



2022 CORPORATE RESPONSIBILITY REPORT

ABOUT OUR COMPANY

Founded in 1880, The Davey Tree Expert Company provides research-driven tree care 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.

ABOUT THIS REPORT

Corporate Responsibility is rooted in our corporate values of Safety, Integrity, Expertise, Leadership, Stewardship, and Perseverance. We live these values every day as we strive to make the world a better place, one client at a time. This 2022 Corporate Responsibility (CR) Report, Davey's tenth report overall, is written in accordance with the Global Reporting Initiative's (GRI) Standards 2021 and has disclosed information currently available.

We published our last CR Report in June 2022, covering the 2021 calendar year. This report addresses Davey operations during the 2022 calendar year, in the U.S. and Canada, unless otherwise noted. Any questions, comments, concerns or suggestions regarding this or previous Davey Corporate Responsibility Reports can be directed to corporateresponsibility@davey.com.

This report highlights 2022 progress toward our CR strategy, which is informed by the results of a robust materiality assessment conducted in 2016 in accordance with the GRI G4 framework.

Davey is committed to corporate responsibility not just for our business, but for the world. We recognize that our core services center around creating healthy green spaces while contributing to a thriving environment. We promote responsible and safe practices with our clients and partners and take the time to educate the public, when possible. We invest in the continued education and development of our employees, as they are the future of our company. We are proud of our founder 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.

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:



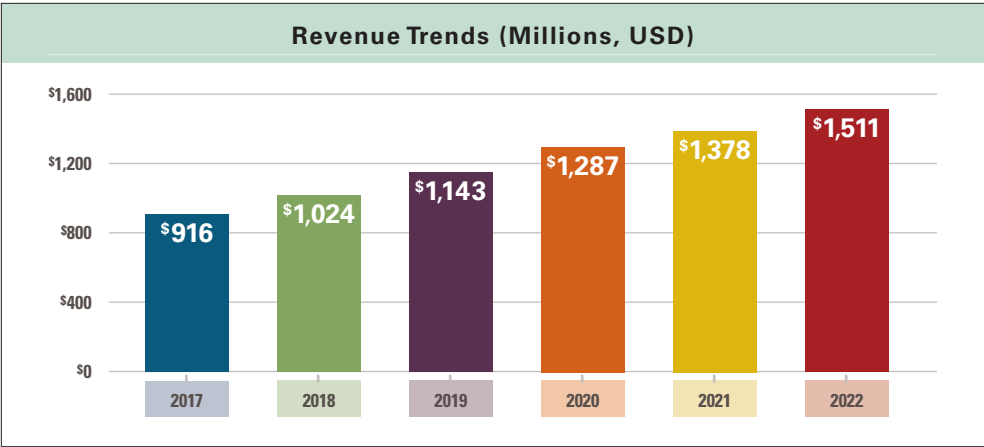
- **Safe Business Practices**
- **Engaged Employees**
- **Sustainable Environment**





PERFORMANCE

In 2022, Davey continued to grow, surpassing \$1.5 billion in sales.



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 Chairman, President and CEO, Pat Covey. Covey is a member of the board of directors.

SUSTAINABLE ENVIRONMENT

Throughout our history, Davey has been synonymous with environmental awareness and stewardship. We hold ourselves accountable to managing and mitigating our impacts on the environment, and help our clients do the same.

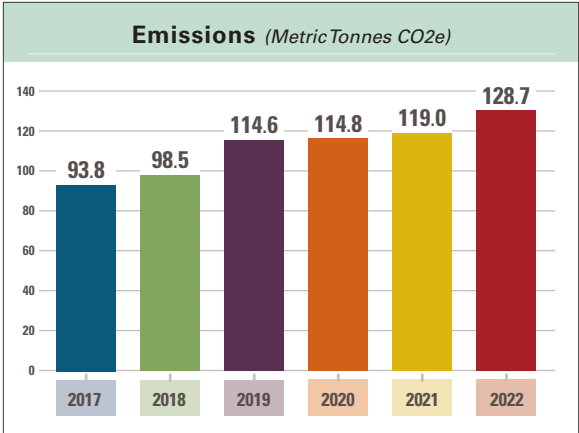
FUEL MANAGEMENT

In 2017, we established a bold goal to reduce our global fleet fuel consumption by 35 percent per labor hour by 2023 from a 2017 baseline.

