

# SASB Framework Index

## CONSTRUCTION MATERIALS SUSTAINABILITY ACCOUNTING STANDARD

### PRODUCT VOLUME METRICS

Category	Code	Accounting Metric	Disclosure
Greenhouse Gas Emissions	EM-CM-110a.1	Gross global Scope 1 emissions (MTCO <sub>2</sub> e) percentage covered under emissions-limiting regulations	921,276 MTCO <sub>2</sub> e  Zero percent of our operations are covered under emissions-limiting regulations.  GHG Emissions & Climate
	EM-CM-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Scope 1 emissions represent a significant portion of emissions resulting directly from our operations.  Our current and future decarbonization efforts are supported by the improved accuracy of our GHG inventory, company-wide data management, and strategic alignment with our business goals.  With more detailed emissions data, we are developing and implementing Scope 1 reduction strategies specific to each line of business. For example, the sourcing of renewable diesel is a significant Scope 1 reduction opportunity among our Aggregates and Concrete segments, while sourcing renewable natural gas and promoting production efficiencies are more impactful for the Asphalt segment.  GHG Emissions & Climate
	EM-CM-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N <sub>2</sub> O), (2) SOx, (3) particulate matter (PM10), (4) dioxins/furans, (5) volatile organic compounds (VOCs), (6) polycyclic aromatic hydrocarbons (PAHs), and (7) heavy metals	Air quality is an important issue in our operations and is managed using industry practices. We maintain compliance with regional air quality permits but are not currently able to track air emissions beyond GHG emissions at an enterprise level.  Air Quality

Category	Code	Accounting Metric	Disclosure
Energy Management	EM-CM-130a.1	(1) Total energy consumed,	18,174,225 GJ Energy & Fuel Management
		(2) Percentage grid electricity,	18% Energy & Fuel Management
		(3) Percentage alternative and	0% Energy & Fuel Management
		(4) Percentage renewable	13% Energy & Fuel Management
	EM-CM-140a.1	(1) Total water withdrawn (m <sup>3</sup> )	Vulcan sites source water from multiple sources such as groundwater, surface water, captured stormwater, and municipalities.  Volumetric tracking of all water sources is not operationally feasible and unavailable for disclosure at a company level. However, we are able to disclose water sourced from municipalities through our utility management system.  In 2024, we recorded approximately 720 million gallons (2,726,030 m <sup>3</sup> ) withdrawn from municipal sources.  Water & Wastewater Management
		(2) Total water consumed (m <sup>3</sup> )	The only significant use of water in Vulcan’s operations is rinsing rock and spraying on roads and trucks to abate dust. Water is not an integral input to the final aggregates products.  Water consumption is not tracked company wide. However, select sites calculate consumptive water use through water balances that are then reported to regional agencies to maintain permit compliance.  Our Austin Quarry in Madera County, CA is an example of a Vulcan site required to report regularly water withdrawal and calculated consumptive use.  Water & Wastewater Management

Category	Code	Accounting Metric	Disclosure
Energy Management	EM-CM-140a.1	Percentage of each in regions with High or Extremely High Baseline Water Stress (%)	<p>Approximately 66% of Vulcan’s water volume withdrawn from municipal sources came from watersheds designated by the WRI Aqueduct Water Risk Atlas as Extremely High or High water stress.</p> <p>Municipal sources are only a portion of Vulcan’s total water use, but it is the only withdrawal source that is currently tracked at a company level. The disproportionately high volume of municipal water sourced from stressed regions is likely due to stricter withdrawal regulations in those regions, requiring Vulcan to source from regulated utilities.</p> <p>Water &amp; Wastewater Management</p>
Waste Management	EM-CM-150a.1	Amount of waste generated (t),	<p>Our quarry operations differ from mining for metals or other construction materials in that they do not result in contaminated or hazardous tailings or wastewater. The aggregates and by-products from our quarries are largely considered inert, and reused/recycled products are included in our sustainable products portfolio.</p> <p>In recent years, we have consolidated our waste management into a single service provider, making it easier to track data. Reported waste in our operations includes (1) universal and (2) vehicle and equipment maintenance waste.</p> <p>Amount of waste generated: In 2024, we generated 24 tons of Universal Waste and 3,424 tons of Vehicle/Equipment waste.</p>
		Percentage hazardous and	<p>Hazardous waste designations and disposal regulations vary by state. We adhere to disposal requirements applicable in all states where we operate. Certain waste materials generated by Vulcan’s operations that are designated as “hazardous” at a federal level are present in relatively small amounts in both the Universal Waste and Vehicle/Equipment Maintenance waste streams; however, the exact amounts are not currently quantified.</p> <p>Performance Index</p>
		Percentage recycled	<p>We work with our waste management service provider to recycle and divert waste from landfills, the two categories of waste we track:</p> <ul style="list-style-type: none"><li>• Universal waste: 100% diverted (24 tons)</li><li>• Vehicle/Equipment Waste: 96% diverted (3,287 tons)</li></ul> <p>Performance Index</p>

Category	Code	Accounting Metric	Disclosure
Waste Management	EM-CM-150a.1	Description of environmental management policies and practices for active sites	<p>From permitting to development to end-of-life reclamation, we are dedicated to protecting natural resources of approximately 310,000 acres through responsible development.</p> <p>We collaborate with local and federal agencies to protect endangered species identified within our operations and develop community-based ecosystem management plans that offer long-term conservation benefits. At the end of 2024, a pilot project was created to standardize Vulcan’s approach to measuring and reporting ecosystem and biodiversity metrics. This pilot program is expected to fully launch in 2025 with updates in reporting throughout the year.</p> <p>Environmental management is employed at a site level and uses a combination of strategies including, but not limited to:</p> <ul style="list-style-type: none"><li>• Internal assessment and analysis</li><li>• Environmental Impact Assessments (EIA)</li><li>• Buffer zones</li><li>• Conservation and mitigation banks</li><li>• Partnership with the Wildlife Habitat Council (WHC)</li></ul> <p>Land Use &amp; Ecological Impacts</p>
		Terrestrial acreage disturbed (ac), percentage of impacted area restored	<p>We do not currently quantify and report this data at a company level.</p> <p>An example of restored mining land is our Azusa Rock Quarry in southern California. The program included reclaiming the severe, steep slopes and previously reclaimed large benches of the 100-plus-year-old quarry. The large benches, referred to locally as the “Mayan Steps, were completely transformed into micro-benches approximately 2 feet deep by 2 feet high. The micro-benches were seeded and planted with native plant species characteristic of the local habitat.</p> <p>Wildlife Habitat Council recognized Vulcan as exceeding regulatory requirements with its efforts to restore the coastal sage scrub and chaparral vegetation communities on such difficult terrain, which is a significant ecological contribution to increasing the number of acres and quality of native habitats available for wildlife species that inhabit the mine site.</p> <p>For more information: <a href="https://westerncsr.vulcanmaterials.com/2020/09/17/wildlife-habitat-council-recognizes-vulcans-azusa-facility/">https://westerncsr.vulcanmaterials.com/2020/09/17/wildlife-habitat-council-recognizes-vulcans-azusa-facility/</a></p> <p>Land Use &amp; Ecological Impacts</p>

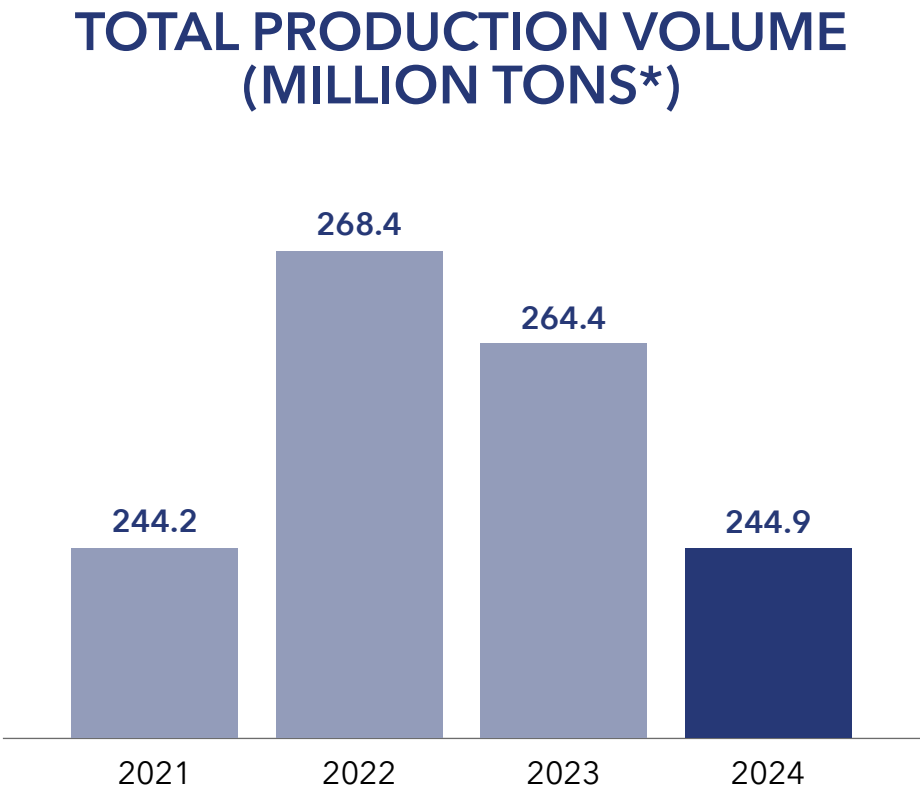
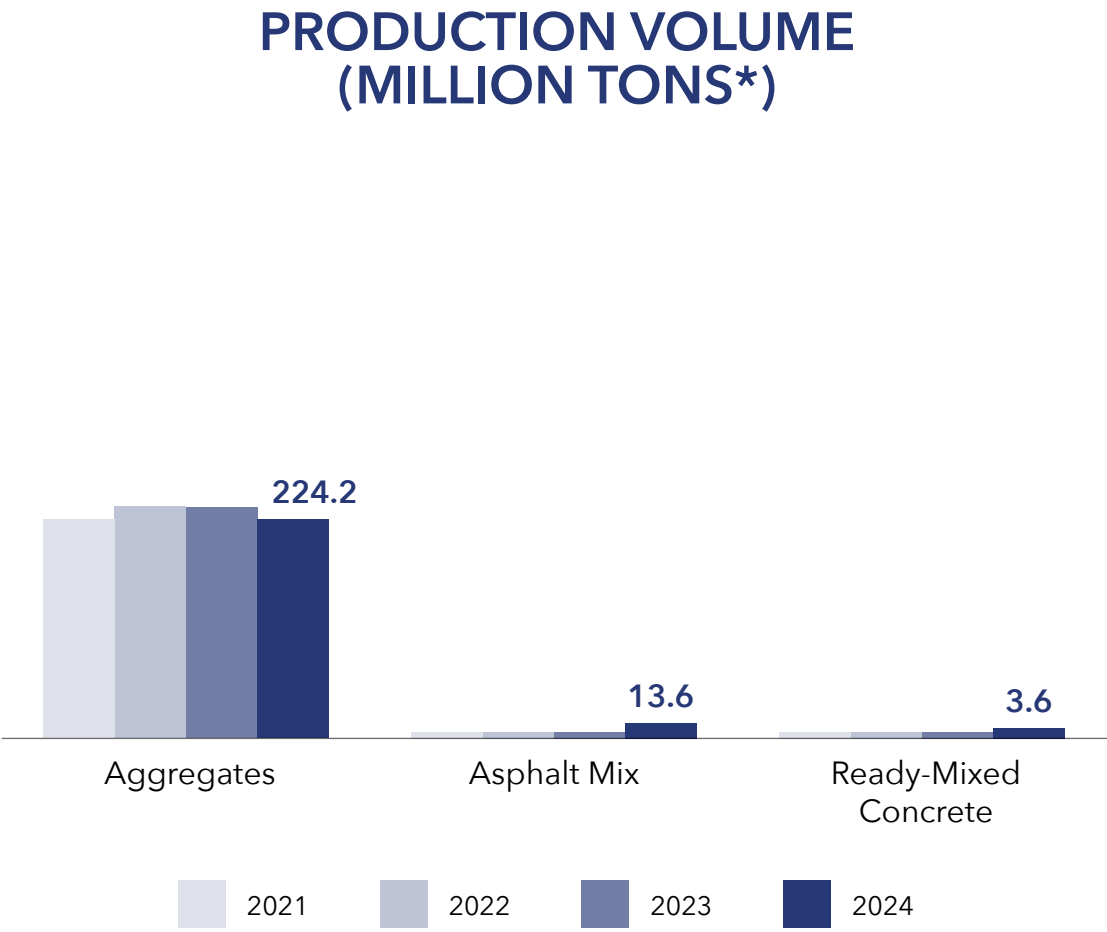
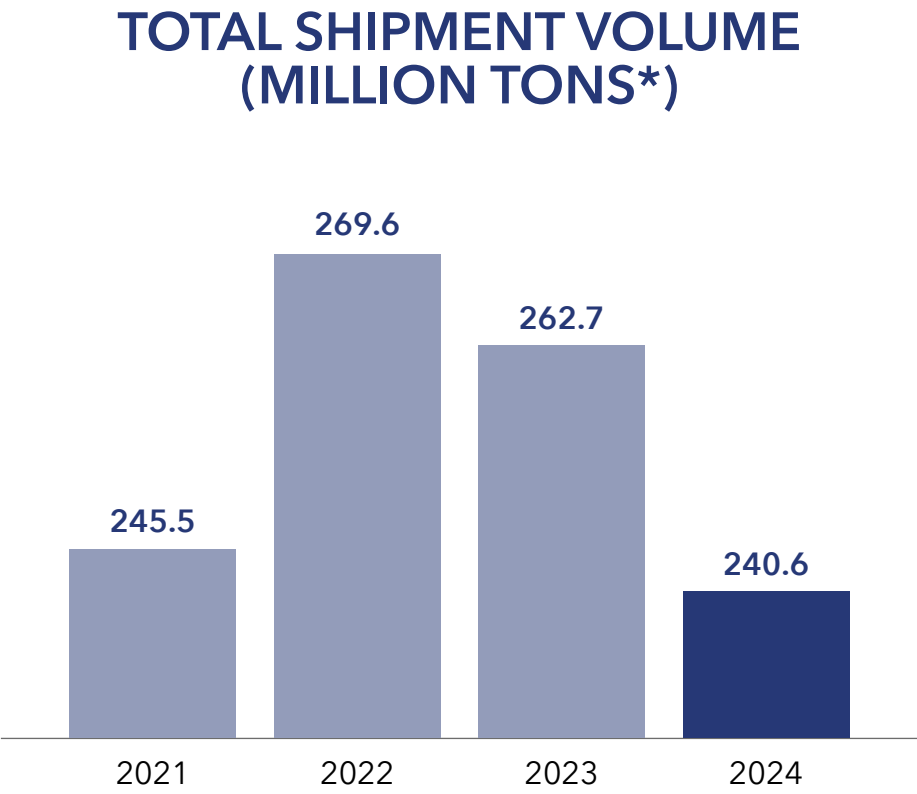
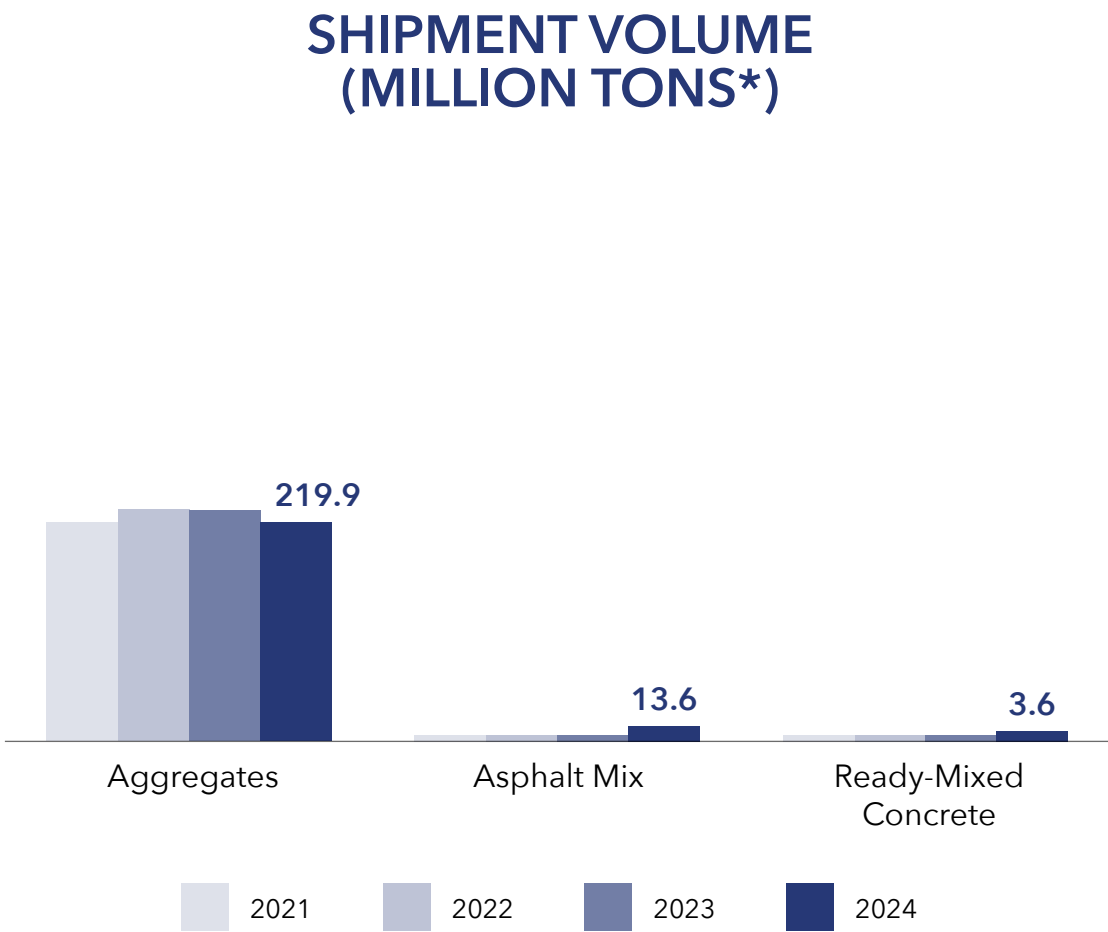
Category	Code	Accounting Metric	Disclosure
Workforce Health & Safety	EM-CM-320a.1	(1) Total recordable incident rate (TRIR) and	Safety performance indicators are tailored to represent our industry and operations. <ul style="list-style-type: none"><li>MSHA Reportable Injuries: 1.18</li><li>OSHA Recordable Injuries: 1.42</li><li>Combined MSHA/OSHA Rate: 1.28</li></ul> Fatalities <ul style="list-style-type: none"><li>Employees: 0</li><li>Contractor/Subcontractor: 0</li></ul> Regulatory Oversight
		(2) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	
	EM-CM-320a.2	Number of reported cases of silicosis	Crystalline silica is a naturally occurring mineral that can form fine particles during mining, rock crushing, and production of ready-mixed concrete. Prolonged exposure and inhalation of crystalline silica can cause significant health issues commonly associated with our industry.  We employ industry best practices to manage fugitive dust emissions and reduce exposure to crystalline silica, in addition to other particulate matter. We also conduct health screenings for employees to monitor for potential health conditions such as silicosis.  Zero cases of silicosis were reported company wide in 2024.  Health & Safety
		Percentage of products that qualify for credits in sustainable building design and construction certifications	We support our customers in the development of certified low-carbon infrastructure and sustainable building design. We collaborate with customers to design product mixes using alternative and low-carbon materials.  We quantify and categorize these products through EPDs, GWP budgets, and tons of injected CO2 through CarbonCure. However, we do not currently report the total revenue associated with these products.  Sustainable & Low Carbon Products
		Total addressable market and share of market for products that reduce energy, water or material impacts during usage or production	We do not currently quantify and report this data.  Sustainable & Low Carbon Products
Activity Metrics	EM-CM-000.A	Production by major product line	<b>Aggregates:</b> 224.2 million tons <b>Asphalt Mix:</b> 13.6 million tons <b>Ready-Mixed Concrete:</b> 3.6 million cubic yards

