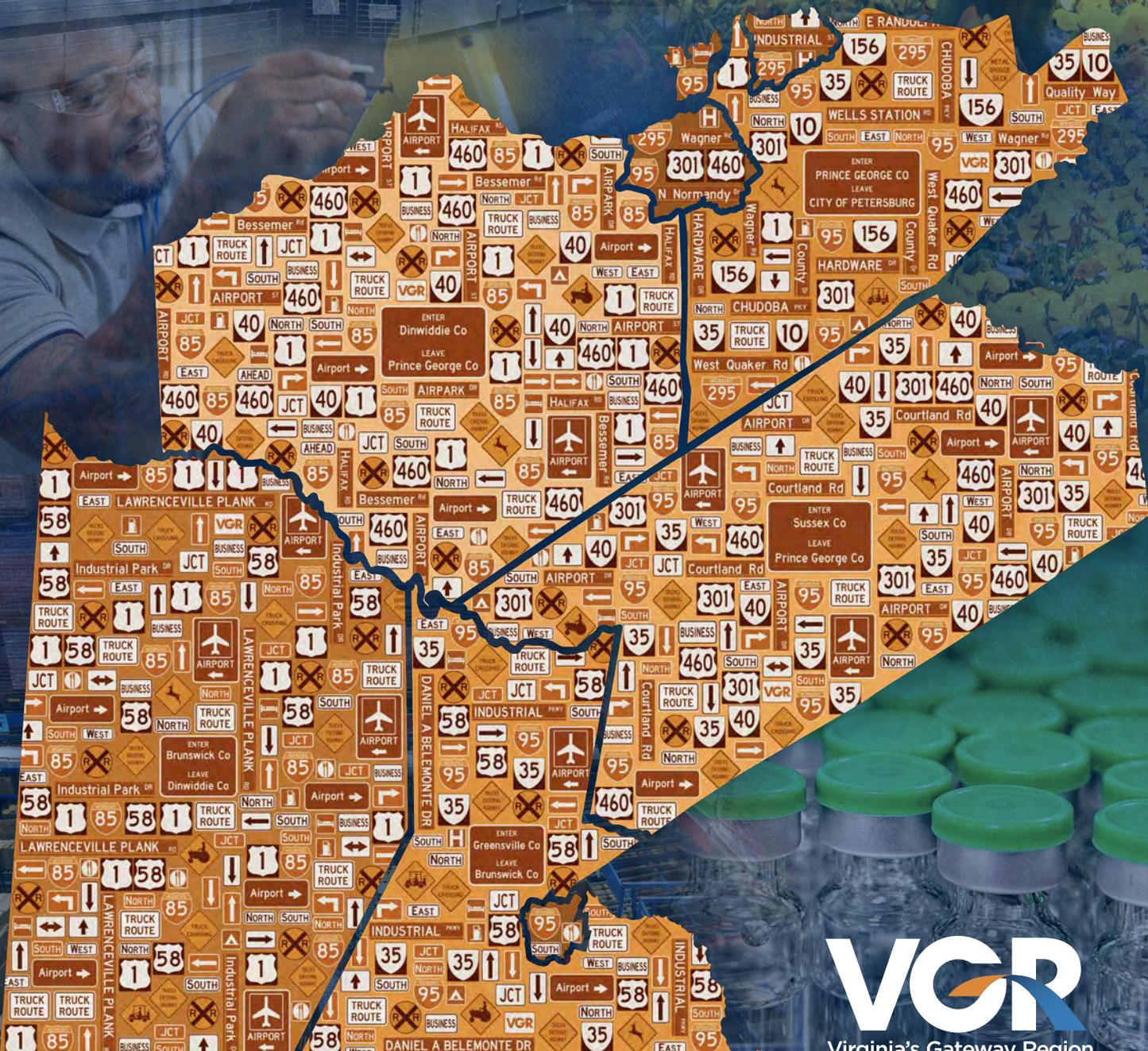


2025 Annual Report

Making Things AND Moving Things

A focus on regional prosperity through powerful partnerships



VGR
Virginia's Gateway Region

VGR Expansion Fuels Momentum

Momentum. That word captures this moment for Virginia's Gateway Region – and for the Commonwealth as a whole. As Virginia once again earns national headlines for its business-friendly environment and top-tier workforce development, our region is translating those accolades into real, on-the-ground progress. In our 65th year, the Gateway Region is not only reflecting on decades of collaboration and growth, but actively shaping what comes next.

