



COMMITMENT • TEAMWORK • COMMUNITY



EXECUTIVE ROLES

Mattamy Homes is known for our commitment to providing the **Best Homeowner Experience** and we achieve this through the quality and commitment of our people. Our leadership team is foundational to upholding and delivering on Mattamy's vision, mission and core values across all our business divisions in Canada and the United States.

At Mattamy Homes, our leaders are responsible for shaping the organization through the pursuit of excellence, mentoring and coaching their teams to develop future leadership and functional capabilities, and for growing a business through accountability for achieving business and profitability objectives, meeting customer commitments, and collaborating cross-functionally to ultimately deliver high quality homes on time and within budget.

Our Leadership Team

Inspires...

Drives...

Delivers...

The Best Homeowner Experience

A Mattamy Leader demonstrates key capabilities that are vital to the success of our business:

Creates Strategic Direction

Has strategic focus, has a broad long-term perspective, organizes to win, sets goals, drives alignment, facilitates cross company integration, makes the tough calls, is accountable and takes responsibility

Delivers Results

Budgets, plans, manages human, financial and information resources, proactively solves problems, identifies and shares opportunities and issues, demonstrates sound judgment and decision making, drives business performance

Drives Performance and Development

Sets accountabilities and communicates expectations, provides objective feedback, coaches, measures performance, promotes a learning culture, develops and leverages talent, builds the bench

Communicates and Builds Relationships

Listens actively, promotes open two-way communication, constructively resolves conflict, negotiates and influences, communicates with clarity and impact, promotes collaboration

Inspires and Energizes People

Lives the Mattamy Values, inspires and fosters team commitment, spirit and trust, encourages, recognizes and rewards, walks the talk, builds loyalty

Fosters Innovation and Change

Demonstrates flexibility and adaptability, takes calculated risks, drives continuous improvement, reinforces curiosity, role models openness to learn and change, helps others adapt to change, keeps an eye on the future