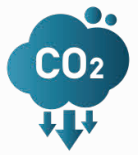


FY 2025

CORPORATE SOCIAL RESPONSIBILITY REPORT



EXECUTIVE FORWARD

A MESSAGE FROM KLEINFELDER PRESIDENT AND CEO LOUIS ARMSTRONG

At Kleinfelder, corporate social responsibility is integrated into how we operate, how we serve our clients, and how we support the communities where we live and work. As a trusted partner delivering engineering, design, construction management, construction materials inspection and testing, and environmental professional services, we recognize our responsibility to operate safely, ethically, and sustainably while creating long-term value for our clients, our people, and the firm.

How we operate today shapes the value we deliver tomorrow.

In FY25, Kleinfelder continued to advance its environmental, social, and governance (ESG) practices through disciplined performance tracking, transparent reporting, and targeted initiatives that reflect both our growth and our commitment to continuous improvement. Across our operations, we strengthened environmental data transparency, made measurable progress toward our 2030 emissions intensity goals, and expanded how we track and understand our environmental footprint, including the addition of Scope 3 greenhouse gas emissions reporting.

These actions strengthen accountability and provide clearer insight into our environmental impacts as the company continues to grow.

Sustainability is also embedded in how we deliver projects for our clients. Across markets and services, Kleinfelder applies technical expertise, innovation, and responsible practices to support client objectives, protect communities, and deliver balanced, resilient, and environmentally responsible solutions.

Our people remain central to everything we do. In FY25, we reinforced a strong safety culture through leadership-driven engagement and the consistent use of proactive health and safety tools that encourage hazard identification, open dialogue, and shared accountability. We also continued investing in our workforce through career development programs, expanded training opportunities, paid parental leave, and our formal mentoring program, which marked its five-year anniversary.

Kleinfelder's commitment to responsibility extends beyond our own operations. Through community engagement, charitable giving, and STEM outreach, employees contributed time, expertise, and resources to support local needs and help inspire future generations.

Across our supply chain, we strengthened oversight and alignment by leveraging third-party platforms to assess health and safety compliance and review ESG practices among subcontractors and teaming partners.

Strong governance underpins this work. In FY25, we continued reinforcing ethical conduct, risk management, data protection, and business resilience to ensure Kleinfelder operates with integrity and accountability in an evolving risk environment. We also advanced innovation through technology-enabled solutions, including the responsible use of AI and machine learning to improve data-driven decision-making and deliver more efficient, client-focused outcomes.

I am proud of the progress reflected in this report and of the teams who made it possible. While there is always more work to do, we remain focused on building a resilient, sustainable, and people-centered organization that delivers long-term value for our clients and the firm.

Respectfully,

Louis Armstrong,
President and Chief Executive Officer

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ENVIRONMENTAL

Kleinfelder’s environmental approach integrates transparent reporting, disciplined performance tracking, employee stewardship, and project delivery that advances sustainability outcomes for clients and communities. In FY25, the company continued strengthening its environmental practices by improving data transparency, advancing operational efficiency, and applying environmental expertise across a diverse range of projects that address climate resilience, resource management, and ecosystem protection.



Managing environmental impacts responsibly supports resilient operations and sustainable outcomes for clients.



ESG REPORTING & TRANSPARENCY

Strengthening accountability through consistent environmental disclosure.



ENVIRONMENTAL DATA & PROGRESS

Tracking performance metrics and progress toward environmental goals.



ENVIRONMENTAL STEWARDSHIP

Supporting environmental responsibility beyond project work.



SUSTAINABLE PROJECT DELIVERY

Advancing client-driven solutions that support sustainability.

ESG Reporting and Transparency

Kleinfelder reinforces accountability and transparency through participation in recognized ESG, safety, and operational disclosure platforms. These disclosures provide independent validation of performance, support benchmarking against peers, and give clients and teaming partners confidence in Kleinfelder's responsible business practices.

MULTI-PLATFORM ESG REPORTING

Kleinfelder reports safety, operational, and ESG performance across multiple third-party platforms, including Avetta, ISN, Veriforce, Novata, EcoVadis, and the Carbon Disclosure Project (CDP). Each platform requires disclosure related to health and safety, operational performance, sustainability metrics, climate-related data, and environmental management practices. While individual platforms may emphasize topics differently, Kleinfelder provides consistent reporting across each platform to support transparency and accountability.

In addition to third-party disclosures, Kleinfelder also provides ESG and safety information through client-specific reporting platforms, supporting alignment with client requirements.

Avetta ESG Innovator Recognition

Kleinfelder tracks and reports ESG performance through Avetta, a leading supply chain risk management platform used to vet and monitor the health and safety and ESG practices of subcontractors and suppliers. In FY25, Kleinfelder was recognized by Avetta as an ESG Innovator, a designation awarded to companies that demonstrate measurable, forward-looking ESG programs beyond baseline requirements.

Kleinfelder's commitment to ESG and strong health and safety performance extends across its supply chain, with approximately 80 percent of subcontractors and subconsultants voluntarily completing Avetta's ESG module in addition to meeting required safety documentation standards. Of those participants, roughly 25 percent were also recognized by Avetta as ESG Innovators, reinforcing alignment between Kleinfelder and its teaming partners.

EcoVadis Commitment Badge

Kleinfelder also reports ESG performance through EcoVadis, a global sustainability assessment platform that evaluates companies across four areas: Environmental, Labor and Human Rights, Ethics, and Sustainable Procurement. In FY25, Kleinfelder earned the EcoVadis Commitment Badge, recognizing the company's structured and consistent approach to sustainability management and continuous improvement.

Validated ESG Leadership

Kleinfelder reinforces accountability and transparency by reporting to recognized ESG and safety platforms.



Named an Avetta ESG Innovator

Recognized in FY25 for a measurable, forward-looking ESG program that exceeds baseline requirements.



Earned EcoVadis Commitment Badge

Awarded in FY25 for a structured and consistent approach to sustainability management.

For additional information on EcoVadis recognition, see Appendix A.

Supply Chain ESG Adoption



Kleinfelder subcontractors and subconsultants that voluntarily completed Avetta's ESG module.



Participating partners that were also named ESG Innovators.

Environmental Metrics and Progress

TRACKING ENVIRONMENTAL PERFORMANCE

Environmental performance data provides a clear view of Kleinfelder's progress toward environmental goals and supports informed planning as the company continues to grow. These metrics help guide priorities, track improvements, and reinforce accountability across operations.

Kleinfelder tracks environmental performance using both absolute and intensity-based metrics to understand operational impacts. Absolute metrics reflect total resource use and emissions, while intensity metrics normalize performance per employee, facility area, or revenue, allowing year-over-year comparisons that account for changes in scale and business activity.

PROGRESS TOWARD ENVIRONMENTAL GOALS

A key indicator of progress toward Kleinfelder's 2030 environmental goals is greenhouse gas emissions intensity. **In FY25, Kleinfelder's Scope 1 and Scope 2 GHG emissions intensity per gross revenue declined approximately 28 percent from baseline levels, bringing the company close to its 2030 target of a 30 percent reduction.** This improvement reflects sustained gains in operational efficiency across facilities and fleet operations as well as continued attention to resource management as the company grows.

FY25 also marked an important step forward in environmental transparency with the expanded calculation and reporting of Scope 3 greenhouse gas emissions, including emissions associated with employee travel via personal vehicles and air. The inclusion of Scope 3 parameters demonstrates Kleinfelder's commitment to conveying its broader environmental footprint and supports more informed long-term planning.

Additional intensity measures, including electricity consumption per employee, waste disposal per revenue, printing volume, and water use, further demonstrate improvements in resource efficiency and operational practices. Together, these metrics inform decision-making and support Kleinfelder's continued progress toward its environmental goals while maintaining reliable operations and strong client service.

A detailed table of Kleinfelder's sustainability metrics is provided in **Appendix A**.



Spotlight: Recycling Construction Materials

In FY25, Kleinfelder's Construction Materials Engineering & Testing operations recycled more than 2.2 million pounds of cementitious construction materials and tested and recycled over 2,000 pieces of structural steel, supporting waste reduction and circular material practices.

FY25 ENVIRONMENTAL PERFORMANCE HIGHLIGHTS

»» Operational Efficiency

34% Electricity Consumption Reduction from Baseline
(intensity per FTE)

Reduced energy demand per employee supports lower emissions and improved operational efficiency.



10% Kleinfelder Facilities that are LEED/ENERGY STAR Certified

Certified facilities support energy efficiency and reduced operational impacts.

64% Printing Volume Reduction from Baseline

Reflects continued progress toward paper reduction and digital workflows.



»» Materials & Waste

46% Waste Disposal Reduction from Baseline
(intensity per gross revenue)

Demonstrates improved materials management and reduced reliance on landfill disposal.



x2 Waste Diverted/Recycled/Reused More Than Doubled

Reinforces waste reduction efforts and increased adoption of circular material practices.

78% Furniture Purchases & Rentals Recyclable Content by Weight

Supports responsible procurement and reduced environmental impact from office furnishings.



»» Climate Performance

28% Scope 1 + 2 GHG Emissions Reduction from Baseline
(intensity per gross revenue)

Positions Kleinfelder close to its 2030 goal of a 30% reduction in emissions intensity.



