



**DELTERA®**

**TRIDEL®**  
BUILT FOR LIFE

2022 ESG Report | Published June 2023

# Building a Sustainable Future



# Land Acknowledgement

---

We acknowledge our employees gather and our communities are built on the traditional territories of the Anishinaabeg, the Haudenosaunee, Chippewa, and the Wendat peoples and the Treaty Territories with the Mississaugas of the Credit First Nation.

We are grateful for Indigenous peoples’ stewardship of the Lands and Waters our business relies on and the opportunity to work with and learn from many diverse Indigenous voices.



# Table of Contents

**INTRODUCTION**..... 4

Letter from Our President ..... 4

About Our Inaugural Report ..... 5

Our Company ..... 6

A Culture of Excellence ..... 7

Our Long-Standing History ..... 8

Where We Build ..... 9

Our ESG Journey ..... 10

Materiality ..... 12

Our ESG Mission ..... 13

ESG Highlights ..... 14

Our Goals ..... 15

**INNOVATING FOR SUSTAINABILITY**..... 17

Greenhouse Gas (GHG) Emissions ..... 19

Climate Resilience ..... 21

Energy Efficiency ..... 23

Technology & Innovation ..... 24

Waste Reduction ..... 25

**EMPOWERING PEOPLE & COMMUNITIES**..... 26

Community Engagement ..... 28

Community Economic Development ..... 29

DEI in the Workplace & Community ..... 31

Indigenous Reconciliation ..... 32

Talent Retention & Development ..... 33

Health & Safety ..... 34

Homeowner & Resident Well-Being ..... 35

**LEADING A RESPONSIBLE BUSINESS**..... 36

Corporate Governance ..... 38

Accountability ..... 39

Risk Management ..... 40

**COMMUNITY SPOTLIGHT - BAYSIDE** ..... 41

**COMMUNITY SPOTLIGHT - THE WELL** ..... 43

**APPENDICES**..... 45



# Letter from Our President

## As a company, we have an opportunity to make a transformational impact.

We are fortunate to shape the Toronto skyline while influencing and promoting positive change in many local communities and neighbourhoods.

At our core, we are a community builder. We create homes and a lifestyle that caters to a broad audience reflective of the diversity within our city. While we have a long-standing history of construction and design excellence for the communities we build, it is our responsibility to create communities that are healthy for people and our planet – a responsibility we don’t take lightly.

Our belief extends beyond best construction practices and architectural distinction. Throughout our history, we have always looked for ways to redefine what it means to be a developer by being socially and environmentally responsible. Our commitment to corporate stewardship dates back to 2000 when we first realized that it was possible – and increasingly important – to develop more efficient and sustainable communities that positively shape the lives of those living there. In 2003, we launched our first-ever Tridel Built Green Built for Life® community and haven’t looked back since. In 2015, we officially began reporting on our corporate social responsibility initiatives.

Since then, it’s become increasingly apparent that our actions today have a powerful influence on future generations in ensuring the long-term environmental and social resilience of our communities. This has become ingrained in our purpose as a company.

Throughout the years, we’ve never lost focus on this purpose and meet our goals by actively engaging in initiatives that support community economic development and engagement, employee well-being, environmental sustainability and energy conservation, the customer experience, innovation in our industry, construction practices, materials and design, and so much more.

Our success in these areas is attributed to our purpose-driven employees who champion these initiatives and drive our people-first mandate forward.

The foundational pillars of Environmental, Social, and Governance (ESG) are not a foreign concept to us and we have continued to prioritize our impact initiatives and have made significant progress in our efforts to become a more sustainable and responsible company. We know the importance of addressing the pressing challenges of climate change, social inequality, and governance issues, and we are committed to doing our part in addressing these challenges.

As such, I am pleased to present Tridel’s first ESG Report. In this report, we bring you along on our ESG journey, highlighting the “why” behind the work we are doing, the impacts and successes we have had to date, and our future goals.

In all areas where our business has influence, we remain dedicated to providing new opportunities for people to thrive. We identify new opportunities to be a catalyst for change and encourage the same across our organization, industry, our network of partners, consultants, trades, and in the communities where we build.

Our report showcases our commitment to responsible business practices and holds us accountable so we continue to operate with transparency and integrity. It is a significant milestone in our journey toward creating a better, more sustainable future. Our ESG framework sets a solid foundation and provides us with the tools to shape our practices moving forward. We look ahead with enthusiasm to continue this path, exploring new opportunities for the future and creating sustainable change.



**Jim Ritchie**  
President



# About Our Inaugural Report

In this report, we outline our Environmental, Social, and Governance (ESG) vision and the steps we have taken during the reporting period to bring that vision to life. Our priority areas, opportunities and goals align with our three ESG pillars. In this report, we refer to our Environmental pillar as “Innovating for Sustainability,” our Social pillar as “Empowering People & Communities,” and our Governance pillar as “Leading a Responsible Business.”

ENVIRONMENTAL

Innovating for Sustainability



SOCIAL

Empowering People & Communities



GOVERNANCE

Leading a Responsible Business



Unless otherwise noted, all data and information included in this report cover the corporate operations of Deltera Inc., a member of the Tridel Group of Companies, and is limited to the development and construction services provided for the construction of Tridel-branded condominiums during the 2022 fiscal year (FY), July 1, 2021, to June 30, 2022. Deltera Inc. is Tridel’s project management service provider and will be referred to as “Tridel” for the remainder of this report. We will produce an annual ESG report to update stakeholders on progress towards meeting our goals. A high-level review of the overall structure of the report was provided by an external consultant.

### REFERENCE FRAMEWORKS

This report references select disclosures from the Global Reporting Initiative (GRI) Standards 2021 for our material topics and recommendations from the Task Force on Climate-Related Financial Disclosures (TCFD), where relevant. Tridel has no ownership rights in any such intellectual property of GRI and TCFD. Material topics and key initiatives were also assessed for alignment to the United Nations Sustainable Development Goals (SDGs). Please review the Appendices section for further details.



## Aligning with the SDGs

We recognize the importance of the United Nation’s Global Agenda for Sustainable Development. Many of our company’s sustainability initiatives, actions, goals and commitments support this vision of a more equitable and sustainable future for all.

Below are the selected SDGs we aim to contribute to through our ESG initiatives described throughout this report.





# Our Company

With nearly 90 years of experience and over 89,000 homes, we are a home builder of condominium residences in the Greater Toronto Area (GTA). Our portfolio currently has over 6,500 suites in the marketplace. As a company, we have established a reputation and strong brand recognition for developing innovative residential communities, with a focus on people at the core of everything we do. Our communities are designed and built with thoughtful intention. We take pride in our renowned craftsmanship, and our buildings integrate into the community with spectacular architecture, considering location, how people will use and interact with the space, and the needs of the community and environment.

As one of Canada’s largest builders of sustainable condominiums, we advance sustainability efforts that prioritize reducing our carbon footprint. But our story goes beyond ‘bricks and mortar’. We aim to connect people physically and emotionally to their environment, neighbours and communities.

Our strength comes from the talented individuals who make up our company. We attract top talent and offer them development opportunities to thrive professionally. Because of that, our workforce is made up of passionate individuals who work collaboratively to develop some of the largest and most complex projects in the Greater Toronto Area.



## Awards

Our renowned craftsmanship has respectfully earned us our reputation as one of Ontario’s most awarded developers for customer service, corporate social responsibility, innovation, environmentally sustainable design, diversity, equity and inclusion, and more.

68

BUILDING INDUSTRY AND LAND  
DEVELOPMENT ASSOCIATION (BILD) AWARDS

17

ONTARIO HOME BUILDERS’  
ASSOCIATION (OHBA) AWARDS





# A Culture of Excellence

**AT TRIDEL** We are Built for Love | We are Built for Respect | We are Built for Life

## CULTURE IS AT THE CORE OF OUR COMMUNITY.

Many of our values and beliefs may be rooted in our history, but they continue to live through every employee who does whatever it takes to carry on the proud tradition of Tridel.

## DIVERSITY, EQUITY, AND INCLUSION.

At Tridel, we embrace diversity, equity, and inclusion, where our workforce reflects the wonderfully diverse communities that we build in.

## PARTNERING WITH STRONG LEADERS.

We commit to continuously strengthening our leadership through professionally managed processes that foster the powerful growth of our teams and company.

## OUR COMMITMENT TO COMMUNITY.

An integral part of who we are is our passion for giving back to our communities.



## OUR VISION

To be recognized as the market-leading builder of quality lifestyle communities.

## OUR MISSION

Being the leader in creating and building quality condominium communities for each of our valued customers: *"Built for Life®"*

## OUR CORE VALUES

- QUALITY** Renowned Tridel craftsmanship
- TEAMWORK** Meeting our commitments together
- INTEGRITY** Doing the right thing
- INNOVATION** New and sustainable ideas
- FAMILY VALUES** Respect and pride in all we do
- SAFETY** Never compromised



# Our Long-Standing History

In 1927, Jack DelZotto was an immigrant from Italy fleeing from economic hardship, envisioning a better future. Not knowing his future business would transform the skyline of Toronto, he started with small jobs before eventually building his first home in 1934. Jack strongly believed in family, home and community – which is now the bedrock of our entire organization.

Jack’s eldest son, Angelo, followed in his father’s footsteps, realizing he could make a good career in the home-building industry. As he always said, “There’s nothing more noble than providing families with shelter”. Angelo pursued additional jobs, building retail plazas, government housing, and rental apartments.

In the 1960s, Angelo, with his brothers Leo and Elvio, built the forerunner of today’s modern condominium; they were pioneers whose mission transcended from construction to creating lifestyles, establishing a niche in the market. Tridel as we know it today was born.

Our founders redefined what ‘home’ is. It is a lifestyle and a community that connects us to each other and our surroundings – an idea that transformed the industry. Angelo, Elvio, and Leo, along with Harvey Fruitman, have carried on Jack’s tradition of family values, and innovation - a tradition that inspires everyone who works or is connected to Tridel to be a part of something great, something bigger than themselves and to make the world a better place.



## Group of Companies

Almost nine decades later, Tridel has grown into **8 companies**.

The Tridel Group of Companies is one of the largest privately held residential real estate groups in Canada, consisting of several operating companies focused in diverse areas of real estate, including development, sales, construction, property management and other related real estate services. Each of these brands are leaders in their respective industries, each growing out of an identified opportunity or an emerging trend. Learn more at [trideltgroup.com](https://trideltgroup.com).

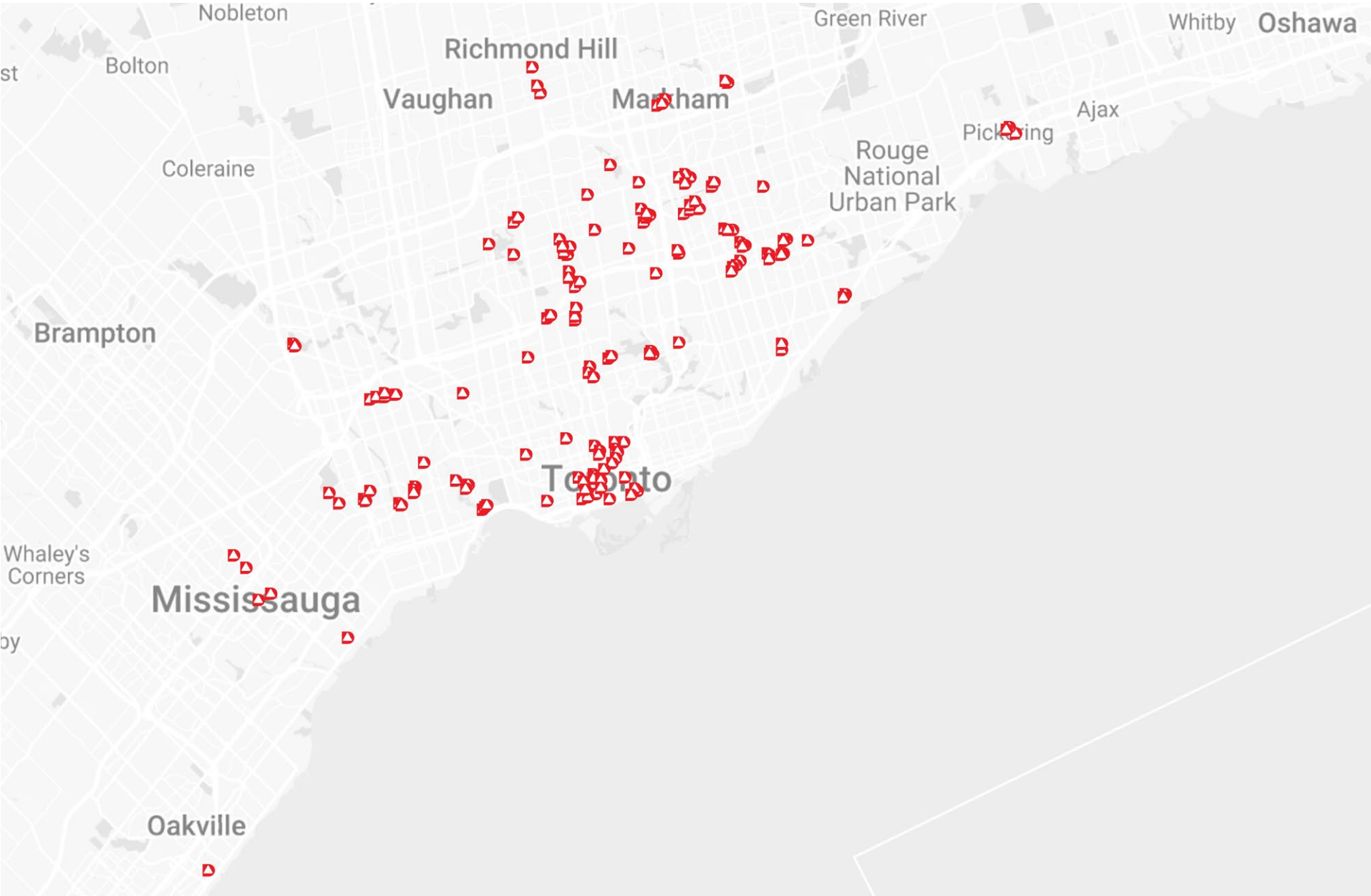




# Where We Build

We create and serve communities in the Greater Toronto Area. Over the last ten years, we have reached soaring heights, building over a combined 1,500 floors across multiple communities.