That momentum was amplified this year with the expansion of our region itself. We proudly welcomed the City of Emporia, Greenville County and Brunswick County as new members. Each locality brings powerful and complementary assets: Greenville County is home to the MAMaC site – the only CSX-certified megasite with interstate frontage in Virginia, North Carolina or Maryland; Brunswick County leads the state in timber production while setting its sights on technology investments and unmanned manufacturing; and Emporia strengthens our regional footprint along key transportation corridors. Together, these communities deepen our capacity and expand our collective opportunity.

Logistics and distribution continued to be defining strengths. LEGO Group's decision to build a major regional distribution center in Prince George County reaffirmed the Gateway Region's role in global supply chains. Expansions by Tripoint Logistics and Walmart further underscored that confidence. Long recognized as a competitive advantage, our infrastructure – now reinforced by enhanced connectivity along I-95, I-295 and I-85 – positions the region as a true gateway into Virginia from the South.

Beyond roads and rails, we witnessed innovation in energy through projects such as Dominion Energy's High Voltage Lab. This facility represents more than infrastructure; it signals the creation of an energy-focused innovation ecosystem that aligns with Virginia's leadership in advanced manufacturing and technology. Meanwhile, the opening of Independence Hydrogen represented a milestone in advancing sustainable energy.

Equally critical has been our focus on workforce development, an area where Virginia continues to lead the nation. In the Gateway Region, that commitment translated into a nearly \$4 million federal grant that will equip 228 individuals with the skills needed in tomorrow's pharmaceutical manufacturing jobs. As pharma and life sciences expand their foothold in the Petersburg area, we're ensuring our workforce is prepared to meet demand with talent that is both skilled and adaptable. That same inventive approach is evident in our preparations for the arrival of LIVE! Casino & Hotel Virginia. Through a unique partnership, Richard Bland College launched the Dealer Institute to train workers for entirely new career pathways – roles that are a first for our region and a testament to our ability to respond creatively to emerging opportunities.

Momentum does not happen by chance. It is built through collaboration, strategic investment and a shared belief in the Gateway Region's potential. As we celebrate 65 years of progress, we do so with confidence – knowing that the partnerships we strengthen today will define our region's success for decades to come.

Sincerely,



KEITH BOSWELL



J. REX DAVIS

OPPOSITE PAGE:
Yoti Jabri, Prince
George County; VGR's
Tom Scott; Virginia Gov.
Glenn Youngkin; and
VGR's Keith Boswell.



KEITH BOSWELL
President & CEO

J. REX DAVIS
Board Chairman

“Momentum does not happen by chance. It is built through collaboration, strategic investment and a shared belief in the Gateway Region's potential.”

Deal of the Year: LEGO!

\$366M

305
NEW JOBS

“We make things, and we move things here in the Gateway Region, and the LEGO Group's decision to establish this major distribution center is a testament to our strategic location and world-class infrastructure.”

–KEITH BOSWELL, VGR President and CEO



In May, the LEGO Group – the Danish company that produces colored building bricks for imaginative play – announced a \$366 million investment to construct a 2-million-square-foot warehouse and distribution facility in Prince George County's Crosspointe Business Centre site. In November, LEGO broke ground on the facility, which will bring 305 new jobs to the region.

THE IMPACT OF THIS DEAL

Supporting LEGO's Regional Needs: The new facility, located at 8800 Wells Station Road, will operate hand-in-hand with the LEGO factory currently under construction and scheduled to open in Chesterfield County in 2027. LEGO noted that the nearby Prince George regional distribution center will enhance its network flexibility, positioning the company for long-term growth in the Americas by shortening supply chains. This will be its second logistics center in the United States.

