



A Better Experience.
A Better Home.
A Better Life.

2022 Sustainability Report



Report Purpose and Structure

This is our 3rd Annual Sustainability Report. In this report, we discuss our achievements in 2021 and our goals moving forward. In addition, with this report, we seek to cultivate continued engagement with all of our stakeholders on the complex issues surrounding sustainability and broader ESG practices for long-term value creation. All information provided in this report is for our fiscal year ended December 30, 2021, unless otherwise noted. Inquiries regarding our sustainability initiatives can be directed to investorrelations@nwhm.com.

Reporting Standards

We believe transparency and accountability are important components of sustainability reporting. Our reporting is aligned with the SASB framework for companies within the "Home Builders" industry, providing data consistency and decision-useful information.

Advisory Note

Certain matters discussed in this report, including any statements that are predictive in nature or concern future performance, or our future initiatives or actions and their expected results, are forward-looking statements and/or reflect aspirational goals. Forward-looking statements that are included in this Sustainability Report are generally accompanied by words such as "anticipate," "believe," "could," "estimate," "expect," "future," "goal," "guidance," "intend," "likely," "may," "might," "outlook," "plan," "potential," "predict," "project," "should," "strategy," "target," "will," "would," or other words that convey future events or outcomes. These statements are based on current expectations, hopes and projections about future events and are not guarantees of future performance. We do not have a specific policy or intent of updating or revising forward-looking statements. Actual events and results may differ materially from those expressed or forecasted in forward-looking or aspirational statements due to a number of factors, including, but not limited to: general economic and business conditions; government actions and regulations directed at or affecting the housing market, the homebuilding industry or construction activities; costs and/or charges arising from regulatory compliance requirements or from legal, arbitral or regulatory proceedings, investigations, claims or settlements, including injunctions, consent decrees or other voluntary or involuntary restrictions or adjustments to our business operations; consumer interest in our new-home communities and products; our ability to execute on our sustainability and other business plans or initiatives within the timeframes and at the cost, revenues or margins we expect; the pace, scale, trajectory and affordability of technologies that can generally address, or specifically enable us to address, climate change and any negative effects from it; an epidemic or pandemic (such as the outbreak and worldwide spread of COVID-19), and the measures that international, federal, state and local governments, agencies, law enforcement and/or health authorities implement to address it, which may (as with COVID-19) precipitate or exacerbate one or more of the above-mentioned and/or other risks; and other events outside of our control. In addition, the inclusion of information, or the manner in which it is described herein, in this report should not be construed as a characterization regarding the materiality or financial impact of that information.

We have included in this Sustainability Report metrics that are responsive to sustainability accounting standards promulgated by the Sustainability Accounting Standards Board (SASB) for companies within the "Home Builders" industry. We make no representation that all or any of such metrics are material, or the only metrics that are material, to an understanding of our business and performance. Further, certain data included in this Sustainability Report may (i) include management estimates and/or (ii) be based upon standards of measurement that we may revise or refine in the future as we continue to refine our data collection and reporting processes.

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Our Commitment to Building Better Lives Through Corporate Responsibility and Sustainability

NEW HOME is one of most awarded homebuilders in the United States. It was named 2019 Builder of the Year by Professional Builder and is a multi-year recipient of "The Eliant" for providing the Best Overall Customer Experience in North America in the Eliant Homebuyers' Choice Awards. NEW HOME has won hundreds of awards in the homebuilding industry for its design and planning excellence, dozens of "Community of the Year" awards, and was recognized five straight years for creating the best community or master plan in all the United States. For more information, visit NWHM.com.



A Letter from Our President & CEO

At The New Home Company, each of us share a strongly held belief that every new home is a new opportunity to build something better. We have consistently been recognized as a leading builder in customer experience and community design. While we are proud of this recognition, it's the daily feedback we receive from our homebuyers that keeps us accountable and provides us a clear understanding of how we can improve. Our goal is to exceed homeowner expectations by standing behind our commitments and staying flexible in how we operate. To that end, we believe building better lives extends to investing in a more sustainable future. As we move forward, we are focused on the actions we take to build a better future for our customers and the environment.

A more sustainable future includes building more energy-efficient homes. At NEW HOME, every home we build in California comes equipped with solar panels and we offer similar alternative energy solutions in our other markets as well. We use recycled materials in the construction of our homes when possible and install eco-friendly finishes such as Energy Star appliances, high efficiency HVAC systems and low flow toilets and shower heads. These upgrades and modifications are a big reason why our new-home offerings are much more energy efficient than the vast majority of homes found in the resale market. This saves our homeowners on utility bills while also reducing greenhouse gas (GHG) emissions.

We also believe that sustainability means making homeownership possible for a greater number of homebuyers. Over the past few years, we have transformed our focus from being predominantly a high-end builder, primarily based in California, to offer a more diversified portfolio of product offerings with a greater number of affordably priced homes. This is evidenced by the change of our average sales price moving from \$2 million in 2016 to \$646,000 in 2021.

At The New Home Company, we believe that PEOPLE matter. The strength of our homes is built upon a foundation of focused, energized, visionary and dedicated team members. We place considerable importance on team member equality and overall wellbeing. We encourage our employees to send feedback regarding their work-life experiences and to engage in two-way communication with their direct supervisors about any issues they may have. We also believe that diversity is something that should be celebrated, and we strive to be a company comprised of people from varying backgrounds and points of view. We value our team and seek to show our appreciation through initiatives like our Milestones program, which rewards employees for hitting various tenures at our company.

Our social responsibility also extends to the people outside of our organization, as we continue to support a number of charitable causes in the markets we serve. We are committed to fostering strong communities in the areas in which we build, and that means helping those in need. One of our primary beneficiaries has been the Interval House, a crisis shelter that provides a full range of services to victims of domestic abuse, for which we have raised over \$3 million to date. Other charitable causes that we have donated money and resources to include HomeAid, City of Hope and The American Cancer Society. We are passionate about making the world a better place through the homes we build, and this passion extends to leveraging our time and resources to help the less fortunate in our communities.

Building quality homes for our customers and generating strong returns are top priorities for our company, but we want to make sure we achieve those goals in the right way. By adapting to the world around us, and by setting high standards when it comes to ESG matters, we know that our positive impact on the world can extend beyond building great homes. The New Home Company is committed to being a responsible steward of both our human and environmental resources, and we look forward to building on that promise in the future.

Matthew R. Zaist
President & Chief Executive Officer
The New Home Company

New Home Company At-A-Glance

The New Home Company (NEW HOME) is a new generation homebuilder focused on the design, construction and sale of innovative and consumer-driven homes in major metropolitan areas within select growth markets in California, Arizona, Colorado and Oregon. In September of 2021, NEW HOME was acquired by funds managed by affiliates of Apollo Global Management, Inc. (NYSE: APO).




FOUNDED
2009



758 HOMES
DELIVERED IN 2021




TOTAL ACTIVE SELLING COMMUNITIES AT END OF 2021 **19**

HEADQUARTERED IN IRVINE, CALIFORNIA

AVERAGE COMMUNITIES BY PRODUCT TYPE

56%	25%	19%
ENTRY LEVEL	1ST MOVE-UP	OTHER

The New Home Company Credo

Most Recognized Builder in Customer Experience



- Eliant Homebuyer Survey Company has rated NEW HOME in the top two of overall homebuyer satisfaction for the past nine years, as well as recognized The New Home Company as America's top builder in five of the last nine years.
- We provide a highly curated, personalized and safe customer journey from start to finish – a journey that each NWHM team member impacts. We are nationally recognized by Eliant as the homebuilding industry's leader in homeowner experience for all buyers of every background.

Choice. Making our Home Yours



- Personalization at every price point.
- We demonstrate what we offer, we only showcase options and upgrades that are available to purchase.
- Our design studios are staffed with design professionals that provide services from personal appointments to pre-designed interior schemes, making interior selections fun and efficient.

Leading Design



- We partner with the nation's leading architects and design firms.
- Award-winning record as proven by over 300 awards in past eight years.
- We have been honored with more than 25 Community of the Year awards.
- Recognized as the nation's Best Neighborhood Community and/or Master Plan Community for five consecutive years.
- Design solutions that highlight flexible live/work solutions as well as multi-gen living.

Best in Class Quality



- We consistently exceed industry construction practices and standards.
- We incorporate state-of-the-art products with an emphasis on clean air, water and safety.
- EVO Home Tech, our comprehensive approach to adapting today's new homes with modern digital design for increased connectivity and customization.
- Drive one of our older neighborhoods and then drive a competitor's neighborhood one year after they finish construction, we welcome the comparison.

Giving Back



- We give back to the communities we build and serve. The New Home Company was founded on an important pillar: to leave the places where we build better off than when we arrived.
- We are deeply involved in supporting the communities where we build, from local sponsorships and supporting the less fortunate to improving schools and partnering with local businesses, as well as ensuring the opportunities for home purchase are extended to every group in America.

[BuildaBetterLife.com](https://www.buildabetterlife.com)

Build a Better Life

All of us are looking to build a better life. A life filled with everything and everyone that matters most. And a place to call home that brings it all together in the best possible ways. We understand how important your home is to you. It means a lot to us too. Our homes are an expression of the knowledge we have about how people want to live. For us they are individual works of art for the world to see and enjoy. This is our legacy.

We hold ourselves to a higher standard. We demand more from ourselves. Our recognition as the nation's most awarded builder for customer satisfaction matters deeply to us. We care about our homebuyer's experience, how their home looks, feels and lives. Why a particular piece of land was chosen. We care about the relationships with our craftsmen, our lenders, our neighbors. And we expect from them what we expect from ourselves – a belief that this process is as much about building a better life as it is about building a better home.

We've spent over decade building homes, became a publicly traded company (NYSE: NWHM) in 2014 to help fuel our growth while remaining committed to our roots, and were acquired by funds managed by affiliates of Apollo Global Management Inc. in September of 2021. Homebuilding gives us a profound sense of fulfillment as we strive every day to provide better environments, contribute to better schools, support communities with a sense of social consciousness – all with a level of integrity, respect, and compassion for the world in which we live. Each of us here at The New Home Company share in a strongly held belief that every new home is a new opportunity to build something better. A better experience. A better home. A better life.





Environmental



Sustainable Advocacy

Sustainable Building Measures

Our homes are built with the following in order to uphold sustainability standards:



All Homes

- Our debris are recycled with material certificates
- Our floor sheathing, floor joist & beams are made of recycled wood
- Window glazing efficiency
- All Energy Star® appliances
- High Efficiency Low NOx furnaces
- High efficiency HVAC systems
- All LED lighting
- Low flow toilets
- Low flow shower heads
- Low VOC paint
- Air sealing practices at all openings (doors, windows quick flash penetrations)
- Technology features added (Cat-6A wiring, WAP, Ring, Door lock, etc.)



Many Homes

- All-electric powered
- Solar power offered as standard
- LP techshield radiant barriers
- Occupancy light sensors on all inhabitable rooms
- Drought-resistant Landscaping

Sustainability and Environmental Responsibility

Homebuilding impacts the environment in a variety of ways, including through the use of water, gas and electricity, transportation of building materials, and the increase in density by constructing homes in areas that were previously undeveloped. However, our new homes utilize innovative technologies and systems to vastly improve the energy and water efficiency of our homes compared to resale homes. For example, beginning with all building permits issued after January 1, 2020, all such homes in California are equipped with a solar electric system. We believe that the standards for new home construction mitigate impacts to the environment by increasing home energy efficiency and reducing the impact of construction on the environment (such as limiting discharge of storm water and impacts to wetlands), all while addressing the serious need for housing in this country.



Increasing Affordability For Homewoners

As our company has matured, the entry-level homebuying segment has become increasingly more meaningful to our operations. The homes we build address the need in our markets to create additional housing that is attainable at median-income levels.



Lowering Total Cost of Homeownership

Energy- and water-efficient homes lead to lower operating costs than typical resale homes, making sustainability more affordable.



