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SULLY-MILLER
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» 2025 CSR Annual Report



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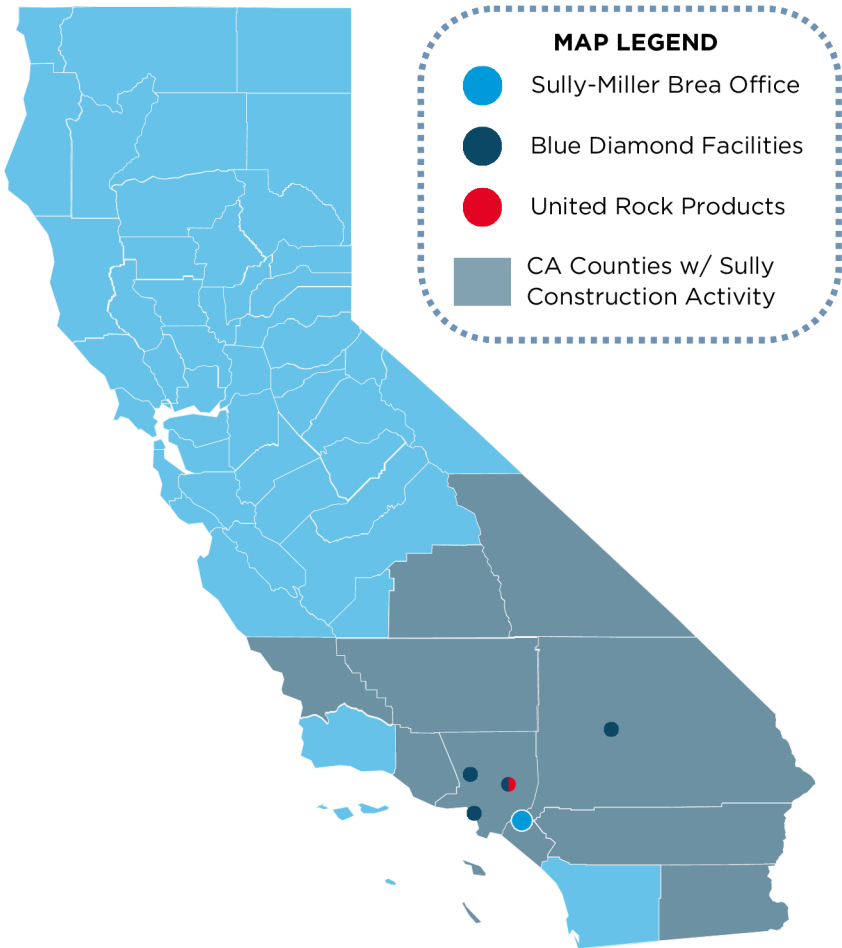
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Who We Are

Sully-Miller Contracting Co. is a heavy civil construction company based in Brea, CA, with over 100 years of experience. Our vertically integrated structure includes aggregate mining and reclamation through United Rock Products and asphalt production through Blue Diamond Materials, supplying high-quality materials that support Sully-Miller's construction operations. Sully-Miller specializes in a wide range of services, including asphalt paving, concrete paving and flatwork, grading, excavation, airports, seaports, roadways, underground utilities, and federal projects, and our professionalism has enabled us to build much of the infrastructure that connects Southern California.



Locations



2025 Operations Activity

> **542**
EMPLOYEES
(as of December 31, 2025)

> **4**
AGGREGATE SITES
Pit 2, Pit 3, Olive Pit & Main URP Plant

> **5**
HOT MIX ASPHALT PLANTS
in 4 different cities

> **54**
ACTIVE CONSTRUCTION SITES
in 5 different counties



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What is Corporate Social Responsibility (CSR)?

At Sully-Miller, **Corporate Social Responsibility (CSR)** defines how we do business—delivering essential infrastructure while acting responsibly toward the environment, our people, and the communities we serve.

Our approach is grounded in long-term performance and continuous improvement, with a focus on managing **environmental, social, and governance (ESG)** impacts through responsible decision-making. This includes reducing **environmental footprints**,

promoting **safe and inclusive workplaces**, operating **ethically with partners**, and maintaining **transparency** in our actions.

In 2021, Colas launched the **ACT (Act and Commit Together)** corporate plan, establishing **eight CSR commitments** that guide the Group's actions through **2030**. These commitments provide a consistent framework across all stakeholder groups and support the advancement of **responsible and sustainable business practices**.



The 8 CSR Commitments



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Executive Editorial



What would you say are your key take aways of fiscal year 2025?



Bill Boyd

President

“As we continue driving improvements across the organization, we are making steady progress toward our CSR goals. By doing a better job sharing our actions and results, we can spark new ideas, increase engagement, and build outcomes we can all be proud of.”