# 2024 Performance Data Table

## PRODUCT VOLUME METRICS

Shipment Volume	2021	2022	2023	2024
Aggregates (million tons)	223.1	236.6	234.6	219.9
Asphalt Mix (million tons)	11.4	12.2	13.4	13.6
Ready Mixed Concrete (million cubic yards)	5.6	10.5	7.5	3.6
Total products (million tons)*	245.7	269.8	262.9	240.6

Production Volume	2021	2022	2023	2024
Aggregates (million tons)	222.8	235.0	236.0	224.2
Asphalt Mix (million tons)	11.4	12.2	13.4	13.6
Ready Mixed Concrete (million cubic yards)	5.0	10.6	7.5	3.6
Total products (million tons)*	244.2	268.4	264.4	244.9

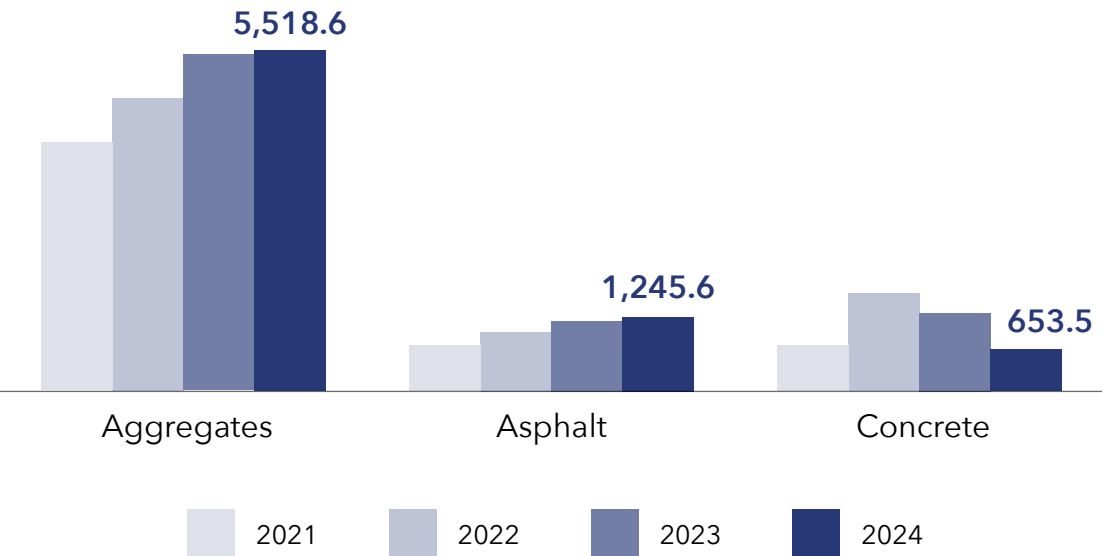


\*Aggregates and asphalt mix production are measured in short tons (tons). Ready-mixed concrete is measured in cubic yards and converted to tons. Conversion calculation: 1 cubic yard of concrete = 4,000 pounds (or 2 tons).

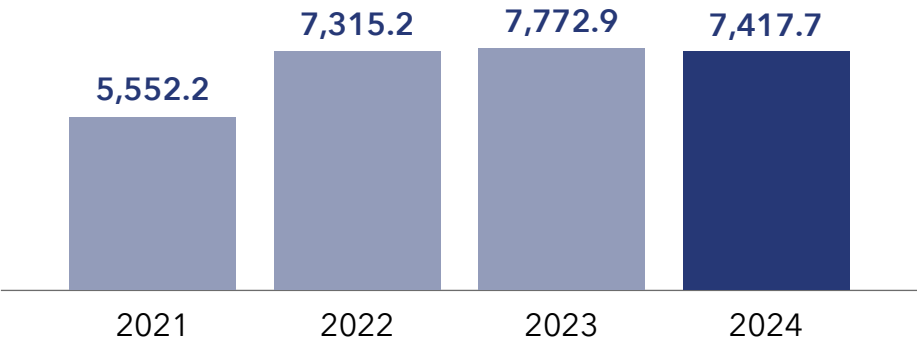
Revenue By Business Segment	2021	2022	2023	2024
Aggregates (million \$USD)	4,007.6	4,731.1	5,391.9	5,518.6
Asphalt (million \$USD)	777.8	990.2	1,140.7	1,245.6
Concrete (million \$USD)	766.8	1,593.9	1,249.3	653.5
Total products (million \$USD)*	5,552.2	7,315.2	7,781.9	7,417.7

Facilities by Business Segment	2021	2022	2023	2024
Aggregates (# facilities)	404	404	397	423
Asphalt (# facilities)	69	71	66	70
Concrete (# facilities)	173	142	63	74

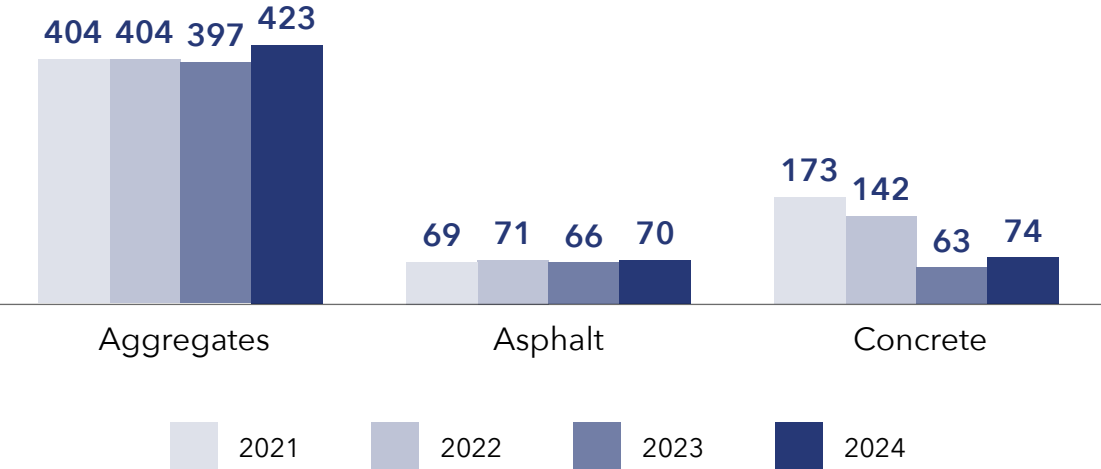
REVENUE BY BUSINESS SEGMENT  
(MILLION \$USD)



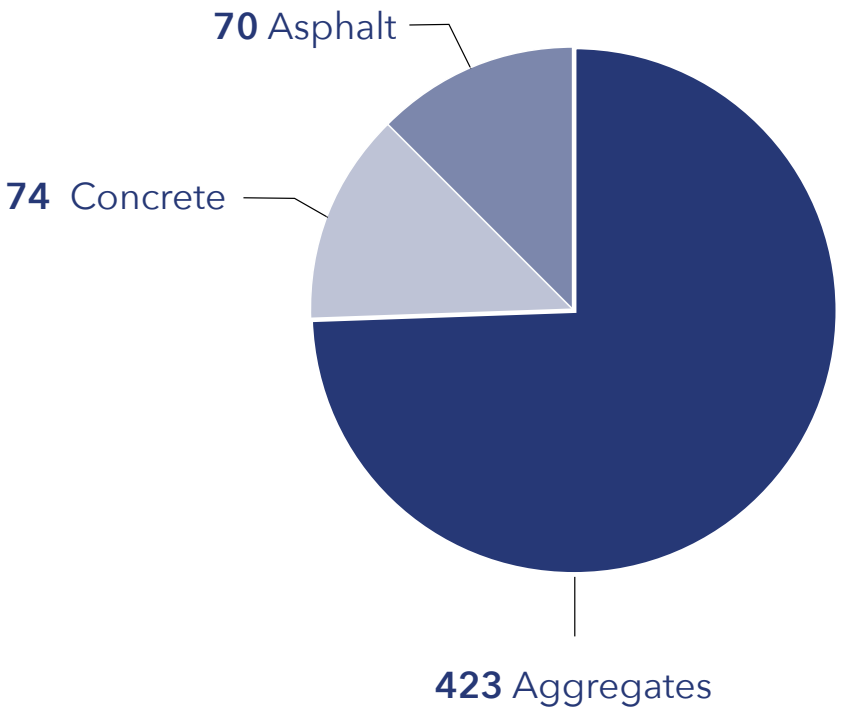
TOTAL REVENUE (MILLION \$USD)



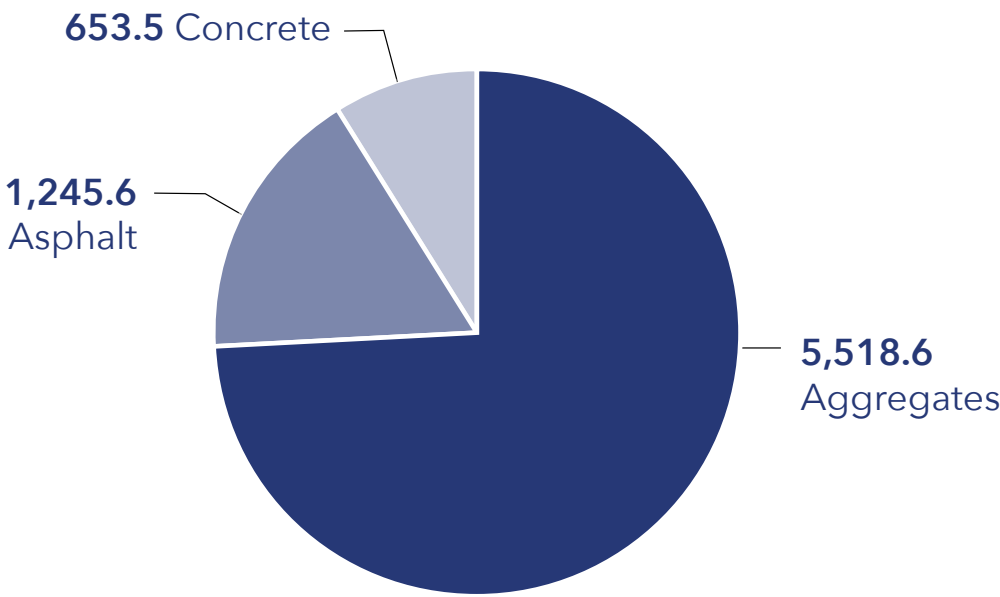
NUMBER OF FACILITIES BY  
BUSINESS SEGMENT



