



2023 Sustainability Report

Connecting the Environment, People and Principles



Welcome to CDM Smith's inaugural 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's 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, 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's 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 & greenhouse gas services first provided
 -  **2009**
CDM Smith Cares launched
 -  **2014**
First Carbon Disclosure Project (CDP) Report
 -  **2020**
Office of R&D formalized
 -  **2020**
Sustainability Discipline officially established
 -  **2020**
Climate Resilience discipline officially established
 -  **2023**
CDM Smith Inc. GHG Inventory Established
 -  **2024**
First Corporate Sustainability Report

From Our Chairman and CEO

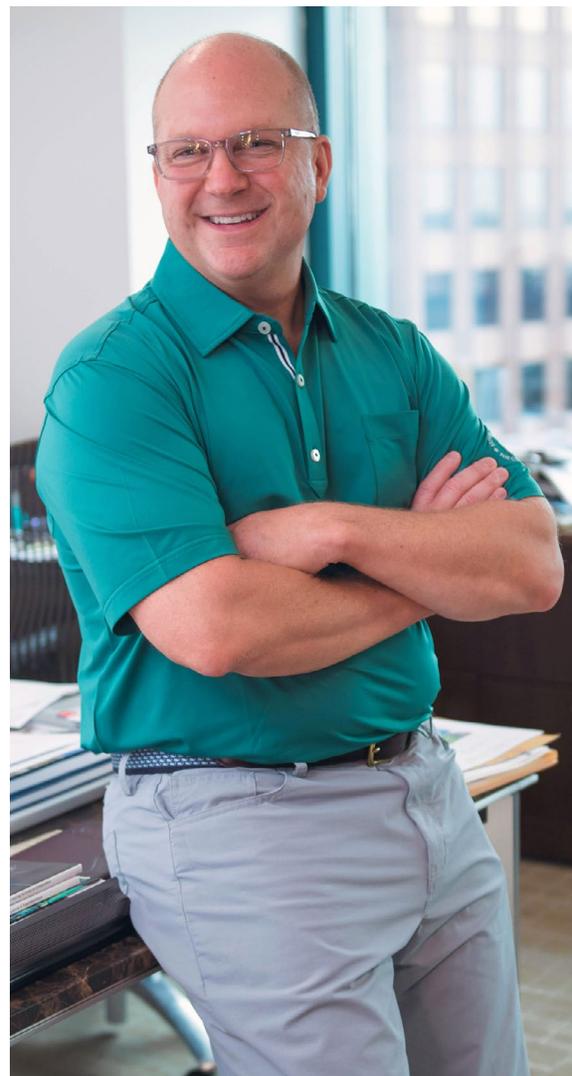
The world is constantly changing, now at speeds faster than ever before. Inherent in that change are shifting customer and employee values driven by more rapid innovation, fluctuations in the market and external conditions, and the lasting impacts on personal and professional priorities that a worldwide pandemic left on our planet.

With a storied history as a global leader in environment and infrastructure, a focus on continually improving and promoting economic growth, environmental stewardship, and social responsibility is, and always has been, ingrained in what we do. Our mission is to provide innovative, sustainable and resilient project solutions that protect the environment, to hire and celebrate the best and brightest, and to exceed all expectations in the delivery of our services to build and maintain the world's infrastructure. This mission also extends to our relationships with clients, our industry peers, and those with whom we partner to do business. We encourage all of our employees and the organizations we work with to take their own responsibility for reducing their impacts on the environment and striving to improve overall sustainability.

Our contributions to the values that are part of a culture of sustainability are deeply rooted in who we are, what we believe in and the work we do. We will continue to monitor rules, regulations and best practices related to these components and how they will impact our industry and our clients, as well as the potential need to change our already robust policies and procedures. And we will always take action when it is required. However, as a privately-held firm, we are also uniquely different in our ability to make choices which means we can and do take action when we know it is the right thing to do—regardless.

On behalf of the entire Executive Team, we are proud to transparently share our story in this inaugural Sustainability Report. While this is just the start of our reporting journey, it's a story written over 75 years and one that we look forward to always evolving and moving forward as we deliver on our vision of making communities better today than yesterday.

Timothy B. Wall



From Our Global Sustainability Discipline Leader

I am thrilled to present CDM Smith's inaugural Sustainability Report. As the Global Sustainability Discipline Leader, our team has dedicated the past two decades to promoting sustainability at the core of our operations. Our commitment to stakeholder informed data-driven decisions ensures that every project is underpinned by high-quality data and contributes to the environmental, social and economic well-being of the communities we serve.

CDM Smith has harnessed the expertise of cross-practice sustainability professionals who cover a broad spectrum of expertise, from sustainability analytics and responsible sourcing to climate resilience and nature-based solutions. Our commitment transcends our projects; it's embedded in our culture. We provide a workplace where leading experts collaborate and participate in innovative research to achieve the best outcomes for our clients and their stakeholders.

