



PEOPLE ▪ VALUES ▪ GROWTH

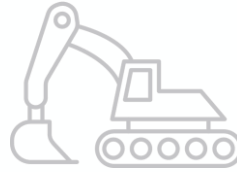


Duininck Family
Business Portfolio

We are a family of companies.



Water Management



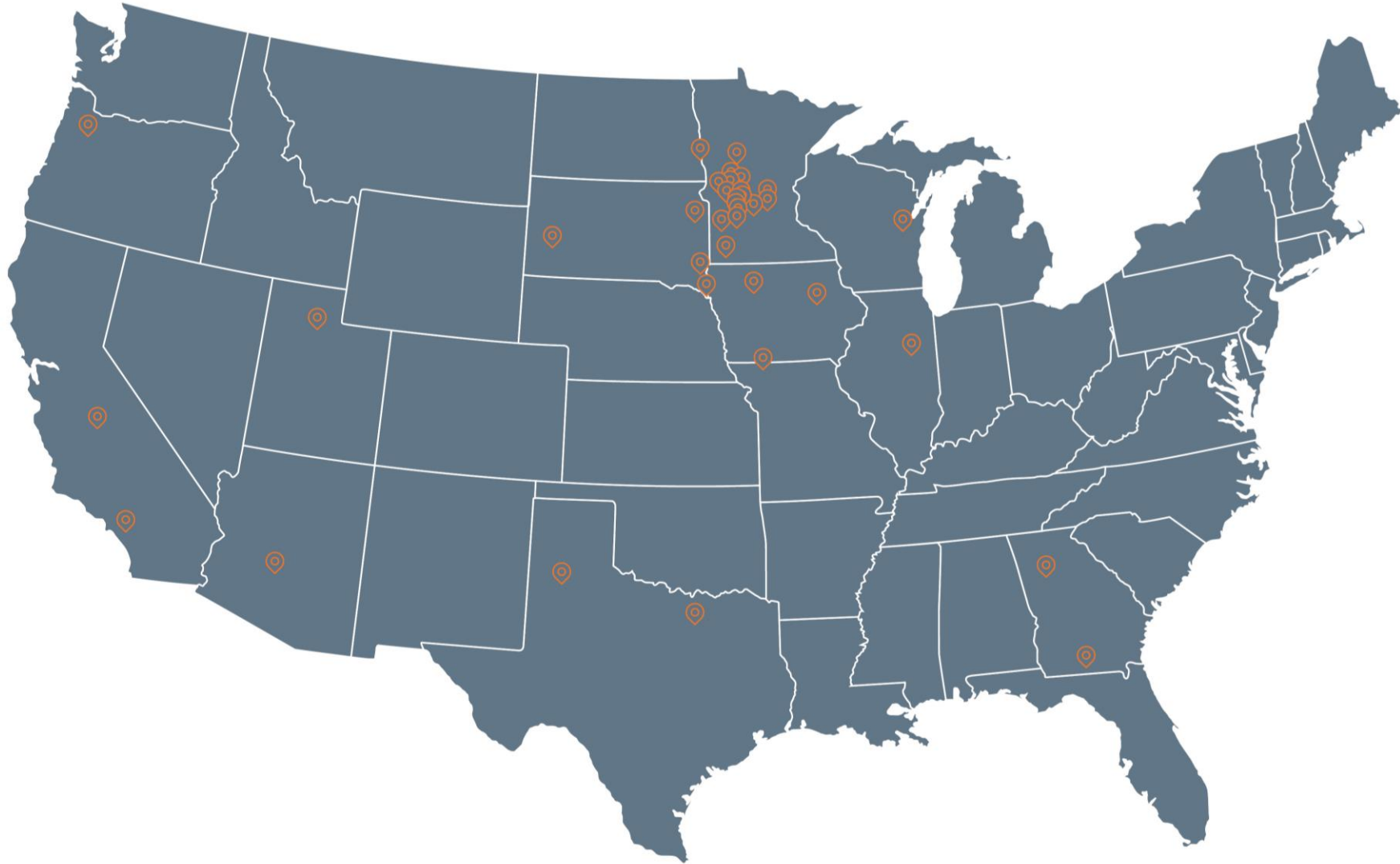
Construction & Materials



Real Estate

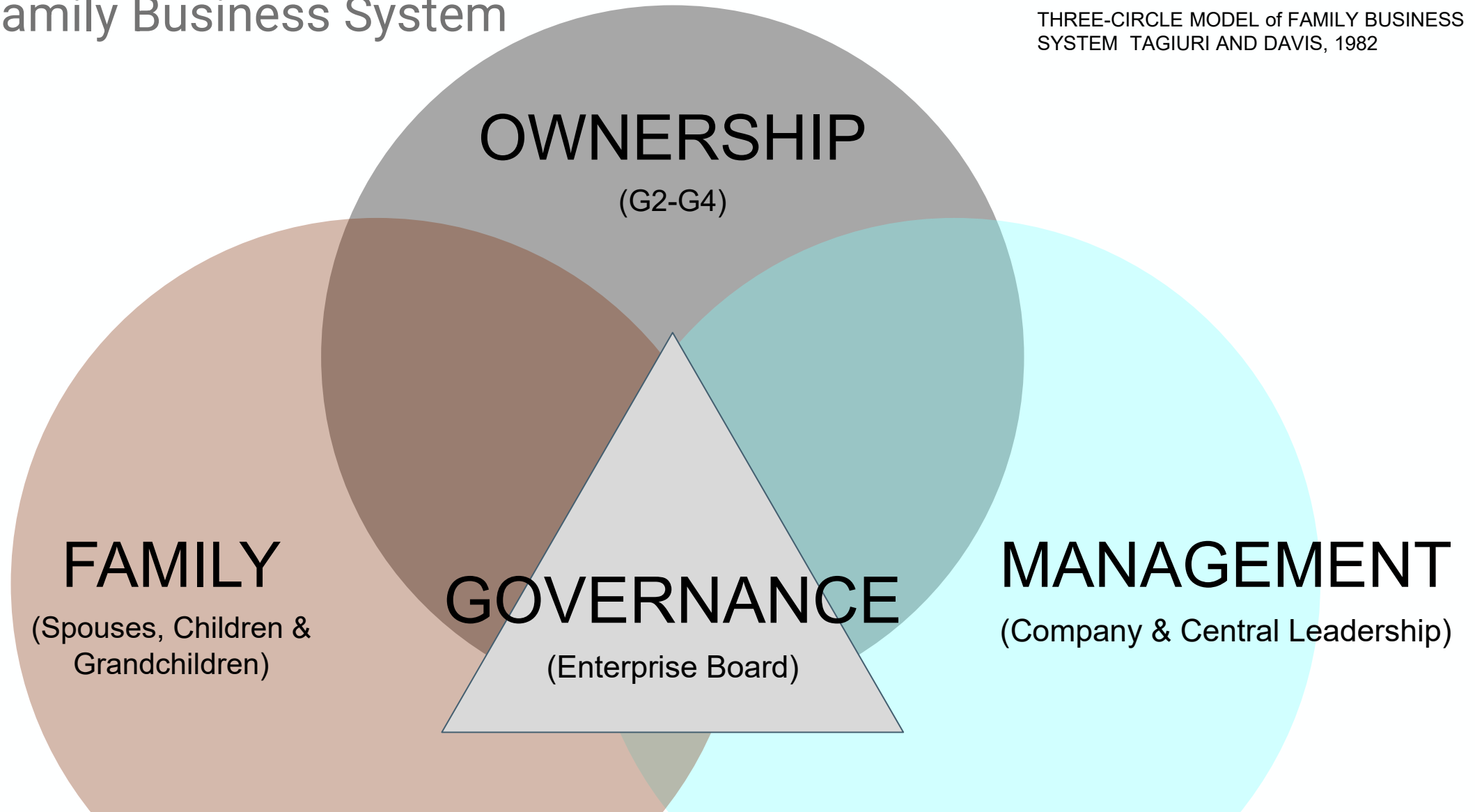


