

# Continued commitment

Ever since its creation in 2006, Vitura has closely associated economic performance and environmental and social excellence. The Company has fully incorporated the challenges of sustainable development and actively engages in the key transitions facing society. It began publishing a Corporate Social Responsibility (CSR) Report on a voluntary basis in 2013. Having shown resilience during the pandemic and the subsequent energy crisis, Vitura took further strides in 2023, working closely with its tenants in to identify priority issues and to define action plans for each site. This approach is based on environmental, social and governance (ESG) communities set up under broader energy efficiency plans.



Vitura's corporate social responsibility (CSR) strategy is based on analyzing and prioritizing the issues that are relevant to the Company and maintaining an environmental, social and governance risk map. This strategy revolves around three main focus areas: integrating CSR into our corporate governance, acting for the climate, developing a positive social footprint. Each of these areas is reflected in ambitious concrete commitments that are broken down over the short, medium and long term, and aligned with the tertiary green energy decree issued under France's ELAN law, aiming to promote energy efficiency in the services sector.

Thanks to the results achieved, Vitura has become a benchmark recognized by national and international environmental, social and governance (ESG) analysts. In recognition of its proactive approach to sustainable development, Vitura was once again awarded a 5-star rating in the 2025 Global Real Estate Sustainability Benchmark (GRESB), and has been ranked world number 1 four times. Each year, the GRESB assesses and compares the CSR performance of real estate companies worldwide, providing a reliable reference for the financial markets.

**- PRIORITY 1 -**

# CSR Strategy

A CSR Steering Committee has been in place since 2013, 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, defining its ESG objectives and preparing an action plan to achieve them. The Operational CSR Committee oversees and reports regularly on the plan to the Steering Committee.

Vitura's CSR strategy is guided by three complementary environmental social and governance policies, involving the Company

and its main stakeholders as part of its approach geared toward continuous improvement. Specific processes and tools ensure coordination and consultation between these different dimensions.

The new ESG communities set up for each site in 2023 have reinforced Vitura's capacity for action, agility and resilience. At the heart of its commitment, Vitura's governance policy fully incorporates the principles of diversity and equal and fair treatment with respect to gender, age and professional 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 notably 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 (*Observatoire de l'Immobilier Durable* - OID), (iii) the topics that must be covered in the CSR Report, (iv) the rating criteria used in non-financial questionnaires (GRESB, CDP, etc.) and (v) MEDEF and AMF recommendations.

Following its completion, the process identified 21 challenges. A materiality analysis is then conducted involving all internal and external stakeholders, with a questionnaire distributed and a materiality matrix produced. In 2023, this approach was bolstered by the inclusion of tenants, whose feedback on the 21 identified challenges, like other Vitura stakeholders, ranked climate change mitigation and resilience as top priorities, along with the reduction of energy consumption.



## 2. Measuring risks

Each year, the CSR Steering Committee reviews the ESG risks likely to have a material impact on Vitura's business, financial position or earnings. The areas analyzed are defined based on the ESG challenges identified in the Company materiality matrix. The risks identified incorporate the latest practices and recommendations and round out the Company's overall risk analysis.

To do this, Vitura uses a risk map, with risks assessed based on their probability of occurrence, their net impact and the efficiency of risk management systems in place. Five main risks were identified as a result. In this section of the report, symbols are used to illustrate the actions implemented to mitigate these risks.

See the "Risk Factors" section of this report for further details regarding the Company's overall risk analysis.



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 heat waves, droughts and flooding



risks related to stakeholder relations

### 3. Main objectives and key performance indicators

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 improvement process is based on AFNOR-ISO 14001 certification requirements.

