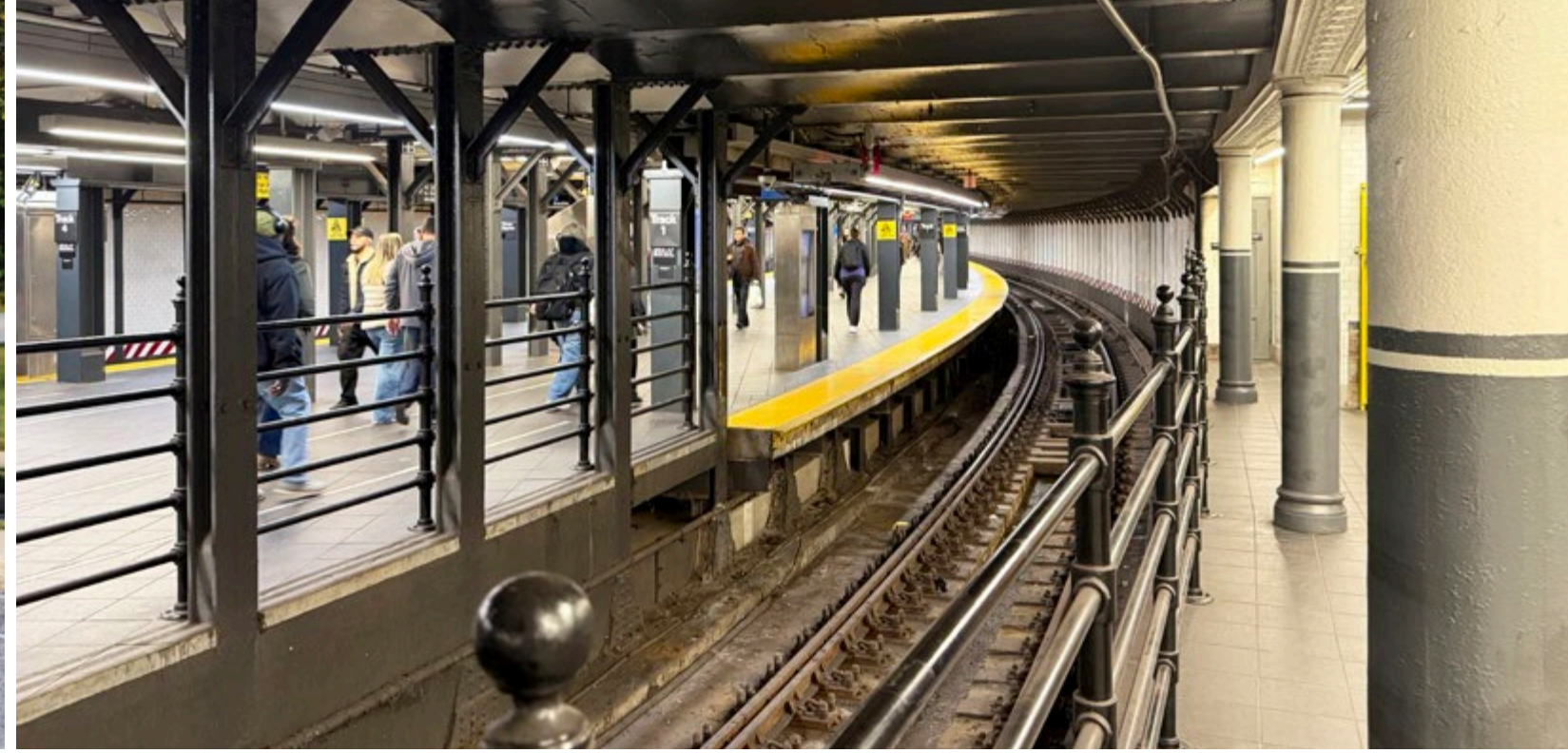
CLIENT
Polk County Utilities

CLIMATE POLLUTION REDUCTION GRANTS REGIONAL CLIMATE ACTION PLAN CONNECTICUT

Completed the priority climate action plan for the Greater Hartford Connecticut region funded through the Environmental Protection Agency's Carbon Pollution Prevention Program. Included public and stakeholder engagement, identification and analysis of emissions reduction measures, and analysis of impacts to low income and disadvantaged communities.

CLIENT
Capitol Region
Council of Governments





CLIMATE RESILIENCE FUNDING DIRECTORY NEW JERSEY

Developed New Jersey's Climate Resilience Funding Directory, an interactive online tool that offers access to opportunities for state and federal grants. Designed for New Jersey municipalities, community-based organizations, and state agencies involved in resilience efforts, the directory helps connect them with financial support for their projects. It also features success stories from resilience projects and examples of funded resilience initiatives.

CLIENT
New Jersey
Department of
Environmental
Protection

DRINKING WATER COMPLIANCE LAB WAKE FOREST, NORTH CAROLINA

Restored nearly an acre of a previously developed area with native or adapted species. Achieved more than 30% reduction in water usage, complying with the utility's water use reduction goals.

CLIENT
City of Raleigh

ELECTRIC VEHICLE (EV) CHARGING STATIONS FAIRFAX COUNTY, VIRGINIA

Designed Level 2 EV charging infrastructures at six Fairfax County facilities in support of the "Charge-Up Fairfax" initiative, expanding public charging access and contributing to fleet electrification. Designs included accessible charging stations that are compliant with Access Board guidelines, promoting equitable access to EV infrastructure for residents.

