

# Non-Financial Information Statement

## More committed than ever

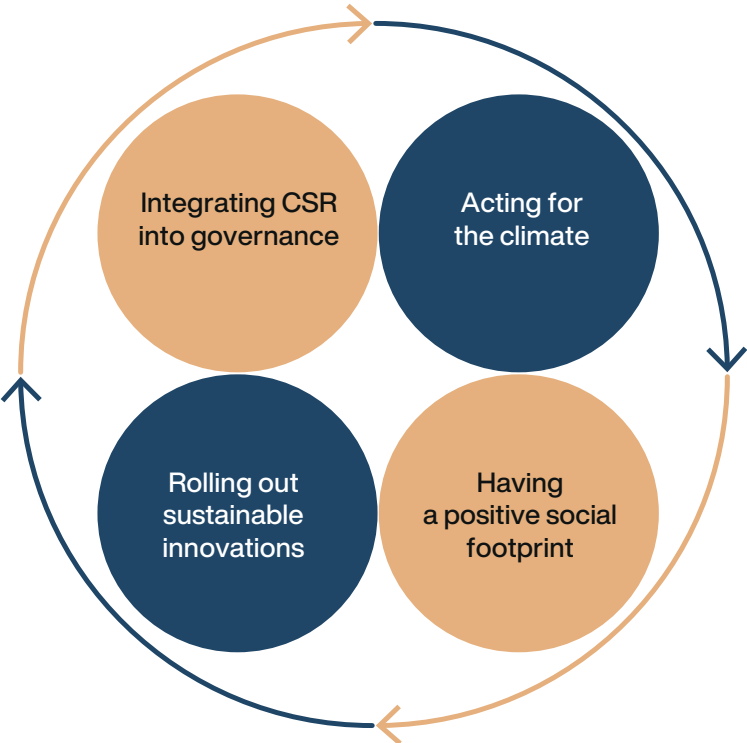
Ever since its creation in 2006, Vitura has strongly believed in the link between economic performance and environmental and social excellence. It has embraced the challenges of sustainable development and is strongly committed to the transitions facing society. And this vision has more than proven its worth recently in Vitura's resilience to both the health and energy crises.

In order to provide a transparent account of its actions, the Company has voluntarily published a Non-Financial Information Statement (NFIS) since 2013.

Vitura's corporate social responsibility (CSR) strategy is based on analyzing and prioritizing the issues directly impacting it and maintaining an environmental, social and governance risk map. This strategy revolves around four focus areas: integrating CSR into our corporate governance, acting for the climate, having a positive social footprint and rolling out innovative actions. Each of these four

areas is reflected in ambitious, concrete commitments that are broken down over the short, medium and long term, in line with the National Low Carbon Strategy, the "2°C pathway" of the Paris Agreement and the tertiary eco-energy mechanism issued within the broader framework of France's ELAN law, encouraging those involved in the energy management of tertiary buildings to reduce energy consumption.

The results produced have won the recognition of national and international environmental, social and governance (ESG) analysts. In 2022, for the fourth year in a row, the Company was named world number 1 in the Global Real Estate Sustainability Benchmark's (GRESB) listed office property companies category, with a score of 95/100.



## PRIORITY 1 INTEGRATING CSR INTO CORPORATE GOVERNANCE

In 2013, Vitura set up a CSR Steering Committee, comprising members of the CSR department and Vitura's Executive Management, which has been in charge of incorporating the Group's ESG challenges into its overall strategy. The committee is responsible for defining objectives and preparing an action plan to achieve them. The Operational CSR Committee oversees

and reports on the plan to the CSR Steering Committee. The Group's CSR strategy is guided by three policies on environmental, social and governance issues. As part of its approach geared toward continuous improvement, the policies require the buy-in of Vitura's main stakeholders. To achieve this, the Group implements specific processes and

tools to engage with them and ensure a coordinated approach. This gives Vitura maximum capacity for action, agility and resilience across its CSR value chain. As the cornerstone of its commitment, Vitura's governance policy carefully incorporates the principles of diversity and equal and fair treatment with respect to gender, age and background.



1. Measuring challenges

Vitura's ESG challenges are identified and prioritized in a careful process supervised by its CSR Steering Committee. This process is based on benchmark references that include (i) EPRA's sBPR guidelines, (ii) the responsible real estate report put together by the French organization for the promotion of sustainable real estate (OID), (iii) the topics that must be covered in the NFIS, (iv) the rating criteria

used in non-financial questionnaires (GRESB, CDP, etc.) and (v) MEDEF and AMF recommendations. It anticipates the real estate component of the European Union's green taxonomy, which will direct investment flows to the most virtuous projects. Some 21 challenges have been identified in this way. A materiality analysis is conducted involving all Vitura's internal and external

stakeholders, with a questionnaire distributed and a materiality matrix produced. Given the current context, climate change mitigation and climate resilience, as well as reduction of energy consumption, are seen as particularly important among the 21 pre-identified challenges.

2. Measuring risks

Each year, the CSR Steering Committee reviews the ESG risks that could have a material adverse effect on Vitura's business, financial position or earnings. The areas explored are defined based on the ESG challenges identified in the Vitura materiality matrix. The risks identified as a result of this review take into account the latest practices and recommendations and are added to the Company's overall risk analysis. It is based on a risk map, with risks weighted based on their probability of occurrence, their net impact and the risk management systems in place.

In 2022, five main risks specific to Vitura were identified as a result of the review:



reputation risks related to comfort and well-being;



regulatory and reputation risks linked to energy;



regulatory and reputation risks linked to greenhouse gas emissions;



physical risks linked to climate change, such as heatwaves, droughts and flooding;



risks related to stakeholder relations.

