

Continued 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.

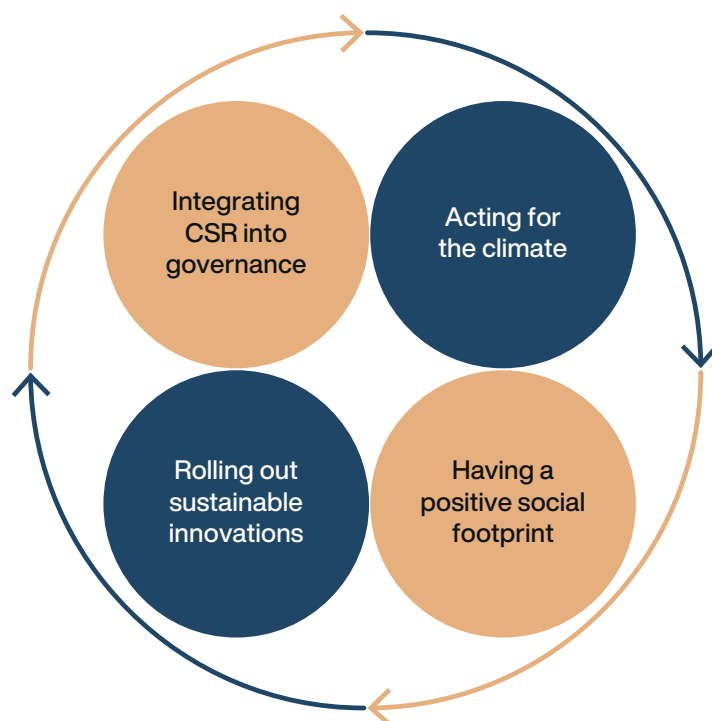


Vitura's corporate social responsibility (CSR) strategy is based on analyzing and prioritizing the issues directly impacting it and maintaining an environmental, social and governance risk map.

This strategy revolves around three focus areas: integrating CSR into our corporate governance, acting for the climate, having a positive social footprint.

Each of these three 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. Thanks to its pro-active approach to sustainable development, Vitura was awarded an excellent score of 92/100 by the Global Real Estate Sustainability Benchmark (GRESB), an organization that assesses the CSR practices of real estate companies worldwide. Vitura ranks second among listed office property companies in France, having been ranked world number 1 four times. As a result, Vitura has maintained its 5-star rating, placing it in the top 10% of the highest-rated listed European companies.



- PRIORITY 1 -

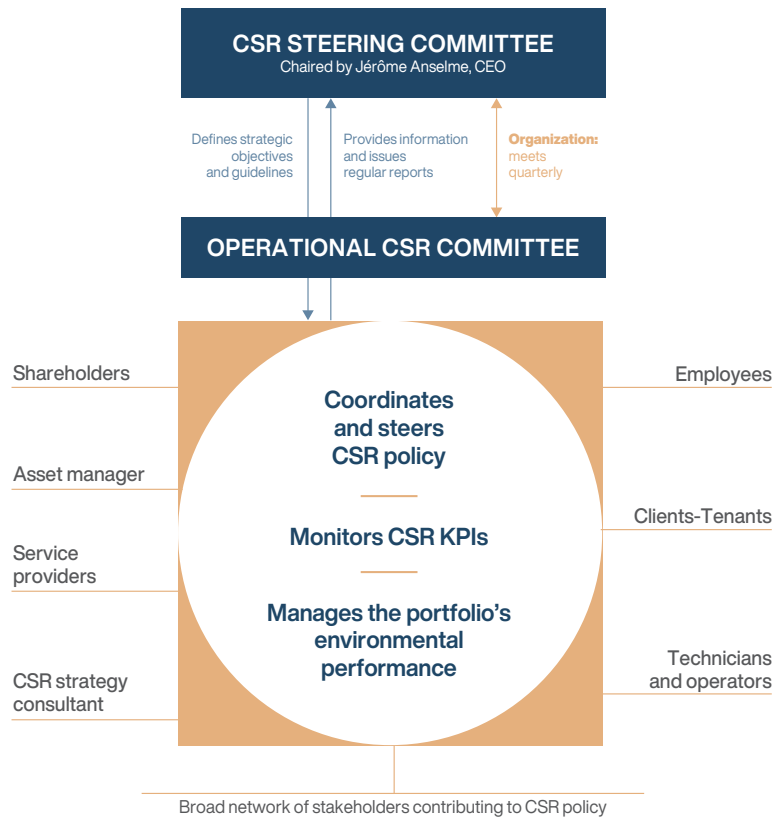
Integrating CSR into corporate governance

In 2013, Vitura set up a CSR Steering Committee chaired by Jérôme Anselme, Chief Executive Officer, which meets every quarter. It is responsible for incorporating Vitura's ESG challenges and risks into its overall strategy. It defines its objectives and prepares 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. 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, along with the reduction of energy consumption. It anticipates the entry into force of the European Corporate Sustainability Reporting Directive (CSRD), which will direct investment flows to the most virtuous projects.








