

# HELPING BUILD BETTER CITIES

**QUALICO**<sup>®</sup>

HELPING BUILD  
BETTER CITIES<sup>™</sup>

**2023**  
A YEAR IN  
REVIEW

- 06 Single-Family Homes
- 14 Multi-Family Homes
- 20 Communities
- 26 Properties
- 32 Building Materials Supplies & Services
- 38 Corporate Responsibility



## MESSAGE FROM THE PRESIDENT & CEO

As I reflect on Qualico’s journey over the past year, I’m proud of the effort and work our whole team has put into leveraging our strengths as a company to help build better cities. The pages that follow offer inspiring insights of this purpose – and ultimately our life’s work – in action.

Over the past few years, we’ve navigated unpredictable market cycles and the effects of the COVID-19 pandemic. By leveraging our land holdings, investing in our internal supply chain, restructuring strategically within our single-family homebuilder vertical, and optimizing our integrated business model, we’re well positioned for the path ahead.

2023 closed with us exceeding expectations as a company. We made strides across all regions and verticals thanks to business units rising to the occasion, contributing to our success as Western Canada’s largest privately held integrated real estate company. I’m confident this momentum will propel us towards even greater achievements in 2024.

We know such success is fueled by our dedicated employees. That’s why fostering a strong culture of employee engagement and investing in career development opportunities is a top priority. Our Leadership Development Program, part of our broader employee engagement strategy,

saw more than 100 employees participate this past fall. Given the overwhelmingly positive feedback from participants, we will continue to invest in this program as it rolls into the spring and fall of 2024.

In demonstrating our commitment to corporate responsibility, we achieved a significant milestone in 2023. We proudly hit our target of having a certified net-zero homebuilder in every province where Qualico operates. This is a major step towards our ongoing commitment to building sustainability and a testament to the important role our homebuilders play in the future of sustainable cities.

Our corporate responsibility also extends into the communities we serve. We believe a thriving city is one that benefits all its residents. Qualico will continue to contribute financially to community programs and services while also championing our employees donating their time and expertise through volunteering.

As we head into 2024, we’re confident and prepared to push the boundaries of what we can achieve. Here’s to another year full of the innovation, ideas, and energy it takes to help build better cities.

Sincerely,

**Kevin Van**





# INTEGRATED REAL ESTATE MODEL

## SINGLE-FAMILY HOMES



## - MULTI-FAMILY HOMES -



## PROPERTIES



## SUPPLY CHAIN AND SERVICES



## LAND



HELPING BUILD  
BETTER CITIES™



# HELPING BUILD BETTER CITIES

*Designing spaces that strengthen connections between people, services, and businesses.*

*Thoughtfully supporting our communities to improve the way our cities grow and interact.*

*Understanding our customers to deliver award-winning products and services.*

# OUR PURPOSE

As a private company, we find ourselves building on the most public stage in the world: our cities. We understand that better cities are the result of a highly collaborative effort across government, public and private business, and social causes. On every block, every street, and every lot, we have the chance to help build a better city. For us, that is the best reason to come to work each day.

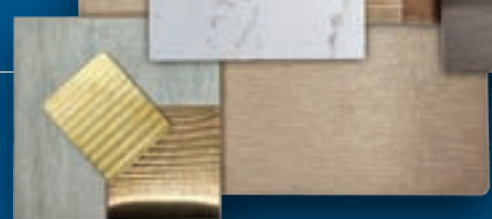
*Investing in the big picture with an inventive spirit that is open to change.*

*Building a legacy that future generations are proud to continue.*

*Bringing longevity and sustainability for our cities' built spaces.*

## HISTORICAL HIGHLIGHTS

- 1951**  
Quality Construction Company Ltd. is incorporated
- 1954**  
Qualico expands into the Calgary market
- 1955**  
Qualico expands into the Edmonton market
- 1957**  
Rancho Realty is formed to deliver a new way of selling homes
- 1969**  
Qualico Winnipeg introduces condominium living to the Prairies
- 1973**  
Qualico enters the Vancouver market
- 1990**  
The StreetSide Developments brand name is introduced for the first time
- 2004**  
Qualico enters the Austin, Texas market
- 2008**  
Rancho Management Services hits the top 10 in Canada for the total square footage of condos managed
- 2011**  
EPCOR Tower is completed in downtown Edmonton, a joint-venture project that is Qualico's largest and tallest office tower
- 2013**  
By 2013, Qualico establishes business units in both Regina and Saskatoon
- 2017**  
Qualico enters the Dallas-Fort Worth, Texas market
- 2019**  
Qualico opens its largest contractor store with Star Building Materials in Winnipeg
- 2021**  
Qualico celebrates a milestone 70 years in business helping build better cities



# SINGLE-FAMILY HOMES

Qualico has built single-family homes since 1951. Today, Qualico offers housing alternatives to fit every stage of life and every budget - from entry-level models to luxury residences - in all regions it does business.

In every design, decades of experience and innovation are evident in the quality of materials and workmanship, the trend-setting design features, and the energy-efficient materials and technologies that are so important in challenging climates.





# QUALICO HITS TARGET OF HAVING A NET-ZERO CERTIFIED HOMEBUILDER IN EVERY PROVINCE THE COMPANY OPERATES

Fall 2023 marked a significant milestone achieved, with Qualico hitting its target of having a net-zero certified homebuilder in every province the company operates. By definition, a net-zero home is one that produces as much energy as it consumes. This certification is granted through the Canadian Home Builders' Association (CHBA), which represents "the voice of Canada's residential construction industry".



**Saskatoon, SK** - Qualico's net-zero journey began in 2021 when Pacesetter Homes Saskatchewan built a certified net-zero ready home in the community of Aspen Ridge as part of a net-zero demonstration project the City of Saskatoon implemented. Pacesetter Homes Saskatchewan also completed its second certified net-zero ready home in spring 2023.



**Surrey, BC** - Foxridge Homes BC began building the first certified net-zero home in the brand's history - as well as the first in the Township of Langley, BC - in the Westbrooke community. The home was completed in summer 2023 and sold later in the fall.



**Calgary, AB** - Sterling Homes Calgary's net-zero home located in Vermilion Hill, which was completed in fall 2022, made the business unit Qualico's first registered and certified net-zero builder. Sterling Homes also boasts two certified net-zero ready homes in the Calgary region within the communities of Weddeburn and Harmony.



**Winnipeg, MB** - Sterling Homes Winnipeg became the first homebuilder in Winnipeg and the second in Manitoba to obtain the net-zero ready certification for its single-family detached home at 54 Siskin Bay, which was completed in summer 2023 and sold later in the fall.



## FOXRIDGE HOMES BC SEES CONTINUED SUCCESS WITH SECOND CONSECUTIVE AVID BENCHMARK SERVICE AWARD



**SURREY, BC** - Foxridge Homes BC has been awarded its second consecutive Avid Benchmark Award, and third overall in the last four years, for providing exceptional customer service to homebuyers in the Metro Vancouver area.

The recognition is awarded to North American homebuilders who score in the top 25% in customer satisfaction, based on industry-recognized customer experience surveys tallied across Canada and the US.

To ensure a quality homebuying experience, Foxridge Homes BC initiates a series of check-ins and routines both during and after construction, and customer satisfaction surveys are sent out to

monitor performance upon move-in, at six months, and at one year post-occupancy.

These surveys are reviewed constantly by the homebuilder's management team to better understand their customers' wants and needs. From there, strategies are developed to continually improve the homebuying experience. Being able to maintain consistently high customer satisfaction levels is something the team is incredibly proud of and helps strengthen their customer relationships each year.



## STERLING HOMES EDMONTON HOLDS ITS FIRST EMPLOYEE DRIVEN AND LED IN-HOUSE TRAINING EVENT



**EDMONTON, AB** - Sterling Homes Edmonton held its first employee driven and led in-house training event where the sales team learned from the construction team about the value-add hidden components of a home that customers don't typically see.

This 'what's behind the walls' training was meant to provide an understanding of the science of homebuilding for the 25 attendees. It will also successfully help bridge the gap to empower the sales

team with the knowledge needed to effectively educate customers on key construction components, thereby providing customers with a sense of security and peace of mind.

Additionally, the training session served as a platform for enhanced collaboration between the construction and sales departments. By fostering a deeper understanding of the construction process, the sales team can effectively communicate with the construction team, ensuring smoother coordination among all parties involved.







