



TRB Executive Committee Policy Session Briefing

Topic: Workforce Issues & Solutions – A Company Perspective

Jorge Quezada – Chief Diversity Officer





102
Years

1922
Founded
CA License #89

9,400*
Employees

\$3.3B
2022 Annual Revenue



#28 Top 400 Contractors

#1 Highways, #3 Mining, #5 Transportation, #6 Sewerage & Solid Waste, #7 Water Treatment, #8 Water Supply, #9 Dams and Reservoirs, #10 Mass Transit and Rail, #13 Bridges, #13 Solar



Eight Awards of Excellence in the areas of Community Relations, Environmental & Safety



Newsweek

#56 America's Most Responsible Companies



NAPA

68 Napa quality awards for paving projects



AGC

20+ AGC innovation, safety and quality awards



The CIO 100 recognizes 100 organizations for their achievements in driving digital business growth through technology innovation

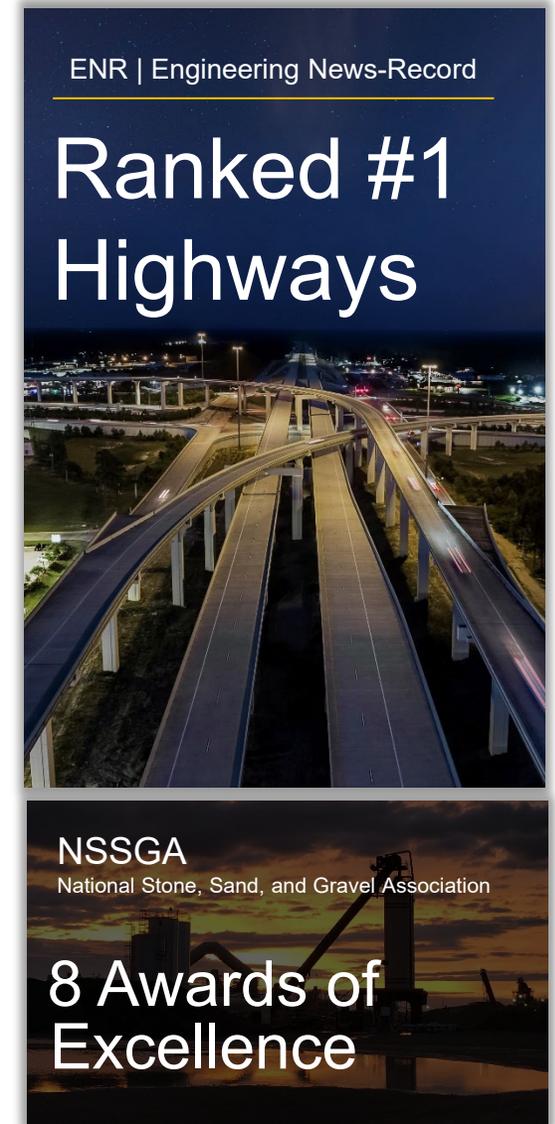
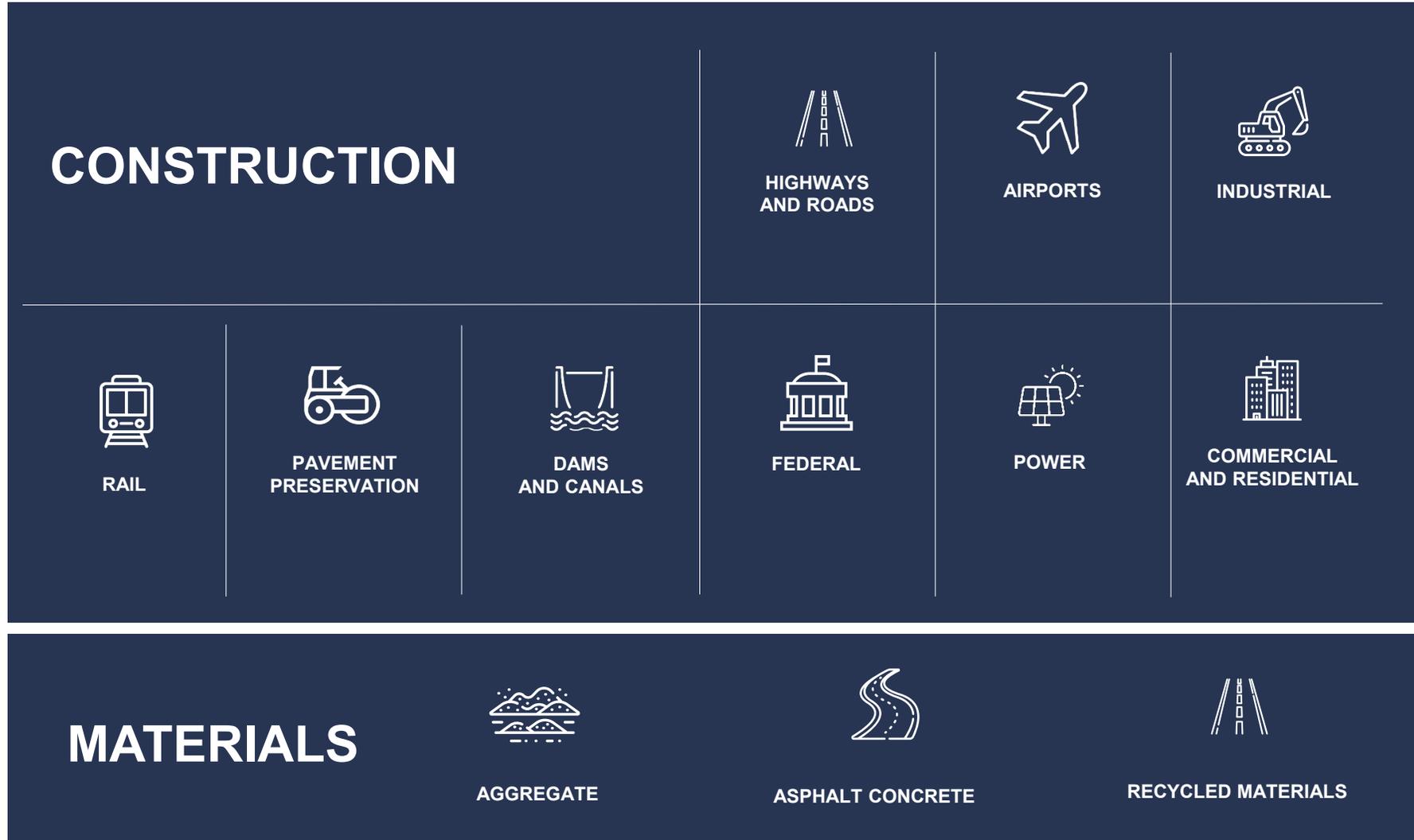


