



tri pointe[®]
HOMES

2021 ESG Report

Life-changing by Design[™]

Published June 2022



TABLE OF CONTENTS

LETTER FROM OUR CEO AND CHAIRMAN OF THE BOARD4

ABOUT US6

ABOUT THIS REPORT.....9

GOVERNANCE10

 Oversight of ESG10

 Board Diversity and Independence11

 Business Ethics and Responsible Business Practices12

 Risk and Crisis Management.....14

 Supply Chain and Trade Partner Management16

 Customer Privacy and Cybersecurity17

 Public Policy18

OUR TEAM MEMBERS20

 Great Place to Work-Certified™/Team Member Engagement.....21

 Diversity, Equity, Inclusion and Belonging.....22

 Learning and Development.....25

 Benefits and Recognition26

 Health and Safety.....28

ENVIRONMENT30

 Ecological Impacts and Land Use.....31

 Product Design and Resource Efficiency35

 Climate Change Adaptation.....40

SOCIAL.....42

 Community Impact of New Developments.....42

 Product Quality and Customer Satisfaction46

 Corporate Philanthropy and Volunteering50

SASB INDEX.....54

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS57



Disclaimers

Various statements contained in this Environmental, Social and Governance (ESG) 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 Sustainability Accounting Standards Board (SASB) standards promulgated by the Value Reporting 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, 2021 unless otherwise indicated.

Letter from our CEO and Chairman of the Board

Dear Stakeholder,

In 2021, we took another step forward in our efforts relating to Environmental, Social and Governance (ESG) matters. We believe that as we grow, so too does our responsibility to the world around us, which is why we took steps throughout 2021 to build on our established practices and progress as a more transparent and accountable organization. We believe that pursuing our business objectives within a comprehensive ESG framework will allow us to maximize value for our stockholders while acting as a responsible corporate citizen.

Our newest ESG initiative is providing more disclosure with respect to our carbon footprint. We have established a baseline for Tri Pointe's carbon emissions in accordance with the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard. With the establishment of this baseline, we plan to provide transparent disclosure regarding our current GHG emissions, which will also allow us to benchmark future carbon emissions against this standard.

We continue to acquire and develop land in responsible ways and pursue opportunities to maximize open space and preserve the natural features of the land we acquire. Given the increasing frequency of natural disasters, such as wildfires and floods, we believe that the risk assessments we undertake in connection with our land opportunities are an important aspect of our risk management efforts. We remain committed to minimizing the use of natural resources in the process of constructing our homes and sourcing sustainably made materials and products for use in our homes whenever possible. We likewise empower our homebuyers to make "green" decisions with their new home purchase through our LivingSmart® program, which provides them with the tools to save on the total cost of home ownership while making a positive impact on the environment. We believe that together, these initiatives can make a real difference in the preservation of our natural resources.



In 2021, we made additional progress regarding our diversity, equity and inclusion initiatives relating to our team members, including enhancing the diversity of our board of directors with the addition of an ethnically diverse director. We have worked hard to build a culture of inclusion that encourages diversity and acceptance, which we believe contributed to our recognition in both 2021 and 2022 as a Great Place to Work-Certified™ company, the global benchmark for identifying an outstanding employee experience.

We also launched a new online health and wellness platform, “Pointes of Wellness”, and expanded our onboarding resources and leadership training opportunities to further support our team members and provide them with corresponding tools to achieve their personal wellness goals, as well as to succeed in their professional journeys. Given our commitment to providing a safe and healthy workplace for our employees, we also took additional steps in 2021 to fortify our safety and training program, including by engaging a third-party specialist to assist us in standardizing our safety policies and procedures across all of our homebuilding divisions and establishing a single best-in-class written safety program.

We are proud of the progress we have made to advance our ESG efforts. Our company prides itself on doing business the right way, and that means going above and beyond. We understand that we have a responsibility to the environment, our employees and the world around us, and we take that responsibility seriously. We are pleased with the measures we have taken to advance our ESG-related practices and programs in 2021 and look forward to expanding upon those practices as we look to the future.

“We understand that we have a responsibility to the environment, our employees and the world around us, and we take that responsibility seriously.”



Steven J. Gilbert
Chairman of the Board

A handwritten signature in black ink, appearing to read "Steven J. Gilbert".



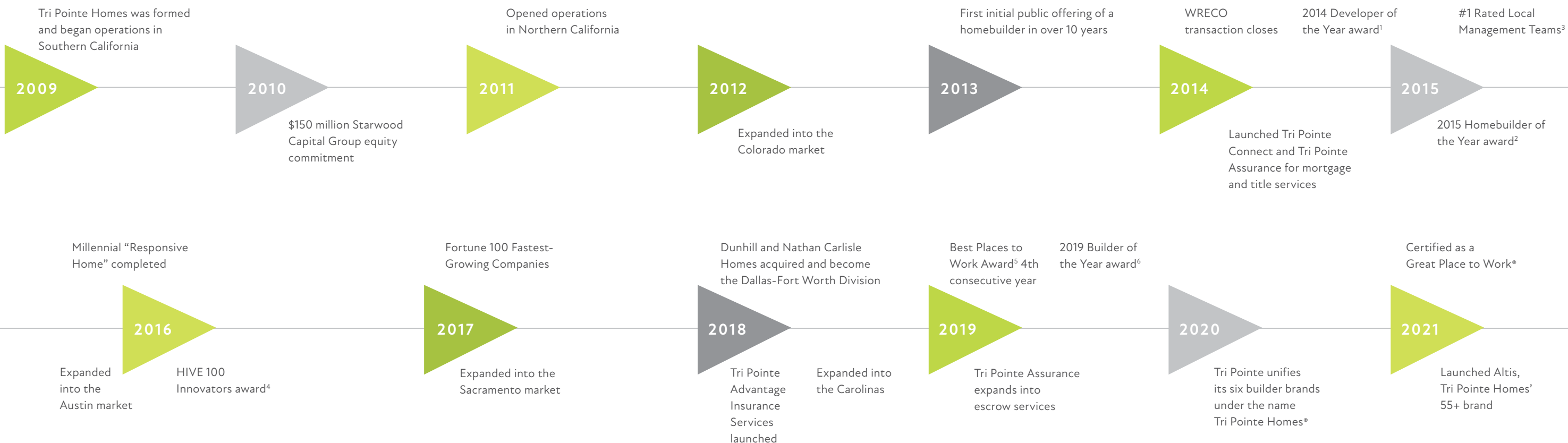
Douglas F. Bauer
Chief Executive Officer

A handwritten signature in black ink, appearing to read "Doug Bauer".

About Us

One of the largest homebuilders in the U.S., Tri Pointe Homes, Inc.® (NYSE: TPH) is a publicly traded company and a recognized leader in customer experience, innovative design, and environmentally responsible business practices. The company builds premium homes and communities in 10 states, 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, most recently in 2019, and made Fortune magazine's 2017 100 Fastest-Growing Companies list. Named one of the Best Places to Work by the Orange County Business Journal for four consecutive years, Tri Pointe Homes was also named as a Great Place to Work-Certified™ company in both 2021 and 2022. For more information, please visit TriPointeHomes.com.

SETTING THE FOUNDATION



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.

