

What is employee ownership?

Davey is an independent, employee-owned company, which means we chart our own future as a team, and each individual employee owner has a stake in our success. Being employee-owned allows the company to be flexible and long-term focused in decision making. As an employee-owned company, we get to take a path that's beneficial for our employees, clients and shareholders. We are committed to leading with our values and doing the right thing, because we are the owners.

How do I purchase Davey stock?



Direct Purchase

Employees may purchase Davey stock directly at the full current fair market value. (Employee must have at least 90 days of full-time continuous service).



ESPP

Employees may purchase Davey stock at a 15% discount off the current fair market price. (Employee must have at least six months of full-time continuous service and may enroll upon their six-month anniversary).



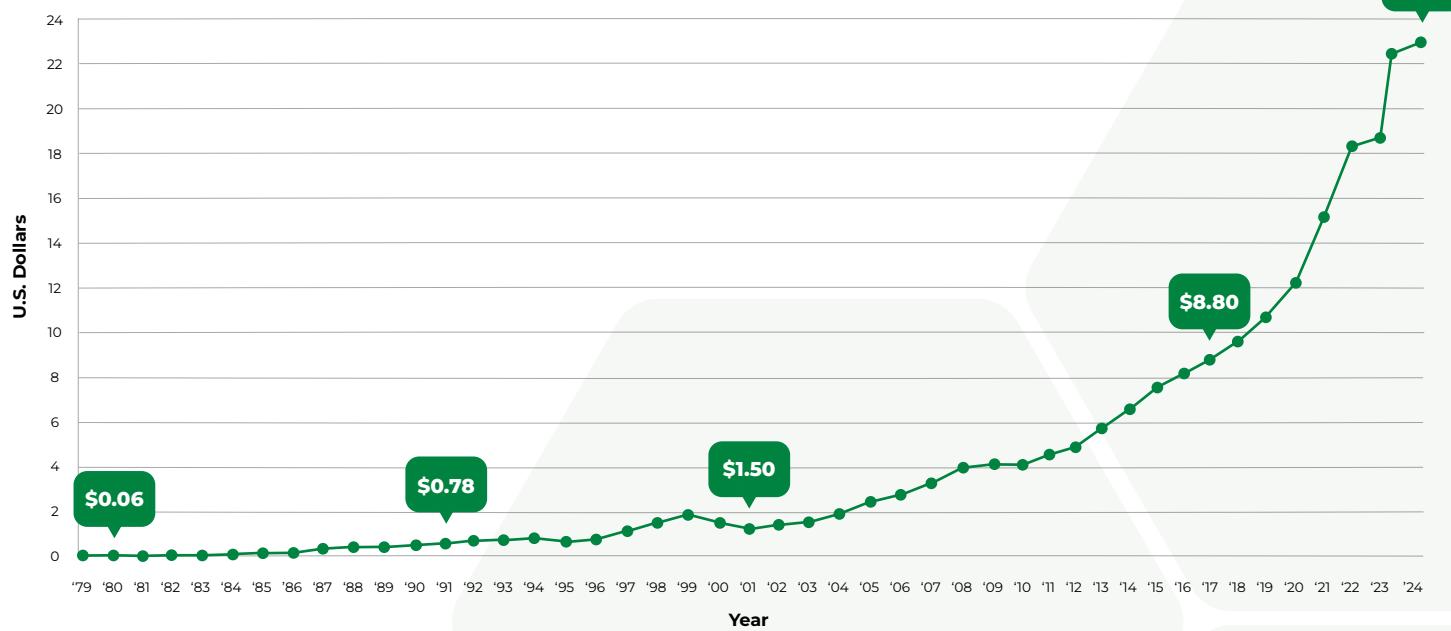
401K

Employees have the option to invest their 401K contribution in Davey stock. Employees must be 21 and have one continuous year of service to participate. (For more information on this please contact 401K Specialist Marietta Neal in HR x 8394).

* Past performance is no guarantee of future performance

Davey stock performance

(in USD)



Employee Ownership

FAQ

\$22.80

Fair Market Value of
Davey Stock as of 6-30-24

Did you know?

Davey is the 9th largest employee-owned company in the U.S. according to the National Center for Employee Ownership. And, there are currently over 3,000 Davey employees enrolled in the Employee Stock Purchase Plan.



History of employee-ownership



1979

The employee purchase from the Davey family was done by two parties. First, by the company via an Employee Stock Ownership Plan (ESOP) and second, through a direct purchase by the employee group.

How is Davey stock valued?

An independent stock valuation firm performs an evaluation twice a year to determine the fair market value based on the company's performance and peer group comparisons.

Who should I contact for employee-ownership questions?

Contact the treasury team at
treasury@davey.com
or call
800-445-8733 ext. 8340

For more information,
scan the QR code and
log in to DaveyConnect.



1977

The Davey family announced its intention to sell the company and the Davey family agreed the employees would be the preferred buyers.