## BROADVIEW HOMES CALGARY BOOSTS SOCIAL PRESENCE AND CUSTOMER LEADS WITH FIRST-OF-ITS-KIND VIDEO SERIES CAMPAIGN

**CALGARY, AB** - Broadview Homes Calgary is attracting prospective homebuyers through a first-of-its-kind marketing and sales campaign it launched in 2023. The video series - titled "If It Were My House" - features compelling and candid interviews with their trusted trade partners, which shows homebuyers how Broadview Homes Calgary selected their standard specifications with the guidance and expertise of the trade professionals.

By asking trade partners a pivotal question, "If it were your house, what would you include?", Broadview Homes Calgary helped bring the trade partner's expert voice directly into the homes of potential buyers to curate well-thought-out standard specifications for delivering industry-leading products.

The subjects the team touched on included cribbing, flooring, drywalling, cabinetry, and more.

These insightful videos were shared across the business unit's social media platforms and prominently featured on TV screens within its showhomes, exemplifying the team's dedication to understanding customers' wants. These efforts have boosted Broadview Homes Calgary's social presence, creating a catalogue of qualified leads for future customer engagement strategies.





# STERLING HOMES EDMONTON EARNS FOURTH CONSECUTIVE CONSUMER CHOICE AWARD

**EDMONTON, AB** - Sterling Homes Edmonton has earned its fourth consecutive Consumer Choice Award in the Home Builder category, based on past customers' opinions shared online in areas like customer service, home quality, and warranty services. The homebuilder is the only company to earn the award in that category in the Edmonton region for the past four years.

Winners are chosen annually using data gathered from online and social media sources, including review sites, blogs, and articles. The top-ranked provider in each category is then awarded the Consumer Choice Award.

Sterling Homes Edmonton aims to provide quality-built homes that will outlast every other home on the block, offered at the most affordable price possible to homebuyers. To achieve this mission, the team evaluates their building practices from design, purchasing, and construction perspectives to achieve the greatest savings possible. The homebuilder then passes the savings along to buyers while providing an outstanding experience along the way.



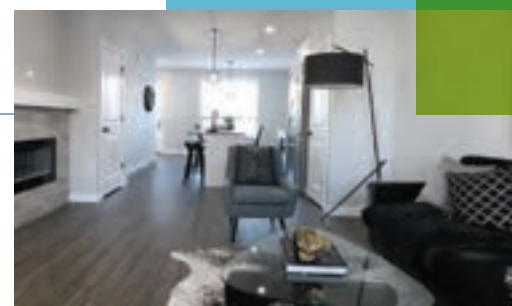
# PACESETTER HOMES SASKATCHEWAN CLEANS HOUSE AT REGINA HOME BUILDERS' ASSOCIATION AWARDS

**REGINA, SK** - Pacesetter Homes Saskatchewan took home four important awards at the 2022 Regina and Region Home Builders' Association (RRHBA) Master Awards held in early 2023. The homebuilder won the Volume Builder of the Year - Single Family, Environmental Leadership 20+ Homes, Green Build of the Year, and Customer Satisfaction 40+ Homes awards.

The awards are an important indication that the business unit's efforts to put customer satisfaction and sustainability at the forefront are working. Along with the significant market share Pacesetter Homes Saskatchewan enjoys in the

province, strong relationships with trades and suppliers, committed sales staff, and diverse product offering help the team achieve a high build volume.

Pacesetter Homes Saskatchewan has also taken the proper steps in the areas of net-zero and green building to be considered a leader in the market. It is one of only four builders participating in a net-zero ready demonstration project and enters the homes in the Parade of Homes each year.





# PACESETTER HOMES TEXAS MAKES TOP 100 BUILDER LIST FOR SEVENTH YEAR



**AUSTIN AND DALLAS, TX** - Pacesetter Homes Texas has once again earned a place on the prestigious Top 100 Builder List, which honours the most successful homebuilders across the US. It marks their seventh year in a row among America's top homebuilders, closing 793 homes in 2022.

The recognition is helping to continue to build the brand's growth in both regions and increase awareness of the brand among industry developers and suppliers,

as well as creating opportunities to expand geographical reach into new communities and markets.

In Dallas-Fort Worth, Pacesetter Homes is currently building in four of the top 15 submarkets, with plans to expand to another four, including new communities opening by the end of 2024. In Austin, the homebuilder has entered the multi-family housing market to capitalize on first-time homebuyers facing average rental rates that have increased 31% in the past couple of years.





## KENSINGTON HOMES MARKS 10 YEARS OF COMMITMENT TO CO-OP STUDENT PROGRAM

**WINNIPEG, MB** - Over the past decade, Kensington Homes has demonstrated a commitment to its corporate responsibility framework goal of providing career opportunities and homebuilding industry exposure to young talent through its co-op student program for both construction students and marketing students.

Each year, one or two co-op students spend around five months with the company, gaining real-world experience and learning more about how the homebuilder operates. The co-op program has

changed a bit over the years to allow students to get a more well-rounded experience at the company, with a mix of office work, site supervisor assistance, and entry-level labour.

Aside from creating relationships with potential future employees and getting additional help in the busy summer months, hiring co-op students can also bring in new knowledge and fresh perspectives to the company, as well as provide opportunities for Kensington Homes employees to sharpen their skills.

## PACESETTER HOMES EDMONTON TAKES HOME SECOND CONSECUTIVE SALES VOLUME AWARD



**EDMONTON, AB** - Pacesetter Homes Edmonton was recognized by the Canadian Home Builders' Association - Edmonton Region for the second year in a row for achieving the highest number of home sales in the region. The award is based on both the number and value of sales.

The award highlights the team's understanding of their customers and their ability to respond to customers' changing needs quickly. This is done by analyzing daily feedback from every sales centre and doing what's required to meet customers' expectations based on that feedback.

With projects in 28 communities across the Greater Edmonton Area, Pacesetter Homes Edmonton leveraged Qualico's trade partners and collaborated with other business units to make it a successful year.





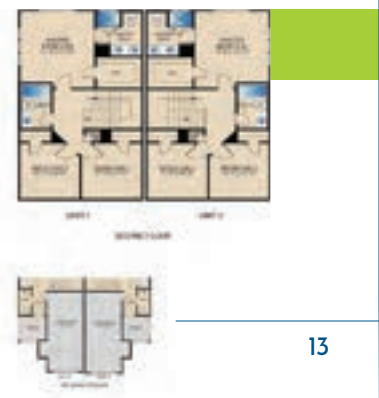
# PACESETTER HOMES AND QUALICO COMMUNITIES DFW TEAM UP IN ELEVEN TO SHOWCASE THEIR MOST DIVERSE LOT AND PRODUCT MIX TO DATE

**DALLAS-FORT WORTH, TX** - In Dallas-Fort Worth's new Eleven community, Pacesetter Homes Dallas-Fort Worth (DFW) and Qualico Communities DFW have been working together on implementing the largest mix of lot types they have ever included in a single phase of a community.

With Qualico Communities DFW being the exclusive developer in Eleven South's

Pod D, all 258 lots will be designated to Pacesetter Homes DFW and showcase five different product types on four different lot sizes. Homebuyers will be able to choose from 26-ft., 30-ft., 40-ft., and 50-ft. lot sizes with a lineup of home options from Pacesetter Homes DFW.

This mix of lot sizes and product types will appeal to a variety of buyers, from single individuals to empty-nesters to large families, and will serve as a valuable learning opportunity for both business units - the results of which could influence how things are done in future communities.





MULTI-FAMILY HOMES  
2023 HIGHLIGHTS AND ACCOMPLISHMENTS



# MULTI-FAMILY HOMES

Qualico's multi-family projects in Canada operate under the StreetSide Developments brand.

Qualico has earned a reputation for market leadership. Qualico's multi-family projects are built on this legacy.

Our multi-family vertical builds apartment-style, townhome-style, detached-home, and luxury condominiums throughout Western Canada.

With projects that range from innovative urban developments to historic retrofits to lifestyle communities, we provide a range of solutions for homeownership. With a focus on quality, value, energy efficiency, and service, we are passionate about building lasting relationships with our customers and our suppliers.