Scott Bottomly

Blue Diamond Materials General Manager

“I believe that as we worked through 2025, our Sully-Miller Days of Caring program have taken a strong place within our community involvement, and paying back to the communities that we serve.”



Bill Boyd

President

“2025 was a year marked by both opportunity and challenge. Despite an uneven pace across the business, we made significant progress—delivering strong financial results, exceptional safety performance, meaningful community support, and a continued commitment to developing our people.”



Jeff Galterio

Vice President of Construction

“From emergency response projects like the Eaton Fire cleanup to maintaining strong safety performance, we protected our people and executed responsibly under challenging conditions.”



In terms of CSR priorities, in which areas has Sully Miller made the most progress since launching the ACT Project?



Bill Boyd

President

“Since the launch of ACT, we’ve integrated our CSR priorities into how we operate. By aligning improvement strategies with our CSR targets, we’ve made progress across all eight categories—particularly in reducing our carbon footprint through circular economy practices, renewable diesel, energy efficiency upgrades, and reduced single-use waste.”



Mark Pachura

United Rock Products General Manager

“We moved from setting goals to embedding CSR principles into daily operations, reinforcing that consistent measurement and follow-through drive results.”



Jeff Galterio

Vice President of Construction

“I believe we made the most progress in ACT Commitments 5 and 6—attracting, developing, and retaining talent and fostering a health and safety first culture that protects lives. These commitments are foundational to our success and reinforce our belief that operational excellence begins with taking care of our people.”



What is your outlook on CSR progress as we move into 2026?



James Wilson

Vice President of Materials

“For 2026 we will continue to develop our circular economy and focus on water and energy savings, utilizing technology, to reduce consumption and emissions.”



Matthew Eaton

Director of Environmental

“As we move through 2026, our CSR program is making a measurable impact—driven by innovation, accountability, and collaboration. We are gaining momentum while contributing meaningfully to our people, our communities, and the environment.”



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2025 Carbon Footprint

Within the **ACT project** and our **CSR strategy**, carbon reduction focuses on lowering total carbon emissions and emissions intensity through improved energy efficiency, optimized fuel and electricity use, and informed operational decision-making. Sully-Miller measures its **carbon footprint** using carbon dioxide emissions, reported as tons of carbon dioxide equivalent (tCO₂e) for consistent tracking and comparison.

Scope 1 - Direct Emissions



Emissions result from **fuel consumption** in **vehicles, equipment, and industrial operations**. Efforts focused on operational efficiency, fuel-use optimization, and equipment maintenance to reduce direct **combustion-related emissions**.

Scope 2 - Indirect Emissions



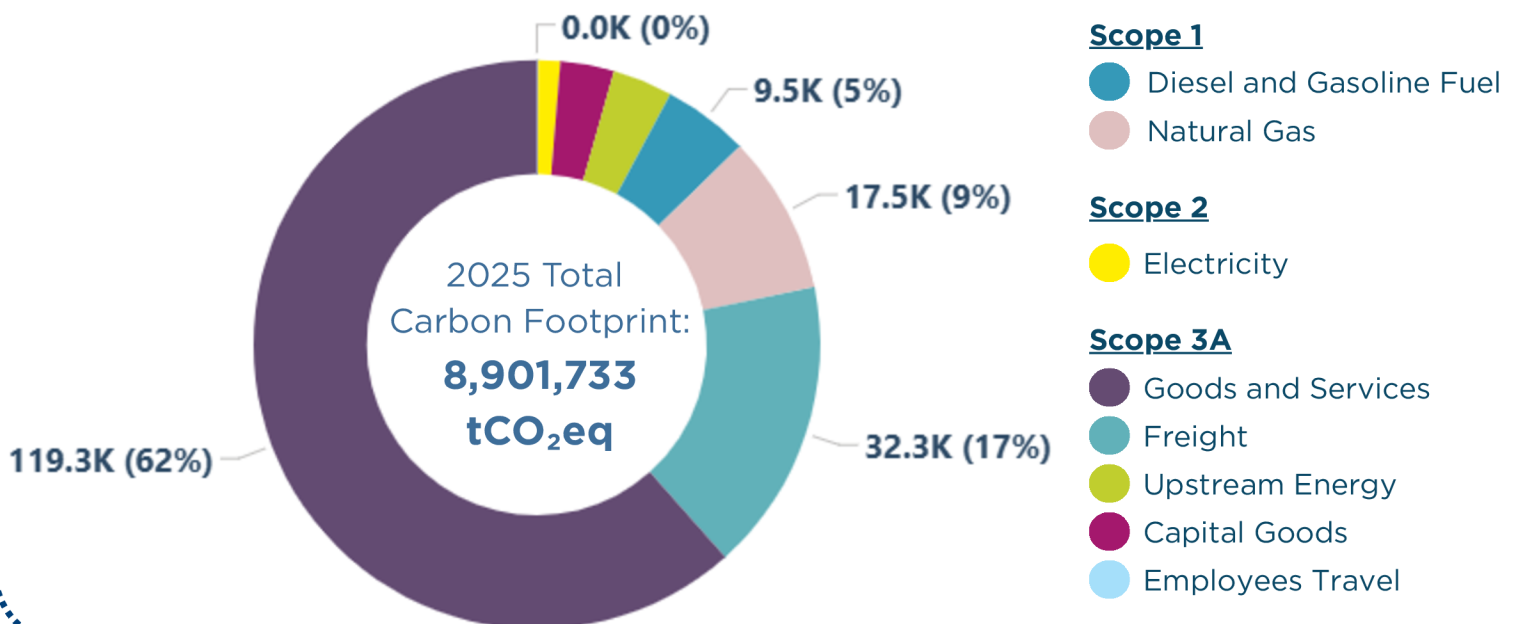
Emissions are associated with **purchased electricity** across facilities. Emission reduction actions include energy-efficiency measures, monitoring of electricity consumption, and optimization of operational controls to limit indirect emissions.

