



2022 CORPORATE SOCIAL IMPACT REPORT



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WHO WE ARE

BUILDING A BETTER COMMUNITY

Clyde Companies is one of the largest privately-owned enterprises in Utah. We are the parent company of eight subsidiaries: WW Clyde, Geneva Rock, Sunroc, IHC Scott, Sunpro, GWC Capital, Bridgesource, and Beehive Insurance.

At Clyde Companies, we stick to core values that help us fulfill our mission of “Building a Better Community.” We build a better community by the physical work we do, by providing meaningful employment for thousands of employees and their families, and by giving back to the communities in which we work and reside.

We Value People

Our Word Is Our Bond

Always Give a Full Measure

We Continuously Improve



MESSAGE FROM JEREMY HAFEN

I'm pleased to share Clyde Companies' first Corporate Social Impact (CSI) Report, marking a significant development in showcasing all the good things we're doing as a company.

Doing the right thing is built into our founding principles, and that is what's at the heart of CSI. Throughout the process of developing this report, we've identified areas where more data collection and tracking will be necessary going forward.

My hope is that this annual report will give everyone at Clyde Companies a sense of accountability as we work together to accomplish our mission of Building a Better Community.

Jeremy Hafen

CEO/President, Clyde Companies





	Tony Finau Foundation 123 Main Street Lehi, UT 84043-0000	123
	9-21	20 20
		12-34/1234
PAY TO THE ORDER OF	Nebo Education Foundation	\$ 10,000. ⁰⁰
	ten thousand and ⁰⁰ / ₁₀₀	Security Features DOLLARS
Checking Savings Investments Bank New York, NY 12345-0000		
FOR Inspire Someone	<i>Tony Finau Foundation</i>	

GIVING BACK

DONATIONS AND SPONSORSHIPS¹

SUPPORTING KEY CAUSES AND PEOPLE

Clyde Companies believes in the alignment of donations to executive priorities and community causes where we currently do business, and in support of key employees, customers, and stakeholders.

TOP DONATION CATEGORIES

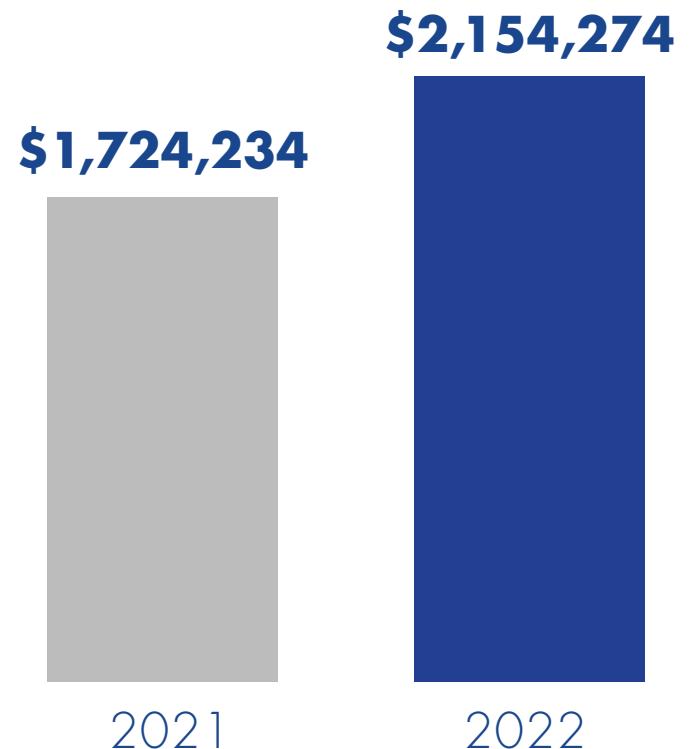
2021

- \$759,601** Education
- \$303,037** Associations/Chambers
- \$267,583** Local Community Improvements

2022

- \$655,928** Education
- \$213,703** Local Community Improvements
- \$185,320** Associations/Chambers

