



2024

Corporate Responsibility Report

responsibility.davey.com

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A Vision for 2030 and Beyond

When we began reporting on our corporate responsibility efforts in 2012, it was a natural fit. After all, John Davey founded our company on the basis of caring for trees and supporting a highly skilled workforce. For 145 years, the very nature of our work has involved the stewardship and preservation of green spaces. Being a responsible corporate citizen is, and always has been, entwined with our core values.

This report, the 13th of the kind, follows a robust materiality assessment and adheres to the United Nations’ Sustainable Development Goals framework. We’ve reorganized our corporate responsibility focus into five pillars that reflect how we believe we can continue to be a positive force for change:

- Community
- Culture
- Employee-Ownership
- Environment
- Leadership

With this report, we are also launching our 2030 corporate responsibility goals. The United Nations’ Sustainable Development Goals will guide us as we measure our progress in the years to come. You can read more about this on pages 25-26.

As we look toward 2030, we will be highlighting calls to action that our teammates and stakeholders can take to help us achieve our goals. I call upon my fellow employee-owners to join in. When we apply Davey values in the communities where we work and live, and consider the challenge to “act like an owner,” we’re going to deliver premium services, we’re going to take care of our employees, and we’re going to do our part to make the world around us better.

Davey’s future has never been more exciting. In 2025, the SEED (Science, Employee Education and Development) Campus will open its doors, ushering in a new era for research and training at Davey. (Read more on pages 21-24.) The SEED Campus is an investment in our workforce and our future and a multigenerational commitment to make Davey a great place to work. We are proud to continue John Davey’s innovative thinking and entrepreneurial spirit, and as an employee-owned company, we look forward to carrying on his legacy for many years to come.



Greg Ina

Executive Vice President
of the Davey Institute and
Employee Development

CORPORATE RESPONSIBILITY

1901

John Davey publishes “The Tree Doctor,” disseminating plant health care principles and techniques to the public.

1908



The program now known as the Davey Institute of Tree Sciences (D.I.T.S.) is founded to train employees in the science of tree care; the inaugural class graduates in 1909.

1954



Davey opens the Davey Technical Service Center (later, the Davey Institute) in Kent, Ohio, housing classrooms, offices, a laboratory, and a library for technical staff.

1976

Davey is granted a patent for developing Arbor Green, a revolutionary liquid tree fertilizer that, when applied to a tree, releases nutrients for two years. The product improved efficiency in tree fertilization.

1979



Davey becomes employee-owned, enabling employees to share in its success.

1982

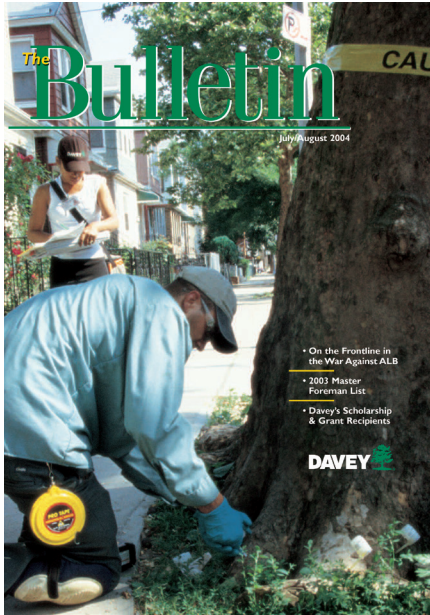
The Employee Stock Purchase Plan is introduced, making it easier for employees to acquire shares through payroll deduction — at a 15 percent discount.

1985



Davey begins introducing plant health care services. The concept is designed to reduce the need for traditional pesticide applications.

2000



Davey begins Asian longhorned beetle (ALB) eradication efforts, the first of several major pest eradication efforts it would undertake in the years to come. Since 2000, Davey has worked on treatment and eradication efforts related to the ALB, emerald ash borer, spotted lanternfly, beech leaf disease, Mediterranean oak borer, and more.

2006

Davey partners with the USDA and others to begin development of the i-Tree® software suite to quantify the benefits of trees.

2007

Davey creates a cross-functional corporate responsibility team to establish governance and oversight of our environmental sustainability commitments.

2016

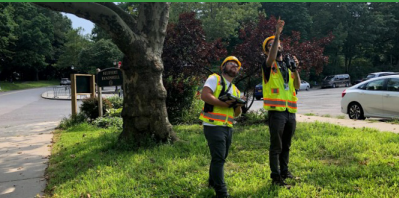
Davey conducts a robust materiality assessment to prioritize environmental, social, and governance (ESG) topics.

2018



Davey launches the Green Leaders program to recognize employees' volunteer activities.

2019



Davey Resource Group employees conduct a final ground and climbing survey in New York City to confirm quarantine and removal protocols led by the USDA to eradicate the Asian longhorned beetle (ALB) were effective. New York City was declared free of the ALB infestation the next year. DRG has also helped eradicate the ALB in Chicago and in parts of New Jersey, Ohio, and Massachusetts.

2020

Fleet Services rolls out its first electric vehicles. Today, around 15 percent of our fleet is made up of electric, hybrid, and alternative fuel options.

Davey Resource Group introduces drone spraying services to apply herbicides to help control invasive vegetation more safely and efficiently.

2021



Justice, Equity, Diversity and Inclusion (JEDI) team is established, in recognition that encouraging diverse ideas and perspectives is critical to achieving Davey's vision and mission.

Davey Institute releases climate change fact sheets for seven regions of the U.S.

Davey holds first women's climbing event.

2022

Davey generates its first carbon credits.

2023

Davey Institute releases climate change fact sheets for six regions of Canada.

Davey Institute holds its first training in Spanish, Davey Institute of Grounds Management (D.I.G.M.) en Español.

2024



Davey's biochar facility opens in East Dundee, Illinois. The operation recycles biomass from client properties and turns it into the environmentally friendly soil additive, biochar.

THROUGH THE YEARS

COMMUNITY

Davey employees are invested in the communities where they live and work. They are Parent Teacher Association (PTA) volunteers and youth sports coaches. They are Scouts leaders and Big Brothers Big Sisters of America mentors. They support community clean-ups for their neighborhood parks and National Parks. They share their passion for trees through involvement with community tree plantings and by serving on local tree coalitions.

We have a long-standing tradition of giving back across the U.S. and Canada, and we encourage our employees to share their time and talents in their communities and with organizations they are passionate about. As a company, we invest in our communities through sponsorships, donations, and volunteer support.



2030 Goal

As a company, achieve 150,000 hours of community service each year.



