



OPUS[®]
THE OPUS GROUP

2024

**Corporate
Responsibility
Annual Report**

| Letter from Tim

Stewardship as a core value dates back to the very beginning of our organization. Gerry and Hanky Rauenhurst instilled much of who they were and how they lived into the construction business that would become the Opus of today. Their influence laid the foundation upon which our organization was built and sentiments that inspire our mission, values, culture, daily work and future vision.

This report shares the actions we took in 2024 to adapt to a changing world, address pressing issues in our communities and make a positive impact.

We're grateful for the opportunity to work in many communities in numerous capacities and grateful to our team for living our values in and outside of Opus.



Tim Murnane
President & Chief Executive Officer
Opus Holding



Respecting the Environment

We recognize the development and construction of commercial buildings can have an impact on the environment, protecting natural resources and reducing negative impact.

Sustainability

Capital Partners, tenants, our associates and the general public are increasingly interested in sustainability. All our projects incorporate common sense sustainable elements whenever feasible, from bringing natural light into the building, selecting urban infill sites, using renewable construction and finish materials, recycling construction waste, to considering occupant health and safety.



Environmental Risk

We actively invest in environmental mitigation to support development of brownfields or undesirable sites, ultimately benefiting communities and their residents, as well as the planet.

Our experienced in-house environmental risk team works directly with our core project teams, sharing the same goals of delivering quality-built projects on time and on budget. Their efforts can help transform contaminated, unusable property into productive development that creates jobs and generates tax revenues for local municipalities, while also respecting the environment.

2 brownfield sites – over 37 acres – evaluated or cleaned up

22%

of sites under due diligence or construction needed clean up to meet applicable environmental regulatory or health standards

Caring for People & Communities

We are dedicated to advancing the well-being of our associates, clients, business partners and people in the communities we live and work. We strive to foster an environment and culture that is equitable and inclusive. And we are deeply committed to helping make our communities better places to live, work and raise families.

Safety

The safety of our associates and our work environments continues to be a top priority and an essential part of our culture.

Community Stewardship

Opus Foundation

The Opus Foundation is committed to improving conditions that disproportionately affect historically underinvested individuals and communities by resourcing key focus areas of early childhood education, youth development, workforce development, and community revitalization.

Opus Foundation Focus Area Breakdown



31%

Workforce
Development



35%

Youth
Development



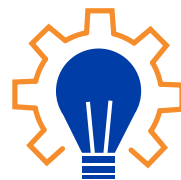
26%

Community
Revitalization



6%

Early Childhood
Education



2%

Pressing &
Emerging Needs

Impact Investing



\$2.5m

total impact investments
since 2020

Enterprise Giving & Volunteering

We are active in the communities where we do business. Since our founding over 70 years ago, we have prioritized giving back to the communities where our team members live, work and raise families. Building community is what we do - both through our actions and our approach.

Collaborative Giving

In addition to individual associate engagement with the Opus Foundation, as an organization we partner with the Opus Foundation on several company wide community building events throughout the year, including the Building Community Award, United Way Campaign and Founder's Day.

We have a passion for improving our communities. When we combine our efforts, we maximize our impact.

Building Community Award

The Gerry Rauenhorst Building Community Award honors our founder's legacy of giving by awarding \$1,000 for each year since Gerry Rauenhorst founded the business that would become the Opus of today to an impactful nonprofit. In 2024, we named InspireMSP the Building Community Award Winner.

\$71,000

awarded to InspireMSP the 2024 Building Community Award Winner

Founder's Day

Since 2012, we have honored our origins by hosting a company-wide volunteer day. Founder's Day commemorates the day Gerry Rauenhorst signed the first contract for Rauenhorst Construction Co. Associates across the company are given paid time off to volunteer together with local affiliates of Rebuilding Together and Habitat for Humanity.

\$105,000

In support of our 2024 Founder's Day volunteer activities, the Opus Foundation awarded \$105,000 total to:

- Greater Des Moines Habitat for Humanity
- Greater Indy Habitat for Humanity, Inc.
- Habitat for Humanity Central Arizona
- Habitat for Humanity of Kansas City
- Habitat for Humanity of Metro Denver Inc.
- Rebuilding Together Metro Chicago
- Rebuilding Together Minnesota
- Twin Cities Habitat for Humanity

United Way Campaign

We build strong team bonds while building awareness, raising money and volunteering during our annual campaign. Through our volunteer efforts during the week, associates also contribute to the wellbeing of our communities.

