



**CDM
Smith**

2024 Sustainability Report

**Connecting the Environment,
People, and Principles**

Welcome to CDM Smith's second annual Sustainability Report—a proud reflection of our commitment to fostering a world where people and communities flourish safely and reliably. At the heart of our endeavor lies the overarching theme of connection, recognizing that it is not one thing, but rather many things working together, that are critical to the future of our planet.

This report is a testimony to our pledge to make a lasting positive impact on the environment, society, and the lives of individuals. It encapsulates not just our achievements, but our journey, emphasizing transparency in our evolution, and acknowledging victories and avenues for growth. Throughout, you'll encounter examples of innovation, progress, and transformation, illuminating the collaborative strides we take alongside our clients, our people, and our partners.

Together, as thought leaders for sustainability, we are shaping a legacy of promise, leadership, and prosperity. Through our dedication to connecting sustainability across every facet of our work, we forge stronger bonds, deeper understanding, and enduring solutions. It is a legacy we are proud to share, and one that inspires us to continue our collective pursuit of a brighter, more connected future.



About CDM Smith

Headquartered in Boston, Massachusetts, CDM Smith is a global privately held engineering and construction firm providing legendary client service and smart solutions in water, environment, transportation, solid waste, energy and facilities. CDM Smith has decades of experience helping our clients navigate sustainability initiatives and goals through multidisciplinary expertise and sustainability analytics. We are driven to help our clients achieve success as measured by the “triple bottom line” of people, planet and profit.

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Our Commitment to Sustainability

-
- 1947**
CDM Smith founded
 - 1997**
CDM University launched
 - 2001**
Flex work option established
 - 2005**
Water for People partnership established
 - 2006**
Climate change and greenhouse gas (GHG) services first provided
 - 2009**
CDM Smith Cares launched
 - 2014**
First Carbon Disclosure Project (CDP) Report
 - 2020**
Office of Research and Development (R&D) formalized
 - 2020**
Sustainability Discipline officially established
 - 2020**
Climate Resilience practice officially established
 - 2023**
CDM Smith Inc. GHG inventory established
 - 2023**
First Corporate Sustainability Report

From Our Chairman and CEO

The pace of change in our world continues to accelerate, and nowhere is this more evident than in the evolving landscape of sustainability. Our journey—now recorded in our second corporate Sustainability Report—reflects our legacy as a global leader in infrastructure and environmental solutions, and also our ability to adapt and innovate in response to new challenges and opportunities.

In 2024, clients and communities are expecting transparency, accountability, and measurable impact. Regulatory frameworks and stakeholder expectations are continually evolving, and CDM Smith has been building on the reporting program initiated in the 2023 Sustainability Report, maintaining a comprehensive greenhouse gas inventory, and aligning the company's strategy with the United Nations Sustainable Development Goals (SDGs) and the Global Compact. Our privately held structure continues to empower us to act decisively and ethically, ensuring that our choices reflect both our values and the needs of those we serve.

We celebrate the achievements of our teams, whose ingenuity and dedication have delivered sustainable solutions across water, energy, transportation, and beyond. We remain steadfast in our mission: to provide innovative, resilient project solutions; to foster a culture of excellence and inclusion; and to make communities better today than yesterday. As we move forward, we will continue to monitor best practices, adapt our policies, and take action where it matters most. On behalf of the Executive Team, I am proud to share our progress and reaffirm our commitment to a sustainable future.

Timothy B. Wall
Chairman and CEO



From Our Global Sustainability Discipline Leader

I am pleased to share our latest Sustainability Report, highlighting CDM Smith's continued commitment to integrating sustainability into our operations. Over the past year, our team has advanced stakeholder-informed, data-driven decision-making, ensuring that every project delivers tangible benefits for the environment, society, and the economy.

In 2024, we have strengthened our cross-practice collaboration, integrating new analytics frameworks and improving the data driving our Scopes 1 and 2 emissions. Our professionals have led the way in climate resilience, nature-based solutions, and responsible sourcing, supporting clients in meeting ambitious sustainability goals. We have showcased innovative projects—from decarbonization strategies and water reliability studies to award-winning safety programs and community engagement initiatives.

Our culture of transparency, accountability, and continuous improvement remains unwavering. We have invested in professional development, fostered inclusion, and empowered our people to drive change both within CDM Smith and in the communities we serve. As we look ahead, we are committed to enhancing our sustainability efforts, sharing our progress openly, and collaborating with stakeholders to shape a more resilient and equitable future.

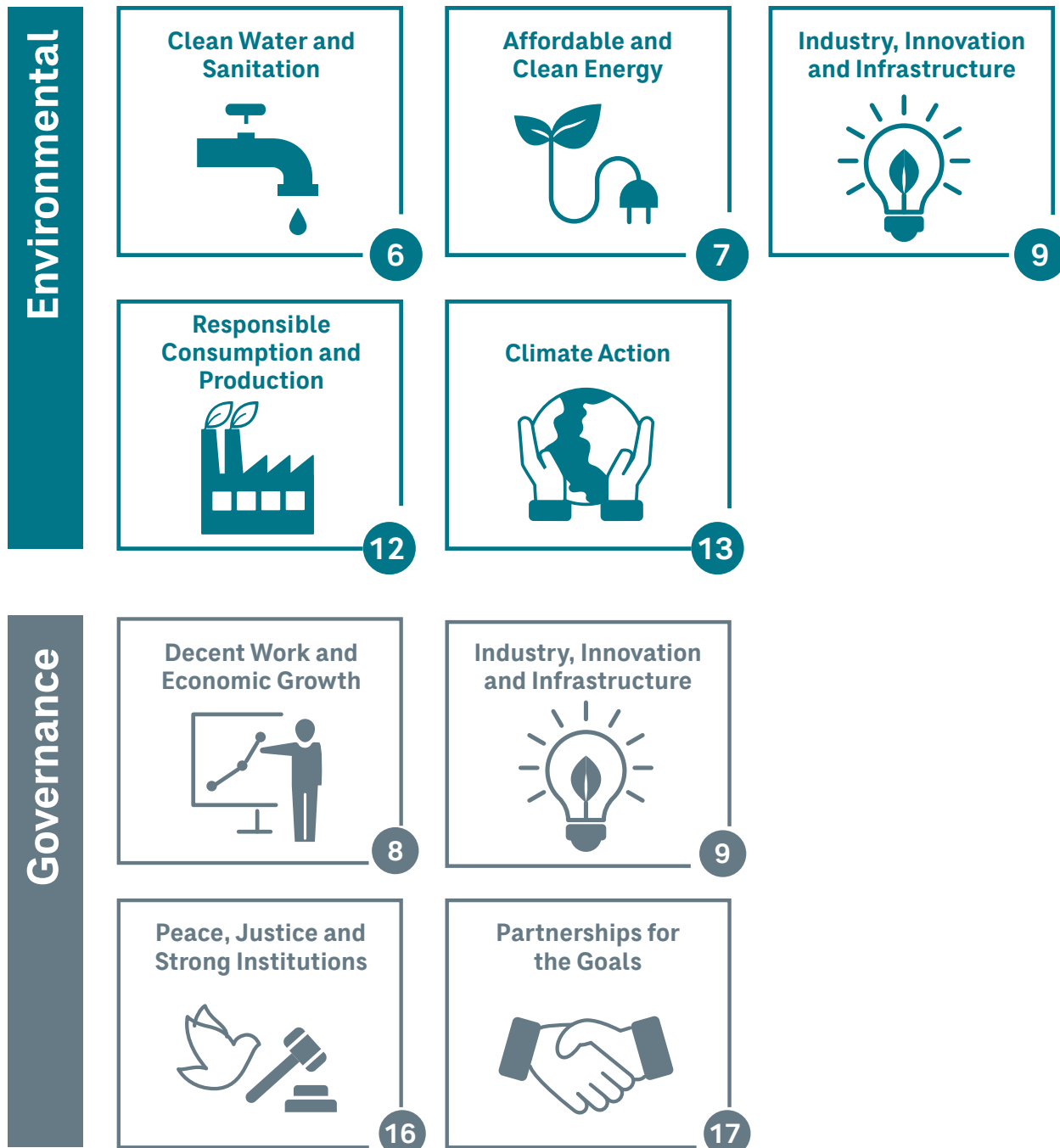
Timothy P. Kinny
Global Sustainability Discipline Leader



Our Sustainability Strategy Development and Alignment

Our sustainability strategy is inspired by the United Nations' SDGs and driven by the principles of the United Nations Global Compact (UNGC). The SDGs, established in 2015, guide us in addressing global, societal, and environmental challenges. The UNGC, launched in 2000, reinforces our commitment to ethical business practices, human rights and anti-corruption efforts. This Sustainability Report reflects our dedication to the United Nations' goals and principles, making sustainability an integral part of our corporate culture that is reflected in the work we do every day.