CEO Champions For Change. Granite is committed to continuing making diversity, inclusion, and gender equality a priority in the workplace

*employee number may vary depending on the time of year

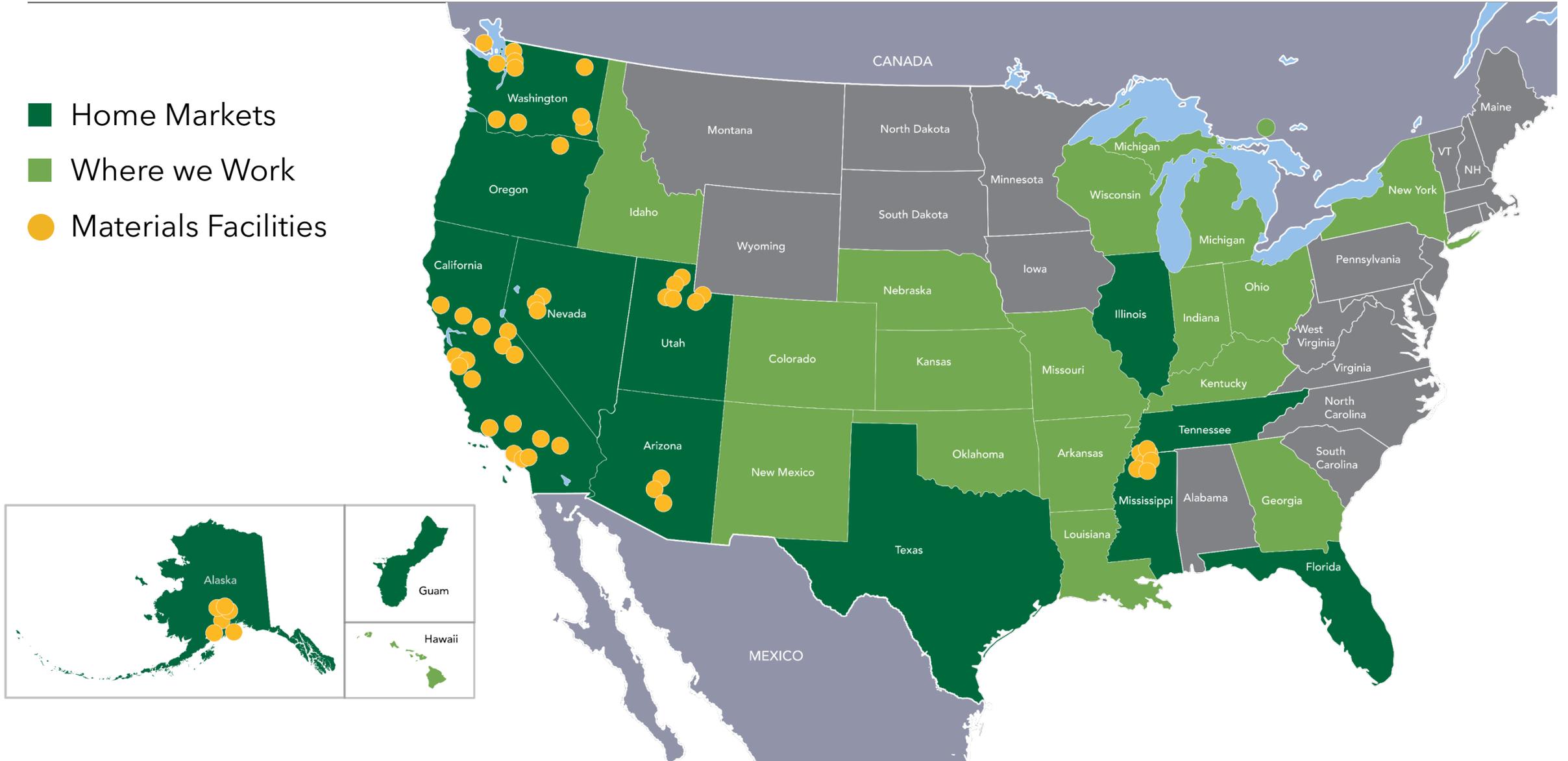
Our Markets & Customers

Granite serves customers in both public and private sectors within our reportable business segments: Construction and Materials. Our expertise allows us to provide infrastructure solutions in a range of markets as a diversified civil contractor and materials producer.



Where We Work

- Home Markets
- Where we Work
- Materials Facilities



CORE VALUES

Our five core values are the cornerstone of our Code of Conduct: how we treat one another, operate with safety and integrity, provide value to our stakeholders, and incorporate sustainability into all that we do to make a difference in our communities and the world.



SAFETY FOR ALL

The safety and well-being of our people, our partners, and the public is our greatest responsibility. Every level of our organization is engaged in our safety culture.

INTEGRITY ALWAYS

We operate with integrity and the highest ethical standards. We know and do what is right, and we are expected to speak up when something is not right.