**STREETSIDE**  
DEVELOPMENTS

A QUALICO Company





# STREETSIDE DEVELOPMENTS EDMONTON HEADS UP CITY'S LARGEST MULTI-FAMILY COMMUNITY DEVELOPMENT

**EDMONTON, AB** - StreetSide Developments Edmonton is taking a leading role in building the city's largest multi-family community - Blatchford. The community is home to more than 530 acres located at the former downtown Edmonton airport and will feature four buildings with a total of 26 units.

Blatchford will allow StreetSide Developments to take its most popular multi-family home models to an entirely new group of homebuyers. By building with renewable energy sources and using a district energy sharing system, the business unit's townhomes will be the best combination of energy efficiency and affordability in a historical location.

The community also has custom Green Building Codes to promote sustainability and energy conservation. In addition, Blatchford will have a shared garden, parks, and a playground, and is conveniently located near major Edmonton landmarks, including the University of Alberta, Rogers Place, and the Northern Alberta Institute of Technology.

Servicing of the community started in fall 2023, with the first showhome slated to open in summer 2024.





# STREETSIDE DEVELOPMENTS BC MAKES PROGRESS ON NET-ZERO READY TOWNHOMES AND HOSTS ONSITE EDUCATIONAL WORKSHOP AT CASCADIA PROJECT

**LANGLEY, BC** - Langley's Willoughby neighbourhood is getting closer to having the first-ever net-zero ready townhomes in the Fraser Valley. StreetSide Developments BC has been working on its Cascadia community - which will have a mix of net-zero ready and standard townhomes - since the official groundbreaking in January 2023.

The development will include four townhome buildings that will have air tightness and mechanical system considerations to bring the buildings above and beyond net-zero ready requirements. Net-zero ready is equivalent to

Step 4 of the Energy Code (1.5 air changes per hour), while these homes will meet Step 5 requirements (1.0 air changes per hour).

In summer of 2023, these townhomes also served as an excellent opportunity for StreetSide Developments BC - along with the Township of Langley and the British Columbia Institute of Technology - to host a three-day onsite educational workshop and tours for construction industry professionals, such as builders, developers, contractors, municipal officials, architects/designers, envelope consultants, and energy consultants.



# STREETSIDE DEVELOPMENTS & QUALICO COMMUNITIES WINNIPEG COLLABORATE TO BRING FIRST-OF-ITS-KIND PRODUCT TO QUALICO'S NEW BISON RUN COMMUNITY

**WINNIPEG, MB** - A cross-vertical collaboration between StreetSide Developments and Qualico Communities Winnipeg combines multi-family product and innovative lot design to make the most of land being developed in Winnipeg's Bison Run community.

Qualico Communities Winnipeg created unique 80-ft.-deep lots (versus the typical 100-ft.-deep lots) to accommodate StreetSide Developments Winnipeg's back-to-back stacked townhomes, three-storey walk-ups with live/work commercial units at grade, and potentially up/down stacked townhomes as well. This helps to increase subtle density in Qualico communities and build on public streets instead of private ones.

Some of the benefits resulting from using these innovative lots and product include cost savings for the developer and customer, optimized use of the land involved, and more diverse product offering and density in the community. The collaboration between the two business units also offers an opportunity to plan appropriately from both sides of the project.

Completion of Phase 1 of the project is anticipated in 2025.







## STREETSIDE DEVELOPMENTS BC BOASTS NEW AMENITY BUILDING AND STARTS ON PHASE 3 AT THE BOROUGHES

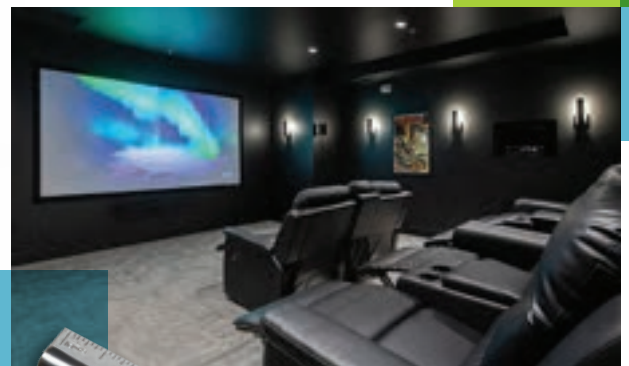
**SURREY, BC** - In mid-2023, StreetSide Developments BC started the process for building Phase 3 (Chelsea) of The Boroughs development in South Surrey - the business unit's largest townhome project to date. Phase 1 (Holloway) and Phase 2 (Bexley) were completed previously.

This Chelsea phase will include 105 townhomes that will be a mix of home types found in the first two phases and will see the same target market. The homes will have features that allow them to hit Step 3 of the



BC Energy Step Code and the incoming Zero Carbon Step Code. Chelsea is expected to be completed by March 2026.

Each phase of The Boroughs also has its own distinct amenity building, and homeowners at all phases of the development will have access to all three amenity buildings. Chelsea's amenity building will be called The Rec Room, with a focus on games of all kinds, and will feature 3,059 sq. ft. of space, plus a 914-sq.-ft. rooftop deck.





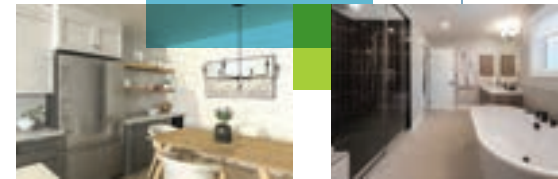
## STREETSIDE DEVELOPMENTS EDMONTON LAUNCHES INNOVATIVE HOME DESIGN

**EDMONTON, AB** - StreetSide Developments Edmonton introduced its new Village homes - four detached single-family home plans that provide affordable options for homeowners impacted by rising interest rates. Launched in northwest Edmonton's community of Trumpeter, showhomes in the community were completed in late 2022 and StreetSide Developments Edmonton sold two home models in the first two weeks.

There will be 21 Village homes in total on an exclusive cul-de-sac once everything has been completed. To develop the Village homes, StreetSide Developments Edmonton's team designed the home, then the lot it is built on,

and then wrote a zoning application that supports the development of the land and home.

Using this approach, StreetSide Developments Edmonton can develop single-family lots that reduce land use by nearly 20% when compared to the smallest offering currently available on the market. This provides the most affordable and dense single-family homes that are economically, socially, and environmentally superior through practical planning and build practices.



## STREETSIDE DEVELOPMENTS BC WORKING TO COMPLETE JUNO SALES CENTRE AND SCALE MODEL

**VANCOUVER, BC** - StreetSide Developments BC is putting the finishing touches on the brand-new sales centre and scale model for its Juno development, located just 30 minutes from downtown Vancouver in the new Surrey City Centre.

Slated to be Qualico's first-ever high-rise condo tower, Juno will stand at 33 storeys with a 6-storey podium, offering panoramic rooftop views and the largest amenity space within a standalone community in Surrey, with 37,000+ sq. ft.

The development will include 341 studio to three-bedroom lock off suites ranging from 374 to 1,294 sq. ft. All homes will have private outdoor balconies or terraces ranging from 32 to 888 sq. ft. and will have one of three designer colour schemes with an integrated stainless steel appliance package, including an induction cooktop.

The impressive scale model will be displayed in the brand-new sales centre, with an anticipated launch in early 2024. Qualico's significant investment in Juno is a signal of the strength and confidence in the BC market and a showcase of the team's abilities.



**JUNO**  
BY  
STREETSIDE





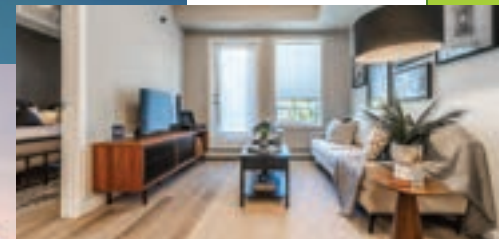
# STREETSIDE DEVELOPMENTS CALGARY FINDS SALES SUCCESS AND ACCOLADES WITH KONEKT PROJECT IN INGLEWOOD

**CALGARY, AB** - StreetSide Developments Calgary closed off its 17-year journey to complete the three-storey Konekt condominium project in Calgary's iconic Inglewood community, seeing the fruits of its labour with the project's sales successes and awards.

The business unit first purchased the land for the Konekt project in June 2006 and successfully navigated several obstacles related to its location and required permits throughout the past 17 years to get the project ready for customers.

Despite the initial challenges, the project notably earned StreetSide Developments Calgary two BILD Calgary Region Awards for its floorplans (Best New Multi-Family Home Design 700-899 sq. ft. and Best Multi-Family Home Design up to 699 sq. ft.).

