



2023

Corporate
Responsibility
Report

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About This Report

* All data in this report is charted by the date of the last materiality assessment, which was in 2017

Corporate Responsibility is rooted in our corporate values of Safety, Integrity, Expertise, Leadership, Stewardship, and Perseverance. You'll notice throughout this report that different, sometimes multiple values are highlighted when a story or data point reflects those values. These stories exemplify how our more than 12,000 employees authentically live our values each and every day, in hundreds of locations throughout North America.

This 2023 Davey Corporate Responsibility (CR) Report is our twelfth such report since we first established our CR reporting process in 2012. This report is written in accordance with the Global Reporting Initiative's (GRI) Standards 2021 and discloses information currently available.

Davey published our most recent CR report in June 2023 addressing the 2022 calendar year reporting. This report's material encompasses the 2023 calendar year for both the U.S. and Canada. Any questions, comments, concerns or suggestions regarding this or previous Davey Corporate Responsibility Reports can be addressed to corporateresponsibility@davey.com.

We have been committed to corporate responsibility since before the establishment of our reporting process in 2012. Our corporate value of Stewardship is defined as: We make the world around us better. We take a holistic approach to living our value of Stewardship, which extends beyond the environmental

components of our work. We strive to improve the communities in which we live and work through volunteerism, philanthropy, inclusion, and other more encompassing efforts than what some traditionally think of stewardship as meaning. It's not purely about environmental landscape preservation, care and restoration – which remains what our core services revolve around. At Davey, we view environmental stewardship and corporate responsibility as the careful and responsible management of things entrusted to one's mind, body, time, financial environment, and property, with proper regard to the rights of others.



The year 2023 marked 100 years since the passing of our founder, John Davey, who firmly believed in creating equitable spaces full of opportunity for both people and the natural world. As an employee-owned company, Davey employees look forward to continuing the legacy of our founder John Davey, the Father of Tree Surgery, for another century and beyond.



Training Created for Native Spanish-Speaking Employees

Davey held its inaugural DIGM en Español in 2023. The second iteration of the Spanish-taught training course was held in late July 2024 and is now part of the Davey Institute's course catalogue.

The inaugural Davey Institute of Grounds Management (D.I.G.M.) en Español educated Spanish-speaking employees in their native language on Davey Commercial Landscape Services (CLS) operations.

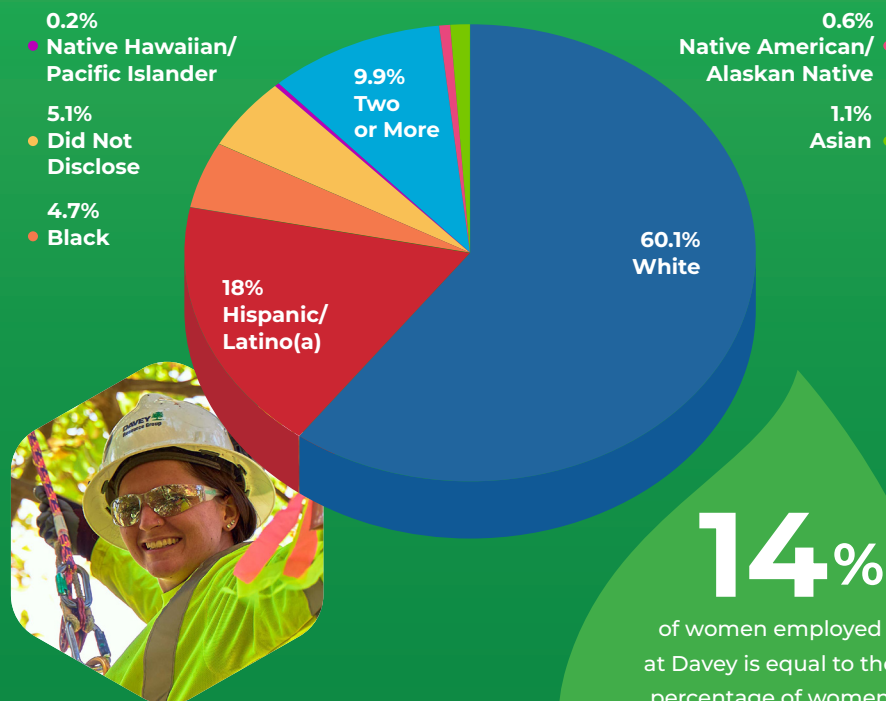
Fourteen Davey employees from Virginia-area CLS operations attended the first-ever Davey training course taught by Spanish-speaking instructors in summer of 2023. Attendees learned about topics ranging from soil-sampling methods to turf, shrub, insect and plant disease identification, and leadership and management skills.

