

CORPORATE IMPACT REPORT 2026

Built on Purpose®

SUNDT

PEOPLE PLACES PLANET

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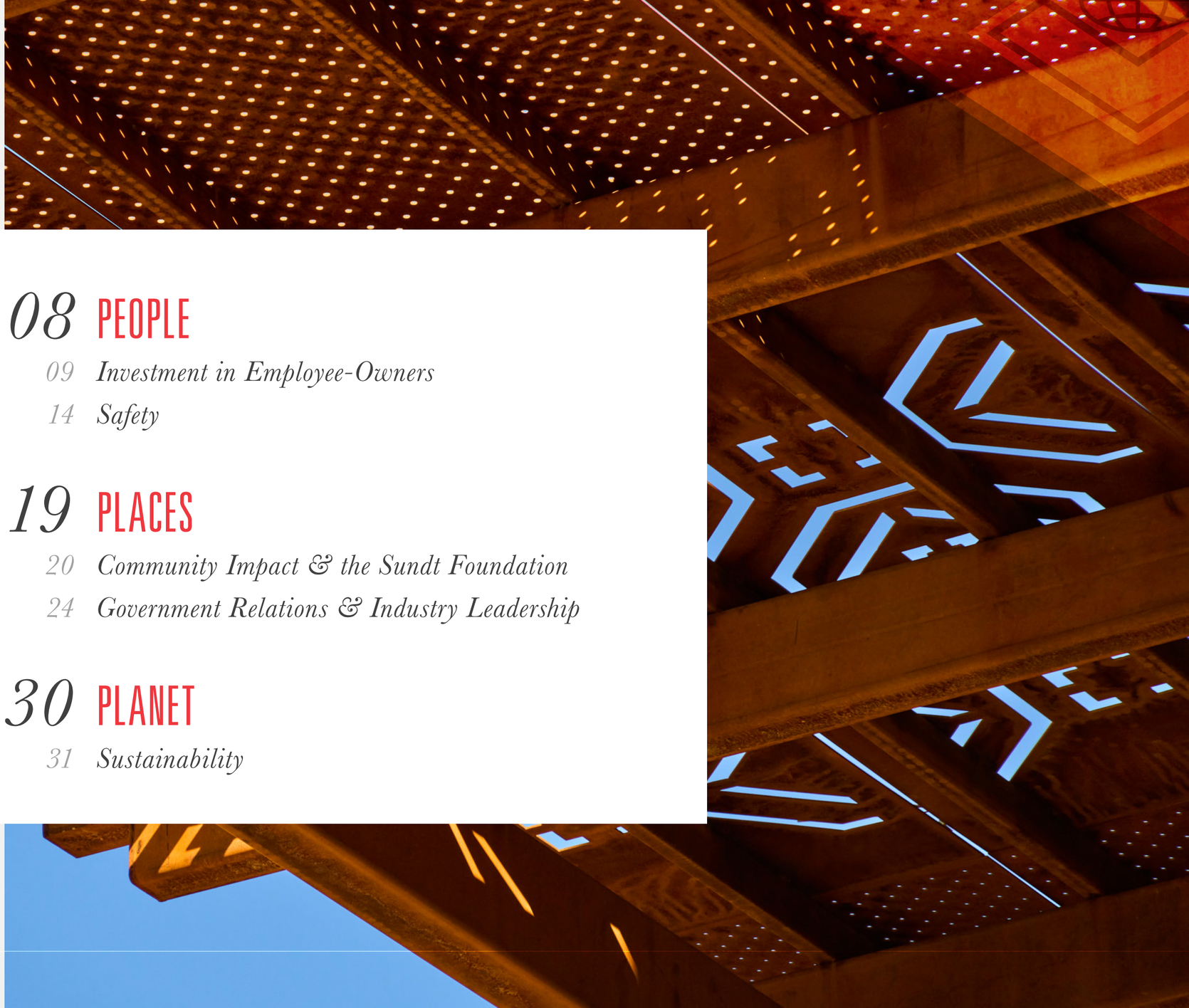
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A MESSAGE FROM PRESIDENT AND CEO CADE ROWLEY

To our employee-owners, partners, and communities,

It's a privilege to introduce Sundt's 2026 Corporate Impact Report, my first as President and CEO. After nearly three decades with this company, I've seen what makes Sundt different. We're 100% employee-owned, and that ownership shows up every day in how our people take care of each other, our clients, and the communities where we work.

We're measuring the impact our employee-owners create every day, organized around three areas: People, Places, and Planet. We selected this framework because our people and their safety are core to everything we do; we take pride in building structures as well as building communities; and we strive to leave our planet better for future generations.

Throughout this report you'll see numbers we're proud of, but behind each is an employee-owner investing in learning, leading, or giving back. This year, our employee-owners logged more than 46,000 craft training hours, our apprenticeship program more than doubled, and in our latest engagement survey, 93% of Sundt employee-owners said they're proud to work here. Results like that come from investing in our people, our safety, and our communities. A summary of our achievements is located on pages 3-5 and detailed throughout the report.

None of this happens without the values M.M. Sundt established 136 years ago and the generations of employee-owners who have carried them forward. I'm fortunate to lead a company with that kind of history. Our responsibility is to build on that legacy for the next generation of skilled builders.

As you read these pages, I hope you'll notice more than the numbers. You'll see employee-owners choosing to do the right thing, develop their skills, support their teammates, and strengthen the communities where we live and work. That's the impact that matters most.

Our purpose remains simple: to build environments where our clients, employee-owners, and communities prosper. Every project we build, every person we develop, and every community we strengthen brings us one step closer.

Onward in Excellence,



Cade Rowley, P.E.
President & Chief Executive Officer

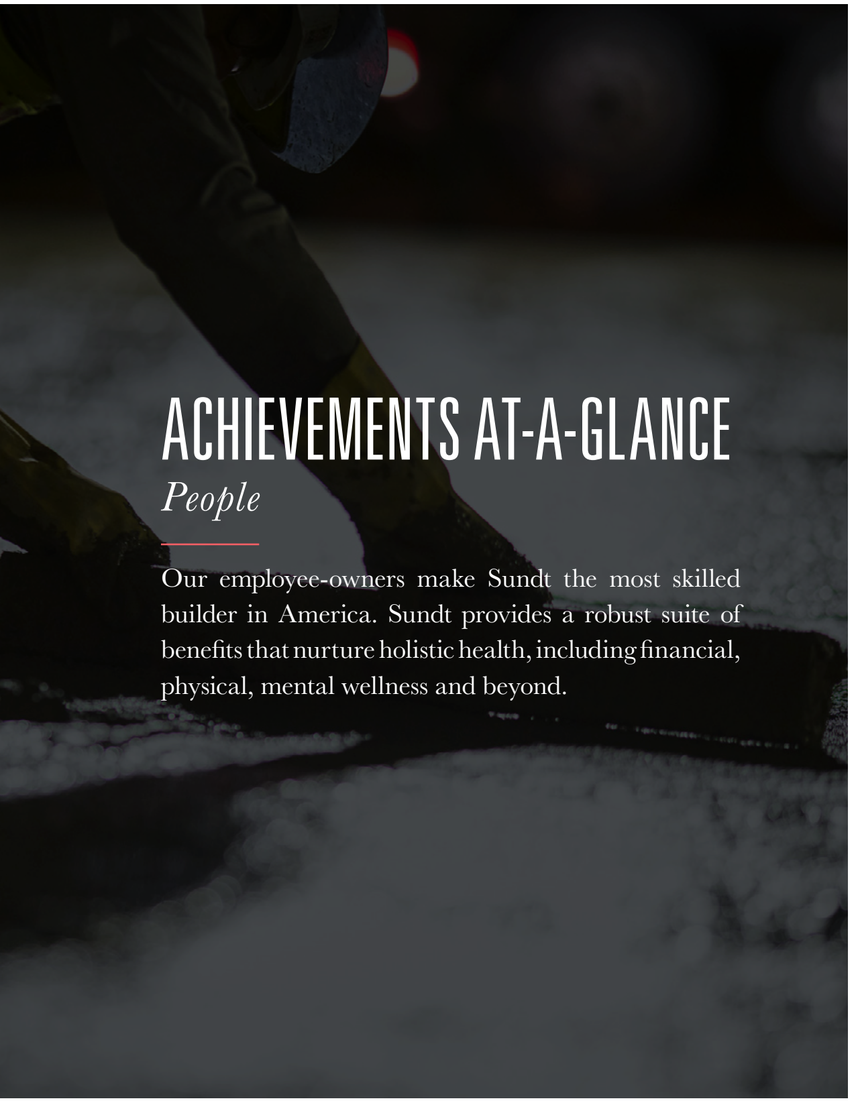


A DEDICATION TO MIKE HOOVER

This year's Corporate Impact Report is dedicated to Mike Hoover, who served as Sundt's President and CEO from 2016 to 2025, and as Executive Chairman in 2026. One of Mike's core beliefs is that success creates both a responsibility and an opportunity to help others. Building on Sundt's long tradition of generosity, Mike steered the company toward a larger purpose: to build environments where our clients, employee-owners, and communities prosper. Through Mike's leadership and vision, Sundt developed and continues to invest in a formal Corporate Impact Program that is woven into our business strategy and focuses on leaving a lasting impact on our People, Places, and Planet. We're grateful for Mike's leadership, and for the standard he set for what a group of skilled builders can achieve when they dedicate themselves to success – and to the impact that success can have on the world around them.







ACHIEVEMENTS AT-A-GLANCE

People

Our employee-owners make Sundt the most skilled builder in America. Sundt provides a robust suite of benefits that nurture holistic health, including financial, physical, mental wellness and beyond.