DONATION TOTALS



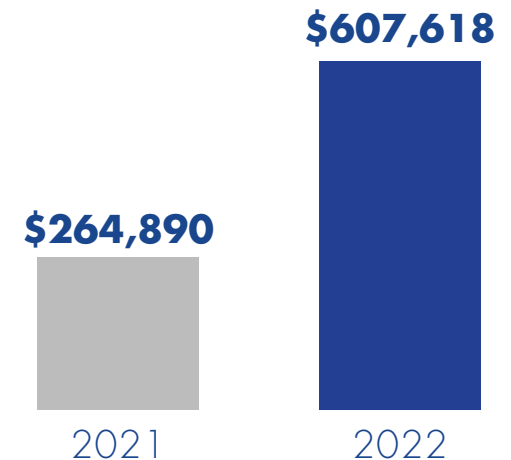
SUPPORTING EDUCATION²

INVESTED IN THE NEXT GENERATION

Clyde Companies invests heavily in local education programs, helping build a vibrant, prepared workforce. In addition to donations and sponsorships of Junior Achievement and the Utah Diesel Tech Pathways, Clyde Companies employees serve on educational boards and committees including Wilford Clyde on the Utah State Board of Higher Education, Jeremy Hafen as Chair of Board of Trustees for MTECH, and Dave Kallas on the board of the Utah Foundation. Additionally, each of Clyde Companies' subsidiaries provide internship opportunities to college students.

Clyde Companies is involved with the Pathways to Professions program to better partner educational institutions and industries to students with jobs while showcasing the construction industry. Clyde Companies also participates with You Science to find matches of actual interests and skillsets of high school students.

DOLLARS DONATED TO UNIVERSITIES & COLLEGES



HOPI ARSENIC MITIGATION PROJECT

BRINGING CLEAN WATER TO THE HOPI NATION

The Hopi People have been living with arsenic contamination in their water supply since the 1960s. In 2002, the Environmental Protection Agency's safe drinking water standards changed, resulting in water of six of the Tribe's villages exceeding safe levels by as much as three times the allowable contaminants. WW Clyde has been working on this important project to improve the standard of life for all people in the area through its expertise in infrastructure services.



12 VILLAGES

On three mesas affected. Includes the design and installation of a water supply well and pumping system.



\$18.3M PROJECT

Includes 40 miles of water transmission piping and 215,000 combined linear feet of piping.



A CULTURE OF **SERVICE**

BUILDING A BETTER COMMUNITY



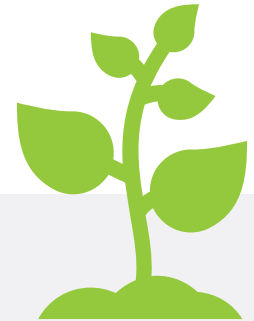
A legacy of giving back exists among employees of Clyde Companies who consistently serve on boards, city councils, and other community causes. Subsidiary companies also regularly donate time, equipment, and materials to the betterment of communities throughout the Intermountain West and Great Plains regions.





SUSTAINABILITY • ENVIRONMENTAL

ENVIRONMENTAL MEASURES³



ADDITIVES REDUCE EMISSIONS

Subsidiaries of Clyde Companies utilize several types of additives in concrete mixes to help reduce the greenhouse gas footprint associated with cement production and extend the use of the product. Encapsulating fly ash from coal-fired power plants in concrete eliminates the need to landfill the product, reducing each subsidiaries' carbon footprint. Bridgesource primarily supplies fly ash for this purpose, but when not available, other products such as a mineral filler developed by Sunroc and CarbonCure Concrete are used.

450,000 TONS

Of fly ash distributed by Bridgesource each year



9,000 TRUCKS

Taken off the road each year with rail being the primary form of transporting fly ash

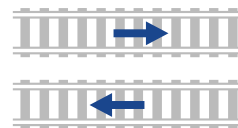
BRIDGESOURCE'S EFFICIENT FUTURE NEVADA PLANT



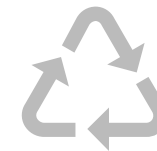
Bridgesource's planned cement plant in Nevada will be designed with the latest technologies to provide world-class energy efficiency and low kJ/ton while allowing for blended cements.



