

BENEFIT REPORT

Period Ending August 31, 2025

Introduction

We're Scott Construction. Your people-first construction partner that's built a little different from the rest. Building responsibly and ethically is at the heart of who we are, because true success is measured not only in square footage, but in the positive impact we create for people, communities, and the planet we all share.

In January 2024, Scott Construction Group became a Benefit Company under British Columbia law. This wasn't a new direction, it was the natural evolution of a path we have always been on. Becoming a Benefit Company reflects our long-standing belief that business should be a force for good, and it commits us to being transparent and accountable about how we live out that belief.

Scott Construction Group encompasses seven organizations, each operating as a Benefit Company and contributing to our shared mission: Scott Industries (1995) Inc., Scott Construction (2005) Ltd., Scott Special Projects Ltd., Scott Construction Ltd., Scott DB Services Ltd., Scott Construction Management Ltd., and Now Equipment Rentals Ltd.

Benefit Statement

At Scott Construction, it's our vision to be a progressive, industry and community-shaping builder. We are committed to the public benefit of creating meaningful social and environmental change in our community through the many initiatives we work on. Cultivating community, putting people first, taking care of the planet, and putting our values in action.

Our Values in Action

At Scott Construction, we are committed to aligning with the world around us and ensuring that our actions reflect our values and vision because these are the heart of who we are. They guide every decision, every project, and every interaction. At the leadership level, our Directors use our Benefit Statement as both a compass for everyday decisions and a framework for long-term strategies. This ensures that the commitments we have made as a Benefit Company are not only embedded in policy but also practiced in how we lead, build, and grow.

As a legally registered Benefit Company, we believe business should be a force for good. For us, that means putting people, communities, and the planet at the center of every decision. It's not just talk, it's how we build, lead, and show up. Here's how that looks in action at Scott.



People First – Building People

When we take care of people, we take care of Scott, our industry, and our communities.

We invest in career development and leadership training to strengthen skills and create safe, positive work cultures. Engagement scores of 86% to 94% over the past three years reflect the success of these efforts. We also provide paid volunteer days and flexible work hours to support balance, while our Mental Health Committee brings in guest speakers and resources to raise awareness and break down stigma.

In addition, Scott has maintained external recognition for our people and workplace practices, including BCorp certification (February 2023–February 2025) and Climate Smart Certification in 2022 and 2023.



Safety Always – Protecting Each Other

We owe it to each other to get home safely.

Safety is more than a requirement; it is a culture built through training, on-site practices, and clear policies. Our approach to safety goes beyond physical protection by integrating mental health and wellness, ensuring that every team member's wellbeing is safeguarded.

To extend this commitment, we have implemented a vehicle idling policy and provide ongoing education to equipment operators to further reduce environmental and health impacts.



Seek Better Ways – Building Responsibly

Innovation and development fuel growth and sustainability.

We build to LEED, WELL, and Passive House standards, setting higher benchmarks for environmental responsibility. Our waste reduction programs divert 75 percent of materials from landfill each year. For example, company-wide LED conversions and the shift from propane Salamander heaters to Smart Heaters have reduced energy use and emissions. Monthly environmental Toolbox Talks (lunch and learns) keep sustainability top of mind on every site and help teams find new ways to reduce noise, water waste, and protect natural habitats.

We also encourage employee engagement through environmental initiatives such as company-wide environmental quizzes and Employee Environmental Footprint Reduction sessions. These efforts help embed sustainability into our culture at every level.



Get It Done – Building Communities

We find solutions, take initiative, and deliver – especially when it comes to our communities.

Annual initiatives like Presents for Peace provide holiday gifts for families, while our 2024 monthly Balmoral lunches fed over 500 people each time, and donation drives help meet urgent needs in the Downtown Eastside. Every year. During Volunteer Week, our employees donate their time to organizations such as the YWCA and Covenant House.

We also engage with Indigenous communities through hiring fairs and open houses that create pathways for participation and relationship building.

In addition, employees have participated in Habitat at Homes programs such as lunch preparation and naturescaping with native plants, extending our community impact beyond construction sites.



Have Fun – Celebrating Together

Enjoying what we do makes us stronger together.

From volunteer initiatives to company-wide events and community gatherings, we celebrate our achievements and strengthen our culture. These shared moments remind us that joy and camaraderie are essential parts of building lasting relationships. Our volunteer Social Committee engages all levels of staff in a wide variety of events, from in-office games, to annual picnics and holiday events, and more.



Own It – Accountability & Leadership

We take pride in every day's work and in holding ourselves accountable.

Our Impact Committee, made up of volunteer employees from across departments at Scott, champions initiatives in community service, environmental stewardship, and workplace engagement. They are the grassroots engine of our Benefit Company commitments, ensuring we not only set ambitious goals but also deliver on them.

Alongside the Impact Committee and Mental Health Committee, Scott also benefits from the leadership of our Social Committee and Volunteer Committee, which provide structure and momentum to our social and environmental initiatives.

86-94%

Employee engagement over the past three years

75%

Amount of waste diverted from landfill annually

100%

LED lighting conversion across offices and projects

240+

Hours of volunteer service this year

Our Commitment as a Benefit Company

Being a Benefit Company means more than meeting a legal requirement. For Scott, it reflects who we are at our core. We believe business should be a force for good, and our public benefit – conducting business responsibly and sustainably while promoting public benefits – is the way we put that belief into practice.

This commitment shows up in the choices we make every day: cultivating community and belonging through volunteerism and partnerships, reducing our footprint through environmental programs that drive innovation, and creating a workplace where people thrive through engagement and development.

Our Directors set the vision, and our committees and teams bring it to life. Together, we ensure that what we stand for is not just written in a statement but visible in how we lead, build, and grow.

Closing Statement

As we conclude this report for the period ending August 31, 2025, it is clear that Scott Construction remains steadfast in our commitment to being a Benefit Company. We see it in our volunteer initiatives that strengthen communities, in the health and safety programs that protect our people, in the environmental practices that reduce our footprint, and in the inclusive workplaces we continue to foster.

Looking ahead, our focus is simple: build on the foundations we've created, push innovation further, and ensure every decision leaves a positive and lasting mark on people, communities, and the planet.

We don't just build projects. We build trust, capacity, and a legacy of responsibility. This is the story of Scott Construction: a progressive, industry-shaping leader defined by collaboration, social responsibility, and lasting relationships.

Together, we are building things bigger than us — a future where people, communities, and the planet thrive.

Director Affirmation

The directors of Scott Construction Group affirm that this Benefit Report is accurate and meets the requirements of the Business Corporations Act of British Columbia.

