

---

**POLICY STATEMENTS**  
**Policy No. 100**  
**Equal Employment Opportunity and**  
**Affirmative Action Plan**

Effective Date:  
Revised March 13, 2025

---

**I. PURPOSE**

Knife River Corporation (“Knife River” or the “Company”), including its Chief Executive Officer, is firmly committed and dedicated to the achievement of equality of opportunity for all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity laws, directives, and legislation. Knife River maintains a written Affirmative Action Program to ensure compliance with Section 503 of the Rehabilitation Act and the Vietnam Era Veterans’ Readjustment Assistance Act (VEVRAA). The Company will provide equal employment opportunities to all applicants and employees without regard to age, gender, race, religion, sexual orientation, gender identity, color, national origin, disability, veteran status, genetics, or any other personal characteristics determined to be a protected category under applicable state or federal law.

**II. SCOPE**

This policy covers all employees of Knife River and all companies directly or indirectly majority-owned by Knife River.

**III. APPLICABILITY**

- A. This policy has been and is applicable to all terms and conditions of employment, including compensation, training, education, tuition assistance, opportunities for advancement, layoffs or social and recreational programs, except where bona fide occupational qualifications or statutory requirements must be complied with.
- B. Compensation – Many factors are taken into consideration in the area of compensation. Among these are ability, past experience, performance levels, etc., but not personal characteristics as identified herein.
- C. Contracts – All labor agreements entered into by the Company will contain a non-discrimination clause that is in compliance with federal guidelines relating to employment or membership practices.
- D. Facilities – All Company facilities will continue to be operated on a non-segregated, non-discriminatory basis.
- E. Promotional Opportunities – It has been the long-established practice and policy of the Company to promote qualified employees to positions of greater responsibility within the Company without regard to age, gender, race, religion, sexual orientation, gender identity, color, national origin, physical or mental disability, veteran status, genetics or any other personal characteristic identified in this policy. Those job openings in supervisory ranks and higher skill requirement positions are generally filled by employees working in other positions. Exceptions are made when adequately qualified individuals are not found within our present work force. Outside

---

**POLICY STATEMENTS**  
**Policy No. 100**  
**Equal Employment Opportunity and**  
**Affirmative Action Plan**

Effective Date:  
Revised March 13, 2025

---

recruiting will be accomplished without regard to age, gender, race, religion, sexual orientation, gender identity, color, national origin, physical or mental disability, veteran status, genetics, or any other personal characteristic identified in this policy.

**IV. POLICY STATEMENT AND PROCEDURE**

- A. The President & CEO and Region Presidents will reaffirm the support of this Equal Employment Opportunity and Affirmative Action Plan.
- B. All employment advertisements placed in any publication will contain the phrase "Knife River is an Equal Opportunity/ Affirmative Action employer. All qualified applicants will receive consideration without regard to age, race, color, religion, sex, sexual orientation, gender identity, national origin, disability, genetics, or protected veteran status."
- C. Posters required by State and Federal agencies regarding Equal Employment Opportunities will be posted in each building that houses a Company office.
- D. The Company will:
  - 1. Recruit, hire, train, promote, discipline, and discharge persons in all job classifications without regard to age, race, color, religion, gender, sexual orientation, gender identity, national origin, disability, veteran status, or any other personal characteristic determined to be a protected category under applicable state law;
  - 2. Ensure that employment-related decisions are made in accordance with the principles of equal employment opportunity by imposing only job-related requirements for employment opportunities;
  - 3. Ensure that all personnel actions such as compensation, performance reviews, transfers, layoffs, return from layoff, company-sponsored training, education, tuition assistance, social and recreational programs are administered without regard to age, race, color, religion, gender, sexual orientation, gender identity, national origin, disability, veteran status, or any other personal characteristic determined to be a protected category under applicable state or federal law; and
  - 4. Ensure that employees and applicants are not subjected to harassment, intimidation, threats, coercion, or discrimination because they have or may:
    - a. file a complaint;
    - b. assist or participate in an investigation, compliance evaluation, hearing, or any other activity related to equal employment opportunity, affirmative action programs, or this policy;

