



2023 ESG REPORT

A HOME
FOR
EVERY
DREAM®



TABLE OF CONTENTS

Click or tap the subject you would like to read to jump to that page

Letter From Our CEOs PAGE
01

About Century Communities..... PAGE
02

About This Report..... PAGE
06

Environmental PAGE
08

Social PAGE
19

Governance PAGE
28

GRI Index PAGE
32

SASB Index PAGE
35



CEO



Last year marked the 20th anniversary of the founding of Century Communities. Our mission today is the same as it was back in 2002 - to build attractive, high-quality homes at affordable prices as we provide our valued customers with A HOME FOR EVERY DREAM®. Our team is dedicated to building more energy efficient new homes with lasting livability and creating enduring neighborhoods. Additionally, as a top 10 homebuilder with a presence in 18 states and over 45 markets, Century plays an important role in helping to solve the shortage of housing, especially affordable housing, that exists today in the country. Finally, we believe pursuing our ESG initiatives can be achieved in parallel with fostering the long-term interests of our shareholders and increased value-creation.

In our 2021 ESG report, we published our first corporate greenhouse gas (GHG) emissions inventory for 2020, and, in this report, have provided the results for 2022, 2021 and 2019. In 2022, we also completed our first TCFD-aligned climate risk and opportunity assessment to provide more detailed insights on the risks and opportunities of a changing climate. In 2022, we announced an agreement to begin building homes in the Phoenix metro area using a 3D printing and robotics technology. The goal of this technology is to reduce our manual labor and construction cycle times, provide an enhanced focus on safety and quality, and deliver a home that is more energy efficient and durable than homes built from traditionally framed walls.

At Century, we believe it is important to support both our employees and the communities in which we live and operate. To further these goals, we recently established Century University and the Century Communities Foundation. Century University is an online and in-person training and development program that we created

to provide additional support for our construction and customer relation teams. While we have always encouraged our local teams to donate their time and resources to their communities, we formed the Century Communities Foundation to support our local teams at the corporate level with their initiatives and to make contributions at both national and local levels.

Century Communities was recently named to Newsweek's list of America's Most Trustworthy Companies 2023 and was the highest-ranked homebuilder on the list. Our cornerstone goal at Century has always been to deliver A HOME FOR EVERY DREAM®, and this recognition is a reflection of how much our employees and trade partners strive each and every day to fulfill that mission. From building new homes in prime locations to making it easier than ever for our customers to purchase and finance their dream home, Century is focused on continually raising the bar for what the homebuying experience should be.

We are excited by both our accomplishments over the last two years and the initiatives that we plan to take in the future as we continue to advance our sustainability goals in concert with increasing returns to our shareholders.

Robert J. Francescon
Co-Chief Executive Officer & President

Dale Francescon
Chairman & Co-Chief Executive Officer

COMPANY OVERVIEW

Century Communities, Inc. (NYSE: CCS), a Delaware corporation, is a top 10 national homebuilder. Offering new homes under the Century Communities and Century Complete brands, Century is engaged in all aspects of homebuilding — including the acquisition, entitlement and development of land, along with the construction, innovative marketing and sale of quality homes designed to appeal to a wide range of homebuyers. Located in Greenwood Village, Colorado, the Company operates in 18 states across the U.S., and offers title, insurance and lending services in select markets through its Parkway Title, IHL Insurance Agency, and Inspire Home Loan subsidiaries. Our homebuilding operations are organized into the following five reportable segments: West, Mountain, Texas, Southeast, and Century Complete. This report aligns with the CCS entities included in our consolidated financials and includes all operating segments of CCS for the calendar year 2022.

18

States

45+

Markets

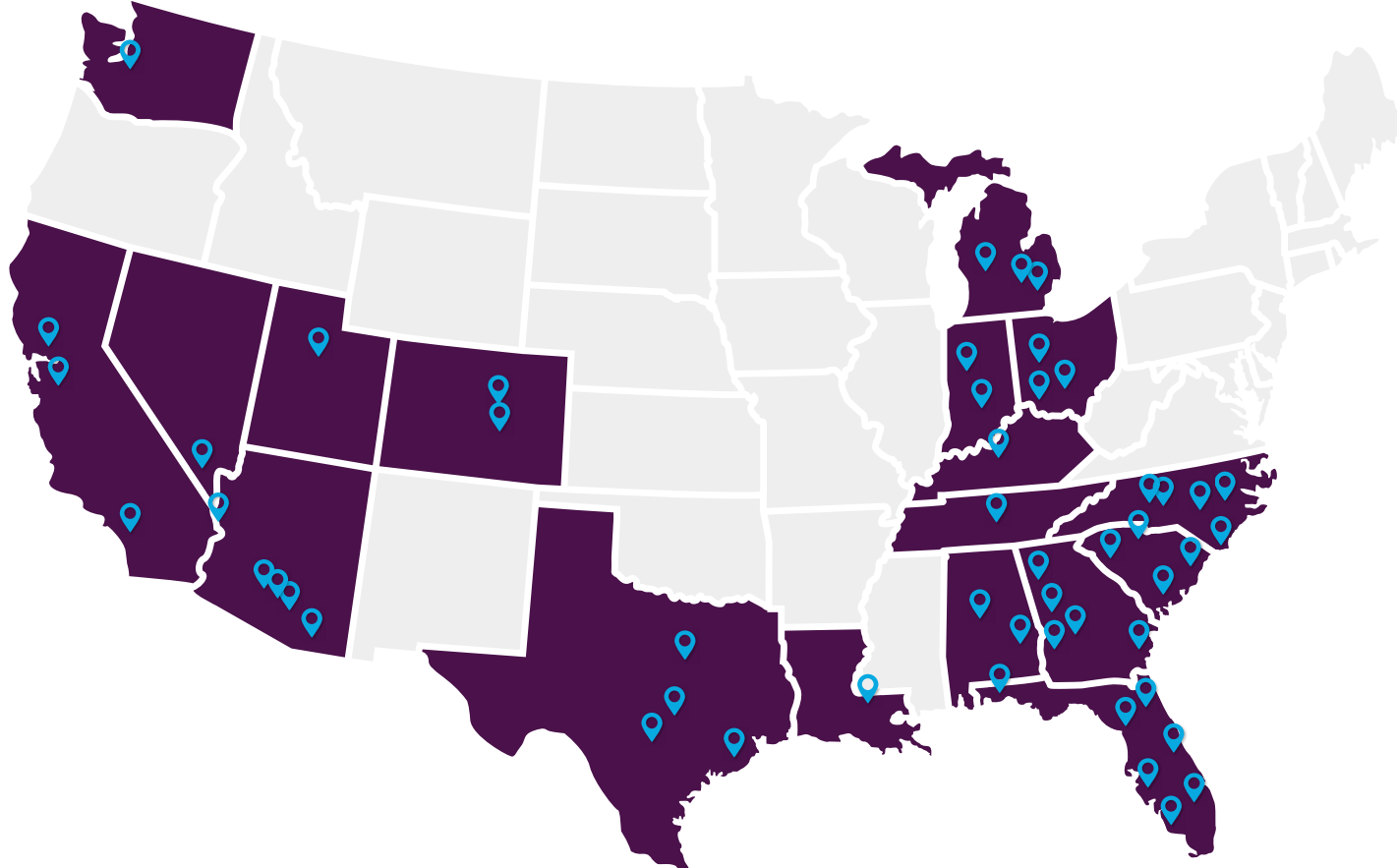
53,119

Lots¹

\$4.5bn

Revenues¹

CCS
LISTED
NYSE




CENTURY
COMMUNITIES®


CENTURY
Complete


inspire
HOME LOANS


parkway
TITLE


IHL Home
Insurance
Agency

¹ Lot count is as of 12/31/2022 and revenues are fiscal year end 12/31/2022.





