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2021 ESG REPORT

HIGHLIGHTS

Our ESG Highlights reflect the most material topics for our organization.
Follow [this link](#) to view our comprehensive 2021 ESG report.

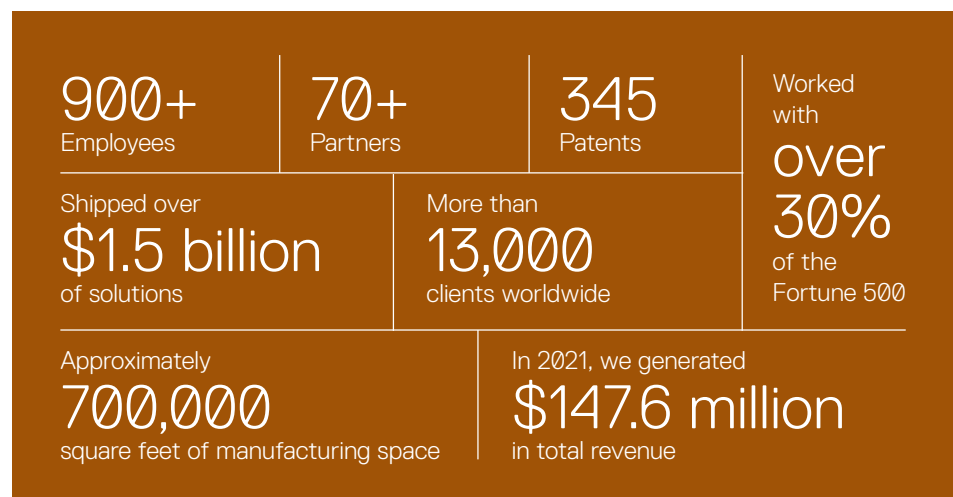


As DIRTТ continues to evolve, we've refined our ESG strategy and we're proud to announce progress in several areas. This summary of our 2021 ESG report offers a high-level look at who we are, what we do, and how we're building for tomorrow.

OUR PURPOSE

We empower people with resilient and agile environments that flourish in times of change. We do this by continuously innovating our products and processes so clients can realize their vision.

Our system of physical products and digital tools empowers organizations, together with construction and design leaders, to build high-performing, adaptable, interior environments. Operating in the workplace, healthcare, education, and public sector markets, DIRTТ's system provides total design freedom and greater certainty in cost, schedule, and outcomes.



*All information in this report is presented as at, and for the year ended, December 31, 2021.



OUR PEOPLE

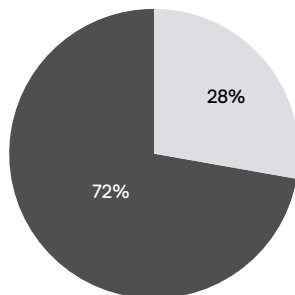
OUR GOALS

- Attain zero occupational illnesses or injuries, as measured by TRIF, by 2023.
 - DIRT TT's TRIF for 2021 was 0.5 which continues to show great progress on our journey to zero.
- Administer employee engagement pulse surveys annually.
 - Our most recent survey was completed in November 2021.
- Obtain Safety Health Achievement Recognition Program (SHARP) certification in our U.S. factories by the end of 2023.
- Use our 2021 diversity and inclusion statement to increase diversity in the workforce over the next two years.
 - Our internal diversity and inclusion statement was released in April 2021.
 - We completed a diversity and inclusion survey in November 2021 to collect employee diversity data.
 - Improved talent acquisition process to ensure diverse candidate pool.

DIVERSITY SUMMARY

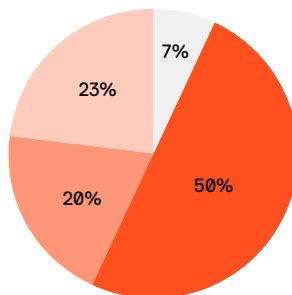
The following charts illustrate the diversity among DIRT TT employees:

EMPLOYEE POPULATION BY GENDER



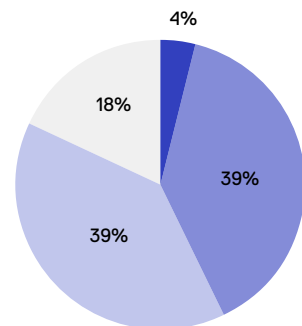
- Male
- Female

EMPLOYEE POPULATION BY TENURE



- 0-5 Years of service
- 6-9 Years of service
- 10-14 Years of service
- 15+ Years of service

EMPLOYEE POPULATION BY GENERATION



- Generation Z (19-25)
- Generation Y (26-41)
- Generation X (42-57)
- Baby Boomers (58-76)

OUR PRODUCTS



100%* of assemblies are
SCS Indoor Advantage
Gold Certified



FSC® Certified**



Four chemical
inventories



10 environmental
product declarations



First annual ESG report
released in 2020



Signed mindful MATERIALS
Manufacturer Materials
Commitment

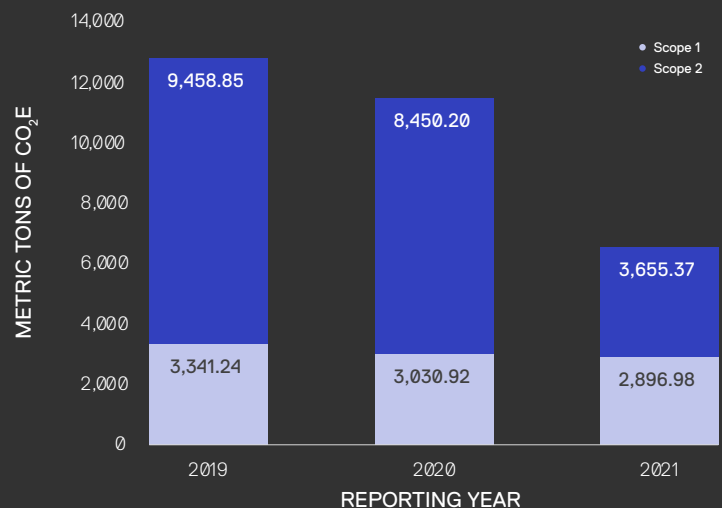


OUR PLACES

OUR GOALS

- Maintain Lean Six Sigma certification levels by having all factory employees at DIRT with more than three months on the job complete Lean 101.
- Develop energy reduction goal by the end of 2023 based on our November 2021 energy audit.
- Source or generate renewable energy to power 100% of our factories by 2025.
- Using our 2021 levels as a reference, we'll reduce our absolute landfill waste by 35% by 2025.

CARBON FOOTPRINT



Annual scope 1 and 2 carbon footprint (market-based)

Looking ahead, we'll continue to refine our ESG strategy, set new goals, and propel ourselves forward. Working with our peers and partners will be essential to creating a more sustainable industry and setting higher standards for interior spaces.