10% Scope 3 GHG Emissions Reduction from Baseline
(personal vehicles + air travel)

Reflects early progress as Kleinfelder expands measurement of indirect emissions.



Together, these results reflect steady progress toward reducing environmental impacts while strengthening operational efficiency across the organization.

Environmental Stewardship

Environmental responsibility at Kleinfelder extends beyond project work. Employees actively contribute time and expertise to volunteer efforts that protect natural resources, restore ecosystems, and increase environmental awareness in the communities where they live and work. The examples below highlight just a few ways Kleinfelder teams supported environmental stewardship in FY25.



Invasive Species Removal

Boston, MA, office staff volunteered with the Charles River Watershed Association to remove invasive bittersweet vines along Bogastow Brook in Millis, MA. The effort supported habitat restoration by protecting native vegetation and preserving mature trees critical to watershed health.



Coastal Cleanup Day

On International Coastal Cleanup Day, staff from Kleinfelder's Northern California and Pacific Area offices supported shoreline cleanup efforts at American Legion Park in Stockton, CA, and Asan Beach in Guam's War in the Pacific National Historical Park.



Source to Sea Cleanup

Teams from the Springfield and Rocky Hill, CT, offices participated in the the Connecticut River Conservancy's annual Source to Sea Cleanup. Working alongside a local middle school, employees removed debris along the Connecticut River at River Highlands State Park.



World Environmental Day

Kleinfelder staff supported the Delaware River and Bay Authority's World Environmental Day event by engaging with the community on environmental topics and leading a hands-on activity where attendees planted vegetable seeds in biodegradable cups to take home, encouraging sustainable practices.



Sustainable Project Delivery

CLIENT-DRIVEN SOLUTIONS THAT SUPPORT SUSTAINABILITY

Kleinfelder applies environmental expertise across a broad range of projects that support climate resilience, resource efficiency, regulatory compliance, and ecosystem protection. The examples on the following pages illustrate how Kleinfelder integrates sustainability into project delivery, helping clients manage environmental risk, meet regulatory requirements, and advance long-term environmental goals.

Industry Recognition

Kleinfelder's significant rise in Global Environmental and Sustainability Consulting rankings.



In FY25, Kleinfelder significantly improved its position in Environment Analyst's Global Environmental and Sustainability Consulting Market Assessment, rising to No. 29 from No. 45 the previous year. This advancement reflects continued growth in the company's environmental and sustainability consulting capabilities, expanded application of technical expertise across markets, and increasing recognition of Kleinfelder's ability to deliver practical, high-quality solutions. The improved ranking also highlights Kleinfelder's role in supporting environmental performance, climate-related objectives, and long-term resilience for clients and communities.



Spotlight: Sustainable Water Solutions Abroad

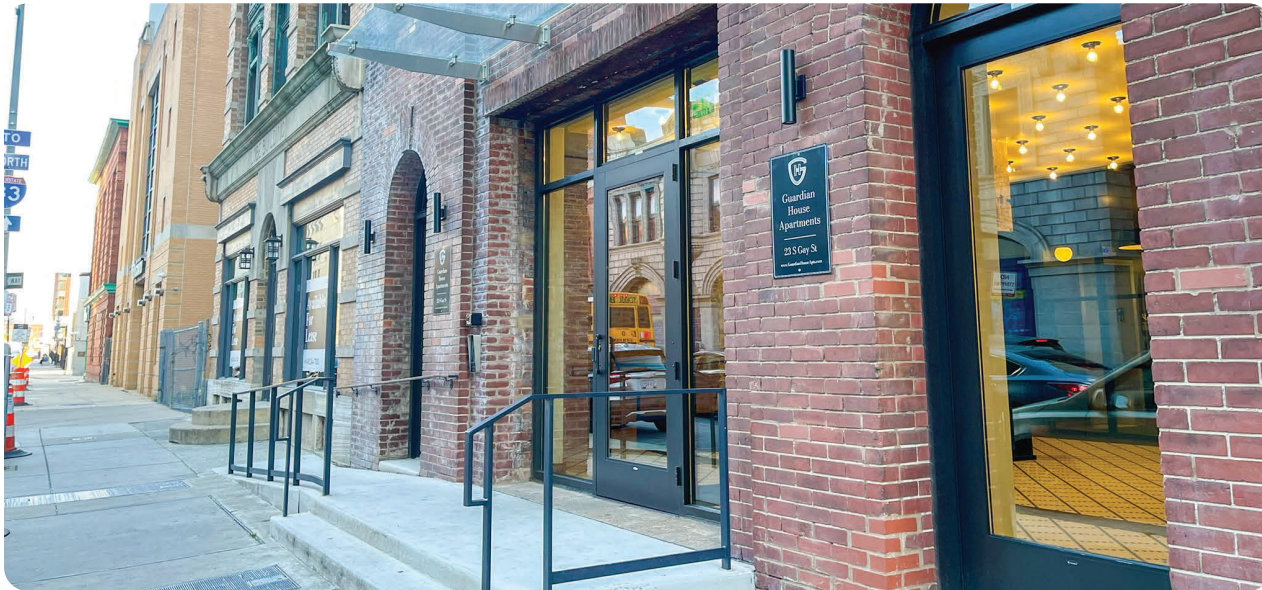
Kleinfelder staff apply their technical expertise through organizations such as **Engineers Without Borders** to support sustainable, community-driven around the world. Through these partnerships, employees collaborate with local organizations and residents to design and implement practical engineering solutions that address essential needs, including access to clean and reliable water.

In FY25, staff from the Princeton, NJ, office traveled to Rwanda with Engineers Without Borders to support the Kibingo Water Project, helping redevelop a community spring and install a gravity-fed water storage system. Working alongside local partners and construction teams, the team applied practical, sustainable engineering solutions that improved water access for community members who rely on the spring as a primary water source.

GUARDIAN HOUSE MULTI-PROPERTY RENOVATION



A historic renovation that reduces waste through preservation and material reuse while providing sustainable, community-focused housing for first responders.



Guardian House is a consolidation of unused commercial and office space into 66 new apartment units aimed to house first responders. The historic preservation development, featuring attractive indoor and outdoor spaces, was designed and built using the public private partnership (P3) model.

Historic Preservation and Cultural Details

The scope of this project included restoring original design elements, including wood storefronts, cornices, stucco, and masonry. Key preservation efforts included replacing existing windows with new aluminum-clad wood versions that mimic the originals, cleaning and treating copper features, and

custom fabricating replacements for any irreparable historical details. The project also included significant brick and stucco façade repairs using traditional materials to maintain architectural integrity.

Sustainable Elements

Kleinfelder provided construction-phase services, including review of shop drawings, responding to requests for information, review of change orders, and project closeout documentation. During the course of construction, sustainability practices such as recycling and preservation of as much of the building as possible contributed to a lessened carbon footprint.

Kleinfelder’s team of mechanical, electrical, and plumbing engineers and designers completed mechanical and electrical fitout work for the lobby and common areas.

Project Results

Guardian House was honored by the Baltimore Chapter of the Urban Land Institute in 2024 with a WaveMaker award, showcasing the project’s sense of place and quality, sustainability, visionary/emulation qualities, and need in the community.



Location: Baltimore, MD



Owner/Client: Landmark Partners

NORTH CAROLINA RESILIENT COASTAL COMMUNITIES PROGRAM – PHASES I AND II



Data-driven planning and nature-based solutions that help coastal communities adapt to climate impacts and strengthen long-term resilience.



The North Carolina Resilient Coastal Communities Program (RCCP) provides grants and technical assistance to coastal local governments to support resilience planning and project implementation. Kleinfelder was matched with the towns of Burgaw and Holly Ridge to support climate resiliency planning, community engagement, and project prioritization.

Climate Impacts and Increasing Frequency

As impacts from hurricanes, severe storms, extreme heat, sea level rise, and other hazards increase, municipalities must evaluate built and natural infrastructure to understand risk. Many have adopted a holistic approach that includes inventorying infrastructure, engaging stakeholders, and assessing vulnerability to natural hazards. RCCP, funded through state appropriations and federal grants from the National Fish and Wildlife Foundation, provides a critical link to technical assistance and funding.

Community Engagement and Resilience Strategies

Selected by the North Carolina Department of Environmental Quality's Division of Coastal Management, Kleinfelder performed climate

vulnerability assessments, stakeholder outreach, and grant assistance. Working with community advisory team representatives from Burgaw and Holly Ridge, the team analyzed exposure, sensitivity, and adaptive capacity of critical assets and natural infrastructure to coastal hazards.

Community engagement supported project success by gathering input, sharing information, and building trust. Kleinfelder encouraged participation through online surveys, public workshops, and interactive community events.

The final resilience strategies assessment reports included vulnerability and risk assessments and project portfolios tailored to each town. Kleinfelder also supported successful Phase III engineering and design grant applications for priority projects.

Project Results

Following completion of Phases I and II, Burgaw was awarded \$65,000 for engineering design of a rain garden to reduce flood impacts, and Holly Ridge received \$143,000 for engineering design of a multi-use greenway to improve mobility and incorporate nature-based solutions.