Through 2022 we have reduced our fuel use per labor hour by 21%. Keys to this reduction include a consolidated increase in labor hours and innovative solutions employed throughout operations (including introduction and expansion of battery-operated tools, EV / hybrid technology, and the right sizing of our fleet). We are excited to announce that we are continuing our commitment to reducing our fuel use with a 2030 goal of a 50% reduction per labor hour from our 2017 baseline.

Recent increases in emissions are the byproduct of a continually growing company, including increased personnel and Davey’s widening scope of services and clientele.

Fuel Management			
	Total Global Fleet Fuel Use (U.S. gallons)	Total Labor Hours (Hours)	Global Fleet Fuel Use per Labor Hour (U.S. gallons per hour)
2017	10,349,703	12,212,869	0.847
2018	10,863,598	13,594,671	0.799
2019	12,642,575	16,955,968	0.746
2020	12,910,390	16,486,481	0.783
2021	13,508,613	21,199,649	0.640
2022	14,605,878	21,920,878	0.670



Choosing a Greener Tomorrow

As we continue to look for ways to decrease fuel consumption, we continue testing and growing Electric Vehicles (EV) within our vehicle fleet. Davey added Ford F-150 Lightnings last year as part of a pilot- program to assess the value of incorporating EV trucks into our business operations. These all-electric vehicles are estimated to be driven up

to 330 miles on a fully charged battery. We also have Tesla ModelY electric cars that have a similar estimated range being used by Davey Resource Group. The goal of the program is to understand the true cost of using EVs in our fleet. This data will then help us decide the best way to incorporate more EVs into the Davey fleet. In addition, we

currently have more than 1,000 hybrid and alternative fuel vehicles in our fleet including the Toyota Rav4 LE Hybrid SUV and Ford F-150 Flex Fuel vehicles. This mix of hybrid, electric and alternative fuel vehicles make up around one-eighth of our fleet and is helping to reduce reliance on fuel and lower the company’s carbon footprint.



SUSTAINABLE ENVIRONMENT

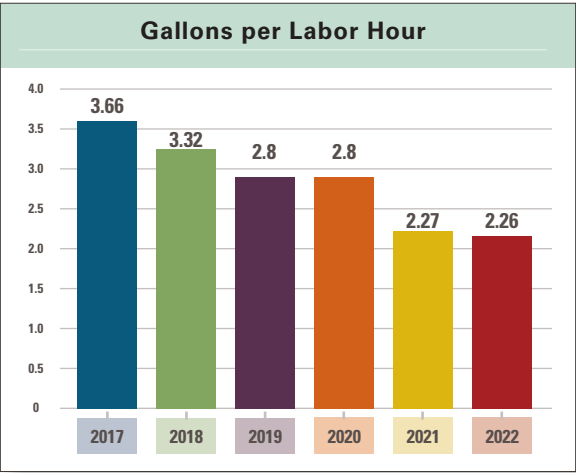
WATER MANAGEMENT

Access to a clean and plentiful water supply continues to be a growing challenge for many of the communities in which we operate. We demonstrate our legacy of environmental stewardship through responsible water use and collaborate with our stakeholders to deliver solutions for their water management needs. As an essential element for plant health care, our commitment to water stewardship is critical for the continued success of our business.

In 2017, we expanded our chemical management processes to include water use, setting a goal to reduce our water consumption per labor hour by 35 percent by 2023 from a 2017 baseline. Using our chemical inventory as a proxy, we calculate our 2022 field water use at 187,933 cubic meters.