In this section of the report, symbols are used to identify the actions taken to measure these risks. See the "Risk Factors" section on page 101 of this report for further information regarding the Company's overall risk analysis.

3. Action plan

Based on the priority issues and main risks identified, the CSR Steering Committee creates a list of ambitious and concrete objectives, as set out below. This continuous improvement process is ISO 14001-certified by AFNOR, the French international organization for standardization.

| Priority   | Commitment   | Scope   | Indicator  | Objective                  | 2022 result |
|--|--|---|--|----------------------------|-------------|
| Priority 2<br>Acting for the climate             | Reduce greenhouse gas emissions linked to energy consumption at its properties                                       | Assets in operation                             | Emissions linked to energy consumption at its properties   | -54% between 2013 and 2030 | -40%        |
|  |  | Assets in operation                             | % of renewables in final energy consumption  | 32% in 2023                | 12%         |
|  | Offset residual greenhouse gas emissions from headquarters   | Vitura headquarters                             | % of CO <sub>2</sub> emissions offset  | 100%                       | 100%        |
|  | Evaluate environmental risks   | Assets in operation<br>Assets under development | % of properties that have undergone risk mapping   | 100%                       | 100%        |
|  | Reduce properties' energy consumption  | Assets in operation                             | Properties' energy consumption   | -40% between 2013 and 2030 | -32%        |
|  | Improve the recycling process across the portfolio   | Assets in operation                             | % of properties with a process for collecting data on waste generated                              | 100%                       | 100%        |
|  | Track water consumption across the portfolio   | Assets in operation                             | % of properties with a process for collecting data on water consumption                            | 100%                       | 80%         |
|  | Apply a low-carbon strategy on building sites  | Assets under development                        | % of sites that apply a low-carbon/clean building site charter                                     | 100%                       | 100%        |
|  |  |   | % of construction sites with support from an environmental consultant                              | 100%                       | 77%         |
|  | Raise awareness among stakeholders during the works phase  |   | % of work sites with awareness-raising initiatives   | 100%                       | 100%        |
| Priority 3<br>Having a positive social footprint | Ensure the health and safety of tenants and adapt to their needs and expectations in terms of comfort and well-being | Assets in operation                             | % of properties with tenant satisfaction surveys   | 100%                       | 100%        |
|  | Propose an annual events program for tenants   | Assets in operation                             | % of properties with a tenant events program   | 80%                        | 60%         |
|  | Raise property manager and tenant awareness of environmental issues  | Assets in operation                             | % of leased surface area covered by an environmental appendix                                      | 100%                       | 100%        |
|  |  | Assets in operation                             | % of properties covered by ESG awareness sessions  | 100%                       | 100%        |
|  | Find out about service providers' CSR practices and get stakeholder buy-in   | Vitura  | % of respondents to the "responsible purchasing" survey as a % of the company's purchasing volumes | 100%                       | 95%         |
|  | Ensure a high satisfaction rate among employees and bring them on board the CSR process                              | Vitura  | Employee satisfaction rate   | 100%                       | 100%        |

PRIORITY 2  
ACTING FOR THE CLIMATE

Vitura has introduced a plan to mitigate and adapt to climate change, led by three main objectives: 1) reduce greenhouse gas (GHG) emissions across its real estate portfolio by 54% between 2013 and 2030 with the aim of achieving carbon neutrality

by 2050, particularly through low-carbon redevelopment work; 2) make its properties resilient to climate change; and 3) get key stakeholder buy-in on addressing climate change.

Vitura has also set specific targets for renewable energy use, waste and consumption reduction, biodiversity and mobility.

1. Reducing GHG emissions

| Objective  |                     |  |                            |             |
|--|---------------------|--|----------------------------|-------------|
| Reduce GHG emissions by 54% between 2013 and 2030                              |                     |  |                            |             |
| Commitment   | Scope               | Indicator  | Objective                  | 2022 result |
| Reduce greenhouse gas emissions linked to energy consumption at its properties | Assets              | Emissions linked to energy consumption at its properties | -54% between 2013 and 2030 | -40%        |
|  | Assets in operation | % of renewables in final energy consumption              | 32% by 2023                | 12%         |
| Offset residual greenhouse gas emissions from headquarters                     | Vitura headquarters | % of CO <sub>2</sub> emissions offset                    | 100%                       | 100%        |

Vitura is aiming for a 54% reduction in greenhouse gas emissions linked to energy consumption at its properties by 2030 compared to 2013. In 2022, these emissions amounted to 17 kgCO<sub>2</sub>eq/sq.m, a 40% decrease<sup>(1)</sup>. In order to continuously improve the energy performance of its buildings, Vitura draws up specific action programs for each building every year:

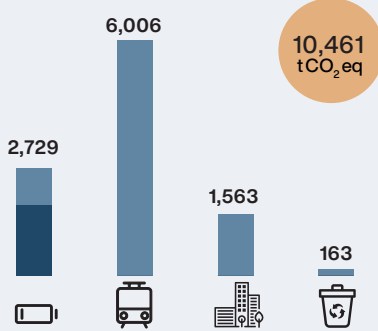
- multi-year improvement programs for renovation work;
- minor upgrade plans to improve energy performance;
- maintenance of NF HQE® Exploitation and BREEAM In-Use International certifications;
- 2050 pathway with an associated climate change plan.

