2023 Sustainability Report

Published September 2024

Life-changing by Design™





TABLE OF CONTENTS

LETTER FROM OUR CEO AND CHAIRMAN OF THE BOARD 4
ABOUT US 6
ABOUT THIS REPORT 9
GOVERNANCE 10
- Oversight of Sustainability 11
- Board Diversity and Independence 12
- Business Ethics and Responsible Business Practices 13
- Risk and Crisis Management 15
- Supply Chain and Trade Partner Management 17
- Customer Privacy and Cybersecurity 18
- Public Policy 19

OUR TEAM MEMBERS 21
- A Great Place to Work For All/Team Member Engagement 23
- Equality of Opportunity and Creating a Sense of Belonging 24
- Learning and Development 27
- Total Rewards (Compensation, Benefits, and Wellness) and Recognition 29
- Health and Safety 32

ENVIRONMENT 33
- Ecological Impacts and Land Use 35
- Product Design and Resource Efficiency 39
- Climate Change Adaptation 44

SOCIAL 46
- Community Impact of New Developments 47
- Product Quality and Customer Satisfaction 49
- Corporate Philanthropy and Volunteering 53

SASB INDEX 58
UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS 61



DISCLAIMERS

Various statements contained in this Sustainability Report, including those that express a belief, expectation or intention, as well as those that are not statements of historical fact, are forward-looking statements. Forward-looking statements that are included in this report are generally accompanied by words such as “anticipate,” “believe,” “could,” “estimate,” “expect,” “future,” “goal,” “guidance,” “intend,” “likely,” “may,” “might,” “outlook,” “plan,” “potential,” “predict,” “project,” “should,” “strategy,” “target,” “will,” “would,” or other words that convey future events or outcomes. The forward-looking statements in this report speak only as of the date of this report, and we disclaim any obligation to update these statements unless required by law and caution you not to rely on them unduly. These forward-looking statements are inherently subject to significant business, economic, competitive, regulatory and other risks, contingencies and uncertainties, most of which are difficult to predict and many of which are beyond our control. For more information regarding such risks, contingencies and uncertainties, please review the risk factors discussed under the sections captioned “Risk Factors” included in our annual and quarterly reports filed with the Securities and Exchange Commission. Further, new risk factors may emerge from time to time and it is not possible for management to predict all such risk factors or to assess the impact of such risk factors on our business.

Note that while we have opted to include in this report metrics that are responsive to the SASB Standards maintained by the IFRS Foundation for companies within the “Home Builders” industry, such disclosures do not constitute an endorsement of the SASB framework or a representation that all or any of such metrics are material, or the only metrics that are material, to an understanding of our business and performance. Further, certain data included in this report may (i) include management estimates and/or (ii) be based upon standards of measurement that we may revise or refine in the future as we continue to refine our data collection and reporting processes. For more information regarding our business, liquidity, financial condition and results of operations, please review the reports that we file with the Securities and Exchange Commission.

The data and information herein are as of December 31, 2023 unless otherwise indicated.

LETTER FROM OUR CEO AND CHAIRMAN OF THE BOARD

Dear Stakeholder,

Through our LivingSmart® program, which is our commitment to healthy and environmentally responsible business practices, and our participation in third-party programs such as LEED®, ENERGY STAR® and Indoor airPLUS, as well as our approach to land acquisition and land planning, we are always looking for new and better ways to do business in a considerate, sustainable, and healthy way. All of our homes include features of LivingSmart®—a comprehensive program involving the development, design, construction, and ongoing operation of high-performing homes resulting in cost-savings for our homeowners and better environments for their families. We also continue to search for ways to improve energy efficiency and cost savings for our homeowners, including through the installation of solar panels and the use of high-efficiency equipment, such as ENERGY STAR® appliances and WaterSense® fixtures.

This year, we continued to improve our data collection and reporting processes in connection with our calculation of our 2023 carbon emissions in accordance with the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard and will continue to seek additional opportunities for improvement as we move forward.

We have worked hard to build a passionate culture of diverse team members, and cultivate inclusion and a sense of belonging for all, which we believe contributed to our recognition by *Fortune* Magazine as one of the 2023 *Fortune* 100 Best Companies to Work For®, as well as being named by Great Place to Work® as one of the Best Workplaces for Millennials™, Best Workplaces in Construction™, and Best Workplaces for Women™ for 2023, in addition to being recognized for the first time on the 2023 PEOPLE® Companies that Care™ list and *Fortune*'s 2024 World's Most Admired Companies™ list.





In 2023, we further expanded our leadership development training programs to provide more optionality based on individual leadership experience levels. These programs support the continuous development of our people, as individuals and future leaders no matter whether someone is a new, emerging, or more experienced leader.

We take pride in doing business the right way, which means going above and beyond. After all, we are not simply in the homebuilding business—we are in the life-changing business. We have always been, and will continue to be, focused on how what we do impacts others, including our team members and trade partners, the communities in which we live and work, and the overall environment. As we grow, so does our responsibility to the world around us.



Steven J. Gilbert
Chairman of the Board



Douglas F. Bauer
Chief Executive Officer

"We have always been, and will continue to be, focused on how what we do impacts others, including our team members and trade partners, the communities in which we live and work, and the overall environment. As we grow, so does our responsibility to the world around us."

About Us

One of the largest homebuilders in the U.S., Tri Pointe Homes, Inc. (NYSE: TPH) is a publicly traded company operating in 12 states and the District of Columbia, and is a recognized leader in customer experience, innovative design, and environmentally responsible business practices. The company builds premium homes and communities with deep ties to the communities it serves—some for as long as a century. Tri Pointe Homes combines the financial resources, technology platforms and proven leadership of a national organization with the regional insights, longstanding community connections and agility of empowered local teams. Tri Pointe has won multiple Builder of the Year awards, was named to the 2024 *Fortune* World's Most Admired Companies™ list, is one of the 2023 *Fortune* 100 Best Companies to Work For®, and was designated as one of the 2023 PEOPLE® Companies that Care. The company was also named as a Great Place To Work-Certified™ company for three years in a row (2021 through 2023), and was named on several Great Place To Work® Best Workplaces lists in 2022, and 2023. For more information, please visit TriPointeHomes.com.

SETTING THE FOUNDATION

2009
Tri Pointe Homes was formed and began operations in Southern California

2010
$150 million Starwood Capital Group equity commitment

2011
Opened operations in Northern California

2012
Expanded into the Colorado market

2013
First initial public offering of a homebuilder in over 10 years

2014
WRECO transaction closes
Launched Tri Pointe Connect and Tri Pointe Assurance for mortgage and title services

2015
2014 Developer of the Year award[1]
2015 Homebuilder of the Year award[2]

2016
#1 Rated Local Management Teams[3]
Millennial "Responsive Home" completed
Expanded into the Austin market

2017
HIVE 100 Innovators award[4]
Fortune 100 Fastest-Growing Companies
Expanded into the Sacramento market

2018
Dunhill and Nathan Carlisle Homes acquired and become the Dallas-Fort Worth Division
Tri Pointe Advantage Insurance Services launched
Expanded into the Carolinas

2019
Best Places to Work Award[5] 4th consecutive year
Tri Pointe Assurance expands into escrow services

2020
2019 Builder of the Year award[6]
Tri Pointe unifies its six builder brands under the name Tri Pointe Homes®

2021
2021-2024 Great Place to Work-Certified™ Company[7]
Launched Altis, Tri Pointe Homes' 55+ brand
Updated LivingSmart® features based on home shopper research

2022
Fortune Best Workplaces for Millennials™, Women™ and in Construction™[8]
Launched LiveAbility™, our commitment to build homes that naturally adapt to life's changing needs

2023
Announced expansion into the Utah market
Fortune Best Workplaces for Women™, Construction™, Millennials™, and 100 Best Companies to Work For®[9]

[1] Builder and Developer magazine, a national homebuilding publication, named Tri Pointe the Developer of the Year in 2014.

[2] BUILDER magazine named Tri Pointe the Builder of the Year in 2015. The Builder of the Year Award is BUILDER magazine's highest yearly honor.

[3] Leading homebuilding analyst firm Zelman & Associates found Tri Pointe to have the highest-rated local management teams among public homebuilders in its 2015 survey of land developers and private homebuilders.

[4] Recognizing housing's most influential innovators, real estate media firm Hanley Wood awarded Tri Pointe with a HIVE 100 Innovators award in the Business Management category.

[5] Orange County Business Journal and Best Companies Group recognized Tri Pointe as one of the Best Places to Work in Orange County in 2016, 2017, 2018 and 2019.

[6] Builder and Developer magazine, a national homebuilding publication, named Tri Pointe the Builder of the Year in 2019.

[7] Tri Pointe Homes was recognized as a Great Place to Work-Certified™ Company for 2021-2024.

[8] Tri Pointe Homes was recognized in 2022 as a *Fortune* Best Workplace for Millennials™, Women, and in Construction™.

[9] Tri Pointe Homes was recognized in 2023 as a Fortune Best Workplaces for Women™, Construction™, Millennials™, and 100 Best Companies to Work For®.

BRAND PILLARS



#1
Best of big and small

We are local specialists on a national scale. Proud of our homegrown heritage and trusted community relationships. Empowered by the combined strength of our company-wide financial resources, design leadership and technology platforms. It's big thinking with a personal approach that makes us better together.

#2
Customer driven

Homebuyers are our inspiration. Where we build, how we design and the overall experience we create all spring from a deep understanding of how our customers want to live. We don't just focus on life inside the home, we believe in building community, in every sense of the word—from the connected locations we select to our commitment to social responsibility. We exist to create solutions that far exceed our homebuyers' expectations and truly enhance their lives.

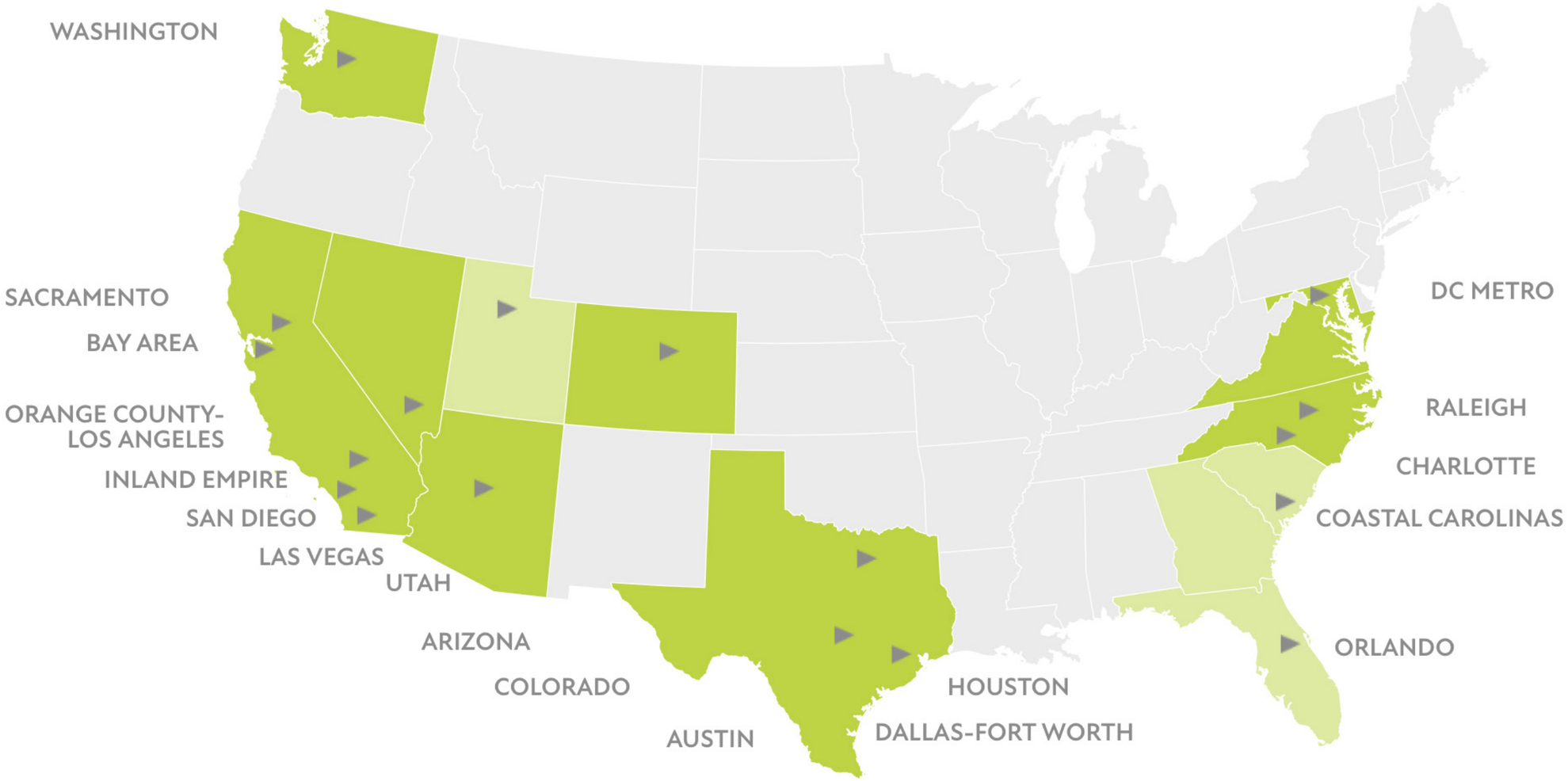
#3
Premium lifestyle brand

We are recognized in this industry for setting trends and paving new paths forward. We approach the entire homeowning experience—from design, to personalization and craftsmanship—with the same open-minded, progressive spirit as other leading lifestyle brands. The result is innovative programs like LivingSmart®, our commitment to healthy and environmentally responsible business practices and Tri Pointe Solutions®, our suite of services that streamline the buying process, start to finish. We are not just a leading homebuilder. We are about making a premium lifestyle possible for our customers, whatever their price point or life stage.