Raul Villagomez, production manager, Davey's Dulles CLS territory, said that because English isn't his first language this first-ever D.I.G.M. en Español provided a unique opportunity for him and fellow bilingual employees to learn in their native language. "We can grow in this company if we put in the effort because of the opportunities Davey offers employees for advancement," he said.

Scan this QR code to hear about D.I.G.M. en Español from Juan Perez, a participant in the inaugural training program.



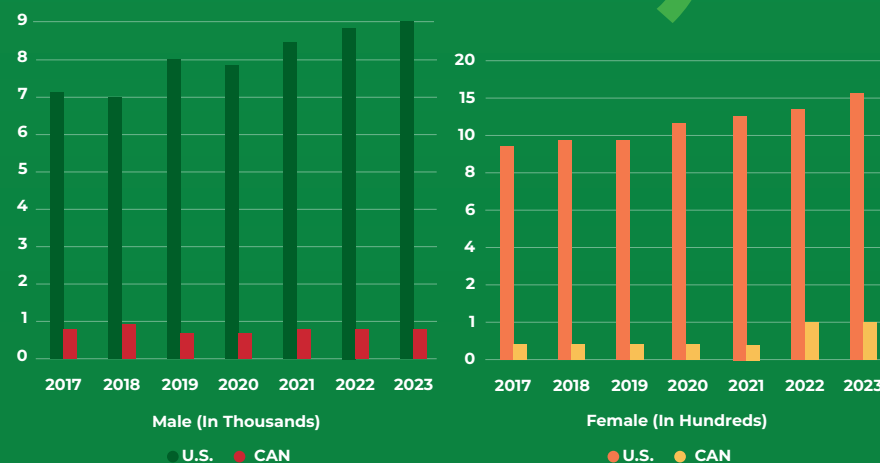
U.S. Employees by Ethnicity



14%

of women employed at Davey is equal to the percentage of women in management, up from 6.2% in 2012.

Full-time employees by region and gender



Davey Climate Change Projections Released for Canada

The Davey Institute in 2023 released six climate change fact sheets for areas of Canada that summarize the effects of climate change projected to impact our industry over the next 30 to 70 years.

The Canada fact sheets address the Atlantic Maritime, British Columbia, Canadian Arctic, Ontario, Prairie Provinces and Quebec regions. The Canada sheets are a follow-up to the U.S. fact sheets, published in 2021 for seven regions of the U.S.

The sheets project the impacts of climate change on the tree care industry based on changes in temperature, precipitation, storm

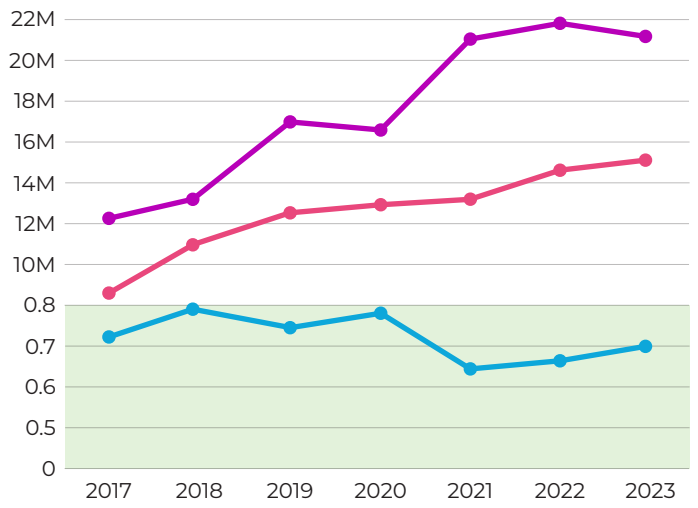
intensity, tree health, pest pressure, wildfires, and worker stress. The fact sheets are designed to help local arborists, foresters and other green industry professionals understand specifically how trees and plants may be affected where they work and live, so they can understand anticipated forthcoming changes in their landscapes.

