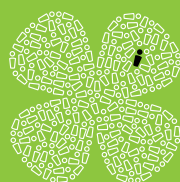




MAKING A POSITIVE IMPACT

2013 SUSTAINABILITY REPORT



LUCK COMPANIES™

IGNITING HUMAN POTENTIAL



A Letter from Charles S. Luck, III

2013 marked Luck Companies' 90th year in business and we are very grateful for our people and our customers. We continue to learn from them and are inspired by their creative and considerate approach to the work they do.

My father established our first quarry site, Sunnyside Granite Company, in 1923 and he set a leadership precedent that I've held dear throughout my lifetime — he believed in treating others with care. In 1930, when we grew our business by purchasing Boscobel Quarry in Goochland County, our family realized the true investment was in our people and in our community.

At Luck Companies, the welfare of our associates, our customers and our community is at the forefront of every decision we make. Under my son Charlie's leadership, our company has emulated my father's caring approach to business and we continue to put into practice business solutions that are sustainable and responsible.

Our dedication to sustainability is something we are incredibly passionate about. Today, Commitment is one of Luck Companies' core values (alongside Leadership, Integrity and Creativity). By our definition, Commitment builds the long-term success of associates, customers and communities. We demonstrate our commitment by focusing on people and carrying out projects that will benefit our community for decades to come.

In this report, you'll learn more about the work our company is doing to make a positive impact to ensure a prosperous future for society, the environment and the economy.

Thank you for supporting Luck Companies over the years. It is our responsibility, every day, to seek new opportunities to strengthen and evolve our business, and together I hope we can continue to have a lasting impact through our sustainability initiatives.

Sincerely,

Charles S. Luck, III
Chairman, Luck Companies

MISSION

WE WILL IGNITE
HUMAN POTENTIAL
THROUGH VALUES
BASED LEADERSHIP
AND POSITIVELY
IMPACT THE LIVES
OF OTHERS AROUND
THE WORLD.

IF WE CANNOT ENVISION THE
WORLD WE WOULD LIKE TO LIVE
IN, WE CANNOT WORK TOWARDS
ITS CREATION. IF WE CANNOT
PLACE OURSELVES IN IT IN OUR
IMAGINATION, WE WILL NOT
BELIEVE IT IS POSSIBLE.

– Chellis Glendinning

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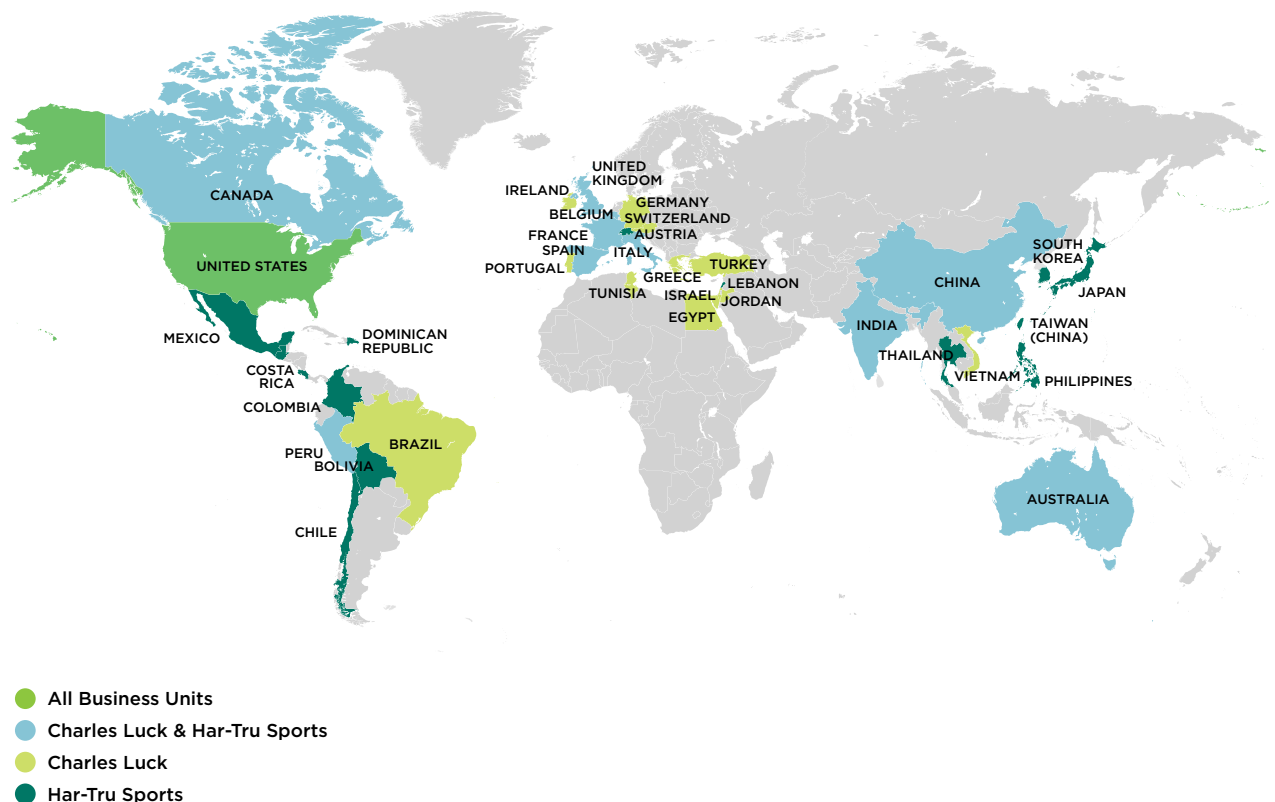
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Company Profile

Headquartered in Richmond, Virginia, Luck Companies is privately held and comprised of four distinct business divisions: Luck Stone, one of the largest producers of crushed stone in the nation; Charles Luck Stone Center, a leading architectural stone supplier with global sales and distribution presence and locations across the Mid-Atlantic region; and Har-Tru Sports, the leading provider of clay courts, lighting and court accessories in the tennis industry. Additionally, Luck Development Partners (LDP), an affiliate of Luck Companies, resolves to integrate and highlight natural, historical and environmental elements into the design of its real estate projects.

For more information please visit luckcompanies.com.

Market Map





LUCK COMPANIES™
IGNITING HUMAN POTENTIAL

LUCK  STONE™



CHARLES LUCK®



Our Sustainability Goals through 2015 include:

- Publish an annual sustainability report that engages our stakeholders in an open dialogue for improving sustainability practices at Luck Companies
- Educate our associates and stakeholders on sustainability best practices and how those practices lead to business success for us and our customers
- Focus our sustainability efforts on energy conservation and air quality

We are a community of resources that include people, technology, tools, buildings, equipment and the aggregate materials that sustain our business and our world.



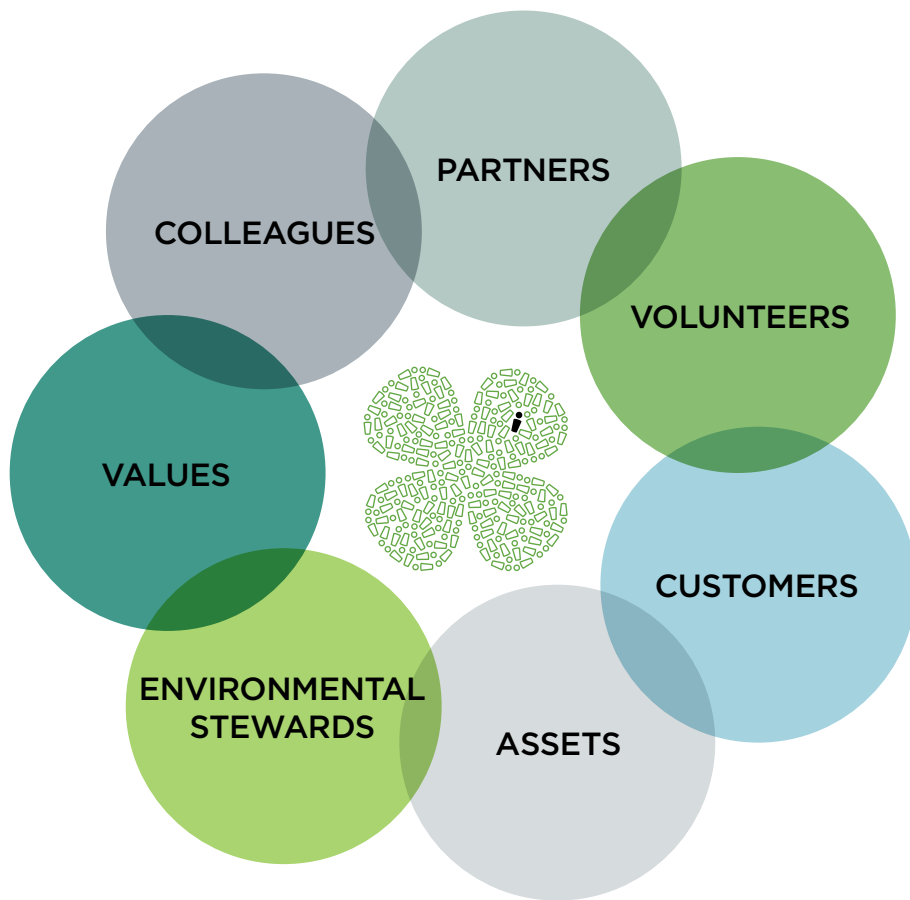
One Word Tells a Story
Sculptural installation at the Luck Companies corporate office, 2013