	Commitment	Scope	Indicator	Objective	2025 result	Comments
PRIORITY 1: CSR STRATEGY	Non-financial evaluation	Vitura	Score obtained		<b>90</b>	Once again, Vitura obtained a high score and maintained its 5-star rating, the highest level awarded by GRESB, placing it among sector leaders.
PRIORITY 2: ACTING FOR THE CLIMATE	Reduce greenhouse gas emissions linked to energy consumption at its properties	Assets in operation	% of assets certified in operation	100%	<b>100%</b>	Vitura's entire portfolio is certified compliant with HQE Exploitation and BREEAM In-Use International standards.
		Assets in operation	Reduction in CO <sub>2</sub> emissions linked to energy consumption at its properties	-54% between 2013 and 2030	<b>-56%</b>	The decrease in CO <sub>2</sub> emissions linked to Vitura's properties was mainly attributable to the continuous improvement in its buildings' energy efficiency, increased use of low-carbon energy and the rollout of operational action plans in collaboration with tenants.
	Offset residual greenhouse gas emissions from headquarters	Vitura	% of CO <sub>2</sub> emissions offset	100%	<b>100%</b>	Every year, Vitura offsets the entirety of its CO <sub>2</sub> emissions from its headquarters through the GoodPlanet Foundation.
	Manage energy data	Assets in operation and real estate	% of energy data collected	100%	<b>100%</b>	The collection of energy data ensures trustworthy real-time information, optimizes consumption management and enhances the relevance of reports.
	Reduce properties' energy consumption	Assets in operation	Reduction in properties' energy consumption	-40% between 2013 and 2030	<b>-37%</b>	The decrease in the energy consumption of Vitura's portfolio was mainly attributable to the continuous improvement in its buildings' performance, optimization of technical equipment and the more precise control of usage, in conjunction with tenants.
	Improve the recycling process across the portfolio	Assets in operation	% of properties with a process for collecting data on waste generated	100%	<b>100%</b>	Vitura conducts annual waste monitoring for all of its properties to better manage volumes, value and the environmental performance of its portfolio.
	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%	<b>100%</b>	Each year, Vitura monitors the water consumption of its assets to better manage usage and reduce its environmental impact.
	Evaluate environmental risks	Assets in operation	% of properties subject to risk mapping	100%	<b>100%</b>	Portfolio risk management is fully integrated into Vitura's CSR approach.
PRIORITY 3: HAVING A POSITIVE SOCIAL FOOTPRINT	Raise stakeholder ESG awareness	Assets in operation	% of leases with an environmental appendix	100%	<b>100%</b>	The environmental appendix, integrated automatically into all leases, commits stakeholders to Vitura's CSR approach.
		Assets in operation	% of properties with a green committee	100%	<b>100%</b>	Awareness around ESG issues is raised at green committee meetings, which bring together, for each property, a CSR community comprising the owner, tenants, property manager and maintenance provider.
	Ensure tenant comfort and well-being	Assets in operation	% of properties offering green spaces and a respect for biodiversity	100%	<b>100%</b>	Green spaces and the preservation of biodiversity help improve tenant comfort and reduce the environmental impact of properties.
		Assets in operation	Number of sustainability or social events held at multi-tenant properties		<b>35%</b>	Vitura regularly coordinates events for its tenants at its sites.
	Involve partners in Vitura's CSR approach	Vitura	% of environmental service providers having signed the responsible purchasing charter	100%	<b>100%</b>	Service providers included in Vitura's environmental management system make a commitment by signing the responsible purchasing charter.
	Ensure a high satisfaction rate among employees and bring them on board the CSR process	Vitura	% of satisfied employees	100%	<b>100%</b>	Once again this year, Company employees indicated their satisfaction.

## - PRIORITY 2 -

# Acting for the climate

Vitura's plan to mitigate and adapt to climate change is led by several focus areas:

- measuring energy consumption and greenhouse gas emissions of the whole portfolio;
- identifying climate change risks and implementing measures to limit them;
- reducing energy consumption and greenhouse gas emissions across its real estate portfolio by 54% by 2030 (compared to 2013), with the aim of achieving carbon neutrality by 2050, driven by quantitative objectives and action plans for each property;
- aligning stakeholders so that climate change is fully integrated into Vitura's strategy and operations.



## 1. Maintaining environmental certification for buildings in operation

The Company places particular importance on maintaining environmental certifications for its office buildings (in particular HQE Exploitation and BREEAM In-Use). These certifications represent a structural management lever for the environmental and operational performance of the portfolio, enabling the close and auditable monitoring of energy consumption, greenhouse gas emissions, and water and waste management, as well as comfort and health conditions for tenants. They will also prove useful for future regulatory

requirements, in particular those relating to France's tertiary green energy decree, and for reducing the risk of asset obsolescence. Maintaining these certifications is enshrined in the Company's ESG strategy; they reinforce the attractiveness of properties for users, the resilience of real estate portfolio, and the creation of sustainable value for all stakeholders.

In 2025, 100% of properties obtained both HQE Exploitation and BREEAM In-Use certification.