Reducing GHG Emissions

We prioritize GHG reduction through energy- and water-efficient products as a business strategy for longterm value creation for our stakeholders.



Designing Healthier Homes

Designing healthier homes is a key element of our sustainability platform, including use of low-VOC paint with less chemicals, smart thermostat technology to regulate temperature and handsfree faucet options to avoid germs, addressing the growing number of homebuyers who prioritize homes that can promote the health of their residents as well as the environment.



Promoting Water Conservation

We actively address this growing imperative for homebuyers, local communities and local governments. We provide water saving features in our homes that reduce our customers' water bills and may help to mitigate strain on local communities.



Incorporating Sustainability Technology for Increased Comfort

Many of the sustainability technologies we build into our homes have the added benefit of offering our homeowners more comfort and personal efficiency, along with cutting-edge and user-friendly smart home interfaces.



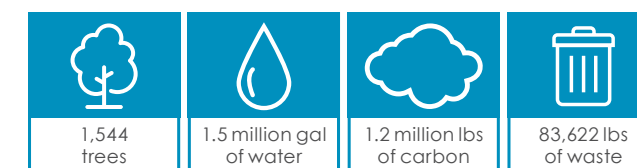
Becoming the Employer of Choice

We seek to be an employer of choice for premier talent in the homebuilding industry and beyond by creating a culture of excellence and a socially and economically sustainable and safe work environment that supports inclusion, equity and meaningful work.

In-Office Sustainability Measures

According to FLOWATER, 53,132 bottles of water have been saved from the landfill by using FLOWATER in Corporate Office.

According to DocuSign, from 2015 to 2022, The New Home Company has saved an estimated 14 million sheets of paper, 1,544 trees, 1.5 million gallons of water, 83,622 pounds of waste, and 1.2 million pounds of carbon dioxide. To learn more about how DocuSign estimates environmental impact based on reduced paper usage, see "<https://c.environmentalpaper.org/>" Paper Calculator 4.0 | Environmental Paper Network. This website is a third-party website and we do not represent that third-party sites or statements are complete or accurate.



Office efforts from the division offices in Southern California, Northern California, and Arizona have further included the recycling of paper, cans, bottles, cardboard, and batteries.

Sustainability Journey

- New Home Company Goes Public
- OC Register Top Workplace
- OC Business Journal Best Places to Work
- First Female Board Members Added

2014

- OC Register Top Workplace
- OC Business Journal Best Places to Work
- San Francisco Times Best Places to Work

2016

- Canyon View in Rocklin Named Community of the Year at MAME
- Won Award for Cannery Best Overall Master plan featuring an Urban Farm
- Promontory in San Diego Named Community of the Year at ICON

2018

- Established New Home's Credo
- First Sustainability Report Published
- Russell Ranch in Folsom Named Community of the Year at MAME
- Nuvo Artisan in Natomas Named Attached Community of the Year at MAME

2020

- Arizona Central Top Workplace
- United States Top Workplaces USA
- Added First Female Diverse Board Member
- Orange County Top Workplace

2022

- Established the Guiding Principles
- Expansion to Arizona
- OC Register Top Workplace
- OC Business Journal Best Places to Work
- Sacramento Business Journal Best Places to Work

2015

- Established the Diversity & Inclusion Council
- OC Business Journal Best Places to Work
- Sacramento Business Journal Best Places to Work
- McKinley Village in Sacramento Named Community of the Year at MAME

2017

- Orange County Register Top Workplace
- Introduced ESG Board Oversight as part of the Nominating and Corporate Governance Committee Charter

2019

- Acquisition of Epic Homes in Colorado (February)
- Acquisition of The New Home Company by Apollo Global Management (September)
- Orange County Register Top Workplace
- Added First Diverse Board Member

2021

2021 Sustainability Goals Achieved By-The-Numbers

ENERGY EFFICIENCY

49
Average HERS Index energy performance score by the end of 2021, compared to a new-home average HERS Index score of 58 and resale average HERS Index score of 130

203
ENERGY STAR certified new homes built in 2021

\$1.26M
Estimated cumulative utility bill savings in 2021

343
Homes delivered with solar photovoltaic (PV) systems as an electronic energy

4.66
Megawatts of solar power installed, producing an estimated 21,280 total kilowatt hours of renewable energy annually

WATER CONSERVATION

7,145
WaterSense labeled fixtures installed in 2021

11.7
Million gallons of water saved in 2021 from fixtures

WASTE REDUCTION

14
Million sheets of paper saved from 2015–2022 through digital transformation

83,622
Pounds of waste saved from 2015-2022 through digital transformation

100%
Communities incorporating recycling into their standard on site processes

COMMUNITY DEVELOPMENT

13
Lots in compact developments in 2021

8
Infill/redevelopment communities nationwide in 2021

500+
Homes delivered at such communities in 2021

KEEPING HOMEOWNERSHIP ATTAINABLE

8,700+
Total new homes delivered since 2009*

423
Entry-level buyers in 2021

189
First move-up buyers in 2021

19
Of New Home communities offered 2000 sq.-ft. plans or less

11
Of New Home communities offered 1,500 sq.-ft. plans or less

CUSTOMER SATISFACTION

#1
Homebuilder based on Eliant

93.8%
Overall customer satisfaction rating in 2021

94.1%
Would recommend New Home home to a friend

EMPLOYEES AND PARTNERS

231
Full-time employees as of Decemeber 31, 2021

100%
Of employees and trade partners required to wear protective equipment at construction sites

100%
Of employees covered by our Ethics Policy

100%
Of employees are required to complete anti-harassment and anti-discrimination training

*includes deliveries from fee building and joint ventures



Reducing Carbon Emissions

We can reduce GHG emissions by building more energy efficient homes. Our benchmark to achieve greater energy efficiency and establish our homes' Scope 3 carbon emission reduction targets is RESNET's HERS Index. The HERS Index is the standard by which a home's energy efficiency is measured using an easy-to-understand scale: the lower the number, the more energy-efficient the home and the fewer GHG emissions it generates over its lifetime. According to RESNET, each point reduction in HERS score equates to a 1% improvement in energy efficiency, potentially reducing GHG emissions by an average of 0.1 metric tons.

49

New Home has a national average HERS score of 49 compared to average resale home score of 130



Renewable Solar Energy

In partnership with SunPower, The New Home Company's Eureka Grove Community, located in Granite Bay, California, become our first community to include as a standard feature in every home a SunPower Equinox solar system, SunVault Energy Storage and Electric Vehicle charging. These innovative features give our homebuyers peace of mind in knowing they can power their essential loads in the event of grid outage, while increasing their monthly energy savings by discharging stored energy during high-priced peak rate periods. The solar, storage and EV charging systems are all smart home connected devices with powerful apps that give our customers the ability to take control of their energy use and reduce their reliance on the utility.

1,208

Total solar homes delivered

296

Built in 2021

4.66

Cumulative megawatts of solar power installed

4.09

Million estimated kilowatt hours of renewable energy produced in 2021 by our solar homes

Water Conservation is Essential

Water conservation has been a critical issue for housing, and one that does not get enough attention. Building water conservation into our homes reduces use of a precious natural resource, saves our homeowners on utility costs and helps to mitigate drought conditions and the load on aging infrastructure. WaterSense and other water conservation efforts that we undertake help address this infrastructure challenge and can provide us with a compelling differentiator for local municipalities when they are evaluating our proposed new development projects.

Leading The Way for Water Conservation with EPA's WaterSense Labeled Products

According to the EPA, WaterSense labeled products use at least 20% percent less water compared to products that are not labeled. To date, we have installed over 7,145 WaterSense labeled fixtures, collectively helping to save over 11 million gallons of water per year.

The Next Wave of Water Efficiency and Measurements

Recently, we began offering fixtures that can yield additional water savings without impacting performance.

- Moen®'s Nebia Quattro 1.5 gpm (user-adjustable to 1.2 gpm) showerhead has a unique design that allows users to save water without sacrificing the experience. It uses up to 50% less water compared to a typical 2.5 gpm showerhead.
- Kohler®'s Highline® 1.0 gpf toilet can save up to 2,100 gallons of water annually, compared to a typical 1.28 gpf toilet.

MISSION MOEN.

**CONGRATULATIONS
NEW HOME COMPANY**

2021 WATER SAVINGS FROM USING MOEN® WATER FIXTURES

11.7M GALLONS OF WATER SAVED = 613 SWIMMING POOLS = 323,757 BATHTUBS

BASED ON BUILDER ANNUAL CLOSINGS, EACH HOME BUILT WITH 3 BATHS, BATH LAVS FLOW RATE OF 1.20 GPM, SHOWERHEADS FLOW RATE OF 1.75GPM, KITCHEN FLOW RATE OF 1.50 GPM, SWIMMING POOL AVERAGE 19,000 GALLONS, BATHTUB AVERAGE 34 GALLONS

MISSION MOEN.

**CONGRATULATIONS
NEW HOME COMPANY**

2021 POUNDS OF OCEAN RECYCLED PLASTIC USED FROM INSTALLING MOEN® FIXTURES

134 LBS OCEAN RECYCLED PLASTIC USED = 15,169 PLASTIC STRAWS = 6,560 PLASTIC WATER BOTTLES

BASED ON BUILDER ANNUAL CLOSINGS, EACH HOME USING THREE MOEN POSI-TEMP VALVES, EACH VALVE CONTAINING .066 LBS OF OCEAN RECYCLED PLASTIC, AVERAGE WEIGHT OF A PLASTIC STRAW EQUALS 0.00881848, AVERAGE WEIGHT OF A PLASTIC BOTTLE EQUALS 0.020392735



Healthier Indoor Environments

We believe wellness starts at home, and it's in our homes where we can make the biggest changes to improve our overall well-being. Every New Home home is designed and built with quality construction techniques and features that support wellness and deliver a broad set of health-related benefits compared to typical resale homes without these features, including:

Healthier Building Materials & Construction

- Low-to-zero volatile organic compounds (VOC) materials, paints, stains and adhesives reduce the amount of potentially harmful VOCs in each home we build. We only use EPA-qualified low VOC paints, glues, varnishes, and other materials.

- Mechanical ventilation systems actively circulate fresh air using ducts and fans rather than relying on airflow through small holes or cracks in a home's walls, roof, or windows. Additionally, mechanical ventilation minimizes the indoor buildup of moisture, odors, and other pollutants.
- Spray foam insulation is a health-promoting barrier since it tightly seals interior and exterior walls which reduces space for potential external pests, mold, airborne pollutants and allergens to get into the home.

Promoting Better Indoor Air Quality

- MERV-13 Air Filtration is one of the highest commercial-grade air filtration standards designed to remove smaller particles that can reduce or eliminate a variety of air allergens including dust, lint, pollen, mold and even some bacteria and viruses.
- Carbon monoxide and smoke detector devices in all new homes to alert homeowners if there are dangers related to carbon monoxide and smoke associated with the indoor air quality.

Elevated Level of Comfort

All New Home homes include a high-efficiency heating and cooling system designed to provide better comfort in every room through every season. We also feature smart thermostats, which can learn homeowner patterns and help save money on electric bills each year without impacting comfort.

Reduced Spread of Germs

Upgrades like Moen touchless faucets, our Brilliant Smart Home System with voice-activated light switches, and GE® smart appliances help reduce the spread of germs through minimizing the need to touch frequently touched surfaces.



Building Tomorrow's Homes Today

EVO Home Tech is about updating today's new homes with tomorrow's ideas. New homes with modern digital design for increased connectivity, customization and wellness. Advanced home integration systems that allow us to centralize and control everything from utilities, security and entertainment for increased convenience and cost savings. Features such as smart light controls and thermostats not only allow for more convenient control of energy consumption but promote increased sustainability. The possibilities are endless.



