

Stepping up our commitment

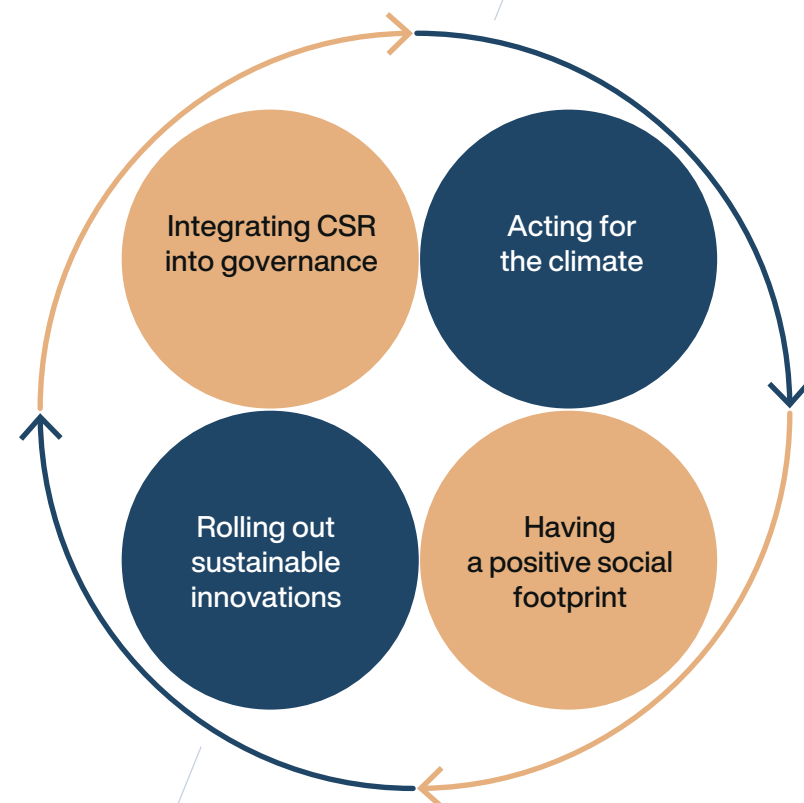
Ever since its creation in 2006, Vitura has closely associated economic performance and environmental and social excellence. It has embraced the challenges of sustainable development and is strongly committed to the transitions facing society. It began publishing a Non-Financial Information Statement (NFIS) on a voluntary basis in 2013. Having shown great resilience during the pandemic and the subsequent energy crisis, Vitura took further strides in 2023. It is now working closely with its tenants to identify priority issues and to define action plans for each site through environmental, social and governance (ESG) communities, which have been set up as part of broader energy efficiency plans.

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 tertiary eco-energy scheme 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 2023, Vitura received a GRESB (Global Real Estate Sustainability Benchmark) 5-star rating with an excellent score of 94/100, and has been ranked world number 1 (Global Sector Leader) in the listed office property companies category four times.



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.

The new ESG communities set up on each site in 2023 have further increased Vitura's capacity for action, agility and resilience.

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. In 2023, this process was strengthened by working closely with tenants. Their feedback on 21 pre-identified issues showed that, like other Vitura stakeholders, our tenants rank climate change mitigation and resilience as top priorities.

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.

Five main risks specific to Vitura were identified as a result of the review in 2023, unchanged from previous years:



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 98 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.

