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Pepper Construction Group Promotes Top Leadership *Chris Averill tapped to serve as President*

CHICAGO, IL – May 23, 2023 Pepper Construction Group is pleased to announced the promotion of Chris Averill to the position of President. In his new role, Averill will assume leadership responsibility for the Pepper Construction Group’s growth and performance.

With more than 43 years of experience, Averill is an accomplished leader with an extensive background in global finance and business management and a proven track record of leadership and operational excellence at Pepper. He joined Pepper Construction in 2015 as Chief Financial Officer and has since been instrumental in driving the company's growth and success, adding Chief Operating Officer responsibilities to his role in 2017.

In his new role, Averill will be responsible for leading Pepper Construction's strategic growth and overall performance with oversight of all aspects of the business. He will add these new responsibilities to his current roles as COO and CFO, partnering closely with local Presidents in each of the company’s four geographic locations and the company’s corporate services teams.

“Pepper Construction Group is pleased to have Chris at the helm of the company,” said Stan Pepper, CEO of Pepper Construction Group. “I am confident in his ability to lead the team to continued success. Chris’ deep industry knowledge, operational expertise, and leadership skills make him the ideal leader to drive the Pepper’s growth and deliver exceptional results for our clients,”

Throughout his career, Averill has partnered with business leaders and investors to drive customer satisfaction, profitable growth and enterprise value. His expertise spans acquisitions and divestitures, business integration, financing, business and customer analysis and working capital management. He holds a bachelor’s degree in Accounting from Indiana University and a Master of Business Administration from Northwestern University Kellogg School of Management.

“I am honored to take on this new role leading Pepper Construction Group’s talented team and building on the company's legacy of craftsmanship and integrity,” said Averill. “I am committed to our mission of improving quality of life through the built world and I’m looking forward to partnering with our team to deliver innovative solutions and outstanding customer service to clients while maintaining the highest standards of quality.”

Averill's promotion comes at an exciting time for Pepper Construction Group, as the company looks to expand its reach in new markets and continue to build on its reputation for quality and thought leadership in the construction industry. Under his leadership, the company will continue to prioritize safety, quality, value-added

technology, sustainability and innovation, while fostering a culture of collaboration and teamwork.

About Pepper

Now in their fourth generation of family leadership, Pepper Construction serves clients across the country with comprehensive teams in Illinois, Indiana, Ohio and Wisconsin. Ranked by ENR (Engineering News Report) magazine as one of the top builders of sustainable projects in the nation, Pepper serves clients in a variety of markets such as aerospace, healthcare, science and technology, education, manufacturing and industrial, data centers, entertainment, hospitality and interiors, among others. Pepper's High Performance and Sustainable Construction group is part of their Integrated Construction Services (ICS) team, which represents some of the most advanced thought leadership in our industry — investigating new technologies, evaluating new methodologies and integrating innovative solutions in the field. For more information, please visit www.pepperconstruction.com.

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