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:

-  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 in place to alleviate these risks.

See the "Risk Factors" section on page 87 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	2023 result ⁽¹⁾	2024 result	COMMENTS
PRIORITY 2: ACTING FOR THE CLIMATE	Reduce greenhouse gas emissions linked to energy consumption at its properties	Assets in operation – like-for-like scope	Emissions linked to energy consumption at its properties ⁽²⁾	-54% between 2013 and 2030	-53%	-61%	Energy efficiency plans, the use of increasingly low-carbon urban networks and, in particular, the Hanami Campus connecting to Rueil-Malmaison's heating network (which uses geothermal energy, making it very low-carbon) explain this reduction in emissions linked to energy consumption.
	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 – like-for-like scope	% of properties that have undergone risk mapping	100%	100%	100%	Identifying asset risks is an integral part of Vitura's CSR approach.
	Reduce properties' energy consumption	Assets in operation – like-for-like scope	Properties' energy consumption ⁽²⁾	-40% between 2013 and 2030	-36%	-32%	This reduction in energy consumption is attributable to the performance of technical equipment and the optimization of control and usage. This reduction is based on the specific methodology used for the NFIS, independent of the French tertiary eco energy decree.
	Improve the recycling process across the portfolio	Assets in operation – like-for-like scope	% 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 – like-for-like scope	% of properties with a process for collecting data on water consumption	100%	100%	100%	Vitura monitors water consumption at each of its assets on an annual basis.
	Encourage low-impact mobility	Assets in operation – like-for-like scope	Number of bicycle parking spaces	-	243	386	Low-impact mobility is an important part of Vitura's CSR strategy.
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 – like-for-like scope	% 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 – like-for-like scope	% of properties with a tenant events program	80%	60%	67%	Vitura runs an extensive events program for tenants.
		Assets in operation – like-for-like scope	% of on-site events on social or sustainability issues	25%	21%	38%	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 – like-for-like scope	% 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 – like-for-like scope	% 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 ESG service providers having signed the responsible purchasing charter ⁽³⁾	100%	33%	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) To prepare for the implementation of the CSRD and align the reporting scopes for financial and non-financial data, the reporting scope for the 2024 NFIS runs from January 1, 2024 to December 31, 2024 (compared with October 1, 2022 to September 30, 2023 for the 2023 NFIS). To ensure year-on-year comparability, the 2023 results have been restated for two adjustments: i) a new reporting scope running from January 1, 2023 to December 31, 2023, and ii) a like-for-like scope (the Europlaza, Arcs de Seine and Hanami buildings).

(2) 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 i) 2024 and ii) the date of acquisition of the building or the year 2013, if earlier. This indicator is adjusted for climate variability. See table of EPRA energy indicators on pages 54-55.

(3) ESG service providers include CSR consultants, asset managers and property managers.

- 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 53% BETWEEN 2013 AND 2030

COMMITMENT	SCOPE	INDICATOR	OBJECTIVE	2024 RESULT
Reduce greenhouse gas emissions linked to energy consumption at its properties	Assets in operation – like-for-like scope	Emissions linked to energy consumption at its properties ⁽¹⁾	-53% between 2013 and 2030	-61%
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 2024, these emissions amounted to 8 kgCO₂eq/sq.m, a 61% 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:

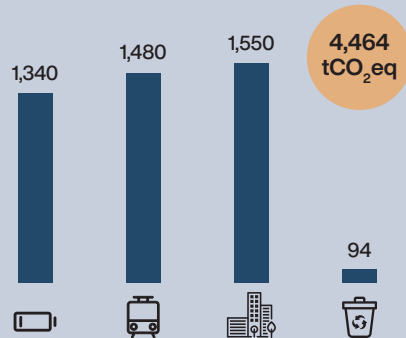
- multi-year improvement programs for renovation work;
- minor upgrade plans to improve energy performance;

- 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, 21% of the energy used by buildings in operation is renewable, notably thanks to the Hanami Campus, which has been connected to Rueil-Malmaison's heating network since October 2023. In 2024, all properties were connected to an urban power grid.