KILN DESIGN ALLOWS FOR BURNING "PROCESSED" MUNICIPAL WASTE STREAMS



IN-BOUND & OUT-BOUND RAIL TRANSPORT



DUSTS & OFF-SPEC MATERIALS ARE RECYCLED



PLANT DESIGN MINIMIZES WATER CONSUMPTION

INNOVATIVE SOLUTIONS⁴

We're committed to investing in innovative and environmentally friendly technology to support our sustainability goals.

NATURAL GAS MIXERS

Geneva Rock's investment in natural gas mixers is one of the largest air quality investments made by any construction company in the state of Utah.



25

CNG ready-mix concrete trucks purchased —an industry first in Utah



\$8M

Invested to become the first ready-mix contractor to operate a Compressed Natural Gas fueling station



90%

Less carbon monoxide

&

50%

Less fine particulate matter



8,800

Equivalent number of cars off the road with use of natural gas concrete mixer trucks

RELIANCE SYSTEM

Clyde Companies created a software system called Reliance to help monitor healthy air quality, stay in compliance with regulations, and track permit limits for each production site.



TRACKS TOTAL
CONCRETE PRODUCTION

TRACKS RUNTIMES OF
WATER HEATERS & GENERATORS

NOTIFIES EMPLOYEES WHEN
THRESHOLDS ARE MET IN REAL TIME



LOW NO_x GENERATORS

Clyde Companies now operates EPA certified Tier 4 generators at its gravel pits to help reduce NO_x emissions. The new generators replaced previously operated non-certified generators.



75%

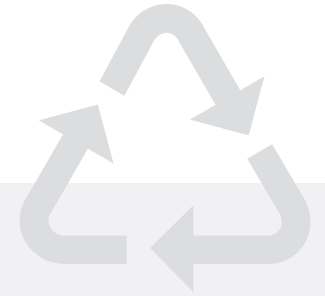
Less NO_x emissions than non-certified engines



34-51 TONS

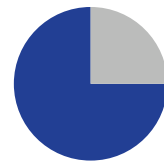
Per year reduction in NO_x emissions

MATERIALS RECYCLING⁵



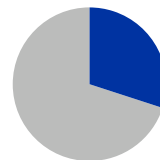
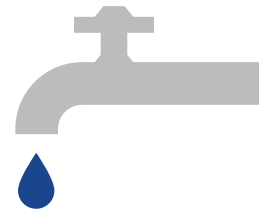
REDUCING ENVIRONMENTAL IMPACT

Clyde Companies is committed to being a good steward of resources by using recycled content in all of its operations. Continual efforts are in place to improve and lessen the impact on the environment. Recycled asphalt and concrete are reused in the pavement of roads, and water filters help in the production of aggregates. Unusable cuts of lumber are also recycled into mulch.



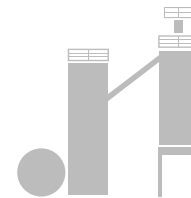
75%

Recycled water used in plants after installation of water filters



20-30%

Recycled asphalt content added to road base, meeting government specifications



IHC Scott recycled **86,121 tons** of asphalt, reused **38,207 tons** of concrete, and saved **22.5 million gallons** of water on the Castle Rock Highway project.

LOCAL SOURCING⁶

AGGREGATES & RAW MATERIALS

Clyde Companies is proud to source its aggregates and raw materials locally. Sourcing materials locally not only protects the environment, but it also improves the quality of life for the residents in our communities.

WHAT HAPPENS IF PRODUCTION STAYS CLOSE TO THE SOURCE?

Traffic is less congested, pollution is reduced with less vehicle emissions taking place, and local roads have less wear and tear. In addition, cost of transportation decreases for those in the community, reducing housing and construction costs, as well as taxes and utilities prices.