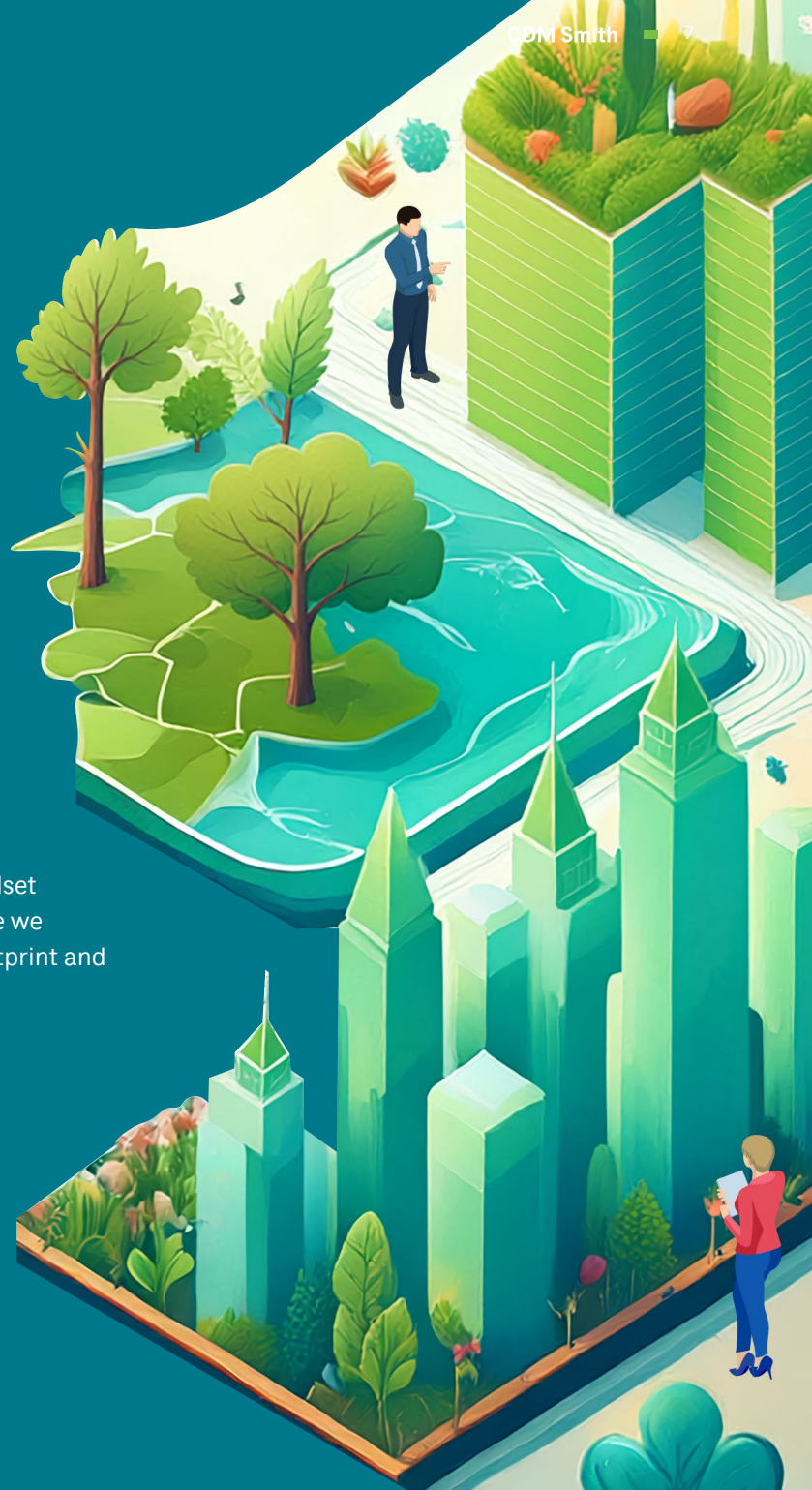
Our Adopted SDGs



Connecting with the Environment

At CDM Smith, we are not just about projects; we are about building a better world, one sustainable step at a time. As a global leader in environmental and infrastructure services, our mission goes beyond business. It is about making a positive impact on the planet and on the communities we touch. With a deep-rooted commitment to environmental stewardship, sustainability is not just a buzzword for us—it is a way of life. From the smallest details to the grandest endeavors, we approach every task with reverence for our environment and a passion for progress.

Our dedication to sustainability is not confined to our projects; it is ingrained in our culture. We foster a mindset of responsibility and innovation, encouraging everyone we work with to join us in reducing our environmental footprint and enhancing overall sustainability.



ENVIRONMENTAL HIGHLIGHTS

75
LEED-accredited
professionals

40+
LEED-certified projects
over the past **15 years**

37
Envision sustainability
professionals in all U.S. regions

Highlighting Our Sustainable Culture

CDM Smith's commitment to sustainability is woven into every aspect of our identity, from our client-focused project solutions to the very fabric of our corporate culture. In fact, integrating sustainability into all we do is an objective under our current firmwide strategy. Fortunately, when it comes to the work we do (refer to page 14), it is second nature and is what many clients are demanding.

The same can be said for our employees. There are many places to build your career, particularly as an engineer or scientist. But many people choose to work here because they want to work someplace where what they do means something, and where sustainability is demonstrated in the way the firm operates and the actions employees value.

As such, there are a variety of engagement initiatives across all of our offices that exemplify making a meaningful impact, including:

- "Sustainable Saturdays" where employees participate in volunteering at municipal events aimed at collecting and responsibly managing a diverse array of used household goods. From batteries and fluorescent bulbs to bicycles and books, our efforts extend to the proper disposal, recycling and reuse of items such as styrofoam, electronics, fabric, and paper.
- Cleanup days—such as "Adopt-a-Street" trash pick-up events—demonstrate our hands-on approach to maintaining the cleanliness of our surroundings and minimizing our ecological footprint. River and lake cleanups exemplify our commitment to preserving natural water bodies and enhancing their health.

By consistently engaging in these impactful efforts, we empower our team members to embody sustainable practices within our workspace and within the communities we serve.



Boston, MA – CDM Smith sponsors the Charlestown's Paul Revere Park as part of the annual Charles River Cleanup, the largest event of its kind in the U.S., covering nearly all 80 miles of the riverfront. The event is run by the Charles River Conservancy and is sponsored by many other organizations and entities from MA. *(7 volunteer hours)*

Tallahassee, FL – CDM Smith staff participate in the annual Super Clean Sweep by cleaning and sprucing up the streets and park in front of Florida Department of Transportation headquarters. The event is part of the national Keep America Beautiful movement. (23 volunteer hours)



Cherry Grove Beach, SC – CDM Smith staff participate in the Beach Sweep/River Sweep, South Carolina's largest 1-day volunteer waterway cleanup event. On every third Saturday in September since 1988, thousands of South Carolinians clear beaches, rivers, lakes, marshes, and swamps of aquatic debris. (7.5 volunteer hours)



Denver, CO – CDM Smith staff support the 11th Annual Creek Week Cleanup event. (30 volunteer hours)



Phoenix, AZ – CDM Smith staff participate in the Cleanup Sky Harbor event. (12 volunteer hours)



East Hartford, CT – During the Source To Sea CT River Cleanup event, CDM Smith staff remove several dozen bags of trash from the watershed. (45 volunteer hours)



Nashville, TN – CDM Smith staff help clean up Richland Creek. (17.5 volunteer hours)



Austin, TX – CDM Smith staff join a group of 25 volunteers to clean up Tannehill Branch Creek at Bartholomew District Park in March, collecting roughly 35 bags of trash. This cleanup is part of an ongoing Adopt-A-Creek effort through the Capital Area, organized by the Texas Section of the American Water Works Association. (27 volunteer hours)



New Orleans, LA – The CDM Smith New Orleans office team up with the Coalition to Restore Coastal Louisiana to make a difference by placing sacks of recycled oysters in the marshes of South Louisiana. This effort is crucial in mitigating erosion and helps protect the sensitive coastline. (35 volunteer hours)

Reporting Our Greenhouse Gas Emissions

Addressing the urgency of climate change, CDM Smith is committed to understanding our environmental footprint. As part of our ongoing efforts to understand our company's footprint, we have committed to calculating and tracking our GHG emissions.

Scope 1 emissions are direct GHG emissions that occur from sources that are controlled or owned by an organization (e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles).

Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat or cooling.

As part of our GHG reporting journey, we are actively evaluating the most appropriate approach to calculate our scope 3 emissions. We understand the role we play as upstream suppliers as well as upcoming regulatory requirements and are committed to supporting future reporting as required.

By assessing our direct and indirect GHG emissions, we gain a comprehensive understanding of our environmental impact. This emission baseline serves as a cornerstone, guiding us toward strategic and impactful initiatives to reduce our carbon footprint. As we embrace innovation and continuously strive for excellence, these calculations provide us with an informed roadmap to measure the efficacy of our future sustainability endeavors.

