

TEICHERT

FAMILY OF COMPANIES

SUSTAINABILITY REPORT 2023





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ABOUT THIS REPORT

Teichert's reputation for honesty, quality and care was set in stone on August 15, 1887. On this day, our founder, Adolph Teichert, established what has now become an expanding family of Teichert companies. Still a private family-owned organization based in California, we have maintained our reputation for 137 years by standing firmly on our values of Building, Trust and Tradition.

Caring about our people and communities, meeting our customers' needs consistently and operating safely and responsibly have long been ingrained in how we do business at Teichert. This inaugural report sheds light on our unique history, company culture and people, as well as our innovative efforts and advancements. It also highlights why our values, people and dedication to doing the right thing have sustained our legacy for more than 100 years — and will continue to enable Teichert to stand the test of time.

The official reporting period for this report is from January 1, 2023, to December 31, 2023. However, since this is our inaugural report, it covers additional activities beyond this period. For quantitative performance metrics, baseline years are provided to illustrate their progression over time.

FORWARD-LOOKING STATEMENTS

Sustainability data can be challenging to measure accurately, and this report contains the best data available at the time of publication. Data reporting periods are for calendar year 2023, unless otherwise noted. This report contains certain statements that relate to future events and expectations and, as such, constitute forward-looking statements included in various sections of the report. The words “may,” “will,” “believe,” “should,” “could,” “plan,” “expect,” “anticipate,” “estimate” and similar expressions identify these forward-looking statements. Although we believe the expectations reflected in these statements are based on reasonable assumptions, such statements are subject to a variety of risks and uncertainties, and actual results may differ materially from the expectations expressed. We welcome your feedback and comments, which can be submitted to: <https://teichert.com/teichert-way/about-us/contact-us/>.





LETTER FROM OUR LEADERSHIP

Trust is not just about doing the right thing — it is about doing things right. Our company has been striving to do the right thing, the right way, for our community and our environment since 1887. It is a privilege to be able to share more about our demonstrated track record of accomplishment in some of the core areas that make up our commitment to sustainable operations.

How we do business matters. The means and methods of our work, the way we treat employees, customers and neighbors and our engagement with the broader community all impact not just us, but multiple stakeholders who matter to us. We are in a position to contribute to the well-being of people who live and work and raise their families around us, as well as those who work here.

Across the Teichert Family of Companies, stewardship of resources means something to our people personally. We have been able to sustain our guiding principles because of the commitment and dedication of our thousands of craft workers and administrative professionals. They live our values and embrace sustainability, not because it's something they have to do, but because it's something they want to do. Their interest, contributions and motivation to do the right thing creates meaningful connections. Our employees are commonly active members of our local communities, which creates inspiration to continue finding new ways to give back and do our part as good neighbors.

Our three pillars of Building, Trust and Tradition underpin everything we do at the Teichert Family of Companies. We have used this lens to build a sustainable business by prioritizing our people, ensuring their safety, creating an atmosphere where people can be themselves and embracing an attitude of responsible stewardship.

I am pleased and proud to present our first Sustainability Report. Throughout this document, we'll share a bit of Teichert's rich history and offer a transparent look at how our values and dedication to our people and our community have played an integral part in how we have evolved as a company.

We are committed to carrying forward our legacy of doing the right thing and taking great care of our people, our customers, the communities where we do business and the land under our stewardship.



MARY TEICHERT
President, Teichert, Inc.

Left: Teichert Seasonal Wetland Preserve, Sacramento, CA.

COMPANY OVERVIEW

Teichert has been at the forefront of construction innovation and the manufacturing of construction materials and products since our founding in 1887. We are proud to maintain the oldest active contractor's license in California (No. 8), first received on September 24, 1929. As one of California's oldest and most respected infrastructure companies, we have earned our place through an unfaltering commitment to safety, excellence in quality, community engagement and environmental stewardship. At Teichert, we care.

Generations of our dedicated and skilled craft workers and professionals have taken great pride in their work and played a crucial role in the building and construction of California's infrastructure and, more recently, in the Western United States. Our long-standing collaborative approach has enabled us to continue building purposeful relationships with stakeholders, including our employees, suppliers, subcontractors, government agencies, communities and industry peers.

Through these strong connections, we have been able to produce innovative, sustainable and quality infrastructure solutions that emphasize shared growth, contributing to both the collective advancement of our industry and the communities where we live and work. As a people-first organization, we recognize that our actions today pave the way for future generations. We believe each project we undertake is an opportunity to uphold our values and leave the spaces we touch better than we found them.

Doing the right thing is much more than a phrase at Teichert. It lives at the heart of everything we do.



Pioneering Construction in the West

When Teichert was founded, California was only 37 years old, and the Transcontinental Railroad had only been completed for 18 years.

California State Contractors License No. 8

Teichert holds the oldest contractors license in practice in the state. Since receiving it on September 24, 1929, more than 1 million contractor licenses have been awarded in California.



2023 SUSTAINABILITY HIGHLIGHTS

In 2022, Teichert launched its inaugural sustainability program. Although the program is in its early stages, it builds on a 137-year legacy of sustainability, safety, honesty, accountability and exceptional long-term financial performance. We practice safe operations so employees return home to their families each day, uphold a culture of honesty and accountability, honor our people, respect the rules and provide excellent quality and value to our customers.

The following highlights our sustainability performance from 2023, demonstrating how we are leveraging our long-standing practices, advancing our efforts and transparently communicating our progress and future goals.

PEOPLE FIRST

HEALTH AND SAFETY

96%

lower than national average in employee Lost Time Injuries (LTIs)

Teichert: 0.04, OSHA median: 1.0

3,800+

safety "good catches" reported

95%

of Teichert facilities with zero LTIs

150,000

safety training hours to our employees



WORKFORCE

24%

of Teichert's workforce with the Teichert Family of Companies for 10 years or longer

50+

years of career development through Teichert's internship program



BEING A GOOD NEIGHBOR

TEICHERT FOUNDATION

90

community grants awarded between 2022-2024

\$418,000+

awarded in grants to community-building initiatives from 2022-2024



COMMUNITY GREEN PROJECTS

3,000+

native oak trees planted from seedlings started in Teichert's plant nursery by local wild acorns collected by hand



12,000+

native plants grown in Teichert's plant nursery and planted regionally to support regionally resilient habitats

STAKEHOLDER ENGAGEMENT

140+

stakeholders surveyed in materiality assessment

12,000+

vendors and suppliers evaluated for diversity certifications



ENVIRONMENTAL STEWARDSHIP

OPERATIONS

33%

reduction in Teichert's company-wide greenhouse gas (GHG) emissions from our focused use of renewable diesel (RD100)

3,400,000+

gallons of 100% RD100 used to power our trucks and off-road equipment



PRODUCT STEWARDSHIP*

63,500

the equivalent number of discarded tires diverted from landfill through recycling into new rubberized asphalt

4,160,000+

gallons of asphalt oil from old roads and parking lots reclaimed asphalt pavement (RAP) recycled into new asphalt paving

860,000+

tons of recycled aggregate base (RAB) produced from used and discarded concrete



*All numbers in the Product Stewardship section are based on equivalency calculations.

TEICHERT FAMILY OF COMPANIES: OUR BRANDS

From supplying materials and constructing thousands of miles of essential roads to installing utilities, developing community-focused land, restoring projects and enhancing public infrastructure, our diverse and expanding range of services across public, private and energy markets has continually adapted and evolved for more than a century. The hallmark of our enduring presence is our commitment to continuous improvement. By working proactively to anticipate the emerging needs of our customers, we consistently exceed expectations and deliver high-quality products and services through our expanding family of Teichert companies.



A TEICHERT FAMILY COMPANY

American Ready-Mix



Bear River Aggregates



A TEICHERT FAMILY COMPANY

Mathews Readymix



A TEICHERT FAMILY COMPANY

Santa Fe Aggregates



A TEICHERT FAMILY COMPANY

Spanish Springs Construction



A TEICHERT FAMILY COMPANY

StoneBridge Properties



Teichert Construction



Teichert Energy and Utilities (TEU)



Teichert Foundation



Teichert Line Services



Teichert Materials



A TEICHERT FAMILY COMPANY

Western Aggregates



A TEICHERT FAMILY COMPANY

Western Nevada Materials

Our History and Heritage

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State Route 140 Project, Mariposa, CA.



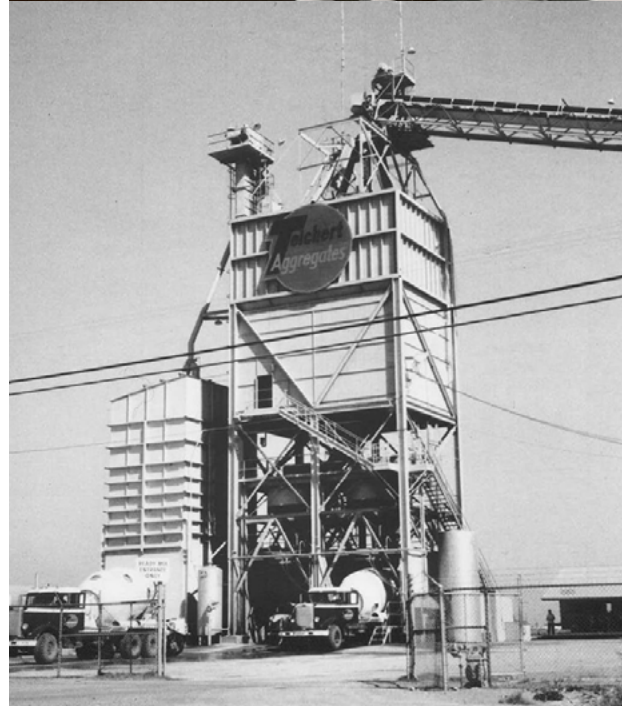
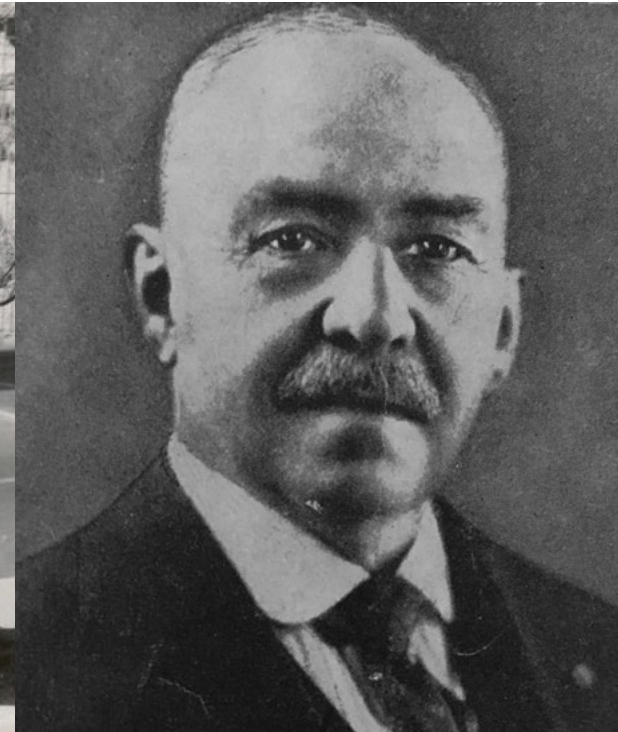
OUR HISTORY AND HERITAGE

As pioneers of the construction and infrastructure industry in California, we have had the unique advantage of being early adopters and innovators of our craft, contributing to and leading toward advancements in our industry in many aspects. We have set and raised our own standards for 137 years, starting in 1866 when Adolph Teichert emigrated from Germany in search of new opportunities in America. His forward-thinking, perseverance and aspiration of building a business known for its honesty, quality and care set our legacy in motion more than a century ago — and continues to inspire our journey.

Within 10 years of his arrival in New York City, Adolph had earned a reputation as a skilled and trustworthy master mason. Hired by the California Artificial Stone Company in San Francisco, Adolph set out to supervise the construction of a new type of concrete pavement using the Schillinger patent method. Adolph's earliest works included the construction of sidewalks and additional concrete work, some of which can still be found in Golden Gate Park and near the Mark Hopkins Hotel in San Francisco.

After becoming a naturalized citizen, marrying Carrie Knauhl and remaining with the California Artificial Stone Company for another 10 years, Adolph decided to move his family to Sacramento, where he opened the Teichert business on August 15, 1887. His experience and sterling reputation set the foundation for Teichert's early and ongoing success. And when his son, Adolph Jr., joined the company in 1912, our steady expansion began.

Right: Historical Photos of Teichert Operations.



As California flourished, Teichert became a trusted resource for California's newly organized State of California Highway Department (now named the California Department of Transportation [Caltrans]) and established our position as a leader in the industry. In 1915, Adolph Sr. and Adolph Jr. met with a group of 12 contracting businesses and helped form a local San Francisco association called the Northern California Contractors Association. After three years, this collaborative group became affiliated with the Associated General Contractors of America (AGC) and formed the AGC of California, where Teichert still plays an active leadership role today.

Throughout the Golden State's booming economic growth and rapid transformation over the next several decades, Teichert rose to the occasion, anticipating and exceeding customer expectations with the development of new lines of business. From our first hot-mix asphalt plant to construction-grade rock products, the production and delivery of ready-mix concrete and crushing operations, our dedicated employees played a significant role in the creation of California's infrastructure — and continue to do so today.

The 1960s and 1970s ushered in a period of growth, diversification and innovation. After Adolph Sr. and Jr. passed, Henry Teichert, Adolph Jr.'s son, joined the company. A founding sponsor of the Sacramento chapter of the National Urban League and staunch supporter of fair housing laws during the Civil Rights Movement, Henry, with his profound sense of community, fueled our culture of caring and influenced our approach to sustainable practices by aspiring to be a neighbor of choice. He also helped prime Teichert to thrive in an increasingly competitive market by implementing various training and professional seminars for managers within the company.

In addition, Henry launched Teichert's official safety program 11 years before the Occupational Safety and Health Administration (OSHA) was formed in 1971, demonstrating the high value Teichert places on the safety and well-being of our employees. Henry's brother-in-law, Lou Riggs, also contributed greatly to the evolution of Teichert throughout the 1970s. Under Lou's direction, Teichert consolidated divisions and expanded business operations and services, including the establishment of the Purchasing and Mobile Equipment divisions and the management system to keep track of equipment maintenance requirements, costs and inventory, further positioning Teichert for sustainable growth.

As we continue to grow and learn new and responsible ways to advance our family of operations, as well as our industry, Teichert remains committed to setting and raising the standard to new heights. Led by Jud Riggs, our chairman and chief executive officer, and Mary Teichert, president of Teichert, Inc., our dedicated team of highly engaged employees will proudly continue carrying the Teichert legacy forward into the next century and beyond.

Why was the Schillinger patent method important?