As a company with 89 years of history, we are proud of the influence our communities have had over the Toronto skyline. The remarkable growth of this vibrant city is a testament to its diverse and dynamic spirit. Being a part of Toronto’s transformation over the years has been both an honour and privilege.





# Our ESG Journey



**2003**

Element becomes Tridel's first Built Green Built for Life® community and the winner of 4 Green Globes. It is one of the first residential buildings to connect to Enwave District Energy in the City of Toronto.

**2004**

Tridel joins the Canadian Green Building Council (CaGBC).



**2005**

Verve becomes one of Ontario's first high-rise residential communities registered with the intention for LEED® certification and is one of the first projects to incorporate energy recovery ventilators (ERV).



**2006**

Circa wins the ECOLOGO® Award as one of the first residential buildings to connect to Markham District Energy.

**2006**

Tridel commits all new buildings to LEED® certification standards.



**2007**

Tridel wins the inaugural BILD Green Builder of the Year Award.



**2009**

BOLT Charitable Foundation is established (charitable status achieved in 2013).



**2012**

Metrogate receives Canada's first LEED® Neighbourhood Development (ND) certification.



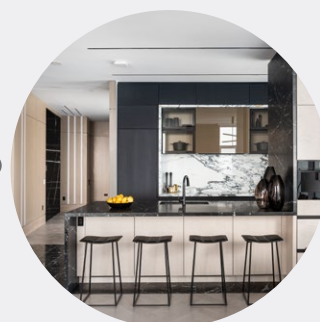


**2015**

Tridel launches the company's first Corporate Social Responsibility Report.

2015

The first Culture and Engagement study is conducted among Tridel employees.



**2017**

Ten York is one of the first community-wide smart buildings in Toronto.

2017

Tridel updates the compensation process to achieve gender pay equity.



**2018**

New Enwave tank, with over 7 million litres of storage, is built at The Well, connecting it to Enwave District Energy and will support the three Tridel condo communities.

2019

Tridel wins the BILD Stephen Dupuis Corporate Social Responsibility Award



**2019**

Aqualina achieves LEED® Platinum certification and CaGBC Inspiring Home Award. Aqualina is one of the first LEED® Platinum multi-unit residential buildings in Toronto.



**2020**

Tridel launches Built for Respect DEI Mandate at The Well community.

2020

Tridel becomes the developer partner for Regent Park Phases 4 & 5 and commits \$26.8M in community benefits.



**2021**

Tridel receives the ULI Americas Award for Excellence for the TCHC Alexandra Park Revitalization Project.

2021

Formation of Tridel's employee-driven, executive-supported advisory group for diversity, equity and inclusion, the DEI Accountability Network.



**2022**

Bianca becomes one of the first condominiums in Ontario to pilot vehicle-to-grid (V2G) technology with a sustainable micro-mobility solution.



**2022**

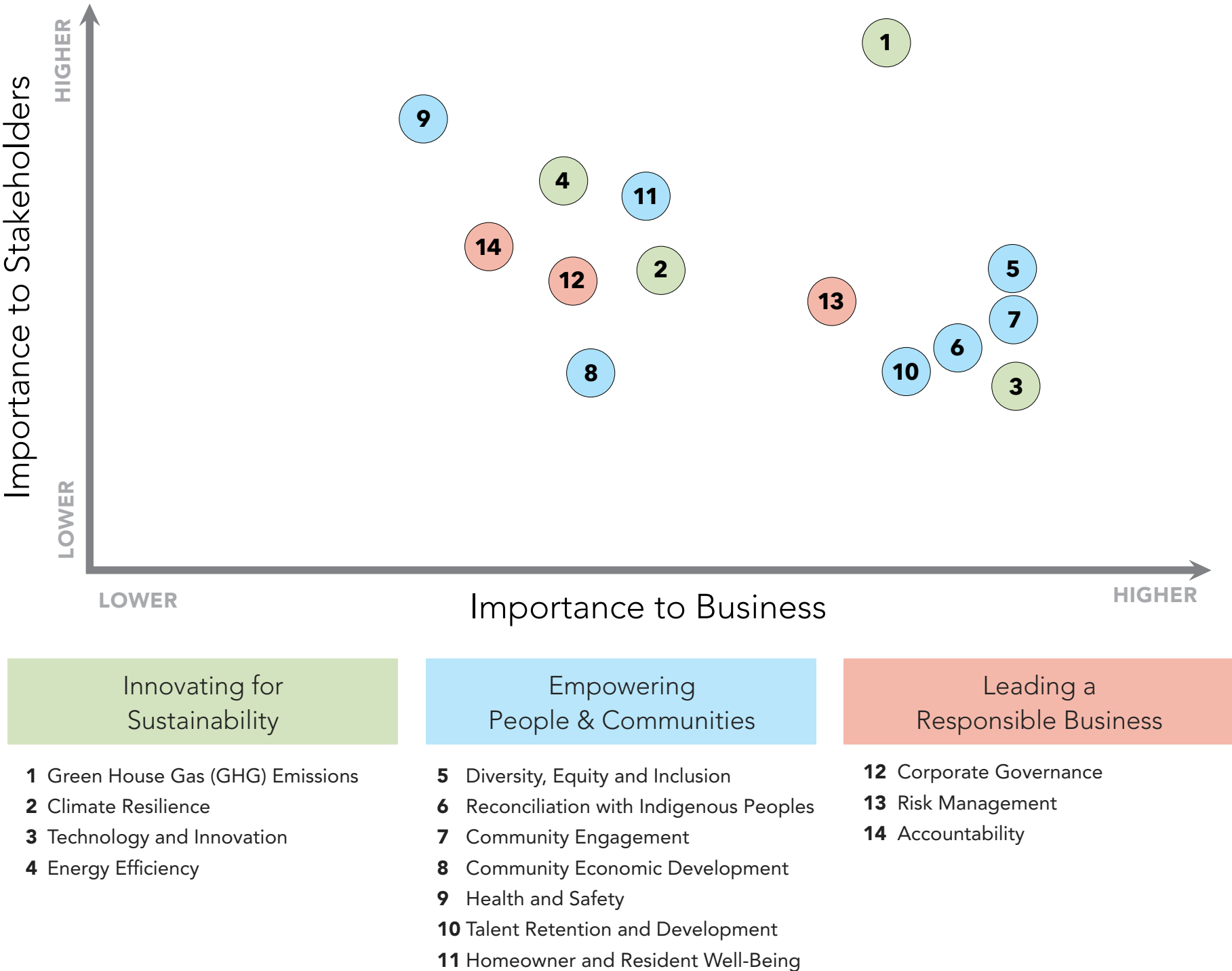
Tridel launches the Partners in Community Program, a dedicated schedule in awarded contracts enlisting our network of trades, suppliers, contractors, and consultants to support community economic development.

# Materiality

We recognize that sustainability and investing in a strong, equitable society are critical to our organization’s future. In alignment with these values, defining an ESG strategy that focuses on our most material topics and priorities is a key business imperative.

We partnered with an external consultant to determine our material topics and develop our ESG strategy. The top ESG topics were identified through internal interviews and a desktop review of peers and standard setters, shown in the matrix to the right (developed in accordance with GRI Standard 101: Foundation 2016).

In collaboration with the external consultant, we identified 14 priority topics, which were grouped into seven focus areas under three guiding pillars, as shown on the next page. A current state assessment was performed to identify opportunities and recommended actions within those priority areas, and key performance indicators to communicate our progress along the way.





# Our ESG Mission

As a recognized leader of quality lifestyle communities in Canada, our ESG Mission is to work towards making net zero carbon a reality while promoting health and wellness, inclusivity, and prosperity in the communities where we build – including our own. We look to maintain trust with all stakeholders through a shared blueprint of business practices that will demonstrate our leadership in being accountable for our commitments so others may join us in the pursuit of a sustainable future for all.

ENVIRONMENTAL

Innovating for Sustainability



Our goal is to maintain and grow our leadership in advancing sustainability and innovation by focusing on the following priority areas:

- Climate Change
- Sustainable Solutions

SOCIAL

Empowering People & Communities



Through a human-centred approach, our goal is to advance the well-being and prosperity in the communities where we work, live, and play by focusing on the following priority areas:

- Elevating Local Voices and Building Prosperity
- Diversity, Equity, and Inclusion (DEI)
- Culture, Health, and Well-Being

GOVERNANCE

Leading a Responsible Business



We aim to maintain the trust of all stakeholders through responsible and transparent management practices by focusing on the following priority areas:

- Reporting and Transparency
- Organizational Resiliency



*We are setting the stage for a more resilient and prosperous future, one that is rooted in innovation, sustainability, and inclusivity. We are committed to exploring new approaches and leveraging new technologies to create a positive impact on our environment and society.*



**Bruno Giancola**

SVP, Project Management, Innovation & Sustainability

# ESG Highlights

Innovating for  
Sustainability



**84.5%**

LESS CONSTRUCTION WASTE EQUIVALENT  
TO 102.5 MILLION KG OF WASTE DIVERTED\*

**182.6 MILLION**

KG CO<sub>2</sub>E SAVINGS EQUIVALENT TO  
38,444 CARS OFF THE ROAD FOR A YEAR\*

**4.4 BILLION**

MJ ENERGY SAVED  
EQUIVALENT TO 29.8 BILLION 60W  
LIGHT BULBS BEING TURNED OFF FOR A YEAR\*

**25 MILLION**

SQ FT OF LEED® SILVER/GOLD/PLATINUM-  
CERTIFIED AND CANDIDATE BUILDINGS\*

Empowering People  
& Communities



**\$515,000+**

IN DONATIONS TO CHARITABLE, NON-PROFIT  
AND GRASSROOTS ORGANIZATIONS FOR FY 2022

**100**

TCHC RESIDENT'S EMPLOYMENT  
FACILITATED BY TRIDEL TO DATE

WE ARE THE DEVELOPER PARTNER FOR

**3**

TORONTO COMMUNITY HOUSING  
REVITILIZATION PROJECTS

**650+**

VOLUNTEER HOURS BY TRIDEL EMPLOYEES  
AT IN-COMMUNITY EVENTS FOR FY 2022

Leading a  
Responsible Business



Reporting with reference  
to **GRI Standards**

**ESG Leadership** team  
established in 2021

**ESG** was adopted as a  
standing board item in 2022

*\*Data calculated by EQ Building Performance and reflects performance to date.*



# Our Goals

Under our ESG pillars, we have identified areas of opportunity to guide our sustainable and social impact initiatives. The chart below indicates our goals and their alignment to each identified opportunity.