As well, the project was 80% sold before it was completed and a new showhome opened in the fall of 2023. The units that are still available are not expected to be vacant long due to high levels of interest.





# COMMUNITIES

Qualico Communities is recognized as a leader in the development of award-winning, master-planned communities. These are communities in the truest sense, incorporating not only residential living, but also aesthetic and recreational elements, retail options, office sites, common gathering spaces, pedestrian-friendly paths, and sport facilities. We work with local governments, builder contractors, and residents to create neighbourhoods with homebuyers in mind.



QUALICO<sup>®</sup>  
communities





# QUALICO COMMUNITIES EDMONTON LAUNCHES NEW MARQUIS COMMUNITY IN NORTHEAST EDMONTON

**EDMONTON, AB** – Qualico Communities Edmonton launched its new Marquis community in the Horse Hill area in Northeast Edmonton. With a variety of new home models to choose from, Marquis appeals to families and individuals looking to take in the quiet natural charm of the North Saskatchewan River while remaining connected to everything the city has to offer.

The first phase includes 178 available lots surrounded by tree stands, park space, and diverse recreational opportunities, including multi-use trails nearby. The location offers convenient access to major arterial routes, light rail transit, and a mix of shopping and entertainment. Future commercial spaces in the community will include a town centre that will be within walking distance for residents.

Building in a new area of the city required significant upfront capital investments by Qualico Communities. Striking the right balance between social, environmental, and economic aspects was critical to ensuring the development is sustainable and one that Edmontonians will be proud of.





# SOUTHBOW — L A N D I N G —



## QUALICO COMMUNITIES CALGARY EMBARKS ON ITS LARGEST COMMUNITY IN COCHRANE

**CALGARY, AB** - Qualico Communities Calgary has made its largest land purchase in Cochrane, Alberta to date, with 545 acres that will be used to develop a future master-planned community called Southbow Landing.

Located just east of Highway 22 on the southern edge of Cochrane, Southbow Landing will include residential areas, a large commercial centre, views of the Bow River, and significant greenspaces throughout. It will also offer unparalleled access to the Town of Cochrane, the City of Calgary, and the nearby mountains.

Southbow Landing is anticipated to be developed in approximately 13 to 15 phases and its central commercial area will be the largest on the south side of Cochrane, providing additional amenities for future homeowners and existing Cochrane residents.

At full build-out, the community will be home to a population of between 7,300 and 9,000 people who will be able to choose from a variety of home types to suit a wide range of lifestyles.



## QUALICO COMMUNITIES BC REPURPOSES LAND AND HOMES SLATED FOR FUTURE DEVELOPMENT AS PART OF ITS LAND ACTIVATION STRATEGY

**SURREY, BC** - Managing acquired land and finding creative ways to contribute back to the community is the basis of Qualico Communities BC's Land Activation Strategy and ties directly to the business unit's Corporate Responsibility action item, 'Where appropriate, undeveloped land is used temporarily for community services or programs.'

By providing land at a nominal rate to those in the community who can benefit most from it, Qualico can achieve a win-win situation where the business provides

a community benefit while deterring illegal activity on the premises. Some examples of repurposing land include using it for various types of farming, creating dirt bike courses, establishing community gardens, and using it for animal retreats.

A prime example of Qualico Communities BC's land activation is its recent involvement with Operation Welcome Home. Through the initiative, the business unit is providing temporary housing for Ukrainian newcomers by donating homes that are slated for future demolition, but that are still livable in the meantime.





## QUALICO COMMUNITIES DFW DELIVERS BIG RUN OF SUCCESS IN TEXAS' SMALLEST COUNTY



**DALLAS-FORT WORTH, TX** – Just a couple of years into its operations, Qualico Communities Dallas-Fort Worth (DFW) has already seen plenty of success in one of America's top housing markets. With Qualico Communities' past, present, and future mapped out, a corridor of success is located within Rockwall, Texas.

Rockwall is both a city and the smallest county in Texas, located on the east side of

the Dallas-Fort Worth metroplex. It has been an important location for Qualico Communities DFW and Pacesetter Homes DFW in terms of development opportunities thanks to its transportation, school, and lot position options. The area is home to Qualico projects such as Gideon Grove, Stone Creek, Nelson Lake, and Park Hills.

There are still additional development opportunities within Rockwall in the future, which Qualico Communities DFW and Pacesetter Homes DFW plan to take advantage of, considering the success of their ventures there so far.





## QUALICO COMMUNITIES CALGARY SELLS 100+ HOMES IN ITS VERMILION HILL COMMUNITY



**CALGARY, AB** - Qualico Communities Calgary saw the momentum of their newest community in Southwest Calgary, Vermilion Hill, delivering sales, ongoing interest, and exciting new showhomes. At build-out, the community will have approximately 1,200 new homes.

The first 100+ homes sold in Phase 1 have proven Vermilion Hill has the ideal mix of amenities, pricing, and location that homebuyers are looking for. The community is located in Southwest Calgary, a popular area that has limited affordable new home builds.

Vermilion Hill will be an Owners Association community, which will allow residents to actively get involved in the care, maintenance, and development of certain features in the community.

Amenities in Phase 1 of Vermilion Hill include a storm pond with pathways and a protected tree stand, and construction has begun on a gathering space for residents where events and celebrations can be held. Qualico Communities Calgary launched Phase 2 for Vermilion Hill in fall 2023.



## QUALICO COMMUNITIES WINNIPEG CONTINUES PROGRESS IN SAGE CREEK COMMUNITY

**WINNIPEG, MB** - In 2023, Qualico Communities Winnipeg entered Phase 10 of its Sage Creek development, continuing to make progress in the community. Throughout Sage Creek, a variety of price points and new housing types are available or being introduced, such as the first apartment-style condos by StreetSide Developments Winnipeg, the first assisted-living building, and housing meant to appeal to the 55+ demographic.

The community includes over nine kilometres of trails, a hydro corridor improved with native grasses and naturalized trails as an added amenity for residents, and an upcoming pump track for all ages, abilities, and skill levels. It also offers many amenities, including a mixed-use centre with retail and service providers, as well as one existing school and two more now under construction.

More than 20 years in the making, Sage Creek is a community where residents can live, work, and play. As Qualico Communities Winnipeg continues through Phase 10, the business unit's innovative and strategic approaches continue to serve as a great example of what building better cities really means.







## QUALICO COMMUNITIES CALGARY BREAKS GROUND ON NEW VANTAGE RISE COMMUNITY IN AIRDRIE

**AIRDRIE, AB** – Qualico Communities Calgary recently broke ground on its upcoming Vantage Rise community in Airdrie, AB, where the business unit has already seen success with its completed Ravenswood community.

At full build-out, the new Vantage Rise community will include four phases across 160 acres of land and will have over 3,000 residents living in 1,200 homes. Home types available in the community will include front garage, laned, townhomes, and mid-rise multi-family.

Around 50 guests attended the groundbreaking event for Vantage Rise, including owners, investors, government officials, builders, staff, head office employees, vendor partners, bank representatives, and media. In addition to the groundbreaking event, Qualico Communities Calgary organized a ceremonial blessing at the site alongside Aubin Consulting, facilitated by Chief Lee Crowchild of Tsuut'ina Nation.



As well as contributing to the city with new communities, Qualico is also sponsoring the development of Airdrie's new library and multi-use facility – something that supports Qualico's impact area of Education and Lifelong Learning.





# PROPERTIES

Qualico Properties aligns and consolidates our retail, office, light industrial and residential leasing development and property management of income-producing assets to provide value for our tenants and the community at large.

Qualico's property portfolio is comprised of more than 3.5 million sq. ft. of retail, office, light industrial and residential space across Western Canada and over 5 million sq. ft. of ongoing development.

Rancho property management for third-party condominium properties is one of the largest property management companies in Western Canada.

Qualico's US property assets portfolio includes a combination of long-hold income properties and joint-venture merchant-building projects with locations such as Hercules, Riverside, Carlsbad, and Long Beach, California and Austin, Texas.