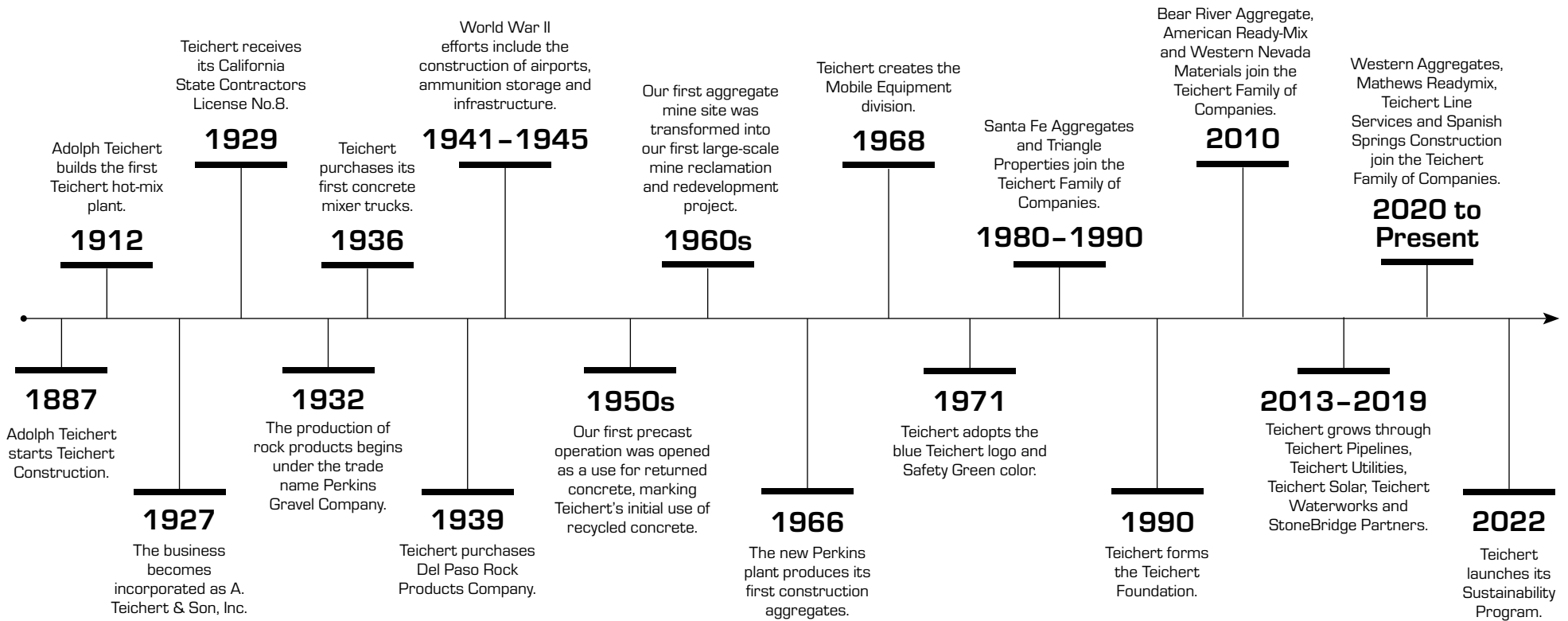
Named after John Schillinger, a master mason and Adolph Teichert's mentor, this method was the precursor to today's expansion joints, which are key components in the construction of buildings, bridges, sidewalks and other infrastructure systems.

Contract A2

On October 22, 1912, the State of California Highway Department, now Caltrans, awarded Teichert Contract A2 to construct a 5.5-mile-portion of concrete highway near San Jose — the first of many projects as a valued partner of Caltrans.



THE TEICHERT TIMELINE



OUR VALUES

Since our inception in 1887, our core values have driven the way we approach our operations and how we serve our customers and enhance the communities and environments where we live, work and play. We take great pride in upholding the Teichert name and what it stands for: a dedication to doing the right thing as honest operators, thoughtful neighbors and responsible custodians of our environment.

BUILDING

We build teams of highly engaged people by prioritizing their safety, working to send our employees home safely every day and cultivating an environment of continuous improvement.

TRUST

We approach all our endeavors with respect, fairness and ethical conduct, instilling trust within our customers by consistently and skillfully delivering on our commitments.

TRADITION

We remain grounded in our tradition of quality and excellence, ensuring our company endures by taking great care of our customers and being a valuable resource for our communities.



Teichert Construction's concrete crew gathering for an early morning tailgate meeting in Roseville, CA.

OUR STRATEGIC FOCUS

Based on the insights gained from the materiality assessment, we are better positioned to further evolve our sustainability approach — and build upon our existing commitments — through a more informed and effective strategy. Our initial focus encompasses measurable areas within our operations where we now understand how to make the most positive and immediate impact for our people, communities, customers and environment through collaborative efforts across our organization. As we continue to deepen our understanding and gather data to help identify additional areas of improvement, below are some of our focus areas — and actions we are currently taking — to advance our sustainability journey.

Employee Health and Safety

- Utilize Teichert's Safety Management System (SMS), including programs and innovative resources, for easy access to safety policies and resources.
- Track both leading and lagging indicators to gain a comprehensive understanding of our safety performance against industry standards.
- Conduct regular leadership reviews of all safety programs to ensure alignment with our established Path to World-Class Safety.
- Utilize advanced technological solutions and safety programs to monitor and mitigate hazards.

Environmental Stewardship

- Improve regional air quality and global GHG emissions by investing in and maintaining cleaner on- and off-road vehicle fleets; emission-control technologies for our aggregate, asphalt and ready-mixed concrete plants; and renewable fuels.
- Develop and execute world-class land and habitat restoration through a stand-alone company of biologists and arborists who focus on native plants and habitats.
- Promote water conservation by recirculating and recycling water at facilities, optimizing usage at construction sites and using native plants in landscaping and restoration.

Excellence in Quality

- Source and develop quality materials and technologies to ensure the highest durability, efficiency and sustainability of materials and products.
- Provide continuous workforce training and certification to ensure employees are skilled in the latest techniques, safety standards and regulatory requirements.
- Implement advanced project management tools and methodologies to provide on-time and in-budget high-quality outcomes.
- Conduct frequent inspections and quality audits throughout all projects, incorporating feedback to improve quality and performance.

Our Approach to Sustainability

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Hallwood plant, Yuba County, CA.

OUR APPROACH TO SUSTAINABILITY

Our dedication to creating something special, unique and enduring for generations to come has always been deeply embedded within our foundational values of Building, Trust and Tradition. How we do business directly reflects our long-standing commitments to safety, environmental stewardship and excellence in quality. Yet, we recognize that to truly honor and build upon our established sustainable practices, a clear and comprehensive strategy — and ownership of our commitment — must exist at all levels. We also understand our strategic approach must be underpinned by a robust framework of accountability and innovation.



Right: Grassmont College, El Cajon, CA, designed, engineered and patented in-house at Teichert.



OUR SUSTAINABILITY GOVERNANCE

Building highly engaged and responsible teams who care and understand how our day-to-day operations impact our footprint is a critical component of our overall strategy. We leverage the insights and expertise of those in the field to guide our efforts and provide recommendations on ways to improve. Our leadership and executive committees support and champion these efforts by ensuring our actions align with Teichert’s values and our long-term financial imperatives.

Sustainability Technical Teams

Our core Sustainability Technical teams encompass a range of employees and managers across companies focused on key material topics. Their initial task was to collaboratively engage in and lead extensive data-gathering efforts to identify current sustainability practices within each area of expertise and determine our baseline corporate footprint. These teams are purposed ongoing to lead the best direction to continue improving our strategic sustainability approach.

Sustainability Leadership Committee (SLC)

To directly support and oversee the Sustainability Technical teams, the SLC, made up of executives from the Teichert Family of Companies, was created. The SLC is responsible for the development and implementation of our comprehensive sustainability strategy, including the creation and oversight of company-wide sustainability initiatives such as baseline data gathering, continuous improvement efforts and innovative and technological advancements. The SLC reports directly to the Sustainability Executive Committee.

Sustainability Executive Committee

Overseeing our entire strategic sustainability effort is Jud Riggs, our chairman and chief executive officer, and Mary Teichert, our president. Under their guidance and leadership, both the SLC and the Sustainability Technical teams maintain a deep understanding and connection to what sustainability has meant to Teichert since its foundation. Keeping tradition advancing forward, the Sustainability Executive Committee ensures consistent alignment with Teichert’s values and commitments to safety, excellence in quality and environmental stewardship.

Above: Teichert Materials, Cool Cave Quarry Crew in Cool, CA.

MATERIALITY ASSESSMENT

Embarking on the development of a strategic sustainability program meant revisiting our day-to-day operations through a different lens. While adopting best practices for a sustainable future has always been a demonstration of our commitment to prioritizing the health and safety of our people, conducting production operations responsibly and remaining committed to excellence in quality, advancing our sustainability efforts demanded a more refined strategy.

In early 2022, we completed our latest materiality assessment as a pivotal step in our sustainability journey. To create improvements in our business practices, we needed to better understand our baseline. Through a detailed and transparent process, led by a third party to maintain accountability, we began to gather data, aimed to achieve several key objectives:

- Identify and prioritize the sustainability themes that matter most to our people, customers, communities and business needs at this point in time.
- Inform our decision-making and sustainability strategy, focusing our efforts and resources where we can have the most impact.
- Demonstrate our commitment to transparency and engagement, fostering an open and trusting dialogue with our stakeholders.

Stakeholder engagement was central to our materiality assessment. We gathered insights from more than 140 stakeholders, including community organizers and leaders, vendors and business partners, customers, managers and employees. Their perspectives were essential in identifying the sustainability themes most important to them and our business.

By involving a diverse group of stakeholders, we ensured a comprehensive assessment that reflected various viewpoints. This process provided valuable insights and strengthened our relationships with key stakeholders. The data collected, along with thorough analysis, enabled us to visualize the relative impact and importance of each sustainability theme, guiding our strategic decisions and initiatives moving forward.

The tables on the right summarize the key sustainability topics identified through our materiality assessment.

PEOPLE FIRST	
<p align="center">Promote Employee Safety and Development</p> <p align="center">Advance our robust health and safety protocols, invest in continuous workforce training and foster a culture of diversity and inclusion to improve job satisfaction.</p>	
<ul style="list-style-type: none"> • Employee Health and Safety • Workforce Development 	<ul style="list-style-type: none"> • Job Satisfaction • Diversity and Belonging (D&B)

BEING A GOOD NEIGHBOR	
<p align="center">Support Community Vitality and Ethical Practices</p> <p align="center">Expand our partnerships with local communities on development projects, implement sustainable supply chain practices and uphold high standards of product quality, safety and business ethics.</p>	
<ul style="list-style-type: none"> • Community Vitality • Supply Chain 	<ul style="list-style-type: none"> • Product Quality & Safety • Business Ethics

ENVIRONMENTAL STEWARDSHIP	
<p align="center">Reduce Environmental Impact</p> <p align="center">Refresh strategies to minimize our carbon footprint and GHG emissions; optimize energy, air, waste and water management; and promote sustainable product design and life-cycle management.</p>	
<ul style="list-style-type: none"> • Climate Impact • GHG Emissions • Energy Management • Air 	<ul style="list-style-type: none"> • Waste • Water • Product Design & Life-Cycle Management



People First

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Teichert Rodeo (2023).

PEOPLE FIRST

Our journey owes its strength to the many valued and dedicated employees who have carried forward the Teichert legacy with pride over the years. Their diverse talents, ideas, experiences and backgrounds have fueled our collective success and continue to shape our future. They are the heart of our operations and embody Teichert's culture of community, caring, integrity and respect. We value their safety, well-being and development through investments in programs and initiatives, helping to ensure our people feel supported and empowered to show up fully as themselves. By cultivating an environment where everyone can thrive and achieve their greatest potential, we can continue to attract, hire and retain exceptional talent, making certain our Teichert family continues to endure for another 137 years.



Right: Teichert Women in Operations community service project.

VALUING HEALTH AND SAFETY

At Teichert, safety is the centerpiece of our organization. Our commitment to safety is deeply rooted in our historical commitment to the well-being of our most valuable asset: our people. Henry Teichert exemplified this dedication by establishing a comprehensive company-wide safety program in 1959, a full 11 years before the enactment of OSHA in 1971. Our safety culture, built on care and concern, extends not only to our employees, but also to our contractors, customers and community members.

Safety Starts With Leadership

Safety is a fundamental value ingrained at every level of our organization. We hold our senior leadership to the highest standards, demanding the same level of accountability for safety as we do for financial performance. We recognize that achieving world-class safety requires integrating safety alongside quality and productivity in every facet of our operations. This equal integration of safety, quality and production are the three pillars of what we call "Operational Excellence." These pillars ensure a sustained safe work environment, customer satisfaction and profitability.

We have established a clear road map to guide our journey and identify the processes and behaviors that yield the best safety outcomes at Teichert. Our road map is called the Path to World-Class Safety and closely aligns with the National Safety Council's (NSC's) [Campbell Institute](#) best-in-class standards. As the Center of Environmental, Health and Safety (EHS) Excellence, Campbell helps organizations achieve and sustain EHS excellence.

Our leaders and managers are deeply committed to safety and diligently follow this path, continuously evaluating areas within their divisions for improvement and recognizing those who demonstrate exemplary safety leadership. By adhering to our Path to World-Class Safety continuum, we ensure that safety remains at the forefront of everything we do, driving us toward achieving safety excellence.



The road map to getting our people home safely is centered in leadership. The actions we take as leaders to positively reinforce safe behaviors are ultimately what create the culture where personal safety is as important as anything else, all of the time.

— Ed Herrnberger, President, Teichert Construction



We're always focused on sending everyone home safely to their families, because at the heart of it, that's not only important to the individual, but it's important to their family and to the company. Our focus on it helps them understand what they mean to us.

— Mary Teichert, President, Teichert, Inc.

Safety and Ethics at Teichert

Teichert's Code of Business Ethics and Conduct underscores our dedication to cultivating an ethical workplace environment where safety, trust, fairness and integrity are paramount for every employee. Operational Excellence at Teichert unifies our safety, quality and production imperatives to ensure a sustained safe work environment, customer satisfaction and profitability. We have also developed a [Supplier and Subcontractor Code of Conduct](#) so the relationships we build with suppliers and vendors align with our values and high standards, including our dedication to safety and environmental stewardship.



Teichert Safety Programs

Teichert's SMS is built upon the framework in the American National Standards Institute (ANSI) and the American Society of Safety Professionals (ASSP) Occupational Health and Safety Management Systems (ANSI/ASSP Z10.0-2019). This framework serves as the foundation for our collaborative efforts between our Safety department and Operations teams to develop and implement highly effective safety programs that not only meet, but exceed regulatory standards. These programs are tailored to the specific work we perform, ensuring relevance and applicability in every task we undertake.

The programs, policies and procedures housed within our SMS serve as pillars of guidance, education and accountability for all employees.

Teichert Safety App

To promote and foster Teichert's culture of safety awareness and compliance, it is important that all employees, both administrative and in the field, have easy access to our safety protocols, programs, policies, procedures and training videos. Through a Teichert Safety App, employees can readily access our SMS in the field, empowering them to stay informed and be equipped to perform their tasks effectively and safely.



[The app is] a valuable resource — quick, readily available access to company policies and procedures and vital information on what to do in case of an emergency.

— Moises Ramirez, Foreman, Teichert Pipelines

Red Stripe Program

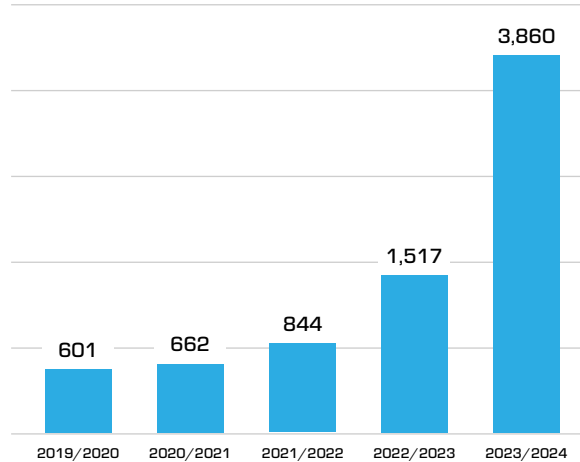
Teichert's Red Stripe Program introduces new craftwork employees to our culture and our unwavering commitment to safety. Training includes education on safety protocols, OSHA standards, CPR and trench safety, among others, with local managers and Safety Professionals encouraging open feedback and shared experiences. Hard hats for new employees don a red stripe, whereas a green stripe is included for apprentices. These symbols within the Teichert culture signal their potential need for additional support, fostering a mentorship culture that emphasizes our people-first environment that values safety. It also promotes a sense of belonging and community where employees are poised for growth and success.

Good Catch Program

Our Good Catch Program aims to heighten safety awareness by proactively identifying and mitigating unsafe conditions or actions. Shared company-wide, this program prevents future safety lapses and enhances policies, procedures and training, thus fostering continuous improvement. The Good Catch Program began in 2019 and has slowly developed traction as more and more teams began recognizing the benefits of sharing the information.

Employees in the field use the Teichert Safety App to track and submit their observations, which are collected and categorized. Then, leadership issues a weekly report to recognize the employees for their “good catch.” In 2023, Teichert shared more than 3,800 “good catches” across the company, demonstrating how our highly engaged employees have adopted the program, as well as how much they care about the safety and well-being of all Teichert employees.

Good Catches Year Over Year (2019 to January 2024)



In 2023, Teichert shared 3,860 “good catches” across the company.



There is a direct correlation between ‘good catches’ and the level of situational awareness within a crew. Crews operating with a high level of situational awareness consistently turn in quality ‘good catches,’ preventing incidents and injuries. A ‘good catch’ is also an indicator the foreman, through their leadership, has created a positive culture within the crew.