2025 Call to Action

Davey employees have consistently been champions of community service in their own neighborhoods. This year, we're asking employees to commit to recording their volunteer hours and to follow information provided about volunteer initiatives on our internal communication platform, DaveyConnect.



7 years

of recording volunteer hours at Davey

40,110

volunteer hours were recorded in 2024

Davey Green Leaders

The Green Leaders program acknowledges employees' personal volunteer efforts that hold significance to them and benefit local communities.

5,300+

trees planted over the years in partnership with professional sports teams

900+

trees pledged/donated in 2024

Professional Sports Partnerships

Davey partnered with the Cleveland Cavaliers, Cleveland Guardians, Pittsburgh Penguins, and Kaulig Companies Championship (part of PGA Tour Champions) in 2024. As part of these sponsorships, Davey plants trees in local communities.

SUSTAINABLE DEVELOPMENT GOALS



COMMUNITY

A Team Effort in Community Engagement

We are proudly headquartered in Kent, Ohio, where John Davey founded our company in 1880. In 2024, Davey Tree gave back to the Kent and greater Northeast Ohio communities through partnerships with local non-profit organizations, community event sponsorships, and more.

Beyond Kent, Davey empowers employees to foster meaningful relationships, create positive impact, build valuable partnerships, and increase Davey’s presence within communities. Our community engagement team based in Kent oversees several regional specialists and provides support for all Davey employees who are interested in engaging with community events, launching sponsorships, providing education, and more. In 2024, we launched a new community engagement resources toolkit to better support efforts like these.



Regional Community Spotlight: Detroit

Community engagement happens every season in Davey’s Detroit offices – and it’s a big part of establishing goodwill around the brand.

“It’s important to show we care about giving back to our communities,” said Arin Krchma, Regional Community Engagement Specialist. “And then when they need tree care, they’re not going to think of any other company – they’re going to think Davey Tree – because we’ve been supporting their communities, their initiatives, their traditions.”

Davey employs regional community engagement specialists in three cities: Detroit, Minneapolis, and Chicago. Krchma is the point-person behind dozens of Detroit-area events and sponsorships each year: home and garden shows, community parades, nature clean-ups, school activities, to name a few. Beyond that, the eight local Davey offices are members of local chambers of commerce, and their employees regularly participate in community volunteer events.

\$26,723

donated to educational, charitable and cultural organizations in 2024 through Davey’s matching gift program

\$90,000

raised for the United Way of Portage County as part of United Way’s annual workplace campaign

30+

Davey offices across the country gave back to communities by providing education and environmental stewardship in celebration of Arbor Day 2024

100+

Davey employees volunteered at 18 national and state veterans’ cemeteries as part of Saluting Branches, the largest one-day volunteer event in the tree industry.



Spotlight Green Leaders

Michael Spaulding

160 Volunteer Hours Recorded in 2024



Community engagement is a team effort in the Portland, Oregon Residential/Commercial office.

In 2024, Portland R/C employees recycled Christmas trees for homeowner associations and churches; participated in Hoyt Arboretum’s annual day of service; pruned ornamentals at the Portland Japanese Garden and Lan Su Chinese Garden; competed in and supported International Society of Arboriculture climbing competitions; and more.

District Manager Michael Spaulding has always been passionate about community service and grew these opportunities organically by working with existing clients. It’s good for the community and good for business, as it often results in follow-up work, he has found.

Spaulding has also ignited a spirit of giving back to the community among his team.

“They’re going out because they want to do it,” Spaulding said. “It’s rewarding for me to see that there’s a team that enjoys what they do. This isn’t just a job for them. They’re looking to grow and network in the local community.”

Michael Kingsley

150 Volunteer Hours Recorded in 2024

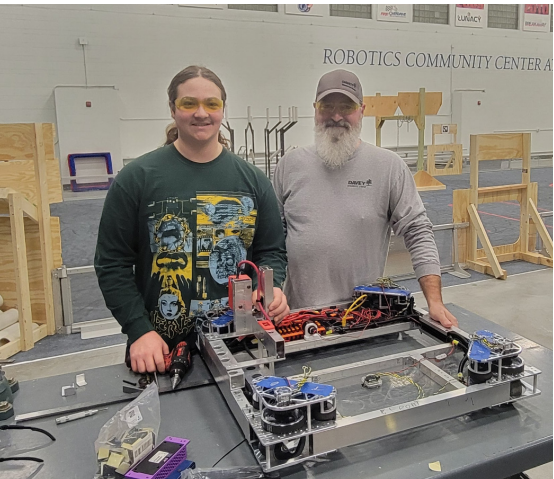
For Michael Kingsley, Design Field Lead Technician, Davey Resource Group, giving back comes in the form of being a mentor/coach for his son’s robotics team at Bentley High School in Burton, Michigan.

“It’s teaching these kids how to be on a team,” he said. “The team is open to anyone that wants to learn, so this teaches them how to work together – how to work with other kids, work with adults, in a good atmosphere that is very inclusive.”

Kingsley has been volunteering for about five years. Each year, he coaches the students in teamwork and collaboration as they build a robot that completes a designated task for FIRST Robotics Competition. The team has advanced to FIRST Robotics’ state and world tournaments. The team mentality Kingsley helps instill among the high school students is much like the one he experiences at Davey each day.

Davey supports the robotics team by donating safety goggles and first-aid kits.

“Anytime you’re working on a robot, driving or navigating the robot, everybody’s required to follow safety rules, and Davey has stepped up for us,” Kingsley said.



CULTURE

Davey employees are the key to our success and sustainability as a company. We've known this for 145 years, and we've long prioritized creating a culture of care and belonging. Across service lines and our wide geographic footprint, we aim to engage and inspire our employees, providing them with education and development

opportunities to help them grow personally and professionally. We put policies in place to make everyone feel safe and respected, and we expect our people to treat others with respect, no matter their beliefs, race, gender, or orientation. And a commitment to safety is embedded in all we do.



2030 Goal

Complete 150,000 hours of employee training each year.



