

# BUILT FOR IMPACT

2024 ESG REPORT | PUBLISHED MARCH 2025

**DELTERA**<sup>®</sup>

**TRIDEL**<sup>®</sup>  
BUILT FOR LIFE



# LAND ACKNOWLEDGEMENT

We acknowledge our employees gather and our communities are built on the traditional territories of the Anishinaabeg, the Haudenosaunee, and the Wendat peoples, and on 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 to have the opportunity to work with and learn from many diverse Indigenous voices.



***Artwork:** By Philip Cote. Three of The Seven Grandfathers' teachings are represented here. They are simple but powerful words of Truth, Love, Respect, Bravery, Wisdom, Honesty and Humility. These words were meant to be lived. Today, we see these words, but how these words came to the people was from a boy who went on a journey across the universe with these sages known as the Seven Grandfathers, who gave him the powers of each of these words to live by. Learn more about the artist [here](#).*

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*Pictured: Royal Bayview. This community is targeting LEED® Gold certification upon completion.*

# LETTER FROM OUR PRESIDENT

2024 marked a year of celebration. We honoured our 90-year legacy, with over 90,000 homes delivered. Throughout the year, we reflected on how Tridel evolved from building single-family homes to entire master-planned condominium communities. We celebrated how we embraced green building practices and prioritized homeowner well-being because it was the right thing to do and a natural evolution of our business values.

Although many things have changed throughout our history, one thing remains constant – our continued commitment to building quality homes. As a leader in condominium living, we recognize our responsibility to create resilient communities that enhance the lives of our homeowners while addressing the evolving needs of the communities where we build.

Since defining our ESG framework, we remain focused on areas where we can make the greatest impact while seeking new ways to achieve our goals.

To do our part in addressing climate change, we published ambitious goals for 2030 and 2050 with actionable commitments to achieve these targets. These include reducing embodied carbon in our building materials, optimizing energy use at our corporate office, and collaborating with industry peers to drive meaningful change.

Innovation is central to our approach. This year, we are launching our next Innovation Suite, Current, at the Tridel at The Well community. This suite was designed to pilot emerging cutting-edge technologies

that improve energy efficiency and reduce greenhouse gas emissions while enhancing the homeowner's health and wellness.

Through new partnerships, we create innovative opportunities to positively impact society. In Alexandra Park, we partnered with value-aligned organizations to revitalize much-used community courts and support ongoing youth programs. We also introduced over \$100,000 in new scholarships for students in Alexandra Park and Regent Park, reinforcing our commitment to fostering opportunities for future generations.

Our progress would not be possible without strong governance guiding our decisions. Accountability and risk management remain the foundation of our responsible business practices. Notably, a key focus on training, investing in Enterprise Resource Planning, and defining responsible ways to leverage new technological tools, ensure we remain adaptable and forward-thinking in a rapidly changing landscape.

We are proud of our history and accomplishments and are grateful for our customers, employees and other key stakeholders, who inspire us to grow and innovate.

I invite you to explore our 2024 Report – Built for Impact – and look forward to continuing to achieve our goals.

***Jim Ritchie***

President



# ABOUT TRIDEL

Tridel is Canada's leading developer of sustainable condominium communities, with over 90 years of expertise and a portfolio of over 20 active developments within Toronto and surrounding areas. Today, Tridel is celebrated for design, quality, high performance in construction, innovation and environmental stewardship.

Guided by our 'Built for Life®' commitment, we prioritize sustainability, social inclusion, and community connection, and our iconic "D" logo embodies trust and integrity in everything we do. With a passionate team and a focus on thoughtful design and construction, we create vibrant communities that enrich lives while advancing a greener future.

## *The Tridel Story*

Founded in 1934 by Jack DelZotto, Tridel's legacy is rooted in family, home, and community values. Jack's sons, Angelo, Elvio, and Leo, as well as partner Harvey Fruitman, expanded on this vision.

When he became a part of the company, Angelo DelZotto, Jack's eldest son, was ahead of his time. He built his first apartment complex in North York in the 1950s, which paved the way for today's modern condominium. In 1969, Tridel developed their first condominium in Oakville.

What started as a family company building single-family homes in Toronto grew into several companies responsible for delivering over 90,000 homes in the market, earning Tridel a place as one of Canada's most recognized developers and a front-runner in the real estate and construction industry.

Throughout our history, Tridel has redefined condo living as more than just a physical space. A home is a lifestyle and community that connect us with one another. Today, Tridel continues to shape the city skyline with award-winning communities that connect people and promote innovation and sustainability, reflecting a proud history of delivering quality homes.

## *The Tridel Group of Companies*

The Tridel Group of Companies, headquartered in Toronto, is one of the largest privately held residential real estate groups in Canada, consisting of several operating companies focused on development, sales, construction, property management and other related services.



## OUR ESG JOURNEY

Our ESG Journey highlights our milestones since beginning our sustainability initiatives in 2000. Visit [Social and Sustainable Impact on Tridel.com](#) to see our full journey throughout the years.

Below are highlights from the fiscal year 2024.



### 2023

Tridel supports the renovation of a community basketball court in Alexandra Park.



Tridel invested in dedicated scholarship programs in the Alexandra Park and Regent Park communities.



### 2024

Tridel publishes GHG emissions reduction targets for Scope 1, 2, and 3 emissions.

# HOW WE APPROACH ESG

## *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.

## *Our Pillars*

### 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

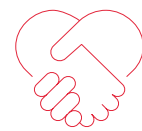


#### **EMPOWERING PEOPLE AND COMMUNITIES**

Through a human-centred approach, our goal is to advance 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

*Sustainability, social impact, and strong governance are integral to Tridel's culture and guide our approach to making decisions that are right for our business and aligned with our values. As we collaborate with organizations that share our vision, we aim to create meaningful outcomes that support both our long-term success and the communities we serve.*

#### ***Bruno Giancola***

Executive Vice President,  
Project Management,  
Innovation and Sustainability

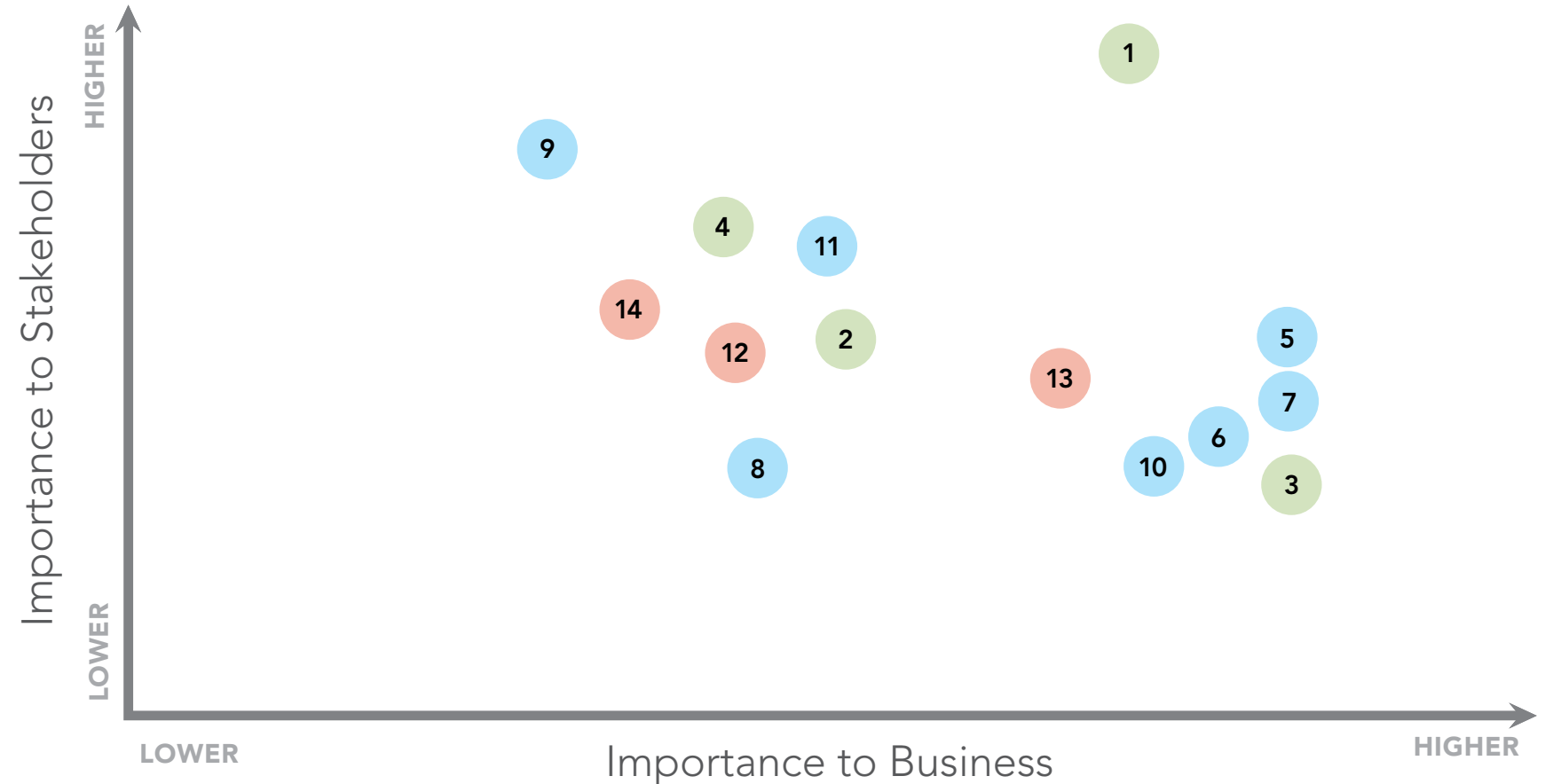


# MATERIALITY

To support a sustainable and equitable future, we partnered with an external consultant to develop material topics that will guide our actions and define our goals under three pillars: Innovating for Sustainability, Empowering People and Communities, and Leading a Responsible Business.

This list of topics was defined through internal interviews with leaders within the company, a desktop assessment of peers in our industry and by referencing GRI Standard 101: Foundation 2016. The materiality exercise and matrix featured indicate our 14 priority areas under the three pillars. Throughout the report, we have included goals, our plan to achieve them, and our work in action.

As part of our ESG work, our commitment is to be transparent about our successes and challenges and to ensure we are keeping ourselves accountable.



## Environmental

- 1 Green House Gas (GHG) Emissions
- 2 Climate Resilience
- 3 Technology and Innovation
- 4 Energy Efficiency

## Social

- 5 Diversity, Equity and Inclusion
- 6 Reconciliation with Indigenous Peoples
- 7 Community Engagement
- 8 Community Economic Development
- 9 Health and Safety
- 10 Talent Retention and Development
- 11 Resident Well-being

## Governance

- 12 Corporate Governance
- 13 Risk Management
- 14 Accountability

# ESG GOVERNANCE

The ESG team encompasses members from across our organization, including People and Culture, Health and Safety, Sales and Marketing, Construction, Project Management, Information Technology and more. Together, the team is responsible for incorporating our ESG mission throughout the organization and within the communities where we operate. They both encourage and empower our employees to ensure sustainability and social responsibility are integrated into day-to-day decision-making processes and operations.

