

**Corporate
Responsibility
Report**

2025

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Leading with Purpose

At Davey, our work has always been rooted in a simple belief. When we care for people, trees, and the natural systems that support our communities, we create lasting value. That belief has guided us since 1880, and it continues to define our purpose today.

In 2025, Davey achieved 1.948 billion dollars in revenue, an increase of 5.8 percent. This growth reflects the trust our clients place in us and the dedication of our employee owners across the United States and Canada. But our progress is measured by more than financial results. It is measured by how we live our core values of safety, integrity, expertise, leadership, stewardship, and perseverance. These values shape the decisions we make and the responsibility we carry to future generations.



Corporate responsibility is how we put these values into action. It is how we support our communities, invest in our people, expand access to opportunity, reduce our environmental footprint, and strengthen the leadership that defines our company. These commitments come to life through the five pillars – Community, Culture, Employee Ownership, Environment, and Leadership. They reflect why our work matters and how we hold ourselves accountable for meaningful progress.

This year also marked an important milestone with the opening of the SEED Campus. While SEED is one location, its purpose reaches far beyond its walls. The research developed there supports our teams in the field, and the training refined there is designed to be applied across service lines. SEED strengthens our ability to improve safety, advance environmental practices, and deliver better outcomes for employees, clients, and communities. It reflects our long standing belief that science, learning, and innovation are essential to responsible growth.

As you read this report, you will see how our people continue to advance our commitments in every pillar. You will see measurable progress, stories of service and leadership, and examples of how we are preparing for the future. Most importantly, you will see why this work matters. Our responsibility is not only to the clients we serve today, but to the communities and ecosystems that will depend on us tomorrow.

We enter the coming year with optimism and determination. Our history has prepared us for this moment, and our values will guide us forward. Together, we will continue to grow, to learn, and to make a positive and lasting impact.

If you have any questions or feedback about the information in this report please contact responsibility@davey.com



Greg Ina

*Executive Vice President
of the Davey Institute and
Employee Development*



COMMUNITY

Community has always been at the heart of who we are at Davey. Our commitment to supporting the places where we live and work continues to shine through the actions of our people. Employees across North America demonstrated what it means to uplift their communities through genuine care, service, and connection. Davey contributed more than \$2.1 million in community giving and sponsorships, with \$633,927 in donations, and \$430,060 in in-kind contributions in 2025. In addition, our employees recorded more than 32,000 volunteer hours, contributing to our 2030 goal of 150,000 hours of service.

We continued to strengthen communities by partnering with five sports organizations – the Cleveland Guardians, Cleveland Cavaliers, Pittsburgh Penguins, Detroit Tigers, and The Kaulig Companies Championship. As a result, 1,156 trees were planted to help expand tree canopies in several communities.

We know that every act of service matters. But beyond the numbers, what defines our impact is the variety of ways our people show up for their communities. Whether it was through supporting local initiatives, contributing to environmental restoration, mentoring future professionals, or partnering with organizations that help neighborhoods thrive, our teams continued to reflect the values that guide our work.

Together, we are strengthening the fabric of the places where we live and work. We are fostering growth, creating opportunities, and making a lasting difference for our communities.

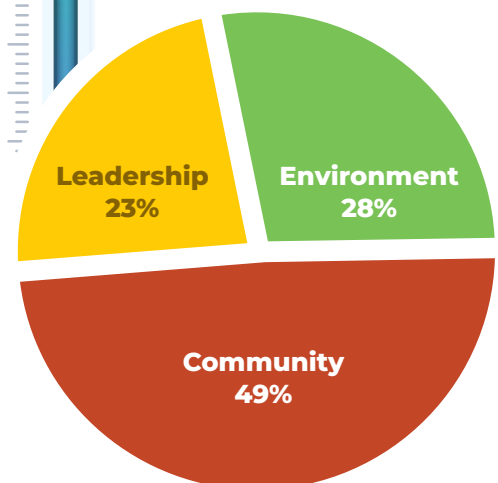
GOAL

As a company, achieve 150,000 hours of community service by 2030 with 2025 as the baseline.

HOW?

Employees commit to recording their Green Leader hours.

**Green Leaders
volunteer categories:**



Davey Green Leaders Uplift the Communities We Serve

As part of our core value of stewardship, we're committed to supporting the communities where we live and work. Launched in 2018, the Green Leaders program recognizes employees who volunteer their time and talents to strengthen the communities they serve.

From coaching and PTA involvement to nonprofit work, mentorship, and community tree plantings and cleanups, our people continue to show up in meaningful ways. By logging their volunteer hours, our employees help us advance our long-term commitment to reaching 150,000 volunteer hours by 2030.

In 2025 alone, our workforce recorded 32,166 volunteer hours. Davey Green Leaders made an impact across 28 U.S. states and three Canadian provinces, demonstrating the reach and commitment of our teams across North America.

At Davey, we know that all volunteer work counts. As we continue toward our 2030 goal, we're inspired to see the different initiatives that our people support each and every day.