#4
Passionate culture

We are a people-first company—a team of passionate individuals who see our mission of being in the life-changing business as a true calling. Together, we achieve outstanding results that honor our shared values. We care deeply about helping our homebuyers achieve their dreams—about building thriving communities and empowering our team members to love what they do.

OUR DIVISIONS



States shaded in dark green reflect Tri Pointe Homes' current markets.
States shaded in light green are new expansion markets.

About This Report

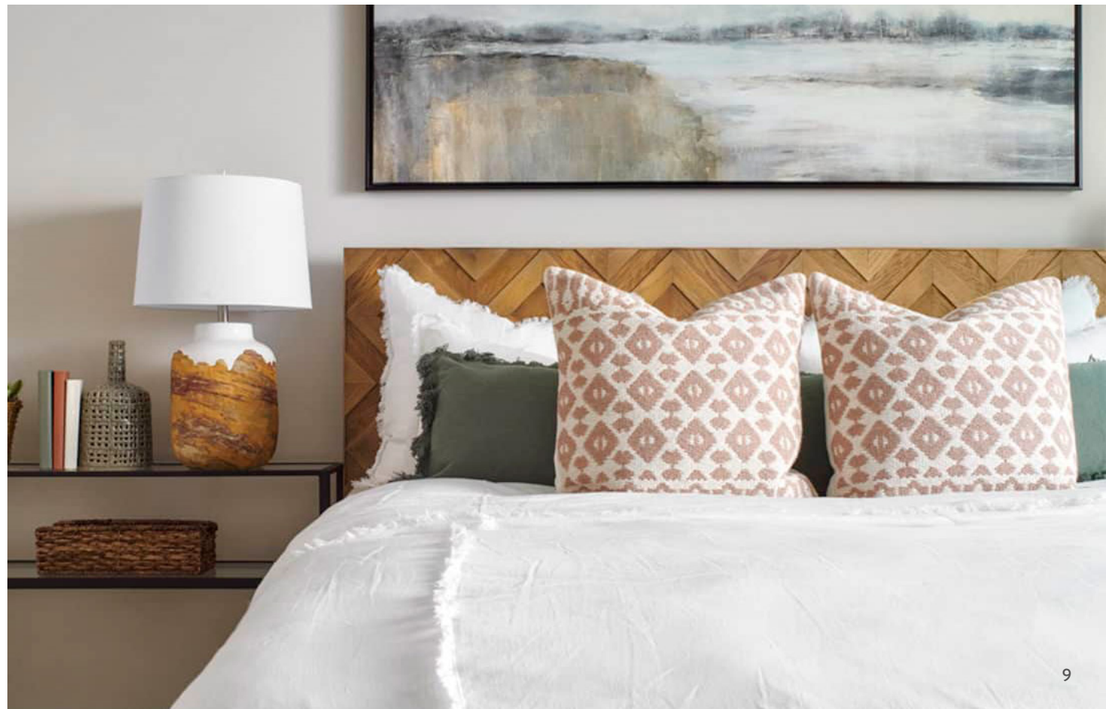
We recognize the importance of sustainability and other considerations to our stakeholders. Through this report, we share some of the work we are undertaking as we continue to strengthen our capabilities in several key areas:

- We seek to maintain a strong corporate governance structure that reflects accountability and transparency to our stockholders and other stakeholders.
- We demonstrate our commitment to healthy and environmentally responsible business practices through innovative programs such as LivingSmart®.
- We believe in building community, in every sense of the word—from the connected locations we select to our commitment to social responsibility.
- We are a people-first company—a team of passionate individuals who see our mission of being in the life-changing business as a true calling—that is committed to making Tri Pointe Homes a great place to work.

We have leveraged the SASB Standards maintained by the IFRS Foundation for companies within the "Home Builders" industry to identify certain factors that may be material for our investors, and calculated our greenhouse gas (GHG) emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. We also consulted the Global Reporting Initiative (GRI) for areas that may be important to other stakeholders, including talent management and our involvement with the communities in which we live and work. In addition, we have highlighted several of the United Nations Sustainable Development Goals to which we believe our current strategies and priorities most closely align.

If you have any questions or comments about sustainability matters, including this report, please contact us at sustainability@TriPointeHomes.com.





Governance



Governance

OVERSIGHT OF SUSTAINABILITY

We are committed to a strong corporate governance structure and practices that reflect a commitment to accountability and transparency to our stockholders and other stakeholders. Pursuant to our Corporate Governance Guidelines, our Board of Directors is responsible for overseeing our policies, programs, and strategy regarding sustainability-related matters. This includes, in consultation with our management team, our sustainability disclosures and assessments of the effectiveness of our policies, programs, and strategy regarding sustainability matters.

At the management level, our Chief Sustainability Officer and sustainability working group are responsible for implementing our sustainability strategy and initiatives. This working group has cross-functional representation and includes senior-level representatives from Legal, Operations, Sales and Marketing, Human Resources, IT, and Finance and Accounting. Our senior management team regularly updates our Board of Directors on matters related to sustainability, including the efforts undertaken by the sustainability working group.

Other Corporate Governance Highlights

In addition to the other practices described in this report, our corporate governance practices include the following:

- Separate independent Chairman of our Board of Directors and CEO
- Audit, Compensation and Nominating and Corporate Governance Committees are each comprised solely of independent directors
- Annual election of directors
- Majority voting in uncontested director elections
- Director resignation policy requiring incumbent directors who are not re-elected to tender promptly a written offer of resignation
- Stock ownership guidelines for our directors and senior management
- Clawback policy for recoupment of executive officer incentive-based compensation in the event of certain restatements of our financial results
- Regular executive sessions of independent directors

BOARD DIVERSITY AND INDEPENDENCE

Our Board of Directors currently has six members, all of whom, other than our Chief Executive Officer, are independent under the New York Stock Exchange (NYSE) listing standards. In addition, one-half of our Board of Directors self-identifies as either female or ethnically diverse. We believe our Board of Directors should possess a combination of skills, professional experience, and diversity of backgrounds necessary to oversee our business. Our Board of Directors recognizes the importance of diversity as it relates to viewpoints, backgrounds, leadership and business experience, as well as ethnicity, race and gender, and our Nominating and Corporate Governance Committee evaluates candidates' ability to contribute to such diversity.

For more information about our Board of Directors and its committees, please see our most recent Proxy Statement.



Steven J. Gilbert
Chairman of the Board



Douglas F. Bauer
Director and Chief Executive Officer



Constance B. Moore
Director



Vicki D. McWilliams
Director



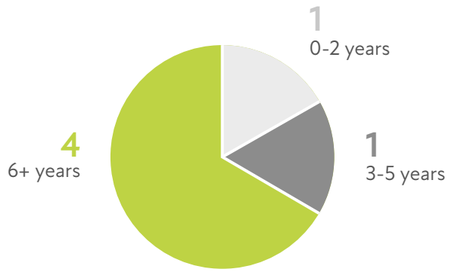
Lawrence B. Burrows
Director



R. Kent Grahl
Director

TENURE

Average Tenure: 7.8 years



DIVERSITY

33%
Women

17%
Racial/Ethnic Diversity

BUSINESS ETHICS AND RESPONSIBLE BUSINESS PRACTICES

Tri Pointe Homes is committed to the highest principles of business ethics and corporate governance requirements. Our Code of Business Conduct and Ethics sets out the fundamental principles and key policies and procedures that govern our business conduct and describes the expected standards of conduct for all of our employees, officers, and directors. The purpose of our Code of Business Conduct and Ethics is to focus our Board of Directors and our management team on areas of ethical risk, provide guidance to our employees to help them recognize and address ethical issues, provide mechanisms to report unethical conduct and help foster a culture of honesty and accountability. Our Board of Directors reviews annually and revises, as appropriate, our Code of Business Conduct and Ethics.

Our team members complete an annual training on matters addressed in our Code of Business Conduct and Ethics, such as conflicts of interest, anti-bribery, the U.S. Foreign Corrupt Practices Act (FCPA), political contributions and lobbying, and are required to certify annually that they have read and agree to comply fully with our Code of Business Conduct and Ethics.

Our Board of Directors has also adopted a Code of Ethics for Senior Executive and Financial Officers that applies to our Chief Executive Officer, Chief Financial Officer, and Chief Accounting Officer (or persons performing similar functions to the aforementioned officers).

Our Code of Business Conduct and Ethics, as well as our Code of Ethics for Senior Executive and Financial Officers, are available on our investor website in the Governance—Governance Documents section.





We are also committed to creating and maintaining a community in which our team members are free from all forms of harassment and discrimination. We require our employees to review our Discrimination, Harassment and Workplace Conduct Policy every two years. We have adopted protocols designed to prevent discrimination and provide avenues for reporting and addressing behaviors that are inconsistent with our business standards and our core values. We do not tolerate harassment, discriminatory behavior, sexual misconduct or any kind of retaliation for reporting suspected misconduct.

Our internal audit department provides our management and our Audit Committee with ongoing assessments of our risk management processes and system of internal control. We also maintain a toll-free Ethics Hotline (844-227-1794) and reporting website administered by a third party, which allows investors, employees and other interested parties to anonymously report any concerns or activities that may potentially violate company policies.

In accordance with the listing standards of the NYSE, our Board of Directors has also adopted Corporate Governance Guidelines that describe certain of our corporate governance policies and practices. Our Nominating and Corporate Governance Committee is generally responsible for oversight of matters related to corporate governance and ethical conduct, and monitors the effectiveness of our Corporate Governance Guidelines, including whether such guidelines are successful in preventing illegal or improper liability-creating conduct. Our Corporate Governance Guidelines are available on our investor website in the Governance—Governance Documents section.

Tri Pointe Homes is committed to conducting responsible business practices throughout our operations that protect human rights in accordance with the United Nations' Guiding Principles on Business and Human Rights and Universal Declaration of Human Rights. We do not use forced or involuntary labor of any kind or engage in any form of slavery, servitude or human trafficking, and we expect our vendors, suppliers and trade partners to similarly abstain from all such activities. For more information, please see our Human Rights Policy, which is available on our investor website in the Governance—Governance Documents section.



RISK AND CRISIS MANAGEMENT

One of the key functions of our Board of Directors is to provide informed oversight of the risk management process, which it administers with support from our Audit Committee, Compensation Committee, and Nominating and Corporate Governance Committee, each of which addresses risks specific to its respective areas of oversight. Our Board of Directors monitors risks through regular reports from each of the Committee chairs and is apprised of particular risk management matters in connection with its general oversight and approval of corporate matters. In connection with its review of our operations and corporate functions, our Board of Directors addresses the primary risks associated with those operations and corporate functions. In addition, our Board of Directors reviews the risks associated with our business strategies periodically throughout the year as part of its consideration of undertaking any such business strategies.

Our Audit Committee considers and discusses with management our major financial risk exposures and the steps management takes to monitor and control these exposures. Our Audit Committee also oversees the policies and processes relating to financial statements, financial reporting processes, compliance and auditing, and the guidelines, policies, and processes for monitoring and mitigating related risks. It also monitors compliance with legal and regulatory requirements, in addition to oversight of the performance of our internal audit function, as well as our cybersecurity program and cyber-related risks.

Our Compensation Committee assesses and monitors whether any of our compensation policies and programs have the potential to encourage excessive risk-taking and reviews and discusses, at least annually, the relationship between risk management policies and practices, business strategy, and our compensation policies and programs.



Our Risk Management function oversees the process of quantifying and prioritizing risks and identifying economical and opportunistic controls designed to mitigate risk on a company-wide basis. Risk Management also ensures that we have commercially reasonable insurance coverage and risk transfer, including as it relates to our commercial general liability insurance, which addresses risks relating to construction defect and related matters, and seeks to ensure that our retained risks are efficiently financed. Further, Risk Management works with our land acquisition and development and operations teams to ensure that our sales and development activities are appropriately bonded in accordance with state and local agency requirements.

We maintain a crisis response plan that is designed to address crises affecting Tri Pointe Homes, including any incidences that occur at any of our new home development and sales locations. Pursuant to this plan, we have instituted protocols that require the involvement of specified persons who are tasked with applicable responsibilities for addressing the particular crisis, including both corporate-level and regional response teams. Additionally, we have adopted an Incident Response Plan in the event of any cybersecurity-related matters. For major emergencies that impact our entire operations (e.g., the COVID-19 pandemic), response plans are generally coordinated through a corporate task force comprised of senior management and corporate subject-matter experts.

Additionally, we recently engaged in a comprehensive cyber tabletop exercise, simulating a ransomware cyber attack scenario to enhance our readiness and response strategies in safeguarding against potential threats to our data, IT systems, and critical business functions, and have engaged a consultant to collaborate on developing a robust business resiliency plan.