With the direction and support of our Board of Directors and Executive team, who uphold our commitment to environmental sustainability, social responsibility, and corporate governance and responsible business practices, our ESG Leadership team remains accountable to reaching our goals and ingraining ESG as a core part of our company's vision.

## Reporting Structure



*Below: Our ESG Leadership team.*



## ABOUT OUR REPORT

This Environmental, Social, and Governance (ESG) Report highlights our progress and achievements toward fiscal year 2024 goals (July 1, 2023 – June 30, 2024). Unless stated otherwise, all data pertains to Deltera Inc., part of the Tridel Group of Companies, focused on developing and constructing Tridel-branded condominiums. In this report, Deltera Inc. is referred to as "Tridel." We report annually on ESG successes and opportunities.

## REFERENCE FRAMEWORKS

This report aligns with 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. Our ESG efforts support the United Nations Sustainable Development Goals (SDGs) and their vision for a more sustainable future. For more details, see the Appendices section.

*\*Since the publication of this report, TCFD has disbanded. For more information, refer to the Climate Resilience section.*





# HIGHLIGHTS



## ENVIRONMENTAL

84.7%

less construction waste equivalent to  
153.9 million kg of waste diverted\*

301 million

kg CO<sub>2</sub>e savings equivalent to 63,376  
cars off the road for a year\*

7.2 billion

MJ energy saved equivalent to 3.8 million  
60W light bulbs being turned off for a year\*

26 million

square feet of LEED<sup>®</sup>\*\* Silver/Gold/Platinum  
certified and candidate buildings\*



## SOCIAL

\$115,000

in scholarships awarded to  
equity-seeking individuals

\$560,000+

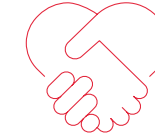
donated to charities  
and non-profits

1,160 hours

volunteered by Tridel employees in  
community and for company events

\$350,000+

in procurement of goods and services  
from diverse-owned businesses and  
social enterprises



## GOVERNANCE

91%

employee compliance  
in courses

50%

equity-deserving individuals  
on Deltera's Board

4

new courses offered to employees  
company-wide (Built for Respect, Recruitment  
Policy and Governance, Workplace Practices  
Guidelines, Updated Company Handbook)

0

regulatory actions leading  
to \$0 paid in claims, per the Home Construction  
Regulatory Authority (HCRA) and Tarion

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

\*\*LEED<sup>®</sup> is the preeminent program for the design, construction, maintenance, and operations of high-performance green buildings.

# OUR GOALS

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

## Innovating for Sustainability

Priority Area	Goal	Announced	Target Year	Progress
<b>SUSTAINABLE SOLUTIONS</b>				
	Implement and report on innovative solutions and new technology that advances building practices, resulting in reduced energy consumption and GHG emissions	2022	-	Achieved and On-going
	Publish total waste diverted from disposal during the construction of our communities and at our corporate office, targeting an 80% diversion rate	2022	-	Achieved and On-going
<b>CLIMATE CHANGE</b>				
	Evaluate climate-related risks and opportunities in our business and address gaps	2022	-	Achieved and On-going
	Reduce absolute gas usage at our corporate office by 30% from our baseline as measured in 2022	2022	2030	In Progress
	Reduce gas intensity from use of sold products by 20% from our baseline as measured in 2022	2022	2030	In Progress
	Reduce absolute Scope 1 and 2 GHG emissions by 30% from our baseline as measured in 2022	2023	2030	In Progress
	Reduce scope 3 GHG emissions intensity from capital goods by 20% from our baseline as measured in 2022	2023	2030	In Progress
	Reduce scope 3 GHG emissions intensity from use of sold products by 20% from our baseline as measured in 2022	2023	2030	In Progress
	Reduce absolute Scope 1 and 2 GHG emissions by 90% from our baseline as measured in 2022	2023	2050	In Progress
	Reduce scope 3 GHG emissions intensity from purchased goods by 90% from our baseline as measured in 2022	2023	2050	In Progress
	Reduce scope 3 GHG emissions intensity from use of sold products by 90% from our baseline as measured in 2022	2023	2050	In Progress

# Empowering People and Communities

Priority Area	Goal	Announced	Target Year	Progress
<b>ELEVATING LOCAL VOICES AND BUILDING PROSPERITY</b>				
	Develop internal resource to forecast employment opportunities based on construction cycle	2022	2024	Achieved
	Host annual career exploration sessions for careers in development and construction for people in under-resourced communities	2022	2024	Achieved
	Host monthly drop-in sessions in revitalization neighbourhoods with the Social Impact team	2022	2024	Achieved
	Introduce new foundation partners in revitalization neighbourhoods to foster community engagement and cohesion	2022	2024	Achieved
	Sign Community Economic Development and Community Benefits Agreements with TCHC for Alexandra Park and Regent Park	2022	2026	In Progress
	Identify an agency to deliver small business training in revitalization communities	2022	2025	In Progress
	Identify an agency to deliver skill development programming in revitalization communities	2022	2026	In Progress
	Complete improvements of outdoor activity space in Alexandra Park	2022	2025	In Progress
	Form the Community Committee as part of the Alexandra Park Public Art Plan	2022	2026	Announced
<b>DIVERSITY, EQUITY AND INCLUSION</b>				
	Launch employee DEI training program	2022	2024	Achieved
	Achieve commitments outlined in the Reconciliation Action Plan for fiscal year 2024	2023	2024	Achieved
	Incorporate Built for Respect Anti-Discrimination, Anti-Bullying Mandate into tenders and contracts	2022	2024	Partially Achieved
	Incorporate a DEI KPI for all people managers	2022	2025	In Progress
	Implement the Tridel Elevate Mentorship Program	2024	2025	In Progress
	Achieve remaining commitments under the Reconciliation Action Plan	2024	2025	In Progress
<b>CULTURE, HEALTH AND WELL-BEING</b>				
	Update Building Design Guide with gender-inclusive common area improvements	2022	2024	Achieved
	Establish a "Wellness at Tridel" program	2022	2024	Achieved
	Pilot the sharing of eco-friendly design options as part of décor appointments for the Harbourwalk community	2022	2024	Achieved
	Deliver mental health training (Mental Health in the Workplace) to 100% of on-site people managers	2022	2024	Partially Achieved
	Achieve company-wide IHSA - Certificate of Recognition (COR®) accreditation	2022	2025	In Progress
	Provide Accessibility Features Package in design appointments for customers with accessibility needs	2022	2025	In Progress
	Launch Blueprint to Lead leadership training program	2024	2025	In Progress
	Launch Tridel's New Peer Recognition Awards	2024	2025	In Progress
	Create a dedicated onboarding program for new managers	2024	2026	Announced
	Ensure sites are gender inclusive	2024	2025	In Progress
	Translate Safety training into additional languages	2024	2025	In Progress

# Leading a Responsible Business

Priority Area	Goal	Announced	Target Year	Progress
<b>REPORTING AND TRANSPARENCY</b>				
	Centralize all sustainability-related metrics into a single source	2023	2024	Achieved
	Enroll Directors and above in ESG training and achieve 85% completion	2023	2025	In Progress
	Complete a current state assessment to refresh our ESG materiality	2024	2026	Announced
<b>ORGANIZATIONAL RESILIENCY</b>				
	Achieve 85% employee completion of Acceptable Use of Technology Policy training module	2023	2025	In Progress
	Establish guidelines for the use of artificial intelligence technologies	2024	2026	Announced



*Pictured: The Well community. The condominium communities, Tridel at the Well Signature Series and Tridel at The Well Classic Series I and II, are all targeting LEED® Gold certification and Toronto Green Standard Tier 2.*

# INNOVATING FOR SUSTAINABILITY

ENVIRONMENTAL

# INNOVATING FOR SUSTAINABILITY

## Alignment with the SDGs



We maintain a steadfast dedication to minimizing our environmental impact through our Tridel Built Green Built for Life® philosophy. Our approach extends beyond integrating eco-friendly technologies and sustainable materials in all our developments. We are constantly exploring and implementing strategies to lower our carbon footprint, enhance energy efficiency, strengthen building resilience, invest in technology and innovation, and divert waste, among others. These efforts are part of our broader sustainability agenda, which encompasses a wide range of initiatives, and are organized under the following priority areas:

- CLIMATE CHANGE
- SUSTAINABLE SOLUTIONS

*Our environmental strategy is propelled by our commitment to innovation and long-term sustainability. We're not just adapting to change; we're driving it. Our focus is on developing cutting-edge solutions that not only reduce our ecological footprint but also create value for our stakeholders. We can build a future where economic growth and environmental protection go hand in hand.*

*Graeme Armster*

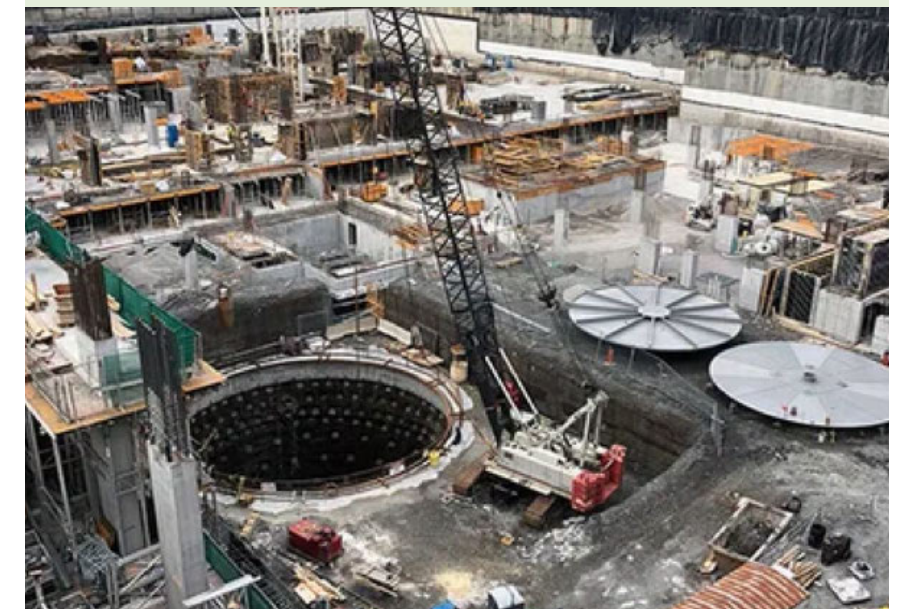
Director, Innovation and Sustainability



## DID YOU KNOW?

There is a 17m-wide by 46m-deep tank buried underneath The Well community parking levels (pictured below). The tank provides thermal storage and is tied to the Enwave district energy system. Working in tandem, the tank stores off-peak thermal energy for later use during peak times. Utilizing this infrastructure to provide heating and cooling to Tridel at The Well Classic Series I, Classic Series II, and Signature Series buildings results in:

**2,800 kW Peak Load Reduction**



# GHG EMISSIONS

Reduce Scope 1, 2 and 3 emissions.

## Goals

### Scope 1 and 2 Emissions

By 2030, reduce absolute emissions by 30% from our 2022 baseline year.