INVESTMENT IN EMPLOYEE-OWNERS

EXPANDED BENEFITS

- New healthcare provider
- Life & disability coverage for craft employee-owners
- Fertility support
- Parental/maternity leave
- Mental wellness resources through Lyra Health

Launched industry-leading **SPANISH-ONLY APPRENTICESHIP PROGRAMS** in concrete construction and pipefitting

88% **OF SENIOR INTERNS HIRED ON** full-time across 40 university partnerships, strengthening Sundt's workforce pipeline

140K+ **TRAINING HOURS** delivered through professional development programming across craft and admin employee-owners

$1M **INVESTED IN TUITION REIMBURSEMENT** since 2010, supporting continued education and career advancement

46% **INCREASE IN** Apprenticeship Participation year over year

176 FY 25 | 252 FY 26

SAFETY

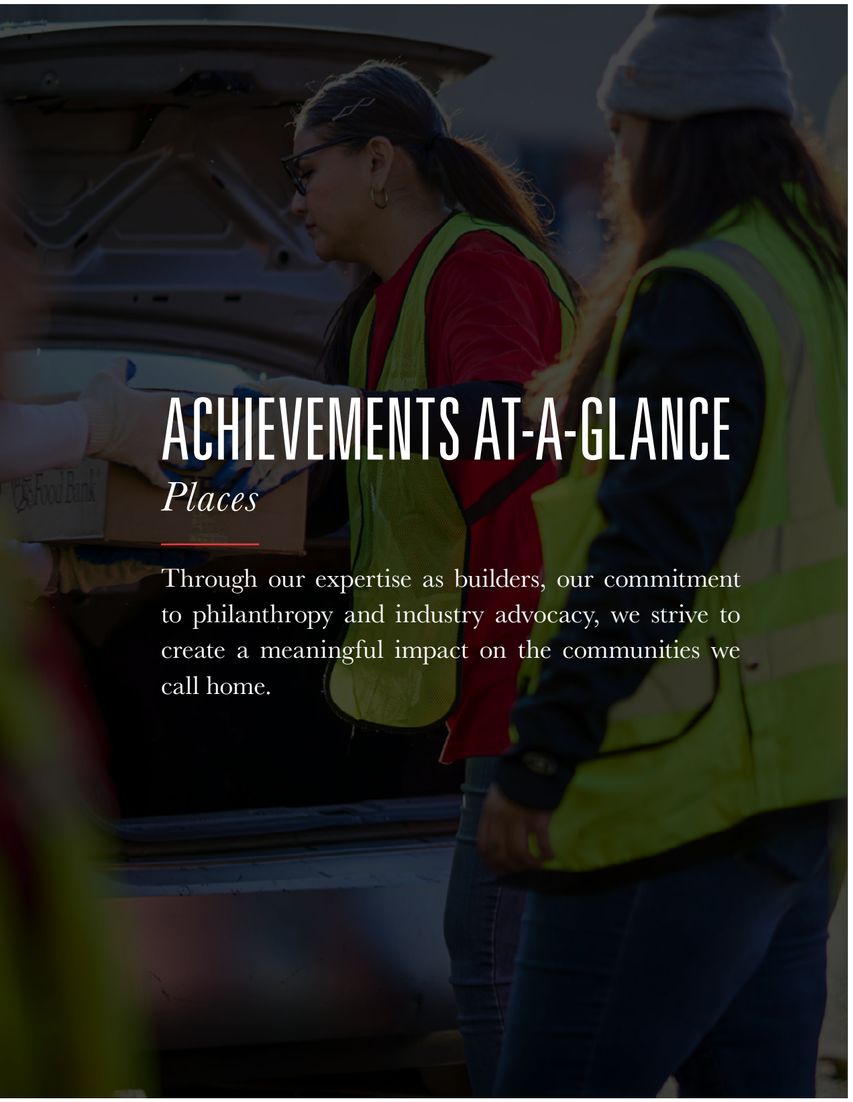
3X Associated General Contractors of America **CONSTRUCTION SAFETY EXCELLENCE GRAND AWARD**

Shared our **STOP THE STCKY** framework with **OVER 90 INDUSTRY PARTNERS** nationwide

INTEGRATED AI TOOLS to streamline incident reporting, safety research and program consistency

15X **IMPROVEMENT IN STCKY SUCCESS** from 2019 - 2025

81% **2026 STCKY SUCCESS RATE**



ACHIEVEMENTS AT-A-GLANCE

Places

Through our expertise as builders, our commitment to philanthropy and industry advocacy, we strive to create a meaningful impact on the communities we call home.

COMMUNITY IMPACT & THE SUNDT FOUNDATION

$3.47 M Total contributed to the Foundation in FY 26

$1.28 M Total raised through charity tournaments in FY 26

$205,800 Total raised through special St. Mary's Food Bank fundraiser

31,740 Total volunteer hours logged in FY 26

53% Combined employee engagement rate in giving or volunteering

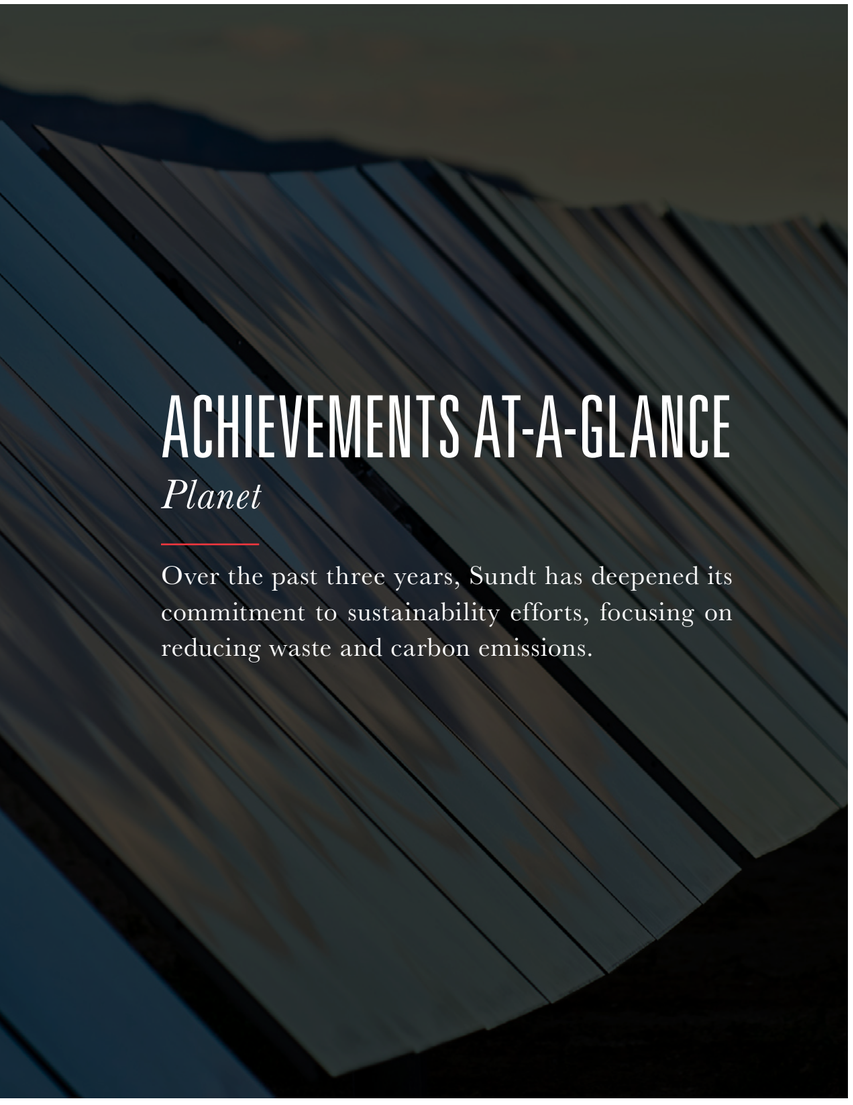
GOVERNMENT RELATIONS & INDUSTRY LEADERSHIP

NEW MOBILE TRAINING CENTER launched, bringing hands-on learning directly to schools and community partners

20 YEARS **OF INVOLVEMENT** with **ARIZONA CONSTRUCTION CAREER DAYS,** introducing thousands of students to industry opportunities

2 NEW PARTNERSHIPS with Austin Community College and South Mountain Community College to strengthen curriculum and training

Celebrated America's 250th anniversary by helping **RECONSTRUCT THE REPLICA LIBERTY BELL MONUMENT** at the Arizona State Capitol



ACHIEVEMENTS AT-A-GLANCE

Planet

Over the past three years, Sundt has deepened its commitment to sustainability efforts, focusing on reducing waste and carbon emissions.

SUSTAINABILITY

TOTAL COMPANY WASTE DIVERSION RATE TARGETS

REDUCE BY 75% BY 2030

REDUCE BY 85% BY 2035

EMISSIONS & WASTE TRACKING TOOL

Mandated **company-wide tracking tool** to track emissions and waste **across all new Sundt projects**

FOOD RECYCLERS IN KEY OFFICE LOCATIONS

Engaged employee-owners in sustainable efforts

2026 AGC BUILD AMERICA MERIT AWARD

Environment Enhancement category, for **San Pedro Creek Culture Park project**

#12 ENR TOP CONTRACTORS IN POWER, SOLAR CATEGORY

FUTURE GOALS

PEOPLE

Investment in Employee-Owners

Sundt is going to continue to invest in our most important asset: our employee-owners. We will continue to transform our relationship with our craft employees through investment in our industry-leading pre-apprenticeship partnerships and apprenticeship programs. We will help our employees be the most skilled builders in America through delivery of our suite of training and development programs, while specifically focusing on the development of our superintendent pipeline. We will also focus on the internal mobility and retention of our employees, while continuing to recruit the best candidates to join us.

Safety

Safety will remain central to every decision at Sundt. We will strengthen Stop the STCKY® through field feedback, improved data, and new tools that help teams identify high-energy hazards, while expanding driver safety initiatives across our fleet. Continued investments in people, technology and practices will help employee-owners adapt to changing conditions and ensure everyone goes home safe.



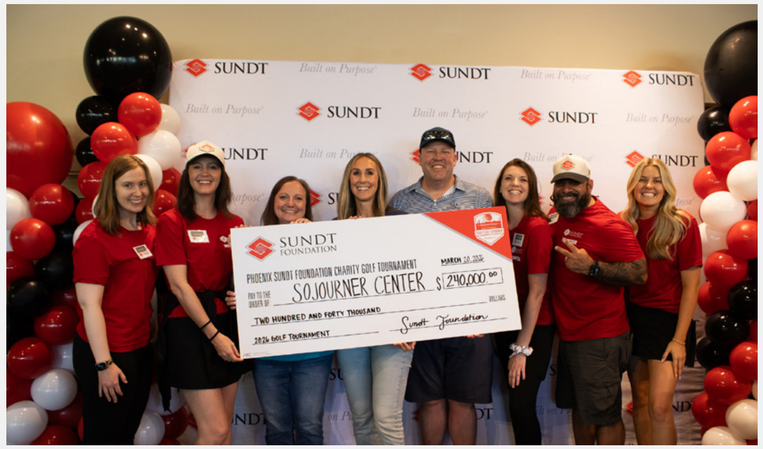
PLACES

Community Relations and the Sundt Foundation

As Sundt grows, the Sundt Foundation and our broader community efforts will expand alongside it. We will focus on increasing employee-owner participation, growing volunteerism, and deepening our philanthropic impact while creating meaningful connections in the communities where we live and work. By 2035, Sundt plans to record 200,000 volunteer hours, generate $65 million in philanthropic impact, reach 60% employee-owner participation in giving or volunteering, and expand community partnerships across our growing footprint.

