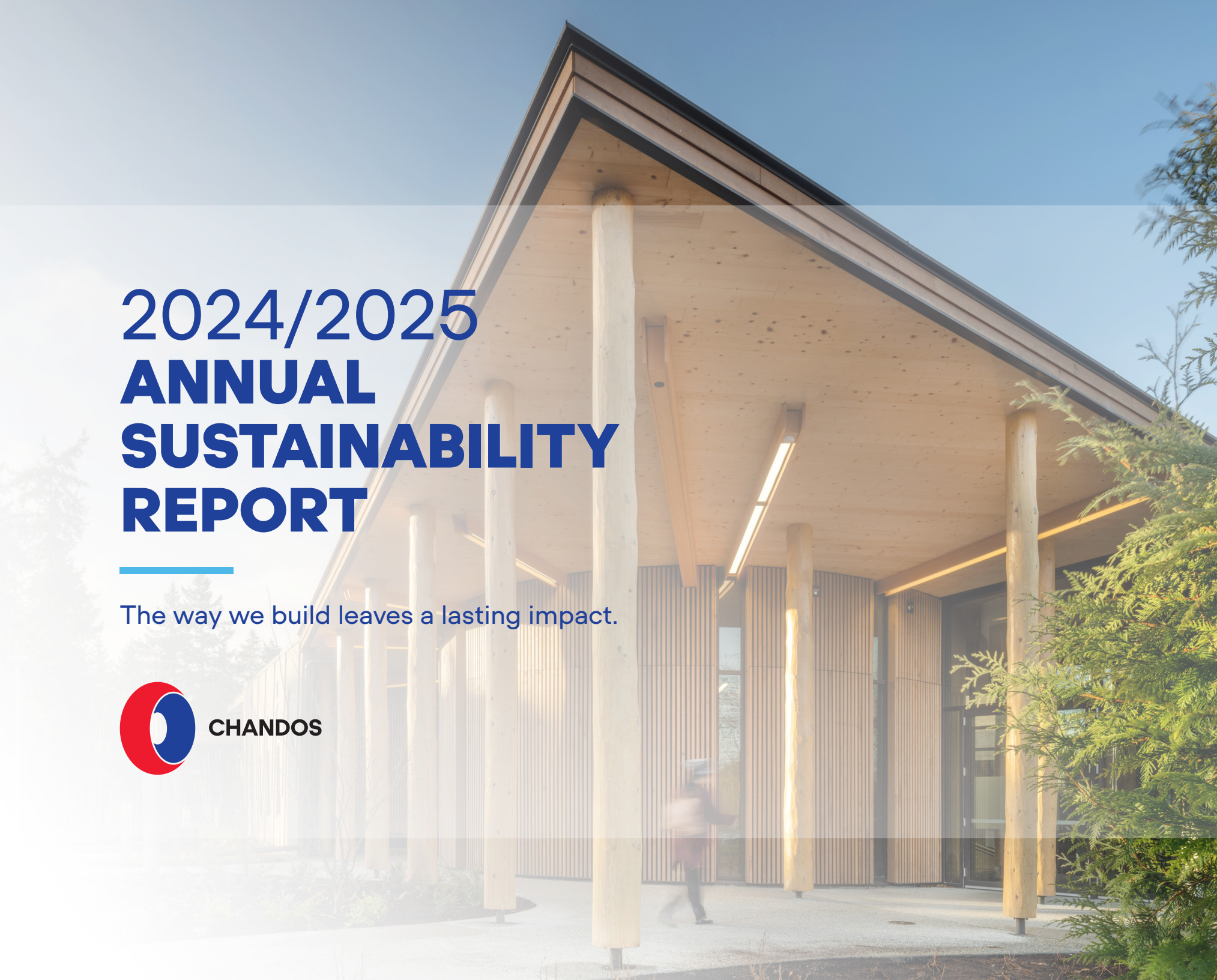


2024/2025 ANNUAL SUSTAINABILITY REPORT

The way we build leaves a lasting impact.

CHANDOS

Our commitment to a lower-carbon future

At Chandos, we believe that how we build matters just as much as what we build. As leaders in the organization, we recognize that reducing the environmental impact of construction is a long-term responsibility, and one that requires leadership, collaboration, continuous learning, and a willingness to change the way we work.

