

# 2022 ESG Performance Scorecard





## 2022 ESG Performance Scorecard

Tricon is committed to continuously improving our ESG reporting by reviewing and updating our disclosure methodology and internal validation processes. The data presented in the 2022 ESG annual report was collected and analyzed using internal platforms, practices, and third-party validation where applicable.

Unless otherwise stated: The reported data reflects Tricon's operations as at December 31, 2022. Social performance accounts for full-time employees across the U.S. and Canada. Environmental performance accounts for our **1)** operating single-family rental homes, where we utilize our energy consumption model to estimate consumption across the portfolio, **2)** operating multi-family rental apartments, and **3)** corporate and field offices, including our vehicle fleet.

Percentages are rounded to a whole number where applicable, and values marked as N/A were not tracked for the given reporting year. All figures are in \$USD unless otherwise noted.



COMPANY PROFILE	UNITS	2022	2021	2020	GRI	SASB
<b>Single Family Rental Homes</b>						
Operating <sup>(1)</sup>						
Single-Family Rental Homes	Number	35,908	29,149	22,766	2-2	IF-RE-000.A
Single-Family Rental Homes - Year-Over-Year Change - sq. ft.	%	23%	28%	8%	-	-
Single-Family Rental Homes - sq. ft.	sq. ft.	58,792,629	48,238,858	37,014,659	2-2	IF-RE-000.A
Single-Family Rental Homes - Year-Over-Year Change - sq. ft.	%	22%	30%	8%	2-1	-
Single-Family Rental Homes (% of Total Operational Portfolio)	%	99%	87%	83%	2-1	-
Same Home Average Occupancy Rate	%	98%	98%	97%	2-1	IF-RE-000.D
In Development <sup>(2)</sup>						
Single-Family Rental Home Communities	Number	22	N/A	N/A	-	-
Single-Family Rental Homes	Number	3,070	N/A	N/A	-	-
Single-Family Rental Homes - sq. ft.	sq. ft.	5,076,671	N/A	N/A	-	-
<b>Multi-Family Rental Apartments</b>						
Operating <sup>(1)</sup>						
Multi-Family Rental Communities <sup>(3)</sup>	Number	2	1	1	-	-
Multi-Family Rental Apartments	Number	788	500	500	2-2	IF-RE-000.A
Multi-Family Rental Apartments - Year-Over-Year Change - sq. ft.	%	58%	-	-	-	-
Multi-Family Rental Apartments - sq. ft.	sq. ft.	785,530	454,195	454,195	2-2	IF-RE-000.B
Multi-Family Rental Apartments - Year-Over-Year Change - sq. ft.	%	73%	-	-	-	-
Multi-Family Rental Apartments (% of Total Operational Portfolio)	%	1%	1%	1%	-	-
Occupancy Rate <sup>(4)</sup>	%	73%	97%	94%	-	-
In Development <sup>(2)</sup>						
Multi-Family Rental Communities	Number	6	6	3	-	-
Multi-Family Rental Apartments	Number	3,069	2,500	1,287	2-2	IF-RE-000.A
Multi-Family Rental Apartments - Year-Over-Year Change <sup>(5)</sup>	%	23%	94%	149%	-	-
Multi-Family Rental Apartments - sq. ft.	sq. ft.	3,238,594	2,682,736	1,274,633	2-2	IF-RE-000.B
Multi-Family Rental Apartments - Year-Over-Year Change - sq. ft. <sup>(6)</sup>	%	21%	110%	133%	-	-
Affordable Rental Units <sup>(6)</sup>	Number	488	488	231	-	-

<sup>(1)</sup> The operating classification includes owning and direct property-level operating expenses attributed to our single-family rental homes and multi-family rental apartments in the U.S. and Canada.

<sup>(2)</sup> The development classification includes Tricon's investments in U.S. build-to-rent and Canadian multi-family rental apartment development projects in the construction stage.

<sup>(3)</sup> Includes The Selby and The Taylor buildings in Toronto.

<sup>(4)</sup> The Taylor began leasing in August 2022, and was 38% leased as at year-end 2022.

<sup>(5)</sup> The total apartment units and sq. ft. under development decreased year-over-year due to development projects finishing construction and becoming operational.

<sup>(6)</sup> Affordable rental units are governed by the Contribution Agreements with the City of Toronto and the Province of Ontario, and includes Canary Landing - Block 8, Block 3/4/7 and Block 20.