	Commitment	Scope	Indicator	Objective	2022 result	2023 result	Comments
PRIORITY 2: 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 ⁽¹⁾	-54% between 2013 and 2030	-40%	-41%	Energy efficiency plans, the use of increasingly low-carbon urban networks, and the reduced use of gas at the Hanami building explain this reduction in emissions linked to energy consumption.
		Assets in operation	% of renewables in final energy consumption	32% in 2023	11%	12%	The constant use of urban networks maintains the percentage of renewable energies in final energy consumption. This percentage is set to change in 2024 with the connection of the Hanami building to the Rueil-Malmaison geothermal heating network in October 2023.
	Offset residual greenhouse gas emissions from headquarters	Vitura	% of CO ₂ emissions offset	100%	100%	100%	Every year, Vitura offsets 100% of its emissions from its headquarters with the GoodPlanet foundation.
	Evaluate environmental risks	Assets in operation	% of properties that have undergone risk mapping	100%	100%	100%	Identifying asset risks is an integral part of Vitura's CSR approach.
		Assets under renovation		100%	100%	100%	
	Reduce properties' energy consumption	Assets in operation	Properties' energy consumption	-40% between 2013 and 2030	-32%	-32%	This reduction in energy consumption is attributable to the performance of technical equipment and the optimization of control and usage.
	Improve the recycling process across the portfolio	Assets in operation	% of properties with a process for collecting data on waste generated	100%	100%	100%	Vitura draws up annual waste monitoring reports for each of its assets.
	Track water consumption across the portfolio	Assets in operation	% of properties with a process for collecting data on water consumption	100%	80%	100%	Vitura monitors water consumption at each of its assets on an annual basis. Since 2023, this data has been collected automatically on Vitura's ESG platform.
	Encourage low-impact mobility	Assets in operation	Number of bicycle parking spaces per property	-	62	69	Low-impact mobility is an important part of Vitura's CSR strategy. The number of bicycle parking spaces has risen to 243, including those on the Rives de Bercy campus, which was delivered in October 2023.
	Apply a low-carbon strategy on building sites	Assets under renovation	% of sites that apply a low-carbon/clean building site charter	100%	100%	100%	Vitura applies a clean building site charter to all its renovation projects.
% of construction sites with support from an environmental consultant			100%	77%	100%	Vitura works with an environmental consultant for all its renovation work.	
Raise awareness among stakeholders during the works phase		% of work sites with awareness-raising initiatives	100%	100%	100%	Vitura raises awareness of ESG issues among its stakeholders during the works phase of all its renovation work.	
PRIORITY 3: 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%	100%	Vitura conducts an annual tenant satisfaction survey on its portfolio.
	Propose an annual events program for tenants	Assets in operation	% of properties with a tenant events program	80%	60%	60%	Vitura runs an extensive events program for tenants.
		Assets in operation	% of on-site events on social or sustainability issues	25%	N/A	18%	This is a new indicator that highlights the percentage of events on social or sustainable issues at Vitura sites.
	Raise property manager and tenant awareness of environmental issues	Assets in operation	% of leased surface area covered by an environmental appendix	100%	100%	100%	The environmental appendix, automatically integrated into all leases, helps to involve stakeholders in Vitura's CSR approach.
		Assets in operation	% of properties covered by ESG awareness sessions	100%	100%	100%	Awareness around ESG issues is raised through green committees, which bring together, for each asset, a CSR community comprising the owner, tenants, property manager and maintenance provider.
	Find out about service providers' CSR practices	Vitura	% of main service providers having signed the responsible purchasing charter, weighted by purchasing volume ⁽²⁾	100%	95%	100%	Vitura brings its value chain on board its commitments by having its main service providers sign its responsible purchasing charter.
Ensure a high satisfaction rate among employees and bring them on board the CSR process	Vitura	% of satisfied Vitura employees	100%	100%	100%	Once again this year, the company's employees are satisfied.	

(1) Whether in terms of energy consumption or emissions linked to energy consumption at Vitura's properties, these indicators correspond to the average reduction measured across the portfolio, between 2022/2023 and the date of acquisition of each building (since 2013). This indicator is adjusted for climate variability. See table of EPRA energy indicators on page 68.

(2) The indicator takes into account the proportion of service providers who have signed the responsible purchasing charter, weighted by their respective purchasing volume. The methodology has changed since 2022. The sum of the purchasing volume of the selected service providers must represent at least 70% of the total purchasing volume for the current year (vs. a selection based on a threshold of €50,000 per service provider in 2022), for the period from January 1, Y to September 30, Y+1 (vs. one calendar year in 2022). In 2023, selected service providers accounted for 72% of the Group's purchasing volume (€4.5 million).