Further, to address development and market cycle risk, we have centralized control over all acquisitions through a land committee process. Our Management Land Committee, which is comprised of our CEO, President and CFO, reviews all land acquisitions and dispositions with a purchase price of up to $50 million, and our Executive Land Committee reviews all land acquisitions and dispositions with a purchase price greater than $50 million but less than $100 million. Any land transactions with a purchase price of $100 million or more are subject to review by our Board of Directors. In each case, our homebuilding divisions prepare comprehensive due diligence packages for review by the appropriate committee or Board of Directors, as applicable, which identify, among other things, environmental, development, legal, market and other risks associated with the potential transaction.



SUPPLY CHAIN AND TRADE PARTNER MANAGEMENT

We are passionate about providing homebuyers with life-changing homes and seek to hire subcontractors who share in our ideals. We carefully select subcontractors who we believe will meet our high expectations, as well as the expectations of our homebuyers.

Our subcontractor selection process includes soliciting bids from prospective subcontractors and assessing their qualifications related to safety, performance, and financial resources, in addition to pricing and prior relevant homebuilding experience. In some cases, our operations teams will also assess a potential subcontractor's work on one or more other jobsites.

Once we have approved a subcontractor, we enter into a master subcontract agreement, which generally provides, among other things, that the subcontractor will indemnify us for liabilities arising from their work, subject to various limitations. However, such indemnity is significantly limited with respect to certain subcontractors that are added to our general liability insurance policy. Utilizing a company-wide electronic platform, we track the performance of our subcontractors on each project diligently, including as it relates to jobsite safety. Throughout the construction process, we conduct regular work quality inspections, field safety walks, and inspections. While each of our subcontractors is responsible for the health and safety of their employees, we share best practices with them and communicate observations from our jobsite visits.

We view our subcontractors as an integral part of the Tri Pointe Homes team. We believe that the long-standing relationships that we have developed with many of our subcontractors are an important part of our best-in-class approach to homebuilding.

Our National Vice President of Strategic Sourcing and Sustainability oversees our supply chain and sourcing of materials, as well as our local purchasing teams at each of our homebuilding divisions. At the corporate level, we seek to partner with large, established manufacturers to identify fixtures, appliances, and other materials for use in our homebuilding activities, and negotiate pricing and/or rebates on the basis of our requirements as a national homebuilder. These brand partners regularly provide us and our local teams with knowledge and instruction about their products, including insights into customer trends, and training and guidance as to the application or installation of the applicable product(s). Our subcontractors then source directly pre-approved fixtures, appliances, and other materials through a distributor for use on the applicable jobsite.





CUSTOMER PRIVACY AND CYBERSECURITY

We believe that a critical part of our commitment to responsible business practices includes protecting customer privacy, which is of the utmost importance to us and is reflected in our comprehensive privacy policies and management processes. Our privacy compliance program is designed to comply with applicable federal and state rules and regulations, including the California Consumer Privacy Act (CCPA), as amended, to ensure the protection of our customers' data. Our Privacy Policy and California Privacy Policy describe our practices regarding our collection, use, protection, and disclosure of personal information and other data. Our privacy policies also explain customers' choices for managing information preferences, including the right to opt out of certain uses of personal information.

All team members participate in mandatory cybersecurity training, which includes a recurring cyber-phishing awareness campaign designed to assess our team members' awareness of and responses to phishing requests, and we also publish a quarterly cyber-awareness newsletter. We have formed a working group comprised of team members from IT, Legal, and Sales and Marketing that meets regularly to discuss best practices and organizational priorities regarding customer data protection, cybersecurity, training opportunities, and recent developments in applicable laws and other relevant and related matters.

Our Audit Committee oversees our cybersecurity program and cyber-related risks and periodically reviews this program with our management, including risk mitigation and response strategies.



PUBLIC POLICY

As part of being responsible stewards of our organization, we believe it is important to be involved in trade groups and industry associations that advocate for homeownership and progress in the homebuilding industry. As part of our engagement in the public policy process, we are active members of a number of industry organizations, including:

- **Leading Builders of America (LBA):** Formed in 2009, LBA's purpose is to preserve home affordability for American families by carefully evaluating the public policy dialogue at the federal and state level and becoming actively engaged in issues that have the potential to impact home affordability. LBA's membership includes many of the largest homebuilding companies in North America.

- **Local Building Industry Associations:** Tri Pointe Homes is a member of a number of local Building Industry Associations throughout the U.S. Generally, these Building Industry Associations serve as advocates for the building industry within the applicable region and seek to ensure continued access to housing opportunities and jobs within the industry.

Additionally, we have established an approval process for political contributions to address our compliance with applicable local, state and federal regulations.



"As part of being responsible stewards of our organization, we believe it is important be involved in trade groups and industry associations that advocate for homeownership and progress in the homebuilding industry."





Our Team Members



Our Team Members

We are a people-first company—a team of passionate individuals who see our mission of being in the life-changing business as a true calling. Together, we seek to achieve outstanding results that honor our shared values. We care deeply about helping our homebuyers achieve their dreams—about building thriving communities and empowering our team members to love what they do.

Our values guide our behavior. At Tri Pointe Homes, having H.E.A.R.T. is at the core of our culture and stands for demonstrating the following:

- ***H**umility*—We know we do not know everything. We are constantly learning and growing. We put the needs of our team members and customers ahead of ourselves and we let our actions and outcomes speak for themselves.
- ***E**mpowerment*—We trust each other to act, to take responsibility and to make good decisions. This creates opportunity and builds confidence in each of us and in our team.
- ***A**uthenticity*—We are open and honest with each other. We are real people who embrace each other as individuals with diverse backgrounds and points of view.
- ***R**esults*—We set ambitious, achievable goals and are disciplined and resourceful about attaining what we set out to do. We embrace challenges and celebrate wins.
- ***T**eam*—We are better together in this business. Respect and collaboration are everything. How we work together, what we share and the way in which we support each other make all the difference in our results—and in the quality of life we create each day.

We have been recognized with multiple Best Places to Work awards and were named as a Great Place to Work-Certified™ company in each of 2021, 2022, and 2023. To read more about these and other awards for our innovation, creativity, and quality, please visit the "About Us" section of our website.

1,437
Number of team members

628
Executive, management and administrative

288
Field sales and design

521
Field construction and Customer Care

15.2%
Total turnover*



*Excludes separations resulting from workforce reduction plans

A GREAT PLACE TO WORK FOR ALL/TEAM MEMBER ENGAGEMENT

To ensure that our team members have an opportunity to provide meaningful feedback about their experiences and to measure team member satisfaction, we conduct an annual engagement survey through a third-party vendor, which also affords us the opportunity to benchmark our results against other great workplaces.

In our most recent survey in 2023, our team members scored us consistently with the average score of the companies recognized on the 2023 *Fortune* 100 Best Companies to Work For® list, and rated us higher than the average score of such companies on all items pertaining to fairness, equity, impartiality, justice, integrity, caring, leadership behavior, competence, and pride and camaraderie. In areas where we did not score as well, our management team and HR leaders thoughtfully considered the feedback and developed action plans, addressing team member feedback with company-wide changes where appropriate.

Fortune 100 Best Companies to Work For®

In April 2023, we were recognized for the first time as one of the 2023 *Fortune* 100 Best Companies to Work For®. To determine the 100 Best Companies to Work For®, Great Place to Work® analyzed the anonymous survey responses of more than half a million employees from Great Place to Work-Certified™ companies with at least 1,000 workers. Companies also submitted essays describing their efforts to offer generous and innovative support for workers, which were validated against employee survey responses.

Great Place to Work-Certified™

Based on our 2021, 2022, and 2023 engagement survey results, we were recognized as a Great Place to Work-Certified™ company for 2021–22, 2022–23, and 2023–24. Great Place to Work Certification™, the global benchmark for identifying outstanding employee experiences, is recognized worldwide by employees and employers alike with more than 10,000 companies across 60 countries applying for certification every year. The most recent certification process for 2023 revealed that 90 percent of our team members believe that Tri Pointe Homes is a great place to work, as compared to 57 percent at a typical U.S.-based company. According to Great Place to Work research, job seekers are 4.5 times more likely to find a great supervisor at a Certified great workplace and employees at Certified great workplaces are 93 percent more likely to look forward to going to work, and are twice as likely to be paid fairly, earn an equitable share of the company's profits, and have a fair chance at promotion.

In addition, our 2023 achievements and accolades from Great Place to Work® include being named as one of the Best Workplaces for Millennials™, Best Workplaces in Construction™, and Best Workplaces for Women™, as well as a 2022 Great Place to Work-Certified™ company. Further, we were named for the first time on the 2023 PEOPLE® Companies that Care list, as well as *Fortune*'s 2024 list of the World's Most Admired Companies™.

To view our profile and Great Place to Work Certification™ results, please visit https://www.greatplacetowork.com/certified-company/7010924.

To read more about these and other awards for our innovation, creativity, and quality, please visit the "About Us" section of our website.

In addition to team member engagement surveys, we regularly assess and track team member retention and engagement and use this data to institute action plans for improvement.

On a quarterly basis, our senior management team hosts "House Blend" townhall events, during which key leaders discuss our financial results and other matters affecting the company. To ensure we address topics that are most important to our team members, we encourage them to reach out with questions, ideas, or concerns in advance or during the event.

EQUALITY OF OPPORTUNITY AND CREATING A SENSE OF BELONGING

We believe in the importance of cultivating a respectful and collaborative environment where all team members and individuals are encouraged to be their authentic selves and have equal opportunity to succeed. We actively recruit passionate, purpose-driven team members, embrace individuality, and strive to be consciously inclusive of different backgrounds, experiences, and perspectives in every aspect of our business. We believe that a diverse staff brings diverse ideas to the table, and we seek to promote an open and inclusive culture for all.

We make employment decisions based on merit and qualifications and we believe that our company's strength relies on the diversity of our team and the unique, innovative ideas everyone contributes.

"We seek to promote an open and inclusive culture for all."



We have established action plans and key initiatives to promote the above, including the following:

- **Think Tank:** Established in 2020, our Think Tank is comprised of diverse members of our Human Resources team and meets regularly to discuss team member engagement-related initiatives, goals, and projects. We are also active participants in a networking group within the homebuilding industry that shares ideas, action plans and progress to improve diversity, equity, inclusion, and a sense of belonging.

- **Communication and Education:** Diversity, equity, inclusion and belonging awareness training is offered and available to all team members regardless of title within our organization. This training is intended to increase awareness regarding the ways in which our leaders and team members can be more intentional and consciously inclusive of different backgrounds, experiences, and perspectives in all aspects of our business. We have also created an event calendar and series of internal communications for our team members aimed at showcasing various events, topics, benefits, and celebrations throughout each year that pertain to inclusivity and our team members' interests.

- **Recruiting/Talent Acquisition:** We implemented a centralized talent acquisition function in 2018, which allows us to work collaboratively with our hiring managers to develop focused strategies needed to broaden and increase the diversity of our candidate pools.

- **Analytics:** In 2021, we established a set of baseline diversity metrics so that we can regularly review and mine patterns and areas for improvement. Compiled through various data points, including diversity representation statistics, contrasting industry averages, and team member engagement feedback, we regularly review and leverage resulting statistics to benchmark our metrics against applicable peer groups and develop potential future goals.

- **Succession Planning:** As part of our succession planning, we make conscious efforts to identify, develop, and promote diverse candidates.











Below are tables that set forth the percentage of women and racially/ethnically diverse team members in applicable job classifications, as defined by the U.S. Equal Employment Opportunity Commission for purposes of EEO-1 reporting, as of December 31, 2020 and 2023, respectively. We believe the below data is useful in assessing our progress regarding diversity representation over such three-year period.

	Women Team Members		
EEO Job Classification	December 31, 2020	December 31, 2023	Percentage Change
Total Company	43.3%	43.1%	-0.4%
Management*	41.6%	42.0%	0.9%
Professionals	21.6%	23.7%	10.0%
Administrative Support Workers	86.5%	84.3%	-2.6%
Sales Workers	67.6%	67.3%	-0.4%

	Racially/Ethnically Diverse Team Members		
EEO Job Classification	December 31, 2020	December 31, 2023	Percentage Change
Total Company	29.5%	29.2%	-1.0%
Management*	18.2%	15.8%	-13.2%
Professionals	31.1%	33.4%	7.5%
Administrative Support Workers	41.2%	40.3%	-2.3%
Sales Workers	32.4%	31.2%	-3.8%

** "Management" positions include employees that fall within the "First/Mid-Level Officials and Managers" and "Executive/Senior-Level Officials and Managers" EEO-1 reporting categories.*

9.7%
Team members under age 30

55.9%
Team members between ages 30 and 50

34.4%
Team members over age 50



LEARNING AND DEVELOPMENT

New Team Member Onboarding

Recognizing the critical importance of an effective onboarding processes in fostering employee engagement, productivity, and retention, we have prioritized the development of a comprehensive onboarding approach with input from our team members and leaders. We understand that the initial days and weeks of a team member's journey may significantly impact their long-term success and feelings of inclusion within an organization.

