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GLY CONSTRUCTION
Action + Impact Report
2025





To Our Industry Partners,

Each year, our Action + Impact Report is a snapshot of how GLY puts our values into practice—on our jobsites, in our offices, and in the communities where we live and build.

The 2025 report reflects a simple belief:

When Diversity, Equity, Inclusion, and Belonging [DEIB], Safety, and Sustainability are treated as one integrated commitment, the results reach far beyond any single project.

This past year, our teams strengthened our culture of belonging, advanced leading safety practices, and continued to reduce our environmental footprint—while staying focused on delivering predictable outcomes for our clients and trade partners.

I'm proud of the progress we made, and I'm even more energized by what we're building next.

2025 Highlights

- **2,918** volunteer hours contributed in 2025, representing nearly **20%** more volunteer time per person year over year.
- **\$2M+** invested with MWDBE trade partners and suppliers across our Job Order Contracting [JOC] work—**19.8%** of total JOC spend.
- **40+** safety training modules offered across our competency framework, plus a growing list of **40+** specialized competencies.
- **100+** trade partners have created Salus accounts since we launched the Salus Trade Partner Portal.
- Tracked 2025 emissions totaled **1,723** metric tons CO₂e [Scopes 1–2 and select Scope 3 categories], for which we purchased Green-e Certified Offsets.

Collectively, GLY's commitments to DEIB, Safety, and Sustainability reinforce our belief that construction can be a powerful force for positive change.

We're grateful for the trust you place in GLY, and we're committed to continuing this work with transparency, accountability, and care.

Thank you for your partnership—and for taking the time to read our 2025 Action + Impact Report.

Sincerely,

Tyler Tonkin, President + CEO
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tyler.tonkin@gly.com





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Letter to the Industry

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1

Introduction



SECTION 1

Introduction

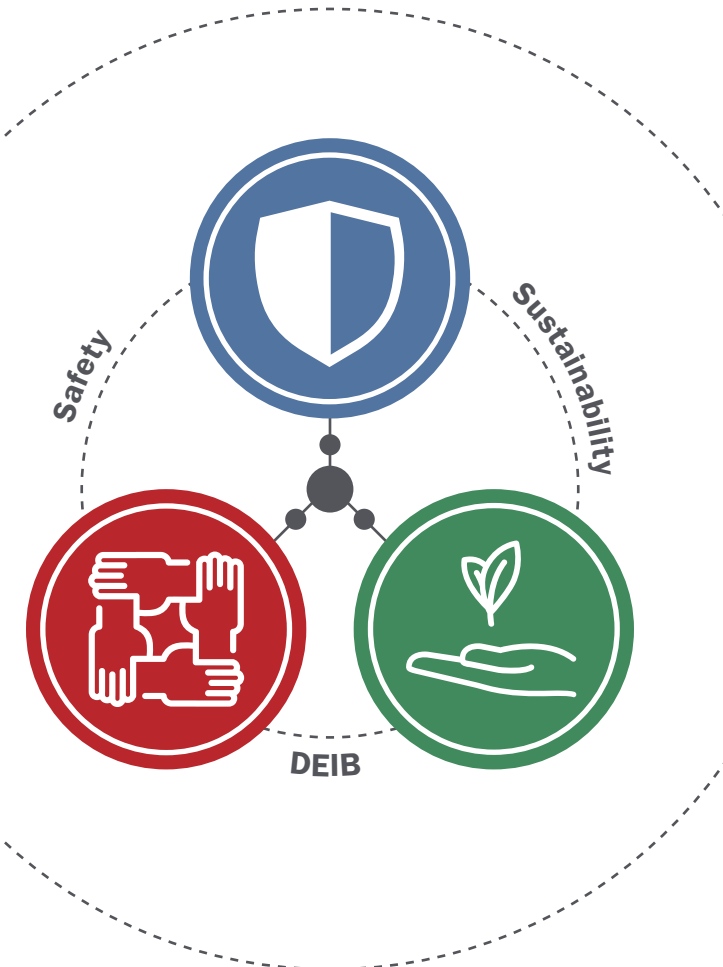
Integrating DEIB, Safety, and Sustainability enables us to deliver meaningful impact on our people, within our projects, and throughout our industry.

A Unified Approach

At GLY, Diversity, Equity, Inclusion + Belonging [DEIB], Safety and Sustainability are not separate goals—they are interconnected commitments that define who we are and how we build. These values shape every decision, every project, and every partnership, guiding us to create spaces where people feel valued, supported, and safe.