Scope 3A - Indirect Emissions



Emissions include **transportation**, waste, employee **travel**, purchased **goods and services**, **capital** assets, and **upstream fuel- and energy-related** activities.

Carbon Footprint by Category



Offer our customers and users solutions that meet the challenges of sustainable development in local communities

Overview

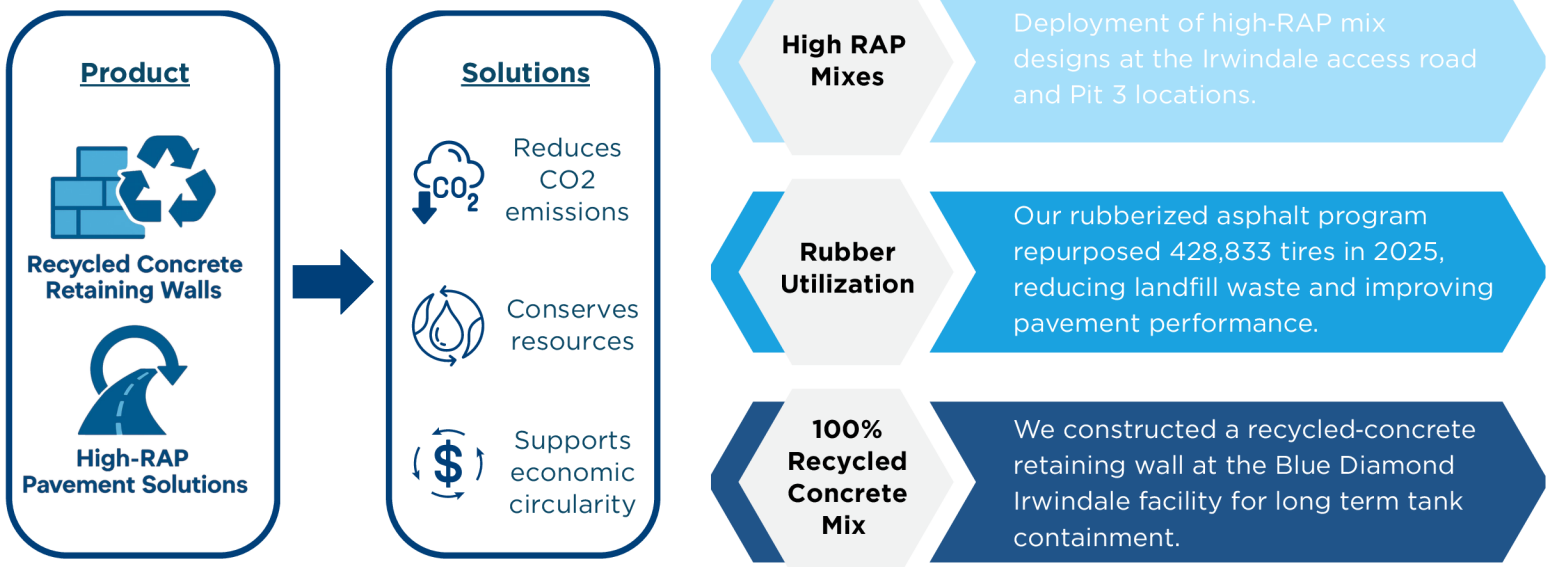
In 2025, we advanced our commitment to providing customers and communities with products and solutions that address real sustainability challenges. Our efforts focused on expanding low-carbon materials, improving circularity, and piloting innovative technologies that reduce environmental impact while maintaining performance. In parallel, our construction teams supported this commitment by delivering community-focused infrastructure improvements that enhanced mobility, safety, and overall public benefit. Together, these efforts strengthened our ability to deliver sustainable and high-value infrastructure across the communities we serve.