\$2.1 million

In community giving and
sponsorships



Green Leaders Spotlight: Jose Rivera 170 hours recorded in 2025

For Jose Rivera, utility designer, Utility Asset Management (UAM), volunteering is the most gratifying work he does. Every year, he takes one week off from work to volunteer at Camp Fox – the YMCA of Glendale, California's summer camp. He leads kids through team building exercises, helping them understand their roles as young leaders.

"Knowing I've made some type of positive impact on the youth is a reward in itself," said Rivera. "I wouldn't trade that feeling for the world."

Rivera also helped the YMCA organize a food drive to help families during the devastating Los Angeles fires in early 2025.

"I'm immensely proud to be a Green Leader," says Rivera. "This program not only shows why our employees are great, but highlights the importance of giving back and making a difference."

WSSI Gainesville Gives Back

At Wetland Studies and Solutions (WSSI), Inc., a Davey company, giving back is part of their identity. The team is committed to supporting their communities and making a meaningful impact on the environment.



The office makes its mark by volunteering with organizations such as Keep Virginia Beautiful, Keep Prince William County Beautiful, Adopt-a-Spot, Adopt-a-Stream and the Northern Virginia Building Industry Association (NVBIA). Their efforts help keep Northern Virginia's natural beauty thriving and strengthen the communities where they live and work.

The New York Workforce Development Program

Woodlawn Cemetery in New York maintains its Level II Arboretum designation among other services like turf and landscape with the help of Davey Tree. We continue to provide instruction for Woodlawn's Bridge to Crafts Careers Landscape Restoration program. The 10-week program employs high school graduates looking to start a career in the green industry. Participants hone their landscaping skills and are able to work toward certifications. "It's a really great program," said Mike Veney, director, Davey Institute. "Davey often ends up hiring participants because they have been trained by Davey employees and show a lot of interest."



Davey Volunteers Come Together to Honor Veterans

Over 150 Davey volunteers beautified cemeteries, memorials, parks and veterans' centers across 18 states during this year's Saluting Branches Day of Service. As a national sponsor, Davey supports the organization's mission to honor service members through volunteer tree and landscape care.

"We really do owe our veterans so much," said David Norris, crew leader, Cleveland West territory, Commercial Landscape Services. "The best part of the day is just seeing everyone who comes out to volunteer their time and talent. Saluting Branches is a wonderful organization, and this one day of service really helps to keep these properties safe."



Turning Blight into Beauty

Davey Resource Group has partnered with Southern California Edison (SCE) to transform urban corridors in blighted neighborhoods through Integrated Vegetation Management. Expanded from a 2020 pilot into a 6,000-acre program across SCE's fee-owned property, the project replaces repetitive mowing and invasive weeds with low-growing native vegetation that stabilizes soil, reduces dust and creates living fire breaks.

These improvements deter dumping and enhance neighborhood appearance, offering a sustainable model that strengthens wildfire resilience and supports community and environmental stewardship.



Sports Program Tree Plantings

While Davey continues working with the Cleveland Guardians, Cleveland Cavaliers, Pittsburgh Penguins, and The Kaulig Companies Championship, we are proud to announce that we have teamed up with the Detroit Tigers for the "Triples for Trees" program.

With the help of Tigers personnel and The Greening of Detroit, we will plant three trees in Detroit for every triple, or three-base hit, made by a Tigers player in a regular-season game during the 2025 regular season. A minimum of 100 trees will be planted.

The "Triples for Trees" program aligns with the ongoing efforts of the Detroit Tree Equity Partnership and its goal to plant 75,000 trees by 2027.

5,969

Trees planted
from sports team
partnerships

1,081

Trees planted
in 2025



CULTURE

Davey's culture is built on the belief that when we invest in our people, we strengthen the entire organization. By developing our employees, supporting their wellbeing, and creating an environment where everyone feels valued and respected, we build a workplace where people can do their best work and support one another. Training, engagement, and shared responsibility all play an important role in shaping the culture we continue to grow.



Employees across roles and service lines have access to knowledge and tools they need to grow professionally and work safely. From technical training to leadership development and health and safety education, these opportunities help employees build skills, strengthen teamwork, and advance their careers.

Our culture is also shaped by the ways we create space for employees to connect and contribute. Through our Justice, Equity, Diversity and Inclusion Committee, employees help guide efforts that promote belonging and opportunity across the company. The committee sponsors five employee affinity groups supporting Women+, Veterans, LGBTQ+, Black, Indigenous, People of Color (BIPOC), and Hispanic and Latino(a) employees. These groups provide opportunities for mentorship, community, and shared learning while helping us better understand the experiences of our workforce.

Together, these efforts reflect the kind of culture we are working to build. One that prioritizes learning, values every employee, and supports the wellbeing and growth of the people who make our work possible.

What Justice Equity, Diversity, and Inclusion (JEDI) Means at Davey

We are committed to building a culture of belonging by treating everyone with respect, dignity, empathy, and care. We understand that encouraging diverse ideas and perspectives is critical to our vision and mission. We build this culture by living our values, evolving, and learning together.