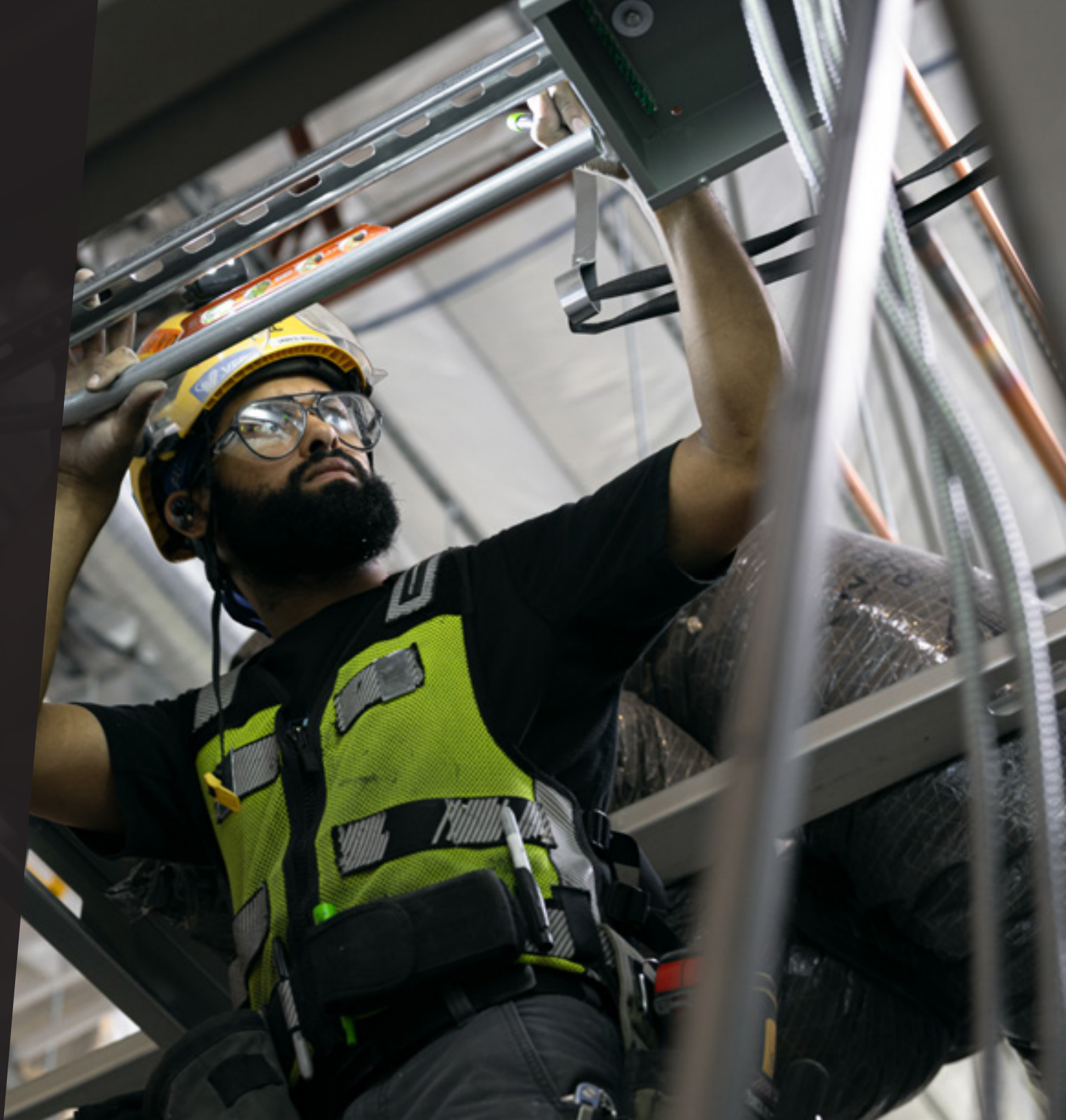
Over the past year, our understanding of these priorities has deepened. DEIB now extends beyond representation toward belonging—ensuring every voice is heard and every person has the opportunity to thrive. Safety continues to mean more than physical protection; it encompasses psychological safety, mutual respect, and well-being. Sustainability, too, has broadened beyond environmental stewardship to include equity in opportunity, economic responsibility, and resilience across the communities we serve.

Together, these focus areas bring our purpose to life. Integrating DEIB, Safety and Sustainability enables us to deliver meaningful impact on our people, within our projects, and throughout our industry. As we look ahead, GLY remains committed to progress built on care, accountability, and purpose—because when these principles align, we don't just build responsibly, we build a better future for everyone.



2

**Diversity, Equity,
Inclusion + Belonging**



SECTION 2

Diversity, Equity, Inclusion + Belonging

We are committed to creating a workplace where all feel safe, seen, valued, and heard.

Mission

GLY's DEIB mission is to foster a culture that welcomes a diverse group of skills, perspectives, and experiences—and empowers individuals to succeed and grow. We are committed to creating a workplace where all feel safe, seen, valued, and heard.

DEIB Areas of Focus

Within the DEIB Committee, four core focus areas are consistently maintained. Each of these focus areas [listed below] are highlighted throughout the remainder of this section.

- 1 Community Impact
- 2 Training + Development
- 3 Workforce Development
- 4 Diverse Trade Partners + Vendors

DEIB Committee

The DEIB Committee [shown on the following page] began 2025 by welcoming new members and taking an important step forward—adding the “B” for Belonging across both internal and external communications to reaffirm our commitment to creating a place where everyone feels they belong.

While diversity, equity, and inclusion focus on representation, fairness, and access, **belonging speaks to how people truly experience the workplace—whether they feel valued, respected, and able to fully contribute.** By explicitly naming belonging, we are not just reaffirming our commitment; we are deepening it.



Click the link below to learn more about Diversity, Equity, Inclusion + Belonging at GLY: [DEIB at GLY](#)