In 2022 we continued to expand our Water Management group activities. We performed landscape sustainability studies and irrigation audits for several clients by following the principle that plants, soils, and water all function holistically together in the landscape. Clients who implement our recommendations can reduce their irrigation water consumption 25 to 50 percent by only irrigating the plants that need water when they need water.

Through 2022, we have reduced our water use per labor by 47% exceeding our goal of 35% per labor hour. This is mainly attributed to increased labor hours in non-PHC services. All of the water we use in operations is for plant health care or PHC-related purposes, thus is returned to the landscape. For this reason, our 2030 goals are going to focus on water quality.



State-of-the-Art Irrigation System on the SEED Campus

The 176-acre SEED (Science, Employee Education and Development) Campus, which sits across the street from the corporate office, will be home to multiple sustainability and net-zero features, one of which includes a state-of-the-art irrigation system. The irrigation system allows us the ability to irrigate the campus more efficiently, which includes more precise and accurate watering. Examples of this include pre-scheduling the irrigation through a laptop or smart phone app, selecting which exact trees get irrigation and being able to choose exactly how much water should be applied, which is the

biggest benefit. There are also soil moisture sensors located throughout the research plots that can be programmed to activate the irrigation system automatically when soil moisture levels dry to a predetermined level. This precise control not only helps the campus stay irrigated accurately, but it also gives us the ability to conduct randomized, replicated experiments to research water usage by trees, water management and stress physiology. These experiments will ultimately inform our plant health care (PHC) programs and other water management services so we can promote accurate

and efficient water usage programs to our clients, saving more water in the long run. The irrigation system consists of multiple zones that will irrigate all of the high-maintenance areas spread out across the campus, which includes eight arboretum “rooms,” tree and shrub research plots, plants along the buildings and main driveway and the golf tees and greens. It is currently installed and functioning in the research plot area of the campus, but it will be built out as the rest of the campus is constructed. For more information about the SEED Campus, visit Davey.com/SEED.



WASTE & RECYCLING

As a provider of scientifically based horticultural and environmental services, Davey generates a significant amount of wood waste, producing more than one million tons of biomass each year. Biomass accounts for nearly 100 percent of Davey’s total waste. As responsible stewards of our natural environment, we are committed to decreasing our waste footprint. In 2022 we joined the Urban Wood Network to explore higher level uses of the biomass we generate throughout our operations.

Annual Wood Waste		
	Wood Waste Generated (Yards)	Wood Waste Recycled (%)
Landscaping	223,978	85
Tree Surgery	2,295,891	85
Utility	3,983,715	98



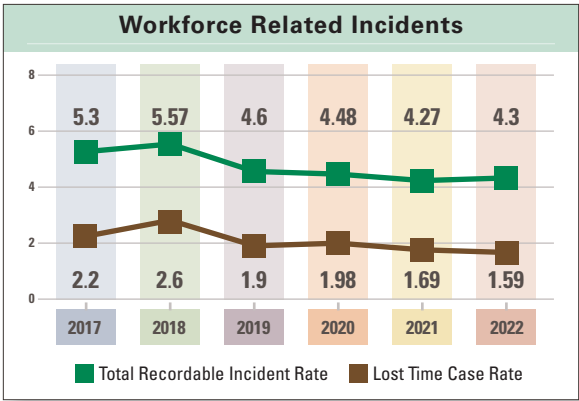
Davey Crews Use Web Site to Reduce Biomass

Davey crews are using a web site called GetChipDrop.com to help reduce the biomass that’s going to the landfill. The web site allows the general public to sign up to get a truckload of wood chips or logs and Davey crews in the area can then fulfill those requests. Perhaps most importantly, the site educates those who sign up that they will not be receiving landscape-grade mulch.

Joe Berg, district manager of the East Bay residential/commercial office, said the program has helped save time and disposal fees. “ChipDrop enables us to drop off mulch in areas close to our jobsites,” he said. “If a job is far from the dump, or it’s generating a lot of debris, ChipDrop makes it easier and cheaper to dispose of wood waste. And the fact that an outside organization is educating the public about the mulch quality and handling the sign-up process makes this a lot more efficient for us. It’s a win for us, a win for the homeowners, and a win for the environment.”

