

HOLCIM RAVENA

Quarterly Newsletter:
Q1, 2025



WELCOME TO THE FIRST HOLCIM RAVENA PLANT QUARTERLY NEWSLETTER OF 2025! THIS PUBLICATION IS PART OF OUR ONGOING EFFORTS TO STRENGTHEN LOCAL TIES AND KEEP YOU UPDATED ON THE PLANT'S OPERATIONS, VOLUNTEERING AND GIVING, AND OUR FUTURE PLANS.

ANNUAL WORK OUTAGE



Keen observers might have noticed the massive red crane that has been looming over our plant. Every year, the Ravenna plant temporarily ceases operations at the plant to allow for maintenance of critical plant machinery. This is a significant undertaking that takes months of planning to execute.

Usually, we run all day, every day, which makes in-depth repairs impossible, but unless we take some time off to attend to our complex network of technology and facilities, we can't reliably produce our products for the rest of the year.

Our maintenance shutdown usually lasts a couple of weeks, but this year was unexpectedly challenging and longer than usual, involving several very in-depth projects than usual and stretching out over a couple of months.

The work we do during the outage includes a wide range of capital projects, lubrication and repair of machinery, electrical maintenance and upgrades, testing, and inspections – some of which we do with drones.

During an outage, our workforce balloons considerably, with between 100 to 200 contractors on site to help us with highly specialized tasks (like running that gigantic crane, installing new parts and equipment). While there are many local businesses that supply us with materials or services, there are also a large number of contractors that come from outside the area and stay here for weeks, patronizing local businesses and providing a boost to the economy.

We are pleased to report that the outage work is ending, and we are looking forward to getting back to our normal day-to-day operations.

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CELEBRATING WOMEN IN CONSTRUCTION



March 2-8, 2025, was the 27th annual Women in Construction Week, celebrating and promoting the role of women in our industry and at our plant. For the second year in a row, we had the opportunity to recognize four outstanding Ravenna employees on our I-90 billboard, including:

- Alicia Prioleau, Area Environmental & Public Affairs Manager
- Teresa Rice, Quality Assurance Technician
- Kara O'Rourke, Human Resources Coordinator
- Carol Mason, Engineering Coordinator

You also might have seen our full-page ad in the Ravenna News Herald, which featured profiles of our Women in Construction Week employees. We were proud to be able to highlight the important work these four women do, and we thank them – and our entire team – for their dedication and commitment to safety, efficiency and quality.

HOLCIM'S READINESS DAY PARTICIPATION

Last month, Coxsackie-Athens High School hosted more than 20 businesses, trades, and colleges in "Readiness Day" – an event designed to inspire students and prepare them for their futures in the workforce.



The day offered students opportunities to connect with a wide range of professionals, explore potential career paths, and gain firsthand knowledge of various industries.

Local businesses and professionals participated to share their experience and knowledge, and talk about the kind of training, skills, and preparation necessary to pursue a career in their respective fields. Local colleges and training programs were also represented.

Kara O'Rourke, Human Resources Coordinator of Holcim Ravenna, and Quarry Manager Brian Soeffing represented the plant, showing off a variety of technologies and discussing the kinds of jobs that are available at our facility.

Students were treated to hands-on demonstrations, asked questions, and received guidance on how to navigate their educational and career journeys. Our Holcim team had a great time and looks forward to participating in future events.

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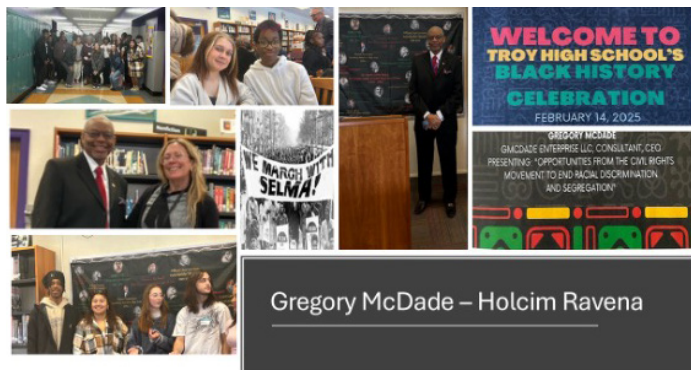
GIVING BACK

Though the 2024 holiday season has passed and we're all looking forward to spring and summer, the Holcim team was thinking ahead when it donated \$4,000 to RCS to support the purchase of student gifts in 2025. Last year, 120 students directly benefitted from the school's holiday gift efforts. We want to make sure at least as many – if not more – are able to have a happy holiday season next winter.



HOLCIM'S MCDADE FEATURED AT TROY HIGH BLACK HISTORY MONTH EVENT

Greg McDade, Holcim Ravena's former Electrical Superintendent who is now focused on special projects, recently participated in Troy High School's Black History Month celebration. He spoke to the students about his participation in the Civil Rights Movement, his service in the U.S. Navy, his experience with offshore oil drilling and exploration, and his time at the plant.



Greg's presentation was very well received, and he reported that the students asked lots of questions. This comes as no surprise, as Greg is an engaging speaker with a plethora of experiences. He also had been dedicated to giving back to the local community and we greatly appreciate all his hard work.

WE WANT TO HEAR FROM YOU!

Are there specific topics you would like to see covered in future newsletters? Do you want more details about the goings-on around the plant and/or quarry? Do you have an event or program that supports the community and needs sponsorship or volunteers? Contact Alicia Prioleau, Area Environmental & Public Affairs Manager with questions and input. Email alicia.prioleau@holcim.com, or call 518-821-9785.





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