White Glove Orientation



Keyless Entry Door Lock



Whole Home Wi-Fi



Wi-Fi Garage Door Opener



Brilliant Smart Home System



Wi-Fi Thermostat



Video Doorbell

Home Construction & Environmental Impacts: Energy Efficiency and Water Conservation



MORE EFFICIENT ENERGY MANAGEMENT

Many of our homes include the next evolution of EVO Home Tech digital integration and LIVE WELL features to support increased energy efficiency. Connect your utilities, security and entertainment for increased convenience and conservation. Answer your video doorbell from the living room or the conference room. Turn on and off speakers, faucets and showers with voice activated commands. Customize and monitor smart appliances, thermostat, lighting and blinds with your mobile device. In addition, many of our homes include energy efficient appliances, LED lighting, tankless water heaters and drought resistant landscaping.

Live Well

- Tankless Water Heater with Integral Hot Water Recirculating Pump
- Solar Panel Lease
- SolaTube Ventilation
- Bathroom Occupancy Sensors
- LED Lighting
- Insulated Exterior Walls
- Dual Pane, Low-E Vinyl Windows
- MERV 13 Air Filters

Smart Home Tech

- White Glove Orientation
- Brilliant Smart Home System
- Wi-Fi Thermostat
- Video Doorbell
- Keyless Entry Door Lock
- Whole-Home Wi-Fi
- Wifi Garage Door Opener

Home HQ

- CAT 6 Wiring
- Flat Screen TV Outlet and Conduit Great Room

All In Design

- Curated Designer Features

Master Chef

- Stainless Steel Appliance Package including:
 - Stainless Steel Single Bowl Kitchen Sink
 - Moen Pulldown Faucet in Chrome
 - Quartz Countertops and Backsplash
 - European Frameless Shaker Style Cabinets in White Thermofoil

Home Oasis

- Moen Faucets in Chrome
- Undermount Sinks
- Cultured Marble Countertops

Quality Construction and Workplace Safety

We strive to build homes and communities that our customers are proud to own and our employees are proud to create and stand behind. Each of our homes reflects dedication to consistent product quality improvement, workplace safety and customer satisfaction.

Quality Construction Practices

The third-party construction quality assurance partner that we use assesses up to 800 checkpoints per home related to occupant comfort, indoor air quality, waterproofing, and building durability. Inspections are plan- and elevation-specific to ensure thorough and consistent analysis.

Workplace Safety

Safety is a priority for our employees, our homebuyers and our independent contractors. In addition to our independent contractors' internal safety compliance programs, we conduct site meetings and inspections across key aspects of jobsite safety, including safety documentation, personal protective equipment, scaffolding and ladders, fall protection, trenching and excavation, hazard assessment protocol, first aid and emergency plans, electrical safety and material safety. Our practices include:

- Management review and update of our field safety manual
- A designated safety representative at each local operating division and at home office
- On-site construction managers who have completed OSHA training and conduct at least one weekly safety inspection of the sites for which they are responsible
- Bi-weekly construction manager meetings with management that include safety protocol reminders and discussions
- A quarterly safety inspection completed by each local operating division's head of operations and a company-wide safety representative

- Site safety inspections performed by third-party companies up to three times per month per jobsite
- Regular employee training and collaboration to ensure they remain important components of our quality and safety program
- Use of high-quality trade partners that are familiar with our policies and history of safe practices

Warranty Program

- Long after our customers move in, we provide peace of mind with our extensive warranty programs. We offer one-year fit and finish coverage and up to ten years on systems and structural components.

QUALITY CONSTRUCTION PRACTICES

Our construction operations are overseen by a National Senior Vice President of Homebuilding Operations in charge of product improvement, construction best practices, and construction quality analysis. In addition, we have a Product Operations Manager who works directly with consultants and construction teams to ensure clear plans and specifications as well as a third-party plan review team that checks for missing or contradicting plan details.

Every quarter the Division Presidents and operations heads meet with home office to review and discuss long-term construction quality at closed-out projects to determine if any changes should be made to ongoing building practices to improve quality and design.

All Regions score over **95%** in trade compliance through all stages of construction

JOBSITE SAFETY REVIEWS

In addition to regular visits by company management, each site is visited twice per month by our dedicated safety partner and rated based on safety metrics. Sites are also visited monthly by safety consultants from Alliant Insurance Services for additional inspections of potential jobsite hazards.

All regions consistently score above

97%

on jobsite safety metrics



e-Waste Diversion Practices

The New Home Company has a companywide e-waste program to ensure that e-waste in all offices is collected and appropriately disposed. When electronic items in working condition are no longer wanted, these items are erased, evaluated, and repurposed. All non-working electronics are delivered to approved e-waste recyclers for destruction after Company data has been removed.

SPOTLIGHT

Jobsite Pollution Prevention Practices

Our jobsite management practices include Stormwater Pollution Prevention Plans (SWPPP) at each community. These mitigation efforts include dedicated concrete washouts, paint washouts, silt fencing, and inlet drain protection to prevent runoff into nearby waterways, which also keep debris out of the streets and off neighboring properties.



Partnerships in Homebuilding & Supply Chain Management

Healthier Indoor Environments



Energy-Efficient Solutions



Water-Saving Solutions



Carbon Emissions Reductions



Recycling and Material Conservation



Responsible Sourcing and Manufacturing



Supply Chain Management and Sourcing

Our vendor and trade management process is overseen by our corporate Vice President of National Purchasing, as well as purchasing leaders in each of our local divisions. Through a competitive bidding and due diligence process, our purchasing teams look for suppliers that provide high quality materials on a consistent, scalable basis to meet our strategic goals and customer expectations.

We partner with premier suppliers to procure high-quality building materials, with an emphasis on product quality and consumer preference. We leverage our industry-leading scale and strong supplier relationships to achieve cost savings, product availability guarantees, and other exclusive benefits for our homebuyers.

All our trade partners have a signed Master Contractor Agreement (MCA) or Master Supplier Agreement (MSA) prior to bidding any work for

New Home Company. The MCA is used when contracting labor only or turnkey (labor and materials) work. The MSA is used when a vendor provides materials only. In response to broad-based material shortages related to the COVID-19 pandemic, we have worked closely with our vendors and trade partners to ensure continued product availability and reliable delivery timelines. Additionally, our construction and purchasing teams have implemented enhanced scheduling processes, rationalized our product offerings, and streamlined our construction operations to better navigate the supply constraints facing our industry.

Many of our national and regional suppliers have established robust ESG reporting practices and integrate sustainability into their operations.





Land Usage and Ecological Impacts

SITE SELECTION

We recognize that land is a finite resource and it is our duty to design and develop land responsibly into communities. Environmental considerations are a priority alongside financial and operational targets in connection with our site selection, site design and development activities.

Governed by our land committee operating procedures, our land acquisition process requires all land deals to undergo a rigorous land committee approval process. When evaluating any land acquisition opportunity, our decision is based upon a variety of strategic factors, including:

- Financial feasibility of the proposed project
- Market Segment
- Ecological impact studies and considerations as well as environmental remediation plans
- Affordability and socioeconomic trends of the community
- Legal and regulatory diligence

ENVIRONMENTAL ASSESSMENT

At New Home, environmental considerations are very important in our land acquisition strategy. In addition to abiding by all local, state and federal laws and environmental regulations related to land use and protected lands, we consult with local biologists, government entities and research organizations where applicable to ensure the analysis and recommendations of environmental subject matter experts are incorporated into site selection and design processes.

We utilize the following assessments to evaluate ecological and environmental impacts on every land deal and when applicable, execute any appropriate remediation plans:

Phase 1

Conduct a Phase I Environmental Site Assessment to investigate potential land-related environmental risks and identify Recognized Environmental Conditions (RECs). If RECs are present, we conduct a Phase II Environmental Site Assessment and take all necessary remediation actions in accordance with federal, state and local laws, regulations and requirements.

Flood Plain Review

Review water stress and flood zone conditions of the land, and take all necessary remedial actions in accordance with the Federal Emergency Management Agency regulations. If during surveying we identify that any of our lots are located in a 100-year floodplain, we will remediate and rezone the land appropriately in order to obtain a Letter of Map Revision. Where possible, we also utilize certain flooding areas for open spaces like ponds.

Biological Conditions

Study the local biological conditions, such as wetlands and native and/or endangered flora and fauna with the goal of promoting biodiversity and preserving wildlife corridors. We often re-home or relocate plants and animals impacted by our development and will typically only improve land during seasons that do not harm the natural habitation schedules of protected species.

Ground & Wastewater Management

During the land development and construction process, our Storm Water Pollution Prevention Program (SWPPP) provides ongoing management and oversight of storm water compliance in all our markets to reduce runoff and pollution problems and to evaluate the approaches and techniques for better drainage while sustaining the community's natural beauty. We spend additional dollars on every job site to reduce dust in the air as we develop the land.

SUSTAINABLE SITE DESIGN & DEVELOPMENT

Our land design and development process incorporates site planning and engineering that preserves natural resources and provides road, sewer, water, utilities and drainage as well as landscaping improvements, recreation amenities and other improvements and refinements that enhance the livability of our communities. Coupling sustainability and biodiversity conservation in our site design, we are focused on maintaining the existing native ecology and managing stormwater onsite appropriately during and after construction to ensure communities are ecologically resilient. We endeavor not to disturb native species and waterways, and incorporate them instead into the preserved open spaces within our communities.

In addition to designing our lots around heritage trees, we encourage and promote sustainable landscaping for common areas, yards and recreational amenity designs. We use zeroscaping, or the use of low-water landscaping, and xeriscaping, or drought-tolerant landscape designs that use native trees and plants, to minimize or eliminate the need for irrigation. These designs benefit the community by encouraging water preservation, reducing the community's environmental footprint and impact, lowering water bills and reducing the impact on local ecosystems and wildlife habitats.



SPOTLIGHT The Cannery in Davis, CA

Viewed as a model of innovative design and sustainable living with a plan that was the first of its scale in Davis in more than 20 years, The Cannery includes approximately 547 for-sale homes and affordable apartments with energy efficient and Livable Design™ features built into every residence. The community features a 15-acre mixed-use area and an approximately 7.4-acre urban farm. As California's first farm-to-table new-home community, The Cannery was envisioned to provide the residents, nearby restaurants, and local neighbors with fresh seasonal produce. The Cannery Farm opened as a state-of-the-art example of sustainable urban farming and as an agri-classroom for students and beginning farmers.

In addition to the array of homes offered in the neighborhood, The Cannery was designed with alternative modes of transportation in mind. NEW HOME integrated design components that prioritize pedestrians, bicycles, electric vehicles, and public transportation. A transit station in the southern portion of The Cannery was designed as an outdoor gathering space with easy access to the neighborhood's retail experience, featuring covered bicycle parking and dedicated places to use and charge personal electronic devices.

In addition, NEW HOME dedicated substantial funds to the City of Davis for community enhancements that include safe transportation, parks and the city's bicycle and trail system.



Sustainable Features:

- 7.4-acre urban farm generating seasonal produce for residents of The Cannery, nearby restaurants, and neighbors in the region.
- A newly built, working barn with a kitchen, cold storage unit, produce washing station, dry storage area and office for managers overseeing the farm's operations.
- Roadways built with recycled materials – After demolishing concrete foundations left behind by Hunt-Wesson, The New Home Company recycled approximately 70,000 tons of the concrete in building The Cannery's roadways.
- The Ranch House Recreation Center – The Cannery's social center, with game room, kitchen, and outdoor pool and firepits, features a 14.2-kilowatt solar system that makes it net-zero electric.
- The Farm House Welcome Center – The community welcome center and event space will be deeded to the City of Davis and features a solar system.
- Sustainable Homes – The Cannery includes a wide range of homes, from condos and row houses to single-family detached residences, all built for energy efficiency. Each single-family home was built with a 1.5-kilowatt photovoltaic system, with optional upgrades for even more solar power.
- The homes were built to be retrofitted to become net-zero electric and/or net-zero energy.
- Every home's garage includes dedicated space for bikes and was pre-wired for electric-vehicle charging.
- The Cannery's public lighting consists of LED lights that run on solar power, produced in part by the 23-kilowatt system in the community's main park.