Product Innovation & Low Carbon in 2025

Significant progress was made in high-RAP asphalt mixes, rubberized asphalt utilization, and recycled-concrete retaining wall development—advancing circularity, lowering emissions, and reducing reliance on virgin aggregates. We also strengthened our research, market readiness, and customer engagement to support broader adoption of sustainable infrastructure solutions.

Research & Development

- We advanced our 2025 marketing strategy for sustainable products, laying the groundwork for broader communication and customer engagement in 2026.
- A commercial roadmap for **high-RAP and 100% RAP mix solutions**.
- Brand positioning for future **circular materials**, including recycled concrete retaining wall applications.





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Construction Driven Sustainability

Our construction teams also delivered infrastructure improvements in 2025 that met critical community needs, from enhancing mobility and accessibility to strengthening public safety, all while integrating sustainable construction practices throughout project delivery.

2025 Community Project Highlights



Eaton Fire Restoration

Crews cleared debris, recycled materials, readied lots for rebuilding after the fire and planted rosebushes as symbols of renewal.



Irvine Bioretention Systems

The construction team installed Filterra bioretention systems that integrate drainage and stormwater filtration to enhance runoff treatment.



Route 210

This project constructed enhanced ADA accessibility features throughout the intersection, improving safety and ease of use for all pedestrians.



Yorba Linda Horse Trail

The project delivered streamlined grading, drainage, accessibility, and irrigation upgrades, earning Outstanding Project of the Year for its improvements to traffic flow, accessibility, and irrigation efficiency.



OC Vibe

This project delivered roadway improvements to support a growing regional hub, enhancing access to sporting venues, amphitheater events, hotels, apartments, and food destinations.

Double Green Initiative: Construction Base Materials

Our construction team prioritizes **Crushed Miscellaneous Base (CMB)** over **Crushed Aggregate Base (CAB)** when project conditions allow.

This approach is considered **“double green”** because it benefits sustainability at two levels:

- Reduces environmental impacts of new mining
- Lowers overall Project Costs

Sustainability Impacts



Diverts waste from landfills



Lowers embodied carbon



Supports economic circularity



CMB

Recycled materials



CAB

Requires quarrying and extraction

Roll out a low carbon & biodiversity strategy to preserve the planet.

Overview

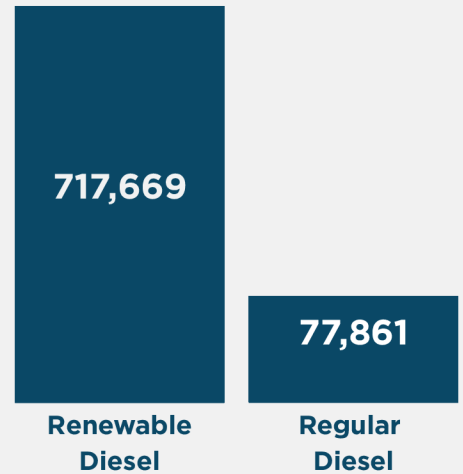
In 2025, we continued to advance our low-carbon and biodiversity strategy by building employee awareness, improving fleet efficiency, and expanding the use of lower-emission technologies and fuels. Our efforts focused on ongoing EV utilization, idle-reduction training, increased renewable diesel deployment, and continued investment in programs that support meaningful carbon reduction across our operations. This year, we also expanded our biodiversity engagement by introducing new initiatives to promote ecosystem resilience.

Renewable Diesel Usage in Operations

Renewable diesel is a sustainable fuel made from **renewable feedstocks** such as vegetable oils, animal fats, and recycled cooking oils. Through hydrogenation, these materials are refined into a cleaner-burning fuel that is **fully compatible** with existing diesel engines and delivers performance similar to conventional diesel but with a significantly **lower carbon footprint**. In 2025, renewable diesel made up approximately **90%** of all diesel usage in our operations.

Our 2025 data shows that renewable diesel remains a key component of our low-carbon fuel strategy, offering significant emissions reductions and reduction potential.

2025 Diesel Fuel Usage in Gallons



Renewable diesel Carbon Savings



7,306 tons of CO₂ reduced through renewable diesel use in 2025



793 tons of CO₂ potential savings if remaining regular diesel were replaced

Building and Improving Awareness

We continued expanding employee understanding of climate issues and low-carbon practices through ongoing training programs.

Low Carbon Way
89 Employees trained (87%)

Climate Fresk
99 Employees trained (78%)

Project Idle Sentinel
34 Employees trained (100%)



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Project Idle Sentinel

Building on the success of the 2024 pilot, the Idle Sentinel program expanded in 2025, reinforcing idle management as a high-impact, low-cost strategy for improving operational efficiency and environmental performance.