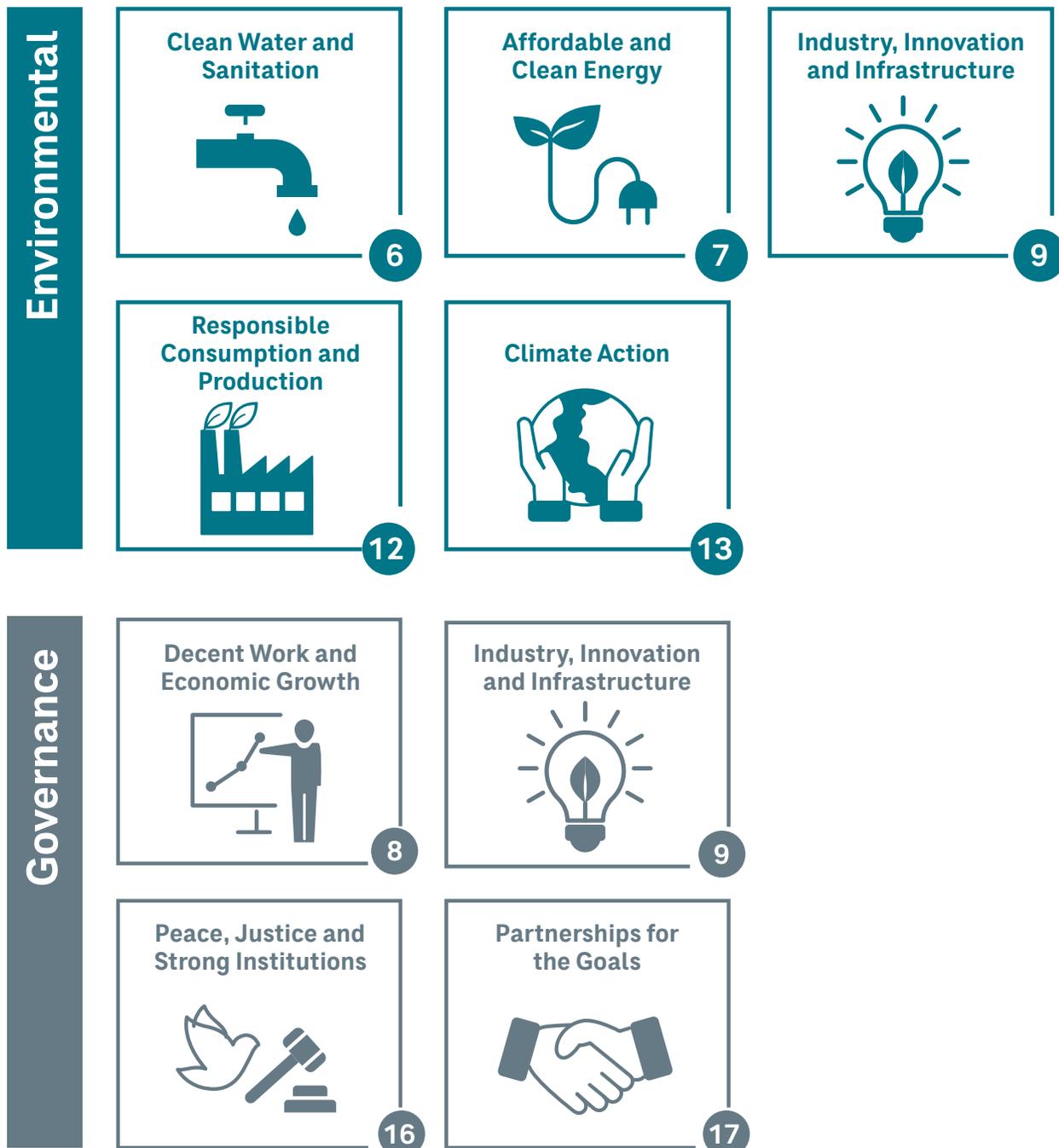
This report serves as a testament to our dedication to transparency, accountability and continuous improvement. We look forward to sharing the progress we have made so far and the steps we are taking to enhance our sustainability efforts in the future.

Timothy P. Kinny

Our Sustainability Strategy Development and Alignment

Our sustainability strategy is inspired by the United Nations Sustainable Development Goals (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 both these goals and principles, making sustainability an integral part of our corporate culture which is then reflected in the work we do every day.

Our Adopted SDGs



Connecting with the Environment

At CDM Smith, we're not just about projects; we're 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's about making a positive impact on the planet and the communities we touch. With a deep-rooted commitment to environmental stewardship, sustainability isn't just a buzzword for us—it's 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 isn't confined to our projects; it's 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.

