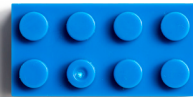
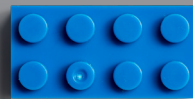


BECOMING EXTRAORDINARY



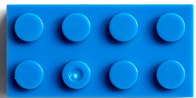


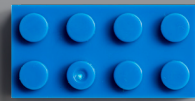
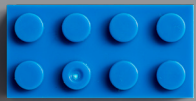
The building blocks to success are not stacked alone.
At Intracorp, we value our coworkers, homeowners, and partners.
Together we become extraordinary.



WHAT WE BELIEVE

At Intracorp, we're in the business of imagining the future. We're interested in what could be—starting with how we can have a positive impact on the communities we serve. For us, every new development or opportunity starts in the same place: with people. Strong relationships with our homeowners, employees, suppliers, and partners are what set us apart, and what lay the groundwork for our role as industry leaders.





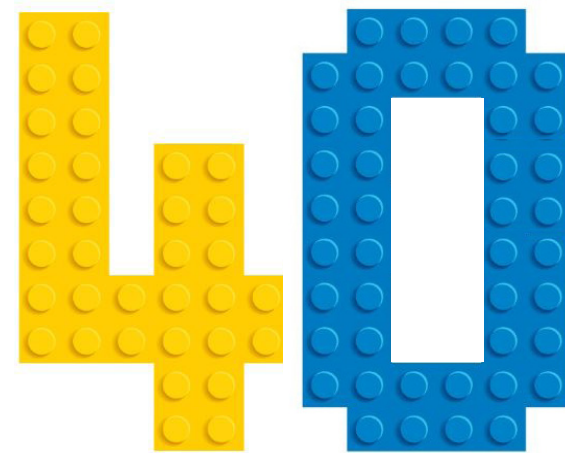
HOW WE WORK

At Intracorp, we believe in design-led homes, purposeful community building, and the importance of people. We understand these three things are intrinsically connected, and that all are equally important to our success.

EXTRAORDINARY BY DESIGN

For over 40 years, everything we've created has been done with intention. We are curious and thoughtful in our problem solving. We are knowledgeable and open in how we plan for homes and communities. We strive to be on the leading edge of all things related to our industry.

Our design strikes a balance between function and beauty, and this approach influences every part of our business: from where we build, to how we build, to our day-to-day operations.



COMMUNITY

We are deeply invested in our communities and work hard to be a genuine part of every single one. We believe in building with a purpose and being responsible, involved participants in the places we build, live, work, and play.

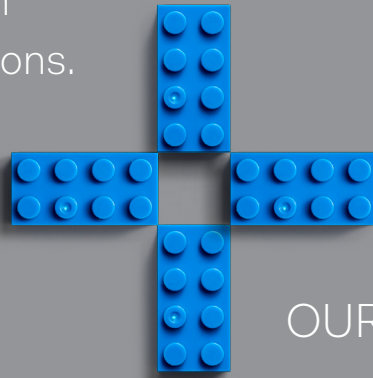


PEOPLE

People are at the core of all we do. We care about our homeowners, colleagues, partners, and suppliers, and strive to make sure our work has a positive impact on their lives. At the end of the day, we're just trying to be good people, doing good business, building the extraordinary.

OUR MISSION

At Intracorp, we create extraordinary homes and communities in extraordinary locations.



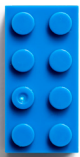
OUR VISION

To be recognized as a leading North American developer, known for our expert understanding of the relationship between people, design, and purposeful community building.

VALUES

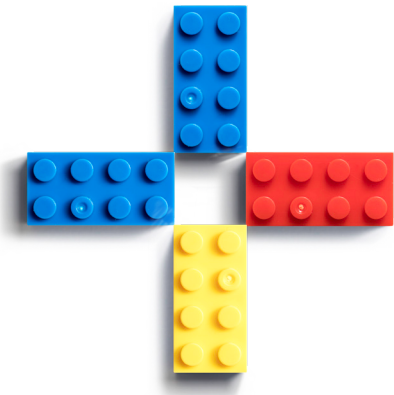
Just like building the extraordinary,
defining our values was a team effort.





RESPECTFUL INTEGRITY

At Intracorp, we are committed to earning the trust of our homeowners, partners and coworkers. We do this by being open, honest, and listening with genuine interest. We always start from a position of respect.



Value Practices

Do what you say you're going to do

You do what you commit to do in the timeframe you agree to.

For our homeowners you deliver on time, follow through on your words and actions, build what you say you're building, be proud of what you're presenting, show up for appointments, fix deficiencies on time, finish on time, keep them informed, deliver the home that you sold.

For our partners, you make the profit margins as expected, pay back the loans on time, and keep them informed.

For each other, you meet deadlines, identify risks, and communicate clearly.

Be supportive of others

You offer help in a meaningful way. You demonstrate genuine interest in each other. Our goal is to set each other up to be successful. We don't have to do someone's job for them but we can help, mentor and teach.

Do the right thing

Remember it's not just you, you are representing the company. You continually act in Intracorp's best interests, asking "is what I am about to do good for the company?" Just remember the golden rule: treat others how you would like to be treated.

CREATIVE IMPROVEMENT

At Intracorp, we are committed to finding better ways to create and deliver our work. It is our constant drive to think out of the box that helps us achieve the extraordinary.

Value Practices

Listen with genuine interest

You are open to different ideas and different ways of thinking. You aren't distracted, you live in the moment, and you listen with intention.