As part of this commitment, Chandos has joined the Government of Canada's Net-Zero Challenge, reinforcing our long-term direction toward reducing greenhouse gas emissions and achieving net-zero emissions by 2050.

For us, however, this is not simply about a target. It is about what we do differently today.

We are working to embed sustainability into everyday decisions across our business. That means looking at how we plan our work, use energy and fuel, procure materials, reduce waste and rework, and identify better ways to deliver our projects. It also means encouraging behavioural change by giving our people the information, tools, and opportunities to challenge business-as-usual approaches and share what they learn.

We know we cannot make this transition alone. Construction is a highly connected industry, and meaningful progress depends on collaboration between contractors, owners, consultants, trade partners, suppliers, researchers, and industry organizations.

That is why Chandos is committed to learning beyond our own organization and sharing what we learn through initiatives such as the Canadian Construction Sustainability Alliance and our relationships with other sustainability organizations and research partners. By sharing lessons learned, successes, and challenges, we can help make effective approaches more repeatable and contribute to broader change across the Canadian construction industry.

We recognize that the transition to lower-carbon construction will take time. There will be challenges, and our approach will continue to evolve as our knowledge, technology, and industry develop. Our commitment is to keep moving forward: measuring our impact, changing behaviours, testing better approaches, learning from our projects and partners, and sharing those lessons so that progress can be scaled.

Ultimately, our goal is to make sustainability part of how Chandos does business. It is a long-term commitment to building our internal capability, reducing our impact, working collaboratively with our industry, and helping create a better way to build.





Nicholas Darling
Chief Operating Officer
Chandos Construction

Jen Hancock
Vice President,
Collaborative Construction
Chandos Construction

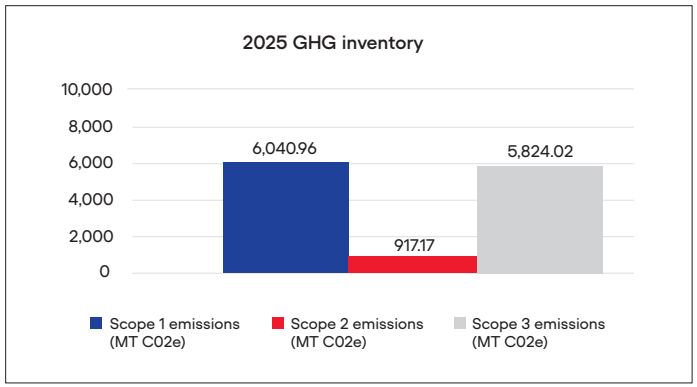


GREEN HOUSE GAS **INVENTORY**

Since 2019, our team has been tracking emissions in alignment with the GHG Protocol. As the industry shifts toward decarbonization, we remain committed to continuous improvement and progress toward our emissions reduction goals. This commitment is assured with the Net-Zero Challenge and our Chandos values and purpose to build better.

2025 Chandos operational emissions

12,782.15 MT CO2e total emissions, with nominated breakdown into scope below.



What we track:

All data tracked is also measured against regional data – and the varying emissions factoring to provincial statistics.

Scope 1	Scope 2	Scope 3
Combustion Fuels:	**Externally produced Energy:**	**Downstream emissions:**
Diesel, Propane, Natural Gas, Gasoline (fleet vehicles), Gasoline purchased.	Electricity Thermal heat*	Flights, Hotels Taxi / transport Commuting, Waste Heating & Electricity paid for by owner**

*Thermal heat is not commonly purchased in our operations.
** These emissions are estimated and factored due to lack of data

What was included in 2025: Scope 3: Category 6 Business Travel, Category 7 Employee Commuting, and Category 8 Upstream Leased Assets.
What was not included in 2025: Scope 3: Downstream emissions from subtrades, embodied carbon in purchased materials.

GHG inventory

2022 serves as our baseline year. The following observations are in relation to the previous year performance (2024):

In 2025, Chandos' total greenhouse gas emissions remained relatively consistent, decreasing slightly by 123.61 MT CO_2e (-0.01%) alongside a 4.6% increase in revenue.

Scope 1 increased by 913.76 MT CO_2e (+17.8%) - correlating with our increase in civil activity.

Scope 2 emissions increased significantly 467.81 MT CO_2e (+104.1%). This increase was driven by a number of projects utilizing electric heating in Alberta with electrification strategies.