Industry Support, Workforce Development, and Government Relations

Sundt will expand apprenticeship pathways, increase apprentice participation on major projects, and strengthen partnerships with educational institutions, public agencies and industry organizations. We will also advocate for policies that support craft workforce development, employee ownership, and fair, competitive project delivery.



PLANET

Sustainability

Sundt will continue improving how we measure and reduce our environmental impact as the company grows. Guided by our annual emissions inventory, we will pursue reductions across Scope 1, 2 and 3 emissions, transition our fleet and equipment toward more efficient technologies where feasible, and work toward an 85% jobsite waste diversion rate by 2035.



OUR CORE VALUES

Since 1890, Sundt Construction has built a reputation for quality, transparency, and excellence. As a 100% employee-owned company, every employee shares in our success. This ownership mindset shapes how we build and partner with clients and communities. We take pride in our self-perform capabilities, innovative delivery methods, and industry-leading safety and training programs. **We are KAPBCS,** Kick A** People Building Cool S#*!.

CORE VALUES

Integrity

We guide our business with clear communication, expectations and data-driven decisions. We understand how our actions affect the company's future, and we take ownership of our successes and our failures.

Accountability

We guide our business with clear communication, expectations, and data-driven decisions. We understand how our actions affect the company's future, and we take ownership of our successes and our failures.

Quality

We are relentlessly focused on executing to the highest standards for our clients and communities. We give our very best on every task we perform.

Service

We go out of our way to advance our profession and improve people's lives in the communities where we live and work. It is both a responsibility and a privilege to help create a lasting, positive impact.

Safety

Safety is an intrinsic part of our culture and the reason that Sundt has been named the nation's safest construction company by the Associated General Contractors of America three times.

Innovation

We strive every day to better our tools, our processes, and ourselves to build better. As our clients evolve, we pioneer new approaches to meet and anticipate their needs.



OUR PURPOSE IS TO BUILD ENVIRONMENTS WHERE OUR CLIENTS, EMPLOYEE-OWNERS, AND COMMUNITIES PROSPER.



CORPORATE IMPACT REPORT

PEOPLE

Being America's most skilled builder is impossible without our people. That's why their professional, financial, physical, and mental well-being come first.

INVESTMENT IN EMPLOYEE-OWNERS

SUPPORTING THE WELL-BEING OF OUR EMPLOYEE-OWNERS

Investment in our people goes beyond providing financial security. Sundt provides a comprehensive suite of benefits that nurture the holistic health and wellness of our employee-owners, including their financial, physical, and mental well-being and more.

We take care of our people through employee-ownership, best-in-class benefits, award-winning professional development opportunities, innovative safety programs, and a commitment to a respectful workplace.

MEET THE EXPERT

NICOLE CALAMAIO
SVP, Chief Human Resources Officer



"Our benefits reflect how much we value our employee-owners and the role they play in making Sundt the most skilled builder in America. We provide industry-leading benefits that support the physical, mental, and financial well-being of our employee-owners and their families, giving them peace of mind so they can bring their best to work every day. We also invest in training and development opportunities that help our employee-owners build their skills and their careers, along with an award-winning safety programs."

BEST-IN-CLASS BENEFITS

Our benefits program is among the best in the industry.

Sundt's benefits program remains one of the best in the industry for both administrative and craft employees. All employee-owners are eligible for our comprehensive health insurance plans, 401K, maternity/paternity leave, paid time off, tuition reimbursement, and a suite of additional discount benefit programs.

READ MORE ABOUT OUR ROBUST BENEFITS PACKAGE HERE



EMPLOYEE-OWNERSHIP

Sundt's Employee Stock Ownership Plan (ESOP) was officially established in October 1984. In the decades since, Sundt has experienced unprecedented growth and success, and we believe employee-ownership is a driving force behind that success. Being 100% employee-owned creates a culture of inclusion and shared success.

Our ESOP fosters a sense of belonging and shared prosperity, leading to benefits such as:

- Higher levels of financial security for employee-owners and their families.
- A culture of accountability and shared success.
- Increased employee morale.

Sundt's ESOP is unusual because it includes all craft and administrative employees. We believe everyone should share in our success while building long-term financial security. Beginning in 2026, we changed the vesting schedule so that balances fully vest after three years of service instead of five. In addition, all employees became eligible to participate in the ESOP after six months of employment and at least 1,000 hours worked. These updates allow new employee-owners to more quickly feel the impact of working for a 100% employee-owned company.

Employee-ownership isn't just the right thing to do for our people; it also benefits the organization. According to the National Center for Employee Ownership, employee-owned companies outperform their non-ESOP counterparts in terms of profitability, growth, retention, and overall employee well-being.

LEARN MORE ABOUT EMPLOYEE-OWNERSHIP AT SUNDT

BUILDING SKILL THROUGH PROFESSIONAL DEVELOPMENT AND TRAINING

Our investment in professional development supports our mission to be the most skilled builder in America.

Employee-owners can take online training or attend in-person courses at our KAPBCS Training Center in Phoenix, as well as in offices and on jobsites around the country.

Quarterly Continuous Performance Development (CPD) meetings between every employee-owner and their manager help create accountability while identifying opportunities to build new, in-demand skills.

NATIONALLY RECOGNIZED APPRENTICESHIPS

We're proud to lead the industry with our innovative apprenticeship program, including programs offered in Spanish. These programs are offered during the workday, allowing our craft employee-owners to develop in-demand skills while earning a paycheck, as opposed to attending training on their own time.

As a National Center for Construction Education and Research (NCCER) accredited training organization, our apprentices receive hands-on training, mentorship, and nationally recognized certifications to help advance their careers.

Our craft training and apprenticeship programs utilize the NCCER's nationally recognized curriculum in:

- HEAVY EQUIPMENT OPERATION
- CONCRETE CONSTRUCTION ENG SPA
- PIPEFITTING/WELDING ENG SPA
- IRONWORKING/WELDING
- HEAVY EQUIPMENT TECHNICIAN
- CONSTRUCTION LABORER
- ELECTRICAL



Class of 2026

Investment in Our Employee-Owners

HIGHLIGHTS

SUNDT INTERNS LEARN ON THE JOB

Our internship program continues to grow in size and impact. In 2026, we expanded the Sundt College Intern Program (SCIP) across the entire organization with a self-paced program that interns completed alongside their daily responsibilities. Throughout the summer, interns conducted research on four topics: Sundt history, ESOP, culture, and a capstone project — each with a written assignment and a presentation or conversation with their manager.

A key component of SCIP is connecting interns with employee-owners across Sundt. Interns received feedback on their assignments from individuals throughout the company, helping them gain broader perspectives and build relationships beyond their immediate teams. The reimagined program provides interns with the tools and support they need to succeed.

READ MORE ABOUT OUR INTERNSHIP PROGRAM





SPANISH APPRENTICESHIPS EXPAND OPPORTUNITY

To help meet the growing demand for skilled craft professionals, Sundt has introduced an apprenticeship program taught entirely in Spanish. The program expands opportunities for craft employee-owners who speak English as a second language by removing language barriers that may prevent participation in traditional apprenticeship programs. In recognition of this effort, Arizona Governor Katie Hobbs and the Arizona Office of Economic Opportunity awarded Sundt a BuildItAZ grant to support the program's continued growth. With this support, Sundt is creating more opportunities for craft professionals to build rewarding careers while helping meet the industry's growing demand for skilled talent.

CRAFT TRANSFER PORTAL KEEPS CRAFT TALENT WORKING

Construction projects eventually come to an end, often requiring skilled craft professionals to search for work on another project or even with another company. To help keep our talented craft employee-owners working, the Workforce Development, IT, and Operations teams collaborated to create the Craft Transfer Portal. Inspired by the college athletics transfer portals, the portal provides company-wide visibility into craft availability, skills, and certifications, making it easier to match employee-owners with new opportunities across Sundt. In its first year, nearly 400-plus craft professionals transferred to another Sundt project. The portal improves retention, helps project managers and superintendents fill critical roles, and provides greater job security for craft employee-owners.

HELPING SUNDT'S WOMEN REACH THEIR HIGHEST POTENTIAL

While the number of women working in construction continues to grow, they remain underrepresented throughout the industry. The Women of Skill, Grit, and Purpose (WSGP) Employee Resource Group is Sundt's way of helping our employee-owners build community and support in the workplace. WSGP focuses on three key areas: Recruit, Retain, and Build – to attract talent, create a supportive workplace, and develop future leaders. The group hosts programming during Women in Construction (WIC) Week every March, along with community outreach events throughout the year. WSGP helps Sundt employee-owners thrive while contributing to the next generation of construction leaders.

READ MORE ABOUT THE WOMEN SUNDT SPOTLIGHTED DURING WIC WEEK 2026











BIENNIAL, EMPLOYEE-OWNER ENGAGEMENT SURVEY RESULTS

Every other year, we survey employee-owners and take their feedback into account for future focus and improvement.

