

CORPORATE SOCIAL RESPONSIBILITY **REPORT**

2025





OUR COMMITMENT

When I review our annual *Corporate Social Responsibility Report*, I'm reminded of the individual commitment our employees make to our clients and industry. Similarly, when our employees pass their professional licensure exams, they make a commitment to the welfare of those who ultimately engage with their work—those buildings, roads, and treatment plants, to name a few. Through this work, each of our practitioners makes a social pact with our communities. That pact is highlighted in the sections of this report, which is why I find it especially meaningful for our firm.

We continue to help clients better understand their communities' exposure to hazards, like flooding, and how to mitigate these risks. We're supporting clients in achieving sustainable solutions for their community facilities and bringing online more reliable or back-up sources of water and power. We've also dedicated hours to training and professional development, as well as less measurable activities like over-the-shoulder knowledge transfer and mentorship. These activities build up our company's resilience as we continue to grow, so the leadership and hard-earned expertise remains with us and is applied to meet the needs of our clients.

For our communities, we set a new record, logging 9,500 hours of community service and were recognized by PSMJ Resources, Inc. with a 2025 AEC Building a Better World Award for our volunteer week activities. The commitment to the physical community and its long-term environmental, social, and economic outcomes is also reflected in being the only AEC firm that is NSF/ANSI 391.1 certified.

In support of our clients, projects, and people, I engage with our Health, Safety, and Environment program, which is focused on achieving safety excellence and empowering employees to recognize and help mitigate any identified hazards. Protection of data also continues to be paramount, and in 2025, we took a measured approach to onboarding AI-enabled technologies so teams may allocate more time to client-focused tasks.

At the core of corporate responsibility is ethical engagement with society. I am proud to work in an industry that is focused on its ongoing commitment to the welfare of our communities, shared resources, and clients' goals. I am also grateful to stand with colleagues who share the same mission.

Erica Nelles.

ERICA NELLES

President, Architecture Practice

DIMENSIONS® CORPORATE SOCIAL RESPONSIBILITY REPORT 2025

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David J. Mahoney

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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, David J. Mahoney, 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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OUR HEADQUARTERS

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ON THE COVER

Chatham County Courthouse Savannah, Georgia
PHOTO BY JUDY DAVIS, ARCHITECTURAL PHOTOGRAPHER

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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 2025, these projects represent client-focused sustainable and resilient solutions.

PLANNING AND DESIGN OF CLOUDBURST MANAGEMENT SYSTEM AT CLINTON HOUSES EAST HARLEM, NEW YORK

We collaborated with the NYCDEP and the New York City Housing Authority to plan and design innovative cloudburst management solutions. These use existing open spaces and play areas to manage up to 300,000 gallons of water through above- and below-ground storage practices. The project aims to reduce flood vulnerability around NYCHA's Clinton Houses development with the goal of managing rainfall runoff from a cloudburst rainfall event up to 2.3 inches per hour.

CLIENT
New York City Department
of Environmental
Protection (NYCDEP)

TRANSPORTATION RESILIENCE PLAN

LOUISIANA

Through comprehensive asset and hazard data collection, stakeholder engagement, and vulnerability assessments, we identified and developed mitigation measures to address natural hazard risks to infrastructure across multiple modes of transportation. This data informed a project prioritization framework, supporting annual updates that continually drive resilience-focused improvements to Louisiana's transportation systems.

CLIENT
Louisiana
Department of
Transportation
and Development

SOLAR BLUEPRINT STUDY

FREDERICK COUNTY, MARYLAND

We developed geographic information systems (GIS)-based products to determine parcel suitability for ground mount, canopy, and rooftop solar installations. Our blueprint used the results, combined with stakeholder input, to calculate Frederick County's share of Maryland's Renewable Portfolio Standard targets and outline strategies to expand solar capacity and decarbonize Frederick County's energy supply to meet greenhouse gas reduction targets.

CLIENT
Frederick County
Division of Energy
and Environment

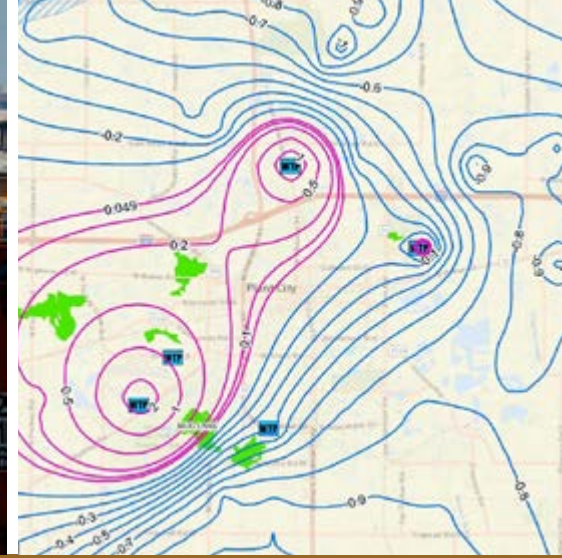
CHATHAM COUNTY COURTHOUSE

SAVANNAH, GEORGIA

Our design of the new LEED Certified® 155,325-square-foot, four-story courthouse is energy efficient, incorporates flood and earthquake protection measures, and exceeds local hurricane wind code requirements to increase environmental resilience. The project reused the existing site, incorporated indigenous plantings, achieved a 30% reduction in potable water use via water efficient features, and used over 20% recycled and regional materials.