Priority 2 Acting for the climate

Vitura's plan to mitigate and adapt to climate change is 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.

It 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	2023 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	-41%
	Assets in operation	% of renewables in final energy consumption	32% in 2023	12%
Offset residual greenhouse gas emissions from headquarters	Vitura	% of CO ₂ emissions offset	100%	100%

Vitura is aiming for a 54% reduction in greenhouse gas emissions linked to energy consumption at its properties by 2030. In 2023, these emissions amounted to 12 kgCO₂eq/sq.m, a 41% decrease vs. 2013. In order to continuously improve the energy performance of its buildings, Vitura draws up specific action programs for each building every year:

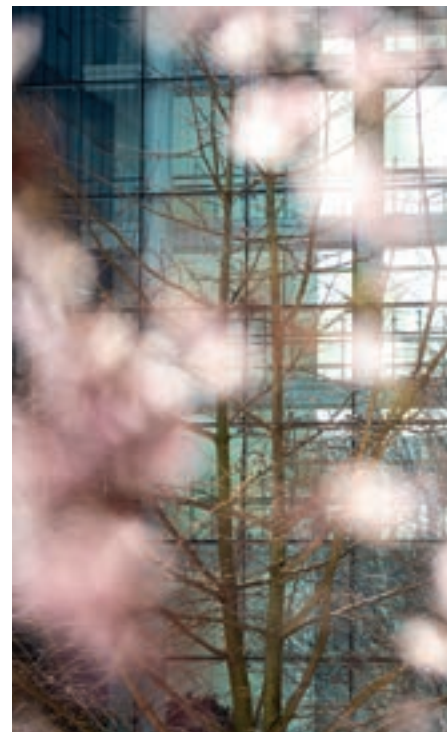
- multi-year improvement programs for renovation work;
- minor upgrade plans to improve energy performance;
- maintenance of BREEAM In-Use International and NF HQE™ Exploitation certifications;
- 2050 pathway with an associated climate change plan.

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

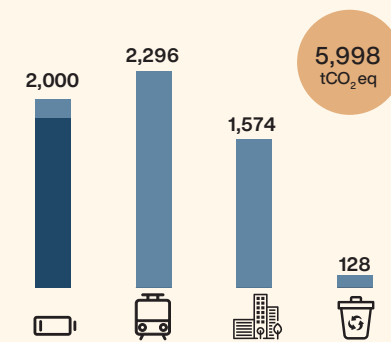
2024 by connecting the Hanami campus to Rueil-Malmaison's heating network from October 2023. This grid uses fully renewable and carbon-free geothermal energy for at least 55% of its needs.

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 15.1 metric tons of CO₂ equivalent in 2023 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...).

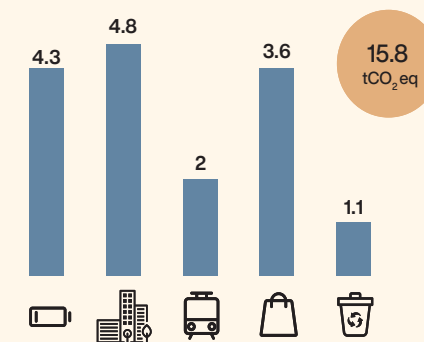
Lastly, Vitura set up a sustainable innovation fund in 2018, overseen by the CSR Committee. An innovative and effective tool, this fund is topped up annually with a carbon tax that Vitura applies on a voluntary basis. The fund helps finance a number of initiatives aimed at improving the environmental performance of Vitura's assets.



Carbon footprint of the portfolio in operation by source of emissions and by scope⁽¹⁾



Carbon footprint of headquarters by main sources of emissions⁽²⁾



- "Use" scope⁽³⁾
- "Management" scope⁽³⁾
- 🏠 Emissions from energy usage
- 🏢 Emissions from property assets
- 🚗 Emissions from employee commuting
- 🛒 Emissions from purchasing
- ♻️ Emissions from waste

In 2023, the publication of a new INSEE study on employee commuting has fine-tuned the data on average distances covered in the Paris region. As a result, the data source for calculating travel emissions was revised for assets in operation. The result is a net reduction in travel emissions, and therefore in the overall carbon footprint of the company's assets, in line with the low-impact mobility efforts made at Vitura. In addition, efforts to reduce energy consumption have also led to a significant reduction in energy costs compared with last year.

