



## Reflecting on Our First Year and Looking Ahead

As we step into a new year, it's the perfect time to reflect on our first year as employee-owners and look ahead to the opportunities in front of us.

### Our first year as an ESOP

Ames Construction transitioned to an ESOP on Dec. 30, 2024, and Butch Ames announced the news during our first-ever company-wide town hall in February 2025.

This transition was about more than ownership. It was about preserving the Ames family legacy and strengthening the Fueled by Family culture that drives our success.

In our first year as employee-owners, we:

- **Received our first ESOP statement**, which included the share price, share allocation, and account value.
- **Learned about our ESOP** through newsletters, videos, and other resources.
- **Celebrated our first Employee Ownership Month** in October by sharing what employee ownership and “Fueled by Family” mean to us.
- **Put our knowledge to the test** with ESOP Jeopardy while enjoying a Piece of the Pie.

### Looking ahead to 2026

Here's what we can look forward to in our second year of building our future together.

**Early 2026: Meet the new ESOP Communications Committee.** This group will be a resource for education, engagement, and empowering employee-owners across Ames.

**June: Share price announcement.** We'll celebrate the new stock price and its impact on your retirement account balance.

**July: Annual ESOP statement arrives.** Watch your mail for your annual statement, which includes:

- Your updated account value
- Your new share allocation
- The new share price

Need a refresher on how to read your statement? Check out this helpful [video](#).

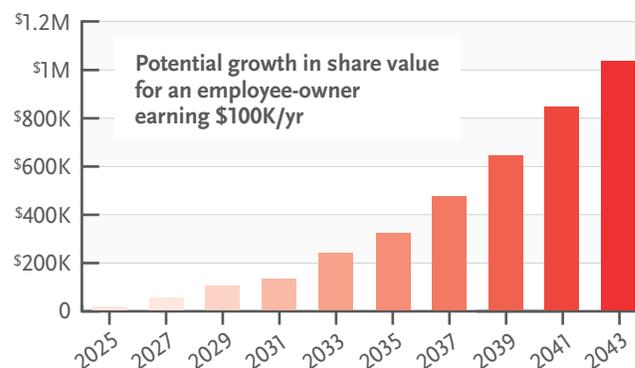
### Did you know?

*The median household net worth of employee owners is 92 percent higher than non-employee owners.*

**October: Employee Ownership Month.** We'll celebrate with new activities and more opportunities to highlight what ownership means at Ames.

### All year long:

- **ESOP education.** We'll continue sharing ESOP resources throughout the year.
- **Practicing the ownership mindset.** The ownership mindset is part of how Ames operates: taking pride in our work, supporting our teams, seeing better ways to build, and making decisions with the long-term health of the company in mind.
- **Growing the value of Ames Construction.** Share value is calculated once a year, but the work that drives it happens every day. For ESOP participants, that can mean long-term growth in account value.



*ESOP account balances shown above are estimates and are subject to both company performance and trustee valuation.*

Together, we're building a future where we each have a stake in our success.

### Do you have other questions?

Check out this [Overview & FAQs](#) page.