We acknowledge that the extraction of natural resources has an impact on the environment and we strive to be certain that the effects of mining are compensated for by the benefits that are derived by society from our work. Our products help to build homes, schools, recreational facilities, hospitals, roads, water treatment plants and the entire infrastructure that sustains us in the 21st century. With careful foresight, we begin planning the development of a quarry with end uses in mind, whether the post-mining use will be for water storage, recreational opportunities or community development. Knowing that it may take many decades to complete the quarry's construction, we are committed to preparing for its post-mining use to ensure that it becomes a permanent asset to the community.

We have an enduring commitment to positively impacting the quality of life for our stakeholders around the world. We recognize that investment in the communities in which we operate contributes to the overall health and sustainability of our company and the world around us.

At Luck Companies, we define sustainability as the integration of socially responsible, environmental and economic best practices into our business strategies to ensure the long-term health of our company, our associates, our communities and our planet. We recognize that the way we operate our company is critical for business performance and also plays a significant role in the impact that we have on the environment and society.

Who We Are



WE ARE A COMMUNITY OF:

COLLEAGUES

who look out for one another to make sure that we work safely

PARTNERS

who search for the best ways to meet the needs of our customers

VOLUNTEERS

who serve our neighbors

CUSTOMERS

who we gain inspiration from in order to build value

ASSETS

that invigorate a locality with jobs, stone products, people and ideas

ENVIRONMENTAL STEWARDS

who work to restore habitats, recycle materials and conserve resources

VALUES

that lead us and define the way we interact with others

Values Based Leadership

HUMANITY AND THE FUTURE WORLD OF WORK

A Look Inside the Walls of a Human Business

Mark Fernandes

Chief Leadership Officer, Luck Companies

At no other time in history has the world seen the pace of change we are experiencing in business today. One of the most prolific changes, which some describe as an era shift, is the new standard for companies to make meaning and make money, to keep a focus on both mission and margin.

The mission, the difference businesses are being asked to make in the world, must have a positive and lasting impact in human terms as the expectations for conscious capitalism continue to rise. Leaders, and subsequently their organizations, have a new responsibility to make the world a better place for future generations while taking into consideration the impact of their choices on the lives of others and on the earth as our common home. Words such as caring, compassion, hope, love and purpose are becoming commonplace in corporate vernacular, and employees, customers and communities are beginning to take notice when these words do more than just hang on corporate walls. In his essay, *The Essential Connection of Good Intent*, author Tony Balis writes, “For in the spring stirrings of the last few years, there seems to be a new grace born upon this world, perhaps nothing less than the resurrection of humanity.” And humanity, an ethic of kindness, is clearly a standard that companies will be judged against in the future as this new

grace extends itself to all of us in the business community.

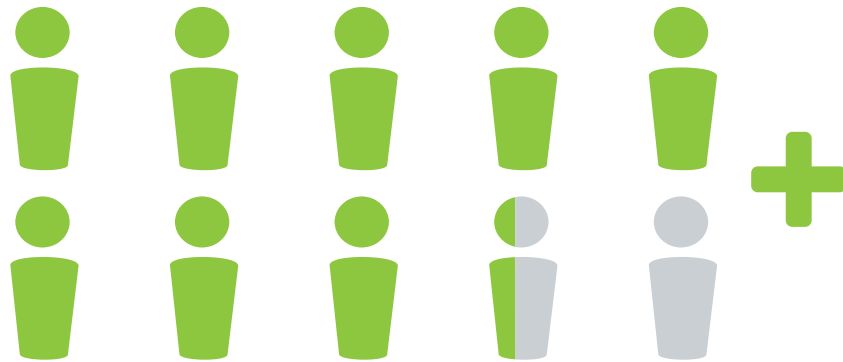
At Luck Companies, we have been in the human business for 90 years, extending back to 1923 when our founder, Charles Luck, Jr., started the company on the philosophy, “If you do right by your people, they will do right by you.” Today, his beliefs are manifested in our company’s value proposition that

“Doing good (making a difference in the lives of our associates) is the best path to doing well (exceptional personal and business performance).” Day in and day out we focus not only on what we do, but how and why we do it with a culture that prioritizes enterprise-wide alignment to a set of timeless core values and a purpose beyond

just making money. Our mission, “To Ignite Human Potential through Values Based Leadership (VBL) and positively impact lives around the world,” leverages the fact that all human beings are born with the extraordinary potential to make a positive difference and speaks to VBL as the activator of that

CAN WE CREATE A WORLD WHERE THE BEST SIDE OF HUMANITY FINDS EXPRESSION?

Dr. Todd Kashdan and Dr. Joseph Ciarrochi,
Mindfulness, Acceptance and Positive Psychology



125,000¹

Potential lives impacted
(2010–2013 FY)

potential. We define VBL as “Living, working and leading in alignment with your personal core values, principles, beliefs and purpose to in turn ignite the extraordinary potential in those around you.” VBL illuminates our own commitment to humanity, human flourishing and lives lived meaningfully well.

Today, five years into our mission, we have experienced firsthand the power of VBL and its capacity to ignite the potential of individuals and organizations. We have witnessed the exponential effect of an ignited or actualized human being and the impact that one life lived meaningfully well can have on so many others, both inside and outside our company walls. We have traveled the world to share our work, ideology and VBL model, and remain humbled by the ongoing feedback about the difference it has made in people’s lives globally. And while our mission is clearly the meaning we aspire to make, the contents of this book serve as evidence that VBL is also an activator of purpose-driven

behavior, whether it be in the social, economic or environmental domain. A strong account of our belief is that once our potential is actualized, we are clearly inspired to accept responsibility for improving the quality of life of others, extending our own grace upon the world and making the difference we were all put here to make.

Balis closes his essay by asking us two crucial questions: “How deeply do I care about our common future?” and “How do I actually make a positive difference?” At Luck Companies, our caring for each other and those around us is deep, authentic and ever present. We sincerely believe the work of our mission is in fact making a positive difference, and doing so in a manner that has far exceeded our expectations. We continue to work tirelessly to model the best side of humanity through the principles and practices of VBL. Our hope is that by living our lives meaningfully well, we will inspire others to do the same and collectively leave the world a better place.✿

¹Based on the number of attendees at VBL presentations and participants in our workshops and other forms of outreach to the business community, since 2010 and at time of print



SOCIETY

People are our
most valuable asset.
Our founder,
Charles Luck, Jr.,
believed it, and
so do we.

Having a positive impact on the lives of others is at the core of our company's mission and we place tremendous emphasis and apply significant resources toward occupational safety and health, volunteerism and the well-being of our associates and customers.

Throughout the history of Luck Companies, we have positioned ourselves as leaders in industrial safety and health. We consistently produce industry-leading results in our safety and health programs; our total recordable case rate significantly outperforms our industry averages. Luck Companies' Value Safety program, now over 10 years old, is a behavior-based safety initiative. We continue to advance the program, emphasizing new elements that lead to sustainable improvement in our performance.

We also place a heavy emphasis on safe working conditions in compliance with federal, state and local regulations. Because workplace safety is a critical component of our core values, we are committed to providing our associates a safe working environment. All associates are expected to contribute and commit to the safety and well-being of themselves and others. We take pride in our extensive safety training, well-maintained equipment and mechanical safeguards that ensure safe working conditions.

