

CORPORATE SUSTAINABILITY



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LETTER FROM OUR PRESIDENT

"To our valued clients, partners, and members of our team,

We're proud to present Ideal Contracting's 2025 Corporate Sustainability Report, a reflection of the remarkable progress we've made together over the past year. More than a summary of achievements, this report is a testament to the strength of our people, the depth of our partnerships, and the lasting impact we continue to build across the industry and in the communities we so passionately serve.

Throughout 2024, our team demonstrated exceptional resilience and a commitment to excellence. Whether it was on our wide-ranging construction sites, introducing new safety initiatives, or engaging with our Southwest Detroit community, our people led with a purpose and delivered high-quality work while fostering our culture rooted in integrity, innovation, and taking care of one another.

Together with our clients and partners, we've advanced meaningful initiatives that support local communities, drive economic opportunity, and promote sustainable growth. These efforts reflect our ongoing commitment to evolving and staying ahead, not only in what we build together, but in how we lead.

As we look ahead, we remain focused on continuous improvement and making a long-term impact. With the strength of our team and the support of our partners, we're confident that Ideal Contracting will continue to set the standard for excellence in our industry."



Rich Brown
President, Ideal Contracting

CORPORATE OVERVIEW

Ideal Contracting is one of the premier general contractors in Michigan with operations across the U.S. **Our tireless commitment to build what matters ensures that the quality of our work is second-to-none and that we continue to forge lasting relationships** with our customers, partners, and team members.

Our loyal, dependable team of **350+ self-perform professionals and 100+ full-time staff** successfully deliver projects in a wide range of sectors including automotive/manufacturing, sports/entertainment, higher education, energy/petrochemical, and more. We are flexible in our delivery methods with extensive experience in design-build, competitive bid, and blanket contract service agreements including nearly 20 years as one of General Motors' few strategic suppliers.

A family-owned, certified MBE, we are deeply committed to diversity and inclusion throughout our organization and in our supplier relationships. Our people first approach is supported by a best-in-class safety program, our robust talent development process, and proactive engagement with our local, Southwest Detroit community.

At Ideal Contracting, we believe that strong relationships with our partners and a team of passionate and skilled people is the most important thing we build.

OUR MISSION

Deliver long-term value to our clients through results, trust, experience, and quality people, while building strong communities where we work and live.

OUR CORE VALUES

SAFETY Live, lead, and empower each other to ensure everyone goes home safely.

TALENT Cultivate, leverage, and inspire personal growth to advance the mission of the company.

INTEGRITY Our actions will be guided by transparency, honesty, and the principle to always do the right thing.

SUSTAINABILITY Contribute to the advancement of neighborhoods we operate in, by developing safe communities and a strong educational structure.



BELLE ISLE CONSERVATORY
DETROIT, MI



INDUSTRY RECOGNITION



We have dedicated much of our time and energy to finding and building the people that make up Ideal Contracting. By doing so, our company continues to be equipped with the leadership and personnel required to support an award-winning safety program and unrivaled customer experience. We are proud of our nationally recognized performance in safety, project delivery, and customer service.

In unison with our people-first approach is Ideal Contracting's affiliation with several organizations in the construction industry, including AGC, TAUC, AISC, and CAM. Additionally, we are associated with many local organizations, such as MHCC and MMSDC, who support the growth and development of MBEs like Ideal Contracting. All these organizations positively impact the world around us, and we are honored to support them.

ORGANIZATION AFFILIATIONS

AGC

TAUC

AISC

IMPACT

CAM

MHCC

MMSDC



AGC Michigan Outstanding Safety Performance Award



**TAUC Thomas J. Reynolds Excellence in Construction
Safety + Health Award**



AISC Safety Award of Merit



General Motors Supplier of the Year Award



INDUSTRY RECOGNITION

Ideal Contracting is proud to have been recognized with three awards for the Jason Hargrove Transit Center project. This recognition is a credit to the hard work and determination of our team, who worked collaboratively with our partners at DLZ and NORR to successfully deliver this state-of-the-art project to the City of Detroit.