CLIENT
Fairfax County

ENVISION VERIFICATION FOR TIMES SQUARE SHUTTLE IMPROVEMENTS

NEW YORK, NEW YORK

MTA's first Envision-verified project, the Times Square Shuttle Improvements were designed to increase subway ridership, thereby reducing reliance on modes of transportation that increase greenhouse gases.

CLIENT
Metropolitan Transportation
Authority (MTA) Construction
and Development

MASON DISTRICT POLICE STATION ANNANDALE, VIRGINIA

Performing renovation services for the existing police station and a 9,000-square-foot addition. The project is targeted to achieve LEED Gold® and will have a Net Zero Design. Net Zero will be achieved by a heating, ventilation, and air conditioning (HVAC) mechanical system, which uses electricity instead of gas for heating, and the addition of an on-site solar photovoltaic (PV) energy generation system.

CLIENT
Fairfax County

MICROGRID CONTROL SYSTEM, UNIFIED FACILITY GUIDE SPECIFICATION (UFGS) DEVELOPMENT CHAMPAIGN, ILLINOIS

Developed a first-of-its-kind UFGS for a microgrid control system for the Department of Defense, supporting the fundamental requirements of a versatile and technology-agnostic guide specification for subsequent microgrid projects. The developed guide specification will be agnostic to multiple criteria, including microgrid size and point of interconnection.

CLIENT
U.S. Army Construction
Engineering Research
Laboratory



NEW MEXICO BEHAVIORAL HEALTH INSTITUTE FORENSIC BUILDING

LAS VEGAS, NEW MEXICO

Designed an all-electric heat pump of an HVAC system to avoid on-site fossil fuel use and provide efficient electrification. Incorporated thermal energy storage into HVAC design to minimize electrical demand and to provide grid flexibility and resilience. Also provided solar-ready electrical infrastructure.

CLIENT

State of
New Mexico
GSD FMD

NOAA GREAT LAKES AND ST. LAWRENCE CITIES INITIATIVE COASTAL TRAINING AND ENGAGEMENT

GREAT LAKES REGION

Designed resilience solutions for 10 shoreline project sites located on the Great Lakes Region with five more underway and three about to begin. This includes creating green walls, limiting urban heat island impacts, designing for erosion control, introducing native species plantings, designing offshore breakwaters to reduce wave energy, and creating submerged aquatic habitats.

CLIENT

National Oceanic
and Atmospheric
Administration
(NOAA)

POLO GROUNDS PNEUMATIC WASTE COLLECTION SYSTEM

NEW YORK, NEW YORK

Initial installation of a pneumatic waste system in a NYCHA property intended to reduce waste buildup on the facility grounds and increase site cleanliness.

CLIENT

New York City Housing
Authority (NYCHA)

POWER GENERATION AND SMART MICROGRID SYSTEM

FORT SILL, OKLAHOMA

Microgrid system that provides energy resilience for at least 14 days to mission critical functions spread across Fort Sill. The microgrid accommodates the use of a future solar PV array and will include the design of battery energy storage and a natural gas power generation plant with a capacity up to 18 megawatts.

CLIENT

U.S. Army
Engineering and
Support Center
Huntsville



REVEL PIER 36 DIRECT CURRENT FAST CHARGER (DCFC)

NEW YORK, NEW YORK

For the first operating DCFC station in Manhattan, delivered structural evaluation of Pier 36 and the design of an elevated platform to raise the electrical equipment out of the flood zone. This project supports the city's Green Rides Initiative and marks a step forward in making electric charging more accessible.

CLIENT

Revel

ROCK CREEK WASTEWATER TREATMENT FACILITY BLOWER REPLACEMENT

SUPERIOR, COLORADO

Replaced three existing positive displacement blowers with new high speed turbo blowers that are 30% more energy efficient. Estimated to reduce aeration energy costs by 25% and annual maintenance costs by 50%.

CLIENT

Superior Metropolitan
District No. 1

SOLAR ARRAY EXPANSION – 803 BUILDING PHASE 2

URBANA, ILLINOIS

Designed a 500-kilowatt roof-mounted PV array to provide renewable power for a bus garage and maintenance facility.

CLIENT

Champaign-Urbana
Mass Transit District

OUR COMMITMENT TO AIA'S 2030 CHALLENGE

We have been a signatory of the American Institute of Architects (AIA) 2030 Commitment since 2009 and have been reporting project data annually since 2014. To date we have reported **1,019** project submissions, including **31,690,330** gross square feet (GSF) of designed and constructed projects. In 2024, **62%** of GSF of projects were energy modeled, and the average reduction in predicted Energy Use Intensity was **60%**. Additionally, 97% of our projects met the predicted Lighting Power Density reduction AIA 2030 Challenge target of 25%.



