



MERITAGE HOMES MEDIA DAY KIT

2024

DATA AS OF 12/31/2023

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ABOUT MERITAGE HOMES

Meritage Homes is the fifth-largest public homebuilder in the United States, based on homes closed in 2023. The Company offers energy-efficient and affordable entry-level and first move-up homes. Operations span across Arizona, California, Colorado, Utah, Texas, Florida, Georgia, North Carolina, South Carolina and Tennessee.

Meritage Homes has delivered over 175,000 homes in its 38-year history, and has a reputation for its distinctive style, quality construction, and award-winning customer experience. The Company is an industry leader in energy-efficient homebuilding, a ten-time recipient of both the U.S. Environmental Protection Agency's ("EPA") ENERGY STAR® Partner of the Year for Sustained Excellence Award and ENERGY STAR® Residential New Construction Market Leader Award, as well as a three-time recipient of the EPA's 2023 Indoor airPLUS Leader Award.

For more information, visit www.meritagehomes.com



OUR PURPOSE & VALUES

OUR MISSION STATEMENT:

To design and build homes that are innovative, built with care and superior craftsmanship, and deliver enduring value. To create an exceptional experience for our customers and employees through an environment of growth, collaboration and fun.

OUR BRAND PROMISE:

LIFE. BUILT. BETTER.[®]

OUR CORE VALUES



**START
WITH HEART**



**DEVELOP TO
EMPOWER**



**INTEGRITY
ABOVE ALL ELSE**



**BUILD
VALUE**



**THINK
STRATEGICALLY**



**PLAY
TO WIN**

MERITAGE HOMES QUICK FACTS 2024

5th
largest
homebuilder
based on 2023
closings

1,838
employees

headquartered
in
**Scottsdale,
Arizona**



START
WITH HEART



DEVELOP TO
EMPOWER



INTEGRITY
ABOVE ALL ELSE



BUILD
VALUE



THINK
STRATEGICALLY



PLAY
TO WIN

OUR CORE VALUES

13,976
homes closed
in 2023

21
markets

MTH
NYSE since
1997

Average HERS
Index Score of
52

Commitment
to build
100%
ENERGY
STAR®
certified homes

\$6.1B
home closing
revenue
in 2023

founded in
1985

(\$6.3B mkt cap as
of 12.31.23)

more than
175k
homes closed
cumulatively

\$4.7B
real estate
assets

270
communities

All facts and figures as of December 31, 2023 unless otherwise noted.

LIVE.NOW.® OFFERS “SURPRISINGLY MORE” VALUE

- Meritage’s LIVE.NOW.® products offer quality affordable entry-level homes



Signature energy-
efficiency



M.Connected Home™
Automation Suite



Variety of sizes & floor
plans



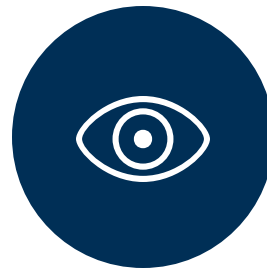
Beautiful front
elevations



High-end finishes



9-foot ceilings



Granite
countertops



Large kitchen islands &
full-size cabinets

STRAIGHT FROM THE SOURCE

2023 is the 11th year that Meritage has been recognized by Avid Awards

A third-party customer satisfaction surveyor

Earned the AVID Cup – Production for second consecutive year

Avid's top honor, with only one North American builder receiving the award for the highest customer satisfaction ratings in the production category



20th ANNUAL
AVID AWARDS[®]

For Excellence in Customer Service



Energy-efficient home and a fantastic smooth process from start to finish by a team of professionals! Excellent experience! The builder, sales rep & customer care team were wonderful to work with and I would highly recommend Meritage Homes to family & friends!

MICCI N., Marietta, GA



Had a great experience with the people at Meritage and they made the homebuying process really easy.

JOCELYN S., Durham, NC



Meritage Homes is an exceptional company with great employees. From start to finish it was a pain-free process. The quality of the home is to the highest standard.