The awards include:



Associated General Contractors (AGC) of Michigan Build Michigan Award - Design Build Category



Engineering News Record (ENR) Midwest Best Regional Project - Airport/Transit Category



Engineering Society of Detroit (ESD) Construction & Design Award



OUR SUSTAINABILITY COMMITMENT

The United Nations Sustainable Development Goals provide a blueprint for improving health and education, reducing inequality, stimulating economic growth, and dealing with climate change. We've aligned our strategy with the SDGs that are most relevant to our business so we can demonstrate how our work addresses some of the world's most pressing challenges.

Ideal Contracting has built a sustainability strategy that is congruent with many of the United Nations Sustainable Development Goals, a shared collection of sustainable objectives that address global challenges. By constructing our commitment around the SDGs, we can more accurately present the steps that we are taking to create a prosperous and sustainable future for all.

We have implemented and achieve 100% percent renewable energy at our Detroit headquarters, reducing our Scope 2 Carbon footprint through our partner, DTE, which is Green-e certified. The sources of renewable energy being utilized at our HQ consist of 50% solar and 50% wind.

HOW OUR GOALS ALIGN WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



SOCIAL

Continuously strengthen our communities through education and developmental opportunities.

Promote the diversity of our workforce, suppliers, and communities to deliver equal opportunity and inclusion for all.

Develop the next generation of leaders by establishing and promoting educational programs for current and future employees.



ECONOMIC

Build and maintain relationships with a diverse range of suppliers and trade partners through our Supplier Diversity Initiative.

Implementing Lean principles in addition to other waste reduction activities.

Employ smart, ethical business practices that support informed decision-making.



ENVIRONMENTAL

Research and utilize waste management and reduction programs.

Measure progress toward our goal of becoming Net Zero by 2035.

Continue to move to renewable energy sources.

OUR PLEDGE TO NET ZERO



Ideal Contracting is committed to achieving **Net Zero by 2035** as we believe we are stewards of our environment and the communities in which we work and live.

Ideal Contracting will:

Improve our environmental performance and review our outcomes annually and report on year-over-year changes

Develop and maintain environmental programs with our Net Zero initiative in mind and decrease adverse environmental impacts

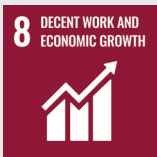
Implement pollution and waste management programs to reduce, reuse, and recycle materials

Innovate practices and procedures to ensure water and energy are used to conserve properly

Comply with all environmental, health, and safety regulations on the local, state, and federal levels

Educate staff and subcontractors on these policies and procedures to help us in our environmental goals

We stand strongly behind this statement and plan to robustly manage our environmental impact through monitoring progress against target objectives with annual disclosures that include CPD, EcoVadis, and The Sustainability Project.

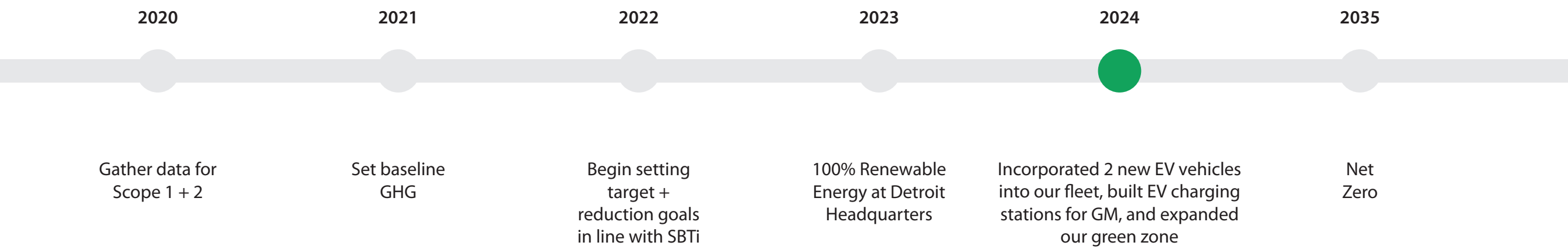


GHG REPORTING



Ideal Contracting understands tracking our sustainability journey is an important step in achieving our Net Zero 2035 pledge. We disclose to several platforms to ensure a robust picture of where we are and where we need to go. These include Ecovadis, CDP, The Sustainability Project, and ISN. Our journey began in 2021 and was our baseline in developing our plan to achieving Net Zero. We are proud to be ahead of many in our industry and will continue to improve year over year.