CLIENT
Chatham County





PORT NEWARK CONTAINER TERMINAL SOLAR FACILITY

NEWARK, NEW JERSEY

This 7.2-megawatt solar facility includes one roof-mounted and nine carport canopy solar photovoltaic (PV) arrays. Spanning nearly 15,000 solar PV panels and 7.8 acres of elevated solar panel canopies, the site saves over 6,000 metric tons of carbon dioxide per year towards the Port Authority of New York and New Jersey's goal of reaching net-zero carbon emissions by 2050.

CLIENT

Standard Solar, Inc.

INTEGRATED WATER RESOURCES STRATEGIC PLAN

PLANT CITY, FLORIDA

We are developing an integrated water resources approach to address local and regional water quality degradation and water supply challenges. This outlines current and future water resource needs, ultimately integrating wastewater, stormwater, reclaimed water, and groundwater into a long-term adaptive management plan that maximizes water supply sustainability and facilitates environmental benefits.

CLIENT

Plant City

EAST RIVER VAN BEAVER PARK GREEN BAY, WISCONSIN

Designed in partnership with NOAA, the City of Green Bay, and the Great Lakes and St. Lawrence Cities Initiatives, this 41-acre constructed wetland park includes wetland creation with shoreline stabilization, diverse plantings, wildlife habitats, bioretention basins, and root wad stabilization. Visitors can explore the park via pathways and a timber boardwalk, all illuminated by solar lighting. Educational signage throughout the park increases awareness of the importance of wetlands in maintaining environmental stability.

CLIENT

National Oceanic and Atmospheric Administration (NOAA) and City of Green Bay

BRIGANTINE CHANNEL SPUR DREDGING AND HABITAT ENHANCEMENT

ATLANTIC COUNTY, NEW JERSEY

We supported the removal of 22,000 cubic yards of dredged material for placement within the previously authorized restoration limits on Boot Island, New Jersey. This contributes to the New Jersey Department of Environmental Protection achieving its targeted elevation, which creates the optimal habitat for New Jersey's endangered seabird, the Black Skimmer.

CLIENT

New Jersey Department of Transportation

DESIGN OF GREEN INFRASTRUCTURE AT NEW YORK CITY HOUSING AUTHORITY DEVELOPMENTS

NEW YORK, NEW YORK

Through geotechnical investigations, stormwater volume calculations, cost estimates, conceptual to final design drawings, and permit application packages, we developed construction and contract documents for 13 green infrastructure practices within five New York City Housing Authority developments. These practices consist of subsurface storage detention and retention systems with the appropriate conveyance systems and outlet control structures.

CLIENT

New York City Department of Environmental Protection

BRUNSWICK STORMWATER MANAGEMENT AND FLOOD STUDY

BRUNSWICK, MARYLAND

Through community engagement and rainfall modeling, we identified 10 areas severely prone to significant flooding and proposed 25 potential mitigation strategies. These strategies considered water quantity and quality, including drainage system and stormwater management facility improvements, stream restoration, wetland creation, and outfall channel stabilization. The deliverable maximized resources to meet project objectives within a limited budget.

CLIENT

City of Brunswick

U.S. ROUTE 130 CORRIDOR MULTI-MUNICIPAL CLIMATE CHANGE-RELATED HAZARD VULNERABILITY ASSESSMENT BURLINGTON COUNTY, NEW JERSEY

We conducted a climate change-related hazard vulnerability assessment for 11 communities along the U.S. Route 130 corridor. The assessment identified critical facilities and natural and human-made infrastructure; analyzed the impact of current and future hazards, like extreme weather, temperature, drought, fire, flooding, and sea level rise, on critical facilities, natural infrastructure, and other systems; and developed resilience actions to mitigate anticipated natural hazards.

CLIENT
New Jersey
Department of
Environmental
Protection

GREEN INFRASTRUCTURE DESKTOP AND FIELD VERIFICATION
NEW YORK, NEW YORK

In order to verify the type, size, tributary drainage area, and functionality of green infrastructure assets, we developed a desktop and field verification procedure. This included the review of available data and extensive field visits to collect measurements, verify green infrastructure components and conditions, and provide recommendations for improved functionality. Utilizing this procedure, we have reviewed over 300 assets across all five boroughs in New York City.

CLIENT
New York City
Department of
Environmental
Protection

JOHN F. KENNEDY (JFK) AIRPORT CELL PHONE LOT WEST ELECTRIC VEHICLE CHARGERS NEW YORK, NEW YORK

We designed 24 new electric vehicle (EV) fast chargers at JFK Airport, more than doubling the airport's existing capacity. The site, managed by the Port Authority of New York and New Jersey, facilitates up to 500 charging sessions per day and has delivered over 4.4 million kilowatt-hours of energy to date, saving an estimated 3,500 metric tons of carbon dioxide compared to using combustion vehicles.