Energy Efficiency: LEGO has introduced many energy-efficient features into the construction and operation of the facility. It aims to use 100% renewable energy to power the site, while meeting LEED Gold standards through energy efficiency, materials, water conservation and more. LEGO will use electric vehicles to transport goods from the manufacturing plant 20 miles away.

Collaboration in Action: The Virginia Economic Development Partnership worked with Prince George County and Virginia's Gateway Region to secure the project for the state. Gov. Glenn Youngkin approved a \$2.53 million grant from the Commonwealth's Opportunity Fund to assist Prince George County with this project. By deepening its roots in the state, LEGO is demonstrating that Virginia provides opportunities for global leaders to thrive, grow and succeed.

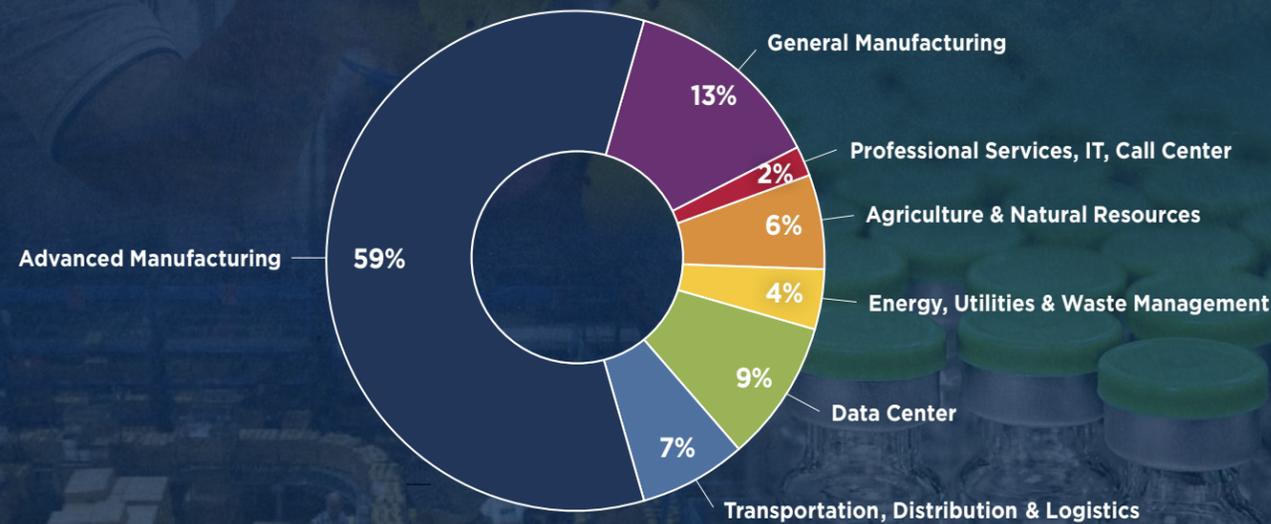


Facilitate Business Opportunities

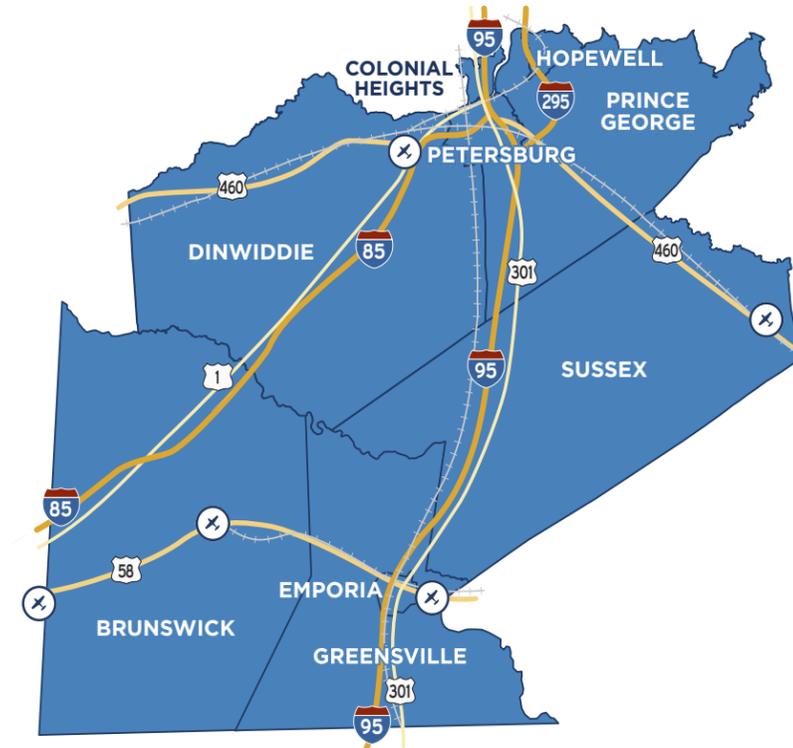
Lead Generation & Business Development



Project Industry Composition



Support Existing Businesses



Emporia
Offering healthy choices and fresh food, **Nature's Market & Cafe** is located on Main Street, under the ownership of two Emporia natives. This new destination for healthy living and fresh food specializes in wood-fired pizzas.

Greenville County
A manufacturer of custom wood trusses and other structural wood products, **Carolina Structural Systems** completed construction of a 40,000-square-foot manufacturing facility in the Greenville County Industrial Park. The expansion reinforces the region's leadership in timber production and creates 55 jobs.

Hopewell
A local creative force since 2015, **Woodpecker Plaques and Crafts** opened its first retail space. Known for everything from custom embroidery and laser engraving to vinyl decals, plaques and trophies, the veteran-owned company placed third in its category in the Virginia Manufacturing Cup in 2025.

Petersburg
Bleachtech, which operates a key chlor-alkali plant in the city, celebrated its growing roots and strong partnerships built since its acquisition in late 2024 by ANSA McAL. In that time, the company made significant strides in enhancing efficiency, expanding market reach and investing in facility improvements and local talent.

Prince George County
Lingerfelt opened a more than 340,000-square-foot distribution and manufacturing facility called **Tripoint Distribution Center**. With direct access to I-85, I-95, I-295 and Route 460, companies here can reach 50% of U.S. consumers within a day's drive and are just 73 miles from the Port of Virginia.

