

ESG Performance Scorecard



2021 ESG Performance Scorecard

The following table provides information about our year-over-year performance on the metrics aligned with our ESG priorities for our U.S. and Canadian business operations.

COMPANY PROFILE As of December 31	UNITS	2021	2020	GRI	SASB
Single-Family Homes – U.S.⁽¹⁾					
Single-Family Homes	Number	29,149	22,766	2 – 2	IF-RE-000.A
Single-Family Homes	sq. ft.	48,238,858	37,014,659	2 – 2	IF-RE-000.A
Single-Family Annual Portfolio Growth	Number	6,383	1,689	2 – 1	–
Single-Family Annual Portfolio Growth	sq. ft. %	30%	8%	2 – 1	–
Single-Family Homes (% of Real Estate Assets Based on Total Real Estate sq. ft.)	%	87%	83%	2 – 1	–
Same Home Average Occupancy Rate	%	97.6%	97.2%	2 – 1	IF-RE-000.D
Multi-Family Homes – U.S.⁽¹⁾					
Multi-Family Apartments	Number	7,289	7,289	2 – 2	IF-RE-000.A
Multi-Family Apartments	sq. ft.	7,044,523	7,044,523	2 – 2	IF-RE-000.B
Multi-Family Homes – Canada⁽¹⁾					
Multi-Family Apartments	Number	500	500	2 – 2	IF-RE-000.A
Multi-Family Apartments	sq. ft.	454,195	454,195	2 – 2	IF-RE-000.B
Multi-Family Apartments (Development) ⁽²⁾	Number	3,977	3,720	2 – 2	IF-RE-000.A
Multi-Family Apartments (Development) ⁽²⁾	sq. ft.	4,084,835	3,716,556	2 – 2	IF-RE-000.B
Multi-Family Portfolio – U.S. and Canada					
Multi-Family Apartments	Number	7,789	7,789	2 – 2	IF-RE-000.A
Multi-Family Apartments	sq. ft.	7,498,718	7,498,718	2 – 2	IF-RE-000.B
Multi-Family Apartments (% of Real Estate Assets Based on Total Real Estate sq. ft.)	%	13%	17%	2 – 1	–
Same Home Average Occupancy Rate	%	96.6%	93.6%	2 – 1	IF-RE-000.D
Total Portfolio – U.S. and Canada (unless otherwise noted)⁽¹⁾					
Total Portfolio	Number	36,438	30,555	2 – 2	IF-RE-000.A
Total Portfolio	sq. ft.	55,737,576	44,513,377	2 – 2	IF-RE-000.B

⁽¹⁾The Company's profile reflects stabilized single-family rental homes and stabilized multi-family rental apartments unless noted as a development.

⁽²⁾Includes Canadian multi-family developments in pre-construction (prior to commencement of development) as of December 31, 2021.

ESG Disclosures

ENVIRONMENTAL PERFORMANCE As of December 31	UNITS	2021	2020	GRI	SASB
Sustainable Building Certifications					
LEED-certified Buildings (Stabilized) – Canadian Multi-Family Apartments ⁽¹⁾	sq. ft.	454,195	454,195	–	IF-RE-130a.5
Targeting LEED Certification (Development) – Canadian Multi-Family Apartments ⁽²⁾	sq. ft.	3,892,280	3,892,280	–	IF-RE-130a.5
Renewable Energy					
Single-Family Homes to be Solar Powered (Development)	Number	1,174	N/A	–	–
Total Capacity of Units Powered by Solar Photovoltaic Power	MW	4.5	N/A	–	–
Sustainable Procurement Practice					
ENERGY STAR® Appliances Purchased ⁽³⁾	Number	32,598	18,838	–	IF-RE-130a.4
ENERGY STAR® Appliances Purchased – Year-Over-Year Change	%	73%	80%	–	IF-RE-130a.4

⁽¹⁾LEED Gold-level certification for The Selby.

⁽²⁾Represents LEED Gold-level certification for seven projects which are pre-construction or under development as of December 31, 2021.

⁽³⁾Data represents a three-year rolling total from 2018 to 2021.

ESG Disclosures

SOCIAL PERFORMANCE As of December 31	UNITS	2021	2020	GRI	SASB
Employee Headcount					
Total Employees ⁽¹⁾	Number	968	639	2 – 7	–
All Employees – Women	%	46%	46%	405-1	–
Employees in People Leader Roles ⁽²⁾ – Women	%	44%	25%	405-1	–
Employees in Executive Management Roles ⁽³⁾ – Women	%	17%	17%	405-1	–
All Employees – BIPOC ^{(4),(5)}	%	47%	N/A	405-1	–
Recruitment – Diversity					
All New Recruits	Number	511	108	401-1	–
All New Recruits – Women	Number	198	45	401-1	–
All New Recruits – Women	%	39%	42%	401-1	–
All New Recruits – BIPOC ^{(4),(5)}	Number	310	N/A	401-1	–
All New Recruits – BIPOC ^{(4),(5)}	%	61%	N/A	401-1	–
Under 25	%	11%	1%	401-1	–
Between 25 and 29	%	13%	26%	401-1	–
Between 30 and 39	%	31%	28%	401-1	–
Between 40 and 49	%	23%	24%	401-1	–
Over 50	%	22%	21%	401-1	–
Employee Turnover Rate					
Turnover Rate – Overall	%	14%	11%	401-1	–
Turnover Rate – Involuntary	%	2%	3%	401-1	–
Turnover Rate – Voluntary	%	12%	8%	401-1	–
Employee Engagement Survey					
Employees Covered ^{(6),(7)}	%	100%	13%	2 – 7	–
Survey Response Rate (U.S.) ⁽⁷⁾	%	38%	N/A	2 – 7	–
Survey Response Rate (Canada) ⁽⁷⁾	%	81%	77%	2 – 7	–
Employee Satisfaction Score (U.S.) ⁽⁷⁾	%	86%	N/A	2 – 7	–
Employee Satisfaction Score (Canada) ⁽⁷⁾	%	82%	78%	2 – 7	–
Pay Equity					
Compensation Equity Analysis ⁽⁸⁾	%	99%	99%	405-2	–