SCOPE 1

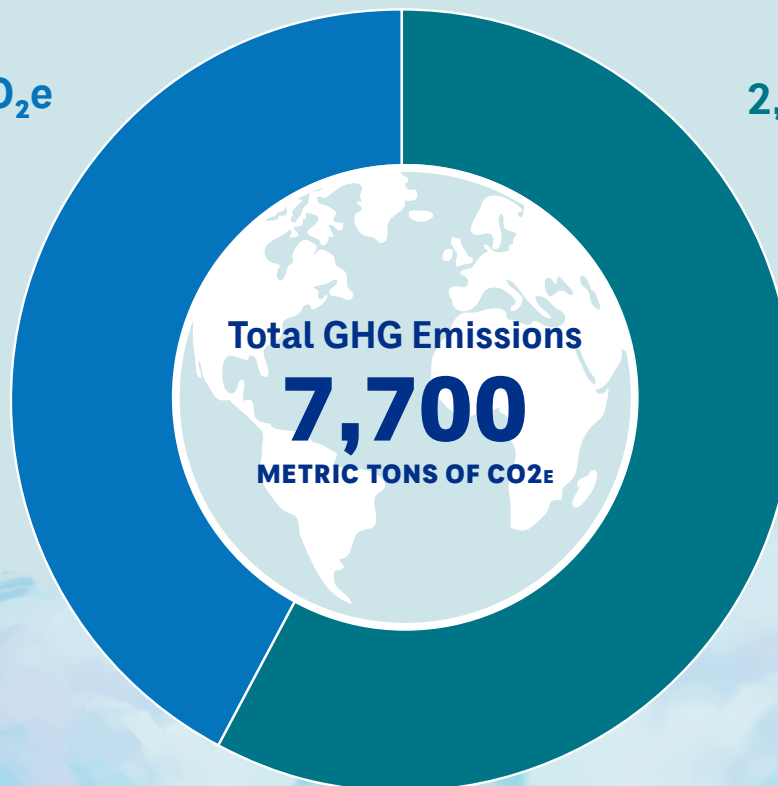
Direct Emissions

5,060 MT* CO₂e

SCOPE 2

Indirect Emissions

2,640 MT* CO₂e



*Metric Tons (MT)

Making Climate Science Actionable

Climate change is a complex challenge that requires comprehensive solutions. At CDM Smith, we are uniquely positioned to help our clients make informed risk-based decisions to adapt their infrastructure to current and future climate change impacts. We offer customized and scalable climate risk and adaptive solutions, based on proven research and best practices. Our innovations include right-sized risk assessment tools to understand and address the impacts of a changing climate, from planning to design, no matter the project. Adaptive strategies are a necessity for combating the long-term effects of climate change.

We develop and employ practical methodologies and tools to incorporate climate change across multiple disciplines—including water, transportation, environment and infrastructure—for federal, state and local government-funded projects. Our national climate resilience team includes scientists, planners, economists, and engineers who understand the unique issues of the communities they serve. We share tools, methods, and the latest advancements in climate research, science, and risk assessment methodologies. CDM Smith's integrated technical capabilities mean we can weave climate resilience into every project from its start.

The following project example showcases our commitment to making climate science actionable.

A Historic Port City Plans for Future Risks

City of Salem | Massachusetts

The historic City of Salem, Massachusetts, partnered with CDM Smith to proactively address climate change risks through a comprehensive vulnerability assessment and adaptation plan. Leveraging global climate models, National Oceanic and Atmospheric Administration research, and CDM Smith's R&D program, the analysis projected significant future impacts.

Working closely with city officials and community stakeholders, the team identified six critical sectors most susceptible to these threats: buildings, water, stormwater, transportation, energy, and vulnerable populations. Seventeen priority vulnerabilities were assessed, leading to 43 recommended adaptation strategies, including structural improvements, living shorelines, and beach nourishment. The plan provided actionable steps and enabled the city to secure over \$300,000 in grant funding for green infrastructure and flood control projects. By integrating science, engineering, and community input, Salem is building resilience and safeguarding its cultural heritage against climate-driven challenges, ensuring the city is ready for tomorrow.

The team modeled the aggregate of this information for Salem, and the ensuing analysis indicated that climate-change-driven risks to Salem could include:

- A 157% increase in extreme heat days (over 90 degrees Fahrenheit).
- A 30% increase in the likelihood of a 100-year storm in a given year.
- Sea levels of 9 feet by the year 2100, an increase of 4 feet.
- Storm surge of over 13 feet by the year 2100, an increase of 4 feet.

Innovating Through Research and Development

CDM Smith consistently strives to drive our clients ahead of the curve. Our ethos is rooted in innovation, shaping our methodologies, redefining industry benchmarks, and nurturing inquisitiveness about the uncharted. Through an active R&D initiative, we engage at least 82 pioneering research projects annually in the domains of sustainable and resilient water, energy and waste management, nature-based solutions, remediation, and transportation. With seven decades of tradition, we persist in addressing our clients' most formidable challenges through our renowned inventiveness and industry-leading originality.

Presently, CDM Smith's pioneering research concentrates on diverse areas such as water purification, innovative disinfection techniques, direct and indirect potable water reutilization, conversion of waste to energy, renewable fuels, effective biosolids management, traffic tolling, complex GHG data collection and climate modeling, emerging contaminants, asset management, and beyond. We spearhead the integration of groundbreaking technologies and instruments in the architecture, engineering, and construction sectors, poised to fundamentally revolutionize how we finance, conceptualize, construct, administer, run, and utilize public and private infrastructure. We firmly advocate a collaborative approach and take pride in our partnerships with clients, nonprofit research organizations, universities, and suppliers, contributing to over \$4 million of annual research endeavors.



82
active R&D
projects

292
staff working on
R&D projects

57
clients involved
in R&D projects

\$20M
in approximate market
value of R&D work

\$1.1M
in CDM Smith funding
for R&D projects

Award-winning R&D

2025 Distinguished Partnership Award for Community-Engaged Research from the Michigan State University's Office of University Outreach and Engagement

Helping Clients on Their Sustainability Journey

In the architecture, engineering, and construction industry, we practice sustainability by emphasizing the responsible use of natural, financial, and societal resources. We lessen project lifecycle impacts by identifying and applying cost-effective measures that will reduce the overall environmental footprint (e.g., emissions, water stewardship, waste management) and intentionally consider community impacts (e.g., land use, public health, responsible materials sourcing).

Sustainability impacts our clients across the transportation, environment, water, solid waste, and natural resource sectors. CDM Smith's collaborative approach facilitates the efficient mobilization of cross-practice subject matter experts to help us tailor project teams and scopes of work to maximize the sustainable and resilient outcome of project activities. By embracing science-based sustainability, we ensure that our sustainability efforts are not just cosmetic but are rooted in evidence and best practices.

Our goal is to achieve and maintain project compliance in a manner that maximizes environmental, social, and governance benefits that align with our clients' and stakeholders' values.

The Sustainability Analytics Framework

CDM Smith has crafted a structured Sustainability Analytics Framework, seamlessly customizable for diverse clients and industries. We boast a team of seasoned experts who adeptly navigate the intricacies of triple bottom line (people, planet, profit) assessment techniques, ensuring its seamless integration and effective implementation.

The Sustainability Analytics Framework provides an adaptable systematic approach for developing strategic pathways and pinpointing viable sustainable solutions, informed by a baseline assessment of sustainability and resiliency goals, resource (energy and water) consumption, land use burden, GHG and air pollutant emissions footprint, and social responsibility. Our framework delivers a clear and executable process to develop realistic and relevant sustainable solutions that inform ongoing project selection, prioritization, partnerships, execution, and performance.

Sustainability Analytics Framework

- GHG and air pollutant emissions
- Public health/community impact
- Societal cost/benefits
- Financial analysis
- Natural resources/land use



Ecosystems & Natural Resource Management

- Sustainability assessments and land monitoring (e.g. biodiversity, biome health)
- Comprehensive sustainable land management strategies
- Environmental ethics evaluation
- Strategic examination of environmental risks/issues

Sustainability Reporting

- Sustainability certification support
- ESG framework analysis (Carbon Disclosure Project, Global Reporting Initiative, Sustainability Accounting Standards Board)
- Materiality assessments
- Science based targets initiative

Water

- Green stormwater infrastructure sustainable design
- Feasibility study and energy (biogas) recovery sustainability assessment

Transportation

- Use of system, capital projects, operations and maintenance sustainable measures, and performance metrics
- Airport sustainability plans

Remediation

- Sustainable site measures and practices
- Feasibility study sustainability benefits and impacts
- Sustainable design and performance metrics

Energy

- Decarbonization and net-zero energy strategy
- Sustainable renewable/geothermal energy site setting and design
- Low-carbon fuels and construction materials

Solid Waste Management

- Sustainable landfill design and mining
- Sustainable waste-to-energy and biogas recovery
- Curbside recycling/materials recovery facilities and composting systems

Michigan Carbon Reduction Strategy

Michigan Department of Transportation | *Michigan*

The Michigan Department of Transportation (MDOT), in collaboration with CDM Smith, developed its first statewide carbon reduction strategy (CRS) to meet the requirements of the 2021 Bipartisan Infrastructure Law (BIL) and Federal Highway Administration (FHWA) guidelines. This initiative aims to reduce transportation-related carbon emissions across Michigan through a comprehensive, data-driven, stakeholder-informed approach.

The strategy began with establishing a carbon emissions baseline for the state's transportation system, encompassing capital project construction, operations, and maintenance. CDM Smith's six-step Sustainability Analytics Framework guided the process: asset data collection, baseline emissions analysis, initiative development and screening, applicability assessment, sustainability evaluation through case scenarios, and integration with existing MDOT plans.

[Learn more](#)



Energy Management and Sustainability

New York Power Authority | *New York, NY*

The New York Power Authority (NYPA) is a national leader in promoting energy efficiency and sustainability. CDM Smith has partnered with NYPA on a range of impactful energy and sustainability initiatives over many years, most notably through the award-winning Energy Services Program (ESP). Many buildings and facilities in the city were built without or with limited consideration for energy efficiency. The ESP provides energy-efficiency improvements to reduce energy costs generated by the NYPA's public customers. The program includes multiple housing units, municipal buildings, hospitals, schools, water and wastewater treatment plants, and other publicly owned buildings and facilities in southeast New York. Along with NYPA, CDM Smith is developing cost-effective energy consumption strategies and implementing capital investments to offset power costs.



