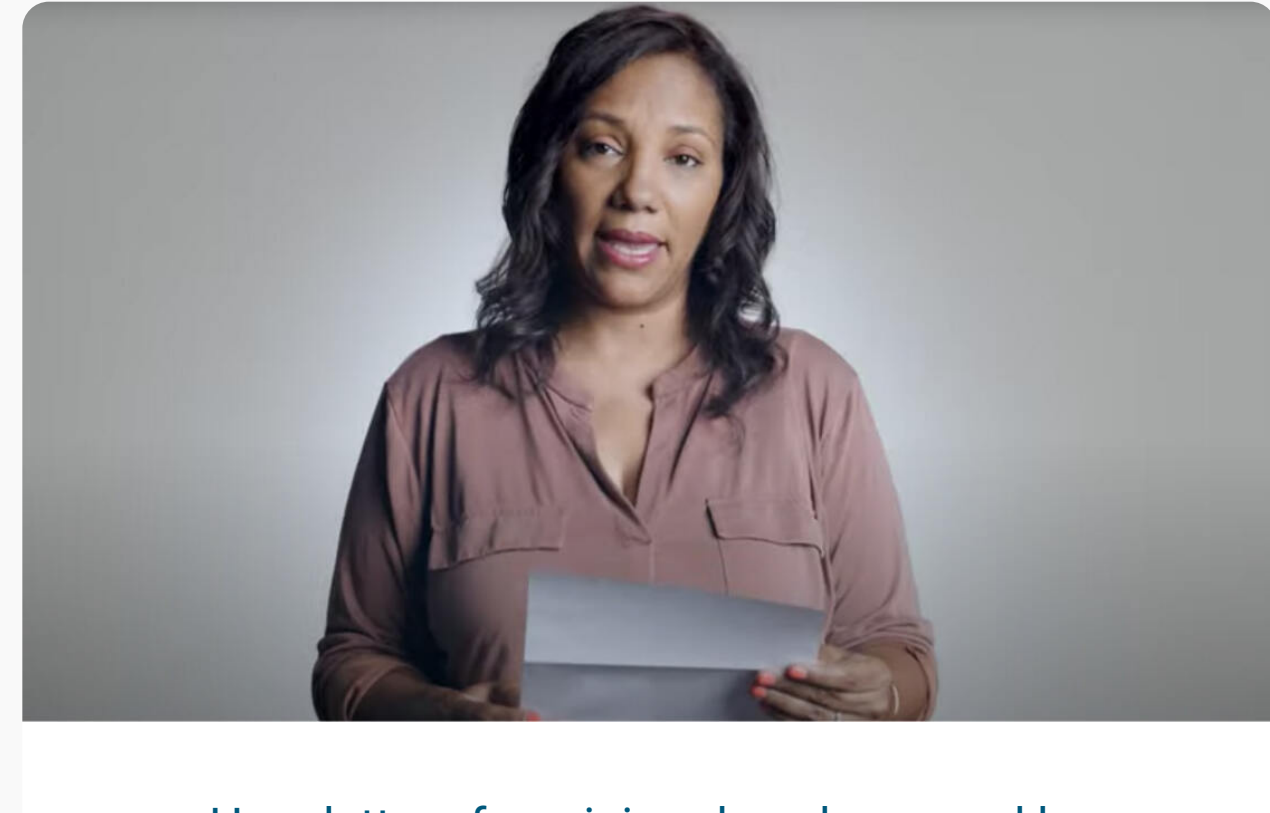


At Pinnacol, caring is more than kindness. It's our power tool.

In 2021, we supported Colorado through our compassionate care for injured workers, grantmaking, scholarships, volunteerism, sustainability efforts, and championing diversity, equity and inclusion. We were honored to be recognized for the third consecutive year as one of **Colorado's 50 most community-minded companies** with over **\$1.5 million** in grants, donations and scholarships, and **1,150 hours** spent volunteering in the communities where we live and work.



▶ Hear letters from injured workers, read by Pinnacol employees.



Funding community-based solutions

We invest locally. In 2021, we awarded **\$507,000 in grants to nonprofits** that protect the health and safety of workers on the job, help injured Coloradans get back to work, and promote a robust business climate and a prepared workforce statewide. We place particular importance on supporting organizations that serve underrepresented groups.



