



REDEFINING CONSTRUCTION EXCELLENCE

2024 ESG REPORT



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LETTER FROM THE PRESIDENT & CEO

To our colleagues, clients, and our community,

It is a privilege each year to introduce our Annual ESG Report. This report provides an opportunity to reflect on our progress and reaffirm our commitment to continuous improvement across the three pillars of Environmental, Social, and Governance. Now in our second year of formal ESG reporting, we are proud of the strides we have made and embrace the self-reflection this process invites.

Each reporting cycle allows us to assess our impact, realign our goals, and adjust our strategies. Our dedication to ESG strengthens our client partnerships, enhances the wellbeing of our employees, minimizes our environmental footprint, and fosters a culture of wellness and community across our jobsites.

Leopardo has long been a leader in environmental and social responsibility—and we remain committed to that leadership. As builders, we are proud to deliver complex, life-changing

to guide our efforts. After more than 45 years in business, we have cultivated a culture that values loyalty, purpose, and pride. Many of our employees have spent decades with Leopardo, and we have welcomed multiple generations of family members into our team—a testament to the strength of our workplace and the trust we have earned.

Our people are our greatest asset, and we show that through our actions—offering best-in-class benefits, investing in career development, prioritizing safety, and supporting causes that matter with initiatives like paid volunteer time and charitable giving.

We also remain deeply committed to our clients, delivering exceptional service and investing in the tools and technologies that support safety, sustainability, and innovation. These efforts have laid a solid foundation for continued growth. Looking ahead, 2025 will be a milestone year as we begin updating our headquarters and relocating to a new downtown office designed with ESG principles at its core.

We are building more than spaces—we are building a better future. I am proud to share our progress and reaffirm our commitment to ESG. I am especially grateful to our project and management teams, whose passion and dedication are key to our continued success.

Sincerely,



A stylized handwritten signature in black ink.

GIANCARLO PACINI
President & CEO
Leopardo Construction

The rapid evolution of ESG practices over the past five years has significantly transformed the construction industry—and Leopardo along with it.

projects in healthcare, aviation, office, residential, municipal, retail, and hospitality markets. Our success is made possible by our multi-talented project teams and our network of exceptional trade partners. Every project we take on is a collaboration, with ESG principles embedded into how we plan, execute, and grow.

The rapid evolution of ESG practices over the past five years has significantly transformed the construction industry—and Leopardo along with it. Increasingly, clients seek partners who share their values and commitment to impact. We are honored to be that trusted partner, helping clients meet their ESG goals while advancing our own.

To further institutionalize this commitment, we have integrated ESG into our long-term strategic planning and formed a steering committee comprised of senior leaders

1 ENVIRONMENTAL **IMPACT**



WE'RE REDUCING OUR IMPACT & BUILDING A GREENER WORLD.

Our involvement and advocacy around sustainable construction has set the stage for our industry.

2024 – HOW WE DID

The Jobsite Sustainability Strategies Metrics is our own jobsite sustainability strategies program aimed at meeting our commitments to the Contractor's Commitment to Sustainability and reducing our impact in areas that we can control—our jobsites.

91 projects that were under construction in 2024, with combined contract values over \$500 million, committed to 241 jobsite sustainability strategies. Here is the breakdown across our four environmental goals:

1. Reduce carbon emissions related to energy and fuel use on projects
2. Reduce embodied carbon on select projects
3. Divert waste from the landfill through salvage, reuse, or recycling
4. Implement consideration of water quality and conservation into jobsite operations and use water wisely on projects

2025 GOALS

01



Reduce the environmental impact of our projects by addressing energy, waste, water, and materials