ABOUT CENTURY COMMUNITIES

OUR COMMITMENTS

Our Board and management are committed to integrating sustainable business practices that create lasting results to benefit all our stakeholders, including our customers, employees, shareholders, and trade partners, along with the communities in which we operate.



ENVIRONMENTAL

We are committed to operating in an environmentally responsible manner to reduce our impact on climate change, conserve natural resources and comply with environmental regulations.



SOCIAL

We are committed to being a socially responsible employer by fostering an environment of diversity and inclusion across our business, operating ethically and supporting our local communities. We prioritize the health and safety of our employees, homeowners, contractors, customers and communities. For example, in response to the COVID-19 pandemic, we quickly implemented protocols with this goal in mind, such as remote work arrangements, enhanced cleaning measures, modifications to our building sites to allow for social distancing, and virtual interactions with customers, including virtual home tours and remote customer appointments.



GOVERNANCE

We are committed to building a culture dedicated to ethical business behavior and responsible corporate activity. This extends to our business partners through our Vendor Code of Conduct which includes our commitment to employee health & safety, human rights, and environmental stewardship. We believe strong corporate governance through the engagement of our Board and management teams on ESG topics is the foundation to delivering on our commitments.



ABOUT CENTURY COMMUNITIES

ESG INITIATIVES

As a leading, top 10 national homebuilder, we play an important role in building a sustainable future for our employees, our homeowners, our environment and the communities in which we live and build while we operate in an ethical and socially responsible manner. Specific to our industry, we are focused on the following opportunities related to climate change, sustainability and social responsibility:



Reducing our carbon footprint by seeking to better understand the embodied carbon footprint of our homes and exploring opportunities to procure lower carbon building products;



Building sustainable homes that allow homeowners to reduce their carbon footprint by utilizing smart home technology to reduce energy consumption and conserve water;



Offering sustainable, affordably priced homes to homebuyers;



Helping create happy, healthy communities in part by educating homebuyers, employees, business partners and other stakeholders on environmentally sustainable practices;



Complying with all relevant and applicable local, state and federal environmental laws, policies and regulations;



Incorporating efficient and waste reducing practices into our homebuilding operations which offer long term benefits to our customers and our environment;



Maintaining work environments conducive to the health and safety of our employees, our trade partners, the public and our valued homeowners;



Creating a culture that fosters diversity, inclusivity, dignity, and respect with equal employment opportunity hiring practices and policies with competitive compensation and benefit packages.





ABOUT CENTURY COMMUNITIES

STAKEHOLDER ENGAGEMENT

We are committed to promoting collaboration with our stakeholders in the creation and implementation of our ESG strategies and programs.

We regularly engage with investors, customers, employees, rating agencies and other stakeholders on business matters including ESG topics to help establish and implement policies throughout our business to drive and support various initiatives.



ABOUT THIS REPORT OVERVIEW

Century is committed to building environmental sustainability, social responsibility and effective corporate governance into all aspects of our business.

This report covers calendar year 2022 and presents a deeper look at Century, the many ways that ESG affects our business and how we, as homebuilders, impact the world around us. Our ESG reporting is centered on the industry-specific reporting standards as advised by the Sustainability Accounting Standards Board (SASB). These standards were launched in November 2018 and were created based on material ESG factors SASB has deemed most relevant to investors. SASB reporting is also aligned with the Task Force on Climate-related Financial Disclosure (TCFD) recommendations. This report has also been prepared in accordance with the newly updated standards by the Global Reporting Initiative (GRI). External assurance was not conducted for this report.

We are committed to transparent, accountable reporting in our description of the many ways we consider the impact of our business on our environment and how we can make a positive impact through building and delivering sustainable homes.

This includes descriptions of how we develop and acquire land, including site preparation, the construction of lots and homes, home sales and compliance with local and state environmental regulations. While Century is mostly focused on the development and sale of single-family homes, we also construct townhomes, condominiums and multi-family housing.

We're committed, where feasible, to sourcing sustainable materials to build our homes and limiting waste. In addition, we strive to design homes with increased resource efficiency, such as energy-efficient appliances that drive cost savings and improve homeowner satisfaction. Across our entire organization, we seek to promote diversity and inclusion. Additionally, we aim to protect the welfare of employees across our job sites through the implementation of robust health and safety programs. And lastly, we are committed to our shareholders through the creation of shareholder-friendly governance policies.



ABOUT THIS REPORT

MATERIALITY ASSESSMENT

Century Communities conducted a materiality assessment evaluation to identify and prioritize the issues that matter most to the Company and stakeholders. Defining material issues allows us to evaluate our main impacts – both positive and negative – on the environment, society and economy. The results of these assessments are used to inform our ESG reporting and strategy, and also drive greater disclosure and transparency.



ESG issues included in the materiality assessment and evaluation were based upon:



Industry trends informed by a landscape assessment and reporting best practices and material topics recommended for the Home Builder and Real Estate industries by SASB, GRI, and ESG rating organizations.



Topics of particular concern and interest to Century stakeholders identified in our Stakeholder and Stockholder Engagement Activities.



Topics raised included:

Climate change adaptation, Land use and ecological impacts, Carbon management, Workforce health and safety, Workforce training and education, Diversity, equity and inclusion, Housing affordability, Home quality and safety, Community impact, Supply chain management, Board ESG oversight, Business ethics and compliance.





ENVIRONMENTAL

SOCIAL

GOVERNANCE



ENVIRONMENTAL

SUSTAINABLE DEVELOPMENT

Century Communities utilizes a due diligence checklist to review and confirm key criteria prior to land selection, homesite development and home construction.

With regards to environmental considerations, there are many areas that are examined, including:

- 1 Soil Conditions**
Examples: Is there a geotechnical report? Is the soil suitable for the proposed development? What foundation types is the soil suitable for?
- 2 Noise and Nuisance**
Examples: Is the property within 1,000 feet of a highway, freeway or heavily traveled road? Is the property within 3,000 feet of a railroad? Are there any active oil and gas wells on or immediately adjacent to the property? Are there cellular towers on or immediately adjacent to the property?
- 3 Biological Conditions**
Examples: Does the property include designated wetlands? Does the property include streams, waterways or creeks? Are there any endangered species on the property?
- 4 Hazardous Material**
Examples: Does the property have an unobstructed view or is it within 2,000 feet of any facility storing explosive or fire-prone materials? Is there any visual evidence of hazardous/toxic material on the property? Is the property within 3,000 feet of a dump or landfill site or a site on the EPA Superfund National Priorities List (NPL) or equivalent?
- 5 Flood Conditions**
Examples: Is the property within a Special Flood Hazard Zone? Will the home require flood insurance?
- 6 Overall Environmental Conditions**
Examples: Has a Phase 1 Environmental Site Assessment been conducted? Have any Recognized Environmental Conditions (RECs) been identified? Does the site require an Asbestos Survey?