The headquarters' carbon footprint was 15.8 metric tons of CO₂ equivalent, stable on last year.



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. See table of EPRA indicators on page 61.
(2) The data used to calculate the carbon footprint of the Company's headquarters has not been adjusted for climate variability.
(3) The scopes are described in the appendix to the NFIS.

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	2023 result
Evaluate environmental risks	Assets in operation 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	2023 result
Reduce properties' energy consumption	Assets in operation	Properties' energy consumption	-40% between 2013 and 2030	-32%

In 2023, Vitura had already achieved a 32% reduction in final energy consumption per sq.m at its properties for a total of 161 kWh_{FE}/sq.m, in line with the target of a 40% reduction by 2030.

Each year, Vitura proactively carries out a range of ambitious initiatives so that it and its stakeholders are well positioned to better manage their energy consumption and meet new regulations. Notable achievements in 2023 include:

- assisting its tenants in entering their energy consumption data on ADEME's dedicated platform OPERAT in line with France's tertiary green energy decree;
- automating the collection of energy consumption data across the portfolio to prepare for the upcoming European Corporate Sustainability Reporting Directive (CSRD). Vitura has selected the SaaS platform developed by market leader Stonal, paving the way for almost

instantaneous reporting, which is key to ensuring maximum performance and responsiveness. Rollout of the platform began in 2023 and will be completed in 2024;

- 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/or NF HQE™ Exploitation certifications for all its assets;
- using urban heating and cooling networks promoting access to renewable energy generated from biomass (household waste) or geothermal sources;

- conducting 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;
- maintaining the energy efficiency plans put in place at the end of 2022 to ease pressure on the French and European energy networks. Each building now has its own best practice guide, based on the current Ecowatt scenario (see Zoom in on...). These plans contributed to the overall reduction in energy consumption across Vitura's portfolio in 2023;
- setting up ESG communities as part of the broader energy efficiency plans. The communities, coordinated by property managers, cover energy efficiency issues and much more, fostering commitment, creativity and emulation of best practices. They meet at least once per quarter for ESG Committee meetings (see Zoom in on...).

From energy efficiency plans to ESG communities

Following on from the energy efficiency plans set up for winter 2022-2023, ESG communities have been set up at all Vitura sites. They promote a collective approach to continuous improvement in issues surrounding the social and environmental transitions.

In the fourth quarter of 2022, with winter approaching, Vitura took action to ease the strain on the French and European energy supply networks by implementing voluntary energy efficiency plans at each of its sites. Since then, property managers have set up monitoring committees with tenants, meeting every quarter to support their environmental commitments in non-shared spaces. These committees, which are a collaborative forum for tenants and property managers, also discuss issues surrounding the social and environmental transitions. In the same vein, ESG communities have been set up to promote a collective approach to continuous improvement. They have fast become an invaluable source of ideas

and teamwork, which Vitura and its property managers can draw on to optimize action plans and launch new initiatives.

Energy and ideas

The newly set-up ESG communities wasted no time in proving their worth by bringing fresh ideas to the 2023 action plans. Their proposals were immediately put into practice by the property managers and technical service providers. One of the main components of the energy efficiency plans is lowering scheduled temperatures to save on heating, including in non-shared spaces. To encourage tenants to apply this measure, and to avoid having to make

manual adjustments, the new ESG communities at Europlaza and Arcs de Seine suggested adapting heating schedules based on perceived temperature, which can vary depending on orientation and floor. The measure also includes setting heating to turn on and off at different times toward the beginning and end of winter. It was implemented in winter 2023-2024.