Renewable energy is also used to reduce carbon emissions at Vitura properties. Currently, 12% of the energy used by buildings in operation is renewable, with a target of 32% expected to be achieved by 2024 by connecting the Hanami Campus to Rueil-Malmaison's heating network. This grid uses fully renewable and carbon-free geothermal energy for at least 55% of its needs. The Hanami Campus is scheduled to be connected in late 2023. Vitura also uses increasingly efficient tools to calculate the annual carbon footprint of its headquarters, both overall and per square meter. Its footprint stood at 15.6 metric tons of CO<sub>2</sub> equivalent in 2022 and efforts are ongoing to reduce it further. Alongside its efforts to reduce its emissions, Vitura voluntarily offsets its GHG

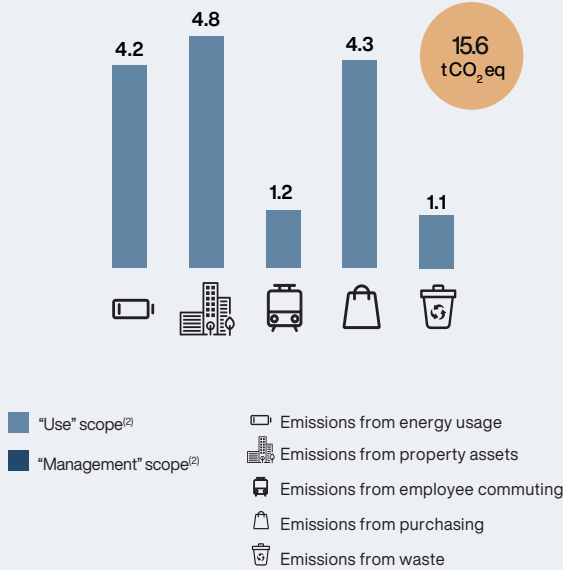
emissions with the GoodPlanet Foundation (see Zoom in on...). Lastly, Vitura set up a sustainable innovation fund in 2018, overseen by the CSR Committee. An innovative and effective tool, this fund is topped up annually with a carbon tax that Vitura applies on a voluntary basis. The fund helps finance a number of initiatives aimed at improving the environmental performance of Vitura's assets (see Zoom in on...). In 2022, this fund – which, as in other years, represents just one portion of the sums Vitura allocates for this purpose – continued to enhance Vitura's CSR strategy.



CARBON FOOTPRINT OF THE PORTFOLIO IN OPERATION  
BY SOURCE OF EMISSIONS AND BY SCOPE<sup>(1)</sup>



CARBON FOOTPRINT OF HEADQUARTERS  
BY MAIN SOURCES OF EMISSIONS<sup>(3)</sup>



In order to continuously improve the calculation of the carbon footprint of its headquarters, Vitura has expanded the scope of emissions taken into account and finetuned its methodology. For example, in 2022, the carbon footprint of Vitura's headquarters includes their share of electricity from the building's common areas. Reporting is also more exhaustive for corporate assets and purchases, now taking into account estimated emissions from all computer equipment and furniture used, the various purchases made during the year and the building occupied.

VITURA SUPPORTS  
GOODPLANET

Vitura also offsets its GHG emissions through its support for the GoodPlanet Foundation, an independent organization which uses methods directly inspired by the principles of the Clean Development Mechanism (CDM) of the United Nations Framework Convention on Climate Change and aims to:

- provide worldwide support to environmental, community-based projects in agroecology, sustainable energy and waste recovery via the Action Carbone Solidaire program;
- in France, raise awareness of sustainable development among the general public, schoolchildren, companies and associations through the GoodPlanet School, which has welcomed more than 45,000 people since its launch in 2019;
- in France, provide the widest possible access to the Domaine de Longchamp. In the spring and summer, the 3.5 hectare estate just ten minutes from Paris hosts unique exhibitions and events to learn about ecology in a hands-on way.

Yann Arthus-Bertrand is the President of GoodPlanet.

FONDATION  
GoodPlanet

(1) Figures adjusted for climate variability in 2022. Calculation made using carbon data as reported for assets in operation in 2022 and 2013, in kgCO<sub>2</sub>eq/sq.m. See table of EPRA greenhouse gas indicators on page 68.

(1) Figures adjusted for climate variability. See table of EPRA indicators on page 69.  
(2) The scopes are described in the appendix to the NFIS.  
(3) The data used to calculate the carbon footprint of the Company's headquarters has not been adjusted for climate variability.



2. Resilience of real estate assets

Objective

Map out plans for emergency management and business continuity in the event that climate risks occur

| Commitment                   | Scope   | Indicator  | Objective | 2022 result |
|------------------------------|---|--|-----------|-------------|
| Evaluate environmental risks | Assets in operation<br>Assets under development | % of properties that have undergone risk mapping | 100%      | 100%        |

Since Vitura's buildings are located in Paris' inner suburbs, they may be exposed to climate risks. These risks include heavy rainfall, floods, heatwaves and urban heat islands, which are typical in built-up environments.

To protect against such events, Vitura has introduced a tailored action plan:

- create a climate risk map for all of its buildings, in order to assess their level of vulnerability;
- in consultation with property managers, implement protocols for emergency situations such as pandemics and floods, strengthened by drawing on all the lessons learned from the Covid-19 crisis;
- install and maintain dense and diversified vegetation to help regulate humidity and temperature, and preserve water resources;
- acquire properties where there is potential for green spaces to be developed to reduce the heat island phenomenon typical in urban environments.