Key Awards:

- Sustainable Real Estate Project of the Year – Sacramento Business Journal
- Master-Planned Community of the Year in the United States – The Nationals
- Master-Planned Community of the Year in the Western Hemisphere – Gold Nugget Awards
- Northern California Master-Planned Community of the Year – MAME Awards

Communities that Sustain Biodiversity

At New Home, we strive to align our land purchase process to be consistent with our commitment to provide customers with a sustainable home at an affordable cost. New Home builds across the country in geographically diverse areas and we want to continue building in an environmentally sensitive manner wherever we build. As such, our land purchase policy goes beyond environmental protection and includes considerations for community enhancements. Our decision-making process for land purchase approvals includes an evaluation of past use, environmentally sensitive sites, potentially sensitive wildlife habitats, community green spaces, storm water mitigation needs, culturally sensitive sites, and neighborhood amenities and features. We take these extensive measures as we recognize that we are not just building a home; we are building a community.

In the evaluation of a land acquisition, our priorities include:

Limit Impact to Local Ecosystems

Beyond the thorough environmental assessment we require for all land acquisitions, we will also sometimes have the opportunity to impact or preserve existing plant and animal ecosystems; modify or delay our development activities to accommodate migratory, nesting or mating cycles; mitigate our impact through the design of the community or make financial or in-kind contributions to nearby dedicated nature conservancy zones or organizations.

Land Efficiency through infill Opportunities

We seek out opportunities to develop on previously developed lands and revitalize older neighborhoods. New Home's portfolio includes infill properties. With limited land resources available in many communities, we strive to make efficient use of land especially when developing in densely populated communities. See our Sea Bluff Community in Playa Vista, CA spotlight on the next page for a recent infill project example.

Valuable Partnerships

We prefer working with developers who share our values of sustainable and developments. Many of our developers have their own sustainable development plans on top of conducting environmental assessments.



Community Revitalization Through New Homes

We look for opportunities to help revitalize older neighborhoods or convert underutilized land to productive use with new homes. Creating infill communities and participating in redevelopment projects are among our considerations when evaluating potential land investments. Several of our communities have been built on brownfield, greyfield or infill properties. Often, our homes are the first to be built in these locations in years and can enhance communities with more energy- and water-efficient housing.

13

Compact developments in 2021

8

Infill/redevelopments communities in 2021

500+

Homes delivered at such communities in 2021

SEABLUFF BEFORE



SEABLUFF AFTER





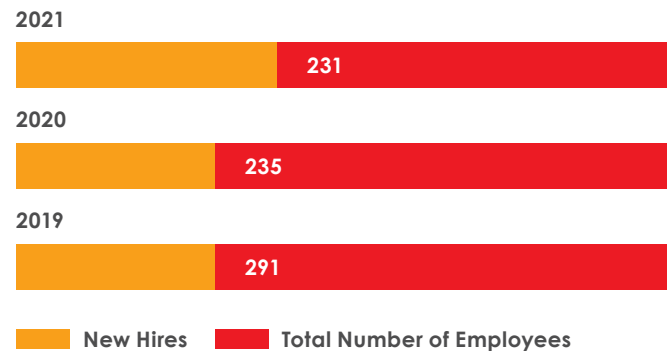
People

We strive to provide a working environment where coming to work feels more like coming home. To do this, we place considerable importance on team member equality and overall wellbeing.

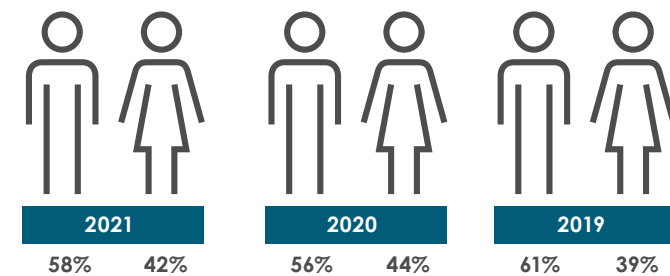
People First Approach

Our primary materials may be sticks and bricks, but homebuilding is about people more than anything else. We are interested in identifying the best and brightest people to join our team. As we continue to grow and focus on increasing our diversity, we look forward to increased innovation and the opportunity to better serve our customers.

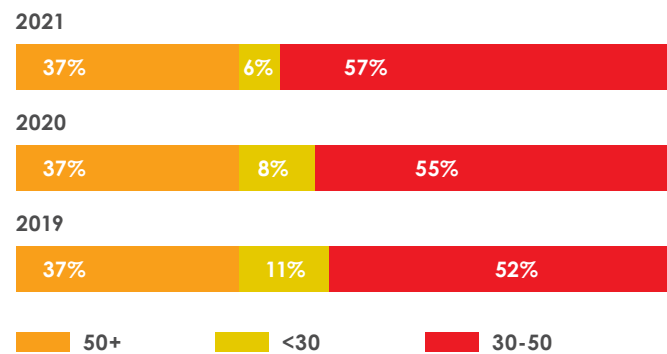
AVERAGE NUMBER OF EMPLOYEES



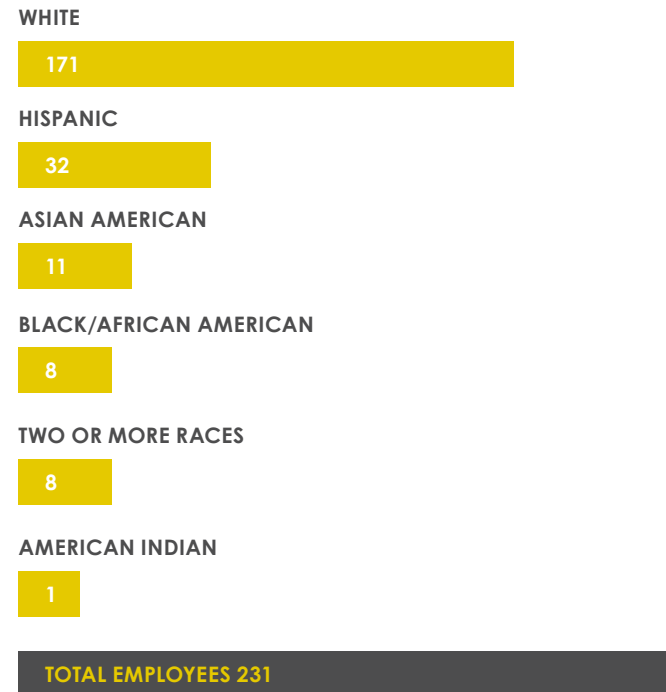
GENDER



AGE AS OF 12/31



RACE / ETHNICITY AS OF 12/31/21



Our People

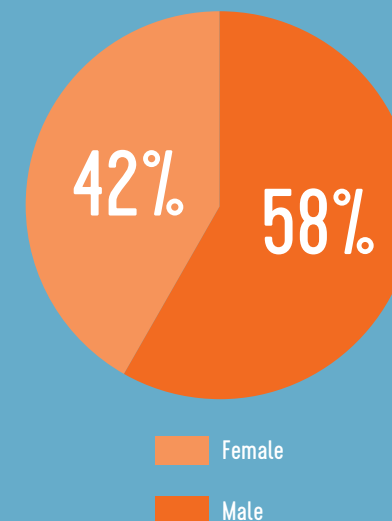
At The New Home Company, we believe that PEOPLE matter. The strength of our homes is built upon the foundation of our focused, energized, and dedicated team members. As a result, the Company has been honored as an employer of choice by a variety of publications. With an outstanding culture and friendly environment, it's easy to see why over the last several years the Orange County Business Journal, the Orange County Register, the Sacramento Business Journal, and the Arizona Central have all recognized The New Home Company.



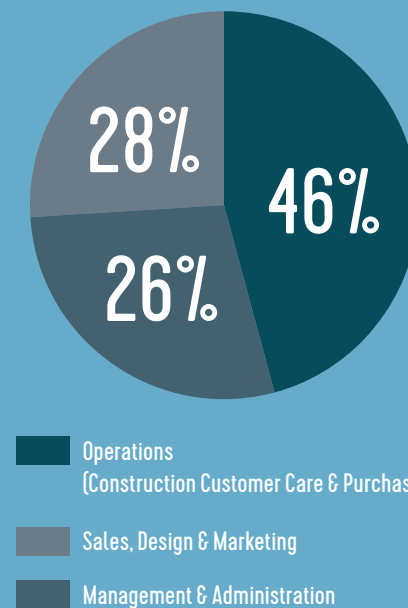
Sarah Carreon,
Vice President People

“The New Home Company has always believed that PEOPLE matter. It's the reason we have “team members” instead of employees and “trade partners” instead of subcontractors. It requires a diverse yet cohesive group, all working together toward common goals and interests, to be successful in the homebuilding industry. Knowing this, we strive to offer competitive compensation, great benefits, and a work environment that feels like home. We enjoy finding new ways to thank our PEOPLE for all their extra efforts that in turn make us a builder and employer of choice. The New Home Company knows that our PEOPLE are what make this company great.”

2021 FTE DEMOGRAPHICS



2021 FTE BREAKDOWN



2021 WOMEN IN LEADERSHIP



Women in Homebuilding

At The New Home Company we celebrate the advancement of women in the industry and are proud to share some of our best and brightest women leading the way.



Nicole Summers
VP, National Purchasing & Architecture

Nicole began in this industry as a Contracts Administrator and has grown in her career over the last twenty-three years to her current role as a National Vice President. She loves the role she plays in creating homes where families build their lives. Nicole brings a fun-loving passion and high-level energy to every team she works on and every project she tackles.



Pamela Verdadero
VP, Acquisitions & Entitlements Oregon

Over the course of twenty years in the homebuilding industry, Pamela has been drawn to the creativity of the industry. Watching families experience their dreams become realities as happy homeowners has kept her passionate about the industry from when she started as a Community Sales Manager to her current role over Acquisitions and Entitlements for our Oregon Division.



Jennifer Greyshock
Director of Sales Southern California

Jennifer has spent 15 years building her career in this industry. Starting as a Sales & Marketing Coordinator she has worked her way up to the leadership ranks of sales. Jennifer takes pride in the role she plays to create communities that will last for generations. The most rewarding experience she's had over the years is delivering keys to a buyer upon close of their new home. She knows that the special memories made in a new home can last a lifetime.



Katrina Robinson
Senior Customer Care Representative Northern California

Katrina's entire homebuilding career of 15 years has been dedicated to the field of Customer Care. She believes her role in Customer Care provides her with the unique opportunity to safeguard the "American Dream". Katrina takes this responsibility very seriously and works tirelessly to earn the trust of her homeowners. Katrina's success in building lasting relationships is reflected in the many buyers she's worked with over the years who consider her a friend. Katrina was celebrated with a President's Award in 2020 and has also received 2 Builder's Industry Associate awards during her career.



Melanie Andrews
Vice President Purchasing Southern California

Melanie has been with The New Home Company for 12 of her 22 years in home building. She started her rewarding career as an Assistant in a Design Studio and her journey is a testament to growth and opportunity in the industry. The key to her success is that she has never stopped learning. Each day is a new opportunity to learn from consultants, trade partners, colleagues, and other builders. She has been honored with a "40 under 40" award and has also been the recipient of Purchasing Professional of the Year. Melanie's love for the industry has extended into her philanthropic roles associated with sitting on the board for HomeAid OC and partnering with Interval House to raise money for abused women and children.



Halee Lancaster
Land Acquisition Analyst

Halee began her career in homebuilding as a receptionist and has progressed to a Land Analyst over the course of four years with the company. Her interest in learning, understanding the various departments within the company, and contributing to the overall team have helped jump-start her career. She considers the memories of her childhood home to be some of her favorites, so she finds it extremely rewarding to be a part of helping to give that opportunity to other people through the homebuilding process.



Vanessa Griffin
Operations Manager Northern California

Vanessa has been in the homebuilding industry for 7 years and began her career as an Office Coordinator. For Vanessa, homebuilding offers a variety of challenges across the many different facets of the industry. She enjoys being pushed to continue growing and learning, and she finds the experience of working on a community from opening to completion to be one of the most rewarding elements of her role.