ENVIRONMENTAL

SUSTAINABILITY INITIATIVES

At Century Communities, we're committed to building efficient, healthy homes that promote sustainable living for our customers and the communities in which we live and operate.

We're dedicated to looking for ways to reduce the environmental impact of our entire organization. Additionally, by implementing sustainable practices and energy-efficient building technologies and products, we can improve homeowner satisfaction by addressing our most significant environmental impacts.



Throughout the homebuying process, we educate our customers on green building options and offer them in many markets a variety of sustainable solutions and energy-efficient products in many of our homes across our markets, including:

Low-VOC paints and improved indoor air quality	WaterSense® Certified kitchen and bathroom fixtures and low-flow toilets
Tankless Water Heaters	ENERGY STAR® Certified smart thermostats
Energy-efficient HVAC units with whole-home air purification systems	Efficient LED Lighting
ENERGY STAR® Appliances	Solar power, heat pumps and fully electric communities in select markets

Many of our homes are certified to the following third-party, multi-attribute green building standards:

- ✓ In 2022, 3,118 homes obtained a HERS Rating Score
- ✓ 100% of all home deliveries in 2022 were specified to use WaterSense® Certified fixtures subject to product availability
- ✓ 100% of all home deliveries in 2022 were specified to use ENERGY STAR® appliances subject to product availability

Additionally, approximately 89% of home deliveries in 2022 were certified as being eligible for 45L energy tax credits



ENVIRONMENTAL

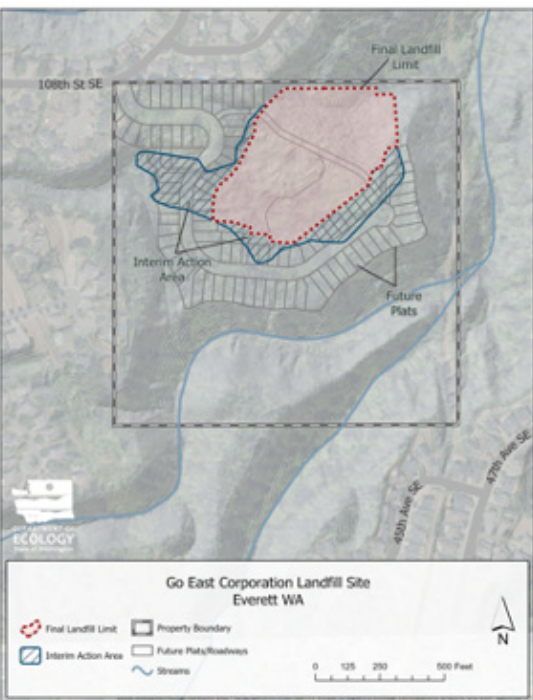
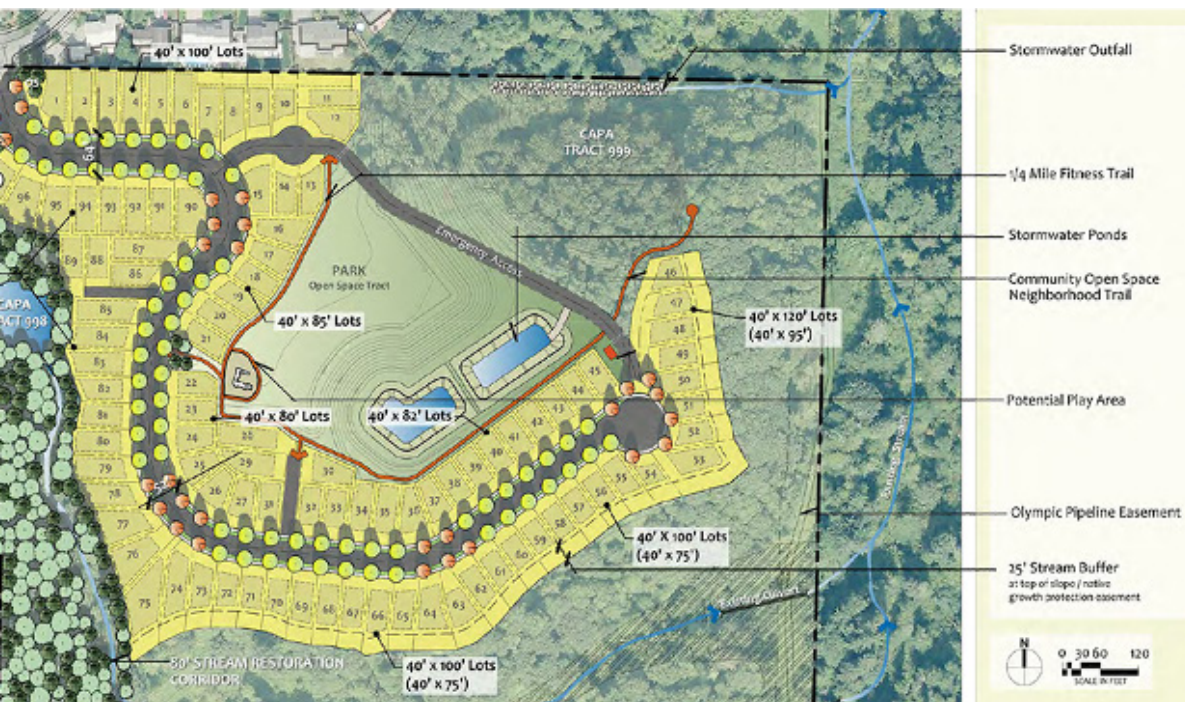
SUSTAINABILITY INITIATIVES

At Century, we value engineer every home we build to minimize the amount of labor and material used in its construction, which also helps to reduce the costs of our homes for our customers. We often utilize items such as wall panels, pre-cut lumber packages, roof trusses and floor trusses that produce less waste than on-site stick framing.



We strive to create thriving and enduring neighborhoods by incorporating features and amenities such as open space, parks, trails, recreation centers and LED streetlights in many of our communities.





ENVIRONMENTAL

SUSTAINABILITY INITIATIVES

At Century, we believe that our development of communities can have positive impacts above and beyond creating thriving neighborhoods and providing attractive, high-quality homes at affordable prices.

An example is our Alpine Estates community that we are developing in Snohomish County south of Everett, Washington. A portion of the site had previously housed a landfill that had been inactive since 1983. Through our purchase of the land, the landfill has been closed and is being repurposed for open space within the new community, making this property, and the surrounding community, both healthier and safer.

ENVIRONMENTAL

VENDORS & SUPPLIERS

At Century, we aim to conduct our business operations at the highest level of ethical standards. We expect our vendors – including business partners, suppliers and trade partners – to understand and act in accordance with applicable laws, rules and regulations, as well as to abide by our workplace policy standards. This includes our Code of Business Conduct and Ethics Policy Statement, our Environmental, Social and Governance (ESG) Policy Statement, our Human Rights Policy Statement, our Commitment to Workplace Health & Safety Statement and our Commitment to Diversity and Inclusion Policy Statement.

Our goal is to partner with vendors that conduct their businesses with a set of ethical standards comparable to our own and who share our same commitment to workplace health and safety, labor rights and the environment.