Fixed plant / office / product storage locations

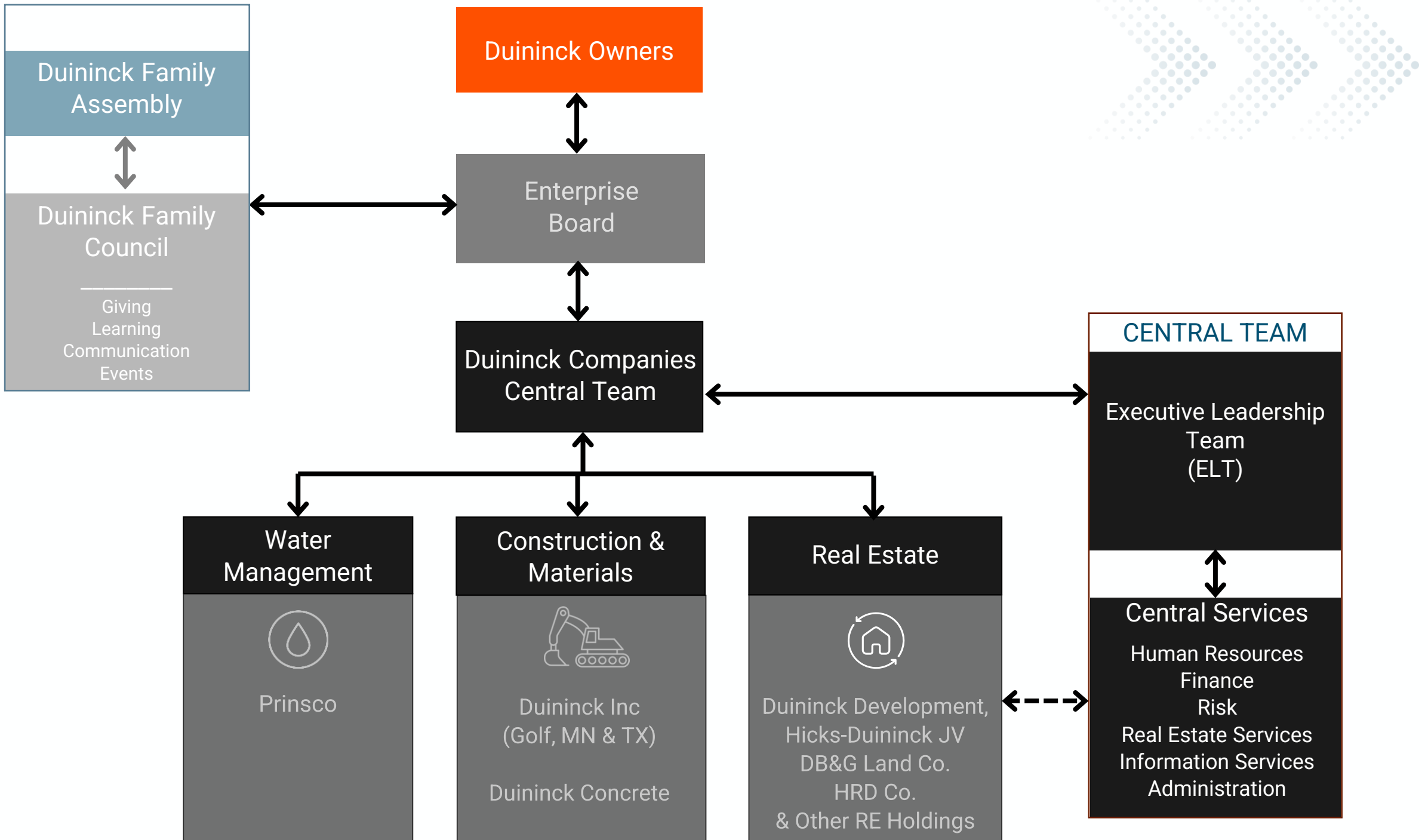


Duininck Family Business System F.O.G.M.