Five years after its founding, JEDI reaffirmed its importance by addressing questions from employees about how JEDI benefits everyone at Davey. JEDI also promoted having respectful conversations, emphasizing our belief that everyone deserves to be heard and valued.

JEDI, along with several employee affinity groups—including Black, Indigenous, & People of Color (BIPOC), Women's+, LGBTQIAP+, Veterans, and Hispanic/Latino(a)—hosted regular virtual events featuring personal stories, mentorship opportunities, advice, and inclusive discussions focused on identity, belonging, and intersectionality.



Protecting and Caring for Each Other

We stay committed to protecting and caring for each other by advancing a learning focused approach to health and safety. While the Total Recordable Incident Rate remains important for measuring progress, our focus goes beyond the number. We're working together to build a culture that learns from everyday work and supports better decisions in the field.

Human and Organizational Performance principles helped guide this shift. Through training, conversations, and shared learning, we reinforced the idea that mistakes and close calls are opportunities to understand conditions and improve systems. We introduced a new training catalog making it easier to access learning opportunities.

We have developed a new framework to strengthen how we communicate across the company, which will help align messages, reinforce positive behaviors, and ensure clear, consistent guidance that supports safer outcomes. Together, these efforts reflect our belief that safety is a shared responsibility grounded in trust, learning, and continuous improvement.



GOAL

Complete 150,000 hours of employee training annually.

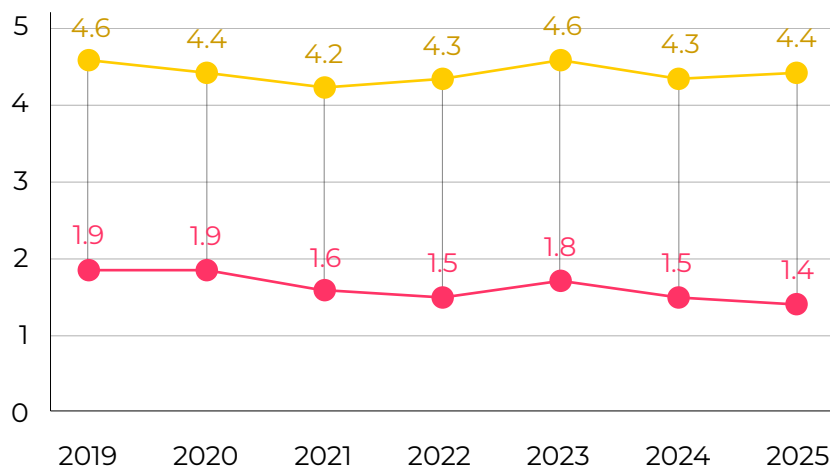
HOW?

Every year each employee completes 10 hours of voluntary training.



TRIR Workforce-Related Incidents

The Davey Tree Expert Company & Subsidiaries



Total Recordable
Incident Rate

Lost Time
Case Rate

Building a Safer Davey, One Program at a Time

Keeping employees safe is not a one time effort. In 2025, Davey's Health and Safety team invested in a range of programs and resources designed to give employees the knowledge and tools to do their jobs safely every day.

New and updated resources included formalized rail safety policy, an updated Heat Injury and Illness Policy, and a comprehensive Health and Safety Training Catalog. Career development resources expanded with new Ground Person and Equipment Operator CDP books. Employees behind the wheel gained access to Driver Mini Modules, part of the broader Driver Excellence Training program launched this year.

On the training side, Davey piloted an internalized Aerial Rescue Training program in fall 2025, bringing that critical instruction closer to home. The Sennebogen Training Program rounded out a strong year of investment in hands on, skill building education.



Planting the SEED Expands

After five years of success, Planting the SEED has expanded from an Eastern Utility program to include employees from across the company. This multi-day workshop has focused on the development of employees who are stepping into management roles. In 2025, there were a total of 13 workshops, bringing the total number of attendees to 218 since 2021. "Approximately 75% of participants are still with the company," said Autumn Dickerson, director of employee development, Eastern Utility services.



"This is one of our highest retention rates related to programming."
— Autumn Dickerson

How Diversity and Inclusion Shape Who We Are

At Davey, we continue to encourage inclusion and belonging. We're proud of the skilled and passionate people who strengthen our workforce every day. That's why we're committed to creating pathways to include everyone. We believe that diversity fuels progress, broadens our talent pool, and supports connection and commitment.

However, personal protective equipment (PPE) for utility arborists hasn't always been developed with inclusivity in mind. To change this, we assisted with the design of a customizable five-point breakaway safety vest, ensuring all employees have access to inclusive gear. The vest's cinchable waist detail helps create greater comfort, safety, and equity in the field.



Learning Through Babbel

Davey now offers employees free access to Babbel, a language learning app and platform designed to fit busy schedules. Lessons are just 15 minutes long, making it simple and convenient to learn or sharpen language skills.

Whether looking to improve Spanish, English, or explore a completely new language, this is a great opportunity for Davey employees to get started. “We’ve already seen team members step up to learn Spanish, which is helping boost two-way communication on the job,” said Tony Gazo, general foreman, Eastern Utility.