A fully loaded dump truck gets only 3–5 mpg, so farther travel means:

Congested traffic

Extra pollution (more vehicle emissions)

Wear on local roads



ENERGY EFFICIENCY⁷



AGGREGATE CONVEYOR

Geneva Rock invested heavily in a unique energy-generation downhill conveyor system at its Point of the Mountain site - one of the first organizations in Utah to utilize this tool. The electricity produced is rerouted for use in the plants electrical network. The investment has quickly paid for itself.



3,500 TONS

Per hour of raw aggregate material transported



2,346 HOMES

Can be powered by clean energy our Point of the Mountain conveyor system generates

FACILITY LIGHTING UPGRADES

In 2022, Clyde Companies made upgrades to facility lighting in locations throughout each of its subsidiary companies. The new light bulbs are brighter and more energy efficient.



1,000+ LIGHTS

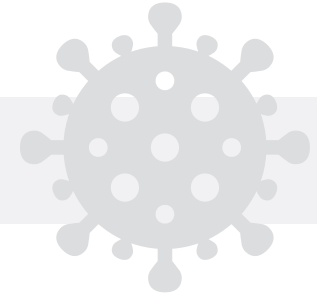
Upgraded across 20+ corporate locations





WE VALUE PEOPLE

EASING THE PANDEMIC BURDEN⁸



RELIEF BONUSES

At the end of 2021, Clyde Companies surprised each of its employees across all subsidiary companies with an unexpected bonus.

The payments were meant to help ease burdens associated with the continued COVID-19 pandemic.

Employees received the bonus on top of an already generous bonus structure, after the company surpassed a goal of \$2 billion in annual revenue for the first time in company history.



4,500+

Employees across all subsidiary companies received the bonus



\$1,000

Bonus received by full-time employees



\$500

Bonus received by part-time employees

TELECOMMUTE FLEXIBILITY



With the start of the COVID-19 pandemic, Clyde Companies adopted a telecommuting policy to provide increased flexibility for employees.



**SHARED OFFICE SPACE
IN THE BUILDING**



29

Employees currently telecommute



\$50

Monthly internet stipend

DIVERSITY, EQUITY, & INCLUSION⁹

BUILDING A BETTER COMMUNITY



The DEI committee was organized in 2021 by the Clyde Companies' Executive Leadership Team to discuss, research, and recommend improvements at Clyde Companies, including the increase of women and minorities in leadership. Its mission is: Building a Better CommUNITY. The DEI committee maintains four strategic initiatives: Education and Awareness, Data and Analytics, Policy, and Best Practices.



**IDENTIFIES WINNING STRATEGIES
ALREADY IN PLACE WHILE
CREATING RECOMMENDATIONS
FOR SISTER COMPANIES**



**CREATES MONTHLY INFORMATIONAL
ARTICLES ON THE CLYDE PORTAL**



**FORMED A WOMEN
EMPLOYEE RESOURCE GROUP
TO SUPPORT WOMEN'S
CAREER DEVELOPMENT**



**INTRODUCED A PAID
PREGNANCY AND
PARENTAL LEAVE POLICY**



**CREATED AN INTERACTIVE DATA
DASHBOARD FOR EVERY STEP OF THE
CAREER DEVELOPMENT PIPELINE**

REFUGEE/H-2B VISA **EMPLOYEES**¹⁰

PROVIDING EMPLOYMENT OPPORTUNITIES

Sunpro began an innovative program in 2021 to help fill key unfilled positions amidst the nationwide workforce shortage through the hiring of refugees and H-2B visa employees.



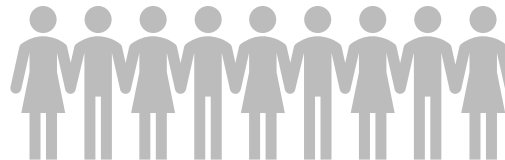
Afghanistan refugees started working for Sunpro in 2022



Employees from El Salvador began working under the new H-2B Visa program in 2022



SUNPRO COORDINATES HOUSING, TRANSPORTATION, AND PHONE/INTERNET



IN 2023, SUNPRO PLANS TO CONTINUE TO SPONSOR 45 EMPLOYEES IN THE H-2B VISA PROGRAM



A PRIORITY OF SAFETY¹¹



SAFETY ACCOMPLISHMENTS

Clyde Companies is committed to investing in safety and maintaining high safety standards in everything it does. Examples of this can be found throughout its subsidiaries.