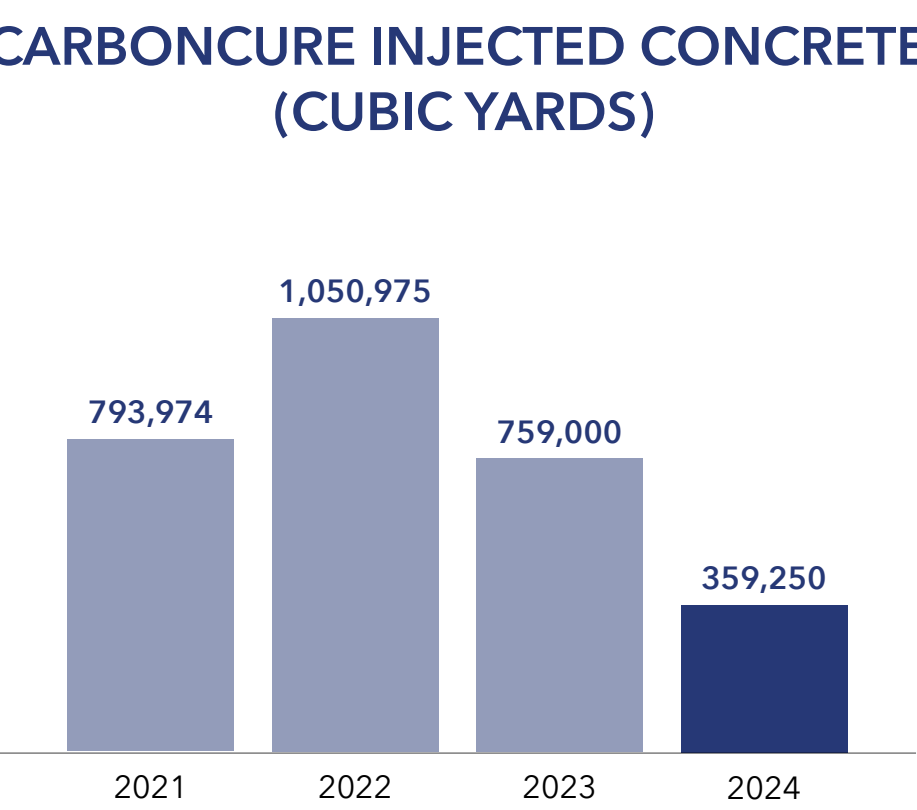
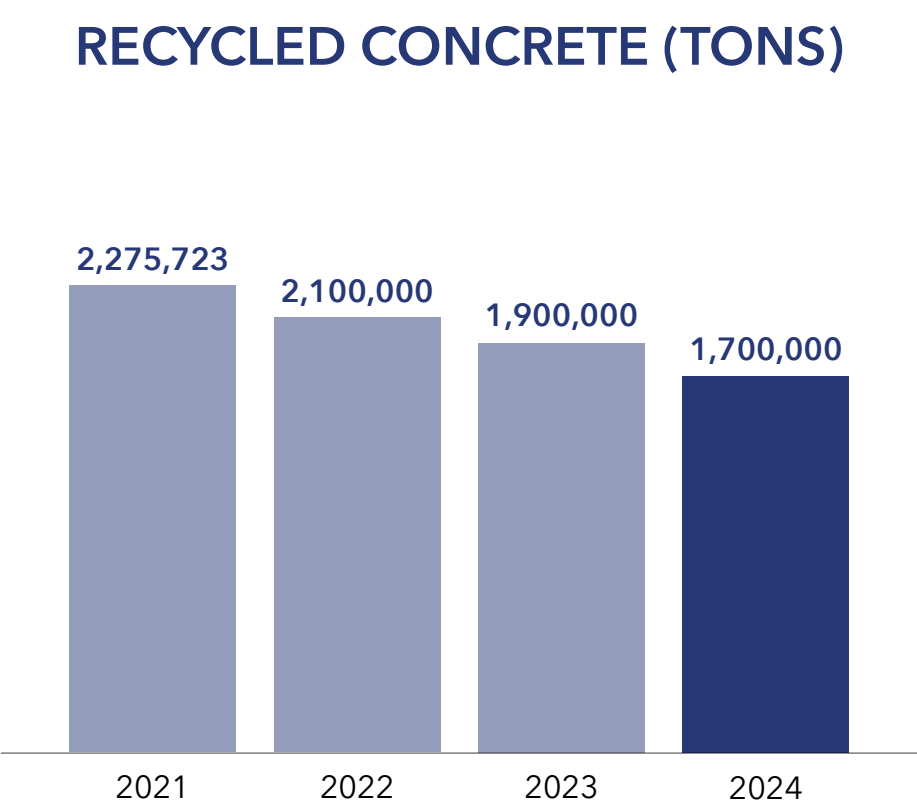
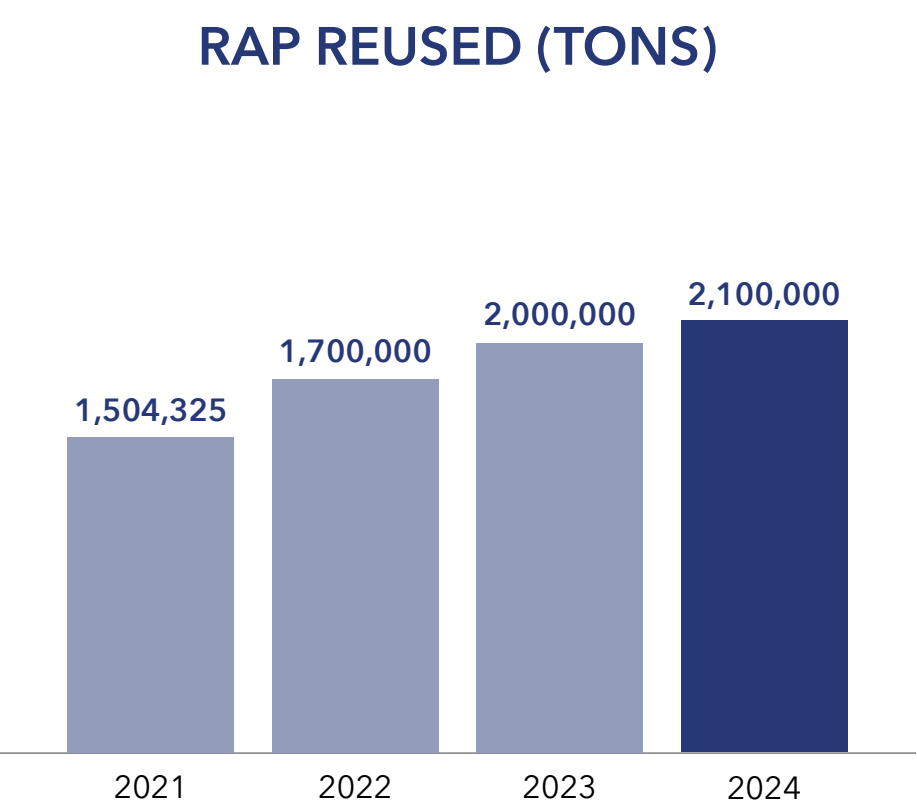
2024 NUMBER OF FACILITIES BY  
BUSINESS SEGMENT



2024 REVENUE BY BUSINESS SEGMENT



Special Products	2021	2022	2023	2024
Recycled asphalt pavement (RAP) reused (tons)	1,504,325	1,700,000	2,000,000	2,100,000
Recycled concrete to produce aggregates (tons)	2,275,723	2,100,000	1,900,000	1,700,000
Concrete injected with CO2 through CarbonCure (cubic yards)	793,974	1,050,975	759,000	359,250



PEOPLE METRICS

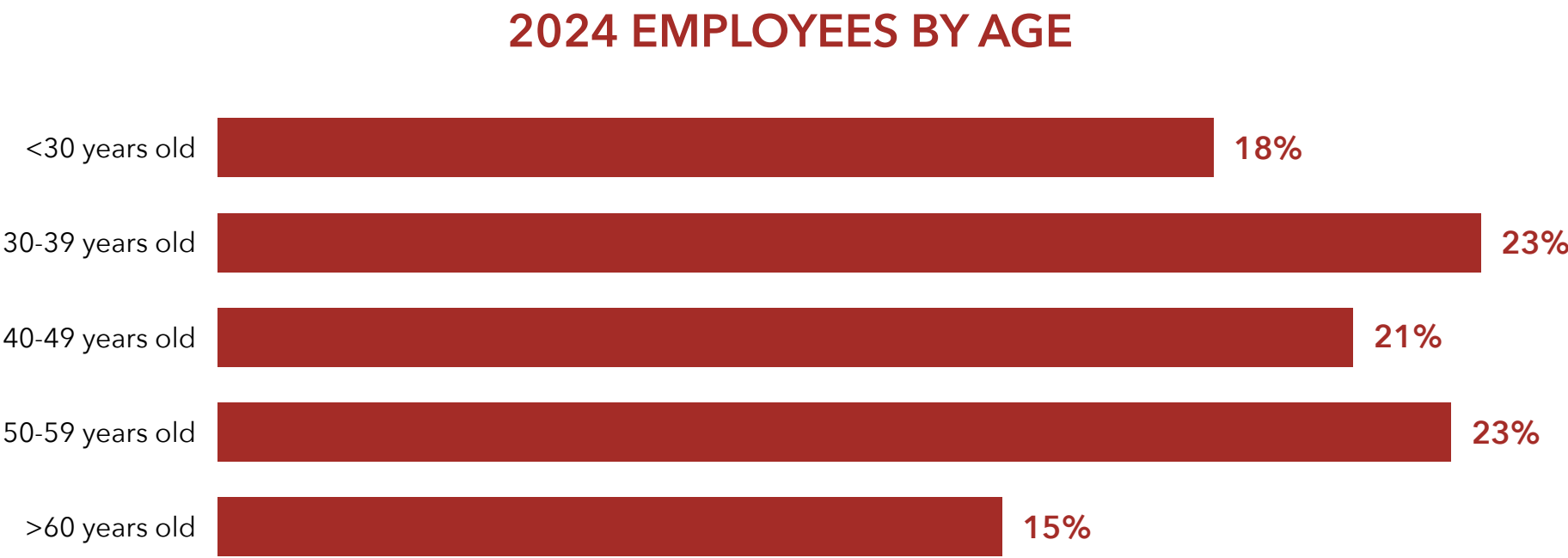
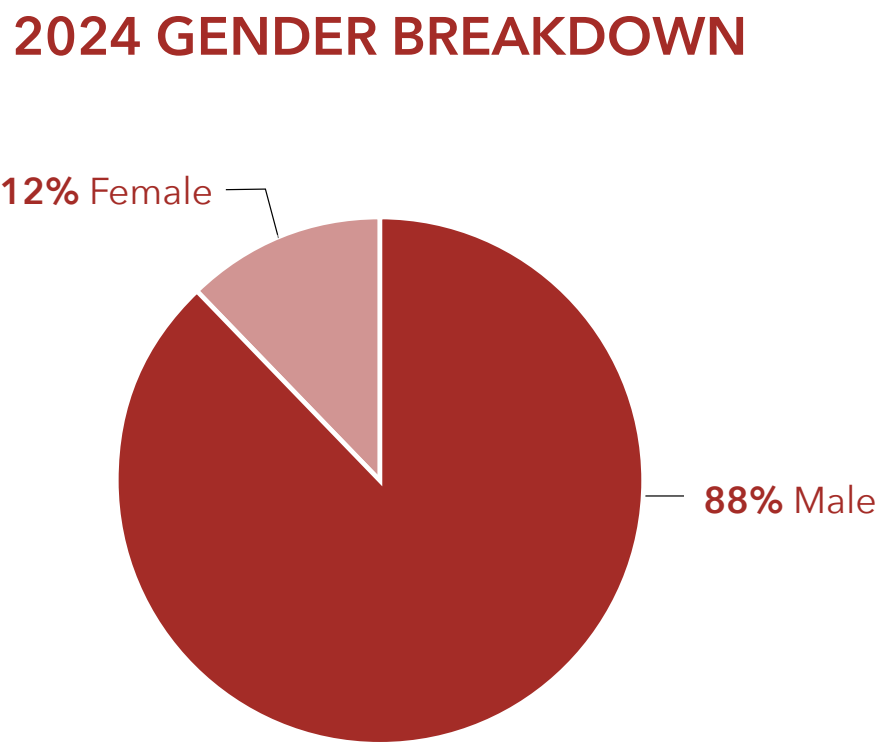
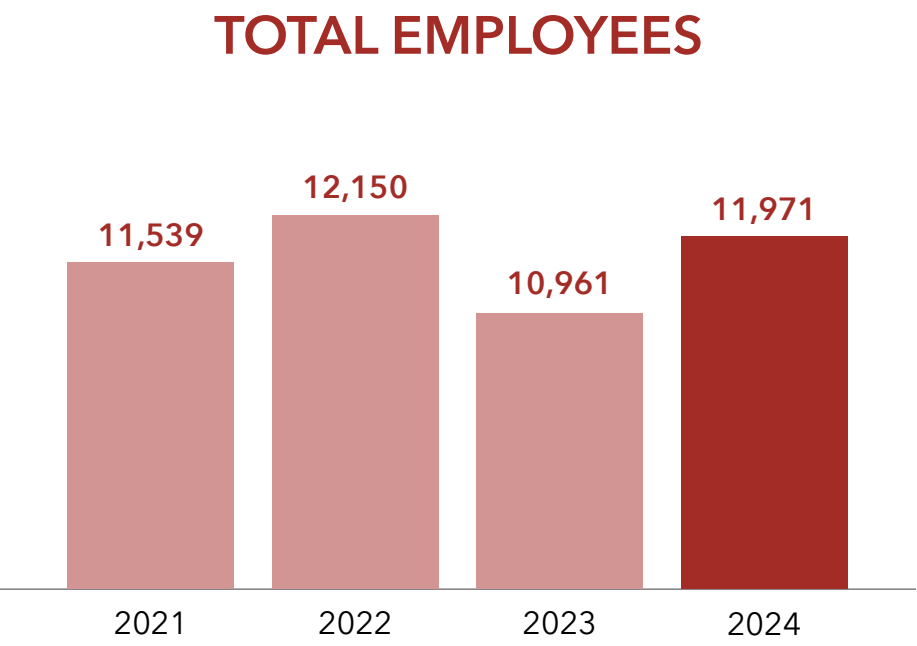
Employees	2021	2022	2023	2024
Total number of employees	11,539	12,150	10,961	11,971
Female employees (%)	11%	11%	12%	12%
Male employees (%)	89%	89%	88%	88%

Employees - Special Categories	2021	2022	2023	2024
New hires*	2,889	3,007	2,519	2,102
Veterans	629	713	652	643

\*This data does not include employees joining Vulcan through acquisitions.

Employees by Age (% total)	2021	2022	2023	2024
<30 years old	16%	16%	17%	18%
30-39 years old	20%	20%	22%	23%
40-49 years old	23%	23%	21%	21%
50-59 years old	27%	27%	25%	23%
>60 years old years old	14%	14%	15%	15%

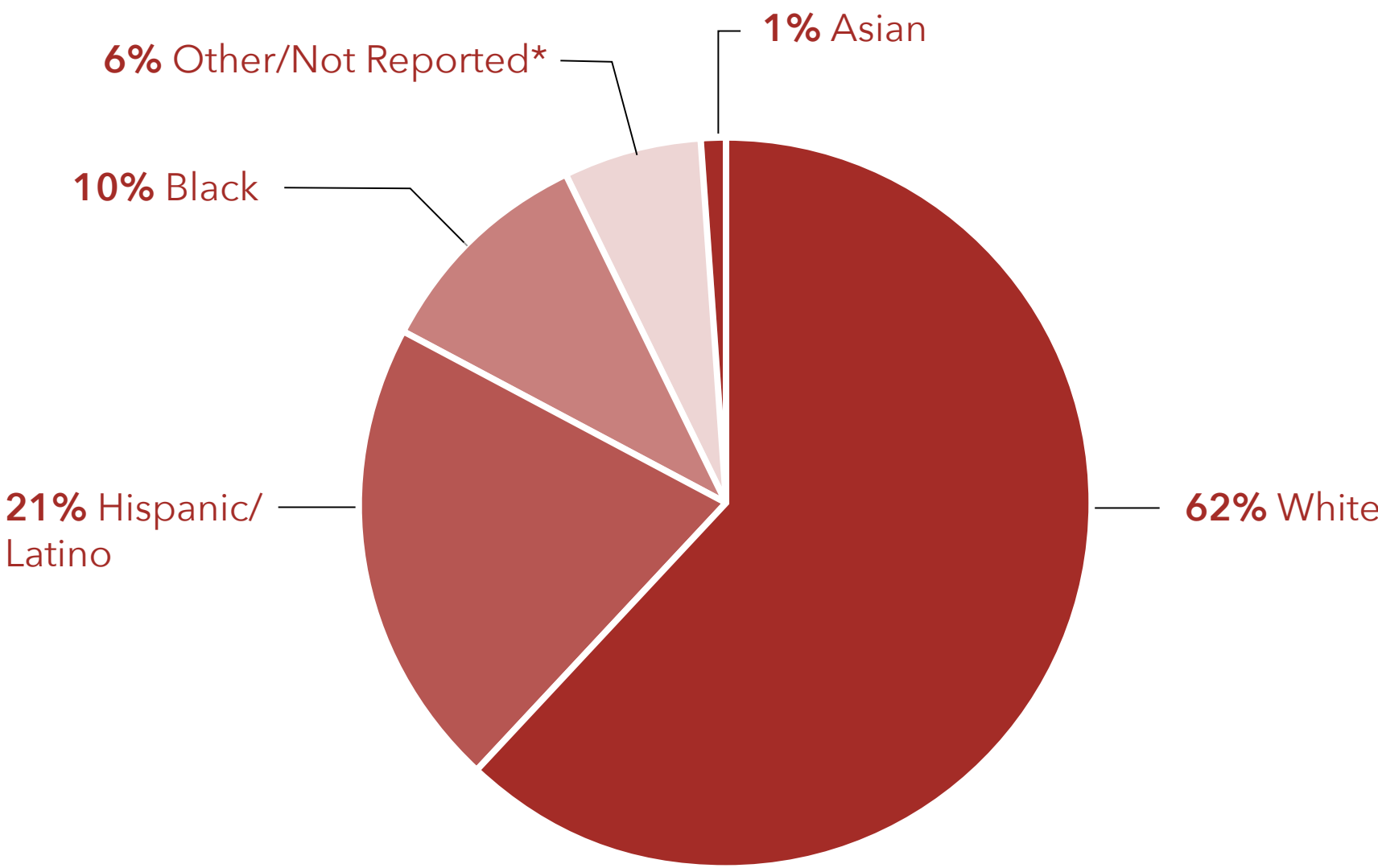
Previous years have reported >20 and 20-29 separately. For 2024, the numbers are consolidated into >30 years. Previous years also reported an additional category of 70-79, which is now consolidated into >60 years.