We expect that all our vendor business partners commit to providing a safe workplace and standards for employment

that respect the rights of their employees under federal, state and local laws. In addition, we have developed a Vendor Code of Conduct to establish principles, guidelines and standards with respect to the conduct of our vendor business partners. These principles, guidelines and standards build on those contained within our own Ethics Policy and are intended to help us address certain risks. Through their vendor agreements with us, we expect our vendor business providers will respect the principles, guidelines and standards reflected in this Code. We also expect our vendor business partners to follow best industry practices.

Our Top Suppliers

84 Lumber Company
ABC Supply Co., Inc.
Builders FirstSource, Inc.
Carrier Global Corporation
Carter Lumber Company
Contract Lumber, Inc.
Cosentino Group
Eaton Corporation
Emser Tile LLC
Hearth & Home Technologies
Honeywell International Inc.
InSinkErator Company
James Hardie Industries

John Mansville
LP Building Solutions
Moen Incorporated
Progress Lighting
Schlage
Shaw Industries Group, Inc.
Simpson Strong-Tie Company, Inc.
Tamko Building Products LLC
The Sherwin-Williams Company
UFP Industries, Inc.
Uponor Inc.
Weyerhaeuser Company
Whirlpool Corporation

Supplier list as of 12/31/2022



ENVIRONMENTAL

GREENHOUSE GAS EMISSIONS

The tables convey the results of **Century's corporate greenhouse gas (GHG) emissions inventories** for 2019, 2020 (revised), 2021 and 2022, based on the estimates calculated by third-party consultants. CCS will assess our carbon corporate footprint to augment our climate risk assessment process, understand changes in our environmental impact and track progress toward reducing our impact.

Greenhouse Gas Emissions (MT CO₂e) for 2019-2022

	2019	2020*	2021	2022
Scope 1 - Stationary Combustion	3,177	3,377	3,648	3,003
Scope 1 - Fugitive Emissions	106	112	117	95
Scope 2 - Electricity (Market-based)	9,684	10,146	10,886	9,074
Scope 3 - Purchased Goods & Services	912,312	1,726,173	1,020,877	844,729
Scope 3 - Business Travel	600	360	521	650
Scope 3 - Employee Commuting	4,040	1,496	4,035	3,791
Scope 3 - Downstream Leased Assets	194	223	172	113
Scope 3 - Use of Sold Products**	1,134,327	1,221,747	1,382,942	1,215,325
Scope 3 - End-of-Life Treatment of Sold Products	252,185	295,620	332,116	304,018
Scope 3 - Waste Generated in Operations	53,646	78,391	78,319	68,742
Total Emissions (MT CO₂e)	2,370,271	3,337,645	2,833,633	2,449,542

Breakdown by Scope (MT CO₂e)

2019 Scope 1	3,283	2021 Scope 1	3,765
2019 Scope 2	9,684	2021 Scope 2	10,886
2019 Scope 3	2,357,304	2021 Scope 3	2,818,982
2020 Scope 1	3,489	2022 Scope 1	3,099
2020 Scope 2	10,146	2022 Scope 2	9,074
2020 Scope 3	3,324,010	2022 Scope 3	2,437,369

*Estimates calculated by an independent, third-party consultant. *Century's 2020 GHG inventory was revised to incorporate new information and ensure consistency with 2019, 2021 and 2022 within multiple categories, including Purchased Goods & Services, Use of Sold Products and End-of Life Treatment of Sold Products. **The service life of a home utilized to report Use of Sold Products emissions was 15 years. The major drivers of Use of Sold Products emissions are home HVAC systems and major appliances, both of which have an estimated service life of 15 years per the RESNET Energy Rating Standard. We felt modeling Use of Sold Products emissions beyond this service life introduced a high level of uncertainty. Based upon the UL Part A: Product Category Rules for Building Related Products and Services, however, we also calculated Use of Sold Product emissions over a 75-year home service life 5,671,634 MT CO₂e for 2019 (75,622 MT CO₂e annualized), 6,108,733 MT CO₂e for 2020 (81,450 MT CO₂e annualized), 6,914,710 MT CO₂e for 2021 (92,196 MT CO₂e annualized) and 6,076,624 MT CO₂e for 2022 (81,022 MT CO₂e annualized).*

Supplemental Energy & Water Use Data:

In 2019, CCS utilized 154,469 GJ of energy or 0.00006091 GJ/\$ Net Sales. By source, this energy use was 12.20% Renewables, 67.20% Gas, 20.60% Other Non-Renewables, and 0.10% Unknown. CCS also utilized 12,006 m³ of freshwater or 0.000004735 m³/\$ Net Sales. By source, this freshwater was 23% Groundwater and 77% Surface Water. In 2020, CCS utilized 164,571 GJ of energy or 0.00005206 GJ/\$ Net Sales. By source, this energy use was 13.30% Renewables, 66.40% Gas, 20.20% Other Non-Renewables, and 0.10% Unknown. CCS also utilized 13,274 m³ of freshwater or 0.000004199 m³/\$ Net Sales. By source, this freshwater was 23% Groundwater and 77% Surface Water. In 2021, CCS utilized 144,342 GJ of energy or 0.00003579 GJ/\$ Net Sales. By source, this energy use was 13.80% Renewables, 65.70% Gas, 20.40% Other Non-Renewables, and 0.10% Unknown. CCS also utilized 14,906 m³ of freshwater or 0.000003696 m³/\$ Net Sales. By source, this freshwater was 23% Groundwater and 77% Surface Water. In 2022, CCS utilized 92,270 GJ of energy or 0.00002214 GJ/\$ Net Sales. By source, this energy use was 15.52% Renewables, 65.92% Gas, 18.49% Other Non-Renewables, and 0.06% Unknown. CCS also utilized 17,055 m³ of freshwater or 0.000003882 m³/\$ Net Sales. By source, this freshwater was 23% Groundwater and 77% Surface Water.



CLIMATE RISK ASSESSMENT

Frameworks Utilized



Risk Categories



Century Communities integrates business practices that ensure the risk management of its ESG issues as well as comprehensive reporting. In 2022, we conducted our first Task Force on Climate-related Financial Disclosures (TCFD)-aligned Climate Risk and Opportunities Assessment to assess both our physical and transitional risks and opportunities as a company. This assessment provides insights on the varied risks and opportunities of a changing climate, better informing our Company in decision-making and risk management.

Climate-related risks & opportunities and their subsequent financial impacts are interrelated. Climate change poses financial risks to the homebuilding industry. Through our first TCFD-aligned climate risk and opportunity assessment (CRA), Century is seeking to assess and manage these risks.

CLIMATE RISK ASSESSMENT

Overview of the Climate Risks & Opportunities Assessed:

- A Physical Risk Screening of our asset locations using FEMA's National Risk Index (NRI);
 - We also supplemented the NRI screening by considering forward-facing scenario analyses of water stress to assess water risk in our model home locations;
 - We specifically evaluated 2030 climate scenarios, which included both of the following IPCC scenarios: SSP2-RCP4.5 and SSP3-RCP8.5.
- The influence and impact of climate risk on homebuyer decision-making;
- Opportunities from technological advances for the homebuilding industry, including substitution of existing products and services with lower emission options, such as 3D-printed homes and low carbon building products;
- Policy-related risks, such as the uptick in climate-related regulatory demands, including the Proposed SEC Rule and AB 2446.