2025 GLY DEIB Committee

Troy Alexander
Project Executive



Jae Chang
Director of IT



Melanie Cochrun
Director of Marketing



Michelle Connor
Business Equity Specialist



Benji Dimer
Project Manager



Alina Dyablova
Assistant Project Manager



Annika Gaffney
Director of HR



Monty Kilcup
Principal



Henry Ly
Business Analyst



Luke McArthur
Assistant Superintendent



Allison Shibata
Safety Engineer



Mark Stoek
Senior Project Safety Manager



Tess Wakasugi-Don
Principal

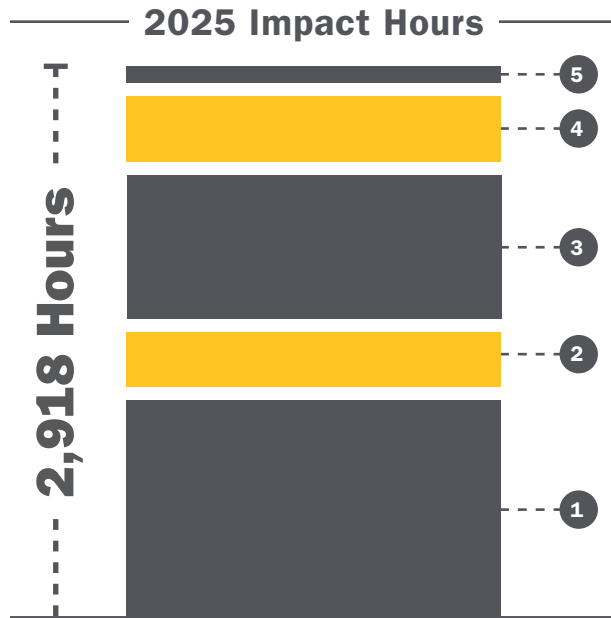


Cassie Withrow
Executive Administrator



1. Community Impact

Being true to our PNW roots is more than a statement at GLY—it is reflected in how our people show up every day, both inside and outside of work. We are proud to celebrate the impact our team made in 2025. Volunteer time continues to grow year over year, reaching 2,918 hours in 2025, a nearly **20% increase in volunteer time per person from the previous year**. Total time volunteered was spent supporting various community sectors [shown in the graphic below]. This steady rise reflects a culture rooted in caring for people, supporting local causes, and investing in the communities where we live and build.



- 1 Community: 1156 Hours - 40%
- 2 Education: 388 Hours - 13%
- 3 Industry: 798 Hours - 27%
- 4 Religious: 462 Hours - 16%
- 5 Health: 114 Hours - 4%

1. Community Impact



CIW ANEW PACE 61 UW DLMP Tour

Construction Inclusion Week

Construction Inclusion Week

What is Construction Inclusion Week [CIW]?

Construction Inclusion Week seeks to unify an expansive network of industry professionals around the vital mission of promoting DEIB. CIW is a platform for sparking dialogue and inspiring action that moves us collectively toward a more equitable future. By highlighting the importance of diversity and inclusion, we drive improvements within our industry, organizations, elevate our projects, and inspire a new standard of excellence and innovation industry wide.

To close out the 2025 CIW, our team had the privilege of hosting the ANEW PACE 61 cohort for a project tour at the UW Department of Laboratory Medicine and Pathology [DLMP] Central Labs site. Facilitated by Superintendent, Tyler Röschinger, Mechanical Specialist, Steve Heymes, Assistant Superintendent, Justin Babitsky, Laborer, Miranda Hoffmann, Business Analyst, Henry Ly, and Director of HR, Annika Gaffney, the visit offered participants an inside look at construction progress, design coordination, and the collaborative efforts required to bring complex healthcare environments to life.

In addition to the site tour, GLY team members took part in ANEW's Mock Interview program. Assistant Superintendent, Luke McArthur, Superintendent, Tyler Röschinger, and Director of HR, Annika Gaffney, provided participants with real-time feedback on interview readiness, communication skills, and professional presentation. Their insights helped trainees prepare for career opportunities in the construction industry while continuing GLY's commitment to mentorship and workforce inclusion.



Click the link to learn more about CIW:
[Construction Inclusion Week](#)

Jubilee REACH

1. Community Impact

Jubilee REACH

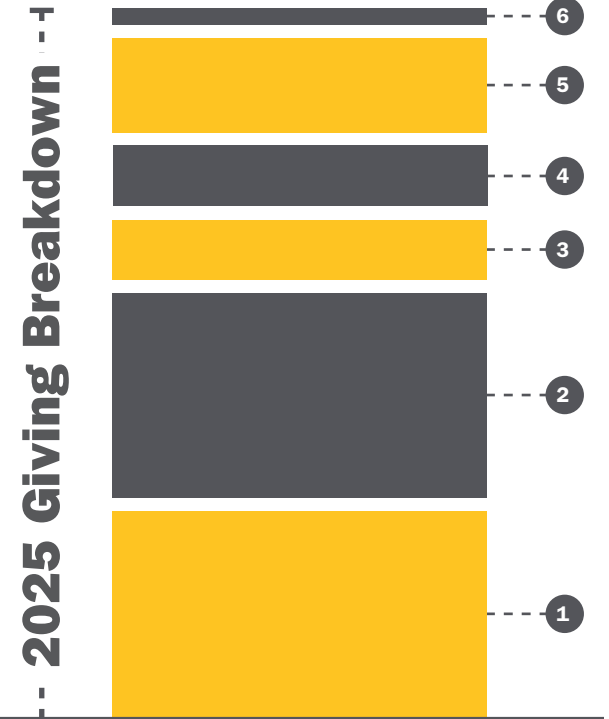
Our longstanding partnership with Jubilee REACH remains a cornerstone of our community engagement efforts. Jubilee REACH is a Bellevue-based nonprofit devoted to supporting children and families by bridging gaps in access to food, mentorship, and care. Their Early Morning Care program provides a warm, welcoming space where students can eat breakfast, build friendships, and start their school day supported and feeling ready to learn.

In 2025, GLY proudly continued our monthly breakfast volunteer team, offering home-cooked meals, encouragement, and connection to students who benefit from this critical program. We also expanded our involvement with Jubilee REACH's Grocery for Families initiative, which supplies essential groceries and household items to families experiencing food insecurity. Through this program, our team packed more than 2,000 pounds of rice and beans, and donated packaged diapers to help families meet their everyday needs. By taking part in these efforts, we helped strengthen a safety net that reaches hundreds of families each month—reflecting our shared belief with Jubilee REACH that community begins with care, dignity, and access to everyday essentials.



2025 Jubilee REACH Grocery for Families Food Packing

2025 Giving



- 1 **Education: 30%** [Youth Programs, Youth Workforce Development, Universities, School Foundations]
- 2 **Health Services: 32%** [Assisted Living, Disease Research, Healthcare]
- 3 **Community Agencies: 11%** [Chambers of Commerce, Civil Rights Foundations, Public Services, Grantees]
- 4 **Underprivileged Communities: 10%** [Hunger, Housing for Unsheltered]
- 5 **Arts, Culture + Humanities: 15%**
- 6 **Other: 2%**



2. Training + Development

In 2025, GLY relied on a powerful source of connection within its own walls. What began as informal conversations about culture and belonging soon evolved into intentional opportunities for employees to learn directly from one another. As teams shared stories and personal experiences, we saw how meaningful insights often emerged from peers who understood the realities of our work and community firsthand. One example of these internal trainings—**2025 Pride Month**—is highlighted to the right.

