

CORPORATE SOCIAL RESPONSIBILITY

We are very proud of the culture we have developed here at Timberline. Our team members are encouraged to enjoy work-life balance, celebrating hard work and invigorating play. We celebrate the environment of working at Timberline, creating an atmosphere that is positive, high-energy, dynamic and always professional.

Corporate Social Responsibility Program

Timberline's Corporate Social Responsibility (CSR) Program encompasses the internal policies and strategies around four main initiatives that includes: community, workplace, environmental and marketplace. This program measures how we do business and how we can correlate that to have a positive, lasting effect for the greater good of the community. Internally, we select the right people, clients, projects and partners that align with our corporate values. Externally, we select foundations and community service events that resonate with our team, culture and values.

As a team, we have a strong awareness to the environment and how we can lighten our footprint and make a difference. To attract and retain top talent, while making positive environmental changes to our facility, our corporate headquarters was recently renovated. The design and construction followed LEED guidelines for HVAC and MEP efficiencies, along with the addition of solar panels to our roof.

On-site amenities and programs include:

- Health and fitness center
- Internal monthly training programs
- Lunch and Learns
- External career development events
- Mentorship Program
- Culture Club - which plans employee team building, community service, team and family events.



Mentorship Event | TreeTop Adventures



Mike Hansen, Timberline Superintendent, receiving his package from the Culture Club's internal Troop Donation Drive.

CORPORATE SOCIAL RESPONSIBILITY (CONT'D)

Many of our project management, preconstruction and field team members are LEED certified to guide our clients in decisions that will positively influence the construction of their projects and the environment holistically.

Giving back to our community

We are passionate about our projects and equally passionate about making a positive impact in the communities where we live, work and play. We wholeheartedly want to be part of rebuilding and transforming the neighborhoods our family, friends and employees live in.

Timberline is built on a solid foundation of philanthropy, diversity and inclusion and ethics. Philanthropy to Timberline is about giving back to our community and promoting and educating the public with our platforms on community service and non-profit organizations.

Our team is proud to be associated with organizations that support the community and its individuals who are in need. There is a spirit at Timberline that goes well beyond building buildings. It's about building relationships. Building trust. Building spirit. Building good will.

Below is just a selection of the non-profits Timberline proudly supports year after year:

- ACE Mentor Program of Greater Boston
- Animal Rescue League
- Canton Police, Fire, Softball and Baseball
- Cards for Kids
- Corey C. Griffin Foundation
- Cradles for Crayons
- Dorchester Eagles
- Habitat for Humanity
- Haley House
- Home for Little Wanderers
- Karaoke for a Cause
- Massachusetts Fallen Heroes



Annual week of creation & donating to Cards for Hospitalized Kids



Habitat For Humanity Build Day

- Milton Youth Hockey
- Race for Research | Celera Properties
- RCS Foundation Presentation
- Rosie's Place
- Tee Time for Tim
- The Dimock Center
- Toys for Tots
- Youth Enrichment Services (YES) Boston

CORPORATE SOCIAL RESPONSIBILITY (CONT'D)

Diversity & Inclusion

Timberline is an equal opportunity employer. On Timberline projects, anti-discrimination and anti-harassment laws are always enforced. Timberline also participates in several external organizations encouraging diversity through recruiting, educational programs and networking participation from Timberline employees. This support includes memberships, sponsorships and attendance for Women in Bio (WIB), CREW (Commercial Real Estate Women) and NAWIC (National Association of Women in Construction). Most recently Timberline participated at 2023 Boston CRE Summit on Diversity, Equity and Inclusion to be sure we are defining goals and setting out to keep pace with what our clients, peers and industry partners are outlining, so we can play our part in a more diverse workforce.

Our team highlights and emphasizes workforce goals (i.e. minority, local, women and small business) in written bid invitations. For large projects community information sessions about the project and goals can be held. A preconstruction meeting would be held with our extended team of subcontractors, union business agents, local enforcement officials (when applicable) and interested community representatives to reinforce the message of the project diversity workforce goals. In these meetings we would develop specific written action plans identifying percentage goals and addressing foreseeable barriers and strategies. Compliance would then be recorded and monitored on a bi-weekly or monthly basis.

Timberline is firmly committed to utilizing qualified M/W/DVBEs to provide products and services for our clients. Our team conducts a comprehensive bidding process to ensure competitive pricing, which includes the preparation of a subcontractor bid list to meet the diversity goals and solicitation of qualified state certified MBE/WBE/SLBEs. Upon award of contract, Timberline will confirm subcontractor selection with Family Aid and the team to ensure any goals are met.



National Grid Project Site



CREW Anniversary Celebration

As a company that takes what we do very seriously, we constantly engage with our Timberline employees to evaluate how we are doing with our CSR and overall business goals. In doing so, we measure ourselves and our success against the goal of continuous improvement. We realized that self-evolution is always happening and aim to always be "Exceptional. No Exceptions."