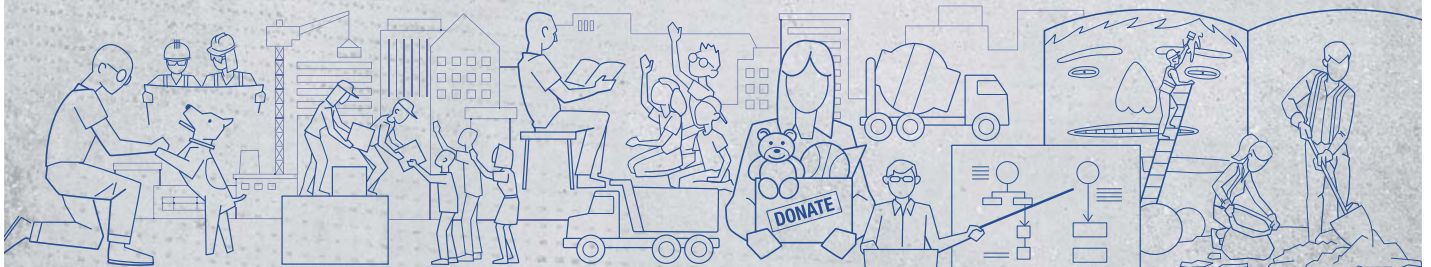


LEHIGH HANSON CARES

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# CHARITABLE CONTRIBUTIONS PROGRAM



LEHIGH HANSON CARES Simple actions build strong communities

**Lehigh Hanson**  
HEIDELBERGCEMENT Group

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## Lehigh Hanson Cares

Building communities takes more than just planning, engineering and construction. What happens within a community is as important as how it is built. Lehigh Hanson and our affiliated companies work diligently to fulfill our vision of Simple Actions Build Strong Communities by supporting initiatives in our local communities and focusing on Arts and Education, Environment and Health & Well-being.

The following information is consistent with the Company's Lehigh Hanson Cares policy on charitable contributions in the United States and Canada.

### Areas of Focus

Community engagement is essential to the Company's commitment to being an active and supportive participant in the cities and towns that are host to our manufacturing plants, quarries and our employees. An important criterion of this activity is supporting local needs through financial and/or product contributions while fully supporting the Company's strategic plan.

The Company contributes to organizations grouped under the following general categories:

#### Arts & Education

- Schools and colleges whose geographic locations coincide with those of Company sites;
- Accredited colleges and universities;
- Selected schools where support is warranted to enhance the Company's recruiting efforts and to upgrade the quality of education in specific programs or curricula of interest to the Company;
- Special educational organizations operating on a national scale which are deemed by the Company to be supportive of the higher educational system in general and to the construction materials industry in particular; and
- Cultural institutions serving the communities in which the Company has a major presence and, on a selective basis, cultural organizations of national scope.

## Environment

- Organizations that strive for collaborative relationships with its contributors and whose activities are based on sound science and practical approach to regulations; and
- Environmental research programs, education or reclamation, and to programs that encourage partnerships with environmental groups.

## Health & Well-being

- Local and national organizations (i.e., United Way, Habitat for Humanity, Red Cross, etc.) and other selected agencies and institutions, including organizations serving youth, minorities, the disadvantaged and the aged, both on a national level and in communities where the Company has a substantial number of employees.

Lehigh Hanson's employees have insight and understand best the most pressing needs in our communities. Lehigh Hanson incentivizes our employees' involvement with the community, and the initiatives that they consider to be most important, both personally and to the Company.

## Program Eligibility

### Eligible Groups

We consider requests for donations from organizations that meet the following criteria:

- Based in and serve areas where Lehigh Hanson conducts business.
- Complement the Company's interests and values in accordance with HeidelbergCement Group's values.
- Support one of the Lehigh Hanson's three areas of focus (Arts and Education, Environment, and Health and Well-being).
- Not-for-profit organizations (examples could be youth athletic programs, agricultural programs, etc.).
- CRA (Canada) and IRS (US) registered charities.
- Fill a recognized need and benefit the community at large.
- Promote positive awareness and goodwill for the Company.

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## Ineligible Groups

We do not consider requests from organizations based on the following criteria:

- For-profit organizations.
- Requests to support religious ventures.
- Professional marketing groups acting on behalf of charitable organizations.
- Seeking funding for activities that promote gambling.
- Discriminate on the basis of race, religion, gender or sexual orientation.
- Requests for political donations.
- Organizations engaged in activities that contradict or are opposed to the Company's business interests.

## Types of Investments

Please refer to the above Program Eligibility guidelines (pg. 4) when considering donations.

Charitable contributions can be made in any of the following forms:

### Corporate Support

Provided to the community as either monetary or in-kind (product) contributions.

#### Monetary

- Corporate Grant – a donation which generates a tax deductible receipt.
- Corporate Sponsorship – donations that are typically at a higher level that includes prominent recognition of the Company's support.
- Fundraising Initiatives – involvement in an event that includes the purchase of items to support fundraisers.
- Scholarships – funds given to assist students with post-secondary education.

#### In-kind

- Gift-in-kind – any donation of Lehigh Hanson product or discount on a product to community projects and initiatives.

## Employee Support

Supporting our employees in their giving and volunteer efforts can deepen Lehigh Hanson's connection to our local communities.

Lehigh Hanson recognizes its employees' contributions of time and money to organizations serving various needs of their community, and employees' abilities to facilitate goodwill in our areas of operation on behalf of the Company. To encourage this behavior, the Company supports such employee activity through "Matching Gifts" and "Volunteer Rewards."

### Matching Gifts

Lehigh Hanson will match employee donations to eligible organizations up to a maximum of \$300 per employee per year.

Donations eligible for match can only be made through the Lehigh Hanson Cares portal.

### Volunteer Rewards

Lehigh Hanson will provide \$5 in volunteer rewards for each hour of volunteer time tracked in the Lehigh Hanson Cares portal, up to a maximum of \$100 per employee per year.

Volunteer Rewards will be automatically allocated to the volunteer charity after time is tracked by the employee and approved by an administrator.

## Administrative Conditions

Lehigh Hanson, Inc. reserves the right to suspend, change, revoke or terminate the Lehigh Hanson Cares program at any time. Additionally, the Lehigh Hanson Cares program governing board shall be the sole judge as to the eligibility of projects and potential grantee organizations including whether their missions support the Company's principles & Charitable Giving Guidelines. In all of the foregoing matters, the decisions of the Company shall be final.

## Questions

If you have any questions regarding Lehigh Hanson Cares, please email:

[LehighHansonCares@lehighhanson.com](mailto:LehighHansonCares@lehighhanson.com)

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