The 2025 rollout delivered measurable benefits, including:

- **28 assets included in the program**
- **\$74,494 in cost savings**
- **75.80 tons of potential CO₂ reduction**



Fleet Electrification Performance

Ford Lightning Electric Trucks (5 units)



88,262 miles driven



30.5 tons of CO₂ reduced



0.76 lbs/mile average CO₂ savings vs. gasoline

Ford Maverick (1 unit)



6,289 miles driven



0.81 tons of CO₂ reduced



0.28 lbs/mile average CO₂ savings vs. gasoline

EV Charging Station Utilization



13,221 kWh delivered to the Irwindale Shop & URP Office



2025 Biodiversity Initiative

Mason bee houses support native pollinators that strengthen vegetation across Southern California by enhancing plant diversity, stabilizing soils, and improving ecosystem resilience. Because these solitary bees thrive when simple nesting structures are provided, introducing bee houses helps boost local pollinator populations and supports healthier landscapes around our sites. This year, Sully-Miller hosted a competition for the best mason bee house design, encouraging employees to contribute creative, sustainable habitat solutions.



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Promote circular economy solutions to preserve natural resources

Overview

In 2025, we strengthened our commitment to advancing circular economy practices by maximizing the reuse of materials across our operations. Our efforts focused on increasing recycled content in asphalt production, expanding concrete and rubble recycling, and enhancing scrap steel recovery to reduce reliance on virgin resources. These initiatives support long-term resource conservation and reinforce our responsibility to operate with efficiency, innovation, and environmental stewardship.

Recycled Asphalt Pavement - 196,527 Tons

- 186,700 tons of aggregate recovered
- 9,827 tons of liquid asphalt recovered

RAP Utilization Rate:

- 21.10% in allowable mix
- 15.60% in total produced mix

Note: RAP utilization dipped slightly from 2024 to 2025 because of increased rubber use and restrictions on airport projects.



Double Green Benefits: Recycled Materials



Resource Efficiency

- Lower emissions
- Less waste sent to landfills



Operational Efficiency

- Lower operating costs
- Increased plant throughput



RHMA Asphalt Pavement - 205,833 Tons

- 2,573 tons of crumb rubber and or high-natural-rubber utilized
- 428,833 PTEs (Passenger Tire Equivalents) recycled and diverted from landfill or illegally dumped



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Concrete/Mixed Rubble Recycling

Victorville Recycling Facility

- **23,017 tons of CMB** produced

Irwindale Recycling Facility

- **95,314 tons of CMB** produced
- **25,741 tons of RCA** produced
- **485,901 tons of underwater fill (UWF)** placed across Pits 2 and 3

Contracting

- **54,075 tons of concrete/asphalt** rubble processed and reused as CMB on project sites
- **31,253 tons of CMB** purchased from outside vendors
- **65,384 tons of RAP** processed and reused as aggregate



Scrap Steel Recycling

Blue Diamond Materials:

- **142 tons of scrap steel** recycled

United Rock Products:

- **323 tons of scrap steel** recycled

Contracting:

- **27 tons of scrap steel** recycled



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Reduce the impact of our activities to bolster acceptability

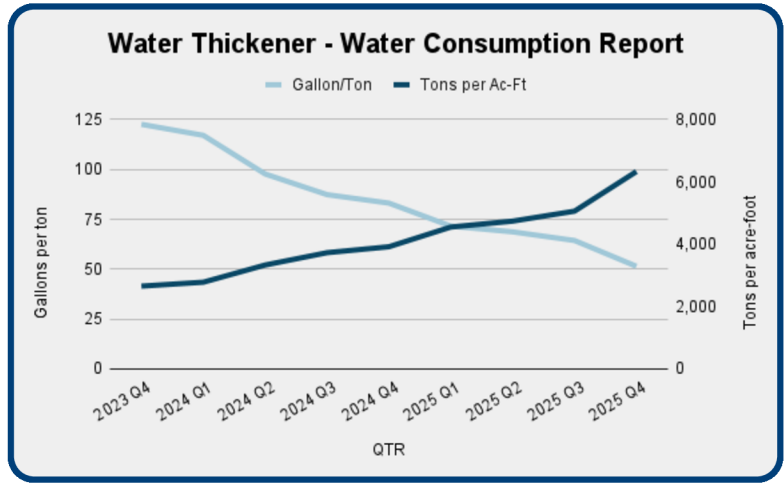
Overview

In 2025, we advanced our commitment to reducing the environmental impact of our operations by strengthening water efficiency, expanding reclamation efforts, and minimizing single-use waste across our facilities. Investments in improved water management at Irwindale Pit 2, continued material placement at Pits 2 and 3, and the use of office Bevi systems all contributed to measurable reductions in resource consumption and support our long-term sustainability goals. Together, these initiatives help ensure responsible land stewardship while lowering waste and improving operational performance.