Sussex County
Wakefield Market has continued to invest in its role as a cornerstone of the community, completing store remodel projects that improved both its facilities and overall customer experience. These improvements allowed the county's only grocery store to better serve local families, support regional producers and accommodate steady growth in demand.

Brunswick County
A cornerstone of the community, **Brunswick Veterinary Clinic** celebrated its 50th year of providing comprehensive care for family pets - not to mention making "barn calls" to tend to chicken, horses and other farm animals.

Colonial Heights
The vibrant **7 Brew Coffee** serves up creative lattes, energy drinks, smoothies and more with a fast, friendly vibe. 7 Brew's deep national commitment to its communities extends to Colonial Heights, where the store often hosts "community hours" and grand opening events where it's given away thousands of drinks so locals can try new menu items and connect over coffee.

Dinwiddie
After 34 years in the county, **Walmart** celebrated a multi-million-dollar automation expansion at its Sutherland distribution center. The soon-to-be fully automated facility will create opportunities for associates to upskill without losing jobs — a powerful example of technology elevating people, not replacing them.

Deliver Innovative Resources to Communities



Facilitate Sites and Buildings Readiness

Sussex Green Enterprise Park Opens Virtual Front Door

Sussex Green Enterprise Park – the county-owned park with 1,100-plus acres for industrial development – is open for investors. A website launched this year provides easy access to zoning, utility and infrastructure details, along with a regional profile and local advantages.

Shaping the Roadmap for Future Industrial Growth

With a \$100,000 planning grant from GO Virginia, the Gateway Region is identifying new industrial sites – which comes as a market analysis reveals a growing need for properties with access to large amounts of power. This grant also aligns with the mission to strengthen economic opportunity in every community.

Welcoming New Sites and Opportunities

VGR's expansion to include the City of Emporia and Brunswick and Greensville counties brings a host of new resources and market opportunities for investors. These localities deepen the region's presence along key transportation channels, while introducing additional industries and manufacturing sites.



