



ENVIRONMENTAL POLICY STATEMENT

Michels Corporation (Michels) is committed to good corporate citizenship, environmental leadership, and supporting a healthy environment through stewardship and sustainability. We firmly believe our commitment to the environment benefits our employees, customers, and the communities in which we serve. Michels' environmental policy and operations are based on the following fundamental guidelines.

- We will protect the environment and human health through our guidelines, policies, and procedures that further drive compliance with applicable environmental laws and regulations.
- We will regularly communicate with our employees and subcontractors and will provide them with the tools necessary to uphold our commitments through awareness, training, lessons learned, and stewardship.
- We will promote pollution prevention and strive to minimize waste and emissions, encourage recycling and the reuse of materials and natural resources.
- We will continually review our environmental program, guidelines, and actions to identify areas where we can improve to protect the environment.
- We will be good corporate citizens and neighbors by promoting environmental compliance and sustainability from our operations and job sites.

Patrick D. Michels, President and CEO, Michels Corporation

12/11/24
Date