

ESG REPORT | 2022



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ON THE COVER:

PULTEGROUP HAS BUILT A LIVING LABORATORY TO EXPLORE HOW HOMEOWNERS WILL LIVE IN THE FUTURE. LOCATED ON “INNOVATION WAY” WITHIN BABCOCK RANCH, AMERICA’S LARGEST SOLAR-POWERED TOWN, PULTEGROUP IS TESTING SUSTAINABLE NEW HOME TECHNOLOGIES INCLUDING INTEGRATION WITH THE ALL-ELECTRIC FORD® F-150 LIGHTNING™.

A MESSAGE FROM OUR PRESIDENT AND CEO

Since PulteGroup’s founding over 70 years ago, our company has benefited from the strong principles infused into its culture about how we serve customers, how we build homes, and how we treat the people we employ. Exactly how these beliefs are expressed has evolved over the decades, but I believe the fundamental elements remain solidly in place today.

Several years ago, we launched an internal branding program that spoke to what PulteGroup stood for as a company. Central to this program was clearly articulating our goals and guiding principles, as well as PulteGroup’s commitment to all its employees.

Overarching these core tenets is PulteGroup’s vision statement: Be Considered the Most Respected Homebuilder in America.

The simplicity of this 8-word statement belies the complexity and lofty ambition that it embodies. Core to this statement is the word respected which was selected for a very specific reason. To be respected demands that we do a lot of things right. It means we are building high quality homes, providing a great customer experience and standing behind our product, but it also means treating our employees and trade partners fairly, while being a good corporate citizen in the communities we serve.

By design, our vision to be considered the most respected homebuilder in America closely aligns with our efforts to operate a sustainable business that is responsive to all our stakeholders while continuing to build long-term value for our shareholders.

Global supply chain disruptions and lingering effects from the pandemic made 2022 the most challenging production environment in decades. Strained labor resources and limited availability of key building materials conspired to extend our build cycle from approximately 90 days to upwards of 170 days. Through the hard work of our teams and the support of suppliers and contractors, we still delivered 29,111 high quality and energy efficient homes. In 2022, our homes tested under the Home Energy Rating System (HERS®) had an average score of 62.7. The lower the HERS score, which is used for calculating a home’s overall energy performance, the more energy efficient the home and the smaller the carbon footprint over time.

In response to Federal legislation passed in 2022, we plan to transition away from HERS and expand our use of the better-known ENERGY STAR® program for certifying the energy efficiency of our homes. Demonstrating our efforts in the fight against global warming, I am proud to announce one of our Company’s key sustainability targets, which is to have 100% of our new homes qualify to be an ENERGY STAR® Certified Home by 2025.

To further our commitment to environmental transparency, in 2022 we became one of the first U.S. homebuilders to complete the Climate Change disclosures from the Carbon Disclosure Project (“CDP.”) Going

forward, we plan to continue our engagement with CDP and will work to improve the depth and quality of our disclosures. We plan to provide annual updates to all of our disclosures along with evaluating and disclosing against other relevant frameworks as appropriate, such as the Task Force on Climate-Related Financial Disclosures (TCFD.) In 2022, we made significant progress in our TCFD reporting by establishing internal metrics and targets with respect to climate-related risks.

Along with improving our environmental reporting metrics in 2022, we were successful in opening our second off-site manufacturing plant. Part of the Innovative Construction Group (ICG) platform, our newest plant is located in Florence, S.C., and primarily serves our Coastal Carolina division. Beyond helping to shorten the construction cycle and improve build quality, ICG's automated plants use raw materials more efficiently and can dramatically reduce waste at the job site. We continue to advance our multi-year strategy of having six to eight ICG plants to support our homebuilding operations across the country.

While increased automation is expected to be a growing part of our future, we know that our people and culture are the foundation on which PulteGroup's success will always rely. As such, we work to maintain an environment that encourages each member of the team to bring their best, most authentic selves to work. We believe that an environment that is respectful and inclusive of all people, regardless of race, gender identity, ethnicity, or background, creates the best work environment and results in the best work product.

We are working to build an organization that reflects the diversity of the communities and people we serve. As part of this process, in 2021 we began sharing our EEO-1 data to allow the public to track changes in the composition of our workforce over time. Building on our EEO-1 disclosures, in 2022 we actively engaged with the Human Rights Campaign's Corporate Equality Index and increased our score from 20 to 85 (out of a possible 100 points.) We intend to continue to measure our results against this Index in future years.

In addition to building an inclusive organization, we are also committed to creating a healthy and safe working environment. As one of the nation's largest homebuilders, health and safety is a key priority in our company. That is why we have voluntarily disclosed our Occupational Safety and Health Administration reportable incident rate for employees and contractors for the last three years within our Sustainability Accounting Standards Board (SASB) reporting and our sustainability reports.

We never forget that behind all the data sets and reporting requirements are people; the more than 6,000 individuals across our organization who work tirelessly to deliver an outstanding customer experience, while helping to maintain an engaging and welcoming



“By design, our vision closely aligns with our efforts to operate a sustainable business that is responsive to all our stakeholders while continuing to build long-term value for our shareholders.”

culture. It is this group of amazing people whose survey responses placed PulteGroup at #43 on Fortune Magazine's list of the top 100 Best Companies to Work For. Knowing this ranking reflects the voices of all our employees, I am proud and humbled by our presence on such a prestigious list.

As outlined above and detailed on the following pages, we continue to make steady progress in our sustainability journey and can point to important gains within our ESG initiatives. While there have been challenges along the way, our organization is committed to the effort, and I believe our employees are genuinely excited by the gains we are making. I look forward to continuing this dialog and updating you as our journey continues.