Scope 3 emissions decreased by 1505.18MT CO2e, largely due to our work mix shifting towards more Tenant Improvements and retrofit work during the 2025 year. These figures are spend based estimates.

Year	Scope 1	Scope 2	Scope 3	TOTAL	Intensity Kg CO2e/ $1,000 revenue
	MT CO2e	*MT CO2e*	*MT CO2e*	*MT CO2e*	
2025	6,040.96	917.17	5,824.02	12,782.15	16.13
2024	5,127.2	449.36	7,329.20	12,905.76	17.06
2023	6,388.4	474.98	4,156.58	11,019.96	19.07
2022**	6,627.2	687.06	7,033.62	14,347.88	24.56
2021*	3,145.32	1,068.73	7,630.81	11,844.86	24.16
2020*	2,142.37	1,617.9	2,075.59	5,835.86	n/a
2019*	1,505.88	1,773.33	2,322.21	5,601.42	n/a
2017*	139.17	466.58	538.34	1,144.09	n/a

Notes:
**baseline year, *limited data, development of methodology

2027-2024 *3rd party verification by* BMO Radicle - Climate Smart
2025 *GHG Assessment* by Carbonhound



To support the auditability and transparency of our greenhouse gas inventory, Chandos utilizes third-party emissions accounting platforms and methodologies. Following the discontinuation of BMO Radicle's Climate Smart program, Chandos transitioned to Carbon hound in 2025 to support greenhouse gas data management and reporting. This report is in compliance to ISO 14064-3 and the GHG protocol.

Net-Zero progress

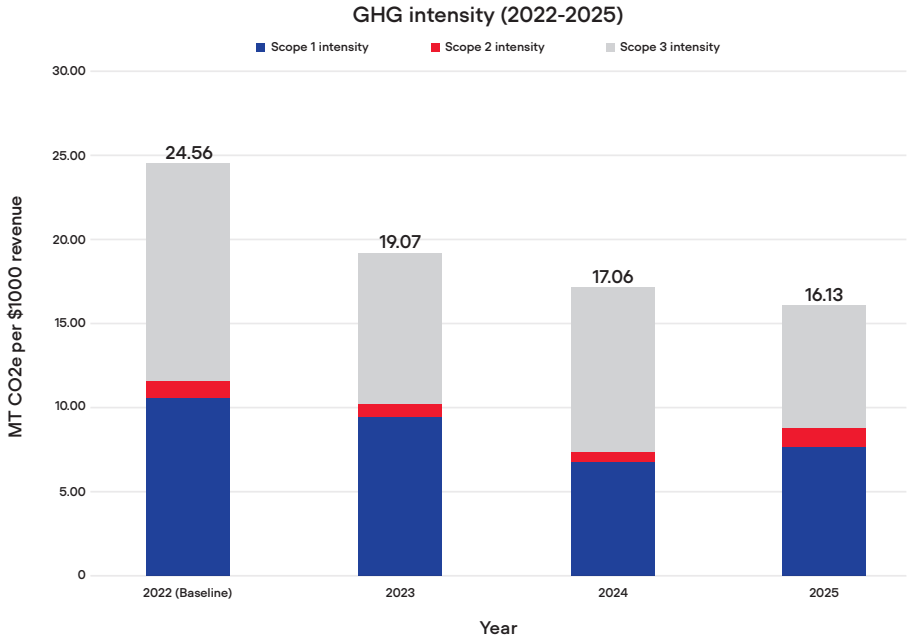
We have set our baseline at 2022 and are aligning to meet the Net-Zero Challenge requirements to reduce based on intensity to revenue (per $1M), and utilizing absolute figures as a check point to correlate and drive further reductions.

Current targets for reduction will focus measurement and reduction on:

- Winter heating emissions and passive interventions
- Gasoline fuel consumption and anti-idling
- Equipment efficiency and selection

In relative terms, we are currently seeing the following performance comparative to our 2022 base line year:

- 34.4% reduction in Total scope 1, 2 and 3 CO2e Intensity
- Scope 1 demonstrates a 27.4% reduction in CO2e intensity
- Scope 2 demonstrates a 6% increase in CO2e intensity
- Scope 3 demonstrates a 24.2% reduction in CO2e intensity



2025 project sustainability

We are still seeing some projects pursuing LEED certification, but many also request key LEED-aligned performance measures, like low-VOC material screening, waste tracking, erosion and sediment control, and indoor air quality protocols as best practice.