GOALS	FY 2022 (JULY 1, 2021 - JUNE 30, 2022)	TARGET YEAR	ALIGNMENT TO OUR ESG FRAMEWORK	PRIORITY AREA
Publish Baseline Emissions Study for FY 2022.	Announced and Achieved	-	E	Climate Change
Publish the climate-related risks table in FY 2022 report.	Announced and Achieved	-	E	Climate Change
Publish Baseline Energy Study for FY 2022.	Announced and Achieved	-	E	Climate Change
Implement and report on innovative solutions and new technology that advances building practices, resulting in reduced energy consumption and GHG emissions.	Announced	FY 2023	E	Sustainable Solutions
Publish total waste diverted from disposal during the construction of our communities and at our head office, with a target of maintaining above an 80% diversion rate.	Announced	FY 2023	E	Sustainable Solutions
Evaluate climate-related risks in our business and address gaps.	Announced	FY 2024	E	Climate Change
Set and publish scope 1, 2, and 3 corporate GHG emissions reduction targets in FY 2023 report.	Announced	FY 2024	E	Climate Change
Set and publish corporate energy reduction targets in FY 2023 report.	Announced	FY 2024	E	Climate Change
Report on additional community consultation opportunities beyond City-mandated requirements.	Announced	FY 2023	S	Elevating Local Voices & Building Prosperity
Achieve 750+ employee volunteerism hours.	Announced	FY 2023	S	Elevating Local Voices & Building Prosperity
Develop a company-wide Social Procurement mandate to diversify our supplier network and procure \$100,000 from diverse-owned businesses.	Announced	FY 2023	S	Elevating Local Voices & Building Prosperity
Complete and launch Tridel’s DEI Action Plan and share it internally.	Announced	FY 2023	S	Diversity, Equity & Inclusion
Launch Tridel’s first Indigenous Reconciliation Action Plan.	Announced	FY 2023	S	Diversity, Equity & Inclusion
Launch Tridel’s third Employee Engagement Study and define company-wide and departmental action plans.	Announced	FY 2023	S	Culture, Health & Well-Being
Deliver safety orientation training videos in multiple languages.	Announced	FY 2023	S	Culture, Health & Well-Being
Update Tridel’s Design Guide for all communities with inclusive common area improvements.	Announced	FY 2023	S	Culture, Health & Well-Being

GOALS	FY 2022 (JULY 1, 2021 - JUNE 30, 2022)	TARGET YEAR	ALIGNMENT TO OUR ESG FRAMEWORK	PRIORITY AREA
Sign Community Economic Development and Community Benefits Agreements with Toronto Community Housing Corporation (TCHC) for Alexandra Park and Regent Park.	Announced	FY 2024	S	Elevating Local Voices & Building Prosperity
Develop internal resources to forecast employment opportunities based on the construction cycle.	Announced	FY 2024	S	Elevating Local Voices & Building Prosperity
Host annual career exploration sessions for careers in the home-building industry for people in under-resourced communities.	Announced	FY 2024	S	Elevating Local Voices & Building Prosperity
Identify an agency to deliver skill development programming in revitalization communities.	Announced	FY 2024	S	Elevating Local Voices & Building Prosperity
Incorporate Built for Respect Anti-Discrimination, Anti-Bullying Mandate into tenders and contracts.	Announced	FY 2024	S	Diversity, Equity & Inclusion
Launch employee DEI training program.	Announced	FY 2024	S	Diversity, Equity & Inclusion
Establish a “Wellness at Tridel” program.	Announced	FY 2024	S	Culture, Health & Well-Being
Achieve company-wide IHSA - Certificate of Recognition (COR®) accreditation.	Announced	FY 2024	S	Culture, Health & Well-Being
Deliver mental health training to 100% of on-site people managers.	Announced	FY 2024	S	Culture, Health & Well-Being
Pilot the sharing of eco-friendly design options as part of design appointments for our Harbourwalk community.	Announced	FY 2024	S	Culture, Health & Well-Being
Identify an agency to deliver small business development program(s) in revitalization communities.	Announced	FY 2025	S	Elevating Local Voices & Building Prosperity
Incorporate a DEI KPI for all people managers.	Announced	FY 2025	S	Diversity, Equity & Inclusion
Provide Accessibility Features Package in design appointments for customers with accessibility needs.	Announced	FY 2025	S	Culture, Health & Well-Being
Establish ESG as a standing Board agenda item, with set policies and targets.	Announced and Achieved	-	G	Reporting & Transparency
Report on goals with reference to select disclosures from the GRI Standards 2021.	Announced and Achieved	-	G	Reporting & Transparency
Report climate-related risks with reference to select disclosure recommendations from TCFD.	Announced and Achieved	-	G	Organizational Resiliency
Track, report, and communicate ESG opportunities to the Board.	Announced	FY 2023	G	Reporting & Transparency
Enroll senior leadership in ESG and business ethics skill-building initiatives and training.	Announced	FY 2023	G	Reporting & Transparency
Annually report on material risks and strategies used for mitigation.	Announced	FY 2023	G	Organizational Resiliency
Manage the climate-related risks table to remain current, and regularly revisit the materiality of the risks identified to ensure any gaps that arise are addressed.	Announced	FY 2024	G	Organizational Resiliency
Hold an annual forum with senior leadership and the ESG Leadership team dedicated to developing ESG strategy and reviewing ESG outcomes to date.	Announced	FY 2024	G	Reporting & Transparency





ENVIRONMENTAL

# Innovating for Sustainability



# Innovating for Sustainability

At Tridel, we are committed to being an environmental leader in the industry and know that decisions made today will have a great impact on tomorrow. It has long been a priority for us to minimize our impact on the environment while building sustainable, safe, and healthy communities to live. Our ambition is to be Canada’s leading developer in advancing environmental sustainability and innovation.

*Our efforts supporting innovation in construction are geared towards achieving sustainability in every aspect of our operations. We focus on reducing our carbon footprint, promoting resource conservation, and minimizing waste generation. By adopting sustainable practices, we can create a healthier and more equitable future for generations to come.*

**Graeme Armster**  
Director, Innovation & Sustainability



Looking to the future, we plan on achieving this by focusing on the following two priority areas, each with their own identified opportunities:

**Climate Change**

- Greenhouse Gas (GHG) Emissions
- Climate Resilience
- Energy Efficiency

**Sustainable Solutions**

- Technology and Innovation
- Waste Reduction

**ALIGNMENT WITH THE SDGS**



**DID YOU KNOW?**

At Tridel, we have a decarbonization strategy that focuses on reducing our GHG emissions through innovations and technology in the following areas:

- 1 Building Envelope Performance

2 Airtightness

3 Onsite Renewable Energy Generation
- 4 Embodied Carbon

5 Building Data Benchmarking

6 Identifying and Addressing Industry Gaps

**OUR GOALS FOR FISCAL YEAR 2023**

- Set and publish scope 1, 2, and 3 corporate GHG emissions reduction targets in FY 2023 report.
- Identify and assess climate-related risks and opportunities in our business practices and integrate processes for managing them into our risk management and governance frameworks.
- Set and publish corporate energy reduction targets in FY 2023 report.
- Implement and report on innovative solutions and new technology that advances building practices, resulting in reduced energy consumption and GHG emissions.
- Publish total waste diverted from disposal during the construction of our communities and at our head office, with a target of maintaining above an 80% diversion rate.



# Greenhouse Gas (GHG) Emissions

Ambition: Reduce Scope 1, 2, and 3 emissions

**GOAL**  
Set and publish scope 1, 2, and 3 corporate GHG emissions reduction targets in FY 2023 report.

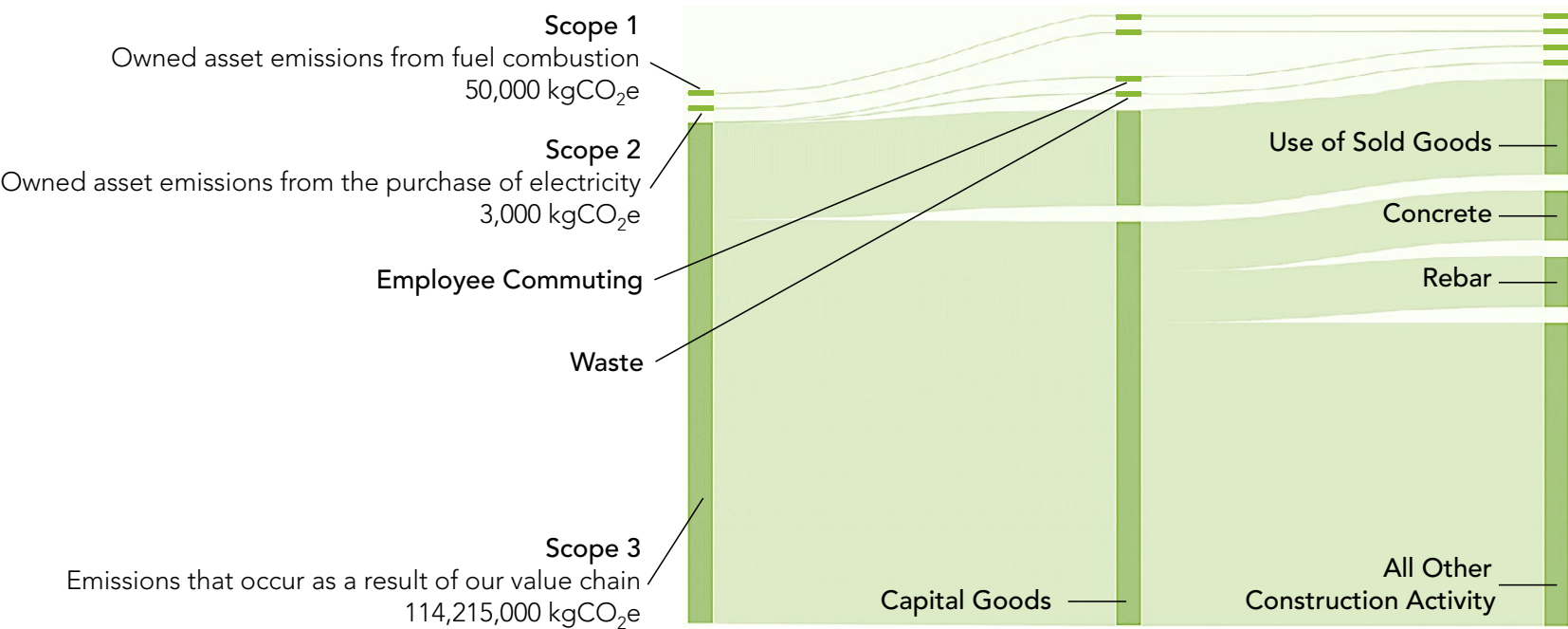
**HOW WE’LL GET THERE**  
We are committed to setting targets supporting the global goal of avoiding irreversible impacts from climate change by limiting global warming well below 2°C above pre-industrial levels and pursuing efforts to limit it to 1.5°C (as per the 2015 Paris Agreement). To accomplish this, we look to organizations closer to home for inspiration, like the City of Toronto and the TransformTO Net-Zero Strategy.  
In pursuit of our goal, we completed a baseline study of our GHG emissions footprint. The results of the study will inform our specific targets for emissions reduction and will guide our reduction initiatives moving forward. As we transition to a climate-resilient and lower-carbon global economy, we will continuously re-evaluate our practices to best suit current and future needs.

*Right: Sankey Diagram depicting results of our GHG Emissions Baseline Study.*

OUR WORK IN ACTION

**GHG Emissions Baseline Study** - Led by Mantle Developments, we focused on calculating our 2022 fiscal year scope 1, 2, and select scope 3 emissions inventory. The study’s boundaries included the portion of emissions attributed to the use of our owned assets, the development and construction services provided for Tridel, and the emissions associated with a 60-year lifecycle of all Tridel communities registered in the 2022 fiscal year.

The results of our baseline emissions study indicate that we should focus our efforts and resources on reducing Scope 3 emissions created from Category 2: Capital Goods and Category 11: Use of Sold Products.  
A summary of the results can be seen below. For our emissions quantification methodology, see the Appendix.



This baseline study reinforces our existing beliefs and supports our decarbonization strategy. This study will guide our ESG Leadership team in identifying opportunities for emissions reduction so that we may set and publish targets that will allow us to reach our goal of net zero.

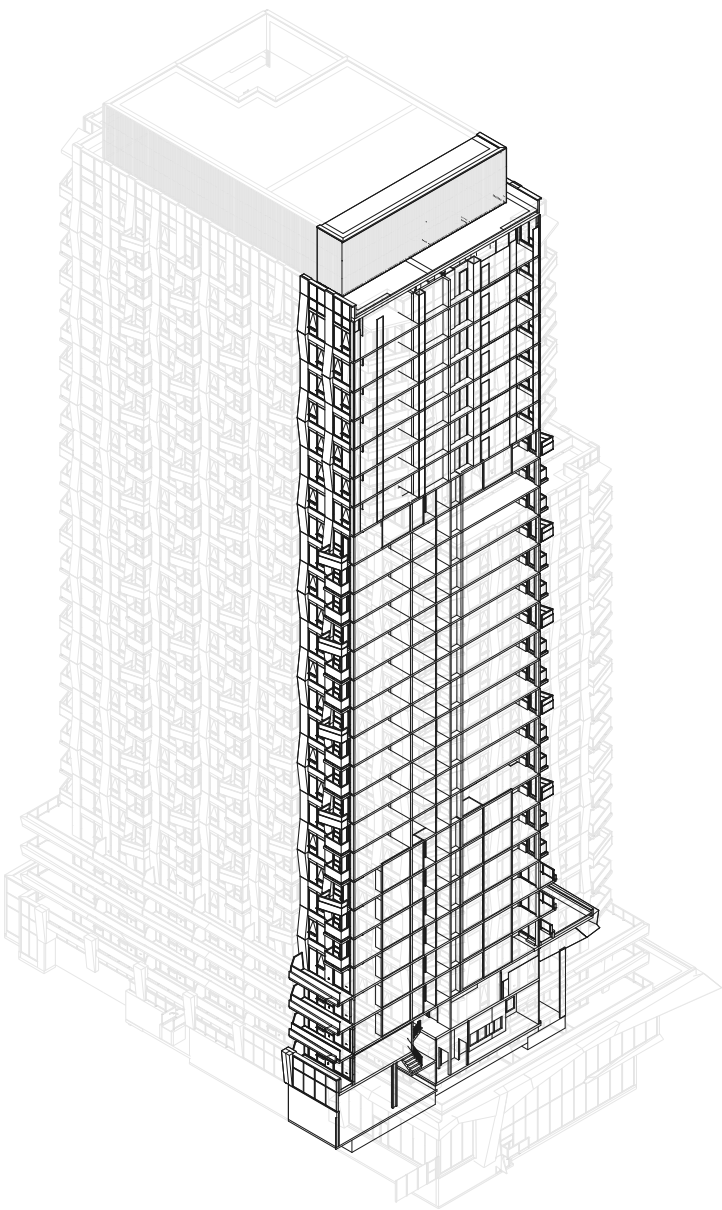
To further understand the opportunities for emissions reduction in capital goods, we completed another study that focused on embodied carbon.