Safety and Health Regulatory Requirements at Luck Companies

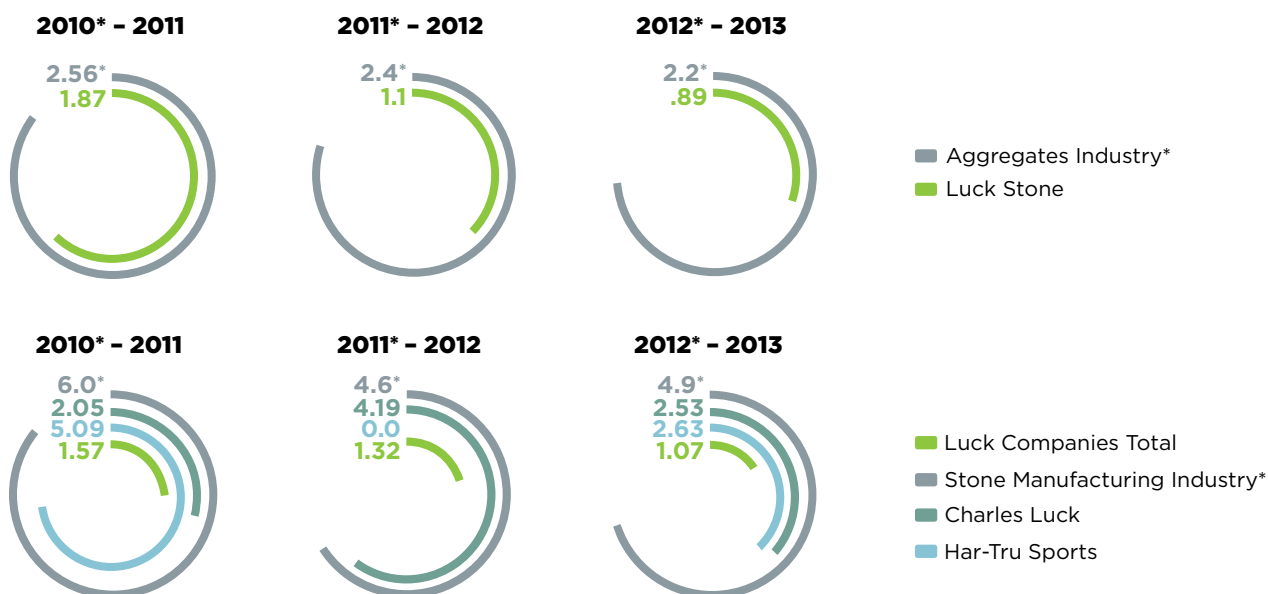
Luck Companies is in the business of working with stone and stone products and therefore is subject to numerous industry safety regulations. Both the Charles Luck Stone Center and Har-Tru Sports business units are classified under manufacturing and are regulated by the U.S. Occupational Safety and Health Administration (OSHA). Luck Stone — classified as mining — is under the jurisdiction of the U.S. Mine Safety and Health Administration (MSHA).

Luck Companies abides by its philosophy of being 100% knowingly compliant with all rules and regulations and working in partnership with OSHA and MSHA to help protect our workforce. In 2013, Luck Companies continued our Operational Excellence Evaluation program, which

consists of yearly full internal compliance audits at each of our locations. Possible hazards are identified during these evaluations, and violations are corrected immediately. Other recommendations must be acted upon, with a 90% correction rate expected within one month.

In addition, we are cognizant that independent contractors in the mining industry typically have a higher incident rate while on mine property than the employees of the mine operator. We are taking significant steps to reduce incidents, such as offering contractors the opportunity to attend our training classes and making certain that they are working safely and complying fully with MSHA rules and regulations.

Comparative Incident Rates



**Industry averages are available only for the previous year's data.
We use the latest information available provided by the U.S. Department of Labor.*

0-0 Number of locations with a 0-0 rating (0 medical injuries and 0 lost time injuries) for two consecutive years: 14 out of 23 (as of 11/01/13)



INNOVATION AND COLLABORATION CREATE SAFETY AND OPPORTUNITY

Remote-controlled loader introduced at Bull Run Plant

This year, the Innovation Team at Luck Companies demonstrated their passion for innovation by implementing the company's first remote-controlled loader.

The new loader was inspired by Luck Companies' long-term planning and dedicated focus on maintaining safe and healthy working conditions. Before its implementation, it was not unusual for the company to leave stone reserves behind rather than compromise the safety of loader operators.

In thinking through preventative measures to maintain a low risk of injuries in the work zone, associates determined that the best method to guarantee safety in hazardous areas would be to remove the loader operator from the vehicle entirely and instead use a remote-controlled loader.

In addition to keeping our loader operators safe, the new loader enables Luck Stone to access reserves that currently present a safety risk. This technology will allow the company to expand quarries, crush more stone and increase productivity.

While Luck Stone is not the first organization in the mining industry to utilize remote-controlled machinery to move material, we are the first open-pit mining company to adapt a fully operational large-wheel pit loader to this technology. After extensively researching reputable vendors with the expertise for installing this type of system, we elected to partner with the best qualified: Anchises Equipment, a company based in Ontario, Canada, which has over 20 years' experience with remote-control technology in mines. Our company's specific loader application is the largest piece of equipment to date into which Anchises Equipment has installed their remote-controlled mechanisms — a milestone for both partnering organizations.

This new loader is a prime example of how collaboration and innovation have brought forth groundbreaking solutions to create safe working environments for Luck associates.

ASSOCIATES IMPROVING HEALTH AT WORK

Har-Tru associates implement an alternative bagging technology

At the Har-Tru Sports manufacturing facility, associates were inspired to find a better solution to the methods they used to fill bags with their signature product, Har-Tru Green Clay. The existing system used blowers to fill paper bags, and production was often slowed by clogging equipment, torn bags and excessive dust problems. The heated product would collect condensation as it cooled, leading to the failure of many paper bags. Even at full production, the existing system could only fill about 12 bags per minute. Because of the frequent stalling of production, an associate was required to stand next to the bagger to constantly monitor the process, wearing a respirator and hearing protection for their safety.

In the spirit of continuous improvement of both productivity and working conditions, the Har-Tru staff began researching alternative bagging technology, resulting in the purchase of a Hamer Model 3100. Installed in July 2013, this system uses plastic bags that are picked up automatically, filled by a gravity-fed conveyor and sealed. The fugitive dust is almost nonexistent, and the noise levels are significantly lower.

Most importantly, the associate positioned at the filling station no longer has to sit directly in front of the machine or wear a respirator. The bagger fills the bag and heat-seals it automatically to protect the product from any environmental influences. Therefore, condensation is no longer a problem and the new bags better protect the product during shipment to the customer. Production has increased to almost 18 bags per minute, a 50% improvement.

LENDING A HAND AFTER HURRICANE SANDY

Har-Tru provides aid with tennis court assessments

After Hurricane Sandy damaged the East Coast last fall, Har-Tru associates stepped in to support customers impacted by the storm in Connecticut, Massachusetts, New York and New Jersey. The storm left many clay tennis courts in disrepair and in need of careful review to determine how to restore them to optimal condition.

To assist customers in need, the Har-Tru team generously donated their time to provide Court Analysis Surveys (CAS) for 45 Har-Tru tennis courts. The CAS offered customers a thorough inspection of their tennis courts, gauging proper slope, thickness and base material. The Har-Tru team also examined equipment, amenities and irrigation systems. Then the CAS provided customers a current-state snapshot of existing court conditions along with short- and long-term recommendations for rebuilding their facilities.



When asked about the project, Pat Hanssen, General Manager of Har-Tru, said, “Our commitment to actively analyze and assess our customers’ courts is founded on our belief that these are our courts, too. We want nothing more than to ensure that our customers are safe on our courts and able to perform to their maximum potential.”

Occupational Health

In alignment with our commitment to safety, Luck Companies has long been a leader in occupational health programs, ensuring that our associates have a healthy work environment.

In 2013, we continued our exposure testing (results of exposure testing below) and our pre-employment physical program. With the program, associates hired who will be performing certain functions complete a physical exam to make certain they can perform the function of that role successfully based on their health status.

The goals of the Luck Companies' occupational health program are to:

- Provide a healthy work environment for Luck Companies' associates
- Produce products that can be used safely and effectively by our customers
- Ensure that we protect the health of associates and educate the communities where we operate

Exposure Testing Results

	2011	2012	2013
Hearing tests conducted	441	426	420
Recordable hearing losses	0	0	0
Standard threshold shift (potentially work-related)	2%	2.5%	0%
Noise and dust exposure assessments	200	200	286
Noise and dust exposure above OSHA/MSHA limits	0	0	1

INTEGRATING HEALTH AND SAFETY

Developmental roles provide insight for Luck Stone associates

In 2013, The Luck Companies' Risk Management Department and Luck Stone developed a partnership to encourage and enable cross-functional learning. Luck Stone's foremen trainees and associates in the leadership succession program take turns reporting to Risk Management for approximately 18 months. During this time, associates work under the guidance of a regional safety and health coordinator and the Risk Manager. They gain a detailed knowledge of safety, health and environmental requirements and gain insight to help them in their future roles. Once they have completed the program, these associates move into production leadership roles as foremen, plant managers or similar positions. The program is designed to provide our associates a greater knowledge base to ensure that safety and health is integrated more deeply into the Luck Stone business unit.