Employees by Ethnicity (% total)	2021	2022	2023	2024
White	66%	61%	65%	<b>62%</b>
Hispanic/Latino	21%	25%	22%	<b>21%</b>
Black	10%	11%	11%	<b>10%</b>
Asian	2%	1%	1%	<b>1%</b>
Other/Not Reported*	1%	2%	1%	<b>6%</b>

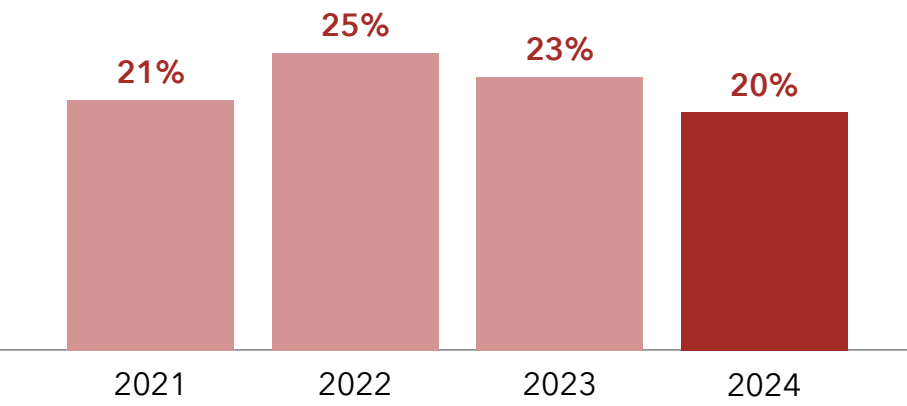
*\*\*“Other” includes all recorded race/ethnicity demographics that account for less than 1% individually of the Vulcan employee population.*

2024 EMPLOYEE ETHNICITY

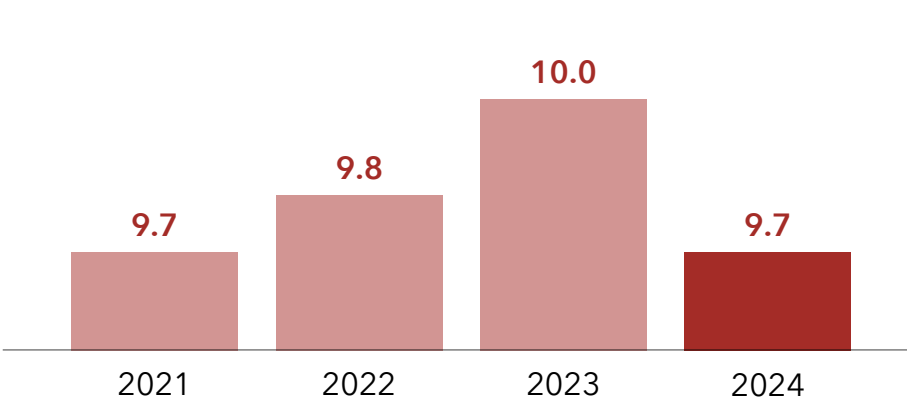


Employee Turnover & Tenure	2021	2022	2023	2024
Employee turnover	21%	25%	23%	<b>20%</b>
Average employee tenure (years)	9.7	9.8	10.0	<b>9.7</b>
0-2 years	23%	29%	27%	<b>26%</b>
2-5 years	22%	18%	20%	<b>21%</b>
5-10 years	21%	20%	21%	<b>21%</b>
10-20 years	16%	15%	15%	<b>15%</b>
>20 yrs. years	18%	18%	17%	<b>18%</b>

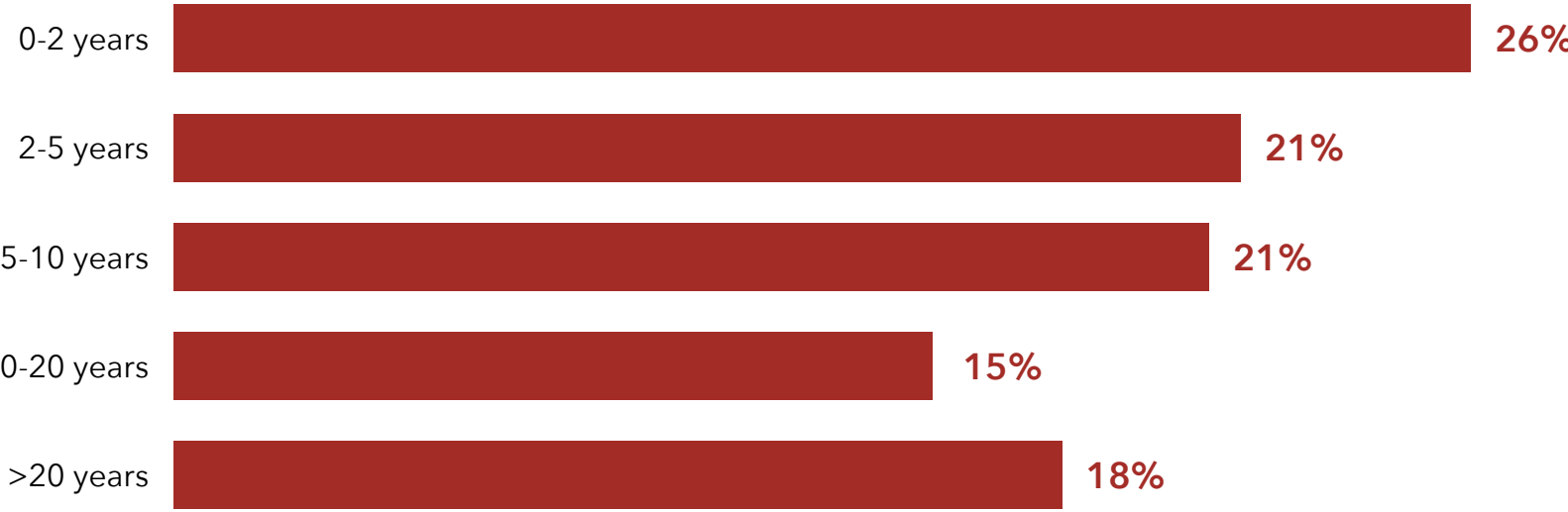
EMPLOYEE TURNOVER RATE



EMPLOYEE TURNOVER RATE



2024 EMPLOYEES BY AGE

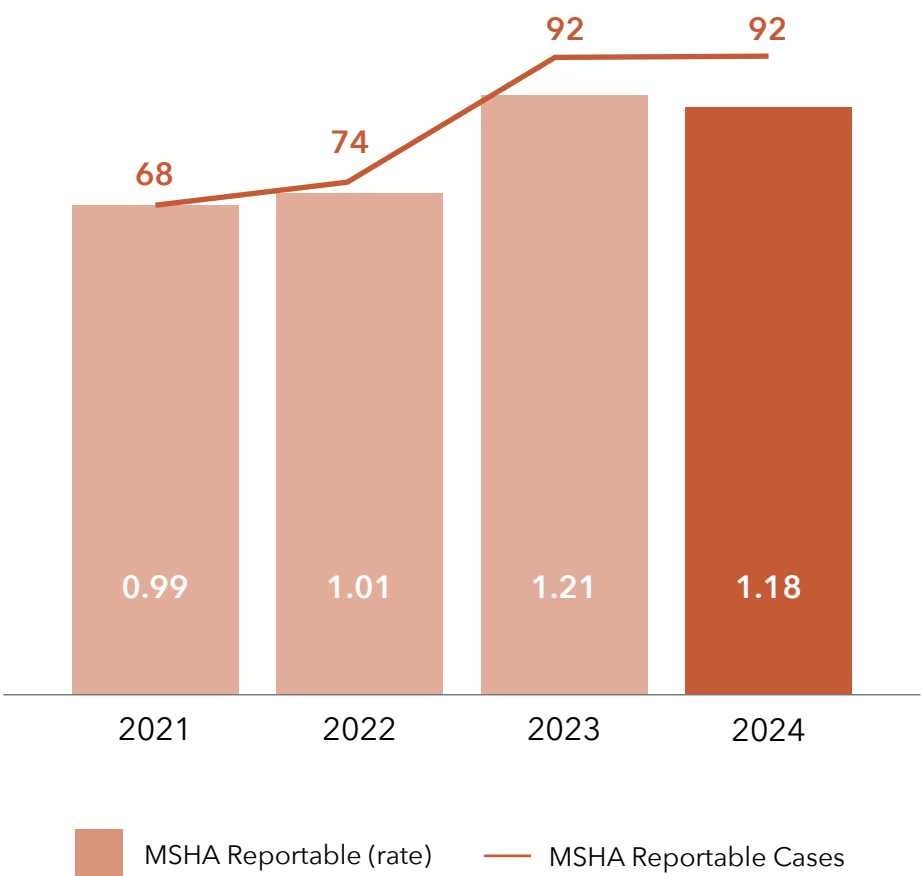


HEALTH & SAFETY METRICS

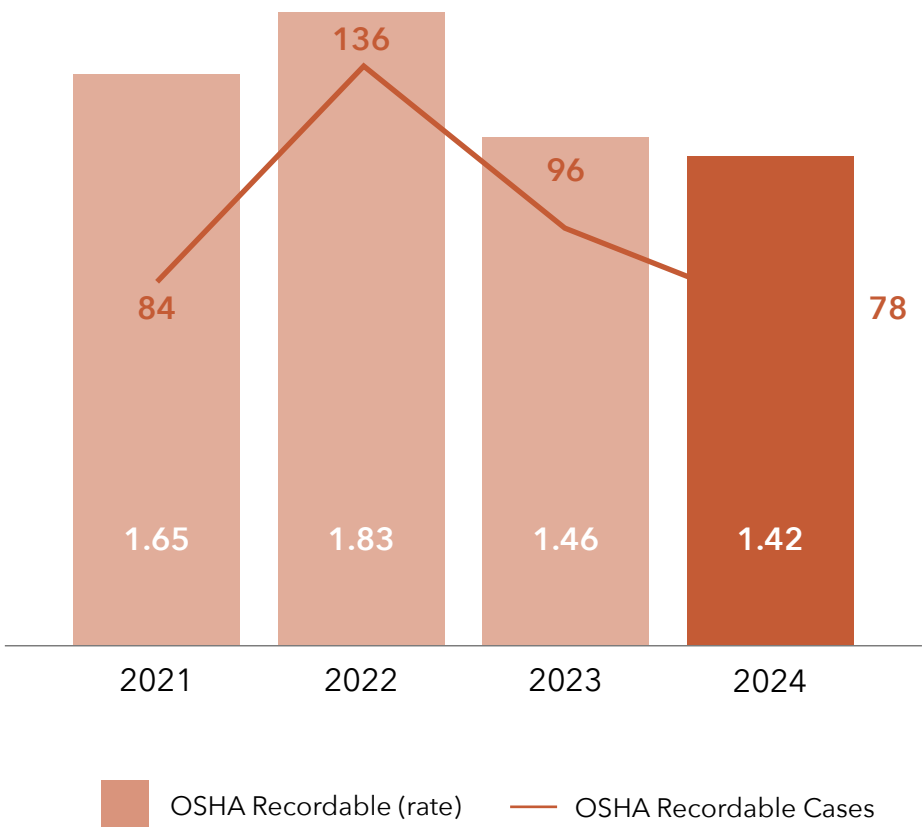
MSHA & OSHA Metrics	2021	2022	2023	2024
MSHA reportable rate	0.99	1.01	1.21	1.18
MSHA reportable cases	68	74	91	92
OSHA recordable rate	1.65	1.83	1.46	1.42
OSHA recordable cases	84	136	96	78
MSHA & OSHA combined rate	1.27	1.43	1.33	1.28
MSHA & OSHA combined injury cases	152	210	188	170

We previously reported slightly different MSHA, OSHA, and combined injury rates in 2022 and 2023; however, subsequent to such reporting, additional injuries were attributed to our safety record during those years, resulting in a revised metrics in this publication.

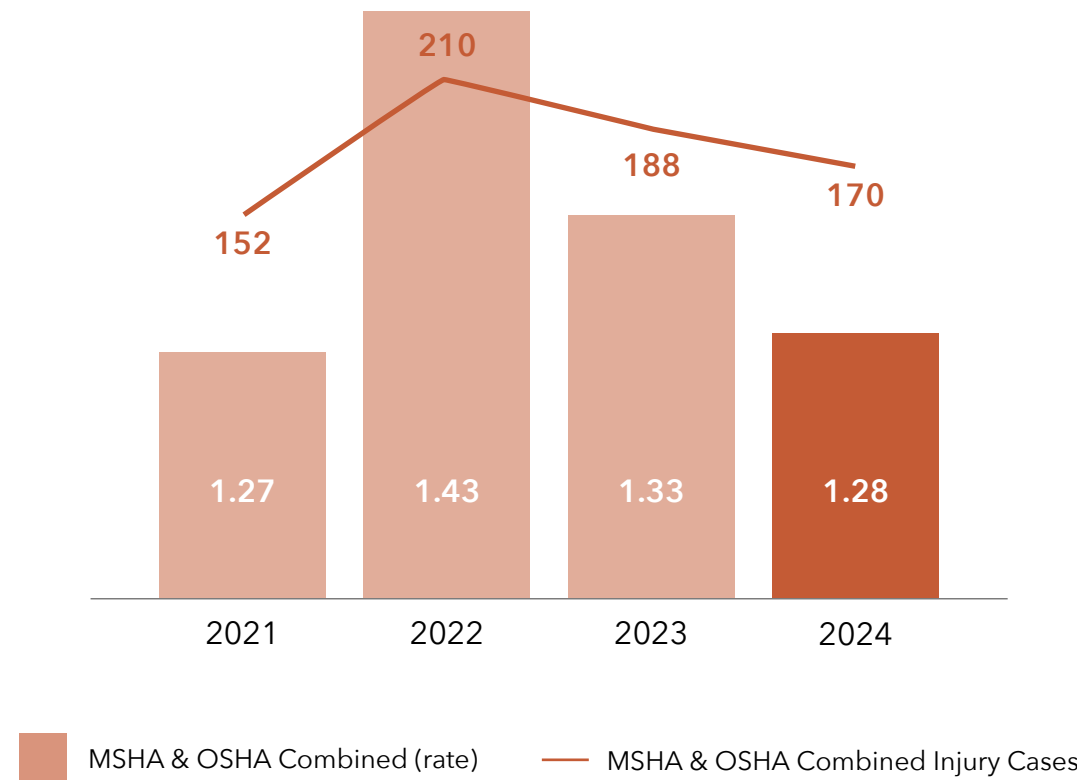
MSHA REPORTABLE RATE VS. CASES



OSHA RECORDABLE RATE VS. CASES



COMBINED MSHA & OSHA RATE VS. CASES

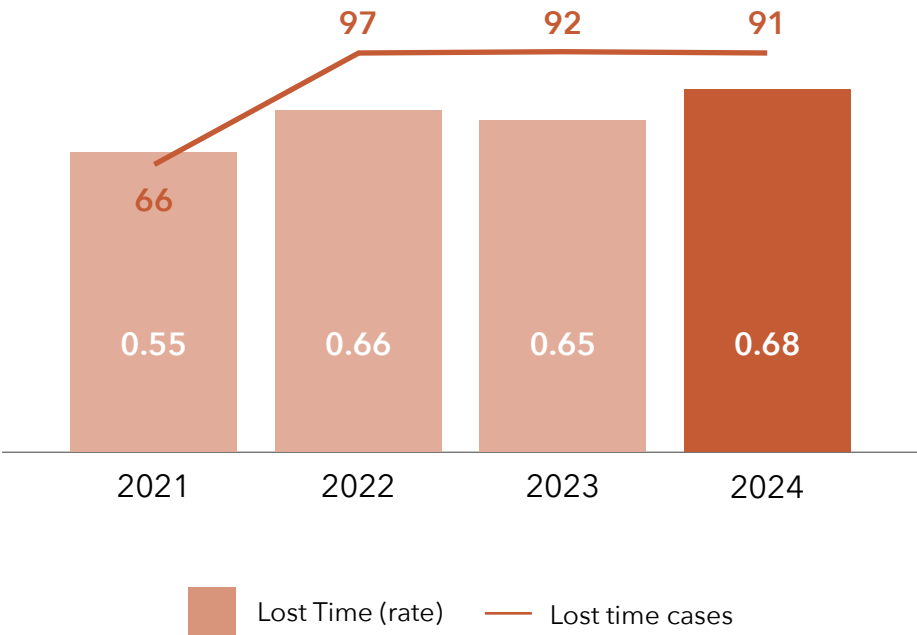


Lost Time	2021	2022	2023	2024
Lost time (rate)	0.55	0.66	0.65	<b>0.68</b>
Lost time cases	66	97	92	<b>91</b>
Facilities with zero lost-time injuries (%)	94%	92%	91%	<b>92%</b>

