



Dear Summit Team,

I want to acknowledge the recent events that have unfolded across the country, and for some of you, right outside your work and home. I am deeply saddened by the racism and violence that led to the loss of individuals like George Floyd, Ahmaud Arbery, Breonna Taylor and far too many others. I know that many of you, your families and communities are in pain.

At Summit, we value diversity in our workforce and pride ourselves on our commitment to inclusion at all levels. Respect for each other is a fundamental tenet of our company and a responsibility that belongs to all of Summit's employees. The safety and well-being of our team is paramount, and no one should be made to feel threatened or afraid because of who they are or what they look like.

Further, and I want to be crystal clear on this point, intolerance, from any source, is wholly unacceptable.

We are facing ever-challenging times as a country. If you are hurting, please talk to someone – I and your colleagues are here to listen, and we have resources to help support you, including our Employee Assistance Program.

The Summit leadership team is committed to justice, equality and dignity for all and expressly support and encourage efforts to foster compassion and inclusion across our communities.

I've said it before, and it is more true now than ever: our employees are our greatest asset – let's continue to set the tone and lead by example for others.

A handwritten signature in black ink that reads "Tom".

Tom Hill, CEO
Summit Materials, Inc.