COMPANY PROFILE	UNITS	2022	2021	2020	GRI	SASB
<b>Total Operating Portfolio (Single-Family Rental Homes and Multi-Family Rental Apartments)</b>						
Total Operating Homes and Apartments	Number	36,696	29,649	23,266	2-2	IF-RE-000.A
Total Operating Homes and Apartments - Year-Over-Year Change	%	24%	27%	8%	-	-
Total Operating Homes and Apartments - sq. ft.	sq. ft.	59,578,159	48,693,053	37,468,854	2-2	IF-RE-000.B
Total Operating Homes and Apartments - Year-Over-Year Change - sq. ft.	%	22%	30%	8%	-	-
Total Operating Homes and Apartments Occupancy (Same Home)	%	98%	98%	97%	-	-
<b>Corporate and Field Offices, and Vehicle Fleet<sup>(7)</sup></b>						
Corporate and Field Offices	Number	14	14	N/A	-	-
Corporate and Field Offices - sq. ft.	sq. ft.	158,149	158,149	N/A	-	-
Vehicle Fleet	Number	257	247	173	-	-

<sup>(7)</sup>The Company's corporate office provides support functions, and therefore it does not represent an operating segment but rather it is included as a reportable segment. The reportable segments are business units offering different products and services, and are managed separately due to their distinct natures although they are related and complementary.

ENVIRONMENTAL PERFORMANCE	UNITS	2022	2021	2020	GRI	SASB
<b>Energy Consumption</b>						
<b>Single-Family Rental Homes<sup>(1)</sup></b>						
Electricity	MWh	517,510	N/A	N/A	-	-
Natural Gas	Therms	5,017,024	N/A	N/A	-	-
Total Energy Consumption	MWh	670,799	N/A	N/A	-	-
Total GHG Emissions	mt-CO <sub>2</sub> e	210,034	N/A	N/A	-	-
<b>Multi-Family Rental Apartments</b>						
Electricity <sup>(2)</sup>	MWh	4,097	3,803	N/A	-	-
Natural Gas <sup>(3)</sup>	Therms	200,044	N/A	N/A	-	-
Total Energy Consumption	MWh	9,959	N/A	N/A	-	-
Total GHG Emissions	mt-CO <sub>2</sub> e	1,075	N/A	N/A	-	-
Water	Gallons	15,430,290	N/A	N/A	-	-
Waste <sup>(4)</sup>	Tn	120	N/A	N/A	-	-
<b>Corporate and Field Offices, and Vehicle Fleet</b>						
Electricity <sup>(5)</sup>	MWh	1,107	N/A	N/A	-	-
Natural Gas <sup>(6)</sup>	Therms	18,811	N/A	N/A	-	-
Other Fuels <sup>(7)</sup>	MWh	8,447	N/A	N/A	-	-
Total Energy Consumption	MWh	10,106	N/A	N/A	-	-
Total GHG Emissions	mt-CO <sub>2</sub> e	2,653	N/A	N/A	-	-
Water <sup>(8)</sup>	Gallons	1,078,365	N/A	N/A	-	-
Waste <sup>(9)</sup>	Tn	44	N/A	N/A	-	-
<b>Total Enterprise: Single-Family Rental Homes, Multi-Family Rental Apartments, Corporate and Field Offices, and Vehicle Fleet</b>						
Electricity	MWh	522,714	3,803	N/A	-	-
Natural Gas	Therms	5,235,879	N/A	N/A	-	-
Other Fuels	MWh	8,447	N/A	N/A	-	-
Total Energy Consumption	MWh	690,864	N/A	N/A	-	-
Total GHG Emissions	mt-CO <sub>2</sub> e	213,762	N/A	N/A	-	-
Water <sup>(10)</sup>	Gallons	16,508,655	N/A	N/A	-	-
Waste <sup>(10)</sup>	Tn	164	N/A	N/A	-	-

<sup>(1)</sup>Reflects estimated data resulting from Tricon's energy consumption model for our single-family rental homes.

<sup>(2)</sup>Reflects actual electricity consumption based on a resident and common area split for The Selby.

<sup>(3)</sup>Reflects actual natural gas consumption based on a resident and common area split for The Selby.

<sup>(4)</sup>Includes waste generated onsite at The Selby including organic and landfill.