As energy performance standards become more demanding, we're developing tools to help guide our teams and subtrades through the shift.

58
Total LEED certified

8
Total LEED shadow

7
LEED projects

25
Net-Zero / GHG Reduction / ZCB projects

Embodied carbon

Embodied carbon refers to the total emissions associated with constructing a building. This includes everything from the extraction and production of building materials, to their transportation, installation, and even how the building is operated over time.

10
Total projects tracking embodied carbon in materials

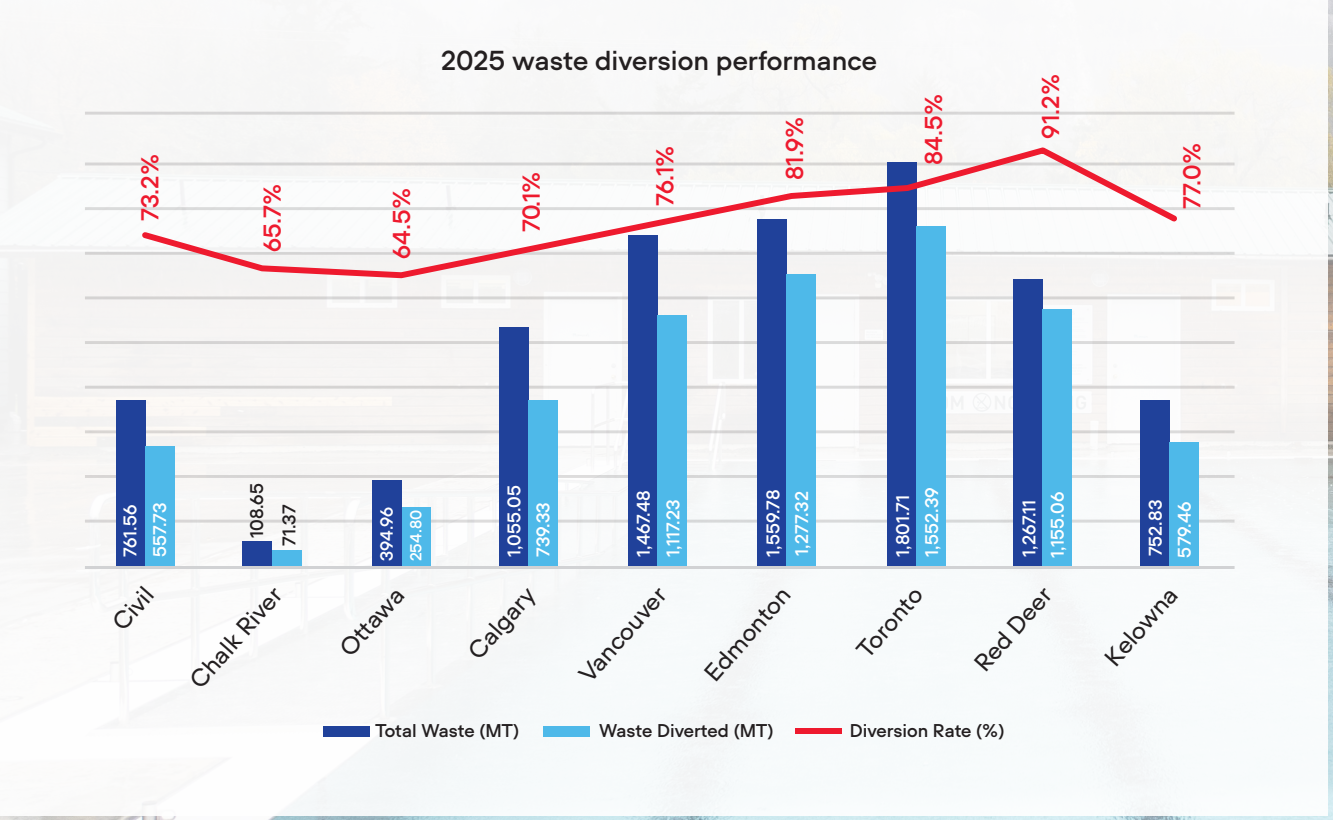


WASTE
DIVERSION

At Chandos, we have waste diversion policy across the organization:

- All projects with a contract value over $2M are required to report waste, divert materials, and target a minimum 80% diversion rate
- Projects under $2M are still encouraged to report waste and prioritize recycling or diversion from landfill.