Promoting Sustainability from the Ground Up

Loudoun Water | *Leesburg, VA*

To address future water supply needs and promote sustainability, Loudoun Water partnered with CDM Smith to design and oversee construction of the state-of-the-art Trap Rock Water Treatment Facility. From its inception, the Trap Rock Water Treatment Facility was designed to meet drinking water regulations via sustainable expansion and low-impact development principles. LEED certification of the Administration Building is being pursued using recycled and locally sourced building materials, drought tolerant landscaping, water-efficient plumbing fixtures, energy-efficient lighting with automatic controls, natural ventilation, and a high-efficiency HVAC system that operates based on an energy recovery method. It is expected that the Administration Building will generate roughly 40,000 kilowatt-hours (kWh) of clean renewable energy annually as a result of a new solar photovoltaic system. The process areas were strategically located to minimize earth moving and head loss across the plant. The design also includes a 300-foot no-build buffer, preservation of existing trees, and careful integration of stormwater and erosion and sediment controls. The facility was designed to allow for cost-effective expansion with minimal additional capital investments and potential intermediate updating steps. Treatment process features and space for future treatment alternatives were carefully planned to address regulatory changes and/or emerging contaminants.

[Learn more](#)



Maximizing Biogas Benefits in Des Moines

Des Moines Metropolitan Wastewater Reclamation Authority | *Des Moines, IA*

The Des Moines Biogas project, led by CDM Smith, centered on rehabilitating the city's digester complex to enhance energy efficiency and sustainability. Through strategic improvements to the anaerobic digestion system, the facility now co-digests primary and secondary sludges with hauled organic waste—making up 40% of the feed—which significantly boosts biogas production. This biogas is utilized to fuel boilers and engines at the Wastewater Reclamation Authority, and surplus is sold to nearby industries, generating revenue and reducing electricity costs. A key innovation is the biogas conditioning system, which transforms 2,250 standard cubic feet per minute of raw biogas into high-quality biomethane for injection into a local high-pressure pipeline. This renewable natural gas supports clean energy goals and earns EPA renewable identification number credits, enabling a projected payback period of just 4 years. The project exemplifies a holistic approach to sustainability by integrating waste recovery, energy generation, and economic return.

[Learn more](#)



Rehabilitating One of the Largest Ecosystems in Southern California

City of Los Angeles | *California*

Faced with an increasingly number of water quality concerns, the city of Los Angeles sought to rehabilitate its largest freshwater ecosystem by implementing a sustainable, forward-thinking improvement plan. CDM Smith partnered with the City of Los Angeles—Bureau of Engineering, LA Sanitation, and Recreation and Parks to develop a design that melded engineering technology with natural treatment systems and resources.

The city's goal was to improve the lake's water quality and enhance a large green space in an area with significant environmental challenges and minimal recreational opportunities. Contaminated sediment was dredged from the Machado Lake and a lake oxygenation system was installed to further enhance the water quality. With the completion of this project, Machado Lake is now a sustainable community resource for all to enjoy.



Ensuring Successful Restoration at a National Park

National Park Service | *Georgia*

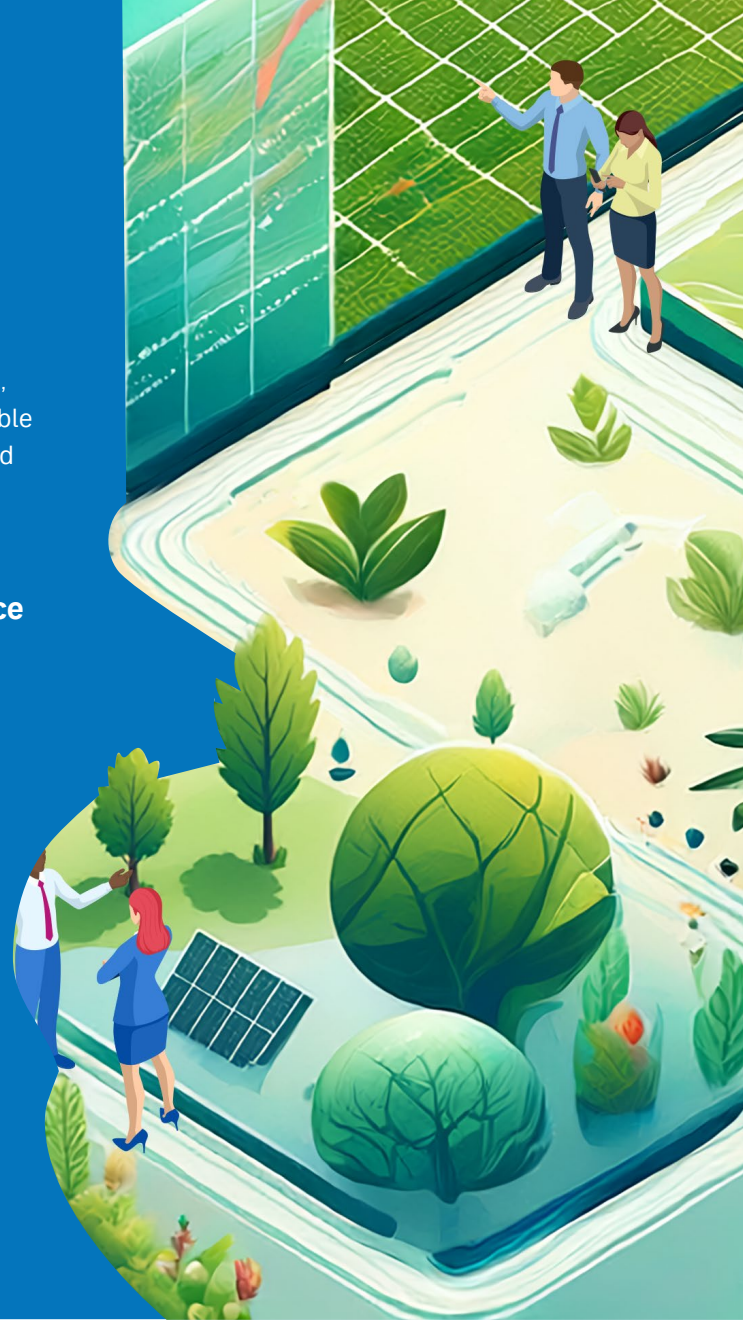
Sky Wave® is a service line that leverages drones, remote sensing, and machine learning to track and analyze surface changes. The Sky Wave® team captured high-resolution digital and multispectral images with drones. The team then designed a custom machine learning model incorporating the 3D site model and plant health data from multispectral sensors to estimate and track biomass across the site. The Park Service got a holistic, spatially explicit dataset on environmental parameters that would not have been possible using traditional methods. Annual data collection allows them to assess sitewide changes over time. The 3D site model helped assess contractor performance and direct regrading work to promote the growth of tidal marsh plant species while providing data for regulatory compliance using traditional methods.



Connecting with People

Our employees are the heart of the company and it is our goal to provide them with a challenging, progressive, and inclusive workplace that fosters leadership and career growth and development. This commitment to hiring for long-term careers, not short-term jobs, is a cultural cornerstone in which we are able to invest heavily, which is why we attract and retain the best and brightest professionals in the industry.

Our commitment to providing the best workplace achieved a “proactive” or “best practice” classification across all 15 global Social Cohesion benchmark categories, including work-life integration, flexibility, benefits, job design classifications, and compensation.



PEOPLE HIGHLIGHTS

1,672

new employees hired

9.4%

turnover rate, compared to the industry average of 13.5%

10%

of the new hires were rehires

13.8k

applicants for our highly sought intern and co-op program

204

interns and co-ops from 75 colleges and universities

3x

growth in our intern and co-op program since 2017

How We Live

As a global company, CDM Smith values everyone's voice by creating a sense of inclusiveness; respecting the unique attributes, viewpoints, and contributions of our employees; and providing continuous learning opportunities that, together, develop and empower us all to be our best as one CDM Smith.

We do this by:

- Creating an inclusive global workplace guided by our core values where every employee is valued, experiences a sense of belonging and is empowered to do their best work as their authentic selves.
- Embracing all of the perspectives, beliefs, backgrounds, and strengths of our colleagues.
- Creating teams that reflect the areas where we work and live, while promoting equitable results for our clients and communities.
- Providing learning and career development opportunities to maximize diverse talents, skills, and abilities within our workforce.
- Demonstrating accountability and commitment to inclusive practices in all facets of our business.

It all starts with ensuring that our workforce reflects the environment we are striving to achieve. This means we must be deliberate in our recruiting efforts. We routinely engage with over 100 different student organizations through our campus outreach efforts.

While our new professional recruiting efforts play a large role in our employee success, we are equally fortunate to have many join us who are further along in their careers. Reaching these individuals happens in many different ways but relies significantly on our involvement and partnerships with key industry organizations. For instance, in 2022, we signed the MobilityXX pledge as a result of our partnership with the Intelligent Transportation Society of America and Women in Transportation Seminar (WTS) International, to increase the number of women in the transportation workforce by 10% over the next 10 years. Making good on this commitment since signing the pledge, we have increased the number of women by 1.2% within transportation careers at CDM Smith.

Likewise, partnering with the Society of Women Engineers and iRelaunch, we offer a 16-week program, the Reboot Re-entry Program, each January through April for those who left their career for more than 2 years and now want to return. This is a paid, full-time temporary opportunity for those who have chosen to take a break in their STEM career and are ready to potentially restart their careers by training with peers in the field. And based on the resounding success of the STEM program, we now offer a similar program for U.S. military members transitioning to civilian life. Since the programs launched in 2019, all eight participants have transitioned to full-time positions.