93%
Said they are proud to work here

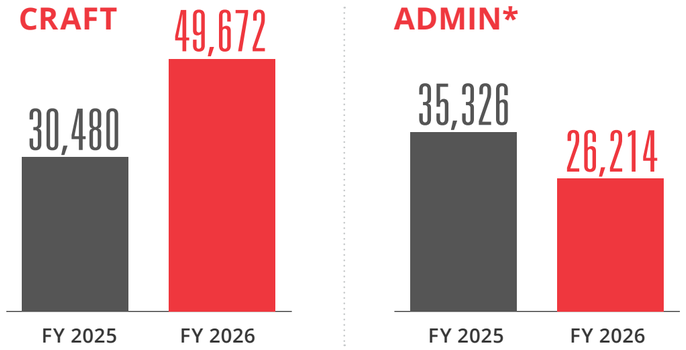
95%
Said they believe this organization will be successful in the future

91%
Recommend this organization as a great place to work

92%
Said the company consistently demonstrates that safety is our top priority

PROFESSIONAL DEVELOPMENT BY THE NUMBERS

Hours spent on learning/training FY 25 and FY 26



**This includes safety-related trainings AND instructor-led classes ONLY and does not include eLearning, self-paced learning or other non-instructor-led training.*

OVER $1M *Spent on tuition reimbursement since inception of the program*

Leadership program graduates (START and LEAP)

START (2004 - 2026)
Early-career professionals

368 GRADUATES
Nearly 70% are still at Sundt

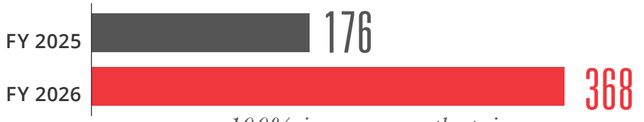
LEAP (2000 - 2026)
High potential leaders

75%
Of our senior managers are graduates of LEAP

27 APPRENTICES
Graduated apprentices in FY 25 & FY 26

ALL 23 APPRENTICES
that graduated in 2026 are now journey-level

Enrolled apprentices



100% increase over the prior year

400+ *Craft Transfer Portal transfers from February 2026 to now*

Core Craft employee-owners



Core Craft recognition offers financial benefits and increased opportunities for professional development.

SAFETY

CHANGING HOW THE INDUSTRY THINKS ABOUT SAFETY

Our people are our greatest asset, and we take the responsibility of doing everything we can to get them home safely at the end of every day. Sundt's award-winning safety program, STOP the STCKY®, creates a culture of safety for all employee-owners.

Providing it to organizations outside Sundt helps the industry reexamine how safety is thought about, measured, and talked about.



MEET THE EXPERT | PAUL LEVIN
SVP, Health, Safety, & Environment



"Every person plays a critical role in safety. When you're comfortable discussing safety, your genuineness shines through. It's about finding your voice and showing up authentically."

STOP THE STCKY

Sundt's innovative safety program, Stop the STCKY, is designed to protect people against the most dangerous hazards of a jobsite. It encourages speaking up and reporting safety incidents, integrating safety into every employee-owner's work. Sundt developed the program after recognizing that while recordable injury rates had improved across the industry, fatality rates had not followed the same path.

STCKY stands for the S#*! That Can Kill You, and the program helps teams identify situations with a high chance of danger before work begins. The framework ensures teams know and use the direct controls and safeguards necessary to help prevent serious injury and death. Stop the STCKY brings together field coaching, STCKY walks, incident reporting, data dashboards, and a human-performance mindset to help teams learn, adjust, and control the risks that matter most. The program earned the 2024 Associated General Contractors (AGC) of America Innovation Award grand prize, and Sundt's safety program has won three AGC of America Construction Safety Grand Awards. Sundt is the only company that has won this award three times.

LEARN MORE THROUGH THE STOP THE STCKY WEBSITE



Safety Week 2026



AWARDS AND SAFETY LEADERSHIP

Executive Chairman and Chairman of the Board Mike Hoover received the American Society of Concrete Contractors (ASCC) Owner/Executive Safety Award for his outstanding commitment to safety leadership

—

3x Associated General Contractors of America Construction Safety Excellence Grand Award

—

Top sponsor for the Construction Industry Safety Initiative

—

Partnered with the University of Colorado Boulder through the Construction Safety Research Alliance

—

Innovative partnership with Bedrock Robotics to increase safety through the use of autonomous heavy equipment

—

Over 690 registered people at stopthestcky.com

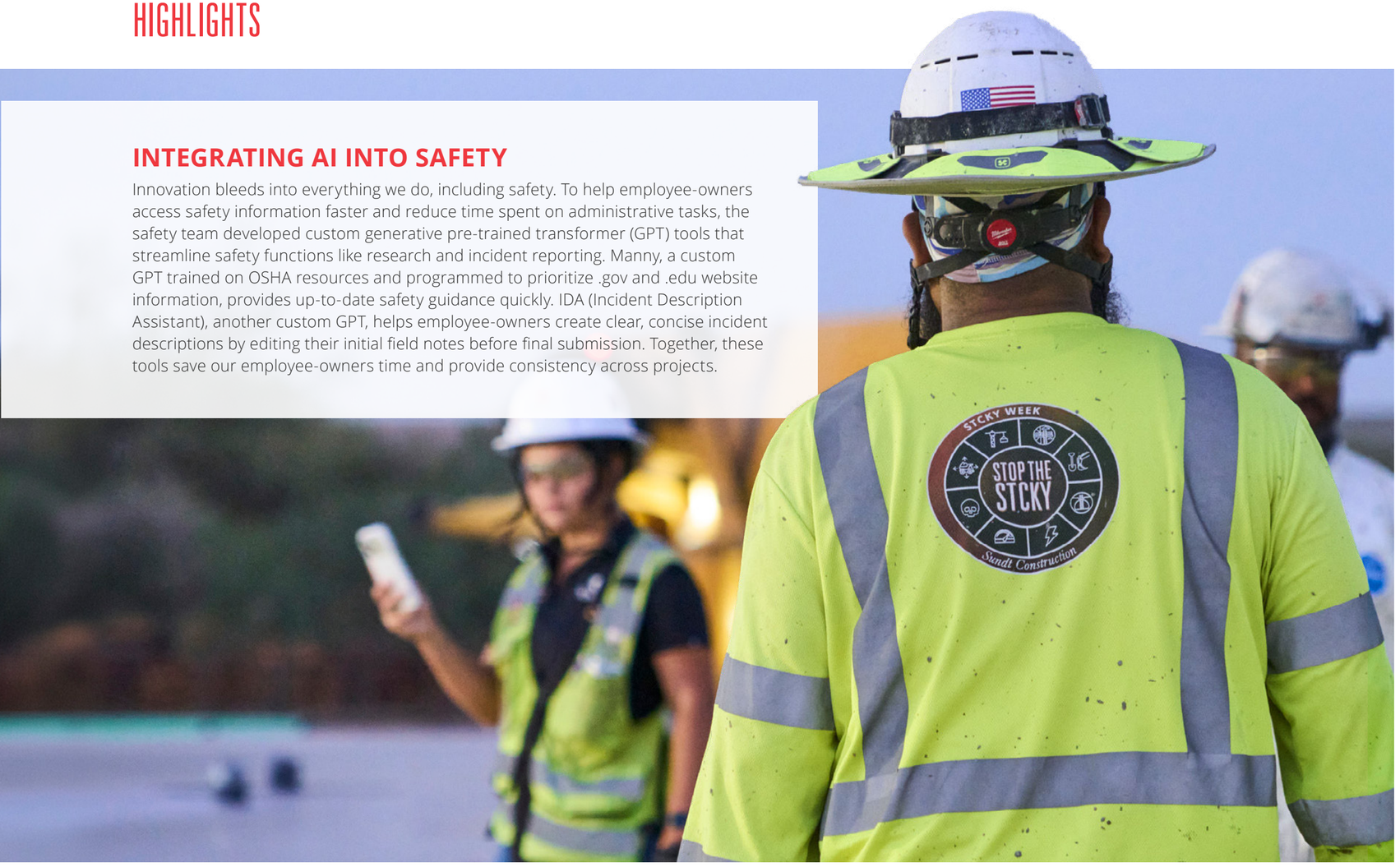
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More than 90 companies attended STCKY Academy

Safety
HIGHLIGHTS

INTEGRATING AI INTO SAFETY

Innovation bleeds into everything we do, including safety. To help employee-owners access safety information faster and reduce time spent on administrative tasks, the safety team developed custom generative pre-trained transformer (GPT) tools that streamline safety functions like research and incident reporting. Manny, a custom GPT trained on OSHA resources and programmed to prioritize .gov and .edu website information, provides up-to-date safety guidance quickly. IDA (Incident Description Assistant), another custom GPT, helps employee-owners create clear, concise incident descriptions by editing their initial field notes before final submission. Together, these tools save our employee-owners time and provide consistency across projects.



TRAINING NEW SAFETY LEADERS

Sundt's Health, Safety, & Environment Skilled Builder Program helps craft professionals take the next step towards a role on the safety team. The program connects field experience with hands-on training in task hazard analysis, safety walks, project data reviews, and incident analysis. Participants build communication, leadership, and problem-solving skills while learning how to engage crews, prevent incidents, and strengthen safe work practices.



Safety
HIGHLIGHTS

STCKY ACADEMIES: SHARING STCKY WITH PARTNERS

We believe when you build safe, you build better. And when the industry builds safer, we all benefit. That's why we offer the STCKY® Academy, a one-day training course that provides history and context for the STOP the STCKY® program. It drives insights and conversations about what safety looks like beyond checking a box. STCKY Academy attendees learn how to implement STOP the STCKY in any company, on any project, at any jobsite. So far, nearly 100 companies have participated in the STCKY Academy.



SPOTLIGHTING STCKY SUCCESS

As part of our **Stop the STCKY** program, we report and track all unplanned events, to identify STCKY incidents and improve our rate of STCKY Success. STCKY Success is how we define an event that had the potential to cause injury or damage but did not because the proper safeguards were in place. At the Gilbert North Water Treatment Plant, a crew drilling into concrete accidentally struck embedded conduit. Because the electrical system had been locked out as a STCKY precaution, no energy was released from the damaged conduit, avoiding potential injury. Putting these STCKY protections, a direct control, in place helps to prevent injuries and fatalities on site.







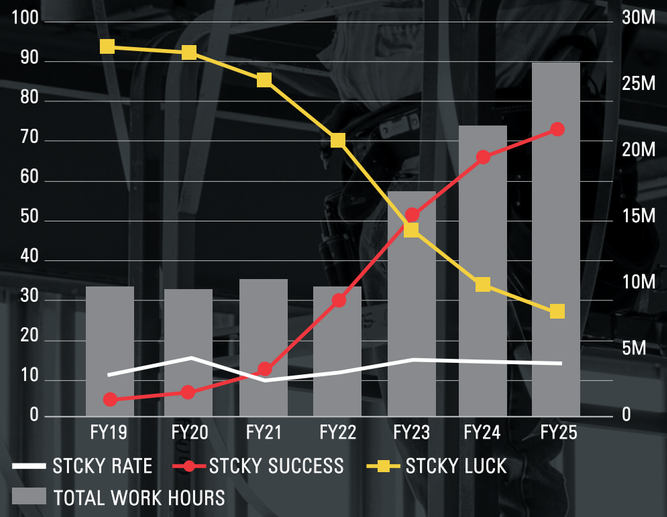
PEOPLE PLACES PLANET

STCKY METRICS

How We Define Success

A STCKY Success is how we refer to a STCKY incident on a jobsite that had the potential to cause injury or damage but did not because the proper direct controls and safeguards were in place.