Our Journey to Net Zero

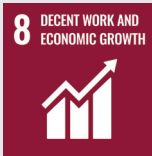


COMMITMENT TO SAFETY

Safety is the most critical element of everything we do at Ideal Contracting. Through the education of our employees, the integration of new technologies and equipment, and the goal of continuous improvement, we have fostered a culture where everyone builds our success in safety together.

On average each employee received over 16 hours of training in 2024, a 6-hour increase from 2023.

- CPR
- MUST
- On-Site Orientation
- Weekly Toolbox Talks
- Respect in the Workplace (DEI)
- Harassment Training
- Knowbe4 (cyber security training)



SAFETY INITIATIVES

Some of our safety initiatives include:

- “Guidelines For Ironworkers,” a safety-focused manual that outlines various scenarios and guidelines for our tradespeople to reference. This book was crafted with our ironworkers in mind and builds on our safety-first approach to every project
- Working with FallTech, an industry-leading expert in fall protection products, we’ve implemented ANSI Class 2 compliant fall protection equipment as the standard requirement across all our sites. This is a forward-thinking enhancement that makes our people and sites safer
- We require all team members to wear gloves while on a job site. Our gloves are made of a combination of cut and impact-resistant material that meets the needs of our team based on the type of work we perform

Our safety efforts have paid off. In 2024, we saw a decrease in our EMR, DART, and RIR, even with an increase in man-hours.



YEAR	EMR	DART	RIR	TOTAL MAN-HOURS
2024	0.70	0.65	0.98	1,224,581
2023	0.76	0.33	1.16	1,212,009
2022	0.70	1.15	1.61	867,702



GUIDELINES FOR
IRONWORKERS BOOK

WORKPLACE WELLBEING

In September 2024, during National Suicide Prevention Month, Ideal Contracting rolled out a new employee assistance program with CredibleMind. CredibleMind provides expert-curated and scientifically backed mental health content. It's a free, one-stop-shop digital platform available to our employees and their families. It includes an expansive library of trusted information, tools, and assessments available via a range of media. CredibleMind allows our employees to make mental health a journey, where they can take a step forward each day while learning how to better care for themselves.