Shanetta Beck, City of Emporia; Abigail Westcott, VEDP; and Alfreda Reynolds, Brunswick County.

Create Workforce Alliances and Solutions

Google Taps Brightpoint in AI Investment in Virginia

Google is investing \$9 billion in Virginia through the next year, with funds focused on cloud and artificial intelligence infrastructure. The company also tapped Brightpoint Community College for the first cohort of Google AI for Education Accelerator, giving students, faculty and staff no-cost access to Google Career Certificates and AI training courses. Once rolled out at Brightpoint, the free training can lead to an industry-provided certificate that could complement the college's for-credit degrees or certificates.



VGR's David Leonard and Keith Boswell, center, met with Nucor.



DAVID LEONARD
Director of Workforce Development

Taking Workforce Messages to Local Communities

David Leonard joined as VGR's new director of workforce development. In his previous role with the Capital Region Workforce Development Board, he collaborated with employers and community partners to increase work-based learning opportunities. At VGR, he has been visiting local companies and organizations to build relationships that will connect them with skilled workers.

Building Connections for Workplace Development

VGR team members traveled across our footprint to meet with business leaders about their current and future workforce needs, as well as how companies are successfully upskilling their workers. Those visits included engaging with ARM Global Solutions in Hopewell on its expansion, supporting workforce needs with Colonial Height Rehabilitation and Nursing Center and the Emporia Job Fair.



Dr. Nikki Hicks, a Brightpoint faculty member; Ruth Porat, president and CIO, Alphabet and Google; Gov. Glenn Youngkin; and Dr. Bill Fiege, president of Brightpoint Community College.

Training Workers for Tech Jobs in Pharma Clusters

A nearly \$4 million grant through the U.S. Economic Development Administration will equip 228 individuals for good-paying technician-level jobs in the growing Petersburg pharmaceutical cluster.

GO Virginia Grants Support Skill Workforce Pathways

A pair of GO Virginia grants will generate early exposure and certification pathways in high-demand fields: \$970,000 for a GOTEC expansion and \$520,000 for Rowanty Technical Center certifications.

Deliver Regional Branding and Marketing Strategy

VGR's marketing team provided resources to promote the region's capabilities and resources, ensuring that members speak with a unified voice.

Key accomplishments in 2025 included:

- Fueling three social media channels and surpassing 2,814 followers on LinkedIn (30% annual growth), with messaging that resulted in regional investments.
- Publishing a monthly newsletter, with an average open rate of 49%, which exceeds the economic development industry average of 11%.
- Sharing weekly media clips about VGR coverage and related economic development initiatives to the board of directors and community leaders.
- Earning an Award of Merit for the 2024 VGR Annual Report at the Virginia Public Relations Awards.
- Expanding a regional photography library for use in marketing materials.



VGR's Keith Boswell; Dr. Jay Langston, Shenandoah Valley Partnership; and Steve Harrison, Hampton Roads Alliance.