STCKY SUCCESS



OF STCKY WALKS

FY25	FY26
60,921	68,298

90

Participating companies in STCKY Academy (Since inception)

Investment in Employee-Owners

LOOK AHEAD

INVESTING IN OUR MOST IMPORTANT ASSET: PEOPLE

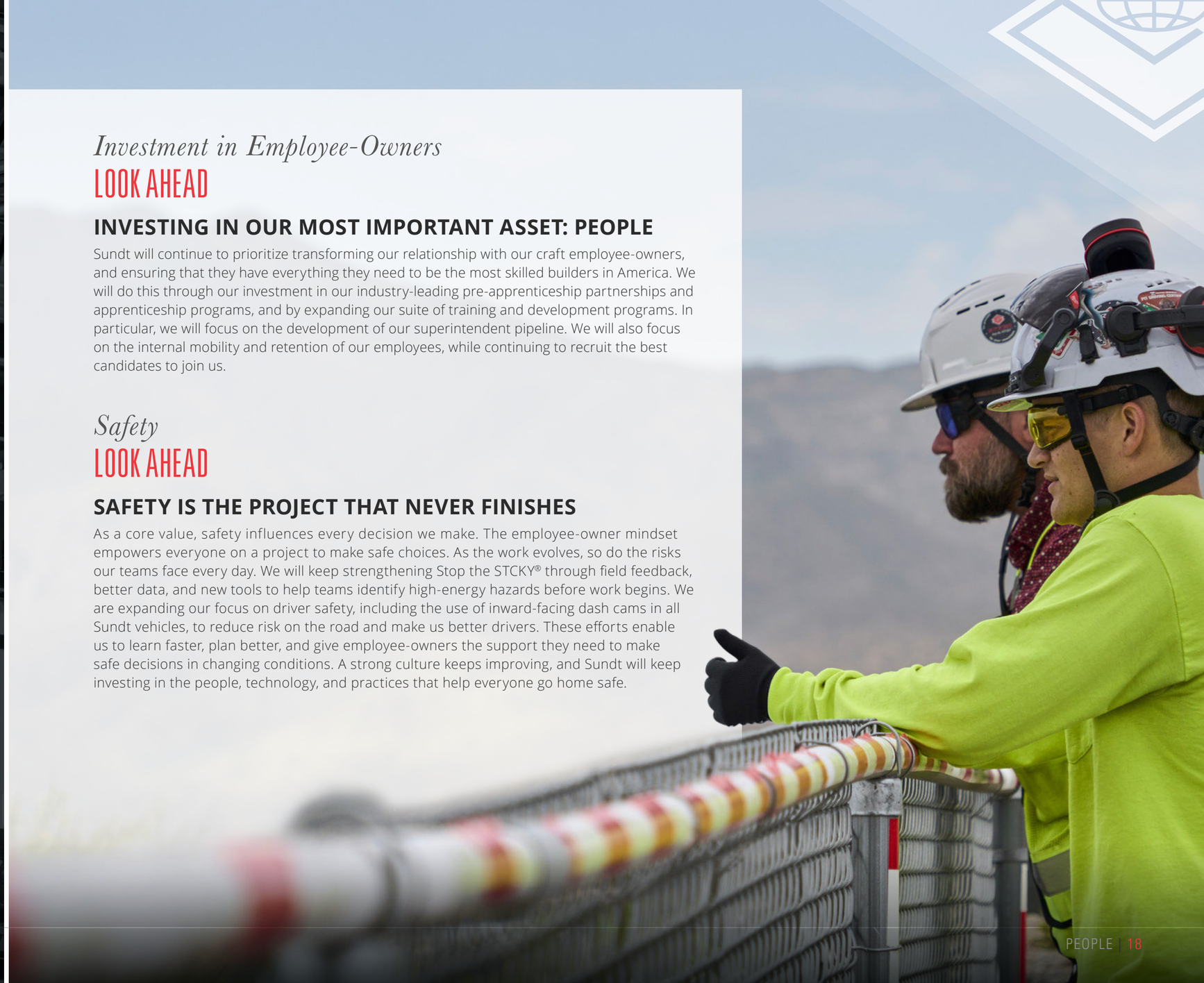
Sundt will continue to prioritize transforming our relationship with our craft employee-owners, and ensuring that they have everything they need to be the most skilled builders in America. We will do this through our investment in our industry-leading pre-apprenticeship partnerships and apprenticeship programs, and by expanding our suite of training and development programs. In particular, we will focus on the development of our superintendent pipeline. We will also focus on the internal mobility and retention of our employees, while continuing to recruit the best candidates to join us.

Safety

LOOK AHEAD

SAFETY IS THE PROJECT THAT NEVER FINISHES

As a core value, safety influences every decision we make. The employee-owner mindset empowers everyone on a project to make safe choices. As the work evolves, so do the risks our teams face every day. We will keep strengthening Stop the STCKY® through field feedback, better data, and new tools to help teams identify high-energy hazards before work begins. We are expanding our focus on driver safety, including the use of inward-facing dash cams in all Sundt vehicles, to reduce risk on the road and make us better drivers. These efforts enable us to learn faster, plan better, and give employee-owners the support they need to make safe decisions in changing conditions. A strong culture keeps improving, and Sundt will keep investing in the people, technology, and practices that help everyone go home safe.





CORPORATE IMPACT REPORT

PLACES

Through our expertise as builders and our commitment to philanthropy and industry advocacy, we strive to create a meaningful impact on the communities we call home.

COMMUNITY IMPACT & THE SUNDT FOUNDATION

BUILDING STRONGER COMMUNITIES

At Sundt, building strong communities extends beyond the projects we construct. Through philanthropy, volunteerism and community partnerships, our employee-owners help create places where people can thrive long after construction is complete.

The Sundt Foundation reflects our employee-owners' passion for bettering the communities around them. Each year, the Foundation supports a diverse selection of nonprofit organizations with monetary grants, in-kind donation drives, and volunteer support with the mission of helping communities prosper.

MEET THE EXPERT

EMILY DWOSH

Senior Manager, Community Impact & Sustainability and Sundt Foundation Executive Director



"The Sundt Foundation supports the places where we live and work by extending our impact beyond what we build to help create stronger, more connected communities."

SUNDT FOUNDATION

Sundt's founder, M.M. Sundt, established "giving back" as one of the company's foundational principles in 1890. More than 135 years later, service remains one of Sundt's six core values.

For over 27 years, the Sundt Foundation has served as the driving force behind our charitable giving and community engagement efforts. Guided by passionate employee-owners, the Foundation identifies and responds to the evolving needs of local communities across our footprint.

The Foundation is funded through contributions from Sundt employee-owners and matched dollar-for-dollar by the company. Each year, the Foundation awards more than $2 million in grants to nonprofit organizations while also supporting volunteerism, disaster relief, and community partnerships.

As Sundt continues to grow, our commitment to strengthening communities remains deeply rooted in our culture and a central part of who we are.

LEARN MORE ABOUT THE SUNDT FOUNDATION

AWARDS & RECOGNITIONS

Austin Chamber of Commerce
Austin Gives Employee Engagement Award
Large Company Category (2026)

San Antonio Business Journal
Impact Awards San Antonio Board Member of the Year
Presented to John Carlson (2026)

San Diego Business Journal
Fundraising Event of the Year
Nonprofit Board Leaders of Influence (2025)

AGC Build Tennessee Awards
Middle Tennessee Community Service Award (2025)

Phoenix Business Journal
Corporate CEO Lifetime Achievement Award
Presented to Mike Hoover (2025)

Orange County Business Journal
Companies That Care (2025)