The ESG communities have also launched new initiatives to encourage low-impact mobility, the circular economy, and inclusivity. Focusing on the issues that matter to tenants, these have proven highly successful (see Zoom in on..., p. 60).



Energy efficiency plans maintained

With a 32% reduction in Vitura's overall energy consumption in 2023, energy efficiency plans have proven themselves to be integral to a broader strategy to combat climate change.

Vitura and its stakeholders (tenants, property managers and technical service providers) have agreed to make the plans a lasting fixture. Depending on its technical characteristics, each property will continue to:

- draw up an exhaustive inventory of ways it can manage and reduce its energy consumption;
- set up green/amber/red Ecowatt scenarios for pressure on the energy networks;
- automatically implement its green scenario;
- prepare action plans to react to amber and red scenarios;
- hold quarterly steering committee meetings with the ESG communities.

4. Resources, waste and the circular economy

Objective Limit the impact of waste generated by real estate operations 

Commitment	Scope	Indicator	Objective	2023 result
Improve the recycling process across the portfolio	Assets in operation	% of properties with a process for collecting data on waste generated	100%	100%

As part of Vitura's efficiency initiative, waste production in connection with operating buildings continued to fall, with a 6% reduction on the previous year thanks to several practical initiatives.

With tenants:

- 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 organization for the promotion of sustainable real estate (OID);
- selective waste sorting is in place at 100% of properties;
- compost bins and organic waste bins have been added at 80% of properties.

In restaurant areas:

- a food waste policy is in place in selected intercompany restaurants offering takeaway meals;
- a zero-plastic policy has been rolled out, with plastic bottles, cups and straws substituted out across the majority of intercompany restaurants;
- local products and fresh and seasonal produce are on offer in the Europlaza and Passy Kennedy intercompany restaurants;
- a vegetarian option is always available and, at the Arcs de Seine intercompany restaurant, bio-waste is subject to an anaerobic digestion process.

5. Water consumption

Objective Reduce water consumption at Vitura's properties by 20% between 2013 and 2030 


Commitment	Scope	Indicator	Objective	2023 result
Track water consumption across the portfolio	Assets in operation	% of properties with a process for collecting data on water consumption	100%	100%

Vitura has rolled out several measures to reduce consumption:

- installing automatic faucets;
- installing water flow reduction systems;
- carrying out monthly maintenance and meter readings;
- installing automatic watering systems in green spaces;
- carefully managing water flow;
- automated collection of water consumption data on an ESG platform for the entire portfolio.



6. Biodiversity

Objective Apply a biodiversity action plan across the entire portfolio 

All of Vitura's buildings have 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:

- its property portfolio comprises 38,500 sq.m of green space, including trees, shrubs and herbaceous plants, helping to reduce the impact of heat islands during heatwaves;
- it systematically conducts ecological studies;
- the biotope coefficient across the portfolio is 22%;
- nesting boxes have been installed at most sites;
- initiatives are run to preserve biodiversity; and
- no pesticides are used across the portfolio.

7. Mobility

Objective Encourage the use of low-impact mobility and provide facilities for electric vehicles 

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. In particular, it provides on-site:

- electric vehicle charging stations;
- locker rooms, showers and bike parking at 80% of its properties;
- paper and digital guides and information displays about the low-impact transportation facilities on offer.

Improved performance at Rives de Bercy

Following renovations that complied with clean building site and low-pollution building site charters, which finished in October 2023, the Rives de Bercy campus is set to deliver an improved operating environmental performance and offer occupants even greater comfort.

Target	Scope	Indicator	Objective	2023 result
Apply a low-carbon strategy on building sites	Assets under renovation	% of sites that apply a low-carbon/clean building site charter	100%	100%
		% of construction sites with support from an environmental consultant	100%	100%
Raise awareness among stakeholders during the works phase		% of sites with awareness-raising for all participants during the works phase	100%	100%

A low-carbon building site

The Rives de Bercy renovation was launched with the ambition of bringing the property's carbon footprint down to a minimum by analyzing the life cycle of its materials and leveraging the circular economy. As a result, the carbon footprint of the renovation was 26 times smaller than had the building been demolished and rebuilt.