EXCELLENCE FOR OUR STAKEHOLDERS

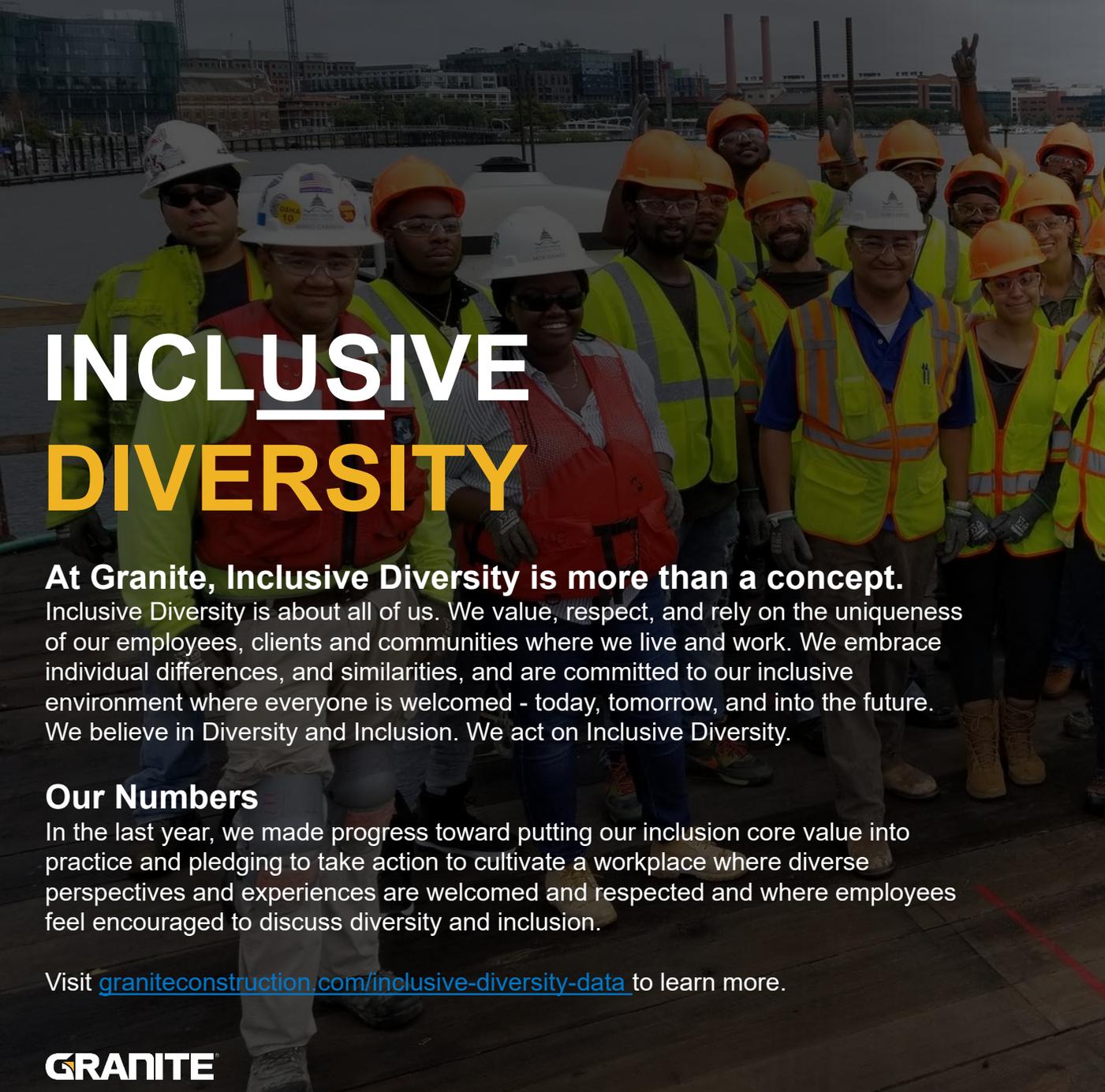
We strive for a high-performance culture of continuous improvement, innovation, and quality in all aspects of our work. We always perform and deliver our work the right way for our stakeholders.

INCLUSION WHERE EVERYONE IS VALUED

We value and respect a workforce diverse in perspective, experience, knowledge, and culture. We are committed to an inclusive environment in which everyone feels a sense of belonging and can grow.

SUSTAINABILITY TO ENSURE ENDURING VALUE

Together we build a better future by integrating values of social responsibility, environmental stewardship, and dependable governance to deliver enduring economic value.



INCLUSIVE DIVERSITY

At Granite, Inclusive Diversity is more than a concept.

Inclusive Diversity is about all of us. We value, respect, and rely on the uniqueness of our employees, clients and communities where we live and work. We embrace individual differences, and similarities, and are committed to our inclusive environment where everyone is welcomed - today, tomorrow, and into the future. We believe in Diversity and Inclusion. We act on Inclusive Diversity.

Our Numbers

In the last year, we made progress toward putting our inclusion core value into practice and pledging to take action to cultivate a workplace where diverse perspectives and experiences are welcomed and respected and where employees feel encouraged to discuss diversity and inclusion.

Visit graniteconstruction.com/inclusive-diversity-data to learn more.



Employee resource groups (ERGs)

Created by employees, for employees:

BUILD

Building Up Inclusion, Leadership, & Development (BUILD) is a forum dedicated to fostering a culture of inclusivity that embraces Granite employees who identify as, with, and/or in exploration of Black/African American culture. We promote the ongoing mentoring, networking and development of an inclusive and diversified workplace to achieve a positive impact on society.