2025 Call to Action

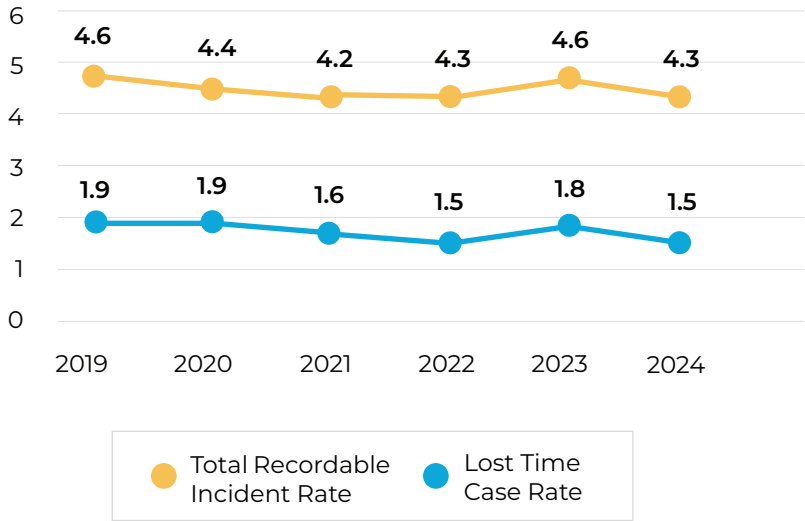
Our commitment to training is central to our culture. This year, we are establishing a task force that will help us to gather more precise data on participation in training programs across Davey operations.

600+
employees
21
courses

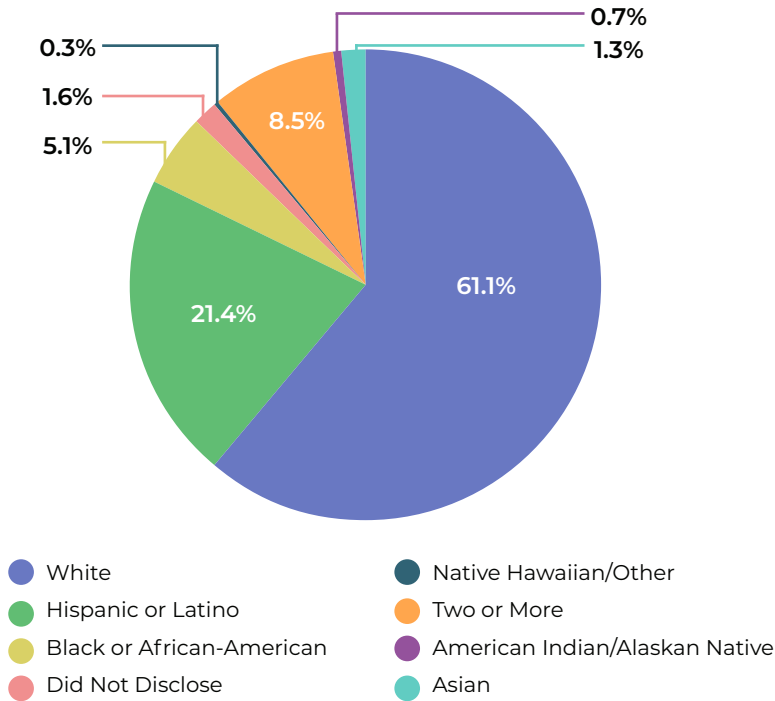
In 2024, a record number of Davey employees participated in Factors and Forces, which trains employees to safely inspect and determine the risks associated with working on, in, or near a specific tree.

TRIR Workforce-Related Incidents

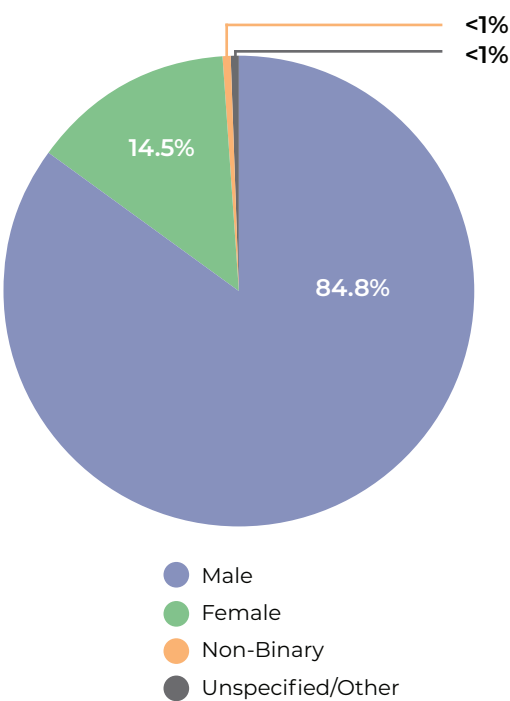
The Davey Tree Expert Company & subsidiaries



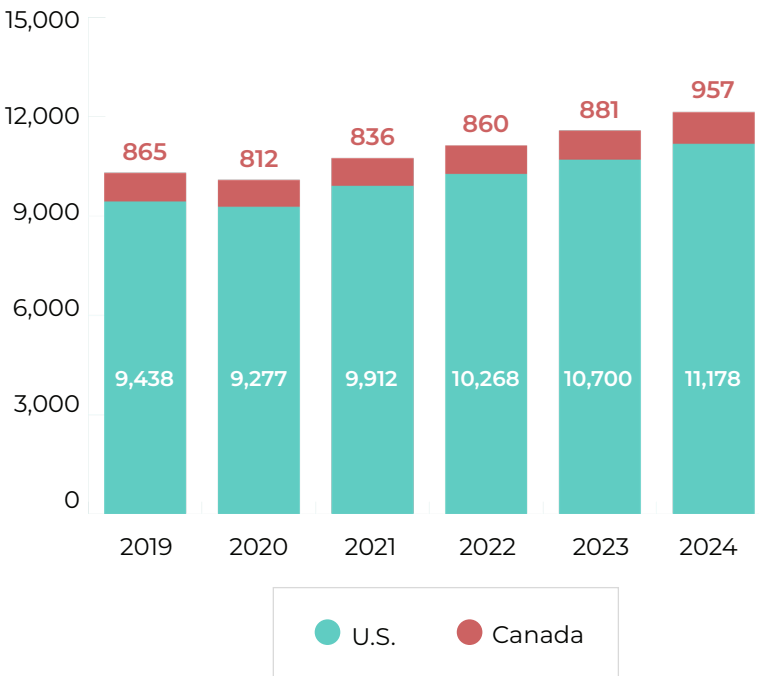
U.S. Employees By Ethnicity, 2024



Full Time Employees By Gender, 2024



Total Employees by Country



The percentage of females making up our workforce has increased from less than 10% five years ago (2019) to

14.5%



SUSTAINABLE DEVELOPMENT GOALS



CULTURE

Creating Safe Work Sites, With a Focus on Human and Organizational Performance

For many years, Davey and the industry measured safety by total incidents. New controls and safety measures, combined with improved technology, helped lower total incidents dramatically, but numbers eventually plateaued.