Location: Burgaw and Holly Ridge, NC



Owner/Client: North Carolina Department of Environmental Quality

VINE TRANSIT BUS MAINTENANCE FACILITY



A modern transit facility designed to support clean transportation through energy efficient systems, renewable energy features, and infrastructure that prepares the region for zero emission fleet operations.



Advancing Sustainable Transit Infrastructure

Kleinfelder supported Napa Valley Transportation Authority (NVRTA) in delivering a modern transit operations and maintenance facility that strengthens the region's shift toward clean transportation. The new facility includes three buildings designed to accommodate long-term maintenance needs for battery, electric, and hydrogen fuel cell buses and paratransit vehicles, supporting a transition to lower emission transit services and safer operations for staff and visitors.

Sustainability was a core design driver. Balanced site grading and the construction of four bioswales help manage stormwater and promote groundwater recharge. The buildings incorporate high-performance insulation,

energy-efficient mechanical systems, and recyclable natural interior materials. Concrete pavement was selected to reduce heat island effects. With the confidence of NVRTA, Kleinfelder took on oversight responsibilities for a design-build project that established shade structures over buses and eight bus charging stations powered by solar arrays. Unused power is back-fed to the local utility grid, providing credits to NVRTA that offset power consumption. Building roof structures were designed to support solar arrays that contribute renewable energy to the site. Additional improvements included the conversion of a maintenance bay to support hydrogen fuel vehicles and the installation of electric vehicle charging infrastructure to support an expanding zero-emission fleet.

Supporting Sustainable Delivery Through Construction Management

Kleinfelder provided construction management and inspection services that supported the project's sustainability goals and helped the owner navigate changing field conditions. The team implemented soil treatment strategies to manage saturated clay soils following significant rainfall, ensuring stable conditions for foundation and pavement work. Kleinfelder also coordinated the replacement of a 36-inch asbestos-cement (transite) waterline on an adjacent property within a public right-of-way, oversaw revisions to incorporate electric vehicle charging infrastructure and hydrogen maintenance capabilities, and worked closely with the project team to deliver the facility efficiently and safely.

Through thoughtful planning, adaptive problem solving, seamless coordination of owner-driven changes, and close collaboration with stakeholders, Kleinfelder helped deliver a resilient and environmentally responsible facility that will support a cleaner transit fleet and improve long-term operational efficiency for the community.



Location: Napa, CA

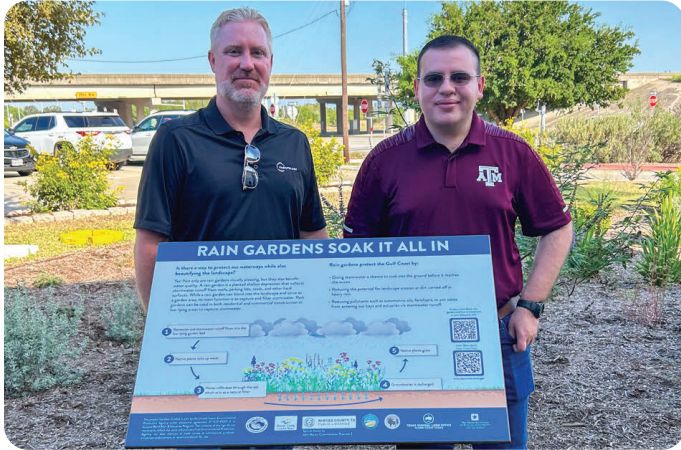


Owner/Client: Napa Valley Transportation Authority

KEACH FAMILY LIBRARY RAIN GARDEN



Supporting renewable energy development through responsible ecological management and protection of threatened species and habitats.



Green Infrastructure Design for Stormwater Management

Kleinfelder-Doucet provided design engineering services for a new rain garden at the Keach Family Library in Robstown, Texas, demonstrating how small green infrastructure features can improve stormwater management and support community education. Located between the library building and its stormwater retention pond, the rain garden was designed with a constructed volume of 161 cubic feet to capture runoff from the roof and surrounding sidewalks. By reducing pollutant loading to the pond and improving on-site drainage, the rain garden exemplifies stormwater best management practices for the Texas Coastal Zone.

Community Education and Demonstration of Nature-Based Solutions

During the project dedication ceremony, a plaque was unveiled to help patrons understand how engineered natural solutions can address stormwater challenges in ways that complement the surrounding environment. Intended as both a functional and educational resource, the rain garden serves as a demonstration project that highlights the role of nature-based solutions in managing stormwater effectively, while inspiring the community to consider similar practices in their own spaces.



Location: Robstown, TX



Owner/Client: Keach Family Library



Spotlight: Envision Expertise

Kleinfelder supports sustainable infrastructure delivery through a dedicated network of **Envision Sustainability Professionals (ENV SPs)**, who apply the Envision rating system to complex projects. By embedding this expertise into project delivery, Kleinfelder helps clients achieve targeted sustainability ratings that recognize leadership, resilience, and environmental performance.

This expertise is demonstrated through Kleinfelder's role as Envision lead for **San Diego International Airport's (SAN) New Terminal 1**. Since the validation phase in 2020, Kleinfelder has guided the project toward **Envision Silver certification**. In May 2024, the team submitted design phase credits and continues to prepare documentation for the final construction phase credits, targeted for submission in late 2025.

LOTUS CREEK WINDFARM ENVIRONMENTAL SERVICES



Supporting renewable energy development through responsible ecological management and protection of threatened species and habitats.



Kleinfelder was engaged to provide environmental and ecological services for the Lotus Creek Wind Farm project (LCWF), supporting environmental compliance and vegetation management under the project management plans. Services included targeted pest flora and fauna surveys, threatened plant surveys, assessments and translocations, matters of national environmental significance (MNES) fauna searches and habitat assessments, and fauna spotter catcher services.

Flora Assessments

Kleinfelder ecologists conducted pre-clearance assessments of threatened flora on the project site, focusing on the Queensland Nature Conservation Act 1992

listed vulnerable *Cycas terryana*, including documentation of maturity, health, and translocation potential. Approximately 2,000 impacted and viable cycads were relocated to nearby recipient sites in accordance with the approved LCWF Cycad Translocation Management Plan. Kleinfelder also identified additional threatened flora and completed introduced flora surveys focused on high-risk species.

Fauna Assessments

MNES fauna pre-clearance assessments were undertaken across the site, including targeted searches in mapped habitats for greater gliders (*Petauroides volans*) and habitat and breeding place assessments within 30 days of vegetation clearing,

supporting mitigation of potential impacts during construction and operations.

Project Results

Kleinfelder provided expert ecological guidance through open communication and assessments aligned with environmental management plans and government approvals, delivering timely information critical to decision-making, project scheduling, and delivery.



Location: Connor's Range, Central Queensland, AUS



Owner/Client: Zenviron

WEST DAVIS CORRIDOR DIVIDED HIGHWAY DESIGN-BUILD



Geotechnical solutions that reduce trucking impacts, preserve wetlands, and support a more sustainable regional transportation corridor.



Photo Courtesy of AMES Construction

Geotechnical Innovation Supporting Sustainable Infrastructure

The West Davis Corridor is a 16-mile divided highway designed to relieve congestion in one of Utah's fastest growing regions and includes 10 miles of adjacent trails and pedestrian bridges providing safe bicycle, pedestrian, and other alternative travel options along the alignment. Kleinfelder supported Segment 1 as one of the design-build team's geotechnical engineers, developing an instrumented test fill program to guide site-specific design of surcharge embankments to mitigate long-term consolidation settlement, and using lightweight cellular concrete and geofoam in areas where traditional fills would have caused excessive settlement of existing facilities. These strategies improved safety, long term performance, reduced the amount of imported soil required, and helped limit trucking impacts.



Engineering that Minimizes Future Environmental Impacts

Lime and cement stabilization strengthened moisture sensitive soils and created more durable subgrades for embankments and structures while reducing the need for import of alternative soil materials. Deep foundations were incorporated where soft clay soils limited bearing capacity. Continuous monitoring of soil behavior and artesian groundwater conditions included changes in pore pressures, settlement, and lateral

deformation in response to embankment and foundation construction, which guided construction sequencing and supported long lasting infrastructure that will require fewer future interventions.

Environmental Stewardship and Reduced Construction Footprint

The project team coordinated with environmental agencies to preserve 1,100 acres of wetlands near the Great Salt Lake, protecting a critical habitat for migratory birds. Embankment design and construction methods were selected to reduce truck traffic, support better air quality, and limit neighborhood impacts. Tailored ground improvement strategies also helped minimize disturbance to sensitive environmental areas and surrounding development.

Quality Delivery for a Regionally Significant Transportation Corridor

Kleinfelder's construction services team oversaw instrumentation, verified compliance with project specifications, and documented testing in accordance with Utah Department of Transportation standards. The resulting improvements support a major transportation link for western Davis County and earned multiple honors, including a **National Recognition Award at the 2025 ACEC Engineering Excellence Awards and recognition on the 2024 Roads and Bridges Top 10 Roads list.**




Location: Davis County, UT



Owner/Client: Utah Department of Transportation

INDUSTRIAL STORMWATER COMPLIANCE FOR ASPHALT AND AGGREGATES OPERATIONS

 Improving water quality through targeted stormwater treatment solutions that reduce pollutant discharges and strengthen environmental compliance across multiple industrial sites.