ESG Disclosures

SOCIAL PERFORMANCE As of December 31	UNITS	2021	2020	GRI	SASB
Employee Training					
Total Annual Internal Employee Training Delivered	Hours	10,131	2,652	404-1	–
Internal Employee Training per Employee	Hours	10.4	2.8	404-1	–
Internal Employee Training Coverage (Learning and Development)	%	84%	20%	404-2	–
Internal Employee Training Coverage (Compliance)	%	97%	67%	404-1	–
Internal Employee Training – ESG-Specific Training ⁽⁵⁾	%	76%	N/A	404-2	–
Participation in Tricon's New People Leader Orientation Program (% of Total Eligible Employees) ⁽⁹⁾	%	82%	N/A	404-2	–
Occupational Health and Safety					
Injury Rate (Employees) ⁽¹⁰⁾	Number	5.0	1.7	403-9	–
Resident Experience					
Resident Satisfaction Survey – Percentage of Residents Covered ⁽¹¹⁾	%	100%	100%	–	–
Resident Satisfaction Survey – Response Rate ⁽¹¹⁾	%	9%	6%	–	–
Resident Satisfaction Survey – Overall Satisfaction	%	74%	73%	–	–
Google Rating	Rating out of 5	4.5	4.2		

⁽¹⁾Total Employees (Number) is exclusive of employees at our subsidiary JDC.

⁽²⁾Mid-management employees are classified as people leaders.

⁽³⁾Chief executive employees are classified as executive management roles.

⁽⁴⁾BIPOC is defined as Black, Indigenous, and People of Color.

⁽⁵⁾Tricon launched a human resource management platform in mid-2021 which facilitated the collection, tracking and management of employee-level data and employee training as of December 31, 2021. Data marked as N/A denotes information not previously tracked by the human resource management platform.

⁽⁶⁾Great Place to Work® survey employee coverage rate reflects total employee count as of the survey issue date.

⁽⁷⁾Great Place to Work® survey results reflect U.S. and Canada participation in 2021 and Canada participation in 2020.

⁽⁸⁾Based on pay differences between similarly situated employees justified by experience, performance, skills, certifications, and other valid differentiators.

⁽⁹⁾Tricon's New People Leader Orientation Program commenced in 2021.

⁽¹⁰⁾Injury rate = (number of injuries and illnesses x 200,000) / employee hours worked.

⁽¹¹⁾Based on move-out survey results.

ESG Disclosures

GOVERNANCE PERFORMANCE As of December 31	UNITS	2021	2020	GRI	SASB
Board Composition					
Independent	%	70%	70%	2 – 9	–
Non-Independent	%	30%	30%	2 – 9	–
Directors – Total	Number	10	10	2 – 9	–
Chair and CEO are Separate	Yes/No	Yes	Yes	2 – 11	–
Average Board Tenure	Years	7	6	2 – 9	–
Directors – Women	%	30%	30%	405-1	–
Directors – BIPOC	%	10%	–	405-1	–
Average Age of Directors	Years	67	65	405-1	–
Corporate Governance					
Average Annual Board Attendance	%	99%	100%	2 – 9	–
Board Oversight of ESG Measures	Yes/No	Yes	Yes	2 – 12	–
Total Amount of Fines, Penalties and Settlements Paid	\$	–	–	2 – 2	–
Corporate Policies and Documents					
Board Shareholder Communication and Engagement Policy	Yes/No	Yes	Yes	2 – 23	–
Code of Business Conduct, Fidelity and Ethics	Yes/No	Yes	Yes	2 – 23	–
Diversity, Inclusion and Belonging Statement	Yes/No	Yes	–	2 – 23	–
Diversity, Inclusion and Belonging Roadmap	Yes/No	Yes	–	2 – 23	–
ESG Policy	Yes/No	Yes	–	2 – 23	–
Insider Trading Policy	Yes/No	Yes	Yes	2 – 23	–
Majority Voting Policy	Yes/No	Yes	Yes	2 – 23	–
Privacy Policy	Yes/No	Yes	Yes	2 – 23	–
Whistleblower Policy	Yes/No	Yes	Yes	2 – 23	–