URP Water Thickener (2025)

Constructed in January 2024, the water thickener at Irwindale Pit 2 continues to improve operational water efficiency by separating fine solids and recycling clarified process water back to the plant.

In 2025, gallons per ton of aggregate produced decreased steadily, averaging **64.03 gal/ton** and improving to **51.46 gal/ton** by Q4. Tons of aggregate produced per acre-foot also increased consistently throughout the year, averaging **5,171.80 tons/ac-ft** and reaching **6,331.96 tons/ac-ft** in Q4. These improvements equate to a **71-gallon-per-ton reduction** compared to January 2024 and a **\$0.10/ton** operational savings. Overall, water efficiency improvements represent approximately **\$360,000 in savings in 2025** at \$1,000 per ac-ft, demonstrating strong benefits from continued plant optimization.



Double Green Benefits: Water Thickener

- Resource Efficiency**
 - Reduces groundwater extraction
 - Lower energy usage
- Operational Efficiency**
 - Optimized plant performance
 - Lower operating costs



Reclamation Programs

Pit 2 Reclamation

In 2025, Pit 2 continued to support long-term site development through the acceptance and placement of approximately **1,201,054.5 tons of soil** as part of ongoing reclamation activities. This material represents roughly **800,703 cubic yards** of fill, contributing to the progressive stabilization and restoration of the pit for future use.

Pit 3 Reclamation - UWF

In 2025, approximately **246,122 cubic yards of material** were placed at Pit 3 as part of the Under Water Fill (UWF), supporting ongoing slope stabilization efforts. This included the ongoing placement of crushed concrete and other approved UWF materials to repair historical slope failures within the pit.



Bevi Water Dispensers

Bevi water dispensers are smart hydration stations that serve customizable still or sparkling water while eliminating the need for single-use bottles. These touch-screen units help reduce plastic waste by providing on-demand flavored and unflavored drinking water. In 2025, a Mini-Bevi was added to the newly opened third-floor offices in Brea to expand access for staff.



Bevi Water Dispenser (Main Office)



eliminated **19,793 single-use bottles**



avoided **12,952 miles of CO₂-equivalent** vehicle emissions

Mini-Bevi Water Dispenser (Satellite Unit)



eliminated **1,593 single-use bottles**



avoided **1,043 miles of CO₂-equivalent** vehicle emissions

Attract, develop and retain talent through managerial excellence

Overview

In 2025, we strengthened our people-focused programs by expanding outreach to future talent, enhancing employee development, and deepening engagement across the organization. Key efforts included building our talent pipeline through school partnerships and internships, supporting new hires through structured onboarding, and advancing career growth with intentional development planning. We also fostered connection and community through volunteer initiatives, social events, and employee recognition, reinforcing a strong and inclusive workplace culture.

Sully Miller Career Roadmap

Recruitment & Outreach

In 2025, Sully Miller continued strengthening its talent pipeline by **actively engaging** with schools, trade programs, and community partners. These outreach efforts increased **industry visibility** and helped future candidates learn about our operations and career paths.



Onboarding Excellence

The Recent Hire Program continued to **support** new employees by providing an integrated introduction to Sully Miller’s teams, operations, and culture. By **connecting** new hires with peers and resources early, the program accelerates knowledge transfer and strengthens **long term engagement**.



Career Development Planning

HR partnered with managers during annual performance discussions to refine SMART goals and provide **targeted support** that strengthens employees’ technical, professional, and leadership capabilities for future roles. This approach accelerates **skill growth** and builds a stronger, more capable workforce.





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Intern program

Our intern program remained a key entry point for developing future professionals. Through hands on learning, mentorship, and exposure to real world projects, students built practical skills while contributing to operational objectives. Several interns advanced into full time roles.

Awards & Recognition

United Rock Products earned **Silver Status in the 2025 NSSGA Environmental Impact Award** for its biodiversity and environmental initiatives, including the water thickener project, mason bee homes, bird houses, and native habitat plantings. Additionally, they also achieved **Silver Status in the NSSGA Community Service Award** for its impactful community events, such as Rockabilities, STEM Boxes, and Build-a-Bike.



Toastmasters

Toastmasters at Sully-Miller is an internal, open-to-all program designed to help employees build confidence and strengthen their public-speaking skills. We host lunchtime sessions in a welcoming, inclusive environment where team members can practice communication, receive supportive feedback, and grow at their own pace. It's a low-pressure, high-benefit opportunity for anyone looking to enhance their professional presence and leadership abilities.





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Sully Miller's Esprit de Corps

Esprit de Corps reflects the shared spirit among our employees that drives enthusiasm, pride, and commitment to our company's mission. In 2025, our programs and initiatives continued to strengthen this culture by fostering connection, engagement, and a strong sense of belonging across our teams. Below are examples of the activities that helped reinforce this collective spirit.