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

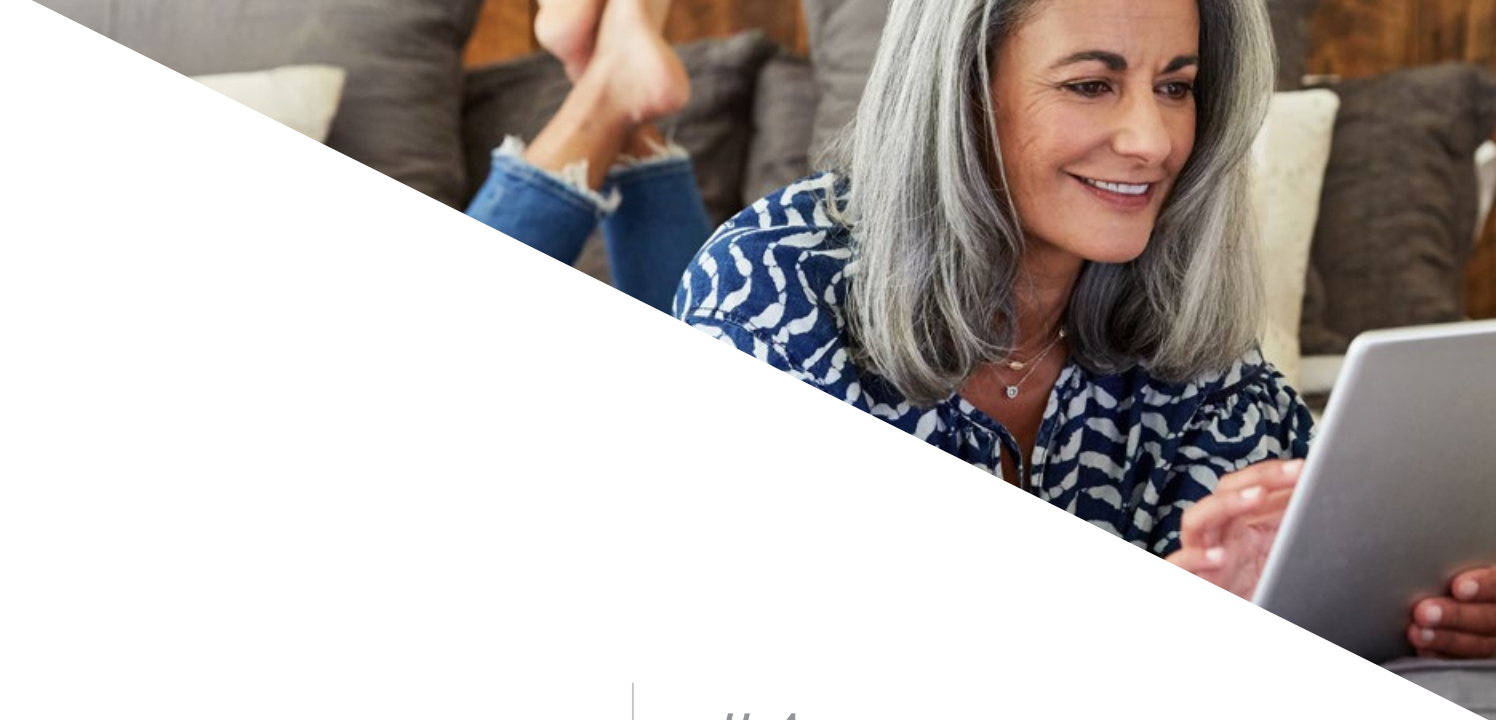
Homebuyers are our inspiration. Where we build, how we design and the overall experience we create all spring from a deep understanding of how our customers want to live. We don't just focus on life inside the home, we believe in building community, in every sense of the word—from the connected locations 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

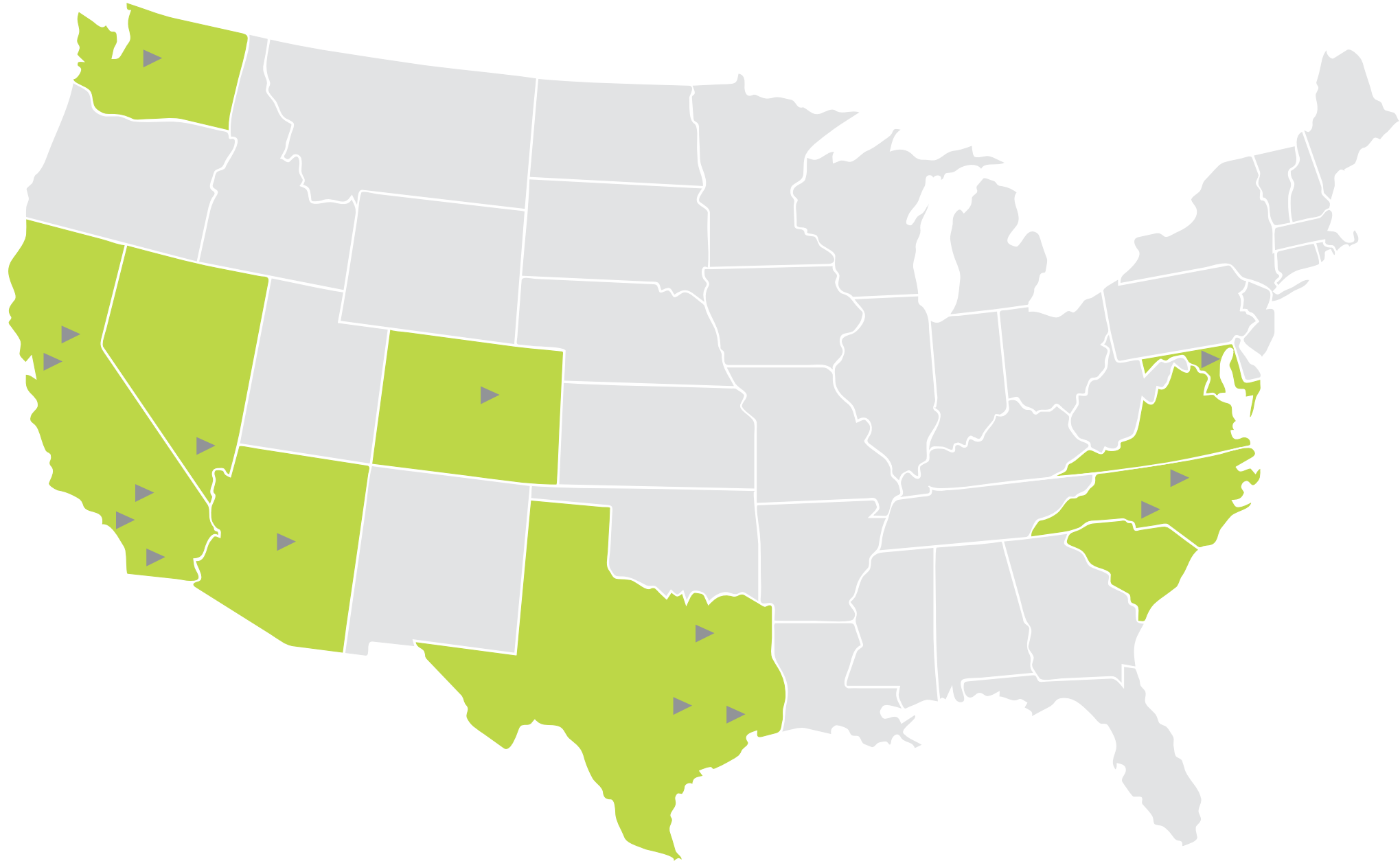
We are recognized in this industry for setting trends and paving new paths forward. We approach the entire homeownership experience—from design, to personalization and craftsmanship—with the same open-minded, progressive spirit as other leading lifestyle brands. The result is innovative programs like 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



WEST

- ▶ BAY AREA
- ▶ INLAND EMPIRE
- ▶ ORANGE COUNTY-LOS ANGELES
- ▶ SACRAMENTO
- ▶ SAN DIEGO
- ▶ ARIZONA
- ▶ LAS VEGAS
- ▶ WASHINGTON

CENTRAL

- ▶ AUSTIN
- ▶ DALLAS-FORT WORTH
- ▶ HOUSTON
- ▶ COLORADO

EAST

- ▶ DC METRO
- ▶ CHARLOTTE
- ▶ RALEIGH

About This Report

We recognize the importance of Environmental, Social and Governance (ESG) factors 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 ESG 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 reporting framework maintained by the Value Reporting Foundation to identify the most important ESG factors 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 ESG matters, including this report, please contact us at ESG@TriPointeHomes.com.



Governance

Oversight of ESG

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 ESG-related matters. This includes, in consultation with our management team, our ESG disclosures and assessments of the effectiveness of our policies, programs and strategy regarding ESG matters.

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



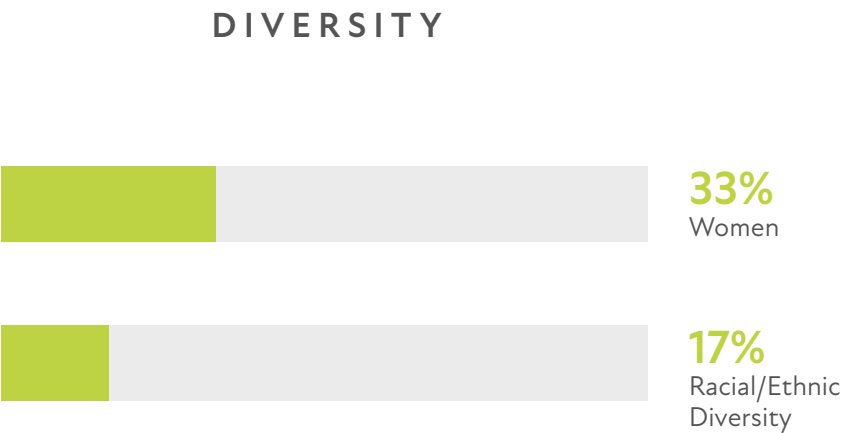
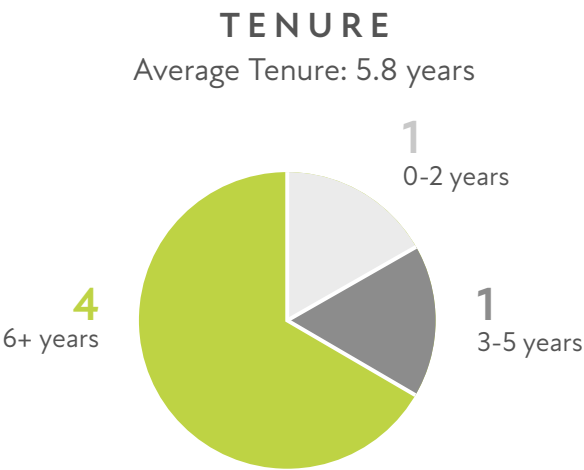
Vicki D. McWilliams
Director



Lawrence B. Burrows
Director



R. Kent Grahl
Director



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.