174
active users

7,610
lessons completed

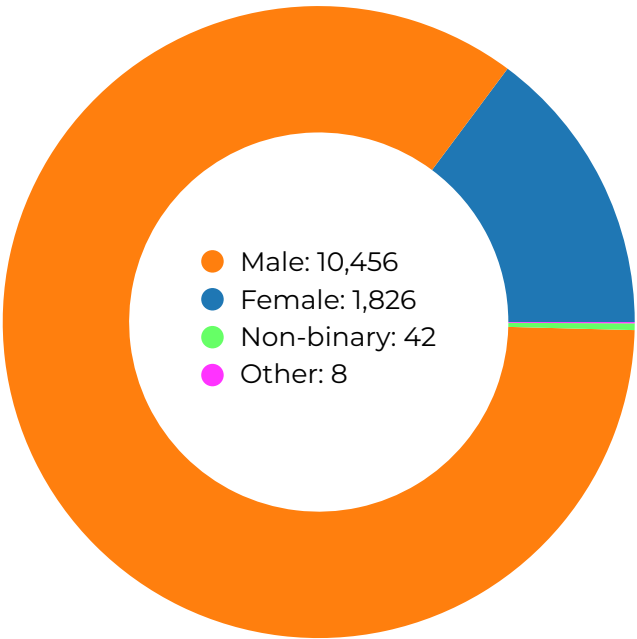
808
hours completed

12
learners showed
CEFR level progress

Race Demographics



Gender Demographics



The percentage of females making up our workforce has increased from less than 10% five years ago (2020) to 14.8%.

EMPLOYEE-OWNERSHIP

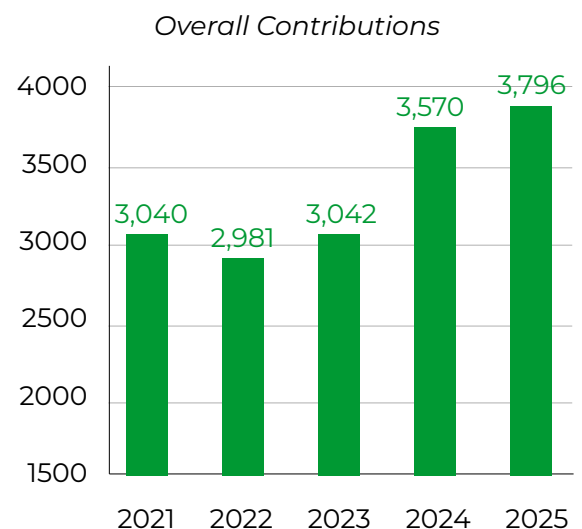
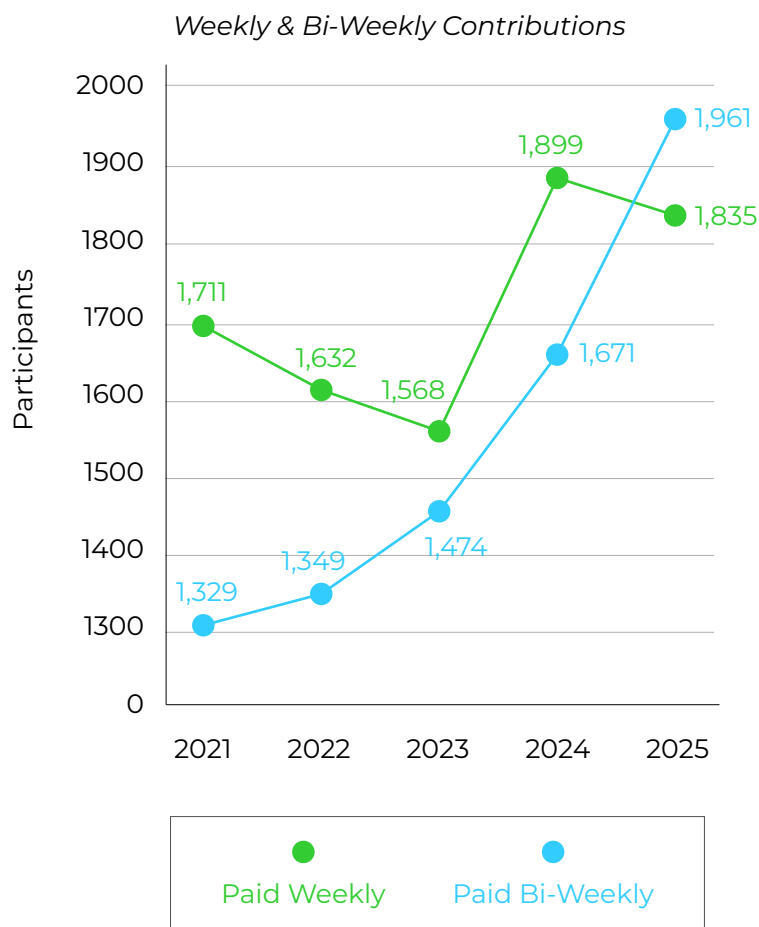


Employee ownership is a defining part of Davey's identity. It shapes how we work, make decisions, and support one another each day. We are recognized by the National Center for Employee Ownership as the eighth largest employee-owned company in the United States, a milestone that reflects decades of shared commitment.