“We’d gotten to a place as an industry, where we reduced our serious incidents to a certain level, but it had become stagnant for a while,” explained Phil Snyder, Vice President, Health & Safety. But the question remained, “What can we do to continue to lower serious incidents?”

Contemporary safety concepts like Human and Organizational Performance (HOP) provide a possible answer and illuminate a path forward. HOP centers on strong communication as the foundation for safety. HOP leads us to better understand all the contributing factors that lead to serious incidents, and the safety system as a whole.

From 2023 to 2024, managers in all but two Residential/Commercial markets completed a day-long, Davey-customized HOP workshop. The two outstanding markets will train in 2025.

“When somebody gets hurt or something gets broken, employees often have feelings or information about why that happened, and where things could go sideways in the future,” said Jon Schmidt, Program Manager for HOP. “We discuss how to ease the flow of that information and address issues before they get worse.”

Upon implementing HOP concepts in the North Philadelphia R/C office, District Manager Jason Parker observed a greater willingness among employees to share information.

“Assigning blame never quite sat right with me because a lot of incidents were, in my mind, accidents,” Parker said. “We’re going to have failures, so how do we fail safely? How do we reduce severity?”

Beyond training managers, Davey has incorporated HOP into company-wide initiatives like sharing close calls via DaveyConnect, a weekly video call with HOP guest speakers, and additional tools. HOP concepts are also being incorporated into safety handbooks.

16

out of 18 Residential/Commercial markets’ district managers have undergone Human and Organizational Performance training

700+

Davey employees reached by incorporating belonging and inclusion concepts into existing trainings in 2024

80%

of Residential/Commercial employees have been impacted by Human and Organizational Performance training

15

Human and Organizational Performance trainings were held in 2023 and 2024

3,000

Davey employees work in an office or department where someone has been trained in Human and Organizational Performance

Fostering a Culture of Belonging in Day-to-Day Work

Davey has always worked to establish a culture where teammates feel heard and respected. More recently, creating and implementing training around belonging and inclusion has been a key focus.

In 2024, Davey began incorporating these concepts into existing skills-focused trainings, including the Davey Institute of Tree Sciences (D.I.T.S.), Factors and Forces, and Davey Institute of Grounds Management (D.I.G.M.) en Español. The goal is to illustrate how belonging and inclusion are directly related to the tasks employees are already completing in their jobs at Davey, and that encouraging diverse ideas and perspectives is critical to achieving our vision and mission.

“We’re not having a hard-stop in the training to say, ‘Now we’re going to talk about belonging,’” said Alex Julius, Project Manager of Health and Safety. “We’re incorporating content that people need to be more effective, such as communication skills and working with empathy.”

This new effort builds on a few courses that have been developed since 2021 and are offered online and in-person.



Seeds of Leadership

When a Davey employee is hired as a general foreperson or supervisor in Eastern Utility (EU) services, it’s often their first management position. Since 2021, we’ve been supporting these first-level managers, who oversee up to 30 employees, through Planting the SEED (Skills Enhancement & Employee Development), a training program.

“Often this is the first leadership role an employee has, and, in the past, we have asked them to take on this role with limited training,” said Autumn Dickerson, Director of Employee Development for EU. “We identified the need for leadership training that focuses on self-awareness and growth.”

Four years later, 130 employees have gone through Planting the SEED over eight three- or four-day workshops. In 2024, Davey invited upper management across EU to also attend the training, so they can better support first-level managers in implementation.

The workshop includes an assessment, reflection, and hands-on demonstrations. After attending, Dickerson says managers tend to become more aware of what their employees need from them and more open to stepping outside of their comfort zone.



EMPLOYEE-OWNERSHIP

In 1979, employees bought the company from the Davey family, and today, we're one of the National Center for Employee Ownership's 10 largest employee-owned companies in the United States. Employee-ownership resonates deep within the company and has propelled us to success; because we work for each other, we share accountability, passion, and a sense of purpose. Through the business decisions we make, our interactions with clients, and the way we treat one another, we act

like owners and live and work by a set of shared values. Employee-ownership allows us to share financial success with our hard-working employees, and we are proud to tell stories of the many Davey employees who have benefited over 45 years. We believe strongly in making employee-ownership accessible to all. Every Davey employee can now enroll in the Employee Stock Purchase Plan after six months of consecutive service.



\$3,300
average annual contribution to Employee Stock Purchase Plan

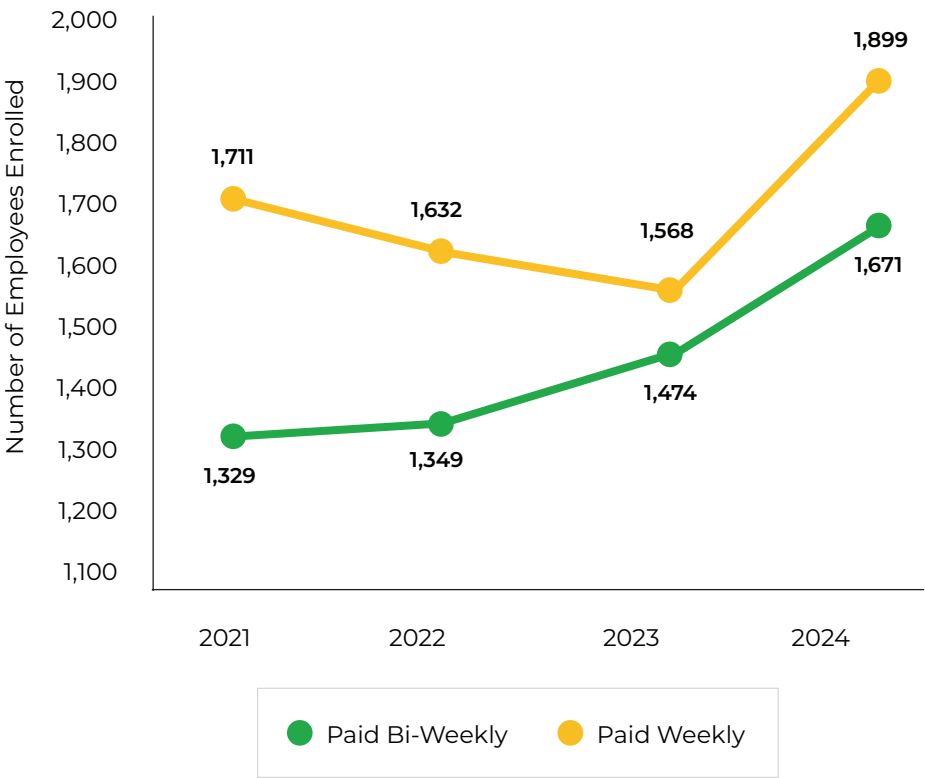


17%
increase in Employee Stock Purchase Plan (ESPP) participation during 2024, following a change in the second half of the year that allows employees to participate after six months of consecutive service



3 ways
for Davey employees to become employee-owners: direct ownership, Employee Stock Purchase Plan, and 401KSOP

Employee Stock Purchase Plan Participation Since 2021





2030 Goal
Add an additional 500 shareholders among eligible employees*.



2025 Call to Action
After 45 years (and counting) of employee-ownership, we know that inspiring stories of the importance and benefits of employee-ownership can be found in every service line, every office, every team. This year, we ask employee-owners to be advocates for employee-ownership in their circles and to share with us and their teams how they advocate.
Send your stories to responsibility@davey.com.