Therefore, we have implemented new team member onboarding, training, and development processes and resources by department and for key positions. To provide our team members with an intentional and seamless onboarding experience, we provide and guide each new team member through detailed onboarding checklists, customized by department and key roles, and present them with a four-to-six-week framework that builds with greater responsibility week-over-week. That framework begins with fundamental social connectivity and relationship building, as we believe they are as important as knowledge, information sharing, and initial training. Team members flow through a defined timeline during which they: Build Social Connections, Know the Company, Know the Division, Know the Role, Practice the Role, and Perform at a High Level.

Blueprint Online Learning Center

We believe in continuous learning and development and know that needs differ for individuals and teams. Our online learning center, Blueprint, is a unique and customized resource available to all our team members, where they can curate learning paths to complete at their own pace based on individual needs. Blueprint features over 20,000 accessible courses on a wide variety of topics in areas such as Business Operations, Management, Productivity and Collaboration Tools and Professional Improvement.



Most Popular Blueprint Courses in 2023:

1. Performance Management (How to Create an Individual Goal, How to Complete a Self-Review, Aligning Goals and Priorities to Delivery Results, How to Cascade Team Goals, Saving Time by Setting Goals)
2. How to Create a Sense of Belonging at Work
3. Customer Service: Fostering a Service Mindset
4. Enriching Your Personal Mindset
5. Differentiating between Urgent and Important Tasks

9,710

Total Blueprint courses completed in 2023

Leadership Development

We host a menu of leadership development programs company-wide that provide opportunities to all of our team members. These programs are designed to enable our team members to progress in their careers with Tri Pointe Homes. The leadership development programs are intended to support our team members at various stages in their leadership journey and include:

- Self-paced e-learning paths for both emerging and experienced leaders
- Situational leadership trainings designed to provide tools to empower supervisors at all levels to effectively communicate and lead individuals at different stages of their career and experience level
- Conscious inclusion training designed to engage the hearts and minds of all team members and focus on how their behavior directly impacts outlooks on diversity, equity, inclusion, and belonging
- In partnership with the University of Wisconsin, our Key Talent Program is focused on building strategic leadership capability and business acumen for our high-potential vice president and above leadership populations
- In partnership with Franklin Covey, our Emerging Leader Program is designed to deliver core leadership skills to manager- and director-level leaders
- Change management training designed to educate team members on the planning and execution of activities that ensure our workforce is committed, enabled, ready, and organizationally-aligned to implement lasting change that will allow us to achieve specific business objectives

In addition, both through our Blueprint learning center and otherwise, we offer comprehensive learning and development opportunities to our team members based on their specific roles, needs and desires. In some cases, company-wide training is mandatory to ensure all our team members follow a common set of rules regarding safety and ethical standards. To promote accountability, we track participation in mandatory modules to ensure timely completion, including for training on our Code of Business Conduct and Ethics, cybersecurity, anti-harassment, and non-discrimination.

While we can open the door and provide learning opportunities, our team members are ultimately responsible and encouraged to champion and own their careers and development—and our supervisors are encouraged to act as their career coaches as part of the process.

To recognize and promote outstanding team members, we conduct an annual comprehensive talent and succession planning review focused on identifying and developing top-performing, high-potential, and diverse team members for advancement to key positions. Our Compensation Committee oversees this review process.

TOTAL REWARDS (COMPENSATION, BENEFITS, AND WELLNESS) AND RECOGNITION

We are committed to making Tri Pointe Homes a great place to work and support a healthy work-life balance for our team members. Our team members' health and overall well-being, as well as their growth and development, are important to us. Our "Total Rewards" package and overall employer value proposition is about more than just compensation—it also includes benefits, programs, and policies to promote health and wellness.

We seek to ensure that our compensation, recognition, and rewards programs are fair and equitable, highly competitive, reward great performance and increase team member engagement and retention. We provide an annual Total Rewards Statement to every team member, so they have transparency of the value of their collective compensation and benefit programs. In addition, our "Pointes of Gratitude" recognition program enables team members to provide peer-to-peer recognition and celebrate each other in a social-media-like feed, recognize wins, accomplishments and important career milestones, and earn points that can be redeemed for merchandise.

Additionally, we design our short- and long-term incentive programs to align individual incentives and rewards with our vision and strategies, to motivate our team members to achieve top performance in the industry and to attract and retain high-performing talent. To ensure our compensation and benefit programs are designed appropriately to attract and retain talent, we also engage nationally recognized outside compensation and benefits consulting firms and vendors to benchmark our programs against peers and other comparable organizations.

9,871

Total recognition events via Pointes of Gratitude

6,539

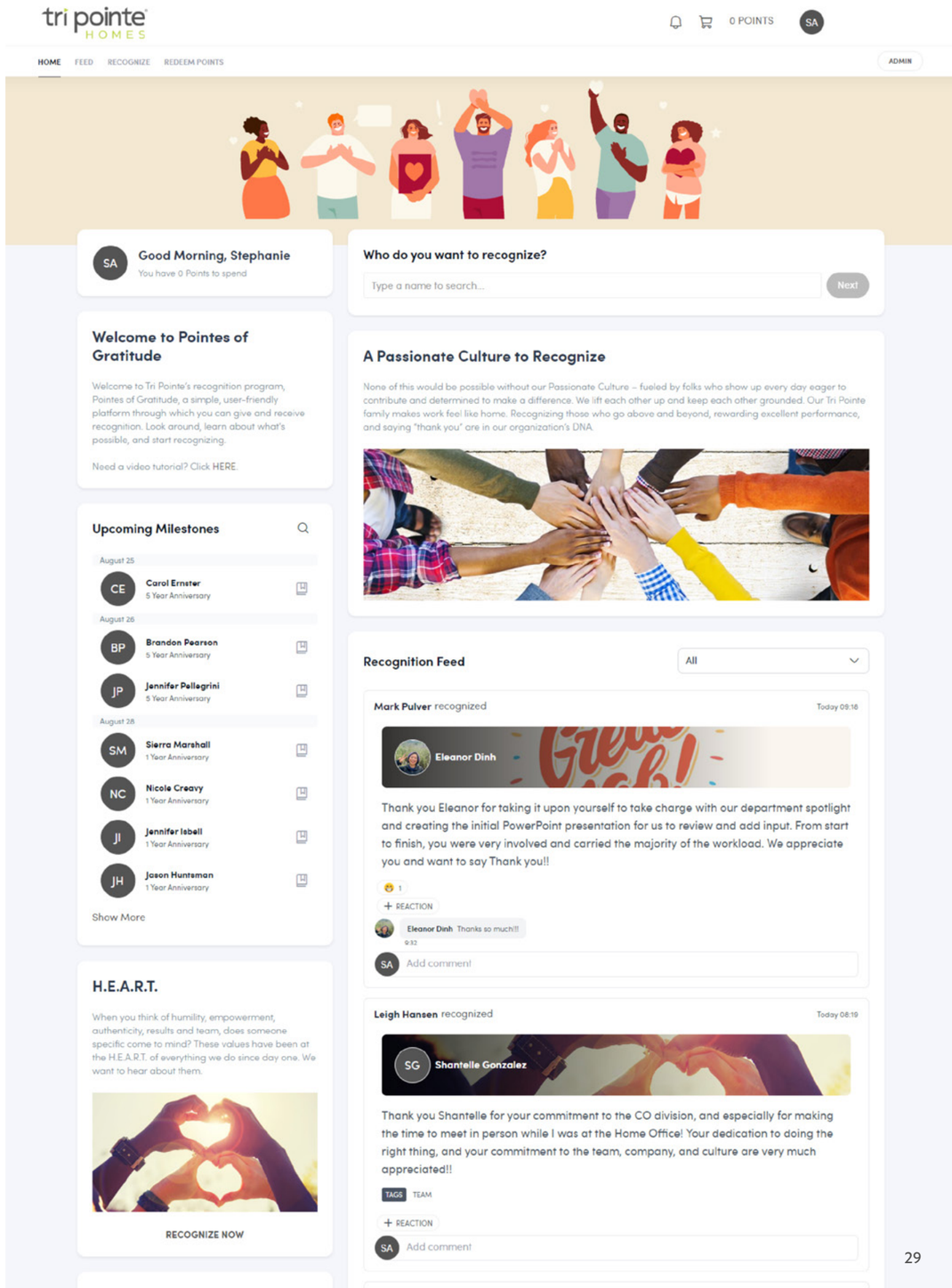
Manager and peer-to-peer recognition posts

3,332

Birthday, holiday, and career achievement recognitions

$251

Average awarded per employee via our Pointes of Gratitude website



We offer enhanced paid and unpaid leave of absence programs, including up to eight weeks of disability pay (in addition to short-term disability) to ensure team members receive their full base pay while unable to work due to a qualifying injury or illness, up to four weeks of paid parental leave to provide time for team members to bond with their new child, and up to four weeks of paid military leave to support team members who serve our country. We also offer team members up to 16 hours of paid time off to perform community service as part of our Tri Pointe C.A.R.E.S. program. Team members also enjoy a variety of flexible work arrangement options, such as part-time and flextime, in order to support work/life flexibility and create a competitive advantage.

We also offer comprehensive programs to our team members, such as the following:

- A comprehensive medical plan, with 80% of overall costs paid by the company, an extremely competitive team member health insurance premium contribution rate, and the ability to contribute to a Health Savings Account (HSA)
- Dental and vision plan options
- Employer-paid life insurance with various buy-up options (including long-term disability, group life and accidental death)
- Flexible savings/spending accounts
- Professional growth and development opportunities, such as tuition reimbursement, our Blueprint learning center and other leadership growth opportunities
- A generous 401(k) program with company match of 50% on the first 6%
- 12.75 paid holidays
- Up to 5 weeks of paid vacation annually (based on years of service)
- A paid adoption assistance program for qualified team members
- A free Employee Assistance Program (EAP) to promote overall emotional, financial, and physical well-being among our team members and their families
- Additional benefits such as travel and identity theft assistance, legal assistance, personal financial education and support, estate guidance and will services, and grief counseling for those that have lost a loved one
- An employee home purchase rebate program
- A mortgage procurement program through our affiliated mortgage company, Tri Pointe Connect

POINTES OF WELLNESS

Tri Pointe Homes believes in employee wellness and has developed a “Pointes of Wellness” program to promote healthy habits and help individuals achieve their personal wellness goals. As part of the program, we hold company-wide challenges each quarter to inspire camaraderie, team building and healthy competition, and encourage our team members to invite loved ones to participate as well. Team members who complete certain activities and challenges are rewarded with incentives in the form of points, which translate to dollars for team members to redeem for gift cards or merchandise. Team members can earn up to $500 per calendar year. In 2023, 750 team members participated in Wellness incentives, earning 145,905 points to be redeemed for rewards!



2023 TRI POINTE HOMES SURVEY DATA & 100 BEST COMPANIES TO WORK FOR® 2023 BENCHMARKS

PAY PROMOTION STATEMENTS

	Tri Pointe Homes	100 Best Companies to Work For®
"People here are paid fairly for the work they do."	76%	76%
"I feel I receive a fair share of the profits made by this organization."	72%	71%
"Promotions go to those who best deserve them."	82%	78%

BENEFITS STATEMENTS

	Tri Pointe Homes	100 Best Companies to Work For®
"We have special and unique benefits here."	84%	83%
"I am able to take time off from work when I think it's necessary."	92%	91%
"People are encouraged to balance their work life and their personal life."	87%	85%

LEARNING AND DEVELOPMENT/ RECOGNITION

	Tri Pointe Homes	100 Best Companies to Work For®
"Everyone has the opportunity to get special recognition."	87%	85%
"I am offered training or development to further myself professionally."	87%	86%

WORKPLACE SAFETY

	Tri Pointe Homes	100 Best Companies to Work For®
"This is a psychologically and emotionally healthy place to work."	83%	83%
"This is a physically safe place to work."	98%	97%

HEALTH AND SAFETY

The physical and mental well-being of our team members is paramount to the success of our company. Maintaining a safe work environment for our team members and trade partners is among our highest priorities. We are diligent in utilizing best practices regarding health and safety protocols on our jobsites, as well as incident reporting and investigation. Tri Pointe maintains a standard set of written safety policies, standards, processes and guidelines regarding a variety of safety-related topics such as hazard communication, emergency preparedness and fall protection for all our homebuilding divisions, as well as a robust company-wide electronic platform designed to facilitate data collection.

Our field personnel undergo health and safety training on a regular basis, covering focus areas such as Occupational Safety and Health Administration (OSHA)-specific topics, CPR, industry trends, silica exposure, use of electrical equipment, confined space work, use of personal protective equipment (PPE) and heat injury illness prevention. Our Construction Managers also hold regular tool-box safety talks with our trade partners in the field to heighten day-to-day awareness on jobsites of a wide range of safety- and health-related topics. Additionally, we require each of our subcontractors to comply with jobsite safety protocols and communicate directly with our Project Superintendents on all safety-related issues. Additionally, 100% of our team members and trade partners are required to wear personal protective equipment (PPE) at construction sites.

To further build our efforts to foster a culture of safety, we maintain an internal safety committee, which we refer to as the Tri Pointe Safety Leaders Team, composed of representatives from our homebuilding divisions, including field staff such as our Construction Leadership and Managers. The Tri Pointe Safety Leaders Team meets every other month to discuss best practices and strategies with Risk Management and reports to our Enterprise Safety Committee, which is comprised of our National Vice President of Land Development and Construction, Director of Risk Management, and three additional rotating individuals.