### Scope 3 Emissions

By 2030, reduce emissions intensity from capital goods and use of sold products by 20% from our 2022 baseline year.

## How We'll Get There

We have published our GHG reduction targets aligned with the global objective of preventing the irreversible impacts of climate change. This entails limiting global warming to well below 2°C above pre-industrial levels in accordance with the 2015 Paris Agreement.

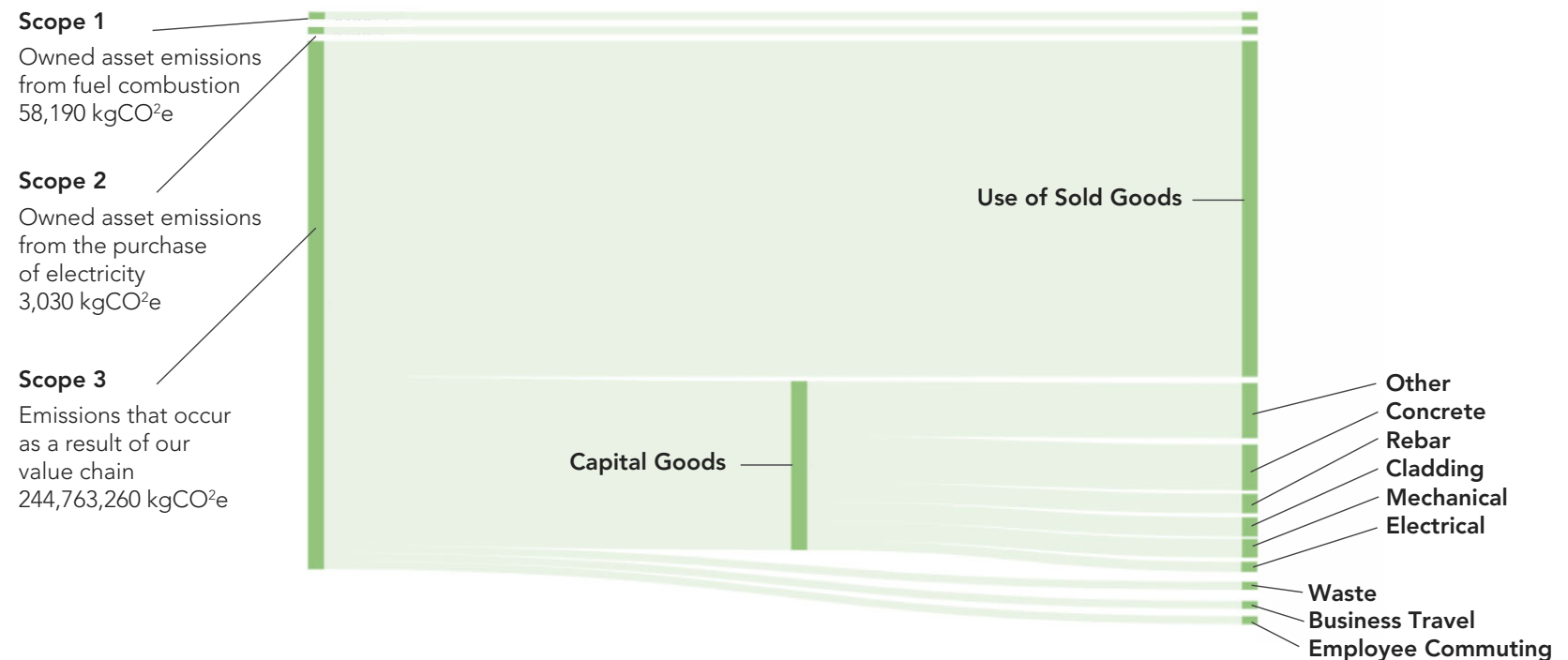
To reach these goals, we are collaborating with local organizations to gain guidance and identify new emission-reduction initiatives. This means continuously fine-tuning our practices and integrating novel sustainable technologies and construction methods. Trying new strategies, recognizing problems and correcting our approach was demonstrated this past year. In 2023, we published emissions intensities that were higher than our baseline set in 2022. We recognized this and corrected the course, resulting in an annual emissions footprint reduction from 2023 to now.

## Our Work in Action

**2024 GHG Reduction Target Setting** - Mantle Developments assisted us in creating multiple emission reduction roadmaps and selecting one that works best for our organization. This allows us to realistically achieve our long-term sustainability goals with general policies and specific actions. For example, we followed through on our plan to install EV charging stations at our corporate office, making it easier for employees to switch to low-impact commuting.

**Embodied Carbon Workshop** - Our consultants are critical in helping us meet our sustainability goals. This year, we hosted an embodied carbon workshop with our extensive network of consultants. This collaborative effort helped us identify existing sustainable practices, innovations, and potential challenges to further inform our approach to meeting our goals. We established a plan that prioritizes opportunities to reduce outright material usage and replace those materials with low-carbon options.

*Below: Sankey Diagram depicting our 2024 GHG emissions.*



# ENERGY EFFICIENCY

Reduce energy use and expand the use of renewables.

## Goals

- By 2030, reduce absolute gas usage at our corporate office by 30% from our baseline as measured in 2022.
- By 2030, reduce gas intensity from the use of sold products by 20% from our baseline as measured in 2022.

## How We'll Get There

Efficient energy use and adopting renewable energy are key strategies in addressing climate change. We have set goals for this and are working to meet them. To cut energy consumption across our operations, we continually refine best practices targeting reductions in our corporate office, community construction, and long-term operations.

To manage peak energy demand, we are developing a plan to incorporate high-efficiency equipment, implement demand management technologies, and integrate renewable energy to lower energy use intensity (EUI). Additionally, we are exploring sustainable alternatives to natural gas and propane for temporary heating during construction.

## Our Work in Action

**Corporate Office Analysis** - As our corporate office ages, consistent maintenance efforts are necessary to ensure we can reach our energy efficiency goals. Over the past year, we worked with Efficiency Engineering to conduct studies identifying how we can

keep our rooftop surfacing and HVAC units up to this standard and we established three main pathways. The main differences are in the options for HVAC units: like-for-like gas, hybrid gas-electric heat pump, or full electric heat pump units. We opted for the hybrid units as they will run fully electrically for most of the year (the full electric option required an upgrade to our electrical infrastructure that would have resulted in increased embodied carbon). Other key improvements include upgrades to the thermal performance of the roof and a building-wide BAS system for smart energy management.

**29%**

ENERGY SAVINGS

**68%**

CARBON EMISSIONS REDUCTIONS

**Fan Coil Unit Humidification and 6-Way Valves** - This year, we launched two pilot projects to study the impact of loose humidifiers, fan coil-integrated humidifiers, and 6-way valves on fan coil units in our developments. Humidification can reduce the amount of time heat has to run in the winter as moist air can hold more heat. 6-way valves can improve fan efficiency in fan coil units as they reduce the number of coils air must be pushed through. If our pilot proves successful, 6-way valves will become the new standard in Tridel communities, and humidification will be available as an upgrade.

**District Energy at The Well** - Thanks to district energy connections and the thermal battery discussed in the introduction of this section, our 2024 sold products had the lowest energy use intensity of the last three years.

*Below: Suite humidifier installed at Tridel at The Well Classic Series I.*



**5-10%**

POTENTIAL ENERGY SAVINGS FROM HUMIDIFICATION (HEATING)

**50%**

POTENTIAL ENERGY SAVINGS FROM 6-WAY VALVE

See the **Appendix** for our full 2024 energy breakdown along with a comparison to our baseline as measured in 2022.



# CLIMATE RESILIENCE

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

## Goal

Evaluate climate-related risks and opportunities in our business and address gaps.

## How We'll Get There

Our approach to climate resilience is dynamic and ongoing. The ESG team collaborates closely with our Executive Leadership team and Board of Directors to continually monitor and assess climate-related risks and opportunities. This proactive stance enables us to shape and implement forward-thinking strategies that bolster our resilience against climate-related challenges.

To date, we have utilized guidelines from the Task Force on Climate-related Financial Disclosures (TCFD) to steer our risk-identification process, gauge potential impacts, and set in motion appropriate measures. With the recent disbanding of the TCFD, we look to the International Financial Reporting Standards Foundation (IFRS) for guidance. The IFRS builds on the foundation the TCFD has set and continues to advance reporting guidelines of climate resilience measures into the future.

## Our Work in Action

**Climate-Related Risks Table** - We continue to revise and enhance our risk framework, updating both short- and long-term risks and opportunities. Physical risks are associated with the direct effects of environmental factors, such as climate change. Transition risks

pertain to the adjustments required for moving towards a low-carbon economy and shifting market conditions. Physical risks result in concrete damages, like those caused by severe weather events, while transition risks arise from changes in policies, technological advancements, and shifting consumer behaviours. Successfully navigating both categories of risks is essential for companies

to maintain resilience and seize opportunities in the evolving sustainability landscape. The majority of our short-term and long-term risks and opportunities have not changed from our last report due to their slow-moving nature and the gradual progression of climate change impacts, as outlined in the table below.

*Below: Charts indicate climate-related risks and opportunities for our company.*

Category	Short-Term Risks	Long-Term Risks
TRANSITION	<ul style="list-style-type: none"> <li>• New regulations, policy and code changes</li> <li>• Higher utility, material, and labour costs</li> <li>• Shifts in customer preferences</li> </ul>	<ul style="list-style-type: none"> <li>• Stakeholder expectation shifts</li> <li>• Further changes in policies and regulations</li> </ul>
PHYSICAL	<ul style="list-style-type: none"> <li>• Unexpected project schedule delays</li> <li>• Construction site damage</li> <li>• Challenging working conditions</li> </ul>	<ul style="list-style-type: none"> <li>• Equipment requirements and construction process changes</li> </ul>
Category	Short-Term Opportunities	Long-Term Opportunities
TRANSITION	<ul style="list-style-type: none"> <li>• Increased demand for low-carbon products, services, and efficient buildings</li> <li>• Investment in reporting activities</li> </ul>	<ul style="list-style-type: none"> <li>• Increased availability of low-carbon product and services</li> <li>• Increased internal resources to manage climate risk disclosures</li> </ul>
PHYSICAL	<ul style="list-style-type: none"> <li>• Investment in climate-resilient infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>• Availability of climate-resilient assets</li> </ul>

# TECHNOLOGY AND INNOVATION

Invest in new technology and innovation, improving the 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 is dedicated to leading the industry by exploring new technologies and innovative solutions to reduce GHG emissions, waste, and the consumption of water, energy, and other resources. To stay at the forefront, we incorporate these innovations into our communities and pilot suites, evaluating their potential for broader adoption in future projects. Since embarking on our sustainability journey, our primary goal has been to educate and drive progress across the industry, enabling us to maximize collective impact. Achieving this requires collaboration, so we partner with organizations that share our vision and goals.

Since our first ESG report, we have started 11 pilots and are using our findings from these to inform future decisions in our process, from foundation to interior finishes.