Employee Safety and Health

- Alpine Autism Center
- Denver Zoological Foundation, Inc.
- Envision
- Goodwill of Colorado
- Habitat for Humanity of Metro Denver
- MaxFund Animal Adoption and Rehabilitation Center
- Resource Central
- Roundup Fellowship
- Special Kids Special Families
- STRIVE Prep
- University of Colorado Foundation
- Via Mobility Services
- YMCA of the Rockies



Economic Vitality and Workforce Development

- Associated General Contractors of CO
- Black Progress in Education Fund
- Colorado Agricultural Leadership Program
- Colorado Mesa University
- Colorado State University at Pueblo Foundation
- Colorado Succeeds
- Community Partnership for Community Development
- Community Shares of Colorado
- Delta Eta Boule Foundation
- Denver Scholarship Foundation
- Emily Griffith Foundation
- Foundation for Colorado Community Colleges
- Goodwill of Colorado
- Kids At Their Best, Inc.
- Latino Leadership Institute
- Mile High United Way
- Second Chance Center
- Southern Colorado Women's Chamber of Commerce
- Year One Mile High Youth Corps
- University of Colorado Foundation



Rehabilitative Health

- Brain Injury Alliance of Colorado
- Craig Hospital Foundation
- Easter Seals of Colorado
- Home Builders Association Foundation
- The Chanda Plan Foundation

Responding to community needs in real-time

Many of our local communities faced hardship in 2021. Wanting to help, Pinnacol employees voted to divert some teambuilding budgets to support the Boulder King Soopers shooting victims and Food Bank of the Rockies, **providing 16,000 meals to Colorado families in need**. Pinnacol also donated **\$100,000 to the Community Foundation of Boulder County Marshall Fire fund**.



"Thanks to the Pinnacol Foundation, I can focus on doing my best in school without having to worry."
-Diana Ramirez

▶ Hear from Pinnacol Foundation Scholars.

Caring for the future

Workplace injuries take an enormous toll on families – physically, emotionally and financially. We created the **Pinnacol Foundation** scholarship program to ensure that the children of workers who were seriously injured or killed on the job have the opportunity to pursue their education. In 2021, the Foundation's 21st anniversary year, we awarded **\$347,150 to 75 students** – taking our total since the Foundation's inception to **\$6 million** in scholarships to nearly **650 students**.

Paying it forward

Through our annual employee giving program, Pinnacol team members **donated \$137,634 to Colorado nonprofits** close to their hearts, from animal shelters to environmental stewardship and food pantries. Pinnacol matched their donations, making a **total impact of \$272,528 donated to local nonprofits in 2021**.



Helping in a hybrid world

While the pandemic kept us all working from home, it couldn't stop us from caring for our community. Through our employee-led volunteer program, Pinnacol in Action, we volunteered virtually, and when possible in person, with organizations including Florence Crittenton Services, Denver Health Newborns in Need, Alzheimer's Association of Colorado, and more. In total, we **volunteered 1,150 hours in 2021**.

Investing in equity and inclusion

With a commitment to fighting systemic racism and expanding opportunities for all, our DEI Advisory Council and our Board of Directors led the launch of our **DEI strategy**, including equitable hiring and promotion practices, an organization including survey and resource groups, and a supplier diversity program. As charter members of Colorado Companies Uniting Against Racism, Colorado Inclusive Economy and Prosper Colorado, we publicly report our data on key hiring, promotion and supplier indicators.

Pinnacol will achieve hiring, retention, compensation, performance growth, and advancement equity by year-end 2025.



Creating a greener future

Caring for our community means caring for the environment. When Covid kept our offices empty, we minimized our footprint – completing our xeric landscaping project, turning off irrigation systems and appliances, earning a 90 EnergyStar rating for our LEED Gold-certified building. We also **saved 697 kg in emissions** by opening our electric car charging station to the public.



When you care harder – you can actually feel the results.

Hear injured worker stories, in their own words.