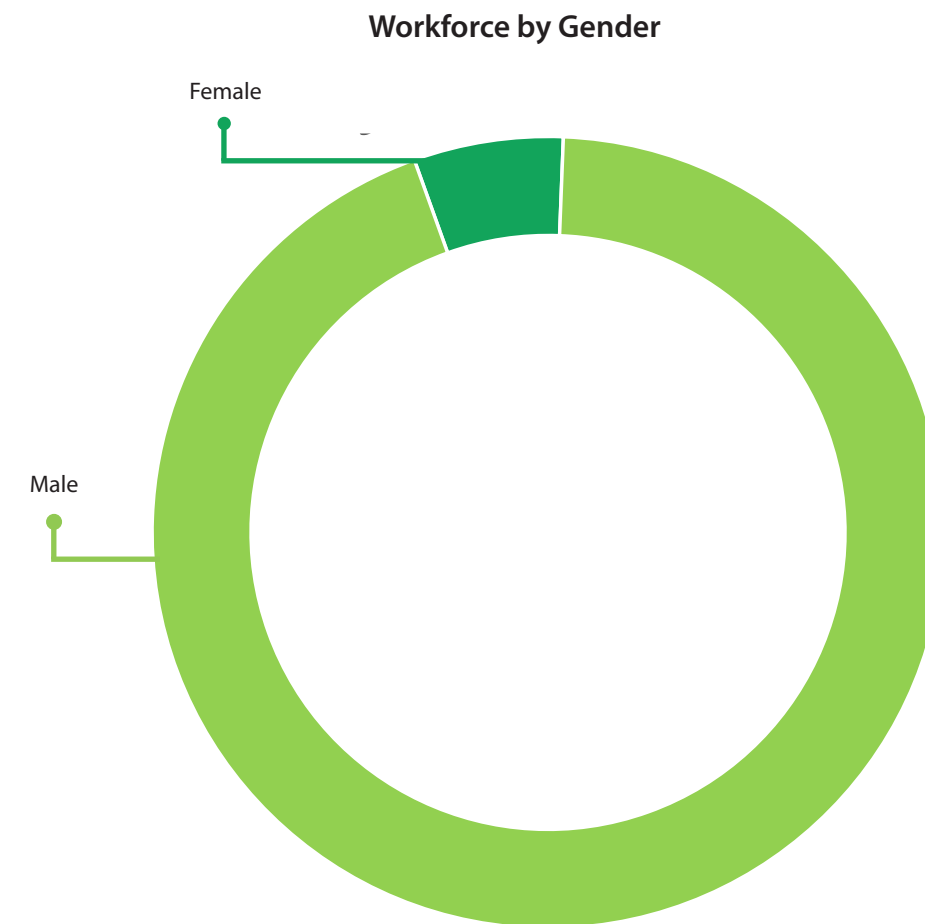
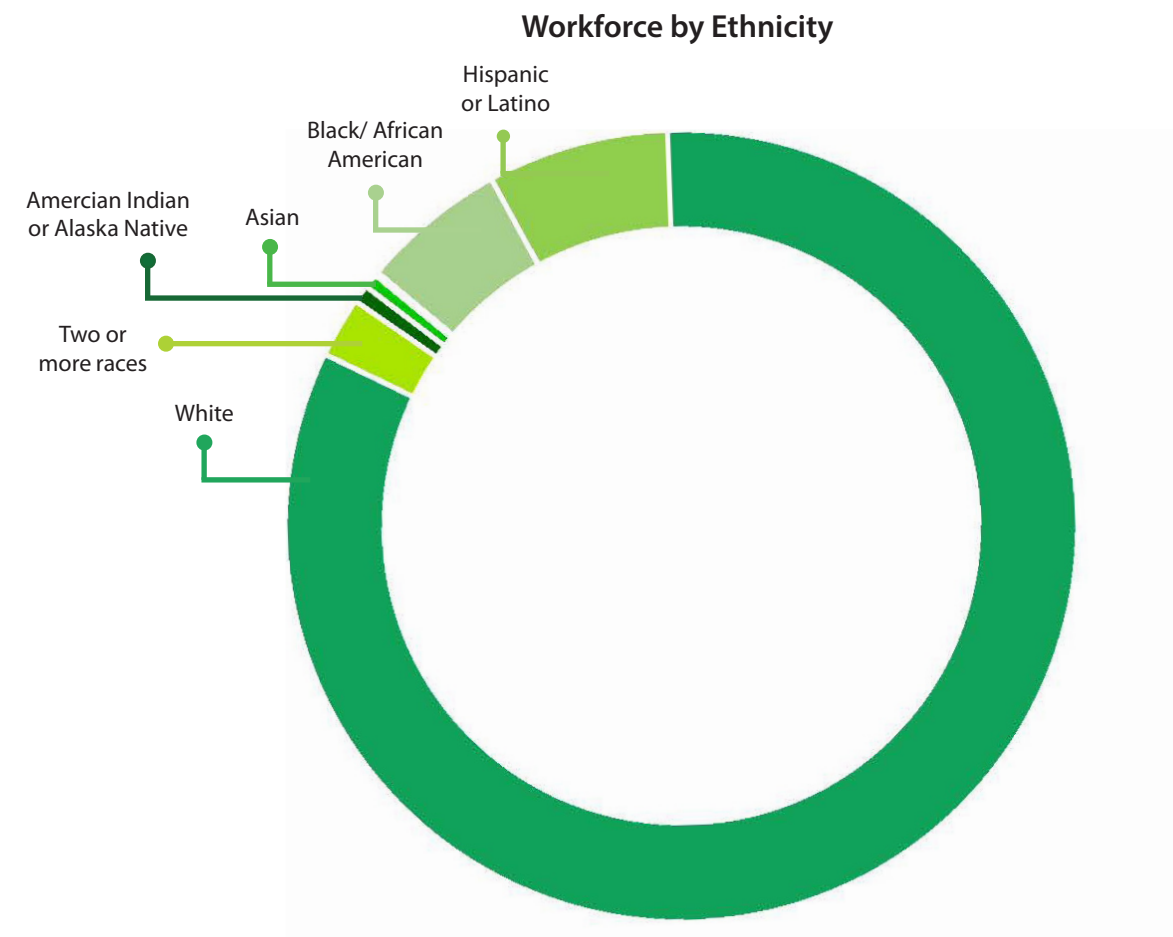
CredibleMind covers 100+ topics including:

- › Stress
- › Time-Management
- › Burnout
- › Happiness
- › Anxiety
- › Sleep
- › Depression
- › Parenting
- › Relationships
- › Grief and Loss
- › Mindfulness
- › Substance Use
- › Aging



OUR WORKFORCE

We are confident in the ability of our company's mission, principles, and culture to establish a platform for change. Change that builds opportunities for all to make a difference in their work while promoting a healthy global marketplace. At our core, we embrace diversity in all facets of business, exercise equitable processes and procedures, and foster an inclusive culture across our organization. In doing so, we stimulate innovation and inspire the leadership necessary to advance in a competitive industry.



COMMIT

to hire and pay based on skill and experience regardless of ability, age, ethnicity, gender identity, nationality, race, religion, sex, or sexual orientation.

ATTRACT

prospective employees by creating inclusive workplaces that are free from harassment, hazing and bullying.

RETAIN

high-performing employees by identifying and removing barriers to advancement.

EMPOWER

every employee to promote a culture of diversity and inclusion.

WOMEN IN CONSTRUCTION

The Women of Ideal was created to support and empower the incredible women within our organization, as well as our industry. The group officially kicked off in October 2023 to develop a mission and vision for the Women of Ideal and organize interactive events that support them. The mission is simple: to “champion women to influence the construction industry.” Their impactful vision statement is to “empower and build each other through opportunities to bridge our careers and personal lives.” The Women of Ideal are proud to begin this journey of creating an inclusive and empowering space where everyone is welcome to collaborate, share experiences, and drive positive change. The participation within the group has been phenomenal, and we are excited to see the big things these women will accomplish together in the years to come!

"FLEECE & THANK YOU" DRIVE

In November 2024, the Women of Ideal organized a “Fleece & Thank You” drive to make blankets for Alternatives For Girls and children in hospitals across Michigan and northern Ohio. Joined by many volunteers, the Women of Ideal successfully made 50 blankets for donation.



WIC WEEK PANEL

During Women in Costruction Week, the Women of Ideal hosted a panel at the Michigan Regional Council of Carpenters and Millwrights Training Center in Detroit, discussing the many career paths in construction and the steps to get there. The panel featured four women from diverse backgrounds, sharing their experiences with students and staff from local schools.

After the discussion, students toured the Training Center, explored the Tools to Schools trailer, and built wooden toolboxes with volunteers from the carpenters' staff for a hands-on experience.



COMMUNITY INVOLVEMENT

1.2 million donated to SW Detroit organizations

8 community partners



**Detroit
Hispanic
Development
Corporation**



**Detroit Design
Build Green Hub**



24-25 BY THE NUMBERS

223

TOTAL STUDENTS ENROLLED
IN HOLY REDEEMER
GRADE SCHOOL

267

TOTAL STUDENTS ENROLLED
IN DETROIT CRISTO REY HIGH SCHOOL

19

8TH GRADERS GRADUATED

2

RENOVATED ROOMS

11

ATTENDING
DETROIT CRISTO REY
HIGH SCHOOL

5

IDEAL GROUP INTERNS IN 2024

15

RENOVATED ROOMS

8

HIRED AS IDEAL EMPLOYEES

100%

COLLEGE ACCEPTANCE



BUILDING FUTURE LEADERS

The Build U Internship Program provides students with meaningful, challenging, and hands-on experiences in the construction industry. We truly focus on preparing students to enter the workforce with the proper knowledge and resources to be successful. To achieve this, Build U interns are immersed in office and field environments, ensuring they have a deeper understanding of the different facets of construction. In addition to their everyday tasks on-site and in the office, students attend regular training programs, team-building activities, and networking events.

