



SAMET

Strategy

- > OUR PURPOSE
- > OUR PLAN
- > OUR FUTURE

Our Mission

We develop and construct innovative and transformational building solutions that inspire our communities, spark economic growth, and contribute to the long-term success of our customers and those they serve.

Our Vision

To deliver an unparalleled customer experience and to leave a lasting legacy in the community, not only in what we build, but through our service to others.

Our Values

- > SERVICE
- > QUALITY
- > INNOVATION
- > TRUST
- > SAFETY

THEMES	 <p>CULTURE + COMMUNITY</p> <p><i>Inspire a relevant, thriving and sustainable culture</i></p>	 <p>PEOPLE + OPPORTUNITY</p> <p><i>Engage great people with opportunities to grow and learn</i></p>	 <p>OPERATIONAL EXCELLENCE</p> <p><i>Own the responsibility and authority to create customer success</i></p>	 <p>GROWTH + SCALE</p> <p><i>Anticipate what's coming and create a competitive edge</i></p>	 <p>SAFETY</p> <p><i>Care for and protect ourselves, our workers, and our stakeholders</i></p>	 <p>INNOVATION</p> <p><i>Challenge the status quo to create better outcomes for our customers</i></p>
OBJECTIVES	<ul style="list-style-type: none"> ❑ Promote our culture and strategy ❑ Connect our people to our mission, vision, and purpose ❑ Inspire what's possible in our work and our community 	<ul style="list-style-type: none"> ❑ Build careers and grow a robust leadership pipeline ❑ Match talent to task through engagement and delegation ❑ Encourage diversity of thought and perspective 	<ul style="list-style-type: none"> ❑ Think like an entrepreneur ❑ Act quickly and solve problems ❑ Seek continuous improvement 	<ul style="list-style-type: none"> ❑ Leverage our competitive advantages ❑ Anticipate our customers' needs ❑ Operate as one company 	<ul style="list-style-type: none"> ❑ Own the responsibility for safety ❑ Encourage open and candid communication ❑ Cultivate a culture of care 	<ul style="list-style-type: none"> ❑ Value learning and growing over knowing ❑ Seek out new ideas ❑ Encourage smart risk-taking
ACTIONS	<ul style="list-style-type: none"> ❑ Promote our strategic narrative, culture, and brand promise ❑ Engage associates through volunteerism and sustainability efforts to create raving fans in our communities ❑ Develop and adopt a customer CARE credo that enhances our culture of service 	<ul style="list-style-type: none"> ❑ Develop organizational depth: identify and mentor successors through stretch assignments and promotions ❑ Establish Samet University as the cornerstone for technical and professional knowledge ❑ Expand recruiting efforts to diversify the backgrounds and perspectives of our people 	<ul style="list-style-type: none"> ❑ Implement the customer CARE credo to empower associates to deliver a best-in-class customer experience ❑ Consistently promote and execute the Five Fundamentals of The Samet Way ❑ Use client satisfaction data to drive customer engagement 	<ul style="list-style-type: none"> ❑ Grow our company and brand through geographic expansion, market sectors, and complementary services ❑ Expand and diversify our trade partner pool to broaden market capabilities and competitiveness ❑ Grow people, customers, and projects using a common data analytics platform 	<ul style="list-style-type: none"> ❑ Actively engage in health and safety activities that produce tangible results ❑ Safeguard families by identifying and resolving hazards ❑ Leverage technology to assess safety performance 	<ul style="list-style-type: none"> ❑ Leverage and refine current and new technologies to better serve our customers ❑ Foster, promote, share, and implement innovative ideas ❑ Recognize and celebrate innovative ideas and solutions