Major Milestones

- Keeping up an aggressive travel schedule, the VGR team brought the message of opportunities and capabilities in the region's localities to key national and international industry conferences and call trips. Highlights featured:
 - Indoor Ag-Con, Las Vegas
 - Trans-Pacific Maritime Conference for global supply chains, Long Beach, CA
 - Phoenix, Arizona call trip
 - Drug, Chemical & Associated Technologies Association (DCAT) Week, NY
 - ProMat 2025 for manufacturing and supply chain leaders, Chicago
 - Data Center World, Washington, D.C.
 - SelectUSA Investment Summit aimed at global investors, Washington, D.C.
 - Bio International Convention, Boston
 - FABTECH Expo for metal fabricating industry, Chicago
 - CPHI for pharmaceutical production and supply chains, Frankfurt, Germany
- Dominion Energy opened its new High-Voltage Laboratory at its Locks Campus in Dinwiddie County. This cutting-edge facility will help test equipment safely in a high-voltage environment, boosting grid reliability and innovation right here in the region.
- Hotel Petersburg celebrated its first year serving the greater region, adding a rooftop bar and gathering space for warmer months.
- Live! Casino hit two major markers, starting with breaking ground on its permanent facility and hotel. In advance of its temporary facility opening in January 2026, the organization launched a recruitment center in Petersburg.
- The Petersburg pharmaceutical cluster witnessed expansion and increased production, with Novo Nordisk entering the market.
- Google's \$9 billion investment in Virginia extended to workforce development, with Brightpoint Community College tapped for its first cohort of the Google AI for Education Accelerator - providing free training that could lead to industry certification or complement the college's credit offerings.
- Virginia generated headlines for its leadership in business readiness. For the third year Business Facilities Magazine ranked Virginia tops for Customized Workforce Training, with the Virginia Talent Accelerator Program also cited as the nation's best. CNBC placed Virginia at No. 4 overall, in addition to No. 1 in Education and No. 2 in Infrastructure - both crucial to attracting top-tier business investment.
- VGR prepared for data center expansion in the localities, from touring a leading site in Northern Virginia to gain insights on industry needs to developing materials for local partners to help recruit these investments.
- In Stony Creek, Atlantic Strategic Minerals opened its Mineral Separation Plant, which is producing critical minerals such as limonite and zircon, which play a key role in industries such as aerospace, defense and advanced manufacturing. With more than \$50 million invested and 70 new skilled jobs created, ASM is helping Virginia lead in securing resources for global supply chains.
- The VGR Board welcomed Fort Lee, which represents billions in regional economic impact, as an advisory member.
- Walmart unveiled a multi-million-dollar automation expansion at its Sutherland distribution center, opened in Dinwiddie County 34 years ago. The investment will make the facility fully automated while creating pathways for associates to upskill and advance, with no jobs lost - a model of how innovation and workforce development move forward together.
- At its three-year anniversary, the Partnership for Petersburg celebrated progress in making the city more vibrant, with higher employment, improved health resources for residents and enhanced infrastructure that will support continued economic growth.



Ignite Powerful Partnerships

Cultivate a Strong Business Council

Building Connections in Local Markets

Business Councils bring together local companies, community partners and industry stakeholders to explore common issues and opportunities for forward progress.

For example in the past year:

- VGR meetings brought the business council to U.S. Army Fort Lee to enjoy lunch in the soldiers' mess hall and to observe part of the Joint Culinary Training Exercise.
- VGR offered two pharma events known as Biotech & Beer at the Hotel Petersburg.
- In October, four of the region's state elected officials came together for an open discussion about challenges and opportunities facing the region. The conversation centered around infrastructure readiness; energy and industry growth; education and workforce; and a commitment to unity, as their work in the General Assembly is tried to local economic health.
- Additionally, members gathered for an ice cream social in Brunswick County to welcome our three new localities.



VGR's Tom Scott and Keith Boswell; Stewie; Michael Dreiling, VP of Real Estate Solutions at VEDP and Alfreda Reynolds of Brunswick County.

Growing Potential through Collaborative Efforts

Through regular visits to the Virginia Economic Development Partnership headquarters in Richmond and hosting VEDP officials at regional events and for tours, VGR is continually educating state leaders on opportunities and resources in the nine localities – ensuring VEDP can advocate for the region and serve as matchmaker between investors and communities. VGR's efforts last year included bringing representatives from these newest communities to these visits to showcase expanded capabilities and sites.

Economic Development Relies on Relationships

Profiles of VGR's new economic development partners in the expanded footprint played an important role in introducing them to other members and investors. The region also continues to showcase those who step into new investment partnerships.

Leverage Local, Regional, State and Federal Relationships

Celebrating the State of the Region

During the annual meeting last spring at the Petersburg Library, VGR leaders reflected on past progress and previewed activities planned in the year ahead.



VGR's Keith Boswell and Will Clements of The Bank of Southside Virginia.

Economic Development Relies on Relationships

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Advocate for the Region

Investors Make the Mission Possible

Across Virginia's Gateway Region, investor support fuels the work of attracting and growing jobs, strengthening communities and expanding opportunity. In the first of a new marketing series, Will Clements of The Bank of Southside Virginia reflected on partnership, shared impact and the power of speaking with one regional voice.