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 \$30 million, and our Executive Land Committee reviews all land acquisitions and dispositions with a purchase price greater than \$30 million but less than \$75 million. Any land transactions with a purchase price of \$75 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

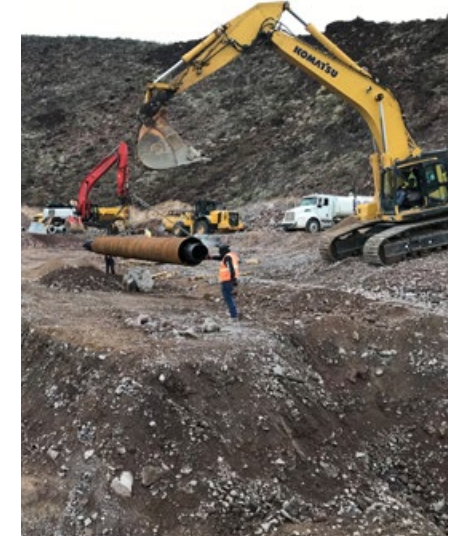
We are passionate about providing homebuyers with life-changing homes and seek to hire subcontractors who share in our ideals. We carefully select subcontractors who we believe will meet our high expectations, as well as the expectations of our homebuyers.

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, particularly as it relates to jobsite safety. Throughout the construction process, we conduct regular work quality inspections and field safety walks. 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), 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.”



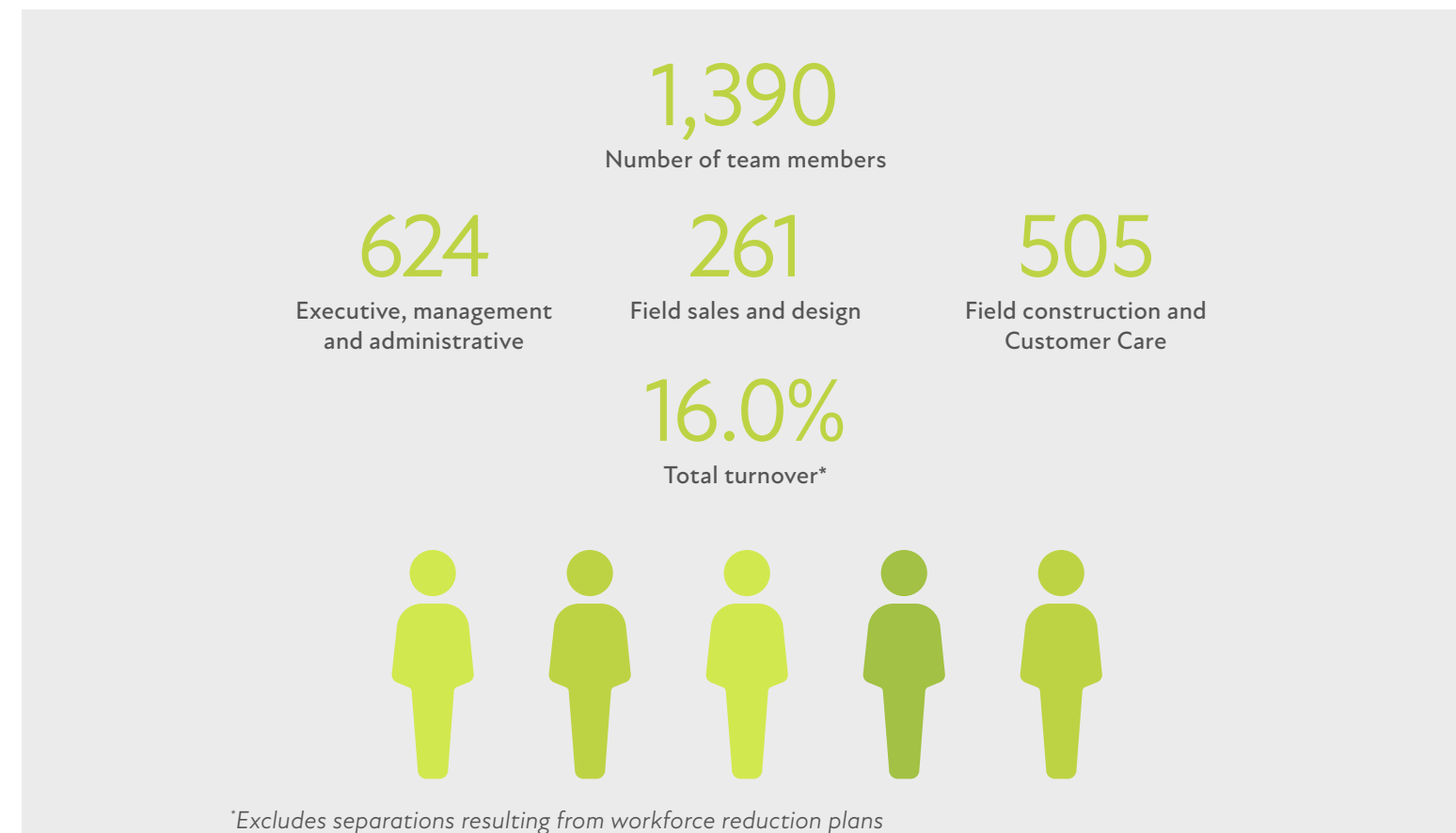
Our Team Members

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 both 2021 and 2022. To read more about these and other awards for our innovation, creativity, and quality, please visit the [“About Us”](#) section of our website.



Great Place to Work-Certified™/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 2022, our team members scored us consistently with the average score of the companies recognized on Fortune’s “100 Best Companies to Work For® 2022”, and rated us higher than the average score of such companies on all items pertaining to fairness, impartiality, justice, leadership behavior, communication and 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.

In addition, based on our 2021 and 2022 engagement survey results, we were recognized as a Great Place to Work-Certified™ company for both 2021–22 and 2022–23. 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 2022 revealed that 93 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. Additionally, 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.

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

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.

“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. Additionally, 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.”



Diversity, Equity, Inclusion and 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. 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.

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. Diversity makes us better and inclusion makes us stronger.

“Diversity makes us better and inclusion makes us stronger.”



Our Diversity, Equity, Inclusion and Belonging (DEI&B) action plan, developed by our senior management team, consists of the following initiatives:

- **Think Tank:** Established in 2020, our DEI&B Think Tank is comprised of diverse members of our Human Resources team and meets regularly to discuss DEI&B-related initiatives, goals and projects. We are also active participants in a DEI&B-focused working group within the homebuilding industry that shares ideas, action plans and progress in this area.
- **Communication and Education:** In 2021, we completed DEI&B awareness training for leaders within our organization. This training is intended to increase awareness regarding the ways in which our leaders can be more intentional and consciously inclusive of different backgrounds, experiences and perspectives in all aspects of our business. We have also developed an event calendar and series of internal communications to our team members intended to highlight certain events, topics and celebrations throughout the year that relate to diverse and underrepresented groups. Further, in March 2022, we partnered with a consultant to launch a series of cultural awareness trainings for all of our customer-facing team members.
- **Recruiting/Talent Acquisition:** We implemented a centralized talent acquisition function in 2018, which allows us to work collaboratively with our hiring managers across the company and develop focused strategies to broaden our candidate pools.
- **Analytics:** In 2021, we undertook efforts to establish baseline diversity statistics within the company to better inform our DEI&B action plans going forward. We have also created a DEI&B-oriented index of questions that we include within our employee engagement surveys to allow us to measure responses more effectively by gender, ethnicity and work group and implement action plans accordingly.
- **Succession Planning:** As part of our succession planning, we make conscious efforts to identify, develop and promote diverse candidates.

