Sterling: Internal & External Stakeholders

Stakeholder Groups	Stakeholder Priorities	Stakeholder Engagement	Engagements 2020	Engagements 2021
Shareholder/ Investors	• Return on Investment, Financial Stability & Growth • Company Purpose, Mission, Vision, Values & Strategy • Corporate Governance • Diversity, Equity & Inclusion • Material Sourcing • Labor & Talent Management	• Open dialogue with large and small shareholders including active and passive investors • Engage via agency-coordinated conferences, non-deal road shows and sponsored events • Quarterly formal and informal phone calls pre- and post-earnings release • Open access to management via phone calls, virtual/in-person meetings and email • Continue Investor Relations outreach efforts • Host company-sponsored investor events	✓ ✓ ✓ ✓ ✓ ✓	
Employees	• Diversity, Equity & Inclusion • Employee Safety, Health & Well-Being • Employee Retention, Training & Development • Company Culture, Purpose & Values • Community Engagement • Environmental Stewardship • Ethics & Compliance	• Quarterly CEO Message to all employees via company email and posted to company intranet • Quarterly corporate communications via company email and posted to company intranet site • Training, career and professional development programs open to all employees • Maintain supportive culture for open formal and informal communications from employees • Monthly and quarterly community involvement • Lighthouse-Services provides an anonymous and confidential resource for employee concerns or to report misconduct via the EthicsLine https://www.strlco.com/ethics	✓ ✓ ✓ ✓ ✓ ✓	
Customers/ Suppliers/ Contractors/ Partners/ Regulators/ Associations	• Responsible Material Sourcing • Ethics & Compliance • Product Quality & Innovation • Risk Management & Process Governance • Equal Opportunity & Diversity • Employee Health & Safety • Customer Intimacy & Responsiveness	• Proactive engagement with customers/service channels during and post COVID-19 pandemic • Timely responses to customer inquiries and data requests regarding ethics and compliance • Business development and sales, project managers, project site supervisors and safety department interact with customers • Partner with customers to develop custom solutions to projects meet their needs • Direct access to customer service representatives and collect feedback through communication channels, surveys and reports	✓ ✓ ✓ ✓ ✓	
Local Communities	• Volunteerism & Corporate Giving • Environmental Stewardship • Education	• Evaluated COVID-19 and social impacts on our local communities • Encourage employees to engage with communities and paid time off for volunteering efforts • Quarterly corporate volunteering in addition to business unit employee volunteering efforts • Leadership involvement in local communities and service in non-profit boards • Participate in local and national sustainability forums and standard setting information sessions	✓ ✓ ✓ ✓ ✓	