## Our Work in Action

**AeroBarrier at Tridel at The Well Classic Series I** - Tridel partnered with Nerva Energy, utilizing their AeroBarrier product in Tridel at The Well Classic Series I. AeroBarrier addresses one of the most important issues in building energy efficiency - airtightness.

A building with poor airtightness is considered leaky, meaning conditioned air (heated or cooled) can escape through gaps or cracks. This results in energy waste, as the heating or cooling system must work harder to replace the lost air and maintain indoor temperatures. This problem can be exacerbated by phenomena such as the stack effect.

AeroBarrier tackles the leaky building problem by first pressurizing a part of the building. This establishes a baseline airtightness, which was 2.23 ACH @ 50 Pa at Tridel at The Well Classic Series I. With the building still pressurized, a proprietary aerosol is released into the air. This substance is forced to any small leaks by the increased interior pressure, where it binds together, plugging the leak permanently. By sealing all walls in a suite, compartmentalization is improved. This process continues until the desired airtightness is reached. We saw a 51% improvement in airtightness in our pilot site, translating to considerable energy savings by keeping conditioned air in the building.

**Tridel at The Well Classic Series I AeroBarrier resulted in:**

# 1.10 ACH @ 50 PA

FINAL AIRTIGHTNESS

# 51%

AIRTIGHTNESS IMPROVEMENT

*Below: Photo of AeroBarrier install. Photo Credit: Nerva Energy.*



# WASTE REDUCTION

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 corporate office, targeting an 80% diversion rate.

## How We'll Get There

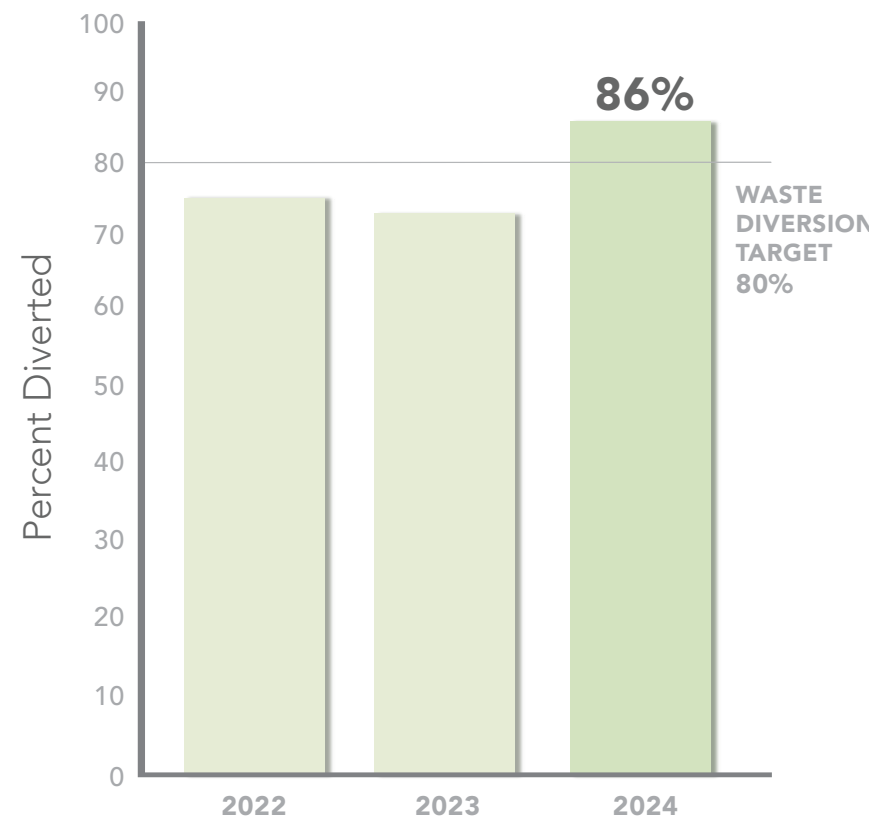
At Tridel, we are committed to sustainable waste management, actively diverting construction waste and sharing data to drive transparency and future waste reduction. Each project follows LEED® waste diversion standards, guided by a Construction Waste Management (CWM) Plan that prioritizes material reuse and onsite flexibility. Monthly reports from waste haulers on waste weight and diversion rates help us continuously refine our efforts.

At our corporate office, our annual Waste Reduction Week fosters responsibility, with employees engaging in electronic and textile waste diversion while gaining tools to minimize household waste. This initiative supports a holistic approach to waste reduction within our organization and the community.

## Our Work in Action

The chart on the right illustrates the percentage of diverted waste from our construction sites over the past two years. This past year, we surpassed our goal, and we will work to continue this trend.

**Below:** Total waste diverted from our construction sites since 2022. In 2024, we achieved 86% waste diversion, which went above our goal of 80%.



For more details on how waste data is recorded from our construction sites, see the **Appendix**.

## CARBON CAPTURE

CarbonCure is a company that offers concrete suppliers ways to incorporate captured carbon into their mix, sequestering it into building materials. Tridel uses CarbonCure masonry blocks on many projects, and has made it the standard for new projects.

**From July 2023 to June 2024, Tridel projects used:**

**565,135+**

CARBON CAPTURE MASONRY BLOCKS

**Equating to:**

**18,837+ lbs**

OF SEQUESTERED CO<sub>2</sub>

*Photo Credit: CarbonCure Technologies Inc.*



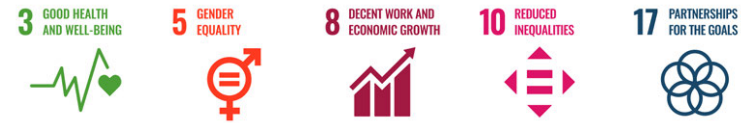


# EMPOWERING PEOPLE AND COMMUNITIES

SOCIAL

# EMPOWERING PEOPLE AND COMMUNITIES

## Alignment with the SDGs



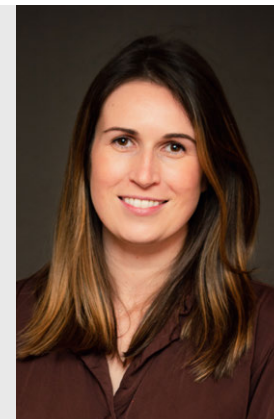
At Tridel, our people-first approach is at the heart of everything we do. Beyond building high-quality, sustainable homes, we cultivate a supportive workplace that inspires employees, drives economic empowerment in the communities where we build, and always looks for opportunities to enhance the lives of our homeowners. Engaging and fostering strong relationships with all of our key stakeholders allow us to progress in these areas in ways that create lasting impact. We're not just building homes - we're shaping better futures for all. Our goal is to advance 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

*At Tridel, we create spaces where people feel supported, valued, and connected. It's about more than just construction; it's about shaping communities that can thrive now and in the future. Empowering people and communities remains at the forefront of our work. We're building something lasting, inclusive, and meaningful for everyone.*

**Maggie Hall**

Senior Manager, Social Impact



## DID YOU KNOW?

Through our collaboration with Their Opportunity Children's Charity, the John Tavares Foundation, AJ DelZotto's Time2Play, Toronto Community Housing, Pascal Siakam's PS43 Foundation and the Alexandra Park Community Centre, youth in the Alexandra Park community will be provided with fun, thoughtful, and free programming centred around mindfulness and mental health with yoga sessions, as well as lacrosse and life skills. We will continue to find other avenues for youth to develop skills while being active and healthy.

# COMMUNITY ENGAGEMENT

Engage key stakeholders, be inclusive in ideas and perspectives and give back to communities.

## Goal

Complete improvements to the outdoor activity space in Alexandra Park.

## How We'll Get There

Following the successful re-opening of the first renovated court in the Alexandra Park community, we will complete further improvements to the activity space, partnering with Toronto Community Housing, Their Opportunity Children's Charity, the John Tavares Foundation, Time-2Play, and the Alexandra Park Community Centre. Our collective goal is to create safe spaces for community members of all ages to gather and play. The renovated space will feature two large-scale murals, new fitness equipment, the addition of new seating, and a refurbished multi-sport court. This improvement will contribute to the health and well-being of residents in a space they can be proud of.

## Our Work in Action

**Investing in Community** - Our Take Action Team made a significant impact this year, volunteering at 24 unique community events. These efforts reflect our commitment to meaningful community engagement and support. Employees also participated in fundraising initiatives, raising over \$6,500 in donations towards campaigns like our annual Holiday Giving Drive, which provided more than 150 toys and gift cards to youth in Alexandra Park, and the Back-to-School Supply Drive, helping students start the school year prepared. Tridel donated over \$560,000 to charitable organizations and non-profits, supporting causes such as health and wellness, equity promotion, and grassroots initiatives in TCHC revitalization neighbourhoods.

**Listening to Community Voices** - In partnership with Toronto Community Housing and The Neighbourhood Group, our Social Impact Team hosted and will continue to host monthly drop-in sessions in TCHC revitalization neighbourhoods, offering residents access to employment resources and career programs in construction and beyond.

In other communities across the Toronto area, we will continue to engage with community members beyond the mandated requirements of the City with the initiation of new Construction Liaison Committees for the Queen Church and 50 Wilson Heights projects.

## INVESTING IN SPORTS, INVESTING IN PEOPLE

In a remarkable demonstration of unity and community empowerment, Alexandra Park residents and sports enthusiasts celebrated the grand re-opening of a refinished basketball court, with youth from the community participating in a host of programming and games facilitated by Their Opportunity's Children's Charity and having the opportunity to meet their local sports heroes, Pascal Siakam and John Tavares.

The renovation addresses the community's need for improved sports facilities, fostering a sense of unity and empowerment among residents. Key enhancements included a professionally resurfaced playing surface with new basketball poles and hoops.



# COMMUNITY ECONOMIC DEVELOPMENT

Create employment and career-building opportunities and diversify the supplier network.

## Goals

- Sign a Community Economic Development (CED) Agreement in Alexandra Park and initiate the voting process in Regent Park on a desired Community Benefits Agreement Package.
- Identify an agency to deliver small business training in revitalization communities.

## How We'll Get There

We work alongside Toronto Community Housing (TCHC) in three revitalization neighbourhoods. Having concluded our community economic development commitments in Leslie Nymark in the fiscal year 2024, we continue to make progress in creating legally-binding documents that will govern our work in advancing CED (also known as Community Benefits) Agreements for TCHC tenants for the Alexandra Park Phase 2 and Regent Park Phases 4 and 5 communities.

In the Regent Park community, in collaboration with TCHC, we will launch a public process to provide residents with the opportunity to share their voice as part of the future Community Benefits

Agreement, which features employment targets, scholarships, training and capacity-building programs, investments in community initiatives and physical spaces, and more. The vote will enable residents to see possible combinations of opportunities and investments, and provide their input based on their priorities.

Further, we will work to understand the businesses operating in revitalization communities and assist with identifying potential agencies that can help foster the growth and development of tenant-owned businesses. In Alexandra Park, we look to collaborate with Scadding Court Community Centre to provide businesses access to the shipping container market, "Market 707", through subsidized rent and business development supports, reducing financial barriers for entrepreneurs and creating opportunities for new businesses to thrive in a high-visibility marketplace. Additionally, through Tridel's CED commitment, funds will be made available that tenants can apply for to help with start-up costs like business plan development, purchasing supplies and materials, marketing and social media services, and more.