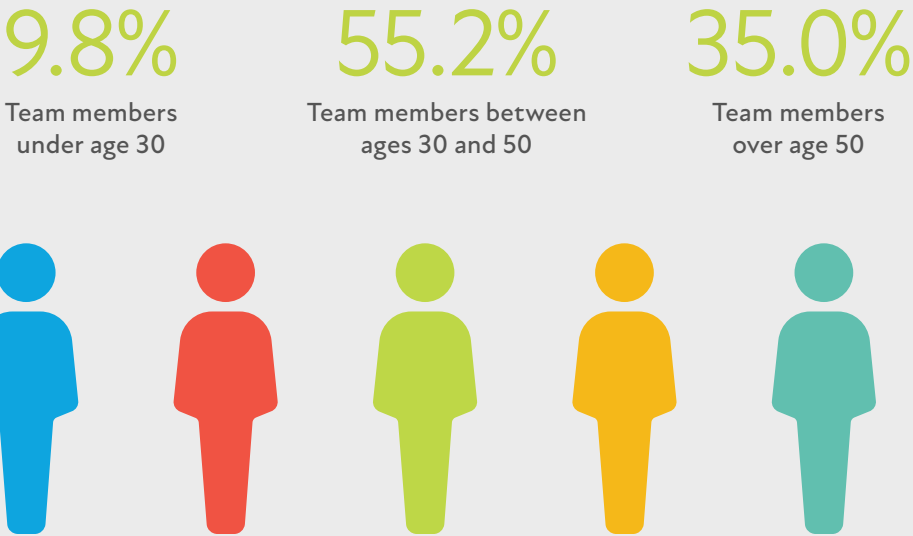


Below are tables that set forth the percentage of women and racially/ethnically diverse team members in applicable job classifications, as defined by the U.S. Equal Employment Opportunity Commission for purposes of EEO-1 reporting, as of December 31, 2018 and 2021, respectively. We believe the below data is useful in assessing our progress regarding diversity representation over such three-year period, as the number of women and racially/ethnically diverse team members increased in almost every applicable category between 2018 and 2021. Further, as of December 31, 2021, 39.1% of all our team members in management positions* were women, and over the three-year period ended December 31, 2021, the percentage of both women and racially/ethnically diverse team members increased overall.

	Women Team Members		
EEO Job Classification	December 31, 2018	December 31, 2021	Percentage Change
Total Company	42.0%	43.0%	2.5%
Management*	33.2%	39.1%	17.7%
Professionals	24.5%	22.7%	(7.3%)
Administrative Support Workers	81.6%	86.4%	5.9%
Sales Workers	65.4%	69.4%	6.2%

	Racially/Ethnically Diverse Team Members		
EEO Job Classification	December 31, 2018	December 31, 2021	Percentage Change
Total Company	27.2%	30.5%	12.2%
Management*	18.4%	16.7%	(9.1%)
Professionals	29.0%	33.4%	15.0%
Administrative Support Workers	38.3%	42.9%	12.1%
Sales Workers	24.5%	31.4%	28.3%

* “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.



Learning and Development

New Team Member Onboarding

Based on feedback from our team members and leaders, and in preparation for our continued growth, we significantly enhanced our new team member onboarding, training and development processes and resources by department and for key positions in 2021. To provide our team members with a best-in-class onboarding experience, our new process and resources ensure that team members: Build Social Connections, Know the Company, Know the Division, Know the Role, Practice the Role, and Perform at a High Level. Our onboarding materials vary by department and key role, and we curate our process to fit our new team member’s specific position and department.

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.



Leadership Development

In early 2022, we launched a menu of new 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
- ▶ In-person situational leadership sessions that are facilitated by a third-party consultant in concert with our division leadership teams
- ▶ A comprehensive, 5-month leadership development program that targets “high potential”, experienced leaders across the company, which we developed in partnership with the University of Wisconsin

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.

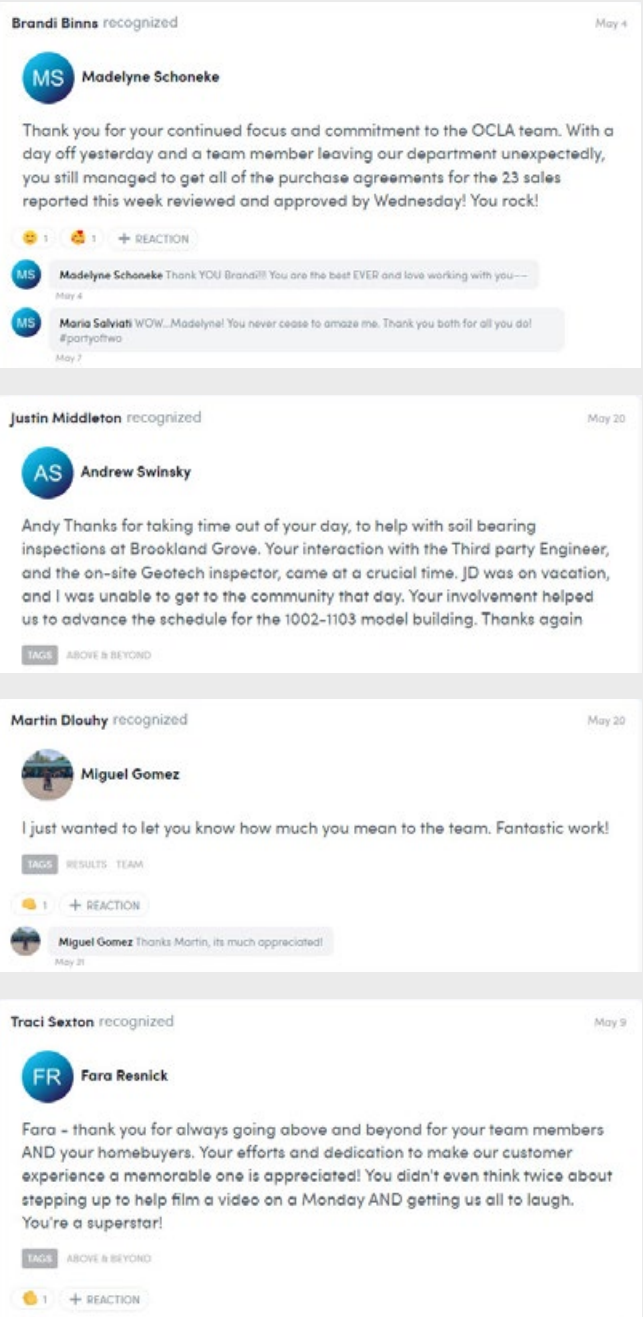
To recognize and promote outstanding team members, we conduct an annual comprehensive talent and succession planning review focused on identifying top-performing, high-potential and diverse team members for advancement to key positions. Our Compensation Committee oversees this review process.

Benefits 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 wellbeing, 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.

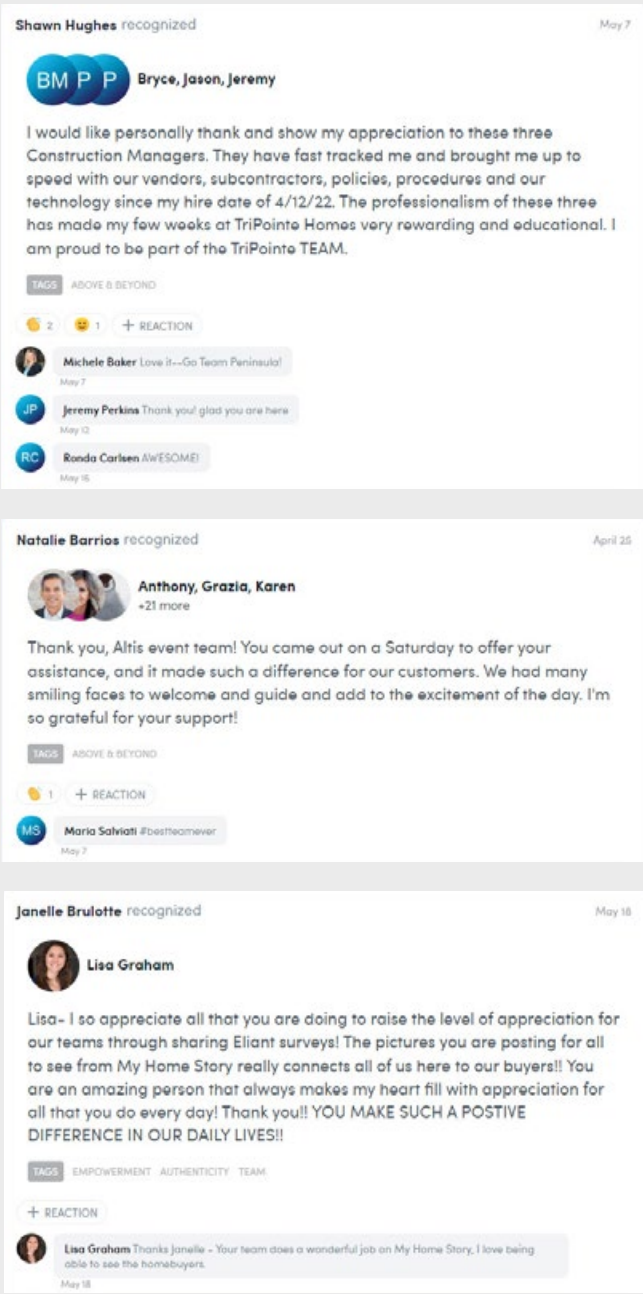


5,503

Total recognition events via Pointes of Gratitude

2,138

Manager and peer-to-peer recognition posts



3,365

Birthday and career achievement recognitions

\$133.68

Average awarded per employee via our Pointes of Gratitude website

We offer enhanced paid and unpaid leave of absence programs, including expanded parental and military leave benefits. Team members are offered 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. Further, we offer qualified team members comprehensive medical plans, dental and vision plan options, employer-paid life insurance with various buy-up options (including long-term disability, group life and accidental death) and flexible savings/spending accounts, and our average team member health insurance premium contribution rate is extremely competitive.