REACHING OTHERS THROUGH VALUES BASED LEADERSHIP

Advancing our mission of Igniting Human Potential

At Luck Companies, we are intentional in our purpose and in our application of Values Based Leadership (VBL). We continually focus on personal development and look for opportunities to strengthen our leadership, while recognizing and cultivating the potential in those around us. We ask for feedback and examine our behaviors and choices to ensure that we are living, working and leading in alignment with our core values and that the impact we make has a lasting, positive result.

Over the past five years, we have also had the opportunity to share our VBL work outside of our company. We've done so in a number of diverse forums — from global stages and webinars to group lectures and mentoring sessions. The company's new website, **ValuesBasedLeader.com**, is rich in our associates' discoveries and insight. Home to the web version of Luck Companies' Igniter mobile app, the website provides visitors links to our various social media platforms and videos. With Igniter downloaded in 108 countries to date and supported by many positive user testimonials, we are seeing the reach and significance of our mission's activator — Values Based Leadership.

Most recently, we have been honored and humbled by Luck Companies' recognition as one of the **100 Top Thought Leaders in Trustworthy Business by Trust Across America**. We believe that we have a responsibility to uphold — to ignite human potential; and we trust that VBL as a business model, a philosophy and an inherent belief is the reason we're making a difference at Luck Companies.

108

Igniter app
countries
reached²

6,158

Active Igniter
users²

8,100

Twitter
followers²

104

Twitter
followers country
representation³

171

Twitter
lists selected⁴

11,750,000

LinkedIn
impressions³

1,510

LinkedIn
connections³

525

LinkedIn
Endorsements⁵

² 2013 FY and at time of print

³ As of January 2014, cumulative and at time of print

⁴ Number of individual users who have selected Luck Companies to appear on lists related to Leadership

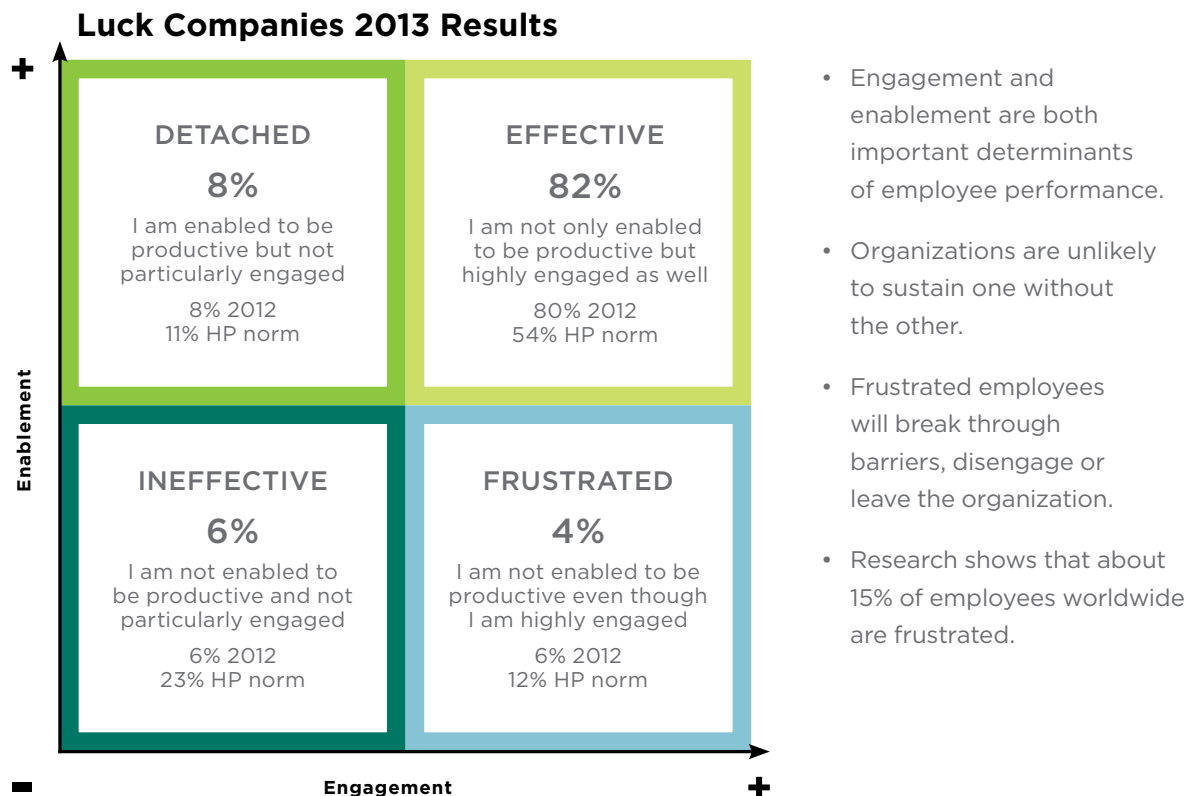
⁵ Number of LinkedIn users providing endorsements for skills or topics

Associate Engagement

We're pleased to report that our employee engagement survey results improved again in 2013!



Engaged associates are more likely to contribute to and participate in the company's key missions, such as our sustainability efforts. Since 2010, Luck Companies has participated in an Associate Engagement Survey (AES) administered by Hay Group. This survey evaluates several aspects of the workplace that contribute to associate engagement and company performance. The graphic below explains the effectiveness framework.



A COMMITMENT TO OUR COMMUNITY

Associates volunteer for civic projects in Goochland County and the City of Richmond

Commitment is one of the core values of Luck Companies. By our definition, Commitment builds the long-term success of associates, customers and communities. We demonstrate our commitment to the community by investing in people and resources that will benefit our neighbors for decades.

In Luck Companies' early years, Charles Luck, Jr., was a major benefactor of the Manakin Volunteer Fire Department, and over the years, Luck Stone has continued to be a vital contributor of numerous pieces of equipment, buildings and supplies for Goochland Fire-Rescue. Many of our associates have served as volunteers in the department as well.

Today, our stated goal is to become an integral part of the communities in which we operate and to become dependable corporate citizens and neighbors. Luck associates stay closely involved with civic projects in the Goochland community as well as the City of Richmond. Their commitments include serving as officers of the Chamber of Commerce, as volunteers for numerous county service projects and as ministers and deacons at

their local churches. They are also active as local civic leaders, coaches and teachers. In addition, associates of Luck Companies sit on various boards for the advancement of the community, such as Goochland Free Clinic & Family Services, the Friends of Goochland Parks and the local YMCA.

TODAY, OUR
STATED GOAL
IS TO BECOME
AN INTEGRAL
PART OF OUR
COMMUNITIES

Some of our associates are mentors to students at Goochland High School, leading clubs and activities such as the Career Center and Robotics Club. Goochland Elementary School has received the benefit of numerous hours from volunteers from Luck Companies as well as materials donated to the classroom and for landscaping and other uses in the environment surrounding the school. Other associates participate in a mentoring program with the Virginia Department of Corrections. The Goochland Field Day of the Past, a local celebration of the county's agricultural roots, is an event that is supported by a large number of Luck associates.

Similarly, community groups are welcome to enjoy the facilities that we have to offer. Homeowners' associations and charitable groups borrow banquet and conference rooms to avoid the expense of renting them. School groups and professional organizations can tour the quarry and grounds and examine geologic formations.

Associates at all of our sites are active members of the community in a multitude of roles, ranging from volunteering with local government and schools to donating their time to youth scouting, sports and education.

AN EVOLVING RELATIONSHIP WITH CARITAS

Luck supports CARITAS in its mission to assist those in need

A few years ago, after Luck Companies began a relationship with CARITAS, a CARITAS staff member attended a Values Based Leadership (VBL) conference keynote'd by our Chief Leadership Officer, Mark Fernandes. Following the conference, CARITAS inquired about strengthening their leadership competencies and potential development opportunities for their staff. Learning about the care and attention that CARITAS provides for the homeless in the Metro Richmond area inspired Luck Companies associates to work with the organization. This year, a team of our associates partnered with CARITAS and initiated a consulting relationship which ultimately inspired them to embark on their own "values journey."