Together, we're connecting concepts and building bridges to a greener future, stronger communities and a world where sustainability becomes the reality.

ENVIRONMENTAL HIGHLIGHTS

75
LEED Accredited
Professionals

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

55+
Envision Sustainability
Professionals in all U.S. regions

1st
ResponsibleSteel™
Site certified facility in
North America

1st
ResponsibleSteel™
Steel certified product
in the world

ISI
Envision
Certification for
Evanston, Illinois

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 a strategy objective under our current firmwide strategy. Fortunately, when it comes to the work we do (see page 12), it is second nature and is what many clients are demanding.

The same can be said for our employees. There are many places to make 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-ups—demonstrate our hands-on approach to maintaining the cleanliness of our surroundings and minimizing our ecological footprint, as well as 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 not only within our workspace but also within the communities we serve.



The Latham, NY office collected food for the Regional Food Bank of NENY.



Employees consistently participate in the Sustainable Saturday Recycling event in Lisle, IL.



Volunteers in the Columbia, SC office participate in a quarterly Adopt-A-Street event.



One of our most attended efforts takes place right in our corporate headquarters city of Boston where the Annual Earth Day Charles River Cleanup builds on a national effort as part of American Rivers' National River Cleanup®, which to date, has removed over 25 million pounds of trash from America's waterways.

From 2016 to 2019, the Annual Earth Day Charles River Cleanup was recognized by American Rivers for the **Most Pounds of Trash Collected** and **Most Volunteers Mobilized**

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 footprint, we have embarked on the journey of calculating and tracking our greenhouse gas (GHG emissions).

Scope 1 emissions:

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:

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 towards 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

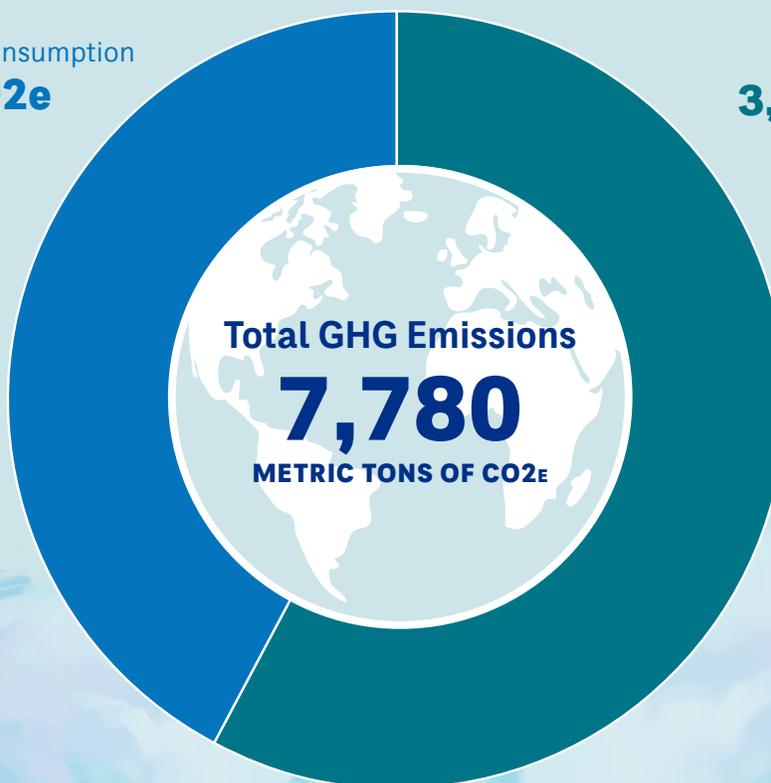
Direct Fuel-Based Consumption

4,500 MT CO₂e

SCOPE 2

Market Based

3,280 MT CO₂e



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 offer customized and scalable climate risk and adaptive solutions, based on proven research and best practices. **Making climate science actionable is one of our greatest strengths.**

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.

PROJECT EXAMPLE:

10 Years of Partnership Transforms Philadelphia Philadelphia Water Department

CDM Smith has partnered with the Philadelphia Water Department for over a decade to facilitate this ambitious, game-changing program. A team of CDM Smith water engineers, landscape architects, city planners and biologists have been deeply invested in the program since the program began. [Green City, Clean Waters](#) has built nearly 800 green infrastructure sites and created green infrastructure serving over 1,600 acres, with each acre soaking up over 27,000 gallons of polluted runoff during a 1-inch storm: the equivalent of a SEPTA city bus! The combined power of these improvements has allowed Philadelphia to achieve a 2.7 billion gallon reduction in combined sewer overflows: a 21% improvement from the program's inception. And this effort has been paired with a public outreach push including public art, school programs and appearances by [the city's own water superhero](#), Water Woman!