RYAN MARSHALL | President and CEO

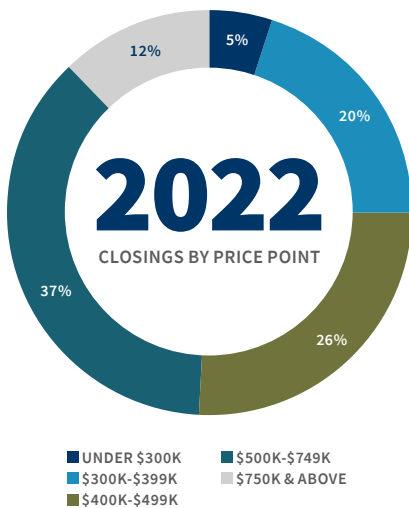
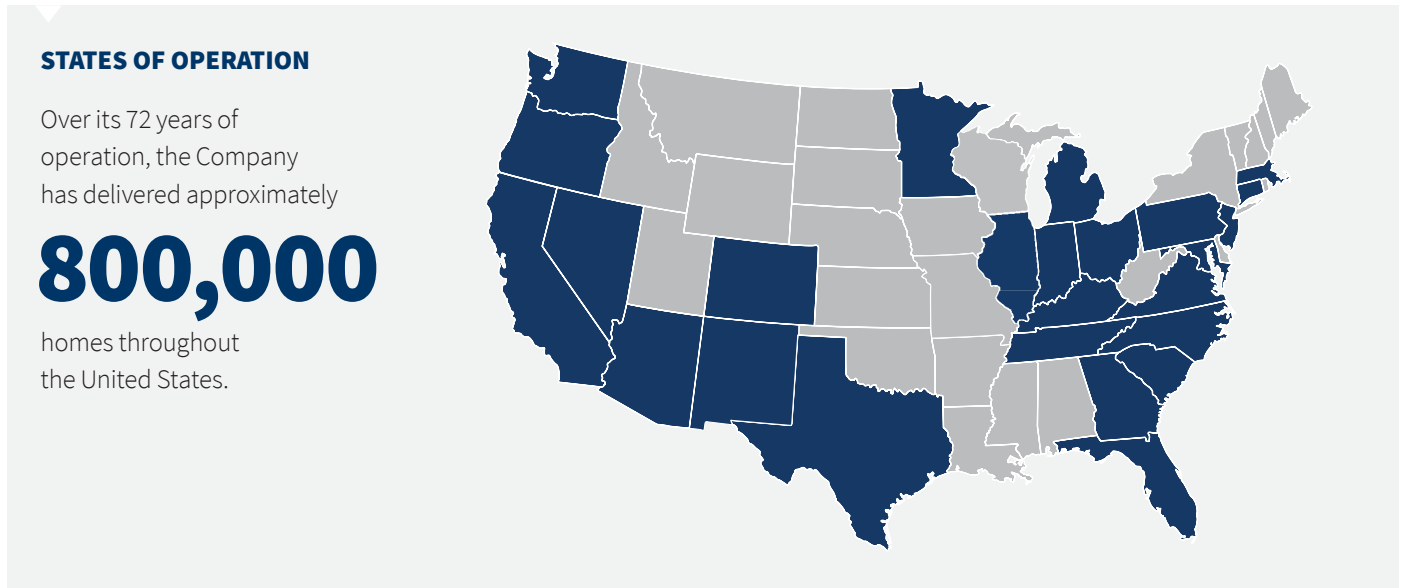
Our Growth and **Evolution**





OUR PURPOSE: BUILDING INCREDIBLE PLACES WHERE PEOPLE CAN LIVE THEIR DREAMS

PulteGroup’s story begins in 1950, when 18-year-old William “Bill” Pulte and a group of his high school friends built a five-room bungalow near Detroit. Today, PulteGroup stands as the nation’s third-largest homebuilding company with operations in 24 states and more than 40 major markets across the country.



Through our portfolio of nationally recognized brands -- including Centex, Pulte Homes, Del Webb, DiVosta Homes, American West and John Wieland Homes and Neighborhoods -- and innovative floor plans, PulteGroup is an industry leader in serving all major consumer groups including first-time, move-up and 55+ home buyers.

Our business has grown and evolved over more than seven decades of work, but our promise to customers remains constant: deliver high quality construction and customer satisfaction throughout the entire home buying and homeownership experience.

To our home buyers, we’re more than a builder -- we’re a partner working to simplify the complex process of buying and building a new home. With approximately 1,000 employees, Pulte Financial Services operations can provide consumers with a complete suite of home-related services including mortgage financing, along with homeowner and title insurance. By providing mortgages to almost 80% of our customers who required mortgage financing, we help ensure the mortgage is funded when the home’s construction is completed.

As this report reviews, we continue to integrate a strategic and intentional focus on responsible environmental, social and governance practices into our overall business. We recognize that being a good corporate citizen and creating a respect-centered work environment while growing a financially successful business are not mutually exclusive but in fact can and must go hand-in-hand to ensure our organization’s long-term success. The process of examining our environmental impact can serve a greater good, and at the same time help us identify new business opportunities, improve operating efficiencies, and/or mitigate business risk. Our balanced approach can be seen in key aspects of our business including how we acquire and develop land, how we source materials, how we design products, and how we recruit, retain and develop our talented team.

Measuring our progress and providing transparency shows our stakeholders and members of the communities we serve that we are committed to translating our ideals into real results. Our commitment to our employees, customers, trade partners and shareholders extends to the environment and the people in the communities we serve.

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Closings	23,107	23,232	24,624	28,894	29,111
Home Sale Revenues (\$B)	s/b \$9.7	s/b \$9.8	s/b \$10.4	s/b \$13.2	s/b \$15.5
Diluted EPS	\$3.55	\$3.66	\$5.18	\$7.43	\$11.01
ROE	23%	20%	24%	28%	33%
Share Repurchases & Dividends (\$M)	\$399	\$397	\$301	\$1,045	\$1,219
Lots Controlled Under Option	40%	41%	49%	52%	48%
Employees	5,086	5,245	5,249	6,182	6,524