4,000+

Days without a recordable incident at Bridgesource*



825,000+

Hours of work, spanning the entire 2021 calendar year without a recordable incident at WW Clyde



In 2022, WW Clyde was honored with national Associated General Contractors (AGC) Construction Safety Excellence Awards (CSEA) honors.

TOTAL DOLLARS INVESTED IN SAFETY

\$8,822,915

\$6,711,386

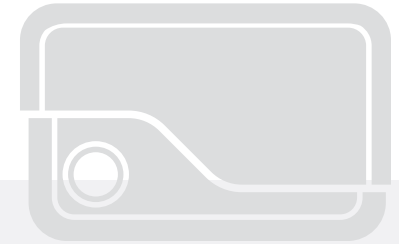


2021

2022

*Includes time from current employees working at the Bridger Power Plant (where Bridgesource sources its fly ash)

SAFETY CAMERAS¹²



INVESTING IN OUR DRIVERS' SAFETY

Clyde Companies is taking a big step forward in its goal to keep employees safe with an investment in safety cameras on the front of its commercial vehicles. These cameras will provide both external and internal views of the driving process. This will protect team members by bringing more attention to driving habits and exonerating them for not-at-fault accidents. They will be seamlessly integrated across Clyde Companies' enterprise technology systems.



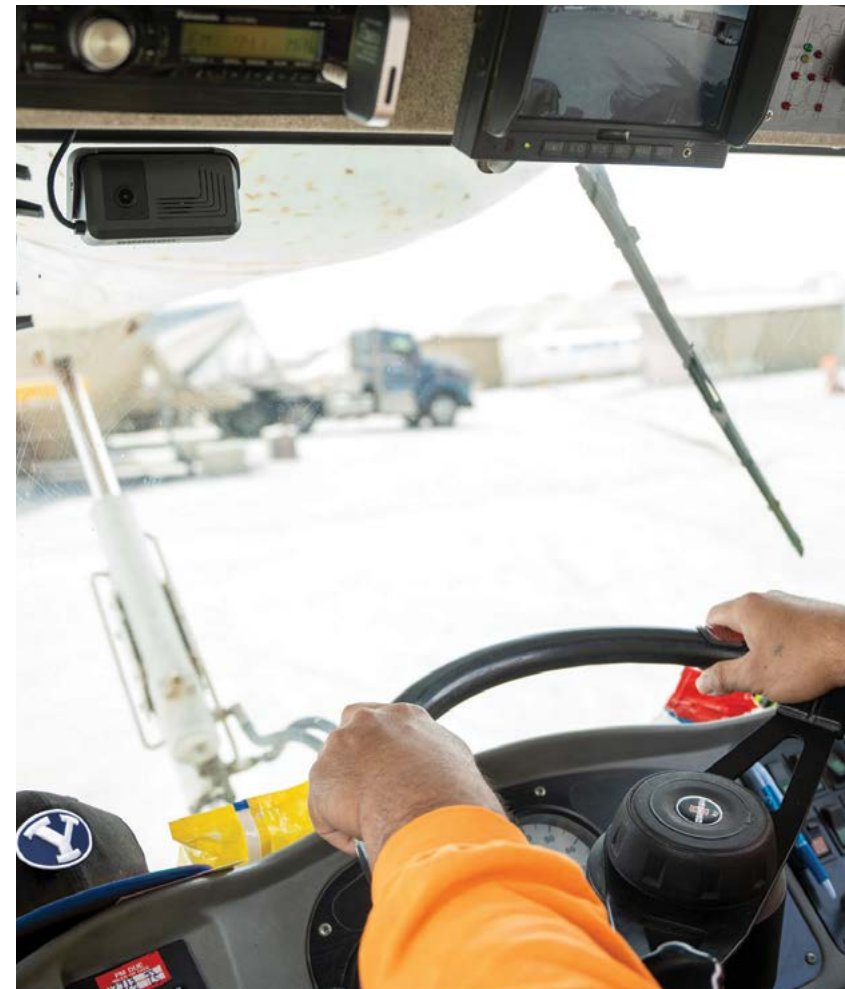
1,243

Safety cameras on the front of commercial vehicles across all of Clyde Companies



\$432,699

Total amount invested in safety cameras so far

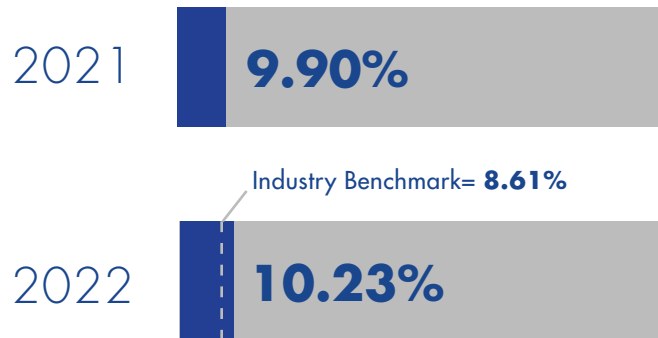


WOMEN & MINORITIES IN THE WORKFORCE¹³

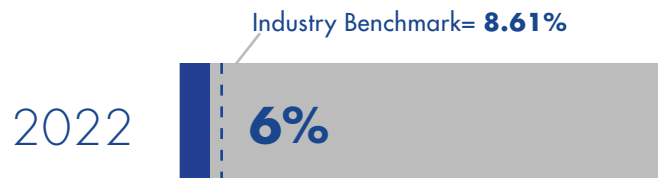


INCREASING REPRESENTATION

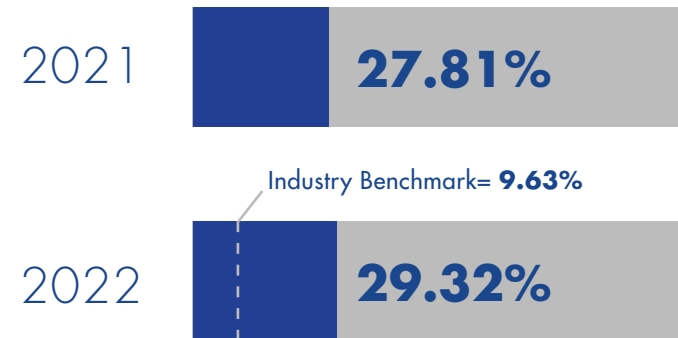
WOMEN



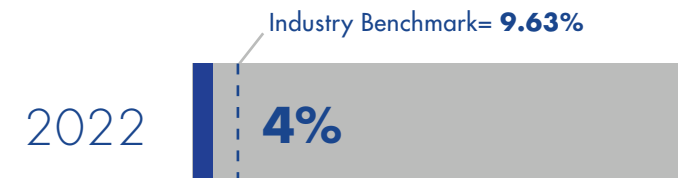
IN MLT & ABOVE



MINORITIES



IN MLT & ABOVE



EMPLOYEE BENEFITS¹⁴



A COMPREHENSIVE VALUE FOR EMPLOYEES

**UP TO 6%
PROFIT SHARING**

FITNESS CENTERS
IN SOME BUILDINGS

**HEALTH SAVINGS
ACCOUNT (HSA)**

IDENTITY THEFT
PROTECTION

VOLUNTARY LIFE
INSURANCE & AD&D

**TELECOMMUTING/HYBRID
WORK-FROM-HOME
ARRANGEMENTS**

PAID TIME OFF

PREFERRED FURLOUGH STATUS
FOR EMPLOYEES IN THE FIELD

VOLUNTARY SHORT-TERM
DISABILITY (STD)

