

BUILDING **CALGARY'S BEST**

ESG REPORT
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LAND

Acknowledgement

In the spirit of respect and truth, we honor and acknowledge Moh'kinsstis and the traditional Treaty 7 territory of the Blackfoot confederacy: Siksika, Kainai, Piikani as well as the Stoney Nakoda and Tsuut'ina nations. We acknowledge the members of the Metis community and specifically, the Métis Nation Region Three. Finally in the spirit of reconciliation and because we are all treaty people, we also acknowledge all Calgarians who make our homes in the traditional Treaty 7 territory of Southern Alberta.





George Trutina
Founder, Truman

“I am proud to introduce our Environmental, Social, and Governance (ESG) report, a reflection of our ongoing commitment to sustainable and ethical practices.

This report is more than just a summary of achievements; it’s a roadmap that guides our efforts to build a better future. At Truman, we believe in creating spaces that not only enable people to Live Better, but also respect our planet and empower our communities.

Our commitment to environmental stewardship, social responsibility, and rigorous governance is woven into our operations. As we continue to innovate and grow, we remain dedicated to transparency, accountability, and the pursuit of excellence. This ESG report encapsulates our journey, showcasing the steps we are taking to ensure that our actions today pave the way for a sustainable tomorrow.”

ABOUT *Truman*

At Truman, we are not just builders; we are innovators and community developers with a commitment to enhancing Calgary and its surrounding areas. For over 35 years, our philosophy of “Live Better” has guided us in creating properties of exceptional quality and distinguished craftsmanship. We specialize in a broad spectrum of residential types, including high-end executive homes, contemporary urban residences, expansive country estates, and both suburban and urban multi-family dwellings.

Our expertise also spans the commercial sector, where we have developed mixed-use and retail spaces that not only meet but exceed the expectations of modern businesses and consumers. Each project is a reflection of our dedication to excellence, from groundbreaking architectural designs to the meticulous attention to detail in the finishing touches.

Community engagement is at the core of our operations. We believe in building sustainable communities that offer more than just housing. Our developments are designed to provide a holistic living experience with access to amenities that enrich residents’ lives. This includes creating green spaces, supporting local schools, and integrating public transport solutions to foster accessible and vibrant communities.

Moreover, Truman is a leader in promoting affordable housing. We allocate up to 25% of our projects to create homeownership opportunities for those facing economic challenges, collaborating with nonprofit organizations to bridge the housing affordability gap. This initiative not only helps in building inclusive neighborhoods but also ensures that the benefits of our developments are shared widely within the community.



ESG: HOW WE *Approach It*

At Truman, we are steadfast in our commitment to uphold strong Environmental, Social, and Governance (ESG) principles. This commitment influences our endeavors to enhance community well-being and inclusivity across all projects. Our commitment to ESG emphasizes maintaining trust and transparency with our stakeholders, ensuring that every step we take is accountable and aligns with our mission of sustainable community development. Our approach showcases leadership in adopting responsible business practices that not only meet but set new industry standards, continually driving us towards fostering a healthier, more connected society.

ENVIRONMENTAL



We strive to integrate eco-friendly practices throughout our building processes, using sustainable materials and advanced technologies to minimize our environmental impact. Our developments are designed with energy efficiency in mind, featuring energy-saving systems and water-efficient fixtures to reduce our carbon footprint.

SOCIAL



We prioritize accessibility and affordability in our developments to ensure that Calgarians can enjoy high-quality living environments. By partnering with non-profit organizations, we extend homeownership opportunities to economically disadvantaged individuals, actively working to bridge the housing affordability gap.

GOVERNANCE



We adhere strictly to industry regulations and ethical standards, implementing robust internal controls and compliance measures. Our governance framework includes regular audits and transparent reporting to stakeholders, reinforcing our commitment to integrity and trust.



OUR *Goals*

For Truman, a well-structured ESG campaign is crucial to reinforcing our commitment to sustainable development and corporate responsibility. Here are the specific goals we aim to achieve through our ESG initiatives:

These goals are designed to guide Truman's ESG campaign, ensuring that our efforts not only comply with regulations but also drive meaningful change, enhancing both our corporate value and community well-being.