Energy modeled
62% OF PROJECTS FOR
822,303
SQUARE FEET OF DESIGNS



97% of projects
MET THE
25% REDUCTION IN LIGHTING
POWER DENSITY CHALLENGE

Dewberry submitted statistics on

102 PROJECTS including
2 MILLION gross square feet



Overall average of

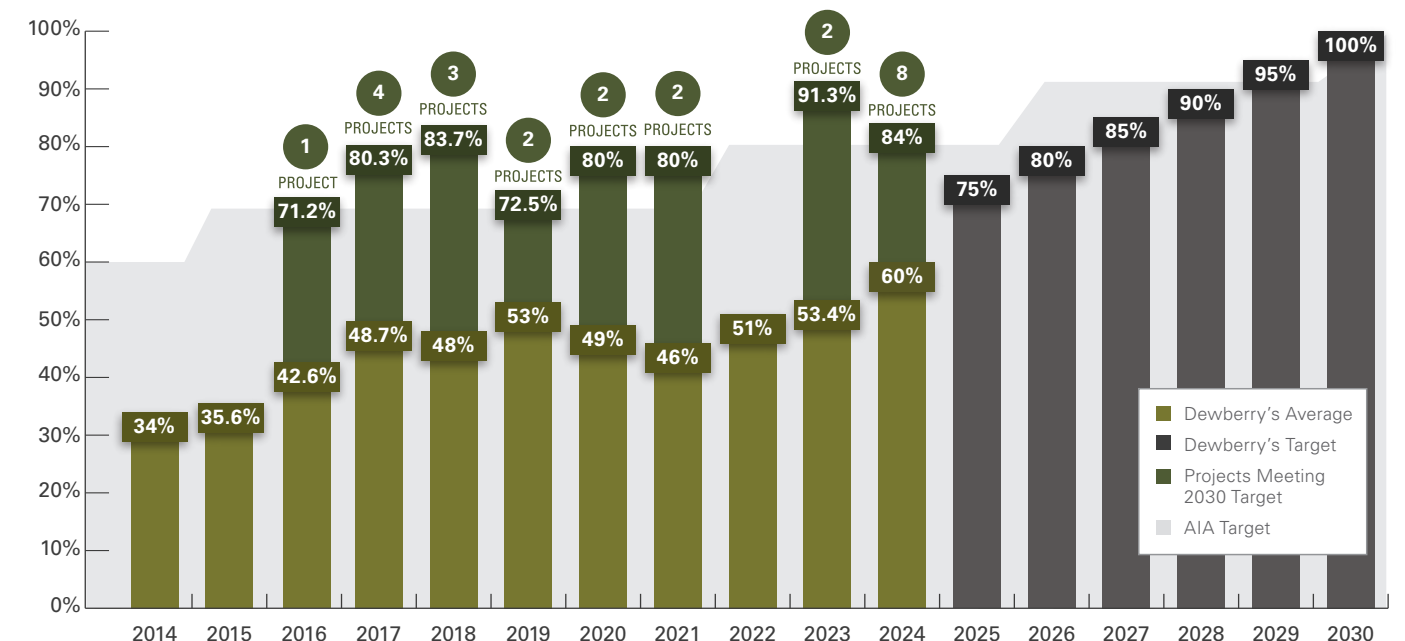
48% REDUCTION
OF LIGHTING POWER DENSITY
OR WATTS PER SQUARE FOOT



Overall average of

60% REDUCTION
OF PREDICTED ENERGY
USE INTENSITY (pEUI)

PREDICTED ENERGY USE INTENSITY (PEUI) REDUCTION Overall Portfolio Averages



INDUSTRY THOUGHT LEADERSHIP

At Dewberry, we embed sustainable and resilient principles into the way we support our clients and their projects. To deliver the best results to clients, we also invest time understanding our industry’s advancements. Through professional licensure and credentials and engagement among our peers, our teams contribute to the ever-broadening scholarship happening within our disciplines. This study and thought leadership contribute to meeting client goals for energy efficiency, environmental sensitivity, resilience, and sustainable design.

SUSTAINABILITY PRESENTATION SPEAKING HIGHLIGHTS

American Public Transportation Association Sustainability Operations Planning and Scheduling Workshop

- "Driving Decarbonization: Transit's Role in Decarbonization of the Built Environment"
- "Planning for Decarbonization Panel: Transit's Role in Meeting Regional Goals"
- "Renewable Energy Panel"

Climate Week NYC, "What Do You Stand For? A Deeper Conversation with Sustainability Experts Across the Built Environment"

Engineering News-Record Emerging Leaders Forum, "What Can We Do to Fight Climate Change?"

Illinois Community College CFO Conference, "Need Funds for Campus Decarbonization Projects? Here to Help!"

Institute for Sustainable Infrastructure Annual Conference, "Times Square Shuttle Envision Verification Poster Presentation"

Pennsylvania Association of Environmental Professionals Annual Conference, "Integrating Resilience into Transportation Agency Programs"

Stevens Institute of Technology Hugo Neu Corporation Sustainability Seminar Series, "Envision and its Role in a Sustainable Transportation Infrastructure Future"

Transportation Research Board's Transportation Symposium on Environment, Energy, and Livable Economies, "Beneficial Use of Recycled Glass Aggregate (RGA) on Large Highway Interchange Project in Northern NJ/NJDEP Linear Construction Project"

Women's Builders Council Annual Conference/ 2024 AIM Women's Leadership Forum, "Building Sustainability and Profitability"

Women's Builders Council of New York City, "Sustainability in the Park"

ACCREDITATIONS
AND PROFESSIONAL
MEMBERSHIPS

265+
SUSTAINABILITY
PROFESSIONALS

125
LEED PROFESSIONALS

26
ENVISION
SUSTAINABILITY
PROFESSIONALS

8
WELL PROFESSIONALS

4
GREEN GLOBES
PROFESSIONALS

45
SUSTAINABILITY
LICENSES AND
CREDENTIALS

40+
PROFESSIONAL
ASSOCIATIONS

where many of our employees are members and hold leadership roles

FOR OUR COMMUNITIES

Our employees are passionate about being good stewards of our communities, and it's reflected in their work as well as one of our company's guiding principles:

“Make building relationships with clients, the community, and others at Dewberry a priority.”