SAFE BUSINESS PRACTICES

As one of our core values, safety lies at the heart of all that we do. From our CEO through all levels of our employee-owned company, we continue to promote Human and Organizational Performance Improvement. We develop, explore, and integrate safety and health practices to prevent or limit the negative consequences of error across the organization. We are a high trust team, and this trust is the foundation for learning, adapting, and continuous improvement. Our safety strategy focuses on three core elements: Collaboration, Capacity, and Controls.



Industrial Athlete Safety

Just like athletes that play professional sports, tree work requires strength, focus and skill to perform work as safely as possible. These “industrial athletes” are prone to the same injuries that plague traditional athletes including twisted ankles, hand injuries, and other strains and sprains.

Recognizing these similarities, Davey Tree Surgery Company created an Industrial Athlete Program aimed at keeping our athletes as safe and healthy as possible. The program coaches employees on a wide range of activities that boost work performance such as flexibility, nutrition and sleep, as well as injury prevention and ergonomic corrections. In addition, biometric suits are used to gather quantifiable data on what muscles are being used while performing a job. This information helps leaders identify common problems to create plans that improve crew safety.



ENGAGED EMPLOYEES

Our people are the key to our success and sustainability as a company. We aim to engage and inspire our employees every day, providing them with education and development opportunities to help them grow personally and professionally. Employee ownership has differentiated Davey in our industry and enables us to provide superior tree, landscape, and environmental service to our clients.

To sustain our growth, we must invest in our employees’ personal and professional development.

For nearly 140 years, employee education has been foundational to our success, equipping each employee with the tools he or she needs to deliver the best possible care to our clients.

As part of the company’s work to become more inclusive, live out our values, and achieve long-term recruitment and retention goals, Davey chose to put an additional emphasis on justice, equity, diversity and inclusion (JEDI) in 2021.