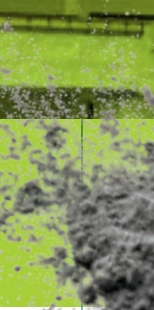


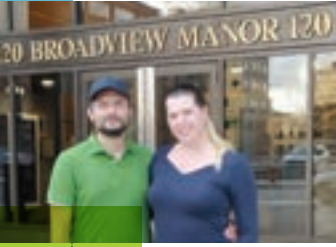
## QUALICO EDMONTON'S STATION LANDS JOINT-VENTURE PROJECT CONTINUES TO REACH MILESTONES WHILE BALANCING COMPLEX BUDGETS, LABOUR, AND TIMELINES

**EDMONTON, AB** - Qualico and Ledor have continued to reach major milestones in their joint-venture Station Lands project. Spanning nine acres, it will be downtown Edmonton's first mixed-use master-planned community and will be connected to other areas of the city through pedways and public transportation routes.

In the spring, the mid- and high-rise towers reached street-level grade after 14 months of work underground. The summer saw exterior stud work rise up and the majority of the mid-rise tower's floors poured. Entering into the fall, major structural elements were completed and exterior and interior work continues in tandem.

The project shifted to multiple building schedules as exterior and interior work began, all while the team successfully maneuvered within the constraints of technical labour shortages and plan changes for cost controls. So far, teams working on Station Lands have put in 208,318 worker-hours since development began and 100 workers or more have been on site at any given time.





## QUALICO PROPERTIES WINNIPEG PARTNERS WITH NEW JOURNEY HOUSING TO HELP PROVIDE HOMES FOR NEWCOMERS IN CANADA

**WINNIPEG, MB** - Qualico Properties Winnipeg has joined forces with New Journey Housing, a non-profit organization dedicated to offering support, assistance, and resources to guide newcomers to Canada in their journey to secure housing. Since spring 2022, the business unit has successfully welcomed more than 75 Ukrainian families into its residential units in Winnipeg.

To help these newcomers settle in quickly, Qualico Properties Winnipeg waived the typical requirements for a damage deposit and credit check - something that's out of the norm for the industry.

Waiving the deposit meant that families could cover additional costs like furniture and other necessities, and waiving the credit check meant they were eligible for Qualico housing when they were being turned away from others.

Qualico Properties Winnipeg also provided a list of available housing, and in some cases resident managers were able to help newcomers secure employment. Often within a few days, newcomer families were able to find housing, mostly in Qualico Properties Winnipeg's west properties.



## QUALICO PROPERTIES EDMONTON VOLUNTEERS TACKLE FOUR CITY BLOCKS DURING DOWNTOWN CLEAN-UP EVENT

**EDMONTON, AB** - In early 2023, a group of Qualico Properties employees in Edmonton hit the streets to participate in a Corporate Clean-Up Challenge where they collected more than 60 bags of garbage. The two-day event saw over 700 volunteers contribute and was organized by the Edmonton Downtown Recovery Coalition, of which Mike Saunders, Senior Vice-President, Qualico Properties, is a member.

The team received PPE and equipment to properly dispose of the waste and large bins were strategically placed throughout downtown Edmonton, with each team assigned a specific area to concentrate their efforts on.

Year-round, the Qualico Properties team takes charge of ensuring the immediate area surrounding EPCOR Tower is clean of litter and debris, but events like this can be a great team-building exercise and contribute to the Edmonton Downtown Recovery Coalition's goal of having downtown Edmonton's core become a safe, clean, and vibrant place to live and work.





## QUALICO SOUTHERN ALBERTA REGION EMPLOYEES MOVE INTO NEW REGIONAL OFFICE BUILDING

**CALGARY, AB** - Qualico employees from multiple business units in the Southern Alberta Region officially moved into the new regional office building in summer 2023. The two-stage move was done on time with very little disruption to business operations thanks to effective and ongoing collaboration between Qualico Properties (lead coordinator for the new office) and regional business units occupying the new space.

Qualico extensively renovated the three-storey, 98,225-sq.-ft. building located in southeast Calgary's

Quarry Park community to meet all the business units' existing and future needs before employees moved in. This new space accommodates all of Qualico's Southern Alberta Region operations under one roof, opening more doors for collaboration and best practices across Qualico's integrated real estate model.

The building is also a new asset in Qualico Properties' portfolio that will offer leasing potential, as the majority of the main floor will be leased to external tenants.





## QUALICO PROPERTIES EDMONTON SEES BENEFITS FROM FAÇADE REFRESH AT WEST POINT CENTRE



**EDMONTON, AB** - Qualico Properties Edmonton is seeing a positive return on investment with its West Point Centre after completing a façade refresh. Driven by this revitalization, the business unit has now leased 43,000 sq. ft. that was previously vacant following the closure of two big-box businesses nationwide.

The refresh also influenced existing tenant Best Buy to expand their space by 17,000 sq. ft. and invest \$5 million of their own funds toward a complete interior revamp, which has made the West Point Centre location Best Buy's most cutting-edge store.

The updated exterior has attracted a diverse range of tenants, making West Point Centre the community's one-stop location for groceries, pet supplies, clothing, electronics, banking, dining, and medical services.

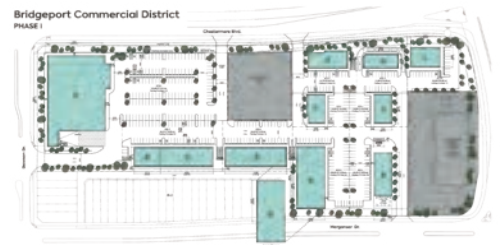
West Point Centre's façade refresh has quickly garnered momentum, bringing the newest leases and largest volumes of traffic to the area over the past year, with nearly 80,000 sq. ft. currently being leased and just under 10,000 sq. ft. of vacancy remaining.



## QUALICO PROPERTIES AND QUALICO COMMUNITIES CALGARY TEAM UP TO DEVELOP BRIDGEPORT COMMERCIAL DISTRICT

**CHESTERMERE, AB** - Qualico Properties and Qualico Communities Calgary are collaborating to construct essential roads into the Bridgeport Commercial District - the first key step in developing the commercial area on the west side of Chestermere, AB.

Qualico Communities Calgary supported Qualico Properties' development of Merganser Drive and Dawson Drive, which will open two new entrances into the commercial area and community from the north and east. The first common road for this development was completed by the end of 2023.



Bridgeport Commercial District will be a huge draw for people looking to purchase a home in the community of Dawson's Landing and surrounding areas. The first phase of the Town Centre is a 10-acre neighbourhood shopping centre with 112,000 sq. ft. that will include a mix of commercial opportunities and a 30,000-sq.-ft. pet-oriented wellness facility.

Qualico Properties and Qualico Communities Calgary anticipate this collaboration will continue as Qualico Properties starts deep utilities in the commercial area.





# QUALICO US MAKES SIGNIFICANT PROGRESS ON PROJECTS IN TEXAS AND CALIFORNIA

## AUSTIN, TX, RIVERSIDE, CA & CARLSBAD, CA -

Many of Qualico US's multi-family projects involve joint-venture partnerships with other companies and 'merchant building', where apartments are constructed, leased up, and then sold, with funds invested into new projects. In 2023, projects in Texas and California continued to see forward momentum.

Starlight in Austin, TX was completed in spring 2023 and was 59.1% leased and 52.9% occupied as of November 2023. Starlight is a five-storey podium construction

building with 325 apartment units, underground parking, and ground-level retail and restaurant space.

The Canyon Bluffs development in Riverside, CA saw pad certifications completed and utilities started in 2023, with the first building expected to be completed in summer 2024. The development will feature 88 units in three-storey garden-style buildings with detached garages and carports.

For Sunny Creek in Carlsbad, CA, Qualico and its joint-venture partners plan to entitle and rezone the entire parcel for residential building lots, with an expected sale to a homebuilder or homebuilders. This strategy will result in an exit three years earlier than the original plan, while still meeting return expectations.





# BUILDING MATERIALS SUPPLIES & SERVICES

Under the building materials supplies and services business vertical, companies have been creating exceptional value for Qualico, as well as for other builders, contractors, and retail customers, for decades. Our integrated offering of services and products includes building materials, plumbing, heating, drywall installation, flooring, insurance brokerage, and concrete products and services.







# STAR BUILDING MATERIALS CALGARY INVESTMENT WILL MAKE THE BUSINESS UNIT ONE OF THE LARGEST BUILDING MATERIALS SUPPLIERS IN WESTERN CANADA

**CALGARY, AB** - Star Building Materials Calgary announced a \$53-million investment that will double its capacity, create jobs, and help the building industry for decades to come. The completed expansion - combined with the company's existing facilities - will make the company one of the largest single-location building materials suppliers in Western Canada.