Working as environmental stewards, STEM activists, and civic champions, we support the communities where we work and live.

 **8,600+ HOURS** volunteering in our communities

2024 COMMUNITY ENGAGEMENT

ENVIRONMENTAL CLEAN UPS AND ACTIVITIES

Demonstrating our commitment as environmental stewards, we contributed to numerous cleanups and beautification activities from coast to coast. From the beaches of Long Beach, California, to an adopt-a-highway section of Route 641 in Carlisle, Pennsylvania, to Veterans Memorial Park in Pensacola, Florida, our teams removed trash and debris from our communities. Offices across our firm celebrated Earth Day with tree plantings, recycling events, and cleanups.

SUPPORTING STEM EDUCATION

We are focused on supporting science, technology, engineering, and mathematics (STEM), education opportunities and aim to empower the next generation of leaders in these fields. We have hosted numerous events at our headquarters, including the STEMskills program, which partners with businesses to offer pre-employment, transition, and work-based learning services to students in the Washington, D.C., metropolitan area, and an industry day for students from Howard University. Our offices nationwide have participated in events such as Big Builds, CANstruction, and Future Cities. We have also presented on STEM-related concepts and conducted demonstrations at career fairs to students across the nation.

FROM LEFT TO RIGHT, TOP TO BOTTOM: Ice cream social and school supplies donation drive in Fairfax, Virginia; Frost Elementary School's Earth Day in Riverview, Florida; Long Beach, California, beach cleanup; Orlando, Florida, beach cleanup

FROM LEFT TO RIGHT, TOP TO BOTTOM: CANstruction in Dallas, Texas; STEM in the Parks event with Washington D.C.'s Department of Parks and Recreation; Howard University Industry Day in Fairfax, Virginia





FROM LEFT TO RIGHT: The Blood Connection Blood Drive in Raleigh, North Carolina; Food and hygiene donation drives in Tampa and Panama City, Florida, and Parsippany, New Jersey; RampsRVA in Virginia

FROM LEFT TO RIGHT: Food Bank of Eastern Oklahoma; Prodissee Pantry food drive in Alabama

SERVING COMMUNITIES IN NEED

To contribute to our communities, we held several donation drives to support local programs, including hurricane response efforts, school and hygiene supplies, food donations, and clothing items. Our colleagues donated blood and platelets and volunteered at food banks. Our emerging professionals teamed up with the local non-profit, RampsRVA, to construct a modular wheelchair ramp.

RAISING AWARENESS AND FUNDS

We have participated in several sports and recreational events to raise awareness and funds for causes that are meaningful to our colleagues and clients. We ran 5ks for the St. Andrew and

St. Joseph Bays Estuary Program in Panama City, Florida, and cycled our way through the Tour de Virginia Railway Express (VRE) in Gainesville, Virginia. We also joined in the Special Olympics North Carolina Plane Pull®.

GIVING BACK DURING THE HOLIDAYS

Every year, offices across our firm celebrate the holiday season by giving back to the communities where we live and work. We gathered food items, organized winter clothing drives, collected toys, and fulfilled holiday wish lists in the spirit of giving back.

FROM LEFT TO RIGHT, TOP TO BOTTOM: Building summer survival kits in Fairfax, Virginia; Special Olympics North Carolina Plane Pull®; Holiday food drive in Parsippany, New Jersey; Our Tulsa, Oklahoma, office holiday elves

FROM LEFT TO RIGHT, TOP TO BOTTOM: Turkey donations for One More Child in Florida; SimplyIOA Corporate 5K in Orlando, Florida; Tulsa Mental Health Walk in Oklahoma; Tour de Virginia Railway Express



FOR OUR PEOPLE



18,000+ TRAINING COURSES COMPLETED

TRAINING AND DEVELOPMENT

In 2024, we delivered leadership development programs aimed at the different experience levels and needs of our professionals. In our Leading Self program, we held quarterly workshops for any employee wishing to build their leadership skills, whether they have direct reports or are individual contributors. In our Leading Others program, 46 managers completed a five-month learning journey focused on building the leadership skills critical to develop individuals and build high-performing team. Fifteen of our senior leaders completed our Leading Leaders learning journey focused on building organizational leadership skills and driving business outcomes. We also continued our formal project management and client management programs, which reached more than 50 employees.

Staff also accessed continuing education courses and other learning resources to grow their industry-specific expertise and earn or maintain their professional licenses and certifications. Programs encourage employees to take ownership of their careers and help advance the strategic goals of the organization. The growing list of training available to employees covers a wide range of topics, including the following:

- Accounting and finance
- Health and safety
- Human resources, ethics, and compliance
- Leadership and interpersonal skills
- Project management and client management
- Sales and marketing
- Software and systems
- Industry-specific specialty training

BENEFITS AND WELLNESS

We put our people first, which is why we invest in a benefits and wellness program that includes the following:

- Flexible leave that supports an employee's ability to manage work and personal responsibilities.
- An enhanced shared annual leave program so employees may help each other through personal crises and donate their leave to accommodate an unpaid leave of absence.
- Tools that help employees learn simple ways to be more active and eat healthier, address important health issues like diabetes and stress, and participate in an online weight loss program.
- An employee assistance program that helps employees with personal, work, or family problems through counseling and referral services.