OUR VISION



BE CONSIDERED THE MOST RESPECTED HOMEBUILDER IN AMERICA

OUR PURPOSE



BUILDING INCREDIBLE PLACES WHERE PEOPLE CAN LIVE THEIR DREAMS

OUR GOALS



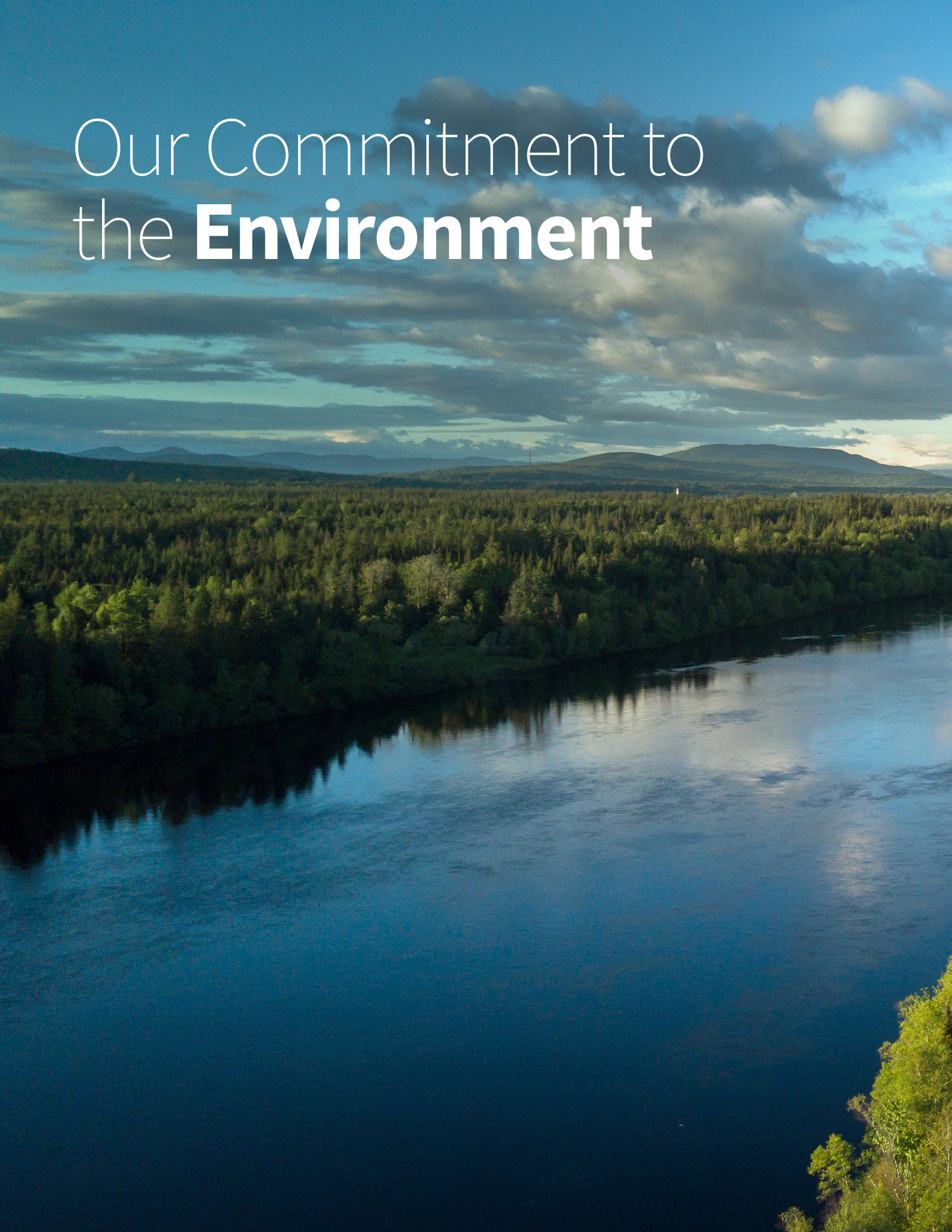
INSPIRED EMPLOYEES
EXCEPTIONAL CUSTOMER SERVICE
SUPERIOR OPERATIONAL EXECUTION
FORESIGHT FOR THE FUTURE

OUR GUIDING PRINCIPLES



DO THE RIGHT THING
COMPASSION FOR THE CUSTOMER
CARE ABOUT QUALITY
TEAM-FIRST MENTALITY

Our Commitment to the **Environment**





SHOWING WE CARE, EVERYWHERE WE BUILD

There is a practical reality when it comes to building homes: you need land on which to construct a house. PulteGroup routinely invests billions of dollars each year to acquire and thoughtfully develop land resources as we work to deliver homes to the country's ever-growing population.

Arguably, no other activity demonstrates a home builder's true commitment to sustainable business practices than its willingness to be a good steward of our nation's land. Does the builder consider land a scarce resource to be thoughtfully managed, or simply a commodity, an input to the construction process no different than a 2x4 or a concrete block?

Consistent with our commitment to executing sound environmental practices, our homebuilding operations are tasked with complying with local, state and federal regulations and work to ensure that our trade partners are held to the same standard. We carefully maintain all required environmental permits, approvals, and registrations and follow applicable operational and reporting requirements. Having operated in our markets for years if not decades, we work in partnership with local municipalities, residents and other key stakeholders to ensure environmental considerations are factored into our planning process.

PHASE 1: LAND ACQUISITION

Redevelopment: PulteGroup seeks opportunities to reuse land that has been previously developed for residential or commercial purposes. In 2022, 2,700, or almost 10%, of the homes PulteGroup delivered were built on redeveloped, brownfield or greyfield lots. Further, 3,450 of the 29,000 homes we closed in 2022 were built on infill, meaning vacant or underutilized land served by existing physical installations such as roads, power lines, sewer, water and other infrastructure.

Environmental review: As part of the Company's project underwriting process, every potential land transaction is subject to a comprehensive feasibility analysis that evaluates a myriad of factors and includes an environmental assessment. Land assessments include testing by a qualified environmental engineering firm plus a

Phase I environmental report, which must comply with American Society for Testing & Materials (ASTM) standards, and a Phase II environmental report where required. Given the potential to lessen environmental impacts associated with homebuilding by redeveloping land, such testing helps to determine the suitability of the land for residential use and to evaluate any needed remediation.

Approval: All land acquisition proposals are reviewed and approved at both a division and area level, and then submitted to the Company's Asset Management Committee (AMC) for final approval and funding. AMC reviews include the company's senior operating and financial officers as well as market analysts who lead a detailed review of every potential purchase. Included in the project review is a thorough environmental

analysis of the site, including plans for remediation of existing issues and safe development in the future.

OVER **10%**

OF THE HOMES WE DELIVERED IN 2022
WERE BUILT ON REDEVELOPED,
BROWNFIELD OR GREYFIELD LOTS



PHASE 2: LAND DEVELOPMENT

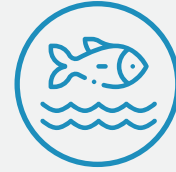
Water: To avoid the discharge of any pollutants on the job site and eliminate the potential for these to be washed away by rain, we operate in strict compliance with the Clean Water Act, including the National Pollutant Discharge Eliminate System.

Managing hazardous substances: Effectively identifying and managing the safe handling, movement, storage, and disposal of chemicals and other substances that pose a threat to the environment is essential. We monitor and control

wastewater, solid waste and air emissions before disposing in accordance with applicable laws.

Continuous improvement and accountability for partners:

PulteGroup encourages its trade partners and vendors to continuously reduce waste. Our trade partners and vendors must comply with all applicable environmental laws and immediately alert PulteGroup regarding a spill of hazardous materials or other pollutants on our job sites.



OUR INDUSTRY-LEADING NATIONAL STORM WATER QUALITY PROGRAM INCLUDES IMPROVED RAINWATER MANAGEMENT AND MEASURES TO KEEP DIRT, PAINT, CONCRETE RESIDUE, OILS OR OTHER WASTE FROM LEAVING CONSTRUCTION SITES.