**Embodied Carbon Footprint Study** - Led by Ha/f Climate Design, this study modelled and examined the embodied carbon footprint of one of our communities, Westerly Phase 2, to see how it compared to other buildings of a similar size and type (i.e., multi-unit residential high-rise). It revealed that Westerly Phase 2 was below the average embodied carbon footprint. Building components of high embodied carbon were also identified during the study and alternatives with reduced embodied carbon were suggested.

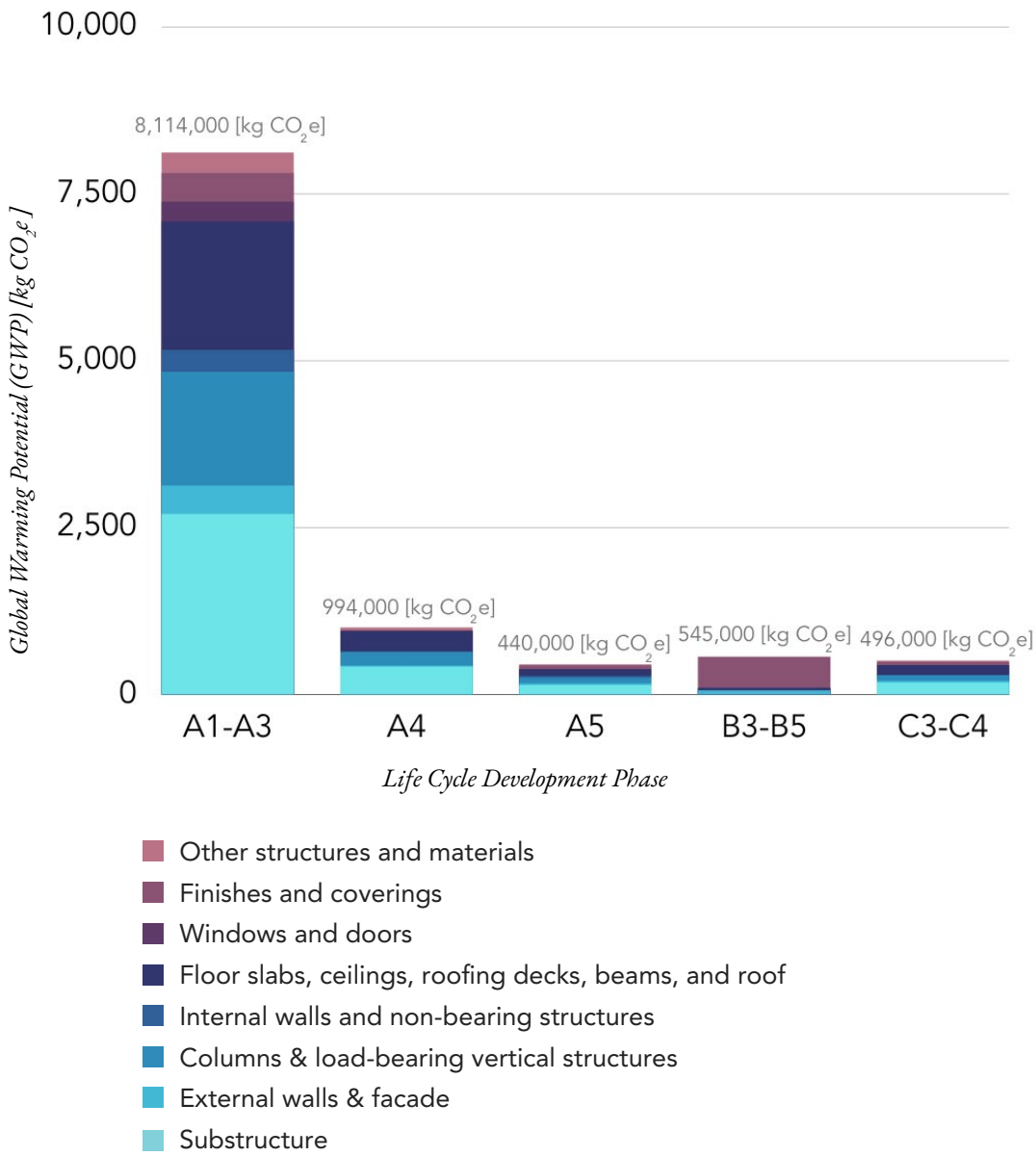
The study concluded that both changes to the form of the building and material or product choice could create savings of several million kilograms of CO<sub>2</sub>e.

These findings will inform our future targets as we look to implement these changes in our building practices in order reduce our emissions.

For our embodied carbon quantification methodology, see the Appendix.



*Above:* A slice of the structural bay running the entire height of Westerly Phase 2 was studied in detail and extrapolated into a model to represent the whole building.



*Above:* This graph shows the embodied carbon footprint of the materials that will be used to build Westerly Phase 2. A1-A3 is described as the product stage, where building components are acquired for construction.



# Climate Resilience

Ambition: Transition to a lower-carbon economy and improve climate change resiliency

**GOAL**

Identify and assess climate-related risks and opportunities in our business practices and integrate processes for managing them into our risk management and governance frameworks.

**HOW WE’LL GET THERE**

We have identified preliminary climate-related risks that may impact our business. This was developed with reference to the TCFD-defined categories for climate-related risks. Per the TCFD’s recommendations, these categories will be used to guide risk identification and assessment, evaluate their impacts, and initiate the appropriate mitigation actions.

It is important to note that climate-related risks are divided into two major types:

- Risks related to the transition to a lower-carbon economy (i.e., transition risks); and
- Risks related to the physical impacts of climate change (i.e., physical risks).

The ESG team, our Executive team, and the Board of Directors continuously evaluate the climate-related risks table to guide and implement future initiatives that will foster climate resilience.

For a complete list of our identified climate-related risks and areas of opportunities, please see the chart on page 22.

## OUR WORK IN ACTION

**Resilient Spaces** - In support of our focus on climate resilience and the need for resilient infrastructure to address acute and chronic physical hazards, we are incorporating a ‘Resilient Space’ in many of our new developments. This provides residents with a safe space to go in their community in the event of a power outage. During a power outage, the resilient space may be used by residents for shelter, providing them with access to electricity, cold and hot water,

heating, ventilation, air conditioning, a fridge to store necessary items such as medication, Wi-Fi and a mobile charging station with ample USB charging ports. Our Design Guide was updated to include ‘Resilient Spaces’ in December 2021. Any communities following January 2022 may contain this feature.

***Below:** Planned ‘Resilient Space’ in our future Edenbridge community.*



# Identified Climate-Related Risks

	Risk Category	Risk	Potential Impact	Current Mitigation Action
Transition Risks	Policy and Legal	GHG Emissions Reduction Regulations	<ul style="list-style-type: none"> <li>New regulations and code changes resulting in greater compliance requirements.</li> <li>Increased demand for low-carbon products and services.</li> <li>Changes to development and construction processes.</li> </ul>	<ul style="list-style-type: none"> <li>We continuously monitor policy and legal changes that may result from the transition to a lower-carbon economy. Data from our GHG Baseline Study will be used to set reduction targets for our development and construction processes ahead of future regulations.</li> </ul>
		GHG Emissions Pricing	<ul style="list-style-type: none"> <li>Higher carbon taxes raising operation and distribution costs.</li> <li>Higher material costs if carbon taxes are passed through the value chain.</li> <li>More demand for efficient buildings.</li> <li>More demand for lower embodied carbon.</li> </ul>	<ul style="list-style-type: none"> <li>Planning and development decisions are aligned with lower-carbon priorities. Our Innovation team is focused on delivering new solutions that improve operational energy efficiency and reduce GHG emissions.</li> </ul>
		Enhanced GHG Emissions Reporting Obligations	<ul style="list-style-type: none"> <li>Increased spending on reporting activities.</li> <li>Increased scrutiny from partners and stakeholders on emissions reporting and climate change mitigation actions.</li> </ul>	<ul style="list-style-type: none"> <li>We have continued dialogue and collaboration with our partners and stakeholders to understand their information needs with respect to climate-related disclosures and reporting.</li> </ul>
	Technology	Cost to transition to lower GHG Emissions technology	<ul style="list-style-type: none"> <li>Construction costs could rise periodically as the industry adapts to working with lower-carbon materials and methods.</li> </ul>	<ul style="list-style-type: none"> <li>We maintain communication with various stakeholders within the value chain to flag industry gaps and prepare for disruptive changes with the goal of incorporating them in the most-effective and sustainable manner possible.</li> </ul>
		Substitution of existing products and services with lower emissions options	<ul style="list-style-type: none"> <li>Increased demand for lower-carbon materials, products and services.</li> <li>Pressure from partners and stakeholders to reduce scope 3 emissions.</li> </ul>	<ul style="list-style-type: none"> <li>We work closely with our supplier network to identify the shift in our procurement needs with respect to lower-carbon products and materials.</li> </ul>
	Market	Increased Cost of Raw Materials, shift in consumer preferences	<ul style="list-style-type: none"> <li>Input costs for construction products impact the viability of projects.</li> <li>Increased demand for substitute products.</li> <li>Changing customer preferences incentivizes the use of different materials.</li> </ul>	<ul style="list-style-type: none"> <li>Material price fluctuations are accounted for in our procurement and contingency plans.</li> </ul>
	Reputation	Maintaining Stakeholder Expectations	<ul style="list-style-type: none"> <li>Stakeholder expectations shift to devote available capital to low climate risk initiatives.</li> <li>Increased internal resources to manage climate risk disclosures.</li> </ul>	<ul style="list-style-type: none"> <li>We have developed our decarbonization strategy with six key areas of focus in our development process for reducing scope 3 emissions so that we can position ourselves as leaders for low climate risk initiatives. We evaluate our day-to-day reporting needs for disclosures and continue to develop internal processes to streamline reporting.</li> </ul>
Physical Risks	Acute	Increased Severity of extreme weather events	<ul style="list-style-type: none"> <li>Unexpected delays in the supply chain.</li> <li>Construction site damage.</li> <li>Challenging and unsafe working conditions on the construction site.</li> <li>Delays to project schedule(s).</li> </ul>	<ul style="list-style-type: none"> <li>We work closely with external stakeholders to manage procurement lead time changes as a result of supply chain issues.</li> <li>Our internal health and safety practices include close monitoring of weather along with warning alerts to sites so that our teams may respond accordingly.</li> <li>Our project planning schedules are continually reviewed and adjusted to account for lost time due to climate events.</li> </ul>
	Chronic	Changes in precipitation patterns and rising mean temperatures	<ul style="list-style-type: none"> <li>Greater demand for climate resilient infrastructure.</li> <li>Greater demand for infrastructure that improves indoor environmental quality.</li> <li>Challenging and unsafe working conditions on the construction site.</li> <li>Delays to project schedule.</li> </ul>	<ul style="list-style-type: none"> <li>We have incorporated resilient design features and infrastructure in our standards for development.</li> <li>Our health and safety practices mandate regular safety talks and safety features such as cooling stations, etc.</li> <li>Our project planning schedules are continually reviewed and adjusted to account for lost time due to climate.</li> </ul>



# Energy Efficiency

Ambition: Reduce energy use and expand the use of renewable energy

## GOAL

Set and publish corporate energy reduction targets in FY 2023 report.

## HOW WE’LL GET THERE

Our communities are thoughtfully and intentionally designed to conserve more energy than a standard Building Code-compliant building. As we look to the future, our goal is to continue to reduce energy consumed by our owned assets, energy consumed in the construction of our communities, and energy consumed in the use of our communities in the long term. Using energy more efficiently and opting for renewable energy sources is essential for mitigating climate change and for lowering our organization’s overall environmental footprint.

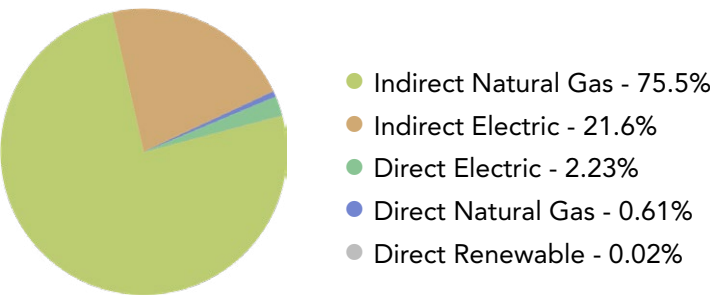
To achieve our goal, we have completed a baseline study of our energy consumption, the results of which will inform future initiatives that will allow us to maximize energy efficiency of our owned assets and across the communities we build.

## OUR WORK IN ACTION

**Energy Consumption Baseline Study** - In 2022, we conducted a study that generated a baseline for energy consumption inside and outside our organization. The boundary of this study included the direct use of energy by Tridel for our operations (i.e., head office), the indirect use of energy for our operations (i.e., construction sites), as well as the energy consumed through the use of our sold products. The results of our study indicate that we should focus our efforts and resources on reducing energy usage for our indirect energy use, specifically the natural gas used for temporary heating during construction.