Sully Miller Days of Caring

Employees continued to participate in meaningful volunteer efforts that support local communities and organizations. The program reflects our commitment to giving back and creating positive impact beyond our operations. In 2025, Sully-Miller hosted the following Days of Caring events:



LA Food Bank



Build-A-Bike



Huntington Beach Clean Up



Rockabilities



STEM Boxes & Backpacks



Milk & Cookies w/ Santa



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Social Committee

The Social Committee delivered a diverse calendar of employee activities designed to build camaraderie and provide shared experiences across departments. Increased volunteer participation helped elevate the quality and reach of events. In 2025, the social committee organized the following events:



Brea 8K



2025 Pickleball Classic



Veterans Day Golf Tournament



Sully Miller CUP



Strike Out Cancer Softball Tournament



2025 Holiday Party



Women in Construction Week



Equipment Rodeo

Foster a stronger health and safety culture to protect lives






Overview

Our Goal Zero philosophy continued to guide all aspects of our safety approach in 2025. Through ongoing training, strengthened field practices, and enhanced leadership engagement, we worked to ensure every employee, partner, and member of the public could move safely through our project sites. The following programs and actions reinforced our commitment to a continuously improving safety culture.

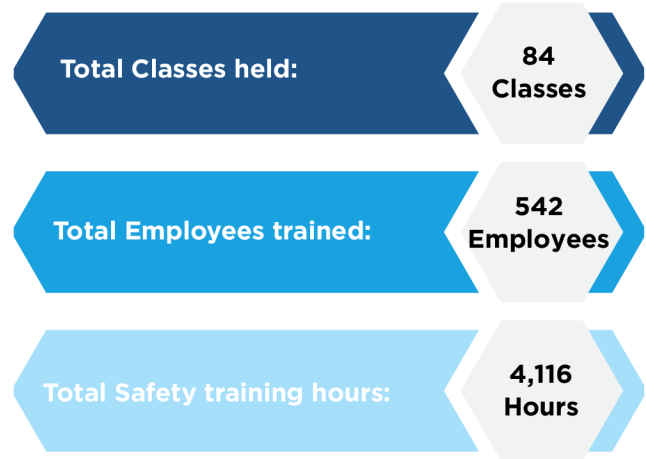
2025 Safety Summary

In 2025, Sully-Miller achieved the **lowest Total Recordable Incident Rate (TRIR)** among Colas subsidiaries, reflecting continued focus on safe operations. Driver **safety performance improved significantly** through the use of data analytics and KPI enhancements implemented by the Fleet Driver Safety Committee. The company also recorded a **42% reduction in at-fault vehicle and equipment backing incidents** compared to the previous year. In addition, **STCKY awareness training** was fully integrated into all safety training modules to reinforce hazard recognition and prevention.

2025 Safety Summary KPIs

-  Led a week-long company-wide Work Zone Safety Awareness campaign
-  Refined the inspection/RCA process and developed STCKY Alerts for distribution.
-  Achieved above-expected field crew engagement and leading indicator submissions in HCSS.
-  Designed and implemented STCKY awareness training on events, reporting, and icon usage
-  Facilitated Colas Safety Committees addressing Man vs. Machine risks, including work near plants/quarries and live traffic zones

2025 Safety Summary Stats



Safety Training

Our safety training program delivered broad, high impact learning across multiple roles and levels of responsibility. Participation increased in several key courses, reflecting our continued effort to grow **knowledge**, strengthen **leadership**, and reinforce **safe decision making** in the field.

- **Speak Up Listen Up:** 137 employees (90%)
- **START Training:** 90 employees (84%)
- **Authentic Leadership:** 46 employees (98%)
- **Frontline Supervisor:** 36 employees (88%)
- **Miner Training Day:** 36 employees (100%)



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The Hit-Not Pedestrian Detection System

In support of Commitment 6, Sully-Miller advanced the adoption of the Hit-Not Pedestrian Detection System—a magnetic-field-based technology designed to **detect pedestrians near mobile equipment**, even outside an operator’s line of sight. By providing simultaneous **alerts** to both operators and ground personnel, the system enhances real-time situational **awareness**, reduces the likelihood of collision-related incidents, and strengthens our proactive approach to **worker protection**. Introduced following internal safety reviews and near-miss analyses, this technology reflects our continued focus on **reducing operational risks** and fostering a safer, more responsible work environment. Full site rollout will begin in 2026.