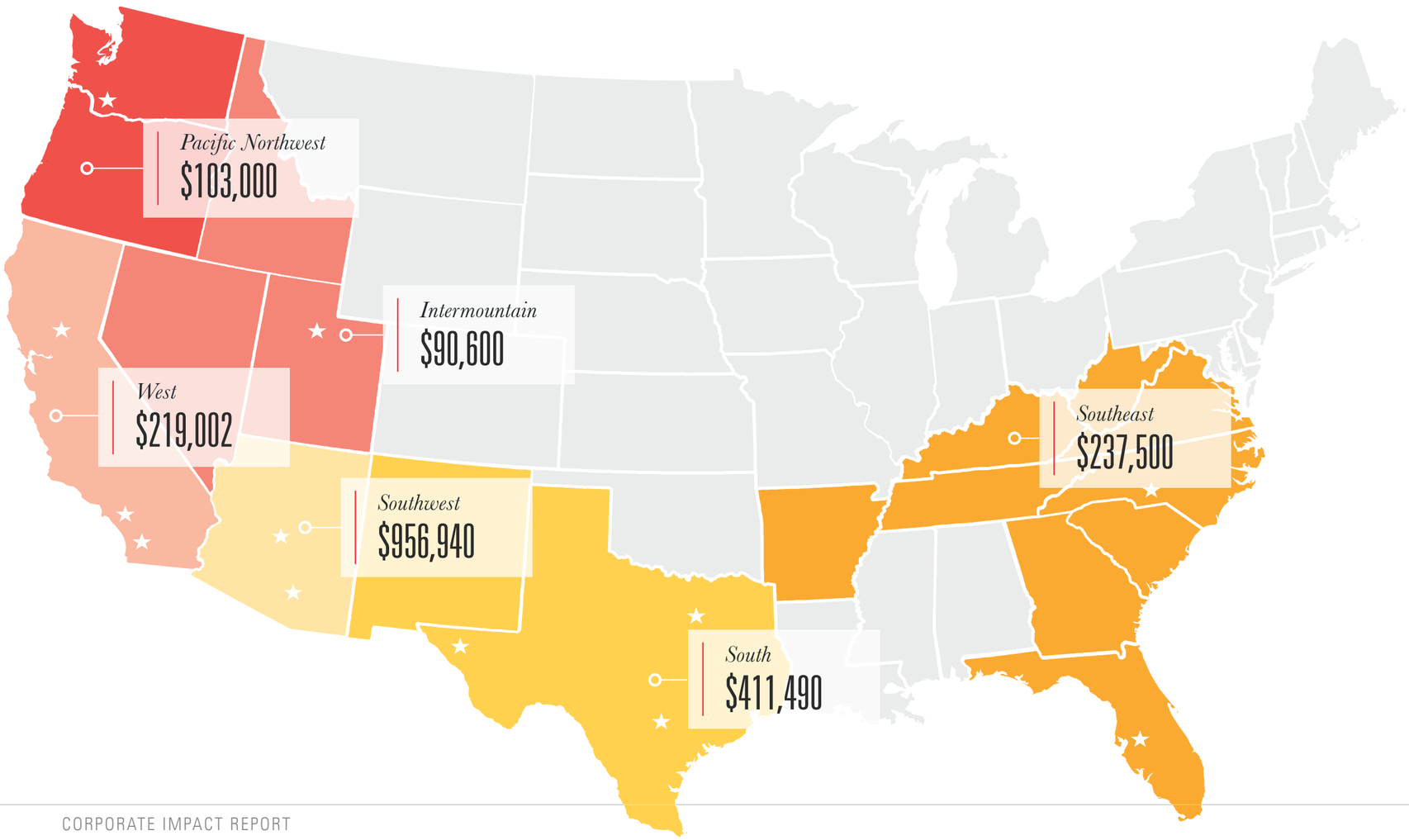
RANKINGS

#9 *Sacramento Business Journal: Corporate Philanthropy: Foundations (2026)*

#8 *Phoenix Business Journal: Largest Corporate Philanthropists (2026)*

BY THE NUMBERS

QUARTERLY GRANTS AWARDED BY REGION IN FY 26



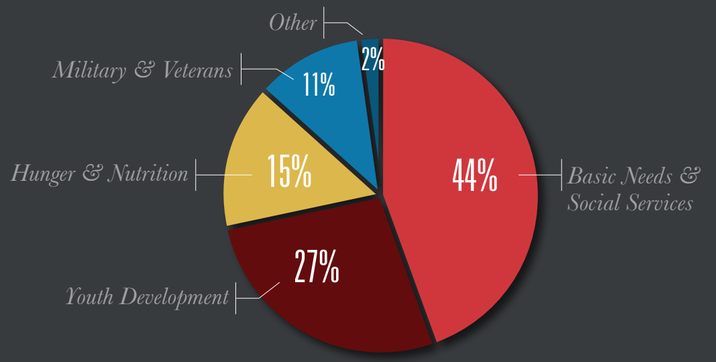
COMMUNITY IMPACT

$2.92M *Total grant dollars awarded in FY 26*

332 *Nonprofits awarded grants in FY 26*

$207,040 *St Mary's Food Bank Fundraiser awarded in FY 26*

GRANTS AWARDED BY CAUSE AREA

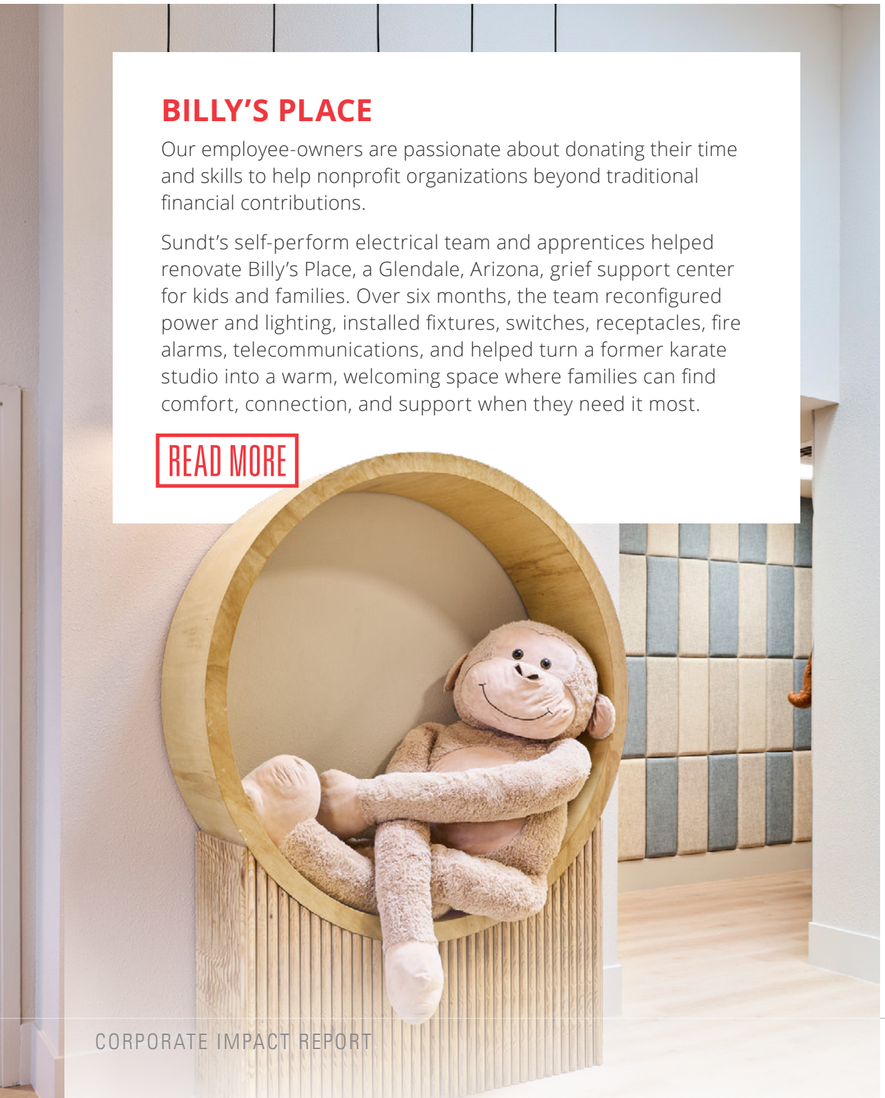


CHARITY TOURNAMENTS

10	$1.28M	2
Tournaments	*Raised*	*New Tournaments*

Community Impact & the Sundt Foundation

HIGHLIGHTS



BILLY'S PLACE

Our employee-owners are passionate about donating their time and skills to help nonprofit organizations beyond traditional financial contributions.

Sundt's self-perform electrical team and apprentices helped renovate Billy's Place, a Glendale, Arizona, grief support center for kids and families. Over six months, the team reconfigured power and lighting, installed fixtures, switches, receptacles, fire alarms, telecommunications, and helped turn a former karate studio into a warm, welcoming space where families can find comfort, connection, and support when they need it most.

READ MORE



PHOENIX CHILDREN'S $1 MILLION COMMITMENT

Since 2016, Sundt has partnered with Phoenix Children's and was a founding partner of the annual Big Dig for Kids fundraising event. The event brings together Arizona contractors to support the Phoenix Children's Center for Cancer and Blood Disorders, raising $1.25 million in 2025 alone.

In 2026, Sundt expanded its commitment through a five-year, $1 million partnership with Phoenix Children's. Together, we are helping build a healthier future for children and families across Arizona.

READ MORE

$50K FLOOD RELIEF TO CENTRAL TEXAS

Severe flooding across Central Texas damaged homes, disrupted communities, and affected many families, including Sundt employee-owners and their loved ones. In response, the Sundt Foundation provided relief where it was needed most with a special $50,000 disaster relief grant to the Community Foundation of the Texas Hill Country's flood relief fund. The grant supported nonprofit organizations, first responder agencies, and local governments helping individuals, families, and entire communities recover and rebuild. In the last two years, the Sundt Foundation has awarded $180,000 in disaster relief grants.

CHECK OUT THE 2025 SUNDT FOUNDATION REPORT FOR MORE UPDATES

VOLUNTEERING BY THE NUMBERS

31,740 *employee-owner volunteer hours in FY 26*

328 *volunteer events in FY 26*

53% *of employee-owners engaged in giving or volunteering*

727 *nonprofits supported with volunteering in FY 26*

GIVING PARTICIPATION BY REGION

86%	*West*
57%	*Pacific Northwest*
45%	*Southwest*
43%	*Intermountain*
41%	*Southeast*
40%	*South*

Community Impact & the Sundt Foundation

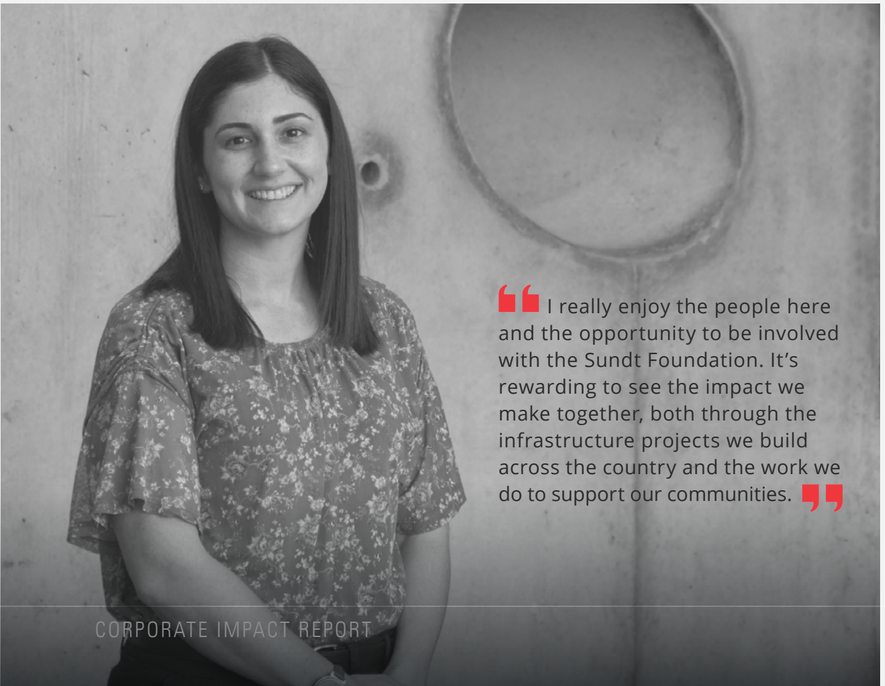
HIGHLIGHTS

BOARD MEMBER HIGHLIGHT

JACKIE BARNES

Preconstruction Project Manager

Transportation Precon Project Manager Jackie Barnes plans and coordinates major projects in the North Texas region. She also serves as a Sundt Foundation board member and organizes quarterly grant awards for local nonprofits, volunteering events, the North Texas Sundt Foundation Charity Golf Tournament, and donation drives.