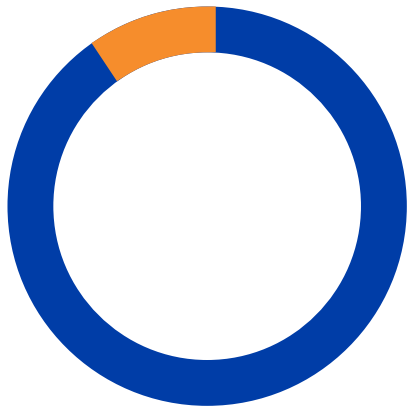
\$141,184

raised from associates with the Opus Foundation match during our annual United Way Campaign



| Grantmaking: Our Numbers

TOTAL AWARDED



\$5.4m

Grants awarded
in 2024

\$63.4m

Awarded since
2000

ENGAGED ASSOCIATES



43

Associates on local
Action Teams



82

Grants awarded
in 2024

8

Associates serving on
nonprofit committees



\$2.9m

Awarded in 2024

12

Associates serving
on nonprofit boards

OPUS VALUE



68 Grants in 2024

18 Project communities supported

21 Grants connected to Opus industries

\$2.8m
Awarded in 2024

23 Business connections engaged

42 Grants awarded in 2024

\$3.3m
Awarded since 2024

ADVANCING
COMMUNITIES

BUILDING COMMUNITY



\$5.4m
Awarded in 2024



160 Grants awarded in 2024

multi-year grants awarded

27

communities strengthened in 2024

42

communities strengthened since 2000

219

|2024 Opus Foundation® Grantees

Academy of Holy Angels
ACE Mentor Program of Central Iowa
ACE Mentor Program of Colorado
Aeon
African American Leadership Forum
Anawim Housing
Angels & Sparrows Community Table & Resource Center
Athletes Committed to Educating Students
Avenue Scholars Iowa
Benilde-St. Margaret's School
Big Brothers Big Sisters of the Greater Twin Cities
Big Shoulders Fund
Black Men Teach
Boys & Girls Club of Metro Denver
Boys & Girls Clubs of Greater Kansas City
Building Futures
Camp Fire Minnesota
Child Crisis Arizona
Christopher House
Colorado Coalition for the Homeless
CommonBond Communities
Community Capital Fund
Connectup Institute
Construction Careers Foundation
Construction Education Foundation
CU Real Estate Center, Leeds School of Business
Denver Inner City Parish
Denver Kids, Inc.
Distributive Education Clubs of America
Dougherty Family College
Dress for Success Indianapolis
Dress for Success Twin Cities
Dunwoody College of Technology
Eagle University
Earnest & Edna Shepherd Youth Center
Embarc

Feed Northland Kids
Fourth Avenue Foundation, Inc.
Free Bikes 4 Kidz MN
Freedom for Youth Ministries
Friendly Garden Club of Traverse City
Friendship Community Center, Inc.
Gather and Grow Food Shelf & Connection Center
Genesys Works Twin Cities
Girl Scouts of Minnesota and Wisconsin River Valleys
Giving the Basics, Inc.
Gleaners Food Bank of Indiana
Goodwill of Central & Southern Indiana
Greater Chicago Food Depository
Greater Des Moines Habitat for Humanity
Greater Indy Habitat for Humanity, Inc.
Greater MSP
Greater Twin Cities United Way
Grimes Volunteer Support Services
Habitat for Humanity Central Arizona
Habitat for Humanity Chicago
Habitat for Humanity of Kansas City
Habitat for Humanity of Metro Denver Inc.
Hancock Health Foundation
Harvesters - The Community Food Network
Heart Ministry Center
Hillcrest Transitional Housing
Hispanic Chamber Education Foundation
Home Sweet Home
Hope House Foundation
Hoya Foundation
ICAN: Positive Programs for Youth
InspireMSP
Jesuit Refugee Service USA
Juxtaposition Inc.
Keys2Work
Lake Street Council
Lewy Body Dementia Association