THREE-CIRCLE MODEL of FAMILY BUSINESS SYSTEM TAGIURI AND DAVIS, 1982



Family Owned, Board Governed, Professionally Managed



Duininck Family

PURPOSE

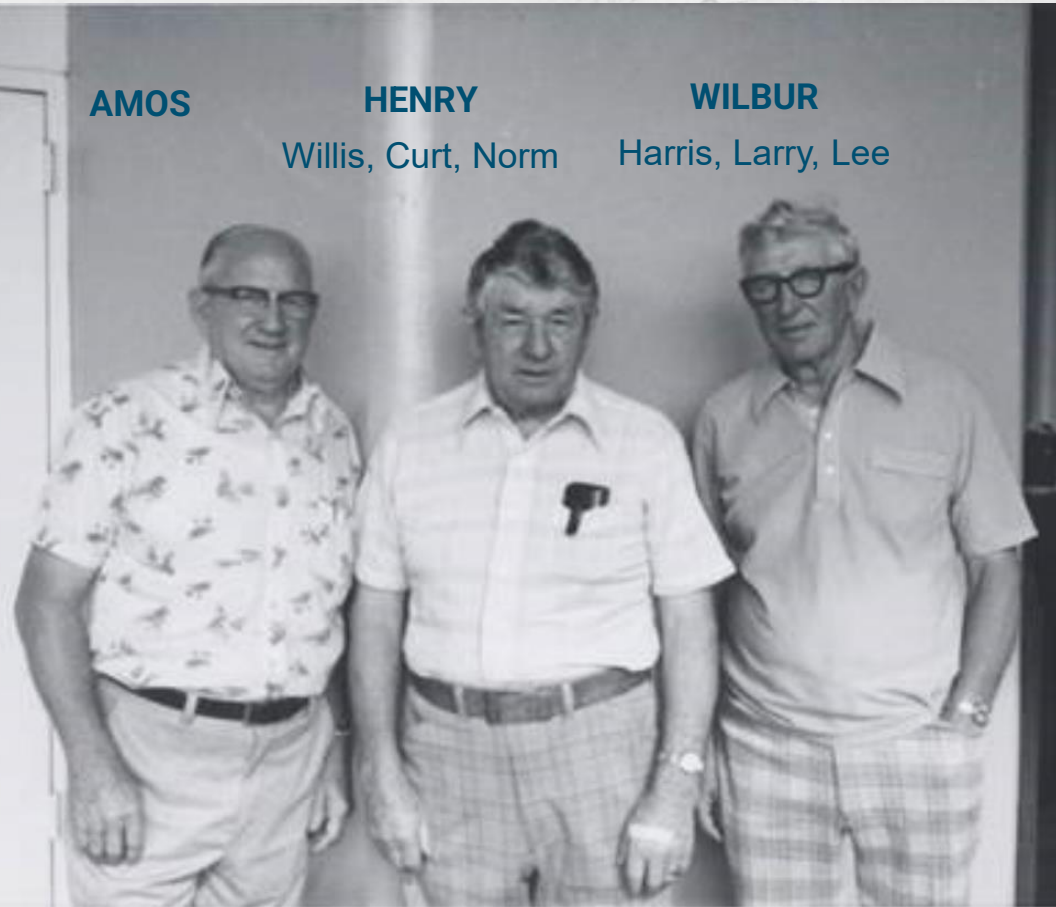
We build value and live our values,
stewarding family businesses for generations.