JOHN F., Plant City, FL

MERITAGE: SETTING THE STANDARD IN ENERGY EFFICIENCY

- Average HERS Index Score of 52 is more energy-efficient than a typical new home which has a HERS Index Score of 100¹
- Built more than 126,100 ENERGY STAR[®] certified new homes since 2009

SUSTAINABILITY AWARDS



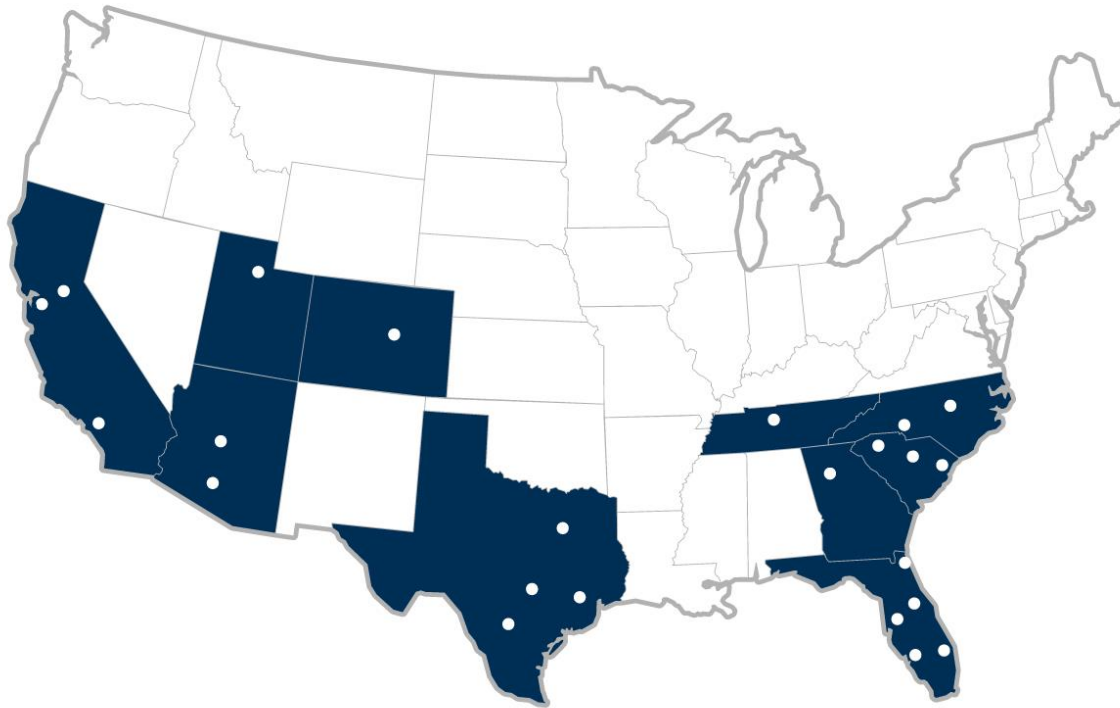
BUILDING DOUBLE-CERTIFIED NEW HOMES²



1) For homes delivered in 2023; source is RESNET; the lower the HERS Index Score, the more energyefficient.
2) In certain geographies.

MERITAGE'S FOOTPRINT

Meritage Homes constructs single-family detached homes and townhomes across the country. We operate in 21 markets.



- **Phoenix /Scottsdale, AZ - 1985**
- **Dallas / Fort Worth, TX - 1987**
- **Austin, TX - 1994**
- **Tucson, AZ - 1995**
- **Houston, TX - 1997**
- **East Bay/Central Valley, CA;**
- **Sacramento, CA - 1998**
- **San Antonio, TX - 2003**
- **Southern California; Denver, CO; Orlando, FL – 2004**
- **Raleigh, NC; Tampa, FL – 2011**
- **Charlotte, NC – 2012**
- **Nashville, TN – 2013**
- **Atlanta, GA; Greenville, SC – 2014**
- **South Florida – 2016**
- **Myrtle Beach, SC – 2021**
- **Salt Lake City, UT; Jacksonville, FL – 2023**