**Below:** Employees attend our annual International Women's Day Small Business Market.



**Below:** Youth from the TDSB Step to Construction Program at a Tridel site.



*In an evolving labour landscape, adaptability is key. To truly support individuals seeking employment, we must stay informed about available programs and services, ensuring they find the best fit for both their career growth and personal growth.*

**Asal Afshar**

Employment and Community Partnerships Manager



# COMMUNITY ECONOMIC DEVELOPMENT

## Our Work in Action

**Forecasting Employment Opportunities** - Our Social Impact team created a dedicated database to help us understand the type of employment opportunities at each stage of the construction cycle alongside union affiliations, where relevant. Our intention is to create a resource that can be shared with partners as well as employment agencies to better illuminate the possibilities within construction and development. We are also examining the job opportunities during the pre-construction phase to include consultants and other professional services.

**Collaborating with Agencies to Build Capacity** - Over the past year, our goal has been to connect residents in revitalization communities with skill development programs best suited to their needs. We've collaborated with various agencies across each community to ensure residents have access to the right pre-employment training opportunities. To align resident needs with available resources and specialized training programs, we supported the Workforce Integrator Program in Regent Park, a collaborative initiative with various stakeholders, including local employment agencies. In Alexandra Park, we recognized an increased need for pre-employment supports and working closely with TCHC, we identified a local agency, The Neighbourhood Group (TNG), to provide these essential services to residents. For our "CED Drop-in Days", our Social Impact team set up regular hours for community members in Alexandra Park to learn about job opportunities in our industry, scholarships, business support, and local grants. We also

partnered with local agencies to organize a resource fair, showcasing employment-related supports and programs offered by HTA 75, Tropicana, Scadding Court, BOLT, the Alexandra Park Learning Network, and more.

**Expanding the Community Scholarship Programs** - The Alexandra Park Scholarship Program is a cornerstone of Tridel's community economic development commitments with Toronto Community Housing. The program completed its second round of scholarships this fiscal year, with over \$41,000 awarded to 12 residents of Alexandra Park to support their educational goals. Regent Park also saw the launch of a scholarship program, awarding 15 recipients. Students in both communities received scholarships for programs in various fields, such as Engineering, Architecture, Business, and the Arts.

*Below: A member of Tridel's Social Impact team with a scholarship recipient at the Alexandra Park Scholarship Celebration Event.*



Tridel is the principal and founding sponsor of the BOLT Foundation, a charity with the mandate of connecting under-resourced youth to careers in construction and development. See BOLT's impact to date below and visit [boltonline.org](http://boltonline.org) to learn more.

<b>\$1.9M</b>	<b>575+</b>	<b>300+</b>
IN SCHOLARSHIPS AWARDED	SCHOLARSHIPS	APPRENTICESHIPS STARTED
<b>175+</b>	<b>780+</b>	<b>6,000+</b>
JOB SHADOWING PARTICIPANTS	DAYS OF DISCOVERY PARTICIPANTS	SPEAKOUT PARTICIPANTS

## SUPPORTING THE BOLT MANDATE

We are fortunate to support BOLT and its mandate by hosting Days of Discovery on our construction sites, connecting with our network of trades to facilitate job shadowing opportunities, and volunteering at annual fundraising events. Last year, eight of our construction sites hosted a Day of Discovery, and we saw 50 employees with over 500 volunteer hours supporting BOLT events and programming.

Additionally, BOLT supported the Toronto District School Board's "Step to Construction Program," a high school co-op program that places youth on construction sites for a full semester. We have found successful placements for over 80 youth on Tridel construction sites to date.



# DEI IN THE WORKPLACE AND COMMUNITY

Create safe and inclusive spaces.

## Goals

- Incorporate a DEI KPI for all people leaders.
- Implement the Tridel Elevate Mentorship Program.

## How We'll Get There

Over the next year, to support progress towards our commitments in our Multi-year DEI Action Plan and the development of people managers within our company, we will introduce a new key performance indicator (KPI) to facilitate discussions during the performance review process to ensure employees are aligned with our "Built for Respect" mandate. Additionally, we will launch a mandatory, custom course for all employees via LinkedIn Learning. The course will reinforce Tridel's commitment to a safe and inclusive environment by defining respectful behaviour, emphasizing physical and psychological safety, and providing clear guidance on identifying, addressing, and reporting concerns.

As part of the next phase of our DEI Action Plan, we are laying the groundwork for a company-wide mentorship program, starting with a pilot to support the next generation of women leaders. The program will include events and training opportunities to build capacity and develop strength-based competencies for our women mentors, empowering them to maximize their leadership potential and be productive mentors. Mentors will be paired with women mentees across the organization, meeting monthly to foster growth and connection. Feedback from participants during the first year will shape the program's future as we prepare to roll it out organization-wide.

## Our Work in Action

**DEI Training** - This year, we prioritized training initiatives to foster inclusivity across our organization. Customer-facing teams, including Customer Care, Design Services, and Sales, completed training supported by the consultants at Reframe, a division of the Canvas Arts Program, to understand the nuances of gender identity and

expression to promote a more inclusive workplace and customer experience. An easy-to-understand resource was developed to support the training. Other training focused on mental health in the workplace, details of which can be found in the Health and Safety section.

**Discovering the World of Design** - We hosted a session to highlight the diverse opportunities in interior design in collaboration with JennAir and Toronto Metropolitan University's (TMU) Creative School. We welcomed 25 high school students from across the GTA for a day featuring foundational Interior Design lessons at The Creative School and a hands-on Floorplan Design Competition at Tridel's corporate office. Also, as part of our commitment to this initiative, we supported the "Drag is Art" event organized by TMU's Creative School, an interactive celebration for students, educators, and corporate partners featuring a vibrant drag performance.

*Below: Disrupting the World of Design event group photo.*

*Our commitment to having inclusive spaces is unwavering. It takes all of us to create a workplace that is safe and welcoming, and we will always support our employees with patience, kindness, and understanding as we move forward together.*

### Mario Cimicata

Executive Vice President, Deltera Construction Management



# INDIGENOUS RECONCILIATION

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

## Goal

Achieve remaining commitments under the Reconciliation Action Plan.

## How We'll Get There

Tridel's first-ever Reconciliation Action Plan outlined key actions for our organization to do our part to advance reconciliation under three pillars of People, Collaboration, and Procurement. We have made considerable progress towards many of the commitments outlined in the plan and will continue to invest resources to demonstrate our ongoing commitment to supporting reconciliation.

Visit [Tridel.com](https://www.tridel.com) to read the full Reconciliation Action Plan.

*Below: Smudging Ceremony as part of a Blanket Exercise on National Day for Truth and Reconciliation.*



*Below: A detailed description of our commitments for the next fiscal year under our Reconciliation Action Plan.*

### PEOPLE

**Land Acknowledgments** - We introduced a Land Acknowledgement guide to help employees understand the significance of Land Acknowledgments, the environments in which they are appropriate, and how we will include them at company events and in future Tridel communities. This year, we will install our Land Acknowledgment artwork in The Lobby at our corporate office.

**Increasing Cultural Awareness** - We aim to have all leaders, Directors and above, complete the 4 Seasons of Reconciliation online course. This 10-module course focuses on the truths and implications of the historical and contemporary relationships with and experiences of Indigenous peoples in Canada, emphasizing progress towards reconciliation.

### COLLABORATION

**Aligning with Educational Institutions** - Along with the BOLT Foundation, we will look for ways to leverage our existing relationships with educational institutions, like George Brown College, to identify ways in which we can support Indigenous youth to pursue careers in construction, reducing barriers to entering our industry.

### PROCUREMENT

**Enhancing Procurement Opportunities for Indigenous-Owned Businesses** - We continue to broaden our social procurement work to include opportunities for Indigenous-owned businesses. Deltera, as a corporate member of the Canadian Aboriginal and Minority Supplier Council (CAMSC), will look to organize a supplier connection event to facilitate connections with our Project Management department and Indigenous businesses. We will share our current procurement practices and provide opportunities for discussion to increase our awareness and understanding of the barriers that businesses may face, as well as brainstorm of ways to support Indigenous-owned businesses within our projects and beyond.

# INDIGENOUS RECONCILIATION

## *Our Work in Action*

**Formed the RAP Working Group** - The Reconciliation Action Plan was developed in collaboration with many stakeholders, including our employees. These employees, who are also members of the DEI Accountability Network, came together to co-create and inform our RAP. They continue to be engaged in Indigenous-related programming, policy development, and progress.

**Engagement Opportunities for Employees** - This year, we conducted another well-attended Blanket Exercise activity for employees as part of the National Day for Truth and Reconciliation, as well as welcomed Veronica Johnny, Indigi-Queer Multi-Disciplinary Artist, Residential School Survivor, and Knowledge Keeper for a special performance for National Indigenous Peoples Day.

**Making Connections with Indigenous-Serving Organizations** - We subscribed to becoming an Employer through Miziwe Biik's dedicated Job Board, brought on two Indigenous youth as part of the Toronto District School Board's Urban Indigenous Education Centre's Summer Leadership Program, and lastly, initiated discussions with Toronto Council Fire Native Cultural Centre to consult on the vision for the landscape design of the upcoming Regent Park Sales Centre.

**Setting Spend Targets** - This past fiscal year, we procured more than \$40,000 from Indigenous-owned businesses, such as caterers, consultants, and artists, and have set a target for the upcoming year of \$50,000.

**Updated the "See Something, Say Something" Policy** - If an incident is submitted through this reporting platform that is related to anti-Indigenous sentiments, in addition to following regular protocols for discriminatory behaviour (leading up to and including termination), if there is an opportunity for corrective action or education, we will enroll the person in the 4 Seasons of Reconciliation course.

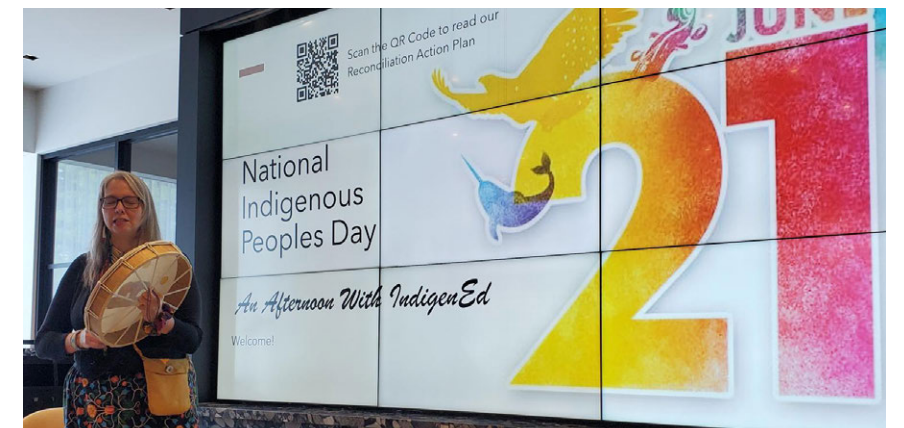
**Joined the Canadian Aboriginal and Minority Supplier Council (CAMSC)** - By joining CAMSC, we now have a greater opportunity to procure goods and services from diverse-owned and Indigenous-owned businesses for discretionary spending, like promotional items and catering, as well as other professional services. Our intention is to explore how we can leverage this certification to procure for construction-related activities.