## ANNUAL INDIRECT AND DIRECT ENERGY USAGE IN MEGA JOULES [MJ]

1,199 MJ/m<sup>2</sup> (Indirect Annual Energy Use Intensity)  
816 MJ/m<sup>2</sup> (Direct Annual Energy Use Intensity)

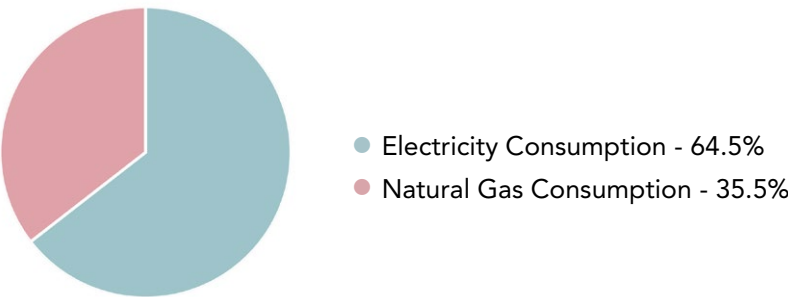


**Thermal Break Study** - An additional study was conducted focusing on building envelope performance. The study was completed at our Bloorvista site to compare five different concrete slab balcony thermal break configurations and their effectiveness in stopping heat energy transfer from the indoors to the outdoors. The top performer demonstrated over a 25% reduction in heat loss on a typical balcony - a great finding that will assist us in meeting our future energy reduction targets.

For energy quantification methodology, see the Appendix.

## 60-YEAR ENERGY CONSUMPTION FROM USING OUR SOLD PRODUCTS IN MEGA JOULES [MJ]

40,640 MJ/m<sup>2</sup> (Total Energy Usage Intensity)



# Technology & Innovation

Ambition: Continuous investment in new technology and innovation, improving customer experience and achieving climate goals

**GOAL**

Implement and report on innovative solutions and new technology that advances building practices, resulting in reduced energy consumption and GHG emissions.

**HOW WE’LL GET THERE**

Tridel aims to stay at the forefront of the construction industry by actively adopting innovative strategies and initiatives. Our Innovation and Sustainability department actively seeks and investigates new ideas and technologies and pilots these initiatives to validate their utility and scalability. Our goal is to inform future practices and advance knowledge within the industry. To foster a culture of innovation within our organization, we have also introduced a new initiative called “Deltera’s Den”. This initiative serves as an opportunity for employees to share their innovative ideas and see them come to life.



**OUR WORK IN ACTION**

**Innovations at Aquabella** - Since 2000, we have tested and implemented various innovations and sustainable solutions in many of our communities to reduce environmental impact. A recent example of this is in our Aquabella community, which successfully achieved LEED® (Leadership in Energy and Environmental Design) Platinum certification under the 2009 New Construction program, as well as Toronto Green Standard Version 2 Tier 2. Notable innovations and sustainable solutions include green roofs, double-pane glazing with low-emissivity coating, water-cooled variable refrigerant flow heating and cooling, fresh air delivered through dedicated energy recovery ventilators in each condominium suite, vent-less heat pump dryers, thermally-broken balconies, and low-flow plumbing fixtures. Below are the demonstrated reductions as a result of these solutions.

For data quantification methodology, see the Appendix.

**13.7%**

ESTIMATED ANNUAL ENERGY REDUCTION  
(2,401,000,000 MJ)

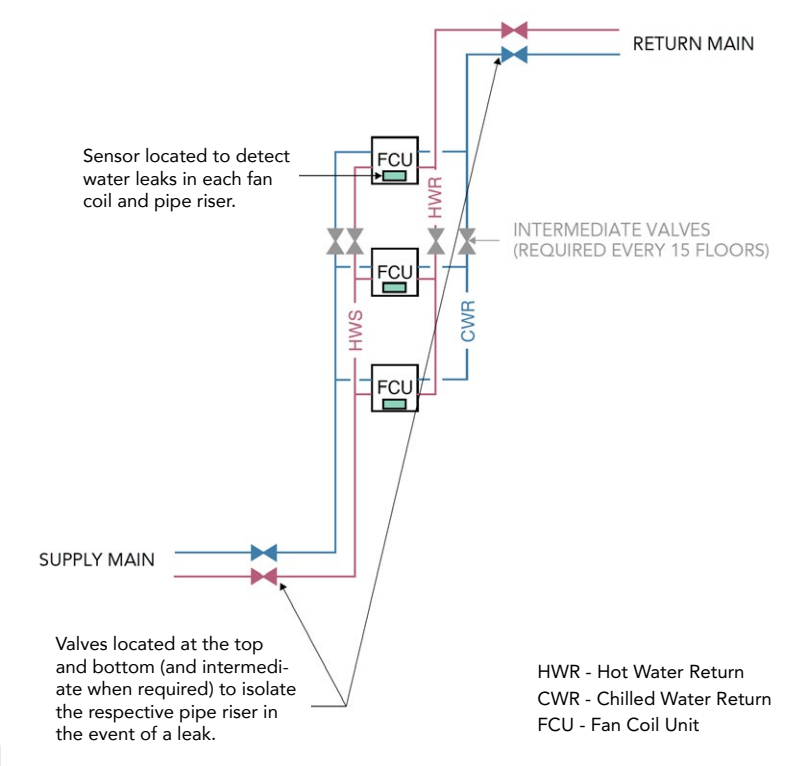
**9.6%**

ESTIMATED ANNUAL GHG REDUCTION  
(51,355 KG CO<sub>2</sub>e)

# Technology Spotlight

**Water Leak Detection** – At Tridel, we recognize that water leaks can lead to costly damages. As a result, our Design Guide was updated to include a water leak detection solution in December 2021, and any communities following January 2022 may contain this feature. The first community this will be operational in will be The Well Classic Series I.

In this community, sensors are strategically located to detect and alert end users of any leaks in the suite HVAC system in real-time. Valves are also located at the top and bottom of each HVAC piping riser so that in the event of a leak, the riser can be isolated from the main system to minimize the leak.





# Waste Reduction

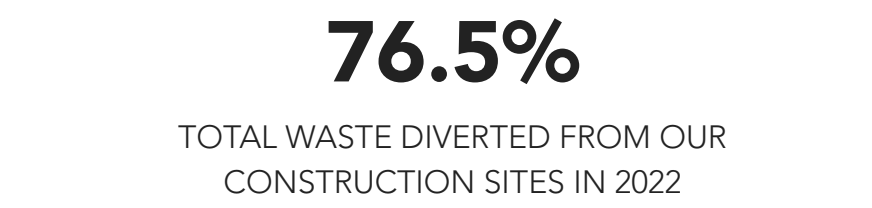
Ambition: Divert and redirect waste from landfills in support of the transition to a circular economy

**GOAL**  
Publish total waste diverted from disposal during the construction of our communities and at our head office annually, with a target of maintaining above an 80% diversion rate.

**HOW WE’LL GET THERE**  
In 2006, we committed to certifying all new buildings to LEED® standards. As part of our commitment, we began to track our waste diversion efforts thoroughly.  
We will continue our practices to divert as much construction waste as possible from our job sites and will publish our data, while looking for future opportunities to ensure less waste is disposed of in landfills.

**OUR WORK IN ACTION**  
**Waste Diversion** - Tridel has programs to promote waste diversion for both on-site operations and at our head office. We follow LEED®’s on-site waste diversion protocol, which mandates a Construction Waste Management (CWM) Plan for every construction project.

Each site looks to minimize waste and increase material reuse with a goal of diverting at least 80% of construction and demolition waste (by weight) from landfills. The CWM Plan allows for waste commingling or separation on-site. Waste haulers are to submit monthly reports on waste weight and diversion percentages based on material type.

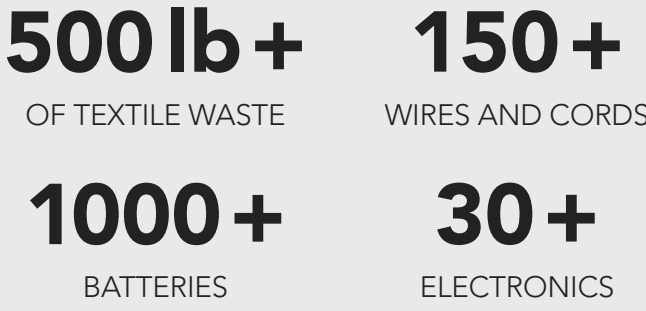


For more details on how waste data is recorded from our construction sites, see the Appendix.  
At our head office, waste diversion events are held for employees as part of Waste Reduction Week. Annually, employees are encouraged to bring in electronic and textile waste, helping to build awareness of responsible waste diversion practices and tools to minimize their household waste.

# Waste Reduction Week

Waste Reduction week is a national campaign in October that aims to promote principles of a circular economy, resource efficiency, and waste reduction.

**During Waste Reduction Week, we diverted:**







SOCIAL

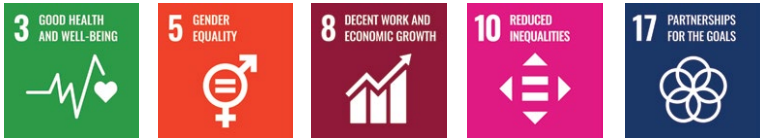
# Empowering People & Communities



# Empowering People & Communities

Being Built for Life® means going beyond building quality homes. It means contributing to strong, prosperous, and vibrant communities – including our own. From corporate giving and philanthropy, employee engagement, to our work in advancing Diversity, Equity, and Inclusion (DEI), we know that a people-first approach to community-building means better, brighter futures for everyone.

## ALIGNMENT WITH THE SDGS



*“Tridel goes beyond the ‘bricks and mortar’ to build homes and communities where people feel welcomed, empowered, and healthy. We know that what we create shapes how people live, work, and play and will impact communities now and into the future.”*

**Maggie Hall**  
Corporate Social Impact Manager



Looking to the future, we plan on focusing on the following priority areas, each with their own identified opportunities:

### Elevating Local Voices and Building Prosperity

- Community Engagement
- Community Economic Development

### Diversity, Equity and Inclusion

- DEI in the Workplace and Community
- Indigenous Reconciliation

### Culture, Health and Well-Being

- Talent Development and Retention
- Health and Safety
- Homeowner and Resident Well-Being

## OUR GOALS FOR FISCAL YEAR 2023

- Report on additional community consultation opportunities beyond City-mandated requirements.
- Achieve 750+ employee volunteerism hours.
- Develop a company-wide Social Procurement mandate to diversify our supplier network and procure \$100,000 from diverse-owned businesses.
- Complete and launch Tridel’s DEI Action Plan and share it internally.
- Launch Tridel’s first Indigenous Reconciliation Action Plan.
- Launch Tridel’s third Employee Engagement Study and define company-wide and departmental action plans.
- Deliver safety orientation training videos in multiple languages.
- Update Tridel’s Design Guide for all communities with inclusive common area improvements.

## DID YOU KNOW?

Tridel is the proud developer partner for three Toronto Community Housing (TCHC) revitalization communities. Our work in these communities has helped further inform and shape many of our opportunities and goals.

**Below left to right:** Alexandra Park, Leslie Nymark and Regent Park



# Community Engagement

Ambition: Engage and be inclusive in ideas and perspectives and give back to communities

## GOAL

- Report on additional community consultation opportunities beyond City-mandated requirements.
- Achieve 750+ employee volunteerism hours.

## HOW WE’LL GET THERE

Every Tridel community is an opportunity to contribute to the vibrancy of a neighbourhood and to listen to diverse perspectives. For every community we build, we introduce a Construction Liaison Committee comprised of our Development and Construction teams, the Local Councillor, and existing residents. Through this committee, we identify opportunities to integrate the new Tridel community and its future residents into the fabric of the existing community.

Through our Strategic Social Investments program, we prioritize supporting charitable, non-profit, and grassroots organizations that are based in the communities where we build to foster positive change. We seek to identify programs or initiatives where our investments translate into direct action, such as training programs, art, garden installations, micro-grant programs, and more.

Further, we also seek to find opportunities where the Tridel Take Action team can volunteer, providing the ability for deeper engagement by our employees in the communities where we build, including in revitalization communities and beyond.

## OUR WORK IN ACTION

**Community Engagement and Consultation** - As part of a robust engagement strategy in Regent Park, we hosted over 40 engagement meetings for residents to participate in the rezoning process.

Tridel and Hollyburn Properties collaborated with STEPS Public Art and Islington Junior Middle School students to display artwork called “Spaceship Lullaby” on the Westerly 2 community’s hoarding. The artwork, created by Monica Pramanick, showcases a dream sequence about the idea of ‘community’ from the perspective of local youth, and embodies the school’s values of diversity and inclusion.

**Strategic Social Investments** - Throughout the year, we have donated over \$515,000 to charitable, non-profit and grassroots organizations.



*Spaceship Lullaby by Monica Pramanick*

# Tridel Take Action Team

The Tridel Take Action team is a passionate group of over 20 employee change-makers who volunteer their time to maximize our social impact. The Take Action team has been a part of events that include Toronto Pride, Waste Reduction Week, CAN-struction in support of the Daily Bread Food Bank, to name a few.

We participate in a number of Employee Giving Campaigns with the help of the Take Action team and employee volunteerism, with over 650 volunteer hours committed in 2022. Many of our initiatives directly benefit the revitalization communities we are the developer partner for. One example is the Annual Back-to-School Drive, where we donated 750 backpacks to youth in TCHC communities over the last five years.