At Ideal Contracting, we believe it's about more than just work. We strive to aid our students in their professional and personal development. As a result, the Build U program feeds our talent pipeline with exemplary individuals who immediately contribute to our collaborative project teams.

14

interns hired on in
summer 2024

85%

hired after program
completion



HOLY REDEEMER HEALTHCARE CAREERS

- 10 week program
- 4+ field trips
- 6+ guest speakers
- 45 student participants



NEW PLAYGROUND AT HOLY REDEEMER
BUILT BY IDEAL CONTRACTING

FIRST ROBOTICS REC'D CENTER

FIRST Robotics is a program that encourages student participation in STEM subjects through interacting with robotics technology. This is accomplished by connecting students with supportive mentor-based programs that build science, engineering, and technology skills. Frank Venegas, Founder & Chairman of Ideal Contracting, helped start robotics at the Detroit Hispanic Development Corporation in 2013 with just a dozen students. Today, Ideal Contracting continues to partner with DHDC to support ten FIRST Robotics teams and twenty-six mentors. Ideal carpenters dedicate time each year to building practice fields for the teams to challenge each other in preparation for competitions with other schools.

26 MENTORS

10 ROBOTICS TEAMS



FRANK VENEGAS ROBOTICS ENGINEERING CENTER

Frank Venegas and Ideal helped sponsor the Robotics Engineering Center of Detroit's renovation of their 8,000 SF maker space and extension of programming to elementary and middle school participants within our community.



COMMITMENT TO SUPPLIER DIVERSITY + MBE GROWTH

Supporting business diversity plays a major role in Ideal Contracting's core values. Through our Supplier Diversity Initiative, Ideal Contracting creates a corporate culture that seeks to build relationships with minority owned (MBE), woman owned (WBE) and veteran owned businesses. In this pursuit we continue to expand in the number of M/WBE(s) vendors that we work with, as well as increased total dollars spent with these companies.

Ideal Contracting leadership maintains the idea that mentorship is key to diversifying and growing our vendor base. Ideal's owner, Frank Venegas Jr., and the entire Ideal Contracting management team have made great efforts to continue mentoring other MBE/WBE(s) by sharing some of the knowledge and expertise that has been gained in our over 25 years of operation.

Ideal understands that our workplace, and the communities in which we live and work, are made up of a broad range of individuals and organizations. Diversity of these individuals and organizations bring our unique strengths to the forefront. Utilizing these strengths enables us to provide better services, while building stronger communities.

Michigan Hispanic Chamber of Commerce (MHCC)

The Michigan Hispanic Chamber of Commerce advocates for the betterment of Michigan's Hispanic businesses and consumers by promoting its members' economic growth, advancement, and sustainability. Jesse Venegas, Vice President of Ideal Group, serves as the Chair for MHCC, helping direct the organization's quest to build more involvement in supplier diversity development programs and international trade with Mexico and other Latin American countries.

Michigan Minority Supplier Development Council (MMSDC)

The Michigan Minority Supplier Development Council is a non-profit dedicated to advancing business opportunities for certified minority business enterprises. MMSDC serves its corporate members by connecting them with minority-owned suppliers to develop strong relationships and economic prosperity. Ideal Group Vice President Linzie Venegas serves on the MMSDC board to help advance their mission of "driving economic growth within minority communities."

National Minority Supplier Development Council (NMSDC)

The National Minority Supplier Development Council aims to build and foster opportunities for equity and generational wealth in systematically excluded communities. Supported by 23 regional affiliates, including MMSDC, NMSDC is a true facilitator of opportunity. The organization aims to connect MBEs and corporations, the public sector, and other MBEs to build relationships and entrepreneurship.

Tuck School of Business MBE Program

Dartmouth's Tuck School of Business is a leader in Higher Education. The school's mission is to "develop wise, decisive leaders who better the world through business," and they do so by constructing a deep curriculum and an engaged learning experience for their students. Linzie Venegas is an instructor for the school's Digital Excellence Program, where she teaches small business owners how to grow their businesses using the fundamentals of digital marketing.