3. Energy efficiency and renewable energy

Objective

Reduce final energy consumption by 40% between 2013 and 2030, in accordance with the regulatory requirements of France's eco-energy scheme for tertiary buildings

| Commitment                            | Scope               | Indicator                      | Objective                  | 2022 result |
|---------------------------------------|---------------------|--------------------------------|----------------------------|-------------|
| Reduce properties' energy consumption | Assets in operation | Properties' energy consumption | -40% between 2013 and 2030 | -32%        |

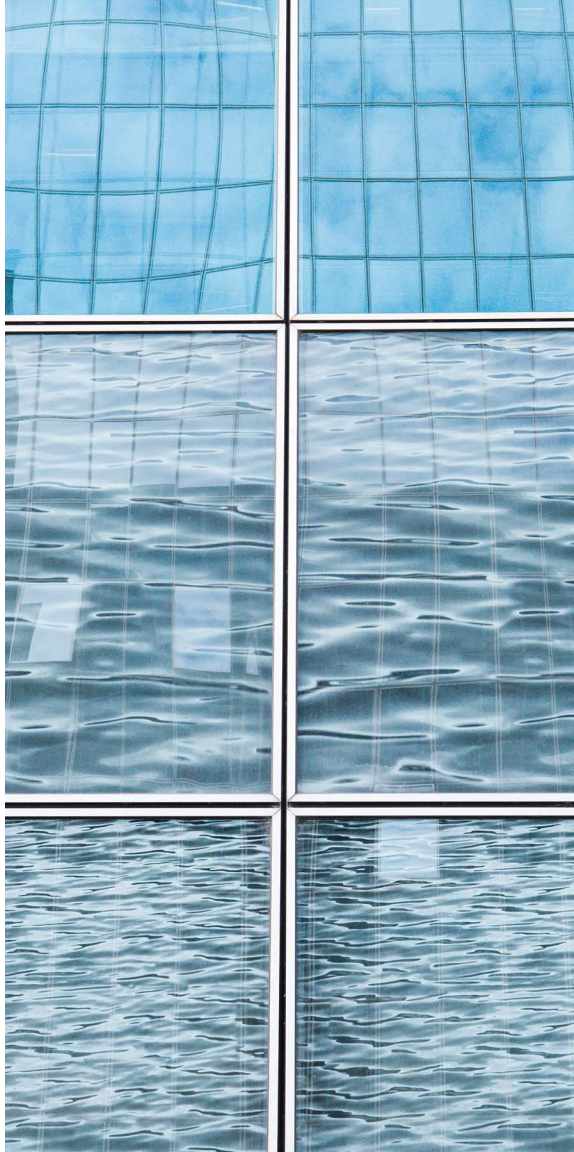
In 2022, Vitura had already achieved a 32% reduction in final energy consumption per sq.m at its properties compared with 2013<sup>(1)</sup>, for a total of 203 kWh<sub>FE</sub>/sq.m.

Each year, Vitura proactively carries out a range of ambitious initiatives so that itself and its stakeholders are well positioned to better manage their energy consumption and meet new regulations, often several years ahead of schedule.

2022 saw even more major achievements:

- supporting tenants with the implementation of France's tertiary green energy decree: Vitura has been proactive in assisting its tenants with providing information and completing their energy consumption data on ADEME's dedicated platform OPERAT;
- automating data collection across the portfolio in anticipation of the European Corporate Sustainability Reporting Directive (CSRD): Vitura has selected the SaaS platform developed by market leader Stonal to increase the reliability and consistency of its data and that of its stakeholders. This opens the way to almost instantaneous ESG reporting, which is key to ensuring maximum performance and responsiveness (see Zoom in on...);
- installing a building management system at all properties to promote optimal energy performance management;
- rolling out energy performance contracts on 40% of properties, designed to improve the energy efficiency of buildings and guarantee a reduction in energy consumption, with a target to roll them out across the whole portfolio;
- obtaining BREEAM In-Use International and NF HQE® Exploitation certifications;
- using urban heating and cooling networks promoting access to renewable energy generated from biomass (household waste) or geothermal sources;
- switching to guarantees of origin for the common areas at Passy Kennedy;
- finalizing pre-audits for the entire portfolio under France's eco-energy scheme for tertiary buildings to identify sources of energy savings and associated capital expenditure.

(1) Adjusted for climate variability in 2022. Calculation made using energy data as reported for assets in operation in 2022 and 2013, in kWh/sq.m. See table of EPRA energy indicators on page 68.



In addition, amid tensions over Europe's energy supply, Vitura has stepped up its efforts to raise awareness and train its stakeholders on energy issues and on ESG as a whole. Before winter, sessions on ways to save energy were organized at all sites in operation. Upstream audits carried out on all buildings confirmed how much of a difference usage habits can make to bringing energy consumption down. Each building now has its own best practice guide, based on the current Ecowatt scenario (see Zoom in on...). These sessions have strengthened the ties not only between Vitura, property managers and tenants, but also between the tenants themselves. They are laying the foundations for setting up permanent CSR communities that encourage commitment, creativity and competition, in energy efficiency and many other issues, and will meet at least once a quarter.

AUTOMATED ENERGY DATA COLLECTION: VITURA ALREADY ONE STEP AHEAD

In a few years, ESG information will have to be as accessible, reliable and verifiable as financial information. In practice, this requires extensive automation of data collection and indicator calculation, particularly for real estate companies, whose CSR performance is directly linked to that of their stakeholders (property managers, tenants and service providers). Vitura has decided to follow many of the guidelines in the European CSRD, with which it is not required to comply for several years. It has commissioned market leader Stonal to implement an energy data automation platform, an ambitious project spanning the whole of 2023. It will begin with the significant task of mapping and standardizing the information, followed by the delicate process of interconnecting the information systems. Vitura is leading this project in close cooperation with all its stakeholders, who will themselves directly benefit from it for their own compliance work. It will build further on the collaborative relationship between Vitura and its stakeholders, following on from the strong ties forged with the winter energy efficiency plans. Beyond the technical solutions, this relationship is the best way to foster continuous and sustainable progress.