Since then, Luck associates have engaged with CARITAS in other ways. We donated a large boulder, known as "Restoration Rock," which was placed at the entrance to the CARITAS shelter. For the CARITAS community, Restoration Rock symbolizes the rebirth and revitalization of individuals invested in the Works Program, an intensive program designed to prepare people to reenter the workforce.

Most recently, the Luck Companies corporate office sponsored a drive for the CARITAS Furniture Bank, collecting and donating a truckload of housewares. Teams of Luck Companies associates spent two days at the CARITAS Furniture Bank, helping to process donations that will go to people in need who have participated in the Works Program and are moving into their own apartments or homes.

Our associates plan to continue to partner with CARITAS by providing stability and resources for individuals and families in need.

To learn more about the efforts of CARITAS and how you can help, visit caritasva.org.

HONORING OUR MILITARY

In grateful appreciation of wounded warriors, Luck Stone and Charles Luck Stone Center help to build a new veterans' retreat facility

The Charles Luck fabrication facility in Northern Virginia helped Luck Companies continue our support of the Boulder Crest Retreat for Military and Veteran Wellness, located in Bluemont, Virginia.

In 2012, Luck Stone partnered with two key customers to donate materials and install a large portion of roadway, a parking lot and the utility infrastructure needed to begin this new development.

In 2013, Charles Luck Stone Center associates donated their time, expertise, craftsmanship and energy to install five kitchens and 14 vanities at no cost. The materials were provided by Avanti Marble & Granite.

The retreat will be a place where wounded warriors can recover in peace and tranquility together with their families.

More information about the retreat can be found at bouldercrestretreat.org.



Our Support for Education

SUMMER READING PROGRAM

Luck Stone's Green Plant was contacted by Ms. Bonnie Utz, director of the Madison County Library, with a request to support their Summer Reading program for children. According to Ms. Utz, the program's theme for the Summer of 2013, "Dig into Reading," felt like a natural fit with Luck Stone.

A Luck Companies team, including associates and family members, created an age-appropriate presentation on mining and basic geology and shared geologic samples for the children to handle. The highlight of the morning was an exercise in how we explore the earth. Each child was given a cupcake filled with different-colored layers of frosting and a straw to drill into the center of the cupcake to retrieve the insides. The children learned that the layers and the colors that were created inside their cupcake were much like core samples that are extracted at quarry sites.



STONE ROBINSON ELEMENTARY SCHOOL

Luck Stone's Charlottesville Plant has continued a multiyear relationship with Stone Robinson Elementary School, supporting it in many ways, such as providing:

- Material, a small loader and labor to help create a pathway to the river for the teachers and students
- Material, a loader and labor to create a pad for a patio behind the school
- Mulch and topsoil for the school's landscaping projects
- A donation of 0.6 acres of land, approximately 35,000 tons of overburden material (a useful byproduct of mining), and design, installation and grading work for a baseball field
- Plant tours for the students and teachers
- A "Back-to-School Luncheon" to welcome the teachers back for the new school year with meals and door prizes

Understanding that school budgets are tight, the Charlottesville team does what they can to help the school and positively impact the people in their community. "We want the teachers to know that we greatly appreciate all they do for our children's future," said plant manager Tom Fleming.

BOOKS ON WHEELS

In 2013, the Luck Companies Foundation made a grant to the local nonprofit organization, Books on Wheels. The organization believes that childhood literacy is key for future success and aims to put books in the hands of area children who would otherwise not have access to reading material. The Luck Companies Foundation is proud to support Books on Wheels financially as well as with a book drive in the corporate office. The drive was a wonderful success, and old books are now in new, appreciative hands.



CHURCH HILL ACADEMY FINDS VALUE IN VBL TRAINING

CHA team participates in VBL training to create success for their students

In August 2013, Church Hill Academy (CHA) visited Luck Companies' Goochland campus and participated in Values Based Leadership (VBL) training. Church Hill Academy is a small, faith-based private school whose vision is to provide students from the East End of Richmond with a supportive and individualized education. The organization's daily operations rely on a healthy, proactive team of teachers and administrators, so the training provided a unique opportunity for their staff to learn more about the internal priorities that guide individuals.

The VBL training program was designed with the belief that a better teaching team can translate directly to a better environment for their students. CHA participants enjoyed the opportunity to grow in their understanding of themselves while gaining the knowledge needed to build stronger working relationships to better serve their students.

Church Hill Academy is a part of Church Hill Activities and Tutoring (CHAT).

To learn more, visit chatrichmond.org.



ENVIRONMENT

We are dedicated to being stewards of our environment.

We work to minimize the environmental effects of mining by practicing efficient extraction as well as progressive reclamation and habitats development. Without aggregate mining, we would not have the fundamental building blocks of society such as our homes, roads and buildings to which we're accustomed. But that doesn't relieve us of our responsibility to respect and preserve our environment. We pride ourselves on being environmental stewards because it is consistent with our mission and values and also aligns with our business proposition that by doing good we will do well. From recycling to green building to water quality and everything in between, we endeavor to leave this world a better place for future generations.

Leading at the Corporate Office

Our efforts begin at “home”

Luck Companies’ corporate office in Richmond, Virginia, underwent a major expansion and renovation in 2007. Throughout the design and construction of the remodeled building, we made a number of responsible choices:

- We installed waterless urinals and dual-flush toilets to conserve water and a computer-controlled lighting system, which includes occupancy sensors to reduce electricity use.
- We also thoughtfully selected and installed renewable construction materials such as eucalyptus wood on the exterior of the building.
- Finally, we ensured the building makes extensive use of daylight harvesting and captures storm water runoff for irrigation.

Since completing the renovation, we have continued to make changes, upgrades and enhancements throughout the building to reduce our environmental footprint.

LUCK SUPPORTS THE DEVELOPMENT OF NATURE TRAILS

Inspiring nature trails encourage healthy living and environmental awareness

Trails have become one of the most desired amenities for communities. Luck Companies has had numerous opportunities to make trails a reality in some of the communities in which we operate and where our associates live and play.

One such endeavor that is highly aligned with our mission is the creation of the Ni River Trail on property owned by Luck Development Partners (LDP) in Spotsylvania County. LDP founded Spotsylvania Greenways Initiative (SGI), which is a community-based nonprofit organization committed to bringing more trails to Spotsylvania County. SGI is working to extend their signature Ni River Trail to the north and west to one day connect LDP’s Ni Village to Patriot Park. The trail runs across the Ni River from our Massaponax Quarry and can be accessed through the River Run Business Park. Additionally, SGI is working to create a new trail at Loriella Park a few miles away.



Luck has further demonstrated its commitment to trails by working with Albemarle County to create a trail easement on our Charlottesville Quarry property. The easement, recorded in late 2012, follows the Rivanna River and will eventually contain a regional trail encompassing land that Thomas Jefferson once frequently traveled.

Trails provide a great avenue for connecting people and nature while encouraging healthy living. Luck Companies is committed to establishing paths for learning, recreation and environmental awareness to benefit our associates and the communities we serve.

The chart below describes the improvements that were incorporated at the time of the 2007 renovation, features we've updated recently and proposed changes for the near future.

At the inaugural VCU Energy and Sustainability Conference awards dinner in 2013, Luck Companies received recognition for participating in the pilot program of Sustainable Spaces, a new program of the International Facility Management Association (IFMA). The company was named one of the top five most sustainable spaces of all the program's participants. In 2013, after the pilot program was fully developed, Luck Companies was formally recognized and awarded a plaque for achievements in sustainability.

As another testament to our efforts, in 2013, Luck Companies received an award from the James River Green Building Council (JRGBC) as a private industry leader in sustainability: the James River Green Building Leadership Award, Private Sector. While this award is not specific to our corporate office renovation, it does reflect our accomplishments and our company's commitment to sustainability. The JRGBC said: "Luck Companies was selected for its demonstrated dedication to sustainability and advancement of the mission of the JRGBC through sustainability initiatives. The committee was particularly impressed by the depth of the initiatives outlined in Luck Companies' Annual Sustainability Report and the ongoing partnership they maintain with the National Academy of Environmental Design."