Cultivating biodiversity

As well as providing informal, inspiring spaces for tenants to work and relax, Rives de Bercy's 6,000 sq.m garden terraces also offer a multitude of new habitats to encourage biodiversity, from stonework to crevices, nesting boxes and wooded areas with 100% local tree varieties.



Adapting to climate change

With climate change, heat islands are one of the greatest threats to urban populations. By planting tree-covered areas all over its gardens, Rives de Bercy will provide its future occupants with spots where they can escape from the city heat. Since the property is close to the Seine, three buffer tanks, sized to withstand the river's "ten-year flood" water levels, have been installed in the basement.

Shifting to low-impact mobility

Mitigating climate change means transforming our mobility toward solutions that emit less CO₂. The new

Rives de Bercy campus is designed with this transition in mind, offering a 135-space bicycle parking facility, charging stations for all types of electric vehicles, an entrance 150 meters from the subway station and direct access to a dense network of safe paths for all forms of low-impact mobility.

Reducing energy consumption

By renovating technical equipment such as air handling units, cooling units and lighting, and by optimizing building management systems (adjusted setpoint temperature, optimized airflow rate, presence detectors, etc.), the property should see energy savings of around 20% in operation.

Priority 3 Having a positive social footprint



Vitura's social footprint essentially comprises four different levels

<p>/ 1 NATIONAL LEVEL</p> <p>Government and sustainable development goals</p> <p>"2°C pathway" laid down in the Paris agreement</p> <p>UN Global Compact</p>	<p>/ 2 REGIONAL LEVEL</p> <p>Impact on activity, employment and community life</p> <p>Contribution to biodiversity conservation</p>	<p>/ 3 PROPERTY PORTFOLIO LEVEL</p> <p>Reduction of environmental impacts and disturbances</p>	<p>/ 4 STAKEHOLDER ENGAGEMENT LEVEL</p> <p>Buy-in for CSR policy</p> <p>Shared and sustainable value creation</p>
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1. Buildings tailored to their tenants

1.1. Health, safety, comfort and well-being



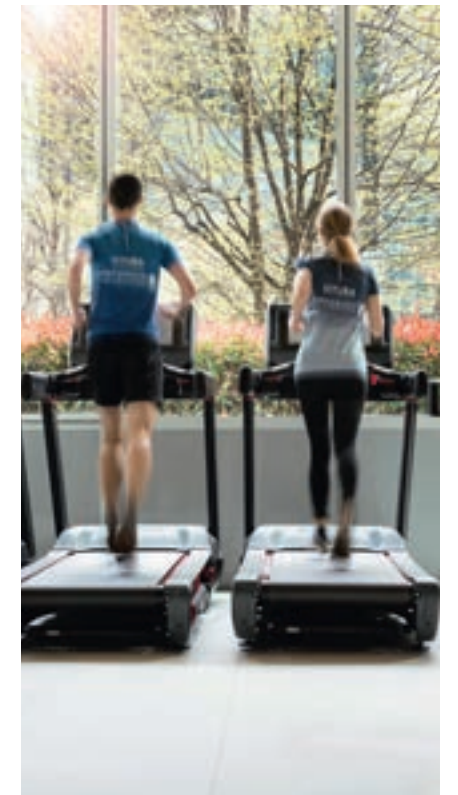
Objective		Foster tenant health and well-being		
Commitment	Scope	Indicator	Objective	2023 result
Ensure the health and safety of tenants and adapt to their needs and expectations in terms of comfort and well-being	Assets in operation	% of properties with tenant satisfaction surveys	100%	100%
Propose 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 2023:

- regular monitoring by property managers of regulatory facilities audits; no points were identified as non-compliant across the assets during the year;
- 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..., p. 60);
- 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, gyms and exercise classes.