COMMITMENT TO A SUSTAINABLE FUTURE

Our commitment to sustainability is directly aligned with our commitment to our Southwest Detroit community. One of the ways Ideal honors that commitment is by continuously investing in two urban gardens and a park on our headquarters campus. These places serve our community residents in several ways.

Once a vacant General Motors parking lot, Cadillac Urban Gardens is a community-driven vegetable garden that has repurposed old GM shipping carts into raised vegetable beds. The produce that is yielded from the garden is safely distributed throughout the community every year.

Located down the street from Cadillac Urban Gardens, Scarcyny Park & Garden is a family-oriented attraction that hosts several activities from the Spring to Fall seasons. Ideal proudly leads the efforts to maintain this once-empty lot as the flourishing attraction it is today.

Our continued partnerships with GM, DTE, Magna, and many other organizations are pivotal to maintaining these sustainable places within our community.



527 residents accessing fresh food through the garden

1,925 volunteer hours

2.1 tons of free, fresh produce distributed Detroit residents from May to October

10 GDYT summer interns between the ages of 14-20

3 University of Michigan Urban Agriculture interns in collaboration with the UM campus Farm, Growing Hope, Oakland Ave Urban Farm, and D Town Farm

16 weeks of supporting CHASS Mercado, providing garden-based education and free produce to Mercado attendees