Feature	As-built	Recent	Proposed
Water-efficient plumbing fixtures	×		
Energy-efficient HVAC system	×		
Non-chemical cooling tower	×		
LED lighting upgrades		×	×
Lighting control upgrade		×	×
Green cleaning		×	×
Storm water collection for irrigation	×		
Light pollution control (parking lot/outdoor lighting)	×		
Bike rack		×	
Hybrid electric car (purchased for associate use)	×		
Electric cars (charging station)			×
Recyclable paper products/purchasing (daily use)		×	
Recyclable paper products/purchasing (events)			×
Daylight harvesting and exterior views	×		
Improved water metering		×	×
Recyclable materials and furnishings	×		×

Engineering the Groundwork for Better Living

Luck Specialty Products is a division of Luck Stone started in the late 1990s with the objective of finding a productive use for the overburden from Luck Stone quarries. Overburden, usually a mixture of decomposed rock and soil, is considered a byproduct of mining and must be removed before the stone beneath can be mined. Luck Specialty Products found a market for the overburden material by transforming it into high-quality performance media designed to facilitate sustainable plant growth, optimize sports fields and naturally filter storm water. As the business unit has brought on associates with a passion for the use of the products, Luck Specialty Products has grown into a business committed to enhancing the outdoor experience in the communities it serves.

REPURPOSING MATERIALS

In 2013, Luck Specialty Products repurposed 65,000 tons of overburden from the Greene Plant. The overburden went into premium topsoil, baseball infield mixes, biofiltration media, green roof media and many custom blends. Without Luck Specialty Products, that 65,000 tons of overburden would have eventually ended up in a fill pile as waste. Also in 2013, Luck Specialty Products blended 5,500 tons of Greif, Inc.'s wood fiber compost to increase the organic matter of its media. The compost is a cogenerated product of the paper mill industry which would have likely ended up in a landfill had we not repurposed it for a beneficial use.

RAIN GARDENS

An exciting new partnership with the Alliance for the Chesapeake Bay and Watkins Nursery led to the development of a concept currently called "Rain Garden on a Truck." The Luck Specialty Products team anticipates that in the near future the public's interest in reducing the negative environmental impact of storm water pollution will increase due to new storm water taxes, increased regulation and education. Luck Specialty Products hopes to help property owners manage storm water pollution by making it easy for them to install rain gardens, which filter polluted storm water and recharge the groundwater system. Currently, the installation process is very difficult. A property owner must call several companies to assemble all the materials and services needed to install a rain garden. The partnership between Luck Specialty Products, the Alliance for the Chesapeake Bay and Watkins Nursery will enable a property owner to make a single phone call to have a rain garden delivered on a truck and installed on their property. Rain Garden on a Truck will improve the outdoor experience for the entire community.



GREEN ROOF

In its commitment to positively impacting the community by inventing inspired solutions for our customers, Luck Specialty Products has recently developed a green roof media for use in the U.S.

Currently, green roofs made from high-quality media are in high demand because of their numerous benefits. They improve water and air quality by working to gather and suppress toxins from storm water and air pollutants; moderate the urban heat island effect and help to insulate buildings to save on heating and cooling costs; and divert waste from landfills, since there is no need to replace shingles or other man-made roofing materials.

Because the green roof construction process was invented in Europe, the material used to grow and support these systems was designed for moderate European climates which are much less severe than those spanning the Mid-Atlantic region of the U.S. Therefore, the new green roof media has been specifically designed for use in this region.

The first customer to purchase the newly designed media was Sempergreen, a company founded in Holland in 1997. They now lease land from us in Culpeper, Virginia, and ship green roof plants nationwide. Using a blend of Luck Stone material, organic material and imported aggregate, we have created an ideal product to support Sempergreen's initiative that is now available for other customers as well.

Working with Sempergreen to develop this high-performance, green roof media supports Luck Stone's focus on developing environmentally friendly and sustainable products for our customers.

ENVIRONMENTAL MANAGEMENT PROGRAMS AT LUCK COMPANIES

Furthering our goal of responsible environmental stewardship

Luck Stone was a frequent recipient of industry environmental awards throughout the 1980s and 1990s. Since then, Luck Stone has continued to improve our comprehensive environmental program by monitoring and comparing environmental efficiencies with all industries, not just those within the quarry sector.

To recognize these efforts and identify new opportunities, Luck Stone was among those that worked with the Virginia Department of Environmental Quality (DEQ) to create the Virginia Environmental Excellence Program (VEEP). As one of the charter members in 2001, Luck Stone began the process of developing an Environmental Management System (EMS). Goals were set to improve process water and storm water

discharges, reduce dust emissions from plant operations, improve our recycling rates and share these experiences with our local community. Luck Companies' environmental coordinators help each plant develop goals and track their progress throughout the year.

COMMUNICATION
AND FEEDBACK
MOVES EASILY
FROM ONE
ORGANIZATION
TO THE OTHER,
AND PROBLEMS
ARE SOLVED
EFFICIENTLY.

As a facility's EMS becomes more sophisticated, the plant can be promoted from the introductory Environmental Enterprise (E2) level, to the Exemplary Environmental Enterprise (E3) level. As of 2013, Luck Companies had a total of nine quarry facilities at the E3 level.

The Charles Luck Stone Center business unit has joined the VEEP program in a different capacity. Since the center became one of three charter members in the Sustainability Partners program, associates have set goals for recycling, energy usage and water usage that are documented from year to year, aiming for continuous improvement in these areas.

The biggest benefit of this initiative has been the excellent working relationship that has been forged between Luck Companies and the DEQ. Communication and feedback moves easily from one organization to the other, and problems are solved efficiently.

The VEEP program has been enormously successful for Luck Companies and has led to many improvements in our activities. It also prompts associates to think about how they can be personally responsible for environmental impacts and stimulates them to look for creative ways in which they can positively affect the lives of fellow associates, customers and neighbors.

HABITAT CONSERVATION

Luck Stone strives to protect wetlands and preserve wildlife habitats

Habitat conservation and restoration are important components of a development plan for a quarry, a community or a commercial venture. Prior to breaking ground, our intention is to carefully study each landscape where we plan to work, to determine the most efficient means of extracting natural resources and to make sure we will be preserving and protecting as much of the natural form of the land as we can.

Some of our preservation and restoration plans are driven by regulatory requirements, while others are voluntary, based upon discussions with neighbors and other stakeholders. Highly valued areas such as wetlands and vegetated buffers are preserved to the maximum amount practicable, with remaining impacts restored to equal or better condition.

There are many reasons why we consider wetlands valuable despite the restrictions that their presence places on our exploration opportunities. Wetlands have more species diversity than comparable dry habitats; provide opportunities for groundwater recharge; diminish the effects of flooding because of their ability to store water; stabilize a shoreline against the effects of erosion; and provide organisms and vegetation that purify water by eliminating wastes and nutrients that would otherwise pollute our bays and estuaries.

Wetlands banks are conservation areas that have been converted to wetlands to compensate for wetland losses in other areas, usually due to commercial or residential development. If wetlands are lost on one parcel, the owner may purchase the credit to replace them from a bank where the wetlands have been newly created. Luck Stone operates a wetlands bank, which offers credits for impacts to wetlands throughout the watershed of the York River in Virginia. Some of the credits have offset impacts for quarry uses, but others have been used to replace wetlands impacts produced by others.

While planning an expansion at the Bull Run plant, the company determined that there was an unavoidable impact to approximately four acres of wetlands, but we were able to compensate by creating six new wetland acres in the preserved buffers near Bull Run.

In addition, a stretch of Sycolin Creek which was degraded by decades of agricultural activity and is adjacent to our Leesburg plant offered opportunities to restore the badly eroded banks and plant forested buffers. This 16-acre site is not valuable as a mining resource, but it will offer a significant tract of land for wildlife protection and forage.

At Luck Stone, wetlands offer us the ability to preserve valuable habitats and to create new opportunities for our associates, neighbors and customers. We provide products that are used for stream restoration and wetlands mitigation, and our New Kent Environmental Bank provides credits for impacts that cannot otherwise be avoided in the area. Additionally, the open space that is preserved in conservation easements provides valuable green space and habitats to a wide variety of species throughout the Commonwealth.



Greenhouse Gases

Because almost all business operations use natural resources as sources of energy, they all emit greenhouse gases such as water vapor, carbon dioxide, methane, nitrous oxide and ozone. Businesses that choose to calculate their greenhouse gas emissions must first track the types and amounts of energy they consume. Three years ago, we began tracking greenhouse gases because we wanted to be certain we were using resources as efficiently as possible. To determine our emissions, we use a calculator developed by the National Stone, Sand, and

Gravel Association (NSSGA). This calculator takes into account our use of electricity, diesel fuel, gasoline, jet fuel, propane, natural gas and blasting agents from all of our buildings and operations. Tracking our usage of resources has helped us attain our goal of getting more work done with lower greenhouse gas emissions.