Our waste diversion performance for 2025 across our districts



Number of projects diverting waste (YTD)

Out of 93 projects reporting waste in 2025, **91** are actively diverting waste.

93	91	93%
Number of projects recording waste	Number of projects diverting waste	Percentage of projects diverting waste

These are the total material stream wastes for 2025, broken down by district. Landfill includes materials that couldn't be recycled due to regional infrastructure limits or because they're not recyclable locally. Each material stream has been separated and will either be reused as raw material or processed into new products.

Our historical waste diversion performance across our districts

Year	Total waste	Diverted waste	% Waste diversion
2011	4,096	2,868	70%
2012	6,361	3,400	53%
2013	6,086	4,234	70%
2014	3,745	2,374	63%
2015	4,883	4,014	82%
2016	6,674	4,887	73%
2017	6,400	4,670	73%
2018	5,325	4,119	77%
2019	8,043	6,424	80%
2020	5,971	4,234	71%
2021	10,503	8,825	84%
2022	7,468	4,811	64%
2023	58,949	54,630	93%
2024	7,456	5,493	74%
2025	9,169	7,275	79%
Total	**151,129**	**122,257**	**81%**

In 2025, Chandos expanded its waste reporting to include waste intensity metrics, measuring waste generated relative to project size. While diversion rates remain important, waste intensity provides additional insight into material efficiency and waste prevention efforts. Tracking both metrics allows us to better understand overall project performance and identify opportunities to reduce waste generation at the source.

Material stream by weight - total: 9,169.14 MT waste, 79.3% diversion rate

Material Stream	Amount (MT)	% Allocation
Landfill	1,894.47	20.66%
Wood	1,841.27	20.08%
Concrete	3,759.42	41.00%
Cardboard	170.91	1.86%
Metal	415.59	4.53%
Drywall	873.32	9.52%
Plastic	52.38	0.59%
LCEF*	161.78	1.76%
Glass	0	0.00%
Total	**9,169.14**	**100.00%**

Material circularity

Material Circularity is about giving materials a second life and diverting from landfill. This includes reusing, repurposing, or transforming materials into something new. At Chandos, we've adopted several approaches to make use of construction and demolition waste.

What we're doing:
Chandos has a continued collaboration with Habitat for Humanity, where we donate our unused excess construction materials, and any furniture or fixtures salvaged and are in good condition. In 2025 alone, our recorded donations to Habitat for Humanity have raised $51,742, equalling an estimated 30,511Kg that were diverted from the landfill. This helps Habitat raise money for its community program by reselling materials at lower prices at its RE-Store shopfront, and funds its construction training programs at Habitat.

Some key highlights of Chandos teams salvaging materials for donations or re-use:

Chief Big Belly School modernization - The team identified an opportunity to retain valuable materials in circulation by donating approximately 20 change-room lockers to Habitat for Humanity. Rather than being discarded, these lockers were recovered and redirected for community reuse, diverting an estimated 450 kg of material from landfill. By coordinating directly with Habitat, the project team demonstrated how relatively simple decisions can create meaningful environmental and community benefits while extending the life of existing materials.

HomeEd Miller Ridge - As renovation activities progressed, the project team worked closely with Habitat to salvage reusable building components, including 12 windows and 4 to 5 doors. These materials were recovered and redirected for future use rather than being sent to landfill. Habitat for Humanity completed multiple pickups from the site and issued charitable donation receipts valued at approximately $3,636, highlighting both the environmental value and community benefit generated through the initiative. By planning for material recovery early, the team was able to maximize reuse opportunities while supporting affordable housing initiatives in the Edmonton region.

Vernon Courthouse project- Our Kelowna team found practical ways to give materials a second life, from reusing mechanical equipment and furniture to repurposing materials already on site. In total, 7658 Kg of material was identified for reuse or recycling, including 794 Kg of salvaged mechanical equipment, 835 Kg repurposed on site, 1157 Kg of wood and metal recycled, and 4872 Kg of concrete and brick diverted from landfill.

CERTIFICATIONS AND CORPORATE **COMMITMENTS**

Net-Zero Challenge
Targeting scope 1 and 2 emissions and select scope 3 – interim targets set for 2030 on our internal reductions.

EcoVadis commited

B Corp certification

Climate Smart Building Alliance – Responsible Buildings Pact

Carbon Leadership Forum – BC, AB and ON.