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

- ▶ 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
- ▶ 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
- ▶ An employee home purchase rebate program
- ▶ A mortgage procurement program through our affiliated mortgage broker, Tri Pointe Connect®

Pointes of Wellness

In 2021, we launched our new online health and wellness platform, “Pointes of Wellness”, which is designed to promote healthy habits and help our team members achieve their personal wellness goals. Our team members can choose to participate in a variety of activities and access information and resources touching each of our eight Pointes of Wellness (Purpose, Physical, Mindfulness, Nutrition, Social, Balance, Financial and Community). When our team members participate in certain activities, they are rewarded with points that can be redeemed as gift cards or merchandise via our Pointes of Gratitude website (with up to \$500 in available annual incentives). 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. For example, in 2021, we held a six-week, company-wide step challenge during which our participants each walked an average of more than 215,000 steps. Ultimately, as part of the challenge, we raised \$20,000 for HomeAid, which will support the Discovery Home for Girls in Denver, Colorado.



Purpose



Physical



Mindfulness



Nutrition



Social



Balance



Financial



Community

Health and Safety

The physical and mental wellbeing 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.

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 job sites 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.



Safety Data

0.37

Total recordable incident rate (TRIR) for direct employees*

0.00

Total recordable incident rate (TRIR) for contract employees*

0

Total recordable fatality rate for direct employees

0

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

To further build our efforts to foster a culture of safety, we maintain an internal safety committee, which we refer to as our Safety Think Tank, composed of representatives from our homebuilding divisions, including field staff such as our Construction Leadership and Managers. Our Safety Think Tank meets every other month to discuss best practices and strategies with Risk Management.

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.

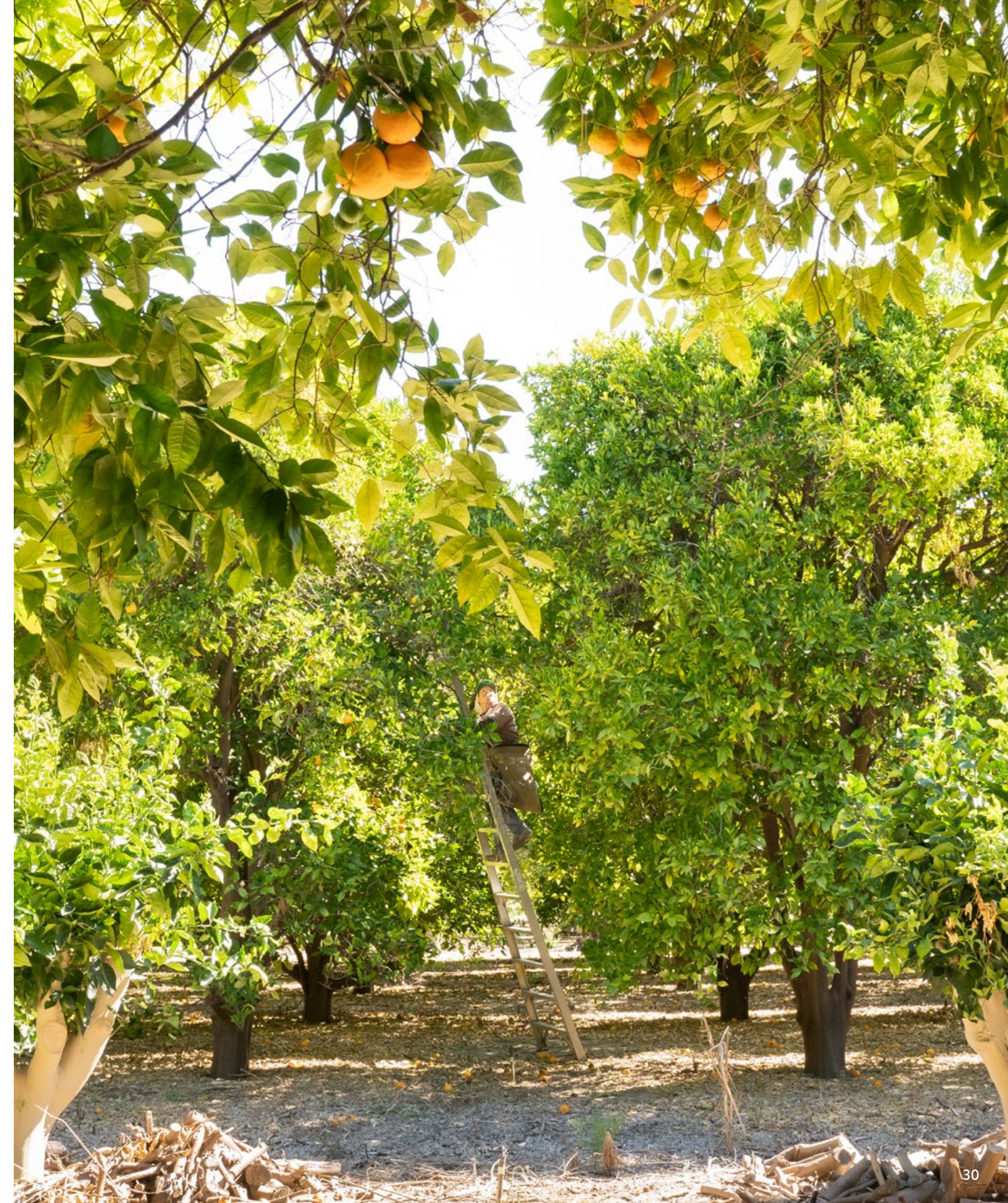
RESPONSE TO COVID-19

Our leadership team has always been focused on providing transparent, open, honest and timely communication to our team members, customers, business partners and other stakeholders. During the onset of COVID-19, we acted quickly and decisively, establishing a task force composed of key subject matter experts within our company, all of whom worked swiftly and collaboratively to keep our team members, customers and trade partners informed of applicable government orders and guidelines. We have taken, and will continue to take, proactive and preventive measures to help minimize the risk of COVID-19 in our communities—both inside and outside of the organization. As the situation has continued to evolve, our task force remains closely connected and communicates regularly to ensure that we adjust our response and protocols appropriately. We believe that our organizational agility and our ability to mobilize quickly and adopt new protocols and best practices, together with our people-first, family-like culture, enabled us to successfully adapt and meet the needs of our team members, customers and trade partners.



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 foundation materials exist on site 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.



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 on-site 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

Waterston South, Arizona

Our Waterston South project, a redevelopment community located in Gilbert, Arizona, was built on a former dairy operation. During the development process, our Arizona division excavated two trash pits, removed underground storage tanks, and remediated a runoff pond with a significant layer of organics. As a community amenity, we created a 7-acre central park with lakes and streams. The lake enhances the living experience and provides a wildlife habitat, and doubles as a valuable source of reclaimed water for the trees and shrubs in the common areas. The property is located next to Veteran's Oasis Park, a 113-acre nature preserve. To allow our residents to better enjoy this major amenity, we secured approval to build a portal that connects the community trail system with the 4.5 miles of multi-use trails that encircle the urban fishing lake in Veteran's Oasis Park.



The Reserve at Clear Lake City, Houston, Texas

A 372-acre, 770-home planned community located in Houston, Texas, The Reserve at Clear Lake City is a suburban infill location that was previously a functioning oil and gas field dating back to the 1930s. The community hosts a recreational center that includes a resort style pool, splash pad, tennis and volleyball courts and a playground themed after the space programs of the nearby National Aeronautics and Space Administration (NASA) Johnson Space Center. The Reserve at Clear Lake City combines typical features of required stormwater detention facilities with an innovative landscape architectural design that incorporates meandering water features throughout the community, including interconnected ponds and plunge pools that are designed to decrease both the speed of stormwater flow as well as downstream sedimentation. These water features complement the thousands of trees, natural reserve areas and network of community trails that can be found within the community, which together comprise a holistic approach to ecology and water management that are intended to protect coastal waterways and promote the region's landscape heritage and biodiversity. In support of their important mission, we also chose to provide all of our homeowners in the community with a complimentary membership to the nearby Armand Bayou Nature Center, one of the largest urban wilderness preserves in the U.S., which contains 2,500 acres of natural wetlands forest, prairie and marsh habitats and is home to over 370 species of birds, mammals, reptiles and amphibians.