— Chris Barkley, Vice President of Field Operations, Teichert Construction

Teichert’s Compliance Hotline



In addition to building a culture where people feel comfortable speaking up in person, Teichert provides a 24/7 confidential and anonymous hotline, managed by an independent third party, for employees, partners, vendors and community members to report concerns or potential violations of our Code of Business Ethics and Conduct. This vital resource helps Teichert maintain a safe, secure and ethical workplace.

Toll-Free Hotline Number:
844-460-6613



The Origins of Our Teichert Green

The distinctive “Safety Green” color was designed to enhance the visibility of Teichert’s trucks. As a highly visible color, the bright green of our trucks, coupled with the triangle-shaped logo, symbolizes strength and the company’s three divisions (at the time). This distinctive visual identity has defined Teichert for more than five decades.

Left: 1928 Ford Model T, the oldest vehicle in Teichert’s fleet.

Safety Observation App

Our TEU division has innovatively crafted a Safety Observation App to help foster ongoing engagement at the managerial level. Unlike conventional safety inspection checklists, this app surpasses mere hazard identification by prompting observers to assess both processes and behaviors.

It encourages managers, foremen and crew members to discuss improvements, offer coaching when needed and recognize good performance. Safety observations are conducted by a diverse range of personnel, including senior managers, project managers, project engineers, superintendents and Safety Professionals, with an impressive average of more than 300 observations conducted monthly.



The implementation of our Safety Observation App has been a game-changer for safety performance; it engages administrative staff at all levels in conversations and training focused entirely on safety.

— Chad Fischer, Director of Operational Excellence, Teichert Energy & Utilities

Work-Area Observation Procedure

Teichert Construction uses a multiplatform safety management software to enhance work-area observations and reinforce safety practices across all levels of the workforce. This software helps set clear expectations for safety while providing an ongoing platform for education and guidance. Through coaching, training and mentoring, employees are supported in applying the current safety protocols to their tasks, promoting stronger communication, building relationships and proactively reducing risks in daily operations.

Project managers, project engineers, superintendents and foremen perform monthly work-area observations focusing on the inclusion of crew members in the process of identifying and mitigating job-site hazards. This active process allows communication to flow through the chain of command freely and provides feedback to the Safety Professional team regarding potential improvements to the current programs, policies and procedures. Safety Professionals routinely review work-area observations and work alongside the Operations team to provide valued feedback of job-site hazard analyses to the front line.



Small Tools Safety Training, Sacramento, CA.



The work-area observation process of recognizing and mitigating hazards has been a valuable tool for collaboration and engagement between front-line crew members and operational leadership.

— Mary Harper, Construction Division Safety Manager, Teichert Construction





Physical Wellness

The holistic well-being of our employees stands as the cornerstone of our organizational values and safety initiatives. Acknowledging the rigorous demands inherent in their roles, akin to those faced by professional athletes, we have instituted an innovative Industrial Athlete Program (IAP). Central to our values is the recognition that our employees are whole individuals; therefore, it is imperative that they are both physically and mentally prepared to fulfill their job responsibilities while ensuring they return home in the same optimal state they were in when they arrived at work. This commitment ensures they can enjoy active lives outside of work.

The IAP is revolutionary within our industry. Comprising a network of Certified Athletic Trainers (ATCs) stationed in customized vans acting as mobile Physical Therapy Clinics (PTCs), the IAP ensures employees are primed for work. Offering dynamic warmups, biomechanics training, body-hardening exercises and manual body therapy, our ATCs equip employees to work injury-free. They also provide guidance on hydration, nutrition and sleep wellness and respond to first aid incidents promptly. The IAP stands as a testament to our commitment to preparing employees for safe work every day.



The ATCs are very professional and diligent, showed they cared. They were exactly what I needed.

— Francisco Lopez, Foreman,
Teichert Energy & Utilities, Solar



Mental Wellness

Recognizing the integral role of employees' overall well-being — both mental and physical — we place an emphasis on mental wellness in conjunction with physical health. Normalizing open discussions surrounding mental health is a key element of our holistic approach, integrated into various forums such as tailgate talks, safety briefings and job-site training sessions.

Our commitment extends further through the implementation of formalized programs such as Mental Health First Aid and Mental Health Awareness workshops, which are four- and six-hour sessions led by seasoned professionals well-versed in mental well-being. Additionally, we offer comprehensive resources via our Employee Assistance Program (EAP), ensuring our workforce has access to the necessary support systems to bolster their mental wellness.

These proactive measures underscore our dedication to ensuring our employees are equipped to navigate the challenges they encounter daily. As we often affirm, "Safety begins with what lies beneath the hard hat."

Safety Performance

Safety stands as a foundational value and a core competency within our organization, with our safety outcomes rigorously assessed quarterly by our chief executive officer, presidents and division managers. This regular review not only identifies areas for improvement, but also celebrates safety achievements and milestones. Our unwavering focus on safety extends to our board of directors, who prioritizes safety with the same fervor as it does financial stability.

In pursuit of our goal of achieving “world-class safety” and ensuring every employee returns home safely each day, we carefully track both leading and lagging indicators to garner a comprehensive understanding of our safety landscape and trends. Leading indicators play a pivotal role in preempting risks and averting potential safety incidents, with our robust training programs equipping our workforce with the knowledge and skills to anticipate and prevent such occurrences.

The efficacy of our leading indicators is evidenced by the remarkable outcomes of initiatives such as our Good Catch Program, which has yielded more than 3,860 instances of proactive safety interventions, benefiting both our employees and the public. In addition, the combined efforts of TEU’s Safety Observation App and Construction’s work-area observation process have resulted in more than 9,000 observations, aiding in hazard identification, continuous improvement and recognition of outstanding safety performance.

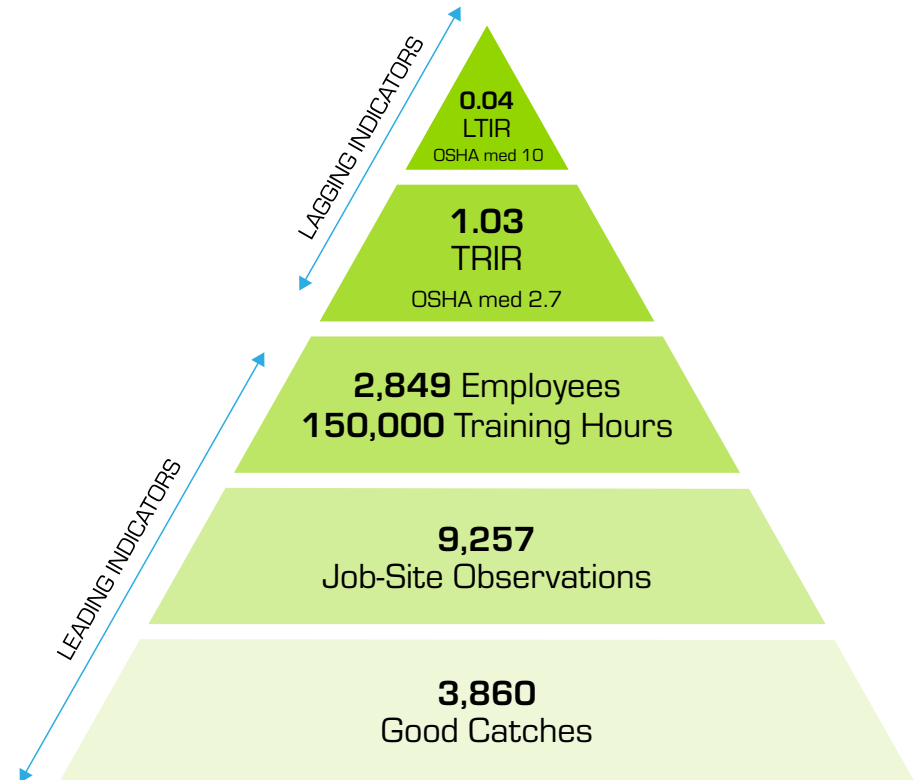
In our unwavering commitment to safety, nearly 3,000 employees have undergone extensive training, amounting to an investment of more than 150,000 hours dedicated to enhancing safety competencies.

Our focus on lagging indicators, including standardized frequency rate metrics developed by OSHA, provides a quantitative measure of our safety program’s effectiveness.

Our Total Recordable Injury Rate (TRIR) stands at 1.03, well below the OSHA median of 2.7, while our Lost Time Incident Rate (LTIR) is 0.04, compared to the OSHA median of 1.0.

We are proud of our above-industry-average performance and recognize these results reflect our employees’ support and participation in Teichert’s comprehensive safety programs and initiatives. We diligently maintain our commitment to continuous improvement, recognizing there is no ultimate destination when it comes to safety. We consistently strive to ensure the well-being of our workforce and send everyone home safely every day.

Safety Pyramid Metrics (2023)



DEVELOPING OUR WORKFORCE



Cultivating a diverse and dynamic workforce starts on day one at Teichert and remains a steadfast commitment throughout every stage of an employee’s tenure. Our comprehensive approach to workforce development spans a broad spectrum of initiatives, including internships, continuous training opportunities, career road mapping, mentorship programs and leadership development programs — all aimed at nurturing both professional growth and personal development. Teichert’s values of Building, Trust and Tradition are instilled from the outset to guide employees along their journey and reinforce our dedication to supporting their success.

Teichert University (TU)

Committed to building a strong and diverse workforce, Teichert has long made significant investments in people development, ensuring that our employees receive the necessary tools and skills for success in both their professional and personal growth. Built upon this commitment, TU launched in 2018, aligned with strategic business objectives and aimed to foster self-development, cultivate effective leaders and prepare our workforce for the future. It serves

as our comprehensive and inclusive educational platform for our entire organization. Since its inception, TU has expanded to include a wide range of developmental offerings, from soft skills to technical programs, and plays a pivotal role in elevating our training and development initiatives, empowering our workforce to thrive throughout their career at Teichert.

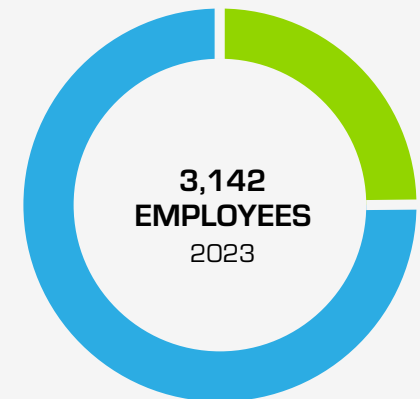
Project Engineer Development Program

Teichert’s Project Engineering Development Program is a comprehensive three-year initiative crafted to equip participants with the skills and knowledge crucial for thriving in the construction industry as project engineers. Delivered through a blend of internal expertise and external resources, the program prioritizes hands-on, in-person training supplemented by remote learning opportunities. Over the first two years, project engineers engage in mandatory monthly sessions, and in the third year, the sessions shift to quarterly to allow for deeper specialization.

Beyond equipping our team with the necessary tools and concepts to succeed in our industry, our focus is on nurturing well-rounded individuals who excel both in their professional and personal lives through comprehensive self-development and a soft skills curriculum. This approach to overall human development helps our employees build confidence in showing up as their best selves to work, enhancing productivity and reinforcing a positive workplace culture. By investing in the long-term success of our employees and their career advancement, Teichert is investing in our future.

A Tradition of Dedicated Service at Teichert

At Teichert, we pride ourselves on fostering a work environment that deeply resonates with our employees, one that upholds our core values and instills a strong sense of belonging and purpose.



We are proud to share that **24% of our workforce** has been with the Teichert Family of Companies for **10 years or longer**.

Additionally, more than **14% of our employees** have celebrated **20 years or more** with us.

Leadership Progression Framework

Teichert’s leadership progression framework facilitates the transition of our employees through various levels of impact within the organization. From learning foundational skills as a new employee to shaping organizational strategy at the executive level, significant shifts in perspective, behaviors, relationships and skills must occur. Our approach acknowledges that high performance evolves with each level, requiring individuals to develop new competencies and adapt their leadership style accordingly. Our progression framework guides individuals through the stages of growth and development necessary to thrive in leadership roles. Through targeted development initiatives and support, we empower our leaders to navigate these transitions effectively and drive sustainable success across all levels of the organization.

Leadership Development Peer Group Program

This comprehensive and innovative program nurtures both the leadership competencies (“our outer game”) and mastering mindset (“our inner game”). It includes deep self-awareness, uncovering unconscious beliefs and behaviors, making deliberate leadership choices, overcoming invisible barriers to effectiveness, enhancing individual leadership capacity and building cross-organizational collaborative relationships.

The Leadership Development Peer Group Program brings together participants across various functions and regions to address real-world challenges through dynamic engagement, fostering future leaders who embody Teichert’s values and culture. This initiative enhances their skills in leading and motivating highly engaged teams.

Continuing the Journey

Following the Leadership Development Peer Group Program, graduating participants can participate in “Continuing the Journey,” an advanced curriculum aimed at further honing their leadership skills. Spanning four quarterly sessions, it offers training on team dynamics, organizational structure, conflict resolution, change leadership and more. Pre-session work is mandatory, and participants receive mentoring from a Teichert leadership sponsor between sessions to enhance development and accountability.



Teichert Mentoring Program

This program epitomizes our commitment to fostering a culture of growth and learning, ensuring employees experience a meaningful development journey. This initiative seamlessly integrates informal and formal mentorship, cultivating a collaborative, supportive and enriching workplace environment.

Informal Mentorship

Experienced employees mentor new hires, providing invaluable on-the-job training and cultural insights, accelerating integration and enriching their understanding of Teichert’s traditions.

Formal Mentorship

Our current mentorship program offers mentors to any employee who’s interested, not limited to only newcomers, promoting a unified approach to operations across regions and embedding Teichert’s culture in our expansion efforts.

Covering a diverse array of topics, from understanding Teichert’s history and values to managing work-life balance, this comprehensive approach prepares employees to become integral contributors to our cohesive and diverse workforce, ensuring our continued advancement.

Above: TU, Sacramento, CA.



Preparing for Our Future

At Teichert, we recognize that our future success is directly tied to how we approach cultivating the next generation of industry leaders. Our commitment to preparing for our future through the development of a diverse and engaged workforce is reflected in our best practice of attracting emerging talent and preparing them for a thriving career within our industry. Through strategic partnerships, innovative programs and community engagement, we are laying the groundwork for a future that continues to build on our legacy of excellence and integrity.

Recruiting

Teichert prioritizes building strong ties with leading educational institutions as a foundational component of our workforce recruitment strategy.

Engaging in up to 25 career fairs annually, we target a diverse audience of potential future employees, focusing on both college campuses and high schools.

Our involvement also extends to community job fairs, highlighting the vast opportunities within Teichert, from trades to various administrative roles.

Through our College Relationship Program, we've cultivated partnerships with numerous universities within the California State University and University of California systems, as well as public and private institutions across our operational regions. Additionally, we are committed to expanding our recruitment efforts nationally to include historically black colleges and universities (HBCUs), recognizing the importance of diverse perspectives

and talent in driving our organization's future workforce and success.

Activities in partnership with these colleges and universities include engaging in career fairs, hosting sessions and sponsoring scholarships. These initiatives provide students with valuable insights into the construction industry and ensure Teichert maintains a robust pipeline of talented individuals ready to take on the challenges of tomorrow.

Teichert Internship

For more than 50 years, our esteemed Internship Program has been pivotal in nurturing and developing future industry leaders. Under the mentorship of Teichert's experienced professionals, interns develop a blend of technical and soft skills, from estimating and plan reading to effective communication and teamwork. Our mission is to offer interns invaluable real-world experience, facilitated through mentorship, seamlessly integrating academic knowledge and practical application. This program prepares interns for their careers ahead and serves as a gateway for many to begin their professional journey with Teichert.

Work Experience Programs

Teichert's Summer Work Experience Program (SWEP) and Advanced Summer Work Experience Program (ASWEP) aim to engage and support the teenagers and young adults of our employees, fostering an early interest in Teichert careers. Participants gain hands-on work experience during the summer, with SWEP catering to ages 16–18 and ASWEP targeting ages 18–25.



Building a Strong Workforce Pipeline

Teichert's commitment to building a strong workforce pipeline is showcased through innovative partnerships and programs designed to cultivate a diverse and skilled future workforce.