This spirit of learning and connection extended beyond GLY's doors into broader Workforce Development and Community Engagement efforts. Our teams hosted jobsite tours with organizations such as ANEW and volunteered time with programs like Camp BuildHer and Steel Toe Teens—continuing to share knowledge, inspire curiosity, and build bridges across our industry. Together, these efforts deepened a collective sense of belonging rooted in lived experience and shared purpose.

We continue to follow the below definitions to ensure productive and beneficial dialogue:

- 1. Company Culture:** The shared values, goals, attitudes, and everyday practices that shape an organization. This includes our working environment, policies, and behaviors that reflect who we are collectively. In simple terms, company culture is the shared ethos that defines how we work and connect.
- 2. Belonging:** The feeling of being valued and connected through positive relationships, and being able to bring one's authentic self to work. People naturally seek connection in both their personal and professional lives—it's how we validate our experiences and fulfill the universal need to belong.
- 3. Culture of Belonging:** A shared sense of alignment and inclusion that allows employees at all levels to identify with the organization's vision, goals, values, and purpose. When this culture is present, everyone feels part of something larger—united by respect, understanding, and shared purpose.

2. Training + Development

2025 Pride Month

2025 Pride Month

In June, 2025 GLY Employees and Shareholders gathered to learn and discuss what it means to be an Ally. The training outlines what Allyship means as well as resources for those interested in learning more about how to support members of the LGBTQIA+ community.

The training led into a Panel Discussion with Principal – Operations, Bryan Haakenson, Senior Business Operations Analyst, Alexis Wesenberg, Business Equity Specialist, Michelle Connor, and HR Coordinator, Mayci Sexton.



Bryan Haakenson

Principal – Operations



Alexis Wesenberg

Senior Business
Operations Analyst



Michelle Connor

Business Equity
Specialist



Mayci Sexton

HR Coordinator

Attendee Takeaways

Allyship can show up in many different ways. It doesn't always have to be loud or public, sometimes its the small, everyday choices we make. Even something as simple as not laughing at a joke you find offensive can be a meaningful act of allyship. These types of moments carry real impact.

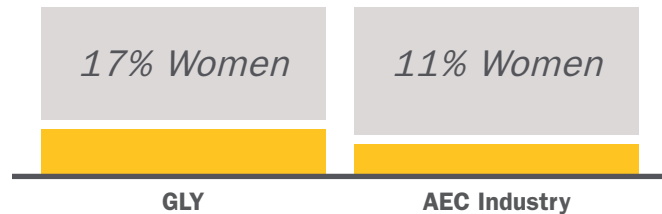
Allyship can be as simple as reaching out to a teammate and saying, "I recognize that your experience may be different from others and I want you to know I'm here to listen and support you in whatever way I can."

Allyship isn't limited to one group—it's about supporting all communities that experience marginalization. Allyship is an ongoing process of learning and growth, not a final destination.

3. Workforce Development

The Workforce Development Subcommittee focuses on creating opportunities and developing workplace programs that support both salaried and craft employees. It also engages with our communities to raise awareness, increase visibility, and promote understanding of the diverse career paths available in construction—helping to grow and inspire the next generation of builders.

Gender Diversity



3. Workforce Development

Steel Toe Teens

Steel Toe Teens

Steel Toe Teens is a five-day camp organized by Washington Women in Trades [WWIT] to empower young girls [ages 11-14] with real-world building skills, confidence, and exposure to careers in construction. Participants learn about power tools, concrete masonry, pipe trades, sheet metal work, and electrical basics from experienced instructors. Assistant Superintendent, Elie Egan, was part of the incredible team leading workshops.

The 2026 Steel Toe Teens Summer Camp is confirmed for Monday, July 20 – Friday, July 24.



Click the link below to learn more about Steel Toe Teens: [WA Women in Trades](#)



2025 Steel Toe Teens

3. Workforce Development

Women in Construction Week

Women in Construction Week

The 2025 Women in Construction [WIC] Week theme was ***Together We Rise***, celebrating the strength and knowledge of women and the vital role they play in shaping the future of the construction industry.

To celebrate the women who shape our industry, GLY introduced digital appreciation cards—a simple way to show gratitude to a woman in construction who inspires you. These cards allowed others to screenshot, download, and share across social media and other digital platforms. To celebrate further, the women of GLY left their hardhats and computers behind to cheer on the Seattle Mariners and connect with co-workers.



2025 WIC GLY Digital Kudos Card



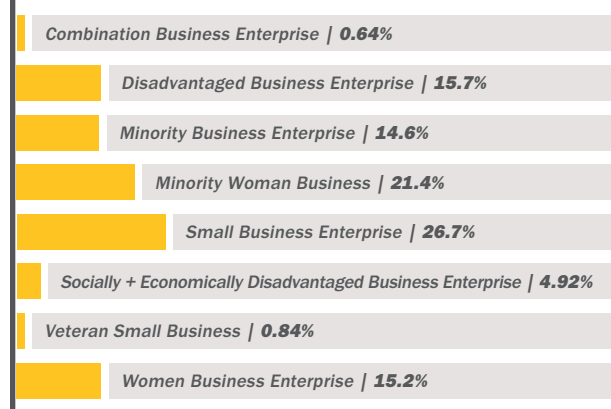
2025 WIC GLY Mariners Game

4. Diverse Trade Partners + Vendors

In 2025, GLY made intentional efforts to host one-on-one meetings in our office, creating a collaborative space to learn and to provide trade partners direct access to our project managers, project engineers, and key decision-makers.