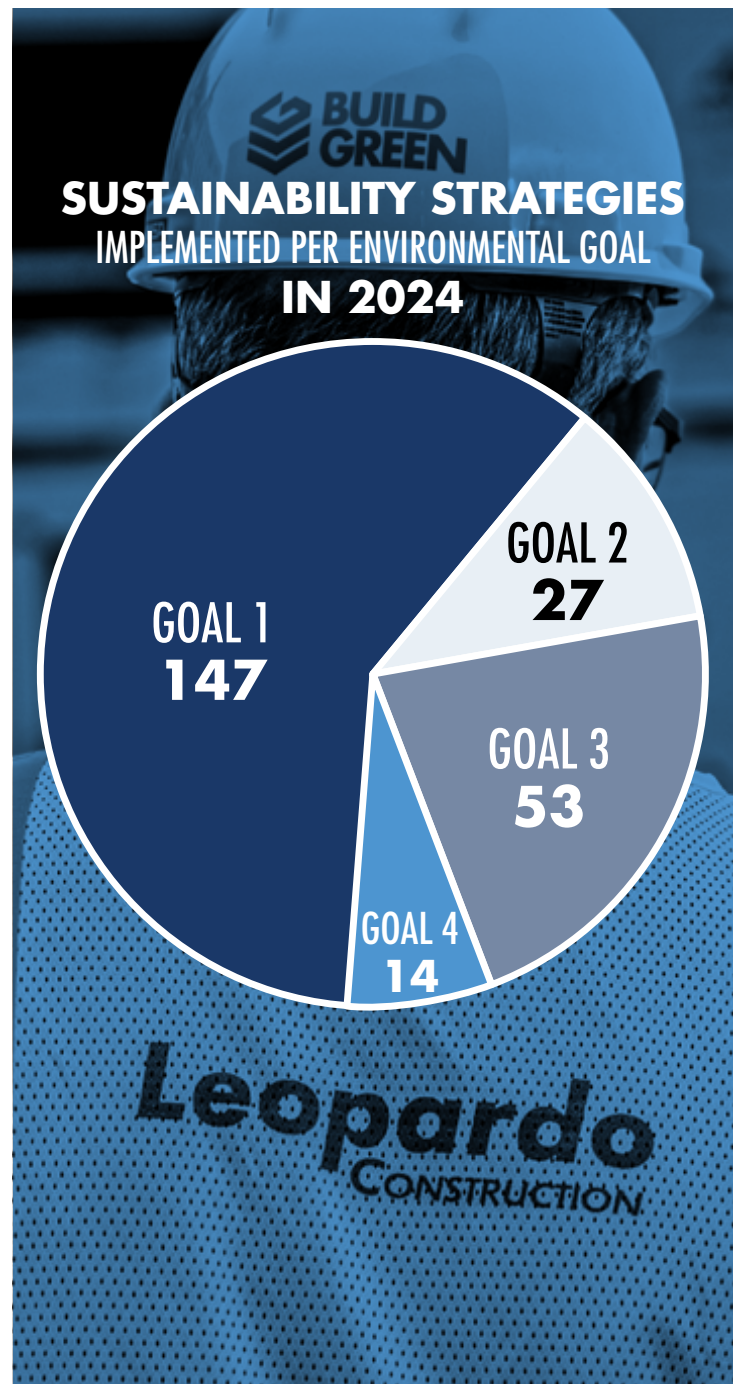
02

Improve the wellbeing of our jobsite staff by implementing on-site wellness strategies



03

Reduce our office's Scope 1 Emissions by 10%



WE PAVE THE WAY FOR A MORE SUSTAINABLE FUTURE.

As an early champion and participant in the Midwest's green construction movement, we are a recognized leader in sustainable building practices.

Our extensive experience includes over 50 projects certified in numerous green building and health and wellness rating systems. We leverage our knowledge and skills to help our clients achieve their project goals and build healthy, high-performing spaces.

Leopardo has worked hard to engage the industry to advance sustainable construction and green building initiatives. We have achieved this through many years of leadership and volunteerism with numerous organizations like the Illinois Green Alliance, US Green Building Council, Building Green Contractors Commitment to Sustainability, and DOE Design and Construction Allies Program. We have also led many regional groups including the Chicago Sustainable Construction Leaders and the Illinois Regional Member Network of the International Living Future Institute. Leopardo is proud of our most recent contribution to the next iteration of the LEED rating system, LEED v5.

For over 15 years, Leopardo's Beyond Green Committee has advanced the company's sustainability initiatives through our "Build Green" approach, which emphasizes leadership, advocacy, and continuous education.

GREEN BUILDING - CERTIFICATIONS & CREDENTIALS

We have deep experience building projects seeking third-party green building certifications, owner-initiated sustainability requirements, and single metric sustainability requirements. Our resume includes experience with The WELL Building Standard, Enterprise Green Communities, LEED, Green Globes, and the National Green Building Standard. Leopardo employees encompass a broad spectrum of green building credentials. Our staff holds numerous notable certifications, including:



Leopardo is signatory to the Contractors Commitment to Sustainability, a national framework created to advance construction firms in adopting sustainable practices.



VALENT BIOSCIENCES BIORATIONAL RESEARCH CENTER

25,000-SF OPEN OFFICE & LABORATORY | LAB & LIFE SCIENCES | LIBERTYVILLE, IL

SUSTAINABLE STEWARDSHIP IS PART OF EVERYTHING WE DO.

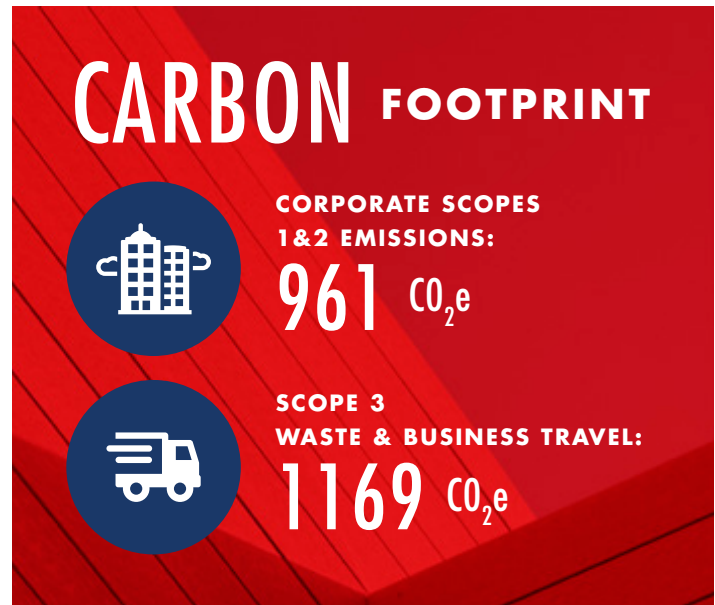
We're actively shaping a future where construction becomes synonymous with environmental responsibility.