Local Community Pathway Partner Program

Teichert has consistently partnered with local community pathway programs, facilitating education and exposure to career opportunities aligning with the Teichert Family of Companies and our industry. In an effort to address the disparity and diversity challenges in the conservation and construction fields, the Sacramento Regional Conservation Corps (SRCC) and Triangle Properties, a member of the Teichert Family of Companies, have collaborated to create a unique internship program focused on land restoration and renovation. This program provides interns from SRCC with hands-on experience at Triangle Properties, offering a valuable opportunity to explore and potentially secure full-time employment in the landscape, restoration and renovation profession. By combining the strengths of conservation and construction, this program serves as a model for industry partnerships focused on sustainability and environmental stewardship.

Left: Mathews Readymix, Chico, CA.

Cristo Rey Partnership

Since 2007, Teichert has partnered with the Cristo Rey High School's Corporate Work Study Program (CWSP), part of the Cristo Rey Network®, to attract a diverse range of students for professional and trade pathways. With 37 schools nationwide, the Cristo Rey Network provides quality college preparatory education to urban youth. Teichert has provided valuable work experience to high school students, impacting the lives of 60 students who collectively spent 2,500 days learning entry-level technical skills, building personal relationships and exploring career opportunities beyond high school.

Sacramento Regional Builders Exchange (SRBX) Construction Industry Education Foundation (CIEF)

Teichert collaborates with technology and trade-oriented schools through participation with the SRBX CIEF, spanning 43 high schools. As an active supporter and board of trustees member, Teichert provides financial and in-kind assistance. Additionally, we partner with high schools in underserved communities, offering mentorship programs and promoting construction career opportunities through our work experience initiatives. By engaging in programs like CREATE Mentoring and high school career trade fairs with BUILD California, we cultivate a strong pipeline of skilled individuals prepared for careers in construction.

CREATE Mentoring Program Through CIEF

Teichert is committed to fostering talent from diverse educational backgrounds, including underperforming and overperforming schools, as part of our vision for the future workforce. Through active participation in mentorship programs

like CREATE Mentoring, hosted by our industry partner SRBX, we cultivate a robust pipeline of skilled individuals ready for construction careers. The CREATE Mentoring Program offers a clear pathway into the construction industry, aligning with our mission to nurture the next generation of professionals. Designed for high school students interested in pursuing careers or education in the built environment, the program involves completing a request for proposal (RFP) project over a 10-week period, culminating in presentations and awards in December.

Capital College & Career Academy (CCCA)

Teichert's sponsorship extends to various schools throughout the region, most notably with the CCCA. This charter school, unique in its exclusive focus on construction career pathways, is the only one of its kind in California. Teichert's partnership with this institution underscores our dedication to creating opportunities for young people who are passionate about construction. By supporting innovative educational initiatives, we are not only contributing to the development of a skilled workforce, but also ensuring that Teichert remains at the forefront of industry advancements by attracting top-tier talent.

Adopt-a-School (Gardening Project)

Teichert is committed to sowing seeds of opportunity among youth, aiming to enhance Career and Technical Education (CTE) programs, foster discussions and offer resources and guidance on construction pathways through both college and trade school routes. Our support extends to all schools, and specifically California Title I schools, including those underserved and underrepresented within our business units' districts statewide.



Hilbert Silva, a senior project manager at Teichert Construction, exemplifies this commitment through his long-standing involvement with the program, sharing stories and planting seeds in the minds of elementary students about a possible future career in construction. Here, he is pictured engaging with third grade students, sharing insights from his construction career and sparking curiosity about the industry.

CREATING A SENSE OF BELONGING

At Teichert, fostering a deep sense of belonging among our diverse workforce is paramount to us, acknowledging its pivotal role in our employees' success and well-being. Our goal extends beyond mere inclusivity: We strive to create an environment where every employee feels genuinely valued, acknowledged, recognized and proud to be part of the Teichert family. Understanding the crucial impact of belonging on our performance, innovation and retention, we are committed to cultivating connections and fostering mutual appreciation, ensuring that each employee feels safe, accepted and empowered to bring their authentic selves to work.

Workforce Diversity

We are committed to building high-performing teams where diversity, equity and opportunity are welcomed, encouraged and expected. This approach is rooted in our culture of belonging. Our focus spans recruiting, developing and retaining diverse talent while implementing ongoing employee development, education and inclusion initiatives in alignment with fair and ethical business standards. We partner with diverse talent networks, engage in high school and college career fairs and align with union and trade pathway programs to actively promote career opportunities at Teichert and share insights about our industry, thereby strengthening our organization by fostering a diverse and inclusive range of skills and perspectives.

Diversity and Workforce Development

Through our Diversity and Workforce Development strategy, we prioritize deepening inclusion and fostering a culture where disparities are minimized, and everyone feels acknowledged, accepted and respected. By embracing diversity and promoting a sense of belonging, we aim to create a workplace where all employees can thrive and contribute to our collective success.

Diverse Workforce Development Executive Steering Committee

The committee serves as the driving force behind our organization's diversity initiatives and is responsible for fostering a culture of belonging within Teichert while also supporting industry and community diversity programs. Led by senior executives, the committee oversees and guides diversity strategies, holding themselves and the organization accountable for progress. Through regular brown-bag lunches with our executive leadership, employees at all levels are encouraged to engage in open dialogues, provide feedback and discuss matters of diversity, equity and inclusion (DEI). These sessions serve as a platform for collaborative discussions, ensuring that diverse perspectives are heard and valued.

Our commitment to prioritizing diversity and belonging (D&B) is reflected in the hiring of our first diversity manager. In partnership with our executive leadership team, Mark Adams leads our Diversity and Workforce initiatives and collaborates closely with other areas of the business, including training, human resources and the Teichert Foundation, to support the integration of D&B-focused approaches across the company.

“

We are enhancing and developing the environment where everyone truly feels like they belong at Teichert — not just welcomed — but feel as if they belong and feel valued in every position within our ecosystem.

— Mark Adams, Diversity Workforce Development Manager, Teichert



Empowering Diverse Suppliers

We are committed to expanding supplier diversity by supporting entities in obtaining certification to broaden the pool of diversified businesses. For nearly seven years, Teichert has partnered with a small plumbing company in Southern California. Initially certified as a small business by the California Department of General Services, the company's woman-owned status led to support for additional certification as a California Public Utilities Commission Woman-Owned Business. This support helped enhance the company's opportunities with prime contractors beyond Teichert. Now holding three diversity certifications, our partnership exemplifies Teichert's commitment to supporting diverse suppliers and fostering industry development.

Caltrans Mentor-Protégé Program (MPP)

Teichert proudly serves as a Principal Mentor in the Caltrans District 4 MPP, fostering collaboration between prime and small business contractors for Caltrans projects. This program strengthens work relationships, enhances the capabilities of small contractors and expands the pool of qualified subcontractors. Teichert actively supports the program's mission through workshops, feedback sessions and personalized consultations, promoting robust relationships and knowledge sharing across the industry.

Teichert is expanding its involvement to multiple Caltrans Districts, further enhancing collaboration and support for small contractors across more regions.

Alternative Talent Pipelines

Teichert has initiated an anti-recidivism pilot program aimed at offering career opportunities in the construction trades to formerly incarcerated individuals. The program is a construction training academy that provides insights into the industry and potential roles within Teichert such as laborers, cement masons, electricians and operating engineers. Teichert representatives engage with program participants, outlining trade specifics, entry criteria, benefits and anticipated industry demands over the next few years. Career pathways within construction trades and field management are also detailed, from apprenticeship to general superintendent roles.

Supplier Diversity and Sustainability

Teichert values partnerships with small and diverse subcontractors and suppliers, including Disadvantaged Business Enterprises (DBEs) and certified small businesses. We actively engage with organizations like the Small Business Administration (SBA), California Department of General Services and the California Public Utilities Commission, among others. We also participate in various industry events like Meet the Primes to identify certified small and diverse businesses.

These partnerships enrich our supply chain, foster competition, expand market penetration and enhance community commitment. Additionally, collaborating with diverse businesses promotes creativity, problem-solving and sustainable industry practices, leading to better decision-making and increased productivity.

Championing Diverse Vendor Certification

Teichert recognizes more than 20 different inclusive and diverse certifications with more than 10 certifying agencies and organizations. We are investing in categorizing 12,000 eligible vendors to confirm and continuously track their DBE and small business status, ensuring these vendors maintain their certification eligibility as our partners.



Rebuilding Together Event, Sacramento, CA.

Cultivating Connection

Teichert is deeply committed to fostering connections and a strong sense of belonging among its team members. Through a range of peer groups, employee resource groups, company events, recognition opportunities and comprehensive benefits, we strive to create an inclusive environment where every individual feels valued, supported and connected. Teichert offers programs and initiatives that cater to diverse interests and needs, creating a space where everyone feels they belong within our larger Teichert family. By cultivating these connections, we enhance collaboration, creativity and employee well-being, driving our collective success forward.

Teichert Employee Resource Groups

Women in Operations (WIO)

WIO provides leadership and support for women in operational positions across all Teichert divisions. The organization also seeks to inform and engage men whose partnership make them great allies. WIO offers personal development opportunities for career advancement and industry involvement for employees and addresses topics related to women in our workforce as needs and opportunities arise.

Relationships and Outreach Committee (ROC)

ROC is the heart of our community-building efforts within Teichert. Established in 1991, this group brings together employees from various parts of the business to foster connections, recognize achievements and enhance communication, encouraging a culture of appreciation and camaraderie both within Teichert and the communities where we operate.

Management Advisory Committee (MAC)

MAC was founded in 1958 as a curated group of middle management employees from around the company with the purpose of providing management advice to then-President, Henry Teichert. As Teichert's oldest committee with a rich history, MAC continues to feature a diverse group of members from across the Teichert Family of Companies.

Teichert Employee Retirement Association (TERA)

TERA group is comprised of administrative and craft employees who have retired from the company after working 10 or more years, as well as their spouses. Active participation in TERA is the ideal way for our retirees and their families to stay connected with the company. They share knowledge and experiences with current employees and help maintain the family-oriented environment that Teichert employees have enjoyed for more than a century.

Teichert Community Connections (TCC)

TCC represents the company's ongoing commitment to the communities where we do business. Divisions and business units collaborate on a large variety of service projects throughout the year and across all operational regions.

Comprehensive Benefits at Teichert

At Teichert, our people mean everything to us. We recognize that our employees are exactly why we have not only remained in business for more than 137 years, but earned a sterling reputation for honesty, integrity, excellence in quality and a dedication to safety and well-being.

Our comprehensive benefits package is thoughtfully designed to meet both the immediate and long-term needs of our employees and their families. Their well-being, financial security and professional growth are important to us. Below are examples of benefits that may be available:

- Employee stock ownership plan contribution
- Competitive pay and profit sharing
- 401(k) employer match
- Competitive health care options
- EAP
- Short-term disability and life insurance
- Teichert Foundation employee donation match and family events
- Tuition reimbursement and continuous learning
- Paid vacation, holidays and sick time



Teichert Equipment Rodeo

The Teichert Equipment Rodeo is an engaging event crafted to introduce a diverse audience to the heavy civil construction industry. Participants, including employees, customers and their families, students and vendors, immerse themselves in hands-on experiences with Teichert's signature heavy machinery, guided by seasoned professionals. Safety education takes center stage, with informative sessions and demonstrations highlighting industry-standard protocols. Moreover, the event serves as a platform to explore career opportunities within construction through educational sessions and discussions with Teichert experts. By fostering community engagement and promoting understanding of the construction sector, the Teichert Equipment Rodeo underscores Teichert's commitment to education, safety and community involvement, paving the way for a future generation of skilled professionals in the industry.

Being a Good Neighbor

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Post-mine agricultural reclamation (barley grass), Yolo County, CA.

BEING A GOOD NEIGHBOR

At Teichert, being a good neighbor means being deeply committed to enhancing the well-being and vitality of the communities we call home. Our approach to infrastructure goes far beyond construction: It is about engineering connections that enrich the lives of those around us. We actively seek opportunities to support community engagement initiatives that make a positive impact.

From our early advocacy for fair housing laws to being founding members of the National Urban League chapter in Sacramento and spearheading the Boys & Girls Club of Greater Sacramento, our ongoing involvement in local initiatives exemplify our profound sense of community participation. We are passionate about making a meaningful impact in the neighborhoods we serve. Our long history of community engagement reflects our dedication to being good neighbors and environmental stewards. By supporting local projects, volunteering our time and resources, providing material donations, strategic planning and community engagement initiatives, we strive to ensure our presence positively contributes to the sustainable growth, prosperity and welfare of the communities where we live, work and play.

Right: Teichert's Corporate Headquarters, located in Sacramento, CA, adjacent to the American River, was once the site of a Teichert aggregate mining operation, which was restored in the 1960s.

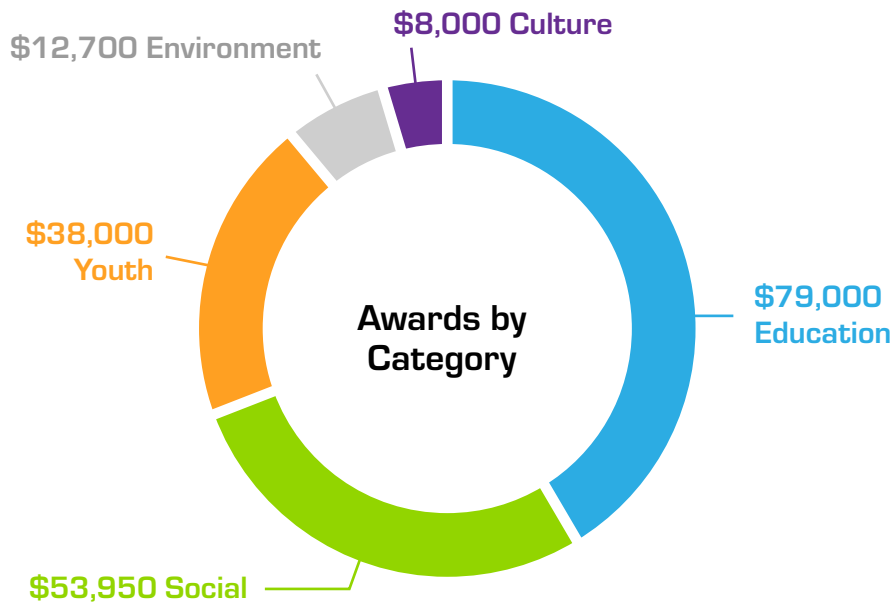


TEICHERT FOUNDATION – COMMUNITY GIVING

Established in 1990 by the Teichert Board of Directors, the Teichert Foundation serves as Teichert’s philanthropic arm. Aligned with Teichert’s long-standing dedication to community engagement and sustainability, the foundation directs resources toward initiatives that promote cultural and environmental awareness, support youth and education, provide essential services to those in need and contribute to community health and well-being. By focusing on ways to sustain the growth of the foundation’s investment account to continue contributing to social good, the Teichert Foundation demonstrates a commitment to sustained community support and long-term partnership, reflecting our deep commitment to responsible corporate citizenship and fostering a sustainable future for both Teichert and the communities we serve.

Grants

The Teichert Foundation plays a pivotal role in fostering community vitality through our diverse grant program. We make grants to organizations that create beauty, foster culture, nurture children, provide access to food and housing for those in need, preserve nature, increase awareness of our environment, build an educated citizenry and a well-prepared workforce and strive to provide better health for all.



The Teichert Foundation

Funds Given Since Inception

\$16,041,193

Grants Awarded (FY2023)

\$418,050

Nonprofits That Benefited From Grants and/or Volunteerism (FY2023)

127



Employee Matching Grants

Through an Employee Matching Grant program, the Teichert Foundation encourages employees to directly support charitable organizations aligned with their passions and interests.

Annual Match

In an effort to give extra support to agencies our employees feel strongly about, we match employee gifts up to \$250 per year.

Big Day of Giving

Big Day of Giving unites neighbors across the Sacramento region. To date, it has inspired more than 60,000 donors to give \$91.5 million to nonprofits serving El Dorado, Placer, Sacramento and Yolo counties. In 2023, 762 nonprofits raised a record \$13.8 million during Big Day of Giving. Additionally, it helps nonprofit staff and supporters deepen their connections and strengthen their impact in our community.