	2011	2012	2013
GHG (MTCO2E*)	3.84	3.65	3.97

**Metric tons of carbon dioxide equivalent per 1,000 tons of stone produced*

Recycling and Reuse

We receive and crush concrete at several of our plants where there is a supply and a market. By doing this, we are able to generate revenue and keep unnecessary waste out of landfills. An added benefit is that recycled concrete provides the market with a lower-cost material to use in new applications.

Recycling Data:

	2012	2013
Pounds of manganese recycled:	697,120 \$130,647 credited	72,120 \$9,497 credited
Pounds of heavy metal recycled:	913,652 \$97,450 credited	935,505 \$84,841 credited
Batteries recycled:	190	154

There are multiple benefits from the production-related materials that we recycle. For example, when we recycle steel, it helps the environment by keeping the scrap out of a landfill. In addition, we realize a financial benefit when the steel is sold, which is another example of our business proposition of doing good to do well.

Our recycled concrete production (in tons):

	2011	2012	2013
Gilmerton	15,051	11,988	7,473
Toano	41	0	368
Fairfax	7,608	0	13,390
Leesburg	18,804	41,703	49,776
Spotsylvania	0	0	622
Oyster Point	0	4,049	2,467
Bull Run	0	0	454
Goose Creek	0	0	100
Dulles Recycled Agg	0	0	5,430

STEEL RECYCLING

Recycled scrap steel used in construction of Rockville Plant

Luck Stone plants generate a considerable amount of scrap steel through routine maintenance work. With everything from steel conveyor idlers to chute linings to torch-cut plate drops, Luck Stone generates nearly one million pounds of recycled scrap steel a year. In late 2013 into early 2014, Luck Stone erected a secondary plant at our Rockville location. The steel purchased for the project came from domestic sources that use electric furnaces for manufacturing plates, beams and channels. The excess raw material for the electric furnace steelmaking process is recycled, post-consumer scrap. As a result, the approximately 500,000 lbs of LEED-certified, post-consumer scrap steel that went into building that plant consisted of between 87.5% and 98% recycled steel.



FORESTRY MANAGEMENT

A visionary plan for the consistent management of our forest resources

Forests are an important natural resource that offer many benefits such as wildlife habitats, erosion control and air- and water-quality improvement systems. Luck Stone has nearly 2,000 acres of forested land across Virginia that we proactively manage for its highest possible value as either part of the mining operation, a related-use area or a buffer area.

In the past, Luck Stone generally timbered property as needed based on a fairly short-term outlook. More recently, Luck Stone began to take a longer-term view of forestry management throughout the company. In 2013, we developed a matrix for prioritizing sites to be managed. This included the identification of locations that had the most forested acreage with the highest potential for timbering and reforestation or being converted to other uses. Each Luck Stone location will eventually have a forestry management plan that will provide a guide for consistently managing the forest resource and adhering to Luck's definition of environmental stewardship by creating a positive outcome for the natural, built and work environments.



Water Quality

Because water is an integral part of our operations, we have an obligation to demonstrate our ecologically focused treatment of this vital natural resource. In our Luck Stone aggregates business, we collect storm water and some groundwater in our quarries. The water we collect is recycled for stone processing and dust control; this reduces and in most cases eliminates the need to use municipal water for production needs. Excess water that we collect is discharged in accordance with a state discharge permit. We test discharged water for sediment and pH.

Water testing results:

	2011	2012	2013
# Samples Collected	80	87	98
# In Violation	0	1*	0

**Sample was in violation of our permit limits, so changes were made to that facility's Storm Water Pollution Prevention Plan (SWPPP), including a review of the Best Management Practices (BMPs). The next water sample from that collection point was back in compliance with our permit limits.*

WATER CONSERVATION AT CHARLES LUCK STONE CENTER

Careful monitoring and documentation of water usage pays off

The Charles Luck Stone Center business unit was accepted as a charter member in Virginia's Sustainability Partners program in December 2012. The Sustainability Partners are a group of facilities that are focused on environmental stewardship, economic stability and social responsibility and are recognized for their efforts by the Virginia Department of Environmental Quality (DEQ). As a member, the Charles Luck Stone Center business unit has made a commitment to concentrate on several areas of improvement.

One of the most significant impacts of the business is its effect on water usage. The cutting and grinding of stone in the fabrication workshop would create a very dusty environment

if it were not for the continuous stream of water applied to all working surfaces. The Richmond Workshop collects all of the used water in underground tanks, filters the sediment and pumps the reclaimed water back to the tools to be reused. This preserves valuable drinking water for residential use and reduces our cost because we use less municipal water in our fabrication process.

THE WORKSHOP
IMMEDIATELY
BENEFITTED
FROM...BEING
ABLE TO USE THE
RECYCLED WATER
FOR ITS PROCESS.

In 2013, the Richmond Workshop installed two water meters to document the amount of recycled water that is circulated. While not installed for this purpose, the meters identified that the filtration system was not functioning properly and was being bypassed, causing the shop to use excessive amounts of municipal water. After we repaired the filtration system, the workshop immediately benefitted from once again being able to use the recycled water for its process and saw a significant reduction in

the use of municipal water. The Facilities Maintenance staff, who had attributed the increased municipal water use to a leak, finally got an answer to their question of where the excessive water usage was coming from.

With the help of the Luck Companies Finance Department, the Richmond Workshop will establish comparisons between municipal water and recycled water each month to determine the amount of savings generated. In the last quarter of 2013, the workshop documented 309,000 gallons of recycled water for a savings of \$1,500. A goal for 2014 will be to install similar meters at the Leesburg Workshop to achieve similar results.



ECONOMY

Sustainability is about the integration of environmental, social and economic best practices.

Projects and programs that generate the greatest positive impact are those that best integrate multiple tenets of sustainability. For example, while the primary purpose of our safety program is to ensure the well-being of our associates, superior safety performance also reduces insurance costs and equipment replacement costs, and also improves productivity. Our recycling program not only diverts waste from landfills but also generates revenue. In addition, we have a direct positive economic impact on the communities in which we operate through our philanthropy, local taxes, job creation and purchases.

Economic Value of Aggregates

Aggregates are found in things we all use every day, from roads to buildings to glass to paper and even chewing gum. The value of aggregates is evident in all the products that are born from crushed stone, the amount of money spent in the supply chain, the jobs the industry creates and the taxes it pays.

Aggregates are a very sustainable resource. While crushed stone is not renewable, it is extremely long lasting and recyclable. For instance, when roads are milled to replace asphalt, the material can be recycled and reused. Stone is also generally a locally sourced product. The National Stone, Sand, and Gravel Association found that 90% of aggregates are used within 50 miles of the point of extraction.

Taxes Paid:

	2012	2013
Real Estate	\$1,548,300	\$1,625,431
Personal Property	\$1,706,304	\$1,844,735

Annual Production (tons):

	2008	2009	2010	2011	2012	2013
Luck Stone	14,802,559	11,448,893	12,200,456	12,910,447	14,171,020	14,917,848
Total Aggregates Industry in Virginia	59,525,587	44,702,104	49,343,833	51,336,738	50,155,000	N/A*

**Total Aggregates Industry in Virginia data for 2013 available mid-April.*





BASE STONE RECLAIM AT LEESBURG

Luck associates transform excess base stone inventory into profit

The Leesburg Plant is Luck Stone's highest-volume quarry, producing between 2.5 and 3.5 million tons per year. The majority of the stone produced is used for road construction, asphalt and ready-mix concrete. In 2008, the economy slowed, resulting in lower demand for stone products, particularly base stone, which is used in road construction.

As the economy began to improve, demand increased for asphalt and ready-mix concrete stone while the demand for base stone lagged. Luck Stone's customers were not building new roads but were focusing on residential and commercial construction and the repaving of existing roads.

The crushing plant at Leesburg was designed to produce specific ratios of base stone, concrete stone and aggregate stone with no flexibility in the plant setup to reduce the tons of base stone produced. As a result, our inventory of base stone was increasing each year as we produced to meet the sales demand of other products. In 2011, it became necessary to move base stone to the quarry pit for storage so that the crushing plants could continue to produce. Discussions began on an effective plan to change the production mix to better meet current sales demand and control base stone inventory. Associates developed a method to reclaim a portion of the base stone produced, separate the stone into coarse and fine portions and reintroduce the coarse stone into our crushing plants to produce concrete and asphalt stone. This would allow for better inventory management of base stone and higher percentages of concrete and asphalt stone production, which would help us meet sales demand on fewer production tons.