Better Together: Diversity & Inclusion



The Diversity & Inclusion (D&I) Council at The New Home Company provides an opportunity for team members across the company to offer guidance and insight on diversity and inclusion topics while also supporting the Company's initiatives.

Better Together Spotlights:

Members of the D&I Council write and publish "Better Together" Spotlights to share their words, and at times their personal experiences, on lessons from the past about people or events deserving recognition. The members of this council have promoted, educated, and brought awareness to diversity and inclusion while also inspiring others. Topics covered have included Holocaust Remembrance Day, Black History Month, Mental Health Awareness Month, Pride Month, and many more observances.

Better Together Monthly Newsletters:

Monthly newsletters explore diverse observances, holidays, and people by providing helpful links and reading material on the topics. The topics selected for the monthly newsletters are reviewed by the Diversity & Inclusion Council before they are published.

Managing Bias Training:

Supervisors at the Company take a special course on Managing Bias which provides helpful content on understanding bias with the goal of managing and reducing the negative effects bias can have in the workplace. Hiring managers are asked to complete the training before engaging in hiring activities and each manager is provided a Manager's Guide to Fair Hiring Process for their knowledge and reference.

Diversity & Inclusion 2021 Metrics



Movie/Book Club:

In 2021, we announced the first joint Movie and Book Club for the book *Just Mercy* by Bryan Stevenson. *Just Mercy* is a powerful true story of a 1980s civil rights defense attorney who worked to free an Alabama death row prisoner condemned for a murder he said he did not commit. At the end of the month, a virtual meeting provided an opportunity to discuss the significance of the book and the movie with colleagues across the company.

Harassment and Discrimination Prevention Training:

All team members complete a specific mandatory Harassment and Discrimination prevention training that is dependent on whether a team member is a supervisor as well as the primary state in which they work. Team members can engage with the training modules to dig deeper into specific state and federal laws, read articles and watch relevant videos. At the conclusion of these trainings, team members review the NWHM Harassment policy and acknowledge their comprehension.



2021 Educational Awareness Spotlights

JANUARY

- MLK Jr Day
- Holocaust Remembrance Day

FEBRUARY

- Black History Month & Rosa Parks Day
- Profiles in Black History - Different Spotlight Each Day
- National Freedom Day
- Japanese American Internment Camps
- World Down Syndrome Day

MARCH

- Bloody Sunday
- Ladies Who Lead Piece (Women's History Month)
- Caesar Chavez Day

APRIL

- World Autism Awareness Day
- Ramadan

MAY

- Mental Health (Awareness Month)
- Asian American & Pacific Islander Heritage Month
- Vietnamese Refugees
- Memorial Day with Thoughts from NWHM Veterans

AUGUST

- Nelson Mandela Day
- Olympian Jesse Owens
- Women's Equality Day

SEPTEMBER

- Mendez vs. Westminster
- Blood Cancer Awareness



NWHMILESTONES

TEAM MEMBER REWARDS



Our Team Members: Milestone Program

At The New Home Company, we recognize anniversaries to express the Company's gratitude to team members who choose to have careers with The New Home Company. The Milestone program is an opportunity to formally acknowledge team members who reach important tenure milestones. At the completion of years 1, 3, 5, 10 & 15, team members receive special gifts to commemorate their service. In addition, starting with anniversaries at the 5-year mark, team members also receive bonus awards and additional vacation time. The Company encourages award recipients to take time away from work to celebrate their accomplishments in individually meaningful ways. As the Company continues to grow, we look forward to adding additional milestone anniversaries as to celebrate when team members reach new levels of tenure.

1 ONE YEAR NWHM TEAM MEMBER

The first year is often the most challenging as you are learning to work with new colleagues in a new environment. We are so grateful you have selected The New Home Company and invested the time and energy to reach this important milestone. In honor of your first 365 days, we are pleased to give you a branded and personalized professional padfolio to celebrate your efforts and contributions.



3 THREE YEAR NWHM TEAM MEMBER

Three years marks a very special milestone in your career with The New Home Company. Over the past 1,000 plus days you've certainly experienced both positive and challenging moments and have given tirelessly to advance the goals of the company. In honor of these three years, we are pleased to present you a branded Yeti to celebrate your efforts and contributions.



5 FIVE YEAR NWHM TEAM MEMBER

Five years, 1,825 days, and many hours committed to projects, goals, and initiatives for The New Home Company is a massive accomplishment. In honor of these past five years, we are pleased to present you with a North Face backpack, branded t-shirt, \$1,000 bonus (after taxes), and a bonus week of vacation (40 hours) to be granted on the date of your anniversary.



10 TEN YEAR NWHM TEAM MEMBER

It's been ten years of amazing accomplishments, challenging obstacles, and building better lives for our homeowners. To honor a decade of your service with The New Home Company we are pleased to present you with a branded North Face jacket, a commemorative crystal, \$5,000 bonus (after taxes), and bonus week of vacation (40 hours) to be granted on the date of your anniversary.

15 FIFTEEN YEAR NWHM TEAM MEMBER

For fifteen years you have made The New Home Company a better place. You are among the most tenured team members at the company and your dedication is evident in your loyalty. We thank you for choosing this company to be your home and are pleased to present you an executive gift of appreciation, \$7,500 bonus (after taxes), and a bonus week of vacation to be granted on the date of your anniversary.

MDP

.....
NWHM University

Our Team Members: Management Development Program

The New Home University's Management Development Program (MDP) is a one-year proprietary course designed in-house to provide education opportunities to newer people managers as well as high-performing individual contributors with management aspirations. Participants are nominated by division and corporate leaders to attend. The program is organized around two focus areas: management skills and homebuilding knowledge. MDP provides team members with important knowledge to succeed as their careers grow within the company. During the first half of the program, participants will learn about and engage in group discussions on topics such as the qualities of managers and leaders, how to interview and hire, how to coach, motivate, and handle performance discussions, and how to avoid legal liabilities. The second half of the program focuses on topics specific to the homebuilding industry including Land Acquisition, Project Management, Finance, Marketing, Sales, and Operations. Senior Executives of the Company lead these sessions which offer participants a unique opportunity to interact with a variety of leaders.

The program, now in its third iteration, has been experienced by approximately 15% of the Company's employee population.



At the program's conclusion, team members celebrate their graduation with a special session in the home office and a graduation dinner.

WELLNESS REWARDS
 VISION ACCIDENT PLAN
 BENEFIT HELP DESK
 EMPLOYER HSA CONTRIBUTION
 PET INSURANCE SUPPLEMENTAL LIFE INSURANCE
 FLEXIBLE SPENDING ACCOUNT
 VACATION BASIC AD&D
 HOME PURCHASE DISCOUNT
 WELLNESS REWARDS
 401(K) WITH 50% EMPLOYER MATCH
 DENTAL CRITICAL ILLNESS
 MEDICAL PAID HOSPITAL CARE
 HOLIDAYS CARE
 LEGAL ASSISTANCE
 LONG TERM DISABILITY
 SHORT TERM DISABILITY
 ESTATE PLANNING

Our Team Members: Onboarding and Wellbeing

Team Member Onboarding

We understand that starting a new job can be stressful, so we welcome our new hires warmly and help them feel at home as quickly as possible. At the start, new hires are welcomed to the Company with a welcome box of NWHM swag delivered to their home address before their first day. New hires receive an email guide providing information so they can be fully prepared for their first day at work. Following a 2-hour orientation the morning of their first day, new team members are treated to lunch by their team to help them start building strong relationships right away.

TEAM MEMBER BENEFITS

Paid Time Off

We believe that team members need opportunities to rest and enjoy time away from work, so we offer generous vacation and sick time policies. Team Members accrue a minimum of 80 hours of vacation in the 12 months after they are hired. After hitting subsequent seniority tiers, annual vacation accruals increase to 120 hours and then 160 hours. In addition, all team members accrue 80 hours of sick time per year and continue to accrue up to a maximum of 240 hours.

Health Care

Medical, Dental and Vision insurance are offered to full-time team members as well as their families. Team members in all geographic regions have a medical option with \$0 deductible and low annual out-of-pocket maximums. Medical insurance includes coverage for virtual visits and telemedicine.

The company pays for full-time team members to have Basic Life & AD&D insurance, Short-Term Disability and Long-Term Disability. Additional benefit options for plans are also available for supplemental life insurance and AD&D, as well as plans to provide coverage for incidents of critical illness, hospital care, unexpected injury or illness associated with accidents.

Team Members can access Health Advocate to help them better understand their benefit offerings, assist with complicated claims and billing, locate in-network providers, or receive other insurance information.

WELLBEING

All Team Members are set up with our wellness platform, IncentFit, that incentivizes healthy behaviors and overall wellbeing. Team Members earn points for their annual physicals, vaccinations, exercising, hydrating, and more to receive quarterly cash rewards. Programs like Step Challenges and the Mental Health Awareness Week encouraged participation and enthusiasm to collectively better our health. In 2021, participating team members took a combined 129.4 million steps, checked into fitness facilities 297 times and received \$11,625 in paid rewards.

In 2021 Team Members had the option to elect "LifePlan" through LegalZoom for assistance with estate planning, financial advice, identity protection, and attorney discounts.

Team Members with existing student loans are eligible to participate in "Gradifi" to receive a monthly student loan principal payment from the company. Since its inception in 2018, the Company has contributed \$70,300 toward reducing team member student-loan debt.

Retirement: Team Members 21 and older are eligible to contribute to the Company's 401(k) on a pre-tax or ROTH basis and to receive employer match contributions. In 2021, the Company matched \$1,094,950 to the 401(k). Plan features include automatic enrollment and automatic escalation designed to help our team members plan for their retirement. The Company also offers webinars hosted by both the 401(k) provider and the advisor regarding financial wellness, saving for retirement, and understanding investing.

Workplace Recognition, Accountability and Engagement

Recognition

We believe in the value of positive feedback and in recognizing a job well done. Opportunities to recognize and be recognized are an important part of the Company's culture and include anniversary recognition, peer nominated Team Members of the Quarter, and a virtual "Shout-Out Wall" where team members can leave words of praise and encouragement for colleagues.

Anniversaries

The Milestone program provides a special way to celebrate team members who reach 1, 3, 5, 10, 15+ years of service with the Company. Each milestone award includes a special gift and starting with the 5th anniversary the award also includes a bonus and an extra week of vacation.


Ask the Executives

The NWHM leadership embraces communication, feedback, and continuous improvement. Through "Ask the Executive" all team members can submit confidential questions to the Executive team. Questions are answered publicly on the company intranet or during all team meetings where everyone can benefit from both the question and the answer.

Team Member of the Quarter

Since its inception in 2019, this program has formally recognized 49 different team members for their exceptional contributions. Each quarter, team members are encouraged to nominate colleagues who have demonstrated excellence related to the Company's Guiding Principles and Pillars. Nominations include specific examples of the team member's important contributions during the quarter. Executive leadership for each division selects a quarterly winner who is recognized with a special bonus award, a personalized plaque, and a spotlight in the companywide newsletter.

TEAM MEMBER OF THE QUARTER



BRUCE RHOMBERG
Congratulations to Bruce Rhomberg, Site Manager II, on being selected as Arizona's Team Member of the Quarter! Bruce always does the right thing for the homeowners while always keeping in mind that we are a for profit business. His team members recognize him as is an exemplary employee and co-worker. Bruce has a positive attitude despite the construction challenges and shortages. He inspires his team by always being available to lend a hand and by checking on others.

Tuesday Newsday

A weekly information newsletter is published by the People team to provide ongoing updates on topics such as new hires, promotions, upcoming events, benefits, and special spotlights on division activities.

Townhalls

Divisions hold quarterly townhall meetings in their respective markets. These are led by the Division President and feature information about upcoming communities, progress toward annual division-wide goals, and are also a time to celebrate anniversaries, birthdays, and important achievements. A Company-wide townhall is typically held bi-annually and led by the CEO to provide important updates to the company about achievement of business goals as well as financial and market updates.