CLIENT
Revel

COASTAL RESILIENCE MASTER PLAN PHASE TWO IMPLEMENTATION SUPPORT VIRGINIA

For 57 counties across nearly 7,000 miles of shoreline, we synthesized coastal, rainfall, and riverine flood data, covering 10 flood frequency conditions and five climate scenarios. Applying flood exposure and risk metrics to over 4.6 million assets, we performed more than 700 million unique calculations of flood impact analytics, delivering essential data for the plan update and accessible data resources to stakeholders.

CLIENT
Virginia Department
of Conservation
and Recreation

FIRE ISLAND INLET TO MONTAUK POINT COASTAL STORM RISK RE-EVALUATION NONSTRUCTURAL PILOT PROGRAM
MASTIC BEACH AND FREDERICK SHORES, NEW YORK

We are supporting the implementation of nonstructural measures, including voluntary elevation of over 4,000 potential eligible structures that are extremely susceptible to storm surge flooding along the 83 miles of vulnerable coastline in Suffolk County, New York. The pilot project is underway with 245 preliminary identified structures in Mastic Beach and Frederick Shores.

CLIENT
U.S. Army Corps
of Engineers, New
York District

NAVFAC TWENTYNINE PALMS WASTEWATER TREATMENT PLANT
TWENTYNINE PALMS, CALIFORNIA

As part of the A&R Pacific-Garney Federal JV team, we are serving as lead designer for a new wastewater treatment plant at the Marine Corps Air Ground Combat Center. The system will produce two million gallons per day of California Code of Regulations Title 22-compliant disinfected tertiary recycled water, improving water quality and reducing the demand on nonrenewable groundwater.

CLIENT
Naval Facilities
Engineering Command,
Southwest





CENTRAL FLORIDA EXPRESSWAY STATE ROAD 516 LAKE/ORANGE EXPRESSWAY LAKE COUNTY AND ORANGE COUNTY, FLORIDA

We project managed a new 4.4-mile corridor linking U.S. 27 and SR 429. The context-sensitive design incorporates a free flow interchange, wildlife tunnel, connected multi-use trail, Florida native landscaping, and planned solar installations as a power source for roadway lighting and tolling equipment. SR 516 will also host an in-pavement wireless EV charging pilot on a small section of the expressway for testing of in-road charging for specially equipped vehicles, including heavy duty trucks at highway speeds.

CLIENT
Central
Florida Expressway

FOUNDERS HALL AT SOUTHERN ILLINOIS UNIVERSITY AT EDWARDSVILLE EDWARDSVILLE, ILLINOIS

Achieving LEED Silver®, our renovations at Founders Hall created a 30% reduction in both water and energy use compared to baseline metrics. Over the next two years, more than 70% of the building's electricity will be supplied from green power sources. We also prioritized responsible material selection, including the use of 20% recycled building materials.

CLIENT
Southern Illinois
University at
Edwardsville

PIER 36 EV CHARGING STATION

NEW YORK, NEW YORK

We served as lead design-builder for the first public EV fast charging hub in Manhattan, delivering 10 direct-current fast chargers at Pier 36 that support up to 215 daily users and have reduced carbon emissions by an estimated 1,200 metric tons to date. The design incorporated complex solutions for utility power delivery and elevated electrical equipment to address flood zone conditions.

CLIENT
Revel

RESILIENCE PLAN

HENRICO COUNTY, VIRGINIA

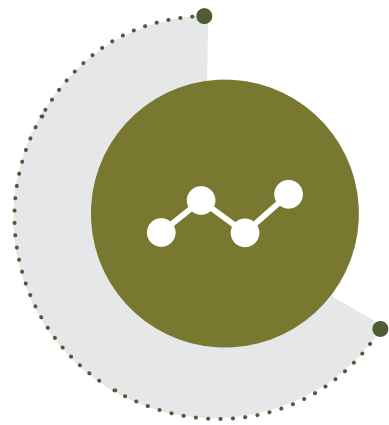
Acting as a guiding document, this resilience plan leverages risk assessments and stakeholder input to implement a multi-hazard resilience strategy. The plan condenses projects and activities to a single source, promoting county-wide collaboration and creating a framework for the ongoing implementation of initiatives, like a property acquisition program for at-risk structures or retrofitting county infrastructure to better withstand future hazard events.

CLIENT
Henrico County



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 **1,079** project submissions, including **33,070,006** gross square feet (GSF) of designed and constructed projects. In 2025, **67%** of GSF of projects were energy modeled, and the average reduction in predicted Energy Use Intensity was **60%**. Additionally, **93%** of our projects met the predicted Lighting Power Density reduction AIA 2030 Challenge target of 25%.