PHASE 3: SETTING AN AGGRESSIVE ENERGY TARGET FOR OUR HOMES

Ten years ago, we maintained a library of 3,500 different floor plans. Today, 78% of 29,000 homes we delivered in 2022 were from approximately 800 commonly managed plans used across multiple communities and markets. These commonly managed plans have been optimized for material content and ease of construction allowing us to deliver high-value homes more efficiently and with less waste.

We also know that we can lessen our environmental impact by reducing the energy usage of our homes. For several years, PulteGroup has used the Home Energy Rating System (HERS®) to calculate the energy performance of our homes. The lower the HERS score, the more energy efficient the home and the smaller the carbon footprint over time. In 2022, the average score for PulteGroup homes was 62.7, representing continued consistent results.

In response to recent federal legislation, PulteGroup plans to transition away from the HERS score and expand our use of the better-known ENERGY STAR® program to certify the energy efficiency of our homes.

This certification meets strict U.S. Environmental Protection Agency requirements and is based on independent inspections and testing by certified professionals. As ENERGY STAR® notes on its website, benefits to home buyers include:

- **Consistent temperatures** and diminished drafts through comprehensive air sealing, quality-installed insulation and high-performance windows.
- **Energy-efficient lighting** and appliances.
- **A high-efficiency heating,** ventilation and cooling system that delivers a constant supply of fresh, filtered air, reducing indoor pollutants.
- **A comprehensive water management system** to protect roofs, walls, and foundations from moisture damage.

The bottom line? ENERGY STAR®

Certified homes are at least 10% more energy efficient than homes built to code, and many homeowners will experience a 20% improvement or more. This effort also benefits homeowners when it's time for them to move, as ENERGY STAR® reports

certified homes or those with similar efficiency measures can expect a 6% boost in their home's value.

For the past few years, we have been assessing how best to measure the energy efficiency of our homes within the shifting landscape of government legislation. Having committed to ENERGY STAR®, PulteGroup is now setting the goal of having 100% of our new homes qualify as ENERGY STAR® Certified by 2025. Achieving ES-100 at PulteGroup will require an investment of people and financial resources to ensure all our homes are designed and built to meet the ENERGY STAR® standards. This action represents our largest commitment to helping lower greenhouse gases and combat climate change.

100%

TARGET FOR ENERGY STAR-CERTIFIED HOMES BY 2025



INNOVATION, INSIDE AND OUT

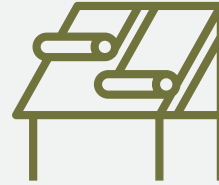
Our commitment to the environment means identifying opportunities to intelligently integrate green technologies into new home construction, while minimizing the impact on overall affordability.

From solar panels and Low E glass windows to advanced insulation and smart appliances, we are integrating new building products and practices to help increase the energy efficiency of our homes while lowering their carbon footprint.

THE PULTE ENERGY ADVANTAGE



HIGH-EFFICIENCY HVAC SYSTEMS



RADIANT BARRIER ROOF DECKING TO REDUCE ATTIC HEAT BUILDUP



A WIFI BACKBONE IN EACH HOME, ENABLING PROGRAMMABLE THERMOSTATS AND LIGHTING



ENERGY STAR RATED APPLIANCES



WATERSENSE® CERTIFIED FIXTURES THAT REDUCE WATER USE BY AT LEAST 20% FROM FEDERAL STANDARDS



A LIVING LABORATORY AT BABCOCK RANCH

To explore how homeowners will live in the not-so-distant future, PulteGroup built model homes on “Innovation Way” within Babcock Ranch, America’s first and largest solar-powered town near Fort Myers, Fla. While not yet for sale, these living laboratories are testing newly available and prototype advancements in sustainable new home technology.

This includes integration with the all-electric Ford® F-150 Lightning™ to create backup power and energy management solutions. When plugged into the home’s charging station, a fully charged F-150 Lightning can provide emergency power for up to three days, or as long as 10 days when used in conjunction with rationing or solar power.

The model homes also include the following features:

- **Wi-Fi enabled lighting**, load centers, thermostats, and kitchen appliances that make it easy for homeowners to control their homes from their phone or their voice.
- **Moen® Flo Smart Water Security System** to monitor and prevent leaks with whole home eco-friendly water filtration.
- **Broan® Ventilation System** providing fresh air circulation that protects against bacteria, mold, and fungi growth with a series of wall plugs and sensors that identify pollutants and automatically engages ventilation.



- **Rinnai® recirculating tankless water heater** with Smart-Circ™ that provides faster hot water.
- **High Efficiency Low E impact windows** and spray foam ceiling insulation to improve performance and comfort.
- **Foam Block with Six-Inch Poured Solid Concrete Exterior Wall System** and R-22 performance.
- Back up battery system provided by Florida Power & Light (FPL) to increase energy resiliency and monitor usage.
- **Permeable drive and walkway pavers** that allow water to percolate back into the ground instead of via storm water system.



EXPANDING THE INNOVATIVE CONSTRUCTION GROUP (ICG) PLATFORM

In 2022, PulteGroup opened its second Innovative Construction Group (ICG) off-site manufacturing plant for the production of wall panels, roof trusses and floor cassettes. Located in Florence, S.C., the new plant primarily serves our Coastal Carolina division. PulteGroup acquired ICG and its existing Jacksonville, Florida plant in 2020.

Through the use of cutting-edge technology, automation and intellectual property exclusive to ICG, our plants can cost-effectively produce high-quality components, while using raw materials more efficiently and with less waste. ICG plants can also help offset some of the labor challenges that are expected to remain a headwind for the homebuilding industry given a shrinking pool of people entering the construction trades. We continue to advance our multi-year strategy of having six to eight ICG plants to support our homebuilding operations across the country.



MEASURING WHAT MATTERS

Consistent with PulteGroup’s efforts to reduce our environmental footprint and provide greater transparency, we continue to increase our public disclosures on relevant metrics.

In 2022 we became one of the first U.S. homebuilders to complete the Climate Change disclosures from the Carbon Disclosure Project (CDP.) Going forward, we plan to continue our engagement with CDP to improve the depth and quality of our disclosures.

We annually update our disclosures, including evaluating and disclosing against other relevant frameworks as appropriate, such as the Task Force on Climate-Related Financial Disclosures (TCFD.) In 2022, we made significant progress in our TCFD reporting by establishing internal metrics and targets with respect to climate-related risks.