TCFD-aligned CRA Summary

Risk ID	TCFD Climate-related Risk/Opportunity Driver	Primary Potential Financial Impact
Risk 1	Physical risk: impacts to Century asset locations (from flood, wildfire, hurricane or other climate-related weather event)	Decreased asset value or asset useful life leading to write-offs or asset impairment
Risk 2 & Opportunity 1	Reputation: shifts in consumer preferences (preference towards demonstrably sustainable products and companies)	Decreased revenues due to reduced demand for products and services Increased revenues through access to new and emerging markets
Risk 3	Market: inability to meet investor expectations on key ESG KPIs; raw materials demand	Decreased revenues due to reduced demand for products and services
Risk 4	Technology: transition to lower emissions technology	Decreased revenues due to reduced demand for products and services; Increased direct costs
Risk 5	Legal: exposure to litigation	Increased direct costs
Risk 6 & Opportunity 2	Policy: emerging regulation	Increased indirect (operating) costs Increased access to capital



ENVIRONMENTAL

INVESTING IN NEW TECHNOLOGIES

In March of 2022, Century Communities and Diamond Age announced an agreement to begin building homes in the Phoenix metro area for the Century Complete brand using Diamond Age's 3D printing and robotics technology. The goal of this technology is to reduce our manual labor and construction cycle times, provide an enhanced focus on safety and quality, and deliver a home that is more energy efficient and durable than homes built from traditionally framed walls.

Century began delivering these homes to our customers in the third quarter of 2022. Given strong consumer demand for these types of homes, construction was expanded to a second community where deliveries began in the second quarter of 2023.



ENVIRONMENTAL

KEY BENEFITS OF 3D PRINTING



Energy Efficient

Concrete composite walls provide a significantly more energy-efficient home.



Noise-reducing

Concrete composite walls effectively reduce exterior and interior noise.



Strong & Durable

Proprietary robotically printed concrete composite walls offer superior insulation and ensure your home is built to last.



Sustainable Construction

3D printing and concrete composite walls offer unique energy-saving opportunities, plus excess materials get recycled for future home builds.



High-Quality Construction

A full-stack automated robotic assembly builds your home efficiently and at an exceptional level of quality.



Traditional Look & Feel

All the benefits of engineered insulated concrete composite walls – complete with a high-quality fit and finish and smoothed inside and out for the look of a traditionally built home.



ENVIRONMENTAL **SOCIAL** GOVERNANCE



SOCIAL

DIVERSITY, EQUITY & INCLUSION

At Century, our goal is to create a culture where we foster an environment of acceptance so that each employee is comfortable bringing their true self to work.

We define diversity as the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical value systems, national origin, and political beliefs. We aim to create an inclusive organization where all employees are treated with dignity and respect and are empowered to reach their full potential.

Century has instituted the following strategies to support diversity and to create a safe, motivating and inclusive workplace for all our employees:

- ✓ All new employees are required to undertake training related to anti-harassment and anti-discrimination.
- ✓ All employees receive ongoing training on anti-harassment and anti-discrimination every two years or more frequently, if needed or required by law.
- ✓ All employees are informed about and must acknowledge Century's Business Code of Conduct, which includes the company's anti-corruption policies and procedures.
- ✓ We're committed to pay equity. Employees in equivalent roles delivering similar performance are paid equally. This is at the core of our pay-for-performance strategy.

Workforce Diversity *as of December 31, 2022*

	WOMEN	ETHNICALLY DIVERSE
Management	41%	19%
Company-Wide	41%	24%





SOCIAL

RECRUITMENT

Our commitment to equal opportunity does not begin with employment, it begins at the time a position becomes open. As such, we're committed to the following recruitment guidelines and policies to promote diversity and inclusion across our hiring processes:

- ✓ In order to attract the most qualified and diverse pool of candidates, it is our policy to post the majority of open positions on our own career page along with third-party, industry-specific and function-specific web sites.
- ✓ Recruiters and hiring managers review qualified applicant data and typically interview multiple candidates prior to making an offer.
- ✓ If the Company utilizes an agency for recruiting, the agency is required to agree (per our standard contract) to commit to equal-opportunity recruiting. In many cases, the recruiting agency itself may be heavily diverse.
- ✓ The Company has an internal referral program where employees can recommend and refer applications for consideration to positions that are posted.
- ✓ Internal candidates are also encouraged to apply for posted open positions for which they are qualified.





SOCIAL

OCCUPATIONAL HEALTH & SAFETY

The philosophy at Century that we pursue each and every day is that “no one gets hurt and that everyone goes home to build another day.” Safety is among our main core values. We are uncompromising in our commitment to the health and safety of our employees, our trade partners, the public, and our valued homeowners.

	FISCAL YEAR 2020	FISCAL YEAR 2021	FISCAL YEAR 2022
Recordable Injury Rate			
Direct Employees	1.35%	1.74%	1.48%
Recordable Fatality Rate			
Direct Employees	0	0	0
Training, Certifications and Audits			
Direct Employees	100%	100%	100%
Direct Employees	30	89	133
Direct Employees	100%	100%	100%



SOCIAL

CENTURY UNIVERSITY

As part of Century's commitment to the ongoing training and development of its employees, we rolled out Century University at the beginning of 2023.

With this program, we have developed:

-  **Playbooks** that document best practices in the areas of construction and customer relations and how to become Century Proud.
-  A **Learning Management System** that includes over 70 training videos and quizzes covering topics such as construction, customer relations, purchasing, and land development and architecture, and safety.
-  **Field Training** for our construction and sales personnel taught by internal and external subject matter experts.
-  **Leadership Seminars** for our Vice President's of Construction/Operations and Division managers on a bi-annual basis.





SOCIAL

PHILANTHROPY & COMMUNITY SUPPORT

At Century Communities, we are dedicated to building sustainable and affordable new homes with lasting livability as well as creating thriving and enduring neighborhoods. Additionally, we believe it is important to support the communities in which we live and operate by donating both our time and additional resources.

To further these goals, in 2023, we engaged an outside partner to create an online system where our employees can identify volunteer opportunities, track hours spent volunteering, make donations, and have their donations matched by Century.

Century Foundation

While we have always encouraged our local teams to donate their time and resources to their communities, we established the Century Communities Foundation in 2021 to support our local teams at the corporate level with their initiatives and to make contributions at both national and local levels.