Permit Compliance and Regulatory Oversight

Kleinfelder has partnered with All American Asphalt (AAA) to support compliance with the California Industrial General Permit (IGP) for stormwater discharges at asphalt plants across California, as well as AAA's aggregate operations in Corona. AAA is required to conduct monthly inspections, perform stormwater monitoring and sampling, prepare ad hoc reports, provide annual training, complete exceedance response action reporting, conduct the annual comprehensive facility compliance evaluation, submit annual reports, and maintain a current Stormwater Pollution Prevention Plan (SWPPP) for each of its five permitted facilities.

Training and Technical Stormwater Support

Kleinfelder's compliance support includes annual Qualified Industrial Stormwater Practitioner (QISP) training for AAA's Pollution Prevention Team members across all sites, emphasizing effective implementation of best management practices, proper stormwater sampling techniques, and adherence to facility-specific SWPPPs. Kleinfelder also provides targeted technical guidance in response to stormwater sampling results from qualifying storm events (related to EPA 40 CFR 122.21), with the objective of achieving compliance with Total Suspended Solids (TSS) Numeric Action Levels (NALs).

Performance Improvements and Measurable Results

Working collaboratively, Kleinfelder and AAA have developed customized, cost-effective, and feasible improvements that significantly reduce TSS concentrations at AAA's asphalt plants. Through the integration of tailored stormwater treatment systems, AAA has successfully reduced stormwater discharges and ensured that effluent consistently meets applicable environmental regulatory requirements.



Location: Corona, CA



Owner/Client: All American Asphalt

EVALUATING ADAPTATION ALTERNATIVES FOR FLOODING

 A climate resilience effort that safeguards people, infrastructure, and cultural assets from increasing flood hazards.



Kleinfelder supported the Town of East Haddam through the Resilient Connecticut program by evaluating flood risks to critical infrastructure and integrating community priorities into climate adaptive strategies.

Analysis and Engagement

Kleinfelder assessed current and future flood risks under multiple storm scenarios for 2050 and 2070, using hydraulic and hydrologic modeling to test the effectiveness of adaptation measures. The team worked closely with the Citizen and Technical Advisory Committee, a diverse group of local experts who provided input on modeling results and adaptation priorities. Through public workshops, Kleinfelder gathered community insights on local flooding concerns and used maps and visual aids to help residents understand how proposed strategies would reduce climate related risks.

Project Results

The flood adaptation options Kleinfelder developed will reduce risks to the Town's wastewater treatment plant, historic buildings, and culturally significant community facilities. Three conceptual designs identified strategies such as floodplain creation, flood protection measures, structure elevation, and opportunities for relocating vulnerable facilities.

Together, these solutions reflect a collaborative effort to protect vital infrastructure, safeguard cultural resources, and strengthen community resilience to evolving flood risks.



Location: East Haddam, CT



Owner/Client: University of Connecticut Institute for Resilience and Climate Adaptation

AIR QUALITY IMPROVEMENT THROUGH VOLUNTARY COMPLIANCE AUDITS

 Advancing cleaner air through voluntary client-driven audits that strengthen compliance and reduce emissions risks.



Proactive Air Quality and Emissions Management

Kleinfelder supports several confidential clients across Colorado, North Dakota, Montana, and Texas with voluntary air quality audits designed to strengthen environmental performance beyond regulatory requirements. These companies proactively participate in state and federal audit programs, including EPA's Incentives for Self-Policing Policy and the EPA New Owner Clean Air Act Audit Program for Oil and Natural Gas Exploration and Production Facilities, demonstrating a commitment to reducing emissions and improving air quality at their operations.

Detailed Audits and Early Risk Mitigation

Kleinfelder's team conducts detailed regulatory reviews, records evaluations, emission calculations, and compliance determinations for each facility. The audits generate comprehensive tables of potential issues with precise regulatory citations, along with recommended corrective actions that help clients identify and address environmental risks early. **By supporting these voluntary initiatives, Kleinfelder helps organizations enhance air quality performance, strengthen compliance, and advance their broader sustainability goals.**



Location: Multiple Locations in CO, ND, MT, & TX



Owner/Client: Confidential Clients



Spotlight: Climate Smart Communities Initiative

As a registered adaptation practitioner, Kleinfelder supports the application process for grants that help communities accelerate climate resilience planning and implementation through the Climate Smart Communities Initiative (CSCI).

These grants support small and midsize communities at any stage of the planning process, with awards ranging from \$75,000–\$115,000, along with training and technical assistance. Funding can be used over a 12-month period to advance activities such as risk assessments, community engagement, project prioritization, and implementation.

Kleinfelder's participation in the CSCI reflects its leadership in climate adaptation and commitment to best practices and innovative, data-driven solutions. Through this program, Kleinfelder continues to strengthen its ability to deliver meaningful, high-impact climate solutions for the communities it serves.

HISTORIC DEBRIS PIT REMEDIATION



A remediation approach that prioritizes ecological protection, responsible resource management, and long-term land stewardship in an arid environment.



Following the completion of intrusive test pit investigations across a 3,000 km² area formerly used for nuclear weapons testing, Kleinfelder supported the identification, scoping, and development of a remediation action plan (RAP) to achieve a safe and ecologically-sound outcome for the client, the land, and the Traditional Owners (Maralinga Tjarutja).

A Responsible Remediation Approach

Working collaboratively with the client and the Traditional Owners, Kleinfelder prepared a remediation options assessment using multi-criteria analysis informed by investigation findings and a project risk register. This process supported a cost estimate and cost-benefit evaluation for a remediation project valued at approximately \$28 million and resulted in agreement on a comprehensive

and fully endorsed RAP for the Maralinga and Emu Fields sites.

Integrating Sustainability and Resource Management

The adopted RAP recognized the arid conditions of the site and incorporated a water resources management plan to guide remediation activities and reduce unnecessary water use. The plan also included design measures to **recycle approximately 60 percent** of recoverable metals from the site, supporting material reuse and minimizing waste. To enhance transparency and long-term project management, Kleinfelder developed and maintained a geographic information system (GIS) database, including data-collection tools, web maps, dashboards, and a GIS StoryMap to serve as a public information portal.

Project Results

Based on the Kleinfelder-developed Debris Pit Risk Register and the agreed remediation options, the project has progressed into the remediation phase. Kleinfelder continues to support implementation by providing technical advisory services and GIS support, helping ensure remediation activities align with environmental management objectives and long-term land stewardship goals.



Location: Maralinga, South Australia



Owner/Client: Commonwealth Department of Industry, Science, Energy and Resources

AQUATIC CENTER MODERNIZATION

 A low impact renovation that reduces waste through material reuse while enhancing a long-lasting community resource.



Advancing Sustainability Through Material Reuse and Responsible Construction

Kleinfelder supported the City of Santa Rosa with modernizing the Finley Aquatic Center through an approach that emphasized waste reduction, material reuse, and environmentally responsible improvements. Instead of fully replacing aging infrastructure, the project retained the existing pools, completed structural repairs, and resurfaced the basins to extend their life. Mechanical equipment was evaluated and repaired when feasible, helping reduce material disposal.

Removed concrete was crushed and properly handled due to chlorinated water exposure, and exterior repainting used low-volatile organic compound coatings. These strategies reduced construction waste and supported a lower carbon footprint for the modernization effort.

Improving Accessibility and Enhancing Community Spaces

Accessibility and community benefit were central to the Aquatic Center’s modernization. Upgrades included reconstructed pool entry ramps, improved handrails, redesigned ladders for easier egress, and accessibility

improvements around the concession area. The project added family picnic area shade structures, expanded landscaped areas, and created a more welcoming family zone, while the new splash ground and interactive water features provide inclusive recreational opportunities for visitors of all ages.

Construction Management That Supported Sustainable Outcomes

As the construction management and inspection team, Kleinfelder helped the City navigate record rainfall and site saturation by implementing adaptive phasing and soil protection strategies that minimized disruption, managed exposed soils to reduce rising groundwater levels, and maintained project momentum. The team coordinated closely with stakeholders to manage material handling responsibly, align concrete work with optimal weather conditions, and ensure that accessibility upgrades and sustainable design features were implemented effectively.

The completed improvements reflect thoughtful planning, efficient construction practices, and a long-term investment in a community facility that is now more resilient, accessible, and environmentally responsible.



Location: Santa Rosa, CA



Owner/Client: City of Santa Rosa

SOCIAL

Kleinfelder’s social responsibility efforts focus on protecting the health and safety of our workforce, supporting industry development, investing in employee growth, and giving back to the communities where we live and work. In FY25, we continued strengthening these commitments through targeted programs, meaningful engagement, and practical initiatives that support our people and the communities we serve.



Supporting the well-being, development, and success of our people is fundamental to how we operate.



HEALTH AND SAFETY

Protecting employees through proactive safety practices.



WORKFORCE & INDUSTRY IMPACT

Supporting equitable employment and workforce participation.



INVESTMENT IN EMPLOYEES

Supporting growth, development, and career progression.



COMMUNITY ENGAGEMENT

Giving back through service, outreach, and shared impact.

Health and Safety

FY25 HEALTH AND SAFETY INITIATIVES AND ACHIEVEMENTS

In FY25, Kleinfelder prioritized safety through focused initiatives that support prevention, accountability, and consistent practices across the organization. Selected highlights are summarized below, with comprehensive OSHA reporting data included in **Appendix B**.