**GROUP LIFE
& AD&D**

**FLEX SPENDING
ACCOUNT (FSA)**

EMPLOYEE DISCOUNTS FOR
COMPANY PRODUCTS & SERVICES

**MEDICAL, DENTAL,
& VISION INSURANCE**

**REFERRAL BONUS
PROGRAM**

GROUP LONG-TERM
DISABILITY (LTD)

VOLUNTARY LONG-TERM
DISABILITY (LTD)

**CELL PHONE
STIPENDS
FOR ALL
EMPLOYEES**

TELEHEALTH

TICKETSATWORK.COM
DISCOUNTS

EMPLOYEE ASSISTANCE
PROGRAM (EAP)

STOCK INCENTIVES
(VP-LEVEL & ABOVE)

AUTO ALLOWANCE
(DIRECTOR-LEVEL & ABOVE)

**PREGNANCY &
PATERNAL LEAVE**

DEFERRED COMP
(VP-LEVEL & ABOVE)

ACCIDENT, CRITICAL CARE &
HOSPITAL CARE INSURANCE

**MEDICAL WELLNESS
INCENTIVE**

EMPLOYEE DEVELOPMENT¹⁵

TRAINING PROGRAMS

Clyde Companies believes in its core value of We Value People. We build better employees by empowering our people with consistent training.



TYFOOM

Every employee of Clyde Companies watches a two-minute Tyfoom video to help train them on details of the job and environment in which they work.



LEADING THE CLYDE WAY

A program entitled "Leading the Clyde Way" is provided for leaders to help them better understand effective leadership.



Clyde Companies recently paid for leaders to attend an Executive Leadership Certificate course under the guidance of top faculty from the University of Utah David Eccles School of Business.



POLICY • ADVOCACY

SALT LAKE & UTAH VALLEY CHAMBERS¹⁶

THE VOICE OF THE BUSINESS COMMUNITY

Clyde Companies employees are actively involved in the Salt Lake and Utah Valley Chamber of Commerces. These organizations help advocate for legislation directly tied to businesses.



LEADERSHIP ON THE BOARD

Wilford Clyde
Former Chair of the Board
Salt Lake Chamber

Jeremy Hafen
Former Chair of the Board
Current Board Member
Utah Valley Chamber

Brandon Henrie
Current Board Member
Utah Valley Chamber

Rob Behunin
Former Chair of the Board
Current Executive Committee
Utah Valley Chamber

EMPLOYEES CURRENTLY SERVING IN ROLES AT THE SALT LAKE CHAMBER

Jeremy Hafen
Board of Directors
Infrastructure Council

Dave Kallas
Capitol Club

Ryan Meyer
Finance Committee

Bill Holman
Tech Committee

Dan Walker
Workforce Committee

Elsie Powley
The Hive

Ally Isom
Board of Governors

Greg Templeman
Housing Gap Coalition

Bill Gammell
Natural Resources Business Committee

Ryan Marchant
Tech Committee

Michelle Hill
Workforce Committee

Julie Warnick
Women & Business Conference Committee

AGC INVOLVEMENT¹⁷



LEADING THE UTAH CHAPTER

Clyde Companies has been an active participant in the AGC of Utah, the state's premier professional association for the commercial construction industry, since its inception. Over the years, several employees have served on committees and in leadership positions. While the list provided on this page highlights some contributions, it only represents a fraction of Clyde Companies' total involvement.

SERVICE AS CHAIR OF THE BOARD

1939 – W.W. Clyde

1967 – W. Cornell Clyde

1973 – Hal M. Clyde

1991 – Richard C. Clyde

1999 – Wilford W. Clyde

2003 – Paul B. Clyde

2009 – Al Schellenberg

2015 – Jeff Clyde

2021 – Scott Okelberry

LOCAL CHAPTER INVOLVEMENT

AGC of Utah

Dustin Olson – Secretary/Treasurer

EDC Utah

AGC of Idaho

Mark Elder – Board Member

AGC of Arizona

AGC of Nevada

CCA (Colorado Contractors Association)

OTHER ASSOCIATION **MEMBERSHIPS**

INCREASING COMPANY-WIDE PRESENCE

Outside of the Salt Lake and Utah Valley Chambers of Commerce and the Associated General Contractors of America, Clyde Companies and its subsidiaries actively participate in 170+ other associations.