In addition to in-house meetings, we strengthened our community network by attending or sponsoring 12 regional events hosted by peer agencies and partner organizations. One highlight was our MEP Connection event, which was co-hosted with UW Ascend Seattle and connected small and diverse MEP partners with larger, tier-one MEP partners to cultivate relationships and opportunities. We believe that progress happens when opportunities are shared broadly, even when those connections don't directly benefit our own projects. As we look forward to 2026 we are excited to continue outreach and training opportunities.

DTP Spend % Allocations



Job Order Contracting

Small projects may look simple on paper—replacing school lighting, improving accessibility at a county facility, or refreshing classrooms before the next school year—but through Job Order Contracting [JOC], they become powerful access points for small and underutilized businesses. These are the kinds of projects managed by public partners like King County, University of Washington, and regional school districts, and they provide a steady, reliable way for emerging firms to gain experience, build relationships, and grow capacity.

In 2025, our teams invested more than \$2 million with MWDBE trade partners and suppliers across our JOC contracts, representing 19.8% of total spend.

That \$2 million wasn't concentrated in a single large job—it was distributed across dozens of smaller projects where tradespeople, suppliers, and subcontractors are learning, proving their expertise, and expanding their reach. Each experience helps strengthen the foundation of a more inclusive construction ecosystem.

This progress doesn't happen by accident. Our project teams put intentional effort into connecting with diverse partners—hosting one-on-one meetings in our offices, ensuring direct access to project engineers and managers, and offering guidance that helps firms succeed not just with us, but with future public clients. Our JOC program shows that small works projects, backed by steady opportunity and genuine support, can have a lasting impact—advancing growth and resilience among diverse trade partners.

\$2M+ spent across JOC Contracts in 2025

Lumenal Lighting

Lumenal Lighting—a certified MBE commercial lighting and electrical contractor serving business and government clients across the Pacific Northwest—**earned over \$300K on the North Shore School District Job Order Contract.**

Partnering with GLY, Lumenal led the charge to upgrade all exterior lighting across district facilities—enhancing efficiency, safety, and sustainability. Their success highlights how GLY's JOC program helps connect and champion diverse trade partners throughout the Pacific Northwest region.



3

Safety



SECTION 3

Safety

We are building a culture of care, inclusion, and continuous improvement—embedded in GLY's Safety Program, identity, and DEIB alignment.

The GLY Way

The **GLY Way** means creating an environment where every person feels valued, supported, and empowered to fully participate. For our Safety Team [shown at right], psychological safety, mental health, and inclusivity are central to how we work.

When people feel heard and respected, they bring their best selves to the job and uplift those around them. It is our responsibility to foster that culture. Safety is strongest when people trust one another and feel comfortable speaking up, knowing their perspectives matter.

By prioritizing psychological safety and mental wellbeing, we encourage honest conversations, early intervention, and shared problem-solving. Centering health and wellbeing ensures every individual can contribute meaningfully, thrive in their role, and return home each day knowing they are supported and valued.

Isaias Villa Galvan

Safety Director



Nate Hill

Senior Project Safety Manager



Mark Stoek

Senior Project Safety Manager



Van Bridges

Site Safety Specialist



Allison Shibata

Safety Engineer



S.A.F.E.

Speak. Act. Focus. Empower.



Rooted in GLY's first corporate value—**Be Safe: For Your Family, Your Team + Our Community**—our safety culture is built on a simple expectation: See Something. Say Something. Do Something.

Our approach emphasizes:

- **Holistic Safety:** Caring for both physical safety and psychological wellbeing.
- **Empowerment at All Levels:** Every employee is encouraged to take ownership, intervene, and advocate for safer conditions.
- **Transparency + Inclusion:** Clear expectations, open reporting, and respect for every voice.
- **Continuous Learning:** Embedded in GLY's Five Pillar Safety Framework—Culture, Leadership, Preventative Practices, Innovation, and Metrics.

Every individual is empowered to stop unsafe work—no exceptions.

An Inclusive, High-Trust Safety Culture

- GLY supervisors are trained to lead with respect, curiosity and accountability, reinforcing our speak-up culture.
- GLY leadership is committed to supporting an inclusive workplace.
- GLY provides a variety of our safety documentation in both English and Spanish.
- We are currently working with our safety management platform to test new AI tools that translate documentation to Spanish, French and other languages.
- We provide Toolbox Talks to our leaders that reinforce our commitment to inclusivity.

Empowerment

We empower all employees—from craft to leadership—to act, intervene, and contribute.

- All workers on GLY jobsites have **stop work** authority. This is stated as a standard and expectation.
- All personnel have the ability to raise safety concerns.
- All personnel are required to participate in pre-task planning.
- GLY's electronic tools focus on making safety easy. We empower all workers to participate regardless of technological competence.
- We conduct frequent safety culture audits and factor our people's honest thoughts into decision making.

Education + Training

GLY's Safety Team is proud to hold a variety of safety trainings in house, allowing us to further connect with our people and provide a direct line for communication. This is crucial for establishing meaningful relationships that break down barriers and promote candid collaboration.

Corporate education, training opportunities, and metrics that are a direct result of GLY's Safety Program are listed below.

- 40+ training modules offered across GLY's competency framework.
- GLY has [2] OSHA 500 level trainers and performs the following in-house trainings:
 - OSHA 10 / 30 [role specific requirements]
 - Rigging and Signaling
 - First Aid/CPR + AED
 - Mobile Elevating Work Platform – MEWP
 - Forklift Training
 - Confined Space
 - Annual Crisis Management Training
- 100% of workers complete GLY site orientation.
- 100% of Superintendents complete OSHA 30.
- 100% of Foremen/PMs/PEs complete OSHA 10.
- Forklift operators re-evaluated every three years.
- Growing list of 40+ specialized competencies [e.g., silica, fall protection, rigging, hazard awareness].