**Enhancing Contract Language** - Through our broader social procurement mandate, we have since incorporated language into tender documents during the development planning phase of our TCHC communities to encourage sub-contracting with Indigenous-owned organizations, including architects, designers, and consultants.

*Below: Students from the Urban Indigenous Education Centre's Summer Leadership Program visit MRKT Alexandra Park.*



*Below: Singer, songwriter and performer Veronica Johnny performs on National Indigenous Peoples Day.*



# TALENT RETENTION AND DEVELOPMENT

Cultivate a culture where employees feel empowered and part of a community.

## Goals

- Launch Blueprint to Lead leadership training program.
- Launch Tridel’s new peer Recognition Awards.

## How We’ll Get There

Blueprint to Lead is our four-part series designed to enhance leadership capabilities across our organization, which will be launched in the next fiscal year. The program will equip leaders with essential skills to navigate today’s evolving workplace. Topics include fundamentals such as performance management and compensation, leading in a diverse environment, and multi-generational training.

We are introducing employee awards to our annual Recognition Night, a night celebrating employees’ long-term service with the company. These three new awards - Community Engagement, Innovation, and the Award of Excellence - aim to recognize employees who go above and beyond, achieve significant milestones, and exemplify our core values. An employee-led, cross-departmental Awards Panel reviews nominations to ensure a fair and objective process. Recipients will be celebrated at our annual Recognition Night, honouring their incredible contributions. Future plans include expanding upon these awards with additional categories.

## Our Work in Action

**ThriveWell at Tridel** - We launched a new wellness program, ThriveWell, with monthly themes focused on health and well-being. Working alongside our benefits providers, we promote resources and tools to employees and organized a series of events. One session included a healthy cooking demonstration with a registered dietitian who prepared heart-healthy meals, offered practical tips for incorporating nutritious ingredients and promoted small, sustainable changes for healthier lifestyles. ThriveWell reflects our commitment to fostering a culture of health and wellness, making resources accessible to a broader audience and laying the foundation for future initiatives to empower employees personally and professionally.

**Employee and Engagement Study** - At Tridel, fostering a purpose-driven culture has led to a strong sense of connection among employees, as reflected in this year’s engagement survey. Most employees would recommend Tridel as a great workplace, highlighting the trust and inclusivity we prioritize. Survey participation increased by 10% from last year, signalling greater involvement and a shared commitment to our future. While these results affirm our progress in building a supportive workplace, we remain committed to listening, acting on feedback, and continuously improving to ensure employees have the tools to succeed.



SCORE	ENGAGEMENT QUESTION
81	<b>Purpose</b> - The work that I do at Tridel is meaningful to me.
81	<b>Prioritization</b> - I know what I should be focusing on right now.
79	<b>Recommend</b> - I would recommend Tridel as a great place to work.

*Tridel thrives when we attract top talent, grow capabilities, inspire innovation, and align teams with a shared strategic vision to create lasting value for clients and communities.*

**Leanne Joffre**

Vice President, People and Culture



# HEALTH AND SAFETY

Prioritize the health and safety of employees and stakeholders in all work environments.

## Goals

- Achieve company-wide IHSA - Certificate of Recognition (COR®) accreditation.
- Ensure sites are gender inclusive.
- Translate safety training into additional languages.

## How We'll Get There

Tridel is on track to achieve company-wide IHSA Certificate of Recognition (COR®) accreditation. Following the completion of our internal audit, we are now preparing for IHSA's review process. Once reviewed, selected construction projects will undergo an external audit. Certification is anticipated in early 2025, reinforcing our dedication to workplace safety excellence.

Employee and tradespeople safety is paramount. We remain up-to-date with accreditation standards and, where possible, go above and beyond to ensure a safe and healthy place for people to work. Part of our approach also includes listening to our employees and understanding what would make their working experience better. For example, through consultation with our employees working on our construction sites who identify as women, we will explore additional ways to meet their needs. This includes ensuring dedicated washrooms with free feminine supplies are more conveniently located within the tower to maximize ease of access and safety.

Expanding on our previously achieved goal, with the use of a dedicated program, we will have all training translated into

additional languages (up to 30) to reflect the diversity of languages and cultures on our sites and provide live translation of training on site with the use of video and auditory technology.

## Our Work in Action

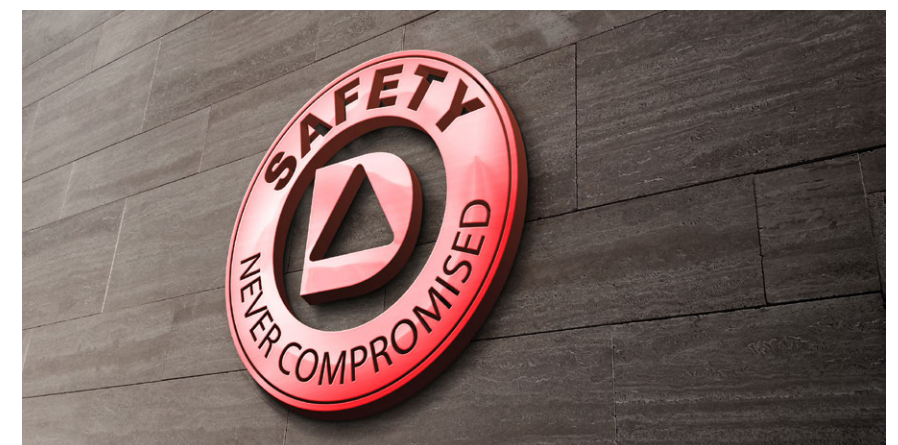
**Promoting Mental Health Awareness in the Workplace** - Tridel is committed to fostering a supportive work environment through mental health training for all on-site people managers. Currently, 98% have successfully completed the Mental Health in the Workplace program, bringing us closer to our goal of 100% completion. This initiative equips our leaders with tools to prioritize psychological safety on-site.

**Strengthening Safety Leadership in Construction** - Since 2014, we have donated brand-new defibrillators to all of our new sites and communities, accompanied by comprehensive training for the Construction and Safety teams through St. John Ambulance in collaboration with our Health and Safety Committee. Our commitment to safety has also earned us a nomination as one of Canada's Safest Construction Employers in 2024 by Canadian Health and Safety Magazine. Additionally, we've partnered with Emergency Service Providers to evolve their training methods for active construction sites. The first exercise occurred at Aqualuna in summer 2023, with further drills planned throughout the upcoming fiscal year. These efforts enhance preparedness and safety across our projects.

*We are proud to be recognized for our commitment to safety at Deltera. Understanding that it is our responsibility to maintain the highest standards - from tools and equipment to policies and training - is the key to ensuring everyone is safe.*

### Peter Meneguzzi

Executive Vice President,  
Construction



# HOMEOWNER AND RESIDENT WELL-BEING

Support the health and well-being of homeowners through engagement, activities, and amenities.

## Goal

Provide an Accessibility Features Package during design appointments for customers with accessibility needs.

## How We'll Get There

We are introducing enhanced accessibility features, such as curb-less showers and grab bar backing, as optional upgrades for future projects like Bayview Woods. These features reflect our dedication to creating inclusive, thoughtfully-designed communities.

To advance our commitment to accessibility for other communities, we will join the Urban Land Institute's Accelerating Accessibility Coalition. This collaboration with leading non-profits will help us learn of best practices in this space and enhance livability through innovative design solutions tailored to diverse needs.

Our teams are also expanding their expertise with certifications like the Rick Hansen Foundation Accessibility Certification. With

additional in-house expertise in Neuroaesthetics, Biophilic Design, and Adaptive Home Design, we aim to elevate accessibility beyond compliance, addressing both visible and invisible disabilities with care and innovation.

## Our Work in Action

**GoGreen** - This past fiscal year, we finalized our Go Green initiative, which will be piloted at design appointments for the Harbourwalk community. An important component of this initiative was establishing a comprehensive rating system for the materials in a homeowner's suite to help guide them when personalizing in-suite finishes. The 11 dimensions to evaluate the overall sustainability of the material include criteria such as whether it is sourced and manufactured locally, made from recycled content, and considers elements of health, like ultra-low or non-emitting materials, pollutant filtration, durability, and more.

We also consider whether the material already has third-party certification across other wellness standards.

Homeowners can easily recognize finishes that are better for them and the planet during appointments, as indicated by a rating marked on the material samples in our Design Studio.



*Offering personalization options ensures homeowners can design their homes with features that suit their needs and preferences. We extend this to the design of our communities as well, where accessibility features and sustainable design elements work in harmony to support diverse lifestyles, as well as the health and wellness of everyone living there.*

**Samson Fung**

Senior Vice President, Sales and Marketing





# LEADING A RESPONSIBLE BUSINESS

GOVERNANCE

# LEADING A RESPONSIBLE BUSINESS

Our Board of Directors and Executive Leadership team remain committed to fostering strong corporate governance by continuously refining policies and practices that align with evolving ESG trends and opportunities. An essential part of leading a responsible business is ensuring our ESG Leadership team communicates critical ESG-related concerns and potential risks to our company's highest governing bodies to be proactive in our response. As an industry leader, we prioritize responsible and transparent management to sustain stakeholder trust. Our key areas of focus include:

- REPORTING AND TRANSPARENCY
- ORGANIZATIONAL RESILIENCY

*Strong governance is the foundation of our success. By upholding transparency, accountability, and ethical leadership, we not only drive sustainable growth but also foster trust among our stakeholders. Our commitment to responsible decision-making ensures that we continue to create lasting value for our employees, customers, and communities*

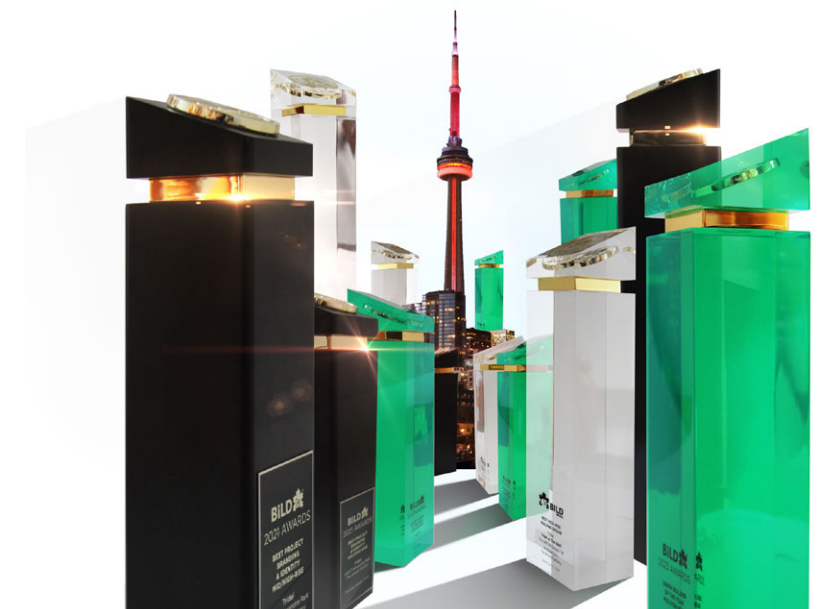
**Len Gigliotti**

Executive Vice President, Finance and Corporate Services



## DID YOU KNOW?

Tridel is one of Canada's most award-winning developers renowned for building innovative, high-quality condominium communities. With six Ontario Builder of the Year titles by the Building Industry and Land Development Association, and a flawless Tarion track record - zero chargeable conciliations in our history - Tridel sets the industry standard for excellence. A trusted leader for over 90 years, Tridel remains dedicated to quality, transparency, and customer satisfaction, earning the prestigious Ernest Assaly Award by Tarion for its lasting impact on home building.