Notwithstanding our best efforts to protect against workplace incidents, jobsite injuries occur from time to time. As such, we have instituted a robust response and investigation process in the event of an incident and track all such incidents in a centralized tracking database.





2023 Safety Data

0.48	0.00	0	0
Total recordable incident rate (TRIR) for direct employees*	Total recordable incident rate (TRIR) for contract employees*	Total recordable fatality rate for direct employees	Total recordable fatality rate for contract employees

** Calculated as (i) the number of total recordable incidents for direct employees or contract employees (as applicable) during the period multiplied by 200,000 (ii) divided by hours worked by such individuals*

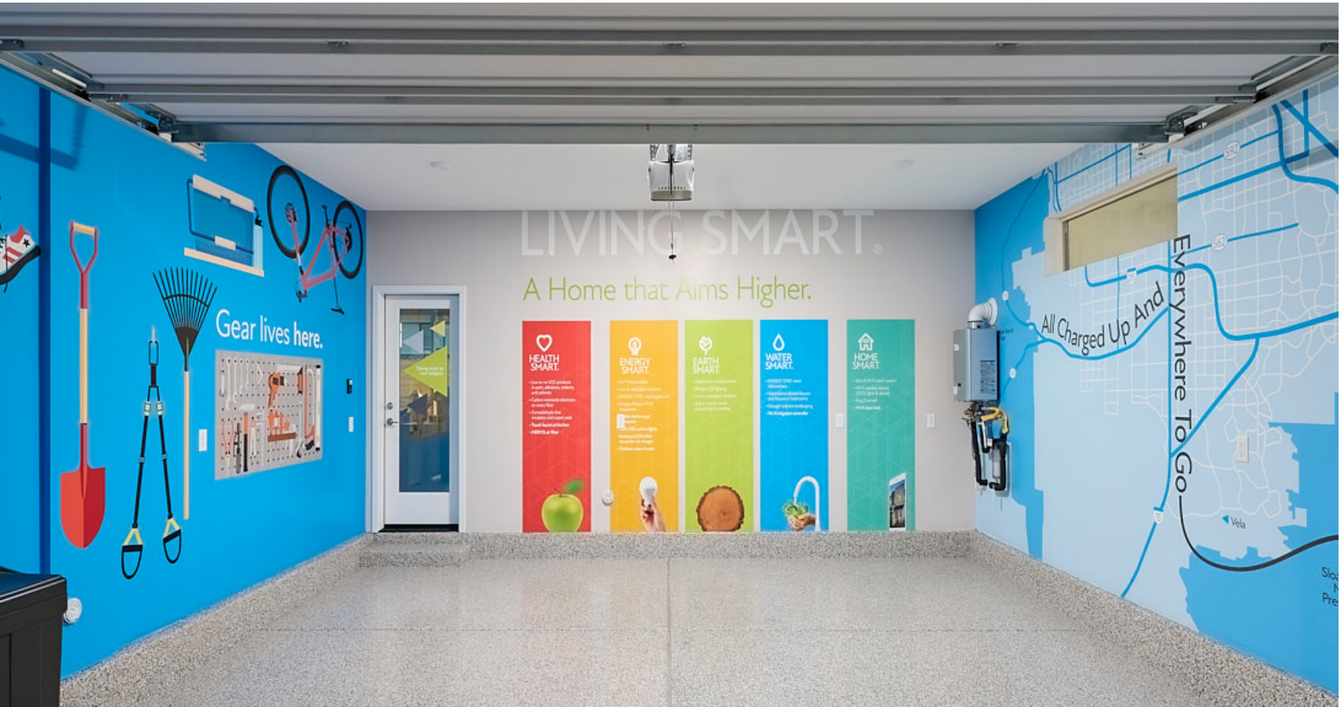
Environment



Environment

We believe it is our responsibility to be effective stewards of the land and the communities where we build. We recognize our responsibilities with respect to environmental sustainability and we are always looking for new and better ways to operate in a considerate, sustainable and healthy way. Examples of our commitment to the environment are our LivingSmart® program and use of third-party programs such as LEED®, ENERGY STAR® and Indoor airPLUS, as well as our approach to land acquisition and land planning.







ECOLOGICAL IMPACTS AND LAND USE

We focus on thoughtful planning as a key driver to creating healthy communities, and it all starts with our approach to land acquisition. Because land is a finite and precious resource, we are selective about where we buy land and build our communities. We acquire land that is close to employment, transportation corridors, educational centers, and other resources that homebuyers look for in a new home community. Equally important is access to fresh air, open spaces and exercise, so we plan for access to parks with walking trails, fitness/recreation amenities, and natural habitat preservation to enhance overall wellness and health.

During the land development process, we analyze the project site balance to determine whether it is possible to keep utilization and movement of materials within the confines of the project. For example, if we discover that concrete or stone materials exist onsite prior to beginning construction, we collaborate with our soil engineers to find opportunities to reuse such existing materials for other aspects of the project. Such reuse can maximize efficiency and reduce costs, while also minimizing disturbances to surrounding communities during the development process by reducing or eliminating vehicle traffic that would otherwise haul materials to or from the project site.

We also comply with applicable regulations, operating guidelines and development parameters set by local, state and federal agencies in connection with our land acquisition activities.





Stormwater Management

Water quality and treatment is an important consideration for all of our projects. We comply with applicable jurisdictional requirements of the city, county and/or state in which we build homes. We approach water treatment by utilizing different methods, depending on the size or location of the community, which may include the construction of subsurface storage chambers or large basins that treat stormwater prior to discharge back into local groundwater systems.

Monitoring stormwater-related issues and overall site conditions begins during the onsite development and construction process and continues throughout the life of the community. We engage third-party, certified consultants to develop water management plans, inspect site conditions and perform audits as required by local jurisdictions. Factors such as acreage under disturbance and type of development dictate the frequency of such inspections. In many cases, we also develop erosion control plans to manage areas under construction and ensure containment of drainage onsite.

Miscellaneous Environmental Statistics for 2023

369	10,897	58	51
Acres of open space/ habitat preserved	Trees planted	Parks built	Miles of walking and biking trails built

Ecological Impacts of New Developments

During the land development process, we look for opportunities to adapt our designs to highlight, complement and/or protect existing natural features of the land to maintain a sense of place and minimize the total area of disturbance. In many cases, regulatory or environmental requirements serve as an opportunity to create additional amenities for the community. For example, our Citro community, located in San Diego, California's unincorporated area of Fallbrook, utilizes ephemeral drainages that are designed to mimic natural drainages, with rock-lined bottoms sourced from native rock crushed onsite and native plantings surrounding the meandering drainage areas. The more than 12,000 linear feet of these natural drainage features are intended to convey and clean stormwater runoff, while providing native habitats to support natural stream function and serving as an attractive amenity for residents to enjoy.

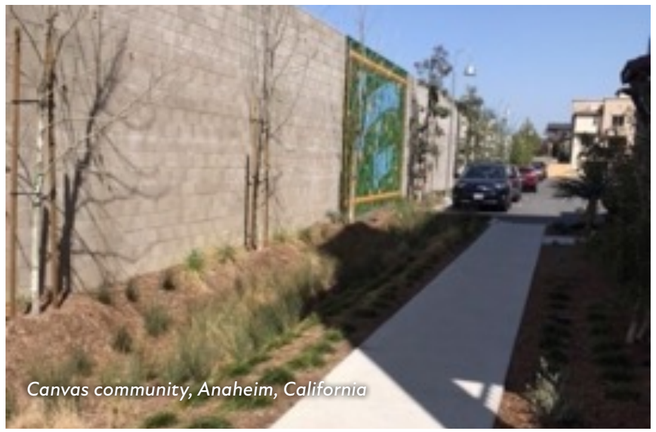
We also integrate natural features and topography in our design process as often as possible, and seek to utilize natural bio-filtration mechanisms, such as grasses and other natural materials. Additionally, we look for opportunities to utilize space efficiently, or for multiple purposes, to maximize open space within our communities.

In higher-density communities with space constraints, we retain water onsite that can be utilized to re-charge groundwater, establishing a cycle of water reuse. We design discharge flows with the objective of eliminating any impact on existing environmental conditions, and we take both pre- and post-construction flows into consideration during the design phase. For example, in our Canvas community, an urban infill planned community in Southern California that we developed on an old industrial site, to reduce the impact to available parking and pedestrian traffic areas within the community, we incorporated into our design-element various water treatment structures that sit within landscaped bioretention basins and help separate sediment and filter stormwater before discharge.

Water conservation, especially in the West, is always a top priority for planning, home design and smart building practices. In fact, it is our standard practice to use drought-tolerant vegetation and high-tech irrigation systems to reduce water consumption as much as possible.



Citro community, San Diego, California



Canvas community, Anaheim, California

Willows 124, Redmond, Washington

Willows 124 is our 173-unit townhome community in Redmond, Washington. In collaboration with local municipalities, we integrated green building techniques and environmental preservation efforts into the development process, and aligned with a local “Built Green” certification program. Our commitment to environmental stewardship is evident in the preservation of over 5 acres of open space, including two parks and nearly 1.5 miles of trails and walking paths. In our development, we also focused on natural restoration, including removal of garbage and invasive plants from the stream and wetland corridor and replanting with native trees and plants. In addition, in collaboration with the city and ARCH (A Regional Coalition for Housing), a local partnership working to preserve and increase the supply of housing for low- and moderate-income households in the region, Willow 124 incorporated 17 affordable housing units.







CASE STUDY

Summerlin Village 29 Parcel GH, Las Vegas, Nevada

Summerlin is a planned community in Las Vegas, Nevada in which Tri Pointe continues to develop neighborhoods. For our Summerlin Village 29 Parcel GH, we re-engineered the earthwork on site and eliminated approximately 79,000 cubic yards of dirt that would have otherwise been required to be trucked into the community. Assuming approximately 15 cubic yards of dirt per truck, we estimate savings of approximately 5,267 semi-truck trips, which equates to 26,335 semi-truck miles (assuming a length of 5 miles per round trip).







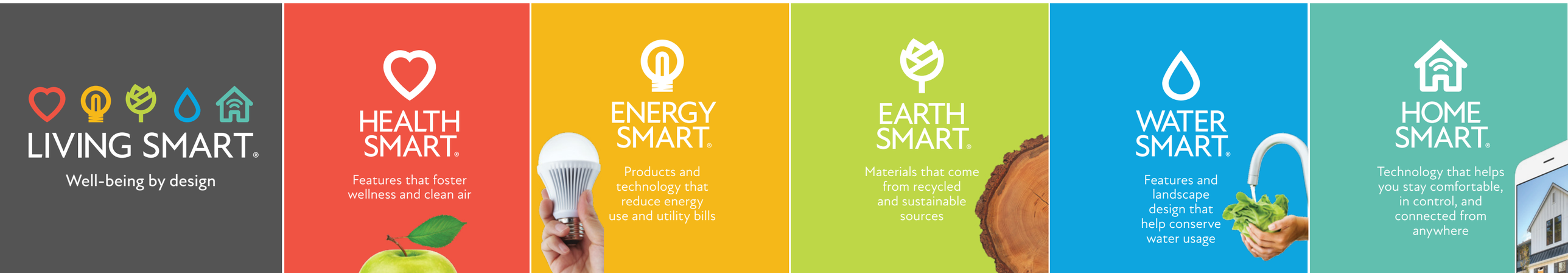
PRODUCT DESIGN AND RESOURCE EFFICIENCY

We have been a leader in green building since 2001, with a steadfast passion for improving the quality of life for our homeowners and the legacy we will all leave on this amazing planet. Each of our homebuilding divisions proudly participates in LivingSmart®—a comprehensive program involving the development, design, construction and ongoing operation of high-performing homes resulting in cost-savings for our homeowners and a better environment for their families. New materials, technologies and features are constantly being incorporated into our LivingSmart® program which includes five specific areas of advancement: HealthSmart®, EnergySmart®, EarthSmart®, WaterSmart®, and HomeSmart®.

To produce the best possible LivingSmart® package for our homebuyers, we analyze consumer research and we collaborate with our manufacturer partners to continue to evolve the new technologies we incorporate into our LivingSmart® program. For example, recent additions to our LivingSmart® program include dedicated 220/50-amp circuits for electric car charging, tankless or high-efficiency water heaters, Wi-Fi irrigation controllers, 100% LED surface lights, whole home surge protection, touch faucets in the kitchen, and Wi-Fi door locks.

For more information on the specific features of our LivingSmart® program, please visit the "LivingSmart®" section of our website.





HOME SHOPPER RESEARCH

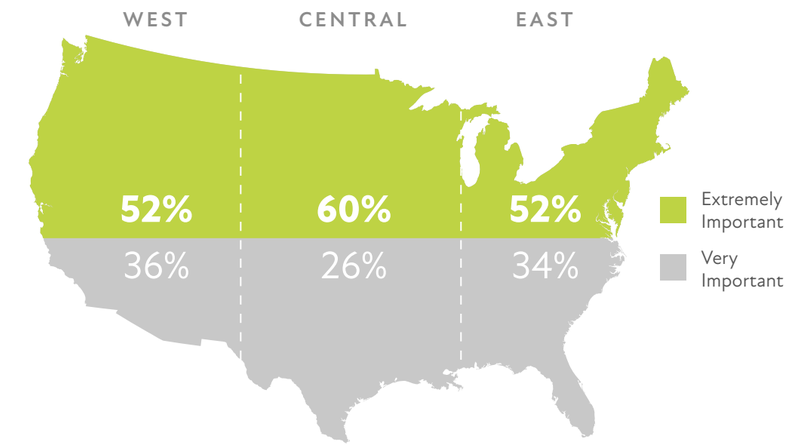
In 2021, we conducted research to check in with our customers and better understand their awareness and understanding of LivingSmart®, as well as the features they value most, so that we can continue to align our offerings and messaging to their priorities. We talked to more than 600 home shoppers who had recently visited one of our communities, with roughly 200 people coming from each of our regions (West, Central and East). Below are some of the findings from the research.