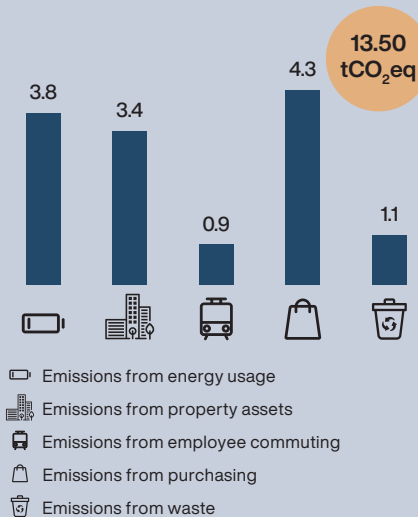
Vitura also uses increasingly efficient tools to calculate the annual carbon footprint of its headquarters, both overall and per square meter. Its footprint stood at 13.5 metric tons of CO₂ equivalent in 2024 and efforts are ongoing to reduce it further. Alongside its efforts to reduce its emissions, Vitura voluntarily offsets its GHG emissions with the GoodPlanet Foundation (see Zoom in on...).

⁽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 i) 2024 and ii) the date of acquisition of the building or the year 2013, if earlier. This indicator is adjusted for climate variability. See table of EPRA energy indicators on pages 54-55.

CARBON FOOTPRINT OF THE PORTFOLIO IN OPERATION BY SOURCE OF EMISSIONS⁽¹⁾



CARBON FOOTPRINT OF HEADQUARTERS BY MAIN SOURCES OF EMISSIONS



The headquarters' carbon footprint was 13.5 metric tons of CO₂ equivalent, down 16% from last year. The carbon footprint of Vitura's headquarters is estimated using an annual carbon footprint assessment taking into account Scopes 1, 2 and 3.

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 60,000 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 53.

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	2024 RESULT
Evaluate environmental risks	Assets in operation – like-for-like scope	% 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:

- adaptation audits in 2024 on the Europlaza and Arcs de Seine buildings to determine their exposure and vulnerability to the main

climate hazards, and identify the measures to be put in place to reduce risk. The tool used to measure exposure and vulnerability is the Observatoire de l'Immobilier Durable's R4RE tool;

- in consultation with property managers, implementation of protocols for emergency situations such as pandemics and floods, strengthened by drawing on all the lessons learned from the Covid-19 crisis;

- installation and maintenance of dense and diversified vegetation to help regulate humidity and temperature, and preserve water resources;
- acquisition of 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

COMMITMENT	SCOPE	INDICATOR	OBJECTIVE	2024 RESULT
Reduce properties' energy consumption	Assets in operation – like-for-like scope	Properties' energy consumption ⁽¹⁾	-40% between 2013 and 2030	-36%

In 2024, Vitura had already achieved an average of a 36% reduction in final energy consumption per sq.m at its properties for a total of 159 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 itself and its stakeholders are well positioned to better manage their energy consumption and meet new regulations. Notable achievements 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 CSRD, paving the way for almost instantaneous reporting, which is key to ensuring maximum performance and responsiveness;
- installing a building management system at all properties to promote optimal energy performance management;

- rolling out energy performance contracts on 50% of properties, designed to improve the energy efficiency of buildings and guarantee a reduction in energy consumption;
- 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;
- 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...).
- setting up ESG communities as part of the broader energy efficiency plans. These plans contributed to the overall reduction in energy consumption across Vitura's portfolio in 2023;
- 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...);

- carrying out energy audits in 2023 on the Europlaza and Arcs de Seine buildings using a dynamic energy simulation software to model the buildings and determine their current energy consumption based on their technical equipment. This modeling provided a projection of the buildings' energy consumption in the event of energy reduction solutions being installed on various technical facilities. These solutions were assessed in terms of their cost, energy impact and impact on the CREM 1.5°C carbon pathway. The report is used to inform the company's annual building investment plans.

⁽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 i) 2024 and ii) the date of acquisition of the building or the year 2013, if earlier. This indicator is adjusted for climate variability. See table of EPRA energy indicators on pages 54-55.