Isaias Villa Galvan

Safety Director



Cassie Withrow

Executive Administrator



Mark Stoek

Senior Project Safety Manager



Van Bridges

Site Safety Specialist



Allison Shibata

Safety Engineer



Focus on Mental Health

GLY is committed to supporting the emotional, mental, and physical well being of every employee. Our internal Mental Health resources provide education, tools, and confidential support for issues including mental health challenges, suicide prevention, and substance use disorder awareness. Employees are encouraged to reach out, ask questions, and seek support without stigma.

Mental Health Subcommittee

To strengthen our ongoing commitment, GLY has established a Mental Health Subcommittee [shown at left] dedicated to advancing emotional well being and suicide prevention initiatives across the company.

The Mental Health Subcommittee is responsible for advancing mental well-being across the organization by overseeing the following initiatives:

- Coordinate mental health messaging and Toolbox Talks focusing on continuous improvement specific to GLY's mental health stance.
- Review and expand available resources.
- Promote training participation.
- Provide field and office perspectives on emerging needs.
- Support a culture where conversations about well being are normalized.

The subcommittee serves as a proactive voice in shaping GLY's approach to psychological safety and overall worker health.

Employee Assistance Program [EAP]

All GLY employees and their immediate families have access to a 100% employer paid, confidential EAP offering counseling, financial tools, legal guidance, and support for work and life challenges.

Continuous Mental Health Education

GLY maintains a growing library of over 25 Mental Health Toolbox Talks and other training resources covering stress, burnout, substance use disorder, and building supportive teams—reinforcing psychological safety as a core element of jobsite safety.

Forefront Suicide Prevention Training

All GLY employees are strongly encouraged to take the Forefront Suicide Prevention Training—a free 60-minute, self-guided online training program provided by the University of Washington that outlines specific AEC industry skills for suicide prevention, such as:

- Unique challenges and risk factors workers in the construction industry face.
- Tactics for overcoming industry stigma around the topic of mental health.
- How to talk to someone about suicide in a safe and job-site appropriate way.
- How to recognize signs and take practical steps to address mental health crises.
- How to make your home safer and reduce the risk of suicide.

Construction Industry Alliance for Suicide Prevention [CIASP] Pledge

We have taken the Construction Industry Alliance for Suicide Prevention [CIASP] Pledge. As a stakeholder of the construction industry, GLY pledges to Stand Up for Suicide Prevention through the principles set forth by the Construction Industry Alliance for Suicide Prevention.



Click the link below to learn more about the CIASP Pledge:
Prevent Construction Suicide

GLY Safety Statistics

GLY’s Experience Modification Rate [EMR] has consistently remained below the industry average throughout our history. In recent years, we have deliberately reduced it from the 0.7–0.8 range to below 0.6. This improvement [shown in the table at right] reflects a focused, proactive approach driven by stronger planning processes, elevated daily work practices, and technology that provides real-time visibility into risks and trends.

Tools such as Salus, Jobsite Hub, and digital reporting platforms enable earlier issue identification, faster corrective action, and reinforcement of safe behaviors across all projects. Alongside these tools, we continue to prioritize what matters most—**our people**—through comprehensive training, enhanced pre-task planning, increased checkpoints and fail-safes, and ongoing empowerment to ensure safety is never overlooked.



Year	Experience Modification Rate [EMR]	Lost Time Incident Rate [LTIR]	Recordable Incident Rate [RIR]	Hours Worked
2026	0.504	0.0	0.0	138,850
2025	0.8411	0.89	2.67	675,187
2024	0.8756	1.28	3.19	626,520
2023	0.7005	2.36	3.41	761,748
2022	0.5894	0.98	2.54	1,024,703
2021	0.4865	1.60	5.53	1,121,676
2020	0.5605	0.38	3.26	1,043,697



Mark Stoek, Senior Project Safety Manager

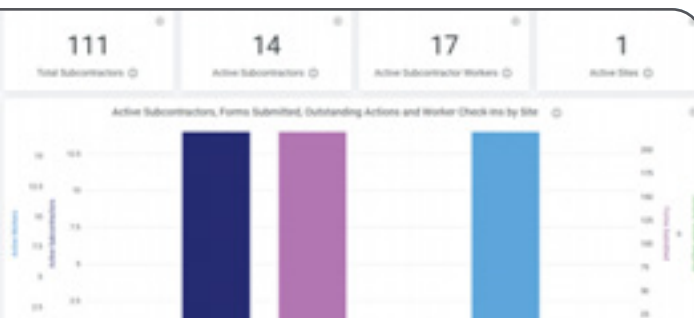
Digital Safety Tools

Salus Trade Partner Portal

Salus is GLY's safety management app—it tracks our audits and safety form compliance. In 2025, we implemented the **Salus Trade Partner Portal**, which provides GLY Trade Partners access to Salus at no cost on our large projects. The Salus Trade Partner Portal allows us to provide access to our processes and forms, and track Trade Partner compliance in real time. For both GLY and Trade Partners, we track a variety of metrics, including:

- Baseline compliance
- Number of completed forms
- Number of identified risks
- Additional risks and hazards not yet mitigated
- Number of active workers on Salus
- Title of Salus users
- Number of daily check-ins
- Signatures

We have the ability to track these metrics at a large scale, or on a per-project basis and can set notifications for superintendents to allow customization. To date, 111 GLY Trade Partners have created Salus accounts.



Salus Trade Partner Portal

Telematics

Telematics Safety Initiative

In 2025, GLY expanded our commitment to equitable safety practices by installing Telematics technology in 12 GLY Yard vehicles. This initiative strengthens our ability to support every driver with consistent, unbiased, and data driven feedback while ensuring safer operations across our jobsites and communities. We equipped our fleet with the **Azuga Telematics** platform, which monitors key safety indicators including GPS location, lane departure, rolling stops, hard braking, obstructions, collisions, and distracted driving. All GLY drivers have received safe driving scores, demonstrating strong engagement with our safety expectations and our culture of care.