3 participants in the Reboot Re-entry Program who all converted to full-time hires

\$70k
in scholarships rewarded to ten recipients



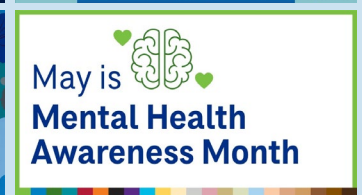
240
partnerships with DBEs and WBEs



600+
partnerships with equitable representee suppliers and small businesses



100+
partnerships with student organizations through our campus outreach efforts



Prioritizing Our Employees

The supportive environment we offer doesn't happen by chance; it is a deliberate choice. We believe we perform best as a company and corporate world citizen when we focus on the triple bottom line—people, planet, and profit. That is why we prioritize taking excellent care of our employees and their families so they can perform to their fullest potential at work and in their daily lives.

Work-Life Balance

CDM Smith takes pride in its enduring dedication to cultivating a flexible workplace culture. Our distinctive approach to the traditional 5-day work week combines remote work for focused, independent tasks with a 2-day in-office schedule, fostering collaboration, connection, and stronger bonds with colleagues.

We also recognize the significance of paid time off for employees to spend quality moments with loved ones, understanding that recharging is pivotal for peak performance. That's why our paid time off program is among the most generous in the industry, offering more time off sooner compared to other engineering firms and allowing accrual of 1.5 times an employee's base pay. In addition, employees can donate accrued paid time off to our Employees Helping Employees program, which can help alleviate hardship that can result from employees needing to miss work due to unforeseen personal situations.

Health & Wellness

Just as our employees are making a difference every day, we strive to invest in making a difference in their lives by providing a comprehensive suite of health and wellness benefits from the best providers in the field, with options to fit the needs of our diverse workforce. From our robust medical coverage that offers the option of the only known zero deductible medical plans in the industry, to adoption assistance, a new parent transition program, commuter benefits, and more, we believe there is no substitute for investing in the programs that are engineered for an individual's well-being.

Robust benefits are only part of the equation. Our award-winning Virgin Pulse (now Personify Health) program provides motivation, challenges, tools, and resources to help members enjoy better health and personal well-being, all while providing the added bonus of allowing employees to give back! Participation in the program results in donations to employee-chosen charities, which are rewarded quarterly. We recently celebrated a significant milestone in donating more than \$1.55 million to charities supporting physical and mental well-being in communities, wellness-related charities, and organizations supporting the firm's social responsibility efforts.

Employee Recognition

There are a variety of ways employees are celebrated and recognized for a job well done, ranging from a suite of individual and team awards at varying levels that are peer and colleague nominated, to more formal enterprise awards recognizing contributions to innovation, mentoring, client service, technical papers, and health and safety. We even reward our staff for referring their friends, family, and industry peers to come join us through our highly funded Employee Referral Program.

Benefits Highlights

- A PTO program that is among the most generous in the industry
- Flexibility with in-office schedules, including hybrid options
- One of the industry's only known no-deductible medical insurance options
- A no limit employee referral program



84
organizations supported by our
employee wellness program

\$1.55M
donated through our employee
wellness program since 2017



Investing in Learning and Professional Growth

Whether someone is just starting or has years of professional experience, we want everyone to keep pushing the boundaries of their careers, develop expertise, and work on inspiring and groundbreaking solutions that better our world.

Whether in the field working on a world-class project, using next-gen technology, or collaborating with colleagues in the office, employees do it in a workplace where they can grow their expertise and discover their passion. All career stages are learning experiences, and we are committed to helping our employees excel by providing a suite of professional development tools, programs, and resources that differentiate us as a company that provides lasting careers.

CDM Smith provides numerous talent development programs aimed at empowering particular groups to unlock their own potential and that of their peers. These include CDM Smith University, Leadership Academy, Career Compass Mentorship Program, Project Management Certifications and Technical Specialist Advancement Programs.

CDM Smith University

When you are a firm of the best and brightest, it only stands to reason that the desire to be even better and brighter is constant. That is why we passionately believe in investing in each individual's ability to grow, lead, and learn through various programs, including our very own CDM Smith University (CDM Smith U). CDM Smith U was established to set us apart as an organization that encourages a culture of learning grounded in collaboration, personal development, and exceptional client service. Using best-in-class practices, technology, and tools, CDM Smith U infuses learning into the daily activities that drive our strategic plans and provide continuous enterprise-wide improvement. Open to all employees, courses range from in-class learning to virtual instructor-led to self-paced. While many curriculums are required based on role, there is something to fit everyone's learning style and career aspirations, including continuing education opportunities to maintain professional licenses and registrations.

Leadership Academy

We view leadership as behaviors and practices learned over a lifetime. It is a skillset cultivated and applied in different ways throughout the individual chapters of your life. This leadership mindset is driven by employees at all levels throughout the organization and is demonstrated daily in their words and actions and their insatiable drive to constantly improve. To promote this, in 2020 we launched an industry-leading internal Leadership Academy with development tracks for every member of the firm and two selective and highly specialized programs for people leaders with succession potential.

Tuition Reimbursement

Continuing formal education often goes hand in hand with achieving ultimate career goals. We offer one of our industry's most generous and competitive tuition assistance programs. To our knowledge, we are the only firm in our industry that offers eligible employees 75% tuition reimbursement with no annual cap for approved individual courses and most degree programs.

Career Compass Mentorship Program

The Career Compass mentoring program strives to capitalize on the benefits of informal and formal mentoring relationships. This robust mentoring program is a means to enhance technical skills and a way to foster genuine relationships between colleagues across all units. When employees join CDM Smith, they can be paired with someone who will guide them through their career journey. Our mentoring program is designed to support our mentors and mentees with the resources necessary for successful mentoring while allowing for the natural, spontaneous relationship development crucial for building the trust needed for effective mentoring. CDM Smith's Career Compass program has been instrumental in helping staff make solid connections and serving as a vital contributor to career satisfaction. With a steadfast commitment to creating opportunities for connection, the program has successfully adapted to the ever-changing landscape of hybrid work culture. It continues to thrive in cultivating bonds between mentors and mentees. Mentorship yields a sustainable value for our teams and is also a cornerstone of our recruitment efforts. We are proud to offer this beacon of connection from day one, knowing that our commitment will pave the way for a brighter future.



\$10M

invested in continuous learning, professional development and leadership development since inception



Project Management Certifications

The foundation of a legendary client experience is outstanding project delivery, which requires exceptional project managers. To meet this requirement, CDM Smith makes a significant investment in the development of our current and future project managers to ensure client satisfaction while nurturing careers. This investment includes developing project management programs and tools that provide real-time data to our project managers and leaders and a robust learning and development program that reinforces the Project Management Institute's approach to project delivery.



Technical Specialist Advancement Program

Our Technical Specialist Advancement Program is part of CDM Smith's sustained investment in developing our technical expertise. The program is just one tool we have created to inspire and empower professionals and deliver excellence through innovative technical solutions, cutting-edge research, and professional leadership in the industry. The program spans 2 years and assists technical professionals with advancing their careers using a rigorous process that includes a formal mentoring partnership and a detailed career development plan. Participants are charged with advancing their technical expertise, increasing their technical luminescence, improving networking skills, and marketing their specific specialty to support our sales and technical supremacy in the market.



Support for Professional Association Participation and Leadership

One of the most effective ways to make a difference and impact the industry is through involvement in professional associations. In addition to growing an individual's professional network, enhancing client relationships, and serving as a pipeline for recruiting new hires, these organizations work with members to help shape policy and market direction as a unified voice. Our employees are encouraged to participate and hold leadership positions and their involvement is funded in time and dollars. As a firm, we are members of nearly every major industry organization, have regional and local membership in many more, and exponentially more employees hold individual memberships. We are proud of our participation, leadership positions, and awards!



OUR 2024 LEARNING STATISTICS WERE IMPRESSIVE AND INCLUDED:

317
instructor-led
courses offered

51.2k
hours of non-required
training completed

40
technical seminars
supported

72k
hours of online
training viewed

128.6k
online courses completed

54.1k
PDHs/CEUs issued

Giving Back

We strive to be an integral part of the communities we serve, making a positive impact through our work, building relationships, and supporting one another. Our employees have a solid commitment to helping make where we live better, and helping others who aren't as fortunate. We are active, caring, global citizens who annually contribute thousands of hours to civic and charitable causes, answer the call of those in distressed communities, help others to help themselves, and create legacies of hope for future generations.

Through various outreach efforts aligned with our core values, we empower a sense of inclusivity, valuing and investing in our employees' unique needs and viewpoints, which helps us live our commitment to enriching the lives of our colleagues, clients, and communities. Our giving spirit is ignited through various corporate-supported programs such as Water For People, Engineers Without Borders, the Employee Wellness Program and CDM Smith Cares events.

Water For People

Water For People (WFP) is an international humanitarian organization of dedicated people who recognize water as a primary building block of life. Not only do CDM Smith and WFP share the same belief that every human being deserves lasting access to safe water and sanitation, but our employees are motivated by the same set of core values. This alignment of mission and promise of quality of life fortifies our partnership. Our annual giving campaign raises funds yearly to help developing communities access safe drinking water, better sanitation, and public health education.

Engineers Without Borders

CDM Smith has been an official corporate partner of Engineers Without Borders (EWB)—USA since 2007. Much like WFP, the firm and our employees support EWB-USA financially but also volunteer their time and expertise on program and project teams; the goal of EWB is to make an impact on those communities that seek help by engaging with them directly to find and build options that solve their problems or meet their basic needs. For employees that directly participate, grant funds are available to support their efforts. In addition, our employees lead local chapters, serve on committees, and organize fundraising events to support the work. We also support EWB student chapters, regional workshops/seminars, and international conferences.