INCLUSION, DIVERSITY, EQUITY, AND ACCESSIBILITY (IDEA)

Our IDEA mission includes setting high standards for performance and celebrating and maintaining an inclusive environment. It requires steady, consistent effort and persistent support that we receive from our board of directors, leadership, and employees. In 2024, we advanced the mission with a particular focus on partnering with organizations focused on industry, including the following:

- Recognized with an award from International Bridge, Tunnel, and Turnpike Association (IBTTA) for our IDEA program.
- Awarded Outstanding Video for a Consulting Firm and Most Innovative Video by the Transportation Research Board in their first diversity, equity, and inclusion video competition for "Driving Change: Dewberry's Commitment to Inclusion, Diversity, Equity, and Accessibility."
- Hosted Howard University students focused on STEM-related careers for an industry day at our headquarters; and welcomed a former U.S. Army Corps of Engineers Baltimore District Commander to speak at a Veterans Day appreciation event.

OUR COMPANY



12⁺

EXTERNAL CHARTERS

We engage, comply with, and/or support economic, environmental, social, and governing entities and their related principles, guidelines, and other initiatives.

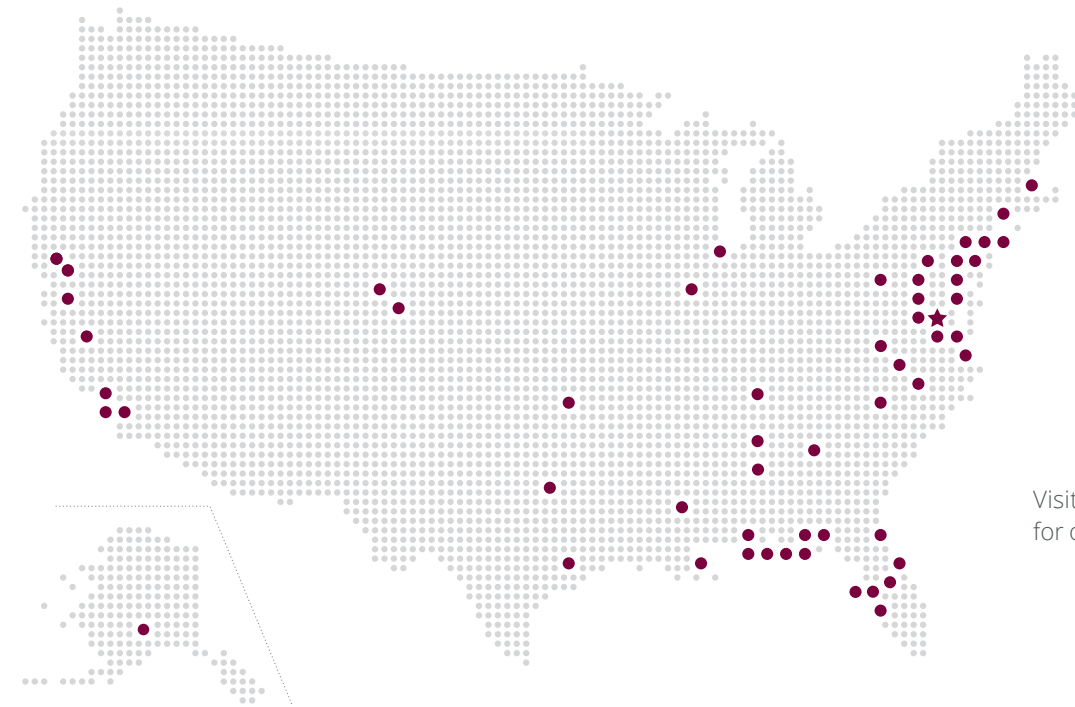
ETHICS AND COMPLIANCE

We are committed to operate in accordance with uncompromising ethical standards and in full compliance with all laws and regulations. We require every employee to adhere to ethical standards as defined in our Code of Conduct. As such, our employees are expected to conduct themselves as to never compromise our organization's commitment to honesty, impartiality, or reputation. Every action by an employee must be legal; fair to all concerned; in the best interests of our members/ shareholders, employees, and clients; and able to withstand the scrutiny of outsiders. In the spirit of upholding and supporting this integrity, we provide regular training of our employees and provide easy access to resources and reporting systems. We also quickly respond to the needs of our employees and have developed and delivered in-person workshops and virtual programs on topics such as project management, client management, and leadership development.

GOVERNANCE

Dewberry is a privately held, family-owned business. The governance structure consists of the board of directors, the executive chairman of the board of directors, the chief executive officer, and oversight committees. Barry K. Dewberry is the executive chairman of the board of directors, consisting of outside independent and experienced business leaders, family members, and the CEO, Donald E. Stone, Jr.

The CEO, at the direction of the board and through the executive chairman, runs the business. A C-level suite, including the chief financial officer, chief information officer, chief human resources officer, chief communications officer, chief marketing officer, and general counsel, manage company operations. Dewberry's engineering, architectural, construction, and alternative project delivery disciplines are directed by executive-level leadership.



Visit [dewberry.com](https://www.dewberry.com) for our office list.

DEWBERRY OFFICE LOCATIONS

SUPPLIER DIVERSITY PROGRAM

We are committed to [developing valuable relationships](#) with businesses that are minority, woman, disadvantaged, and service-disabled veteran-owned, and small, HubZone, and 8(a); that can offer innovative, competitive, cost-effective, and quality products and services. In 2024, we hosted multiple supplier diversity networking events. Purchasing goods and services from these businesses results in continuous improvement of our supply chain, expansion of our markets, and overall economic success of our suppliers, clients, and communities. We are proud to partner with organizations, including the National Minority Supplier Development Council, the Women's Business Enterprise National Council, and the Capital Region Minority Supplier Development Council who help us grow our network of certified diverse suppliers.