For more information:

cdmsmith.com/en/Client-Solutions/Projects/Philadelphia-Green-Infrastructure

10-Year Milestone Accomplishments

Nearly  **800** Green Infrastructure Sites

Over **1,630** Green Acres 

each acre soaking up
a SEPTA
bus-sized **+27,000** Gallon Load
of polluted runoff
during a 1-inch storm 

all of that adds up to
2.7B Gallon reduction
in combined sewer overflows 

Representing
approximately **21%**
Improvement
from where we were in 2011.

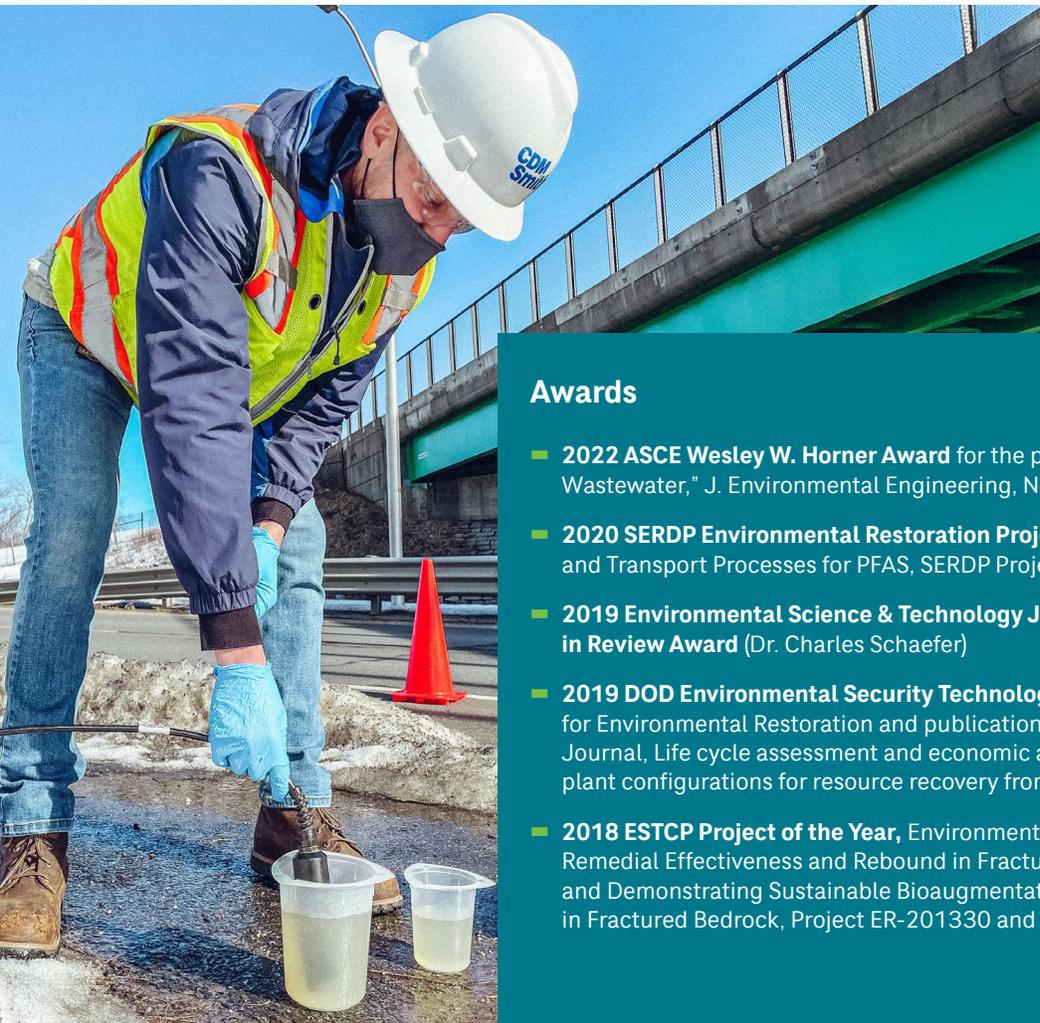
as of June 2020



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 our inquisitiveness about the uncharted. Through an active R&D initiative, we engage in over 35 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, both direct and indirect potable water reutilization, conversion of waste to energy, renewable fuels, effective biosolids management, traffic tolling, complex GHG 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.