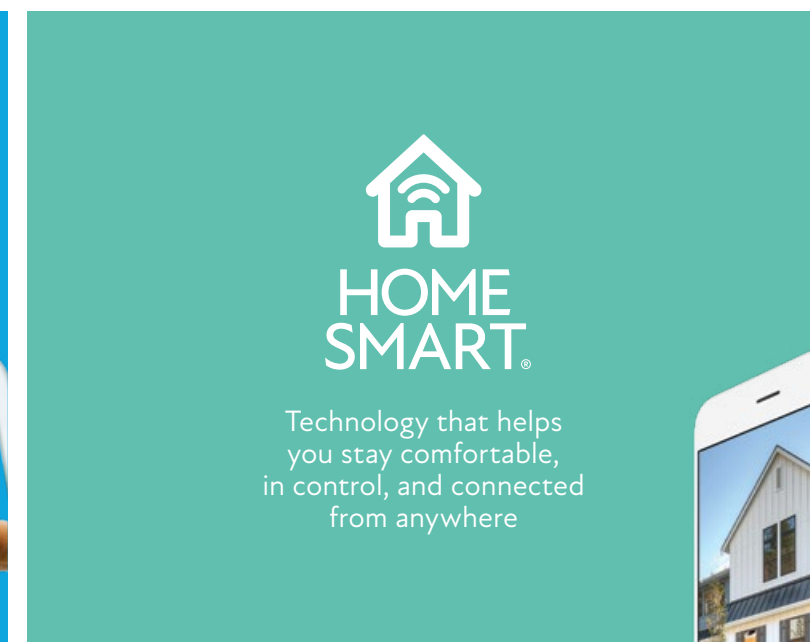
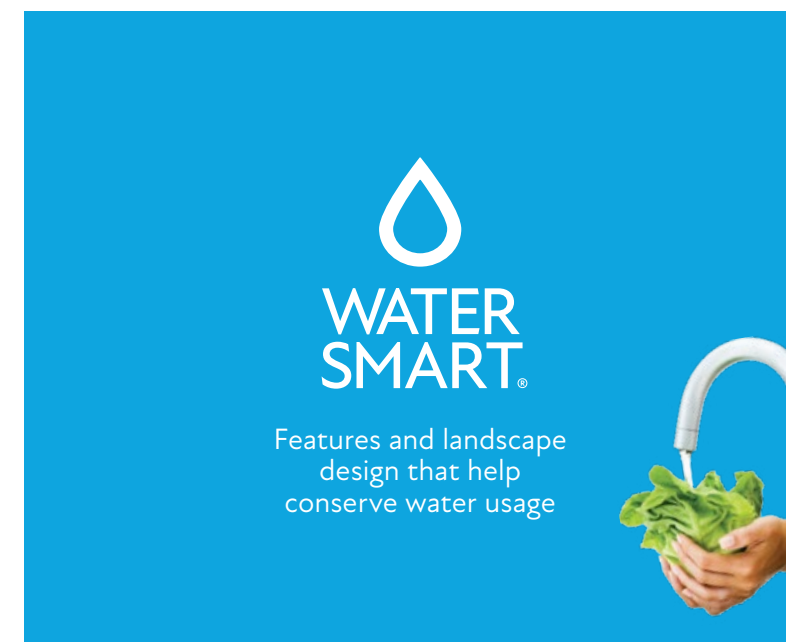


Product Design and Resource Efficiency

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 more information on the specific features of our LivingSmart® program, please visit the [“LivingSmart®”](#) section of our website.

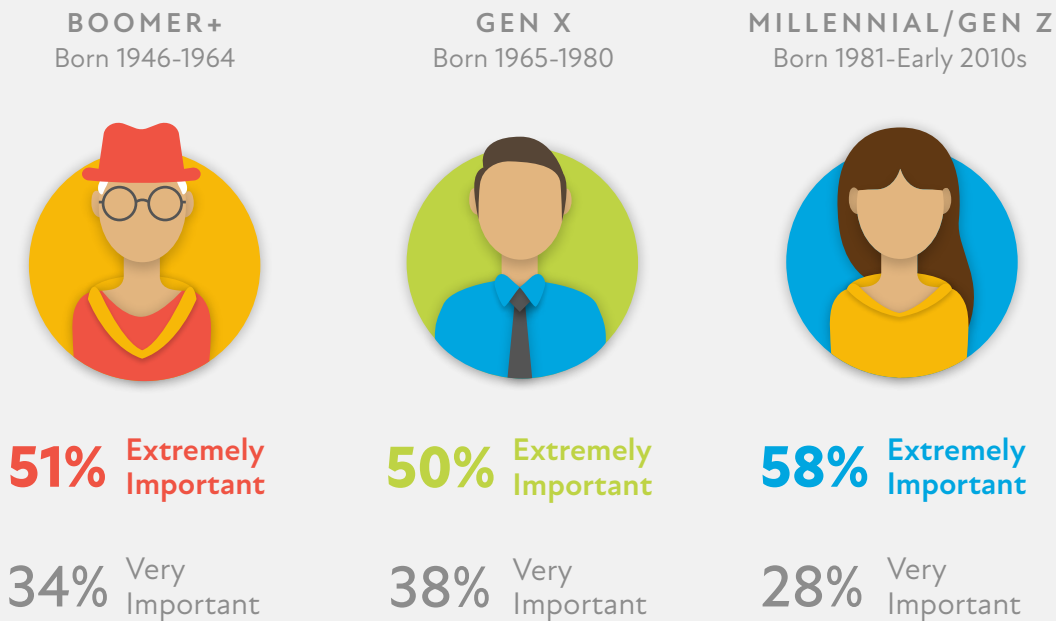
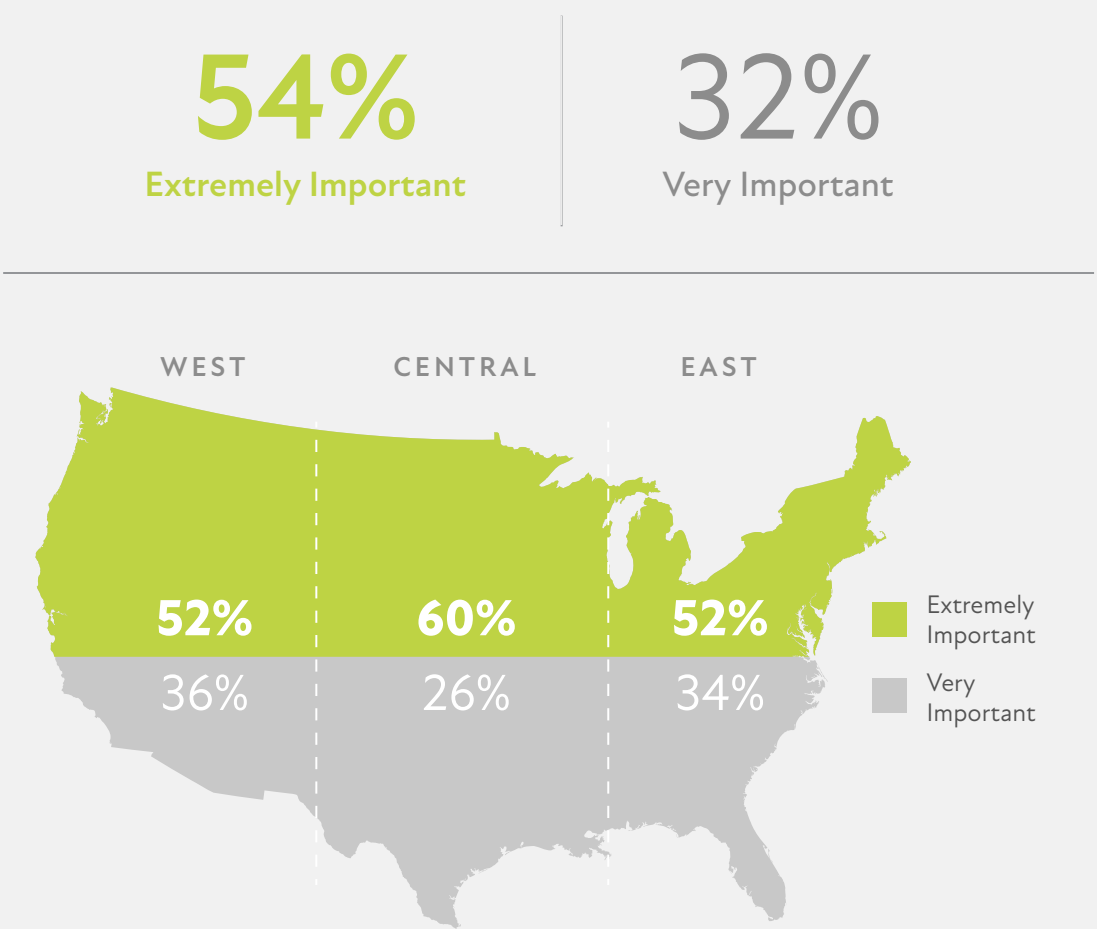


Home Shopper Research

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.