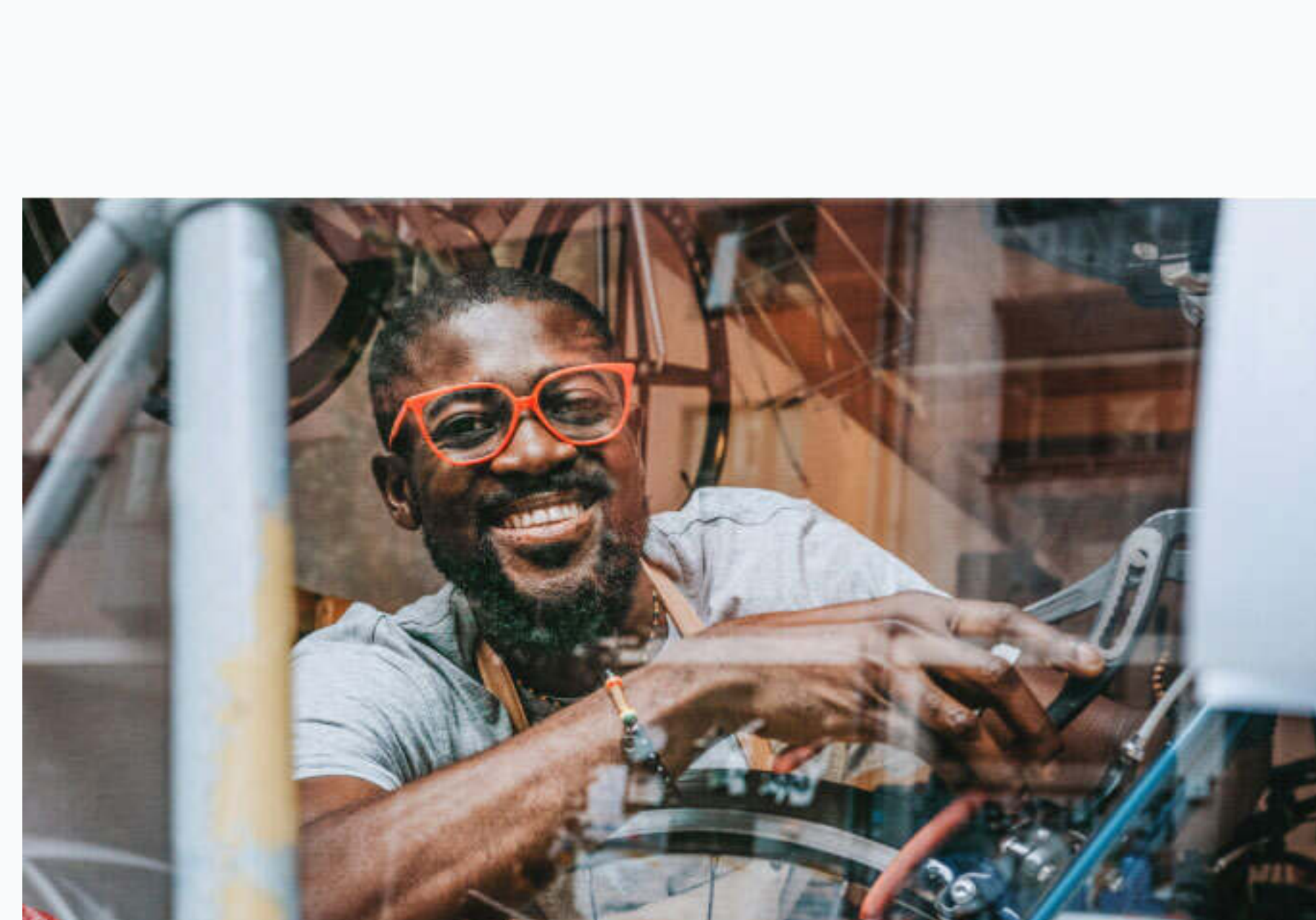
▶ **Bill** / Nordic Ski Instructor

▶ **Domenico** / Professional Ballet Dancer

▶ **JT** / Ski Patrol (Trail Safety)

Being good stewards

We care about the big picture and the small details. From keeping Coloradans safe on the job – even during a pandemic, to putting money back into our customers' businesses, maintaining our financial strength, and keeping our stakeholder data safe – we're ensuring Pinnacol can protect Colorado businesses and their employees today and in the future.



- Largest workplace safety consulting team in Colorado
- 1 million Colorado workers protected
- 56,000+ businesses covered
- 4.1 The highest injured worker satisfaction score in Colorado
- \$50 million in general dividends to put more money back into Colorado businesses