The expansion will double the production of trusses, engineered wood products, prefabricated wall panels, and interior finishing, and add more than 140 new jobs. It will also help alleviate disruption from ongoing labour and material shortages.

Qualico Properties was instrumental in facilitating the 18-acre parcel of land immediately adjacent to the company's existing 12-acre facility in Balzac, AB. The new expansion site will consist of three new buildings for production, adding to the existing two at the Balzac location. The company's current operations in its Alyth yard located just off Deerfoot Trail will be consolidated at the facility in Balzac. Everything should be fully operational in late 2024 or early 2025.





## STAR TRUSS IN WINNIPEG IMPROVES PRODUCTION EFFICIENCIES AND GROWS ITS OPERATIONS WITH SIGNIFICANT INVESTMENT

**WINNIPEG, MB** - In 2023, Star Truss in Winnipeg completed a significant investment for equipment upgrades to improve production efficiencies and solidify its operations in the 'best of' category for production in the industry.

The upgrades include a new high-efficiency saw that maximizes speed to reduce cut times and optimizes lumber for less waste, as well as a new table automation system that drastically reduces set-up time. A new ViRTEK laser system projects a laser template onto the table to reduce set-up and changeover times by 70%, improving accuracy and efficiency.

In addition, integrated TVs allow visual presentation of the products being manufactured to improve accuracy and productivity while getting real-time feedback of job completion. A new finish roller helps with quality assurance and puts the finishing touch on all products to ensure high quality.

With these advancements in production precision, Star Truss is making strides in environmental sustainability and meeting its corporate responsibility framework items of less waste to the landfill and going paperless.



## BP CONCRETE MAKES HEADWAY WITH MAJOR BRIDGE REHABILITATION PROJECT

**WINNIPEG, MB** - In early spring of 2023, Building Products & Concrete Supply (BP Concrete) began working with MD Steele Construction on the St. Vital Bridge rehabilitation project at Dunkirk Drive and Osborne Street. The project is a necessary investment, as the bridge and surrounding road network were in serious need of structural maintenance and repair.

Upon completion, the bridge deck will be widened, which will offer an added multi-use pathway on both sides for pedestrians, improved accessibility for public transportation, and increased service life of the structure for 50 years.

The strict parameters on the specification requirements for the project required an 'all hands on deck' approach to the pours. BP Concrete's quality control department and production team used their extensive experience creating the mixtures and ensuring the strength and performance fell in line with the City of Winnipeg's expectations.

The project was expected to wrap up for the winter by the end of 2023.





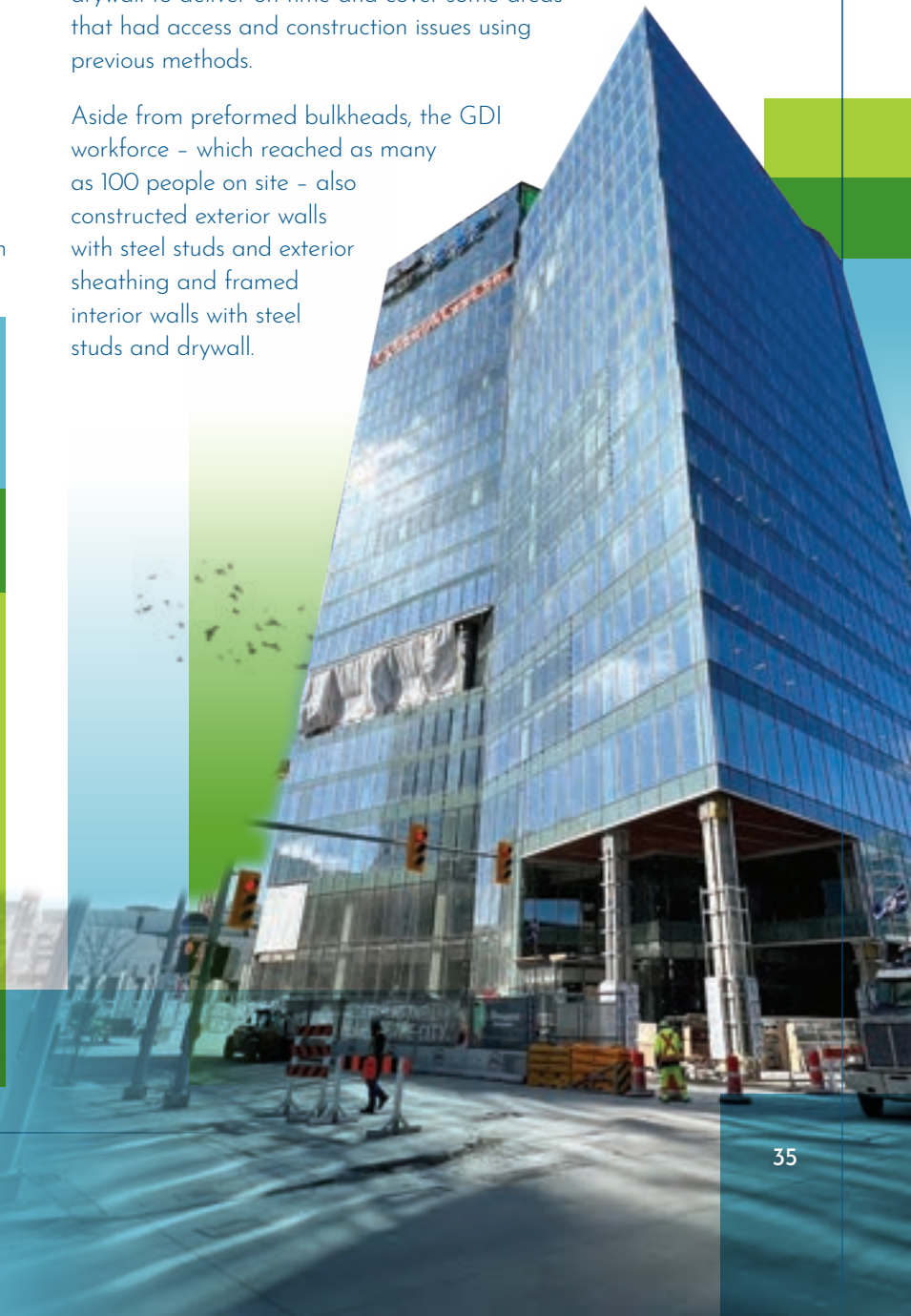
## GDI COMPLETES UNPRECEDENTED SCOPE OF WORK FOR NEW DOWNTOWN WINNIPEG HIGH-RISE

**WINNIPEG, MB** - In mid-2023, a new class A 22-storey high-rise in downtown Winnipeg was unveiled, which GDI played a large part in completing. The building, constructed by PCL, is the new North American headquarters for Wawanesa Insurance and part of True North Sports + Entertainment's revitalization project in downtown Winnipeg.

Although the total construction schedule for the project was 30 months, GDI had a tight 12-month schedule to complete an

unprecedented scope of both interior and exterior work. Despite the aggressive project timeline, and the many challenges that were presented during this time (the pandemic, supply chain issues, etc.), GDI incorporated new construction techniques for framing and drywall to deliver on time and cover some areas that had access and construction issues using previous methods.

Aside from preformed bulkheads, the GDI workforce - which reached as many as 100 people on site - also constructed exterior walls with steel studs and exterior sheathing and framed interior walls with steel studs and drywall.





## EMPIRE DRYWALL CALGARY REACHES RECORD 1,000 HOMES WORKED ON IN 2023

**CALGARY, AB** - Empire Drywall Calgary hit the milestone of having 1,000 homes worked on in 2023 - a new record in the company's 24-year history. Strong relationships with Qualico homebuilders, beneficial market conditions, increased volume of work with builders outside of Qualico, and a high-quality team have all contributed to this milestone.

Qualico acquired Empire Drywall Calgary in 2017, and in late 2020, Empire Drywall Calgary started working on the many single-family and multi-family projects for Qualico Calgary builders. Empire Drywall

Calgary's work for Qualico's builders includes insulation, spray foam, drywall, taping, texture, and sometimes priming scopes of work.