Importance of Energy-Saving Features, Smart Technology, and Materials that Help with Indoor Air Quality

Led by the Millennial/Generation Z crowd and the Central region, a vast majority say it is "extremely/very important" their new home offers energy-saving features.

54% Extremely Important

32% Very Important



BOOMER+
Born 1946-1964



51% Extremely Important

34% Very Important

GEN X
Born 1965-1980



50% Extremely Important

38% Very Important

MILLENNIAL/GEN Z
Born 1981-Early 2010s



58% Extremely Important

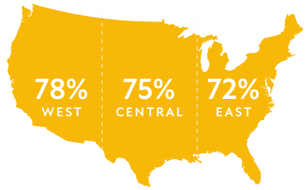
28% Very Important

SMART EXPECTATIONS

Turns out smart is pretty popular too. The percentage of people who “expect to have” and “are excited to have” LivingSmart® features is higher in the West, especially for energy-saving technology, but excitement is building everywhere.

ENERGY SMART.

Technology to reduce energy consumption and utility bills.

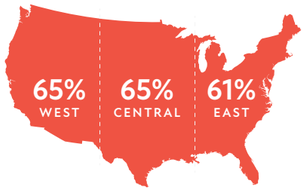


TOP-RANKED FEATURES

- Energy Efficient HVAC Equipment
- Low-E Rated Glass Windows
- Smart Wi-Fi Thermostats for Your HVAC System
- Whole-Home Surge Protection
- Energy Star Rated Appliances

HEALTH SMART.

Features, finishes, and filters that contribute to indoor comfort and air quality.

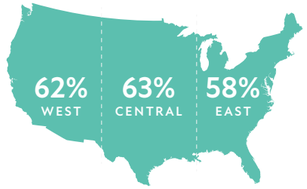


TOP-RANKED FEATURES

- Merv 13 Air Filter for Your HVAC System
- Carbon Monoxide Detectors on Each Floor of the Home
- Touch Faucet at Kitchen Sink
- Formaldehyde-Free Insulation and Carpet Pad
- Low or no VOC Products in Paint, Adhesives, Sealants, and Cabinets

HOME SMART.

Smart technology that helps you stay comfortable, in control and connected – from anywhere.

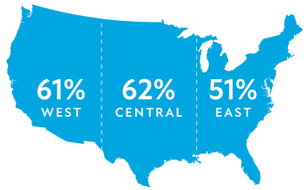


TOP-RANKED FEATURES

- Mesh Wi-Fi System
- Video Doorbell
- Wi-Fi Door Lock
- White Glove Device Setup and Installation
- Wi-Fi Switches
- Alexa Voice Control Device with Video and Wi-Fi Capable Devices

WATER SMART.

Homes that can help you save one of the Earth’s most precious resources.



TOP-RANKED FEATURES

- Tankless Water Heater or High-Performance Water Heater Tank
- Energy Star Rated Dishwashers
- WaterSense® Certified Faucets and Fixtures in Bathrooms
- Smart Wi-Fi Irrigation Controller
- Dual-Flush Toilets

EARTH SMART.

Sustainable materials, recycling, and the conservation of natural resources.



TOP-RANKED FEATURES

- A 220 Volt 50 Amp Circuit in Garage
- Built-In Recycling Center in Kitchen
- Engineered Wood Products
- Electric Outlet at Primary Suite Toilet

Top 3 Features of “Definite Interest” at This Price

Virtue and value—check out the top 3 LivingSmart® features of “definite interest” to homebuyers at the price listed.

1

Smart Wi-Fi Thermostats for your HVAC System

$36

2

Merv 13 Air Filter for Your HVAC System

$30

3

Whole-Home Surge Protection

$90

Efficiencies Within the Design and Construction Process

When designing and building environmentally efficient homes, we look for opportunities to minimize the use of natural resources in the development and construction process and source sustainably made materials and products for use in our homes.

During our home design process, we continually look for ways to improve energy efficiency and cost savings for our homeowners. We also take steps to reduce our environmental footprint by minimizing the amount of lumber and other materials required to construct our homes by collaborating with structural engineers to identify the most efficient means to build our plans. In some of our markets, we look for ways to design roofs to accommodate solar panels for maximum efficiency, ensuring there is sufficient surface area, regardless of the orientation of the home. Additionally, we thoroughly assess the number and placement of windows and doors and we utilize “low-e windows” to improve energy efficiency and minimize temperature fluctuation within our homes, particularly in places that experience large seasonal temperature variations, such as Las Vegas and Arizona.

We also work with mechanical consultants to identify opportunities to utilize high-efficiency equipment (including tankless water heaters and high-efficiency furnaces and condensers) that meets or exceeds energy efficiency standards in all our markets, and we install thousands of ENERGY STAR® appliances and light fixtures and WaterSense® fixtures in our homes every year.

ENERGY STAR® and WaterSense®

100%

Percentage of homes with at least one ENERGY STAR® appliance installed

64,415

Number of WaterSense® fixtures installed (approximately)

86%

Percentage of installed water fixtures certified to WaterSense® specifications

210K+

Number of ENERGY STAR® disk lights installed



We comply with local building and energy codes for every community that we develop. Additionally, we participate in green building programs such as Leadership in Energy and Environmental Design (LEED), ENERGY STAR®, Indoor airPLUS, ICC 700 National Green Building Standard® (NGBS) and Green Built Gulf Coast (GBGC) in some of the markets where we operate.

We continue to refine our plans and processes with every community we develop. For example, we have developed a comprehensive, searchable library of our home designs, which we believe will allow us to utilize existing plans in new contexts to facilitate greater organizational efficiencies and reduce the time and expense associated with designing a new product in some cases.

1,827
Total number of homes with solar panels installed[1]

8,202
Estimated carbon dioxide offset due to solar power installed (metric tons)[2]

11,741
Estimated megawatts of solar power installed

[1] Based on homes for which solar service was activated in 2023

[2] Equivalent to 1,952 passenger vehicles driven for a year, per the EPA

Tri Pointe Homes Arizona

Tri Pointe Homes Arizona has been a leader in new home construction for over 25 years in Arizona, producing high-quality homes that provide homebuyers with smarter choices for both their lifestyle and the environment. Over a decade ago, Tri Pointe Homes Arizona committed to building 100% of its homes with the ENERGY STAR® label and in 2020 made the commitment to building all homes with the Indoor airPLUS label, to ensure its homes are healthier for families and for the planet. In 2021, ENERGY STAR® presented Tri Pointe Homes Arizona with a Residential New Construction Market Leader Award, which is designed to recognize outstanding partners who have made important contributions to energy-efficient construction and environmental protection. Additionally, in 2022, Tri Pointe Homes Arizona received its fourth consecutive Indoor airPlus Leader Award from the U.S. Environmental Protection Agency (EPA) and, in 2023, sixth consecutive LEED Homes Power Builders award from the U.S. Green Building Council (USGBC). In 2023, Tri Pointe Homes Arizona proudly commemorated the sixth anniversary of its partnership with the EPA through its Indoor airPLUS program.

CLIMATE CHANGE ADAPTATION

During the early stages of an acquisition opportunity, we conduct comprehensive risk assessments that consider indicators that are closely associated with climate change risk, including risks associated with potential floods and wildfires.

If we elect to engage in development activities within an area more likely to be affected by the immediate impacts of climate change, we take steps to ensure that necessary protections are implemented. For example, in areas with increased risk of fire, such as many parts of California, we assess everything from building materials used in the construction of our homes to the landscaping plan and plant palettes, as well as usage restrictions on items such as outdoor barbeques.





Greenhouse Gas Emissions

For each of the years presented, we engaged a third-party consultant to assist us in calculating our greenhouse gas (GHG) inventories, measuring our emissions across Scopes 1, 2, and 3 in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. We believe that calculating our carbon footprint is an important step in our efforts to better understand the impact of our business operations on the environment. Furthermore, it allows us to provide greater transparency regarding our current GHG emissions, which we expect will prepare us for future sustainability-related exercises and regulations.

The GHG Protocol Corporate Accounting and Reporting Standard defines three scopes for GHG reporting purposes:

- **Scope 1:** Direct GHG emissions that occur from sources that we own or are under our operational control.
- **Scope 2:** Indirect GHG emissions from the generation of purchased electricity and heat that we consume in our owned or controlled operations.
- **Scope 3:** Indirect GHG emissions due to activities that we do not own or control but are associated with our upstream and downstream value chain.

GHG Emissions (metric tons CO2e)

Topic		2021	2022	2023
Scope 1	Direct Emissions	138	137	150
Scope 2	Electricity	2,285	2,514	2,495
	Natural Gas	539	711	712
Scope 3	Category 1: Purchased Goods and Services	643,044	510,369	399,827
	Category 2: Capital Goods	11,224	11,217	6,156
	Category 3: Fuel- and Energy-Related Activities	983	1,251	1,295
	Category 4: Upstream Transportation	120	75	75
	Category 5: Waste Generated in Operations	17,328	11,233	10,830
	Category 6: Business Travel	335	850	663
	Category 7: Employee Commuting (inc. Teleworking)	2,018	1,797	2,176
	Category 11: Use of Sold Products	892,374	915,545	779,865
Total		1,570,389	1,455,700	1,204,243

The above table reflects revisions to certain prior-period emissions figures to account for improved source data and updates to certain methodological assumptions.

As we do not own or control any vehicles or facilities, our Scope 1 emissions are immaterial relative to our footprint.

Our Scope 2 emissions result from the electricity and natural gas that we consume to power and heat our leased corporate offices, design studios, production homes, model homes, and sales offices. For each of the years presented, we calculated our commercial electricity and natural gas consumption levels using regional intensity factors from the U.S. Energy Information Administration.

Substantially all of our carbon footprint for each of the years presented falls within Scope 3, which is dominated by emissions from the manufacture, transport, and use of raw materials in our value chain (including by our vendors, suppliers, and trade partners), waste generated in connection with our construction operations, and the use of our sold homes. We also identified the emissions associated with our employees' business travel, commuting, and teleworking. For our spend-related Scope 3 activities, we determined emissions using a combination of spend-based data and economic emission factors from the U.S. Environmental Protection Agency (EPA). As our primary business operations consist of residential homebuilding, we also noted that over 97% of our Scope 3 emissions for each of the years presented are comprised of "Category: 1 Purchased Goods and Services", which measures the emissions associated with the labor and material required to build our homes, and "Category 11: Use of Sold Products", which measures the emissions associated with the use of our sold homes over an assumed product lifespan.

While we prioritized the use of actual values to calculate our GHG emissions, we also relied upon estimations, assumptions, and extrapolations where such data was unavailable. Additionally, as certain of the methodologies used to calculate the GHG emissions set forth herein differ among the periods presented, and may continue to evolve in the future, comparisons of emissions between periods may or may not be indicative of changes in actual emissions. As we continue to improve our data collection, management and calculation processes, we may revise or refine our methodology to, among other things, incorporate greater use of actual values to reflect increasingly accurate emissions numbers.

Social

Social

We say that we are not in the homebuilding business, we are in the life-changing business—a statement that is true for both the lives of our customers and our team members. We are dedicated to designing homes, neighborhoods and experiences that inspire and uplift and are always looking for new ways to be a responsible neighbor and extend a helping hand.

COMMUNITY IMPACT OF NEW DEVELOPMENTS

In approaching each land acquisition opportunity, we assess the levers under our control that will help us produce a better quality of life for our homebuyers.

While each community we develop is unique, the concept of place-making is central to our process from the start. To make our communities feel like home, we look for every opportunity to maximize open space, establish connectivity to local trail systems and create parks and other recreational spaces in the development.

We conduct detailed analyses on features close in proximity to our sites. Factors that we consider in our development process include proximity to employment centers and schools, available transit systems, traffic impacts, and sound attenuation requirements due to proximity to existing conditions and roadways. Understanding each of these factors, among many others, helps us develop communities that prosper.

Stakeholder Engagement

Engaging with community stakeholders early in the development process is critical to ensuring that we can address concerns, incorporate feedback and ultimately realize a successful project. At the onset of certain development projects, we take steps that may include creating a stakeholder database, conducting briefings with certain affected stakeholders, holding public meetings, creating informational materials and gathering community feedback. Throughout the development and construction process, we aim to keep neighbors and the surrounding community updated through ongoing communications such as a community information hotline and website.



Waterston, Gilbert, Arizona

Waterston is a large, amenity-rich planned community located in Gilbert, Arizona. During the entitlements stage, Chandler Unified School District approached us about the possibility of an elementary school site. Tri Pointe worked collaboratively to sell 14.5 acres to the school district for a new school, Rice Elementary School, that features two academic approaches (CTA and Classic programs). Further, we integrated the school site into the community trail system, placing a 50-foot-wide tract north of the school, with a meandering trail that allows for supervised access through a pedestrian gate at the school's basketball court. We also worked collaboratively with the school district and the Town of Gilbert to design and build an oversized 8-foot sidewalk that runs throughout the community and ties to the school trail, and embedded requirements in the HOA documents requiring that the pedestrian gates remain open during daylight hours to allow parents (both inside and outside the community) to walk their children to and from school.