Core Components of the Hit-Not Safety System

Equipment Detection Module
(Installed in equipment)

Wearable Pedestrian Tag
(Placed in safety vests)

Charging Station Hub
(Located in plant control room or office)

Before Hit-Not

- Blind spots
- Noise Interference
- Limited Visibility
- Higher Collision Risk



After Hit-Not

- Real-time pedestrian detection
- Dual alerts for both operator and pedestrian
- Significantly reduced out-of-sight hazard exposure
- Fewer near-misses and improved operational safety





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Safety Awards & Recognition

Sully Miller received multiple safety honors in 2025, reflecting the organization’s ongoing **commitment** to excellence, safe operations, and **industry leadership**. These recognitions highlight the collective efforts of employees who champion safety every day.

- **Colas USA** – Safety Performance Excellence (4 Years Running)
- **Colas Global**– Safety Performance Excellence
- **SCCA** – Excellence in Accident Prevention
- **CalCIMA** – Excellence in Safety
- **NSSGA** – Safety Excellence Achievement
- **UCON** – R.E.A.L. Safety Award



Colas USA

2025 Safety Performance Excellence



Colas Global

2025 Safety Award



UCON

R.E.A.L. Safety Award

Vehicle Fleet Committee: SAMSARA

The Vehicle Fleet Committee supported **safe driving behaviors** exclusively within the company’s fleet vehicles by leveraging Samsara’s advanced driver-safety tools for **real-time coaching** and behavior monitoring. SAMARA’s in-cab alerts, AI-powered coaching, and performance dashboards strengthened **accountability** across the fleet, while quarterly and annual driver awards continued to recognize and reinforce **safe-driving excellence**.

SAMSARA 2025 Year in Review



Build a responsible supply chain rooted in sustainable performance

Overview

In 2025, we continued strengthening a responsible supply chain built on sustainable performance, transparency, and continuous improvement. Our approach focuses on embedding CSR expectations throughout the procurement cycle while actively engaging suppliers in the transition to more sustainable practices.

2025 Key Priorities and Actions

We strengthened our procurement function by providing targeted CSR training on **carbon reduction, responsible sourcing, and ethical practices** while reinforcing responsible behavior across customers, suppliers, and subcontractors through clear **contractual expectations, ethical-conduct** requirements, and ongoing **performance monitoring** to ensure alignment with our CSR commitments.

Impacts of Our Supply Chain Initiatives



Lower environmental impact

- Reduced supplier carbon emissions
- Improved energy efficiency and waste reduction
- Stronger biodiversity protection



More responsible and ethical sourcing

- Increased transparency in supplier practices
- More sustainable materials and processes adopted



Enhanced internal purchasing capability

- Buyers better trained on CSR risks and opportunities
- Improved supply chain resilience and reputation

Trucking Aggregates RFP

In 2025, we strengthened a responsible, performance-driven supply chain by integrating **sustainability, efficiency, and transparency** into our aggregates trucking **Request for Proposal (RFP)** process. Operational improvements increased payload efficiency from **approximately 22.75 to 25 tons per truck** and reduced cycle times from **about 40 minutes to 34 minutes**, enabling higher throughput with fewer resources. As a result, average daily hauled tonnage rose from about **5,670 to approximately 6,500 tons**, while daily truck utilization decreased from **about 26 to approximately 20 trucks**. The strategy resulted in an approximately **29% reduction in hauling costs**.



Shape an exemplary culture of ethics and compliance

Overview

In 2025, we strengthened our commitment to fostering an exemplary culture of ethics, integrity, and compliance across our organization. Our efforts centered on expanding employee awareness, reinforcing expectations through targeted training, and promoting transparency through responsible use of our E-Comply system. These initiatives supported a stronger ethical foundation and helped ensure that our business practices remain aligned with our core values and compliance standards.

2025 Ethics and Compliance Week

Ethics & Compliance Week featured **focused activities** and **communications** that strengthened employee understanding of our ethical expectations and **reinforced accountability** across the organization. As part of these efforts, we continued delivering **targeted training sessions** to ensure employees remained informed and aligned with our **core policies**, including:

Ethics & Compliance Training with Brian Waters and Meg Clasen

- **124 employees** trained

Ethics for Technical Services with Paul Lum

- **13 employees** trained



Sponsorships through E-Comply

In 2025, Sully-Miller recorded **32 sponsorships** in eComply, reflecting our continued commitment to **supporting organizations** and **initiatives** within the communities where we operate. These sponsorships included programs such as:

- **Wounded Warriors**
- **City of Hope Softball**
- **The Irwindale Foundation**
- **Irwindale Scholarship Program**



Ethical Conduct of RFPs in 2025

Throughout 2025, all RFPs were conducted using a **rigorous process** fully aligned with COLAS compliance policy. This approach ensured **impartial** and **objective decision-making**, with selections based solely on **operational needs** and the **objective merits** of submitted proposals.



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Your feedback is appreciated.

Your input is important to us as we continue to enhance our CSR efforts and reporting.

Scan the QR code to share your thoughts on the 2025 CSR Report.



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