71
Active R&D projects



250
Staff working on R&D projects



50+
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

Awards

- **2022 ASCE Wesley W. Horner Award** for the paper "SARS-CoV-2 in Detroit Wastewater," J. Environmental Engineering, November 2020
- **2020 SERDP Environmental Restoration Project of the Year**, Key Fate and Transport Processes for PFAS, SERDP Project ER-2720
- **2019 Environmental Science & Technology Journal Excellence in Review Award** (Dr. Charles Schaefer)
- **2019 DOD Environmental Security Technology Certification Program Project of the Year Award** for Environmental Restoration and publication in peer reviewed Environmental Management Journal, Life cycle assessment and economic analysis of anaerobic membrane bioreactor whole-plant configurations for resource recovery from domestic wastewater (Harclerode et al., 2020).
- **2018 ESTCP Project of the Year**, Environmental Restoration, Rapid Assessment of Remedial Effectiveness and Rebound in Fractured Bedrock, Designing, Assessing, and Demonstrating Sustainable Bioaugmentation for Treatment of DNAPL Sources in Fractured Bedrock, Project ER-201330 and Project ER-201210

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 life cycle impacts by identifying and applying cost-effective measures that will reduce the overall environmental footprint (e.g., emissions, water stewardship and waste management) and intentionally consider community impacts (e.g., land use, public health and 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.

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 informs ongoing project selection, prioritization, partnerships, execution and performance.

Sustainability Analytics Framework

- Greenhouse gas and air pollutant emissions
- Societal cost/benefits
- Public health/community impact
- 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 (CDP, GRI, SASB)
- Materiality assessments
- Science based targets initiative

Water

- IRA GHG Reduction Fund and Justice40 Initiative
- GSI sustainable design Feasibility study and energy (biogas) recovery sustainability assessment

Transportation

- BIL Carbon Reduction Strategy and Justice40 initiative
- Use of system, capital projects and O&M 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/MRF and composting systems



Sky Wave™

CDM Smith proudly announces the launch of Sky Wave™, the firm's newest trademarked offering, meticulously designed to tackle and resolve environmental issues in the domains of restoration, biodiversity, remediation and water resources. Crafted through the collaborative efforts of a multidisciplinary team of specialists, Sky Wave seamlessly fuses drones, remote sensing, and machine learning, ushering in a revolutionary approach to resolving intricate environmental challenges.

This innovation not only brings together disparate data collection, management, processing, and analysis stages but also significantly enhances accessibility to safeguarding natural resources and wildlife habitats, marking a remarkable leap forward in environmental preservation. Sky Wave also informs sustainability reporting of nature-based solutions and overall sustainable and resilient land management.

[Learn More](#)



Big River Steel

- Big River Steel sought our expertise at CDM Smith to help their company and their steel mill achieve the ResponsibleSteel™ certification.
- Aligned goals of Big River Steel and its customers that the firm's products should meet rigorous environmental and ethical standards.
- CDM Smith provided 20 different experts across 10 technical disciplines to reduce/prevent greenwashing.
- Expected to take 12-18 months; achieved certification in 8 months.

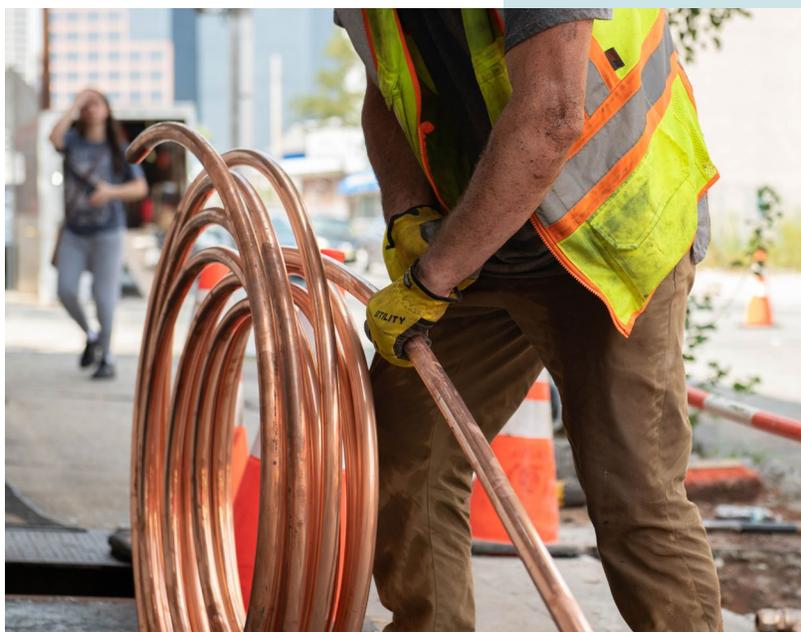
[Learn More](#)



Newark Lead Service Line Replacement

- Newark is the first large system in the U.S. that is aggressively tackling lead service line (LSL) replacement.
- Tetravalent lead scale was breaking down and causing a release of lead into the drinking water.
- City of Newark exceeded the Lead and Copper Rule (LCR) Action Level for lead and hired CDM Smith to assist them with achieving LCR compliance.
- Provided engineering services to provide high quality drinking water to the community.
- Assisted in the implementation of near-term mitigation strategies.
- CDM Smith provided program management for a LSL Replacement Program: design and permitting services, bidding services, public outreach and education.