# Community Economic Development

Ambition: Create employment and career-building opportunities and diversify our supplier network

## GOAL

Develop a company-wide Social Procurement mandate to diversify our supplier network and procure \$100,000 from diverse-owned businesses.

## HOW WE’LL GET THERE

We understand that creating strong communities means there are opportunities for sustainable wealth-building, especially for those often excluded from the labour market or procurement landscape.

As the developer partner in three TCHC revitalization communities, we provided meaningful employment, job shadowing, training, scholarships, and procurement opportunities to residents of these neighbourhoods and beyond. This work enables us to access a broader talent pipeline and try new suppliers, including women-, minority-, 2SLGBTQ+-, and Indigenous-owned businesses, to expand our vendor pool.

We will leverage resources, including updating our Tridel Community Worx website with a small business registration form, and promote TCHC resident-owned businesses within our diverse network of trades and suppliers, through our newly-introduced Partners in Community program.

We work to forge partnerships with grassroots and non-profit organizations to support residents’ career and business-development journeys, including the BOLT Foundation.



*What our team has learned through our Community Economic Development Initiatives is that talent is universal, but opportunity is not. We try to bridge the gap between folks who have the skills, ability, and attitude and the jobs that exist in this growing, thriving industry.*



**Asal Afshar**  
Employment & Community Partnerships Manager

OUR WORK IN ACTION

**Employment and Career-building Opportunities** - Through the BOLT Foundation and various community-led organizations within TCHC revitalizations, we supported 12 residents in gaining employment (five full-time, three part-time, four summer internships) within the Tridel Group of Companies. As part of building and supporting economic independence and small business development, we procured over \$25,000 from TCHC resident-owned and/or operated businesses for services such as catering, promotional items, and creative services. We supported nine scholarships and bursaries for residents of Leslie Nymark to pursue post-secondary education.

\$25,000

PROCURED GOODS AND SERVICES FROM TCHC  
RESIDENT-OWNED/OPERATED BUSINESSES

9

SCHOLARSHIPS AND BURSARIES  
FOR RESIDENTS OF LESLIE NYMARK

**Creating CED Tools and Investing in Programs** - In 2021, we created the online platform, “Tridel Community Worx,” which is a dedicated tool to provide TCHC tenants access to our Social Impact team to support them one-on-one in their career-building journey. Learn more at [tridelcommunityworx.com](https://tridelcommunityworx.com).

As of January 2022, every contract we award includes the **Partners in Community** schedule. This program works to expand the number and diversity of opportunities within our broad network of suppliers and trades by connecting organizations to talent for job openings, small business vendors to procure from, and engaging their employees in activities like job shadowing, networking, workplace tours and more.



BUILDING  
OPPORTUNITIES  
FOR LIFE  
TODAY



Tridel is the principal and founding sponsor for the BOLT Foundation – a charitable foundation dedicated to supporting under-resourced youth gain access to opportunities in the construction industry. See BOLT’s impact to date below. Learn more at [boltonline.org](https://boltonline.org).

\$1.4 M  
IN SCHOLARSHIPS  
AWARDED

200+  
APPRENTICESHIPS  
STARTED

650+  
DAYS OF DISCOVERY  
PARTICIPANTS

430+  
SCHOLARSHIPS

100+  
JOB SHADOWING  
PARTICIPANTS

2,000+  
SPEAKOUT  
PARTICIPANTS





# DEI in the Workplace & Community

Ambition: Create safe and inclusive spaces

**GOAL**

Complete and launch Tridel's DEI Action Plan and share it internally.

**HOW WE'LL GET THERE**

Informed by employees, leadership and external consultants, we have assembled a multi-year plan to guide our actions in DEI. There are four key focus areas:

- Diversifying the Applicant Pool;
- Amplifying DEI Through Communications;
- Enhancing Inclusivity in Practice; and
- Elevating Employee Voices

*As our industry evolves, we need to support our talented employees and welcome new talent by fostering a workplace that is supportive, safe, and inclusive where everyone can thrive professionally.*

**Mario Cimitata**  
SVP, Construction Management



To ensure the success of our plan and to influence change within and beyond our workplace, we will continue to promote the principles of DEI with committed resources to generate long-lasting, sustained, positive impact.

**OUR WORK IN ACTION**

**Understanding Our Employees** - We launched our first-ever “Who Are We” survey, a voluntary and anonymous survey to better understand the demographics of our employees. The results of this survey supported the creation of our DEI Action Plan.

- 70% employee participation
- 44% women, 51% men, 5% other/prefer not to say
- 32% have English as a second language
- 36% born outside of Canada

**Promoting DEI in Community** - We were one of the first home builders to join RESCON’s Anti-Racism Roundtable to address the challenges of systemic racism in construction. We were also part of a coalition of private, public, and non-profit sector representatives to engage the government and the general public about systemic barriers faced by members of the Black community.

For our work in DEI across our organization and within the communities where we build, we were awarded the inaugural BILD DEI Award.



# Indigenous Reconciliation

Ambition: Support urban Indigenous peoples through education and awareness, strategic partnerships, and procurement

## GOAL

Launch Tridel’s first Indigenous Reconciliation Action Plan.

## HOW WE’LL GET THERE

Since 2021, Tridel has worked to develop our first Reconciliation Action Plan (RAP). We will engage the Mississaugas of the Credit First Nation, including Chief Laforme and key members of the band council, to help shape a multi-year roadmap.

## OUR WORK IN ACTION

**Training and Awareness Building** - We had employees take the 4 Seasons of Reconciliation certificate course, a 10-module program to educate Canadians on the impacts of colonialism, residential schools and opportunities for Indigenous inclusion. Over 150 employees completed the course.

**Supporting Indigenous Youth** - We initiated a five-year commitment with the Indspire Foundation’s Building Brighter Future’s scholarship program to support two Indigenous youths annually as they pursue post-secondary programs in professional, administrative, and technical fields.

### The three pillars of our RAP are:

**PEOPLE** - Create an environment where all employees can enhance their cultural understanding, contribute to reconciliation, and work to evolve Indigenous inclusion in the workplace.

**COLLABORATION** - Create and develop greater relationships with Indigenous peoples by bringing opportunities to individuals and communities to advance reconciliation.

**PROCUREMENT** - Create economic opportunities for Indigenous businesses by prioritizing qualified, diverse vendors and specialized support to help build capacity for Indigenous businesses to create economic prosperity.



Illustration by:  
Patrick Hunter



# Talent Retention & Development

Ambition: Follow best practices to recruit, retain, and develop talent

## GOAL

Launch Tridel’s third Employee Engagement Study and define company-wide and departmental action plans.

## HOW WE’LL GET THERE

Our people are the strength of our company and the reason we remain a market leader. Creative, unique and engaged people make this more than a job, but a long-term career, which is why we see high retention rates and lengthy employee tenure. Our responsibility is cultivating a culture where employees feel empowered and part of a community.

Previous culture and engagement studies reflect employee sentiments pre-pandemic. We know the culture of work and how we work has changed, which is why we are launching our third study to determine whether our areas of focus remain unchanged or if we need to update our strategy to ensure employees have confidence in our new workplace reality.

We offer training, both in-person and self-guided online, to support employee development. Due to the pandemic, we identified a number of modules through our Tridel Learning Management System that focuses on skill development, including plans for new managers, leadership, team and culture development, and personal and professional development.

## OUR WORK IN ACTION

**Employee Engagement** - During the height of the pandemic, we recorded an 83% retention rate and a 17% turnover rate. Our balanced workforce reports an average tenure per employee of eight years.

We promote employee learning through our Learning Management System featuring over 300 self-directed courses with more than 1,870 learning hours completed by employees.

From our previous Engagement Study in 2020:

- 90% response rate
- 95% of employees feel exceptionally high levels of pride in the company
- 93% of employees understand how their work contributes to the company’s goals
- 88% of employees recommend us as a great place to work

*Our employees’ voices matter. Listening to their feedback is critical to help us continue creating a culture where teams and individuals want to build their careers at Tridel. Feedback, together with our business and people strategy will take us to new heights.*

**Leanne Joffre**  
VP, People & Culture



# Hybrid Working

The work environment has changed considerably due to COVID-19. We now have more employees working in a hybrid environment than ever before. This has its opportunities and challenges, which is why we offer employees a dedicated learning catalogue on topics like Managing a Dispersed Team with New Technologies, Managing Productivity, and Setting up Your Workstation for Success.



# Health & Safety

Ambition: Prioritize health and safety of employees and stakeholders in all work environments

GOAL

Deliver safety training orientation videos in multiple languages.

HOW WE’LL GET THERE

Our dedicated team of safety professionals is one of the largest in our sector. We have on-site representation for each of our construction sites, and a Joint Health and Safety Committee at our corporate head office.

*“Safety is and will always be Tridel’s top priority, thanks to the incredible efforts and dedication of our employees in maintaining an outstanding safety culture. We continuously strive to raise the bar and ensure that safety is never compromised.”*

**Peter Meneguzzi**  
SVP, Construction



We are also on the leading edge of developing new safety practices and programs. We are committed to ensuring our employees have the best training, equipment, and processes to ensure the safest workplace possible. This includes a robust Occupational Health and Safety Management Plan that covers safety elements such as hazard assessments, relevant policies, communication, training and education programs, and legislative requirements, among others.

### OUR WORK IN ACTION

- Health and Safety Training** - We supported employees with training, logging over 3,300 training hours completed. Training includes Certificate of Recognition for Safety, First Aid and CPR, Automated External Defibrillator (AED), Mental Health First Aid, Workplace Hazardous Materials Information System (WHMIS), Working at Heights, and more.
  - Access to Information** - On-site employees have access to the new SiteDocs app, which houses all major policies and procedures for workplace safety.
- For on-site safety, Tridel was one of the first developers to implement Naloxone kits at all of our construction sites.

Our three pillars of safety:

- 1 Awareness, Education and Training
- 2 Innovation in Engineering Solutions (for high-rise work)
- 3 Partnerships for Continuous Improvement (with our contractors, government, and industry)





# Homeowner & Resident Well-Being

Ambition: Support health and well-being of homeowners through engagement, activities, and amenities

## GOAL

Update Tridel’s Design Guide for all communities with inclusive common area improvements.

## HOW WE’LL GET THERE

We build communities that include cutting-edge designs for physical spaces that promote health and well-being, as well as creative programming that supports homeowners in building relationships with neighbours, fostering social cohesion.

In some of our communities, we focus on providing family-friendly amenities, like Kids’ Zones and Youth Rooms and dedicated spaces for pets like wash stations and dog runs. We also seek to provide spaces that promote “chance encounters” among residents, including community terraces with BBQ areas.

We are dedicated to ensuring our customer service policies, practices and procedures respect and promote the dignity and independence of all persons with a diverse range of abilities, needs, and preferences. To create more inclusive spaces, we provide products and services that incorporate accessibility-related features, including in some community common areas where wave technology has been installed to replace automatic door opener buttons.

We also incorporate features to promote homeowner health including air filtration requirements and integrated energy recovery ventilation in fan coils to improve indoor air quality. Technologies that promote homeowner health and well-being are dictated in our Design Guide.

## OUR WORK IN ACTION

- Promoting Health and Wellness** - Through our Homeowner Closing Gift Program, over 900 homeowners received “The Good Gift”, which features cleaning products, formulated with naturally-sourced ingredients that are EWG VERIFIED™, vegan, cruelty-free, and dermatologically tested.
- Spaces for Families** - Many of our communities under construction are designed to meet or exceed the City of Toronto’s Growing Up Guidelines for age-inclusive amenities and bedroom counts.
- Innovative Smart Home Technology** - Making everyday living simpler, many of our communities contain Tridel Connect™. This innovative smart home solution offers convenient features, such as parcel delivery management, smart door locks, smart thermostats, and a community app allowing residents to control their experience from anywhere.

*Building homes goes beyond the four walls of each residence we create. From the moment they enter their community, each area of their journey is carefully and thoughtfully designed to improve their wellness and living experience.*



**Samson Fung**  
VP, Sales & Marketing





A photograph of three construction workers on a site. Two men in white hard hats and high-visibility orange and yellow safety vests are seen from the back, looking towards a woman in the center. The woman is wearing a black hard hat and a similar safety vest, and she is smiling at the camera. They are standing in front of a large, complex structure of white pipes and metal scaffolding. A yellow piece of equipment with 'BERCEN RENTALS' written on it is visible on the right side of the frame.

GOVERNANCE

# Leading a Responsible Business



# Leading a Responsible Business

The Board of Directors and Executive team are highly committed to strong corporate governance and responsible business practices designed to maintain our position as a leading home builder, attract global investors, and execute a strategy that leads to long-term growth. Embedded in our growth strategy are practices designed to implement and track ESG considerations across our business. With continual improvements in tracking our ESG data, we intend to increase disclosure against relevant reporting frameworks.

Looking to the future, we plan on focusing on the following priority areas, each with their own identified opportunities:

**Reporting and Transparency**

- Corporate Governance
- Accountability

**Organizational Resiliency**

- Risk Management

OUR GOALS FOR FISCAL YEAR 2023

- Track, report, and communicate ESG opportunities to the Board.
- Enroll senior leadership in ESG and business ethics skill-building initiatives and training.
- Annually report on material risks and strategies used for mitigation.