Through publication of these fact sheets for North America, the Davey Institute is leading the way by providing research-based educational resources to our employees, our clients, the green industry and the general public.



Warmer temperatures in the Ontario region will lead to, among many impacts, a longer growing season for trees.

Fuel Management



- Total Labor Hours
- Total Global Fleet Fuel Use (U.S. Gallons)
- Global Fleet Fuel Use per Hour (U.S. Gallons per Hour)

13

regions of North America have projected climate change impacts on trees and the green industry as identified by the Davey Institute.

Scan the QR code for the Davey Institute's climate change fact sheets.



Integrated Pest Management Training Minimizes Environmental Impacts

Integrated Pest Management (IPM) is a key principle we aim to practice at Davey. IPM isn't just a matter of applying pesticides to control an insect, disease, or invasive plant. It's a comprehensive strategy that involves using cultural, biological, mechanical, and chemical methods to manage pests to acceptable levels.

A pest is defined as anything undesirable. It could be an invasive weed, vegetation that's too tall for energy transmission or communications infrastructure, or a devastating insect or disease.

In 2023, Davey Resource Group collaborated with the Davey Institute to develop the DRG Integrated Pest Management (IPM) Guide. This guide includes comprehensive management strategies and species profiles for prevalent invasive species across all DRG operations.

The guide's format includes a more compact, printed version designed to be carried by field employees and to easily fit into DRG vehicle glove compartments. An electronic PDF version allows employees to click on interactive links within the guide along with a user-friendly table of contents for seamless access and navigation by Davey employees working in the field.

The integrated IPM guide is an example of how Davey takes its mandate to care for the environment in a responsible, holistic and meaningful way.



2,925

testing samples received by the Davey Institute Diagnostic Laboratory from Davey employees in 2023 requesting pest identification.



Use of drones is one of the many ways Davey safely and effectively applies integrated pest management principles.

2030 Goals

Davey is confirming our commitment to Corporate Responsibility by establishing bold goals for 2030. Using our updated materiality assessment and by listening to our employees, we are committed to achieving the following:



50% reduction in fuel use per labor hour from our 2018 baseline.



Develop and use best practices for plant health care to protect and enhance water quality.



Zero biomass going into landfills.



Be the leader of social good in the green industry.

Turning Food Waste Into Shoreline Protection

Native Shorelines, a Davey company, received a patent in 2023 for its QuickReef® living shoreline product. See photo, page 10.

Native Shorelines, a Davey company, works with restaurants in the Raleigh, North Carolina, area to take oyster shells created as waste in their food service operations and turn them into a product used to protect and restore coastal shoreline along the eastern seaboard. The shells are used in one of two ways.

The first, innovative recycling method is part of the construction process of QuickReef® living shoreline. QuickReef® is a patented product made from the same chemical compound as oyster shells – limestone marl, or calcium carbonate – which attracts oyster spat and provides a nursery for oysters to flourish. QuickReef blocks are 30 inches long, 10 inches wide, and weigh 100 pounds. They are used to help establish habitat for fish, crabs, oysters, clams, and mussels, and a variety of other marine life to stabilize and prevent coastal erosion. The recycled shells are also used to help stabilize and restore shorelines by placing the shells in large mesh bags and stacking them to make an offshore sill or living shoreline.

"In areas with wild oysters, young oysters are naturally drawn to these shoreline products," said Worth Creech, director of innovation and logistics, Native Shorelines. "The point of the sill is to mimic a natural oyster reef and to foster the growth for an oyster reef. You install it, it looks like an oyster reef, and in a year or two the oysters are attracted to it and they form a reef around it.

"These products attract all kinds of different mollusks, and those in turn attract small fish," Creech said. "It's just a big habitat creator, and all the while it prevents erosion from waves."

Creech is currently working with his home city of Raleigh, North Carolina, and the North Carolina Coastal Federation to create a large scale oyster recycling program involving Raleigh restaurants and seafood markets to return the shells back to the state's coast. The hope is that this program will be a model for other cities in the state.



6,625

cubic feet of oyster shells (1.5+ tractor trailers full) recycled in 2023 into coastal restoration products.



570

Davey employees shared expertise by speaking at public or industry events, published an article externally, or appeared on a podcast or in other media.