WASTE MANAGEMENT

Leopardo has a corporate construction waste management policy that requires project teams to divert a minimum of 50% of waste from landfills. Additionally, three strategies in our Jobsite Sustainability Strategies Program address waste reduction. Our decommissioning services help clients achieve their waste reduction goals by keeping materials like furniture out of the landfill via donations to charitable organizations for re-use.

In 2024 we tracked construction and waste diversion on 66 projects with reasons varying from municipal or client-based waste diversion criteria, green building rating system requirements, or our own internal jobsite sustainability strategies program. Over 6,500 tons of waste from these jobs were diverted from the landfill through strategies like salvage and reuse, recycling, and more, achieving an 88.97% diversion rate!

Internally, we offer programs to engage our employees and encourage them to recycle. This includes conventional

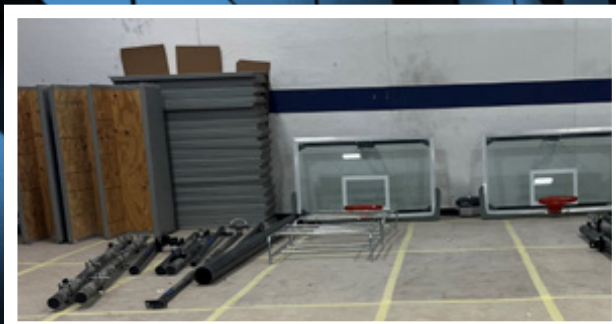


office recycling programs that in some offices expanded to encompass the recycling of electronics or batteries. Our Chicagoland offices participate in Zero Landfill Chicago, which works to keep architectural samples out of landfills. We are looking to further expand these programs in 2025.



ESG IN ACTION

Leopardo's Jobsite Sustainability Strategy of "Diverting usable material from the waste stream to reuse" was put into practice by our team on the SMART Local project in Downers Grove, Illinois. Demolition from the project, which included two ceiling-mounted, court-sized basketball backboards with hoops was donated to the DuPage and South Chicago Habitat for Humanity. After much coordination and planning, Leopardo delivered the hoops, which each weighed around 1,000 lbs. This initiative not only diverted more than a ton of waste from the landfill, but also provided saleable product to Habitat for Humanity to fund their important work.



OUR OFFICES RECYCLE

We participated in Film and Keurig recycling programs.

Our popular officewide programs recycled **283.20 lbs** of Keurig Coffee Pod Recycling and **31 lbs** of Film Recycling.

RESOURCE CONSUMPTION & SUPPLY CHAIN MANAGEMENT

We self-perform numerous trades and have significant leverage with materials and supply chain management. This is magnified when our relationships with subcontractor trades are taken into consideration.

As part of our commitment to reducing impact, we evaluated the materials purchased through our self-perform trades, considering both environmental and wellness factors. The evaluation of drywall and accessories, cold formed metal framing, paint, and insulation resulted in recommendations to our purchasing teams that prioritized the most sustainable and healthy choices. This approach will help guide future purchasing decisions.

Additionally, a healthy and sustainable materials framework has been created and shared with project teams to ensure sustainable and healthy materials are not eliminated during the value engineering and substitution processes.

AIR, LAND & WATER IMPACTS

Construction has a significant environmental impact on both the jobsite and the raw materials with which we build. Our overall goal is to mitigate impacts to the air, land, and water that may be caused by our operations.

Leopardo also integrates sustainability best management practices alongside our jobsite sustainability strategies. These practices apply to all projects, including the Construction Activity Pollution Prevention Plan, which implements important measures to protect water resources on projects where a regulatory requirement does not exist. Our Construction Waste Management Policy reduces landfill waste by diverting materials to be recycled and reused. This reduces overall impacts on land, air, and water because of reduced reliance on virgin material extraction. Our limited idling policy reduces the emissions of particulate matter and other pollutants from our jobsites, improving air quality in all areas where we work. The Indoor Air Quality During Construction Program supports healthy indoor air quality measures for both our installers and future occupants.

2 SOCIAL IMPACT



WE'RE A TEAM, PART OF **SOMETHING BIGGER** THAN OURSELVES.

Our team is united by the work we do every day to help improve communities, shape skylines, and change lives.

We believe culture is about so much more than workplace awards and benefits—although we have plenty of those. Our culture is truly defined by the shared values that inspire us to passionately pursue construction excellence each day. For us, there's no better feeling than accomplishing the unimaginable.

RESULTS

In 2024, we furthered our social goals in a variety of ways. For example we:



**ENHANCED
INCLUSIVE
CULTURE**



**SPOTLIGHTED
COLLEAGUE
RECOGNITION**



**LAUNCHED NEW
HIRE LINKS
PROGRAM**



**EXPANDED
TRAINING &
DEVELOPMENT
ENDEAVORS**



**COMMITTED TO
EMPLOYEES'
OVERALL
WELLBEING**



**INTRODUCED
NEXT GENERATION
TO CAREERS IN
CONSTRUCTION**

- **Enhanced our inclusive company culture** by fostering an environment where all employees feel welcome and can thrive. Our employee-driven committees hosted over 20 events this year. These events and initiatives celebrated our unique culture, encouraged collaboration, enhanced employee connections, and inspired professional growth.
- **Spotlighted colleague recognition** through our employee success platform, which encourages employees to celebrate each other's demonstration of Leopardo's Workplace behaviors: Collaboration, Curiosity, Drive, Initiative, and Trust. As a result, our employee engagement survey showed a 10% increase in the belief that contributions to the organization's overall success will be recognized.
- **Launched Leopardo's New Hire Links program**, which connects new and existing employees and encourages growth. This initiative—a key part of our multifaceted mentoring program, Leopardo Links—pairs our more than 20 New Hire Links with incoming employees to ensure a smoother transition via the sharing of knowledge and the providing of assistance in acclimating to life at Leopardo. This program emphasizes our commitment to continuous learning, leadership development, and fostering a supportive culture.
- **Expanded our training and development endeavors** from 1,200 hours to 3,288 hours. This remarkable growth was achieved through continuous recognition via Leopardo's Learning Leaders Program and increased training opportunities, underscoring our dedication to fostering employee growth and excellence.
- **Committed to our employees' overall wellbeing** by providing offerings centered on the pillars of wellbeing—physical, financial, social & emotional, community, and career. These include benefit webinars about 401(k) planning and annual enrollment, annual wellness screenings, spring and fall corporate step challenges, and a robust EAP platform.
- **Introduced the next generation to careers in construction** by serving as ambassadors at various community events. Our volunteers supported the communities through a variety of initiatives, such as the CPS Skilled Trades Fair, Construction Career Spotlight at Naperville Central High School, and the ACE Mentor Program, sharing their knowledge and passion for the industry.

STRATEGY

We find the best ideas emerge through collaboration—which is why this core value is at the center of our social strategy. We aim to create sustainable employee engagement and meaningful experiences by encouraging everyone to participate in our initiatives, from sharing feedback and engaging in professional and personal development, to working within the community.

ESG IN ACTION

Leopardo's amazing women joined forces for Habitat for Humanity's Women Build event! They joined hundreds of other Chicago women to celebrate their strengths, have a blast, and help build stronger futures for women through safe and affordable homeownership! Aligned with Careers in Construction Month, Leopardo was proud to honor diverse careers and cultures that empower individuals to pursue their passions.

**2025 GOALS****01**

Attract and retain talented employees who bring a wide range of skills, experiences, and perspectives to all levels within Leopardo Construction

02

Create a framework that recognizes successes, encourages innovation, and provides everyone with an opportunity to continue learning and developing, thereby accelerating growth

**03**

Create and provide educational programs to Leopardo staff in the office and the field related to employee wellness, and provide EAP programs to support all employees

**04**

Support Leopardo's business and corporate social responsibility priorities by increasing volunteerism and distinct partnerships in the communities we serve

SAFETY

FOR US, SAFETY IS MORE THAN JUST A PRIORITY OR A GOAL.

We focus on ensuring that things go right, rather than just eliminating things that can go wrong.

Safety is the result of meticulous planning, employee expertise, and a cultural commitment to sending everyone home safe each night. As part of our commitment to worker safety, the following comprehensive initiatives have been implemented:

- Weekly toolbox talks via an in-house quiz format
- A variety of tools have been implemented to bring attention to mental health and wellness, including safety stand downs and toolbox talks
- A comprehensive, field-based approach is underway to prevent soft tissue injuries on our projects

OCCUPATIONAL SAFETY & HEALTH

Leopardo always strives to set the safety bar higher than our peers. Our overall Experience Modification Rate (EMR) and Incident Rate are consistently lower than national averages. Since we employ and protect a field force of more than 150 tradespeople, this makes our industry-leading numbers even more impressive. Our dedication to risk management means our clients are also protected.

PUBLIC SAFETY & HEALTH

Our safety planning and evaluation tools are crafted with consideration for those impacted by our work. Whether we're working in an occupied hospital or office space, or conducting exterior work around pedestrians and street traffic, we take the time and effort to reduce disruption and eliminate hazards for everyone living and working near our jobsites.

REGULATORY COMPLIANCE

Regulatory guidelines provide an important baseline upon which our approach is built and continually improved. We continually build relationships with regulators, industry experts, and professional associations to share important safety knowledge and practices.



WE'LL ALWAYS DO RIGHT BY OUR TEAM.



Leopardo places the utmost value on the health and wellbeing of its employees.

We are constantly striving to understand and implement benefits that are meaningful to all. Our holistic approach to benefits not only includes a multitude of medical coverages to meet the needs of our employees and their families but also provides all benefit eligible employees with company-paid benefits like short-term disability, life and AD&D insurance, and identity protection services.

Leopardo also provides an array of optional benefits, such as dental, vision, flexible spending accounts, long-term disability, voluntary life and AD&D insurance, off-the-job accident insurance, long-term care insurance, pet insurance and legal services. Our robust company-sponsored Employee Assistance Program (EAP), TELUSHealth, provides employees 24/7 confidential access to help and advice, including a collection of digital self-help programs on various topics, assessments to enhance understanding of one's physical, mental, financial, and overall wellbeing, plus exclusive perks, offers, rewards, and tools to help overcome one's fitness and habit challenges.

Leopardo has some of the hardest working and most dedicated employees in the industry, and we recognize the importance of our people maintaining a healthy work-life balance. This is why we offer annual wellness screenings, tuition assistance, bereavement leave, parental leave, open paid time off, as well as paid time off for volunteering.