This achievement highlights the importance of advancing equity in our field. At Davey, we're proud to bring together diverse teams who work toward a shared, beneficial outcome. That collaboration strengthens accountability, expands access to opportunity, and helps build long-term security for our people's futures.

As we celebrate the many employee owners whose lives have been positively impacted since Davey became 100% employee owned in 1979, we remain focused on ensuring ownership is accessible to all. Every employee is eligible to enroll in the Employee Stock Purchase Plan (ESPP) after six months of consecutive service, and we conduct stock splits to keep shares affordable for new participants entering the plan.

ESPP Participation



\$3,487

Average annual contribution

What's Your Why Campaign

Because employee ownership is a core part of Davey's legacy and continues to be a strong component of our culture, we make a point to celebrate employee ownership every October, because it is National Employee Ownership Month.

We launched the “Employee-Ownership Why” campaign where we asked employees to share their “why?” to celebrate our employee ownership culture. Offices around the country participated by starting their own “why” wall. The range and number of responses are encouraging. Employees expressed how their participation in employee ownership helped them achieve milestones like saving for big purchases, building for the future, creating a sense of stability, and providing for their families. The responses to this campaign demonstrated how employee ownership positively affects the lives of employees and their families, as well as how employee ownership leads to a strong culture at Davey.



Quad Cities

While many offices across the country provided strong responses to our employee-ownership “why?” campaign, one office had a particularly strong response. With over 40 responses on their “why?” board, our Quad Cities Residential/Commercial services office clearly had a lot to say about their experiences as employee owners. Responses ranged from expressing how much they like what they do to building something for their family, to having a voice at Davey.



Add an additional 500 shareholders among eligible employees by 2030 with 2025 as the baseline.

HOW?

Managers commit to spending 15 minutes talking about employee-ownership to their teams bi-annually and employees commit to learning about employee-ownership.

Being an Employee-Owner

Davey continues to offer employees three ways to become an employee owner that helps make employee-ownership attainable.

Direct ownership allows employees to purchase up to 10,000 shares per year after 90 days of full-time employment.

Our Employee Stock Purchase Plan is available to full-time employees after six months. This program is a payroll deduction where employees can purchase between \$5 - \$275 weekly or \$10 - \$550 biweekly at a 15% discount.

Finally, the 401(k) Retirement Plan is available to full-time employees after a year of service. Davey will match 100% of the first 3% + 50% of the next 2%. The match is paid quarterly in the form of Davey stock.



Acquisition and Employee-Ownership

When Mickman Brothers, Inc., a Davey company, joined the Davey family in 2023, Bill Parr, assistant branch manager, and Brady Scullen, division manager, strongly advocated for employee ownership.

Parr has worked for Mickman Brothers for over 10 years, and he invested in Davey stock as soon as he was eligible. "I've always taken ownership of my work, but now I get to say that and mean it in a different way," said Parr. "Employee ownership has contributed to our already great culture at Mickman, and our employees have a lot more opportunity now being a part of the Davey family."

"Everyone has goals they want to achieve whether it's retirement, traveling, buying a house, or starting a family," Scullen said. "I enjoy seeing people grow, and I enjoy coming to work every day and having people talk about their life experiences."

It is leaders like Parr and Scullen who help strengthen our employee ownership legacy.



Retiree Reflection

Davey retiree Ward Peterson became an employee-owner in 1981, investing as much as he could throughout his long career. He and his wife, Susan Paul (also a long-time employee owner) built a financial foundation that has provided them and their family with stability. "At the time, it didn't seem like it was a question. I was so proud to become an owner of this place that meant so much to me," said Peterson. "Employee ownership gave us the freedom to do what we wanted and care for our family. It provided us with a strong foundation."



ENVIRONMENT

Caring for the environment has been a priority to Davey and it's foundational to who we are. Since our founding in 1880, when John Davey pioneered modern tree care, stewardship has guided our work and reflects our responsibility to leave the world better than we found it.

For more than a century, our core value of expertise has strengthened this commitment through the application of science, research, and deep industry knowledge to deliver lasting solutions.

Today, these values shape how we operate and how we grow. Throughout 2025, we translated stewardship and expertise into meaningful impact by creating innovative products to benefit shoreline ecosystems like QuickReef® Carbon+™, enhancing natural spaces by transforming farmland into community parks, and strengthening how we track resource consumption and improve efficiency across our operations. Each initiative proves that environmental responsibility and business excellence go hand in hand.

As Davey continues to grow, so does our opportunity and obligation to lead. In a rapidly changing world, we apply science-based solutions, disciplined measurement, and continuous improvement to reduce our environmental footprint and strengthen the communities and ecosystems we serve. Looking ahead, we are building upon our legacy, expanding successful programs, and investing in innovations that support a healthier, more resilient future.