1.2. Accessibility

Objective		Make 100% of our portfolio accessible to everyone		
Before each planned acquisition or major renovation, Vitura carries out an accessibility analysis and implements the necessary corrective measures. In 2024, accessibility audits will be carried out at Europlaza and Arcs de Seine. They will take into account all types of disability (motor, auditory, visual and mental) and all aspects of accessibility (external pathways, access and reception conditions, circulation in buildings, toilets, interior doors and locks, floor coverings, layout and equipment for information and comfort). The first corrective measures could be to simplify language, introduce braille in displays and modulate the sound level of background music.				

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	2023 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 main service providers having signed the responsible purchasing charter, weighted by purchasing volume	100%	100%

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 and encourages involvement in 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 and implementation of energy efficiency plans;

- raises awareness and encourages involvement in ESG issues through ESG committees and regular events and meetings across all sites.

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	2023 result
Ensure a high satisfaction rate among employees and bring them on board the CSR process	Vitura	% of satisfied Vitura employees	100%	100%

Vitura is a people-centered company that places the utmost importance on equal opportunity. Its employment policy respects human rights, the French Labor Code (*Code du travail*) and International Labour Organization (ILO) conventions.

In 2023, 100% of Vitura employees reported that they were satisfied in the annual satisfaction survey. Numerous management

measures contribute to maintaining this very high level of satisfaction:

- creation of an annual events program to boost employee well-being;
- 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 16th "Les Foulées de l'Immobilier" race in June 2023, and the Royal Parks Half Marathon in London in October 2023.

4. Regional and employment market impact

Objective		Get stakeholder buy-in for Vitura's CSR approach to make an impact across the entire value chain		
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Given that regional impacts are an essential link in the real estate value chain, Vitura works tirelessly to increase its contribution to local communities, by:

- helping to maintain 697 indirect long-term jobs;
- inviting local businesses and professionals to give concerts or distribute treats on celebration days;
- involving local charities in events and awareness-raising activities at Vitura sites. This has included Octobre Rose, which raises awareness about the importance of breast cancer screening; Yoti, which recovers used toys to give them a second life; Aïda, which collects new toys for children in hospital; and the White Collar Challenge, a not-for-profit amateur boxing gala that raises funds to promote education and integration through sport.

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.

- The **OID** (Observatoire de l'Immobilier Durable) 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 (EPRA)** 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).
- Institut de l'Épargne Immobilière et Foncière** 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 "SIC France" index.
- The **Global Real Estate Sustainability Benchmark (GRESB)** 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.
- Global Compact France**, 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.
- ULI** (Urban Land Institute) 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 2023

ESG highlights

As in every other year, there was no shortage of special events at Vitura properties in 2023. Some were organized to celebrate national holidays, while others echoed causes close to tenants' hearts, supporting their commitment to international, national or local initiatives. The ESG communities, themselves offshoots of the new ESG committees set up as part of broader energy efficiency plans, are already playing an active role in this busy community life, with support from property managers.

At Europlaza and Arcs de Seine, life-saving training initiatives have been renewed, with two to three sessions a year. Each training

session is run by professional firefighters from Boulogne-Billancourt and Courbevoie and is attended by around 30 volunteers.

At both sites, Christmas gifts were collected by non-profit Aïda for the fight against cancer, which supports children in hospital.

Aïda was chosen at the request of a tenant. Those who took part appreciated how easy it was to make donations electronically, and welcomed the opportunity to give sick children the gifts they were hoping for. By word of mouth, the initiative has spread to other sites where Vitura tenants are also present.

Among other events, the two bicycle diagnosis and repair workshops were also a great success with employees attracted by this environmentally friendly mode of transport. The clear focus on environmental issues throughout the events calendar in 2023 continued with two awareness-raising workshops – one on water wastage and the other on waste sorting.



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 carbon tax amounted to €69.2 in 2023 (according to the planned progression by France's Energy Transition Law no. 2015-992 of August 17, 2015 relating to the energy transition for green growth), bringing the sustainable innovation fund to €96,118.80, for 1,389 tCO₂eq. of emissions. This has helped finance a number of initiatives.