> I really enjoy the people here and the opportunity to be involved with the Sundt Foundation. It's rewarding to see the impact we make together, both through the infrastructure projects we build across the country and the work we do to support our communities.







GOVERNMENT RELATIONS & INDUSTRY LEADERSHIP

DEVELOPING THE MOST SKILLED WORKFORCE IN AMERICA

Achieving our goal of becoming the most skilled builder in America starts with investing in the development and advancement of our employee-owners. Sundt prioritizes developing future leaders through world-class apprenticeships, partnerships with educational institutions, interactive community events, and advocacy programs that not only support our company but the construction industry as a whole.

MEET THE EXPERTS

SEAN RAY
VP, Craft Workforce Development



"Becoming the most skilled builder in America starts with hiring passionate people and supporting their ongoing development with state-of-the-art training, instructors, and programs. Making these opportunities available to all employee-owners no matter what career track they're on reinforces our commitment to ownership, innovation, and quality, while ensuring every project is built by highly skilled teams that deliver exceptional results for our clients and communities."

MATTHEW MEAKER
VP, Deputy General Counsel & Director of Arizona Government Relations



"As a 100% employee-owned company, we don't just build in Arizona. Our employee-owners live and work in the communities they call home, so they understand the importance of developing a skilled workforce. Through education partnerships, workforce programs, and industry advocacy, we're helping people prepare for careers in construction."

WORKFORCE PARTNERS

Sundt has 24 workforce development partners, including key partnerships with:

ARIZONA

- Central Arizona College
- Mesa Community College, A Maricopa Community College
- South Mountain Community College, A Maricopa Community College
- Williams High School
- Mesa High School

OREGON

- NW College of Construction

TEXAS

- TCC | Tarrant County College — Success Within Reach.
- Austin Community College District

TENNESSEE

- TCAT

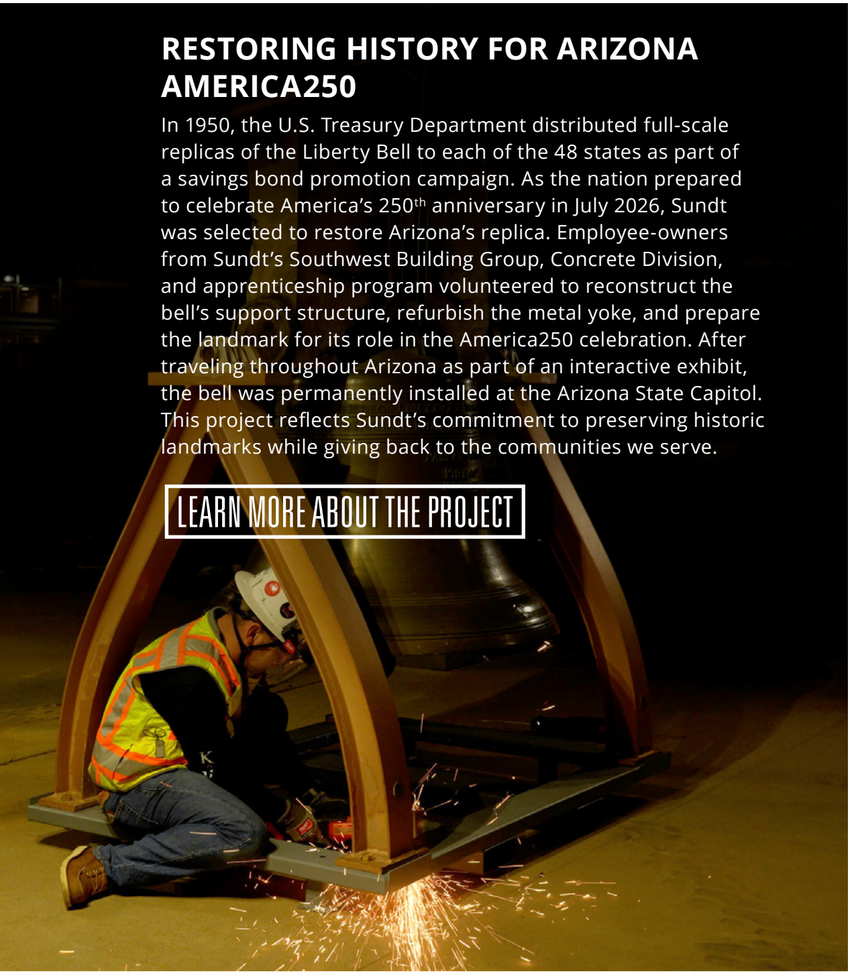
Government Relations & Industry Leadership

HIGHLIGHTS

RESTORING HISTORY FOR ARIZONA AMERICA250

In 1950, the U.S. Treasury Department distributed full-scale replicas of the Liberty Bell to each of the 48 states as part of a savings bond promotion campaign. As the nation prepared to celebrate America's 250th anniversary in July 2026, Sundt was selected to restore Arizona's replica. Employee-owners from Sundt's Southwest Building Group, Concrete Division, and apprenticeship program volunteered to reconstruct the bell's support structure, refurbish the metal yoke, and prepare the landmark for its role in the America250 celebration. After traveling throughout Arizona as part of an interactive exhibit, the bell was permanently installed at the Arizona State Capitol. This project reflects Sundt's commitment to preserving historic landmarks while giving back to the communities we serve.

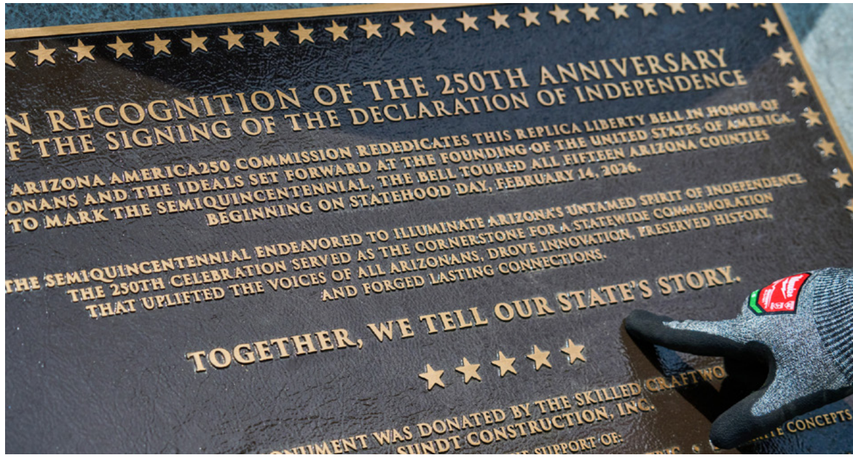
LEARN MORE ABOUT THE PROJECT







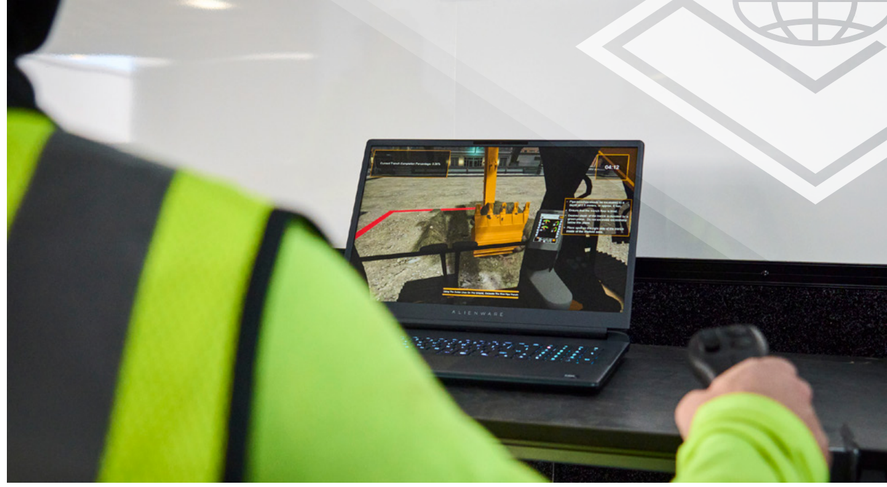




BRINGING CRAFT TRAINING ON THE ROAD

Sundt's Mobile Training Center expands access to craft training, career exploration, and hands-on learning opportunities across Arizona. Funded through a BuildItAZ grant initiative, the 24-foot trailer includes welding and heavy equipment operator simulators that give students and future craft professionals in-depth exposure to careers in construction. By bringing training directly to schools, community colleges, tribal outreach programs, and apprenticeship partners, the Mobile Training Center helps strengthen long-term workforce pathways across the state.









Government Relations & Industry Leadership

HIGHLIGHTS

GIVING GIRL SCOUTS HANDS-ON CONSTRUCTION EDUCATION

At Sundt, we believe construction offers opportunities for everyone. For the past three years, we've partnered with local Girl Scouts to provide an interactive introduction to the construction industry. This year, approximately 150 attendees explored hands-on activities in concrete, welding, electrical work, and heavy equipment operation, gaining valuable insight into the skills that help build our communities. Women leaders from across Sundt also shared their experiences and discussed the many career paths available in construction. Through events like this, we're helping young girls see what's possible, broadening awareness of the industry, and inspiring future generations to pursue rewarding careers in construction.

LEARN MORE ABOUT THE SUNDT GIRL SCOUT EVENT 2026







BRINGING OUR SKILLS TO SKILLSUSA

SkillsUSA is a national career and technical student organization serving more than 442,000 middle school, high school, college, and professional members. Sundt has long supported SkillsUSA and its efforts to prepare students for careers in skilled trades. In 2026, Sundt expanded that commitment by establishing a registered SkillsUSA Arizona chapter, creating opportunities for apprentices to compete, lead, and grow professionally.

Sundt's support extends beyond Arizona. Our craft training instructors help plan national competitions and support masonry and other skilled trades events. Through these efforts, Sundt is helping develop the next generation of skilled craft professionals and industry leaders.