Natural Disaster and Recovery Assistance

Teichert stands committed to aiding communities in times of natural disaster. Through initiatives like our disaster relief donation programs and matching grants, we actively contribute to the rebuilding and strengthening of communities. From aiding wildfire-stricken regions to supporting communities affected by hurricanes, our dedication to natural disaster recovery remains unwavering.

Employee Group Donations

The Foundation provides an extra matching opportunity for employees who organize group efforts to support nonprofit organizations. This unique option extends beyond the regular annual match, and recent efforts include the American Heart Association, Leukemia & Lymphoma Society and St. Baldrick's Foundation.

COMMUNITY DEVELOPMENT

Mentoring

Teichert wholeheartedly supports the development of leaders within the community through participation in leadership development programs and engagement with program participants. Teichert, Inc. President Mary Teichert has personally facilitated a series of workshops sponsored by the SBA, Contractor's State License Board, Building Industry Association and the California Capital Women's Business Center on helping women and minorities become licensed contractors.

Urban Land Institute (ULI)

ULI is an organization of diverse individual members who seek to provide leadership for fostering responsible land use in the Sacramento region, and its mission is to shape the future of the built environment for transformative impact in communities worldwide. Teichert has provided leadership through employee engagement and participation.

Nehemiah Emerging Leadership Program (NELP)

NELP prepares its fellows for effective and ethical leadership in their companies and communities. NELP offers leadership training customized to the specific challenges faced by culturally diverse leaders. Fellows graduate to put their talents to work in the public and private sectors, acting as catalysts for positive change in our community. Teichert leaders have

provided mentorship and been participants in this impactful program.

Leadership Programs

Teichert not only believes in providing mentoring opportunities to develop leaders externally, but also to the development of leaders internally.

Leadership Sacramento

Teichert is committed to supporting employees interested in the Leadership Sacramento program. Leadership Sacramento is a program of the Sacramento Metro Chamber Foundation that develops community-minded business and civic leaders of tomorrow. This annual program provides a behind-the-scenes view of the issues that impact the region's economy and culminates in the completion of a community project.

American Leadership Forum

The American Leadership Forum is dedicated to joining and strengthening diverse, influential leaders to better serve the public good. It enhances leadership capacity by building on the strengths of diversity, understanding and leveraging differences and promoting collaborative problem-solving within and among communities. Many Teichert leaders are graduates of this leadership program, and the company continues to support it through employee participation.



Right: Teichert at the Union Trade Awareness Fair.

LEGACY

A Pillar of Community Service

Founding Executive Director Fred Teichert stewarded the Teichert Foundation's commitment to community service and philanthropy until his retirement from that position in 2023. The Foundation's notable achievements during Fred's tenure included the establishment of Sacramento's first Boys & Girls Club. The Boys & Girls Clubs of Greater Sacramento has grown to include two large centers in low-income areas and club operations in Woodland and Stockton, as well as in several elementary schools. Fred held leadership roles in civic and philanthropic organizations such as the Greater Sacramento Urban League, Capital Public Radio, the American Red Cross, the Sacramento Region Community Foundation and many more.

Fred's community leadership has earned him a California State University Sacramento Distinguished Alumni Award, as well as an honorary doctorate. He was awarded the American Leadership Forum Exemplary Leader Award, the League of Women Voters Civic Contribution Award and the Robert T. Matsui Martin Luther King Inaugural Community Service Award. The Sacramento Metro Chamber honored him as the Sacramentan of the Year during the openings of the Boys & Girls Clubs.

Building a Better Future for Our Youth

The Boys & Girls Clubs of America has been instrumental in providing a safe place for youth to develop into caring and responsible community members through skill building, education, sports and cultural appreciation activities since 1860. The Sacramento organization was formally incorporated in October 1993, paving the way for services to commence in 1996. This initiative addressed a critical need by offering a safe haven in vulnerable neighborhoods for youth to flourish and develop into good citizens and leaders.

With the opening of the Teichert Branch in 2004, Teichert Foundation's enduring legacy in youth development and support will continue to live on for generations. This club facility provides 40,000 square feet, including a gymnasium, game room, computer lab and outdoor playing fields. The Teichert Branch stands as a testament to the Foundation's unwavering commitment to fostering a sense of belonging and opportunity for youth, ensuring that every child has access to resources and support to realize their full potential.



LAND STEWARDSHIP

Our commitment to ecological restoration and mine reclamation spans decades at Teichert. With in-house expertise, including highly qualified biologists and restoration specialists, we provide comprehensive services covering wetland reconstruction, habitat enhancement, rare plant surveys, invasive species management and erosion control. Our tailored approach addresses the ecological needs for each project, supporting optimal outcomes. As a member of the Teichert Family of Companies, Triangle Properties, Inc. extends our expertise to various stakeholders, including regional habitat conservation agencies, local governments and environmental nonprofits. Our dedicated team recognizes the vital importance of sustainable land stewardship in the communities where we operate and serve.



Our Reclamation and Restoration Process

Our comprehensive process enables sustainable outcomes at every step. Beginning with a thorough assessment of impact, we document baseline conditions and evaluate the ecological context of each project. Through ongoing research and innovation, we stay abreast of advancements in natural restoration, implementing revegetation test plots to determine the best approaches. Our sustainable design principles prioritize habitat preservation and minimize environmental impacts, fostering adaptability and resilience to changing conditions, including those posed by natural disasters and climate change. Collaboration is key, as we work closely with experts in ecology, habitat management, engineering and urban planning, as well as local communities and organizations, to ensure a holistic and inclusive approach. Community engagement is central to our process, involving local stakeholders in the planning and development stages of our work to foster a sense of ownership and shared responsibility and accountability. With a focus on biodiversity, we prioritize native vegetation and the development of complex habitats to enhance and sustain natural ecosystems.

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Our aim is to develop habitats that surpass the quantity and quality of those negatively impacted.

— Barry Baba, Habitat Restoration and Land Manager



Teichert Nursery

Teichert’s native plant nursery is an integral component of our commitment to effective and sustainable restoration projects. By maintaining our own nursery and native plant propagation program, we ensure the availability of native and locally adapted native plants for our revegetation and habitat rehabilitation efforts. Collecting seeds or specimens from local plant populations fosters genetic adaptations that enhance ecological resilience and support local ecosystems. Operating an in-house nursery affords us greater control over the quality of container seedlings produced, enabling us to customize growth conditions to meet the specific needs of each restoration project. With more than 12,000 plants grown annually, our nursery serves as a hub for research and development, where we continually refine our approach, experiment with new propagation techniques and contribute to the advancement of ecological restoration practices.

Sharing Our Environmental Knowledge and Services

Triangle Properties, Inc. supports regional habitat conservation agencies, local governments, country resource conservation districts, transportation agencies and environmental nonprofit organizations that include, but are not limited to:

- Alameda County
- American Rivers
- Caltrans
- CalTrout
- City of Livermore
- City of Roseville
- City of Santa Rosa
- East Bay Regional Park District
- Natomas Basin Conservancy
- Sacramento Valley Open Space Conservancy
- San Joaquin Council of Governments
- San Mateo Resource Conservation District
- Santa Clara Valley Habitat Agency
- Soquel Creek Water District
- Sutter Butte Flood Control Agency
- Truckee River Watershed Council
- Tuolumne River Trust
- Yolo County
- Yolo Habitat Conservancy

Restoring and Preserving Natural Ecosystems

We recognize the profound responsibility of mitigating and preserving ecosystems impacted by our development projects, viewing it as an opportunity to exceed regulatory requirements and pioneer innovative conservation approaches. This approach guided our transformative strategy during the reclamation of the Aspen VI mine in Sacramento, where we reclaimed previously mined land into a thriving ecosystem, including fully functional vernal pools and seasonal wetlands surrounded by native oak riparian woodlands.

A decade later, our commitment to land management and stewardship was reaffirmed through voluntary surveys of these wetlands, uncovering the presence of diverse aquatic species, including the federally threatened vernal pool fairy shrimp and federally endangered vernal pool tadpole shrimp. In addition, state-threatened tricolored blackbirds routinely take sanctuary and nest in an adjacent preserved marshland that was constructed a decade prior, highlighting Teichert's dedication to preserving and enhancing local ecosystems for future generations.

Through the creation of functional habitats, increasing native biodiversity, managing invasive species, cultivating community involvement, enhancing areas for endangered species and preserving lands through conservation easements, we mitigate impacts and improve outcomes.

Revegetation Test Plots

Revegetation test plots serve as experimental arenas where diverse methods are trialed to determine the most effective and viable approaches to restoring reclaimed sites. These plots are carefully designed to address several key variables, including plant species selection, revegetation techniques ranging from hydroseeding to transplanting and testing soil compositions and watering regimes to optimize growth and resilience.

Erosion control measures are assessed to foster a stable environment conducive to plant development. Rigorous monitoring and data collection ensure a comprehensive understanding of plant survival, health and ecosystem succession, guiding adaptive strategies that account for local conditions. By leveraging these insights, Teichert advances its commitment to sustainable habitat restoration, applying proven methods across broader reclamation initiatives. Test plots, established across Teichert's mine sites, underscore our proactive approach to land management and stewardship, laying the groundwork for successful habitat rehabilitation well in advance of full-scale reclamation efforts.



Teichert's commitment to reclamation goes beyond compliance; we focus on the beneficial uses of our reclaimed land for future generations.

— Jason Smith, Aggregate Project Manager



Morrison Creek Restoration Project

The Morrison Creek Restoration Project in Sacramento County stands as a testament to successful ecological restoration and enhancement efforts of former mining sites. This project also highlights the dedication to improving and preserving natural habitats through comprehensive restoration and conservation strategies.

- **Project scope:** The scope of the project included the reconstruction, realignment, native plantings and riparian enhancement of more than 1 mile of the Morrison Creek channel. Construction of the creek corridor and upland plantings were carried out between 2006 and 2014, with the riparian habitat establishment beginning in 2014 when the creek was introduced into the reconstructed channel.
- **Planting efforts:** The project saw the planting of more than 3,000 oak trees and more than 20,000 native riparian trees, shrubs and herbaceous plants to enrich the area's biodiversity. In most cases, the native trees and plants were grown from acorns, and seeds were hand collected from the project site prior to mining.
- **Monitoring and conservation:** The project demonstrates a long-term commitment to mine reclamation and ecological health. All portions of the project will be placed in a conservation easement and endowment fund transferred to local land trusts to manage the habitats in their natural state in perpetuity.
- **Collaborative management:** Transfer of the conservation easement and the continued collaboration with the land trusts overseeing the restored sections of Morrison Creek ensure that the restored area remains healthy, protected and preserved for future generations.

This initiative not only restored a significant stretch of Morrison Creek, but also served as a model for similar ecological restoration projects, showcasing the potential for positive environmental impact through dedicated and collaborative reclamation efforts.

Right: Morrison Creek Restoration Project Before & After (photos taken from the same location).





RESTORATION AND RECLAMATION IN ACTION



**3,000
OAK TREES**

Thousands of oak trees are planted each year, selected for specific soil, sunlight and ecosystem conditions to thrive and support habitat restoration.



**20,000
NATIVE
COMPANIONS**

A diverse mix of native shrubs, trees and wildflowers is introduced annually to enhance biodiversity and complement oak ecosystems in restored areas.



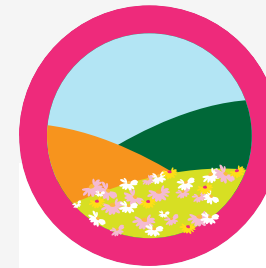
**283
ACRES OF
CONSERVATION**

Local landscapes are conserved and managed sustainably, prioritizing the protection of endangered species and the preservation of ecological diversity.



**15+
PROTECTED BIRD
SPECIES**

Restored habitats serve as vital sanctuaries and foraging grounds for more than 15 special-status bird species, supporting regional biodiversity.



**15
MINES
TRANSFORMED**

Former mining sites are restored into ecologically rich landscapes, fostering biodiversity and offering spaces for community engagement and ecological education.



**12,000
PLANTS
GROWN
ANNUALLY**

Each year, 12,000 locally adapted plants are grown to support ongoing restoration projects, ensuring the success of mine reclamation efforts.

Environmental Stewardship

- 48 GHG Emissions
- 56 Air Quality
- 58 Energy Management
- 60 Water
- 62 Waste Management
- 64 Intentional Innovation (Quality Control)

Post-mine emergent marsh and oak riparian reclamation, Sacramento County, CA.

ENVIRONMENTAL STEWARDSHIP

Teichert's construction-related services and the manufacture of Teichert's material products have an impact on the environment where our employees live, where they raise their families and where we have been doing business for 137 years — and hope to continue to do business for another 100 years. Being respectful with our limited natural resources and minimizing environmental impacts also make good business sense in the form of sustainable business, reduced costs, reduced risk to business and the continued ability to grow within the communities that we serve.

With this in mind and throughout the Teichert Family of Companies, we:

- Commit to a company culture that respects the environment. We recognize that our short- and long-term success relies on the quality of life of our employees and neighbors and that our collective economies rely on a healthy and sustainable environment to create a vibrant place to live and do business.
- Responsibly minimize and manage our environmental impacts.
- Follow environmental laws and regulations and, to the very best of our abilities, are transparent, responsible and accountable if we fall short.
- Develop and implement internal processes and procedures to ensure environmental accountability throughout our organization.
- Work closely with our neighbors; appropriate stakeholders; and federal, state and local governments to ensure that our operations are transparent and responsible.



Right: Mathews Readymix, Chico, CA.



GHG EMISSIONS

As with all businesses in the construction and construction materials sectors, Teichert is responsible for the creation of GHG emissions that have the potential to impact long-term global climate conditions. Climate change, specifically related to a warming environment, can have significant regional and local effects such as increases in catastrophic wildfires, decreases in air quality, heat-induced stress, lower regional economic resilience and decreases in quality of life. These changes can have negative impacts on our employees, our communities, our business performance and the overall natural world in which we live. In response, Teichert is updating its GHG emissions reduction strategy to invest in a collective future for all.

We are intent on taking focused and strategic actions under the umbrella of Teichert's history of Operational Excellence but influenced by Teichert's Sustainability Program. Teichert will report on our progress on this strategy in this and future annual Sustainability Reports.

Understanding Teichert's GHG Carbon Footprint

GHG emissions are divided into three classes: Scope 1, Scope 2 and Scope 3. The table below summarizes each category and how each relates to Teichert.

Direct Emissions

Scope 1: Combustion of Fuel

Teichert uses combustible fuels such as natural gas, diesel, gasoline and propane to power our equipment and operations. The primary drivers of Teichert's Scope 1 emissions are related to:



Stationary Sources: Natural gas is used to power our asphalt plants, which require heat to remove moisture from rock and warm our asphalt products.



Mobile Sources: Diesel is used to power our on-road trucks, off-road equipment and power generators.

Indirect Emissions



Scope 2: Electricity Usage

Teichert uses electrical energy from commercial providers and our own renewable energy sources to provide electrical power to Teichert equipment, operations and buildings.



Scope 3: Other/Value Chain

Teichert is responsible for indirect emissions from activities that are not Scope 2 related but are part of doing business such as the goods and services we buy, the transportation and distribution of our products, business travel and our employees' daily commuting.

Left: Teichert Mobile Equipment, Oroville, CA.