Formalized Ergonomic Processes

Implemented a formal Ergonomic Health and Safety Procedure and established a dedicated ergonomics team to conduct consistent assessments across office and remote work environments, helping reduce musculoskeletal risks and support employee well-being.



Engaged Staff Through Safe + Sound Week

Engaged employees during OSHA's Safe + Sound Week through interactive activities and leadership messages, reinforcing safety practices and culture. **Strong participation helped raise more than \$11,800 (USD) for Kids' Chance; \$4,500 (CAD) for Food Banks Alberta; and \$4,000 (AUD) for Camp Quality.**



Reinforced Safety Through Proactive Engagement

Strengthened health and safety performance through proactive engagement tools, with employees completing more than **1,100 Loss Prevention Observations; 2,300 Manager Safety Discussions; and 3,400 Good Catches and Near Loss reports**, exceeding annual goals and reinforcing a strong safety culture.



Strengthening Safety Across Our Supply Chain

In FY25, Kleinfelder leveraged Avetta to manage safety compliance for nearly **400 subcontractors and \$100 million in work**. By requiring real-time health and safety documentation, we ensure all partners meet our rigorous standards. This proactive oversight minimizes risk and ensures safer, more consistent execution across our entire project portfolio.



Trails to Safety

Held in various regions across the company, Kleinfelder's Trails to Safety events provided hands-on, scenario-based training where employees identified risks and sharpened safety practices. An event hosted by our PA/NJ/NY team (shown to the left) featured interactive stations covering everything from underground utilities to confined space safety.



Safety Performance Recognition

Kleinfelder's Tampa, FL, office received Mosaic's Safety Award for exceeding safety performance goals, recognizing consistent achievement in incident rate performance, field hours, and leadership endorsement.

Workforce and Industry Impact

Kleinfelder is committed to building a strong, skilled workforce while supporting the long-term health of the AEC industry. Through equitable employment practices, veteran workforce initiatives, and partnerships that expand access to opportunity, the company works to strengthen both its teams and the broader industry.

EQUAL OPPORTUNITY EMPLOYER

Kleinfelder maintains equal opportunity employment practices and complies with all applicable federal requirements, including Section 503 of the Rehabilitation Act and the Vietnam Era Veterans' Readjustment Assistance Act. The following data provides an overview of FY25 employee demographics across Kleinfelder's workforce, including flex-time, part-time, and full-time employees. Data for U.S. full-time equivalents (FTEs) is available in **Appendix C**.

FY25 Employee Demographics (U.S. only)

Job Category	Male									Female								
	American Indian/AK Native	Asian	Black/African American	Hispanic or Latino	Native HI/Other Pacific Isl.	White	Two or More Races	Male Totals	% Male Minority	American Indian/AK Native	Asian	Black/African American	Hispanic or Latino	Native HI/Other Pacific Isl.	White	Two or More Races	Female Totals	% Female Minority
Exec./Sr. Level Officials & Mgr.	0	1	0	0	0	24	0	25	4%	0	0	0	0	0	5	0	5	0%
First/Mid-Level Officials & Mgr.	1	13	5	17	1	199	4	240	17%	1	2	2	6	0	70	1	82	15%
Professionals	3	90	43	133	6	858	30	1163	26%	1	44	22	76	9	427	26	605	29%
Operatives	0	0	0	1	0	17	0	18	6%	0	0	0	0	0	2	0	2	0%
Technicians	3	25	48	74	1	364	13	528	31%	1	1	3	6	0	28	1	40	30%
Admin. Support Workers	2	7	8	8	0	50	2	77	35%	1	14	14	27	0	154	6	216	29%
TOTAL	9	136	104	233	8	1512	49	2051	26%	4	61	41	115	9	686	34	950	28%
U.S. Total	3001																	



Kleinfelder values the leadership, technical aptitude, and problem-solving skills veterans bring to the workplace and supports transitioning service members through continued participation in the Department of Defense SkillBridge program, providing hands-on experience and pathways into civilian careers within the AEC industry. FY25 highlights include:

3.4%

Kleinfelder employees identified as veterans

3.8%

FY25 new hires identified as veterans

81

SkillBridge internships since 2019

33

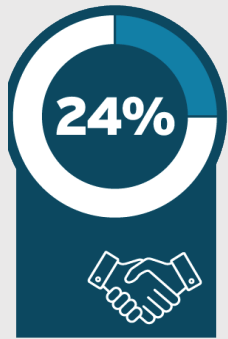
Hires resulting from SkillBridge internships

INDUSTRY PARTNERSHIPS AND WORKFORCE DEVELOPMENT

Kleinfelder supports a strong and sustainable AEC industry by engaging qualified suppliers, small and disadvantaged businesses, and workforce development partners across the markets we serve. Through responsible supplier engagement and targeted outreach initiatives, the company promotes fair access to opportunities, strengthens project delivery, and helps build long-term capacity within critical infrastructure sectors.

Small & Disadvantaged Business Spend

Kleinfelder engages a diverse network of subcontractors and suppliers across services and geographies. Supplier information and certifications are tracked through Avetta to support transparency, contract compliance, and informed teaming decisions. By partnering with qualified firms, Kleinfelder strengthens project outcomes while contributing to economic growth across the industry. Through targeted subcontractor and vendor engagement in FY25, Kleinfelder increased participation by small, disadvantaged, and minority-owned businesses while meeting client and contract requirements.



of Total Spend

Directed to small and disadvantaged business partners.



Small & DBE

Total amount spent with small and disadvantaged business partners.



Total Spend

Total expenditure on all subcontractors & vendors in FY25.

Industry Outreach

Beyond project delivery, Kleinfelder invests in initiatives that support industry growth and workforce readiness. These efforts connect businesses, educational institutions, and emerging professionals, helping to expand awareness of career pathways and address long-term talent needs.



Denver Office Hosts Black Construction Group of Colorado

Kleinfelder's Denver, CO, office hosted the Black Construction Group, a Colorado Black Chamber of Commerce initiative focused on business development, education, and networking within the construction industry. The event created opportunities for dialogue, collaboration, and relationship-building between Kleinfelder teams and local contractors, reinforcing the value of partnership across firms of all sizes.



Water Infrastructure Workforce Development Program

Kleinfelder Water Technologies participates in a regional workforce development program aimed at addressing labor shortages in the water and wastewater sector. By contributing private-sector expertise through classroom instruction, facility tours, and career discussions, the team helps prepare participants for roles that support public health, regulatory compliance, and long-term system reliability.

Investment in Employees

CAREER DEVELOPMENT AND EMPLOYEE SUPPORT

Kleinfelder invests in its employees through internal programs and external partnerships that support professional growth and capability building. These efforts provide employees with tools to expand skills, pursue credentials, and progress into new roles that strengthen both individual careers and organizational performance. In FY25, Kleinfelder introduced new initiatives and continued strengthening existing programs, with the following highlights reflecting key investments in career development and employee support.

Managing at Kleinfelder Pilot Program

Developed and piloted the Managing at Kleinfelder Program to strengthen management capability and support effective leadership across the organization. The pilot engaged approximately 85 participants and used a blended learning approach to build practical skills for leading and retaining high-performing teams. Insights from the pilot will inform the program's broader rollout in FY26.

GROWTH Program

Delivered AEC-focused application training through the GROWTH Program, including certified coursework and content on topics such as Autodesk, BIM, LEED, ESRI, Adobe, Trimble, AI, and more. These offerings help employees strengthen technical proficiency and adapt to evolving tools and workflows across the organization.

Industry Organizations

Provided employees with enhanced access and benefits through company memberships with leading professional organizations, including ASCE, ACEC, GBA, SWE, and CMAA. These memberships support continuing education, professional networking, and engagement with industry best practices, helping employees remain connected to developments across the AEC sector.

Expanded Technical Training

Expanded technical training offerings through the Kleinfelder Technical Network and UKG Pro Learning, adding new Interstate Technology and Regulatory Council courses and internally-developed content. Many of these trainings are eligible for Professional Development Hours and Continuing Education credits, supporting ongoing professional development and technical excellence.

eLearning Courses

Continued providing company-wide access to on-demand business and software training, enabling employees to build practical skills aligned with evolving project, technology, and operational needs. Consistent engagement throughout FY25 supported workforce capability across roles and disciplines.

Paid Parental Leave

Introduced paid parental leave for eligible employees following birth, adoption, or foster placement, supporting family bonding while aligning with applicable leave regulations.

Academic Scholarship Awards

Awarded \$26,000 in scholarships to employees' children, supporting higher education goals and reinforcing Kleinfelder's commitment to families.



Celebrating Five Years of Kleinfelder's Mentoring Program

FY25 marked five years since Kleinfelder formally launched its companywide Mentoring Program, building on an existing culture of mentorship with a structured framework. Since its launch, the program has facilitated more than 550 mentoring requests and grown a mentor pool of over 300 qualified participants. The program supports knowledge sharing, professional development, and connection across offices and technical services, helping employees broaden skills, develop leadership and project management capabilities, and strengthen collaboration across the organization.