<sup>(5)</sup>Reflects actual electricity consumption at the Atlanta, Charlotte, Dallas, Houston, Jacksonville, Nashville, Southeast Florida, Tampa, Toronto and Tustin offices representing 93% of the total office space occupied by Tricon in 2022.

<sup>(6)</sup>Reflects actual natural gas consumption at the Atlanta, Charlotte, Nashville, Toronto and Tustin offices representing 82% of the total office space occupied by Tricon in 2022.

<sup>(7)</sup>Reflects estimated fuel consumption of Tricon's maintenance vehicles based on actual miles driven.

<sup>(8)</sup>Reflects actual water consumption at the Columbia office representing 1% of the total office space occupied by Tricon in 2022.

<sup>(9)</sup>Reflects actual waste disposal for the Atlanta office which represents 8% of Tricon's total corporate office square footage.

<sup>(10)</sup>Excludes single-family rental homes.

ENVIRONMENTAL PERFORMANCE	UNITS	2022	2021	2020	GRI	SASB
<b>Sustainable Building Certifications - Multi-Family Rental Apartments</b>						
<b>Operating</b>						
LEED-certified Buildings <sup>(11)</sup>	Number	1	1	1	-	-
LEED-certified Buildings - Total sq. ft.	sq. ft.	454,195	454,195	454,195	-	IF-RE-130a.5
LEED-certified Buildings - % of Portfolio <sup>(12)</sup>	%	50%	100%	100%	-	-
<b>In Development</b>						
Total Buildings <sup>(13)</sup>	Number	6	6	3	-	-
Targeting LEED Certification - Buildings	Number	5	5	2	-	-
Targeting LEED Certification - Total sq. ft. <sup>(14)</sup>	sq. ft.	3,023,972	2,468,114	1,060,011	-	IF-RE-130a.5
Targeting LEED Certification - % of sq. ft. Pipeline	%	93%	83%	67%	-	-
<b>Renewable Energy - Single-Family Rental Homes</b>						
<b>Operating</b>						
Single-Family Rental Homes - Powered by Solar	Number	10	N/A	N/A	-	-
Single-Family Rental Homes - Solar Generation	kWh	99,016	N/A	N/A	-	-
<b>In Development</b>						
Single-Family Rental Homes - Powered by Solar	Number	1,171	1,174	N/A	-	-
Total Capacity of Solar Generation	MW	4.5	4.5	N/A	-	-
<b>Sustainable Procurement Practice</b>						
ENERGY STAR® Appliances Purchased <sup>(15)</sup>	Number	54,835	32,598	18,838	-	IF-RE-130a.4
ENERGY STAR® Appliances Purchased - Year-Over-Year Change	%	68%	73%	80%	-	IF-RE-130a.4

<sup>(11)</sup>LEED Gold-level certification for The Selby.

<sup>(12)</sup>As of December 31, 2022, The Selby is accounted as LEED Gold-level certified. The Taylor is expected to be LEED Gold-level certified in 2023.

<sup>(13)</sup>"Under Development" refers to any multi-family project where construction has started. The following projects are under development: The Ivy, The James, Canary Landing Blocks 3/4/7/8/10 and Queen & Ontario.

<sup>(14)</sup>Represents LEED Gold-level certification for five projects which are under development as of December 31, 2022.

<sup>(15)</sup>Total from 2019 to 2022.

