



ESG QUESTIONNAIRE

November 2022

General industry

Please list the industry's three biggest sustainability (ESG) related challenges and briefly describe the process for identifying these challenges:

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)

Does the company have Science Based Targets, reports to the CDP or engages in any other relevant sustainability initiatives?

1. Science Based Targets: No
2. CDP: No
3. Other: -

Have you conducted any preliminary assessments of your company in relation to the EU Taxonomy? If so, what was the outcome?

For assessments, see Trianon's Annual Sustainable Report 2021, page 37:
<https://mb.cision.com/Main/15948/3559371/1573857.pdf>

Environment

Please list the company's three primary risks related to climate change and list, if any, the company's climate-related opportunities:

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:

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

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

Does the firm anticipate any climate related investments, and if so to what extent?

- Energy efficiency measures in current properties
- Energy efficient new buildings
- Investments in renewable energy such as solar power

Circular Economy: how are purchases and waste managed? If the firm rely on any scarce resources, please describe what efforts are made to mitigate the risk of those resources becoming scarcer in the future, e.g. recycling, reusing substitutes or improved resource efficiency?

Trianon's purchasing policy states that we aim to work actively for sustainable purchases, in order to inspire our

customers and suppliers to make sustainable choices as well as inspire all employers of 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 carrying out information campaigns.

Transition-related risks: Does the company 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 affected? If yes, is (the company) 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

Please disclose Scope 1, 2 & 3 GHG emissions. If not available, do you have a time plan for when to start reporting?

For Scope 1, 2 & 3, see Trianon's Annual Sustainable Report 2021, page 37:
<https://mb.cision.com/Main/15948/3559371/1573857.pdf>

Have you set a target to become climate neutral? If so, how have you defined carbon neutrality?

A target has been set to reduce energy consumption by 10 percent during the business plan period 2022-2024.

Please list the company's primary means of making a positive environmental impact or minimising negative environmental impact. List the corresponding UN SDGs. What proportion of sales can be directly linked to selected UN SDGs?

1. Climate and the environment are an integral part of Trianon's sustainability strategy, and with the issue of the sustainable bond, the environmental goals have been further concretized. The Group-wide environmental policy allows clear control within the environmental area for the company.
2. The energy efficiency and water use in each property are evaluated regularly to identify further initiatives and which initiatives can lead to changed and improved behaviour among the tenants.

SDG 7: Affordable and clean energy

SDG 11: Sustainable cities and communities

SDG 13: Climate action

See Trianon's Annual Sustainable Report 2021, page 31-40.

Social

Does the company 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 followed up yearly.

If applicable, state the company's targets for gender and cultural equality and indicate the relevant split of men/women at every level of the firm, particularly the Board of Directors and management team:

The current gender split is the following:

Board of Directors: Women/Men: 3/4

Management Team: Women/Men: 2/4

A future gender split target is to increase the gender equality and become 50/50 women and men.

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

Stiftelsen Momentum - a non-profit foundation formed by Trianon's principal owner and the municipal housing company MKB. The foundation is a unique collaboration for the Malmö of the future with a focus on children and young people's growing up conditions and future opportunities.

Sponsorships - Trianon actively sponsors organizations that work equally with children and young people, preferably in their own residential areas. The sponsorship is adapted to local conditions and the needs we see that a sponsorship collaboration can fill in our residential areas.

Social activities - To increase social cohesion and a sense of security in southern and eastern Malmö, Trianon's staff

participates in targeted initiatives and initiatives such as night walks and meeting places for children and young people. The efforts take place in work with other social actors, real estate companies, associations and businesses, rescue services, police and schools.

How often does the company conduct audits of its suppliers? How often do you discover incidents not compliant with your code of conduct?

When signing a contract with a new supplier, a supplier control is conducted, and Trianon's Code of Conduct is presented to the supplier. In order to secure that the suppliers compliant with the Code of Conduct a continuous dialogue is conducted on a regular basis. Trianon has a low rate of incidents. A whistleblower function was implemented in 2021.

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.
- Trianon has an internal and an external whistle-blower function

which gives everyone an opportunity to anonymously report suspicions of irregularities. The external whistleblower function is available on our website.

Please state the firm's business tax residence (i.e. where the firm pays tax) and explain why that specific tax residence was chosen

All properties and firms are located in Sweden and have their tax residence in Sweden.

How many independent members sits on the Board of Directors?

5 (Independent in relation to the company and the company management)

4 (Independent in relation to the company's major owners)

Please state if and to what extent, the company has transactions with related parties:

Purchase and sale transactions with related parties take place on market terms. See note 32, Transactions with related parties:

<https://ir.trianon.se/media/ffrk0ezj/trianon-2021-en.pdf>

Which KPIs dictate the remuneration to management (are sustainability and diversity goals included)?

Remuneration and terms of employment for the CEO and other senior executives: In line with peers. The KPI:s has so far been profitability and growth.

Describe the company's process for monitoring and reporting ESG issues and

performance to senior management/the Board. Confirm what KPIs are monitored (if any) and how frequently reporting is undertaken.

The Trianon Board identifies how sustainability issues affect the company's risks and business opportunities. Trianon's business development manager is responsible for the company's overall sustainability work and the company's management team is responsible for managing and following up the sustainability work. In daily work and in contact with suppliers, business contacts and other stakeholders, there are a number of policies, guidelines and governing documents that set out Trianon's rules and approaches, the most important of which are:

- Business plan - business concept, goals, strategy and values
- The Board's rules of procedure and CEO instructions
- Finance policy
- Environmental policy
- Purchasing policy
- Policy against abusive discrimination
- Code of conduct for employees and suppliers
- Communication policy
- Risk policy
- Tax policy

KPI's within the ESG field that are monitored are the sustainability goals in the business plan 2022-2024 (reported

yearly), sustainability goals in Trianon's Sustainable Hybrid bond (reported yearly in May and in the Annual & Sustainability Report. For further details: <https://ir.trianon.se/media/ffrk0ezi/trianon-2021-en.pdf>

Have you signed a Union agreement:

No, but we are in the process to do so the next couple of months.

Other requests

Reporting and transparency

- We want to emphasize the importance of the company's quarterly and annual reports being as detailed (include full P/L, balance sheet and cash flow per business unit and comments by the CEO/CFO) as in the applicable investor presentation circulated prior to the transaction
- Continuous (at least once a year) reporting on outcome for set ESG targets
- We expect the issuer to prepare the answers to the 21 questions, rather than the bookrunner(s), to promote discussion and development within the company. Please ensure that your answers to the 21 questions are as brief, to the point and relevant as possible. We expect the answers to the 21 questions to be distributed to the market at the same time as investor presentation and other documentation are circulated
- We strongly encourage issuers of Nordic HY bonds to strive for and set targets within the following areas. (In addition to potentially being included into the bond documentation)
- Independent board members (at least one independent representative)
- Gender balance in management and the Board
- Cultural diversity in management and the Board
- Set a Science Based Target
- Disclose Scope 1, 2 and 3 emissions (at least Scope 1 and 2)
- Sign the UN Global Compact
- Publish the answers to the 21 questions on the company's webpage
- Provide a yearly update of the company's answers to the 21 questions
- Engage the service of a third party assessor to validate ESG targets and KPIs

Best practice