0.77
**EXPERIENCE
MODIFICATION
RATE**

0.09
**LOST TIME
INJURY RATE**

0.45
**TOTAL
RECORDABLE
INJURY RATE**

HEALTH, SAFETY, AND ENVIRONMENT

We recognize that prioritizing a safety-first mindset is essential to the success of our clients, company, and community. Our vision is simple: Every employee at Dewberry should return home at the end of the day, to their family and loved ones, safe and unharmed.

Our goals are to achieve the highest standards of safety excellence throughout our operational footprint and empower our employees to recognize and take action to mitigate hazards.

To accomplish these goals, our actions have included the following:

- We have a written health, safety, and environment (HSE) plan, which includes programs designed to protect people, property, and the communities in which we operate.
- We have installed a robust safety training program, focused on providing initial and reoccurring learning and development through job-specific curriculums.
- Projects at Dewberry begin with a risk-based evaluation to determine applicable health and safety related requirements and guidelines.
- We investigate all reported injuries, incidents, and near-misses to determine the root cause and to mitigate risk of reoccurrence.
- We have a full-time HSE department, consisting of regional HSE managers and a HSE director.
- Business units have an assigned safety advocate, focused on implementing HSE-related programs and processes in their office and operation.

In 2024 the HSE program advanced the safety culture and improved key performance indicators. Highlights include:

- Gemba Walk Program — Aligning executive and senior leadership teams with field and project staff to collaborate on safety measures and opportunities.
- Safety Month Campaign — Establishing an opportunity to learn about safety initiatives, requirements, and opportunities to get involved with the HSE program.
- Personal Protective Equipment (PPE) offerings — Improving the selection of offerings to accommodate more sizes and comfort.
- Photo Safety Challenge — Encouraging employees to showcase their prioritization of safety on jobsites.

FACILITY AND CYBER SECURITY AWARENESS

Security continues to be critical to the health of our business. We maintain dedicated staff to address facility and cyber security to defend Dewberry from active or imminent cyber threats. In 2024, our main focuses were on cyber defense and risk reduction, and we improved our approach in both areas. Some highlights of this work include cyber security awareness for our employees through mandatory cyber security training, simulated phishing campaigns, and cyber updates, implementing phishing resistant multi-factor authentication for our user base, reducing attack surface by better securing privileged accounts, and multiple other updates to protect Dewberry assets and data.

With industry average at 5.1%, our employees missed phishing tests at a much lower yearly average of:

2.1%





133

TONS OF PAPER RECYCLED



3,190

TREES PRESERVED



10,600⁺

LBS OF SOLID WASTE AVOIDED



626

METRIC TONS OF CO2 EMISSIONS AVOIDED

EQUAL TO **141** GAS-POWERED CARS OFF THE ROAD EACH YEAR



252,500⁺

GALLONS OF WATER PRESERVED



393,400⁺

KWH OF ENERGY SAVED
EQUAL TO **1,598** RESIDENTIAL REFRIGERATORS OPERATED PER YEAR



2

TONS OF TOTAL METALS RECOVERED THROUGH RECYCLING



31⁺

LBS OF TOXIC METALS DIVERTED FROM LANDFILLS

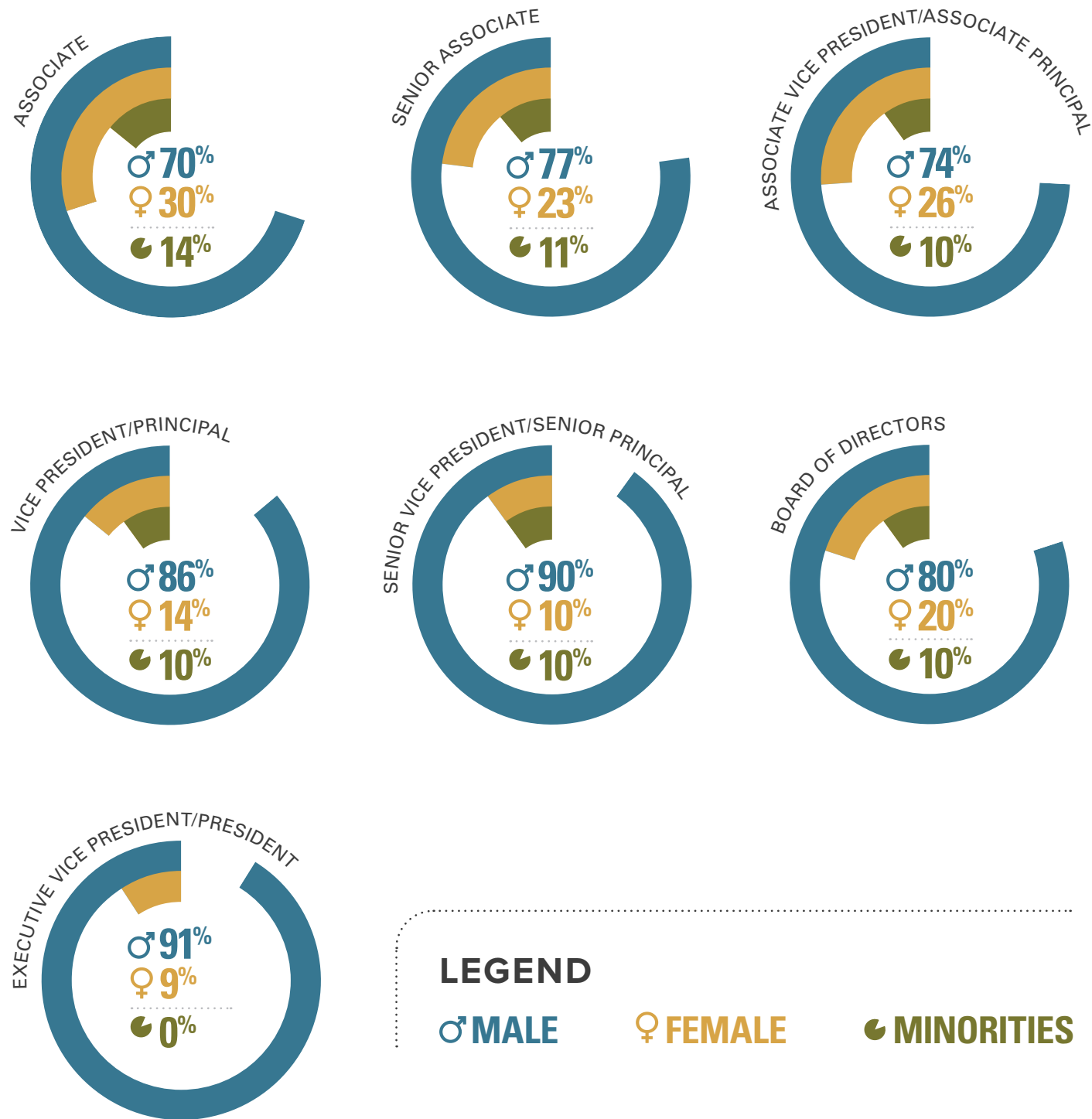


28⁺

LBS OF LEAD DIVERTED FROM LANDFILLS

EMPLOYEE BALANCE

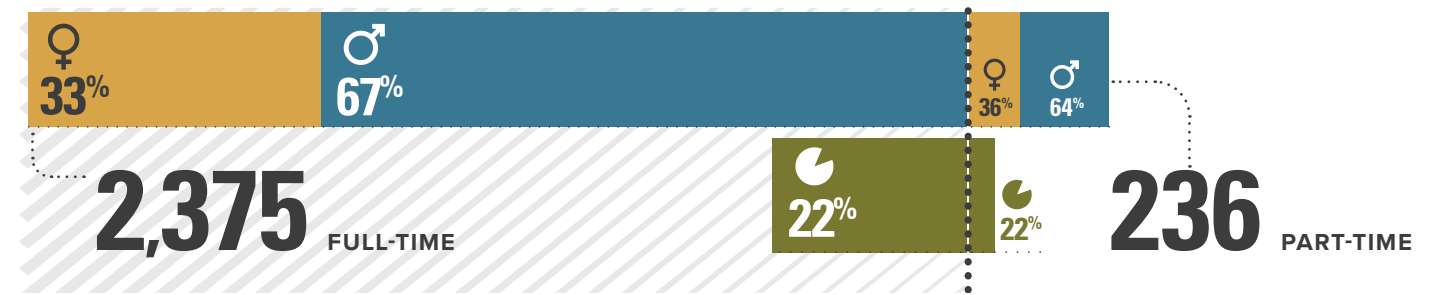
The employee breakdown information, in accordance with the Global Reporting Initiative (GRI), addresses our population. We comply with federal as well as applicable state and local laws governing non-discrimination in employment in locations where the company has offices. We are an Equal Opportunity Employer.