*Davey employees are eligible for participation in the Employee Stock Purchase Plan (ESPP) after six months of consecutive service.



EMPLOYEE-OWNERSHIP

New Employees Now Eligible for ESPP After Six Months

Davey employees are now eligible to participate in the Employee Stock Purchase Plan (ESPP) after six months of continuous service. At the 2024 Annual Shareholders' Meeting, company shareholders cast votes to shorten the eligibility period for participation in the ESPP from one year to six months.

The ESPP allows employees to buy Davey shares at a 15 percent discount through payroll deductions in amounts from \$5 up to \$275 per week (\$550 bi-weekly).

Making it possible for new employees to become employee-owners earlier in their Davey careers will be key to recruiting and retention, according to Joe Paul, Executive Vice President, Chief Financial Officer, and Assistant Secretary.

"We are not owned by a single person or family or a private equity firm. All employees can be owners in this company," Paul said. "We own this company together. If you do well, I do well. If I do well, you do well. We are in this together. If we prosper as a company, we all prosper."



In 2024, Davey employees voted on a tree at the new SEED (Science, Employee Education and Development) Campus to commemorate 45 years of employee-ownership. The winning tree was this sugar maple, which will be recognized with a plaque after the campus opens in 2025.



In celebration of 45 years of employee-ownership, March 15, 2024, was declared The Davey Tree Expert Company Day by the city of Kent, Ohio.



Spotlight

Employee-Owners

Jaclyn Cullen

Current Employee-Owner



In her five years at Davey, Jaclyn Cullen has noticed a certain work ethic that comes with being an employee-owner.

"Those who are invested in the company tend to have a lot of pride in their work. They hold themselves to higher standards," she said. "And they're always willing to impart that knowledge into the next generation of employees."

Cullen is a consulting arborist, Davey Resource Group Canada. She developed a passion for trees while taking a forest ecology course as part of her master's degree and landed at Davey after learning about its good reputation in the region.

She began participating in employee-ownership shortly after becoming eligible, with encouragement from her foreman at the time. He shared the many benefits, like saving for home improvements, and now, she's an employee-ownership advocate to new employees. Cullen says that for arborists, employee-ownership allows them to invest in their work on another level and be a part of a company that shares their values.

"I plan on having a long career with Davey," Cullen said. "I've learned a lot at this company, and I know being an employee-owner means there are even more opportunities for me to explore. I get to not only invest in the company I work for, but also in my personal career efforts."

Jeff Matheney

Davey Retiree

Davey retiree Jeff Matheney became an employee-owner shortly after he joined the company in 1981. For 33 years, he invested in Davey Tree, buying as much stock as he could afford, while working hard and learning every day.

"I loved Davey for the educational part," he said. "I started as a field employee, and I just started realizing it was a good place to work."

Matheney's Davey career took him from a feed spray technician in his home state of Indiana, to district manager in New Jersey, to sales arborist in Atlanta, the position he retired from in 2014. In retirement, he maintains relationships from his Davey career and enjoys the benefits of employee-ownership.

"My wife and I are in our mid-70s and we have no worries," he said. "We moved back to Indiana, and we've put our two daughters and three of our grandsons through college. Davey's employee-ownership has been very good to us."

Matheney always gave younger employees advice about saving for retirement and remains an advocate for employee-ownership today.

"I'd tell people, 'You've got a stable, firm company that's interested in you as an employee,'" he said. "You've got to put in your part, too, but they're giving you training, benefits, and stock ownership opportunities."



ENVIRONMENT

John Davey founded our company on the basis of his experimental tree care methods, which proved successful in prolonging trees' lives and improving their vitality. As we look toward the future, we recognize the reality of our world's changing climate, and we are continuously looking at the impact it will have on trees and the green industry.

We have long been committed to holding ourselves accountable to managing and mitigating our impacts on the environment and helping our clients do the same. Our work in wetland protection and restoration, sustainable pest management, and carbon mitigation for urban forests, contributes toward creating a greener world.



2030 Goal

Achieve a 50% reduction in fuel use per labor hours from our 2017 baseline.