TOP ASSOCIATIONS

American Road & Transportation Builders Association

American Society of Safety Professionals

American Water Works Association

The Beavers

Colorado Motor Carrier Association

Colorado Ready Mixed Concrete Association

Economic Development Corporation of Utah

Mountain States Lumber and Building Material Dealers

National Concrete Masonry Association

National Home Builders Association

National Ready Mix Concrete Association

National Utility Contractors Association Construction Monitor

Southern Utah Home Builders Association

St. George Chamber of Commerce

Utah Asphalt Pavement Association

Utah Association of Independent Insurance Agents

Utah Construction Suppliers Association

Utah Manufacturers Association

Utah Masonry Council

Utah Ready Mix Concrete Association

Utah Safety Council

Utah Trucking Association

UVU Advisory Council

Women's Leadership Institute

APPENDIX

- ¹ Donations and Sponsorships - Michelle Griffiths (all companies)
- ² Supporting Education - Michelle Griffiths (all companies)
- ³ Environmental Measures - Fly Ash - Waylud Ludlow (Bridgesource), CarbonCure - Martin Hold (IHC Scott), and Future Nevada Plant - Merrill Squire (Bridgesource)
- ⁴ Innovative Solutions - Natural Gas Mixers - Terrence Savage (Geneva Rock), Reliance - Bill Gammell (all companies), and Low NOx Generators - Kamren Garfield (all companies)
- ⁵ Materials Recycling - Asphalt, Concrete, and Water - Russell Leslie (Sunroc), Terrence Savage and Carl Clyde (Geneva Rock), Garrett McMullin (WW Clyde), Wood - Steve Broadbent (Sunpro), Photo Caption - Tony Maccioli (IHC Scott)
- ⁶ Local Sourcing - PR Fact Sheet (Geneva Rock)
- ⁷ Energy Efficiency - Aggregate Conveyor - Scott Thayn (Geneva Rock), Facility Lighting Upgrades - Shone Touchin (all companies)
- ⁸ Easing the Pandemic Burden - Relief Bonuses - Jeremy Hafen (all companies), Telecommute Flexibility - Taylor Frossard (all companies)
- ⁹ Diversity, Equity, & Inclusion - Elsie Powell (all companies)
- ¹⁰ Refugee/H-2B Visa Employees - Leonardo Osorio (Sunpro)
- ¹¹ A Priority of Safety - Bridgesource - Gary England (Bridgesource), WW Clyde - Nate Neal (WW Clyde), and Safety Investment - Russ Clayton (all companies)
- ¹² Safety Cameras - Russ Clayton (all companies)
- ¹³ Women & Minorities in the Workplace - Taylor Frossard (all companies) and Benchmarks - Dan Walker (all companies), data.census.gov, qwiexplorer.ces.census.gov. Benchmarks calculated using our headcount in each state divided by the percentage in each state and then adding those numbers together.
- ¹⁴ Employee Benefits - Amy Powell (all companies)
- ¹⁵ Employee Development - Tyfoom and Leading the Clyde Way - James Robertson (all companies) and Executive Leadership Certificate - Julie Warnick (all companies)
- ¹⁶ Salt Lake & Utah Valley Chambers - Mindi Wright & Julie Warnick (all companies)
- ¹⁷ AGC Involvement - UC&D Magazine (all companies)

The statements in this report that are not historical facts, including statements regarding our estimates, expectations, beliefs, intentions, projections, goals, aspirations, commitments or strategies for the future, are based on management assumptions believed to be reasonable at the time of preparation. However, they are not guarantees or promised outcomes and should not be construed as such. Many of the standards and metrics used in preparing this report continue to evolve and should be considered “forward-looking statements”, which involve a number of risks and uncertainties, that could cause actual results to differ materially from the estimates, expectations, beliefs, intentions, projections, goals, aspirations, commitments and strategies reflected in or suggested by the forward-looking statements.



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