[Learn More](#)



Ohio Carbon Reduction Strategy

- CDM Smith prepared a decarbonization strategy and 12-year plan for the ODOT.
- Established a GHG emission baseline which helps identify targets for decarbonization.
- Establish TBL criteria and assessment methodologies to prioritize decarbonization strategies with ratings and scorings.
- Methodologies consist of structural, operational and TBL criteria to perform an initial fatal flaw analysis followed by a multi-criteria decision analysis to weight and rank projects.
- Identify where strategies would be most optimal.

[Learn More](#)



Orange County Water Reliability Study

- The Orange County Water Reliability Study evaluates long-term water reliability in Orange County, CA, providing crucial information to decision-makers about future water supplies.
- It emphasizes the importance of having sufficient water to avoid shortages from droughts, earthquakes, or other emergencies, and to meet future water demands.
- Southern California's water reliability is tied to the success of The Metropolitan Water District of Southern California's Integrated Water Resources Plan, which calls for investments in both imported water and new local water supplies.
- The Study, completed in 2016 and updated in 2018, presents unbiased, factual information to aid in decision-making about water supply issues through 2050.
- The Study highlights the need for additional investments in water supply for South Orange County due to limited groundwater, while North Orange County has sufficient local resources to manage potential shortages.

[Learn More](#)





Los Angeles World Airport Carbon Accreditation

- CDM Smith has supported Los Angeles World Airports (LAWA) for five years in quantifying carbon emissions.
- In 2021, aviation accounted for 8% of all U.S. transportation emissions.
- LAWA participates in the Airport Carbon Accreditation (ACA) program to manage and reduce GHG emissions.
- CDM Smith's air quality experts have been involved in LAWA's carbon reporting for LAX and Van Nuys since 2018.
- The project team received an ACA Award in 2023 for their contributions.
- The team developed a stakeholder engagement plan and data analysis processes to manage emissions data effectively.

[Learn More](#)

Eversource Geothermal

- Eversource, the largest investor-owned utility in New England, is under a regulatory order to implement a geothermal pilot.
- The site selection process involved a rigorous exploration of 20 community areas, with CDM Smith developing district concepts and evaluating configurations.
- Framingham, MA was selected as the top site, leading to a public outreach campaign to collect technical information and educate stakeholders.
- The outreach effort was praised by Eversource as their most successful campaign due to high engagement.
- CDM Smith provided sales and market collateral to support Eversource in obtaining agreements with stakeholders and homeowners.
- The project retrofitted the community to a networked geothermal system, including a 2-mile one-pipe ambient loop, a central pumping facility, and retrofitting various buildings and homes. CDM Smith also confirmed the permitting pathway and supported stakeholder coordination, field data collection and design services.

[Learn More](#)



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 which fosters leadership and career growth and development. This commitment to hiring for long-term careers, not short-term jobs, is a cultural cornerstone and one we are able to invest heavily in, which is why we attract and retain the best and brightest professional 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

1,619
new employees hired

8.5%
turnover rate, compared to the
industry average of 13.5%

10%
of the new hires were
rehires

+7.6k
applicants for our highly sought
intern and co-op program

176
interns and co-ops from
75 colleges and universities

3x
growth in our intern and
co-op program since 2017

Embracing Equity and Social Cohesion

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 develop and empower all of us to be our best together 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 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; and
- 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 ten 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, we've had 8 of 8 participants who all converted to full-time hires.



15%

increase in women representation on the Executive Management Committee



8

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



\$70k

in scholarships rewarded to ten recipients



50

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's 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 1.5X an individual's annual base. In addition, employees can donate accrued paid time off to our Employees Helping Employees program, alleviating the hardship that might result from eligible 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 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 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
- A 2-day a week in-office schedule
- One of the industry's only known no-deductible medical insurance options
- A no limit employee referral program



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's 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 your 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 not only a means to enhance technical skills but also 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 an 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 (PMI) approach and terminology 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 two 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 2023 learning statistics were impressive and included:

190

instructor-led
courses offered

5.2k

distinct participants in
non-required courses

62

technical seminars
supported

68.5k

hours of online
training viewed

105.5k

online courses completed

51.8k

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, Employee Wellness Program and CDM Smith Cares events.