*I take great pride in our efforts to integrate environmental and social responsibility into our corporate culture. As we strive to become better corporate stewards and continue to innovate for positive change in these areas, we also recognize that transparency and accountability are critical to our achievements as they will facilitate our growth and pave the way for our future success.*



**Len Gigliotti**  
SVP, Finance & Corporate Services

**DID YOU KNOW?**

At Tridel, our Code of Business Conduct and Ethics (the “Code”) helps guide us in maintaining a high standard of business practices, fairness, and accountability. The Code embodies the company’s proud history of excellence and its reputation for integrity and quality that has been built and earned, one success story at a time. It defines acceptable behaviour for directors, officers, and employees of Tridel with each other and anyone we may do business with.

# Corporate Governance

Ambition: Analyze ESG policies and initiatives with stakeholders and leadership to solution industry best practices

GOAL

Track, report, and communicate ESG opportunities to the Board.

HOW WE’LL GET THERE

To ensure continued integration of ESG across Tridel’s business, we look to our Board of Directors, Executive team as well as the ESG Leadership team to oversee and manage all related activities.

The management of our ESG framework is overseen by our Board, which sets our opportunities and goals within this framework. Our Executive team is responsible for adopting the ESG framework, communicating our strategy and commitment to internal and external stakeholders, and guiding the Leadership team in implementing it. To ensure effective execution, our ESG Leadership team manages the ESG initiatives for the 14 priority topics under our three guiding pillars and regularly reports progress to our Executive team through scheduled meetings.



OUR WORK IN ACTION

**Establishing ESG as an Organizational Priority** - One of our significant achievements in our fiscal year 2022 was establishing the ESG Leadership team. This team is comprised of experts who collaborate with various departments, such as People and Culture, Health and Safety, Sales and Marketing, Construction, and Project Management, among others, to ensure that the identified goals are met. They work together to integrate ESG goals and initiatives into the daily operations of each department and foster a culture of sustainability and social responsibility across the organization.

Further, ESG became a standing Board agenda item. This means that ESG-related matters are regularly discussed and evaluated at the highest level of our organization, ensuring that sustainability and social responsibility remains at the forefront of our business practices and decision-making process.

## Meet the ESG Team

- Graeme Armster** Director of Innovation & Sustainability. Graeme works with various departments in developing and implementing new innovations as well as the environmental strategy that will guide Tridel in meeting its climate goals.
- Maggie Hall** Corporate Social Impact Manager. In Maggie’s role, she focuses on core initiatives under the Social pillar like DEI, reconciliation, employee engagement and volunteerism to support more inclusive, prosperous communities.
- Bruno Giancola** Senior Vice President of Project Management, Innovation & Sustainability and member of the Executive team. Bruno is the ESG team lead, championing the company’s ESG initiatives with internal and external stakeholders.

*Below left to right: Graeme Armster, Maggie Hall and Bruno Giancola*





# Accountability

Ambition: Prioritize resources necessary to meet our ESG goals and reporting obligations

## GOAL

Enroll senior leadership in ESG and business ethics skill-building initiatives and training.

## HOW WE’LL GET THERE

To stay up-to-date with the latest ESG practices, our senior leadership team will be enrolled in skill-building initiatives focused on ESG and business ethics. As leaders and decision-makers in our organization, they will prioritize and allocate necessary resources to meet our ESG goals and reporting requirements. Collectively, the ESG Leadership team and senior people managers will work to ensure everyone in the organization understands our goals and has the tools needed to achieve them.

By transitioning from a Corporate Social Responsibility (CSR) framework to an ESG framework, we can enhance our accountability by setting goals with clear intentions and measuring achievements using quantifiable metrics. We are developing a data-tracking system that will help organize our metrics, identify any gaps in our current data collection and help automate the tracking of future data. As we continually improve, we can enhance disclosure while referencing and aligning with relevant reporting frameworks, such as guidance from the International Sustainability Standards Board (ISSB) and Canadian Sustainability Standards Board (CSSB), that are developing their climate and sustainability disclosure standards.

To ensure that we are meeting our commitments to Toronto Community Housing (TCHC) for community economic development, we use internal monitoring and evaluation tactics. This allows us to report and reconcile our progress concisely and transparently. We conduct this exercise on an annual basis.

## OUR WORK IN ACTION

**Transitioning to ESG** - The 2022 fiscal year was a year of transition from our former CSR practices to a formal ESG framework.

To support this transition, we have made learning sessions and resources available to all employees on key topics such as sustainability, innovation, building design, health and safety, diversity equity and inclusion, and reconciliation education. We plan to continue building on this foundation by offering additional ESG compliance training.

**Holding Ourselves Accountable** - To guide and further develop our strategy and review our progress to date, the ESG Leadership team plans to hold an annual forum with our Executive team, dedicated to reviewing our ESG goals and identifying opportunities for improvement or other areas of focus.

Additionally, we share updates on our community economic development activities, with information on hiring, interviews, training, and events with residents of the Regent Park and Alexandra Park revitalization communities. This provides an opportunity to ask clarifying questions and identify new areas of focus.



# Risk Management

Ambition: Identify, assess, and manage material ESG risks to the organization

## GOAL

Annually report on material risks and strategies used for mitigation.

## HOW WE’LL GET THERE

We recognize that a crisis has the potential to pose significant risks to our company and stakeholders. To prevent and mitigate risk, we have partnered with business continuity, public relations, and communications consultants to develop our integrated Crisis Response Plan. The Plan clearly outlines how to respond, manage, and resolve crises or interruptions to our business operations that could occur.

By definition, a crisis creates an extremely challenging situation that, with our advanced preparation, we can professionally manage if we work together and follow our Crisis Response Plan, while staying safe and calm.

Annually, we review and evaluate the Plan in its entirety and update it with potential additional or evolving risks to our business. For example, the inclusion of a global pandemic.

## OUR WORK IN ACTION

**Company-Wide Training** - Following the most recent update to our Plan, it was released across the organization and the Crisis Response team initiated training for all employees. The goal of the training was so every employee understands their role in supporting crisis response.

These training sessions included a town hall open to all employees, targeted training to people leaders and employees considered subject matter experts who would be called upon in the event of a crisis, as well as media training for members of the Executive team. A future training module will be released during our next compliance month (February 2023), making it mandatory for all employees to complete.

# The Risk of Climate Change

As seen in our Climate Resilience section, we have identified transition and physical climate-related risks that may potentially impact Tridel’s business and broader value chain. To mitigate these risks, we have outlined specific actions that we can take.

To be proactive in addressing these risks, the ESG Leadership team, with oversight from the Board of Directors and Executive team, will ensure that the climate-related risks table remains current. This includes regular analysis of the severity of the risks identified to ensure any emerging gaps that arise are addressed. Our goal is to maintain our commitment to environmental sustainability by doing our part to address the risks associated with climate change.

Turn to page 22 to see the full table.







COMMUNITY SPOTLIGHT

# Bayside



# Bayside

Located at Queens Quay and Sherbourne, along the edge of Lake Ontario, Bayside Toronto will have more than 185,000 square metres of residential, office, retail and public spaces once all four phases are complete.

This vibrant, mixed-use waterfront neighbourhood is set on a 13-acre site with a sense of familiarity and community instilled by the intricate streets, restaurants and shopping experiences – all within an easy reach of downtown Toronto.

Hines and Tridel partnered to develop the Bayside community, which includes four condominium residences: **Aqualina**, **Aquavista**, **Aquabella**, which are complete, and **Aqualuna**, which is currently under construction.

## AFFORDABLE HOUSING IN AQUAVISTA

In addition, Hines and Tridel partnered with the City of Toronto and Artscape to deliver 80 affordable live-work rental housing suites for artists in the community. Artscape is a non-profit organization in Toronto focusing on providing spaces for creativity and transforming communities, with more than 2,700 people living and/or working in Artscape-operated spaces.

## COMMUNITY ENGAGEMENT AT AQUABELLA

We held our first Community Ambassador event at Aquabella to promote community cohesion through facilitated and organized events. Our first-ever event successfully brought the Aquabella community together as we saw over 60 residents in attendance for an evening of introductions, music, conversation and good eats.



# Aqualina’s “NetZed” Suite

The Net Zero Energy Dwelling, or NetZED, is powered by renewable electricity all year round. This means the total amount of electricity consumed by the suite is equal to the electricity produced by the renewable energy sources (i.e., the sun) during the year. The NetZED concept is part of a broader sustainable design approach applied to every aspect of the home, including appliances, lighting, linens, and mattresses. Every finish, feature and piece of furniture was chosen to fit and promote a sustainable lifestyle.



Aqualuna	Aquabella	Aquavista	Aqualina
Targeting LEED® Platinum Certification	LEED® Platinum Certified   April 2023	LEED® Platinum Certified   April 2021	LEED® Platinum Certified   December 2019



An aerial photograph of a city skyline, likely Chicago, featuring numerous skyscrapers and a large body of water (Lake Michigan) in the background. The image is used as a background for a community spotlight graphic.

COMMUNITY SPOTLIGHT

# The Well



# The Well

The Well is one of Canada’s largest mixed-use development sites and Toronto’s most anticipated downtown community. On the corner of Front Street and Spadina Avenue, this community is a bold reflection of the city’s energy and diversity and is an extension of the urban vibrancy of King West. With three Tridel condominiums as part of this community, The Well features an impressive 279,000 square metres of residential, entertainment, retail and workspace.

## HEALTH & WELL-BEING AT THE WELL

Fitwel is the world’s leading certification system for communities that prioritize and support resident health. Tridel at The Well Signature Series earned Fitwel’s Two Star Certification for incorporating evidence-based design and operation strategies that support the physical, mental, and social health of residents.

## INNOVATION SUITE

In line with our Tridel Built Green, Built for Life® commitment, the main goal of our latest Innovation Suite at The Well is to deliver an energy-efficient suite with an improved resident experience while reducing carbon emissions. New technologies we are implementing include balcony railing photovoltaics to generate renewable energy and DC-powered features throughout the suite. Smart home integrations via an XPoE system will be installed to allow residents to digitally control their suite features. With DC-powered alternatives and renewable energy generation, the residents of this suite will be able to live comfortably while emitting much fewer emissions.

## ENWAVE DISTRICT ENERGY

A reflection of its name, this community features a large well beneath it, bringing district energy to the entire community at The Well and beyond. Enwave’s excavated cistern near the centre of the site is over 80 metres deep and situated 14 metres above sea level. This cistern connects to the Enwave Deep Lake Water Cooling (DLWC) system and a newly-built hot water loop to provide heating and cooling to The Well community, including the three Tridel condominiums.

This provides a sustainable, renewable heating and cooling system that is beneficial for our planet and results in cost savings for residents living at The Well. Compared to an in-house chiller, DLWC uses up to 90% less electricity, eliminates ozone-depleting emissions and primarily uses renewable lake water. It also reduces building maintenance costs.

For more information on Enwave district energy, visit [enwave.com](https://enwave.com).





# Appendices

---

# Appendix GRI Content Index

Tridel has reported the information cited in this GRI content index for the period July 1, 2021 to June 30, 2022 with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Refer to About Our Inaugural Report, page 5.
	2-2 Entities included in the organization’s sustainability reporting	Refer to About Our Inaugural Report, page 5.
	2-3 Reporting period, frequency and contact point	Refer to About Our Inaugural Report, page 5.
	2-6 Activities, value chain and other business relationships	Refer to Our Company, page 6.
	2-7 Employees	In Fiscal Year 2022, Tridel employed the following: total employees: 507 Full-time: 456 Full-time (contract): 2 Part-time: 32 Part-time (contract): 17
	2-9 Governance structure and composition	Refer to Corporate Governance, page 38.
	2-11 Chair of the highest governance body	<a href="https://www.tridelgroup.com/executive-team/">https://www.tridelgroup.com/executive-team/</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	Refer to Corporate Governance, page 38.
	2-13 Delegation of responsibility for managing impacts	Refer to Corporate Governance, page 38.
	2-14 Role of the highest governance body in sustainability reporting	Refer to Corporate Governance, page 38.
	2-15 Conflicts of Interest	Processes identified in Tridels Code of Business Conduct & Ethics.
	2-16 Communication of critical concerns	Refer to Risk Management, page 40.
	2-17 Collective knowledge of the highest governance body	Refer to Accountability, page 39.
	2-22 Statement on sustainable development strategy	Refer to Our ESG Mission, page 13.
	2-23 Policy commitments	Refer to Corporate Governance, page 38.



GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-24 Embedding policy commitments	Refer to Corporate Governance, page 38.
	2-25 Processes to remediate negative impacts	Refer to Risk Management, page 40.
	2-26 Mechanisms for seeking advice and raising concerns	Processes identified in Tridel's Code of Business Conduct & Ethics.
	2-28 Membership associations	Building Industry and Land Development Association (BILD). Residential Construction Council of Ontario (RESCON). Canadian Green Building Council (CAGBC). Urban Land Institute (ULI). Professional Engineers Ontario
	2-29 Approach to stakeholder engagement	Refer to Materiality, page 12. Refer to Community Engagement, page 28.
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Refer to Materiality, page 12.
	3-2 List of material topics	Refer to Materiality, page 12.
	3-3 Management of material topics	Refer to Materiality, page 12.
<b>GRI 201: Economic Performance</b>	201-2 Financial implications and other risks and opportunities due to climate change	Refer to Climate Resilience, page 21.
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	Refer to Where We Build, page 9. Refer to Our Company, page 6. Refer to Community Engagement, page 28.
	203-2 Significant indirect economic impacts	Refer to Community Economic Development, page 29.
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Refer to Community Economic Development, page 29.
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Refer to Energy Efficiency, page 23. Refer to Appendix, page 53.
	302-2 Energy consumption outside of the organization	Refer to Energy Efficiency, page 23. Refer to Appendix, page 53.
	302-5 Reductions in energy requirements of products and services	Refer to Energy Efficiency, page 23. Refer to Appendix, page 52.
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Refer to GHG Emissions, page 19. Refer to Appendix, page 51.
	305-2 Energy indirect (Scope 2) GHG emissions	Refer to GHG Emissions, page 19. Refer to Appendix, page 51.
	305-3 Other indirect (Scope 3) GHG emissions	Refer to GHG Emissions, page 19. Refer to Appendix, page 51.