Research: Clean Energy Canada, Transition Accelerator, University of Toronto and University of Alberta for Carbon Reduction and embodied carbon initiatives.

Canadian Construction Sustainability Alliance: Newly formed with 9 largest national contractors tackling decarbonization challenges across industry.

Alberta Eco trust / ENBIX (AB) and **ZEBEX / ZEIC** (BC)

CaGBC Corporate Members (Canadian Green Building Council),

Passive House Canada member

SSRIA member (Smart Sustainable Resilient Infrastructure Association).

Building Decarbonization Alliance member

INDUSTRY CONTRIBUTIONS AND **ENGAGEMENT**

Chandos is proud of the work we do, and we want to share our research and stories with industry.

Below is a list of how we are contributing to elevate industry awareness.

- **ENBIX - Executive committee**
- **CCA Embodied Carbon Task Force**
- **Carbon Leadership Forum**
- **Alberta Energy Efficiency Summit - presenters**
- **CaGBC Decarbonization Accelerator**
- **Transition Accelerator – Industry decarbonization research**
- **Clean Energy Canada – Low carbon cost research**
- **U of Toronto – CSBE Research Initiative on Embodied Carbon**
- **U of Alberta - Research partner on Embodied Carbon**
- **Construction Specification Canada - guest speaker NAIT events**
- **FCM conference – Annual Conference speaker**
- **Buildex AB – Presenters and panelists**
- **Guest Lectures - SAIT, NAIT, Okanagan College, University of Calgary, STEM secondary school CBE, Norquest College**
- **City of Edmonton- Tree Planting Initiatives, Edmonton Police Service Volunteering**

CHANDOS SUSTAINABILITY AND BUILDING PERFORMANCE TEAM



Jen Hancock

VP Collaborative Construction

As an executive within the organization, Jen oversees policies and implementation and guides directives for the company. She reviews potential risk and opportunities related to climate and sustainability performance. Reporting to the Board and Senior Leadership Teams, she shares insights and recommendations for actions and investment in decarbonization of the organization's activities. Jen is heavily involved in advocacy and industry engagement towards a sustainable future through her involvement in the Canadian Construction Association, Alberta Construction Association (Chair), Edmonton Construction Association (Chair), Carbon Leadership Forum, ENBIX Executive Committee.



Audrina Lim

Director Sustainable Construction

Audrina assists Jen in research and execution of decarbonization and sustainability strategy for the organization. With her technical background, she is involved at the project level as an SME - assisting to implement sustainability strategies, obtaining sustainability certifications on our buildings (ZCB / LEED / WELL), and to monitor building performance and compliance to energy performance targets alongside our Building Systems teams. Audrina's corporate reporting responsibilities also include waste management tracking, education and training for our operations teams, GHG inventory and data analysis, building tools and industry engagement through speaking engagements for industry. Audrina volunteers on the executive committee for the Carbon Leadership Forum AB, and participates in CLF across the country, and is also volunteering as Secretary on the Board of Directors at SSRIA (Smart Sustainable Resilient Infrastructure Association).



Manjot Singh Brar

Sustainability Coordinator

As a Sustainability Coordinator, Manny supports Chandos' sustainability strategy through corporate reporting, greenhouse gas (GHG) inventory management, and the implementation of sustainable construction practices. His work includes waste diversion monitoring, LEED certification support, sustainable procurement reviews, and environmental programs such as erosion and sediment control and indoor air quality management. Passionate about creating positive environmental and community impact, Manjot also volunteers as a Climate Connector with the City of Edmonton, Edmonton Police Service (Youth Advisory Council Member), Edmonton Seniors Pride Group (Board Member), while continuing to advocate for sustainability education and career development within the construction industry.



Ashley Ortlieb

Sustainability Specialist

As Chandos' Sustainability Specialist, Ashley supports project teams from early design through construction. Ashley reviews project requirements, identifies building performance risks, and helps align energy and sustainability goals with project delivery. She works closely with project teams, consultants, and trade partners to support performance verification and compliance with project targets. Ashley also develops training initiatives, supports continuous improvement efforts, and is expanding her role in the facilitation of Integrated Project Delivery (IPD) projects to strengthen collaboration and team alignment. Ashley is an avid volunteer with our Chandos Gives program and is an active participant in the Building Decarbonization Alliance.