Government Relations & Industry Leadership

HIGHLIGHTS





ESTABLISHING A COMMUNITY COLLEGE PIPELINE

Community colleges fuel a key part of Sundt's workforce development strategy by connecting students with the skills to perform after college. Sundt has recently helped create mutually beneficial partnerships with Austin Community College and South Mountain Community College to guide curriculum and provide hands-on training. This allows students to gain college credit, industry-recognized credentials, and access to apprenticeship opportunities in high-demand trades.





20 YEARS OF ARIZONA CONSTRUCTION CAREER DAYS

As a founding member of Arizona Construction Career Days, Sundt has supported the program's growth and impact for more than 20 years. Each year, the event gives thousands of students, grades 9-12, the opportunity to explore careers in construction through hands-on activities and meaningful interactions with industry professionals. By introducing young people to the possibilities within the skilled trades, the program helps them make informed career choices while inspiring interest in an industry that offers rewarding opportunities and plays a vital role in building our communities.



Community Impact & the Sundt Foundation
LOOK AHEAD

Looking to the future, the Sundt Foundation is focused on three key goals: increasing total employee engagement through both giving and volunteering, tracking and growing volunteer hours, and expanding our overall philanthropic impact through Foundation efforts and broader corporate initiatives.

As Sundt expands across the country, the Foundation will continue to grow alongside it. We view the Foundation as more than a giving initiative; we see it as a way for employee-owners to connect with their communities and create meaningful change.

By empowering employee-owners to support causes that matter most to them, the Foundation hopes to continue to foster deeper engagement, shared purpose, and a lasting impact.

These goals support Sundt's broader 2035 vision of creating lasting value in the communities where we live and work.

BY 2035, SUNDT PLANS TO ACHIEVE:

200,000 *Volunteer hours recorded*

$65M *In philanthropic impact*

60%+ *Employee-owner participation in giving or volunteering*

Expanded community partnerships across Sundt's growing footprint



Government Relations & Industry Leadership
LOOK AHEAD

Sundt will continue investing in the communities where we live and work, with workforce development and industry advocacy remaining central to our long-term strategy. Building on the momentum of our apprenticeship programs across our regions, we will expand apprenticeship pathways across more states and projects while increasing apprentice participation on major jobsites.

As workforce needs evolve, Sundt will strengthen partnerships with educational institutions, public agencies, and industry organizations to create more accessible pathways into construction careers and help develop a skilled, diverse workforce for the future. We will also continue advocating for policies that support craft workforce development, employee ownership, and fair, competitive project delivery.

The need for skilled builders has never been greater, and we are committed to helping meet that challenge. By investing in people, expanding opportunities, and strengthening our industry, Sundt is helping prepare the next generation of construction professionals while creating lasting prosperity in the communities we serve.



CORPORATE IMPACT REPORT

PLANET

Sundt is committed to championing environmentally sustainable practices across our company, while also supporting our clients in achieving their sustainability goals.

BUILDING SUSTAINABILITY INTO EVERYTHING WE DO

Bringing prosperity to communities requires responsible stewardship of the environments where we build. As a builder of critical infrastructure, Sundt recognizes that our projects shape communities for generations. Sustainable building practices help us deliver lasting value by reducing environmental impacts, improving jobsite efficiency, and helping clients achieve their long-term goals. As a contractor committed to advancing the construction industry, we leverage innovative techniques to achieve our sustainability goals while helping our clients meet theirs.

MEET THE EXPERT | RICHARD MCDONALD
Sustainability Senior Advisor



"A skilled builder integrates sustainability into everything they do. Our program takes measure of every person, project, and the communities we serve, and it holds them accountable."

BUILDING FOR COMMUNITIES. BUILDING FOR THE FUTURE.

Across our offices and jobsites, we work to reduce waste, conserve water, and lower emissions through measurable sustainability initiatives. We report annual greenhouse gas inventories and use a digital platform to improve tracking and transparency for clients pursuing sustainability goals. Sundt has utilized data gathered over the past four years to better understand our scope 1 and 2 emissions and set goals to reduce them. We have undertaken a similar process to measure jobsite waste and landfill diversion rates.

Sundt employee-owners hold LEED and Envision certifications, supported by companywide sustainable building training programs. Our projects incorporate innovative waste and emission reduction practices, such as battery-powered equipment and solar-powered jobsite lighting.

At our Tempe corporate headquarters and Phoenix training center, a food waste recycling program diverts leftovers from landfills and turns them into compost. As the program gains traction, we plan to expand it to additional offices.

Our culture encourages innovation to build better while wasting less. We are proud to have delivered the Southwest's first LEED Platinum building and San Francisco's first Envision Gold public infrastructure project.

LEARN MORE ABOUT OUR SUSTAINABILITY PROGRAM

AWARDS & RECOGNITION

Hornshadow Solar
ENR Mountain States Best Project Award
Energy/Industrial category (2025)

San Francisco Public Utilities Commission (SFPUC)
Southeast Treatment Plant Headworks
Water Environment Federation's Project Excellence Award (2025)

San Pedro Creek Culture Park
AGC Build America Merit Award
Environment Enhancement category (2026)

Pleasant Valley Solar 2
ENR Mountain States Best Project Award of Merit
Energy/Industrial category (2026)

RANKINGS

#27 *ENR Top 200 Environmental Firms*

#12 *ENR Top Contractors in Power, Solar Category*

#20 *Solar Power World Top National Contractors List*

#1 *Solar Power World Top Solar Contractors in Idaho*







Sustainability

HIGHLIGHTS

MEASURING OUR ENVIRONMENTAL IMPACT

As we build major infrastructure designed to last generations, we're also focused on reducing waste now. Since 2022, Sundt has expanded efforts to capture environmental impact data across every project and develop strategies to identify the most effective reduction opportunities companywide.

Benchmarks are measured by intensity, for example, we measure greenhouse gases per unit of revenue and/or manhour. This ensures that as we grow we are able to track becoming more efficient, thereby reducing emissions. Tracking these metrics supports our environmental goals and helps us build more responsibly. Reliable data also allows us to identify inefficiencies and prioritize investments that deliver the greatest impact.

REDUCING WASTE WITH FOOD RECYCLERS

Food waste is a major contributor to greenhouse gas emissions. When food waste ends up in landfills, it produces methane, a greenhouse gas that is 80 times more potent than CO_2 over a 20-year period.

Sundt is addressing this issue by encouraging employee-owners to use food recyclers. These recyclers process food scraps into nutrient-rich material that is distributed to local farms, helping reduce the company's overall carbon emissions.



To date, we have invested in five units across various offices and jobsites, and the initiative has prevented 2,400 kilograms of CO_2— the equivalent to emissions from driving a gas-powered car 6,100 miles.

By diverting waste from landfills and supporting local agriculture reuse, this program demonstrates how small changes in daily operations can contribute to larger environmental outcomes.

EXPANDING BATTERY-POWERED EQUIPMENT IN THE FIELD

Sundt currently has more than 250 battery-powered hand tools and pieces of equipment deployed on projects or stored in warehouse inventory. The company also added a battery-operated forklift to replace an aging warehouse model.

These additions help reduce emissions, lower fuel consumption, eliminate tripping hazards caused by electrical cords, and support compliance with OSHA regulations, all while advancing Sundt's sustainability goals. We plan to add more as feasible to operational needs and as the technology improves.




TV Parks
Pacific Northwest

CELEBRATING EARTH MONTH ACROSS SUNDT

During April, Sundt celebrated Earth Month companywide with a variety of sustainability-focused initiatives. Employee-owners across the country participated in environmental activities including an electronics recycling drive, volunteer events, park cleanups, and habitat restoration projects.

These efforts reinforce the understanding that sustainability is not limited to our projects. It is a shared responsibility that empowers employee-owners to make a positive impact in the communities where they live and work.

DATA-DRIVEN SUSTAINABILITY ON EVERY PROJECT

Sundt uses a sustainability tracking platform to measure and manage environmental impacts across all new projects. The platform helps employee-owners track water use, energy consumption, waste generation, and carbon-related metrics more efficiently.

Monthly reporting creates a reliable baseline for setting realistic goals and making smarter resource decisions. The data helps project teams identify opportunities for greater efficiency, improve accountability and provide clients with transparent reporting that supports sustainability certifications and project performance objectives.


Great American Cleanup
Denton, TX


Rio Salado Audubon Center
Phoenix, AZ


Gardopia Gardens
Central Texas

BUILDING AN EXCEPTIONAL WATER TREATMENT PLANT IN NASHVILLE

Sundt is helping modernize and expand the historic Omohundro Water Treatment Plant in Nashville, Tennessee. The client, Metro Water Services, established an ambitious goal of transforming the more than 100-year-old facility into one of the most sustainable facilities of its kind in the world.

The project is pursuing both LEED Platinum and Envision Platinum certifications; no water treatment plant in the world currently meets both certifications.

The project demonstrates how infrastructure investment can improve public health, environmental performance, and community resilience while supporting the growing needs of the Nashville region.

READ MORE ABOUT THE PROJECT

Sustainability

LOOK AHEAD

The construction industry plays a significant role in shaping the built environment and the resources communities depend on every day. We believe responsible growth requires continuous improvement in how we build and operate.

As Sundt continues to grow, so does the impact and reach of our sustainability efforts. We continuously improve our tracking, strengthen our practices, and develop sensible and pragmatic policies to ensure we build responsibly and act as good stewards to the environment.

To support our corporate reduction targets, Sundt's fleet and equipment strategy will continue to transition toward new technology, hybrid vehicles, and alternative fuels where feasible. We will also expand partnerships with suppliers like Hilti and Milwaukee to test and implement more efficient equipment and technologies.

CORPORATE REDUCTION TARGETS

Our annual emissions inventory helps guide companywide sustainability goals and reduction targets. **Key initiatives include:**

Reduce waste sent to landfill year over year, aiming for 85% waste diversion rate in all operations by 2035.

Work to reduce Scope 1, 2, and 3 greenhouse gas emissions through improved tracking and operational efficiencies.

SCOPE 1 *Reduce emissions from our fleet and equipment by transitioning to more efficient options*

SCOPE 2 *Lower emissions from our facilities through improved energy efficiency and renewable energy credits.*

SCOPE 3 *Address emissions associated with waste by increasing diversion from landfill to 75% by 2030 and 85% by 2035.*

SUNDT

Built on Purpose®