ENVIRONMENTAL EXCELLENCE

- Achieve significant reductions in greenhouse gas emissions toward a net-zero future.
- Expand the use of renewable energy in our construction and operational processes.
- Implement advanced waste reduction and recycling initiatives across all projects.
- Enhance water conservation practices in building design and construction.
- Support local biodiversity projects and incorporate green spaces in our developments.

SOCIAL IMPACT

- Promote a safe, healthy, and engaging work environment for all employees.
- Enhance diversity and inclusion across all levels of the organization.
- Strengthen community ties through engagement initiatives and support for local projects.
- Uphold ethical supply chain practices, ensuring all partners meet our standards for labor and human rights.
- Increase customer satisfaction by focusing on sustainable and responsibly built environments.



GOVERNANCE INTEGRITY

- Maintain transparency with regular and detailed disclosures on ESG progress and challenges.
- Adhere to the highest ethical standards and practices, including anti-corruption measures.
- Foster diversity and ESG expertise within our Board of Directors.
- Link executive compensation to measurable ESG outcomes to promote accountability.
- Cultivate a corporate culture that prioritizes ethical behavior and responsible decision-making.

STRATEGIC SUSTAINABILITY

- Integrate ESG criteria into all business decisions and strategic planning.
- Align our ESG efforts with global sustainability standards, including the UN Sustainable Development Goals.
- Engage with stakeholders frequently to gather insights and enhance our ESG strategies.
- Invest in innovative technologies that improve the efficiency and impact of our ESG data management.

ENHANCED FINANCIAL PERFORMANCE

- Align our ESG commitments with financial objectives to boost long-term profitability and resilience.
- Attract and maintain investor interest through robust ESG practices and transparent reporting.
- Mitigate potential environmental and regulatory risks that could affect financial stability.
- Explore new business opportunities that arise from sustainable development practices.



INNOVATING FOR *Sustainability*

Truman is deeply committed to environmental sustainability, integrating comprehensive practices across our homebuilding processes to minimize ecological impacts and enhance resource efficiency. Our environmental sustainability strategy is evident in several key areas:



ENERGY EFFICIENCY

Truman's homes are designed with energy-saving features such as air sealing, quality insulation, and high-performance windows that enhance comfort and reduce utility bills. Truman also incorporates high-efficiency heating and cooling systems that improve indoor air quality and operational quietness.



WATER CONSERVATION

Truman emphasizes water efficiency by incorporating WaterSense® labeled fixtures like faucets, toilets, and shower-heads in every home. We also install ENERGY STAR® certified dishwashers and laundry sets that use significantly less water than standard models, promoting substantial savings on water bills.



HEALTHY LIVING ENVIRONMENTS

Truman prioritizes indoor air quality by using low-VOC interior paints and providing homes with whole-house mechanical ventilation systems. Additionally, we offer heat recovery ventilators and air purification systems to reduce indoor air pollutants and contaminants.



INNOVATING FOR *Sustainability*

SMART HOME TECHNOLOGY

Truman's homes support a connected lifestyle with integrated smart home technologies. Features include Wi-Fi-enabled smart thermostats, internet-connected door locks, and garage door openers, with options for advanced security systems and solar energy solutions.



ENVIRONMENTAL POLICY

Our environmental policy is embedded in all levels of our operations. We conduct staff education programs on environmental practices, implement office recycling programs, and ensure all our buildings are equipped with energy-efficient lighting and water-saving devices.

Overall, Truman's approach to building homes goes beyond mere construction; it involves a commitment to building sustainable and socially responsible environments that promote both ecological stewardship and enhanced quality of life for homeowners.



COMMUNITY *Engagement*



Truman is deeply committed to community engagement and actively participates in the betterment of Calgary and its surrounding areas. We demonstrate this through our support of various charities and nonprofit organizations, contributing both financially and through direct involvement by our staff. Notably, Truman has been the builder of choice for the Cash and Cars Lottery Dream Home for over six years, supporting cancer research and care initiatives.



Additionally, Truman actively sponsors local amateur sports teams in the community. We also partner with organizations like Liberty Home Ownership to address housing affordability and assist middle-income Calgarians in owning homes.