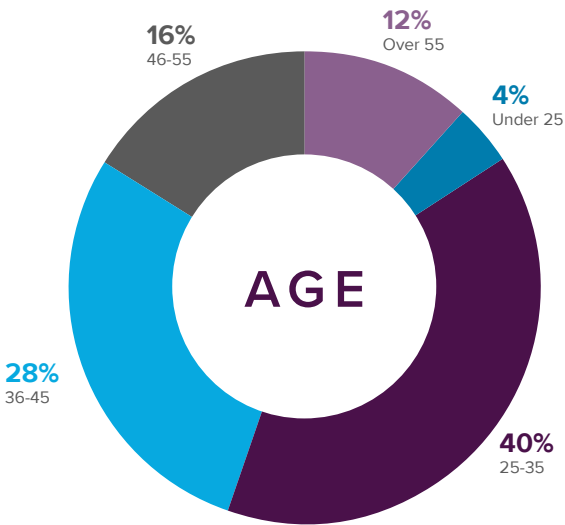
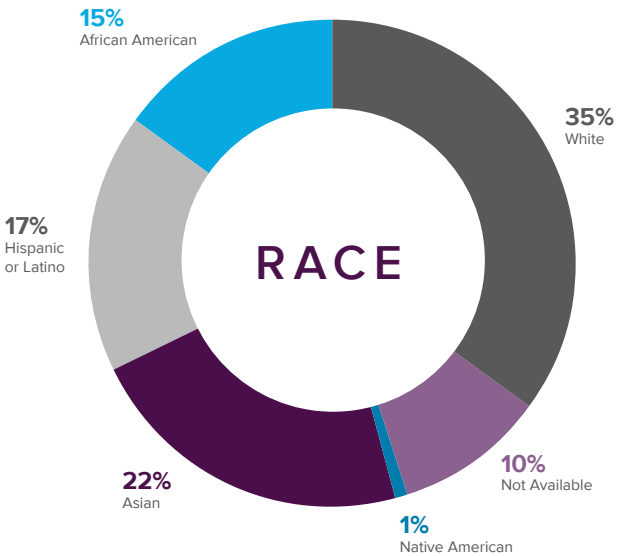
OUR CUSTOMERS

Century Communities is dedicated to building sustainable new homes with lasting livability and creating thriving and enduring neighborhoods. As a top 10 homebuilder with a national footprint, Century plays an important role in helping to solve the shortage of housing, especially affordable housing, that exists today in the U.S. In 2022, approximately 77% of our home deliveries were to entry-level buyers. Additionally, 96% of our 2022 home deliveries were spec builds, and we have a meaningful focus on building move-in ready homes that allow customers to more easily lock in mortgage rates for certainty of financing. With combined inventories of both new and existing homes for sale meaningfully below historical averages, we believe our mission of providing A HOME FOR EVERY DREAM® continues to grow in importance.



Century's Homebuyer Demographics

Century's homebuyer demographics are based on 2022 closings with Inspire Home Loans, the affiliate lender of Century Communities.



ONLINE HOMEBUYING PIONEER

FIND A NEW HOME THAT JUST CLICKS

Century Communities' industry-first online homebuying experience empowers buyers to quickly find and seamlessly lock in their dream home whenever they're ready and from wherever they are – whether shopping online or on location. From building new homes in prime locations to making it easier than ever for our customers to purchase and finance their dream home, Century is focused on continually raising the bar for what the homebuying experience should be.

HOW IT WORKS



STEP 1

Shop for your new home.



STEP 2

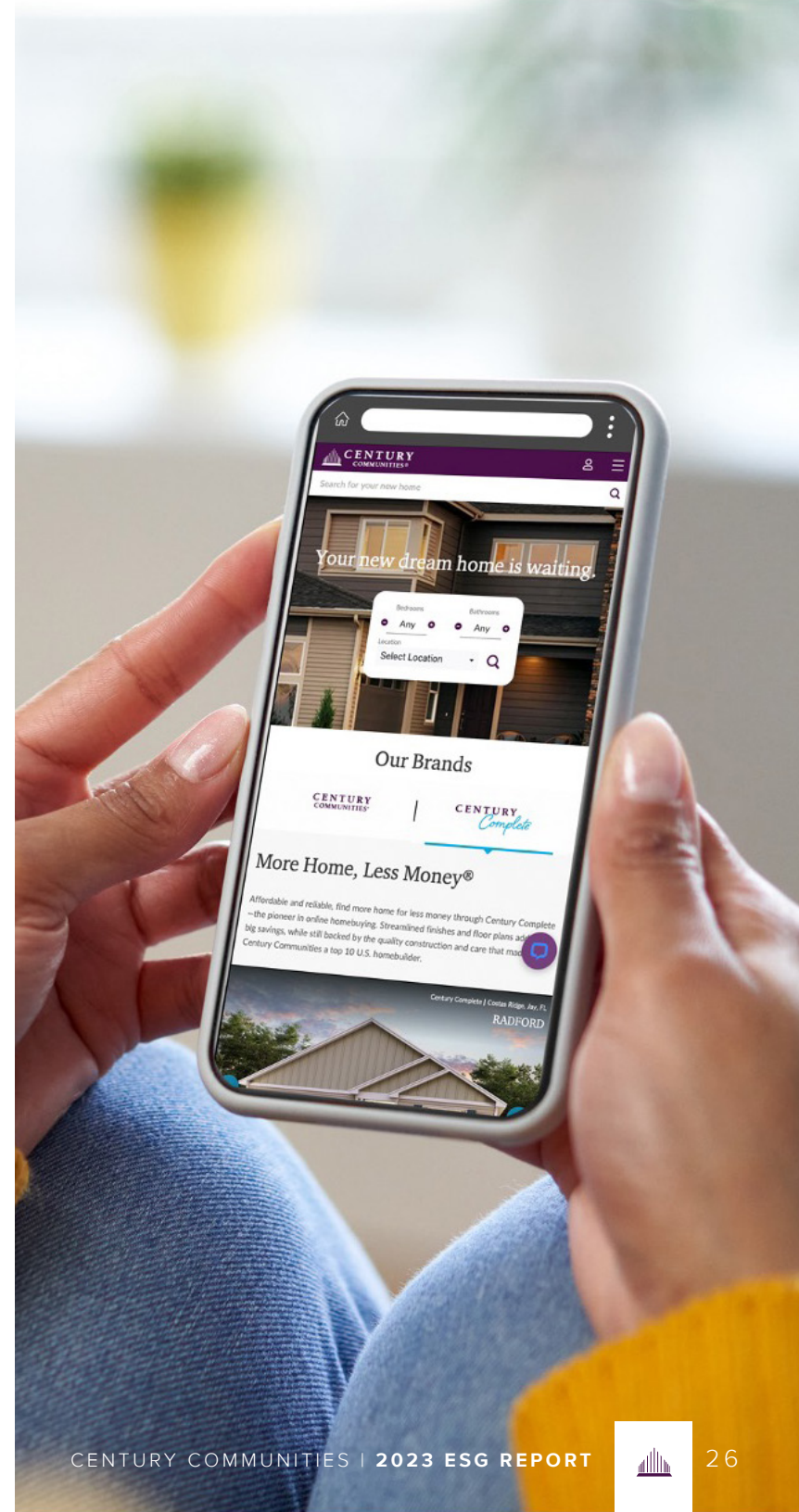
Complete our buy online form.



STEP 3

Submit an initial deposit.

YOUR HOME IS NOW UNDER CONTRACT!





SOCIAL

CENTURY COMPLETE

Our Century Complete brand is especially well positioned to address the shortage of affordable housing that exists today in the country given the following attributes of its communities and homes:

**MORE HOME.
LESS MONEY.®**

¹ Period is full year 2022



Focus on entry-level customers
– 100% within FHA limits



Average sales price of
\$251,900¹



Average square feet of
1,724¹



Focus on secondary markets
where there are fewer options
for a new home





ENVIRONMENTAL SOCIAL GOVERNANCE

CODE OF BUSINESS CONDUCT AND ETHICS

The Board has adopted a Code of Business Conduct and Ethics that applies to our officers, directors and employees. Among other matters, our Code of Business Conduct and Ethics is designated to deter wrongdoing and promote the following:

- Honest and ethical conduct, including the appropriate handling of actual or apparent conflicts of interest;
- Full, fair, accurate, timely and understandable disclosures in our communications with and reports to our stockholders, including reports filed with the SEC, and other public communications;
- Compliance with applicable government laws, rules, and regulations;
- Prompt internal reporting of violations of the Code to appropriate persons identified in the Code and;
- Accountability for adherence to our Code of Business Conduct and Ethics.