Our JEDI Initiatives

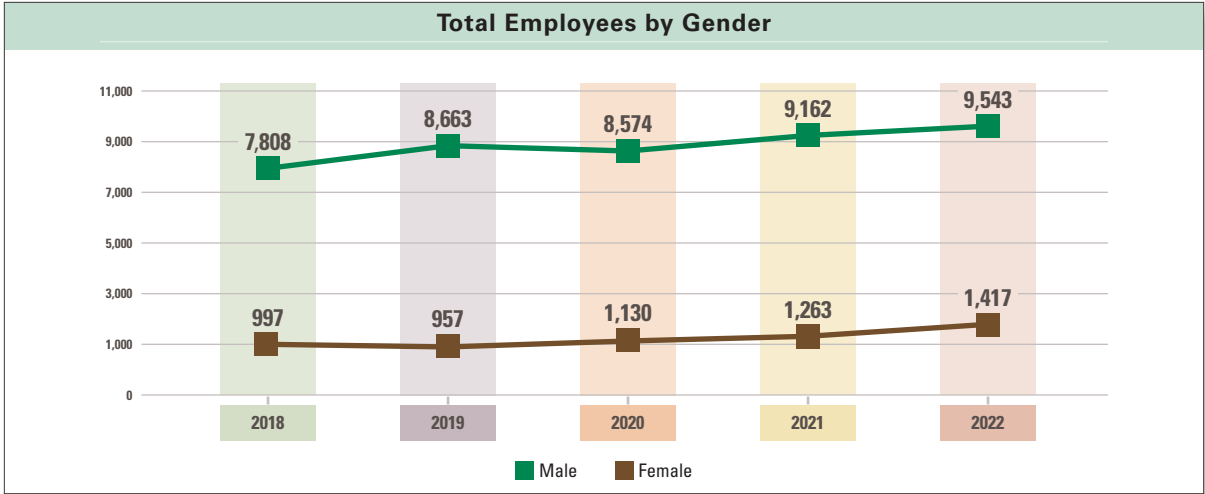
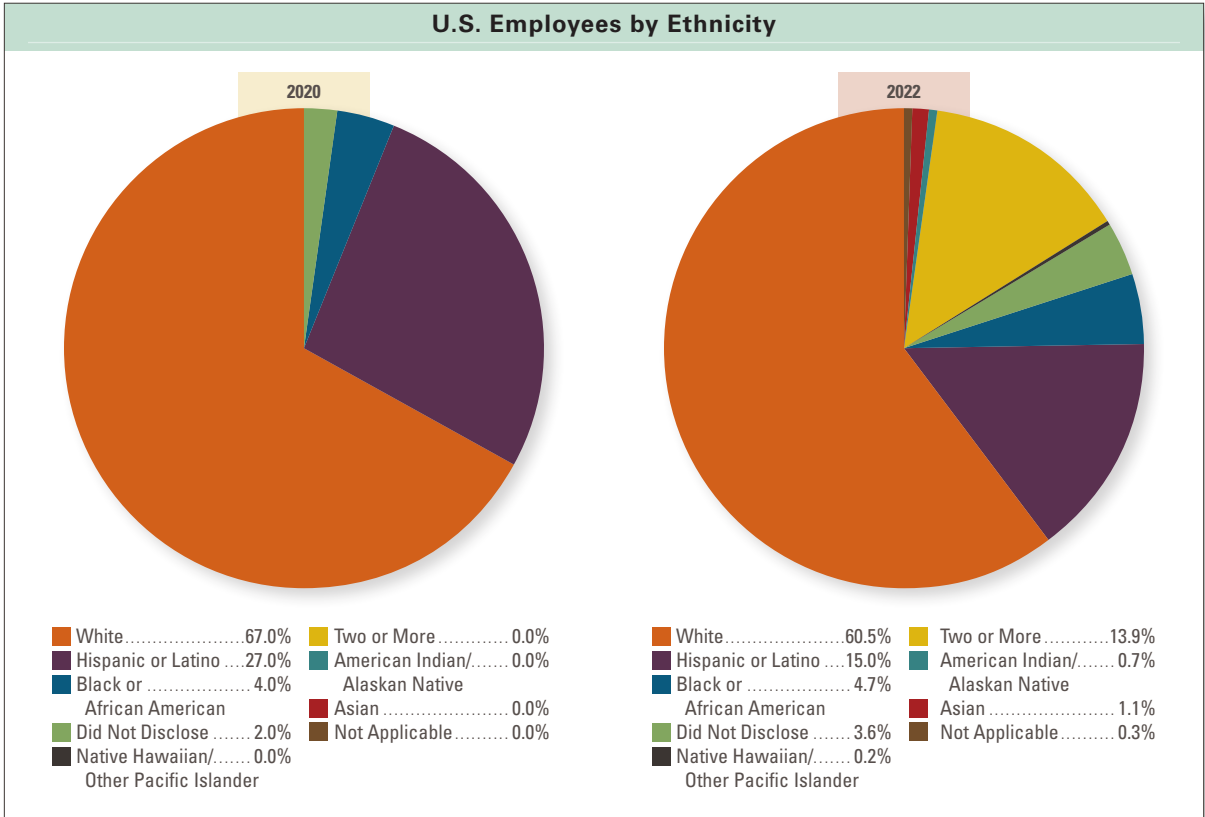
We expect our people to treat others with respect no matter their beliefs, gender, race, and orientation. Here at Davey, we want our people to feel like family and we work hard to put policies in place to make everyone feel safe. This is not only important for current employees, but also for job candidates who might want to build a career at Davey. We want them to know that they will be treated fairly and will get every opportunity to grow and be successful.