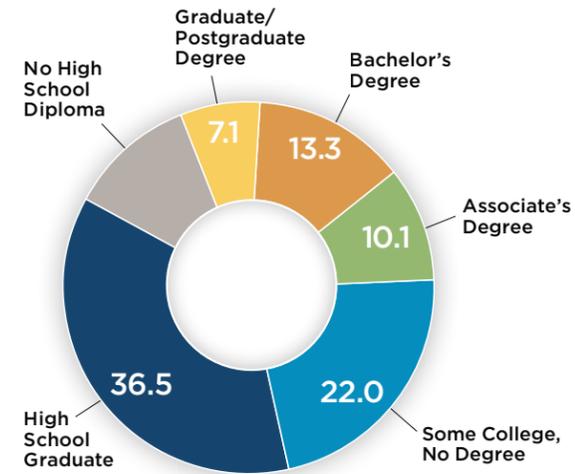
Initiatives Foster Connections with Fort Lee

Fresh off VGR receiving the base's Good Neighbor Award, this past year saw deeper partnerships with Fort Lee (formerly known as Fort Gregg-Adams) as an economic development partner and tourism attraction. A key initiative is the fort's new Defense Community Enclave that delivered easier public access to three of its national museums – the U.S. Army Quartermaster Museum, the U.S. Army Women's Museum and the Ordnance Training Support Facility. Fort Lee is one of three installations served by the Capital Region Military Alliance, Virginia's newest military affairs council, which is hosted by the Hopewell/Prince George Chamber, with support from the Crater Planning District Commission, VGR member jurisdictions, local chambers of commerce, and base and state leaders.