EMPLOYEE WELLBEING

Our commitment to our employees' overall wellbeing is evident in the safety initiatives at play daily on our jobsites. Our employees enjoy a plethora of other healthy perks, like cafe spaces stocked with nourishing snacks, gym membership discounts, and more. In 2025, we are integrating wellness practices into our jobsites as part of our jobsite sustainability strategies program.

EMPLOYEE RECOGNITION

Leopardo recognizes employees in a variety of ways, including utilizing Quantum Workplace, which allows individuals to share praise for a fellow team member that can be tied to company values and viewed by all. We also host an annual recognition event, a tradition that started in the late 80s. At this event, we recognize and award individuals, departments, and project teams for going above and beyond, representing Leopardo's core values, and for overall contribution to company success.



2024 EMPLOYEE RECOGNITION EVENT

EMPLOYEE SATISFACTION

Our employees are happy to be a part of our team.

According to our employee engagement survey, 93% of our employees are proud to work at Leopardo and would recommend it as a great place to work.

TALENT DEVELOPMENT

Leopardo is a big company, but the entrepreneurial spirit and family values upon which we were founded are still prevalent today. As one of our favorite adages goes, the road to success is always under construction. This philosophy is at the heart of our efforts to always improve. We have no doubt that our people are the reason for our success. Our professional development stands out because of its daily immersive training, which occurs through both formal and informal interactions. These opportunities, driven by collaboration at all levels, leverage each individual’s background and expertise.

Leopardo utilizes two platforms to facilitate our team’s talent development. These platforms make learning accessible and empower employees to drive their careers forward.

- LinkedIn Learning has more than 10,000 on-demand video courses. Managers can assign learning paths and employees can self-direct their development by learning a variety of subjects and skills.
- Quantum Workplace, a performance management software, helps employees reach their fullest potential through appreciation, coaching, and evaluation. With a similar approach to LinkedIn Learning, employees are given the keys to control their development through regular check-ins with their managers, strategic goal tracking, and more.

AN INCLUSIVE WORKPLACE

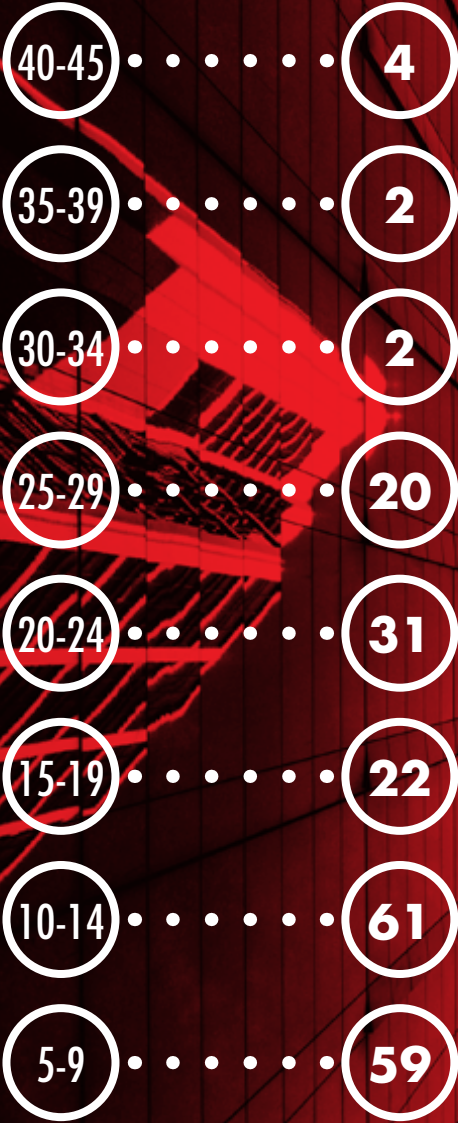
Leopardo is committed to creating an inclusive work environment where everyone knows they belong and are valued for their unique perspectives, experiences, and skills. We understand that companies that invest in their employees are better positioned to attract and retain top talent. Inclusion plays a critical role in building a high-performing and fully engaged workforce. Leopardo recognizes that each employee’s unique experiences, perspectives, and skills add value to our ability to create and deliver on our strategic goals: to be the most meaningful workplace, to lead in client intimacy, and to create value and ensure sustainability.

TENURE THAT DEFINES EXCELLENCE

Leopardo’s strength is reflected in the long-term tenure of so many of our employees.

The dedication of our employees is a testament to our positive work culture. From those who have been with us for decades to those who have recently joined, each individual contributes to the continued success of our organization. The following breakdown showcases the impressive tenure of our team members and reflects the experience and commitment that supports our ongoing success.

YEARS OF SERVICE # OF EMPLOYEES





ESG IN ACTION

Each summer Leopardo employees gather at the Hoffman Estates headquarters for the Annual Charity Car Show. Last year the team raised OVER \$6,000 TO BENEFIT FOLDS OF HONOR! More than 30 cars registered for the event. We were joined by local first responders like law enforcement, fire, and community resource officers.

WE'RE ALL IN THIS TOGETHER.

The Leopardo Workplace Behaviors are the company's most highly valued qualities that best reflect Leopardo's identity.