Truman's community projects are designed with a focus on connectivity and environmental sustainability. This aligns with our broader vision of creating well-integrated, sustainable communities that enhance residents' quality of life.



BUSINESS *Governance*

Truman's governance policy within its ESG framework is designed to uphold the highest standards of integrity, transparency, and accountability across all aspects of our operations. This policy includes the following key components:

BROAD OVERSIGHT



Our Board of Directors plays a critical role in overseeing Truman's ESG strategy, ensuring that governance practices align with our ethical standards and long-term business goals. The board includes members with diverse expertise in sustainability, finance, and corporate ethics to guide our ESG initiatives effectively.

TRANSPARENCY & REPORTING

Truman commits to transparent reporting of ESG metrics and goals. We produce annual sustainability reports that are publicly available, providing stakeholders with detailed insights into our progress towards ESG commitments and the impact of our operations on environmental and social factors.



STAKEHOLDER ENGAGEMENT



We actively engage with stakeholders, including investors, employees, clients, and community members, to gather feedback and integrate their perspectives into our governance practices. This engagement helps ensure that our business decisions are well-informed and reflect the interests and concerns of all parties involved.



BUSINESS *Governance*

COMPLIANCE & ETHICAL CONDUCT



Truman adheres to all applicable laws and regulations in the regions where we operate. We have established a comprehensive compliance program that includes training for employees on legal requirements and our corporate code of conduct, which emphasizes ethical decision-making and accountability.

RISK MANAGEMENT

Our governance framework includes robust risk management strategies to identify, assess, and manage ESG-related risks that could impact our business. This proactive approach helps minimize potential negative outcomes and ensures the sustainability of our operations.



EXECUTIVE COMPENSATION



To align the interests of our leadership with our long-term ESG goals, executive compensation at Truman is partially tied to the achievement of specific environmental and social targets. This policy incentivizes responsible management practices that contribute to overall sustainability and stakeholder value.

These governance policies are foundational to Truman's commitment to leading responsibly in the building industry, ensuring we not only achieve financial success but also contribute positively to society and the environment.



COMMUNITY *Economic Development*

Truman has actively shaped Calgary's real estate landscape with a keen focus on community economic development. Our approach involves creating comprehensive, master-planned communities that not only offer diverse living options but also enrich the local economy and enhance residents' quality of life. Projects like the West District and University District exemplify this strategy. These developments are not just about building homes but creating vibrant, self-sustaining communities with amenities that cater to modern lifestyles and promote social interaction.

West District, for instance, features a mix of residential and commercial spaces that foster a lively neighborhood atmosphere, complete with retail shops and community spaces that enhance local engagement and economic activity. Similarly, the University District is designed to be a hub for both living and leisure, featuring a dynamic mix of housing units and public spaces that make it a cornerstone for urban development in Calgary.



These projects reflect our commitment to contributing positively to Calgary's growth by developing areas that offer more than just housing—they create thriving community hubs that support local economies and provide residents with a quality of life that is both sustainable and enriching.



DEI

In the Workplace

Truman is committed to fostering Diversity, Equity, and Inclusion (DEI) in all aspects of our business operations. Our approach to DEI is not just about compliance but is a core component of our corporate culture and business strategy. Truman believes that a diverse workforce and inclusive environment are critical to the company's success and vitality, enabling them to build better communities and homes.

WORKFORCE DIVERSITY

Truman strives to build a workforce that reflects the diversity of the communities we serve. We focus on recruiting and retaining a diverse group of talented professionals.

EQUITABLE OPPORTUNITIES

Truman ensures that all employees have access to equal opportunities for growth and advancement, aiming to create a fair and supportive workplace.

INCLUSIVE CULTURE

Truman fosters an inclusive environment where every employee feels valued and empowered to contribute their unique perspectives and ideas. This is reflected in our team collaborations, decision-making processes, and day-to-day interactions.

COMMUNITY ENGAGEMENT

Beyond internal operations, Truman extends its DEI principles to the broader community through strategic partnerships with organizations that support underrepresented groups. This includes initiatives that promote affordable housing and community programs aimed at enhancing local development.