GOAL

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

HOW?

Employees commit to not idling vehicles unless necessary for safety or power take-off (PTO) operation.



Motive – A Successful Pilot Program

Throughout 2025, Davey vehicles were outfitted with Motive's telematics and driver safety program, helping track data through smart dashcams, vehicle gateways, and a web portal. While installation will continue into 2026, the safety data from the Motive pilot is highly encouraging:

▼ **98%**

close driving instances

▼ **91%**

cell phone usage

▼ **87%**

**unsafe behaviors
with in-cab alerts**

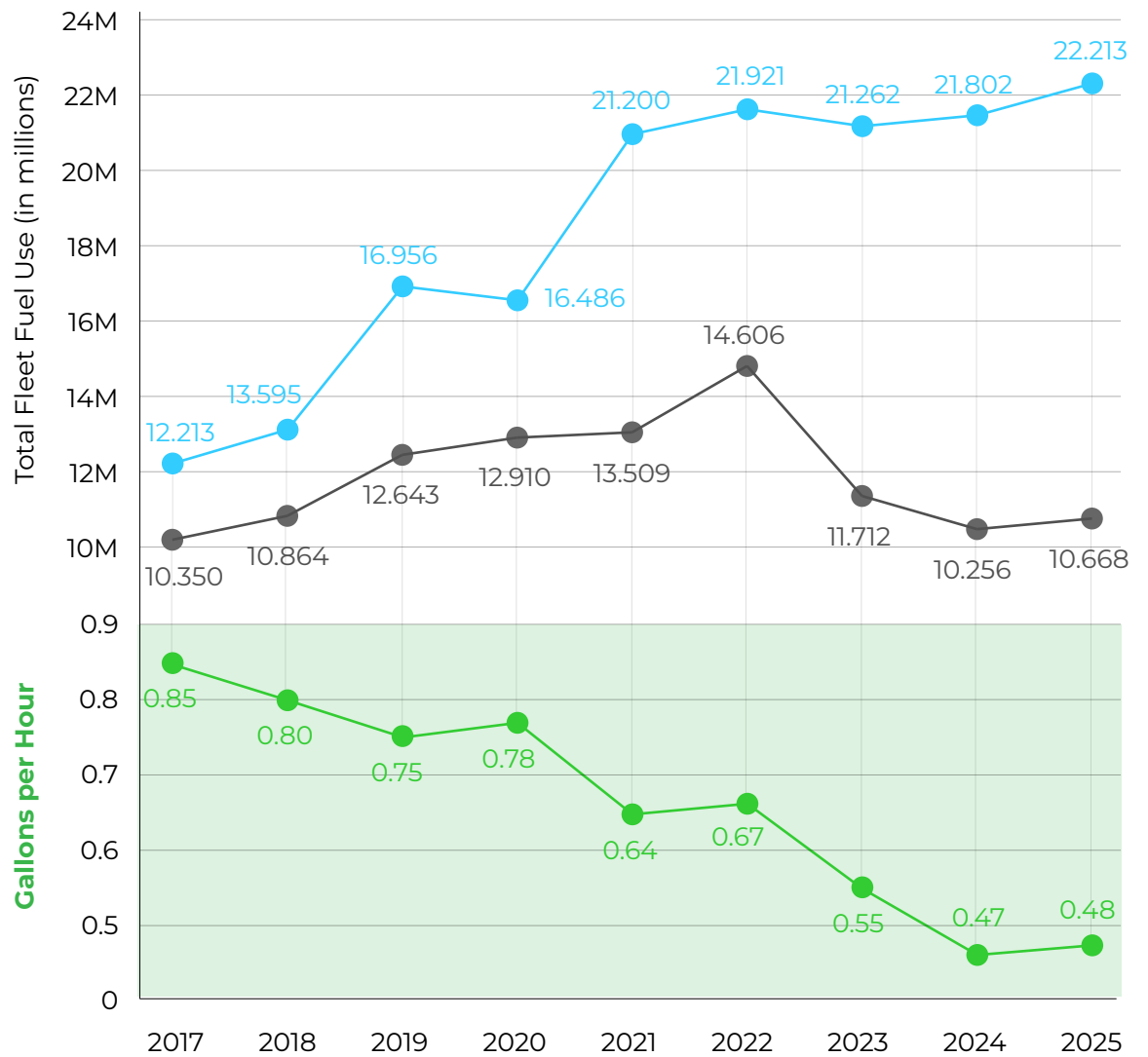
Motive will help us beyond safety, too. Our ability to track detailed fuel use and driving habits will help us make informed decisions about how we drive and which vehicles to purchase. "We are starting to see more and more useful data through Motive as we continue rolling it out," said Derek Huntsman, fleet operations manager. "Once we have a larger data set, we will have the ability to make decisions on a longer scale to help the entire fleet be safer and more efficient."

This successful pilot establishes baselines for driver behavior and vehicle performance, laying the foundation for continued improvements in safety, decision making, and fuel efficiency.