Since 2020, Empire Drywall Calgary has seen a steady increase in the number of homes the team has taken on per year for both Qualico and non-Qualico builders. The business unit has done everything it can to hire and increase the company's trade base to handle the additional capacity and has more employees than ever before to help manage the increased volume of work.





# STAR BUILDING MATERIALS WINNIPEG HOSTS ITS FIRST-EVER CONTRACTOR AND BUILDER EVENT

**WINNIPEG, MB** - To show appreciation, engage with customers, and grow the business, Star Building Materials Winnipeg hosted its first-ever Contractor and Builder Event in early 2023.

The business unit flexed its business-savvy muscles to meet its business development goals in building out its brand with new contractors and builders through strategic invitations to several homebuilder associations and institutions, including the Winnipeg Construction Association, the Manitoba Home Builders' Association, and the Professional Interior Designers Institute of Manitoba.

The event showcased 17 suppliers and drew an attendance of over 700 people, and the business unit was able to secure approximately 80 new customers and received positive feedback from those at the event. Those who registered for the event had an opportunity to win a truck, and during the event they could meet the Star Building Materials team and vendors, take advantage of specials, and network with others in the industry.





# CORPORATE RESPONSIBILITY



Corporate responsibility is more than just charitable giving - it is a well-rounded philosophy that helps inform business decisions, including environmental sustainability and social aspects.

Qualico acknowledges and embraces the responsibility that comes with being an employer, as we both directly and indirectly employ thousands of workers in the cities we operate. Qualico is committed to maintaining community confidence while innovatively addressing environmental and societal needs, all while striving to balance profit-making with giving back.

Corporate responsibility presents an intricate challenge, yet Qualico remains steadfast in navigating this complexity. Corporate responsibility is an ongoing commitment that we have in each of the cities where we do business, and we are all accountable in knowing how our day-to-day operations can benefit people, profit of the business, and the planet.

Qualico's purpose is to help build better cities, and corporate responsibility is an important building block in achieving that.

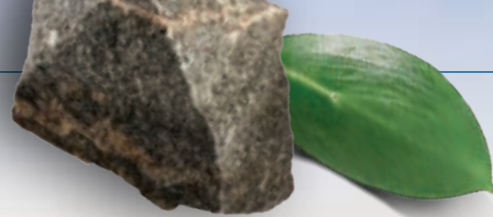
Scan this QR code to read our 2023 Corporate Responsibility Community Report:



We need to take **EVERY OPPORTUNITY** to improve the way our cities grow and interact so that the legacy we leave behind is one that **FUTURE GENERATIONS** will be proud to continue."

*- Kevin Van*  
President & CEO, Qualico





# Qualico's corporate responsibility philosophy

Our corporate responsibility philosophy spills into all aspects of operations, and as a result, spreads across the full company instead of resting in a single office or role.



## ENVIRONMENTAL

*Influenced by:*

- Product offering
- Building practices
- Supply chain purchasing
- Innovation commitment
- Philanthropy
- Operations



## WORKPLACE & COMMUNITY IMPACT

*Influenced by:*

- Policies and programs
- Operational innovation
- Developing current and future talent
- Philanthropy
- Health and safety



## BUSINESS CONDUCT

*Influenced by:*

- Ethics
- Policies
- Executive and Corporate Committee oversight
- Decision-maker diversity
- Equitable compensation structure

Since 2007, over  
**\$30 MILLION DONATED**  
back to the communities that Qualico helps build

## We balance our efforts and activities across FIVE KEY IMPACT AREAS

Under this framework, we aim to support organizations within our communities that are experts in these areas through collaborative partnerships.



**END THE CYCLE OF POVERTY**



**BUILDING SUSTAINABLY**



**GENDER EQUALITY**



**HEALTHY LIVES**



**LIFELONG EDUCATION**



# QUALICO'S LONG-STANDING RELATIONSHIP WITH ST.AMANT HELPS NON-PROFIT PROVIDE LIFE-CHANGING SERVICES

**WINNIPEG, MB** - Qualico's relationship with St.Amant spans back to Qualico's second generation of leadership through Brian Hastings and his support of the organization dating back to his school-aged years.

This long-standing relationship has helped provide exceptional life-changing services through the development of the Spirit Cottage and with the renovation of St.Amant's stabilization unit, which Qualico provided a major gift towards. The stabilization unit officially opened on April 18, 2023.

St.Amant is a non-profit organization that offers a wide range of supports for over 2,200 adults and children in Manitoba with developmental disabilities, autism, and acquired brain injury, and their families.

Qualico's donation to St.Amant Foundation was part of the \$4 million fundraising campaign for the stabilization unit, which will provide immediate, temporary care for families in crisis. One of the units bears Qualico's name to recognize the company's generosity.

St.Amant's Spirit Cottage, which Qualico also previously provided a major gift for, marked its 10th year of operation in 2023.







# QUALICO ANNOUNCES NEW CUSTOMIZED LEADERSHIP DEVELOPMENT PROGRAM

In fall 2023, Qualico launched a first-of-its-kind, customized Leadership Development Program through the Ivey Academy at Western University, with over 100 employees nominated to take part in the inaugural program. The initiative will give Qualico’s leaders an opportunity to hone the skills and characteristics they need to be successful in their roles and contribute to the growth and success of the organization.

The new program aligns with and addresses two of Qualico’s three focus areas of the Building a Better Workplace companywide action plan commitments: Improving our talent attraction and retention strategies, and Facilitating opportunities for employees to gain new skills.

The Qualico Leadership Development Program is made up of four learning programs that address different needs based on an employee’s role, and will include a combination of in-person and virtual learning sessions. The need for and content of the program was informed by employee feedback through the employee engagement survey and a series of employee focus groups.



# OPENING MINDS AND BUILDING FUTURES: STAR BUILDING MATERIALS CALGARY FINDS UNTAPPED TALENT AND ENSURES THEIR SUCCESS

**CALGARY, AB** - Star Building Materials Calgary uses a variety of recruitment strategies to reach potential new talent in untapped areas, including holding walk-in interviews, participating in job fairs, and working with newcomer organizations. Another important recruitment method is Qualico’s referral program.

Thanks to these methods, there have been more promotions in the last two years than there were in the past 10, the team has a low turnover rate, and training is taking less time than it used to.

The team also ensures new employees - such as newcomer Roman Lukyanenko, originally a dancer

from Ukraine - have what they need to succeed in their current and future roles. This involves keeping employees engaged, finding them the right role, helping them adjust to the company culture, assisting with necessary certifications, and helping purchase required equipment such as work boots.

Roman has since been promoted to Shift Supervisor and is enjoying the opportunity to learn new skills and build a new career path for himself.





## QUALICO NORTHERN ALBERTA REGION BUSINESS UNITS COLLABORATE TO BUILD NEW HOME AT TREATMENT CENTRE FOR CHILDREN

**EDMONTON, AB** - Qualico business units in the Northern Alberta Region have teamed up to help build a new 36-bedroom group-home-style building for Be Brave Ranch, a trauma-informed, evidence-based treatment centre focused on helping children who have been sexually abused, as well as their families.

Little Warriors - a national, charitable organization based in Alberta - operates Be Brave Ranch. Be Brave Ranch will not only offer new and improved cabin accommodations for the program, but will also allow Little Warriors to help more kids at a time.

Qualico employees will be contributing to the actual site construction and construction management of the build, primarily by leveraging relationships with trades and suppliers, managing construction schedules,

and estimating. The hope is to get as much donated as possible to help keep costs lower.

Qualico employees will also be contributing through fundraising efforts, including a golf tournament. The new Be Brave Ranch facility is expected to open in 2025.



## PACESETTER HOMES SASKATOON COMBINES FALL PROTECTION DEMONSTRATION WITH KIDSPORT FUNDRAISER

**SASKATOON, SK** - In spring 2023, Pacesetter Homes Saskatoon hosted a fall protection demonstration with the Saskatchewan Construction Safety Association (SCSA). All office and site staff were invited to attend, along with framers, roofers, and exterior siding applicators.

Employees received head, hand, and eye protection demonstrations from members of the SCSA, as well as advice on how to maintain optimal jobsite safety in a variety of scenarios.

The SCSA team reviewed Saskatchewan's occupational health and safety (OHS) regulations, showed proper inspections of lanyards and harnesses, and discussed fall protection planning.