MERITAGE'S LEADERSHIP TEAM



Steven J. Hilton

Executive Chairman of the Board

Mr. Steve Hilton is the Executive Chairman of Meritage Homes and a member of its Board of Directors. Mr. Hilton led Meritage Homes for 35 years as Chairman and Chief Executive Officer from 2006 until his retirement on December 31, 2020. From 1997 to 2006, Mr. Hilton was Co-Chairman and Co-Chief Executive Officer of Meritage Homes. In 1985, Mr. Hilton cofounded Arizona-based Monterey Homes, the predecessor company to Meritage Homes. Under Mr. Hilton's leadership, Monterey became publicly traded in 1997.

Mr. Hilton received a bachelor's degree in accounting from the University of Arizona. He serves as Chairman of the Board for Banner Health Foundation as well as a board member for Translational Genomics Research Institute (TGEN) Foundation, and the Boys & Girls Clubs of Greater Scottsdale Foundation. Mr. Hilton was also a former board member for Western Alliance Bancorporation.



Phillippe Lord

Chief Executive Officer

Mr. Phillippe Lord became the Chief Executive Officer of Meritage Homes on January 1, 2021. He previously served as Chief Operating Officer of Meritage Homes from 2015 to 2020. From 2012 to 2015, Mr. Lord was President of the West Region at Meritage Homes. Mr. Lord began his career at Meritage Homes in 2008 by creating the Company's strategic operations and market research department, which analyzes land acquisitions, product and pricing.

Prior to joining Meritage Homes, Mr. Lord held leadership positions with Acacia Capital, Centex Homes and Pinnacle West Capital. Mr. Lord received a bachelor's degree in economics and business from Colorado State University and completed his master's coursework in economics at the University of Arizona.

MERITAGE'S LEADERSHIP TEAM (CONT'D)



Hilla Sferruzza

Executive Vice President, Chief Financial Officer

Ms. Hilla Sferruzza has served as Chief Financial Officer of Meritage Homes since 2016. Previously, she was the Chief Accounting Officer (from 2010-2021) and Corporate Controller of Meritage Homes (2010-2015). Her career at Meritage Homes started in 2006 serving in accounting, finance and financial reporting management roles. Prior to joining Meritage Homes, Ms. Sferruzza worked in various leadership positions at KPMG and Starwood Hotels and Resorts Worldwide, Inc.

Ms. Sferruzza earned her Executive Masters of Business Administration from Washington State University and her Bachelor of Science in Business Administration with an Accounting and Journalism emphasis from the University of Arizona. She serves as a board director of Footprint International Holdco, Inc. and a member of its audit committee, as well as a member of the Arizona State University's W.P. Carey School of Business Dean's Council and Finance Advisory Board.



Clint Szubinski

Executive Vice President, Chief Operating Officer

Mr. Clint Szubinski became the Chief Operating Officer of Meritage Homes on January 1, 2021. Mr. Szubinski served as South Region President of Meritage Homes from 2018 to 2020. Prior to this, he extended his experience in the homebuilding industry, working in senior management roles at K. Hovnanian and Cal-Atlantic from 2014 to 2018. From 2011-2014, he was the Florida Region President at Meritage Homes. Mr. Szubinski initially started at Meritage Homes as Vice President of Land Acquisition and Entitlement in Orlando, Florida and briefly moved to Raleigh, North Carolina, to lead the startup of the Raleigh Division. Previously, Mr. Szubinski was the Gulf Coast Division President at KB Home from 2005-2009.

Mr. Szubinski received his bachelor's degree in business administration and political science as well as a law degree from Louisiana State University.

MERITAGE'S LEADERSHIP TEAM (CONT'D)



Malissia Clinton

Executive Vice President, General Counsel and Secretary

Ms. Malissia Clinton became the General Counsel of Meritage Homes on April 18, 2022. Prior to joining Meritage Homes, Ms. Clinton spent 12 years at The Aerospace Corporation, serving as the senior vice president, general counsel and secretary. From 1998 to 2009, she served in multiple management positions at Northrop Grumman including the senior counsel for special projects in the Office of the General Counsel. Following law school, Ms. Clinton worked as a litigator at the law firm Tuttle and Taylor from 1993 to 1998.