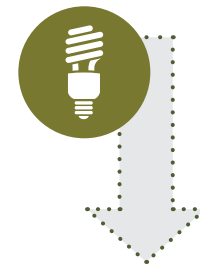
Energy modeled
67% OF PROJECTS FOR
540,310
SQUARE FEET **MODELED**



93% of projects
MET THE
25% **REDUCTION IN LIGHTING**
POWER DENSITY CHALLENGE

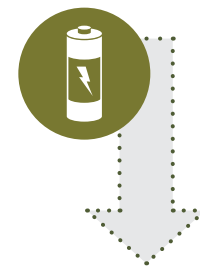
Dewberry submitted statistics on

60 PROJECTS including
1.38 MILLION gross square feet



Overall average of

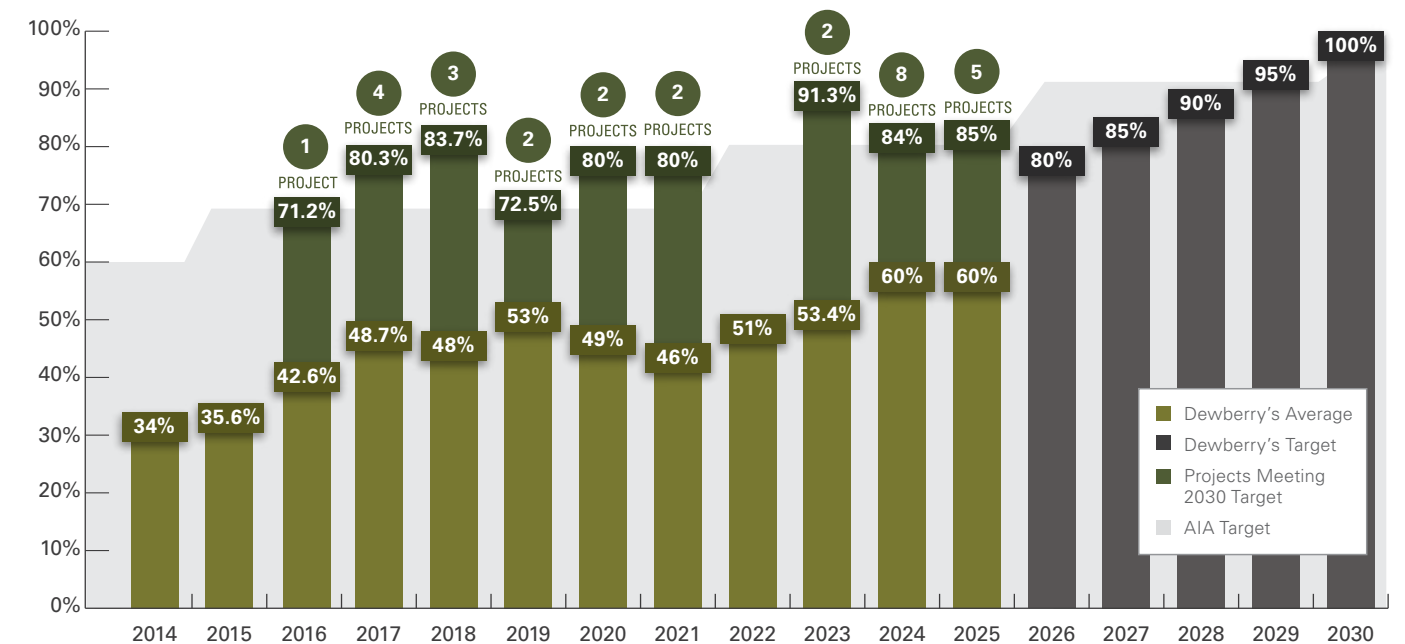
48% **REDUCTION**
OF LIGHTING POWER DENSITY
OR WATTS PER SQUARE FOOT



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, 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.

ACCREDITATIONS AND PROFESSIONAL MEMBERSHIPS

256

SUSTAINABILITY PROFESSIONALS

117

LEED PROFESSIONALS

23

ENVISION SUSTAINABILITY PROFESSIONALS

8

WELL PROFESSIONALS

5

GREEN GLOBES PROFESSIONALS

83

CERTIFIED FLOODPLAIN MANAGERS

45

SUSTAINABILITY LICENSES AND CREDENTIALS

40+

PROFESSIONAL ASSOCIATIONS

where many of our employees are members and hold leadership roles

SUSTAINABILITY PRESENTATION SPEAKING HIGHLIGHTS

American Planning Association's National Planning Conference

- “Lowering GHG Emissions: Views from the Nutmeg State”
- “How to Leverage Non-Regulatory FEMA Flood Risk Products in Your Hazard Mitigation Plan”

American Public Transportation Association Sustainability/Operations Planning and Scheduling Workshop, “Making the Case for Investing in Sustainability”

Chicago Build Expo

- “Decarbonization – Strategies for Success”
- “More Than a Buzzword: Decarbonization in Green Building Strategies”

Climate Week NYC, “Built to Last: Designing Towards a Resilient Future”

Environmental Permitting Summer School, “Combating Sea Level Rise and Climate Change with Coastal Resiliency”

Hugo Neu Corporation Sustainability Seminar Series, “From Data to Decarbonization: Tackling the Big Apple’s Carbon Footprint”

Massachusetts Department of Transportation’s Transportation Innovation Conference, “Bridge Scour and Countermeasures Design Resilience”