Our Justice, Equity, Diversity, and Inclusion (JEDI) team rolled out several initiatives in 2022 to make sure we are truly living our values as a Company. These efforts include:

- Developing training for supervisors and managers that provides a basic education of JEDI and what it looks like in the workplace. The training was later made available for all employees.
- Forming “Employee Affinity Groups” to provide a safe, open, and inclusive forum where under-represented employees with shared identity, characteristics or experiences can come together to build a sense of community. In 2022, we piloted a Women’s+ affinity group and worked to launch additional groups.
- Reviewing terms that have been part of Davey jargon for decades. For example, we are now using the word “groundperson” in all company-related communications to more accurately reflect all employees.



OUR PEOPLE:





Making Cities Green Again

As part of our Davey Giving efforts, we partnered with two iconic Cleveland sports franchises to help restore the “Forest City” to its former green landscape from its current tree canopy low. In 2021, Davey partnered with the Cleveland Cavaliers basketball team as part of NBA’s “Trees for Threes” program. Last fall, 953 trees were planted in Northeast Ohio, representing one tree for every

three-pointer made by the Cavs during the 2021-22 regular season. We also partnered with Cleveland Guardians baseball team in a similar program called “Swing for the Trees” to plant one tree for every homerun the Guardians hit during the 2022 season. This spring, Davey employees and the teams’ players will gather to plant 132 trees in the Cleveland area.

Davey has continued both programs for the teams’ 2023 seasons. But, in addition to the two Cleveland teams, we partnered with the Pittsburgh Penguins hockey franchise to plant one tree for every goal scored by the Penguins at home during the 2022-23 season. The “Score for the Trees” program is part of an effort to help reestablish the tree canopy in Southwest Pennsylvania.

Green Leaders Volunteering



SOCIAL RESPONSIBILITY

At Davey we strive to show our employees, clients and the communities in which we operate that we are a leader of “social good” in the green industry. To achieve this, we take purposeful action to make the world around us a better place. In 2022 Davey donated 3% of our profit to organizations and causes our employees and clients care about. Through our Green Leaders program Davey encourages our employees to be active volunteers in their communities and professional organizations. In 2022 Davey employees volunteered over 25,000 hours.



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:

- **Fuel Use** – 50% reduction in fuel use per labor hour from our 2017 baseline
- **Water** – Develop and use best practices for plant health care to protect and enhance water quality.
- **Biomass** – Zero biomass going to landfills.
- **Social** - Be the leader of social good in the green industry



GRI CONTENT INDEX

The Davey Tree Expert Co. Calendar Year 2022

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures	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	Our People
	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	Corporate Policies
	2-16 Communication of critical concerns	Corporate Policies
	2-22 Statement on sustainable development strategy	Corporate Policies
	2-23 Policy commitments	Corporate Policies
	2-24 Embedding policy commitments	Corporate Policies
	2-27 Compliance with laws and regulations	Sustainability Governance
	2-29 Approach to stakeholder engagement	Materiality Assessment
GRI 3: Material Topics	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality Assessment
	3-3 Management of material topics	Sustainable Environment, Safe Business Practices
GRI 201: Economic Performance	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	NA
GRI 303: Water & Effluents	303-1 Interactions with water as a shared resource	NA
	303-2 Management of water discharge-related impacts	NA
	303-5 Water consumption	Water Management
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	Carbon Emissions
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	Waste & Recycling
	306-2 Management of significant waste-related impacts	Waste & Recycling
	306-3 Waste generated	Waste & Recycling
	306-4 Waste diverted from disposal	Waste & Recycling
	306-5 Waste directed to disposal	Waste & Recycling
GRI 403: Occupational Health & Safety	403-1 Occupational health and safety management system	Safe Business Practices
	403-2 Hazard identification, risk assessment, and incident investigation	Safe Business Practices
	403-3 Occupational health services	Safe Business Practices
	403-6 Promotion of worker health	Safe Business Practices
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safe Business Practices
	403-9 Work-related injuries	Safe Business Practices
	403-10 Work-related ill health	Safe Business Practices
GRI 405: Diversity & Equal Opportunity	405-1 Diversity of governance bodies and employees	Our People