28,324

Employee volunteer hours in 2023.

DAVEY GREEN LEADERS

The Green Leaders program acknowledges employees' individual volunteer efforts and initiatives that are personally significant to them and benefit their local communities.

Pilot Project Transforms ROW into Pollinator Habitat

What was once used as an illegal dumping ground for trash has become a vibrant, colorful pollinator habitat.

Davey Resource Group (DRG) Utility Vegetation Management (UVM) services partnered with a California-based utility to use integrated vegetation management practices and develop a 25-acre section of right-of-way into a pollinator habitat. The pilot project started in 2021 and progressed through 2023 to establish healthy vegetation with minimal impact to powerline infrastructure by minimizing invasive species and replacing them through use of native seed mixes. The project also served to reduce wildfire risk within the ROW.

The work overcame sandy, dry soil conditions in an area prone to hot, windy weather, with most precipitation for the area in San Bernadino County, California, falling from November through March. All these factors were considered when choosing the right seed mixes to plant.

The pilot project is just one example of how Davey’s integrated vegetation management services can help utilities minimize impact and risk to their infrastructure while using ROWs to establish vegetation beneficial to the environment.



25
Acres transformed into
pollinator habitat

Davey worked with a utility client to transform what was a ROW with little beneficial vegetation into an abundant greenspace full of pollinator-friendly vegetation, including California poppies and baby blue eyes flowering plants.



Hardwood Preservation Generates Carbon Credits

Carbon offsets start with carbon emissions from the burning of fossil fuels. Trees capture carbon from the atmosphere and store it in their tissues as part of their natural growth process. One strategy to reduce atmospheric carbon is to invest in planting and protecting trees.

Davey Resource Group (DRG) Environmental Consulting (EC) and Davey Mitigation teams partnered with City Forest Credits, a nonprofit carbon registry, on a carbon credit pilot project using Davey-owned forested sites.

DRG quantified the carbon on three Davey-owned properties, a total of 21 acres of hardwoods, which generated 4,143 project credits for client Davey Mitigation. The steps involved using forestry tables to match up the approximate age and species of the trees based on historical model data, as well as conducting a tree inventory, and using i-Tree® to quantify the credits. DRG applied to register the credits with City Forest Credits and get third-party verification.

The project established Davey's ability to work within the carbon credit market and help clients obtain carbon credits.

Scan the QR code to listen to an episode of "Talking Trees With Davey Tree: What You Should Know About Carbon Credits."



4,143

Carbon credits generated through preservation of 21 acres



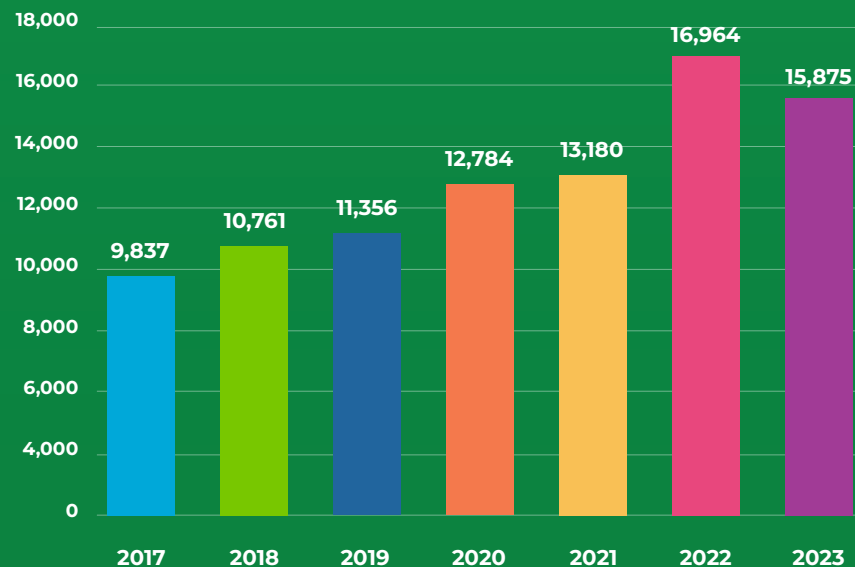
Fleet Emissions

(in metric tons CO₂e)



Fleet Size

Electric, hybrid and alternative energy options currently make up about 1/8 of Davey's fleet.