# ACCOUNTABILITY

Prioritize resources necessary to meet our ESG Goals and reporting obligations.

## Goals

- Achieve 85% completion by Directors and above of ESG training.
- Complete a current state assessment to refresh our ESG materiality by fiscal year 2026.

## How We'll Get There

ESG training for this team can provide the knowledge and skills to drive sustainable practices throughout our organization by empowering them to make informed decisions, set ambitious targets, and effectively communicate the importance of ESG initiatives to employees and other stakeholders.

Regularly updating our materiality assessment is necessary to evaluate emerging risks and assess new opportunities in a rapidly evolving landscape. This will help us continue to integrate ESG considerations into decision-making processes, ensuring alignment with business goals and global sustainability objectives as they

progress. We plan to complete a current state assessment and update our materiality so our strategy remains relevant and impactful.

## Our Work in Action

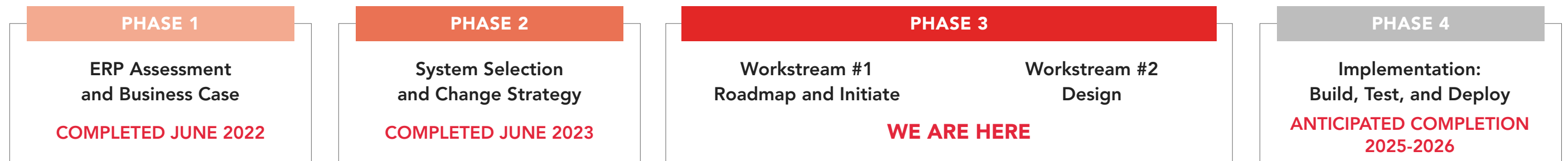
**Centralizing Sustainability Reporting** - Developing a centralized resource for sustainability-related metrics was a strategic initiative that streamlined our operational efficiency, enhanced data accuracy and consistency, and improved decision-making. Ultimately, this produces meaningful goal setting and progress tracking, and drives long-term value creation for the organization.

Our centralized resource includes: processes to gather data on carbon emissions, energy consumption, material consumption and waste diversion across the business; accounting standards to ensure consistency in measurement methods and units across all sustainability metrics; and verification processes to ensure data

accuracy and reliability. We plan to further develop this by incorporating tools for data visualization, trend analysis, and scenario modelling.

**Enterprise Resource Planning (ERP)** - To better systematize and streamline our operations and maintain the highest standards of quality across the business, we are in the process of implementing a new ERP. An initial discovery phase completed in 2022 highlighted areas for improvement across our organization. This past fiscal year, we completed a request-for-proposal process to select a vendor that will build out our solution based on a thorough market scan and our future state vision. As seen below, we are currently in the 'Blueprint Design Phase', and over the coming years, we'll implement the ERP with the opportunity to expand with custom features like automating climate reporting and procurement-activity tracking from social enterprises, diverse-owned, and local businesses.

## ERP PROJECT APPROACH



# RISK MANAGEMENT

Identifying, assessing, and managing material ESG risks to the organization.

## Goals

Establish guidelines for the use of artificial intelligence technologies by fiscal year 2026.

## How We'll Get There

Establishing well-defined guidelines for the use of artificial intelligence (AI) technologies is an important step in ensuring ethical and responsible usage. Our goal is to encourage safe adoption and use while safeguarding intellectual property and brand value. We aim to further enhance innovation and productivity and improve decision-making.

A team of diverse stakeholders will oversee governance and implementation. This team will develop the guidelines, monitor compliance, and update as needed. The team will also coordinate regular training, encourage cross-department collaboration, and report on progress. They will also establish a mechanism for employees to provide feedback on AI tools and suggest improvements.

## Our Work in Action

**Employee Awareness and Compliance** - The world of cybersecurity and innovation is evolving at an unprecedented pace, requiring us to remain flexible, agile, and adaptable in how our employees engage with and leverage new tools. In fiscal year 2024, our goal was to roll out an "Acceptable Use of Technology" policy to enhance employee awareness of key topics like social media, AI, and privacy.

Throughout the year, we reflected and collaborated with multiple stakeholders, including legal counsel, to amend and expand this policy in response to rapid changes in these areas. Additionally, as many of our service platforms and providers integrate AI capabilities, our IT Governance group has taken proactive steps to address potential sources of bias and ensure robust oversight.

Looking ahead, we are excited to roll out this amended policy, renamed "Company Technology Asset Protection and Employee Electronic Monitoring Policy." With this policy, we will train our employees and aim to achieve over 85% completion and compliance, empowering our employees with the knowledge and tools to navigate this dynamic landscape responsibly and effectively.

*Below: Our Information Technology team.*





# AUBERGE ON THE PARK

COMMUNITY SPOTLIGHT

# AUBERGE ON THE PARK

Auberge on the Park is a luxurious master-planned community developed by Tridel and Rowntree Enterprises, located at Leslie Street and Eglinton Avenue East in North York. The community consists of three condominium communities – Auberge on the Park, Auberge II on the Park, and Chateau Auberge on the Park - totalling 868 suites, with heights ranging from 29 to 45 storeys. It is nestled amidst extensive green spaces, offering residents access to numerous parks and trails. To promote resident health and well-being at home, each community features state-of-the-art amenities, including a spin room, yoga studio, and spas. It is near the future Eglinton Crosstown LRT and the City of Toronto Bike Share program, making it a residential community that blends accessible urban living with natural, beautiful surroundings.

## HEALTHY LIVING AND SUSTAINABLE SOLUTIONS

The three towers are registered with the certification goals of LEED® Gold and Toronto Green Standard Tier 2. The community prioritizes indoor air quality using low-VOC adhesives, sealants, paints, coatings, and flooring products. Additionally, the incorporation of native and drought-tolerant plantings, along with multiple green roof locations, enhances aesthetics and contributes to a healthier ecosystem, positively impacting the well-being of both residents and the broader community. Rainwater is collected for irrigation, eliminating the need for potable water use.

Alongside accessible public transit and bike sharing, Chateau incorporates an electric vehicle car share program, and the entire Auberge community includes 177 electric vehicle charging stations, further promoting low-carbon transportation and contributing to the reduction of carbon emissions.

High-efficiency mechanical equipment, including energy recovery ventilators (ERVs), delivers fresh air while recovering 70% of exhaust energy, reducing the energy needed for heating and cooling. A high-performance building envelope was implemented with thermally-sealed, double-glazed, low-emissivity-coated windows designed specifically to optimize energy performance and minimize heat loss. Additionally, sub-metering for utilities empowers residents to control their resource consumption, promoting awareness and an energy-efficient culture.

Over 80% of the construction waste generated when building Auberge on the Park was recycled, diverting it from landfills. 20% percent of building materials used in construction are either recycled or regionally sourced. Further, the green features incorporated at Auberge on the Park result in a 35% cost improvement when compared to a model reference building, based on the Model National Energy Code for Buildings (MNECB) guidelines.

*Below: Auberge on the Park.*



## BUILDING CONNECTIONS FOR RESIDENTS

We were thrilled to host two vibrant workshops in collaboration with a woman-owned business, Cheesebox Art. Over 40 residents gathered to learn a new skill, connect with their neighbours, and enjoy a creative and engaging experience. This initiative was a wonderful opportunity to foster community connections and celebrate the spirit of togetherness.



# APPENDICES

# APPENDIX GRI Content Index

Tridel has reported the information cited in this GRI content index for the period July 1, 2023 to June 30, 2024 with reference to the GRI Standards.

GRI Standard	Disclosure	Location
<b>GRI 2: GENERAL DISCLOSURES 2021</b>		
	2-1 Organizational details	About Tridel, page 5.
	2-2 Entities included in the organization's sustainability reporting	ESG Governance, page 8.
	2-3 Reporting period, frequency and contact point	ESG Governance, page 8. Back cover, page 47.
	2-4 Restatements of information	Appendix GHG Emissions, pages 43-44.
	2-5 External assurance	ESG Governance, page 8.
	2-7 Employees	In fiscal year 2024, Tridel employed the following (total employees): Full-time: 421 Full-time contract: 10 Part-time: 13 Part-time contract: 1 Part-time contract (student): 31
	2-9 Governance structure and composition	ESG Governance, page 8.
	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	ESG Governance, page 8.
	2-13 Delegation of responsibility for managing impacts	ESG Governance, page 8.
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance, page 8.
	2-15 Conflicts of interest	Processes identified in Tridel's Code of Business Conduct and Ethics.
	2-16 Communication of critical concerns	Leading a Responsible Business, page 32. Referenced in Tridel's Crisis Response Plan.
	2-17 Collective knowledge of the highest governance body	Accountability, page 33.
	2-22 Statement on sustainable development strategy	How We Approach ESG, page 6.
	2-23 Policy commitments	Included in our Built for Respect module, approved by our Executive Leadership team and developed for all employees to review annually during Compliance Month. Such policies are internal in nature and include: Code of Business Conduct & Ethics, the Occupational Health

GRI Standard	Disclosure	Location
<b>GRI 2: GENERAL DISCLOSURES 2021</b>		
	2-23 Policy commitments (cont'd)	and Safety Management Plan, Workplace Violence & Harassment Policy. The Code of Business Conduct & Ethics governs our business relationships in regards to the section on Fair dealings with Security Holders, Customers, Suppliers, and Competitors.
	2-24 Embedding policy commitments	Process is outlined in the Code of Business Conduct & Ethics
	2-25 Processes to remediate negative impacts	Processes identified in Tridel's Crisis Response Plan.
	2-26 Mechanisms for seeking advice and raising concerns	Processes identified in Tridels Code of Business Conduct and Ethics.
	2-28 Membership associations	BILD, RESCON, Canadian Green Building Council, ULI, Professional Engineers Ontario
	2-29 Approach to stakeholder engagement	Materiality, page 7. Community Engagement, page 22.
<b>GRI 3: MATERIAL TOPICS 2021</b>		
	3-1 Process to determine material topics	Materiality, page 7.
	3-2 List of material topics	Materiality, page 7.
	3-3 Management of material topics	Materiality, page 7.
<b>GRI 201: ECONOMIC PERFORMANCE</b>		
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Resilience, page 17.
<b>GRI 203: INDIRECT ECONOMIC IMPACTS 2016</b>		
	203-1 Infrastructure investments and services supported	About Tridel, page 5. Community Engagement, page 22.
	203-2 Significant indirect economic impacts	Community Economic Development, pages 23-24.
<b>GRI 204: PROCUREMENT PRACTICES 2016</b>		
	204-1 Proportion of spending on local suppliers	Community Economic Development, pages 23-24.
<b>GRI 302: ENERGY 2016</b>		
	302-1 Energy consumption within the organization	Energy Efficiency, page 16. Appendix Energy Consumption, page 45.
	302-2 Energy consumption outside of the organization	Energy Efficiency, page 16. Appendix Energy Consumption, page 45.
	302-5 Reductions in energy requirements of products and services	Energy Efficiency, page 16. Appendix Energy Consumption, page 45.