SOCIAL PERFORMANCE	UNITS	2022	2021	2020	GRI	SASB
<b>Employee Headcount</b>						
Total Employees <sup>(1)</sup>	Number	1,009	968	639	2-7	-
<b>Diversity Demographic Data</b>						
All Employees - Women	%	42%	46%	46%	405-1	-
Employees in People Leader Roles - Women <sup>(2)</sup>	%	44%	44%	25%	405-1	-
Employees in Senior Management Roles - Women <sup>(3)</sup>	%	28%	17%	17%	405-1	-
All Employees - BIPOC <sup>(4) (5)</sup>	%	42%	47%	N/A	405-1	-
Under 25	%	5%	N/A	N/A	-	-
Between 25 and 29	%	16%	N/A	N/A	-	-
Between 30 and 39	%	31%	N/A	N/A	-	-
Between 40 and 49	%	25%	N/A	N/A	-	-
Over 50	%	24%	N/A	N/A	-	-
<b>Recruitment</b>						
All New Recruits	Number	534	511	108	401-1	-
Year-Over-Year Change	%	5%	373%	N/A	401-1	-
<b>Diversity Demographic Data</b>						
All New Recruits - Women	Number	202	198	45	401-1	-
All New Recruits - Women	%	38%	39%	42%	401-1	-
All New Recruits - BIPOC	Number	208	310	N/A	401-1	-
All New Recruits - BIPOC	%	39%	61%	N/A	401-1	-
Under 25	%	10%	11%	1%	401-1	-
Between 25 and 29	%	14%	13%	26%	401-1	-
Between 30 and 39	%	31%	31%	28%	401-1	-
Between 40 and 49	%	19%	23%	24%	401-1	-
Over 50	%	15%	22%	21%	401-1	-
<b>Employee Turnover Rate</b>						
Turnover Rate - Overall <sup>(6)</sup>	%	23%	14%	11%	401-1	-
Turnover Rate - Involuntary	%	4%	2%	3%	401-1	-
Turnover Rate - Voluntary	%	19%	12%	8%	401-1	-

<sup>(1)</sup> Tricon does not employ part-time workers and will begin tracking contract workers in 2023.

<sup>(2)</sup> Mid-management employees are classified as people leaders.

<sup>(3)</sup> Chief executive classified as executive management roles.

<sup>(4)</sup> BIPOC is defined as Black, Indigenous and people of color.

<sup>(5)</sup> Tricon launched a human resource management platform in mid-2021, which facilitates with the collection, tracking and management of employee-level data and employee training. Data marked as N/A denotes information not previously tracked by the human resource management platform. This value represents the percentage of new employees who completed the training.

<sup>(6)</sup> Not inclusive of turnover associated with Tricon's sale of its interest in the U.S. multi-family rental portfolio on October 11, 2022.

SOCIAL PERFORMANCE	UNITS	2022	2021	2020	GRI	SASB
<b>Employment Engagement Survey</b>						
Employees Covered <sup>(7)</sup>	%	100%	100%	13%	2-7	-
Survey Response Rate <sup>(7)</sup>	%	81%	43%	79%	2-7	-
Survey Response Rate - Year-Over-Year Change	%	87%	-46%	229%	2-7	-
Employee Satisfaction Score <sup>(8) (9)</sup>	%	88%	85%	80%	2-7	-
Satisfaction Score - Year-Over-Year Change	%	4%	6%	-7%	2-7	-
<b>Pay Equity</b>						
Compensation Equity Analysis <sup>(10)</sup>	%	99%	99%	99%	405-2	-
<b>Employee Training</b>						
Total Annual Internal Employee Training Delivered	Hours	32,858	10,131	2,652	404-1	-
Internal Employee Training per Employee	Hours	32.3	10.4	2.8	404-1	-
Internal Employee Training Coverage (Learning and Development)	%	96%	84%	20%	404-2	-
Internal Employee Training Coverage (Compliance)	%	98%	97%	67%	404-1	-
Internal Employee Training - ESG-Specific Training <sup>(11)</sup>	%	90%	76%	N/A	404-2	-
Participation in Tricon's People Leader Orientation Program (% of Total Eligible Employees) <sup>(12)</sup>	%	90%	82%	N/A	404-2	-
<b>Occupational Health and Safety</b>						
Injury Rate (Employees) <sup>(13)</sup>	Rate	2.8	5.0	1.7	403-9	-
<b>Resident Experience</b>						
Resident Satisfaction Survey - Percentage of Residents Covered <sup>(14)</sup>	%	100%	100%	100%	-	-
Resident Satisfaction Survey - Response Rate <sup>(14)</sup>	%	6%	9%	6%	-	-
Resident Satisfaction Survey - Overall Satisfaction <sup>(14) (15)</sup>	%	77%	74%	73%	-	-
Year-Over-Year Survey Change - Overall Satisfaction <sup>(16)</sup>	%	4%	1%	N/A	-	-
Google Rating (All Time)	Rating out of 5	4.6	4.5	4.2	-	-

<sup>(7)</sup>Figures are based on the total for the U.S. and Canada.

<sup>(8)</sup>Great Place to Work® survey employee coverage rate reflects total employee count as of the survey issue date.