'Upcycling' Wood Waste

Davey's biochar kiln wood waste processing facility is now online, processing wood waste into a carbon-rich, charcoal-like substance that offers many benefits when incorporated into the soil.

Davey's biochar kiln uses pyrolysis, meaning the wood waste is processed at a high heat, up to 2,400 degrees Fahrenheit, with low oxygen. The high heat process destroys pollutants; meanwhile, what burns off is steam, resulting in near zero emissions.

The end product is a soil amendment that helps soil resist compaction, improves infiltration and retention of water, and helps preserve nutrients and absorption of salts. Biochar also locks up carbon for thousands of years.

Scan the QR code to learn more about Davey's biochar facility.



"We can now turn mulch into a biomass solution for Davey, which is super exciting," said Nate Conn, district manager, Lombard Wood Products. Conn manages Davey's East Dundee, Illinois, facility, which includes the biochar kiln.

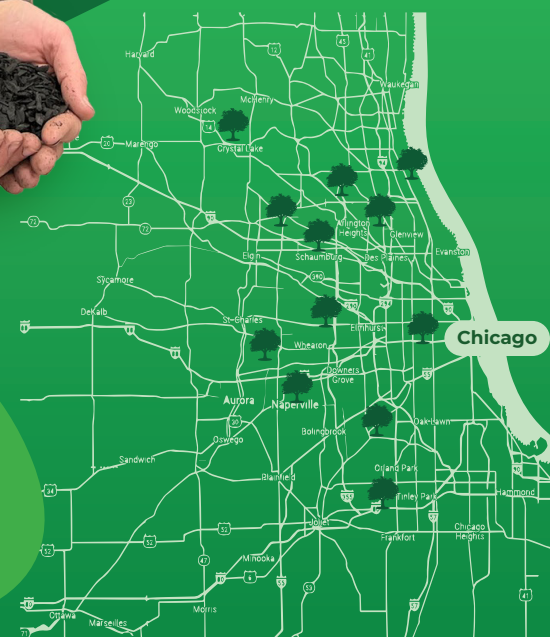
"The beautiful thing about biochar and why I'm so engaged with this project is it lessens our carbon footprint as a company, and aligns with Davey's sustainability goals," Conn said. "Biochar production is a really good way to take gas that is emitted into the atmosphere, turn it back into locked-up carbon and put that back into the ground where it will offer great soil composition as well as being used in different products like concrete, paper bricks, and plastics, and all types of things that can be palletized."



Nate Conn, district manager, Davey's Lombard Wood Products office, is pictured with a handful of biochar at the East Dundee, Illinois, biochar kiln facility.

12

Davey offices in the Chicago area providing wood waste for biochar production



Training Partnership Emphasizes Safety

Davey employees take part in a training program in partnership with a large utility client in Indiana.

Education and safety go hand in hand at Davey. That's why each year for the past four years Davey's Eastern Utility services employees managing line clearance for one of Indiana's largest natural gas and electric companies shut down operations for a day to focus on safety training, awareness and best practices.

More than 100 employees gathered at Shanklin Park in Goshen, Indiana, to learn about traffic control, aerial rescue techniques, climbing systems, precision tree felling, and more. Foresters from the utility client also attended in support of the training program.

"The main objective of this training is to improve safety for the employees," said Don Viers, area manager, Eastern Utility services.

TRIR Workforce-Related Incidents

The Davey Tree Expert Company & subsidiaries



119

Davey employees attended the one-day safety training with a large, Indiana based client.



Envisioning a Brighter Energy Future

Utility companies have a one-stop, concierge-like partner in Davey for turning their solar power plants from concept into reality.

Davey's suite of services for helping utilities bring photovoltaic power stations online start with permit applications and extend through construction monitoring to the care and management of the finished landscape once a solar array is online and generating sustainable, green power.

Davey has seen an increase in requests from utility clients in recent years for services related to solar power installation, including:

- Environmental compliance coordination during construction
- Tree and shrub planting for border landscape screening of the solar facilities
- Vegetation management of the solar field post construction, including mowing, tree pruning, and customized spraying applications
- Tree removals to maintain consistent sunlight absorption
- Line clearance pruning around transmission lines sending power from the solar arrays to the electric grid

"Renewable energy is a huge industry," said Roy Van Houten, director, energy, Wetland Studies and Solutions, Inc., a Davey company. "It pulls in everything that we do as a company, whether it's up-front environmental permitting, compliance inspections, landscaping, mowing, vegetation management or asset management."