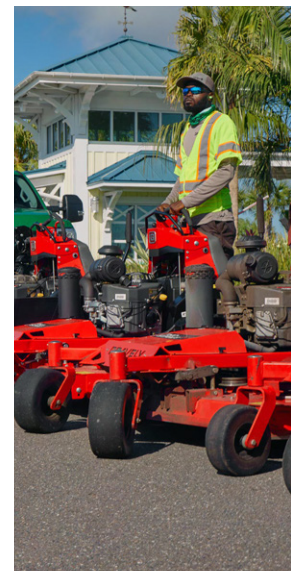
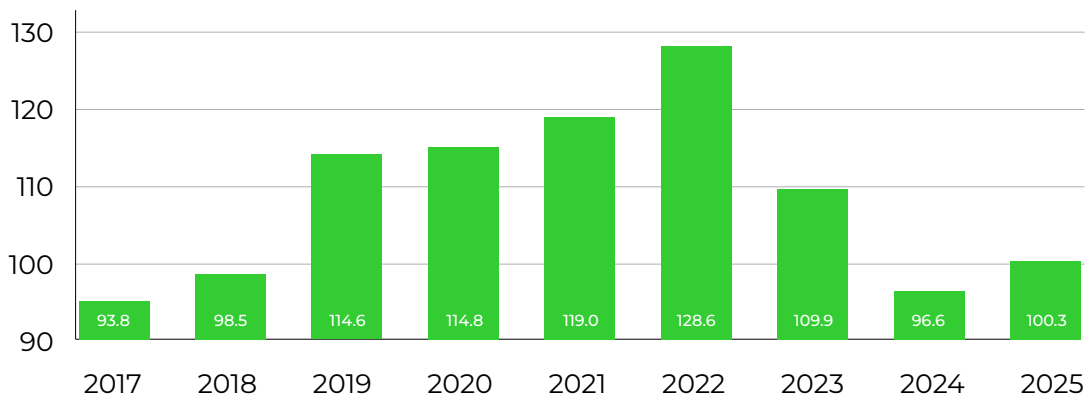


Fuel Management



Total Fleet Fuel Emissions

(Metric Tonnes in thousands)





Native Shorelines with Biochar

Native Shorelines, a Davey company, applied for a patent on its new QuickReef® Carbon+™ product, a development that combines QuickReef® living shoreline system with Davey-produced biochar.

The original QuickReef® living shoreline system was developed by Native Shorelines to help mitigate the negative effects the ocean can have on shorelines such as wave erosions and habitat destruction. Now, to take this further, Native Shorelines has created QuickReef® Carbon+™ to enhance the living shoreline system by serving as a long-term home for carbon with preliminary research suggesting that the added biochar will absorb contaminants such as PFAS (man-made chemicals often referred to as “forever chemicals”). While the original system focuses primarily on shoreline degradation, the new QuickReef® Carbon+™ takes this a step further to help improve water quality.

The Davey Institute will be conducting further research in 2026 to determine the effectiveness of this new product more precisely.

Beautifying Green Spaces in Medina County

Davey worked with the Medina County Park District (MCPD) in Ohio to establish and beautify Rivendell Nature Preserve and Shotwell Gardens in Medina County. Both of these projects were made possible by generous donations of underdeveloped land. This work showcases our commitment to helping make natural spaces available to all.

We also worked with MCPD on the Allendale Park project in 2024, which received the first-place Award of Excellence in the Capital Improvement Projects from the Ohio Parks and Recreation Association in early 2025.





Living our Values – Stewardship

Stewardship is a thread that runs through every part of life for Anne Fenkner, project developer, environmental consulting, Davey Resource Group. Carrying this thread into her personal life, Fenkner created a community space called The Skinny Garden after witnessing daily moments of connection between students and staff at a nearby school.

“Stewardship means taking care of what we have,” says Fenkner. “It’s identifying the things we value and leaving our communities and this world in a better spot for those who come behind us.”

IT Recycling Program

Davey's corporate IT department demonstrates how sustainability efforts can be implemented across the company with their IT Recycling program. This program has extended beyond the corporate office to include our field offices across the country. Field offices can coordinate with IT to have retired technology sent to our corporate office to ensure that it is properly and sustainably discarded.

“We are partnering with ARCOA Group to make sure our data is secure and our hardware is recycled as much as possible,” said Mike Bellian, information technology endpoint and server manager.



8,421 lbs

of IT hardware recycled
in 2025.

LEADERSHIP

As Davey continues to be a force of good in the industry, 2025 stands as a landmark year for us. With the opening of the SEED (Science, Employee Education and Development) Campus, we are expanding our capacity to shape the future of arboriculture, research, education, and workforce development. Across Davey, teams continue to advance our capabilities, demonstrating that leadership is not defined by any single achievement, but by persistence and continuing to live our values.

The SEED Campus strengthens our research and education efforts, enabling the Davey Institute to explore critical environmental and workforce challenges. These research efforts, showcased during the Davey Institute Research Symposium, continue to inform our field practices and drive innovation.