<sup>(9)</sup>Great Place to Work® survey results reflect U.S. and Canada participation in 2021, Canada participation in 2020 and U.S. participation in 2019.

<sup>(10)</sup>Based on pay differences between similarly situated employees justified by experience, performance, skills, certifications, and other valid differentiators.

<sup>(11)</sup>Reflects training of new employees.

<sup>(12)</sup>Tricon's New People Leader Orientation Program commenced in 2021.

<sup>(13)</sup>Injury rate = (number of injuries and illnesses x 200,000) / employee hours worked.

<sup>(14)</sup>Based on move-out survey results.

<sup>(15)</sup>Reflects residents who responded with "extremely satisfied" and "satisfied" sentiments.

<sup>(16)</sup>Tricon launched its annual resident survey in 2022.



GOVERNANCE PERFORMANCE ESG RATING PERFORMANCE

GOVERNANCE PERFORMANCE	UNITS	2022	2021	2020	GRI	SASB
<b>Board Composition</b>						
Directors - Total	Number	10	10	10	2-9	-
Independent	%	70%	70%	70%	2-9	-
Non-Independent	%	30%	30%	30%	2-9	-
Chair and CEO are Separate	Yes/No	Yes	Yes	Yes	2-11	-
Average Board Tenure	Years	8	7	6	2-9	-
Directors - Women	%	30%	30%	30%	405-1	-
Directors - BIPOC	%	10%	10%	-	405-1	-
Average Age of Directors	Years	68	67	65	405-1	-
Board Members - Residents of Canada	%	70%	78%	89%	-	-
Board Members - Residents of U.S.	%	30%	22%	11%	-	-
<b>Corporate Governance</b>						
Average Annual Board Attendance	%	100%	99%	100%	2-9	-
Board Oversight of ESG Measures	Yes/No	Yes	Yes	Yes	2-12	-
Total Amount of Fines, Penalties and Settlements Paid	\$	\$0.00	\$0.00	\$0.00	2-2	-
<b>Corporate Policies and Documents<sup>(1)</sup></b>						
Board Shareholder Communication and Engagement Policy	Yes/No	Yes	Yes	Yes	2-23	-
Code of Business Conduct, Fidelity and Ethics	Yes/No	Yes	Yes	Yes	2-23	-
Diversity, Inclusion and Belonging Statement	Yes/No	Yes	Yes	-	2-23	-
Diversity, Inclusion and Belonging Roadmap	Yes/No	Yes	Yes	-	2-23	-
ESG Policy	Yes/No	Yes	Yes	-	2-23	-
Insider Trading Policy	Yes/No	Yes	Yes	Yes	2-23	-
Majority Voting Policy	Yes/No	Yes	Yes	Yes	2-23	-
Privacy Policy	Yes/No	Yes	Yes	Yes	2-23	-
Whistleblower Policy	Yes/No	Yes	Yes	Yes	2-23	-

<sup>(1)</sup>Policies can be found at <https://investors.triconresidential.com/corporate-governance/>.

ESG RATING PERFORMANCE	UNITS	2022	2021	2020	GRI	SASB
Overall GRESB Real Estate Benchmark <sup>(1)</sup>	Rating out of 100	61	49	-	-	-
Overall GRESB Real Estate Benchmark - Year-Over-Year Change <sup>(1)</sup>	%	24%	-	-	-	-
Sustainalytics - ESG Risk Rating <sup>(2)</sup>	Rating	18.8	27.9	30.8	-	-
Sustainalytics - ESG Risk Rating - Year-Over-Year Change <sup>(2)</sup>	%	-33%	-9%	-	-	-
MSCI - ESG Rating <sup>(3)</sup>	Rating	A	BBB	BBB	-	-
MSCI - ESG Rating - Year-Over-Year Change <sup>(3)</sup>	Status	Improved	Stable	Stable	-	-

<sup>(1)</sup> Tricon's inaugural submission year of reporting was 2021, which encompassed performance and activities from January 1 to December 31, 2020.

<sup>(2)</sup> Sustainalytics scores companies from a severe risk (40+ score), high risk (30-40 score), medium risk (20-30 score), low risk (10-20 score) to negligible risk (0-10 score). The rating is based on an inverse scale, where a lower score indicates a lower risk (better performance).

<sup>(3)</sup> MSCI ratings range from leader (AAA, AA), average (A, BBB, BB) to laggard (B, CCC).



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