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 305: Emissions 2016 (continued)</b>	305-4 GHG emissions intensity	Refer to GHG Emissions, page 19. Refer to Appendix, page 51.
	305-5 Reduction of GHG emissions	Refer to Technology & Innovation, page 24. Refer to Appendix, page 52.
<b>GRI 306: Waste 2020</b>	306-4 Waste diverted from disposal	Refer to Waste Reduction, page 25. Refer to Appendix, page 52.
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Refer to Talent Retention & Development, page 33.
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Refer to Health & Safety, page 34. Processes identified in Deltera's Occupational Health and Safety Management Plan.
	403-2 Hazard identification, risk assessment, and incident investigation	Refer to Health & Safety, page 34. Processes identified in Deltera's Occupational Health and Safety Management Plan.
	403-3 Occupational health services	Refer to Health & Safety, page 34. Processes identified in Deltera's Occupational Health and Safety Management Plan.
	403-4 Worker participation, consultation, and communication on occupational health and safety	Refer to Health & Safety, page 34. Processes identified in Deltera's Occupational Health and Safety Management Plan.
	403-5 Worker training on occupational health and safety	Refer to Health & Safety, page 34. Processes identified in Deltera's Occupational Health and Safety Management Plan.
	403-8 Workers covered by an occupational health and safety management system	# and % of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; i. ~5,000 (88.9%) of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; ii. ~5,000 (88.9%) of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party (MOL).
	403-9 Work-related injuries	For all employees: i. 0 of fatalities as a result of work-related injury; ii. 0 high-consequence work-related injuries (excluding fatalities); iii. 1 recordable work-related injuries (rate of 0.25); iv. The main type of work-related injury was COVID-19;  Continued on next page.



GRI STANDARD	DISCLOSURE	LOCATION
<b>403-9 Work-related injuries (continued)</b>	403-9 Work-related injuries	For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. 0 fatalities as a result of work-related injury; ii. 0 high-consequence work-related injuries (excluding fatalities); iii. 7 recordable work-related injuries (rate of 4.22); iv. The main types of work-related injury include sprains/strains, fractures, and herniated discs; v. The number of hours worked is 322,000.
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Refer to Health & Safety, page 34.
	404-3 Percentage of employees receiving regular performance and career development reviews	Refer to Talent Retention & Development, page 33.
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-2 Ratio of basic salary and remuneration of women to men	Refer to Our ESG Journey, page 10.
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Refer to Community Engagement, page 28. Refer to Community Economic Development, page 29.
	413-2 Operations with significant actual and potential negative impacts on local communities	Refer to Community Economic Development, page 29.

# Appendix TCFD Alignment

Tridel aims to advance TCFD reporting alignment per the Task Force’s recommendations. The table below highlights our progress made toward reporting against the recommended disclosures during the period of July 1, 2021 to June 30, 2022.

RECOMMENDATION	DISCLOSURE	DESCRIPTION
Governance	Describe the board’s oversight of climate-related risks and opportunities.	Oversight is provided by the Board of Directors, Executive team and ESG Leadership team. We look to disclose more information in future reports as we continue to build out our practices.
	Describe management’s role in assessing and managing climate-related risks and opportunities.	
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Refer to Climate Resilience, page 21.
	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Refer to Climate Resilience, page 21.
	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	In a 2°C or lower scenario, there would be limited stress on our current strategy. We may see some of the same physical risks we experience from severe weather patterns today. Our goal to set GHG emissions and energy reduction targets will ensure we stay ahead of future regulations as we transition to a lower-carbon economy.
Risk Management	Describe the organization’s processes for identifying and assessing climate-related risks.	We look to disclose more information in future reports as we continue to build out our practices.
	Describe the organization’s processes for managing climate-related risks.	
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Refer to Climate Resilience, page 21.
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Refer to GHG Emissions, page 19.
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Refer to Our Goals, page 15.



# Appendix GHG Emissions

CATEGORY	GHG EMISSIONS (KG CO <sub>2</sub> e)	GHG INTENSITY (KG CO <sub>2</sub> e/m <sup>2</sup> )
Scope 1 <sup>(1)</sup>	50,000	8.83
Scope 2 <sup>(1)</sup>	3,000	0.54
Scope 3 <sup>(2) (3) (4)</sup>	114,215,000	1602.75
Category 2: Capital Goods	92,023,000	700.84
Concrete	11,367,000	-
Rebar	11,661,000	-
All other construction activity	68,995,000	-
Category 5: Waste Generated in Operations	308,000	2.37
Category 7: Employee Commuting	3,000	0.54
Category 11: Use of Sold Goods <sup>(5)</sup>	21,882,000	899
<b>Total</b>	<b>114,268,000</b>	-

(1) Our operational boundary includes part of the head office at 4800 Dufferin Street, Toronto, that is shared with others. To quantify scope 1 and 2 emissions in this study, One Click LCA’s database of location-specific emission factors were used. Where Ontario-specific emissions factors were not available, a Canada-specific emission factor was used, and a world average emissions factor was used if no location-specific factors were available.

(2) Our operational boundary includes services and materials associated with the following ongoing construction projects in the reporting year: MRKT at Alexandra Park, The Well C, The Well D, The Well E, The Dupont, Queen-Church, Royal Bayview, Aqualuna, Edenbridge, Chateau at Auberge, Evermore, Bloor Promenade, Scala, Via Bloor 1, Via Bloor 2, Aquabella, Auberge on the Park 1, Auberge on the Park 2, Bianca, Westerly 1 and Westerly 2.

(3) To quantify scope 3 emissions in this study, Categories 2 and 5 used the spend-based method and Categories 7 and 11 used the supplier-specific method as prescribed by the GHG Protocol. These categories and methods were chosen as a result of the data we had readily available. We understand the spend-based method is not the most accurate way to quantify emissions and aim to improve our data collection process moving forward so that we can transition to a more accurate inventory solution.

(4) Categories 4, 6, and 15 are considered relevant to our operations but were not included because of limited or no data available. We aim to improve our data collection process moving forward so that these categories can be included in our future inventory. Categories 1, 3, 8, 9, 10, 12, 13 and 14 are not applicable Tridel.

(5) Aquabella was the only building sold during the reporting year. We accounted for its operational emissions from expected consumption over its lifetime under this category. The average lifetime of a building is assumed to be 60 years as per the ISO 21930:2017 and EN15978 standards as stated in the UKGBC guide for scope 3 reporting of commercial real estate and LEED®.

# Appendix Embodied Carbon, Energy and Emissions Reductions, and Waste Diversion

## EMBODIED CARBON

A representative structural bay was selected for a detailed analysis and material takeoff. The bay was selected as it is representative of the whole building. This is because one of seven main bays (key multiplier for floor area across the whole building) includes a circulation core, which most bays also include. Its suites are arranged completely within a structural bay across residential floors, and it is in alignment with all parking levels below grade.

A series of multipliers were applied to arrive at the total global warming potential (GWP) for the building, where GWP is reported as a carbon dioxide equivalent (CO<sub>2</sub>e). The use of different multipliers for specific parts of the building allows for more representative data, as the proportion of material quantities, and their associated emissions, are mapped across the entire project using appropriate factors. The multiplier for the parking (17) is greater than that for the envelope (12), as the parking garage has a greater physical presence onsite. These values were calculated by dividing the whole building dimension by that of the sectional dimension.

The life cycle assessment (LCA) analysis presented in this report refers to the expanded scope of assessment, with interior partitions and finishes included. Recommendations from the Canada Green Building Council’s Zero Carbon Building - Design Standard Version 2 (ZCB-Design v2) Certification were followed, and the One Click LCA methodology was used.

## ENERGY AND EMISSIONS REDUCTIONS

The estimated energy and emissions values were gathered from an energy model that was created by EQ Building Performance. The Aquabella building model was compared to a similar building as modelled following the National Energy Code for Buildings (NECB 2015 + SB-10). To create a more realistic baseline that better aligns with future energy-saving rates (ESRs), this model was edited to include real outdoor air and the estimated effects of full thermal bridging.

	ESTIMATED ANNUAL SAVINGS	% SAVINGS
Energy [MJ]	2,401,000	13.7%
Carbon [kg CO <sub>2</sub> e]	51,355	9.6%

## WASTE DIVERSION

Monthly waste reports track the amount of waste generated at each construction project site and are obtained from the waste hauler. Under the LEED® 2009 standard, the hauler would visually inspect each load and estimate the weight of each material taken offsite (i.e. concrete, metals, and cardboard). For more recent LEED® version 4 projects, waste is separated and weighed at the receiving facility, and a detailed report is then provided in the monthly waste reports. This updated approach ensures more accurate and reliable waste data. Project waste values included: Scala, Chateau, Bianca, Aquabella, Via Bloor 1 and 2, Auberge 1 and 2, Bloor Promenade, The Well C, D and E, Aqualuna, The Dupont, and Edenbridge (not all projects had created waste in FY22).

	SAVINGS
Diverted Waste [kg]	16,369,348,000,000
Total Waste [kg]	21,393,460,000,000
% Diverted	76.5%
Waste Intensity [kg/m <sup>2</sup> ]	10,136,534
GFA [m <sup>2</sup> ]	495,644



# Appendix Energy Consumption

CATEGORY	ENERGY CONSUMPTION (MJ)	ENERGY INTENSITY (MJ/m <sup>2</sup> )
<b>Direct Energy Usage <sup>(1)</sup></b>	4,631,689	816
Electricity	3,605,605	635
Gas	993,486	175
Renewable (Solar PV)	32,598	5.74
<b>Indirect Energy Usage</b>	157,405,460	1,199
Electricity <sup>(2)</sup>	34,998,637	267
Gas <sup>(3) (4)</sup>	122,406,823	932
<b>Totals</b>	162,037,150	1,183

- (1) Energy consumption values are taken from head office utility bills provided within the fiscal year.
- (2) Based on total recorded costs, energy values were estimated with the assumption that the actual electricity used was priced at \$0.10 CAD/ kWh and had fees that comprised 32% of the total recorded costs.
- (3) Based on total recorded costs, energy values were estimated with the assumption that the actual natural gas used was priced at \$0.143 CAD/ m<sup>3</sup> and had fees that comprised 74% of the total recorded costs.
- (4) This assumes that propane usage was negligible and only natural gas was used for heating.

CATEGORY	ENERGY CONSUMPTION (MJ)	ENERGY INTENSITY (MJ/m <sup>2</sup> )
<b>Energy Consumed Through Use of Sold Products <sup>(1)</sup></b>	989,200,780	40,640
Electricity	637,872,192	26,206
Gas	351,328,588	14,434

- (1) Aquabella was the only building sold during the reporting year. We accounted for its operational energy from expected consumption over its lifetime under this category.
- The average lifetime of a building is assumed to be 60 years as per the ISO 21930:2017 and EN15978 standards as stated in the UKGBC guide for reporting of commercial real estate and LEED®.

The Deltera logo features a stylized white triangle icon to the left of the word "DELTERA" in a bold, sans-serif font, with a registered trademark symbol (®) to the upper right.The Tridel logo features the word "TRIDEL" in a bold, sans-serif font, with a stylized white triangle icon integrated into the letter "I". Below "TRIDEL" is the tagline "BUILT FOR LIFE" in a smaller, all-caps, sans-serif font. A registered trademark symbol (®) is located to the upper right of "TRIDEL".

©Tridel 2023 | Tridel, Tridel & Design, Deltera, Deltera & Design, Del Property Management & Design, Del Realty & Design, Del Condominium Rentals & Design, DelSuites, DelSuites & Design, Delmanor, Tridel Built for Life, Tridel Built for Life & Design, and Tridel Built Green Built for Life are registered Trademarks of Tridel Corporation. Project names and logos are Trademarks of their respective owners. Illustrations are artist's concept only. Building and view not to scale. Unauthorized copying, reproduction or duplication of the material is prohibited. All rights reserved. E.&O.E. 2023.

The information contained within this Report, such as but not limited to goals, targets and dates, should be considered as targets that Deltera Inc, a member of the Tridel Group of Companies, is working toward and are subject to change at any time, without notice. While we endeavour to keep the information up to date and correct, we make no representations or warranties of any kind, express or implied, about the accuracy, reliability, suitability or availability with respect to the information in this Report and related graphics contained. Neither Tridel nor Deltera warrants the success of these measures and under no circumstances, will Tridel, Deltera or any related or affiliated companies and/or directors, officers or employees thereof be liable should any such goal not be achieved in whole or in part. Deltera will report on successes and opportunities against these goals on an annual basis.