



Everus Construction Group Policy No. CORP-104
EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE
ACTION PLAN
Effective Date: November 1, 2024

PURPOSE

The purpose of this policy is for Everus Construction Group, Inc, (Everus) to show its firm commitment to the philosophy of Equal Employment Opportunity and affirmative action policies and is dedicated to the achievement of equality of opportunity for all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives, and legislation.

SCOPE

This policy covers all employees of Everus and all subsidiaries and entities directly or indirectly majority-owned by Everus.

PROCEDURE

A. Everus will:

- a. Recruit, hire, train, promote, discipline, and discharge persons in all job classifications without regard to race, color, religion, sex (including pregnancy, lactation, childbirth or related medical conditions), sexual orientation, gender identity, age (40 and over), national origin or ancestry, citizenship or immigration status, physical or mental disability, genetic information (including testing and characteristics), veteran status, uniformed servicemember status or any other status protected by federal, state, or local law (collectively, "Protected Characteristics");
- b. Ensure that employment-related decisions are made in accordance with the principles of equal employment opportunity by imposing only job related requirements for employment opportunities;
- c. Ensure that all personnel actions such as compensation, performance reviews, transfers, layoffs, return from layoff, company-sponsored training, education, tuition assistance, social, and recreational programs are administered without regard to race, color, religion, sex (including pregnancy, lactation, childbirth or related medical conditions), sexual orientation, gender identity, age (40 and over), national origin or ancestry, citizenship or immigration status, physical or mental disability, genetic information (including testing and characteristics), veteran status, uniformed servicemember status or any other status protected by federal, state or local law (collectively, "Protected Characteristics"); and
- d. Ensure that employees and applicants are not subjected to harassment, intimidation, threats, coercion, or discrimination because they have or may:
 - i. File a complaint;
 - ii. Assist or participate in an investigation, compliance evaluation, hearing, or any other activity related to equal employment opportunity, affirmative action programs, or this policy;
 - iii. Oppose any act or practice related to equal employment opportunity, affirmative action programs, or this policy; or
 - iv. Exercise any other right protected by equal employment opportunity or affirmative action laws and/or regulations.
- e. Will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay

or the pay of another employee or applicant. Employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the corporation, or (c) consistent with the corporation's legal duty to furnish information.

- B. Each operating company, as defined in Policy Preparation and Distribution (**LEGAL-100**), will communicate its EEO policy in accordance with applicable laws and regulations.
- C. Each operating company, as defined in **LEGAL-100**, will develop, communicate, and audit its Affirmative Action Plan in accordance with applicable laws and regulations.
- D. The Human Resources leader for each operating company, as defined in **LEGAL-100** will review its progress in relation to the AAP and provide a written report annually to the respective president and the Everus Vice President of Human Resources. The Everus Vice President of Human Resources will provide an annual consolidated corporate wide report to the Everus President and Chief Executive Officer (CEO).
- E. In accordance with public law, the Everus program of affirmative action for qualified individuals with disabilities and the program of affirmative action for protected veterans are available for inspection in the Human Resources department, Monday through Friday, from 8:00 a.m. to 5:00 p.m. upon request.

ADMINISTRATION

Under the direction of the Everus President and Chief Executive Officer, the Everus Vice President of Human Resources has overall responsibility for this policy, and under the direction of the operating company President, the Human Resources leaders are responsible for the implementation of this policy in their respective company. The Everus Vice President of Human Resources is responsible for the implementation and coordination of the procedures.

Reviewed: /s/ Britney A. Hendricks
Britney A. Hendricks
Vice President of Human Resources

Approved: /s/ Jeffrey S. Thiede
Jeffrey S. Thiede
President and Chief Executive Officer