Shout-Out Wall

We strive to Build Better Lives each day, at every community and office, in every department, and in everything we do. A home is not built by a single pair of hands. Together, our passion for homebuilding makes each home a great place to live and our company a great place to work. With NWHM Shout-Outs, team members can immediately recognize any colleague by submitting an electronic form and having their comments published on a companywide intranet page that celebrates peer to peer recognition.

CASEY BYERS

Assistant Site Manager II



Casey consistently displays a true go getter attitude while dealing with day-to-day tasks in the field. As the community Construction Manager, I can always turn to Casey to help with all tasks and to discuss resolutions to issues that come up, keep up the good work Mr. Byers you Rock!! - Isaiah Romero

Workplace Recognition, Accountability and Engagement *continued*

Employee Engagement

To ensure a positive and productive workplace, we proactively seek feedback from team members and continuously engage in two-way communication with our team members. We conduct an annual team member engagement survey soliciting direct feedback from our team members utilizing a third-party survey and analytics provider. The Company asks team members to share their perspectives anonymously on what is working well and where the Company should focus for improvement. Results are reviewed and considered for opportunities for change based on specific feedback team members share at division and department levels. In 2021 more than 80% of the employee population responded to the request for survey feedback and reflected an overall engagement score of 89.4% company-wide. More than 92% of respondents indicated they are proud to work for The New Home Company.



Friends and Family Day

At The New Home Company we know it's important for our team members to have time to celebrate and strengthen their relationships outside of work. Families comes in different sizes and forms, but they all share something critical in common. They are the important people in our employees' lives who encourage and support them throughout all of their successes and challenges in life, including those at work. We are honored to help our team members celebrate these very important relationships by giving all Team Members annually an extra paid day off and a stipend of \$150.00 to spend time doing something they enjoy with a special person or people in their lives. After taking a Friends & Family Day, team members are encouraged to share a photo of their time away from work on the Company intranet page.



NWHM 6 Guiding Principles

1. DO WHAT YOU SAY YOU'RE GOING TO DO

- Communicate frequently and candidly
- Set goals and achieve them
- ID mistakes and learn from them

2. INSPIRE LEADERSHIP

- Do the right thing
- Lead from the heart
- Encourage creativity
- Collaborate and empower
- Hire, coach and educate
- Listen to understand

3. PLAY TO WIN

- Competitive spirit
- Challenge each other
- Never settle
- "Begin with the end in mind"
- Celebrate success
- Have each other's back
- Have fun

4. MAKE A DIFFERENCE

- In our communities
- To our family (team members, work, and home)
- To our partners (consultants, trades, and owners)
- To our industry
- To the neighborhoods we create

5. BE PERSONALLY ACCOUNTABLE

- Admit mistakes
- Seek input
- Own it!
- Offer solutions

6. SMART SPENDING

- Every cent counts – any little way, save every day
- Time is money: spend it smartly
- Don't assume the old way of doing things is the right way
- Speak up for change and share your savings ideas
- Treat every NWHM dollar as if it were your own





Company & Employment Awards

Over the last several years The New Home Company has been repeatedly recognized as an employer of choice in both Southern and Northern California. In 2019 the company was recognized as an OC Register Top Workplace for Medium Sized Companies. They were also awarded 2nd Place for the Sacramento Business Journal Medium Sized Companies. In six of the last eight years, The New Home Company has also been recognized as an Orange County Register Top Workplace and in 2022 the Arizona division received its first Top Workplace recognition as well. Finally, the company prides itself on winning many Eliant Awards for Customer Care and satisfaction over the last decade.



2021 Industry Awards

ELIANT AWARDS

- The Eliant Award for Overall Home Purchase & Ownership Experience Multiple Division, The New Home Company
- Purchase Experience - Large-Volume Builders, Southern California
- Purchase Experience - Large-Volume Builders, Northern California
- Purchase Experience - Medium-Volume Builders, Arizona
- Design Experience - Large-Volume Builders, Southern California
- First Year Quality - Large-Volume Builders, The New Home Company, Southern California
- First Year Quality - Medium-Volume Builders, Arizona
- First Year Customer Service Experience - Large-Volume Builders, Southern California
- First Year Customer Service Experience - Medium-Volume Builders, Arizona
- Best Customer Communication, Arizona
- Best Customer Communication, Southern California
- Sales Representative of the Year - High-Volume Survey Responses, Southern California
- Sales Representative of the Year - High-Volume Survey Responses, Southern California
- Sales Representative of the Year - Medium-Volume Survey Responses, Northern California
- Sales Representative of the Year - Medium-Volume Survey Responses, Arizona
- Sales Representative of the Year - Medium-Volume Survey Responses, Southern California
- Construction Representative of the Year - Medium-Volume Survey Responses, Southern California
- Design Representative of the Year - High-Volume Survey Responses, Southern California
- Customer Service Representative of the Year - High-Volume Survey Responses, Northern California
- Customer Service Representative of the Year - Medium-Volume Survey Responses, Southern California
- Customer Service Representative of the Year - Medium-Volume Survey Responses, Southern California
- Customer Service Representative of the Year - Medium-Volume Survey Responses, Southern California

MAME AWARDS NORCAL

- Masterplanned Community of the Year, Russell Ranch
- Attached Community of the Year, NUVO Artisan Square
- Best Virtual Sales Office Experience, NWHM Instagram Live Model Home Tour Series
- Best Virtual Special Event, Russell Ranch Grand Debut
- Sales Team of the Year (Silver Crest at Russell Ranch), Ashley Krehbiel & Ryan Burgman

MAME AWARDS AZ

- Best Logo, Centella in Estrella
- Best Overall Advertising Campaign, Centella in Estrella
- Best Special Promotion - Special Event or Limited Time Sales Program, Mountain Shadows Residences & Villas
- Best Social Media Campaign, Mastering Life While Thriving in Place
- Sales Achievement Award, \$4-8 Million Dollars, Sales Manager
- Sales Achievement Award, \$10-12 Million Dollars, Sales Manager
- Sales Achievement Award, \$15-20 Million Dollars, Sales Manager

THE NATIONALS SILVER AWARDS

- Sales Team of the Year, Northern California
- Best Social Media Campaign, Mastering Life
- Best Interior Merchandising of a Model Priced \$375,000 to \$500,000, Nova at The Resort - Residence 1
- Detached Community of the Year, Silver Crest at Russell Ranch
- Detached Community of the Year, Sterling at Rancho Mission Viejo
- Sales Achievement Award, \$10-12 Million Dollars, Sales Manager
- Sales Achievement Award, \$15-20 Million Dollars, Sales Manager

COVID-19

During 2020, in response to the COVID-19 pandemic, a primary focus of ours was the health and safety of our employees. We implemented safety protocols and new procedures to protect our employees, our subcontractors and our customers. These protocols include complying with social distancing, wearing face coverings, and complying with other health and safety standards as required by federal, state and local government agencies, taking into consideration guidelines of the Centers for Disease Control and Prevention and other public health authorities. In addition, we modified the way we conducted many aspects of our business to reduce the number of in-person interactions, such as through the use of virtual tours or holding virtual meetings for certain appointments. In addition, throughout 2020 much of our office-based workforce worked remotely and into 2021 many of our office-based functions continue to be remote.

NWHM "Peace of Mind" Model Home and Community Tours

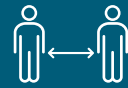
One of the very first protocols enacted by our teams across California, during the start of the COVID-19 pandemic, was NWHM "Peace of Mind". Offering The New Home Company's official COVID-19 Prevention Plan and updated Sales Site Visitation Rules, this initiative set forth strict adherence to safety guidelines for all persons touring NEW HOME communities and limited tours to small groups with individuals from one household per visitation.



The New Home Company requests strict adherence to our safety guidelines for all persons touring our communities. Individuals who refuse to follow the noted protocol risk removal from future marketing outreach and/or possible sales opportunities.



FACE MASK WEARING MANDATORY



SOCIAL DISTANCING



SANITIZER STATIONS



DAILY CLEANINGS



ONSITE HEALTH SURVEYS



1 HOUSEHOLD (5 PERSONS MAX) & 1 BROKER PER TOUR GROUP

UNLOCKED Self-Guided Tours

In addition to our "Peace of Mind" initiative, a new partnership with the smart home automation company Smart Rent was rolled out, offering self-guided tours to our customers for the very first time. With health and safety continuing to be top of mind, our "UNLOCKED" program was initiated – presenting a simple and secure process for home shoppers to tour Model Homes without a Sales Manager present and at their own leisure.

Paperless Communication

In 2020, another primary focus was the evolution of all communications collateral into a fully paperless experience. To achieve this effort, NWHM's Touring Essentials platform was created, presenting home shoppers with a new way to explore a variety of community details and collateral with a simple click of a button. This initiative not only reduced paper clutter, but also maintained our health and safety standards by minimizing contact and exposure to COVID-19, while also boasting ease of accessibility.

Office Health and Safety Signage

As an ongoing protective measure, COVID-19 health and safety signage packages were created and delivered to Model Homes, construction sites and company-wide internal offices. Each of these packages outlined strict social distancing guidelines, while also requiring the completion our Wellness Questionnaire on behalf of all visitors, prior to entry.





Attainable Homeownership

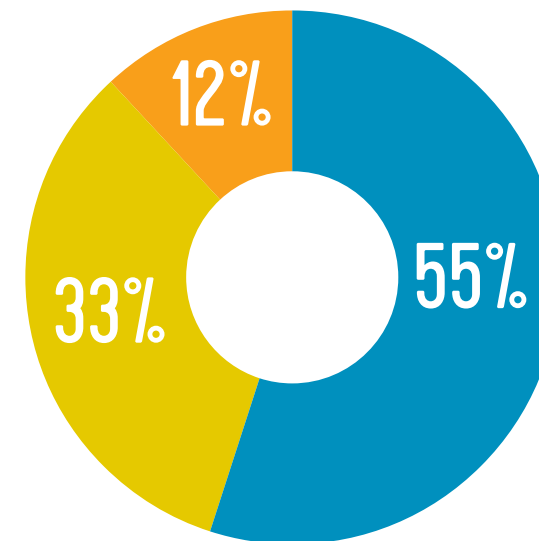
Benefits of Homeownership

According to several governmental and economic studies, homeownership significantly impacts household wealth. Therefore, expanding affordable homeownership opportunities can potentially help reduce wealth disparities. Research has shown that stable homeownership is associated with higher participation in civic and volunteering activity, improved health care outcomes, better educational performance, and lower crime rates.

Expanding Homeownership Opportunities

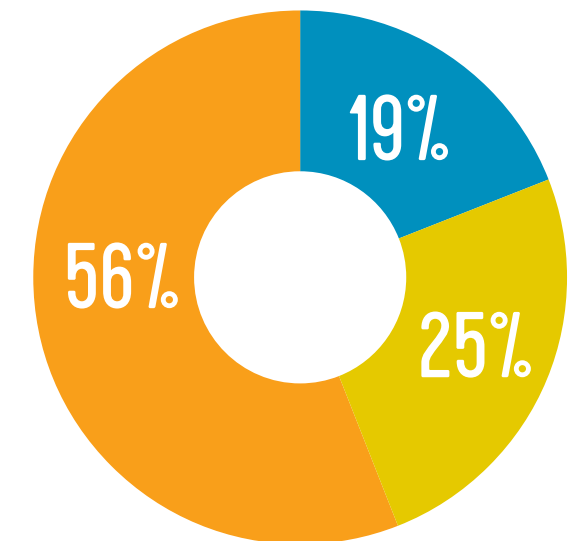
At New Home, we have sought to expand our buyer pool to make homeownership possible for a greater number of households. Over the past few years, we have transformed from a primarily high-end builder primarily based in California to a more diversified builder with expanded product offerings to include more affordably priced homes. In 2016, our average sales price of a home was \$2 million. In connection with our pivot to more affordable housing, by 2021 our average sales price moved to \$646,000. We frequently base our land purchases on their potential to serve local median-income households and carefully consider sales price increases against affordability.