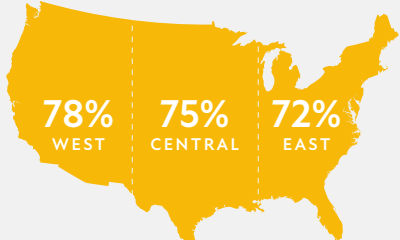
Smart Expectations

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.



78% WEST 75% CENTRAL 72% EAST

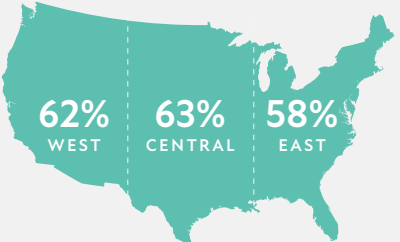
TOP-RANKED FEATURES

- 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



HOME SMART.

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



62% WEST 63% CENTRAL 58% EAST

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



EARTH SMART.


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



50% WEST 51% CENTRAL 49% EAST

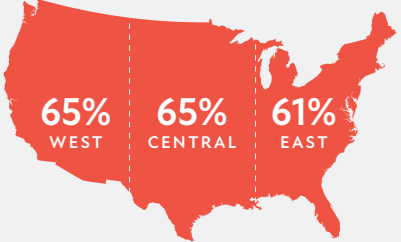
TOP-RANKED FEATURES

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



HEALTH SMART.


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



65% WEST 65% CENTRAL 61% EAST

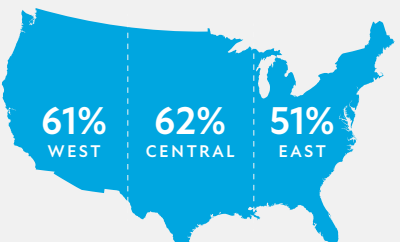
TOP-RANKED FEATURES

- 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



WATER SMART.

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




61% WEST 62% CENTRAL 51% EAST

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

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

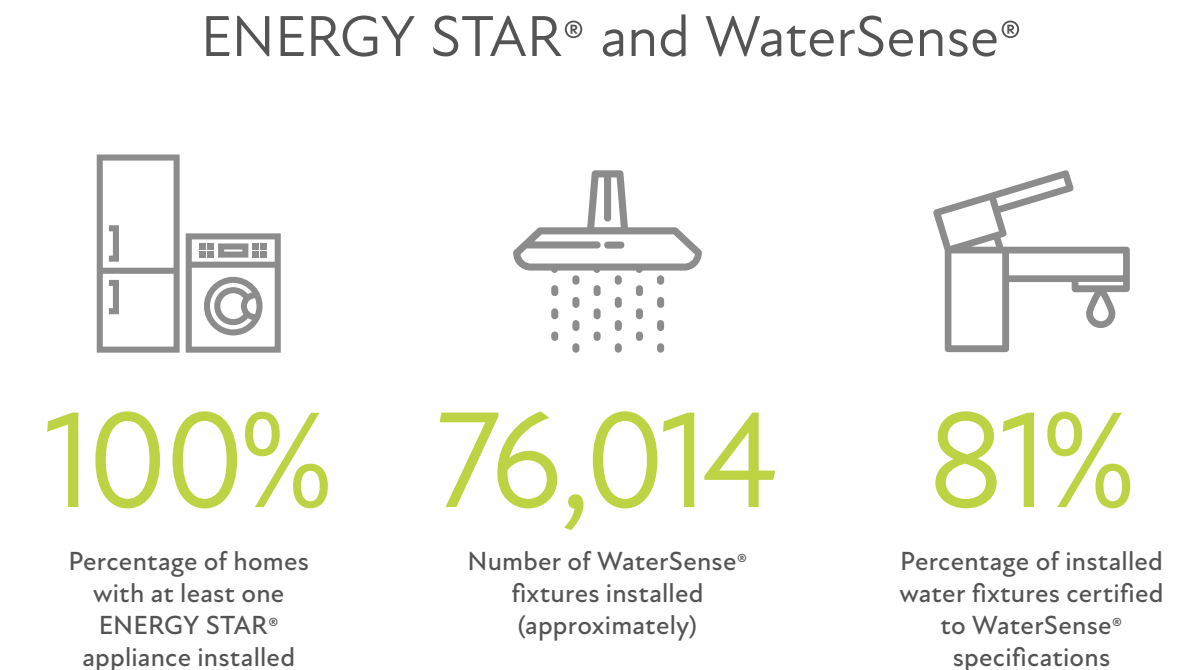
\$90

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 WaterSense® fixtures in our homes every year.



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.

Solar by the Numbers:



⁽¹⁾ Based on homes for which solar service was activated in 2021 ⁽²⁾ Equivalent to 2,134 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 2021, Tri Pointe Homes Arizona received its third consecutive Indoor airPlus Leader Award from the U.S. Environmental Protection Agency (EPA). Recently, in March 2022, Tri Pointe Homes Arizona proudly commemorated the fifth 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

In 2022, we engaged a third-party consultant to assist us in calculating our first series of greenhouse gas (GHG) inventories, measuring our 2020 and 2021 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 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		2020	2021
Scope 1	Direct Emissions	146	138
Scope 2	Electricity	4,245	4,605
	Natural Gas	1,158	1,294
Scope 3	Purchased Goods and Services	474,332	643,044
	Capital Goods	11,818	11,224
	Fuel- and Energy-Related Activities	1,181	1,854
	Upstream Transportation	123	120
	Waste Generated in Operations	15,014	17,328
	Business Travel	233	335
	Employee Commuting	1,657	2,018
	Use of Sold Products	765,970	892,374
Total		1,275,876	1,574,335

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 both 2020 and 2021, 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 both 2020 and 2021 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 and commuting. 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 56% of our Scope 3 emissions fall within “Use of Sold Products”, which measures the impacts of our sold homes.

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. 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

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.



Citro

A celebration of diverse influences, where modern architecture and community design meet historic agricultural land, Citro is an approximately 390-acre, 844-home planned community located in San Diego, California's unincorporated area of Fallbrook.

Honoring Legacy and Preserving Open Space

Throughout the lifespan of the project, our team has worked diligently to incorporate feedback from the community into the overall design of Citro, which is situated on land with a rich history of agriculture and farming. Among the approximately 235 acres of open space that we preserved within the community (which represents approximately 60% of the entire project acreage) are roughly 50 acres of legacy avocado and citrus groves, along with 14 miles of hiking trails, a proposed community farm stand that will provide produce grown within the community, a planned 10-acre public park, and an anticipated community garden that will allow residents to manage garden plots and maintain a connection to the land. Citro will also maintain a landscaping theme that incorporates citrus, olive and avocado trees that are consistent with those that have occupied the site for the past 100+ years.

Approximately 122 acres of Citro's conserved open space is protected through a conservation easement with endowment funding provided by Tri Pointe Homes, which is intended to allow for the long-term management of the open space by the Fallbrook Land Conservancy, as well as the preservation of habitat that is essential for the protection of the area's sensitive plant and animal species.

We have also sought to become a productive and responsible member of the Fallbrook community, including by contributing to local charitable causes, engaging with local Native American tribes and supporting local organizations such as the Fallbrook Village Rotary, the Boys & Girls Clubs of North County, and the North County Fire Protection District.



Environmental Benefits

Throughout the development and construction of Citro, we have sought to identify ways to limit our impact on the existing natural conditions and the communities that surround us, such as:

- ▶ To reduce the impact of site development on the surrounding community, we designed the community to balance from a dirt perspective by having no trucks hauling dirt in or out of the community for grading activities, which included roughly 2.27 million cubic yards of cut and fill grading. We estimate that our balanced grading operation eliminated over 200,000 truck trips that would have been required for export of soil and rocks, which we estimate reduced associated truck mileage by over 4,000,000 miles, or more than 7,400 metric tons of carbon dioxide equivalent (MTCO₂e).
- ▶ In an effort to preserve native soils, we agreed to forego traditional excavation methods and instituted a rock crushing program onsite, which enabled our team to both reduce GHG emissions associated with hauling materials offsite and reuse native soils throughout the project site, including as decorative rock and as aggregate in the construction of paved streets within the community.

- ▶ To maintain the natural hydrologic function of the site relative to the surrounding natural areas, we incorporated approximately 12,800 linear feet of natural drainage channels into the design of the project, in many cases using native rock from the project site rather than importing concrete or other materials, which will convey drainage through meandering channels planted with native vegetation.
- ▶ To reduce water use, we revised the irrigation and landscape design of the project to incorporate extensive conservation measures that eliminated the use of over 70,000 gallons of water per day.

In addition to the onsite farm stand and community garden, our design for Citro also incorporates a sensory garden play area that will allow children in the community to connect with the natural surroundings.