ESG COMMUNITIES: CONTINUALLY COMMITTED

Following on from tenant meetings, ESG communities have been meeting quarterly at various Vitura sites for the past two years. They run a collective approach to continuous improvement in issues surrounding the social and environmental transitions.

During the winter of 2022-2023, when Europe's energy supply came under severe pressure, Vitura and its partners implemented energy efficiency plans at each site. To take this momentum further, the ESG communities have received training. Their meetings are a dedicated opportunity to share best practices in the use of both private and common areas. They are also a forum for ideas that property managers and their technical service providers can take on board in their efforts each year to optimize building management and launch new initiatives.

PERCEIVED TEMPERATURES

Since 2023, ESG communities have contributed to improving the energy efficiency plans.

Optimizing control of heating, the main source of energy consumption and CO₂ emissions, remains their priority. Lower temperatures, including in private spaces, continue to be applied by default. To encourage tenants to apply this measure, and to avoid having to make manual adjustments, the ESG communities continued through winter 2024-2025 to adapt 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.

ECHOING TENANTS' COMMITMENTS

Vitura has already reduced its portfolio's overall energy consumption by over a third since 2013, thanks in particular to the efforts made by its tenants.

Similarly, the energy efficiency plans also continue to receive strong support from property managers and technical service providers. This is why, depending on its

technical characteristics, each property continues 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.

Lastly, the ESG communities take part in deciding on initiatives to encourage low-impact mobility, the circular economy, and inclusivity. These vary by site. Following an accessibility audit, the Europlaza auditorium will soon be equipped with a platform for wheelchair users.

36%

reduction in the overall energy consumption of Vitura's portfolio since 2013





4. Resources, waste and the circular economy



OBJECTIVE

LIMIT THE IMPACT OF WASTE GENERATED BY REAL ESTATE OPERATIONS

COMMITMENT	SCOPE	INDICATOR	OBJECTIVE	2024 RESULT
Improve the recycling process across the portfolio	Assets in operation – like-for-like scope	% 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 10% reduction per FTE since 2023. As the total number of users within the portfolio has increased, total waste production has automatically risen by 2% year on year. The improvement per FTE has been made possible 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 75% 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 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	2024 RESULT
Track water consumption across the portfolio	Assets in operation – like-for-like scope	% of properties with a process for collecting data on water consumption	100%	100%

The 6% reduction in water consumption across Vitura's portfolio is the result of several actions:

- 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 21,500 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 24%;
- nesting boxes have been installed at most sites;
- initiatives are run to preserve biodiversity; and
- certain properties are pesticide-free.

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 75% 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;
- a bicycle tire pumping station;
- changing rooms, showers and bicycle parking facilities at 100% of its properties, for a total of 386 bicycle parking spaces across the portfolio;
- paper and digital guides and information displays about the low-impact transportation facilities on offer.

In 2024, a pop-up bicycle repair workshop was held for a day at Europlaza. All the occupants using this mode of transportation were able to have their bicycles reconditioned.



- 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	2024 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 – like-for-like scope	% of properties with tenant satisfaction surveys	100%	100%
Propose an annual events program for tenants	Assets in operation – like-for-like scope	% of properties with a tenant events program	80%	67%

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 2024:

- 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. 50), of which 38% are based on social or sustainability issues;
- 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;

- variety of "wellness" services offered, including gyms, exercise classes, consultations with physical therapists, relaxation spaces and lounges.

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, for example, an accessibility audit was carried out at Europlaza, covering 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 audit showed that the building complies with the French Labor Code (*Code du travail*). Inspired by France's more demanding regulation on buildings open to the public (ERP), further ways of improving accessibility could include simplifying language, introducing braille in displays and modulating 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	2024 RESULT
Raise property manager and tenant awareness of environmental issues	Assets in operation – like-for-like scope	% of leased surface area covered by an environmental appendix	100%	100%
	Assets in operation – like-for-like scope	% of properties covered by ESG awareness sessions	100%	100%
Find out about service providers' CSR practices	Vitura	% of ESG service providers having signed the responsible purchasing charter ⁽¹⁾	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, such as the *Fresque de l'Immobilier Durable* (sustainable real estate fresk) and courses on double materiality and the CSRD.

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:

- asks providers participating in Vitura's EMS to join the company's proactive approach and contribute to its performance plan by signing a responsible purchasing charter.

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	2024 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 and International Labour Organization (ILO) conventions.