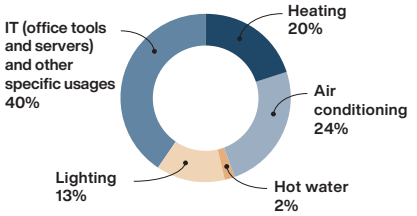
ENERGY EFFICIENCY PLANS

In 2022, Vitura invited its property managers and tenants to take part in a voluntary energy efficiency initiative, as part of the nationwide effort to ease pressure on French and European energy supply networks. Thanks to Vitura's already close relationship with its tenants, the teams were able to spring into action rapidly and draw up programs tailored to the buildings in question and their specific characteristics.

- In particular, Vitura has:
- taken inventories of its buildings, including an energy audit listing the main sources of energy consumption, by type of energy and by usage;
  - worked with property managers and building maintenance workers at all sites in operation to identify all potential methods of improving energy efficiency;
  - set up green/amber/red Ecowatt scenarios;
  - organized sessions at each site to communicate these actions;

- immediately implemented the energy efficiency procedures corresponding to the green scenario;
- established action and communication plans to be activated in the event a red or amber alert is issued by the network manager.

Breakdown of annual energy consumption by usage



Source: Ecowatt Bureaux

Property managers will work closely with tenants throughout winter to monitor Ecowatt alerts.

As winter comes to an end, Vitura will evaluate and communicate the results of its stakeholders' joint efforts.



4. Resources, waste and the circular economy

| ObjectiveLimit the impact of waste generated by real estate operations   |                     |   |           |             |
|--|---------------------|---|-----------|-------------|
| Commitment   | Scope               | Indicator   | Objective | 2022 result |
| Improve the recycling process across the portfolio   | Assets in operation | % of properties with a process for collecting data on waste generated | 100%      | 100%        |
| <div><div><p>In 2022, waste produced in connection with operating buildings had already decreased by 27% compared with 2013<sup>(1)</sup> thanks to a number of very concrete initiatives:</p><p>With tenants:</p><ul style="list-style-type: none"><li>100% of waste collection data has been collected since 2017, placing Vitura among the most advanced in its field according to the responsible real estate report put together by the French</li></ul></div><div><p>organization for the promotion of sustainable real estate (OID);</p><ul style="list-style-type: none"><li>selective waste sorting is in place at 100% of properties;</li><li>compost bins and organic waste bins have been added at 80% of properties.</li></ul><p>In restaurant areas:</p><ul style="list-style-type: none"><li>a food waste policy is in place in selected intercompany restaurants offering takeaway meals;</li></ul></div><div><ul style="list-style-type: none"><li>a zero-plastic policy has been rolled out, with plastic bottles, cups and straws substituted out across the majority of intercompany restaurants;</li><li>local products and fresh and seasonal produce are on offer in the Europlaza and Passy Kennedy intercompany restaurants;</li><li>a vegetarian option is always available and, at the Arcs de Seine intercompany restaurant, bio-waste is subject to an anaerobic digestion process.</li></ul></div></div> |                     |   |           |             |

5. Water consumption

| ObjectiveReduce water consumption at Vitura’s properties by 20% between 2013 and 2030   |                     |   |           |             |
|---|---------------------|---|-----------|-------------|
| Commitment  | Scope               | Indicator   | Objective | 2022 result |
| Track water consumption across the portfolio  | Assets in operation | % of properties with a process for collecting data on water consumption | 100%      | 80%         |
| <div><div><p>Vitura has rolled out several measures to reduce consumption:</p><ul style="list-style-type: none"><li>installing automatic faucets;</li><li>installing water flow reduction systems;</li></ul></div><div><ul style="list-style-type: none"><li>carrying out monthly maintenance and meter readings;</li><li>installing automatic watering systems in green spaces;</li></ul></div><div><ul style="list-style-type: none"><li>carefully managing water flow;</li><li>installing a rainwater collection system at Arcs de Seine, also planned as part of the Rives de Bercy renovation program.</li></ul></div></div> |                     |   |           |             |



6. Biodiversity

| ObjectiveApply a biodiversity action plan across the entire portfolio   |  |  |
|---|--|--|
| <div><div><p>In 2022, all of Vitura’s buildings had dense, abundant green spaces, accessible to all tenants. Vitura takes care to protect and develop biodiversity, both during the acquisition phase and in the use of its properties:</p><ul style="list-style-type: none"><li>its property portfolio comprises 38,500 sq.m of green space, including trees, shrubs and herbaceous plants, helping</li></ul></div><div><p>to reduce the impact of heat islands during heatwaves;</p><ul style="list-style-type: none"><li>it systematically conducts ecological studies;</li><li>the biotope coefficient across the portfolio is 22%;</li><li>most sites have nest boxes, and two extra were added in 2021 at Arcs de Seine;</li></ul></div><div><ul style="list-style-type: none"><li>actions are taken to conserve biodiversity, such as the Beewrap workshop organized at Arcs de Seine for European Sustainable Development Week 2022;</li><li>no pesticides are used across the portfolio.</li></ul></div></div> |  |  |

7. Mobility

| ObjectiveEncourage the use of low-impact mobility and provide facilities for electric vehicles  |  |  |
|---|--|--|
| <div><div><p>Vitura encourages its employees and tenants to use public and low-impact transportation. Some 80% of its sites are located less than 200 meters from a bus, subway or RER rail station.</p></div><div><p>In particular, on each site it provides:</p><ul style="list-style-type: none"><li>electric vehicle charging stations;</li><li>locker rooms, showers and bike parking at 80% of its properties;</li></ul></div><div><ul style="list-style-type: none"><li>paper and digital guides and information displays about the low-impact transportation facilities on offer.</li></ul></div></div> |  |  |

(1) Calculation made using data as reported for assets in operation in 2022 and 2021, in kg/FTE.