New Jersey Association of Floodplain Management Annual Conference

- “Building Better Data: Flood Risk Tools and Potential Applications”
- “Translating the Rule: What Guidance Do You Need for IFPR Implementation”
- “Building Resilience: NJ Substantial Damage Management Plan”

New Jersey Coastal Resilience Collaborative, “Bringing Resilience into Business as Usual at the New Jersey Turnpike Authority”

NJ TransAction Conference

- “Born to Plan: The New Jersey Turnpike Authority’s Journey to Sustainability”
- “A Path Toward Lowering Infrastructure Carbon Footprint: Environmental Product Declarations and Net Embodied Carbon Analysis”

NOAA Coastal GeoTools

- “Streamlining a Flood Impact Assessment Using GIS, PostgreSQL, and Open-Source Tools”
- “Leveraging Federal Datasets to Assess Inundation Vulnerability of US-1 in the Florida Keys”
- “A Tool to Estimate and Communicate Coastal Probabilistic Flood Damages and Losses”

Northeast Association of State Transportation Officials Conference, “Extreme Weather Impacts on Transportation Systems and State DOTs’ Innovative Adaptation Solutions to Maintain Safe and Functional Systems” panel

Railroad Environmental Conference, “Sustainability through Public Transit: Times Square Shuttle Envision Verified Award”

Women Builders Council

- Climate Week, Times Square Shuttle Improvements Tour (Envision Verified)
- “Envision Introduction” webinar
- Annual AIM Forum, “Power Players in Climate, Energy and Sustainability” panel

FOR OUR COMMUNITIES

 **9,500+** HOURS volunteering in our communities

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

2025 COMMUNITY ENGAGEMENT

ENVIRONMENTAL CLEAN UPS AND ACTIVITIES

Our commitment to environmental stewardship was reflected in numerous cleanups and beautification activities in offices across the country. From planting trees in Rancho Cordova, California, to park cleanups in Fairfax, Virginia, and Bloomfield, New Jersey, our teams spent many hours beautifying the communities where we live and work. In celebration of Earth Day, offices across the firm participated in tree plantings, recycling events, and community cleanup efforts.

FROM LEFT TO RIGHT, TOP TO BOTTOM: Cleanup event at Eakin Park, Fairfax, Virginia; Jordan Lake cleanup, Raleigh, North Carolina; cleanup at a local park, Bloomfield, New Jersey; celebrating Arbor Day by planting 15 trees in Rosemont Community Park, Rancho Cordova, California; Martin Luther King Days of Service Campus 805 cleanup, Huntsville, Alabama; cleanup in Bloomfield, New Jersey





RAISING AWARENESS AND FUNDS

We have participated in several recreational events to raise awareness and funds for causes that are meaningful to our colleagues and clients. In Daphne, Alabama, we supported the American Heart Association Baldwin Heart Walk and colleagues in North Carolina volunteered at the Special Olympics Fall Tournament.

GIVING BACK DURING THE HOLIDAYS

For Thanksgiving, our employees from Tulsa, Oklahoma, Parsippany, New Jersey, and Lakeland, Florida, led food drives for their communities. Each holiday season, our offices lead initiatives to give back to our communities. From stocking pantry shelves to fulfilling wish lists, the holiday spirit is fulfilled by giving back.

FROM LEFT TO RIGHT, TOP TO BOTTOM: Turkey donations for One More Child, Lakeland, Florida; Thanksgiving donation drive, Parsippany, New Jersey; American Heart Association Baldwin Heart Walk, Daphne, Alabama; Bull City Race Fest 5k, Raleigh, North Carolina; American Heart Association Baldwin Heart Walk, Daphne, Alabama; Thanksgiving food drive, Tulsa, Oklahoma; Adopt-a-family, Fairfax, Virginia

We received one of PSMJ Resources, Inc.'s 2025 AEC Building a Better World Awards for our Dewberry Volunteer Week program, which amounted to employees giving back more than 500 hours to their 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.”