We do not explicitly refer to the precautionary approach or principle in our risk management framework.



Celebrating
20
YEARS
of excellence
IN HOMEBUILDING
2002 - 2022

GOVERNANCE

ESG OVERSIGHT

Century’s Board is responsible for implementing sound corporate governance practices that ensure the Company operates ethically and with integrity as well as reviewing and overseeing corporate responsibility policies and programs.

Century’s executive team, including the Co-Chief Executive Officers and Chief Financial Officer, oversees the implementation of these policies and coordinates our efforts to identify, address, train and report on our ESG risks and opportunities and foster a dialogue on these issues with ESG experts, employees, shareholders and other stakeholders. Additionally, the Board works with management to set the short-term and long-term strategic objectives of our Company and to monitor progress on those objectives.

The Board and management meet to review, evaluate and govern risks and opportunities on an ongoing basis.

BOARD OF DIRECTORS



Dale Francescon
Chairman &
Co-Chief Executive Officer



Robert J. Francescon
Co-Chief Executive Officer
& President



Patricia Arvielo
Director



John P. Box
Director



Keith R. Guericke
Director



James M. Lippman
Director

COMMITTEE STRUCTURE

	Audit Committee	Compensation Committee	Nominating & Corporate Governance Committee
Patricia Arvielo	Member	Member	Member
John P. Box	Member	Member	Chair
Keith R. Guericke	Member	Member	Member
James M. Lippman	Member	Member	Member

Member Committee Member Chair Committee





GOVERNANCE

STOCKHOLDER ENGAGEMENT

Stockholder feedback is thoughtfully considered and has led to modifications in our executive compensation program, governance practices and disclosures. During 2022, our executives held approximately 175 meetings with our stockholders, including all of our top 10 stockholders that are actively managed funds.

Governance Best Practices

We maintain several corporate governance best practices, which are designed to promote actions that benefit our stockholders and create a framework for our decision making.

- ✓ Two-thirds of directors are independent
- ✓ Annual say-on-pay vote
- ✓ Annual election of all directors
- ✓ Officer and director stock ownership requirements
- ✓ Majority vote standard for uncontested director elections, with a director resignation policy
- ✓ Hedging, pledging, and stock option repricing prohibitions
- ✓ Emphasis on gender and racial/ethnic diversity in Board refreshment efforts
- ✓ Double trigger change in control arrangements
- ✓ Independent presiding director
- ✓ Robust clawback policy
- ✓ Board oversight of ESG policies
- ✓ No poison pill
- ✓ Robust Board and committee evaluations
- ✓ Single class of stock

GLOBAL REPORTING INITIATIVE (GRI)

CONTENT INDEX 2022

Century Communities has reported in accordance with the GRI Standards for the period 1/1/2022 to 12/31/2022

GRI 1: Foundation 2021 used | Applicable GRI Sector Standard is not available

General Disclosures

Disclosure #	Disclosure Title	Location	Notes & Omissions
2-1	Organization details	P. 2	
2-2	Entities included in the organization's sustainability reporting	P. 2	
2-3	Reporting period, frequency and contact point	P. 1, 6, 32 and 36	
2-4	Restatements of information	P. 14	
2-5	External assurance	P. 6	
2-6	Activities, value chain and other business relationships	P. 1 Form 10-K (PP. 2 - 7)	b.i. Main Suppliers in over 45 Unique Markets in 18 states with over \$2.3 B total direct spend
2-7	Employees	Form 10-K (P. 10)	Data used is of employees on payroll, as of 12/31/2022. This does not include data for non-employees paid via outside agency. Both the temporary and part-time employees are male. There are no significant fluctuations in number of employees due to the point in time method used.
2-8	Workers who are not employees	See Notes.	<p>a. Annually, we utilize approximately 449 employees. These are typically administrative staff for accounts payable to process invoices and reporting and handle other special projects. Apart from this, they act as coverage for employees on leave, planned PTO, short term sick leave (unplanned PTO). The makeup is about 50% of Full time and 50% Part time workers for assignments between 2 to 6 months.</p> <p>i. Century contracts with temporary agencies who manage and pay employees for providing services to the organization. There are a few independent contractors, at this time there are 4.</p> <p>ii. Independent contractors are best described as interim executives either overseeing a function or a department, or consulting with team executives on a specific initiative. Contracts typically last 3 to 12 months.</p> <p>b. Data is derived directly from accounts payable based on use of temporary agencies and independent contractors.</p> <p>i. The full-time equivalent (FTE) is approximately 140 based on total hours billed to Century.</p> <p>ii. For the fourth quarter in 2022, the spend on agencies and independent contractors is approximately \$167,000</p> <p>c. Agency workers are brought in during times of heavier than normal workload, typically seen during the fourth and first quarters.</p>
2-9	Governance structure and composition	P. 30 Proxy Statement (PP. 16 - 21)	
2-10	Nomination and selection of the highest governance body	Proxy Statement (PP. 22 and 23)	
2-11	Chair of the highest governance body	Proxy Statement (PP. 17 and 83)	
2-12	Role of the highest governance body in overseeing the management of impacts	P. 29 and 30 Proxy Statement (PP. 17, 21 - 24)	
2-13	Delegation of responsibility for managing impacts	P. 30 Proxy Statement (P. 24)	
2-14	Role of the highest governance body in sustainability reporting	P. 30 Proxy Statement (P. 21)	
2-15	Conflicts of interest	Proxy Statement (P. 83)	
2-16	Communication of critical concerns	Proxy Statement (PP. 25 and 26)	During the reporting period, there were eight categories of concerns that were expressed by stakeholders and duly addressed by Century. More details on the concerns and steps taken to address them are available on page 26 of the proxy statement.
2-17	Collective knowledge of the highest governance body	P. 30	



GLOBAL REPORTING INITIATIVE (GRI)

CONTENT INDEX 2022

Century Communities has reported in accordance with the GRI Standards for the period 1/1/2022 to 12/31/2022

GRI 1: Foundation 2021 used | Applicable GRI Sector Standard is not available

General Disclosures

Disclosure #	Disclosure Title	Location	Notes & Omissions
2-18	Evaluation of the performance of the highest governance body	P. 30 Proxy Statement (PP. 17, 22-26)	
2-19	Remuneration policies	Proxy Statement (PP. 10-11, 19-20, 33-34, 53-69)	
2-20	Process to determine remuneration	Proxy Statement (PP. 10-11, 19-20, 33-34, 53-69)	
2-21	Annual total compensation ratio	Proxy Statement (P. 78)	
2-22	Statement on sustainable development strategy	P. 1, 3, 4, and 6	
2-23	Policy commitments	P. 29 Proxy Statement (P. 25) Human Rights Policy Statement (external link) Code of Business Conduct and Ethics (external link)	
2-24	Embedding policy commitments (NEW)	Proxy Statement (P. 25)	
2-25	Processes to remediate negative impacts	Proxy Statement (P. 25)	
2-26	Mechanisms for seeking advice and raising concerns	Proxy Statement (P. 25)	
2-27	Compliance with laws and regulations	See Notes.	There were 24 OSHA inspections at Century's jobsites in 2022 which resulted in \$16,300 in fines paid. As evidenced by the fines, none of the events were significant. Total amount of monetary losses as a result of legal proceedings associated with environmental regulations were none
2-28	Membership associations	See Notes.	Century has affiliations with the National Association of Home Builders (NAHB), the Builders Safety Alliance, the Local Building Industry Association (BIA) and HomeAid America. Housing Innovation Alliance.
2-29	Approach to stakeholder engagement	P. 1, 7 and 31 Proxy Statement (P. 8)	
2-30	Collective bargaining agreements	Labor Rights Policy (P. 3)	
MATERIAL TOPICS			
3-1	Process to determine material topics	P. 7	
3-2	List of material topics	P. 7	



