



PROTECTING OUR ENVIRONMENT

At Sterling Infrastructure, Inc. ("Sterling"), we understand that what we do has an immediate and significant positive impact on improving human conditions. Our projects build and service the infrastructure that enables our economy to run, our people to move and our country to grow. Sterling is playing a critical role in building the manufacturing facilities that are reshoring production to the United States, the data infrastructure that enables AI and other emerging technologies, the transportation infrastructure that connects us, and the homes we live in. This infrastructure is the foundation of the America of tomorrow. We embrace our responsibility to adopt and develop sustainable solutions for our industry and promote a more sustainable and equitable future.

We believe our long-term success depends on the consistent value we deliver to our customers, employees, suppliers, shareholders and all stakeholders. We are committed to protecting the environment at every project site and throughout our footprint to ensure we safeguard the communities where we live and work and beyond. Our Environmental Policy outlines our commitments to sustainable resource management and practices that apply across all Sterling businesses and subsidiaries. We ask our suppliers, partners, vendors and other third parties that do business with us to share our corporate commitments and standards.

Implementation & Governance

Our Board of Directors as a whole is responsible for risk oversight, with reviews of certain areas being conducted by the relevant board committees that report to the full Board. Throughout the year, the Board receives briefings and assessments of risks, including environmental responsibility and sustainability, HSE compliance, ESG compliance, climate change-related factors and management of subsidiaries, construction JV partners and integration of new acquirees. Our Board believes that full and open communication with executive management is essential to effective risk oversight, including enterprise risk assessment and risk mitigation strategies. Executive Management attends all regularly scheduled Board meetings and is available to address any questions or concerns raised by our Board.

- + This statement is reviewed annually and updated as needed.
- + We integrate environmental considerations into strategic planning and business processes, including due diligence in merger and acquisition activity.
- + We provide training, communications and resources to our employees to promote awareness and sound environmental practices.

Our commitment to protecting the environment includes:

Stakeholders and Communities

- + We engage and consult with key stakeholders on environmental issues.
- + We partner with our communities to help build strong, safe and healthy communities.

Customer Solutions

- + We collaborate with our customers as a trusted partner in addressing environmental challenges.
- + We consistently strive to be innovative to deliver environmental solutions for our customers' needs.

Compliance

- + We are committed to complying with all applicable local, state and national environmental laws and regulations.

Continuous Improvement and Monitoring

- + We monitor emerging environmental trends and issues that may impact our business.
- + We are committed to taking immediate action to report and respond to situations that may negatively impact the environment.

Environmental Stewardship

- + We aim to prevent deforestation, conserve water and care for natural resources in and around our operations and the communities where we operate.
- + We work to minimize impacts on the surrounding landscapes by protecting ecosystems, green spaces and soils.
- + We take care to limit biodiversity loss and onsite disturbances to protected species and inhabitants.

Energy Management

- + We promote energy conservation and energy efficiency improvements by utilizing energy-efficient measures at all of our office locations, project sites and facilities.
- + We embrace new energy-efficient technologies by testing and utilizing advanced equipment and solutions.

Renewable Energy

- + We promote renewable energy use and incorporate renewable energy sources available and applicable to our operations.
- + We support renewable energy collaborations through partnerships with peer companies, suppliers and other stakeholders.

Water Conservation and Quality

- + We recognize water availability concerns and strive to practice safe and efficient water management and conservation measures.
- + We evaluate and incorporate opportunities for capturing spent water and re-purposing in other onsite operations.

Waste Reduction

- + We continuously improve our environmental performance and strive to eliminate or reduce our impacts by minimizing waste through reuse and recycling.