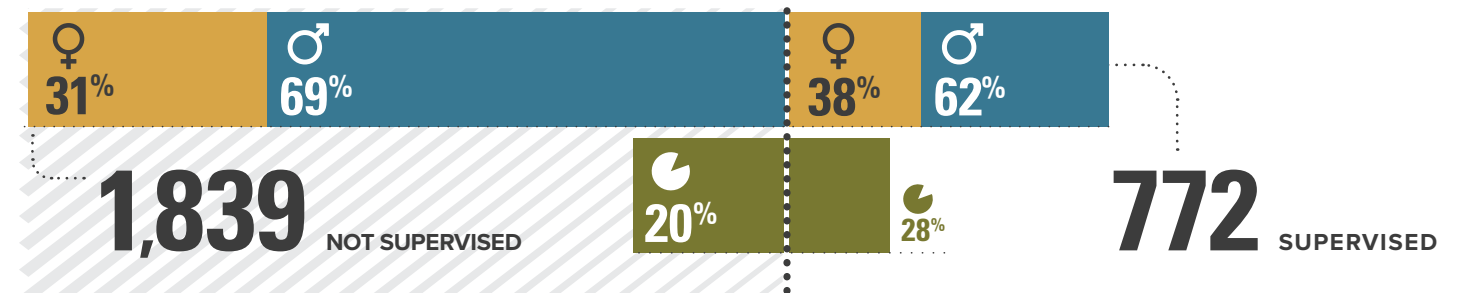
LEGEND

♂ MALE ♀ FEMALE 🌱 MINORITIES

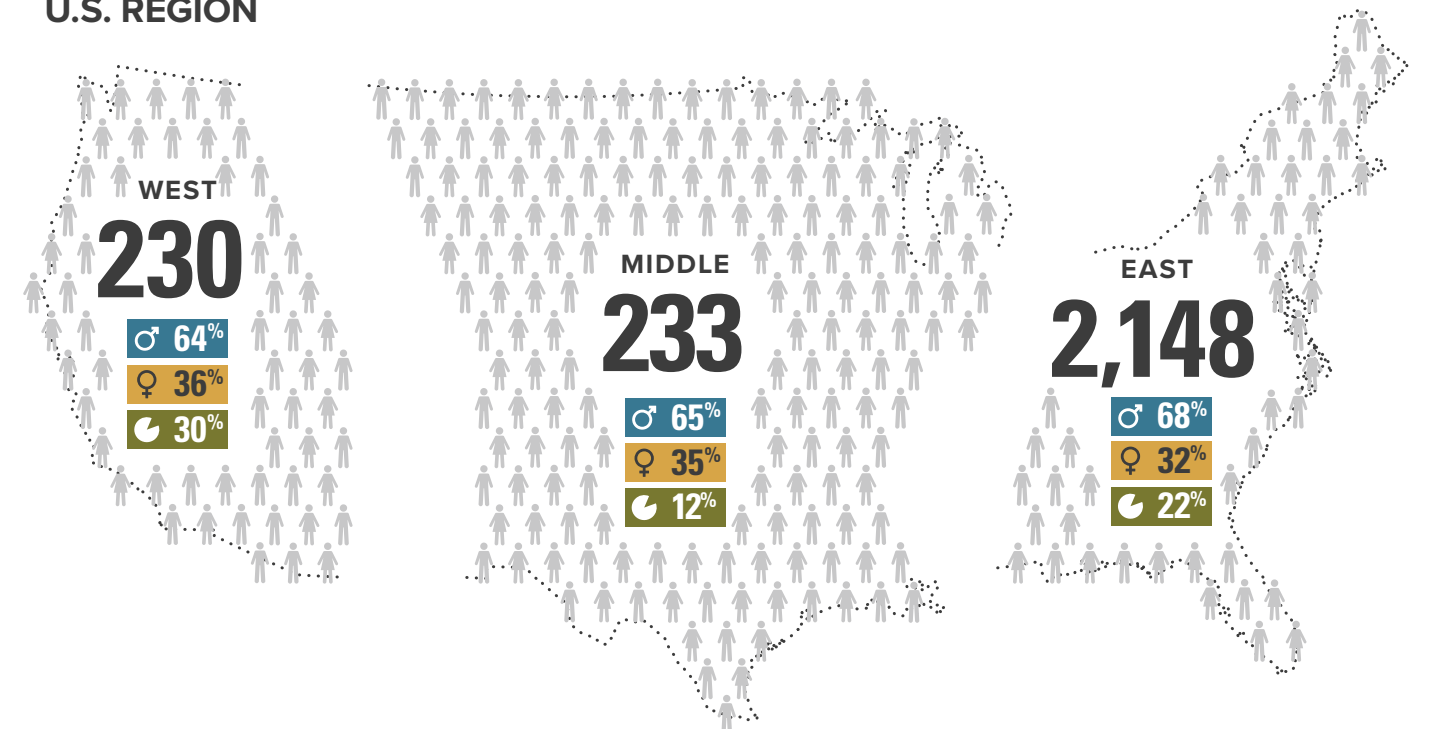
PERMANENT EMPLOYEES



WORKFORCE



U.S. REGION



QUESTIONS?

If you have any questions or comments about our Corporate Social Responsibility Report, contact:

MOLLY JOHNSON
Chief Communications Officer
media@dewberry.com
703.849.0100

CORPORATE SOCIAL RESPONSIBILITY REPORT

Download last year's Corporate Social Responsibility Report at:

https://www.dewberry.com/docs/default-source/documents/2023_csr-report.pdf



GLOBAL REPORTING INITIATIVE

We are proud to present again this year's summary of good work in alignment with the GRI framework, which details our commitments to ethics, compliance, safety, sustainability, and community engagement. The GRI helps us to communicate clearly and openly about these items using consistent language and metrics that are shared by other organizations.

GRI INDEX

Statement of Use	Dewberry has reported the information cited in this GRI content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Inside cover, page 17
	2-2 Entities included in the organization's sustainability reporting	Dewberry Engineers Inc. Dewberry Architects Inc. Dewberry Design-Builders Inc.
	2-3 Reporting period, frequency, and contact point	Page 25
	2-6 Activities, value chain and other business relationships	Pages 1, 17, 18
	2-7 Employees	Pages 10, 11, 15, 16, 23, 24
	2-9 Governance structure and composition	Pages 17, 23, 24
	2-11 Chair of the highest governance body	Page 17
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 17
	2-14 Role of the highest governance body in sustainability reporting	Page 17
	2-22 Statement on sustainable development strategy	Inside cover, page 1
	2-23 Policy commitments	Inside cover, page 17
	2-24 Embedding policy commitments	Inside cover, page 17
	2-28 Membership associations	Pages 7, 9, 10

GRI Standard	Disclosure	Location
GRI 101: Biodiversity 2024	101-2 Management of biodiversity impacts	Page 5
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Pages 1, 2, 3, 4, 5, 6
	203-2 Significant indirect economic impacts	Pages 7, 8
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 22
	302-4 Reduction of energy consumption	Page 22
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Pages 2, 3, 5, 6, 22
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Reported in Dewberry's GHG Report available online
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
	305-5 Reduction of GHG emissions	
GRI 401: Employment 2016	401-3 Parental leave	Page 16

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	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 19
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Pages 15, 16