They are the standard by which all employees are measured in their annual performance review and contribute to furthering the company's goal of being a fun, meaningful workplace. Employees who demonstrate these behaviors are recognized by their peers via Leopardo's Recognition Program. Their example continues to set the bar for the talent that drives the company's future.



WORKPLACE BEHAVIORS



INITIATIVE

TAKING IMMEDIATE ACTION TO MAKE IMPROVEMENTS. ACCOMPLISHING GOALS INDEPENDENTLY, TAKING OWNERSHIP AND ACCOUNTABILITY, AND EAGERLY STEPPING UP TO THE PLATE.



CURIOSITY

DEMONSTRATING UNPARALLELED ENTHUSIASM FOR LEARNING AND DEVELOPMENT. ASKING GREAT QUESTIONS AND TAKING INITIATIVE IN ACQUIRING AND MASTERING NEW SKILLS.



TRUST

BEING RELIABLE BEYOND MEASURE, DELIVERING ON ALL PROMISES AND COMMITMENTS WITHOUT FAIL, AND MAINTAINING A HIGH STANDARD OF PERSONAL INTEGRITY.



COLLABORATION

OPENLY AND PROFESSIONALLY SHARING OPINIONS AND INSIGHTS, WHILE ACTIVELY SEEKING INPUT AND IDEAS FROM OTHERS. WORKING CROSS-FUNCTIONALLY TO ACHIEVE GOALS, BUILDING TRUST, AND CREATING A SAFE AND WELCOMING ENVIRONMENT.



DRIVE

GETTING THINGS DONE. PERSEVERING AND DILIGENT, DEMONSTRATING A WILLINGNESS AND ABILITY TO OVERCOME OBSTACLES AND ACHIEVE RESULTS.

WE'RE BUILDING ON DECADES OF DISTINCTION.

Our community-minded approach to business and unwavering commitment to leadership, safety, and sustainability have set us apart from the rest of the industry.

By engaging with our community and actively participating in industry associations, we've advanced construction practices in both non-competitive and competitive markets, ensuring that our team and the industry keep moving in the right direction.

INDUSTRY LEADERSHIP

For decades, we have led the industry in safety and sustainability. We are a member of several peer groups that collaborate to advance construction practices among similar firms in both non-competitive and competitive markets. Our employees serve on boards for groups ranging from the American Institute of Architects, IL (AIA-IL) to the Chicagoland Association of General Contractors (AGC). They have helped adopt and advance advocacy on the state and federal level, and are active members of countless industry associations, such as Healthcare Engineers Society of Northern Illinois (HESNI), She Builds, Chicagoland Habitat for Humanity, Building Green Sustainable Construction Leaders, Illinois Green Alliance, International Living Future Institute and the U.S. Green Building Council (USGBC).

COMMUNITY OUTREACH

Other areas of commitment include fostering joint-venture relationships, as well as establishing mentor/protégé programs and other supportive arrangements. We actively participate in college and community recruiting fairs to ensure diverse hiring practices.



ESG IN ACTION

Our team donated a number of items to local organizations.

- An employee blood drive
- An internal fundraiser raising \$590 to purchase blanket making materials, of which three offices made 26 blankets for area hospitals and chemotherapy centers
- Holiday toy drives that provided gifts for more than 95 children
- 1.5 pallets of material were donated to Zero Landfill Chicago

Our employees donate their time and talent through Helping Hands, our community service volunteer committee.



- In 2024, 119 volunteers across the company donated over 767 hours to multiple organizations, including the Greater Chicago Food Depository, Northern Illinois Food Bank, Feed My Starving Children, Habitat for Humanity Restore, and Second Harvest.
- 2024 also marked Leopardo's inaugural year of MLK Week of Service, during which 47 employees donated 192 hours of service.
- Our charitable rock band, Liquidated Damages, is comprised of musicians from Leopardo and our business partners. They hold numerous benefit concerts each year, raising millions for various charities since its establishment in 1998.
- The Leopardo Charitable Foundation, a 501(c)(3) non-profit, is dedicated to showing kindness and goodwill, supporting numerous charities annually that focus on education, health, and technology initiatives.



2024 MLK WEEK OF SERVICE

3 GOVERNANCE **IMPACT**



OUR PEOPLE & PROFESSIONALISM ARE THE REASONS FOR OUR SUCCESS.

Maintaining the highest ethical standards and complying with all laws is a core priority.

We adhere to the rules and regulations that affect our business, our employees, and our clients. The work we do and the employees who represent us shape our reputation. For this reason, trust is one of our core values. Each employee brings their own unique perspective and values to the workplace. It's up to our organization to develop and practice an ethical code of conduct by the way we act and speak while performing our day-to-day job functions. We enthusiastically encourage the free exchange of ideas among employees.



RESULTS

Leopardo developed a five-year strategic plan that focuses on sustainable growth and increasing shareholder value. A sustainable company is a growing company that provides opportunities and stability for our employees, and continuity and ongoing service to our customers.

STRATEGY

With support from the advisory board and the Family Council Governing Board, senior leadership implemented best management practices and worked to achieve the objectives set forth in the plan, holding themselves and their teams accountable to the agreed upon performance measures.