We also completed an update of our Greenhouse Gas Protocol (GHG) assessment, first released in 2021. GHG provides the world’s most widely used greenhouse gas accounting standards and allows organizations to measure, manage and report greenhouse gas emissions from their operations and associated value chains. A summary of PulteGroup’s Scope 1, Scope 2 and select categories of Scope 3 GHG emissions assessment is provided below. A more comprehensive analysis of our GHG metrics can be found at the end of this report and on PulteGroup’s corporate website.

PULTEGROUP OVERALL FOOTPRINT RESULTS

		2020 mtCO ₂ e	2021 mtCO ₂ e	2022 mtCO ₂ e
SCOPE 1	Refrigerant leakages	511	498	505
	Equipment fuel usage (diesel + gasoline)	319	512	514
	Vehicle fuel usage (diesel)	1,378	2,465	3,297
SCOPE 2	Electricity	72,194	69,782	80,342
	Natural Gas	27,548	27,271	26,454
SCOPE 3	Category 1: Purchased goods & services	3,488,844	4,863,519	2,270,116
	Category 2: Capital goods	25,927	23,538	22,597
	Category 3: Fuel- and energy-related activities	21,201	30,805	33,814
	Category 4: Upstream transportation	85	81	138
	Category 5: Waste	18,200	20,750	13,450
	Category 6: Business travel	1,129	869	3,891
	Category 7: Employee commuting, incl. teleworking	3,600	4,150	4,521
	Category 11: Use of sold products	3,863,634	4,177,356	4,099,859
TOTAL EMISSIONS		7,524,606	9,221,595	6,559,497

Our GHG emission estimates were calculated with the assistance of a third-party consultant and include assumptions and estimates in order to provide a meaningful assessment of the emissions related to our operations. Where appropriate, these estimates were developed in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, calculating our emissions using both spend-based and activity-related data. As indicated by the measurements, our Scope 1 carbon emissions were not significant since due to relatively small number of manufacturing facilities, vehicles or buildings that we own and operate. Our headquarters and division offices are leased and the purchase of electricity and heating is dictated by our various commercial landlords. For Scope 2, spend data related to our combined utility consumption was collected to develop estimations of the impact from purchased energy. These values were location-based, with certain facility specific details used depending on the type of information available per location. The main source of our GHG emissions was from Scope 3 since the emissions from our value chain capture the construction of our homes and homeowners’ use of the homes. For Category 11 (Use of sold products), these values were estimated based on energy consumption data per home sourced from RESNET and the estimated lifetime of the energy system within the homes to generate energy consumption. The decrease in total Category 1 emissions within our Scope 3 estimates in 2022 was due, in part, to our use of US Environmentally-Extended Input-Output models which were updated for 2022 and do not necessarily reflect a proportionate decrease in the emission estimates for our homes.

This is a summary, please see the full report in the appendix.

Building Our **Culture**





A WELCOMING CULTURE FOR ALL EMPLOYEES

At PulteGroup, we are committed to building our culture along with building high-quality homes. And it shows: in 2022, PulteGroup climbed to number 43 on Fortune Magazine's list of the 100 Best Companies to Work For®.

Where a company ranks on the Fortune Magazine list is based in large part on survey responses from PulteGroup employees so this recognition confirms what we see every day: a welcoming, inclusive and rewarding culture, purposefully built over the past 72-plus years.

Dig a level deeper into the survey, and the picture becomes even clearer given the high percentage of employees who rate PulteGroup higher on these important culture dynamics.



OUR COMMITMENT TO DIVERSITY AND INCLUSION

PulteGroup's Diversity & Inclusion Board reports directly to President and CEO Ryan Marshall. The D&I board has launched a series of initiatives to promote greater awareness, understanding and acceptance inside the organization, while working to make a meaningful change in the world around us.

One significant outcome of this effort is the addition of a diversity training program focused on unconscious bias. This program was designed by Blue Ocean Brain, an industry leader in learning and development modules for organizations.

As we work to build an organization that reflects the diversity of the communities and people we serve, in 2021 we began sharing the data we report to the U.S. Equal Employment Opportunity Commission (EEO-1) to allow the public to track changes in the composition of our workforce over time. An update can be found in the appendix of this report.



RECOGNIZING OUR INCLUSIVE CULTURE

In 2022, we were honored with the following awards, the majority of which are based on employee survey data:

- No. 43 on Fortune's 100 Best Companies to Work For®
- Fortune's Best Workplaces for Women™
- Fortune's Best Workplaces in Construction™
- Fortune's Best Workplaces for Millennials™
- PEOPLE's 100 Companies that Care®
- Great Place to Work® Best Workplace for Parents™
- Human Rights Campaign's Corporate Equality Index: increased our score from 20 to 85 (out of a possible 100 points.)

FOSTERING AUTHENTIC CONNECTIONS

To create connections and help provide opportunities for people who share common characteristics, interests, or passions to come together in a nurturing environment, PulteGroup has established several Business Resource Groups (BRGs) – employee-led, voluntary networks that any employee is welcome to join.



PEACE
PEOPLE EMBRACING AND ADVOCATING
FOR CULTURAL EQUITY



HAPPY HOMES
IDENTIFY OPPORTUNITIES FOR US TO GIVE
BACK TO OUR COMMUNITIES



YOPROS
YOUNG PROFESSIONALS

COMING IN 2023:



MVP
MILITARY VETERANS AND
SUPPORTERS OF PULTE



WIN
WOMEN'S INTEREST NETWORK

PROMOTING EMPLOYEE HEALTH, WELLNESS AND SAFETY

PulteGroup’s success would not be possible without our people. Valuing the contributions of our employees means doing what it takes to help ensure their well-being.



Thrive, PulteGroup’s new health and wellness program, goes beyond physical and emotional health to include financial and social wellness, too. Enhanced benefits for employees include an additional two weeks of paid maternity leave, bringing the total to 8-10 weeks, adoption-related benefits, increased mental wellness visits and a fertility solutions program.



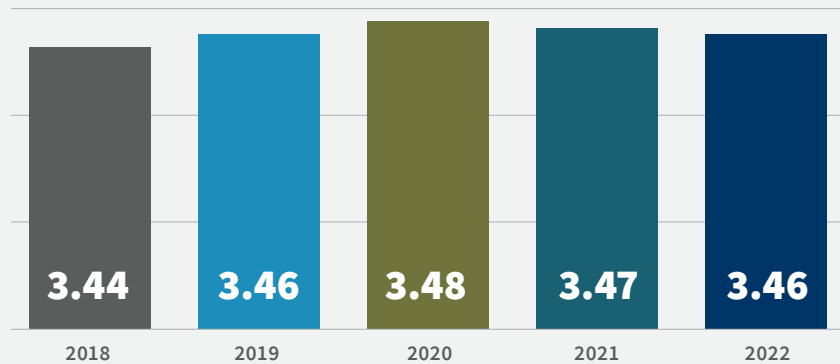
And we are there when employees face adversity. When Hurricane Ian hit Florida in 2022, our Employee Assistance Program was available to quickly provide funds and help employees in our Southwest and Central Florida divisions cope with extremely difficult conditions. The EAP, which paid out over \$200,000 to impacted employees, had been established five years earlier when Hurricane Harvey devastated parts of Texas.