GRI Standard	Disclosure	Location
<b>GRI 305: EMISSIONS 2016</b>		
	305-1 Direct (Scope 1) GHG emissions	GHG Emissions, page 15. Appendix GHG Emissions, pages 43-44.
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions, page 15. Appendix GHG Emissions, pages 43-44.
	305-3 Other indirect (Scope 3) GHG emissions	GHG Emissions, page 15. Appendix GHG Emissions, pages 43-44.
	305-4 GHG emissions intensity	GHG Emissions, page 15. Appendix GHG Emissions, page 43-44.
	305-5 Reduction of GHG emissions	GHG Emissions, page 15. Technology and Innovation, page 18. Appendix GHG Emissions, pages 43-44.
<b>GRI 306: WASTE 2020</b>		
	306-4 Waste diverted from disposal	Waste Reduction, page 19. Appendix Waste Diversion, page 46.
<b>GRI 401: EMPLOYMENT 2016</b>		
	401-1 New employee hires and employee turnover	New hires: 57 (Male: 37; Female: 20) Age: Less than 30: 30 30-50: 20 50+: 7 Turnover: 15.5%
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018</b>		
	403-1 Occupational health and safety management system	In Deltera's Occupational Health and Safety Management Plan.
	403-2 Hazard identification, risk assessment, and incident investigation	In Deltera's Occupational Health and Safety Management Plan.
	403-3 Occupational health services	In Deltera's Occupational Health and Safety Management Plan.
	403-4 Worker participation, consultation, and communication on occupational health and safety	In Deltera's Occupational Health and Safety Management Plan.
	403-5 Worker training on occupational health and safety	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;



GRI Standard	Disclosure	Location
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018 (Continued)</b>		
	403-8 Workers covered by an occupational health and safety management system	<ul style="list-style-type: none"> <li>i. 2,700 and 100% 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;</li> <li>ii. 2,700 and 100% 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)</li> </ul>
	403-9 Work-related injuries	<p>For all employees:</p> <ul style="list-style-type: none"> <li>i. 0 fatalities as a result of work-related injury;</li> <li>ii. 0 high-consequence work-related injuries (excluding fatalities);</li> <li>iii. 0 recordable work-related injuries;</li> <li>iv. The main types of work-related injury: N/A</li> </ul> <p>For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> <li>i. 0 fatalities as a result of work-related injury;</li> <li>ii. 2 (rate: 0.074) high-consequence work-related injuries (excluding fatalities);</li> <li>iii. 2 (rate: 0.074) recordable work-related injuries;</li> <li>iv. The main types of work-related injury: sprain</li> <li>v. The number of hours worked: 5,400,000</li> </ul> <p>Additional information relevant to this disclosure can be found in Deltera’s Occupational Health and Safety Management Plan.</p>
<b>GRI 404: TRAINING AND EDUCATION 2016</b>		
	404-1 Average hours of training per year per employee	7.74 hours (includes on-site safety training and virtual learning through LinkedIn Learning)
	404-3 Percentage of employees receiving regular performance and career development reviews	89.6% (performance reviews are not conducted for part-time employees)
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>		
	405-2 Ratio of basic salary and remuneration of women to men	In <a href="#">Our ESG Journey</a> .
<b>GRI 413: LOCAL COMMUNITIES 2016</b>		
	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement, page 22. Community Economic Development, pages 23-24.
	413-2 Operations with significant actual and potential negative impacts on local communities	Community Economic Development, pages 23-24.

# APPENDIX TCFD Alignment

Tridel aims to advance TCFD reporting alignment per the Task Force’s recommendations. The table below highlights our progress made towards reporting against the recommended disclosures during the period of July 1, 2023 to June 30, 2024.

Recommendation	Disclosure	Description
<b>GOVERNANCE</b>		
	Describe the board’s oversight of climate-related risks and opportunities.	Oversight is provided by the Board of Directors, Executive Leadership 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.	
<b>STRATEGY</b>		
	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate Resilience, page 17.
	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Climate Resilience, page 17.
	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.
<b>RISK MANAGEMENT</b>		
	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.	
<b>METRICS AND TARGETS</b>		
	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Climate Resilience, page 17.
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	GHG Emissions, page 15.
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Our Goals, pages 10-12.

# APPENDIX GHG Emissions

Category	2022 - Baseline		2024	
	GHG Emissions (kg CO <sub>2</sub> e)	GHG Intensity (Kg CO <sub>2</sub> e/m <sup>2</sup> )	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>	41,854	7.37	58,188	10.24
SCOPE 2 <sup>(1)</sup>	3,105	0.55	3,030	0.53
SCOPE 3 <sup>(5)</sup>	133,799,946	1692	244,763,256	1,949
<b>Category 2<sup>(2)</sup>: Capital Goods</b>	<b>114,604,174</b>	<b>944</b>	<b>93,767,481</b>	<b>936.86</b>
Concrete	31,146,680	259.76	30,873,039	204.29
Rebar	11,661,000	120.65	15,782,158	126.53
Cladding	19,009,921	137	11,324,382	165.04
Mechanical	15,459,439	120.69	9,220,454	123.38
Electrical	8,256,100	56.83	633,518	61.99
Other	29,071,034.73	249.02	20,233,930	255.63
<b>Category 4<sup>(3)</sup>: Upstream Transport</b>	-	-	-	-
Concrete	-	-	-	-
Rebar	-	-	-	-
Cladding	-	-	-	-
Mechanical	-	-	-	-
Electrical	-	-	-	-
Other	-	-	-	-
<b>Category 5: Waste Generated in Operations</b>	<b>307,986</b>	<b>1.68</b>	<b>145,508</b>	<b>0.9</b>
<b>Category 6: Business Travel</b>	-	<sup>(6)</sup>	2,374	<sup>(6)</sup>
<b>Category 7<sup>(7)</sup>: Employee Commuting</b>	<b>724,983</b>	<sup>(6)</sup>	<b>1,095,348</b>	<sup>(6)</sup>
<b>Category 8<sup>(3)</sup>: Upstream Leased Assets</b>	-	-	-	-
<b>Category 11<sup>(4)</sup>: Use of Sold Goods</b>	<b>18,162,803</b>	<b>746.19</b>	<b>149,752,545<sup>(4)</sup></b>	<b>1011.21<sup>(4)</sup></b>
<b>TOTAL</b>	<b>137,318,252</b>	<b>1,700</b>	<b>244,824,475</b>	<b>1960</b>

# APPENDIX GHG Emissions

- (1) Our operational boundary includes part of the corporate 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) To quantify scope 3 emissions in this study, Categories 2 (excluding Concrete and Rebar) 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.
- (3) Categories 4 and 8 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 to Tridel.
- (4) Auberge 1 and 2 and The Well C, D, and E were the only buildings sold during the fiscal year. We accounted for their 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®.
- (5) Our Scope 3 Emissions have been updated to correct a formula error that resulted in them being higher than actual in our past ESG reports.
- (6) We have removed the intensity of business travel and employee commuting from all years as it was decided the units did not make sense for what was being measured. This results in lower Scope 3 intensities for 2022-2024.
- (7) To account for vacation, the number of weeks worked per year in the employee commuting formulas was reduced from 47 to 46. This results in lower Scope 3 emissions for 2022-2024.

*\*For 2023 data, review our 2023 ESG Report on **Social & Sustainable Impact** on [tridel.com](https://tridel.com).*

# APPENDIX Energy Consumption

Category	2022 - Baseline		2024	
	Energy Consumption (MJ)	Energy Intensity (MJ/m2)	Energy Consumption (MJ)	Energy Intensity (MJ/m2)
<b>DIRECT ENERGY USAGE <sup>(1)</sup></b>	4,631,689	815.44	4,714,871	830
Electricity	3,605,605	634.79	3,519,142	619.57
Gas	993,486	174.91	1,160,658	204.34
Renewable (Solar PV)	32,598	5.74	35,071	6.17
<b>INDIRECT ENERGY USAGE <sup>(1)</sup></b>	157,405,460	486.81	126,343,793	263
Electricity	34,998,637	108.24	28,266,912	50.53
Gas <sup>(2)</sup>	122,406,823	378.57	98,076,881	212.02
<b>TOTALS</b>	162,037,150	1,302	131,058,664	1,093

Category	Energy Consumption (MJ)	Energy Intensity (MJ/m2)	Energy Consumption (MJ)	Energy Intensity (MJ/m2)
<b>ENERGY CONSUMED THROUGH USE OF SOLD PRODUCTS <sup>(3)</sup></b>	989,200,780	40,640	5,491,861,158	37,083.87
Electricity	637,872,192	26,206	2,548,593,504	17,209.41
Gas	351,328,588	14,434	2,943,267,654	19,874.45

**(1)** This assumes that propane usage was negligible and only natural gas was used for heating.

**(2)** Auberge 1 and 2, and The Well C, D, and E were the only buildings sold during the fiscal year. We accounted for their 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®.

\*For 2023 data, review our 2023 ESG Report on [Social & Sustainable Impact](#) on [tridel.com](#).

# APPENDIX 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: Auberge on the Park Phase 1 and 2, Royal Bayview, MRKT, Westerly 1 and 2, Edenbridge, and Evermore (not all projects had created waste in fiscal year 2024).

	2022 Totals <sup>(1)</sup>	2024 Totals
DIVERTED WASTE [KG]	16,369,348	8,698,940
TOTAL WASTE [KG]	21,393,460	10,083,700
% DIVERTED	76.50%	86.27%
TOTAL WASTE INTENSITY [KG/M2]	43	62
TOTAL KGCO <sub>2</sub> E	307,986.13	145,507.79
INTENSITY (KGCO <sub>2</sub> E/M <sup>2</sup> )	1.68	0.90

(1) 2022 Waste data was changed due to improved data collection methods.

\*For 2023 data, review our 2023 ESG Report on [Social & Sustainable Impact](#) on [tridel.com](#).

The logo for DELTERA, featuring 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 right.The logo for TRIDEL, featuring a stylized white triangle icon to the left of the word "TRIDEL" in a bold, sans-serif font, with a registered trademark symbol (®) to the right. Below "TRIDEL" is the tagline "BUILT FOR LIFE" in a smaller, all-caps, sans-serif font.

If you have any questions about this report, contact [impact@tridel.com](mailto:impact@tridel.com).

*Cover photo: Aqualuna at Bayside by Hines and Tridel. This community is targeting LEED® Platinum certification.*

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