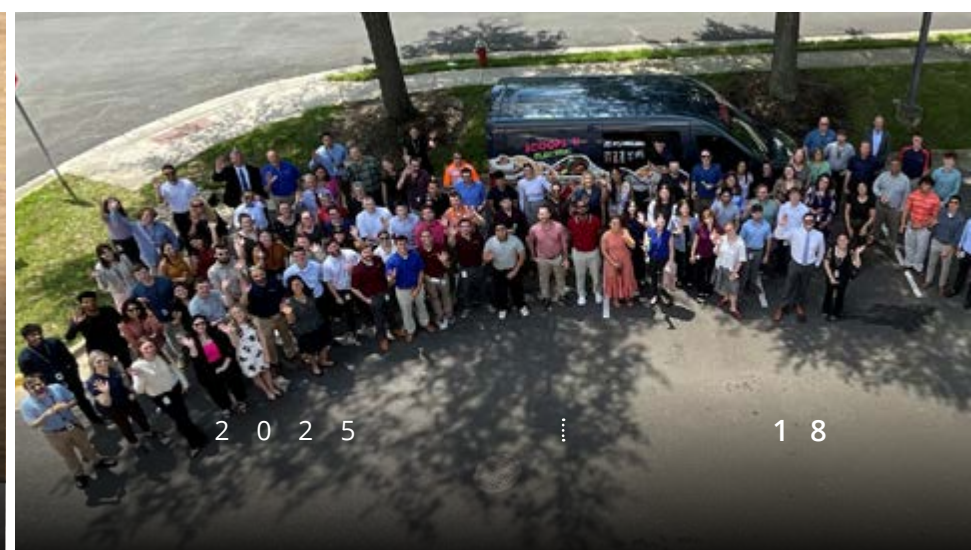
SUPPORTING STEM EDUCATION

Supporting STEM education is one of the ways we strive to cultivate and champion the next generation of leaders in our industry. From helping students prepare for STEM competitions, to delivering presentations and conducting hands-on activities, we are committed to bringing learning opportunities to students of all ages. At our headquarters, we led an industry day for engineering and architecture students from Howard University and spent time with our neighbor, Luther Jackson Middle School, supporting their technology student association competitions. Our Lanham, Maryland, office hosted students from The Pennsylvania State University as part of our ongoing collaboration with the Penn State Landscape Architecture Department. Our offices nationwide also participated in events such as Future City competitions, The Explorers Club, and have hosted or attended events like career day and Engineers Week to share STEM-related concepts.

SERVING COMMUNITIES IN NEED

Together, our colleagues supported a myriad of charitable drives and events across our offices. Our Emerging Professionals organized events such as supporting Engineering Day at local schools, local park and lake cleanups, and winter clothing drives. Our Empowering Women's group donated interview-ready clothing to Dress for Success, supported Environmental Day at local schools, and created STEAM learning outreach resources. Our Umoja Empowerment group led a companywide volunteer event during Martin Luther King Days of Service.

FROM LEFT TO RIGHT, TOP TO BOTTOM: Hough High School students using cake to layout a subdivision, Charlotte, North Carolina; Engineering Day at the Riverfront Museum, Peoria, Illinois; Preparing food at Community Servings, Boston, Massachusetts; Packing school supply kits during Martin Luther King Days of Service, Fairfax, Virginia; Presenting to Howard University engineering and architecture students, Fairfax, Virginia; Blood donation drive, Rancho Cordova, California; Food drive, Mechanicsburg, Pennsylvania; School supplies donation drive and ice cream social in Fairfax, Virginia



FOR OUR

PEOPLE



25,000+ TRAINING COURSES COMPLETED

TRAINING AND DEVELOPMENT

In 2025, 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, 24 managers completed a five-month learning journey focused on building leadership skills critical to developing individuals and high-performing teams. Sixteen senior leaders completed our Leading Leaders learning journey focused on building organizational leadership skills and driving business outcomes.

We continued our formal project management and client management programs, which reached more than 60 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.

BENEFITS AND WELLNESS

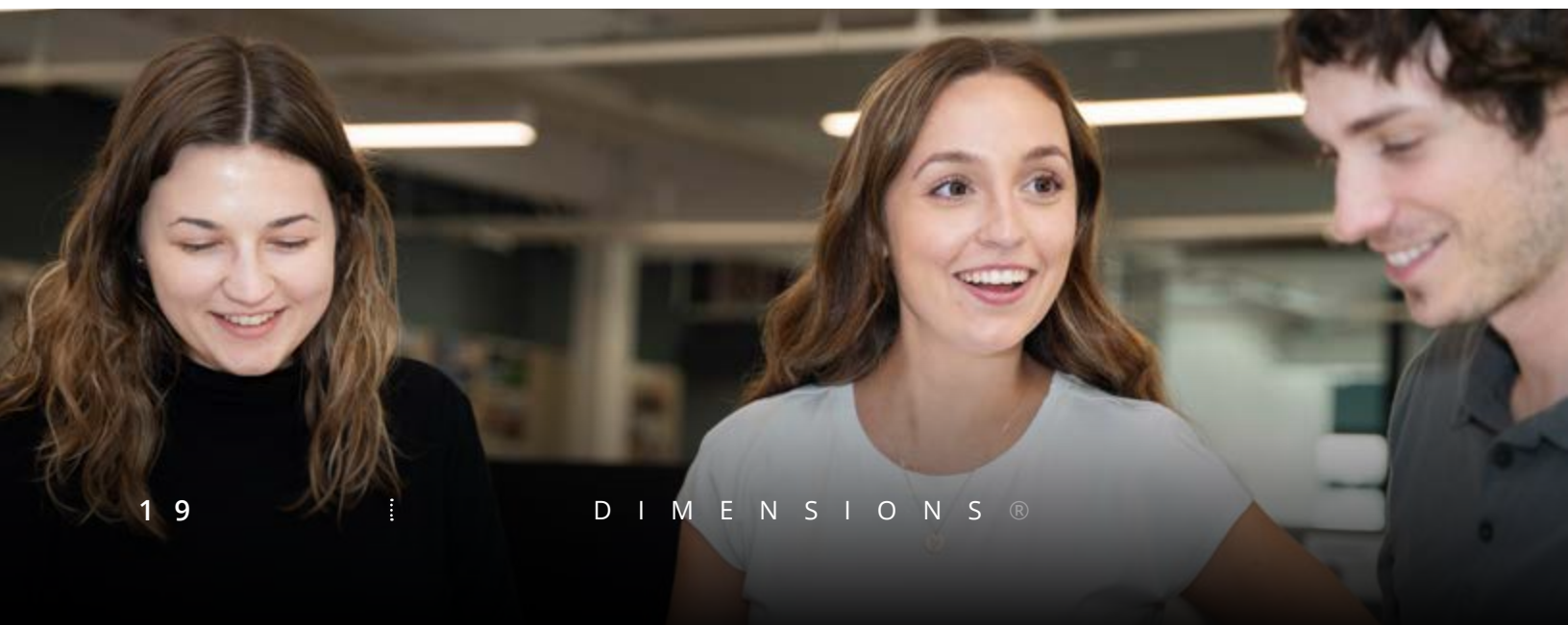
Our approach to employee wellness is holistic. Our priority is to support physical health, mental well-being, family resilience, and financial stability. We put our people first, which is why we invest in a benefits and wellness program that includes the following:

- 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 and resources that help employees learn ways to be more active and eat healthier, manage chronic conditions, participate in online weight loss programs, and gym membership discounts.
- An employee assistance program that helps employees with personal, work, or family problems through free counseling and referral services.
- Financial planning resources, including budgeting workshops and access to retirement education specialists.

INCLUSION, DIVERSITY, EQUITY, AND ACCESSIBILITY (IDEA)

Led by our board of directors and executive leadership, our IDEA mission involves setting high standards for performance and celebrating and maintaining an inclusive environment that encourages diversity of thought. Our efforts in this area, including employee resource groups and robust hiring and retention practices, help us attract and retain the best and most qualified talent. In 2025, we progressed the mission with a particular focus on professional development and learning opportunities, such as:

- Providing job shadowing for neurodivergent high school students.
- Supporting multiple workforce development opportunities such as identifying a mentor and stress management.
- Hosting Howard University College of Engineering and Architecture students for an industry day at our headquarters.
- Hiring employees in partnership with the Department of War initiative, SkillBridge, which assists service members in transitioning from military to civilian employment, through on-the-job training.



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 compliance with 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 maintain an ethics hotline for employees to report concerns, seek guidance, or disclose issues related to ethics and compliance. 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

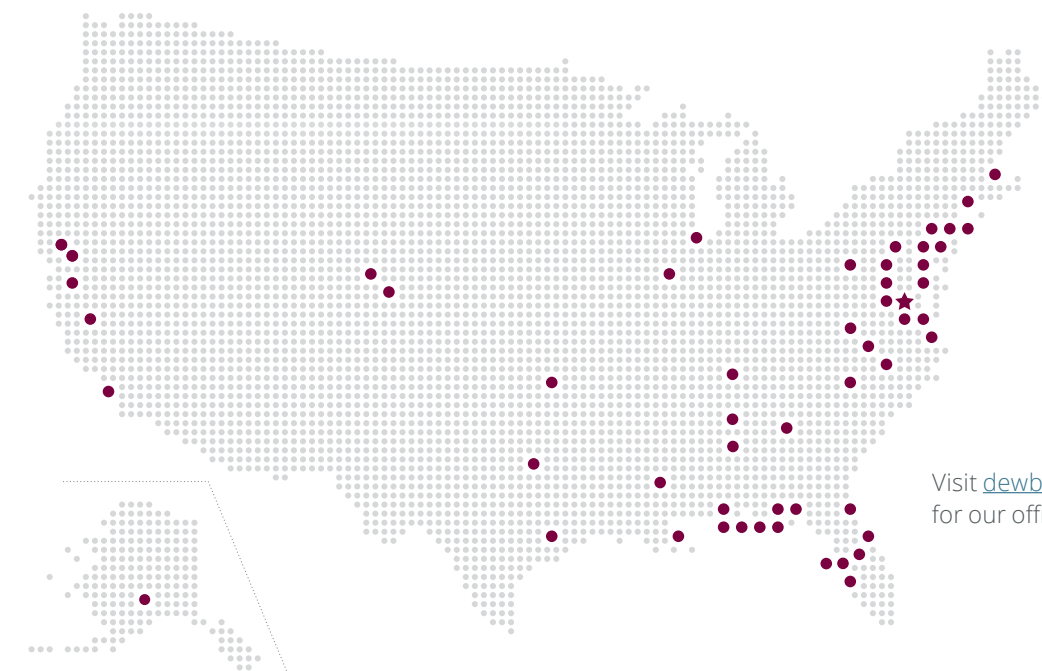
Dewberry is a privately held, family-owned business. The governance structure consists of the board of directors, the executive chairman of the board of directors, the chief executive officer, and oversight committees. Barry K. Dewberry is the executive chairman of the board of directors, consisting of outside independent and experienced business leaders, family members, and the Chief Executive Officer, David J. Mahoney.

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.