After the demonstrations, Pacesetter Homes Saskatoon hosted a ball hockey tournament in the parking lot to raise \$500 for KidSport to mark the fifth anniversary of the Humboldt Broncos bus crash. Pacesetter Homes Saskatoon is proud to support the great work of KidSport Saskatoon in the community, helping over 1,300 local kids play sports last year.





## STAR MECHANICAL EDMONTON GIVES BACK TO THE COMMUNITY THROUGH EMPLOYEE-LED SUPPORT

**EDMONTON, AB** - Star Mechanical Edmonton has provided employee-led community athletics support for a number of organizations, including Team Alberta Floor Hockey for Canadian Special Olympics, Parkland Pirates Aquatics Club, Bev Facey Falcons Football, and Austin O'Brien Crusaders Football.

The involvement with these community athletics organizations has been possible thanks to Star Mechanical Edmonton staff members who bring these organizations to the attention of management. Financial support from the business unit through donations and sponsorships has helped these organizations with coaching, equipment, training, uniform, and team event costs.

Star Mechanical Edmonton has also supported other community organizations, including Gregor's Grads (Oilers Nation), Edmonton Food Bank (Force Civil), Mental Health (Points West), and YouCan Youth Services (Tacada), through monetary donations or purchasing tickets for charity events.

Through these initiatives, Star Mechanical Edmonton exemplifies its commitment to supporting the community and finding ways to get involved and make a difference, as well as allowing staff to suggest worthy causes to support.



## QUALICO'S SAFETY TEAM MEMBERS KNOWLEDGE SHARE AND DISCUSS FUTURE SAFETY GOALS AT 2023 SAFETY SUMMIT EVENT

**CALGARY, AB** - In fall 2023, Qualico Regional Safety Managers and other safety team members gathered in Calgary for the 2023 Safety Summit event, which gave everyone in attendance the opportunity to share ideas and discuss successes and areas for improvement.

Some of the objectives for the summit were enhancing the culture of safety, understanding safety as part of the business, supporting each other and the business, discussing the value of an effective strategy to understand both communications and data, and discussing compliance vs. care and how to improve both.

The team discussed big-picture departmental objectives around taking the safety program to the next level and communicating, supporting, and complementing the other departments and business units, as well as did some deep-diving into current policies and procedures needing review and continuous improvement.

Attendees also had an opportunity to learn about effective communication strategies from guest speaker Tina Varughese on the second day of the summit.





## QUALICO EMPLOYEES RIDE OVER 600 KM IN TWO HABITAT FOR HUMANITY CYCLING FUNDRAISERS

**CALGARY, AB & WINNIPEG, MB** - Qualico employees participated in two major fundraising cycling events in 2023 to raise money for Habitat for Humanity. Since the event's inception, the combined funds raised have surpassed \$5 million and have helped build many houses for the Manitoba and Southern Alberta communities.

The first of those events, Ride Through the Rockies, marked its 10th year in 2023 and took place Aug. 18-20 with more than 40 cyclists participating by cycling over 300 km. The event raised \$279,595, surpassing

the goal of raising \$250,000, which will allow Habitat for Humanity Southern Alberta to build two homes for families in the community.

Further east, Qualico employees took part in cycling around Lake of the Woods, ON for Ride Around the Lake from Sep. 8-10. The event's 17th year took place in 2023, with 48 cyclists traveling 345 km, which raised over \$400,000. The record-setting amount will allow Habitat for Humanity Manitoba to build two homes for local families.



# Acts of Kindness QUALICO

Qualico's Acts of Kindness program operates year-round in our regions, encouraging employees to give back to our communities and the causes they care about. Qualico employees can submit an Acts of Kindness application for a charity or not-for-profit organization to receive a \$1,000 donation. With over eight years of kindness being advocated by Qualico employees, more than \$420,000 has been donated to communities in which Qualico operates.

SINCE 2016, QUALICO'S ACTS OF KINDNESS PROGRAM HAS DONATED MORE THAN

**\$420,000**

TO CHARITIES AND NON-PROFITS IN OUR COMMUNITIES

## in action

### DONATION PROVIDES TOYS AND SUPPLIES FOR PEOPLE ON THE SPECTRUM OF AUTISM

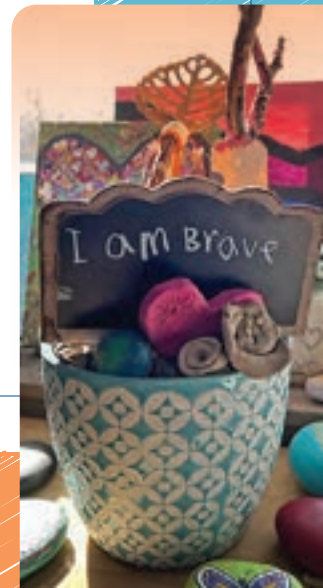
**CALGARY, AB** - Qualico presented a \$1,000 Acts of Kindness donation to the Autism Asperger Friendship Society, a charitable non-profit organization that provides respite care in a social and recreational environment for children, youth, and adults on the spectrum of autism. The Society helps over 700 families seven days a week, with multiple activities occurring each day. The Acts of Kindness donation helped provide new toys, arts and craft supplies, kitchen utensils, as well as other items to help with day-to-day operations.



### DONATION TO ALBERTA CANCER FOUNDATION SUPPORTS PATIENT ASSISTANCE PROGRAM



**CALGARY, AB** - Qualico presented a \$1,000 Acts of Kindness donation to the Alberta Cancer Foundation in support of its Patient Assistance program. Providing financial assistance for eligible patients in the province, the program covers costs as a direct result of care, such as travel, accommodations for appointments, and medications not covered by insurance. Patients can also use a portion of their funds towards indirect expenses such as groceries or utility bills.





# QUALICO<sup>®</sup> VOLUNTEER DAY



In addition to Qualico's financial contributions, we encourage employees to get involved by donating time and expertise through the Qualico Volunteer Day program.

Every employee at Qualico has the opportunity to take a full paid day to volunteer for a cause they care about through a company-planned event, a self-directed day to volunteer independently, or an organized event with a group of their coworkers.



QUALICO EMPLOYEES  
DEDICATED OVER  
**3,000 HOURS**  
..... IN 2023 .....

## HABITAT FOR HUMANITY - CALGARY, AB



VOLUNTEERED MORE THAN  
**150 HOURS**  
BUILDING HOMES

## SERVICE FIRST CARES BACKPACK ATTACK - DALLAS, TX



PACKED **1,200**  
BACKPACKS WITH SCHOOL  
SUPPLIES FOR CHILDREN IN NEED

## ANNUAL BRAIN TUMOUR FOUNDATION WALK - WINNIPEG, MB



HELPED THE BRAIN TUMOUR  
FOUNDATION OF  
CANADA RAISE NEARLY  
**\$100,000**  
AT THEIR MANITOBA EVENT

## SLEEP IN HEAVENLY PEACE - EDMONTON, AB



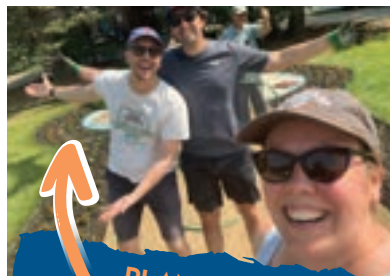
BUILT  
**65 BEDS**  
FOR CHILDREN AND  
FAMILIES IN NEED

## CRITTER CARE WILDLIFE SOCIETY - LANGLEY, BC



BUILT  
**NEW SHELTERS**  
AND ENCLOSURES TO HELP  
INJURED AND ORPHANED  
ANIMALS RETURN  
TO THEIR NATIVE HABITATS

## ST.AMANT - WINNIPEG, MB



PLANTED  
**441 FLOWERS**  
WITHIN THE GARDENS  
AT ST.AMANT

## TEXAS HUMANE HEROES ANIMAL SHELTER - AUSTIN, TX



CLEANED  
ANIMAL TRANSIT VANS, BUILT  
OUTDOOR PLAY AREAS,  
LANDSCAPED, AND POWER  
WASHED THE ANIMAL  
SHELTER'S MAIN BUILDING

# WHERE WE OPERATE

## EDMONTON

## METRO VANCOUVER

## SASKATOON

## WINNIPEG

## CALGARY

## REGINA

## AUSTIN, TEXAS

## DALLAS-FORT WORTH, TEXAS



### QUALICO CORPORATE

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### MANITOBA & SASKATCHEWAN REGION

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