Community Engagement

Kleinfelder encourages employees to contribute their time, skills, and resources in ways that positively impact local communities. In FY25, teams across the company supported charitable causes, volunteered locally, and participated in outreach efforts aligned with community needs.

GIVING BACK THROUGH SERVICE

Across the company, Kleinfelder teams volunteered their time and expertise to support local housing initiatives, youth programs, and community organizations. The examples below highlight just a few of the many ways employees gave back through hands-on service in FY25.



Habitat for Humanity Build Day

The Northern California team volunteered with Habitat for Humanity to support affordable housing by improving landscaping, fencing, and site features for a local housing community.



Special Olympics Flag Football

The Denver, CO, team volunteered at a regional Special Olympics flag football tournament, supporting event operations and helping create an inclusive and positive experience for athletes.



Homeless Youth Blanket Project

The Las Vegas, NV, team assembled blankets for youth experiencing housing insecurity, helping provide warmth and comfort during the colder months.



Red Shoe Day Fundraiser

The San Diego, CA, team participated in Red Shoe Day, raising funds for Ronald McDonald House Charities to support families with children receiving medical care.



Camp Quality Birthday Card Initiative

The Newcastle, AUS, team volunteered with Camp Quality by preparing birthday cards for children facing cancer, supporting the organization's mission to bring joy and connection to families.



Food Bank Volunteering

The New Jersey and New York teams partnered with ExxonMobil through the Bayway Strong campaign to support local food banks through safety initiatives, donations, and hands-on volunteering.

STEM OUTREACH

Kleinfelder employees actively support the communities we serve by sharing professional expertise and encouraging interest in engineering and construction careers. Through hands-on education initiatives, staff help connect academic learning to real-world applications that shape communities and infrastructure. The examples to the right highlight a selection of these outreach efforts.



Construction Site Field Trip

The Delaware team partnered with Delaware DOT to host students at an active construction site, providing hands-on exposure to engineering, surveying, and job site safety.



Engineering Design Competition

The Raleigh, NC, team supported a college engineering design competition by serving as judges and instructors, reinforcing engineering principles, safety awareness, and project planning skills.



Transportation Outreach Program

Kleinfelder Construction Services staff in Southern California supported an educational program that introduced middle and high school girls to transportation careers through hands-on exposure to transit operations and engagement with industry professionals.

CHARITABLE GIVING

Kleinfelder employees support charitable organizations through fundraising, donation drives, and company-matched contributions that address community needs. The examples to the right represent a selection of charitable initiatives supported across the firm during FY25.



Wildfire Relief Efforts

Employees, supported by a company donation match, raised nearly \$8,200 for Los Angeles wildfire recovery, benefiting the American Red Cross and Best Friends Animal Society.



Winter Clothing for Youth

The Adelaide, AUS, team donated pajamas to the Backpacks 4 SA Kids Winter PJ Drive, helping provide comfort to children and young people removed from their homes.



School Supply Donation

The Hunt Valley, MD, office participated in a local Stuff the Bus campaign, collecting backpacks and school supplies to support teachers and students in Baltimore County Public Schools.

GOVERNANCE

Strong governance underpins Kleinfelder's ability to operate responsibly, manage risk, and deliver value to clients and communities. In FY25, Kleinfelder continued to advance its governance framework by reinforcing ethical conduct, strengthening resilient business practices, and applying innovation in ways that enhance security, reliability, and project delivery. These efforts support long-term sustainability while maintaining transparency, accountability, and trust across the organization and with our clients.



Kleinfelder's governance practices are grounded in integrity, accountability, and a commitment to managing risk, protecting information, and sustaining long-term value.



BUSINESS ETHICS

Upholding integrity, accountability, and ethical conduct.



BUSINESS RESILIENCE

Maintaining continuity, security, and dependable operations.



INNOVATION

Advancing technology, efficiency, and client-focused solutions.

Business Ethics

Kleinfelder conducts business with a clear commitment to ethical behavior, accountability, and compliance. In FY25, the company strengthened how ethical expectations are communicated and embedded across the organization, reinforcing a consistent foundation for decision-making at all levels.

ETHICS TRAINING

Kleinfelder formally integrated a one-hour Business Ethics training into the new hire onboarding process. This training ensures employees understand ethical expectations from day one, particularly when navigating complex or ambiguous situations that may arise in the field.

By embedding ethics education at the start of employment, Kleinfelder reinforces a shared understanding of responsible conduct and supports a culture where employees are empowered to make sound decisions aligned with company values.

Business Resilience

Kleinfelder's resilient business practices are designed to safeguard employees, operations, and data in an evolving risk environment. In FY25, the company continued to focus on preparedness, cybersecurity, and risk awareness to support uninterrupted operations and client commitments.

BUSINESS CONTINUITY

Strengthening Preparedness and Operational Resilience

Kleinfelder developed a more robust Business Resiliency Plan to enhance preparedness and support continuity during disruptive events. The plan establishes structured approaches for identifying risks, managing incidents, and restoring critical functions efficiently. It emphasizes clear communication, defined roles, and employee preparedness through documented procedures and training resources. Together, these measures reinforce Kleinfelder's ability to adapt to disruptions while continuing to deliver reliable services to clients.

Fortifying Enterprise Operations Through IT Enhancements

Kleinfelder also strengthened business continuity through targeted IT enhancements designed to protect critical systems, reduce operational risk, and ensure continuity of service during disruptions. Key initiatives included:



Zero Trust and Least Privilege Automation

Completion of a multi-year effort to enforce least-privilege access controls for project data on local file servers, reducing unnecessary access to sensitive information and limiting the impact of system compromise.



Third-Party Security Validation

Annual penetration testing and successful completion of multiple third-party cybersecurity assessments, providing independent validation of system resilience and identifying vulnerabilities before they could disrupt operations.



Enhanced Azure Cloud Management

Implementation of new cloud management tools that improve visibility into system configurations, identify risks and misconfigurations, and track remediation efforts, supporting more reliable cloud-based operations.

DATA GOVERNANCE

Protecting Data Through Proactive Controls and Oversight

Kleinfelder continued to advance data governance in FY25 by strengthening safeguards that protect company, client, and employee information. These efforts enhance resilience, reduce cyber risk, and support regulatory and contractual compliance.

Key FY25 data governance initiatives included:

- **Ransomware Protection and Alerts:** Implemented continuous scanning and alerting for backup data through third-party storage controls, helping detect ransomware activity early and protect critical data from loss or corruption.
- **Expanded Identity Monitoring:** Increased Active Directory logging and implemented automated response playbooks using Kleinfelder's Security Information and Event Management system, improving the ability to identify and respond quickly to suspicious account activity.
- **Insider Threat Monitoring:** Established new alerts and automated remediation to prevent unauthorized data transfers, reducing the risk of sensitive information being accessed or shared outside approved systems.
- **Mobile Device Hardening:** Added controls governing where and how Kleinfelder data can be accessed, helping ensure company and client information is only handled on secure, managed devices.
- **Password Security Enhancements:** Updated password requirements and implemented controls to prevent the use of common or weak passwords, strengthening defenses against credential-based attacks.
- **Retirement of Technical Debt:** Continued removal of outdated systems to reduce operational and security risk, improving system reliability and lowering exposure to known vulnerabilities.
- **Cybersecurity Awareness and Training:** Delivered ongoing education focused on emerging threats such as smishing and deepfake-enabled phishing, reinforcing employee awareness as a critical layer of defense.
- **Data Protection Impact Assessment (DPIA):** Implemented a formal DPIA process to evaluate new or modified activities involving personally identifiable information, providing a structured approach to identifying privacy considerations, documenting risk factors, and reinforcing responsible data handling across the organization.

RISK MANAGEMENT

Kleinfelder maintains comprehensive risk management practices to identify, evaluate, and mitigate financial, contractual, and scope-related risks. In FY25, operational teams increased use of the Risk Review Policy and Risk Review Matrix, further integrating risk considerations into project selection, Go-No Go decisions, proposal development, and pricing strategies.

FY25 also included updates related to least-privileged access, Critical Energy Infrastructure Information, Controlled Unclassified Information, and Personally Identifiable Information to align with evolving contractual and data security requirements. Corresponding risk triggers were added to support consistent application across projects.

Quality and Risk Managers within each Division continued to collaborate closely with operational teams to strengthen risk awareness and reinforce quality procedures. In addition, Kleinfelder implemented a Quality Audit Program to enhance visibility into leadership support for quality and risk practices. In FY25, 225 Project Quality Reviews were performed, providing actionable guidance on quality assurance and documentation throughout project execution.

Innovation

Innovation plays a critical role in how Kleinfelder enhances efficiency, accuracy, and client outcomes. In FY25, the company continued expanding the use of digital tools that improve project execution, strengthen data management, and support more informed decision-making for clients and communities.