VGR Economic Dashboard

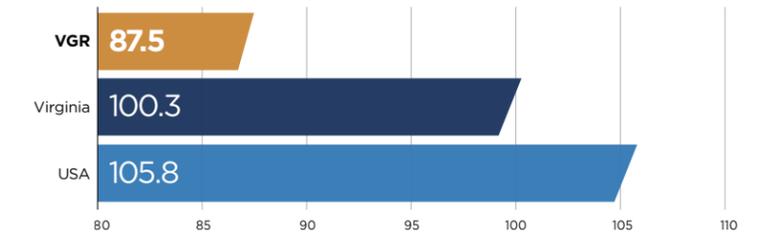
VGR Educational Attainment AGES 25-64

20.4% Have Attained a Bachelors Degree or more



Source: JobsEQ, American Communities Survey 2019-2023

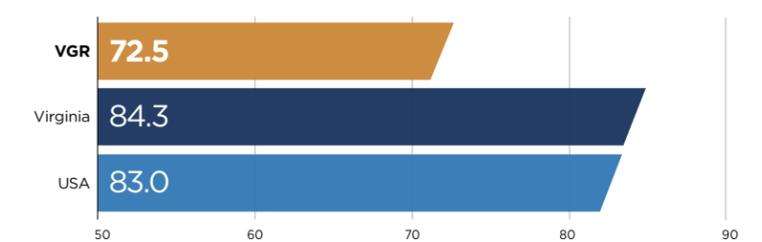
Cost of Living Index 2023, Base USA



Source: JobsEQ, Cost of Living per COLI, data as of 2025Q2

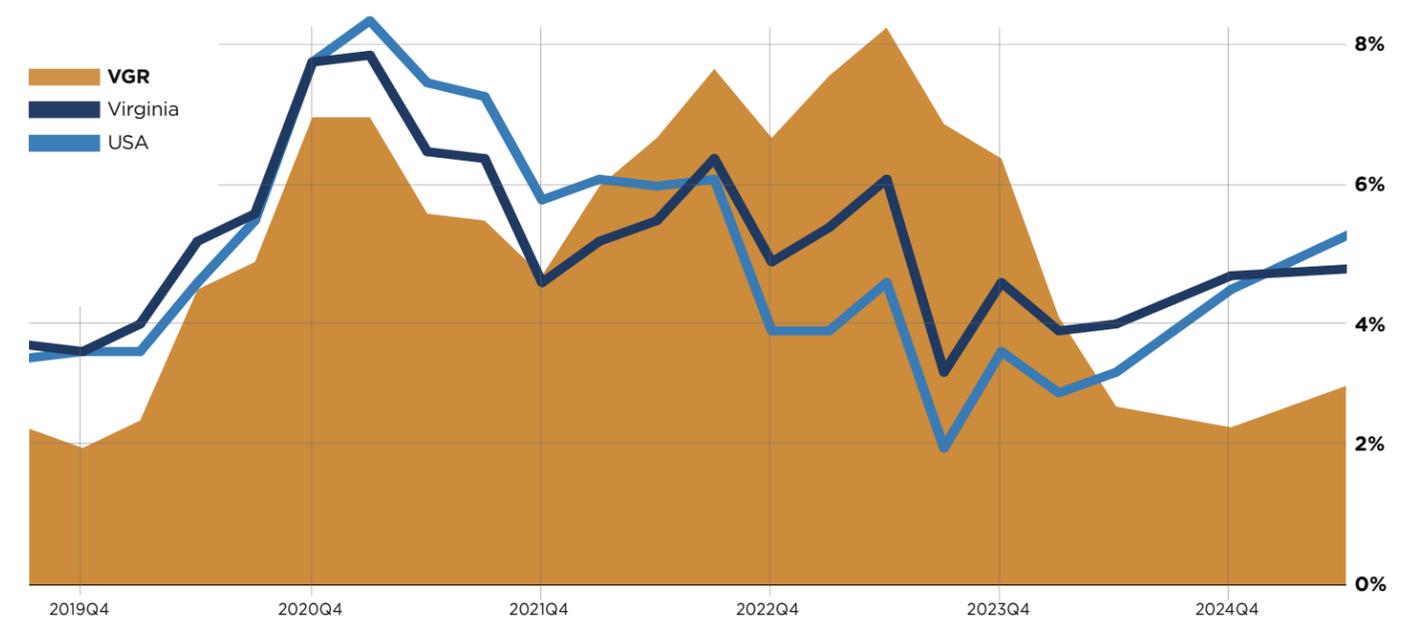
Prime-Age Labor Force Participation Rate

AGES 25-54 (in percent)



Source: JobsEQ, American Communities Survey 2019-2023

Wage Trends (2019 Q3 – 2025Q2) Indicates wage change from the previous year (in percent)



Source: JobsEQ. Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages provided by the Bureau of Labor Statistics and imputed where necessary. Data as of 2025Q2.

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AMBASSADOR COUNCIL



CORPORATE COUNCIL



ADDITIONAL PARTNERS

Brightpoint Community College
 C & F Bank
 Chmura Economics
 Hopewell/ Prince George Chamber of Commerce
 Jeff Geisz
 Mark Turner Construction
 Milestone Financial Services
 Nicholas Walker
 Old Dominion Electric Cooperative
 Pam Comstock
 Port of Virginia
 Robert Walker
 Southern Virginia Regional Chamber of Commerce
 Sussex County Chamber of Commerce
 SW Funk Industrial Contractors, Inc.
 The Country Club of Petersburg
 TriCities Hospital

COMMUNITIES
 City of Colonial Heights
 City of Emporia
 City of Hopewell
 City of Petersburg
 Brunswick County
 Dinwiddie County
 Greenville County
 Prince George County
 Sussex County

FOUNDATIONS AND ORGANIZATIONS
 The Cameron Foundation



VGR, FROM LEFT TO RIGHT:

- Tom Scott** – Managing Director, Business Investments

Jill Vaughan – Marketing & Communications Consultant

Amy Everett – Director of Customer Experience
- Keith Boswell** – President & CEO

David Leonard – Director of Workforce Development

Sharon Krol – Special Projects Manager

Alex Wood – Manager of Business Development

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- VISION** Uniting our region for economic prosperity
- MISSION** VGR fosters regional prosperity through business growth, powerful partnerships and delivering innovative resources to its communities.
- VALUES** Stewardship, Authenticity, Respect, Vision-Casting