VALUES

Stewardship ■ Integrity ■ Servant Leadership ■ Family ■ Generosity

First & Second Generation - G1 & G2



AMOS

HENRY

WILBUR

Willis, Curt, Norm

Harris, Larry, Lee



LEE

HARRIS

CURT

Willis

Norm

LARRY

Trevor

Jamie & Jason

Kyle & Ryan

Chris & Jeremy

Judd

JAMIE
Prinsco

RYAN
Duininck
(TX)

TREVOR
Duininck
Companies

CHRIS
Duininck
(MN)

JEREMY
Duininck
Companies

KYLE
Construction &
Materials CFO

JASON
Duininck
(MN)

JUDD
Duininck
Golf

Third Generation G3



Duininck Family

77 Strong

Intentional Family Governance & Annual Engagement
Relationships, Learning, Opportunities

9 Second Generation (G2)

16 Third Generation (G3)

41 Fourth Generation (G4)

11 Fifth Generation (G5)





DUININCK COHORT

(16 participants)



A 2-Year Next Gen Developmental Program

Lineal Descents & Spouses - Age 23+

COMMITMENTS

- In-person weekends
- 1x per mo learning sessions, Zoom
- Individual Coaching
- Small Group & Individual Assignments

CATEGORIES of LEARNING

- Self-Awareness / Relational - primary
- Governance
- Legal
- Financial Competencies
- Portfolio / Strategy

Our Duininck Family Winning Aspiration
*Together, we steward an economic engine to foster growth,
generosity, and purposeful lives.*



PEOPLE ■ VALUES ■ GROWTH

PEOPLE

*We create a thriving workplace
in which our team members
can achieve their highest
potential, engaged in
meaningful work.*