331 shipping containers repurposed into garden beds

30 replica gardens

2 urban gardens and a park developed on Ideal's headquarter campus

5 university-based research projects



GM CARES WEEK

114 volunteers throughout the week

570 volunteer hours

8 community sites

11 years of GM Cares Week



MICHIGAN HUMANE SOCIETY

SCARCYNY PARK

265,647 pounds of pet food distributed
in SW Detroit

60 pet adoptions

25 community partners engaged

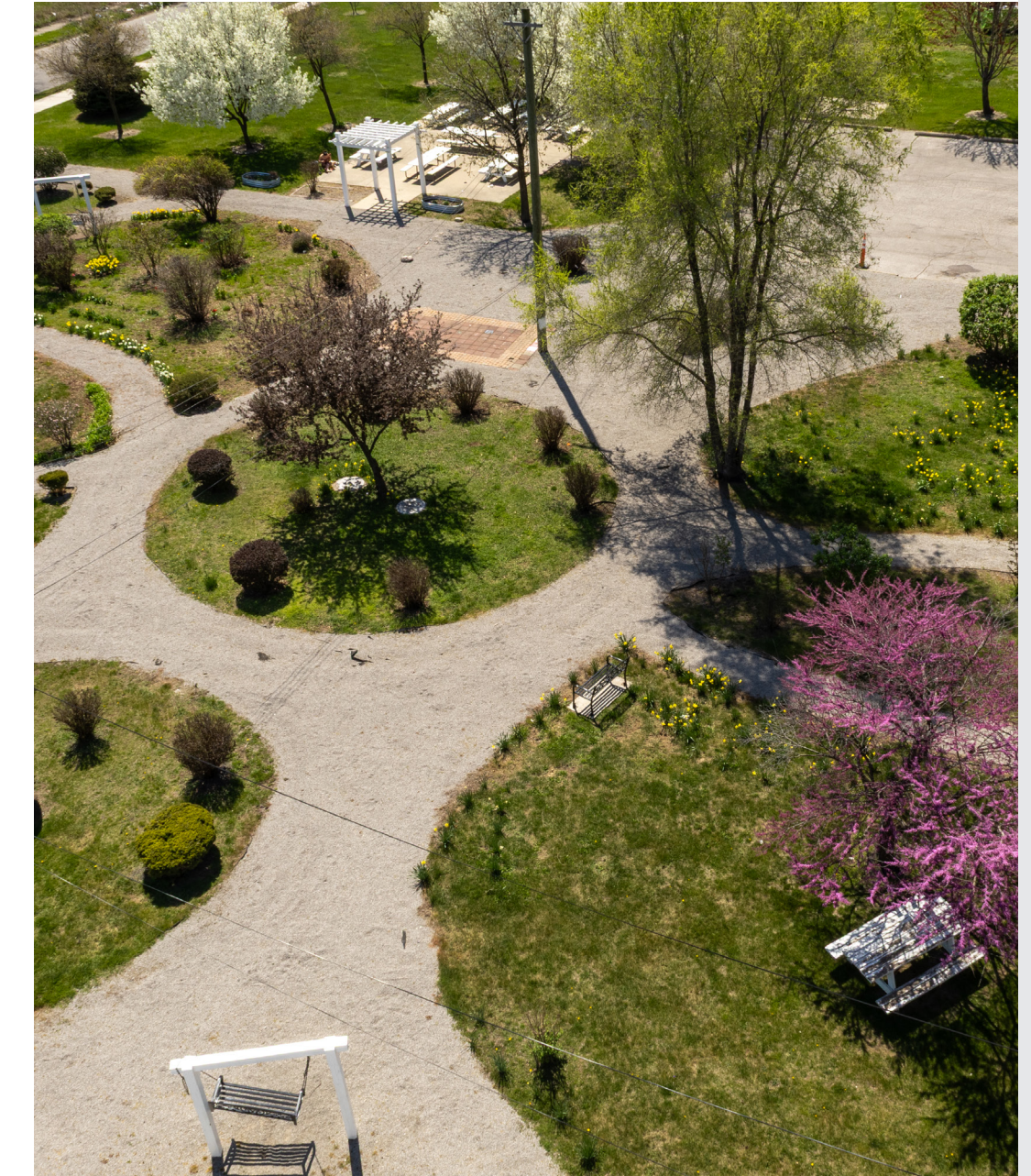
825 pets provided veterinary care



6 free community events

5+ employee-led events

100+ kids join throughout the summer



DTE MI GREENPOWER

Ideal Contracting has been enrolled in the DTE MIGreenPower program since the second quarter of 2023. The MIGreenPower program is a simple and affordable program that puts more clean energy on the grid through DTE customers attributing a percentage of their monthly electricity usage to clean energy. Ideal Contracting attributes 100% of our energy from renewable resources, making our energy consumption 100% clean! Since we have enrolled in the program, our impact on the environment is equivalent to planting approximately 4,857 trees and removing 35 cars from the roadways. We are eager to continue our impact through the DTE MIGreenPower program to help everyone enjoy the benefits of local clean energy.

\$100,000 investment to create a green corridor around our campus, reducing dust and noise and improving the local community.

1. Coniferous trees and shrubs screen the building.
2. A 'mowing path' along the fence allows for regular maintenance.
3. Dark fences visually recede and look less like a barrier.
4. Complete and well-maintained sidewalks are important for both aesthetics and safety

BEFORE - Industrial Property Adjacent to Residential

AFTER - Finished Greenzone Expansion





SAFETY
LIVE, LEAD, AND EMPOWER
EACH OTHER TO ENSURE
EVERYONE GOES HOME SAFELY

INTEGRITY
OUR ACTIONS WILL BE GUIDED BY
TRANSPARENCY, HONESTY, AND
THE PRINCIPLE TO ALWAYS
DO THE RIGHT THING

TALENT
CULTIVATE, LEVERAGE, AND INSPIRE
PERSONAL GROWTH TO ADVANCE THE
MISSION OF THE COMPANY

SUSTAINABILITY
CONTRIBUTE TO THE ADVANCEMENT
OF NEIGHBORHOODS WE OPERATE IN, BY
DEVELOPING SAFE COMMUNITIES AND
A STRONG EDUCATIONAL STRUCTURE



SUSTAINABLE OFFICE DESIGN

Initiatives completed:

- › LED lighting
- › Motion controlled lights
- › Dell Energy Star computers
- › TCO certified monitors
- › Improved medical grade HVAC system in 2020
- › EV charging stations
- › 100% renewable energy in 2023

In 2023, we completed our transition to cloud-based servers thus reducing our environmental impact on energy consumption. Partnering with US Signal, we have moved our data to a green data center, reducing our carbon footprint and moving forward to our sustainability goals.

YOUR VISION.OUR PEOPLE.
BUILDING TOGETHER.