Ms. Clinton received a bachelor's degree in political science at Arizona State University, earned a Juris Doctor from Stanford Law School and completed the UCLA Anderson School's Executive Program in Business Management. She serves as a board director of 3D Systems Corporation (NYSE: DDD) and its Compliance Committee Chair as well as a board director of Pacaso. She was formerly a board director of Progyny, Inc. (NASDAQ: PGNV) and a member of its Nominating and Corporate Governance Committee. Additionally, she is a board director of the Arizona State University Foundation and previously was the former chair of the Aerospace Diversity Action Committee and board director of the National Defense Industrial Association.



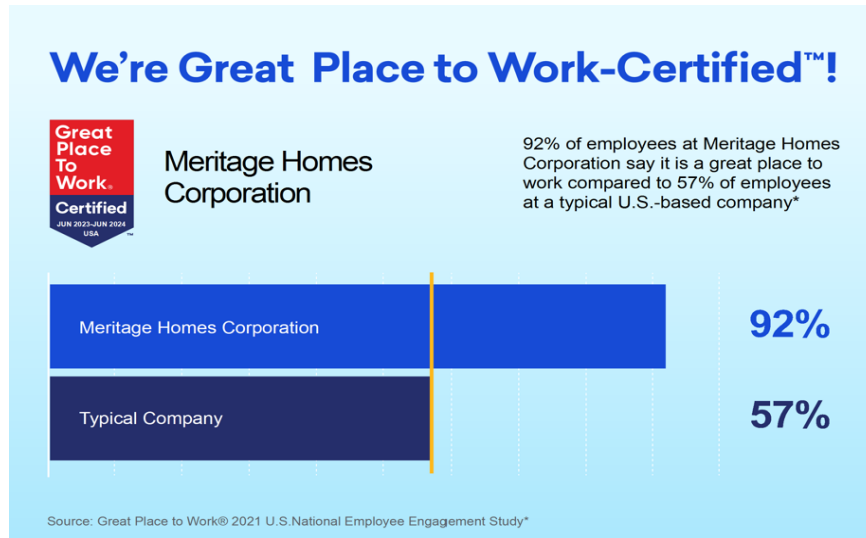
Javier Feliciano

Executive Vice President, Chief People Officer

Mr. Javier Feliciano has served as Chief People Officer of Meritage Homes since 2015. Prior to joining Meritage Homes, Mr. Feliciano previously held leadership positions at Ford Motor Company, PepsiCo, Apollo Education Group, and Valeo.

Mr. Feliciano received a bachelor's degree in criminal justice as well as a master's degree in human resources and labor relations from Michigan State University. Mr. Feliciano also completed Cornell University's executive development program for the modern CHRO role. He serves as a board member of the Arizona Hispanic Chamber of Commerce.

OUR COMMITMENT TO EMPLOYEES & DE&I INITIATIVES



4.3 out of 5 average Meritage employee rating on Glassdoor¹

COMMITMENT TO DIVERSITY, EQUITY & INCLUSION (DE&I)

Launched inaugural employee resource groups in 2023

Enhanced workforce diversity recruitment efforts, resulting in an increase in underrepresented talent within new hires

Continue expanding partnerships with various nonprofit organizations to support underrepresented groups in education, recruitment and representation in the homebuilding industry

1) For 2023.

COMMITMENT TO THE COMMUNITIES IN WHICH WE BUILD

RECENT PHILANTHROPY

Founded in 2014, Meritage Cares Foundation supports children, families and military veterans in the communities which Meritage does business.



Arbor Day Foundation



MERITAGE'S GOVERNANCE

BUILT ON INTEGRITY, FAIRNESS & TRANSPARENCY

- Nine of eleven board of directors are independent
- Board Diversity: 18% gender diversity, 36% racial diversity
- Access Meritage's 2022 ESG Report, 2022 metrics under SASB, GRI and UN SDGs, and EEO-1 report [here](#)

CONTACT

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