HOMEOWNERSHIP IN 2016



Entry First Move-Up Other

HOMEOWNERSHIP IN 2022



Entry First Move-Up Other

Homebuyer Education

Better Homes Make for Better Lives

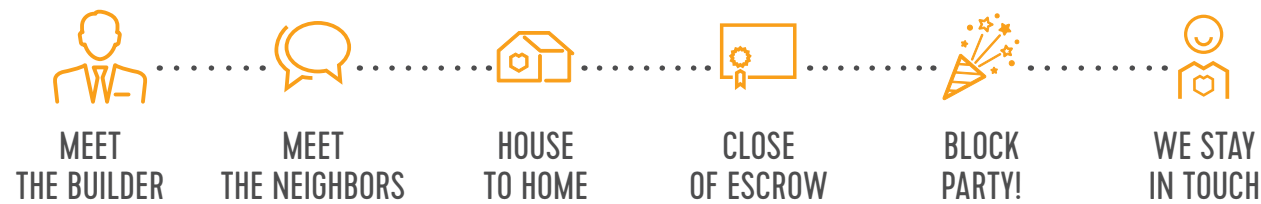
The New Home Company is proud and humbled to receive recognition for the work our dedicated team members perform day in and day out as part of our mission to Build Better Lives. We provide a highly curated and personalized customer journey from start to finish, nationally recognized by Eliant as an experienced leader in the homebuilding industry.

First-Time Homebuyer Education Program

Buying a home is the most significant purchase most of us will ever make – which makes just starting the process a daunting undertaking at times. We want to make it easier. Through an interactive web experience and a series of short FAQ videos, we strive to break down barriers and educate buyers at all stages of life about the process of purchasing a new home.

Customer Journey

NEW HOME is committed to providing a clear timeline of events from the point of sale to close of escrow to ensure that all buyers know that the company is with them every step of the way.



1. YOUR JOURNEY BEGINS

- Point of sale on your home sweet home

2. DESIGN PERSONALIZATION

- Meet with your onsite Design Team to personalize your new home

3. MEET THE BUILDER

- Set expectations
- Review roles and responsibilities of the team and deadlines

4. PRE-INSULATION FRAME WALK

- Review selected options
- Verification that plumbing, HVAC, upgrades have been installed

5. HOMEOWNER ORIENTATION WALK

- Explanation of the function of new home and new equipment
- Review punch list
- Opportunity to ask questions

6. HOUSE TO HOME

- Meet your Customer Care Team
- Review of post-closing communication systems
- Review NWHM website requests and online portal

7. CLOSE ESCROW AND RECEIVE YOUR KEYS

- Time to celebrate your first night home





Digital Marketing Customer Journey

ONLINE LEAD GENERATION

8,476

Total Online Leads in 2022 through NWHM.com

250

Purchasers

PERSONALIZED OUTREACH

1,327

Online Sales Concierge Appointments Booked in 2022

220

Purchasers

SELF-GUIDED TOURING

1,867

Unlocked Tours Booked in 2022

20

Purchasers

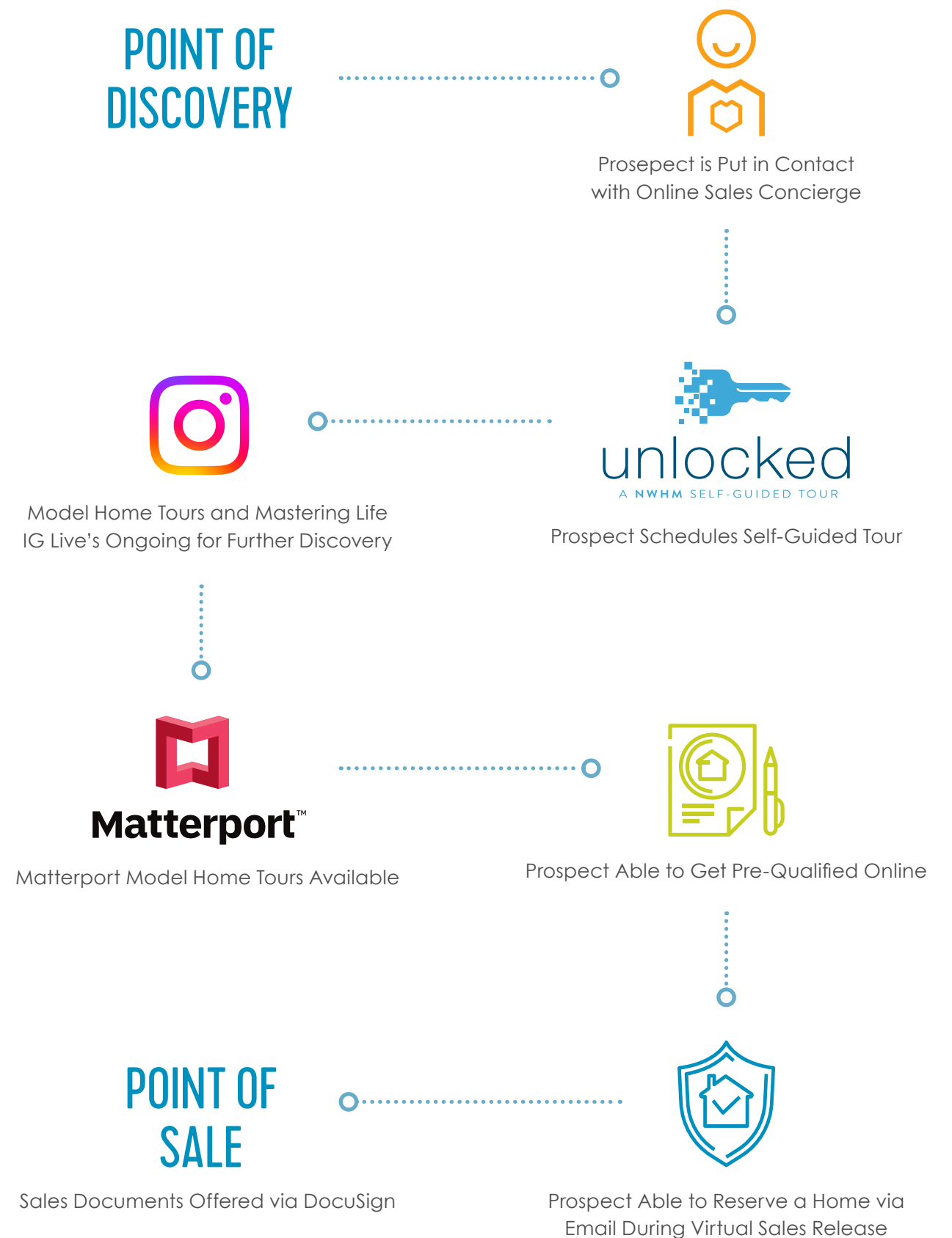
LIVE SOCIAL ENGAGEMENT

12

Instagram Live Events in 2022

1,400

Video Views

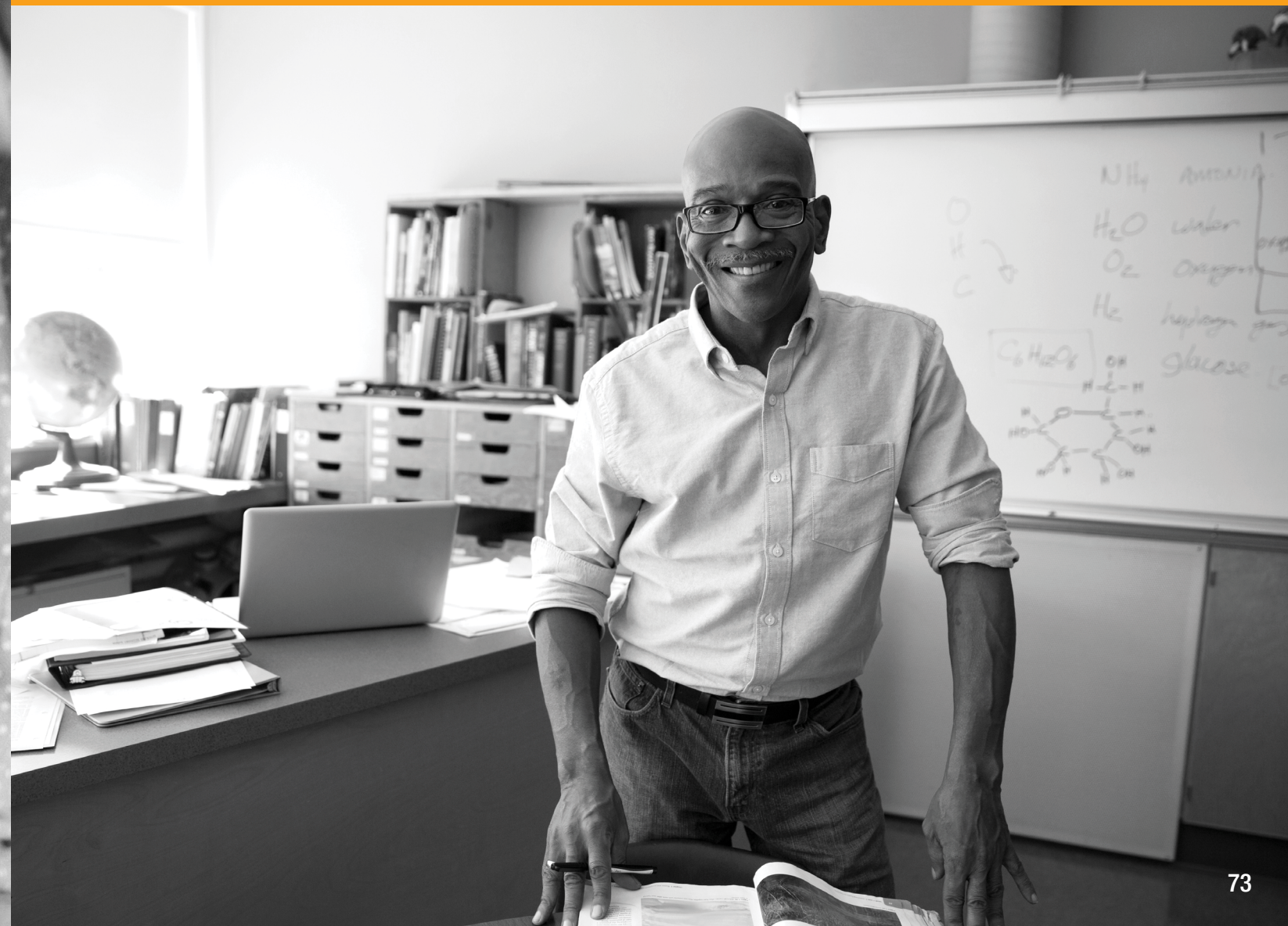




Homes for Our Heroes

The New Home Company is committed to opening more doors to home ownership for our community heroes - including first responders, educators, health care professionals, grocery store employees, food service professionals and service men and women who help keep us safe, here and abroad.

The HOME FOR OUR HEROES program offers an additional \$2,500 in incentives towards buyers that hold these important occupations as a means to say thank you. It's the start of something very special - a stunning new home, in a beautiful new neighborhood, among friends and family, in the communities which you give the best of yourself, each and every day.



Most Recognized Builder in Customer Experience

The New Home Company is committed to building a better experience, a better home, a better life. From leading design to best-in-class quality, NEW HOME receives consistent recognition from homeowners through Eliant - the homebuilding industry's most trusted independent survey company for over 30 years. The New Home Company is proud and humbled to have received "The Eliant" award, for a third consecutive year. This acknowledgment, along with several other awards won, provides further credence to NEW HOME's position as the nation's most recognized builder in customer experience.

To highlight the impact NEW HOME has on its homeowners, a campaign was launched this year to showcase real homeowner reviews on the website and social platforms.



READ REVIEWS ON OUR SERVICE



READ REVIEWS ON OUR DESIGN



READ REVIEWS ON OUR QUALITY



READ REVIEWS ON CUSTOMIZATION



05/28/22

"It was a delight working with the team throughout the home buying experience. The team made themselves available to me to answer any questions. They were also great with the walk through experience."

