

# ESG Questionnaire



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## General industry

The industry's three biggest sustainability-related challenges according to Trianon are:

1. Affordable and decent housing for everyone
2. Residential segregation and the socio-economic challenges that comes with it.
3. Climate impact from the lifecycle of a property (construction, maintenance, renovation, and end-of-life)

**How does Trianon compare to industry peers regarding sustainability initiatives?**

Trianon works actively to address the most material sustainability aspects in the areas we are investing in. This has resulted in a focus on social issues, where the level of integration of social sustainability into our business model and operations outperform most of our industry peers. Trianon's performance on environmental issues is at industry average.

One example of Trianon's front position is our sustainability hybrid bond (a combined green and social hybrid bond) issued in 2019, the first such bond in the Nordic market. <https://ir.trianon.se/hallbarhet/>

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## Environment

**Trianon's climate-related opportunities are:**

1. Provision of clean energy from local suppliers
2. Own clean energy (further investments ongoing)
3. Comparatively low risk of physical impact from climate change on our properties

**Trianon's three primary risks related to climate change are:**

1. Flooding due to increased rainfall and/or rising sea levels
2. Higher temperatures and heat waves causing elevated indoor temperatures and/or increased costs for cooling
3. Lower value of property due to low ability to counter climate change impacts

See further risks below, under the heading "transition-related risks".

**Trianon's climate-related investments are:**

- Energy efficiency measures in current properties
- Energy efficient new buildings and environmentally certified buildings (Miljöbyggnad Silver or equivalent in terms of energy consumption)
- Investments in renewable energy such as solar power

**Does Trianon rely on any scarce resources for its operations? What efforts are made to mitigate the risk of those resources becoming even more scarce in the future?**

Water is not a scarce resource in the area Trianon operates at the moment but might become in the future. Trianon works actively to increase water efficiency at our properties and lower the intake of fresh water.

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## Environment

**Transition-related risks: Does Trianon anticipate any risks or opportunities due to the transition to a carbon-neutral society? Is there any risk of the firm's offer being negatively effected? If yes, is Trianon well positioned to handle that risk?**

Opportunities:

- Benefit from our work with energy and carbon efficiency
- Comparatively high support and understanding for climate friendly initiatives among tenants

Risks:

- Increased costs of energy
- Increased costs for e.g. building material, both carbon inefficient material (higher taxes) and low carbon material (higher production costs and higher demand)
- Other legal regulations that lead to increased costs or investments

We anticipate that transition risks will result in lower-than-average negative effects for Trianon, because of our ongoing environmental initiatives and the added value we provide when it comes to social sustainability and local presence.

**Trianon's primary means of making a positive environmental impact or minimising negative environmental impact. How are they tracked and communicated?**

1. The result is tracked by energy and GHG data according to the GHG protocol, as well as through monitoring the materials/methods used in construction/renovation.
2. The results are communicated in our annual report (which includes our sustainability report) and yearly reporting on the framework of our sustainability bond.

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## Social

**Does Trianon have a history of accidents? If so, how have these been managed? Are there any preventive measures, such as policies?**

Trianon has a low rate of accidents. Any accident or incident that occurs is reported, and actions are taken to mitigate identified risks. Our work with Occupational Health and Safety is based on our work environment policy and is systematically followed up on a yearly basis.

**Does Trianon conduct any community engagement activities aside from those directly connected to the business?**

Yes, Trianon actively sponsors organizations as at various ways work with children and young people, preferably in their own residential areas. The sponsorship is adjusted according to local conditions and the needs we see that one sponsorship cooperation can fill in our residential areas. We actively cooperate with actors such as: FC Rosengård, Malbas, Bostäder för alla, Yalla Trappan – all social foundations, actors and organizations operating in Malmö.

Trianon is also co-founder of the foundation Momentum in Malmö together with MKB Fastighets AB, [www.stiftelsenmomentum.se](http://www.stiftelsenmomentum.se). The foundation is a non-profit organization that promote integration and social cohesion especially for young people in Malmö.

Trianon is working to find long-term internships, fixed-term employment and summer jobs for the unemployed and young people living in Trianon's properties. Trianon also uses social clauses to make demands on entrepreneurs that unemployed people should get into project or permanent employment.

**Circular economy: How are purchases and waste managed?**

Trianon's purchasing policy states that we aim to actively work for sustainable purchasing, offer our customers and suppliers to make sustainable choices and inspire everyone who works within Trianon to do the same.

We work actively with our tenants to improve the rate of waste being sorted by providing waste facilities with multiple fractions as well as supporting information campaigns. Through collaboration with Sharing Cities Sweden, Trianon works with recycling of building materials for new production of residential properties and developing new business models for sharing economies.

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## Governance

**Do all staff members receive continuing education on anti-corruption? Is there an external whistle-blower function? Are there any ongoing or historical incidents involving corruption, cartels or any other unethical business conduct? Have any preventive measures been taken?**

All employees are required to commit to our Code of Conduct, which covers anti-corruption. A separate anti-corruption policy and an accompanied training is under development and will be implemented in 2021. The staff is given information about Trianon's Code of Conduct on a regular basis through an internal information portal and during staff meetings and internal educations.

Trianon has no external whistle-blower function but will see to that this will be implemented during 2021.

No, Trianon has not had any, nor has any current, incidents involving corruption, cartels or any other unethical business conduct.

**Trianon's business tax residence:** Sweden

**Are there independent members of the Board of Directors?**

Yes, 6 out of 7 members of the board are independent excluding deputies.

**Please state if and to what extent, Trianon has transactions with related parties:**

Trianon has transactions of lower value with related parties.

**Is the remuneration of the CEO and other members of the management team in line with the industry peers? Which KPIs dictate the remuneration?**

The remuneration is in line with industry peers and fixed, thus not directly linked to any specific KPIs.

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## Governance

### **Relative split of men/women in Trianon:**

Board of directors including deputies: 3 women and 5 men

Management: 2 women and 4 men

All employees: 28 women and 41 men

### **Is the Head of Sustainability a member of the management team?**

Yes, the Head of Sustainability is a member of the management team and reports directly to the CEO.

### **Please state whether Trianon has the following policies or agreements in place:**

- Union agreement: No
- Code of Conduct: Yes
- Diversity policy: Yes
- Anti-corruption policy: Will be implemented during 2021





## For further information, please contact:

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