2025 Call to Action

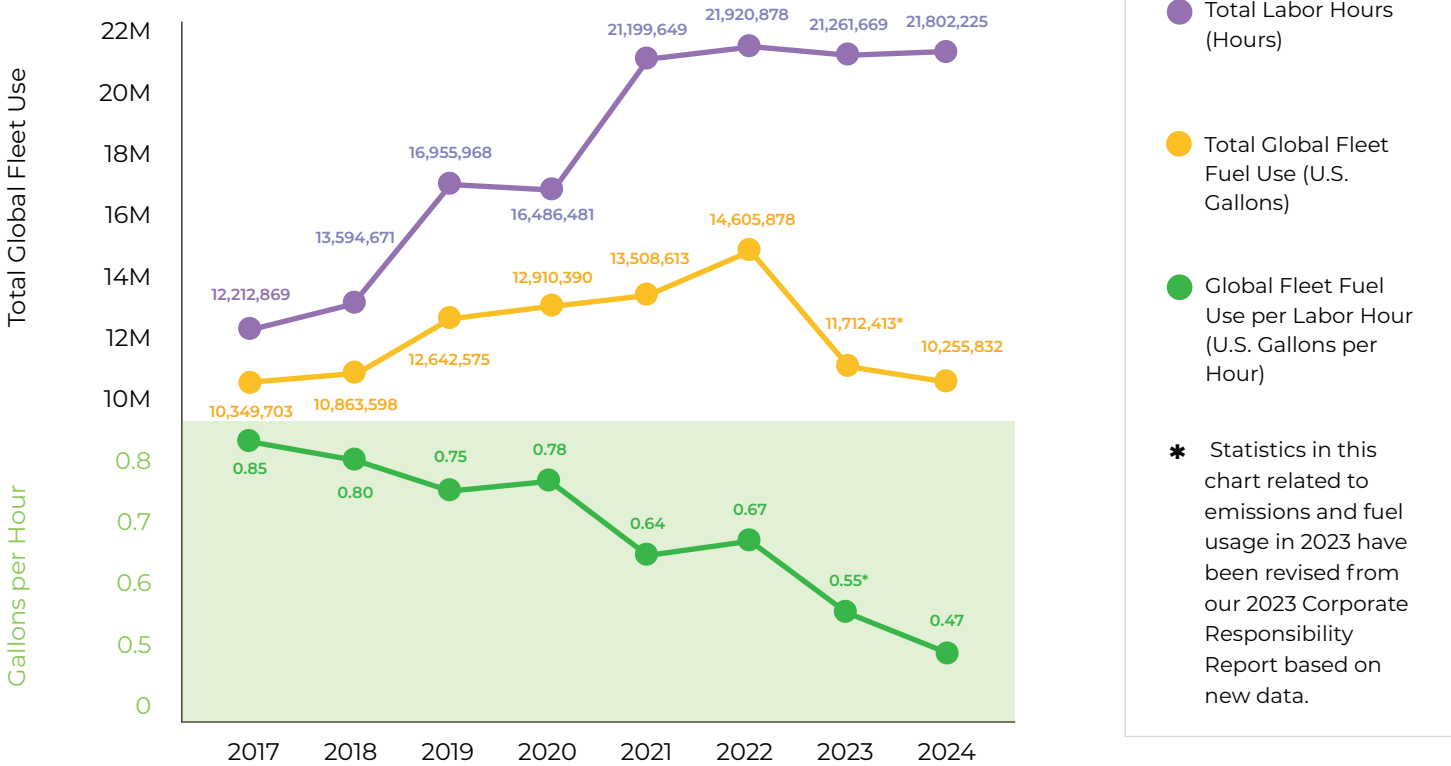
To account for our growing fleet and scope of services, we measure our environmental impact in global fleet fuel use per labor hour. Small actions can make a difference in reducing our impact, and everyone has a role to play. We ask employees to not idle vehicles unless necessary for safety or power take-off (PTO) operation.



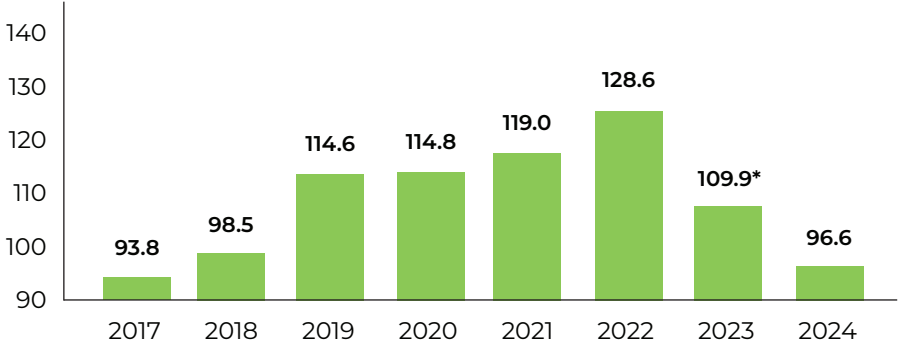
Fuel Management

As a growing company with a widening scope of services across North America, Davey's emissions have grown over the years. We measure our environmental impact in global fleet fuel use per labor

hour. Keys to reducing our impact involve a consolidated increase in labor hours, the expansion of battery-operated tools, investment in electric and hybrid vehicles, and the rightsizing of our fleet.



Fleet Emissions (in metric tons CO2e)



SUSTAINABLE DEVELOPMENT GOALS



ENVIRONMENT

Turning Local Biomass into Eco-Friendly Resources

In South St. Paul, Minnesota, Davey Twin Cities Wood Products is recycling 100% of wood waste from six local Davey offices and about 50 municipalities and tree care companies – and repurposing it back into landscapes and as renewable energy.

“Mulch has a lot of positive effects on trees, so we’re helping do basic plant health care for a lot of landscapes around the Twin Cities,” said Michael Dye, District Manager. “And we’re teamed up with the largest power producers, so we’re helping people keep warm in the winter.”

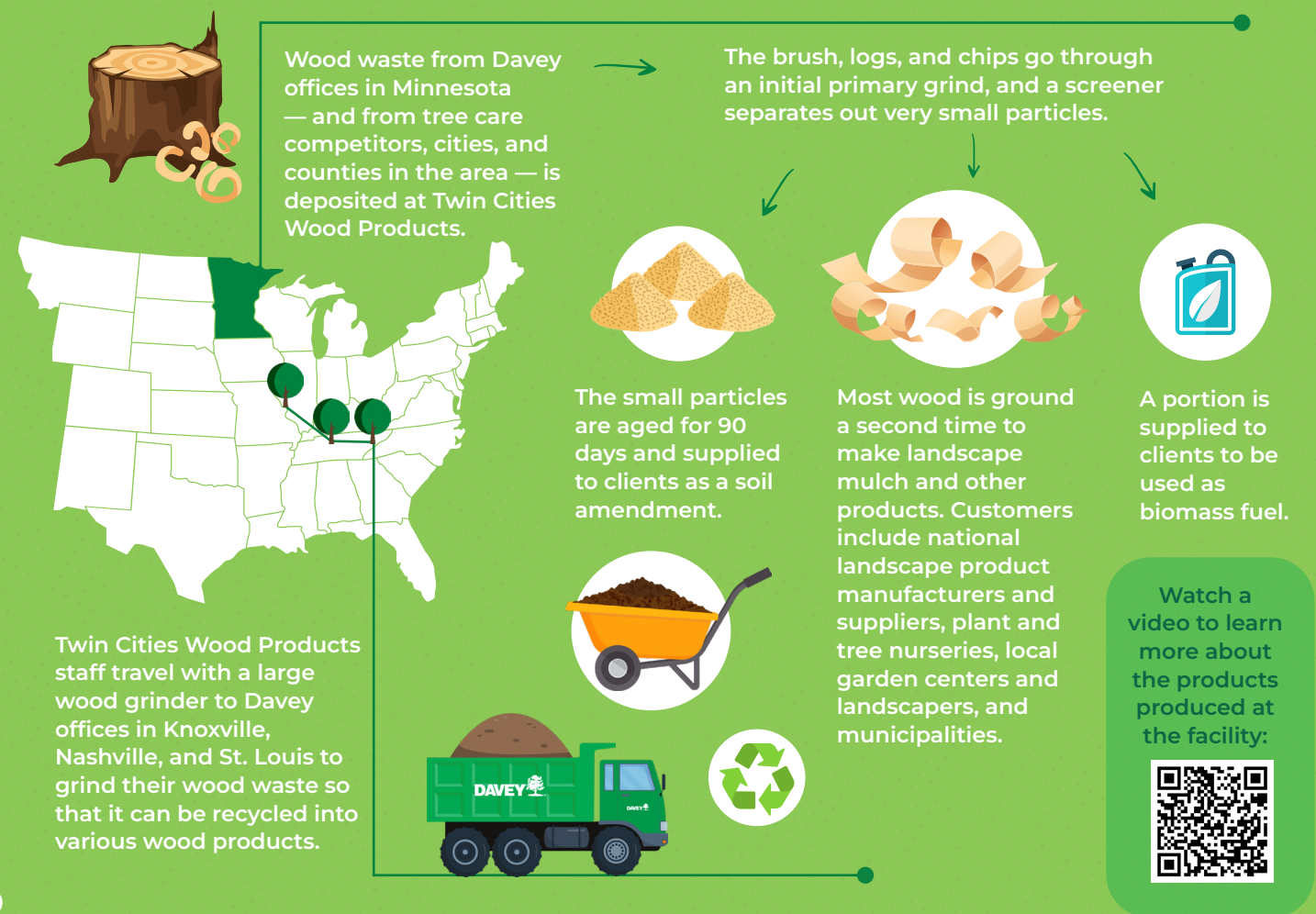
In 2024, more than 350,000 yards of wood products – 100% locally sourced – were processed and sold at the facility. Most wood is processed and manufactured or distributed within 30 days of arrival on-site. Davey also operates similar biomass