OUR STRATEGIC SPONSORS



\$5k+
volunteer hours

24
fundraising events

58
WFP fundraising campaign participating offices

\$127k+
funds contributed to WFP

\$309k
payroll contributions

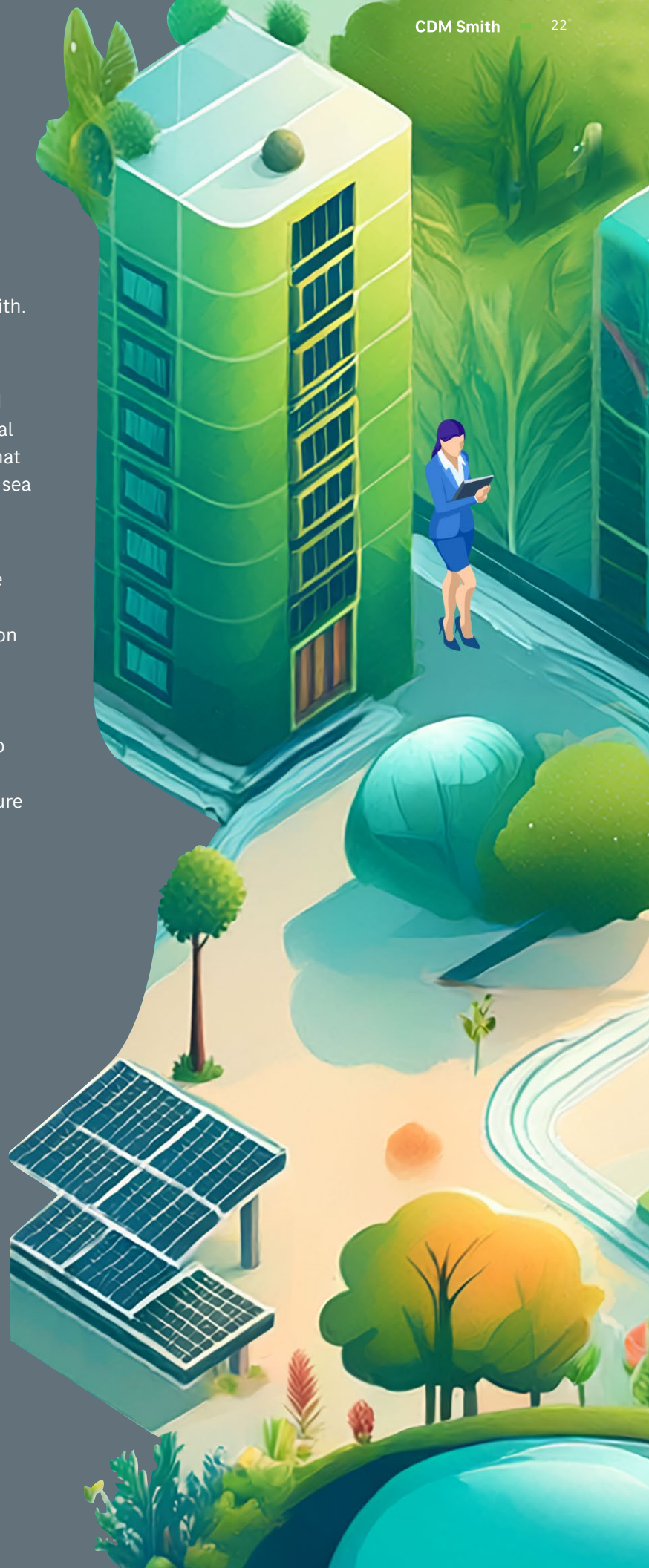
\$464.7k
donated through CDM Smith Cares and philanthropic channels

Connecting with Principles

There is something uniquely special about CDM Smith.

That's not just something we think about ourselves; it is something we hear repeatedly from others. We are a tight-knit community of professionals inspired to solve the world's infrastructure and environmental challenges. It is a critical and noble responsibility that creates a culture that stands taller and prouder in a sea of sameness.

At CDM Smith, it starts with our vision and core values. They are more than words on a wall; they are the principles by which we work, interact with our clients, and live our lives. They reflect the intersection of community, employee experience, and client experience. They serve as a north star for each decision we make, and support our fierce loyalty to remaining privately held, a position that allows us to make independent decisions about what is best for our clients and us—and ultimately protects our culture while allowing us to evolve it in meaningful ways.



Delivering a Legendary Client Experience

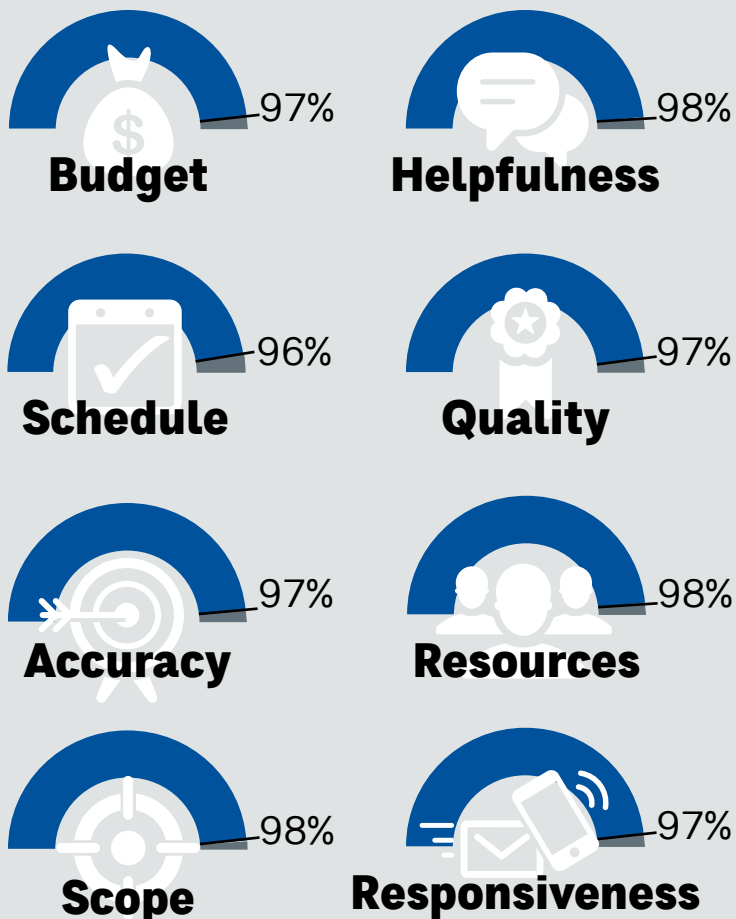
We solve the most complex environmental and infrastructure challenges and serve our clients with a passion that stems from our commitment to quality—our core value of excellence in action. Being the best means continuously raising the bar, elevating our commitment and delivering exceptional results for our clients and ourselves.

We passionately pursue excellence in everything we do and proudly stand behind our work. Our commitment to quality is an enterprise-wide mission focused on delighting our clients, empowering our staff and relentlessly rising to the standards set by our founders. We know how important it is to match the right people with the right knowledge and expertise, onto the right assignment, at the right time, on every task. To accomplish this, we are investing in industry-leading certification programs, dynamic tools, and trainings to be the experts needed to solve our clients' challenges. And all of these elements are incorporated into a robust quality management program that is woven throughout our project lifecycle where our activities are audited, client feedback is regulatory solicited, and lessons learned are shared.

We are here to serve our clients. Whoever we partner with—municipal and state agencies, federal governments, development assistance organizations, or industrial/private sector businesses—we work with integrity and an unwavering commitment to ethical standards. We genuinely care about the success of the critical challenges they must solve. Therefore, we take them on as our own. And we deliver success by focusing on a single goal: providing a legendary client experience every time.

Our Client Feedback Results (Q4 2024)

Percent of clients that said CDM Smith met or exceeded expectations in the following categories:



Protecting Data

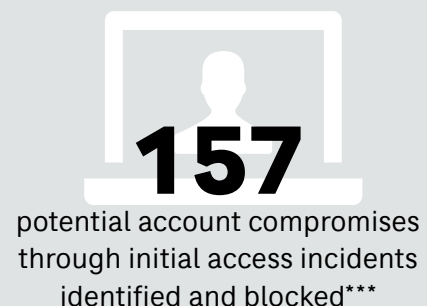
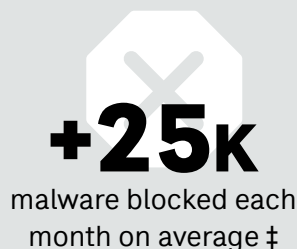
In tandem with our commitment to sustainability, CDM Smith's Business Technology (BT) Department is crucial in delivering cutting-edge technology with tangible business outcomes. Functioning as an integral partner to various business units and corporate departments, the BT Department facilitates deploying technology and tools, fostering improved communication, collaboration, and heightened productivity. This approach, rooted in innovation, has proven instrumental in providing our clients and projects with benefits such as expedited decision-making processes and enhanced responsiveness to project changes and business opportunities.

Nestled within the BT Department is the Global Information Security Department, a dedicated entity that offers guidance and support on security risk assessments, compliance requirements, data protection, and safeguarding emerging technologies. This department is also actively involved in security awareness training, ensuring that our personnel are well-versed in maintaining a secure digital environment.