More than 2,000 large balled and burlapped trees and shrubs and more than 2,800 container shrubs and perennials were planted by Davey to screen a solar array field in southwestern Ohio in early 2023.

Scan the QR code to learn more about solar facility vegetation management.



John Davey grew up on a poor farm in England and emigrated to the United States, where he worked to develop and grow the green industry. His early work in the late 1800s and early 1900s helped drive the environmental movement in the U.S. around the time of the establishment of the U.S. Forest Service in 1905.

Commemorating a Tree Care Pioneer

John Davey (1846-1923) held a number of patents in the U.S. and Canada related to tree care methods and equipment.

The year 2023 marked 100 years since the passing of John Davey, the founder of The Davey Tree Expert Company and popularly recognized as the Father of Tree Surgery.

Davey founded his namesake company in Kent, Ohio, in 1880 on the basis of his experimental tree care methods, which proved successful in treating trees afflicted by injury and disease and in generally prolonging their lives and improving their vitality.

Davey was a pioneer in the tree care industry, and the similarities in his approaches to caring for trees so closely resembled the

philosophies and practices of the medical field that his work earned him the moniker the Father of Tree Surgery. Davey published his book "The Tree Doctor" in 1901 encouraging people to care for their trees to enjoy their many benefits and to maintain a healthy and balanced ecosystem.

Davey's ideals remain core to the culture at Davey Tree, where his passion for scientific methods, education and research continue to drive innovation and learning among our more than 12,000 employees across North America.

Scan this QR code to learn more about the founder of Davey Tree, John Davey.



Sustainable Training and Research Facility

The Davey SEED (Science, Employee Education and Development) Campus is currently under construction and is scheduled to open in early 2025. Davey will pursue LEED (Leadership in Energy and Environmental Design) certification status for the Davey SEED Campus based on numerous sustainability-focused components of the project. Key elements of the SEED Campus that will help Davey strive for LEED certification include:

- 650-kilowatt photovoltaic solar array
- On-site stormwater management
- Use of energy-efficient construction materials such as high-density SIPs and high-performance window systems
- Reuse of structural timbers from prior on-site historic barn
- EV charging stations, low-flow plumbing fixtures, bottle refill stations, and LED lighting fixtures.



10,700
Square-foot climbing center



25,000
Square-foot training center and offices



190+
Acres of land dedicated for research and training purposes

About Our Company

Founded in 1880, The Davey Tree Expert Company provides research-driven tree services, grounds maintenance and environmental solutions for residential, utility, commercial and environmental partners across North America. As one of the largest employee-owned companies in the U.S., Davey is dedicated to creating and delivering sustainable solutions in everything we do.

Materiality Assessment

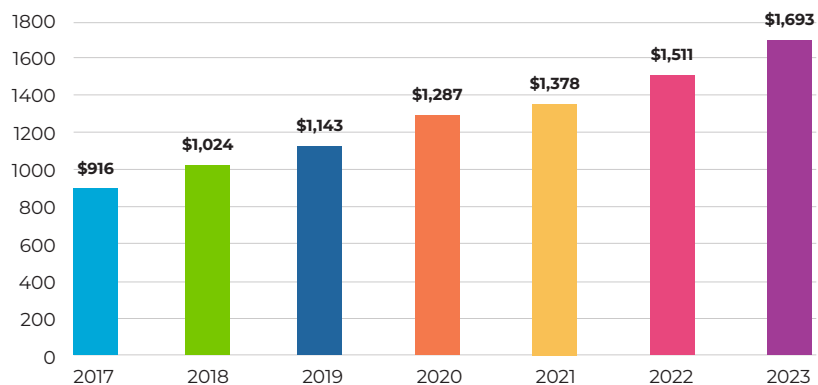
In 2016, Davey completed a robust materiality assessment to identify, prioritize and validate the most significant environmental, social and governance (ESG) topics to our business. We began by identifying a wide range of potential ESG topics through industry research and peer benchmarking. We also looked to leading companies in corporate responsibility and environmental services to understand their ESG priorities. This Materiality Assessment was updated in 2021 using a human centered design approach to inform our 2030 goals and validate our 3 pillars of Corporate Responsibility:

- Diversity, Equity, and Inclusion
- Environment
- Safety

Performance

In 2023, Davey continued to grow, surpassing \$1.6 billion in sales.