Lofton, San Francisco, California

Our Lofton community, an urban infill townhome-style condominium development of 54 units in the Portola neighborhood of San Francisco, California, was developed on the former site of Fellowship Academy, an abandoned school site that had fallen into disrepair. Collaborating with local officials, we successfully re-entitled the site, demolished existing vacant structures that had become a safety hazard for the children in the neighborhood, and developed a new community that features open spaces and play areas, as well as a basketball court. During the four-year development process, we worked closely with the surrounding community, including our neighbors, Cornerstone Academy and Good Shepherd Gracenter, a private school and women's recovery center, respectively, to incorporate their feedback and address certain development-related challenges. Lofton is located within walking distance of local shopping and dining options and is designed to provide residents with access to employment centers via both nearby highways and local Bay Area Rapid Transit (BART) stations.



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 Construction Managers, 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



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 the furnishability of every room 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 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;
- ▶ approximately halfway through the first year after their home closing to assess their experience with our Customer Care team; and
- ▶ approximately 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.



87%
Overall Customer
Satisfaction (2021)*

**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.

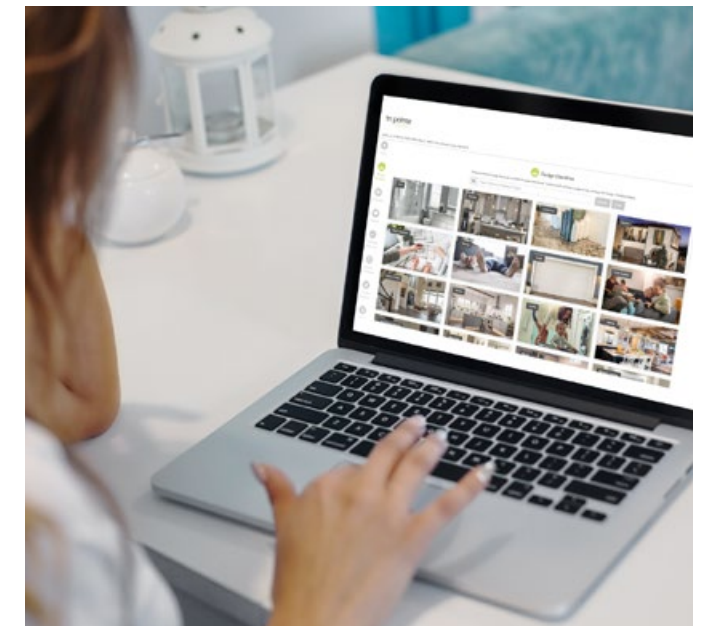
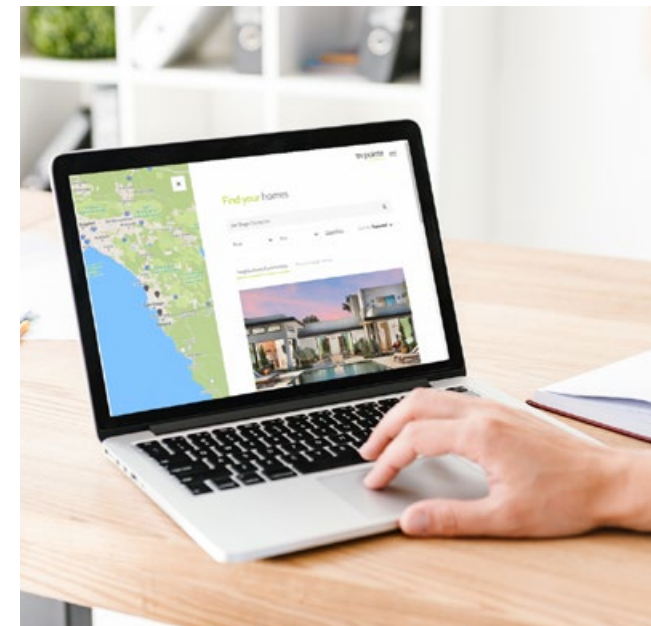


Over the years, we have been honored with multiple awards relating to customer satisfaction from Eliant, a homebuyer survey company that measures customer satisfaction for many homebuilders nationally. At the 2022 Eliant Homebuyers' Choice Awards, we were finalists in 10 categories, and 18 members of our sales, construction and customer service teams were finalists in 5 categories, including Purchase Experience, Design Experience and Overall Purchase and Ownership. 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. 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 benefitting 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

Our team members recorded over 1,000 hours (the equivalent of 125 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.

For more information about our philanthropic partnerships, please visit the [“ESG—Social Responsibility in Our Communities”](#) section of our website.



Community First! Village, Austin, Texas

Community First! Village is a 51-acre planned community that provides affordable, permanent housing and a supportive community for men and women coming out of chronic homelessness. The community will eventually include more than 500 RV/park and micro-homes, among many other amenities. For consecutive years, we constructed a micro-home alongside other local homebuilders who collaborated to build an entire street of micro-homes.







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 Club 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 2021, 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:



- ▶ Las Vegas: Our Las Vegas team members worked with local trade partners, team members and homeowners to gather donated bicycles and toys for the 23rd annual 98.5 KLUC Chet Buchanan Show Toy Drive to benefit HELP of Southern Nevada.
- ▶ DC Metro: Our DC Metro team members upgraded kitchen facilities at Cordell Place, a property that houses 32 once homeless individuals, run by the Montgomery County Coalition for the Homeless.
- ▶ Austin: Our Austin team served as the Builder Captain for HomeAid Austin, constructing 8 tiny homes for the homeless and also volunteered at the annual backpack drive with the city of Leander to collect backpacks for middle school students.
- ▶ Dallas-Fort Worth: Our Dallas-Fort Worth team members volunteered in the Habitat for Humanity ReStores, nonprofit home improvement stores and donation centers that sell new and gently used name brand items such as furniture, appliances, and home renovation materials, with 100% of the profits going to build homes, communities and hope.
- ▶ Home Office and Orange County–Los Angeles: Our Home Office and Orange County–Los Angeles team members hosted a donation site at their offices to collect diapers and wipes in support of HomeAid Orange County’s efforts to help homeless mothers and children.

SASB Index

The table on the following pages sets forth metrics that are responsive to Sustainability Accounting Standards Board (SASB) standards promulgated by the Value Reporting 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	2019 ⁽¹⁾	2020 ⁽¹⁾	2021 ⁽¹⁾
Land Use & Ecological Impacts	IF-HB-160a.1	Number of lots located on redevelopment sites	2,578	2,220	2,091
	IF-HB-160a.1	Number of homes delivered on redevelopment sites	308	641	870
	IF-HB-160a.2	Number of controlled lots in regions with High or Extremely High Baseline Water Stress	16,703	19,377	22,188
	IF-HB-160a.2	Number of homes delivered in regions with High or Extremely High Baseline Water Stress	2,759	2,807	3,319
	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	0.55	0.07	0.37
	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	2,112	3,019	3,378
	IF-HB-410a.1	Average HERS® Index Score	58	56	57
	IF-HB-410a.2	Percentage of installed water fixtures certified to WaterSense® specifications	80%	80%	81%
	IF-HB-410a.3	Number of homes delivered certified to a third-party multi-attribute green building standard	3,069 ⁽²⁾	3,175 ⁽³⁾	4,096 ⁽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”		

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

(2) Consists of (i) 2,051 homes delivered during the period that were built to California’s Green Building Standards Code (CALGreen), (ii) 530 homes delivered during the period that were certified to ENERGY STAR® and Indoor airPLUS standards, of which 241 homes were also certified to LEED® standards, (iii) 434 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 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) 2,010 homes delivered during the period that were built to California’s Green Building Standards Code (CALGreen), (ii) 664 homes delivered during the period that were certified to ENERGY STAR® and Indoor airPLUS standards, of which 169 homes were also certified to LEED® standards and (iii) 501 homes delivered during the period that were certified to Green Built Gulf Coast (GBGC) standards.

(4) 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.

SASB Topic	SASB Code	Accounting Metric	2019 ⁽¹⁾	2020 ⁽¹⁾	2021 ⁽¹⁾
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	665	1,253	1,520
	IF-HB-410b.2	Number of lots located on infill sites	4,583	6,372	7,708
	IF-HB-410b.3	Number of homes delivered in compact developments	1,359	1,632	1,471
	IF-HB-410b.3	Average density of compact developments (dwelling units/acre)	10.30	10.27	9.10
Climate Change Adaptation	IF-HB-420a.1	Number of lots located in 100-year flood zones	5,263	5,076	1,561
	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”		

Activity Metrics	SASB Code	Activity Metric	2019 ⁽¹⁾	2020 ⁽¹⁾	2021 ⁽¹⁾
	IF-HB-000.A	Number of controlled lots	30,029	35,641	41,675
	IF-HB-000.B	Number of homes delivered	4,921	5,123	6,188
	IF-HB-000.C	Number of active selling communities	137	112	112

United Nations Sustainable Development Goals



We have begun to align our ESG 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	Diversity, Equity, Inclusion and Belonging
		8	Decent Work and Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Diversity, Equity, Inclusion and Belonging; Learning and Development; Great Place to Work-Certified™/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