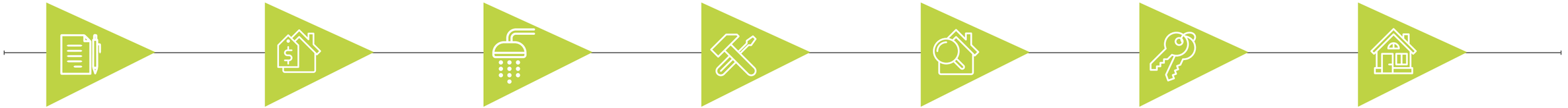


PRODUCT QUALITY AND CUSTOMER SATISFACTION

Our commitment to quality begins before a customer even walks through the door of their new home. Our homebuyer journey includes multi-point engagements with our onsite team members, New Home Orientations with our homebuyers and quality assurance processes that result in quality scores from our homebuyers. Due to the importance that we place on quality and customer satisfaction, we integrate customer satisfaction scores into our incentive compensation programs for our Sales, Design Studio, Customer Care, and Construction team members.

"Our commitment to quality begins before a customer even walks through the door of their new home."

HOMEBUYING JOURNEY



PURCHASE AGREEMENT

The homebuyer begins their homebuying journey by engaging with one of our New Home Specialists online or New Home Advisors onsite before signing a purchase agreement and selecting structural options, if applicable.

FINANCING

Whether or not a homebuyer chooses to work with Tri Pointe Connect, our affiliated mortgage company, our New Home Advisors work alongside each homebuyer and their Loan Consultant through the loan process.

DESIGN STUDIO

The homebuyer collaborates with the professional co-creators in our Design Studio to personalize their home from our array of styles and options so their home feels unique to them.

CONSTRUCTION MEETINGS

The New Home Advisor and Construction Manager will provide the homebuyer with updates on the home's progress, including a Home Start Orientation (during which the team reviews floorplan, structural and design choices, exterior styling, the building process, utility placement easements, etc.) and a Home Building Orientation (a walkthrough that takes place after framing and is designed to educate the homebuyer about the construction process and materials), if applicable.

FINAL MILESTONES

About two weeks before closing, the Tri Pointe Homes team guides the homebuyer through New Home Orientations during which the team reviews the home's systems and covers basics such as how to operate the thermostat, the location of shut-off valves and the overall maintenance of the home. Upon closing, the homebuyer participates in a final tour to confirm the home is move-in ready and that any previously noted items have been addressed.

CLOSING

At closing, the homebuyer signs all of the documents related to the purchase of their home, including final loan documents.

WELCOME HOME

After closing, our Customer Care team proactively contacts the homebuyer to schedule a meeting approximately 30 days after closing, and again at 10–11 months, to check in with the homeowner and address any applicable warranty requests not already submitted.

Our goal is to provide our homeowners with a premium lifestyle experience, so we keep our homeowners' experience at the forefront during our design process. For example, we assess how every room will furnish in every floor plan that we design and analyze circulation and traffic patterns to ensure that we are dedicating the proper space to optimize our homes for livability. We also design the spaces within our homes to provide maximum flexibility to our homeowners and to allow them to tailor their space to fit their unique family needs and dynamics.

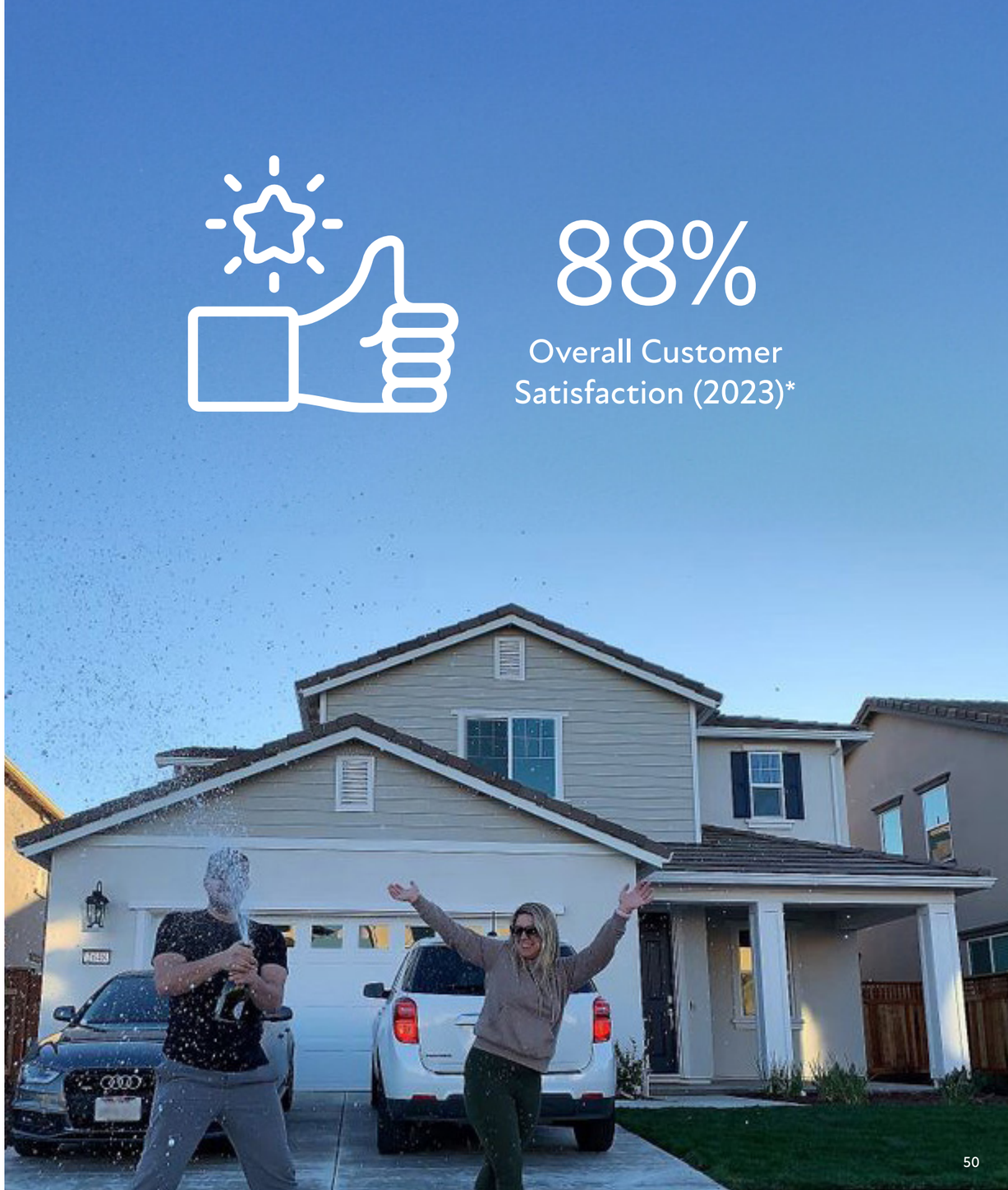
During their homebuying journey, we gather insights about our customers at several points and analyze their preferences regarding matters such as the use of new technology and appliances in the home, to the importance of environmental lifestyle considerations such as energy and water reduction. In particular, we survey our homebuyers:

- within 30 days after their home closing about the process of buying a Tri Pointe home and how we performed;
- halfway through the first year after their home closing to assess their experience with our Customer Care team; and
- one year after their home closing.

Through this process, we aim to better understand how our customers' homes are performing relative to their needs and solicit any suggestions for improvements that we can make to our homes and/or our community designs.

We believe that keeping apprised of consumer preference trends and maintaining consistently high customer satisfaction scores are indicators of our commitment to quality and serve as positive indicators of our long-term financial sustainability.

**Overall customer satisfaction is an average of three key measures that we use to assess customer satisfaction: (1) Overall, I am satisfied with the quality of my home; (2) My homebuilder met its commitment to me; and (3) I would recommend my homebuilder to a friend or family member.*



88%

Overall Customer Satisfaction (2023)*



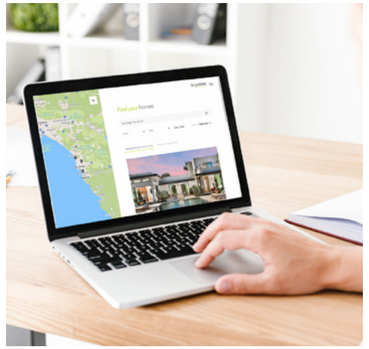

WELCOME
HOME!
The best journey takes you home.
tri pointe
HOMES

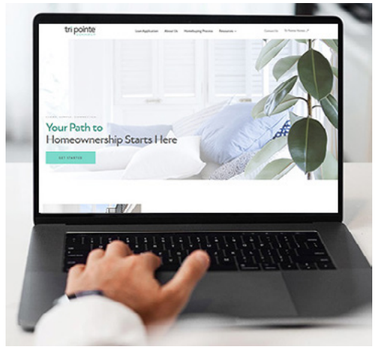


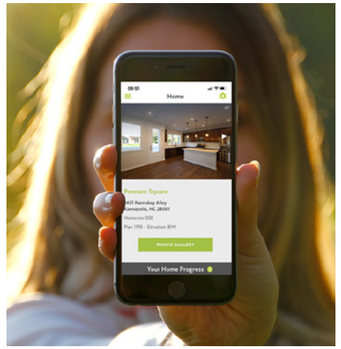


Over the years, we have been honored with multiple awards relating to customer satisfaction from Eliant, a homebuyer survey company that measures customer satisfaction for many homebuilders nationally. At the 2024 Eliant Homebuyers' Choice Awards, we won two categories and were finalists or received honorable mention in another sixteen categories including Purchase Experience, Design Experience, First Year Quality, First Year Customer Service and Overall Home Purchase Experience. In addition to our companywide awards, 12 members of our sales, design, construction and customer service teams also received awards or honorable mention for excellence in their areas of expertise. For more information about our awards and accolades, please visit the "About Us" section of our website.

Once our homebuyers have moved in, we seek to provide a complete Customer Care experience backed by a robust limited warranty to ensure that our homebuyers are happy in their Tri Pointe home. We provide each of our homebuyers with a comprehensive set of home performance standards that outline the performance expectations of our homes, which may vary by location. In the event a homebuyer believes their home is not performing to the applicable standard, our homebuyers can reach out to our Customer Care team for assistance. As a guiding principle, we strive to exceed our homebuyers' expectations and our Customer Care teams are empowered to go above and beyond what is required to do the right thing for our customers.







Our Home Buying Experience

Over the last few years, we have invested in online sales solutions, such as virtual appointments and virtual home tours, online design studios and interactive floorplans, which potential customers are now using more than ever before. From our homebuyers' standpoint, our expanded virtual tools provide them with better knowledge and a greater ability to evaluate their potential home purchase. Our digital assets also allow us to build fewer model homes and finalize Design Studio selections within approximately 30 days after purchase agreement signing, as homebuyers are increasingly able to tour our homes and preview options selections virtually rather than physically. We also launched the Tri Pointe Homes Homebuyer App, a user-friendly messaging tool that allows customers to stay up to date on each phase of their home's construction, keep track of important events and milestones, view photos of their new home under construction, manage users including adding friends and family to the app, and access important documents. As we continue to focus on technology and innovation, we will continue to adapt to meet our customers' needs and desires, utilizing technologies that make the customer experience even better.

CORPORATE PHILANTHROPY AND VOLUNTEERING

At Tri Pointe Homes, we believe that "making a difference" extends beyond the typical business boundaries, and includes utilizing our homebuilding expertise, resources, relationships and people to support programs like:

- **HomeAid**, an organization whose mission is to end homelessness through building homes and community outreach.
- **Building Talent Foundation (BTF)**, a non-profit organization founded by the Leading Builders of America in 2019 that brings together employers, educators, suppliers, manufacturers and other market players in an effort to address the severe and persistent labor shortage across skilled trades by improving talent supply, training and retention, of which Douglas F. Bauer, our Chief Executive Officer and Director, is a founding member of the Board of Directors.

We believe that reaching out to communities and establishing philanthropic partnerships epitomizes our deeper commitment to improving people's lives.

Supporting our team members as they build lives of purpose and meaning is a cornerstone of our passionate culture, which is why we provide our team members with opportunities to donate their time to charitable organizations throughout our regional markets around the nation. In furtherance of that goal, in 2019, we established Tri Pointe C.A.R.E.S. (Charity, Advocacy, Resources, Enrichment and Stewardship) to encourage team members to use their positive energy, talent and expertise to give back to their local communities, reaping the rewards that come from charitable engagement and benefiting the communities that nurture and support us, furthering Tri Pointe's longstanding commitment to social purpose and giving back.

Under our Tri Pointe C.A.R.E.S. program, all of our regular full-time team members are eligible to receive up to 16 hours of paid time-off per year to perform community service during regularly scheduled work hours, and regular part-time team members who work at least 20 hours per week are eligible to receive up to 8 hours of paid time-off for volunteer work. We encourage our team members to use their Tri Pointe C.A.R.E.S. benefit to serve with and for any organization of their choice, whether alone or with a group of colleagues.