recycling facilities in Chicago and Northeast Ohio, affirming a commitment to turn waste into environmentally friendly resources – and revenue.

Recently, Dye and his team have expanded their footprint beyond Minnesota by taking a large chipper to several Davey offices a few times a year. They process all biomass accumulated since the team’s last visit, and the local Davey office repurposes it in a sustainable way. In Knoxville, Tennessee, for example, the biomass is repurposed into a wetland.

“We’re excited about helping other Davey offices,” Dye said. “It’s fun to help them reduce expenses and repurpose their material.”

The chart below illustrates the journey of biomass at the Minnesota facility.



Twin Cities Wood Products staff travel with a large wood grinder to Davey offices in Knoxville, Nashville, and St. Louis to grind their wood waste so that it can be recycled into various wood products.



Twin Cities Wood Products holds these certifications:

Organic Materials Review Institute (OMRI)

International Play Equipment Manufacturers Association (IPEMA)

Elite Bulk Membership, Mulch and Soil Council

Telematics Opens Doors to Future Fuel-Saving Decisions

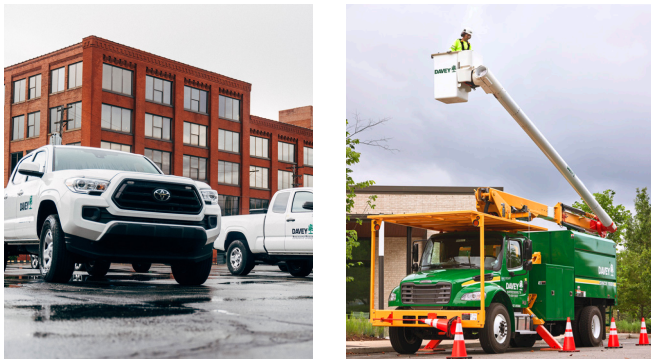
Davey’s new telematics program will support environmental goals by providing data-based insights into fleet and fuel management. In 2024, two telematics systems were tested in 86 vehicles across service lines. The selected provider, Motive, uses GPS technology and on-board diagnostics to deliver insights that Fleet Operations Manager Derek Huntsman believes can improve both safety and fuel efficiency at Davey.

“We’ve never had this information at our fingertips before,” Huntsman said, referring to dashboards that break down average miles-per-gallon, distance, fuel usage, and more, by vehicle class, make/model, and driver. “Once we get comfortable with Motive and learn the system, we can dive in and get a better understanding of how we’re using our trucks and how we can become more fuel efficient.”

The following are a few examples of how Huntsman expects telematics technology will improve fuel management at Davey:

- **Tracking idling and driver behavior:** Motive can distinguish between productive and non-productive idling and identify hard acceleration and other behaviors that limit fuel efficiency. Managers will be able to access this information and have conversations with drivers if an issue persists.
- **Evaluating new initiatives:** The Davey telematics team can analyze trends over several years to determine if the benefits of various initiatives and purchases, such as fuel efficiency versus maintenance costs or gas versus diesel, outweigh the drawbacks.
- **Informing new purchase decisions:** Motive’s dashboards will reveal which vehicle makes and models are the most fuel efficient for Davey drivers.

Motive devices will be installed across the Davey fleet throughout 2025.



LEADERSHIP

Beyond caring for the green spaces and the trees that clean our air, we are committed to being a force for good in the industry. Since our founding in 1880, we've pioneered new techniques, engaged in research, and trained a highly skilled workforce. We take that expertise and share it widely to advance tree and environmental care. Davey employees serve as committee and board members of the International Society of Arboriculture (ISA), the Tree Care Industry Association (TCIA), and other

industry organizations. They share their knowledge through publications, speaking engagements, media engagements, and more.

Beginning in 2025, the SEED (Science, Employee Education and Development) Campus will be the new home to our research and training efforts. The state-of-the-art, nearly 200-acre campus will present countless opportunities to amplify our contributions to the green industry.



2030 Goal

Leverage the SEED Campus to be a force for good in the industry.



2025 Call to Action

When it opens in 2025, the SEED Campus will have the power to amplify how each Davey employee is a force for good. This year, we invite employees to share how they are a force for good as it relates to earning industry certifications; engaging in research; volunteering as committee and board members of industry organizations; monetary support for initiatives; and speaking/contributing to industry events or publications.

Tell us your leadership story at responsibility@davey.com.



Employee Development on the West Coast

Davey Tree Surgery Company has transformed about 27,000 square feet of land at its Livermore, California headquarters into a training and educational campus for west coast utility employees.