LINK Unlimited Scholars
LISC Indianapolis
Marquette University Center for Real Estate
Meals from the Heartland
Mercy Housing Mountain Plains
Mesa Arts Center Foundation
MIGIZI
Mile High Youth Corps
Minneapolis Parks Foundation
Minnesota American Legion Foundation Fund
85
Minnesota Black Collective Foundation
Minnesota Brownfields
My Very Own Bed
New Pathways for Youth, Inc.
New Visions Homeless Services
NEWSED Community Development
Corporation
Northland Workforce Development Center
Old Bethel and Partners Food Pantry
Operation Breakthrough
Our Savior Lutheran Church
Parents Alliance Employment Project
Pathway Financial Education
People Reaching Out to Other People
Phoenix Children's Foundation
PREP-KC
Project for Pride in Living, Inc.
Project Iowa
Rebuilding Together Kansas City, Inc.
Rebuilding Together Metro Chicago
Rebuilding Together Minnesota
Regions Hospital Foundation
Saint Thomas Academy
Society of St. Vincent de Paul in Phoenix
St. Clare of Assisi Catholic School
St. John the Baptist Catholic School
St. Mary's Early Childhood Center
Starfish Initiative
Summit Academy OIC
Sun Valley Youth Center
The Leelanau Township Community
Foundation, Inc.
Twin Cities Habitat for Humanity
Twin Cities RISE
U.S. Green Building Council
UMOM New Day Centers

Unified Contractors of Kansas City
University of Denver - Franklin L. Burns School
of Real Estate
University of Minnesota Foundation
University of St. Thomas
University of Wisconsin, Madison
Urban Land Institute Colorado
Variety - the Children's Charity of Iowa
Washburn Center for Children
Wheeler Mission
Wish for Wheels
Women's Foundation of Minnesota
YMCA of Metropolitan Chicago
U.S. Green Building Council
UMOM New Day Centers
Unified Contractors of Kansas City
University of Denver - Franklin L. Burns School
of Real Estate
University of Minnesota Foundation
University of St. Thomas
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Variety - the Children's Charity of Iowa
Washburn Center for Children
Wheeler Mission
Wish for Wheels
Women's Foundation of Minnesota
YMCA of Metropolitan Chicago

A blue-tinted photograph of three young girls standing behind a wooden table outdoors. They are all wearing t-shirts that say 'POWER GIRLS' and have 'Opus Group' written on them. The girl on the left is sitting on the table, while the other two are standing. They are all smiling and looking towards the camera. The background shows some trees and a wooden fence.

Values Driven Culture

We are committed to fostering a respectful, inclusive culture, which includes a team with a wide range of experiences and talents. In 2024, we continued to make progress on our multi-year action plan, including the following focus areas:

- Supplier/Vendor Diversity
- Associate Recruitment & Hiring Focus
- Support External Community Building
- Policy Equity Focus Area
- Senior Leadership Engagement
- Education & Culture Building

To learn more about our actions in this area, visit opus-group.com.

Associate Support & Engagement

Associates are supported in a variety of ways to enhance their experience at Opus and their life outside.

Community Partnerships/Transforming Communities

Whether a build-to-suit or a speculative project, we aim to deliver on the established goals and maximize value for all stakeholders - our partners, the client, the community and beyond. Working closely with them enables us to deliver a first-rate project that does just that.

We have a long-standing commitment to helping communities beyond the steel and concrete and delivering a positive economic development benefit.

| Operating with Integrity

We are intentional about operating responsibly and conducting our business with integrity. Since our founding, we have fostered a culture of building trust with our clients and stakeholders. Our associates strive to build strong relationships by exceeding expectations, building quality and delivering on commitments.

| 2024 Board of Directors

Opus

Bob Underhill, Chair
Kelly Baker
Mary Brainerd
Amy Goldman
Sabrina Kanner
Wade Lau
Walt Mercer
Tim Murnane
Mark Rauenhorst

Opus Foundation®

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Margaret Green-Rauenhorst
Aretha Green-Rauenhorst
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Kelli Justesen
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