In its first year of operation, we have begun to use the SEED Campus as a force for good in the industry. The campus serves as a platform for deeper engagement with industry partners, academic institutions, and national organizations that rely on Davey's expertise to help advance best practices and professional standards.



Continue to be
a force for good
in the industry.

HOW?

Each employee contributes at least in one of the following ways: certifications, public relations, publishing, speaking engagements, and continuing education.



656

Times expertise was
shared in public relations,
publishing, and speaking

\$3.19M

Given through
sponsorships,
donations, and
in-kind contributions





SEED Campus Opens

The nearly 200-acre campus SEED Campus and its state-of-the-art design embodies Davey's values, highlighting our efforts to be a leader in the industry.

We continue our efforts toward earning the Gold LEED (Leadership in Energy and Environmental Design) certification, an internationally recognized green building rating system. The design and use of the SEED Campus demonstrate how we leverage the campus to achieve an array of sustainable development goals that go beyond climate action.

While the campus produces net-zero emissions through a solar field that powers the building, we also use the field to research low-maintenance landscaping solutions around solar panels. These insights directly support our utility and energy clients as they develop and manage solar fields.

The campus will also be assessed for sustainability in design, development, and management of the outdoor space as we apply for the Sustainable SITES certification.

Research Symposium

With so much happening at the campus, scientists came together for the Davey Institute Research Symposium to report on research projects they worked on throughout 2025. Scientists at the Institute are constantly researching and finding new ways that we can improve practices. These findings often influence the way we approach work in the field and lead to the development of new products such as Davey Arbor Green PRO® and QuickReef® Carbon+™. The research highlighted at the symposium included the testing of new products, evaluating pesticide tolerance, establishing the benefits and limitations to using autonomous mowers, and using biological control methods to manage aphids and reduce pollinator risk.



131

individual meetings

153

functions

94

tours

1,125

guests toured



Long-Term Urban Soil Simulation

When it comes to tree health and establishment, good soil can make a world of difference. But in urban environments and former construction sites, soil conditions are often less than ideal. To combat these commonly found soil conditions, Dr. Chris Fields-Johnson started the Long-Term Urban Soil Simulation (LTUSS) project. Davey Institute scientists will be exploring various approaches for amending soil in our LTUSS plots at the SEED campus. Scientists will monitor the 1,600 trees growing in the different soil treatments, which will ultimately provide much valuable information for soil and tree science.



It's a unique research set-up that might not have been possible if not for the "stars aligning," according to Dr. Zane Raudenbush, manager of research operations at the Davey Institute. They were able to repurpose the soil excavated from the construction of the SEED Campus to create these research plots. To learn more about the LTUSS project, visit the article posted on our SEED Scoop [here](#).

Setting Global Standards for Climbing Training and Curriculum

The SEED Campus' Climbing Center has achieved an International Organization for Standardization ISO 9001 certification, a distinction rarely seen in arboriculture. ISO 9001, the world's leading Quality Management System standard, is most commonly earned by manufacturing or engineering organizations with highly controlled processes. Achieving it in a hands-on training environment sets Davey apart and demonstrates that our climbing curriculum meets a level of consistency and rigor uncommon in our field.

This certification ensures that the standards set at SEED directly benefit the field through consistent, high-quality training, reliable equipment practices, and clear expectations for skill development. By establishing one rigorous standard at SEED and deploying it across the organization, Davey gives arborists the tools, training, and confidence to perform safely and effectively—while leading the industry with practices that raise the bar for arboriculture and reinforce our role as a force for good.



[Click here for updates on the LTUSS Project](#)





Davey Tree Collegiate Day

Davey Tree Collegiate Day welcomed nearly 100 students from 14 different colleges to tour the SEED Campus, learn about the company and participate in training on tree climbing, pest diagnoses and career development. The two-day experience gave students the opportunity to network with Davey Tree professionals and peers from other universities while deepening their passion for environmental science.



CVSA Honors Motor Carrier

Davey hosted the Commercial Vehicle Safety Alliance (CVSA) industry training program at the SEED Campus, bringing together national transportation and industry leaders to advance commercial motor vehicle safety and compliance.

Davey and their Motor Carrier Support team are recognized by CVSA and the Federal Motor Carrier Safety Administration (FMCSA) for helping develop national roadside inspection training used by officers across North America. In recognition of this leadership, CVSA produced a national training video that features Davey as a model carrier.

Public Relations Strengthened Our Voice

In 2025, Davey continued to elevate its voice by partnering with arborists across the organization to share their expertise with the public. With over 236 media stories and the Talking Trees with Davey Tree podcast – which reached 47,822 downloads and featured 43 arborists nationwide – field experts played a central role in educating communities on issues such as invasive species, seasonal changes, and tree care.

Davey also extended this outreach by sharing SEED Campus developments publicly through a dedicated SEED blog, offering insight into the campus's first uses, research, and training as it opened. Together with earned media and the podcast, the blog helped showcase Davey's leadership and educate audiences on how SEED is advancing the industry.

[Click here for the Talking Trees Podcast](#)



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

UN Sustainable Development Goal (SDG) Alignment

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)



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