The space, known as the LEAF (Larry Evans Arborist & Fitness) Campus Training Facility, was constructed over a several-month period in 2024. With a metal climbing structure; chainsaw notching station; chainsaw limbing and bucking station; pole test, treat, and vegetation management training structures; and more, the facility further positions Davey as an industry leader in the utility space, said Matt Krause, Safety and Training Manager, Davey Tree Surgery Company.

The purpose of the space is two-fold: Davey will build upon its commitment to developing a highly trained workforce, and employees will have a place to practice and train for client-specific assessments and testing that are required before they perform certain tasks in the field.

"It's a great benefit for every employee, from new hires to advanced arborists, to be able to perform in a controlled environment," Krause said.

It's now open for business; two days each week, the campus hosts local field employees for training. The facility will host three to five formal training classes per year for employees throughout the service line.



565

Number of times in 2024 Davey employees shared expertise with the public through publications, speaking engagements, podcasts, media interviews, and more

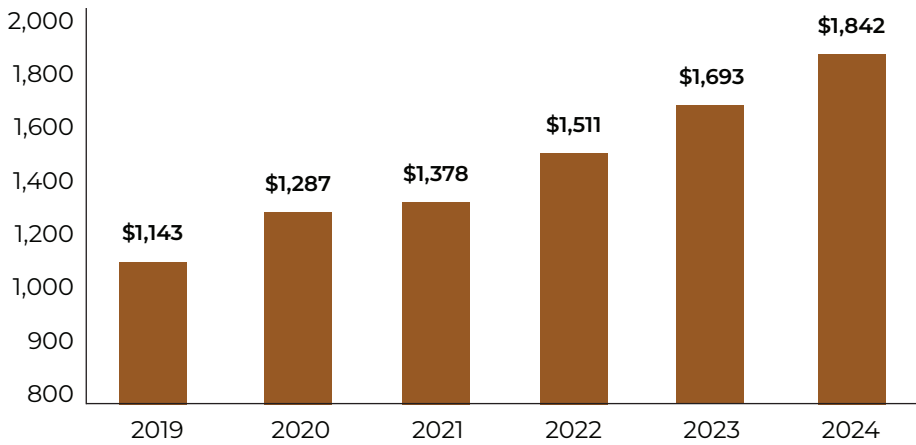
11.5%

increase in Davey giving amount, including sponsorships, monetary donations, and in-kind donations, compared to 2023

\$2,631,946 - Davey giving amount for 2024

738 organizations supported

Revenue Trends (millions USD)



SUSTAINABLE DEVELOPMENT GOALS



LEADERSHIP

A Bold Vision for Training and Research

Davey continued to build its vision for the future of employee development and research in the form of the SEED (Science, Employee Education and Development) Campus in 2024. The campus has been nearly a decade in the making, and is scheduled to open to Davey employees in 2025.

Located across from our corporate headquarters in Kent, Ohio, we are building a place where Davey's research and environmental stewardship efforts will further shape the green industry, and where endless potential for training will develop engaged employees.



Greenhouse and Labs

Expanded and upgraded greenhouse and lab facilities will support the Davey Institute's plant research and diagnostic efforts.



Climbing Center Partnerships

Thanks to a partnership with ENSA (Education Now Safety Assured), an organization that provides work-at-height training and safety rigging services, Davey's indoor climbing center at the SEED Campus will become a resource to a variety of industries and expand its reach beyond Kent, Ohio.

ENSA, which primarily serves professionals who work at-height in wind power, telecommunications, and industrial markets, is expanding its reach into arboriculture. The organization has been a partner in conceptualizing and getting Davey's indoor climbing center up and running. According to Tim Bushnell, Project Manager of Arborist Skills, who has played a lead role in envisioning the climbing center on Davey's end, metal climbing structures can simulate a tree very nicely.

Being an ENSA partner facility will benefit Davey employees and the public. Davey employees will be able to train at several other ENSA partner locations throughout the U.S., thereby extending the benefits of the SEED Campus to employees across our wide geographic footprint. Additionally, ENSA-affiliated organizations will be able to train at Davey, positioning the SEED Campus as a resource for at-height professionals across many industries.

"Davey supports the industry in a huge way, and this will just continue to bolster our place as an industry leader," Bushnell said. "It's all about safety, improving climber efficiency, and reducing accidents."



Several years ago, Bushnell and other Davey skills trainers visited ENSA's Wisconsin location to explore its metal climbing structures as a model for the SEED Campus's indoor climbing center.

Arboretum

A 30-acre arboretum will be the metaphorical "front door" to the campus. Once completed, it will be open for the public to enjoy, fostering new opportunities for visitors to gain appreciation and education about trees.



State-of-the-Art Training

A 10,700 square-foot indoor climbing center within the campus's main building will serve as a training ground for Davey employees, and will eventually be a resource to other industries. Additionally, a non-energized utility right-of-way will provide training opportunities for employees working in utility services.



Expanding Research

The nearly 200-acre campus, with an abundance of green spaces, will open new opportunities for Davey scientists' research. We've begun building plots to study pollinator habitats, wetlands, compact soil, deer vegetation, low-maintenance groundcovers under solar arrays, and more. More research potential will mean more innovative solutions and services we can offer clients.



SUSTAINABLE DEVELOPMENT GOALS



Davey is proud to align its corporate responsibility reporting with the United Nations' Sustainable Development Goals (SDGs).

According to the UN website, the Sustainable Development Goals are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection. Learn more at un.org/sustainabledevelopment.

As an industry leader in arboriculture, horticulture, and environmental services, we are dedicated to being responsible stewards of our planet's natural resources and take great pride in caring for the environment, our employees, and our communities.

Davey Corporate Responsibility Pillars

Community

- Arboriculture education in communities (SDG: 4, 11)
- Community tree plantings (SDG: 11)
- Supporting employee volunteer efforts with non-profits and community organizations (SDG: 11, 16)

Culture

- Safety above all (SDG: 3, 4)
- Employee benefits package (SDG: 3, 5, 10)
- Training and professional development across positions (SDG: 4, 5, 10)

Employee-Ownership

- Opportunities to build financial security and wealth (SDG: 1, 8)
- Stable work environment (SDG: 8)
- Growth and personal development (SDG: 8)

Environment

- New telematics program (SDG: 7, 13)
- Biomass recycling initiatives (SDG: 12, 13)
- Climate research (SDG: 13)
- Sustainable pest control (SDG: 12, 13)

Leadership

- Investment in new employee development and research campus (SDG: 11, 13)
- Employee participation in industry organizations and boards (SDG: 9, 13)

UN Sustainable Development Goal (SDG) Alignment





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