2025 GOALS

01



Ensure the organization has a strategic plan that focuses on growth, sustainability, and creation of shareholder value, and the managerial and organizational talent to perform against the strategic plan

02

Continue to ensure governance best practices for private enterprises

03



Ensure the organization has appropriate cyber, legal, regulatory, and financial risk mitigation programs in place to safeguard assets

04



Prioritize corporate commitment to ESG by ensuring management responsibilities

DEFINING OUR PATH WITH DYNAMIC LEADERSHIP AND UNIQUE PERSPECTIVES.

At the heart of our organization lies a commitment to openness and integrity.

Leopardo is guided by team members who represent varied disciplines, fostering a rich exchange of perspectives, and ensuring a comprehensive approach to corporate governance that shapes and inspires our best practices. We thrive on the principles of compassion, respect, and responsibility, as our management team sets strategic goals and operational objectives with unwavering integrity and professionalism.

ADVISORY BOARD

A diverse group of professionals from various disciplines bring a wide range of perspectives to our team. Our advisory board engages in robust dialog with our management team to provide objective advice on strategy and business practices.

OWNERSHIP & OVERSIGHT

Our management team is responsible for setting our strategic goals and operational objectives, and leads the business with integrity, honesty, and professionalism. Guided by our founding shareholder, Leopardo is a family held business maintaining our roots of compassion, respect, and responsibility.

COMPENSATION STRUCTURE

Our compensation and reward system is linked to the operational and financial performance of both the company and the individual. Incentive programs include both short- and long-term rewards associated with serving our clients and our commitment to quality and excellence.



HSHS ST. MARY'S HOSPITAL GROUNDBREAKING HOSPITAL RENOVATION | HEALTHCARE | DECATUR, IL

INTEGRITY, HONESTY, AND PROFESSIONALISM ARE PART OF EVERYTHING WE DO.

We uphold these values each and every day.

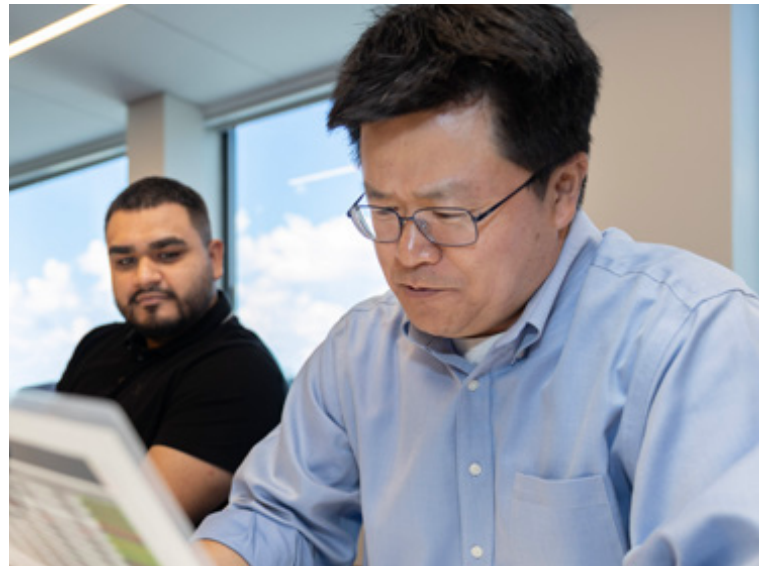
Our philosophy on acceptable business practices is guided by our values, which help us earn and maintain the trust of our employees, clients, and partners.

ANTI-COMPETITIVE PRACTICES & BIDDING

We are committed to a free and open competitive environment that fosters the best services at a fair price. Employees understand they are responsible for avoiding conflicts of interest and sharing competitive information. Transparent, independent processes are essential to driving efficiencies and innovation with our partners. This results in the best outcomes for our company, our customers, and our communities.

UNDUE INFLUENCE

Relationships are built on trust, respect, and building goodwill with others. We conduct our business honestly and independently. Our employees are prohibited from offering, accepting, or giving anything of value to influence decisions or gain unfair advantage in our operations.



PROJECT RISK

We commit extensive resources to providing the tools, technologies, and processes for our employees to be successful in delivering projects. Our ongoing reviews and assessments help evaluate project risks and the impact on our environment, resources, clients, sustainability commitments, safety, ethics, and employees. We strive to manage projects in alignment with our commitment and framework.

CYBER SECURITY & PRIVACY

Cyber security and privacy attacks can have disruptive, even crippling impacts on an organization. To protect the company, we invest in multi-layer security and cyber security awareness training for employees. We also have extensive backup, recovery, and security processes to ensure our data and software are protected and available.

PROPRIETARY & CONFIDENTIAL INFORMATION

Leopardo respects the privacy and safeguards sensitive data under our control. All employees must protect the confidential information of the company, our clients, and others with whom we do business, and ensure that such information retains its value and confidentiality. We take seriously the process, procedures, and technology requirements to ensure the security of such information.

From our reporting to our disclosures, we align our practices, policies, and procedures with governing bodies of accounting, regulatory, and legislative guidance. To honor our commitment to protect all stakeholders, we share risk management responsibilities across the entire organization and conduct our affairs consistent with the highest standards of integrity.

4 YEAR IN **PROJECTS**



BUILDING EXCELLENCE YEAR AFTER YEAR.