AI DOCUMENT INTELLIGENCE

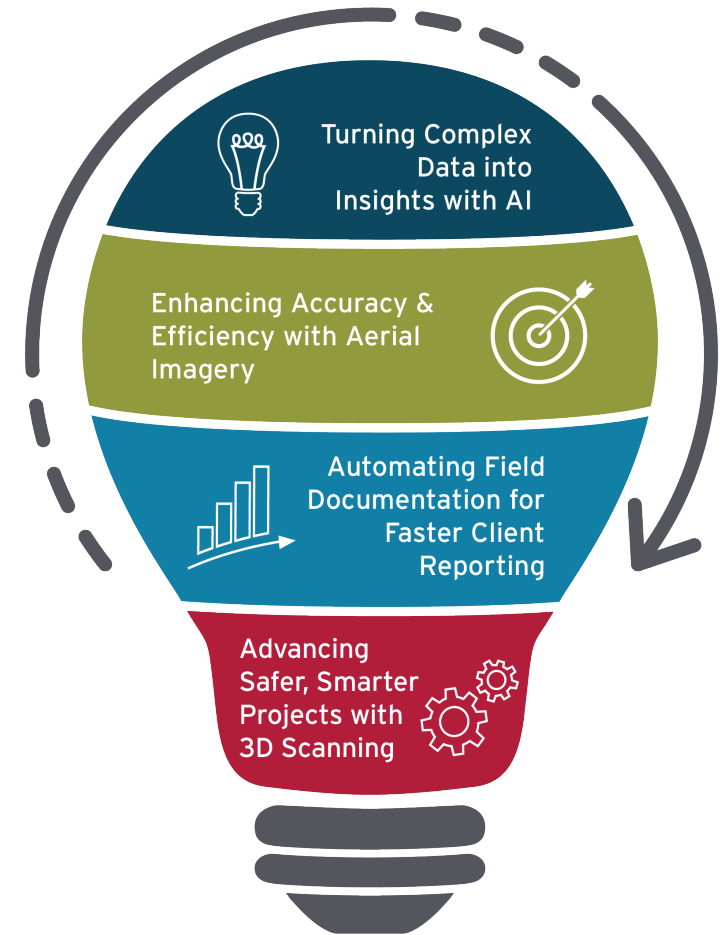
Kleinfelder continued to expand the use of its Artificial Intelligence (AI)-powered document intelligence technology, applying optical character recognition and custom AI document models to extract insights from large volumes of client records. Ongoing development and enhancements to Microsoft Content Understanding technology improved document layout recognition, data processing, reliability, and reporting.

Adoption increased across technical services, with hundreds of thousands of pages processed for dozens of projects nationwide. These efforts significantly reduced manual data entry, improved knowledge visibility, and supported compliance needs for clients in water, natural gas, and electric transmission markets.

NEARMAP AERIAL IMAGERY

Kleinfelder continued advancing its use of Nearmap, applying high-resolution aerial imagery and location intelligence across an expanding range of project applications. Nearmap supported roadway information gathering, water well identification, vegetation and tree cover analysis, brush fire management planning, and the use of accurate background imagery for CAD drawings and GIS mapping. These applications improved planning efficiency, enhanced the quality of field visits, and supported clearer communication with clients and project teams.

By combining up-to-date imagery with built-in AI capabilities, Nearmap enabled more informed decision-making and supported earlier identification of site conditions and constraints. Looking ahead, Kleinfelder is exploring how these capabilities could be further leveraged to help analyze and sort large datasets, such as evaluating thousands of oil well sites for potential future sustainment work, reinforcing a continued focus on scalable, data-driven solutions for clients.



The mission of Kleinfelder's Innovation Program is to enable our bright people to identify, develop, and profitably deploy focused, technology-enabled client solutions to promote business growth, adaptation, and opportunities for our people.



EXPANDING POSSIBILITIES WITH 3D SCANNING

Kleinfelder continued advancing the use of 3D scanning and reality capture technologies, expanding how these tools are integrated into project delivery to improve accuracy, efficiency, and collaboration. By combining LiDAR, photogrammetry, and 360-degree imagery, teams create detailed digital representations of existing site conditions that can be accessed and shared across disciplines, reducing reliance on repeat site visits and manual measurements.

Expanded applications across municipal infrastructure, energy, water, wastewater, and oil and gas projects supported safer project execution through remote assessments of complex and hazardous environments. The use of high-fidelity digital models helped teams identify potential conflicts earlier in the project lifecycle, reduce rework, and support more informed planning, design, and construction decisions. These advancements strengthened coordination among project teams and clients, contributing to more efficient workflows and improved project outcomes.



AUTOMATING FIELD DOCUMENTATION

Kleinfelder enhanced its FieldNet Photo Log tool to automatically compile field photographs, captions, and inspection data into client-ready reports within minutes. By replacing manual formatting, the tool improves report consistency, accelerates delivery timelines, and enhances documentation quality for clients.

A MORE STRATEGIC APPROACH TO INNOVATION

In FY25, Kleinfelder's Innovation Committee refined the focus of the company's Innovation Program to emphasize solutions that directly address client needs and improve both staff and client experiences. Efforts expanded beyond internal efficiencies to include early development of monetization pathways for larger ideas, supporting a more strategic and outward-facing innovation pipeline.

These efforts establish a strong foundation for FY26 and help ensure innovation at Kleinfelder remains aligned with client challenges, strengthens service delivery, and accelerates adoption of technologies that improve project outcomes and engagement.

APPENDICES



Supplemental data that enhances transparency, accountability, and understanding of reported performance.



APPENDIX A

Tracking environmental performance, footprint metrics, and progress.



APPENDIX B

Providing transparency into safety performance and incident reporting.



APPENDIX C

Presenting workforce demographic data for U.S. full-time equivalents.

APPENDIX A: ENVIRONMENTAL & SUSTAINABILITY REPORTING

Kleinfelder Sustainability Data: The following table presents data tracking our environmental footprint criteria and progress.

Sustainability Metrics (Operations)	Jan-Dec 2019 (Baseline)	FY25: Apr 2024- Mar 2025	% Change from Baseline	FY25 Status (change from baseline)
Operational Context				
Kleinfelder Facilities (number)	79	108	37%	increase
Kleinfelder LEED/ENERGY STAR Facilities (number) (baseline = FY22 data)	6	11	83%	increase
Kleinfelder Facilities (square feet)	529,978	728,946	38%	increase
Kleinfelder Number of Full-Time Employees (FTE)	1,669	2,942	76%	increase
Kleinfelder Number of Vehicles	331	637	92%	increase
Kleinfelder Gross Revenue (\$million [\$M])	366	754	106%	increase
SCOPE 1 Greenhouse Gas Emissions (US-Based Fleet Only)				
Fleet Vehicles Fuel Consumption (gallons)	262,850	577,529	120%	increase
TOTAL Scope 1 GHG Emissions (Fleet Vehicles; mtCO ₂ e)	2,336	5,141	120%	increase
Scope 1 GHG Emissions Fleet Vehicles Intensity per Vehicle (mtCO ₂ e/vehicle)	7.1	8.2	17%	increase
Scope 1 GHG Emissions Fleet Vehicles Intensity per FTE (mtCO ₂ e/FTE)	1.4	1.7	25%	increase
Scope 1 GHG Emissions Fleet Vehicles Intensity per Gross Revenue (mtCO ₂ e/\$M)	6.4	6.8	7%	increase
SCOPE 2 Greenhouse Gas Emissions				
Electricity Consumption (kWh)	8,938,442	10,398,234	16%	increase
GHG Emissions Electricity (mtCO ₂ e)	3,870	4,097	6%	increase
Electricity Consumption Intensity per Square Foot (kWh/sq. ft.)	17	14	-15%	decrease
Electricity Consumption Intensity per FTE (kWh/FTE)	5,356	3,534	-34%	decrease
Natural Gas Consumption (therms)	209,783	298,482	42%	increase
GHG Emissions Natural Gas (mtCO ₂ e)	1,112	1,582	42%	increase
Natural Gas Consumption Intensity per Square Foot (therms/sq. ft.)	0.40	0.41	3%	increase
Natural Gas Consumption Intensity per FTE (therms/FTE)	126	101	-19%	decrease