#BuildersCare

During 2023, our team members recorded over 1,880 hours (the equivalent of approximately 235 days) of paid-volunteer time off in our Human Resources information system, which largely excludes time that our team members spent volunteering as a team or group within one of our departments or divisions. Additionally, our team members completed 421 total volunteer activities through our Pointes of Wellness program in 2023.

For more information about our philanthropic partnerships, please visit the "Sustainability—Social Responsibility in Our Communities" section of our website.


BALLPARK
1650
homeaid
tri pointe HOMES




KTLA 5
tri pointe HOMES
TRI Pointe
PRESENTING
SCAN TO VOTE FOR PEOPLE'S CHOICE
homeaid


FOOD BANK
tri pointe
C.A.R.E.S.
COLORADO


the animal foundation
All of us for all of them.




North Texas Food Bank
Printing donated by:
FedEx Office

COMPASS club

Our Compass Clubs are designed to be cross-functional teams that discuss, plan, and drive matters and events to boost company culture. The goal of our Compass Clubs is to drive cultural change by focusing on our team members and the culture we create, while consistently rewarding and recognizing the efforts of team members and the company. Each of our divisions maintains a Compass Club that is comprised of team members from different departments to ensure new ideas come from all different areas within the company, and to ensure that all departments are included in shaping our culture.

During 2023, our Compass Clubs worked with their local leadership teams to put their Tri Pointe C.A.R.E.S. time to positive use. For example:



- Our **Arizona** team members participated in HomeAid's Paint-A-Thon for the third year, completing the exterior of 13 homes on the House of Refuge campus aiding those experiencing homelessness. Additionally, our team solicited the help of our valued vendors to gather, stuff, and deliver over 400 backpacks for children in foster care for the Arizona Helping Hands Back-to-School Drive. During the holidays, our Arizona team members participated in a Toys-for-Tots Drive and were able to fill 10 large boxes with toys for kids who would have otherwise gone without, and the team organized an outing to Feed My Starving Children where we were able to contribute a $1,000 donation and package and assemble over 3,500 meals to be sent to those in need all over the world.

- Our **Bay Area** team members donated over 100 jackets to organizations such as One Warm Coat, and also aided underprivileged kids and families through Kids Against Hunger by packing 6,048 meals. The team also volunteered to help with spring cleaning at local shelters such as Shepherd's Gate and, with the support of trade partners, raised approximately $33,000 for HomeAid to help combat homelessness.

- Our **Charlotte** team members donned waders and gloves to fill more than 30 bags of trash in an effort to clean up a local waterway, in conjunction with the Adopt-A-Stream program organized by Charlotte-Mecklenburg Stormwater Services. In addition, the team rallied together behind two local nonprofits: The Grahym Plan, a nonprofit organization that raises funds for Cystic Fibrosis research and therapies, and Team Love for Lincoln during the Greater Charlotte Buddy Walk® for the National Down Syndrome Society®, raising more than $5,000 across both causes.

- Our **DC Metro** team members participated in Making Strides Against Breast Cancer in the nation's capital and raised over $4,500 in total donations. Additionally, the DC Metro team hosted its annual food drive to support various food banks that provide Thanksgiving meals for families in need in the local community. In 2023, the DC Metro team donated 12 large boxes to the Manna Food Center.

COMPASS club

- Our **Dallas-Fort Worth** team made an impact with holiday charity donations in December 2023, donating approximately $300 worth of toys, food, and bedding to a local no-kill animal shelter called Operation Kindness. The team also donated to North Texas Food Bank, dropping off a large donation of non-perishable food items that would allow them to supply close to 250 families with meals.

- Our **Home Office** team members assembled 100 care kits for HomeAid families, collected $500 in monetary and in-kind donations for backpack and school supplies for Families Forward children, collected 1,700 Thanksgiving food items for HomeAid Thanksgiving meal boxes, and collected 50 toys and sports equipment for Toys for Tots.

- Our **Orange-County-Los Angeles** team members raised $11,189 in monetary and in-kind donations, including baby diapers and wipes, for the 2023 HomeAid Essentials Drive. Our Orange-County-Los Angeles Fall Clean-up event produced 19 bags and boxes of donated goods that were taken to a local Salvation Army. Additionally, our team members participated in the HomeAid Orange County Thanksgiving Meal Drive, during which the team collected more than 11,000 pounds of nonperishable food, assembled almost 500 meal boxes for families in need during the 2023 holiday season, and donated gift cards totaling more than $4,000.

- Our **Houston** team members participated in our yearly support of the Adopt-A-Family program with the Greater Houston Business Association (GHBA), which partners with the Houston Housing Authority to support families in need during the holiday season. Our team members adopted a family of four, for whom our team members donated everything on their wish list and wrapped their gifts to be delivered before Christmas.

- Our **Inland Empire** team members donated $5,000 worth of home essentials—including bedding, clothing, personal hygiene items, backpacks, school supplies, and kitchen appliances—for the teen boys at Olive Crest Teen Ranch, a local organization that provides care and support for children who have experienced abusive home situations.

- Our **Las Vegas** team members donated $10,000 to help launch Southern Nevada Trades High School's inaugural year. Open to all students, the free public charter school prepares students for both post-secondary education and careers in construction-related professions. The school plans to offer internships, providing students with a valuable foot in the door for future homebuilding opportunities. Reaching out to help students in need, the Las Vegas team also organized a back-to-school drive, collecting backpacks, school supplies, lunch essentials, and more benefitting the William & Mary Scherkenbach Elementary School.



COMPASS club

- Our **Raleigh** team members spent time sorting food boxes for Overflowing Hands, a local organization committed to battling food insecurity in the community. During the holiday season, our Raleigh team sponsored a donation drive for Angel Tree, which provides essential support to local families in need, and assisted the Food Bank of Central & Eastern North Carolina during the North Carolina State Fair by collecting recyclables for admission.

- In December 2023, our **Sacramento** team members volunteered at Angels in the Alley for Koinonia Home's foster children, during which they participated in activities such as blanket-making, bowling, face painting, caricature drawings, cupcake decorating, and photos with Mr. and Mrs. Claus. Foster youths from various group homes enjoyed performances, received awards and gifts, and heard inspiring testimonials from Koinonia graduates.

- Our **Washington** team members spent time working with the Mountains to Sound Greenway Trust, potting, packing, and preparing native Pacific Northwest plants for transplantation in regional parks and the communities it serves. Additionally, our Washington team partnered with the Union Gospel Mission for a winter wear and sock drive, providing essential warmth to those in need during the cold winter months.



SASB Index

The table on the following pages sets forth metrics that are responsive to the SASB Standards maintained by the IFRS Foundation for companies within the “Home Builders” industry. These SASB Standards have been “designed to identify a minimum set of sustainability issues most likely to impact the operating performance or financial condition of the typical company” in our industry. We continue to refine our data collection and reporting processes and assess the metrics that we believe are most material to an understanding of our business and performance.



SASB Topic	SASB Code	Accounting Metric	2021	2022	2023
Land Use & Ecological Impacts	IF-HB-160a.1	Number of lots located on redevelopment sites	2,091	2,008	2,017
	IF-HB-160a.1	Number of homes delivered on redevelopment sites	870	696	309
	IF-HB-160a.2	Number of controlled lots in regions with High or Extremely High Baseline Water Stress	22,188	17,577	17,125
	IF-HB-160a.2	Number of homes delivered in regions with High or Extremely High Baseline Water Stress	3,319	3,268	2,868
	IF-HB-160a.3	Total amount of monetary losses as a result of legal proceedings associated with environmental regulations	0	0	0
	IF-HB-160a.4	Discussion of process to integrate environmental considerations into site selection, site design, and site development and construction	See “Ecological Impacts and Land Use”		
Workforce Health & Safety	IF-HB-320a.1	Total recordable incident rate (TRIR) for direct employees	0.37	0.58	0.48
	IF-HB-320a.1	Total recordable incident rate (TRIR) for contract employees	0.00	0.00	0.00
	IF-HB-320a.1	Total recordable fatality rate for direct employees	0	0	0
	IF-HB-320a.1	Total recordable fatality rate for contract employees	0	0	0
Design for Resource Efficiency	IF-HB-410a.1	Number of homes that obtained a certified HERS® Index Score[1]	3,378	4,619	4,168
	IF-HB-410a.1	Average HERS® Index Score[1]	57	43	47
	IF-HB-410a.2	Percentage of installed water fixtures certified to WaterSense® specifications	81%	83%	86%
	IF-HB-410a.3	Number of homes delivered certified to a third-party multi-attribute green building standard	4,096[2]	3,783[3]	3,285[4]
	IF-HB-410a.4	Description of risks and opportunities related to incorporating resource efficiency into home design, and how benefits are communicated to customers	See “Product Design and Design for Resource Efficiency”		

Quantitative data is as of and for the year ended December 31 of the applicable year.

(1) For purposes of homes located in California, an equivalent rating system known as the energy design rating (EDR) is used, which measures compliance with applicable energy efficiency standards.

(2) Consists of (i) 2,608 homes delivered during the period that were built to California’s Green Building Standards Code (CALGreen), (ii) 788 homes delivered during the period that were certified to ENERGY STAR®, of which 710 homes were also certified to Indoor airPLUS standards and LEED® standards, (iii) 592 homes delivered during the period that were certified to Green Built Gulf Coast (GBGC) standards and (iv) 108 homes delivered during the period that were built to the ICC 700 National Green Building Standard® (NGBS) published by the National Association of Home Builders (NAHB) and achieved either Silver or Bronze ratings.

(3) Consists of (i) 2,541 homes delivered during the period that were built to California’s Green Building Standards Code (CALGreen), (ii) 629 homes delivered during the period that were certified to ENERGY STAR®, of which 609 homes were also certified to Indoor airPLUS standards and LEED® standards, (iii) 528 homes delivered during the period that were certified to Green Built Gulf Coast (GBGC) standards and (iv) 85 homes delivered during the period that were built to the ICC 700 National Green Building Standard® (NGBS) published by the National Association of Home Builders (NAHB) and achieved either Silver or Bronze ratings.

(4) Consists of (i) 1,986 homes delivered during the period that were built to California’s Green Building Standards Code (CALGreen), (ii) 658 homes delivered during the period that were certified to ENERGY STAR®, of which 628 homes were also certified to Indoor airPLUS standards and LEED® standards, (iii) 587 homes delivered during the period that were certified to Green Built Gulf Coast (GBGC) standards and (iv) 54 homes delivered during the period that were certified to the Built Green program.

SASB Topic	SASB Code	Accounting Metric	2021	2022	2023
Community Impacts of New Developments	IF-HB-410b.1	Description of how proximity and access to infrastructure, services, and economic centers affect site selection and development decisions	See “Ecological Impacts and Land Use”		
	IF-HB-410b.2	Number of homes delivered on infill sites	1,520	1,256	1,132
	IF-HB-410b.2	Number of lots located on infill sites	7,708	6,541	7,143
	IF-HB-410b.3	Number of homes delivered in compact developments	1,471	1,583	1,178
	IF-HB-410b.3	Average density of compact developments (dwelling units/acre)	9.10	8.91	7.30
Climate Change Adaptation	IF-HB-420a.1	Number of lots located in 100-year flood zones[5]	1,561	1,649	2,989
	IF-HB-420a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	See “Climate Change Adaptation”		

	SASB Code	Activity Metric	2021	2022	2022
Activity Metrics	IF-HB-000.A	Number of controlled lots	41,675	33,794	31,960
	IF-HB-000.B	Number of homes delivered	6,188	6,063	5,274
	IF-HB-000.C	Number of active selling communities	112	136	155

(5) *We generally do not build homes located in 100-year flood zones, which may be subject to risks and complications associated with weather events. However, we occasionally acquire land designated by the U.S. Federal Emergency Management Agency (FEMA) as a Special Flood Hazard Area (SFHA), which includes 100-year flood zones. In such events, we typically coordinate with FEMA and other applicable agencies and/or governmental authorities, prepare grading and drainage studies, and make necessary improvements to obtain a Letter of Map Revision to remove the developable portion of the property from the SFHA.*

United Nations Sustainable Development Goals

We have begun to align our sustainability strategy and priorities with the United Nations Sustainable Development Goals ("SDGs"). United Nations members established the SDGs in 2015 with the intention of ending all forms of poverty, fighting inequalities and tackling climate change while ensuring that no one is left behind. We believe that our current strategies and priorities most closely align with the following SDGs:



Goal Number	Goal Name	Goal Description	Report Section(s)
5	Gender Equality	Achieve gender equality and empower all women and girls	Equality of Opportunity and Creating a Sense of Belonging
8	Decent Work and Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Equality of Opportunity and Creating a Sense of Belonging; Learning and Development; A Great Place to Work for All/Team Member Engagement
11	Sustainable Cities and Communities	Make cities and human settlements inclusive, safe, resilient and sustainable	Ecological Impacts and Land Use; Community Impact of New Developments
12	Responsible Consumption and Production	Ensure sustainable consumption and production patterns	Product Design and Resource Efficiency
13	Climate Action	Take urgent action to combat climate change and its impacts	Climate Change Adaptation
15	Life on Land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	Community Impact of New Developments


tri pointe
HOMES
Life-changing by Design™