GLOBAL REPORTING INITIATIVE (GRI)

TOPIC STANDARDS

Disclosure #	Disclosure Title	Location	Notes & Omissions
GRI 204: Procurement Practices			
	3-3 Management of material topic	P. 10, 11 and 13	
	204-1 Proportion of spending on local suppliers	See Notes.	\$2.3 billion of total direct spend. This estimates roughly to about 90% of total spend towards local economies.
GRI 205: Anti-corruption 2016			
	3-3 Management of material topic	Code of business conduct and ethics policy statement (External link)	
	205-2 Communication and training about anti-corruption policies and procedures	P. 20 and 29	
GRI 302: Energy 2016			
	3-3 Management of material topic	P. 10	
	302-2 Energy consumption outside of the organization	P. 10	
	302-5 Reductions in energy requirements of products and services	P. 10	
GRI 305: Emissions 2016			
	3-3 Management of material topic	P. 14	
	305-1 Direct (Scope 1) GHG emissions	P. 14	
	305-2 Energy indirect (Scope 2) GHG emissions	P. 14	
	305-3 Other indirect (Scope 3) GHG emissions	P. 14	
GRI 403: Occupational Health and Safety 2018			
	3-3 Management of material topic	Labor Rights policy statement: commitment to workplace health and safety (External link)	
	403-1 Occupational health and safety management system	Form 10K (P. 11)	
	403-2 Hazard Identification, risk assessment, and Incident Investigation	P. 22	
GRI 405: Diversity and Equal Opportunity			
	3-3 Management of material topic	Diversity and inclusion policy statement (External link)	
	405-1 Diversity of governance bodies and employees	P. 20, 21 and 30 Proxy Statement (P. 23)	
GRI 413: Local Communities 2016			
	3-3 Management of material topic	P. 10 and 24 Proxy Statement (PP. 12 and 13)	
	413-1 Operations with local community engagement, impact assessments, and development programs	P. 10 and 24 Proxy Statement (PP. 12 and 13)	



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

DISCLOSURES

SASB Code	Accounting Metric	Location	Notes & Omissions
IF-HB-160a.2	Number of (1) lots delivered in regions with High or Extremely High Baseline Water Stress	See Notes.	20789. The number of lots at high or very high levels of baseline water stress were determined by evaluating the water stress of a representative sample of model homes in each region. The proportion of homes at high or very high levels of water stress were extrapolated to all lots to arrive at the final value. Water stress was evaluated using data from the WRI aqueduct tool, where baseline high or extremely high water stress is defined as 40% or more of available surface or ground water is being withdrawn.
IF-HB-160a.2	(2) homes delivered in regions with High or Extremely High Baseline Water Stress	See Notes.	4663. The number of homes at high or very high levels of baseline water stress were determined by evaluating the water stress of a representative sample of model homes in each region. The proportion of homes at high or very high levels of water stress were extrapolated to all homes to arrive at the final value. Water stress was evaluated using data from the WRI aqueduct tool, where baseline high or extremely high water stress is defined as 40% or more of available surface or ground water is being withdrawn.
IF-HB-160a.3	Total amount of monetary losses as a result of legal proceedings associated with environmental regulations	See Notes.	Zero monetary losses.
IF-HB-160a.4	Discussion of process to integrate environmental considerations into site selection, site design, and site development and construction	See Notes.	In 2022, we did not materially change our processes for evaluating land assets' environmental conditions. We require current environmental site assessments and geotechnical testing for each property. We may conduct further studies if/when risks are identified by our consultants. If site conditions are highly challenged, we evaluate case-by-case if we are comfortable moving forward with our plans for the property.
IF-HB-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees	P. 22	
IF-HB-410a.1	(1) Number of homes that obtained a certified HERS® Index Score	P. 10	
IF-HB-410a.1	(2) Average score	See Notes.	65
IF-HB-410a.2	Percentage of installed water fixtures certified to WaterSense® specifications	P. 10	
IF-HB-410a.3	Number of homes delivered certified to a third-party multi-attribute green building standard (Energy Star Certified)	P. 10	100% of all home deliveries in 2022 used ENERGY STAR® appliances 516 CCS homes are Energy Star Certified.
IF-HB-410a.4	Description of risks and opportunities related to incorporating resource efficiency into home design, and how benefits are communicated to customers	P. 11	At this time, we do not have a formal method of communicating these benefits to our customers.
IF-HB-410b.1	Description of how proximity and access to infrastructure, services, and economic centers affect site selection and development decisions	See Notes.	With very few exceptions, we build in close proximity to infrastructure, services, and economic centers.
IF-HB-410b.2	Number of (1) lots delivered on infill sites	See Notes.	5339 owned or controlled lots delivered on infill sites
IF-HB-410b.2	Number of (2) homes delivered on infill sites	See Notes.	567 infill homes delivered
IF-HB-410b.3	(1) Number of homes delivered in compact developments	See Notes.	938 homes delivered in a compact development (8.9%)
IF-HB-410b.3	(2) Average density of homes delivered in compact developments	See Notes.	764 units were delivered in compact developments at an average density of 8.43 du/gross acre.
IF-HB-420a.1	Number of lots located in 100-year flood zones	See Notes.	Seven of our lots are located in 100-year flood zones in a single community at this time. Typically, we do not purchase lots in flood plain; instead, we require land sellers either to (i) grade them out of designated floodplain to obtain LOMR (ii) or remove impacted lots from our purchase agreements.
IF-HB-420a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	P. 16	We will use the results of this year's assessment to develop strategies for mitigating the risks identified.
IF-HB-000.A	Number of controlled lots	Please see "Century Communities Reports Fourth Quarter and Full Year 2022 Results"	
IF-HB-000.B	Number of homes delivered	Please see "Century Communities Reports Fourth Quarter and Full Year 2022 Results"	
IF-HB-000.C	Number of active selling communities	Please see "Century Communities Reports Fourth Quarter and Full Year 2022 Results"	





For more information,
please visit Our Environmental, Social and Governance site at:

[**https://investors.centurycommunities.com/ESG**](https://investors.centurycommunities.com/ESG)

For questions related to Century's ESG initiatives, please contact Tyler Langton at:
[**ESG@centurycommunities.com**](mailto:ESG@centurycommunities.com)

Century Communities, Inc.
8390 E. Crescent Parkway, Suite 650 Greenwood Village, CO 80111
303.773.8300
CenturyCommunities.com