In the event of a high risk alert or emergency, the system allows our team to live stream from vehicle cameras to verify conditions and ensure the driver receives immediate support. Azuga automatically notifies GLY's managing team, Safety Director, Isaias Villa, Equipment Yard Superintendent, Barrett Moulton, and Principal – Operations, Bryan Haakenson, should an unsafe event occur.

The Telematics program enhances equity in our safety processes by:

- Applying consistent, objective criteria to all drivers.
- Reducing bias in incident review and coaching.
- Ensuring every worker receives the same level of support and accountability.
- Strengthening our ability to intervene early and prevent harm.

By integrating Telematics, GLY continues to advance a people-centered, data-informed safety culture.



Telematics Azuga in GLY Yard Vehicle

Employee Spotlight

Allison Shibata

Allison Shibata joined GLY in 2025 after earning her BS in Environmental Public Health from the University of Washington—marking the first time GLY has welcomed a safety professional with a public health background. Her addition brings a fresh and valuable perspective to a team historically composed of individuals with safety and health management, and/or union field experience.

Before joining GLY full-time, Allison completed a GLY safety internship that exposed her to a broad range of construction environments and reinforced her interest in worker health and well being. As a Safety Engineer, she draws on her strong foundation in environmental public health and industrial hygiene to support GLY's commitment to safe, healthy, and inclusive jobsites. Her approach blends technical knowledge with a people centered mindset, strengthening our team's ability to anticipate risks and elevate Total Worker Health principles across projects.

Outside of work, Allison enjoys chasing after her foster chiweenie, exploring thrift stores, getting lost in a good book, and hunting for the strongest cold brew she can find.



Allison Shibata
Safety Engineer



Bloodworks Northwest

In July, GLY hosted a company wide blood drive to support Bloodworks Northwest and help address the ongoing need for lifesaving blood across our region. Blood is an essential resource that cannot be manufactured; it relies entirely on donors willing to give their time to support others. Through this event, GLY employees contributed directly to the health and well being of people in our community, including accident victims, cancer patients, and individuals requiring surgery across 95% of Pacific Northwest hospitals. The results of the drive demonstrate strong engagement and a shared commitment to community care.

Bloodworks Northwest Blood Drive Highlights:

- 35 employees registered to donate, reflecting broad interest and participation.
- 29 units of blood were collected, contributing directly to patient care throughout the region.
- 15 of the participants were first time donors, expanding the network of individuals who may continue donating in the future.
- Only one donor was deferred, underscoring the overall readiness and enthusiasm of the group.

This effort highlights the generosity of GLY employees and reinforces our commitment to community impact as an extension of our organizational values. All participating donors will become eligible to donate again on September 10, offering another opportunity to support the regional blood supply and continue this meaningful tradition of service.



2025 Bloodworks Blood Donation Bus

4

Sustainability



SECTION 4

Sustainability

Company Tradition

Since our doors opened in 1967, GLY has been responsible for taking care of our people, our clients and our planet. We do the right thing. We make changes when changes are needed. Why? It's who we are.

When it comes to Sustainability in our offices and on our jobsites, our Values guide the way.

Be Safe

Using healthier materials and reducing diesel emissions on our sites creates cleaner air for our crew members, our clients and the public at large.

Invest in Each Other

GLY consistently invests in its people, including supporting employees to improve their expertise through LEED and Living Future accreditation. We also provide an opportunity for team members to engage in our Sustainability Advocacy Group.

Never Stop Learning and Questioning

We are lifelong learners. Our Sustainability Manager regularly connects with peers from local and national construction firms to advance industry-wide sustainability efforts, creating opportunities to both share and learn best practices in sustainable construction.

Lead with Integrity

Sustainable practices in the construction industry continue to evolve, and GLY is committed to leading that progress. We proactively research and adopt best-in-class tools, from carbon tracking to advanced project modeling, to uncover conflicts early and improve construction outcomes. By equipping our project teams with the right technology, we enhance efficiency, reduce risk, and deliver greater value for our clients. This focus not only saves time and money, but also reinforces GLY's position as a leading employer.

Be True to Our Roots

GLY is committed to caring for the communities and environments where we work. No matter the location, we respect local ecosystems and take responsibility for protecting them. As a Salmon-Safe Contractor, GLY ensures our construction activities safeguard waterways and support clean, healthy environments.

Bryan Haakenson

Principal – Operations

**Laura Soma**

Sustainability Manager

**Sarah Cunningham**

General Foreman

**Stephanie Justice**

Marketing Strategist

**Caitlin Eckert**

Project Engineer

**Eden Lindeman**

Project Manager

**Bryce Engen**Senior MEP +
CX Manager**Logan Pulsifer**

Project Engineer

**Dan Frye**

Superintendent

**Jackson Reid**

Senior Project Engineer

**Haley Burgess-Alm**

Project Engineer

**Barrett Moulton**Equipment Yard
Superintendent

Intentional Impact

The Sustainability Advocacy Group [shown at left] provides focus, feedback, and ideas to advance GLY's sustainability efforts. The group includes representatives from leadership, operations, project management, engineering, mechanical, sustainability, and field teams.

Led by Sustainability Manager Laura Soma, with oversight from Principal – Operations Bryan Haakenson, the group establishes annual goals and five-year sustainability and carbon-reduction plans.

Each goal is supported by a working group led by a goal owner, with defined tasks and meeting cadence. The full advocacy group meets quarterly to review progress, address challenges, and adjust goals as needed. Leadership receives annual updates, including briefings in 2025 on LEED v5 and Washington State legislative changes affecting material tracking and reporting.