Construction on the base reclaim plant began in 2012 and was completed in March 2013. Until the time the plant began operation, associates continued to haul base stone to the pit by truck, and, at one point, nearly 300,000 tons of base stone was in inventory. Since the base reclaim plant began operation, the product mix at Leesburg is better balanced to customer demand, which is a benefit to Luck and our customers.

Several sustainability benefits have been achieved from this project. The inventory level of base stone is decreasing toward a more desired level, which is a financial benefit to the company. Not having to move base material to another location on the site is a direct savings in labor and equipment operating costs, with the environmental benefit of less fuel consumed. More accurately matching the amount of product mix produced by the crushing plants to the sales demand results in fewer plant operating hours and further savings in operating costs, and fewer tons mined from the quarry will extend the reserves at the Leesburg Plant.

AN OUTDOOR EXPERIENCE

Luck sponsors the XTERRA East Coast Championship

When we reentered the City of Richmond, Virginia, community after acquiring our South Richmond Plant in 2008, we looked for ways to meaningfully reconnect to that community. It had been many years since we had a presence in the city and felt it was important to create a higher level of awareness regarding Luck Stone's commitment to the Richmond community, the environment and our vision of positively impacting the lives of others by building value inspired by our customers.

We are an outdoor company; our business is a business of land, air and water. With all of these things in mind, in 2010, we decided to sponsor the XTERRA East Coast Championship, which takes place each year in Richmond. XTERRA is a worldwide event for professional and amateur athletes who compete in off-road triathlon races featuring swimming, mountain biking and trail running. There are hundreds of XTERRA races in countries all over the world every year. The XTERRA East Coast Championship in Richmond is unique because of its one-of-a-kind urban location. The course winds through part of the James River Park system and utilizes an intricate trail system along one of the most historic rivers in the United States. Through the last few years of our sponsoring this event, we have innovated with existing technology to develop what we call "Race Tracker." This GIS and mapping system, combined with social media connection, has made it possible to connect spectators to the race in a way that was impossible before. Race Tracker has garnered interest from other events and organizations within the sporting industry, and we're excited to help them use it to make their events even more engaging.



Philanthropy

The Luck Companies Foundation directly supports our mission of Igniting Human Potential and positively impacting the lives of others. The Foundation awards grants and matching gifts throughout the year to qualified nonprofit organizations. The Foundation's areas of focus are youth development and education and environmental stewardship. With youth

development and education, we specifically look for organizations that help youth learn about values and leadership, good citizenship, or excellence in academics. For environmental stewardship, we look for organizations and projects that restore the environment, have a multigenerational positive impact and go beyond what is required by regulation.

Our Giving for Fiscal Year 2013

MATCHING GIFT PROGRAM

total in 2013 gave

\$62,459

to 83 different organizations

The areas of philanthropic focus are:

RELIGIOUS ORGANIZATIONS,
HEALTH AND HUMAN SERVICES
EDUCATION, ENVIRONMENT,
CULTURE, ARTS

STONE DONATIONS

total in 2013 gave

\$149,996

SPONSORSHIPS & OTHER CONTRIBUTIONS

total in 2013 gave

\$207,733

LUCK COMPANIES FOUNDATION

total in 2013 gave

\$565,389

to 51 different organizations

The areas of philanthropic focus are:

YOUTH DEVELOPMENT, EDUCATION,
ENVIRONMENTAL STEWARDSHIP

A Letter from Charlie and Lisa Luck



The multi-generation first annual family retreat, featuring Charlie and Lisa Luck and his sisters, Terrell Harrigan and Cynthia Haw, and their families.

One question that's very important to our family is: How do we sustain the culture that was created here many years ago? We understand that the important work we're doing today is going to have a major impact on tomorrow and beyond; our goal is to build an organization that will serve associates, customers and communities for generations.

This past year we focused heavily on building a sustainable platform for our family and Luck Companies. We did this by emphasizing three themes: preserving the past, living in the present and building for the future.

There's no doubt in our minds that our past has set the tone for our present and future. This company was founded 90 years ago, and we celebrated this incredible milestone with our associates, customers and family. We made an intentional effort to immerse our three

children (Richard, 24; Sarah, 21; and Margaret, 18) in events recognizing the company's 90th anniversary. We did this to strengthen the historical and emotional connections between generations and to reiterate to them the foundation of our company, which centers on people. The notion of treating people right, and they'll treat you right in return has been the fabric of our family and a driver for leadership at Luck Companies. This core belief has empowered us to elevate our focus on leadership to where it is today.

As a result, we have a mission that drives and inspires our family and associates to make a difference in the lives of others through Values Based Leadership (VBL). Our mission coupled with our company values are timeless components of sustainability. VBL, our mission and our values are critically important — they inspire us to preserve our family's culture and ensure the continuity of the business for generations to come. We know that there's a direct correlation between a sustainable family and a sustainable business.

With an eye towards sustainability and the future, our family was diligent this year in completing significant age-appropriate work for each generation (grandparents, parents, grandchildren), at every level, on transactional (wills, trusts and estates), philanthropic and leadership efforts. We set clear expectations with our children about future responsibilities to sustain our family values and propel our business into the next generation.

As Richard pursues his nonprofit philanthropic vision, **UnboundRVA.org**, Sarah completes her senior year at James Madison University and Margaret prepares to enter the University of North Carolina at Chapel Hill, we have emphasized the importance of building trust and communicating openly in their daily lives and interactions.

PRESERVING THE PAST, LIVING IN THE PRESENT AND BUILDING FOR THE FUTURE.

We had these rich and meaningful conversations by spending quality time, not only with our three children but also with our extended family, during our first annual shared-family meeting that included 14 people from multiple generations. During this meeting, we also shared knowledge around family real estate and family dynamics, and motivated everyone to elevate their commitment to sharing deeply, openly and consciously. It was an incredible relationship-development experience for all of us.

Our entire family, specifically Richard, Sarah and Margaret, has an opportunity to preserve and build on the leadership mind-set and values established. We have challenged them to see themselves as ever evolving and changing, using shared past experiences as a guide to making decisions in the present and building a prosperous future.

Lastly, we are encouraging you to do the same in your daily lives — to examine your past and present — to provide insights that prepare you for a solid future while living a life on purpose.

The image shows two handwritten signatures in black ink. The first signature, 'Charlie Luck', is written in a fluid, cursive style. The second signature, 'Lisa P. Luck', is also in cursive but includes a middle initial 'P.' and is slightly more formal in appearance.

Charlie Luck & Lisa Luck

Summary Data Tables

SOCIETY

Luck Companies Total Safety
Recordable Case Rate

1.07

Occupational Health
exposure assessments

286

Occupational Health
hearing tests

420

ECONOMY

Total Associates

777

Total Locations

32

Total Markets Served
(by country)

35

Stone Produced in 2013

14,917,848
tons

Grants

565,389
dollars

Matching Gifts

62,459
dollars

Stone Donations

149,996
dollars

Other Donations

207,733
dollars



ENVIRONMENT

ENERGY CONSERVATION & AIR QUALITY

Greenhouse Gas

3.97

MTCO₂E per 1,000
tons produced

WATER QUANTITY AND QUALITY

Samples Collected

98

Samples in Violation

0

RECYCLING & REUSE

POST-PRODUCTION PRODUCT & MATERIALS

Manganese

72,120
lbs

Used Oil

20,593
gallons

Batteries

154
units

Heavy Metals

935,505
lbs

PRODUCTION-RELATED

Locations for recycling and reuse
of crushed concrete

9

WE DO NOT INHERIT THE EARTH
FROM OUR ANCESTORS, WE
BORROW IT FROM OUR CHILDREN.

– Native American Proverb

About This Report

This is the third Sustainability Report for Luck Companies. Data in this report covers the period from January 1-December 31, 2013. All financial information is stated in U.S. dollars.

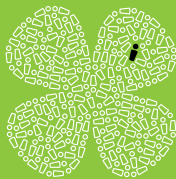
This book was printed with 30% post-consumer recycled content. Virgin fiber content is elemental chlorine-free (ECF), and postconsumer waste fiber is process chlorine-free (PCF).

Please visit Luck Companies at **www.luckcompanies.com** for more information about us.

To provide feedback, please visit **www.luckcompanies.com/about/sustainability** to participate in our online survey.

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LUCK COMPANIES™

IGNITING HUMAN POTENTIAL

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