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 2025, we participated in 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 and attend events like the Society of American Military Engineers, the Women Builders Council Annual AIM Forum, Professional Women in Construction New Jersey Chapter LeadHERship Summit, the Department of Homeland Security Office of Small and Disadvantaged Business Utilization virtual Vendor Outreach Matchmaking Event in support of the U.S. SBA National Small Business Week, and the Society for Marketing Professional Services Supplier Diversity - Navigating Diversity and Compliance on Public and Private Projects, which help us grow our network of certified diverse suppliers.

DEWBERRY OFFICE LOCATIONS



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

0.04

LOST TIME INJURY RATE

* Frequency of workplace injuries that result in at least one full day away from work, calculated per 100 full-time employees

0.34

TOTAL RECORDABLE INJURY RATE

* Number of work-related injuries and illnesses per 100 full-time workers in a year

225+

PROJECTS DIRECTLY SUPPORTED BY INTERNAL HSE TEAM

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 HSE managers and an HSE director.
- Business units have an assigned safety advocate, focused on implementing HSE-related programs and processes in their office and operation.

In 2025, Dewberry saw continued advancement in safety performance and culture, by emphasizing these activities:

- Increased employee and client engagement through the continuation of the Gemba Walk program, aligning executive and senior leadership teams with field and project staff to collaborate on safety measures and opportunities.
- Met with business unit managers to optimize employee training on job-specific tasks and hazards and to eliminate redundancy.
- Increased employee participation in safety programs by utilizing focus groups.
- Introduced additional key performance indicators to align with industry-leading organizations and research.

FACILITY AND CYBERSECURITY AWARENESS

Fundamental to the operational integrity and long-term health of our business, we maintain a dedicated team focused on the convergence of physical and cybersecurity to combat ever-evolving threats.

Throughout 2025, we advanced our framework-driven security model. Our strategic focus centered on three pillars: progressing our vulnerability response life cycle, enforcing strict device-compliance mandates, and neutralizing lateral movement risks across our network enclaves.

This approach reflects our continued progress toward a proactive, verifiable security posture. By moving to a validated state of readiness, we continue to secure our intellectual property and the ongoing trust of our clients.

With industry average at 4.2%, our employees clicked phishing tests at a lower yearly average of:

2.8%



132⁺

TONS OF PAPER RECYCLED



3,170⁺

TREES PRESERVED



10,830⁺

LBS OF SOLID WASTE AVOIDED



630⁺

METRIC TONS OF CO2 EMISSIONS AVOIDED

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



253,040⁺

GALLONS OF WATER PRESERVED



393,930⁺

KWH OF ENERGY SAVED
EQUAL TO **1,588** RESIDENTIAL REFRIGERATORS OPERATED PER YEAR



2⁺

TONS OF TOTAL METALS RECOVERED THROUGH RECYCLING



42⁺

LBS OF TOXIC METALS DIVERTED FROM LANDFILLS



42⁺

LBS OF LEAD DIVERTED FROM LANDFILLS

QUESTIONS?

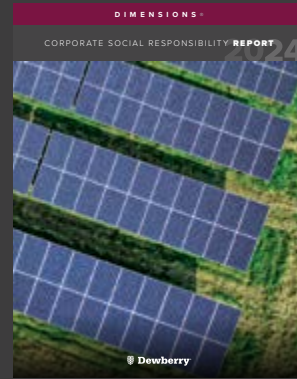
If you have any questions or comments about our Corporate Social Responsibility Report, contact:

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/2024-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, 2025 to December 31, 2025 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 21
	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 27
	2-6 Activities, value chain and other business relationships	Pages 1, 21, 22
	2-7 Employees	Pages 11, 13, 19, 20
	2-9 Governance structure and composition	Page 21
	2-11 Chair of the highest governance body	Page 21
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 21
	2-14 Role of the highest governance body in sustainability reporting	Page 21
	2-22 Statement on sustainable development strategy	Inside cover, page 1
	2-23 Policy commitments	Inside cover, page 21
	2-24 Embedding policy commitments	Inside cover, page 21
	2-28 Membership associations	Pages 9, 11, 12

GRI Standard	Disclosure	Location
GRI 102: Climate Change 2025	102-5 Scope 1 GHG emissions	Reported in Dewberry's GHG Report available online
	102-6 Scope 2 GHG emissions	
	102-7: Scope 3 GHG emissions	
	102-8: SGHG emissions intensity	
	102-9: GHG removals in the value chain	
		Page 26
GRI 103: Energy 2025	103-5 Reduction in energy consumption	Page 26
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Pages 1, 2, 3, 4, 5, 6, 7, 8
	203-2 Significant indirect economic impacts	Pages 9, 10
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Pages 1, 3, 4, 6, 26
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 20
	401-3 Parental leave	Page 20

GRI Standard	Disclosure	Location
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 23
	403-2 Hazard identification, risk assessment, and incident investigation	Page 23
	403-3 Occupational health services	Pages 20, 23
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 23
	403-5 Worker training on occupational health and safety	Pages 19, 23
	403-6 Promotion of worker health	Pages 20, 23
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 23
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Pages 19, 20