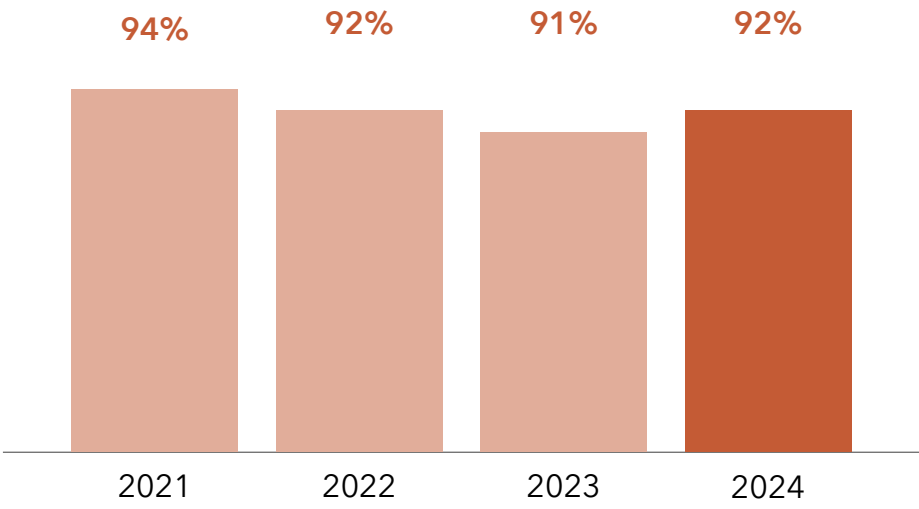
Fatalities	2021	2022	2023	2024
Employee fatalities	0	0	4	<b>0</b>
Contractor fatalities	0	1	2	<b>0</b>

Safety Training & Health Screening	2021	2022	2023	2024
MSHA safety training hours	Data tracking for safety hours was not consistent during major acquisitions.		78,544	<b>87,240</b>
Eligible employees participating in voluntary health screening	Data tracking for screenings was placed on hold during 2021 to accommodate COVID-19 protocols		89%	83%
				<b>84%</b>

LOST TIME RATE VS. CASES



LOST TIME RATE VS. CASES



ENVIRONMENTAL STEWARDSHIP METRICS

Environmental Regulations	2021	2022	2023	2024
Environmental agency inspections	666	577	580	535
Environmental agency citations*	17	19	24	22
Citation-free agency inspections (%)	99%	98%	97%	97%
Certified Wildlife Habitat Council (WHC) sites	40	40	39	33

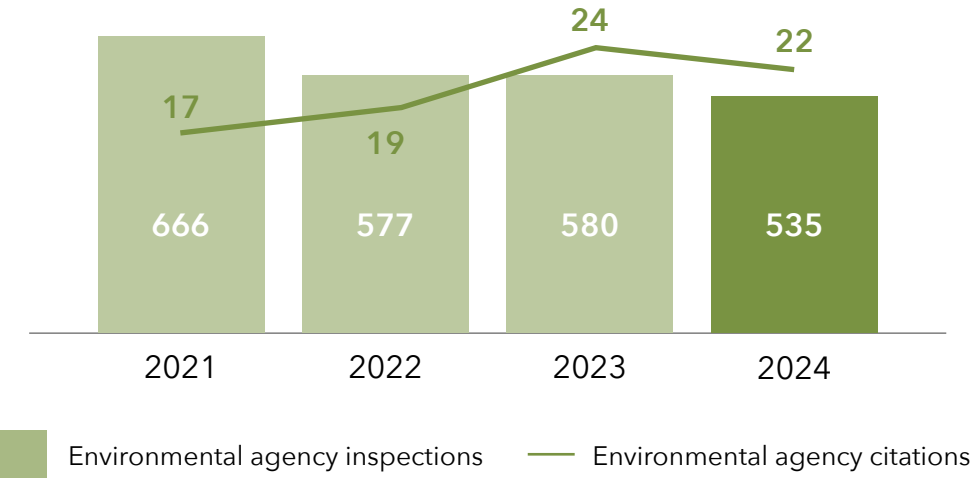
\*The final environmental citation numbers can defer slightly with year-over-year reporting because several citations are still being contested and, therefore, not confirmed at the time of publication.

Gross GHG Emissions*	2021	2022	2023	2024
Gross Scope 1 (MTCO <sub>2</sub> e)	826,863	929,419	922,983	921,276
Gross Scope 2 (MTCO <sub>2</sub> e)	318,221	298,594	310,639	315,672
Combined Scopes 1 & 2 (MTCO <sub>2</sub> e)**	1,145,084	1,228,013	1,233,622	1,189,272

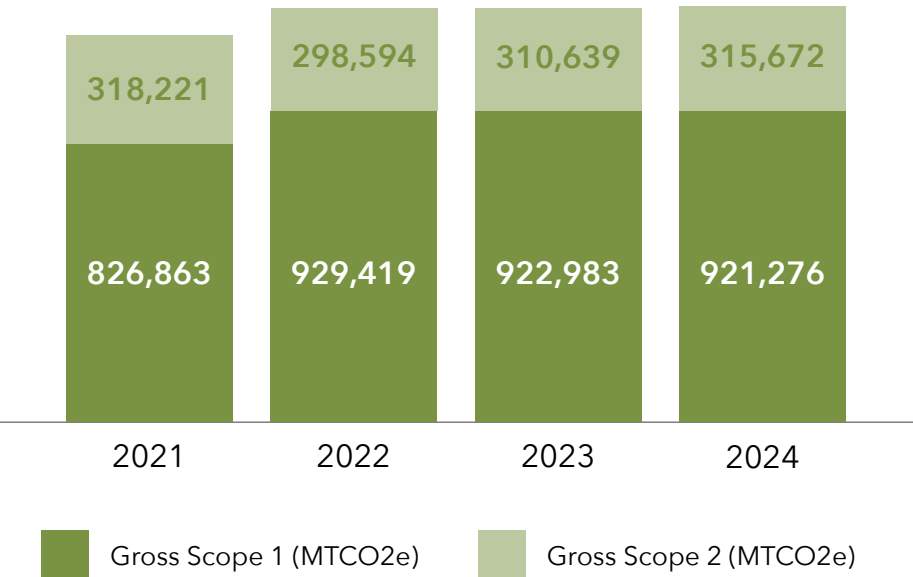
\*GHG emissions data management and calculation methodology have improved substantially each year. GHG emissions prior to 2022 do not reflect these improvements.

\*\* Combined Scope 1 & 2 emissions after applying renewable energy. The renewable energy is not applied to separate Scope 1 and Scope 2.

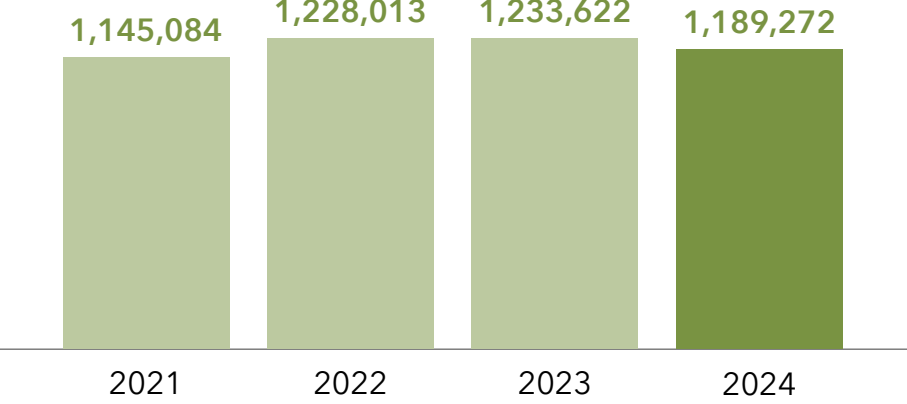
ENVIRONMENTAL AGENCY  
INSPECTIONS VS. CITATIONS



SCOPES 1 & 2 EMISSIONS (MTCO<sub>2</sub>E)



COMBINED SCOPES 1 & 2  
EMISSIONS (MTCO<sub>2</sub>E)

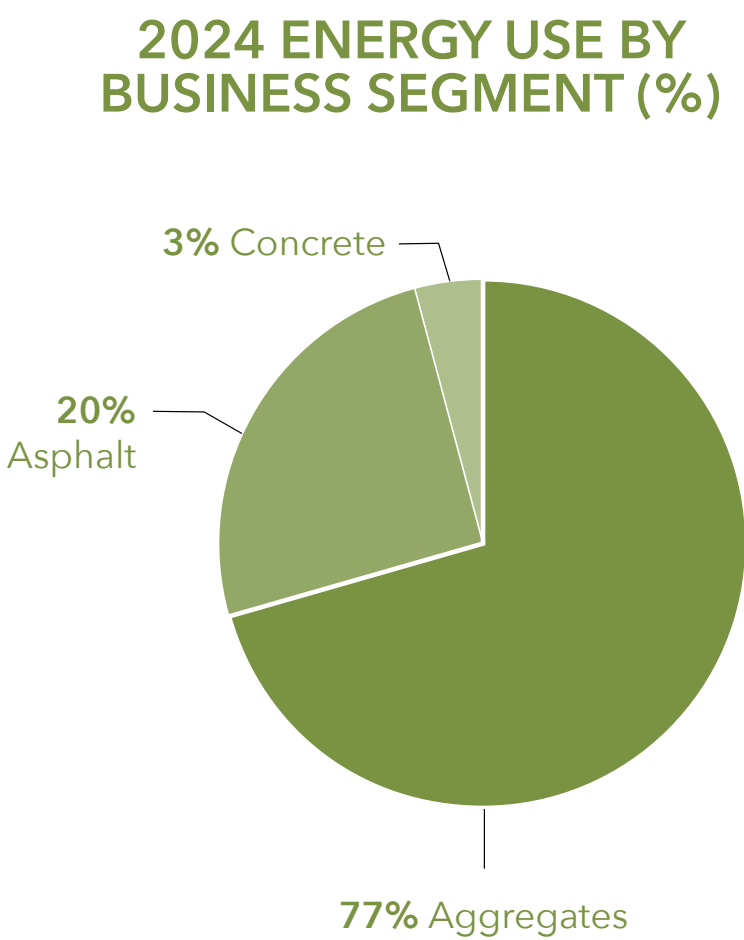
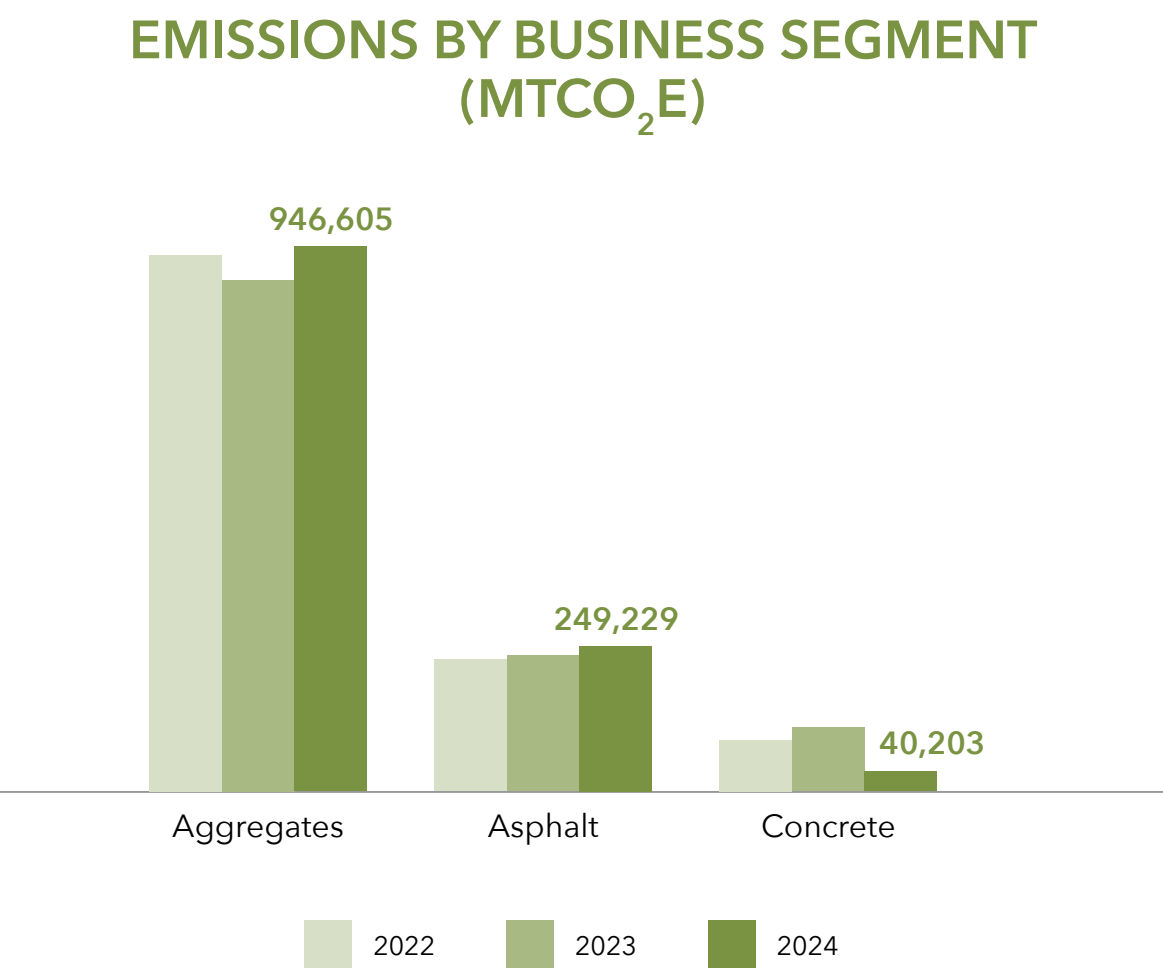


Scopes 1 & 2 by Business Segment	2021*	2022	2023	2024
Aggregates (MTCO <sub>2</sub> e)**	-	924,294	888,648	<b>946,605</b>
Asphalt (MTCO <sub>2</sub> e)	-	228,708	231,990	<b>249,229</b>
Concrete (MTCO <sub>2</sub> e)	-	90,515	112,919	<b>40,203</b>