Revenue Trends (millions USD)



Sustainability Governance

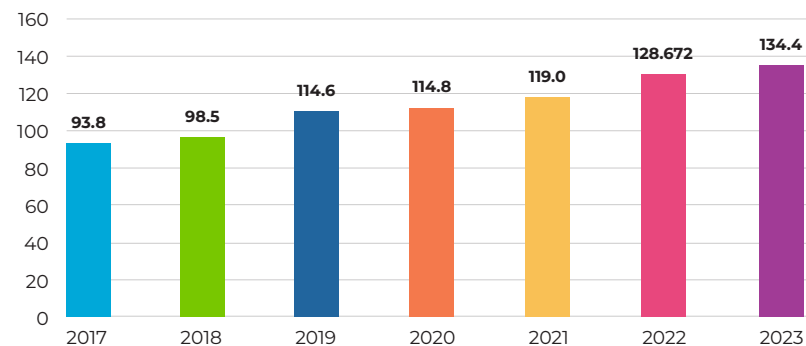
Our Corporate Policies guide expected behavior and demonstrate our commitment to high ethical standards. This includes company governance, daily operations, and environmental responsibility, and can be found on **our website**.

- Our Code of Ethics and Whistleblower Conduct Reporting Policies outline our standards for business affairs and disclosure process for misconduct, ensuring business matters are conducted ethically and in compliance with all federal, state and local laws.
- Our Code of Ethics for Financial Matters ensures compliance with legal requirements, specifically the Sarbanes-Oxley Act of 2002 and related rules and regulations.
- Our Equal Employment Opportunity and Harassment Policies foster a safe and healthy work environment.
- Our Environmental Policy supports responsible environmental management throughout our operations. Learn more in the environmental sections of this report.

The Davey board of directors is ultimately responsible for oversight of our business strategy. The board has three committees—audit, compensation and governance. Read more about the **Board Committee Charters** [here](#).

In 2007, we created our CR team to oversee our environmental sustainability commitments. This team meets regularly and includes leaders from operations, corporate purchasing, facilities, human resources, environmental management, financial accounting, communications and information systems. These leaders are responsible for management of our material topics. The CR team reports to the executive vice president of the Davey Institute and Employee Development, who in turn reports to the President and CEO. The President and CEO is a member of the board of directors.

Carbon Emissions in Thousands (metric tonnes CO₂e)



GRI Content Index

Statement of use	The Davey Tree Expert Co. Calendar Year 2023
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	About our Company, Sustainability Governance
	2-2 Entities included in the organization's sustainability reporting	About our Company
	2-3 Reporting period, frequency and contact point	About this Report
	2-7 Employees	Diversity, Equity, and Inclusion
	2-9 Governance structure and composition	Sustainability Governance
	2-10 Nomination and selection of the highest governance body	Sustainability Governance
	2-11 Chair of the highest governance body	Sustainability Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance
	2-15 Conflicts of interest	https://www.davey.com/about/corporate/policies/
	2-16 Communication of critical concerns	https://www.davey.com/about/corporate/policies/
	2-22 Statement on sustainable development strategy	https://www.davey.com/about/corporate/policies/
	2-23 Policy commitments	https://www.davey.com/about/corporate/policies/
	2-24 Embedding policy commitments	https://www.davey.com/about/corporate/policies/
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality Assessment
	3-3 Management of material topics	Diversity, Equity, and Inclusion, Environmental Initiatives, Safety
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Performance
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report
	201-4 Financial assistance received from government	N/A
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	N/A
	303-2 Management of water discharge-related impacts	N/A
	303-5 Water consumption	N/A
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Carbon Emissions
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Environmental Initiatives
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Safety
	403-3 Occupational health services	Safety
	403-6 Promotion of worker health	Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety
	403-9 Work-related injuries	Safety
	403-10 Work-related ill health	Safety
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, Equity and Inclusion



4

Employee Affinity Groups at Davey: BIPOC, Women's+, LGBTQ+, Hispanic/Latino(a). A fifth EAG was recently established to support Davey employees who are veterans.



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