Adhering to global data protection laws, including the European Union's General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA), CDM Smith prioritizes the protection of individuals' privacy and personal data. Our commitment to data security is reflected in the implementation of comprehensive procedures designed to facilitate the safe handling and protection of personal information, as outlined in our CDM Smith Data Privacy Policy.

Our robust and comprehensive approach to data security underscores CDM Smith's commitment to maintaining the highest standards of confidentiality, integrity, and availability in handling information critical to our clients, employees, and stakeholders.

Business Technology Statistics



* As of May 2024

** Q2 of 2024

*** 2/1/2024 to 7/30/2024

† Includes informational, low, medium, high and critical malware

‡ Includes medium, high and critical malware

Keeping Our Workforce Safe

Safety first. Our clients expect it, we demand it and our employees live it. CDM Smith's health and safety (H&S) program is based on the principles that people are our greatest asset, accidents and injuries are preventable and everyone is responsible for safety.

Smart organizations focus on designing and building safely, because doing so keeps projects on schedule and on budget, and because every worker deserves to come home safe every day. We're committed to an effective safety culture because it is the right thing to do for our clients, our projects, and our people.

Elements of our successful H&S program include:

- An entire leadership structure, including a Corporate H&S Officer and network of H&S managers, in every business unit, all of whom report directly to the Chief Operating Officer and are accountable to the board of directors for reporting all incidents and mitigation measures.
- Comprehensive H&S training, including a mandatory course for all employees and more tailored training for field and specialized staff.
- A systematic process for reporting, investigating, and analyzing all incidents involving our employees and subcontractors with the goal of preventing incidents in the future.
- A medical surveillance program overseen by a board-certified occupational physician that protects all personnel who participate in hazardous waste operations and/or use respiratory protection, or as requested by clients.
- Project health and safety plans required for all projects.



Thanks to this vigorous program, CDM Smith has consistently achieved experience modification, total recordable incident, and lost workday incident rates that are considerably higher than industry average.

CDM Smith has received numerous awards from the National Safety Council (NSC). To qualify for the Occupational Excellence Achievement Award, organizations must maintain a lost workday incident rate equal to or less than 50% of the industry average. The Perfect Record Award requires 12 months or more of work with no lost time injuries or illnesses, and the Million Work Hours Award recognizes organizations or projects that have worked more than one million hours without a lost time injury. The Certificate of Merit Award provides recognition of outstanding safety practices and performance. The Superior Safety Performance Award requires 10 years without a lost time injury. The Safety Leadership Award required more than 5 years without a lost time injury.

Our performance and effort to take care of each other and our clients have also been recognized by the NSC in the form of two NSC Industry Leader Awards—one for CDM Smith Inc. and one for CDM Smith Qatar. The Industry Leader Awards are one facet of the NSC Occupational Awards Program recognizes outstanding safety achievements of its members within the industry who exemplify what it means to protect each other and make safety a priority.

These numbers are something to be celebrated, and celebrate it we do! Each year we designate June as health and safety month. While we have an entire communications strategy showcasing our health and safety culture all year long, it is during this month that we really shine the spotlight on all we are doing well and why, with a special recognition of any significant measurable achievements.

Award-Winning Safety



NSC Awards in 2024



Occupational Excellence Achievement Awards



Perfect Record Awards



0.05
OSHA lost workday injury rate



0.34
OSHA total recordable injury rate



Governing Through Policy

At CDM Smith, the foundation of our ethical devotion is laid out in the CDM Smith Code of Business Conduct, which provides the framework ensuring that all our employees act in alignment with our Core Values:

INTEGRITY

We believe in honest and respectful interactions with our clients, colleagues and community. We proudly stand behind all that we do.

TEAMWORK

Working together allows us to achieve even greater results for our clients and ourselves. We believe in building relationships and fostering collaboration.

SHARED COMMITMENT

We hold ourselves and each other accountable to do and be our very best. We expect a lot from CDM Smith and the firm expects a lot from each of us.

EXCELLENCE

We give our all to everything we do. Superior performance is the bar we set for ourselves every day.

INITIATIVE

We are empowered to act and make impact. Leadership at all levels is valued and expected.

Our comprehensive array of policies and procedures serves to educate our employees about the company's expectations regarding business conduct. They also offer clear guidance on how to employees should carry out their responsibilities, underlining our commitment to retaining the industry's top talent. Each policy undergoes meticulous review by our executive management committee, fostering open dialogue and the opportunity for constructive input.

Embedded within our Enterprise Policy Manual is a pivotal component designed to proactively prevent, detect, and respond to risks. This is achieved through the implementation of a robust Compliance and Ethics program, which is complemented by an effective risk management process.

We believe that our resolute commitment to compliance and ethics is vital not only for our own success but for the betterment of the communities we serve and the environment we cherish.

Conflict of Interest

At CDM Smith, we uphold the highest professional standards and principles in delivering services to our clients. Our comprehensive policies and procedures are meticulously crafted to address and navigate potential conflicts of interest, ensuring unwavering focus on serving our clients' best interests.

We recognize the multifaceted nature of potential conflicts of interest, encompassing financial interests, personal relationships, roles in decision-making and personal biases, that might impede objective decision-making and effective interactions with colleagues and clients. To steadfastly uphold our commitment to managing conflicts of interest, we operate an independent Compliance Department, overseen directly by our CEO and the Board of Directors. This dedicated department's mission is to identify, prevent, and resolve conflicts of interest. Our dedication to this cause is reflected in implementing comprehensive conflict of interest training, which is an integral part of onboarding for new employees and is also an annual requirement for all staff members as part of our Compliance and Ethics training program.

Within the scope of our conflict of interest management, the Compliance Department diligently monitors two primary types of conflicts: organizational conflicts of interest and personal conflicts of interest. Through these measures, we ensure the integrity of our service delivery while upholding our commitment to ethical excellence.

Anti-Corruption

Our commitment to integrity and responsible business practices extends to our proactive stance against corruption. We conduct regular risk assessments to evaluate the effectiveness of the controls in place to prevent corruption or bribery within our operations. Our Anti-Corruption Policy serves as the compass, setting the standards and procedures that safeguard our reputation while ensuring the delivery of exceptional client service.



Mitigate

We bolster our ethical standards through annual Compliance and Ethics training for employees and high-risk area business partners. Our Compliance Ambassadors and Champions reinforce topics like conflicts of interest, anti-corruption measures, and cybersecurity through ongoing global and local communications.



Act

To report misconduct, we use our confidential Integrity Line, managed by an independent third party. The line, which is accessible globally by phone or the web, offers a secure way to report incidents like fraud, harassment, discrimination, or other ethical breaches.



Resolve

Upon receiving an allegation, trained investigators initiate a structured investigation. Substantiated claims lead to disciplinary actions, ranging from warnings to terminations. We rigorously assess our global partners to ensure compliance with our anti-corruption, bribery, and human rights principles.

Our dedication to a corruption-free environment reflects our dedication to ethical excellence in all aspects of our operations, strengthening our position as a responsible global leader in environmental and infrastructure services.

About This Report



Reporting Period

This report covers CDM Smith for the 2024 fiscal year (January 1–December 31).

Assurance

CDM Smith is responsible for compiling and upholding the accuracy of the content within this report. Our internal team at CDM Smith calculated and assessed the GHG inventory and energy usage for fiscal year 2024, including an internal quality control review to affirm its precision and comprehensiveness. The extent of this appraisal encompasses our U.S. locations Scope 1 and Scope 2 GHG emissions, along with Scope 1 and 2 energy consumption.

Data Frameworks

This report has been crafted in alignment with ESG data frameworks and standards, encompassing globally recognized standards such as the Global Reporting Initiatives (GRI), GHG Protocol and United Nations SDGs. Our dedication to transparency and the annual assessment of our objectives drives us to consistently expand our reporting practices. For specific details on our disclosures, consult the ESG Data section in the appendix, which offers a comprehensive index to their corresponding locations in CDM Smith's publicly accessible filings.

Materiality Assessment

In fiscal year 2022, we concluded our most recent ESG materiality assessment, aligning with contemporary dual materiality assessment standards. We examined topics based on their influence on both the environment and society, as well as their significance to our enterprise's value. This process considered established ESG reporting frameworks and relevant topics recognized by our industry counterparts. A spectrum of key internal stakeholders, including executives, employees, and client service leaders, contributed to this assessment. In response to the insights gleaned, we proceeded to create and culminate our corporate Sustainability Report.

Data

CDM Smith has a long-standing commitment to leveraging data to enhance our decision-making processes and drive innovation. In this, our Sustainability Report, we transparently share our ESG performance, starting in 2024. Our measurement of impact is aligned with leading ESG frameworks, including the GHG Protocol, GRI, and Sustainable Accounting Standards Board.