GHG Emissions Reduction Strategy

The core elements of Teichert's GHG emissions reduction strategy are listed below:

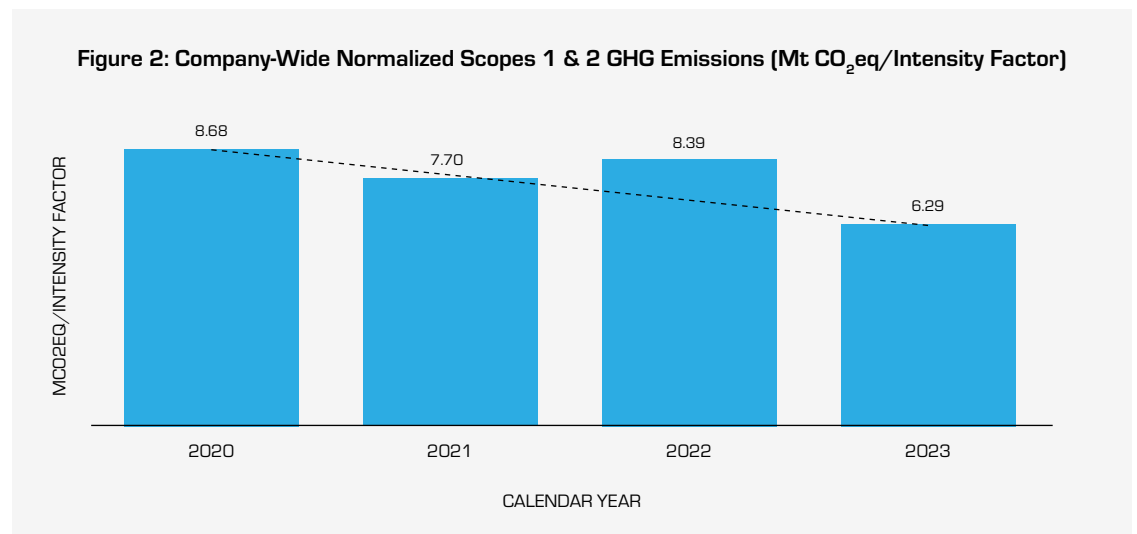
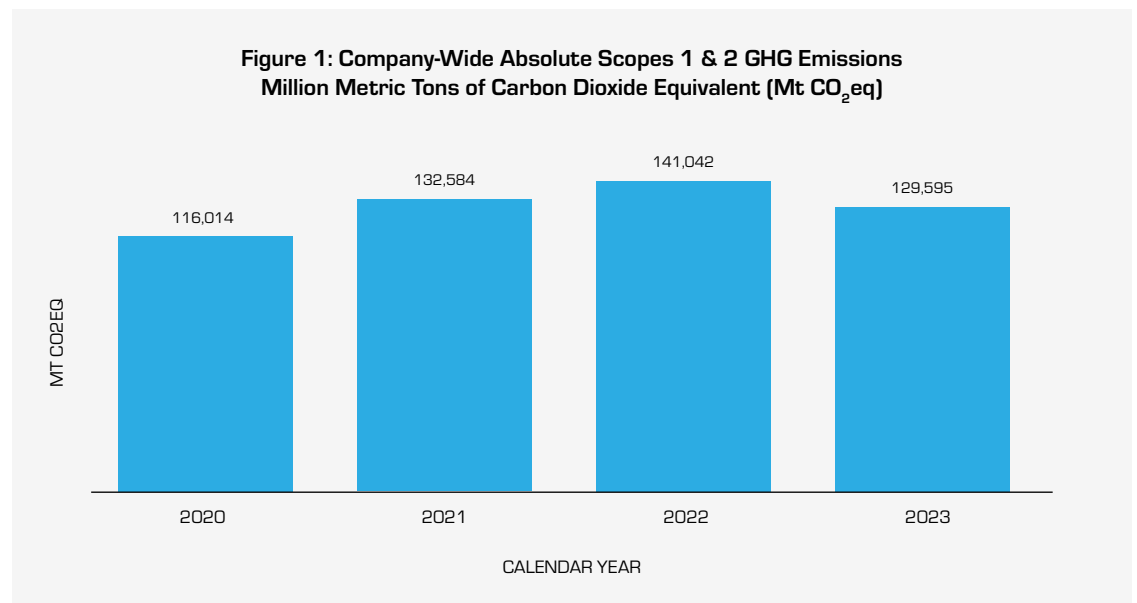
<p>1</p> <p>IDENTIFY OUR CARBON FOOTPRINT</p>	<p>Status:</p> <p>Scopes 1 & 2 Complete</p> <p>Scope 3 In Progress</p>	<p>Before we can make changes to our GHG emissions, Teichert must first understand the various sources of those emissions. Our efforts to identify and measure our GHG emissions are instructed by methodologies outlined in the World Resources Institute (WRI) Greenhouse Gas Protocol, as well as guidance issued by the U.S. Environmental Protection Agency (EPA). A fundamental of both guidance methodologies involves categorizing GHG emissions in which some emissions are directly emitted by Teichert (Scope 1), and other GHG emissions are emitted indirectly through the procedures, actions and procurement undertaken on behalf of Teichert (Scopes 2 & 3). In this manner, the full scale of Teichert's GHG emissions are evaluated using international standards of rigor and transparency.</p>
<p>2</p> <p>CREATE A DATA SYSTEM</p>	<p>Status:</p> <p>Complete</p>	<p>Once we identified the elements of our Scopes 1, 2 and 3 emissions, we needed to establish a way of collecting, measuring and reporting data specific to those categories. Having a robust data system in place is fundamental to measuring what we do now, but more importantly, to measure and report on where we go in the future. Over the course of 2023, we built this data system from scratch by bringing together a broad-based team of Teichert's managers, salespeople, information technology staff, procurement specialists and a significant portion of our Accounts Payable team. In addition to going back through all payments, invoices and receipts back to 2020, the team designed and implemented the new systems and procedures that result in capturing all Scopes 1 and 2 emissions. We are still evaluating the system as it relates to Scope 3 and will report on progress in the future. These procedures and the data system align with the Greenhouse Gas Protocol to ensure all future purchases and actions that influence Teichert's GHG emissions can be monitored, reported and acted on related to future actions.</p>
<p>3</p> <p>ESTABLISH A HISTORICAL GHG BASELINE</p>	<p>Status:</p> <p>Scopes 1 & 2 Complete</p> <p>Scope 3 In Progress</p>	<p>To plot our course forward to reduce GHG emissions, we needed to establish a baseline year that would represent a typical business-as-usual (BAU) year. In that regard, and even in the face of a global pandemic, 2020 met that standard for Teichert. Construction was classified by the State of California as a critical industry, and so 2020 saw a very typical construction year where Teichert delivered projects and products throughout the year. By going through all payments, invoices and receipts back to 2020, Teichert quantified its annual Scopes 1 and 2 GHG emissions. All future GHG calculations and reporting will reference 2020 to measure progress and the effectiveness of the GHG emissions reduction strategies. Once Teichert completes its Scope 3 calculation methodologies, 2020 will be evaluated to ensure that it is appropriate.</p>
<p>4</p> <p>ESTABLISH GHG KEY PERFORMANCE INDICATORS</p>	<p>Status:</p> <p>In Progress</p>	<p>With data and a baseline established, Teichert is in the process of identifying key performance indicators (KPIs) to measure, monitor and report on the effectiveness and performance of Teichert's GHG emissions reduction strategies. These KPIs will provide feedback on the progress of any actions taken and help advise any changes or modifications that may be necessary.</p>
<p>5</p> <p>ESTABLISH A GHG EMISSIONS REDUCTION STRATEGY AND GOALS</p>	<p>Status:</p> <p>Future Task</p>	<p>Finally, with data, a baseline and KPIs in place, Teichert's GHG Sustainability Technical team (GHG team), along with select members of Teichert's managers, engineers and field operators, will develop and formalize a Greenhouse Reduction Plan (GHG Plan). The GHG Plan will be reviewed and approved by Teichert's executives and the Sustainability Leadership Committee and will be funded, as needed. In addition, regular reports to the aforementioned groups will ensure progress and accountability. The GHG Plan will outline recommended actions, associated costs (if any) and proposed long-term GHG emissions reduction potentials. GHG emissions reduction goals will be established through this process and reported out in future Teichert annual Sustainability Reports.</p>

GHG Emissions Reporting

Teichert's annual GHG emissions are related to the amount of work we complete and the type and amount of products we produce in any given year. Construction markets, overall state and federal economies and Teichert's operational performance fluctuate year to year, and as a result, Teichert's annual GHG emissions vary accordingly. With this in mind, normalization of annual GHG emissions using mathematical constants is necessary to compare GHG emissions year over year and the progress of GHG emissions reduction strategies being undertaken. For that reason, Teichert will report our GHG emissions on an absolute basis (Figure 1), as well as a normalized basis (Figure 2), using a standardized propriety intensity factor that takes into account multiple company-wide KPIs (Figure 2). In many cases, publicly traded firms compare GHG emissions against published financial performance data. Teichert is a privately held firm and does not report financial performance. The use of Teichert's standardized intensity factor, year over year, will ensure that Teichert's GHG results and reduction performance can be accurately and transparently tracked. Absolute GHG emissions can be compared directly to other companies, reported GHG data, but care should be given in these comparisons to account for different markets, market shares and other factors such as size, which will significantly influence absolute GHG emissions.

Figure 1 illustrates that Teichert's year-over-year absolute GHG emissions (Scopes 1 & 2) have fluctuated for the reasons outlined above.

Figure 2 illustrates that Teichert's normalized GHG emissions have dropped due to implementation of GHG emissions reduction strategies described in this report.





GHG and Air Emissions Reductions

Based on Teichert's history of Operational Excellence and through the dedication of our employees to produce world-class performance, Teichert has already established a track record of creating a significant reduction in our GHG footprint (**Figure 2**). Although Teichert is still in the process of establishing our formal GHG Plan, this does not mean that we haven't been working hard to identify and act on GHG emissions reduction opportunities. In many cases, these aren't the easiest things, but they make good business sense when acted upon. This is the Teichert Way.

Investment in new internal combustion vehicles. Heavy-duty vehicles are the backbone of just about everything we do at Teichert. Although counterintuitive when considering the future potential of electric vehicle (EV) fleets, our current fleet of internal combustion vehicles must be invested in until viable alternatives are available to keep our fleet modern and take advantage of the latest fuel and emissions reduction technologies. Heavy-duty electric trucks are being developed but are not yet available in the market at any significant scale.

Since 2005, Teichert has changed out more than 87% of our entire fleet of heavy-duty diesel on-road trucks that incorporate the cleanest Tier IV internal combustion engines currently available. Over this period of time, Teichert has maintained one of the cleanest fuel-burning on-road fleets in the State of California. We continue today to invest in and maintain these vehicles while we plan for the transition to alternative fleet power technologies such as electric and/or hydrogen power.



Fleet electrification. Although we continue to invest in our diesel on-road trucks, our eyes are on the future when heavy-duty electric vehicles (EVs) and hydrogen-powered equipment will become a significant portion of our inventory. To prepare for this fundamental transition between old-school combustion and next-world alternative power, we have begun taking small steps. One such step was the implementation of our EV Truck Pilot Project.

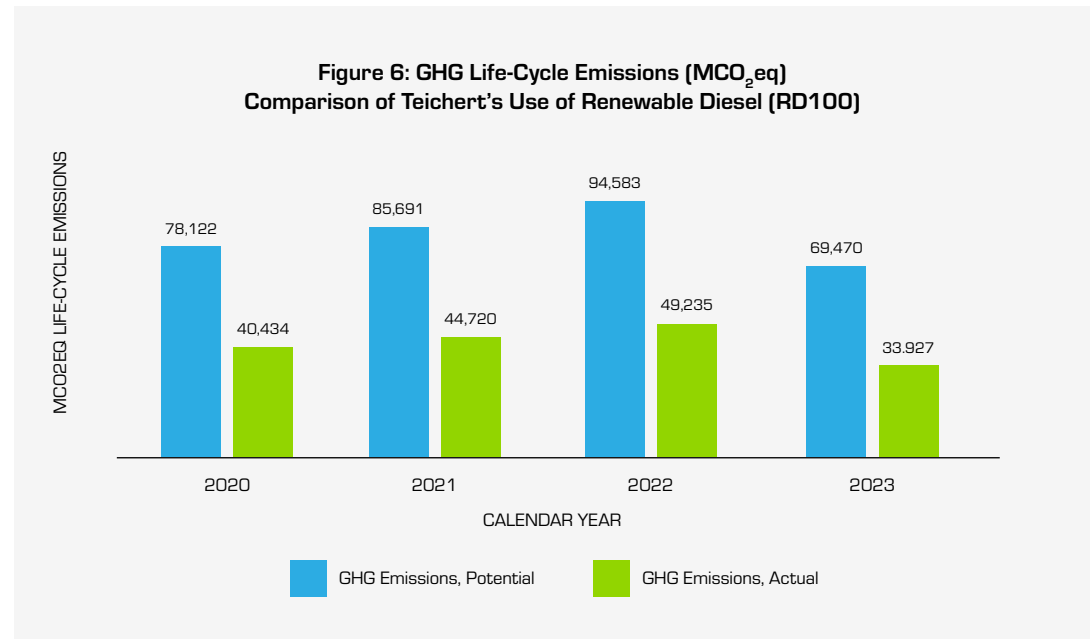
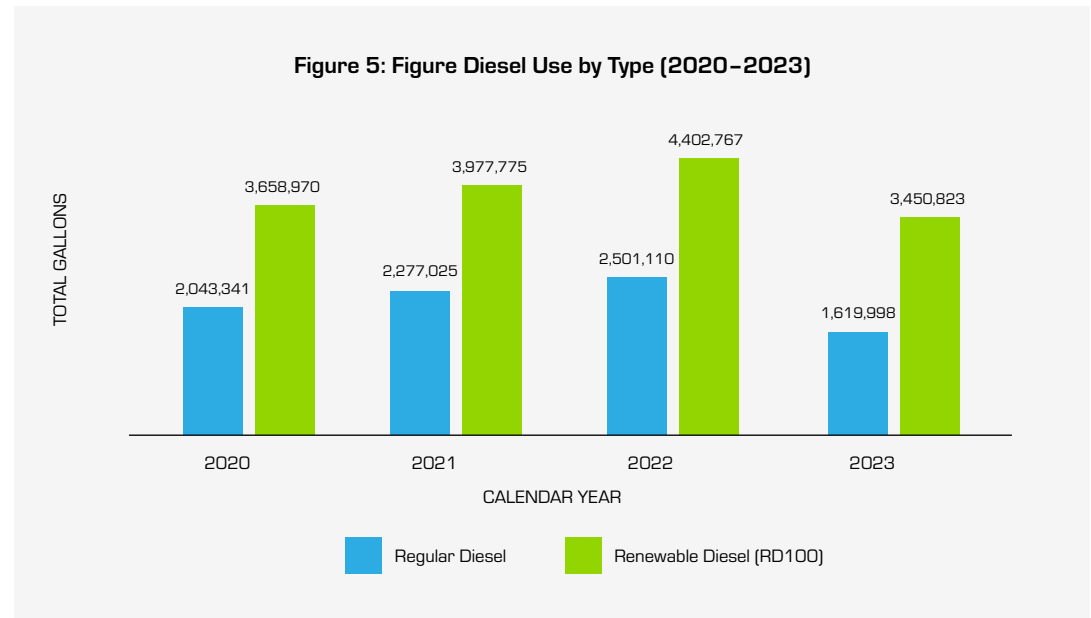
- **Electric Vehicle Pilot Project:** In 2022, Teichert invested in a small fleet of EVs. The purpose was to push these vehicles into service in a multitude of operational situations. In some cases, these were in the hands of grading foremen who used the trucks in rugged open-grade support each day, then travelled back to their homes where the vehicles were charged and then repeating this cycle each day. In other cases, these EV trucks were placed in service with administrative support staff who travelled to and from field offices and to jobs. In these cases, the vehicles could be charged multiple times per day. To date we have pushed these trucks into many operational scenarios, and we have learned what works and doesn't work. We have used many of the lessons learned from this EV pilot project and, in 2024, will begin bringing more EV trucks into our fleet. In the coming years, we anticipate that EV trucks will constitute the majority of our fleet. Our progress in this endeavor will be reported in Teichert's annual Sustainability Report.

Left: Rivian Pilot Project, Sacramento, CA.

Renewable diesel. The combustion of fuel in our trucks and off-road equipment is the primary driver of Teichert’s Scope 1 GHG emissions. Diesel, almost exclusively, is the fuel that currently powers our vehicle and equipment fleets. Beginning in 2020, Teichert began a significant transition from using regular diesel fuel to renewable diesel (RD100), which is a colorless and odorless fuel created from 100% renewable sources such as vegetable oils from rapeseed, sunflower and soybean and waste fats such as animal fats or used cooking oils (**Figure 5**). Teichert is currently using as much RD100 as our suppliers can provide us. The RD100 that we typically procure is the highest renewable grade available by any supplier in the United States. In 2022 and 2023, Teichert used 4.4 and 3.5 million gallons of RD100 respectively, which was approximately 68% of our total diesel fuel in those years (**Figure 5**). We expect to increase our use of RD100 in the coming years.