Collaborating with our clients, architects, brokers, and subcontractors year after year has helped us succeed in building across diverse markets and routinely ranking among the nation’s top contractors. Here are just a few project highlights and stats.

2024 AT A GLANCE


190+

PROJECTS
ACROSS MULTIPLE
MARKETS



OVER
6.7

MILLION
SQUARE FEET
BUILT



6

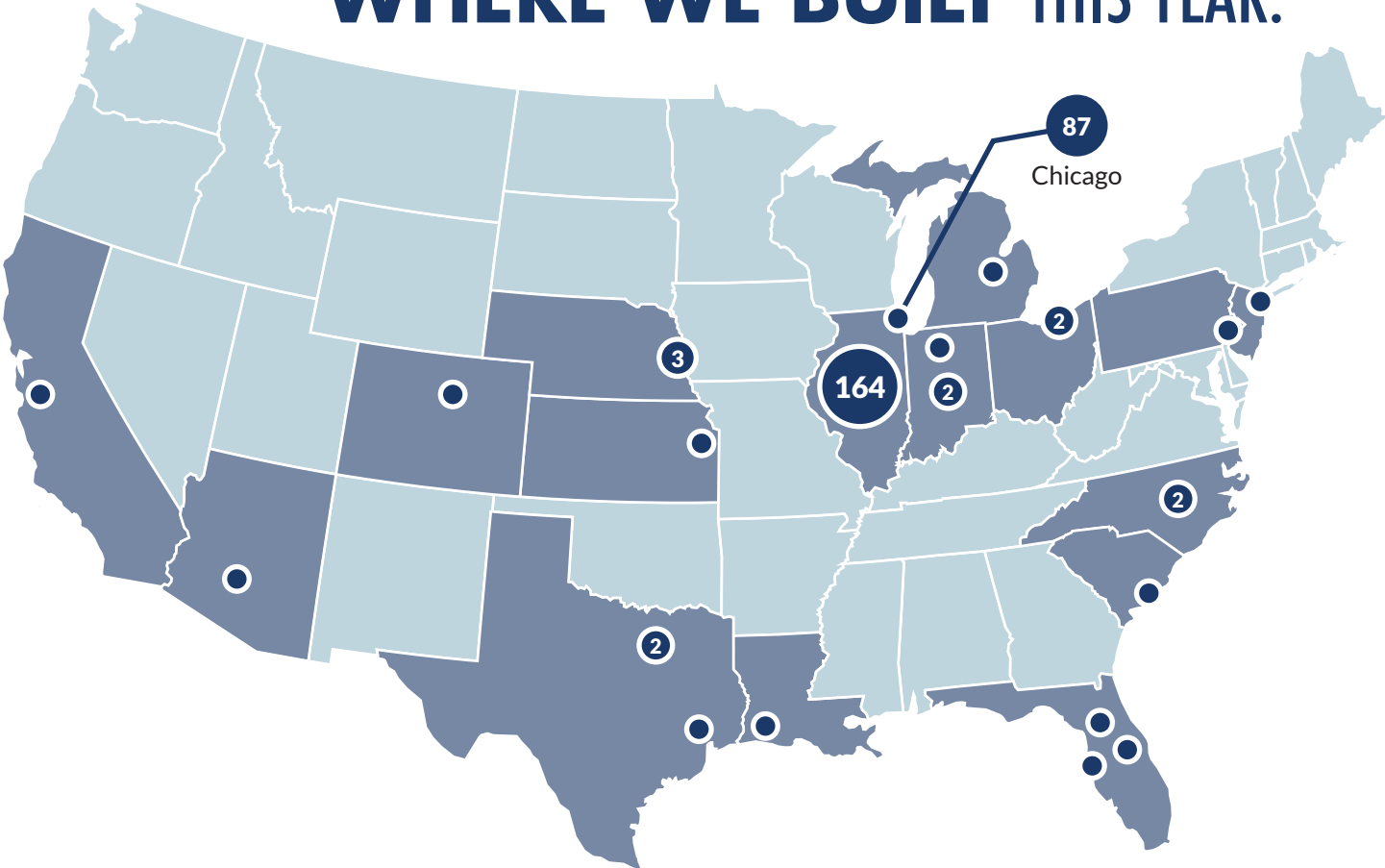
KEY & AWARD-WINNING
RESIDENTIAL
PROJECTS

11

PROJECT AWARDS

WITH 7 PROJECTS NAMED
PROJECT OF THE
YEAR

WHERE WE BUILT THIS YEAR.



LOOKING BACK, LOOKING FORWARD.

Leopardo Construction is proud of the strides we made in environmental stewardship, social responsibility, and corporate governance in 2024. This has been a year of growth and positive change thanks to our employees, clients and partners.

As we look ahead to 2025, we're excited to continue building a sustainable future we can all be proud of, together.



HOFFMAN ESTATES

5200 Prairie Stone Parkway
Hoffman Estates, IL 60192
847.783.3000

CHICAGO

120 S Riverside Plaza, Suite 2150
Chicago, IL 60606
312.298.1000

ORLANDO

6314 Kingspointe Parkway, Suite 7
Orlando, FL 32819
407.565.7000

CLEVELAND

1020 Bolivar Road, Suite 203
Cleveland, OH 44115
216.307.1000