New home construction involves lots of people, using heavy equipment and power tools and moving large objects, so safety must be a top priority because lives depend on it. Given the importance of worker safety, we voluntarily disclose our Occupational Safety and Health Administration reportable incident rate for employees and contractors within our Sustainability Accounting Standards Board (SASB) reporting and our sustainability reports.

In addition to complying with all applicable federal, state, and local laws regarding working conditions and occupational safety standards, we also require our employees and trade partners to meet our own internal standards. We routinely conduct on-site and unannounced safety audits, with results reviewed by operating leadership and reported to our Board of Directors.

OUR CONSTRUCTION QUALITY ASSESSMENT (CQA) audits cover everything from job site safety and site conditions to the house construction and interior finishes. CQA best practices are assessed on a graduated scale of 0 to 4, with 4 being the highest level of compliance.



DEVELOPING LEADERS AT EVERY LEVEL

When a company regularly promotes from within, it rewards its highest performers and sends a message to the rest of the team that it is committed to their career growth. And in a national environment where job-hopping increasingly becomes the norm, retaining your leaders is more important than ever.

At PulteGroup, the average tenure of our executive team and homebuilding area presidents is 21 years, and the average tenure of our homebuilding division presidents is 17 years.

Investing in employee development is critical to long-term success. At PulteGroup, it starts on Day 1. As part of a comprehensive onboarding process, we offer an industry-leading, blended learning program for our new sales, construction and customer care team members. An outstanding onboarding program is just the beginning, as we provide support throughout an employee’s career with robust continuing education, mentor training, leader training and required courses covering ethics and cyber security.

21
YEARS

THE AVERAGE TENURE OF OUR
EXECUTIVE TEAM AND HOMEBUILDING
AREA PRESIDENTS

17
YEARS

THE AVERAGE TENURE OF OUR
HOMEBUILDING DIVISION PRESIDENTS

2022

PULTE DIVISION	EMPLOYEES ENROLLED	TOTAL HOURS OF TRAINING
Total Sales	1,435	54,329
Total Construction*	2,845	152,800
Procurement	192	3,072
Pulte Financial Services - Loan Processors/Consultants and Compliance		19,102

* Includes construction and customer care

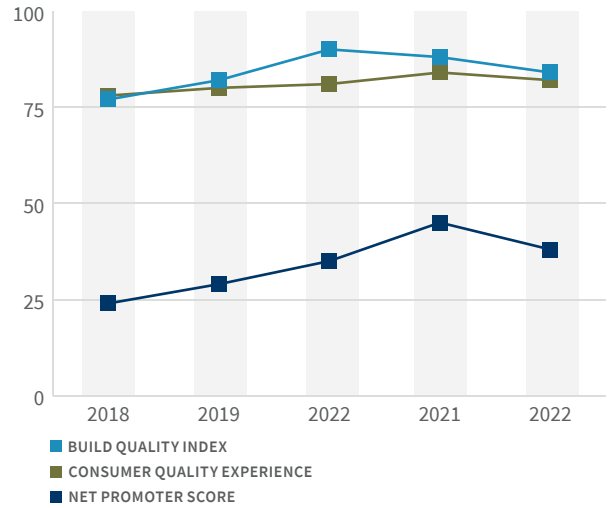
CARING FOR OUR CUSTOMERS

Delivering on our purpose – building incredible places where people can live their dreams – can only be achieved through careful planning and consistent execution.

To ensure that we are always meeting our customers’ needs, we build our homes using our industry-leading Build Quality Experience™.

Having signed a contract for PulteGroup to build their new home, this 10-step process begins with a customer’s initial meeting with a construction manager who will be their partner from the pouring of the foundation to handing over the keys at closing. The process doesn’t end there, however, as we conduct a build quality survey a year after the home has been delivered. We use this survey data and information collected throughout the construction process to continuously improve the build quality of our homes and the overall home buying and ownership experience.

ACHIEVING CONTINUOUS IMPROVEMENT

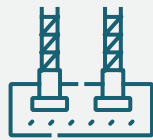


THE COMPLETE PULTE HOMES BUILD QUALITY EXPERIENCE



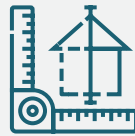
1. INTRODUCTION

- Meet your Construction Manager
- Plan selections and options
- Establish a communication plan



2. FOUNDATION INSPECTION

- Foundation inspection by Construction Manager
- Third party inspections completed
- Foundation is poured



3. FRAME INSPECTION

- Construction Manager inspects framing and insures quality control



4. MECHANICAL INSPECTION

- Construction Manager reviews insulation, plumbing and mechanical installations



5. PRE-DRYWALL ORIENTATION

- Walk-through with Construction Manager
- View mechanical systems



6. FINAL INSPECTION

- Construction Manager reviews and verifies the quality of all aspects of the home



7. HOME COMPLETE CONFIRMATION

- Final inspection by Construction Manager
- Independent quality review performed



8. PRE-CLOSING ORIENTATION

- Construction Manager gives guided tour of home
- Confirm correct installation, orientation, functionality, warranty and maintenance
- Address concerns or problems



9. CELEBRATION

- Home is complete
- Meet Construction Manager to validate completion
- Close on new home



10. FEEDBACK

- Opportunity to provide feedback on new home
- Pulte follows up after one year for additional feedback

AND CARING FOR OUR COMMUNITIES

The PulteGroup Charitable Foundation is a non-profit foundation funded annually with a portion of the Company's pre-tax income. The foundation's giving falls under three pillars: **supporting military veterans, meeting housing needs** and **educating the next generation of homebuilders.**

In 2022, the Company contributed an initial \$3 million in funding to begin carrying out its mission and supported 300-plus local and regional organizations.

PulteGroup employees give their time, too. We partnered with National Angels, an organization founded by a former PulteGroup employee which is dedicated to helping children and families in the foster care community. Supporting the National Angels Holiday Love Box initiative, several divisions hosted events to collect and wrap gifts for children in foster care. Over \$50,000 of donations (including in-kind items) were collected through PulteGroup's efforts.