In 2024, 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 and sporting activities and participation in regular or one-off team sporting events. In June 2024, Vitura was represented at Mohamed Riad's MMS Cup.

⁽¹⁾ The methodology was modified as of this year. In order to align itself with other standards, Vitura has decided to include in its responsible purchasing charter all service providers who have a direct impact on its environmental management system (EMS). ESG service providers include CSR consultants, asset managers and property managers.

4. Regional and employment market impact

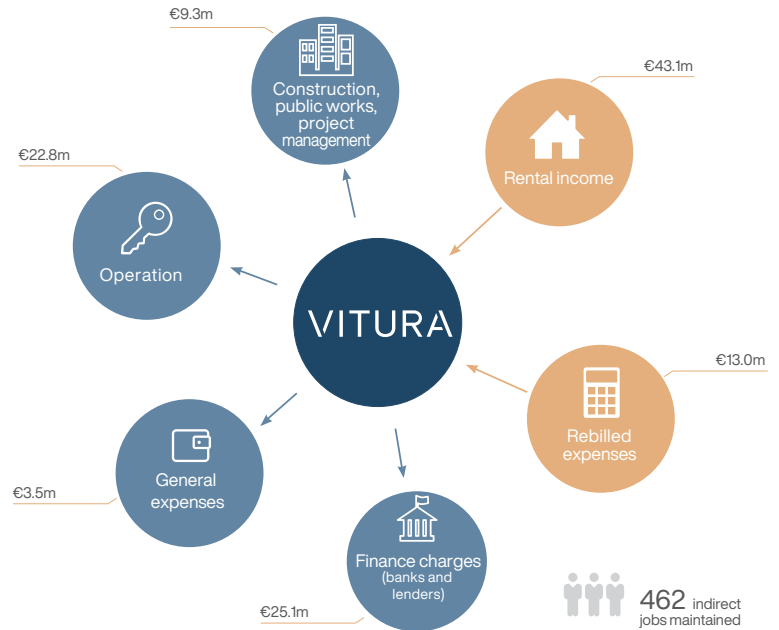


OBJECTIVE

GET STAKEHOLDER BUY-IN FOR VITURA'S CSR APPROACH TO MAKE AN IMPACT ACROSS THE ENTIRE VALUE CHAIN

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 462 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 WWF's Earth Hour, a yearly event to switch off the lights at many emblematic monuments worldwide.



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 170 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 over 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 "SIIC 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.



Global Compact France, the official local network association in France for the UN Global Compact, brings together more than 2,500 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 2024

FRIENDLY AND COMMUNITY-MINDED INITIATIVES

In 2024, as every year, the Vitura sites were once again bursting with life. Several events lit up the calendar, including Christmas, Chinese New Year, Music Day, Olympic (chocolate) medal ceremonies and more. 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. 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 again collected by non-profit Aïda for the fight against cancer, which supports children in hospital. This initiative was originally suggested by a tenant. It continues to win support, with those taking part appreciating the ease of making donations electronically and welcoming the opportunity to give sick children the gifts they were hoping for.

Among other initiatives, a new one-day bicycle diagnosis and repair workshop was organized at Europlaza. This was an invaluable boost for employees keen to cycle to and from work. In 2024, the site was also equipped with a free, open-access tire pumping station. The site also took part in WWF's Earth Hour, switching off its lights at 8:30 p.m. on March 23, joining many others around the world to highlight the urgency of reducing our energy consumption.

Massage, manicure and even mini-golf sessions also contributed to the physical and psychological well-being of tenants at Vitura buildings.



ZOOM IN ON... TASTEFUL SERVICE – AN EXCLUSIVE INNOVATION ON THE COMMERCIAL MARKET

Once you've tasted life at Vitura, there's no going back!

A former employee of a major auditing tenant in the Europlaza tower, Michel Jean changed career paths to create IS Paris, an independent brand of high-end ice creams and sorbets. He has joined forces with some of the best professionals, including a national award-winning baker and a pastry chef with three Michelin stars. IS Paris' creations stand out for their simple delicacy: premium unprocessed, natural ingredients, local whenever possible, limited sugar and no unnecessary additives. Since Vitura shares Michel Jean's passion for excellence and refinement, it offered to install an automatic ice cream and sorbet distributor at Europlaza, bringing him back to where he started. More than a nod to his professional past, it is a way for Vitura to enhance its range of premium services. It was a recipe for success, with the tower's occupants flocking to the lobby to discover the launch of the IS Paris experience on December 3.