GROW

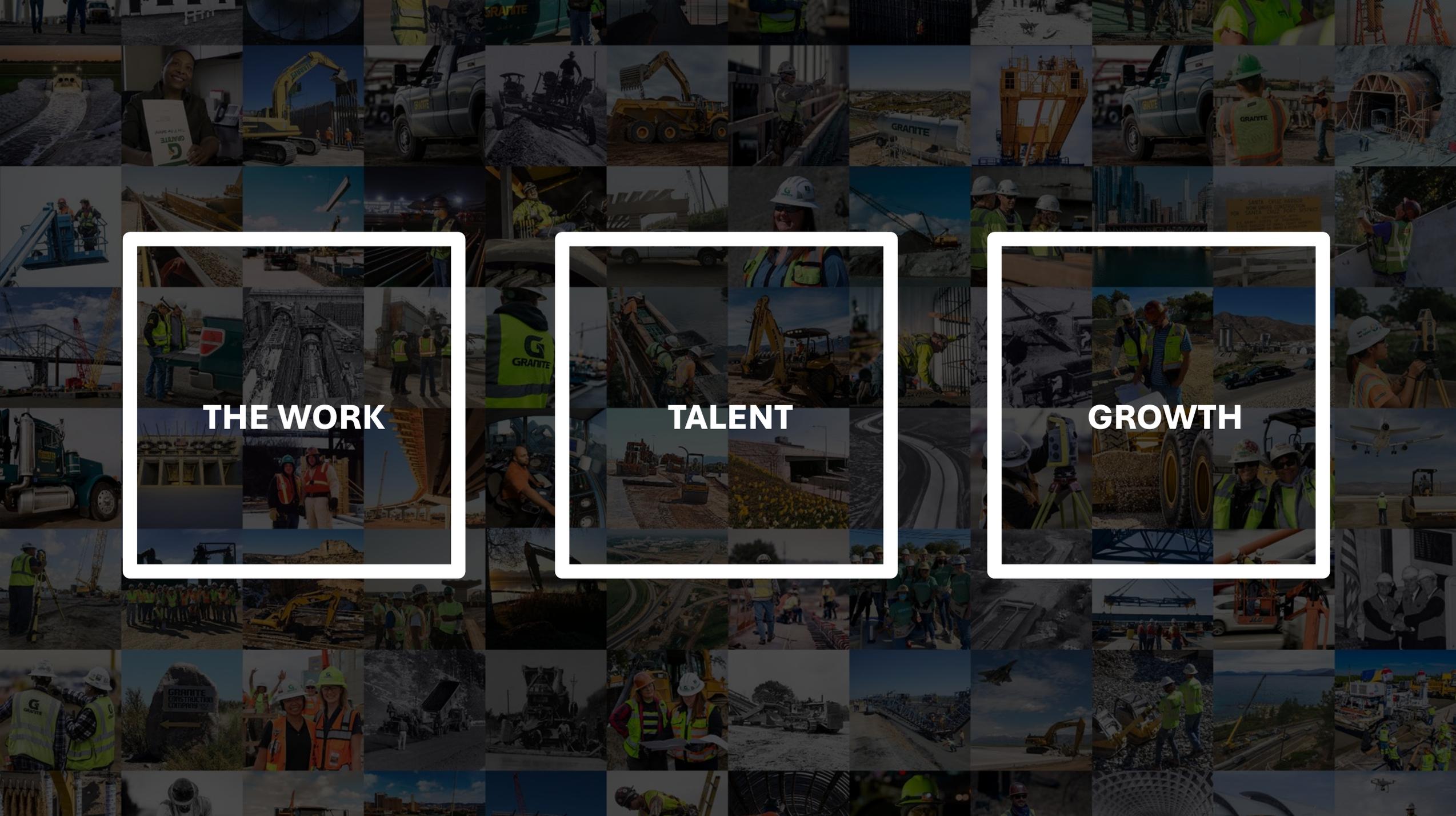
Granite Resources & Opportunities for Women (GROW) is a forum to advocate for and support women through mentoring, networking, and career development, while establishing Granite as an employer of choice for women.

SOMOS

Hispanic & Latino Employee Resource Group (SOMOS) is a forum to enhance Granite's culture of inclusive diversity by advocating for and supporting Hispanic, Latinos and supportive allies through employee development, engagement, networking, and mentoring.

SRVC

Supporting and Recognizing the Veteran Community (SRVC) is a forum that creates and encourages opportunities for employees to network and develop camaraderie based on their personal or family's military service. SRVC introduces non-veteran members into the culture, skillset, training, experience, and value service members brings to the company.



THE WORK

TALENT

GROWTH



Thank You!

GRANITE®