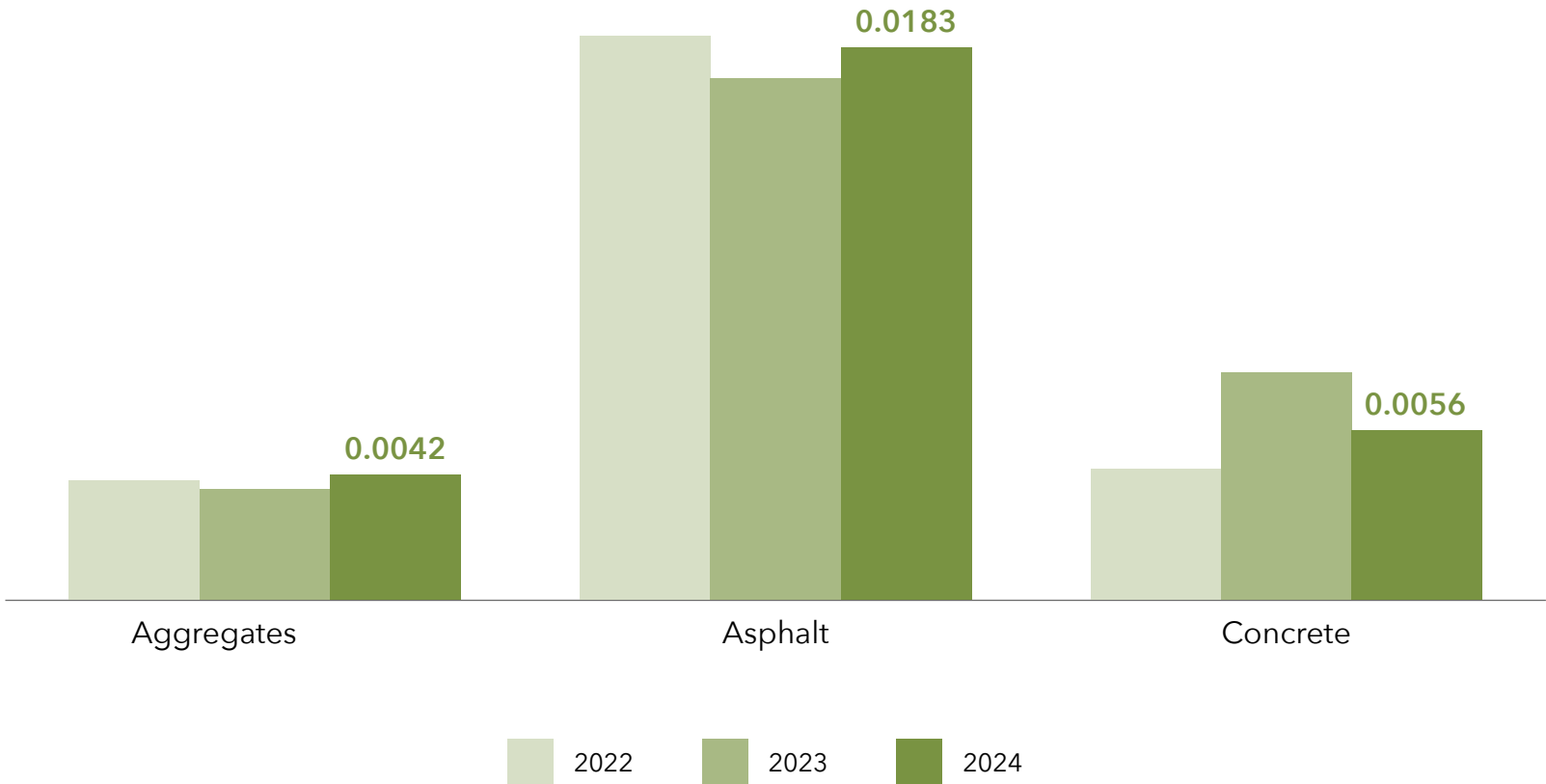
GHG Emissions Intensity by Business Segment	2021	2022	2023	2024
Aggregates (MTCO <sub>2</sub> e/tons produced)	-	0.0039	0.0037	<b>0.0042</b>
Asphalt (MTCO <sub>2</sub> e/tons produced)	-	0.0188	0.0173	<b>0.0183</b>
Concrete (MTCO <sub>2</sub> e/tons produced)	-	0.0043	0.0075	<b>0.0056</b>

\*2022 was the first year of calculating emissions by business segment; data is not available for prior years. Renewable energy is not applied to any specific business segment and is accounted for in gross emissions.

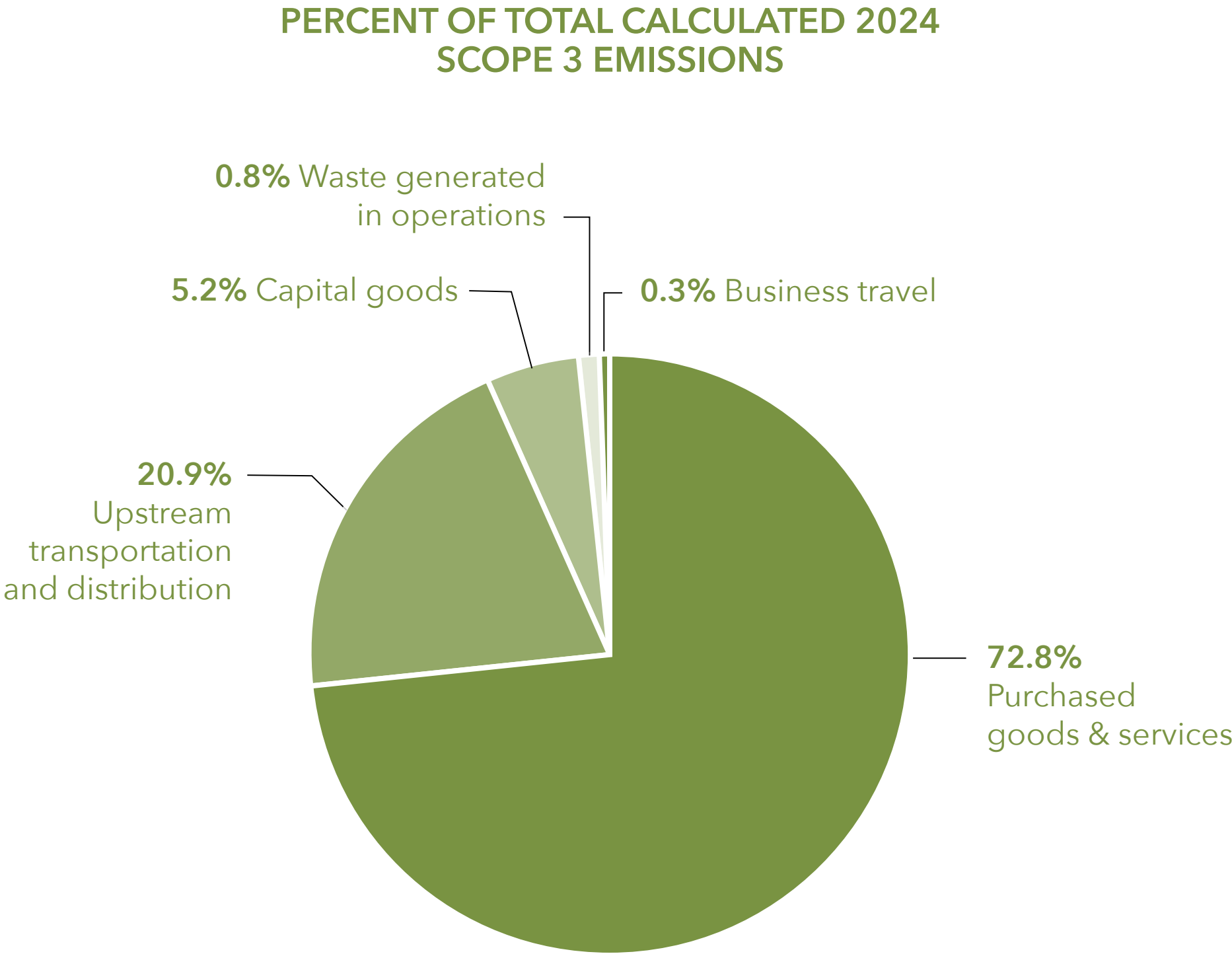
\*\* In 2024, the Calcium segment, which had previously been reported separately, was consolidated into Aggregates. Prior periods have been revised to conform to current year presentation.



GHG INTENSITY BY BUSINESS SEGMENT (MTCO<sub>2</sub>E/TONS PRODUCED)



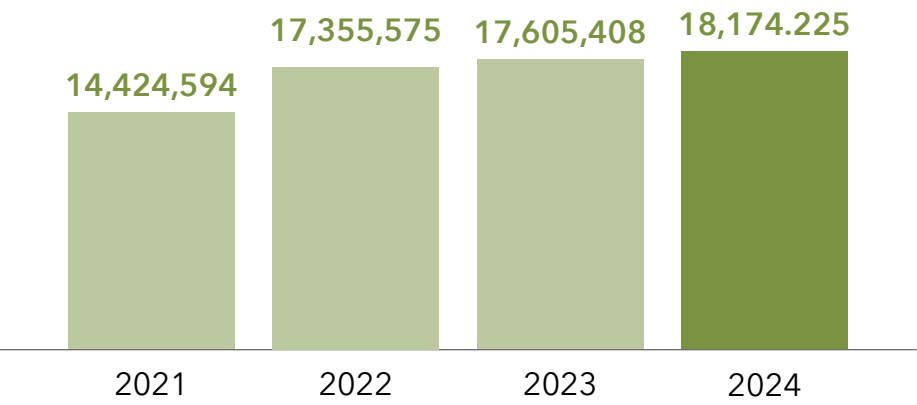
Scope 3 Emissions by Category (%)	Status	2022	2023	2024
<i>Methodology: Guided by the GHG Protocol, a spend-based calculation method was used to calculate Vulcan’s 2024 Scope 3 emissions. The emissions were calculated from Scope 3 categories that were both deemed relevant and had complete, available data during the 2024 fiscal year. This analysis used the latest EPA Supply Chain Emission Factors v1.3 published July 10, 2024 and the appropriate commodities as defined by the 2017 version of the North America Industry Classification System. Vulcan is working to obtain primary and supplier-specific data to evolve its analysis from a spend-based to an activity-based analysis in future reporting.</i>				
1.) Purchased goods & services	Relevant, calculated	61.8%	56.2%	<b>72.8%</b>
2.) Capital goods	Relevant, calculated	1.7%	3.7%	<b>5.2%</b>
3.) Fuel-and-energy-related activities (not included in Scopes 1 & 2)	Relevant, calculated	0.0%	0.0%	<b>0.0%</b>
4.) Upstream transportation and distribution	Relevant, calculated	36.3%	39.5%	<b>20.9%</b>
5.) Waste generated in operations	Relevant, calculated	0.2%	0.4%	<b>0.8%</b>
6.) Business travel	Relevant, calculated	-	0.2%	<b>0.3%</b>
7.) Employee commuting	Relevant, not yet calculated	-	-	-
8.) Upstream leased assets	Not relevant	-	-	-
9.) Transportation and distribution of sold products	Relevant, not yet calculated	-	-	-
10.) Processing of sold products	Relevant, not yet calculated	-	-	-
11.) Use of sold products	Relevant, not yet calculated	-	-	-
12.) End-of-life treatment of sold products	Relevant, not yet calculated	-	-	-
13.) Downstream leased assets	Not relevant	-	-	-
14.) Franchises	Not relevant	-	-	-
15.) Investments	Not evaluated	-	-	-



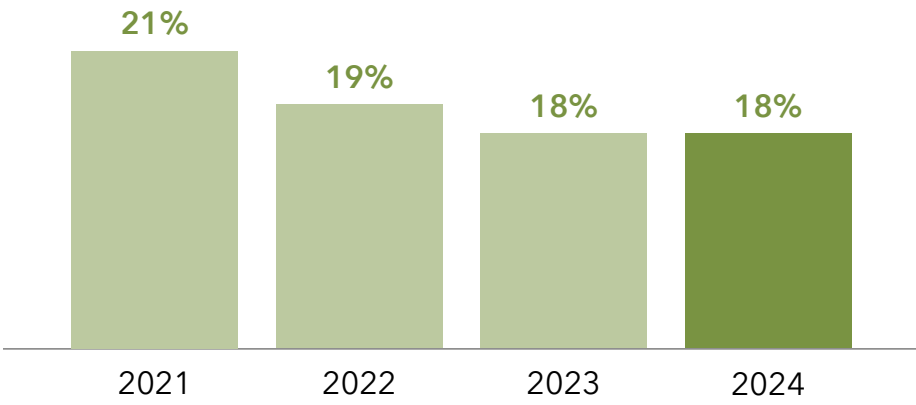
Energy	2021	2022	2023	2024
Total energy consumed (GJ)	14,424,594	17,355,575	17,605,408	<b>18,174,225</b>
Total energy consumed from grid electricity (%)	21%	19%	18%	<b>18%</b>
Electricity from renewable sources (%)	<i>Data unavailable</i>	5%	12%	<b>13%</b>

Scopes 1 & 2 Energy Use by Business Segment (MWh)	2021*	2022	2023	2024
Aggregates**	-	3,136,440	3,231,030	<b>3,420,924</b>
Asphalt	-	1,305,786	1,120,467	<b>1,233,291</b>
Concrete	-	378,767	465,175	<b>198,881</b>
Total Scopes 1 & 2 energy use		4,820,993	4,816,673	<b>4,923,397</b>

TOTAL ENERGY CONSUMED (GJ)



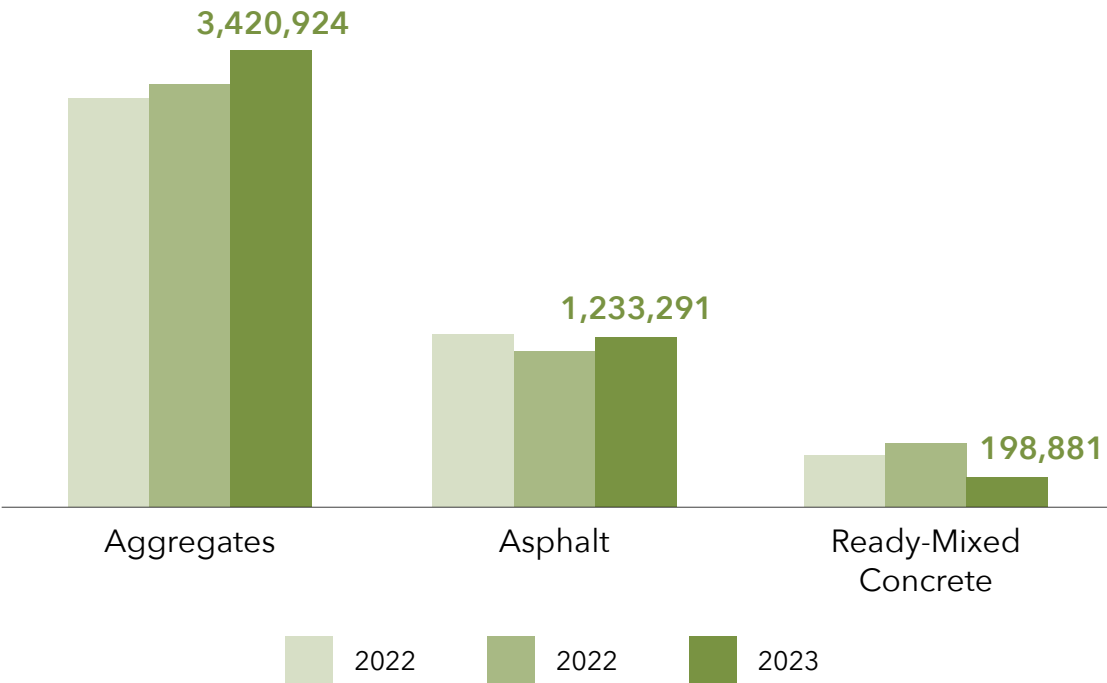
ENERGY FROM GRID ELECTRICITY



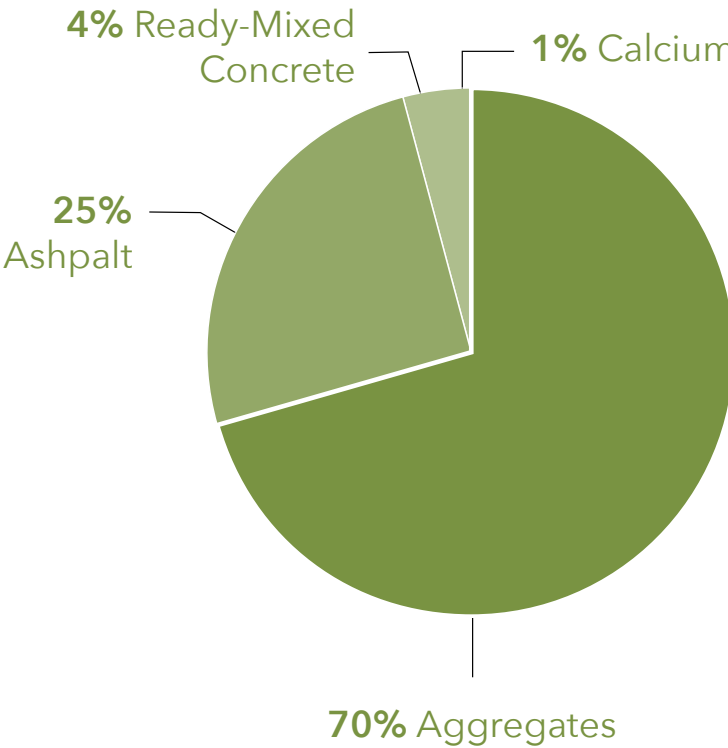
\*2022 was the first year of calculating energy by business segment; data is not available for prior years. Renewable energy is not applied to any specific business segment and is accounted for in gross emissions.

\*\*In 2024, the Calcium segment, which had previously been reported separately, was consolidated into Aggregates. Prior periods have been revised to conform to current year presentation.