HONORING OUR VETERANS

When a veteran returns home with injuries that resulted from their service, there's nothing any of us can say or do to make everything right again – but at PulteGroup, we can play a role in making sure that a home is one thing they won't have to worry about.

Primed to celebrate its 10th anniversary in 2023, PulteGroup's Built to Honor program provides mortgage-free homes to veterans injured as a result of their military service. Since 2013, the program has built and donated 76 homes, with a combined value of more than \$35 million.

In 2022, the Built to Honor program achieved a milestone with the donation of its 75th mortgage-free home. The recipient, United States Army Sergeant David Speights and his family, were surprised by more than 100 members of the Pulte team with the life-changing news.

The Built to Honor program serves honorably discharged veterans living with disabilities due to injuries incurred during active military service. Veterans selected for the program must have demonstrated financial need, do not currently own a home or land and meet other eligibility requirements.



HELPING MORE PEOPLE ACHIEVE THE DREAM OF HOMEOWNERSHIP

One of the biggest initiatives born of the Diversity & Inclusion Board's efforts is to make affordable housing options more available within the markets PulteGroup serves.

"I love my job as a middle school teacher." That's how the email began. It went on to talk about her husband, their kids and the hopes she has for their future. She then talked about the amazing Pulte community they had toured the day before. The model home was lovely and the layout was perfect for the family. "This is our dream home, but the price is just out of reach." To truly appreciate the value of a home, speak to someone who can't afford it.

PulteGroup's long-term goal is that up to 1% of our annual closings be affordably priced to help address the housing crisis in the country. These homes would be priced below market and be made available to buyers making 60% to 80% of area median income. The affordable housing committee of our Diversity Board continues its efforts to expand our program and solve the Rubik's Cube of government regulations for needed mortgage financing which is a linchpin for the plan we envision.

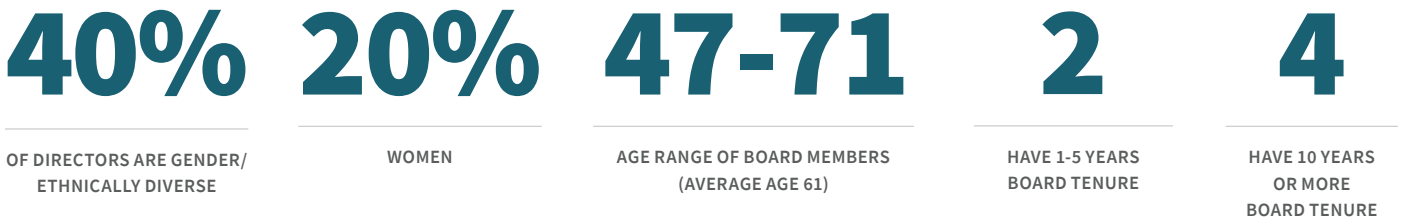
While we are working to solve the mortgage finance conundrum, many of our divisions are partnering with local municipalities on ways to bring more affordable housing communities to the market. For example, our Southeast Florida division celebrated the completion of Carver Square, a new workforce housing community of 20 affordably priced homes. Built in conjunction with the Delray Beach Community Redevelopment Agency (CRA) and Palm Beach County's Workforce Housing Program, this development is addressing a great housing need and revitalizing the economy of this historic area.

Building affordable homes can support positive business outcomes such as helping with entitlements and building goodwill in the community. More importantly, enabling homeownership among lower-income and diverse families can create positive change today and for generations to come.



GOVERNANCE: INFORMED AND INDEPENDENT OVERSIGHT

PulteGroup’s commitment to responsible environmental, social and governance policies is both shared and amplified by the efforts of our talented, diverse and highly independent Board of Directors. Our 10-person Board includes nine independent directors.



Our Board and executive leadership team receive regular updates on our ESG efforts, although the Board’s Nominating and Governance Committee has primary responsibility for overseeing ESG goals and objectives. This committee conducts routine reviews, receives detailed quarterly ESG updates on and evaluates key risks regarding environmental, workforce diversity, and health and safety issues, along with policies related to employee conduct and ethics. This committee also seeks new director candidates who can bring a diversity of expertise, viewpoints, culture, and overall life experiences to the Board process.

Other Board committees include Audit, Compensation and Management Development, plus Finance and Investment. Committees have the authority to retain independent advisors.

We maintain separate Chairman and CEO functions to further ensure a diversity of thought and perspectives that are helping to guide PulteGroup.



OUR COMMITMENT TO ETHICS

To always be moving toward our vision of being the most respected homebuilder in America, a company-wide commitment to ethics must serve as the foundation.

Our Board of Directors and all company employees are subject to PulteGroup's Code of Ethical Business Conduct. Every year, employees must certify that they have reviewed and understand our code.

PulteGroup also maintains an ethics hotline that allows employees, customers and/or members of the public, named or anonymously, to alert the Board of possible issues or abuses in any areas of our operations. Concerns can be reported by phone (800-498-5629) text (904-782-6958) or through a link on PulteGroup's website (speakup.pultegroup.com). All complaints are thoroughly investigated and properly reviewed.

Senior leadership, working in partnership with our Board, routinely engages with PulteGroup's institutional shareholders, on a proactive basis, to review our operating and financial results as well as our ESG policies and practices.

We also work to provide timely responses to ESG-related shareholder inquiries and to provide greater transparency by participating in established ESG and broader environmental surveys.

And we are ever conscious of the risks associated with some form of cyberattack significantly impacting our business. We maintain a data security and privacy program that protects company, employee, partner, customer and consumer data. We follow the National Institute of Standards and Technology (NIST) framework, and our Chief Information Officer reports to our Board on cybersecurity and privacy matters on a regular basis. Every employee participates in mandatory training on multiple policies related to data security and privacy, which includes a recurring cyber-phishing awareness campaign.

We maintain meaningful share ownership guidelines for executive officers and directors, and have prohibitions against hedging and pledging Company securities by all employees and directors.

“When it comes to how we build, how we treat customers and employees, and generally how we want to act as people, our mantra is Do the Right Thing. I appreciate that sometimes doing the right thing can be hard, but we must hold ourselves and each other accountable.”