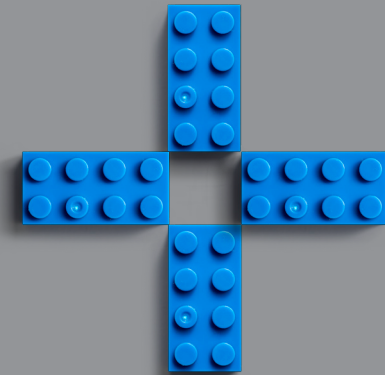
You listen to our homeowners, partners, and competition, so that you are aware of ideas and things happening around you and in the industry.

Contribute to projects, meetings, and your department

You are not afraid to question the status quo. You come prepared. You speak up. You present out-of-the-box ideas and questions and encourage others to do the same.

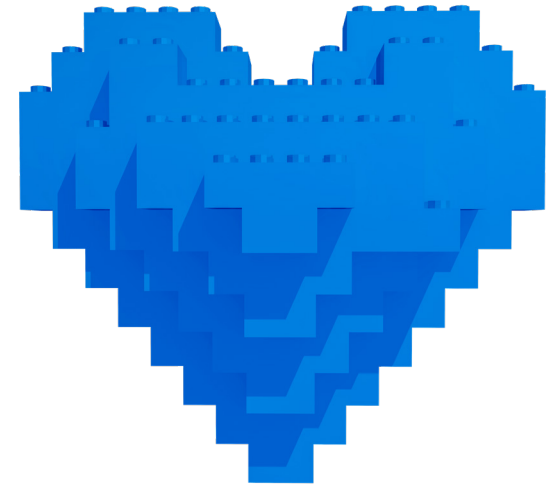
Be a problem solver

You act as a catalyst for change. You are a part of creating and executing the solution. You continuously look for opportunities for improvement no matter how small. Remember, a small improvement can make a big change. Your innovative idea may lead to the creative solution.



CARING FOR OTHERS

At Intracorp, we care about the people we build homes for. Without them, we wouldn't exist, and we owe them our gratitude, respect and care. That care and respect extends to our co-workers who help make us collectively stronger and better.



Value Practices

Be empathetic, kind and compassionate

You acknowledge the presence of others. When a situation arises, you are the one who cares. It's not about asking every person every day how they are, it's about caring when it matters.

When times are tough walk a mile in their shoes and try to understand what stress or constraints they're under.

Understand the impact you have on others

Don't underestimate what a small gesture can do for someone. Your positivity can be contagious.

By sharing your knowledge you can help others to ease their workload or help in their development and their planning.

You are part of a bigger process. Remember the waterfall effect of decisions and events.

Appreciate the contribution of others

We are a team with complementary skills, that, when combined, make us greater than our individual efforts. There's very few things we do at Intracorp that comes from one person. We're all in this together, all our roles are important, no one individual's time is more valuable than another's.

You are open and honest. You are comfortable receiving help from others, and always say thank you.

COLLABORATION

At Intracorp, we understand that working together is the best way to get things done. It is our belief that by working in collaboration with our partners, team, and communities, we create the extraordinary.



Value Practices

Contribute to a positive team environment

You engage with positive energy. You are passionate about what you do. While you work hard, you allow yourself and others to have some fun, share a laugh and celebrate success. Your positive outlook energizes others.

Encourage others to participate

Sharing the responsibilities allows you to grow professionally and personally. You show faith in people's abilities and create an environment of trust which allows others to grow. You give others responsibility and don't take it back.

You aren't afraid to ask for help and advice. Involving others in the decision making creates engagement in the outcome.

Consider different perspectives

You create an environment where ideas are welcome and encouraged. We understand that we all have unique communication styles and work styles. People take different journeys to get the same result and you're good with that.

You use good information and feedback to help make informed decisions.

RESULTS THROUGH EFFORT

At Intracorp, we believe in doing things right the first time. We value the commitment and effort it takes to achieve the results we are after. Nothing extraordinary is ever arrived at without hard work, discipline, and tenacity. Shortcuts are not an option.

Value Practices

Strive to be the best that you can be

You are a goal-oriented person. You set personal goals while clearly understanding company goals. Your ability to stay focused on the end result is an asset.

You are willing to go the extra mile. In fact, you choose to because you know it will make a difference. You are always looking for challenges. You feel rewarded when you can step outside your comfort zone.

Be accountable and own it

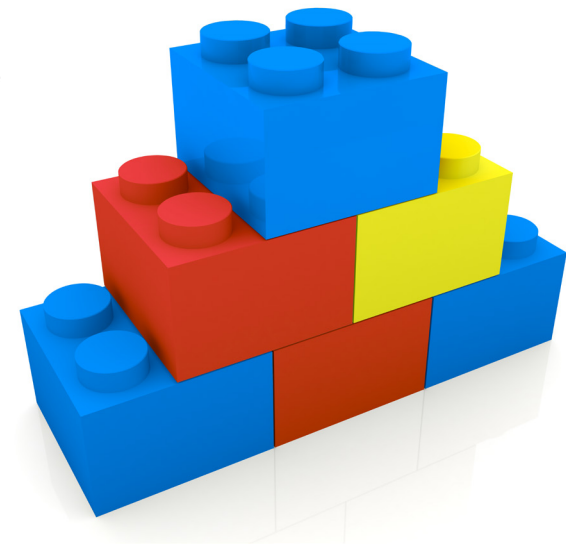
You clearly understand what you're responsible to deliver and deliver it.

You communicate your responsibilities to others to ensure we're all on the same page.

You are willing to take credit for your successes and blame for your mistakes.

Use a disciplined approach to analyze risks and opportunities

You use established Intracorp ways. You apply expertise that has been developed over time. Through your collaboration with others and through project teams, you understand the risks that come from other places outside your department.



LET'S TALK.