ENERGY USE BY BUSINESS SEGMENT (MWh)

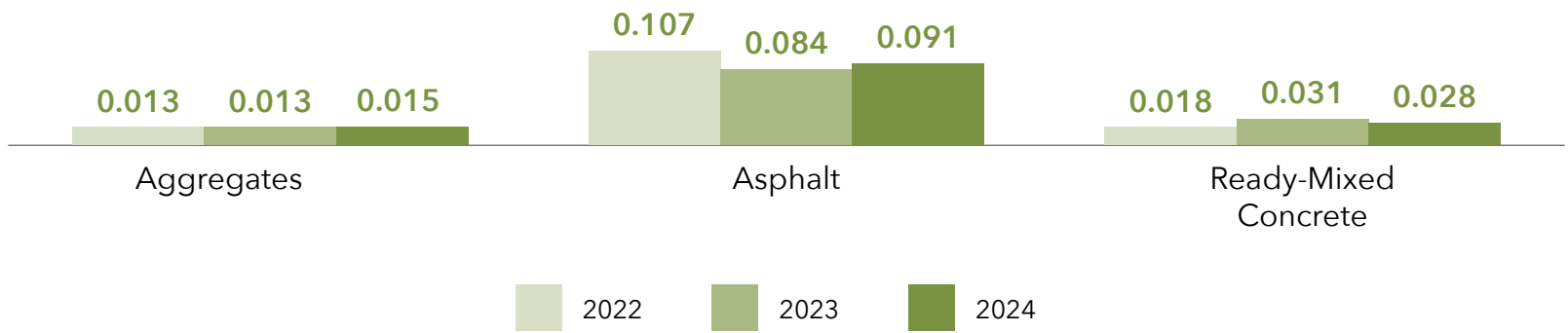


2024 ENERGY USE BY BUSINESS SEGMENT (%)



Scopes 1 & 2 Energy Intensity by Business Segment	2021	2022	2023	2024
Aggregates (MWh/ton produced)	-	0.013	0.013	<b>0.015</b>
Asphalt (MWh/ton produced)	-	0.107	0.084	<b>0.091</b>
Concrete (MWh/ton produced)	-	0.018	0.031	<b>0.028</b>
Combined energy intensity	-	0.018	0.018	<b>0.020</b>

ENERGY INTENSITY BY BUSINESS SEGMENT (MWH/TON)

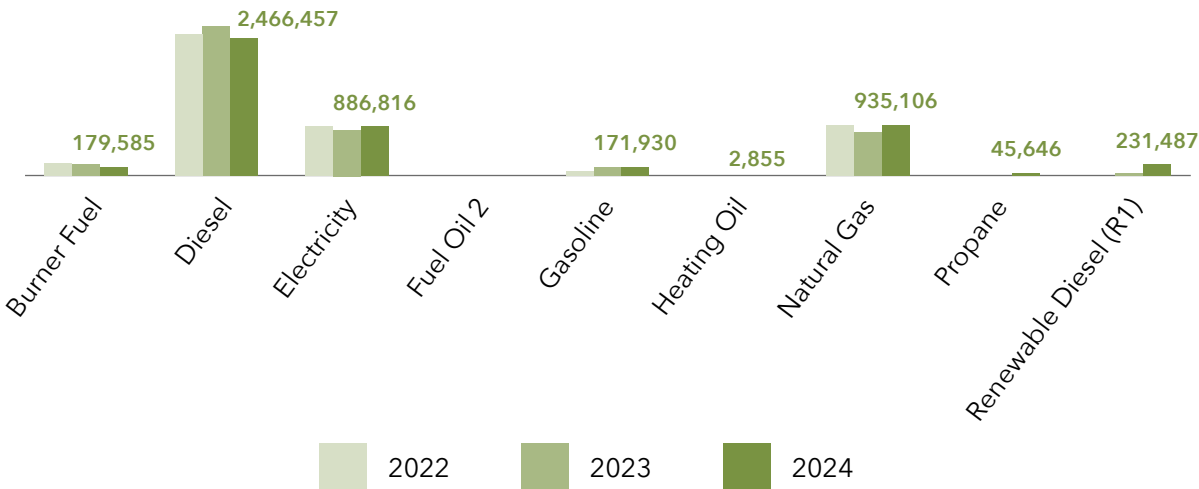


Scopes 1 & 2 Energy Use by Energy Source (MWh)	2021	2022	2023**	2024
Burner fuel*	-	264,851	236,933	<b>179,585</b>
Diesel	-	2,519,109	2,651,417	<b>2,466,457</b>
Electricity	-	895,464	856,977	<b>886,816</b>
Fuel oil	-	2,072	-	-
Gasoline	-	155,187	169,321	<b>171,930</b>
Heating oil	-	567	3,085	<b>2,855</b>
Natural gas	-	936,393	811,915	<b>935,106</b>
Propane	-	36,259	13,254	<b>45,646</b>
Renewable diesel (R1)	-	11,091	71,354	<b>231,487</b>

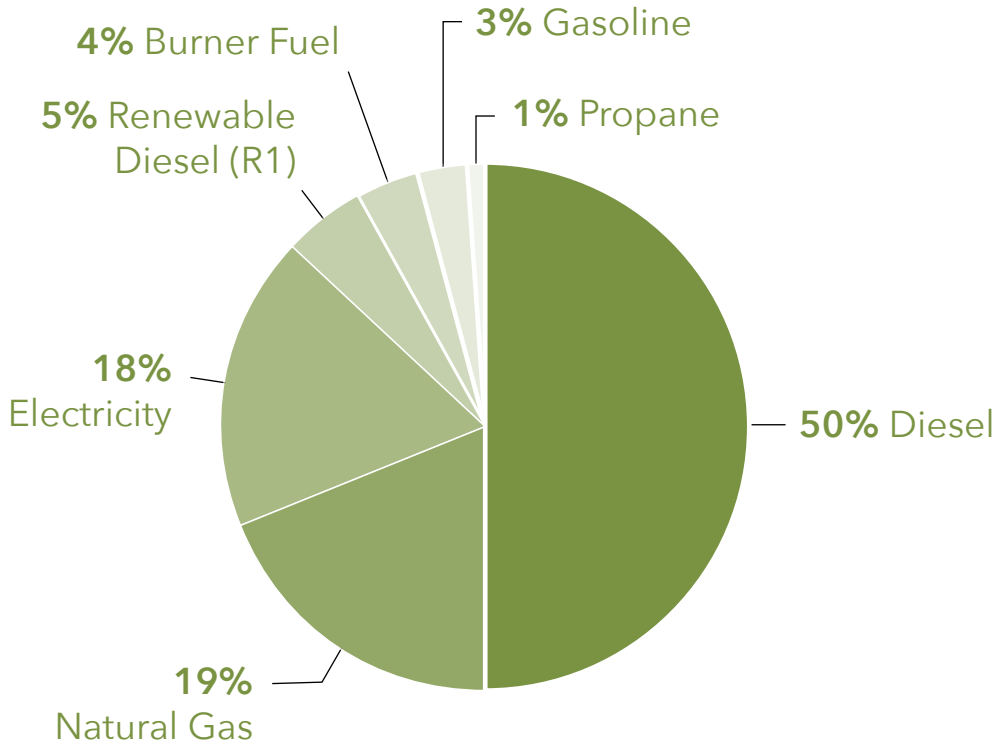
\*Burner fuel was not fully reported in the 2023 Sustainability Report and has been reanalyzed and updated in this performance index.

\*\* Data for 2023 analysis that was previously unavailable has been reanalyzed to provide more accounting energy accounting.

ENERGY USE BY ENERGY SOURCE (MWH)

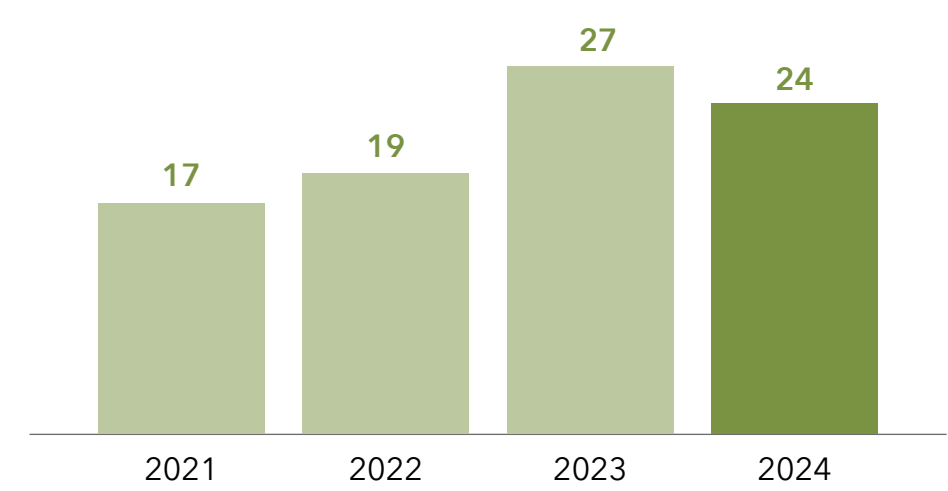


2024 ENERGY USE BY SOURCE

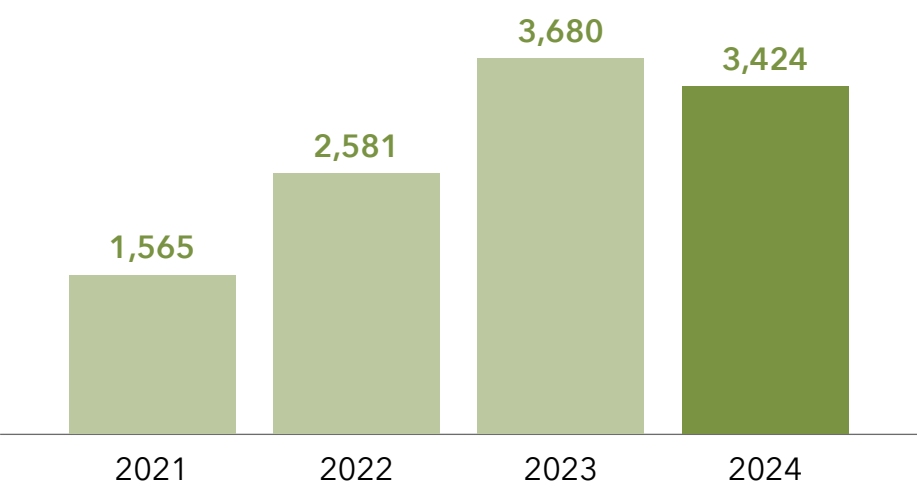


Waste	2021	2022	2023	2024
Universal waste generated (tons)	17	19	27	24
Universal waste diverted from disposal (%)	14%	56%	100%	100%
Vehicle/equipment waste generated (tons)	1,565	2,581	3,680	3,424
Vehicle/equipment waste diverted from disposal (%)	99%	91%	90%	96%

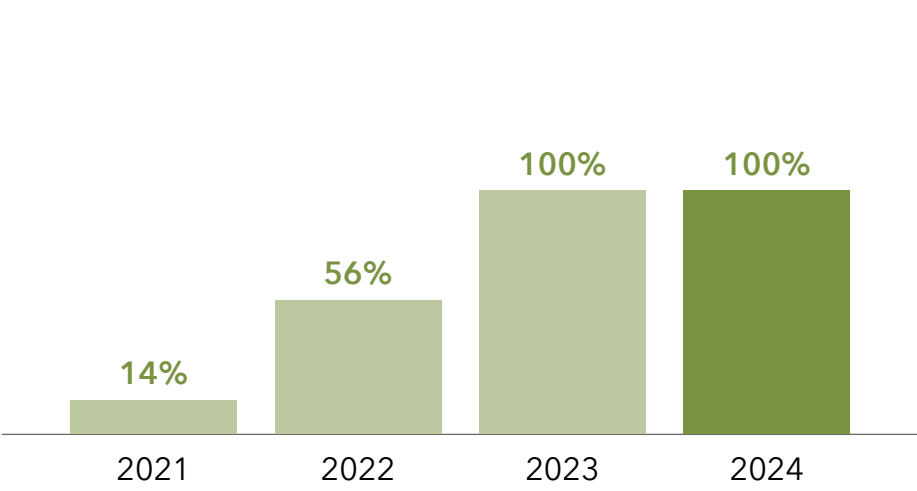
UNIVERSAL WASTE GENERATED (TONS)



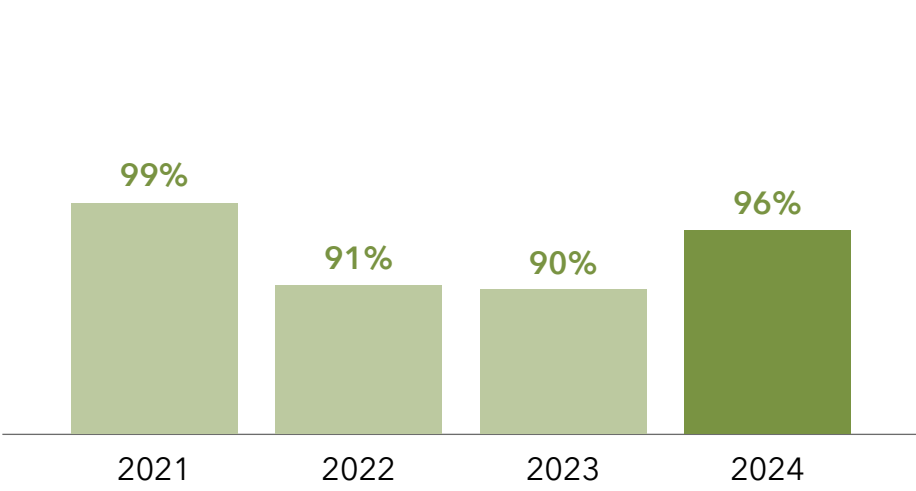
VEHICLE/EQUIPMENT WASTE GENERATED (TONS)



UNIVERSAL WASTE DIVERTED FROM DISPOSAL (%)



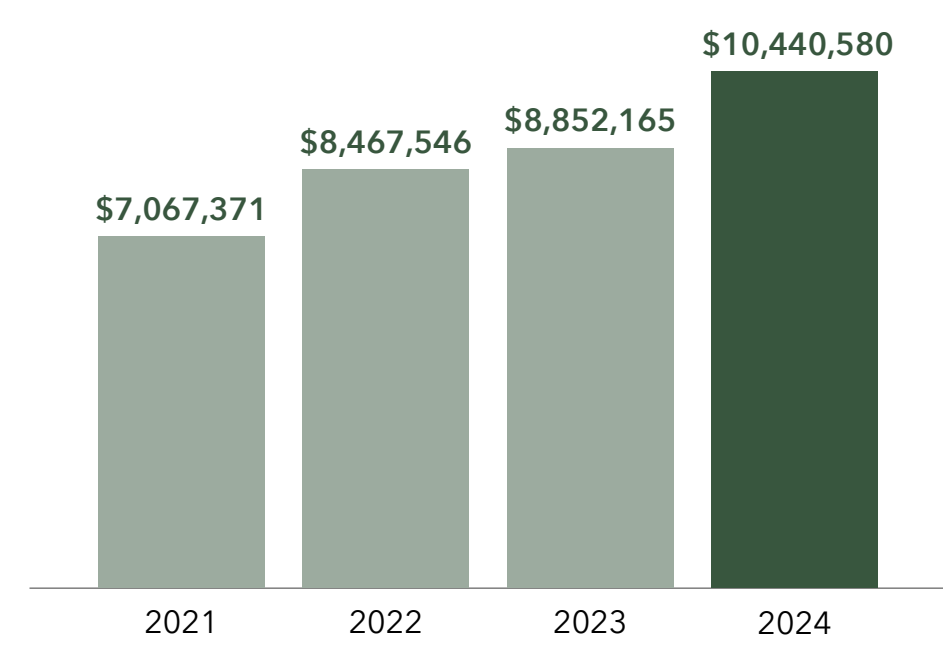
VEHICLE/EQUIPMENT WASTE DIVERTED FROM DISPOSAL (%)