Additional Information

Contact

CDM Smith invites stakeholders to provide feedback on the topics covered in this report and on our website. Please submit questions or comments to:

Tim Kinny, PMP

Principal, Technical Specialist, Sustainability Discipline Leader

kinnytp@cdmsmith.com

Julia Forgas

Chief Marketing and Communications Officer

forgasjb@cdmsmith.com

ESG Data Fiscal Year 2024 (FY24)



Description	FY24	GRI	SDG
Company Overview			
Organization name	CDM Smith	GRI 2-1	
Primary brands/ products, and services	CDM Smith Client Services	GRI 2-6	9
Location of headquarters	75 State St #701, Boston, Massachusetts 02109 USA	GRI 2-1	
Location of operations	CDM Smith Office Locations	GRI 2-1	
Ownership and legal form	CDM Smith is an incorporate entity that is employee owned and privately held	GRI 2-1	
Reporting period	January 1, 2024–December 31, 2024	GRI 2-3	
Report cycle	Annual	GRI 2-3	
Report contact	Email: kinnytp@cdmsmith.com, forgasjb@cdmsmith.com	GRI 2-3	
List of stakeholder groups	Clients, partners, employees, communities, the environment	GRI 2-29	
Statement from senior decision-maker	CDM Smith Sustainability Report FY24, Letter from the CEO, page 5	GRI 2-22	

ESG Data Fiscal Year 2024 (FY24)

ESG Data Fiscal Year 2024 (FY24)

Description	FY24	GRI	SDG
Environmental			
Strategy and Management			
Climate strategy, management, risks and opportunities	CDM Smith ESG Report FY24, Connecting with the Environment, page 7		13
List of ESG material topics	Climate Action and Design, Water Security and Stewardship, Climate Change and Resiliency, Energy, Greenhouse Gas Emissions	GRI 102-47	6, 9, 13
GHG Emissions			
Total GHG Emissions	7,7697.86 MT CO ₂ e	GRI 305-1	
<ul style="list-style-type: none"> Scope 1: Direct Emissions from owned/controlled operations 	5,059.14 MT CO ₂ e	GRI 305-1	
<ul style="list-style-type: none"> Scope 2: Indirect emissions for the use of purchased electricity (location-based) 	2,638.72 MT CO ₂ e	GRI 305-2	
GHG emissions intensity	1.18 MT CO ₂ e/employee	GRI 305-4	
Energy			
Electricity purchased within the organization	10,079,015 kWh	GRI 302-1	
Electricity intensity square footage metric	11.27 kWh/ft ²	GRI 302-3	
Percentage of grid electricity	100%	GRI 302-1	
Reduction of energy consumption	CDM Smith has LEED Gold Certified office buildings, utilizes ENERGY STAR™-rated and low water consumption appliances, multifunction devices (print/scan/fax) leased from Ricoh USA, which was awarded Energy Star Partner of the Year; these devices save energy and paper output through technical innovation, and the optimization of natural light to enhance the employee experience and adding occupancy sensors to automatically turn lights off when not in use.	GRI 302-4	
Water			
Interaction with water as a shared resource	CDM Smith does not have significant withdrawals from freshwater sources	303-1	
Management of water discharge-related impacts	CDM Smith Sustainability Report FY24, Helping our Clients on Their Sustainability Journey, page 12	303-2	6
Waste			
Waste generation and waste-related impacts	While not all solid waste is tracked in our facilities, we have implemented recycling programs	GRI 306-1	
Waste management efforts	CDM Smith Sustainability Report FY24, Helping our Clients on Their Sustainability Journey, page 12	GRI 306-2	12
Supply Chain			
Engagement with supply chain on climate issues	Although environmental criteria are not explicitly filtered from suppliers during the procurement process, CDM Smith strives to establish sustainable procurement procedures and proactively searches for materials that align with environmentally friendly standards	308-1	12

Description	FY24	GRI	SDG
Social			
Workforce Indicators			
List of Material Topics	Occupational Health and Safety, Non-Discrimination, Social Cohesion, Training and Education, Modern Slavery and Forced Labor	GRI 3-2	3, 4, 5, 8, 10
Number of employees	6,518	GRI 2-7	
Benefits provided to full-time employees that are not provided to temporary or part-time employees	CDM Smith Sustainability Report FY24, Prioritizing Our Employees, page 18 CDM Smith Benefits on cdmsmith.com	GRI 401-2	3,4,8
Workforce Makeup	U.S. Workforce = 35.7% Women, 64.3% men Global Workforce = 34% Women, 66% men	GRI 405-1	5
African-American/Black	4.5%	GRI 405-1	
Asian	9.8%	GRI 405-1	
Caucasian/White	73.9%	GRI 405-1	
Hispanic/LatinX	9.6%	GRI 405-1	
Multiracial	1.8%	GRI 405-1	
Other	0.4%		
Differently Abled, Veterans, etc.	CDM Smith routinely engages with over 50 unique organizations through our campus outreach efforts and attended 72 career fairs		
Talent Development			
Total number of employees who attended a Professional Development program	6,518 (every employee)	GRI 404-2	8
Programs for upgrading employee skill and transition assistance programs	CDM Smith Sustainability Report FY24, Investing in Learning and Professional Growth, page 19 Career Development on cdmsmith.com	GRI 404-2	4,8
Employees receiving regular performance and career development reviews	CDM Smith is convinced that through the creation of fresh performance standards, we not only foster stronger interpersonal connections and enhance communication between team members and supervisors, but also guarantee our adaptability and responsiveness to the evolving dynamics of the corporate landscape. With this objective in mind, we actively promote the establishment of career development objectives and ongoing dialogues all year round.	GRI 404-3	8

Description	FY24	GRI	SDG
Social			
Community Engagement			
Operation with local community engagement, impact assessment and development programs	CDM Smith volunteers where we work at varying offices. River, park and beach cleanups, volunteering at local shelters, food pantries and other local organizations that benefit the communities in which we work and live.	GRI 413-1	11
Health and Safety			
Occupational health and safety management system	CDM Smith is dedicated to ensuring the well-being of its employees through a robust OHSSMS aligned with recognized standards and guidelines. This system proactively addresses workplace risks and hazards, embodying the principle that people are the company's greatest asset.	403-1	3
Hazard identification, risk assessment and incident investigation	We prioritize identifying work-related hazards and conduct routine and non-routine risk assessments. This comprehensive approach utilizes the hierarchy of controls to eliminate hazards and minimize associated risks. Rigorous incident investigations drive corrective measures to prevent recurrence.	403-2	
Occupational health services	Our occupational health services aim to identify and eliminate hazards while minimizing risks to employees. This includes regular health check-ups, ergonomic assessments and specialized medical consultations. Quality assurance measures ensure service efficacy, with facilitated employee access through various communication channels.	403-3	
Worker participation, consultation and communication on occupational health and safety	At CDM Smith, worker participation is integral to the development, implementation and evaluation of our OHSSMS. Open dialogue is encouraged through regular meetings, safety committees and anonymous reporting systems. Transparent communication channels ensure employees are well-informed.	403-4	
Worker training on occupational health and safety	Employees receive comprehensive training on occupational health and safety upon onboarding. Regular updates cover specific work-related hazards, emergency response protocols, equipment handling and awareness programs, empowering employees to recognize and address potential risks.	403-5	
Promotion of worker health	Beyond occupational services, we facilitate access to non-occupational medical and healthcare services. Voluntary health promotion programs address major non-work-related health risks, promoting a holistic approach to employee well-being.	403-6	
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	CDM Smith acknowledges its responsibility to prevent or mitigate significant negative occupational health and safety impacts stemming from business relationships. Collaborative efforts and contractual obligations ensure adherence to high standards and practices among partners and suppliers	403-7	
Workers covered by an occupational health and safety management system	Our OHSSMS covers all employees and stakeholders directly involved in our operations. This coverage aligns rigorously with legal requirements and recognized industry standards, ensuring comprehensive protection and compliance across the board.	403-8	
More information on CDM Smith Health and Safety Program	Health and Safety on cdmsmith.com		

Description	FY24	GRI	SDG
Governance			
Corporate Governance			
Governance structure	CDM Smith Leadership on cdmsmith.com	GRI 2-9	
Executive-level responsibility to economic, environmental, and social topics	CDM Smith's Environmental, Social and Governance strategy is led by the Chief Marketing Officer and is overseen by the following ESG Executive Sponsors: EVP of Marketing and Communications. (Julia Forgas)	GRI 2-12	
Total Executive and Non-Executive Board Members	7 Executive, 3 Non-Executive	GRI 2-9	
Executive Directors Makeup	Female 40%, Male 60%		
Composition of the highest governance body and its committees	CDM Smith Leadership on cdmsmith.com	GRI 2-9	
Chair of the highest governance body	CDM Smith Leadership on cdmsmith.com	GRI 2-11	
Conflicts of interest	CDM Smith Sustainability Report FY24, Conflict of Interest, page 27	GRI 2-15	
Role of highest governance body's performance	CDM Smith Leadership on cdmsmith.com	GRI 2-14	
List of ESG material topics	Anti-Corruption, Customer Privacy and Data Security, Innovation/ Research and Development, Employment Practices	GRI 3-2	8
Code of Conduct	Code of Business Conduct	GRI 2-23	5, 8, 16
Data Privacy and Security			
System Performance and security	CDM Smith Sustainability Report FY24, Data Security, page 24	GRI 418-1	
Description of policies and practices relating to behavioral advertising and user privacy	All of our CDM Smith corporate websites have updated privacy statements and cookie banners, which include detailed information on any cookies used on our sites. There is a clear and visible cookie consent button on the privacy statement page that allows users to opt out of any non-essential cookies. CDM Smith Sustainability Report FY24, Data Security, page 24	GRI 418-1	
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Our security approach is modeled after NIST 800-171 r2. Security risks, controls, and monitoring activities are tracked within our GRC application. Requirements related to applicable U.S. and global privacy laws (e.g., GDPR, CCPA) are incorporated into our Data Privacy and IT Compliance	GRI 418-1	
Total number of substantiated complaints received concerning breaches of customer privacy	0	GRI 418-1	
Total number of identified leaks, thefts, or losses of customer data	0	GRI 418-1	