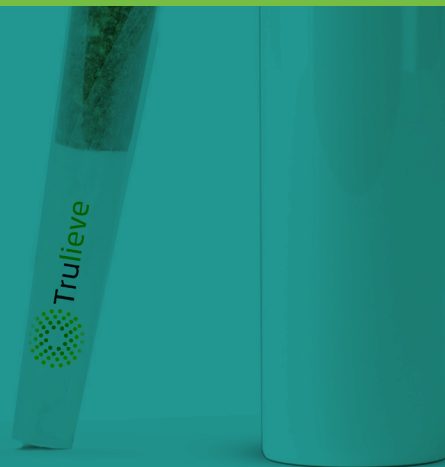




Sustainability Review

FALL 2020





Everything we do is rooted in improving the everyday lives of our patients and customers, our employees and our communities. It begins by ensuring high quality products and customer experiences, but it entails much more action - action toward health and safety, action toward diversity, equity and inclusion, and action toward protecting the environment.



Kim Rivers

Chief Executive Officer

Message from the CEO

Companies today are being held to a higher standard. Stakeholders expect corporations to demonstrate that they represent and care about more than money but also their responsibility to be a good corporate citizen.

Trulieve embraces these responsibilities through our ongoing commitment to the welfare of our neighboring communities, the health and safety of our employees, and the protection of our environment.

Our core values of transparency, inclusion and trustworthiness are apparent in everything we do—from our commitments to local communities to the actions we take to support social equity, encouraging inclusivity, and celebrating our unique set of experiences and perspectives.

Everything we do is rooted in improving the everyday lives of our patients and customers, our employees, and our communities. It begins by ensuring high quality products and customer experiences, but it entails much more action—action toward health and safety, action toward diversity, equity and inclusion, and action toward protecting the environment.

I take great pride in ensuring the health and safety of our employees every day. At the onset of COVID-19, we quickly implemented changes throughout our facilities to maintain the health and safety of our customers and employees. I'm pleased to say that because of these initiatives we've been able to successfully ensure safe and reliable medical cannabis access, while also providing a safe work environment.

We support our employees, our patients, and everyone who is using their voice and their rights to peacefully protest for equality and justice within black communities. We will continue to embrace Diversity, Equity and Inclusion. By raising our voices together, we believe we will contribute to this important conversation in a positive way to avoid injustice in the future.

Our commitments do not stop there. As a company in the business of cultivating, processing, and selling cannabis, we are acutely aware of our responsibility to the environment. First and foremost, we comply with all environmental laws and regulations in the states where we operate, but there is more we can do, particularly in the area of climate change.

Climate change is real, and each business needs to do their part to address it. That is why all our facilities and dispensaries are designed to minimize carbon emissions and their overall carbon footprint. In fact, as we add new store locations, we choose locations with high levels of delivery and product demand. By doing so, we reduce our patient's travel time and the associated carbon emissions. Society-at-large is trending toward a low carbon future and so is Trulieve.

Trulieve continues to incorporate sustainability across every facet of the organization and we welcome the opportunity to communicate our progress to all of our Trulievers.

Onward!

Kim Rivers | Chief Executive Officer

Environment

As a cultivator, manufacturer and processor of cannabis we believe and are committed to sustainability and protecting the planet.

Trulieve operates ~1.9M square feet of enclosed indoor facilities and greenhouse cultivation space across Florida, and the environment is one of our leading considerations when it comes to our business operations. We have implemented several initiatives to counter the impacts of climate change and we continue to look for opportunities to improve.

Trulieve's plants are all hand-grown in an environment specifically designed to reduce unwanted impurities, keeping the process as natural as possible at every turn. Trulieve recycles cardboard, metal, pallets, electronic waste and batteries and diverts organic waste to compost. Our cultivation process in Florida also provides opportunities for water efficiency and water recycling. We are always looking to optimize our operational processes related to water and energy, working toward a cleaner and safer environment for our communities.