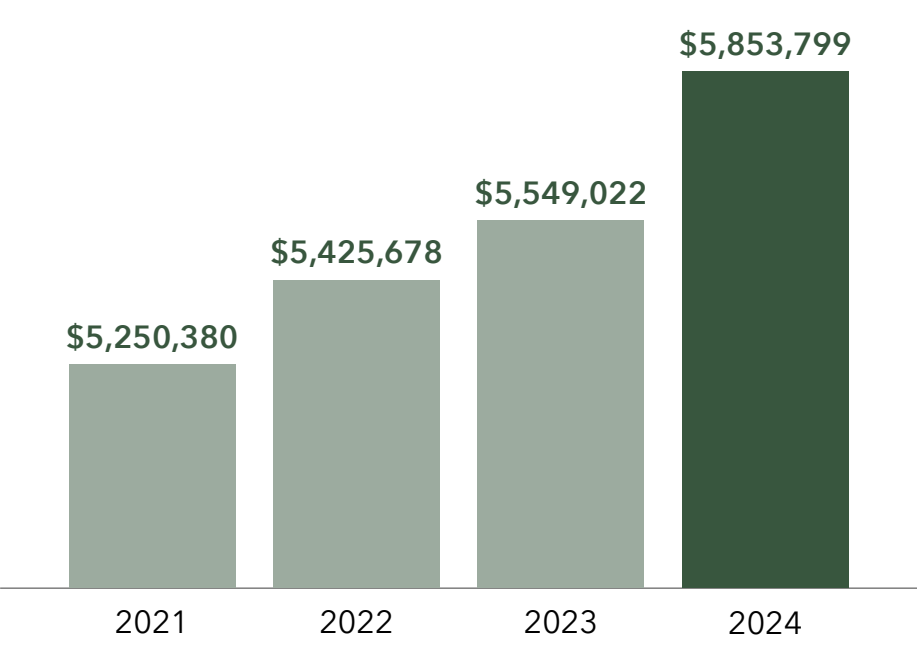
COMMUNITY METRICS

Foundation Giving	2021	2022	2023	2024
Total Foundation, non-Foundation, and matching gifts (\$USD)	\$7,067,371	\$8,467,546	\$8,852,165	\$10,440,580
Total Foundation giving (\$USD)	\$5,250,380	\$5,425,678	\$5,549,022	\$5,853,799
Foundation and matching gifts recipients	837	771	763	878
Education	45%	43%	45%	43%
Environmental stewardship	9%	11%	11%	11%
Arts & culture	9%	8%	9%	6%
Civic & community	17%	18%	12%	14%
Health & human services	20%	20%	23%	27%

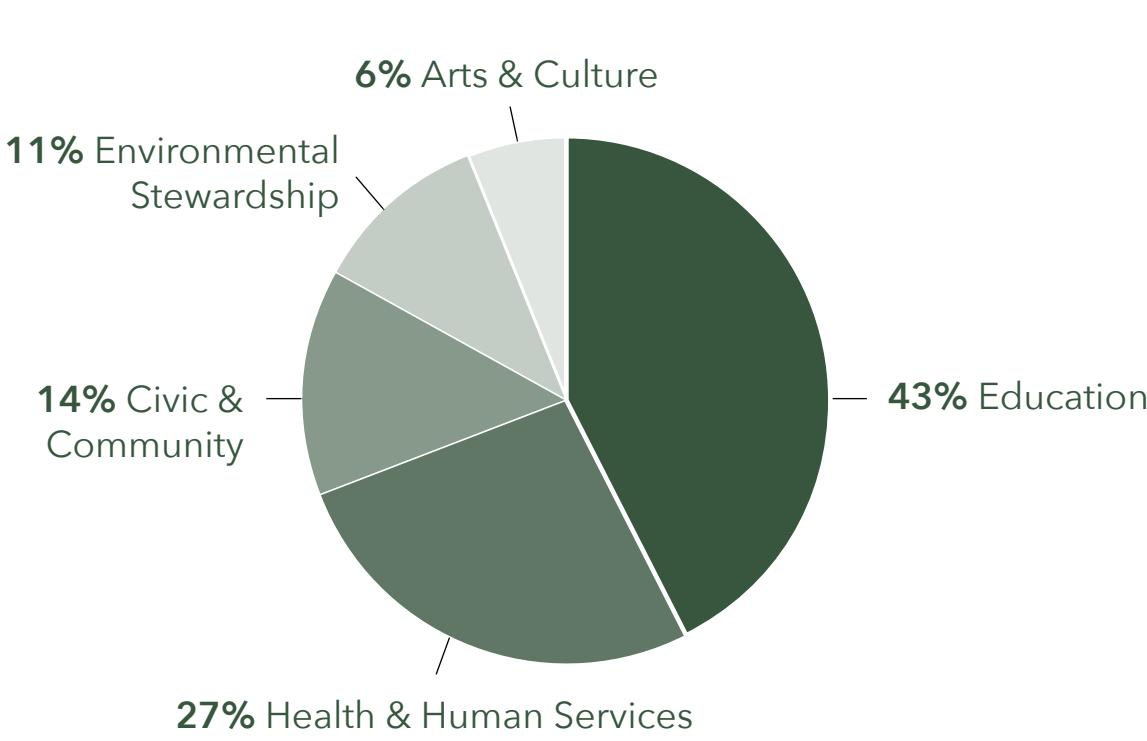
TOTAL GIVING (FOUNDATION, NON-FOUNDATION, MATCHING GIFTS)



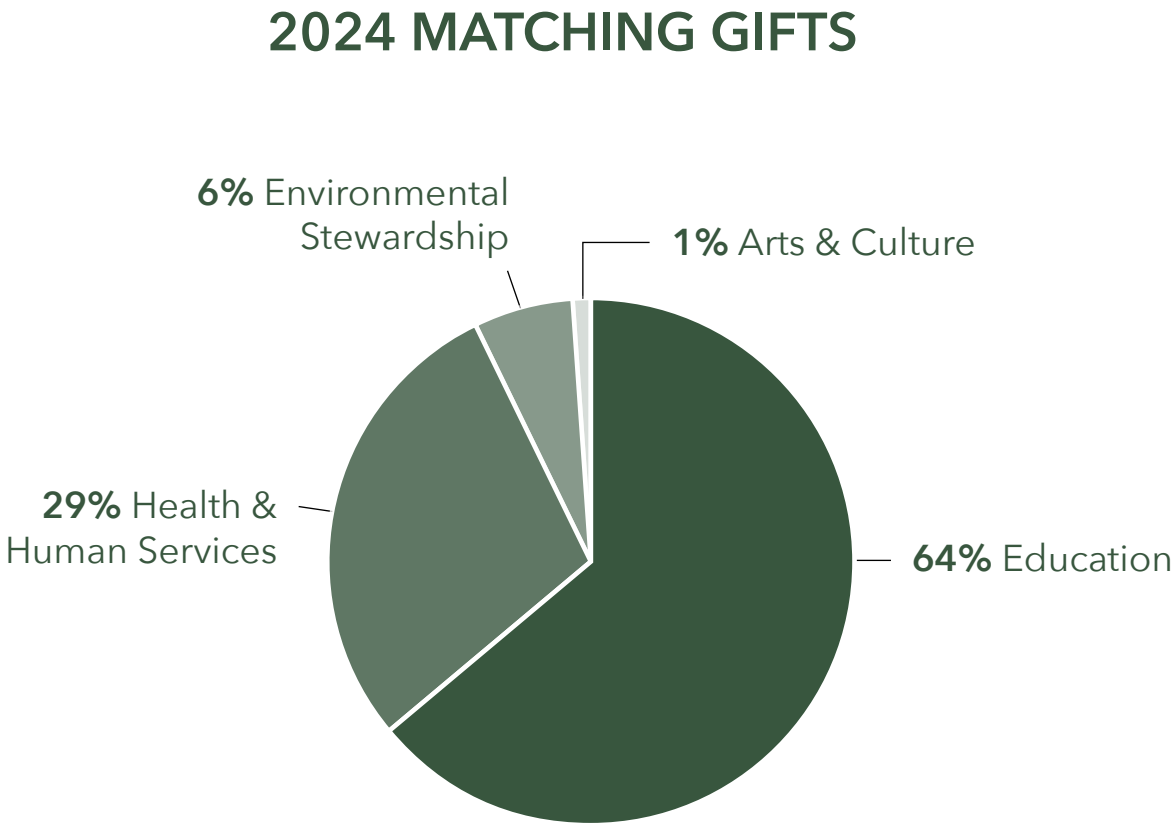
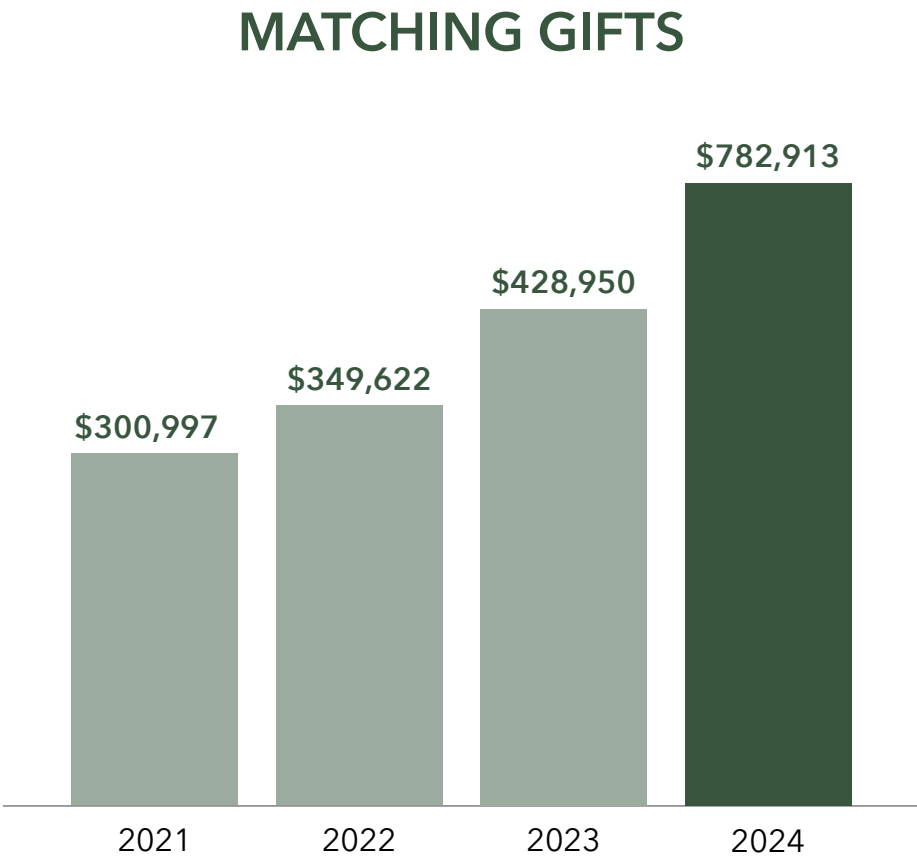
FOUNDATION GIVING



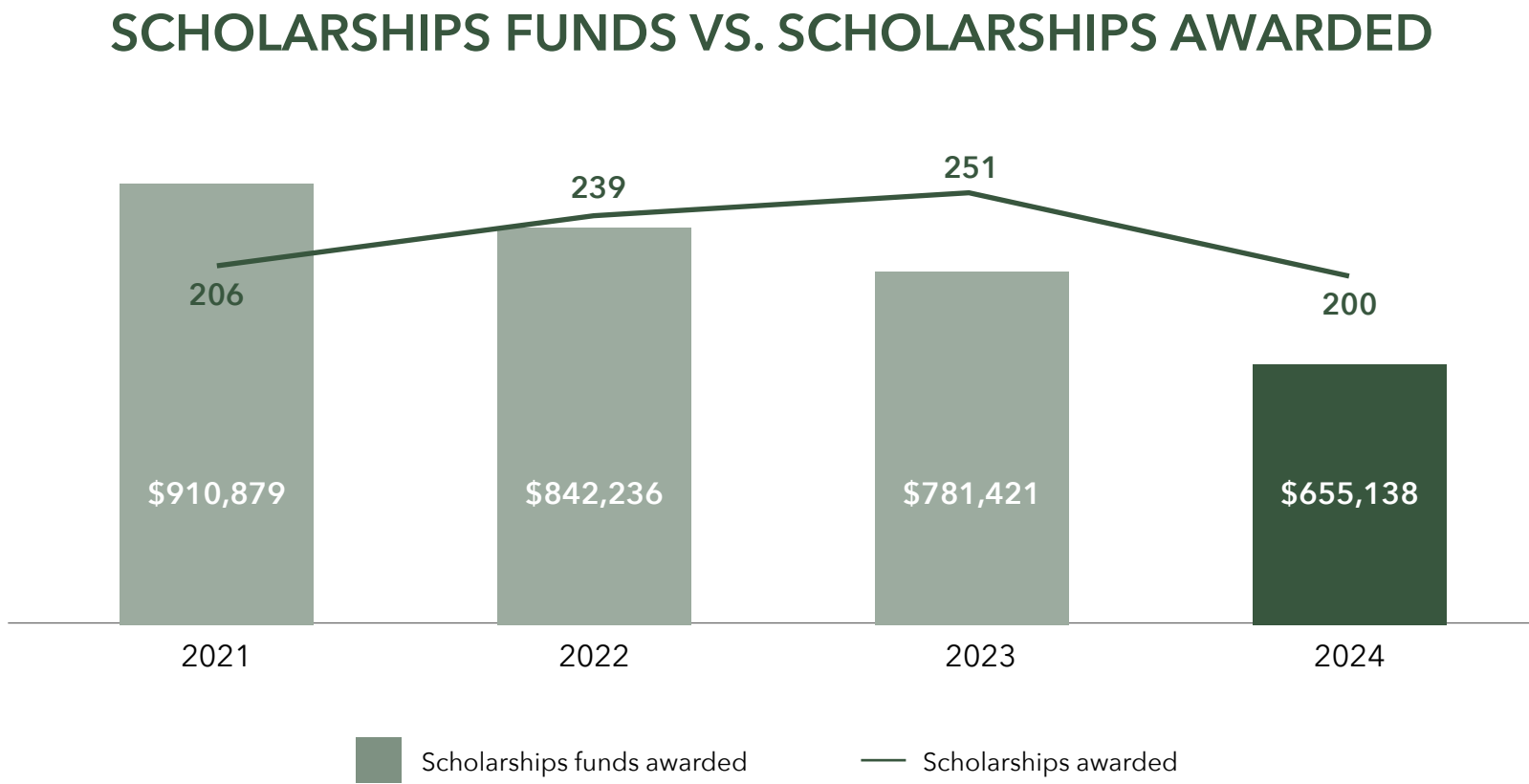
2024 FOUNDATION GIVING



Matching Gifts	2021	2022	2023	2024
Total matching gifts	\$300,997	\$349,622	\$428,950	<b>\$782,913</b>
Education	89%	79%	87%	<b>64%</b>
Health & Human services (formerly Hospitals)	4%	4%	1%	<b>29%</b>
Arts & culture	7%	11%	10%	<b>1%</b>
Environmental stewardship (new category)	-	-	-	<b>6%</b>
Employee disaster relief	0%	6%	2%	-



Scholarships & Education	2021	2022	2023	2024
Educational institution partners	229	230	210	<b>199</b>
Scholarships funds awarded	\$910,879	\$842,236	\$781,421	<b>\$655,138</b>
Scholarships awarded	206	239	251	<b>200</b>



# 2024 EEO-1 Disclosure

	MALE	FEMALE	MALE						FEMALE						
JOB CATEGORIES	Hispanic or Latino	White	Black	Native Hawaiian or Pacific Islander	Asian	Native American or Native Alaskan	2+ Races	White	Black	Native Hawaiian or Pacific Islander	Asian	Native American or Native Alaskan	2+ Races	Overall Totals	
Executive/ Senior Managers	1	2	100	2	0	6	0	1	10	2	0	1	0	1	126
First/Mid-Level Managers	155	38	1,172	64	1	16	10	5	130	25	0	6	1	0	1,623
Professionals	51	36	359	32	2	35	2	1	142	27	0	10	0	2	699
Technicians	96	7	382	35	1	10	6	1	18	2	1	1	0	0	560
Sales Workers	26	8	104	5	2	0	1	1	38	1	0	1	0	0	187
Admin Support	98	142	165	28	1	5	3	1	432	74	5	13	4	4	975
Craft Workers	489	0	1,490	164	13	16	18	3	9	2	0	0	0	0	2,204
Operatives	1,199	18	2,720	629	13	44	24	4	59	27	1	2	2	0	4,742
Laborers & Helpers	190	0	197	46	1	4	4	0	7	1	0	0	2	0	452
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2,305	251	6,689	1,005	34	136	68	17	845	161	7	34	9	7	11,568
Previous Reported Total	2,290	246	6,625	1,137	31	124	71	15	836	152	7	30	9	7	11,580