The GHG life-cycle emissions reduction benefits of shifting from regular diesel to RD100 are significant. This difference is due to several GHG life-cycle emissions factors that include the fact that fossil fuel-derived diesel is extracted from the ground in oil fields, shipped, refined, transported and then used, while renewable stocks are derived from renewable agricultural sources that are shipped, refined and transported. Renewable petroleum sources derive a significant GHG life-cycle reduction from the fact that they can be grown year after year by farmers and that crops capture CO₂ from ambient air. The GHG life-cycle implications of RD100 represent an approximately 75% life-cycle reduction in GHG carbon dioxide equivalent (CO₂e) when compared to the GHG life cycle of regular diesel. Due to Teichert’s commitment to RD100, we have achieved a significant reduction in Teichert’s carbon footprint.

Figure 6 illustrates Teichert’s relative GHG life-cycle reductions achieved through our commitments to RD100. Figure 6 compares Teichert’s GHG life-cycle, diesel-related emissions between a BAU scenario where Teichert would have used 100% regular diesel to our actual prioritization of RD100 over the last four years.



Electric hybrid off-road equipment. At Teichert Materials plants, our rubber-tired bucket loaders are typically the facility workhorses. Most sites have several of these large rolling units moving about the plants excavating, loading conveyors, moving material into stockpiles and loading customers with product. Beginning in 2021, Teichert began working with Caterpillar to field test a new technology: high-efficiency electric drive CAT 988XEs.* Since that time, Teichert has brought several of these units into our facilities on a full-time basis, and we continue to work closely with Caterpillar to improve the technology. These electric hybrid loaders create significant reductions in GHG, volatile organic compound (VOC) and diesel emissions, using approximately 25% less diesel fuel than typical CA988s.

Continuous Improvement at Western Aggregates

Western Aggregates leverages electric equipment like the Rohr clamshell dredge and floating conveyors. This simplified process brings conveyors closer to the mining area and uses an in-pit loader hopper, thereby enhancing efficiency, eliminating the need for the previous equipment and helping to reduce our overall emissions and environmental impacts.

**Cat and Caterpillar are registered trademarks of Caterpillar, Inc., 100 N.E. Adams, Peoria, IL 61629.*



Right: Rohr Clamshell Dredge.

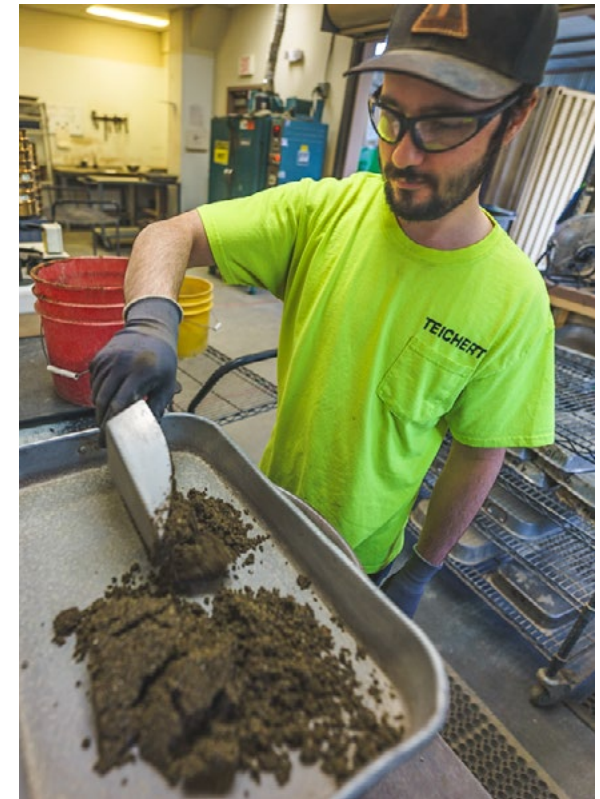
Electric conveyors. More than 35 years ago, Teichert fully embraced the use of electric conveyors to move millions of tons of rock from the point where rock is being extracted to the aggregate plants where aggregate is processed and distributed. In much of the world, transportation of rock from pit to plant is accomplished by large haul trucks. Haul trucks are quick and efficient and can move to wherever the mining face is. Haul trucks are also extremely large and diesel powered and result in significant GHG and air emissions. Instead of relying on haul trucks, Teichert utilizes industrial-scale electric conveyor systems, both set to the ground and floating, where necessary. Our field conveyors move millions of tons of rock each year efficiently and without the combustion of fuel. This has a direct elimination of Scope 1 GHG or air emissions. For example, the electric conveyor system at our Perkins plant, which runs 5.2 miles in length, displaces CO₂ emissions from truck hauling by 1,938 tons of CO₂e annually, the equivalent of taking 461 gas-powered vehicles off the road in one year. Although installing and maintaining electric conveyor systems requires an investment, Teichert is committed to this technology and will continue to make it standard in its aggregate operations.



Environmental Product Declarations (EPDs). To make informed decisions about the overall GHG life-cycle impacts of our products, we use recognized standards that provide insights into the net GHG impacts of creating them. This includes the full GHG life-cycle analysis, which includes manufacture, distribution, use and ultimate end-of-life disposal and/or recycle of our products. EPDs create a standard method for this analysis for any given product and facility. EPDs have been used widely in Europe and are gaining traction in the United States. EPDs are prepared according to the International Organization for Standardization (ISO) 14000 standards and verified by independent third parties. Information published in an EPD is based upon a formal Life-Cycle Assessments (LCA), which quantifies the range of environmental impacts related to a specific product. EPDs include some upstream GHG impacts from materials purchased to make a product (if applicable), GHG impacts from extracting a product, direct energy consumed, internal transportation resources used, etc. EPDs for construction materials are site-specific since transportation distances vary significantly from one facility to another and the role they play in an LCA.

Government agencies and a growing number of our customers use EPDs to compare GHG product life-cycle impacts between similar products and make procurement decisions based on established metrics and thresholds. Manufacturers use EPDs to identify where, and to what extent, their production processes are contributing to GHG life-cycle impacts of their product. In this manner, the manufacturing process can be analyzed and optimized, where possible, to reduce GHG impacts and make products more sustainable.

Teichert has embraced EPDs and has published EPDs for every asphalt plant and ready-mix plant within the Teichert Family of Companies. Our asphalt plant EPDs are produced and certified through the National Asphalt Pavement Association (NAPA) Emerald-Eco Label tools. Our ready-mix plant EPDs are produced and certified through the National Ready Mixed Concrete Association (NRMCA) tools. We are currently working on EPDs for our aggregate plants and are working with industry associations, vendors and policymakers to ensure that our EPDs are reliable, accurate and transparent.



Quality control and new product development lab, Vernalis, CA.



AIR QUALITY

Certain air pollutants can be relatively harmless, but others can have impacts on local and regional air quality. Because health implications of certain air pollutants vary by concentrations and emission rates, there are an array of federal; state; and local air quality laws, policies and rules that govern the ability to emit certain air pollutants. The primary air pollutants that Teichert is responsible for are particulate matter (PM), fine particulate matter (PM2.5) and VOCs. Teichert’s air quality emissions can be divided into two groups:

Permitted emissions: Teichert’s aggregate, asphalt, portable plants and ready-mix concrete operations generally require air permits from the EPA, the California Air Resources Board (CARB), the Nevada Department of Environmental Protection (NDEP) and/or local air districts and counties. Our stationary plants cannot operate without one or more of these air permits. Applications for air permits are evaluated independently at these agencies through a series of engineering and health-based reviews. Each air permit is unique to a specific Teichert facility, a given set of our equipment and only under a given set of operational conditions (i.e., number of equipment pieces, make/ model, hours, production levels, etc.). Air permits are issued with a series of conditions that can be revoked at any time. Failure to comply with air permit conditions may result in fines; revocation of the permit; and, in some cases, criminal and civil penalties. Compliance with permit conditions ensures that air emissions associated with the operations do not pose significant adverse air quality or health impacts.

Teichert’s primary permitted emission sources are associated with mining and aggregate processing facilities, asphalt plants, ready-mix concrete plants and our portable recycle plants. Teichert currently holds approximately 80 active air permits in California and Nevada.



Teichert Materials Grantline Asphalt Plant, Sacramento, CA.



American Ready-Mix Plant, Moundhouse, NV.

Left: Martis Valley plant, Truckee, CA.

Emissions that do not require a permit:

The majority of Teichert's air pollutant emissions do not require a permit. Not needing to have a permit does not mean that these air emissions are not regulated, however. The EPA, CARB and regional air districts and counties have created regulations and rules that govern the sale and use of on- and off-road vehicles, industrial equipment and certain types of operations common to the construction and mining industry. These include requirements to use newer-model internal combustion engines and PM reduction technologies in the trucks and off-road equipment that we operate. There are also requirements that restrict fugitive dust and the creation of odors that constitute nuisance conditions, and we work actively to manage these.

Teichert's primary emissions in this category are almost all related to the use of diesel- and gasoline-powered on-road vehicles and diesel-powered off-road equipment.



Right: Tier IV haul truck, Western Nevada Materials, Spanish Springs, NV.

ENERGY MANAGEMENT

We recognize our industry’s potential environmental impact and address it with effective energy management. It’s not only about being responsible, it’s about smart business. Knowing our energy baseline guides our improvement. We’re reducing energy use through targeted investments in efficient equipment, renewable energy initiatives, demand response programs, streamlined logistics and electrification efforts. These actions help us operate more sustainably and economically.

Electrification and Efficiency

Our electricity management approach encompasses efficiency enhancements, renewable energy adoption and proactive peak demand response. Teichert Materials, financial and operational planning process also includes the evaluation of projects to increase operating efficiencies and energy savings that can ultimately reduce GHG emissions. Our conscientious efforts to proactively seek improved and innovative approaches that align with our values and commitments to our people, customers and communities have informed our investments in energy-saving solutions for more than two decades.

Improving Asphalt Production Efficiency

Our asphalt production processes rely heavily on natural gas or propane to dry and heat rock and warm the asphalt oil. Recognizing the importance of sustainability and efficiency, we have undertaken numerous initiatives aimed at significantly reducing our reliance on natural gas and propane and reinforce our commitment to environmental stewardship.

- As we have done at other plants, we recently upgraded to a newer insulated dryer drum at the Spanish Springs, Nevada, asphalt plant, which is expected to reduce fuel use by 5%–10%.
- The success of insulating hot oil piping at our Perkins facility contributed to the decision to insulate AC Tanks for asphalt storage, and hot oil piping at the Martis asphalt plant, which could save 48,000 therms of natural gas annually.
- We installed a shelter, called a reclaimed asphalt pavement (RAP) cover, at our Perkins and Martis plants to reduce the amount of moisture exposure for our material. The cover is estimated to save 3,800 therms of natural gas each year, the equivalent of powering approximately four homes with electricity for a year and avoiding the emission of 20.1 metric tons of CO₂e.

Highly Engaged Employees Who Care

Empowering our people leads to impactful results. Simple actions such as coordinating equipment operation schedules have led to substantial electricity demand and cost reductions. A prime example is at our Winton plant, where a single meter controls four processes. A suggestion from our Energy Management team to avoid running these processes simultaneously was quickly adopted by Mike Fletcher, the regional operations manager. This initiative, implemented by the Winton plant team, resulted in a significant energy demand reduction of nearly 250 kilowatts (kW) from the previous year.

Did you know? For every 1% change in moisture content, energy requirements change by 10%. A 1-inch rainfall over a 100-foot by 100-foot stockpile area adds 26 tons of water that will need to be drained or dried [NAPA 2023].





Energy Management in Action at Teichert

Energy Efficiency

- Electric Conveyors: For more than 30 years, our use of electric conveyors to move mined aggregate materials has significantly reduced the need for truck haulage.
- Variable Frequency Drives (VFDs): By adjusting the motor speed to match the load requirements, VFDs can avoid wasting energy. We have installed VFDs on numerous motors throughout our aggregate and asphalt plants. One example is a VFD installed at our Hallwood asphalt plant that saved an estimated 112,012 kilowatt-hours (kWh) annually, equivalent to saving nearly 80 metric tons of CO₂e or the amount of electricity used by approximately 10 residential homes for one full year.
- Light-Emitting Diodes (LEDs): Replacing lighting with LEDs at multiple locations achieved a 50% energy reduction and 30% better lighting.

Renewable Energy

- The 1.5 MW wind turbine at our Vernalis plant has produced more than 23 gigawatt hours (GWh) of clean electricity since 2010, the equivalent of more than 1,800,000 gallons of gasoline in clean, renewable energy, thereby avoiding more than 16,000 metric tons of CO₂e. Teichert was the first company in northern and central California to install a large wind turbine on-site for use at a manufacturing facility.
- The 70 kW photovoltaic (PV) solar system at our Woodland plant has generated 1.9 GWh since 2009, the yearly equivalent of powering approximately 12 homes with solar energy and avoiding the emission of nearly 100 metric tons of CO₂e since the system was installed.
- Our Woodland plant has used 100% renewable power, primarily through Renewable Energy Certificates, since 2022.

Demand Response

- Teichert is among the Sacramento Municipal Utility District's (SMUD's) largest power users and has participated in its Demand Response Program since 2016 to manage peak demand. In 2022, Teichert participated in 10 SMUD PowerDirect® Days, delivering up to 5 MW and averaging 2 MW.
- Teichert aims to avoid operating during summer peak hours (4:00 p.m.–9:00 p.m.), when possible, to avoid placing additional strain on the grid when energy is needed to keep homes and businesses cool during high heat and high-demand events, all while reducing electricity costs and supporting the use of cleaner energy sources.

Source of equivalency calculations: <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>

Left: Wind turbine at our Vernalis, CA, plant.

WATER

At Teichert, our connection to the land runs deep — and so does our reverence for the natural resources that sustain us. Water plays a role in our operations as a key ingredient in our products, which is why we strive to use water as efficiently and effectively as possible across our organization. We also recognize this diminishing resource is vital to the communities we call home. Recognizing the importance of water in both our business and the future of our communities, our team remains committed to improving water reduction and conservation practices.

Primary Water Uses Across Teichert

Aggregates: In our aggregate plants, water is used for washing materials to remove attached sediments and achieve required levels of product quality and cleanliness. Water is also used for dust control in plants and areas where soil is exposed. In washing applications, water is recycled through the plant in highly engineered closed-loop collection systems and used multiple times before being stored in sediment settling ponds that help recharge groundwater.

Ready-Mix Concrete: Water is a vital ingredient in the production of ready-mix concrete, initiating the chemical reaction that activates cement and gives concrete its strength. Water is also used daily to wash down cement mixer trucks, equipment and the area around the plant, which is collected and reused to the extent possible in closed-loop collection systems. Our facilities use low-volume water delivery systems, train staff on the importance of water conservation and implement strict water diets to manage our water use responsibly.

Construction: Teichert Construction primarily uses water for grading activities, essential for proper compaction and dust control. This process is crucial for the safety and durability of construction projects. To minimize water usage, we maximize work done in the spring, capitalizing on the season's natural moisture and minimizing the need for additional water. While much of the water for construction projects is drawn from municipal sources, we prioritize the use of reclaimed nonpotable water whenever possible, not only to reduce our reliance on municipal water supplies, but also to cut project costs.

Teichert Energy & Utilities: At Teichert Utilities, water is mainly used for hydrostatic pressure testing to evaluate strength and leaks in piping systems, as well as for dust control, which utilizes relatively lower water consumption as compared to business divisions.

Diverse Water Sources

We draw water from diverse sources, including on-site groundwater, well water and municipal sources. We understand the importance of water as a natural resource, so we diligently monitor regulations and are identifying solutions to minimize our usage. At our materials production facilities, we operate closed-loop systems, ensuring that industrial processing water is reused to the greatest extent possible. This maximizes the utility of our water while safeguarding the surrounding natural area. In Nevada, we harness treated wastewater for nonpotable industrial uses like washing aggregates during the production process and site dust suppression.

Right: Teichert Materials Perkins Plant, Sacramento, CA.





Drop-by-Drop Solutions

During California's drought years, our Facilities team — who supports management of our buildings and properties — coordinated closely with local water suppliers. The team implemented innovative water conservation methods like consulting with arborists and employing water trucks with recycled water for additional irrigation. These innovative efforts led to a 60% reduction in water usage within a year, preserving trees and vegetation at our corporate headquarters. This precedent led to the adoption of drip irrigation in new construction and the evaluation of water efficiency in potential new office spaces for Teichert, reinforcing efforts across our company to improve environmental stewardship.