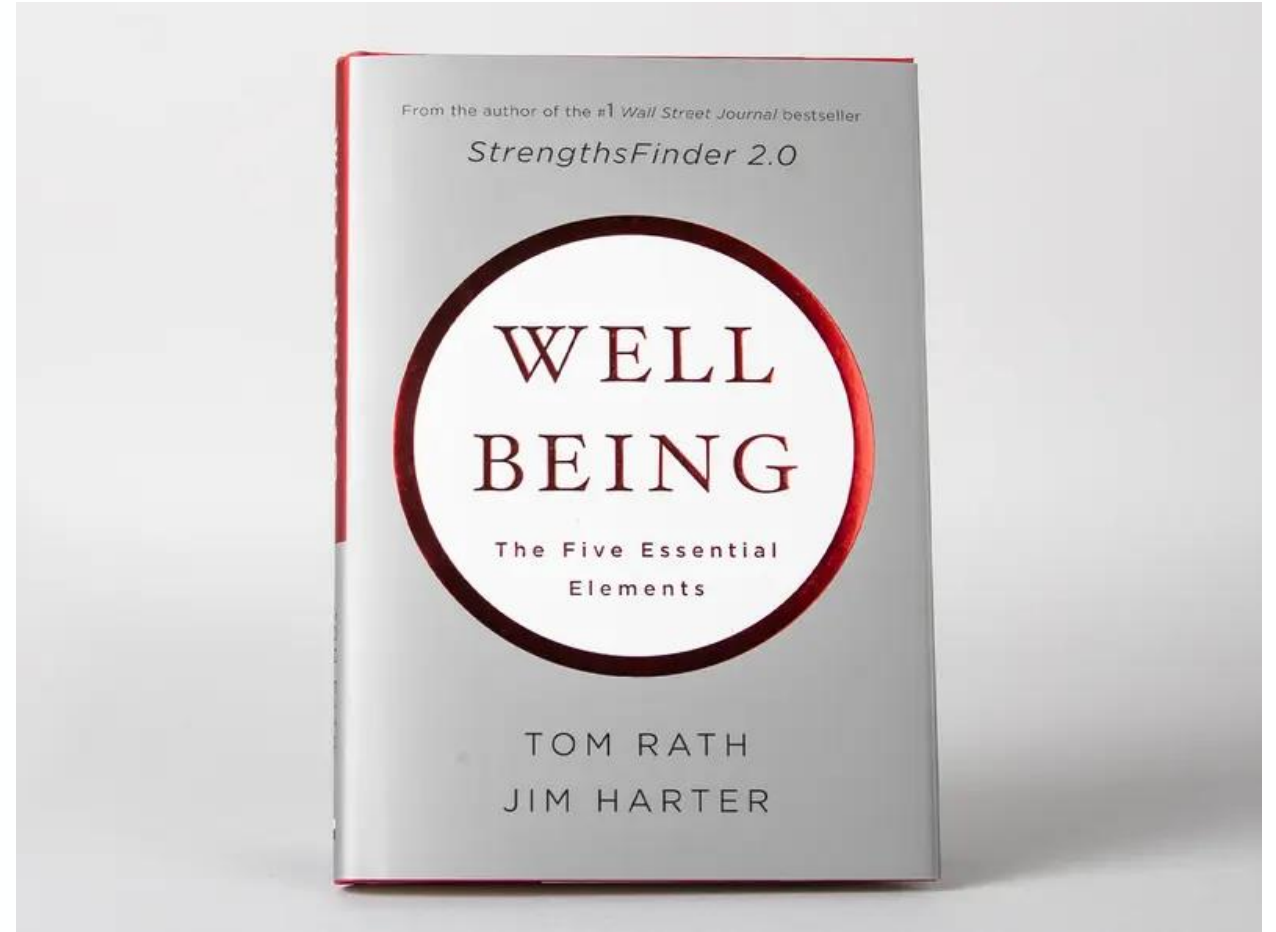
VALUES

*We align our actions to reflect
our biblical values, living
generously to positively impact
others through our business
relationships.*

GROWTH

*We dedicate resources to the
needs of our customers to
sustain our economic
opportunity for generations.*

Structure & Resource Wellbeing



WELLBEING 5+1 Essential Elements



CAREER / PURPOSE

liking what you do
every day



SOCIAL / FAMILY

strong relationships
& love in your life



FINANCIAL

effectively managing your
economic life



PHYSICAL/MENTAL

good health & energy to
get things done daily



COMMUNITY

engaged and connected in
your community



SPIRITUAL (influences all)

attend to and connected
to others who guide

People

Successful Companies; Thriving People

Career

I like what I do / my work has meaning and purpose.

Social

I have strong relationships and love in my life (friends & family).

Financial

My economic life is managed well.

Physical

I have good health and energy to do the things I want to do (physical & mental).

Community

I am engaged and connected where I live.

Spiritual

I attend to my spiritual needs and am connected to others who help me grow in this area.



+



“Duininck Companies Cares”

Employee Care Service



Who is



Proactive and Personal Care by pursuing connections at the worksite or virtually for remote employees

Why Marketplace Chaplains for Employees?

Major Life Crisis

- Mental Health issues
- Anxiety
- Stress
- Depression
- Loneliness; isolation

Employees & Work Environment are Affected by:

- Personal issues
- Relationships
- Wellbeing/health
- Grief/loss
- Family dynamics
- Aging parents
- Finances

Care for all Employees including Remote Employees and family

- Can Serve remote employees and their family members by phone call, text, email or video
- Can serve by in person visit for family members in most North America locations.



Turnover

Safety

Engagement

Chaplain Report

Leader Wellbeing

Hardship Fund

(Prinsco)

Culture Metrics

- voluntary
- total recordable incident rate (TRIR)
- survey participation rate
- “Would you recommend this company to a family member or friend”
- % of deep conversations per EE served
- decision or rededication to Christ
- assessment on Human Flourishing
- \$ annual needs met
- EE contributions



DUININCK
COMPANIES

PEOPLE • VALUES • GROWTH



DUININCK
COMPANIES

DUININCK COMPANIES

PEOPLE • VALUES • GROWTH



Successful companies.
Thriving people.