In 2025, goals included achieving a 'Best' Carbon rating under the Contractor's Commitment and developing in-house EC3 training. While the training was deferred to 2026, GLY successfully achieved the 'Best' rating in Carbon for the 2025 reporting period.

Fleet Electrification Initiative

In 2025, GLY launched its fleet electrification initiative to reduce company-wide carbon emissions. With nearly 100 gasoline-powered, single-occupant medium-duty trucks in daily use, fleet fuel consumption represented a clear opportunity for impact.

Vehicle fuel use accounts for more than 63% of GLY's annual Scope 1 and 2 carbon emissions.

This year, GLY began phasing out combustion vehicles in alignment with targets outlined in our *Carbon Reduction Plan*.

Two electric trucks are being piloted to validate a long-term replacement strategy as the existing fleet naturally ages out—minimizing the upfront carbon impact associated with new vehicle purchases.

Early feedback from drivers has been positive, citing comparable performance, improved comfort, and increased enclosed cargo space due to the absence of an engine.



Committed to Continued Progress

Sustainability is a dynamic landscape in our industry as new materials and methods are introduced every year. Our core team stays at the forefront of education and regularly engages with the community as the world around us continues to evolve.

If you're interested in learning more about GLY's sustainability involvement, please reach out to our Sustainability Manager, Laura Soma, or visit the GLY Sustainability page.



**Click the link below to visit GLY's Sustainability page:
GLY Sustainability**

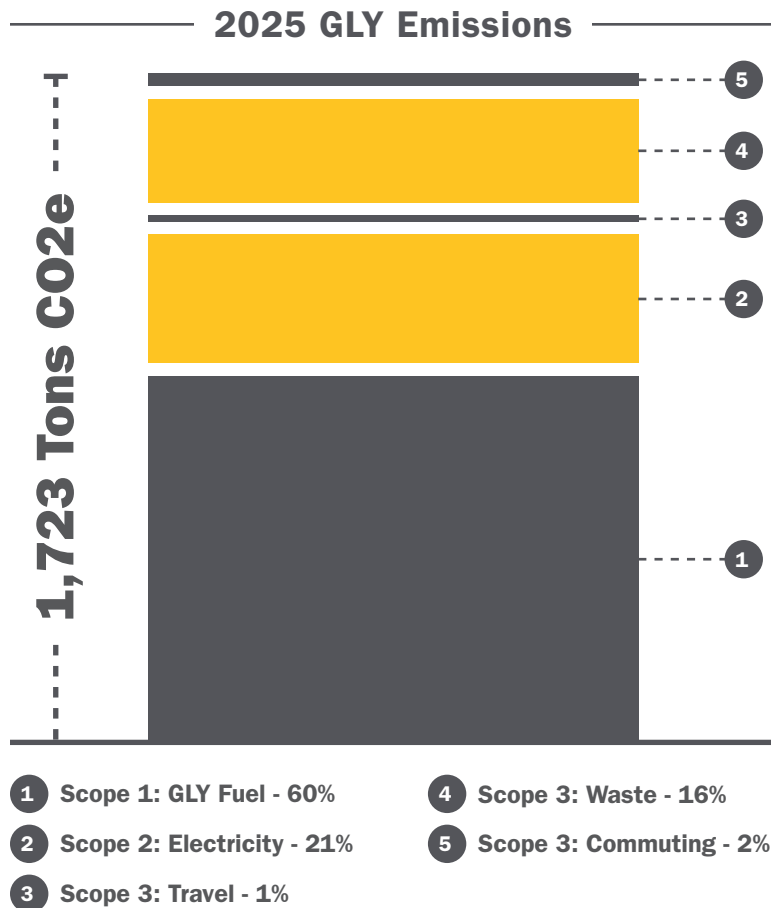


*Laura Soma, Sustainability Manager
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Carbon Metrics

Since 2021, GLY has tracked our Scope 1 and 2, along with components of our Scope 3 carbon impacts, including business travel, employee commuting and waste impacts.

Our overall tracked emissions for 2025 were 1,723 Metric Tons of CO2e. We purchase Green-e Certified Offsets to reduce the impact of our carbon emissions. The Certificates we purchase support verifiable renewable energy projects located in the United States.



Water + Electrical Metrics

For projects tracked under the Contractor’s Commitment and for ground-up construction, GLY monitors power and water usage using onsite meter readings or monthly utility bills when available. In tenant improvement projects, tracking can be more complex, as many existing buildings do not have dedicated sub-meters for tenant spaces. While some building owners are able to share utility data, this information is not always accessible. In these cases, GLY applies standardized, square-foot-based estimates informed by historical project data to provide consistent, reasonable usage benchmarks.

Carbon Emissions History [Metric Tons of CO2e]		2025	2024	2023	2022	2021
Scope 1	GLY Fuel	1,043	1,150	1,143	1,645	670
Scope 2	Electricity	368	626	366	1,658	313
Scope 3	Travel	10	13	9	15	9
Scope 3	Commuting	33	12	30	36	36
Scope 3	Waste	269	588	505	390	398
Total Emissions		1,723	2,389	2,053	3,744	1,426

Contractor's Commitment

One of the benefits of the Contractor's Commitment is that it provides the opportunity to track various metrics. Sustainability efforts are frequently driven by client and architect requirements. The Contractor's Commitment offers a low-cost way to track key aspects of our business, set and exceed internal goals, and identify areas for improvement. Since 2021, GLY has continued to advance our sustainability practices by doing more, learning where we can improve, and ensuring our project teams are well prepared to meet our clients' goals.

Looking Forward

In 2026, GLY is updating our five-year sustainability master plan. High priority components include greater reductions to our carbon emissions and a clear focus on integrating healthier materials across all projects. Our Sustainability Advocacy Group is building a *healthy materials* list, and continuously investigating materials that can be replaced with cleaner alternatives.

2025 Contractor's Commitment Report





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