# RIVES DE BERCY RENOVATION: CARBON FOOTPRINT KEPT TO A MINIMUM

| Target  | Scope                    | Indicator   | Objective | 2022 result |
|---|--------------------------|---|-----------|-------------|
| Apply a low-carbon strategy on building sites             | Assets under development | % of sites that apply a low-carbon/clean building site charter                | 100%      | <b>100%</b> |
|   |                          | % of construction sites with support from an environmental consultant         | 100%      | <b>77%</b>  |
| Raise awareness among stakeholders during the works phase |                          | % of sites with awareness-raising for all participants during the works phase | 100%      | <b>100%</b> |

Vitura's energy efficiency and climate change resilience strategy is also an integral part of the complex renovation work it regularly carries out on its buildings. The Rives de Bercy renovation was launched in 2022 with the ambition of bringing the property's carbon footprint down to a minimum, in particular thanks to the materials selected. An analysis of each material's life cycle is carried out and some of them are sourced from the circular economy.

More broadly, the project is aimed at giving the building a new lease on life, with modular, interconnected spaces and closer contact with nature. Rives de Bercy is a resolutely post-Covid site. Here, the office is reinvented to blend in harmoniously with its outdoor surroundings, designed and redeveloped with new ways of working and interacting in mind. Architecture firm Naço and landscape architects Coloco have “turned” the complex outwards toward its gardens, which feature a landscaped pathway that makes ample room for biodiversity, spots for cooling off and unusual green spaces. It's a haven for well-being, creativity and, ultimately, efficiency.



## A clean and energy-efficient building site

Vitura asks all companies working on its sites to sign its clean building site charter (low-pollution building site charter). It is attached to the *Dossier de Consultation des Entreprises* (DCE) tender file and forms an integral part of their contractual obligations. Following on from the work carried out during the design phase, it aims in particular, during the works phase, to limit:

- disturbances and risks to local residents;
- pollution;
- waste, water consumption and energy consumption;
- the impact on biodiversity and existing plants.

During the works phase, an environmental consultant checks that the companies are complying with the charter. They also raise awareness of all the issues among everyone involved in the works. Thanks to this process, Vitura is able to ensure that these companies are fully committed to its CSR approach.

On top of this initiative, priority is also given to reusing and recycling materials. For

example, 600 metric tons of soil dug up at Rives de Bercy was repurposed on a nearby project. Three distinctive trees were also protected during the works.

## A more climate-resilient building

Vitura has mapped all the physical risks to which its assets are exposed, and monitors them closely. Since Rives de Bercy is close to the river Seine, it could be affected by flooding. Vitura used the renovation of the site as an opportunity to further adapt it to climate change and its extreme events. With this in mind, it installed three buffer tanks in the basement, sized to withstand "ten-year flood" water levels.

It has also increased the number of areas in the new gardens where occupants can escape the heat, limiting the harmful effects of heatwaves on their well-being.

## A more comfortable building

The comfort of occupants is a major concern for Vitura, particularly following the pandemic, which has changed

employees' relationship to work and increased the demand for higher-quality and more virtuous spaces. Vitura has redeveloped the entire campus and its services to adapt to these new expectations, with:

- a new entrance along Avenue de la Liberté that includes a wooden bicycle shelter and areas for food trucks, after-work and riverside bars, and spots to work or relax surrounded by greenery;
- the landscaping of all terraces and patios to enhance the space behind the building;
- a 790 sq.m fitness and wellness center, equipped with weight training rooms, cross-fit spaces, a room for group classes, a wellness area and men's/women's changing rooms;
- a fast food takeaway area on the first floor, on the Avenue de la Liberté side.

## Prioritizing low-impact mobility

Lastly, the Rives de Bercy renovation project helps promote low-impact mobility and public transportation with the addition of:

- an entrance 150 meters closer to the metro exit;
- a 135-space bicycle parking facility;
- a fleet of 18 shared bikes;
- a 20-space electric scooter parking facility;
- a 10-space cargo bike parking facility;
- a bike washing and repair station;
- spaces reserved for installing electric vehicle charging stations.

In total, just under 30 car parking spaces will be repurposed in favor of low-impact mobility, encouraging users to use more environmentally friendly transportation.



# PRIORITY 3

## HAVING A POSITIVE SOCIAL FOOTPRINT



### Vitura’s social footprint essentially comprises four different levels

1

NATIONAL LEVEL

- Government and sustainable development goals
- “2°C pathway” laid down in the Paris Agreement
- UN Global Compact

2

REGIONAL LEVEL

- Impact on activity, employment and community life
- Contribution to biodiversity conservation

3

PROPERTY PORTFOLIO LEVEL

- Reduction of environmental impacts and disturbances

4

STAKEHOLDER ENGAGEMENT LEVEL

- Buy-in for CSR policy
- Shared and sustainable value creation

## 1. Buildings tailored to their tenants

### 1.1. Health, safety, comfort and well-being

Objective

Foster tenant health and well-being

| Commitment   | Scope               | Indicator  | Objective | 2022 result |
|--|---------------------|--|-----------|-------------|
| Ensure the health and safety of tenants and adapt to their needs and expectations in terms of comfort and well-being | Assets in operation | % of properties with tenant satisfaction surveys | 100%      | 100%        |
| Propose an annual events program for tenants   | Assets in operation | % of properties with a tenant events program     | 80%       | 60%         |

Tenant satisfaction is central to Vitura's corporate vision, and tenants are entitled to expect the best quality of life at work, both in terms of health and safety and comfort and well-being.