Water For People

Water For People is an international humanitarian organization of dedicated people who recognize water as a primary building block of life. Not only do CDM Smith and Water For People 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—USA since 2007. Much like Water For People, 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.



water for people



\$439,752
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's 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's a critical and noble responsibility which 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

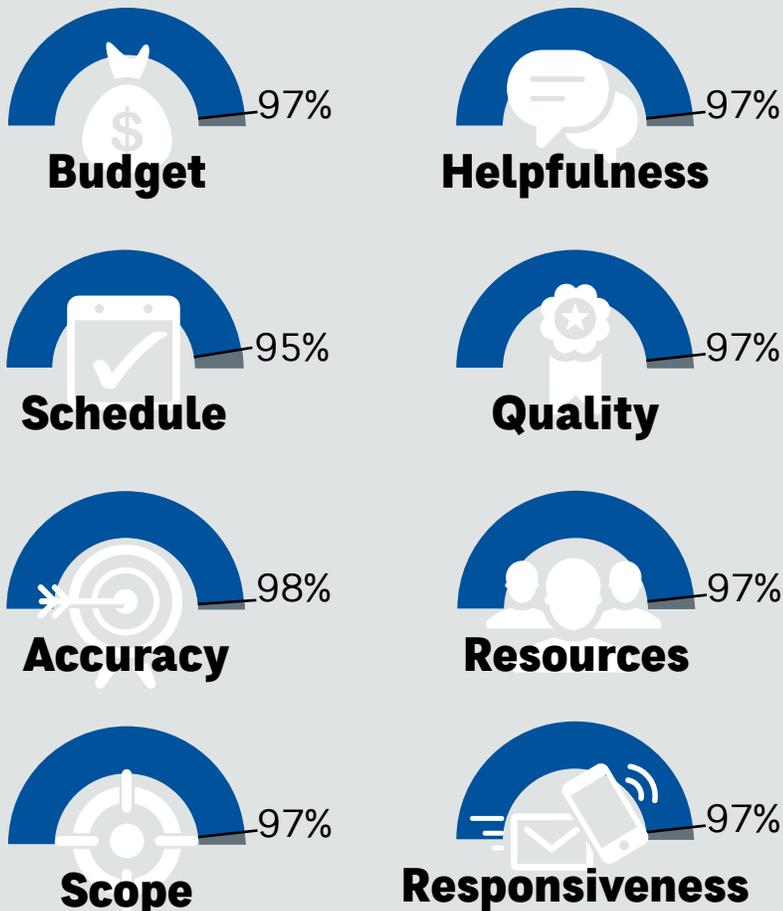
We solve the most complex environmental and infrastructure challenges and serve our clients with a passion that stems from our commitment to quality – our core value of excellence in action. Being the best means continuously raising the bar, elevating our commitment and delivering exceptional results 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 2023)

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



Protecting Data

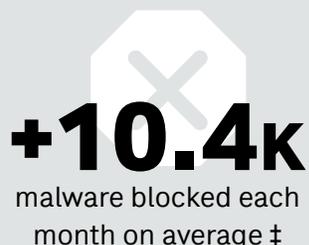
In tandem with our commitment to sustainability, CDM Smith's Business Technology (BT) Department plays a pivotal role in delivering cutting-edge technology with tangible business outcomes. Functioning as an integral partner to various business units and corporate departments, the BT Department facilitates the deployment of 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 the safeguarding of 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 2023

*** 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's the right thing to do for our clients, our projects and our people. As evidence that our approach and dedication to safety is working, we have consistently achieved experience modification, total recordable incident and lost workday incident rates much better than the industry average.

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, as well as 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 them 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 much better 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. 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, which 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.