RYAN MARSHALL
President & CEO



Appendix: Our Commitment to **Transparency**



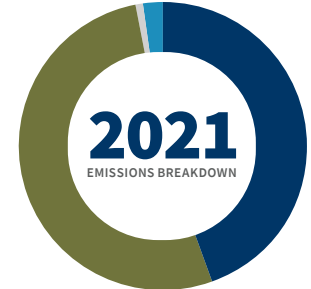


GHG INVENTORY SUMMARY

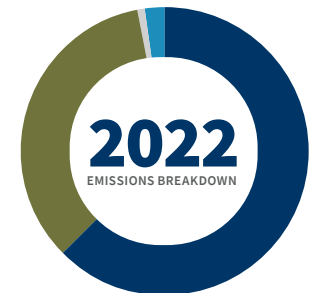
PulteGroup's 2022 carbon footprint was **6,559,497** mtCO₂e, a **28%** decrease from **9,221,595** mtCO₂e in 2021.

Pultegroup Overall Footprint Results

		2020 mtCO ₂ e	2021 mtCO ₂ e	2022 mtCO ₂ e
SCOPE 1	Refrigerant leakages	511	498	505
	Equipment fuel usage (diesel + gasoline)	319	512	514
	Vehicle fuel usage (diesel)	1,378	2,465	3,297
SCOPE 2	Electricity	72,194	69,782	80,342
	Natural Gas	27,548	27,271	26,454
SCOPE 3	Category 1: Purchased goods & services	3,488,844	4,863,519	2,270,116
	Category 2: Capital goods	25,927	23,538	22,597
	Category 3: Fuel- and energy-related activities	21,201	30,805	33,814
	Category 4: Upstream transportation	85	81	138
	Category 5: Waste	18,200	20,750	13,450
	Category 6: Business travel	1,129	869	3,891
	Category 7: Employee commuting, incl. teleworking	3,600	4,150	4,521
	Category 11: Use of sold products	3,863,634	4,177,356	4,099,859
TOTAL EMISSIONS		7,524,606	9,221,595	6,559,497



■ SCOPE 3, CAT 1, 53%
 ■ SCOPE 3, CAT 11, 45%
 ■ SCOPE 3, OTHER, 1%
 ■ SCOPE 1, 0% & SCOPE 2, 1%



■ SCOPE 3, CAT 1, 34%
 ■ SCOPE 3, CAT 11, 62%
 ■ SCOPE 3, OTHER, 1%
 ■ SCOPE 1, 0% & SCOPE 2, 1%

Number of office dwelling FTEs	3,533	3,455	3,780
Operational (Scope 1+2) emissions per FTE	29 mtCO ₂ e	29 mtCO ₂ e	29 mtCO ₂ e
Total (Scope 1+2+3) emissions per FTE	2,130 mtCO ₂ e	2669 mtCO ₂ e	1735 mtCO ₂ e

Employment Information Report (EEO-1)

	HISPANIC OR LATINO		NOT HISPANIC OR LATINO												OVERALL TOTALS
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK	NATIVE HAWAIIAN	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK	NATIVE HAWAIIAN	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	1	-	65	1	-	1	1	1	11	-	-	-	-	1	82
FIRST/MID OFFICIALS & MGRS	52	27	712	20	2	18	2	6	291	25	-	21	-	10	1,186
PROFESSIONALS	249	133	1,421	105	8	38	6	32	698	90	2	51	3	23	2,859
TECHNICIANS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SALES WORKERS	61	56	312	31	1	8	2	15	428	40	1	28	1	15	999
ADMINISTRATIVE SUPPORT	26	72	137	30	-	5	1	2	395	65	2	23	2	16	776
CRAFT WORKERS	14	-	40	6	-	-	-	-	-	-	-	-	-	-	60
OPERATIVES	8	-	16	15	-	-	-	-	1	1	-	-	-	-	41
LABORERS & HELPERS	46	-	47	140	-	-	1	1	4	2	-	-	-	1	242
SERVICE WORKERS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	457	288	2,750	348	11	70	13	57	1,828	223	5	123	6	66	6,245

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

TABLE 1.

Land Use & Ecological Impacts

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2020	2021	2022
Number of lots delivered on redevelopment sites	Quantitative	Number	IF-HB-160a.1	3,785	5,169	4,690
Number of homes delivered on redevelopment sites	Quantitative	Number	IF-HB-160a.1	2,448	2,757	2,700
Number of lots delivered in regions with High or Extremely High Baseline Water Stress	Quantitative	Number	IF-HB-160a.2	10,535	11,013	10,257
Number of homes delivered in regions with High or Extremely High Baseline Water Stress	Quantitative	Number	IF-HB-160a.2	2,531	2,801	2,329
Total amount of monetary losses as a result of legal proceedings associated with environmental regulations	Quantitative	Reporting currency	IF-HB-160a.3	\$0	\$0	>\$100K

Workforce Health & Safety

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2020	2021	2022
Total recordable incident rate (TRIR) for direct employees	Quantitative	Rate	IF-HB-320a.1	1.07	1.24	.91
Total recordable incident rate (TRIR) for contract employees	Quantitative	Rate	IF-HB-320a.1	0	0	0
Total fatality rate for direct employees	Quantitative	Rate	IF-HB-320a.1	0	0	0
Total fatality rate for contract employees	Quantitative	Rate	IF-HB-320a.1	0	0	0

Design for Resource Efficiency

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2020	2021	2022
(1) Number of homes that obtained a certified HERS® Index Score and (2) average score	Quantitative	Number, Index Score	IF-HB-410a.1	8,257 60	6,749 60	7,755 63
Percentage of installed water fixtures certified to WaterSense® specifications	Quantitative	Percentage (%)	IF-HB-410a.2	98%	98%	98%
Number of homes delivered certified to a third-party multi-attribute green building standard	Quantitative	Number	IF-HB-410a.3	3,640	4,294	4,569

Community Impacts of New Developments

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2020	2021	2022
Number of lots delivered in infill sites	Quantitative	Number	IF-HB-410b.2	4,832	5,008	3,715
Number of homes delivered in infill sites	Quantitative	Number	IF-HB-410b.2	2,706	3,719	3,450
(1) Number of homes delivered in compact developments and (2) average density	Quantitative	Number	IF-HB-410b.3	1,804 6.94	2,411 6.39	2,099 6.19

Climate Change Adaptation

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2020	2021	2022
Number of lots located in 100-year flood zones	Quantitative	Number	IF-HB-420a.1	1,590	3,049	2,287

TABLE 2. ACTIVITY METRICS

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	2020	2021	2022
Number of controlled lots	Quantitative	Number	IF-HB-000.A	180,352	228,296	211,112
Number of homes delivered	Quantitative	Number	IF-HB-000.B	24,624	28,894	29,111
Number of active selling communities (1)	Quantitative	Number	IF-HB-000.C	874	799	810

(1) Reflects the average number of active communities during the year



For more information on PulteGroup's responsible strategies and related initiatives, please contact:

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