To this end, a number of actions were continued, rolled out or extended in 2022:

- regular monitoring by property managers of regulatory facilities audits; no points were identified as non-compliant across the assets in 2022;
- tracking of tenant satisfaction across the entire portfolio at quarterly information meetings for all tenants, and an annual survey on issues including comfort, well-being and access to amenities;
- creation of an annual events program to enhance tenant well-being, including various events to strengthen social ties (see Zoom in on...);
- awareness-raising workshops on ESG issues;
- access to green spaces opened up to all, offering wide-ranging views of nature;

- shared indoor spaces decked with plants and floral decorations, enhancing tenants' connection with nature;
- remote working resources strengthened during the health crisis;
- variety of “wellness” services offered, including games rooms, book-share libraries and exercise classes;
- promotion of physical activity and sports among users by providing gyms and organizing sporting events, such as the White Collar Challenge, an inter-company boxing gala organized at the Europlaza site in June 2022.



### 1.2. Accessibility

Objective

Make 100% of our portfolio accessible to everyone

Vitura carries out an accessibility analysis as part of plans for renovation work and acquisitions and implements the necessary corrective measures.

2. Stakeholder engagement

| Objective  | Get stakeholder buy-in for Vitura's CSR approach to make an impact across the entire value chain |  |           |             |
|--|--|--|-----------|-------------|
| Commitment   | Scope  | Indicator  | Objective | 2022 result |
| Raise property manager and tenant awareness of environmental issues        | Assets in operation  | % of leased surface area covered by an environmental appendix                                      | 100%      | 100%        |
|  | Assets in operation  | % of properties covered by ESG awareness sessions  | 100%      | 100%        |
| Find out about service providers' CSR practices and get stakeholder buy-in | Vitura   | % of respondents to the "responsible purchasing" survey as a % of the company's purchasing volumes | 100%      | 95%         |

Vitura has always been committed to environmental and social change and knows that it is absolutely essential for all of its stakeholders to join its commitments. It uses a variety of methods to bring its stakeholders on board.

For all internal and external stakeholders, Vitura:

- carries out regular consultations to draw up its materiality matrix and update its CSR strategy and action plan;
- raises awareness of ESG issues via regular events and meetings across all sites.

For employees, Vitura:

- conducts satisfaction surveys;
- limits business travel to a minimum depending on the importance of meetings;
- runs awareness-raising initiatives and provides training in best practices.

For its tenants, Vitura:

- conducts satisfaction surveys;
- promotes conscientious energy use through environmental appendices to leases;

- provides on-site ESG awareness sessions.

For service providers and suppliers, Vitura:

- conducts surveys about their CSR practices;
- requires signature of a responsible purchasing charter to join Vitura's proactive approach and contribute to its performance plan.

3. Attentiveness and respect for employee satisfaction

| Objective   | Achieve a high satisfaction rate among employees and bring them on board the CSR process |                            |           |             |
|---|--|----------------------------|-----------|-------------|
| Commitment  | Scope  | Indicator                  | Objective | 2022 result |
| Ensure a high satisfaction rate among employees and bring them on board the CSR process | Vitura   | Employee satisfaction rate | 100%      | 100%        |

Vitura is a people-centered company that places the utmost importance on equal opportunity. Its employment policy respects human rights, labor law and International Labour Organization (ILO) conventions.

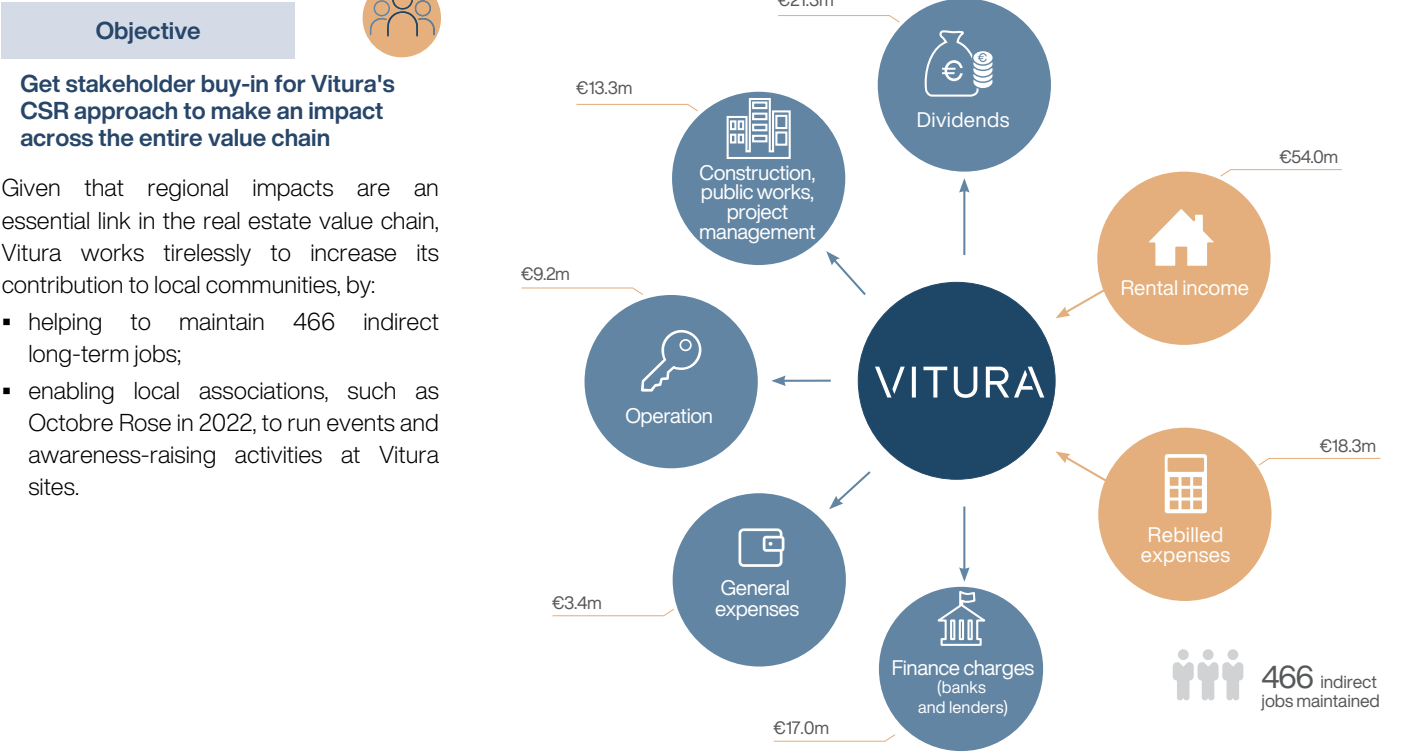
In 2022, 100% of its employees reported they were satisfied. Numerous management measures contribute to maintaining this very high level of satisfaction:

- signatory of the United Nations Global Compact since 2015;
- creation of an annual events program to boost employee well-being;
- possibility of remote working during Covid periods;
- employees consulted on ESG priorities via a CSR questionnaire;
- internal code of ethics signed by all employees, which includes the principles of non-discrimination (gender and career

diversity), respect for human rights and labor law, for all stakeholders (members of the Board of Directors, shareholders, employees, subcontractors, suppliers, and the communities impacted by Vitura's properties), and the Company's sustainable development commitments;

- promotion of physical activity and sports through regular organized sporting events, such as employees' participation in the 15<sup>th</sup> "Les Foulées de l'Immobilier" race in June 2022, and in the MMS CUP in October 2022.

4. Regional and employment market impact



Partnerships and corporate sponsorship

Vitura is involved in several real estate and sustainable development organizations, ensuring it is closely attuned to market and public expectations and that it stays abreast of best practices.

|  |  |
|--|--|
|  | <b>The OID</b> ( <i>Observatoire de l'Immobilier Durable</i> ) is an independent real estate forum for the promotion of sustainable development that brings together more than 80 members and partners, including leaders of the commercial real estate sector in France. It actively pushes for greater recognition of ESG issues in France and abroad, through a program of actions carried out both in the field and with public authorities.   |
|  | The European Public Real Estate Association ( <b>EPRA</b> ) is made up of Europe's leading listed real estate companies. It primarily aims to standardize reporting practices across the industry. Vitura has been an active member and sponsor of the annual EPRA conference for almost ten years. Its financial and non-financial reports are prepared in accordance with EPRA's Best Practices Recommendations (BPRs).  |
|  | <b>Institut de l'Épargne Immobilière et Foncière</b> is an independent research center that acts as a forum for discussion and exchange among real estate and investment professionals. Vitura has been a member since 2010 and is listed on the Euronext IEIF "SIIC France" index.  |
|  | The Global Real Estate Sustainability Benchmark ( <b>GRESB</b> ) is an organization providing standardized and validated Environmental, Social and Governance (ESG) data to financial markets. Established in 2009, the GRESB has become the leading ESG benchmark for real estate and infrastructure investments across the world and is used by 140 institutional and financial investors to inform decision-making.   |
|  | <b>Global Compact France</b> , the official local network association in France for the UN Global Compact, brings together more than 1,500 business and non-business entities to help them proactively network and engage with respect to the Ten Principles relating to human rights, labor, environment and anti-corruption. These criteria focus on the implementation of best practices in transparency, strategy, governance, stakeholder engagement and contribution to the United Nations' goals. |
|  | The Urban Land Institute ( <b>ULI</b> ) is a non-profit organization that boasts more than 45,000 members across the globe from all private and public sectors relating to urban planning and real estate development. Vitura is a member of this organization and participates in its rich exchange of expertise and best practices.  |



## SITE EVENTS IN 2022

## VIBRANT AND RESPONSIBLE

Vitura sites are lively, welcoming spaces that inspire discussion and collaboration on environmental and social commitments. The sites are regularly involved with major events throughout the year, and support major international or national causes as well as more local associations. Property managers are also contractually required to organize a certain number of social events and activities to raise awareness of CSR issues. Tenants may also take the initiative to organize their own events, with the support of Vitura and its service providers. Among the many standout events in 2022, the Arcs de Seine Campus' participation in the Octobre Rose campaign was particularly noteworthy, with €9,950 raised for the Institut Curie to support breast cancer research.



## PRIORITY 4

### ROLLING OUT INNOVATIVE ACTIONS

Since 2018, Vitura's innovative and effective sustainable innovation fund has helped improve the performance of its properties. Managed by the CSR Committee, it is financed by a carbon tax which Vitura applies on a voluntary basis for its "Management" scope GHG emissions (as reported) as described in Appendix 1. The tax was increased from €20 per metric ton in 2021 to €25.5 per metric ton in 2022, meaning that the sustainable innovation fund for the year amounted to €46,206, for 1,812 tCO<sub>2</sub>eq of emissions. This has helped finance a number of initiatives.