0.26

OSHA total recordable injury rate



0.02

OSHA lost workday injury rate

Award-winning Safety



49
National Safety Council Awards in 2023



2
Industry Leader Awards



28
Occupational Excellence Achievement Awards



10
Perfect Record Awards



3
Hazard Recognition Awards



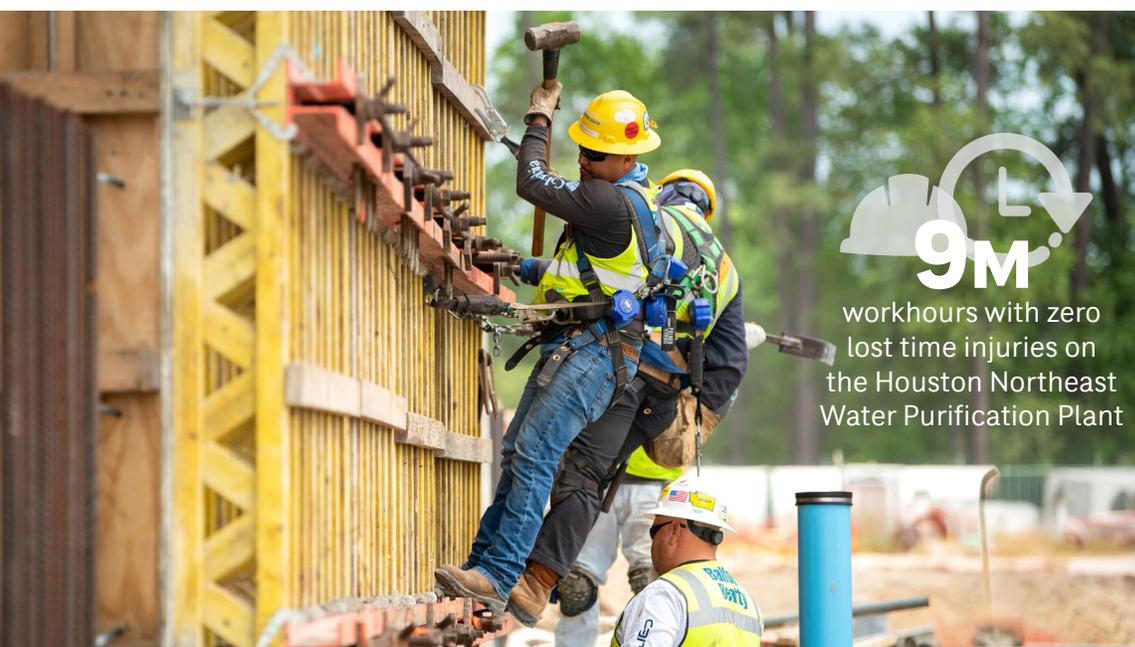
8
Million Work Hours Awards



3
Safety Service Awards



1
Superior Safety Performance Award




9M
workhours with zero lost time injuries on the Houston Northeast Water Purification Plant

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 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 the 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 Chief Executive Officer (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 evident in our 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 (OCIs) and personal conflicts of interest (PCOIs). 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, use our confidential Integrity Line, managed by an independent third party. It offers a secure way to report incidents like fraud, harassment, discrimination, or other ethical breaches, accessible globally via phone or web.



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 2023 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 Greenhouse Gas (GHG) inventory and energy usage for the fiscal year 2023, undergoing a degree of internal quality control affirming its precision and comprehensiveness. The extent of this appraisal, outlined herein, 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), Greenhouse Gas Protocol (GHG Protocol) and United Nations Sustainable Development Goals (UN 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, please 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 the fiscal year 2022, we concluded our most recent ESG materiality evaluation, 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 evaluation. In response to the insights gleaned, we proceeded to create and culminate our inaugural 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 first Sustainability Report, we transparently share our ESG performance, starting in 2023. Our measurement of impact is aligned with leading ESG frameworks, including the Greenhouse Gas Protocol (GHG), Global Reporting Initiative (GRI) and Sustainable Accounting Standards Board (SASB).

Additional Information

Online Content

Additional content related to CDM Smith Sustainability efforts can be found online at:
cdmsmith.com/our-thinking/sustainability

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 2023 (FY23)



Description	FY23	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, 2023–December 31, 2023	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 FY23, Letter from the CEO, page 5	GRI 2-22	

Description	FY23	GRI	SDG
Environmental			
Strategy and Management			
Climate strategy, management, risks and opportunities	CDM Smith ESG Report FY23, Connecting with the Environment, page 7 cdmsmith.com/our-thinking/sustainability		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	7,780 MT CO ₂ e	GRI 305-1	
<ul style="list-style-type: none"> Scope 1: Direct Emissions from owned/controlled operations 	4,500 CO ₂ e	GRI 305-1	
<ul style="list-style-type: none"> Scope 2: Indirect emissions for the use of purchased electricity (location-based) 	3,280 MT CO ₂ e	GRI 305-2	
GHG emissions intensity	1.32 MT CO ₂ e/employee	GRI 305-4	
Total nitrogen oxides (N ₂ O) emissions	27.9 MT	GRI 305-7	
Total methane (CH ₄) emissions	273 MT	GRI 305-7	
Energy			
Electricity purchased within the organization	10,079,015 kWh	GRI 302-1	
Electricity intensity square footage metric	1,370 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 FY23, 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 FY23, 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	FY23	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	6,040	GRI 2-7	
Benefits provided to full-time employees that are not provided to temporary or part-time employees	CDM Smith Sustainability Report FY23, Prioritizing Our Employees, page 18 CDM Smith Benefits on cdmsmith.com	GRI 401-2	3,4,8
Workforce Makeup	U.S. Workforce = 34% Women, 66% men Global Workforce = 33% Women, 67% men	GRI 405-1	5
African-American/Black	4.1%	GRI 405-1	
Asian	8.8%	GRI 405-1	
Caucasian/White	77.6%	GRI 405-1	
Hispanic/LatinX	7.9%	GRI 405-1	
Multiracial	1.3%	GRI 405-1	
Other	0.3%	GRI 405-1	
Differently Abled, Veterans, etc.	CDM Smith routinely engages with over 50 unique organizations through our campus outreach efforts and attended 32 career fairs		
Talent Development			
Total number of employees who attended a Professional Development program	6,869	GRI 404-2	8
Programs for upgrading employee skill and transition assistance programs	CDM Smith Sustainability Report FY23, 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	FY23	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	FY23	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 38%, Male 62%		
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 FY23, 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 FY23, 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 FY23, 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	