Water Conservation at Aggregate Plants

Over the past decade, we have prioritized the use of recycled water, employing a counterflow design philosophy in new plant constructions and modifications at our aggregate facilities. This approach optimizes water utilization by introducing “fresh” water at strategic stages such as the finish rinse screen and recycling rinse water for upstream processing stages.

An example of this commitment is evident at our Woodland aggregate plant, which underwent modernization in 2023. With the incorporation of counterflow design, up to 40% of the total processed water can now be reused before returning to the settling ponds.

This innovative design reduces the volume of water required from ponds and minimizes overall water usage within the plant. Additionally, the system's efficiency led to a marginal reduction in electricity consumption, contributing to our broader sustainability goals.

Left: Folsom, CA.

WASTE MANAGEMENT

Teichert's approach to improving our waste management focuses on the reuse, recovery and recycling of waste materials within our operations. Our efforts include comprehensive mapping of our waste management practices and developing strategies to enhance data collection. By cultivating a culture of awareness and responsibility, we strive to maximize compliance and the environmental benefits of our waste management initiatives.

Recycled Materials

An example of our commitment to environmental responsibility is the production and strategic utilization of recycled aggregate base, reclaimed asphalt pavement and rubberized asphalt in construction projects. These practices exemplify our proactive approach toward fostering a circular economy by minimizing waste and maximizing resource efficiency. Through the extensive production and use of these recycled materials, we not only reduce our ecological footprint, but also contribute to the preservation of natural resources and the promotion of a sustainable future.

Recycled Aggregate Base (RAB): At Teichert, we specialize in producing RAB, a sustainable construction material crafted from crushed concrete. RAB stands as a cornerstone in modern construction, serving as the fundamental layer in nearly all projects. Teichert's dedication to utilizing RAB exemplifies our commitment to sustainability, repurposing materials like concrete at the end of its life cycle to form the foundation of new construction endeavors. In 2023 alone, we produced approximately 860,000 tons of RAB. This reduces the need for extraction and

processing of virgin materials, leading to decreased energy consumption and GHG emissions. Not only does RAB offer environmental benefits, but it also provides a stable and durable base layer for roads, contributing to the longevity and sustainability of our projects.

Reclaimed Asphalt Pavement (RAP): RAP represents the recycled aggregate and oil acquired from asphalt pavement removed during maintenance or reconstruction projects. Rather than consigning this material to landfills, it's crushed and grinded into small pieces, which are then mixed with new asphalt binder. RAP offers multifaceted environmental advantages, encompassing resource preservation, energy efficiency and waste abatement. This effort, stemming from the recycling of used oil, contributes to the circular reuse of approximately 4.2 million gallons of asphalt oil and 309,000 tons of aggregate each year.

Rubberized Asphalt Concrete (RAC): Californians produce approximately 61 million used tires each year that need disposal or recycling. Used tires in landfills create significant threats to human health and safety and the environment. At several of Teichert's asphalt plants, we incorporate shredded used tires into asphalt to manufacture RAC. The resulting RAC product does more than just keep used tires out of landfills; it also results in a decrease in GHG life-cycle emissions, less need for petroleum asphalt oil, less noise on roads and highways and increased tire life for existing tires driving on rubberized roads. In 2023 alone, Teichert produced more than 80,000 tons of RAC, which resulted in the reuse of approximately 63,500 used tires in 2023, diverting them from landfills.

Construction and Demolition Waste (CDW) Management

Construction projects often generate significant waste destined for landfills, including materials like concrete, wood and metals. This category of waste is commonly referred to as CDW. As we embark on this journey, particularly with CDW, Teichert Construction and Teichert Energy & Utilities are at the forefront of initiating change. Currently in the early stages, we are diligently laying the groundwork for innovative solutions, including a pilot project aimed at improving our approach to waste management for CDW. In the coming Sustainability Reports, we anticipate providing updates on our progress and insights gained as we continue to pioneer innovative solutions in CDW management.



I-80 Truck Climbing Lane Rubberized Asphalt, Colfax, CA.

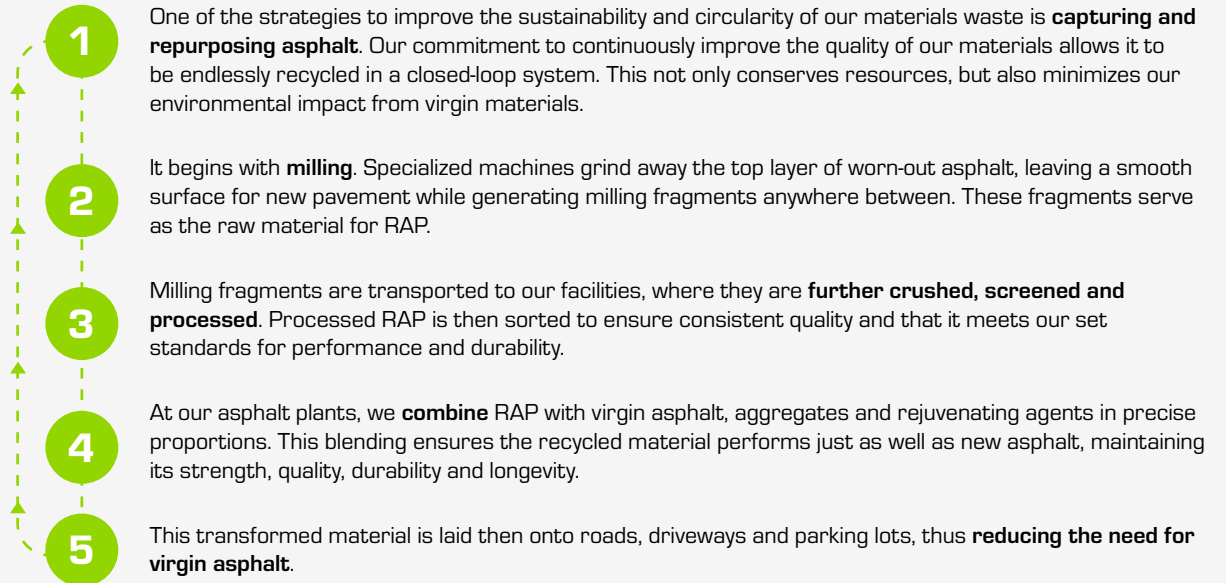
Managing Hazardous Waste Responsibility

As an integral part of our operations, we are committed to responsibly managing hazardous waste. In California, this includes materials such as used oil, used oil filters and used petroleum byproducts. Each of the Teichert Family of Companies takes responsibility for managing hazardous waste in compliance with all appropriate federal, state and local regulations, prioritizing safety for our employees, the community and the environment. Our most prominent hazardous waste stream in California originates from the used motor oil resulting from routine maintenance such as oil changes conducted on our vehicle and equipment fleets.

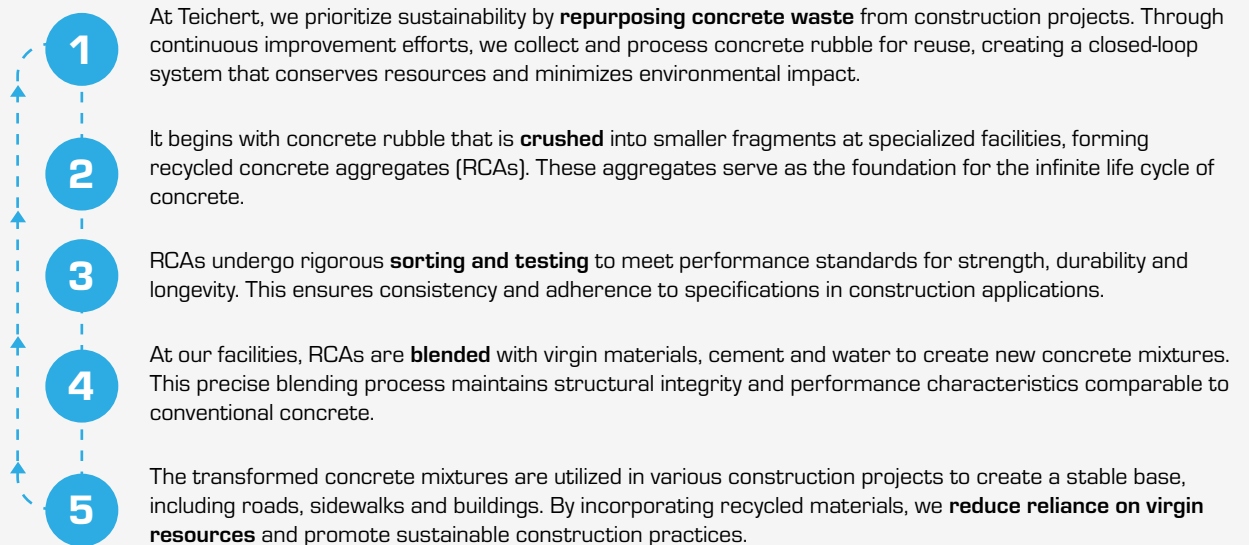
Benefits of Strong Waste Management

- Conserves natural resources with a lower environmental impact
- Utilizes existing materials, potentially reducing overall project costs
- Promotes responsible resource and waste management
- Reduces the amount of construction debris sent to landfills

THE INFINITE LIFE CYCLE OF ASPHALT



THE INFINITE LIFE CYCLE OF CONCRETE





INTENTIONAL INNOVATION (QUALITY CONTROL)

Anchored by our dedicated Product Quality team, our commitment to excellence is our standard at every phase of production, from sourcing raw materials to delivering the final product. The Product Quality team ensures that every Teichert product exceeds the industry's highest standards, instilling trust and confidence with our customers and partners. We don't just make aggregates, asphalt and concrete, we make them better by verifying through continual testing and analysis — better for our people, customers, communities and environment.

Quality Through Mastery and Innovation

Our Quality Assurance and Quality Control (QA/QC) team is pivotal in marrying quality with sustainability, especially in our asphalt and concrete offerings. Leveraging RAP and pioneering mix designs, our focus is squarely on incorporating recycled materials. Fueled by our commitment to a sustainable future, we engage with key organizations like Caltrans to establish sustainability benchmarks that are ambitious, yet attainable.

Our QA/QC team has successfully developed asphalt mixes that can incorporate up to 50% RAP content, surpassing Caltrans' safety and performance standards. Teichert's QA/QC leaders are currently on a committee as trusted thought partners with Caltrans to help demonstrate that high RAP is durable and a wise investment for California and its future needs.

Additionally, our drive for innovation leads us to experiment with innovative design and materials to reduce the total use of cement in concrete. For instance, some of those materials are slag and natural pozzolan. Slag is an ingredient utilized for higher long-term compressive and flexural strengths. Natural pozzolans aid in reducing the head of hydration damage and escalate strength. Both materials are labeled as supplementary cementitious materials (SCMs) for concrete. SCMs can be added to the process of making concrete to enhance the strength and durability of concrete and reduce its carbon impact by reducing the amount of cement while still meeting safe building standards.

Leadership in Sustainable Design Standards

While Teichert navigates the evolving landscape of sustainable building and design standards such as Leadership in Energy and Environmental Design (LEED), Envision and Greenroads, we remain committed to integrating these principles into our projects. Despite the current lack of contract requirements related to these standards, Teichert’s proactive approach to sustainability is another reason we are known as a respected leader in the construction and infrastructure industries.

Through our innovative and sustainable practices, product innovation, trusted connections with agencies and our team of experts within our QA/QC division, we remain dedicated to the ongoing and forward-thinking development of the highest quality of products and materials. Our commitment to continuous improvement ensures our advancement toward a more sustainable construction industry and a healthier planet.

This ethical approach to sustainability, quality and safety reinforces Teichert’s legacy as an organization that truly cares about our people, communities and planet — building infrastructures that last for generations to come.

Expertise That Sets Standards

The breadth of our team’s expertise is vast, covering every nuance of concrete and asphalt production, including life-cycle assessments (LCA) and environmental product declarations

(EPD). With market signals, legislative proposals and policies from entities like the Sacramento Climate Action Plan and the U.S. General Services Administration highlighting the importance of EPDs, we are poised to lead by example. We currently have published EPDs for all of our concrete ready-mix and asphalt products in California and Nevada.

Teichert plans to pilot an LCA for a ready-mix concrete plant, marking a significant step toward evaluating the environmental impact of our products. Additionally, we are working with the EPA and the State of California to provide feedback and support improvements to the ways EPDs are calculated, as well as using EPDs to examine our current processes to identify new and innovative ways to improve the production of our products.

Innovation Through Industry Tools

There are currently two industry tools for the creation of EPDs: the NRMCA Member Industry-Average EPD tool for ready-mix concrete and the NAPA Emerald Eco-Label EPD tool for asphalt.

These tools enable users to generate custom EPDs, providing a more consistent and efficient approach than independent LCAs. Teichert is currently working closely with NRMCA and NAPA and fully engaged to support efforts to use EPDs to lower carbon emissions, use less energy and make products that meet the needs of the future world, demonstrating our commitment to sustainability, embodied carbon reductions and innovation in product life-cycle management.



Martis Valley, Truckee, CA.

Warm-Mix Asphalt

Warm-mix asphalt technology represents a significant advancement in sustainable construction by reducing fuel consumption and emissions through lower production temperatures. This creates the potential for significant life-cycle improvements. Although adoption is currently limited by customer and regulatory specifications, Teichert recognizes the potential of warm-mix asphalt to revolutionize the industry and reduce environmental impacts. At our Martis Valley plant, we currently allocate 10%–24% of our production to warm mix, recognizing its capacity to help minimize environmental impacts.



Teichert Energy & Utilities team, Sacramento, CA.

Growing Sustainably

Teichert remains at the forefront of our industry because we embrace the ever-evolving landscape of infrastructure, understanding energy and communication as critical components of the future of our operations.

Through Teichert Solar, established in 2012, we have successfully installed more than 500 MW of solar panels on commercial projects, specializing in carports for California schools (K–12). With a recent renewal of our Division of State Architect preapproval in 2023, we continue to lead turnkey design-build solutions for solar installations, having installed more than 3,000 foundations and 200,000 panels in the same year.

In line with our commitment to innovative solutions and adapting to customer needs, we also constructed Battery Energy Storage Systems (BESS) in 2023. We concentrate within civil construction, grading, trenching, foundations and civil infrastructures to offer greater energy efficiency, flexibility and cost-effective solutions. We are proud to highlight two major projects that showcase our expertise in delivering sustainable energy services that power communities and advance our progress within this emerging market.

Southern California Edison (SCE) – Ameresco (2.1GWh BESS Project) *	3 locations	23 acres	538 MW power output, the equivalent of one year of electricity for 44.2 homes	693 batteries
Middle River Power Authority	3 locations	11 acres	269 MW power output, the power equivalent of charging 7.3 million smartphones	117 batteries

*One of the largest utility-led BESS construction contracts in the United States to date.

Creating Connections for All

Teichert is proud to play a pivotal role in the mission to bridge the digital divide through the Middle-Mile Broadband Initiative. With the largest share of the contract, covering 1,800 miles of the 10,000-mile fiber optics network, we are committed to bringing equitable high-speed broadband service to unserved and underserved communities across the state. Our aim is to ensure that millions of people gain access to vital resources such as education, health care and employment opportunities through reliable internet connectivity — underscoring our dedication to building sustainable connections that enable communities to thrive in the digital age.

A Legacy Designed to Last



A LEGACY DESIGNED TO LAST

At Teichert, we remain steadfast in our commitment to shaping a sustainable future while honoring the traditions that have shaped us. The completion of our comprehensive materiality assessment marks a significant milestone in our sustainability journey. We remain steadfast in our commitment to ensuring the safety and health of our employees, mitigating our environmental footprint and pursuing excellence in quality through continuous improvement and innovation.

Through ongoing collaboration and a shared vision for a sustainable future, we will forge ahead, guided by our core values of Building, Trust and Tradition. Together with our dedicated employees, we will continue to innovate and evolve by fostering enduring relationships with the communities we serve, acting in meaningful ways to demonstrate our commitment to being good neighbors and carrying forward the Teichert legacy for the next 137 years.



Right: Teichert Materials Hallwood Plant, Hallwood, CA.