- NERA R., HOMEOWNER AT NOVA RANCHO CUCAMONGA AT THE RESORT

90% Customer Satisfaction

05/27/22

"My purchase experience with The New Home Company was superb! The entire team at NUVO Piemonte worked well together and provided excellent service!"

- TWANDA B., HOMEOWNER AT NUVO PIEMONTE

100% Customer Satisfaction

05/27/22

"Great communication from the team throughout the entire process. They were caring and supportive of the learnings of a first time home buyer and ensured I felt comfortable and understanding of what it takes to buy a home."

- DEREK Z., HOMEOWNER AT NUVO PIEMONTE

100% Customer Satisfaction

05/25/22

"Everything! Everybody was so helpful throughout the entire process - we love our new home!"

- THOMAS H., HOMEOWNER AT NUVO PIEMONTE

100% Customer Satisfaction

05/24/22

"What I enjoyed about the purchase (from contact through move-in) is how my fiancée, Taylor and I have been treated especially since we are both Hispanics and have been treated poorly in the past by other companies. Since the very beginning, when my fiancée and I began this endeavor in purchasing a home from NOVA we have felt extremely taken care of by the NOVA Family. Meeting the team was like a Godsend. The team and till this day extremely helpful and polite. The team made Taylor and I feel both like we were family and they weren't going to let anything bad happen to us. No matter the time I called the team they would answer the office lines in a polite and courtesy way. After hours, I would leave a message and earlier the next day they would call me back. Any question or concern I had they would answer them. I needed measurements for the location of the refrigerator, the team immediately got them for me. The team is extremely hard-working and knowledgeable about the community. When Taylor and I dropped off the deposit check, one of the team members took a picture of Taylor placing the sold label on the map. It was a small gesture but an exciting one for my fiancée, since this was her first purchase. We will always remember the selfless service the team has given us throughout this process. Whenever one of the team members wasn't there, which was rare, another team member would help us. Thank you to the team for the awesome experience you have given Taylor and I."

- DANIEL H., HOMEOWNER AT NOVA RANCHO CUCAMONGA AT THE RESORT

100% Customer Satisfaction

05/18/22

"Everyone was very friendly and helpful. They responded quickly to my questions which I truly appreciated!"

- STEPHANIE V., HOMEOWNER AT MARIPOSA

100% Customer Satisfaction

05/14/22

"All points of contact were extremely friendly and professional, this includes management, sales team, lender, construction team and customer care. Being able to purchase this home was a big deal for me. I felt like I was well taken care of throughout the entire process. The team made a great impression and are much of the positive when I consider my experience."

- HEATHER H., HOMEOWNER AT ELEMENT AT EASTMARK

100% Customer Satisfaction

04/29/22

"Everyone from sales to after-sales service is very good, and the skills and levels are very high."

- SHUBO Y., HOMEOWNER AT ATLAS AT RISE AT GREAT PARK NEIGHBORHOODS

100% Customer Satisfaction



Team members from the Southern California Division help paint at the Shea Equestrian Center.



Team members stand in front of a house built from donated diapers to support HomeAid

Giving Back

Giving back to our communities and to each other is an important part of Building Better Lives. We partner with several organizations to give back to the communities where we build.

Charitable Organizations Supported

Since its inception in 2009, The New Home Company has been dedicated to supporting the communities where we build. As a company, we have historically supported a wide variety of non-profits with an emphasis on creating safe and secure living environments. On an individual level, NWHM Team Members are encouraged to find ways to contribute their time and resources to groups whose missions align with their personal values. Organizations supported in 2021 across the company include:

- American Cancer Society
- Building Industry Technology Academy
- City of Hope
- HomeAid Orange County
- HomeAid Phoenix
- Interval House
- The Gary Sinise Foundation
- The Shea Center for Therapeutic Riding
- Volunteers of America Toy Drive



The New Home Company has supported the HomeAid organization in a variety of markets. HomeAid is a nonprofit organization that builds and renovates shelters for those who are homeless or at risk of becoming homeless.

Each year the Southern California Division supports HomeAid's annual Diaper Drive which is a charitable event seeking one-million essential items (diapers, wipes, baby food) needed to raise babies and toddlers experiencing homelessness. The Company has been involved with this fundraising effort since 2008 and was especially excited to raise more than \$20,000 worth of essential items for the 2022 fundraiser.

The Arizona Division supports their local HomeAid organization as well. In 2021 the Company participated in HomeAid's Inaugural Trap Shoot by sponsoring two teams to participate in the event which ultimately raised \$130,000 to help combat homelessness in the Phoenix Valley. The Arizona division also participated in HomeAid's Paint-A-Thon to help paint 13 homes for the House of Refuge campus in Mesa, Arizona. The House of Refuge is an organization that provides transitional housing for families experiencing homelessness.

For the last eight years the Northern California Division has hosted a golf tournament in support of the Building Industry Technology Academy which focusses on bringing training to youth and college students to help them prepare to join the construction industry. This foundation also helps participants build interpersonal skills, offers field training, and provides transportation to job sites when needed. The August 2021 tournament raised nearly \$77,000 for this organization.

In addition to the annual golf tournament, the Northern California division participates in the Volunteers of America Toy Drive during the holiday season. In 2021, the donations made provided enough toys and clothes for more than 150 gifts.



For several years The New Home Company has been a proud supporter of City of Hope's Construction Industry Alliance through a variety of efforts. Most recently, In 2022, Megan Eltringham, Corporate Vice President of Marketing, was honored with the Champion for Hope Award, to recognize her leadership and professionalism in supporting the Alliance.

Community Service Opportunity

Annually, each division selects an organization to support for a Community Service opportunity. In past years, organizations supported have included The Second Harvest Food Bank with sorting produce, canned goods and other items to feed the hungry in the local community; HomeAid with the "Share the Warmth" Sock & Blanket drive, and the Hands 4 Hope golf tournament in Northern California. Participation in these efforts is companywide and supported by giving all team members the opportunity to provide community service.



Interval House



The New Home Company is a longtime supporter of Interval House, a crisis shelter and center for victims of domestic violence. Annually, The New Home Company hosts a golf tournament to raise funds for Interval House. In 2021 the Company was pleased to raise \$290,000 through this tournament alone. Through the leadership team at The New Home Company, over \$3 Million has been raised.

About Interval House

For over 40 years, Interval House has been a place for healing and growth. A refuge rich with support and guidance. A bridge to a new life for thousands of women and children who are the victims of domestic violence.

Interval House's mission is to provide a full range of comprehensive services to battered women and children and to educate the public about the epidemic of domestic violence and teen dating violence. Interval House also strives to increase awareness in our communities about the devastating effects of domestic violence on each and every one of us.

\$3,000,000
Total Dollars Raised for Interval House

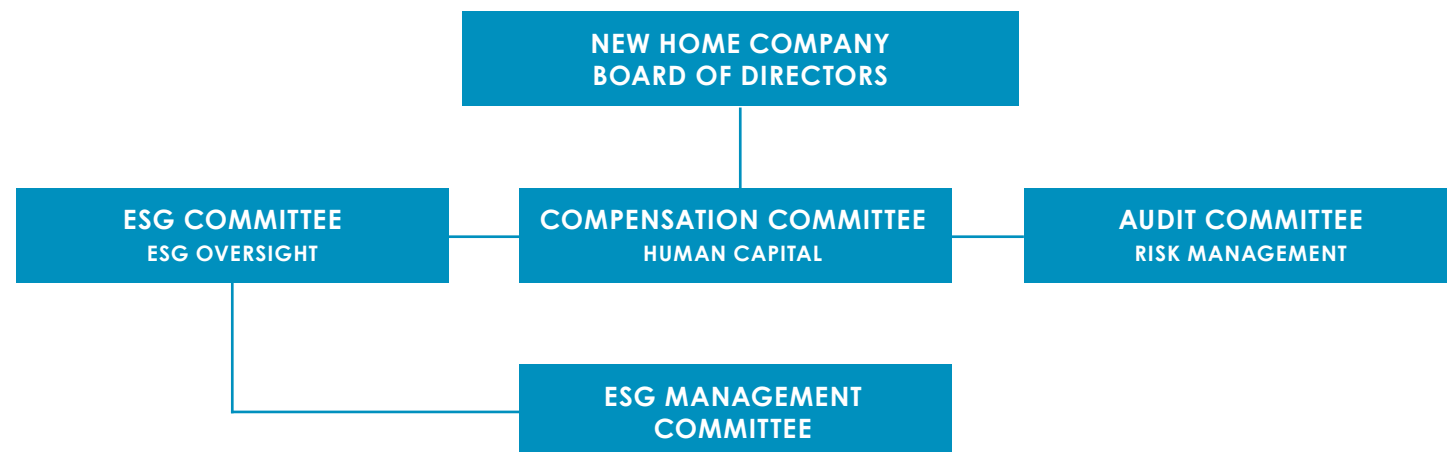
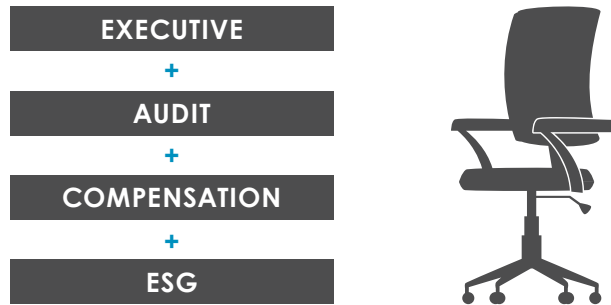
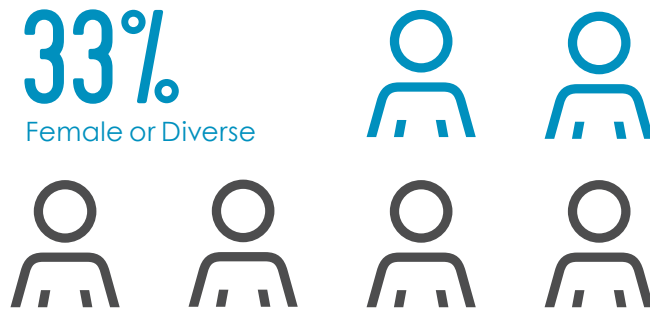


Our Corporate Governance

Although NEW HOME was taken private in September of 2021, we continue to maintain a corporate governance structure and practices to ensure robust board and management accountability to our stakeholders. Our Board of Directors monitors and responds to important governance issues, including board independence, composition and refreshment, executive and board compensation, as well as succession planning. Our Board also performs annual evaluations and risk oversight.

In 2022, we formed our Environmental, Social, Sustainability and Governance Committee ("ESG"). The ESG Committee is responsible for the support, development, strategy, prioritization, integration and reporting of the Corporation's ongoing commitment to environmental, health, safety, corporate social responsibility, sustainability, corporate governance and other related trends, issues and concerns.

To support strategies and goals set by the ESG Committee, a group of high-level executives, led by our General Counsel, VP of People, and VP of Marketing, convenes on a regular basis to discuss sustainability strategies and craft, refine company policies and initiatives, and create buy-in with leaders across all of our operating regions and major functional departments.



Employment Policies and Training

NEW HOME is committed to creating and maintaining a community in which its team members are free from all forms of harassment and discrimination. NEW HOME has required team member training and protocols for preventing, reporting and addressing behavior that is not in line with our business standards and our core values, including but not limited to, discriminatory or harassing behavior and sexual misconduct. In 2021, NEW HOME implemented training on Diversity and Inclusion for all team members as well as Managing Bias for team members at or above the manager level.

Some of the policies and training applicable to all team members include:

- Anti-Discrimination and Anti-Harassment training
- Conflicts of interest policy
- Personal contracting and use of NEW HOME trade policy
- Code of Ethics
- Securities Trading policy
- Cybersecurity training
- Confidentiality policy

Reinforcing our company culture and how we do business is not a one-time initiative – it is something over which we exercise constant vigilance.