Sustainability Metrics (Operations)	Jan-Dec 2019 (Baseline)	FY25: Apr 2024- Mar 2025	% Change from Baseline	FY25 Status (change from baseline)
SCOPE 2 Greenhouse Gas Emissions (cont.)				
TOTAL Scope 2 GHG Emissions (Electricity + Natural Gas; mtCO ₂ e)	4,982	5,679	14%	increase
Scope 2 GHG Emissions Intensity per Square Foot (Electricity + Natural Gas; mtCO ₂ e/sq. ft.)	0.0094	0.0078	-17%	decrease
Scope 2 GHG Emissions Intensity per FTE (Electricity + Natural Gas; mtCO ₂ e/FTE)	3	2	-35%	decrease
Scope 2 GHG Emissions Intensity per Gross Revenue (Electricity + Natural Gas; mtCO ₂ e)/\$M)	14	8	-45%	decrease
SCOPE 1 and 2 Greenhouse Gas Emissions (GOAL: 30% Reduction by 2030)				
TOTAL Scope 1 & 2 GHG Emissions (Facilities & Vehicles; mtCO ₂ e)	7,318	10,820	48%	increase
Scope 1 & 2 GHG Emissions Intensity per FTE (Facilities & Vehicles; mtCO ₂ e/FTE)	4.4	3.7	-16%	decrease
Scope 1 & 2 GHG Emissions Intensity per Square Foot (Facilities & Vehicles; mtCO ₂ e/sq. ft.)	0.014	0.015	8%	increase
Scope 1 & 2 GHG Emissions Intensity per Gross Revenue (Facilities & Vehicles; mtCO ₂ e/\$M)	20	14	-28%	decrease
SCOPE 3 Greenhouse Gas Emissions (Personal Vehicles & Air Travel Only)				
Personal Vehicles (miles)	4,124,898	5,887,187	43%	increase
GHG Emissions Personal Vehicles (mtCO ₂ e)	1,660	2,369	43%	increase
GHG Emissions Personal Vehicles Intensity per FTE (mtCO ₂ e/FTE)	1.0	0.8	-19%	decrease
GHG Emissions Personal Vehicles Intensity per Gross Revenue (mtCO ₂ e/\$M)	4.5	3.1	-31%	decrease
Air Travel (dollars)	1,441,561	1,634,966	13%	increase
Air Travel (gallons based on dollars)	724,403	633,708	-13%	decrease
GHG Emissions Air Travel (mtCO ₂ e)	6,957	5,347	-23%	decrease
GHG Emissions Air Travel Intensity per FTE (mtCO ₂ e/FTE)	4	2	-56%	decrease
GHG Emissions Air Travel Intensity per Gross Revenue (mtCO ₂ e/\$M)	19	7	-63%	decrease
TOTAL Scope 3 GHG Emissions (Personal Vehicles + Air Travel; mtCO ₂ e)	8,617	7,716	-10%	decrease
Waste				
TOTAL Waste Disposed (tons)	5,787	6,416	11%	increase
Waste Disposal Intensity per Square Foot (tons/sq. ft.)	0.011	0.009	-19%	decrease

Sustainability Metrics (Operations)	Jan-Dec 2019 (Baseline)	FY25: Apr 2024- Mar 2025	% Change from Baseline	FY25 Status (change from baseline)
Waste (cont.)				
Waste Disposal Intensity per FTE (tons/FTE)	3.5	2.2	-37%	decrease
Waste Disposal Intensity per Gross Revenue (tons/\$M)	15.8	8.5	-46%	decrease
IT E-Waste Diverted from Landfills (tons)	3	4	20%	increase
Construction Material Recycled and Reused (tons)	450	1,055	134%	increase
TOTAL Waste Diverted/Recycled/Reused (tons)	453	1,059	134%	increase
Water Consumption				
Water Usage (gallons)	7,030,906	13,848,264	97%	increase
Water Usage Intensity per Square Foot (gallons/sq. ft.)	13	19	43%	increase
Water Usage Intensity per FTE (gallons/FTE)	4,213	4,707	12%	increase
Water Usage Intensity per Gross Revenue (gallons/\$M)	19,210	18,366	-4%	decrease
Green Procurement				
Staples, Green Procurement (spend \$)	\$45,208	\$42,408	-6%	decrease
Staples, Green Procurement (green spend as a % of total spend)	30%	22%	-27%	decrease
Furniture Purchases and Rentals (tons)	97	82	-16%	decrease
Furniture Purchases and Rentals with Recyclable Content (tons total recycleble content)	89	64	-28%	decrease
% Furniture purchases and rentals with recyclable content	91%	78%	-14%	decrease
Paperless - ARC/Printing (total print count) (GOAL: 50% Reduction by 2030)	5,170,414	1,865,497	-64%	decrease
Paperless - ARC/Printing (square feet) (GOAL: 50% Reduction by 2030)	3,467,535	1,298,036	-63%	decrease

Notes:

- mtCO2e = metric tons carbon dioxide equivalent; GHG = Greenhouse Gas
- Baseline values were developed based on a calendar year, except for vehicles and furniture which were for FY29: April 2019 - March 2020. Due to changes in accounting software and data collection, calculations for FY21 and all future calculations are based on Kleinfelder's fiscal year calendar: April 1st through March 31st.
- Kleinfelder facilities include office, lab, storage, and warehouse space.
- Kleinfelder expanded through acquisitions, increasing facility space by nearly 200,000 square feet and adding 1,273 FTEs compared to the baseline. Despite this growth, energy use, natural gas consumption, and waste disposal per FTE remained below baseline levels. Utility costs are often included in rent; therefore, for FY25, 60% of electricity consumption, 78% of natural gas consumption, 90% of waste disposal, and 72% of water usage is estimated based on square footage of facilities times literature values.

EcoVadis Recognition & Methodology Disclosure

Kleinfelder has been awarded the EcoVadis Committed Badge, a recognition of our commitment to sustainability as evaluated through the EcoVadis evidence-based assessment. This badge is awarded to companies that achieve a score between 45 and 54, placing the organization in the “Good” performance category within the EcoVadis sustainability rating framework.

The assessment evaluates performance across four key themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. The rating is based on international sustainability standards, including the Global Reporting Initiative, the United Nations Global Compact, and ISO 26000.

Please note that an EcoVadis badge or medal is an acknowledgment of achievement relative to other assessed companies and does not constitute a certification of the company or an endorsement. For detailed information regarding the EcoVadis rating methodology, eligibility criteria, and the specific requirements for medals and badges, please visit the official EcoVadis Resource Center: <https://resources.ecovadis.com/suppliers/ecovadis-medals-and-badges>. The site can also be accessed by scanning the QR code below.



Scan to learn more about
EcoVadis Medals and Badges.

APPENDIX B: HEALTH AND SAFETY REPORTING DATA

Kleinfelder Health & Safety Data

Metric	3 Year Average*	FY 2025	FY 2024	FY 2023
Experience Modification Rating (EMR)				
Interstate	1.06	1.06	1.11	1.00
Metric	3 Year Average**	CY 2025	CY 2024	CY 2023
OSHA RECORDABLE DATA				
Total Recordable	12	17	9	11
OSHA RATE CALCULATIONS				
All Recordable Incidents (TRIR)	0.60	0.78	0.43	0.58
Lost & Restricted Incidents (DART)	0.07	0.05	0.05	0.10

Century, a Kleinfelder Company, Health & Safety Data

Metric	3 Year Average*	FY 2025	FY 2024	FY 2023
Experience Modification Rating (EMR)				
Interstate	1.63	1.58	1.49	1.81
Metric	3 Year Average**	CY 2025	CY 2024	CY 2023
OSHA RECORDABLE DATA				
Total Recordable	3	1	3	4
OSHA RATE CALCULATIONS				
All Recordable Incidents (TRIR)	0.47	0.19	0.50	0.72
Lost & Restricted Incidents (DART)	0.06	0.00	0.00	0.18

* 3-Year EMR Averages represent April 1 through March 31 for 2023, 2024, and 2025. Kleinfelder Fiscal Year (FY) is from April 1st through March 31st.

**3-Year OSHA Averages represent January 1 through December 31 for 2023, 2024, and 2025. The Calendar Year (CY) is from January through December.

GTS, a Kleinfelder Company, Health & Safety Data

Metric	3 Year Average*	FY 2025	FY 2024	FY 2023
Experience Modification Rating (EMR)				
Interstate	1.06	1.06	1.11	1.00
Metric	3 Year Average**	CY 2025	CY 2024	CY 2023
OSHA RECORDABLE DATA				
Total Recordable	0	0	0	0
OSHA RATE CALCULATIONS				
All Recordable Incidents (TRIR)	0.00	0.00	0.00	0.00
Lost & Restricted Incidents (DART)	0.00	0.00	0.00	0.00

* 3-Year EMR Averages represent April 1 through March 31 for 2023, 2024, and 2025. Kleinfelder/GTS Fiscal Year (FY) is from April 1st through March 31st.

**3-Year OSHA Averages represent January 1 through December 31 for 2023, 2024, and 2025. The Calendar Year (CY) is from January through December.

APPENDIX C: FY25 U.S. EMPLOYEE DEMOGRAPHICS: FULL-TIME EQUIVALENTS (FTEs) ONLY

Job Category	Male									Female								
	American Indian/AK Native	Asian	Black/African American	Hispanic or Latino	Native HI/Other Pacific Isl.	White	Two or More Races	Male Totals	% Male Minority	American Indian/AK Native	Asian	Black/African American	Hispanic or Latino	Native HI/Other Pacific Isl.	White	Two or More Races	Female Totals	% Female Minority
Exec./Sr. Level Officials & Mgr.	0	1	0	0	0	24	0	25	4%	0	0	0	0	0	5	0	5	0%
First/Mid-Level Officials & Mgr.	1	13	5	17	1	188	4	229	18%	1	2	2	6	0	66	1	78	21%
Professionals	3	86	43	124	6	792	28	1054	27%	1	39	22	69	9	382	24	546	48%
Operatives	0	0	0	1	0	13	0	14	7%	0	0	0	0	0	2	0	2	0%
Technicians	3	24	46	72	1	337	13	496	32%	1	1	3	6	0	26	1	38	42%
Admin. Support Workers	2	7	87	7	0	45	2	71	37%	1	14	13	25	0	146	6	205	40%
TOTAL	9	131	102	221	8	1399	47	1917	27%	4	56	40	106	9	627	32	874	43%
U.S. Total	2,791																	

Notes:

% Female FTEs = 31%

% Male FTEs = 69%

% Minority FTEs = 27%

Total FTEs including Australia and Canada = 2,942

Data provided as of 3/31/2025 (end of Kleinfelder's fiscal year 25)