~1.9M square feet

Indoor facilities and greenhouse cultivation space across Florida



Trulieve's plants are grown in an environment specifically designed to reduce unwanted impurities

Did you know?

Trulieve does a considerable amount of due diligence, including logistics planning for efficient delivery routes, and location selection analysis to target new dispensaries. We choose to open dispensaries in strategic locations with high levels of delivery and product demand. By doing so, we reduce patient and delivery travel time and the associated carbon emissions.



Health & Safety

Health and Safety is of utmost importance when it comes to our Trulievers and employees. Providing safe product access for our Trulievers and a healthy work environment for our employees is a top priority, especially during COVID-19.

We responded quickly and decisively, implementing a number of new health and safety measures to support employees and patients including special store hours for our immunocompromised patients, curbside pick-ups, dedicated locations for pick-up only, and new technology for scheduling and delivery. Masks are mandatory for employees and patients to enhance safety protocols at every Trulieve dispensary. Protocols and standards around COVID-19 are constantly changing, and because of that we continue to optimize our processes.



New health and safety measures such as special store hours and curbside pick-ups



Mandatory masks for employees and patients to enhance safety protocols

Did you know?

Every Trulieve store and facility has medical grade HEPA Air Scrubbers to ensure high standards of air quality and circulation. Trulieve also has strict COVID-19 contact tracing protocols and offers free rapid COVID-19 testing to employees.



Communities

Our mission is to improve people’s everyday lives, by promoting diversity, equity and inclusion (DEI). By working closely with the communities where we operate, we are able to promote workforce development, events, partnerships, supplier diversity and social equity.

We are committed to internal and external social responsibility programs and continue to invest in local communities with a high concentration of minorities to make a positive socio-economic impact. Trulieve is also committed to sourcing local materials and labor wherever possible.

Our goal is to ensure that as many of our neighbors as possible have the resources they need to succeed. Partnering with organizations, such as Minorities 4 Medical Marijuana and the National Cannabis Roundtable, helps connect us with communities, and provides us with a better understanding of our patients and the communities in which we operate.

We believe it’s important to continue to drive change by taking action and investing not only in our communities but also our employees. Approximately 42% of our employees are minorities, with approximately 17% holding leadership roles¹. We continue to be a leader in the cannabis industry for DEI initiatives and continue to strive for positive change and progress in the cannabis industry.



Trulieve has established a DEI committee that oversees implementation of policies and initiatives aimed at promoting and protecting diversity, equity and inclusion in four core areas: Workforce development, Events & partnerships, Supplier Diversity, and Social Equity



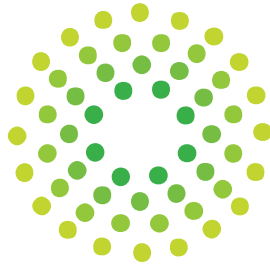
~42% of employees
are minorities, with approximately 17%
of those holding leadership roles¹

¹ As at the first half of 2020

Did you know?

Trulieve has been awarded several diversity and inclusion awards including the Tampa Bay Business Journal— Business of Pride award (2020) and the Diversity and Inclusion Champion of the Year Award from Minorities 4 Medical Marijuana (2018).





Sustainability is intrinsic to our business model, along with the consideration of Environmental, Social and Governance (ESG) risks into the management of our business and have been diligently assessing the financial materiality of our comprehensive ESG factors.

We have had important conversations and received perspectives from our internal stakeholders and investors as well as looked to existing ESG frameworks, such as The Sustainability Accounting Standards Boards (SASB) and The Global Reporting Initiative (GRI) to help guide us in our assessment. We have begun incorporating these perspectives into our strategy as well as the process of integrating the metrics into our business practices.

We look forward to updating you regularly about our continued initiatives in this important area. Onward!

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Trading Symbol: TRUL

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Trading symbol: TCNNF

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