## 2. Energy efficiency

In 2025, Vitura achieved a 37% reduction in final energy consumption per sq.m at its properties for a total of 167 kWhFE/sq.m, already in line with the target of a 40% reduction by 2030. This performance is due to a proactive and structured policy towards energy management, rolled out gradually across the portfolio.

This year, the Company is putting in place ambitious plans aimed at improving the energy efficiency of its properties and anticipating regulatory changes.

- The automation of energy data collection across the portfolio is centralized on a dedicated platform that enables detailed analysis of consumption and increased responsiveness in the identification of performance drivers.
- Comprehensive energy audits were also carried out on the *Europiazza* and *Arcs de Seine* properties, using dynamic energy simulation software to model the actual behavior of buildings, evaluate their current consumption in relation to the technical equipment in place, and plan different renovation scenarios.

- All properties are now equipped with a building management system, promoting optimal energy performance management.
- Energy performance contracts have been rolled out on 50% of properties, contractually guaranteeing measurable improvements in energy efficiency.
- The Company also maintained the energy efficiency plans put in place at the end of 2022 to help ease pressure on the French and European energy networks. Each building now has its own best practice guide, prioritizing a sustainable reduction in consumption.
- Along the same lines, ESG communities have been set up to reinforce stakeholder engagement and encourage collective innovation beyond energy issues alone.
- The Company actively assists all of its tenants in entering their energy consumption data on ADEME's dedicated OPERAT platform in line with France's tertiary green energy decree.



### 3. Reducing GHG emissions

The Company deploys a set of operational and investment resources aiming to reduce greenhouse gas emissions linked to energy consumption across its real estate portfolio. Its objective is to reach a 54% reduction by 2030. In 2025, these emissions amounted to 12 kgCO<sub>2</sub>eq/sq.m, a 56% decrease vs. 2013.

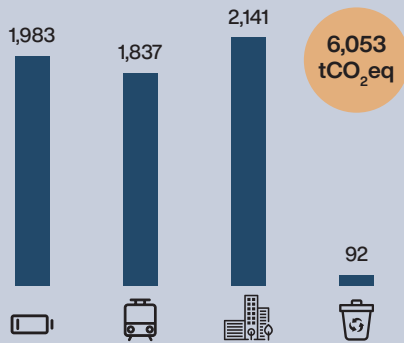
Its approach is primarily based on the continuous improvement of the energy performance of its properties through targeted renovation programs (HVAC system optimization, LED relamping, the rollout of monitoring and building management systems), alongside the close and regular monitoring of energy consumption.

These actions are part of an emission reduction pathway aligned with regulatory objectives, in particular those relating to France's tertiary green energy decree, and help reduce the carbon footprint of properties while improving their resilience and long-term performance.

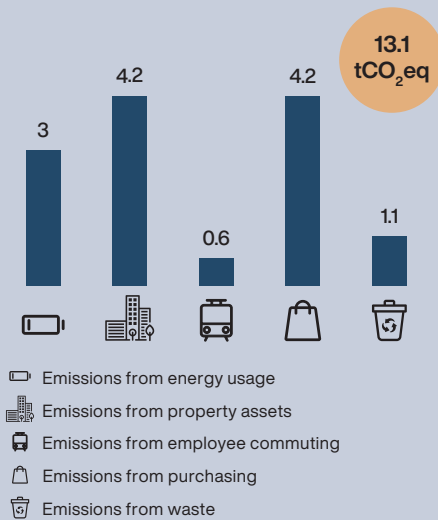
Vitura's real estate portfolio also complies with the decarbonization pathways set out by the Carbon Risk Real Estate Monitor (CRREM) initiative. Drawn up on the basis of climate scenarios from the Intergovernmental Panel on Climate Change (IPCC) and national data specific to each type of asset, these pathways set thresholds for energy performance and carbon intensity to be achieved over time. Compliance with these thresholds attests to the buildings' alignment with a trajectory compatible with limiting global warming to 1.5°C by 2050.

Vitura also calculates the annual carbon footprint of its headquarters, both overall and per square meter. Its footprint stood at 13.1 metric tons of CO<sub>2</sub> equivalent in 2025 and efforts are ongoing to reduce it further. Vitura voluntarily offsets its emissions with the GoodPlanet Foundation (see Focus).

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



**CARBON FOOTPRINT OF HEADQUARTERS  
BY MAIN SOURCES OF EMISSIONS**



The headquarters' carbon footprint was 13.1 metric tons of CO<sub>2</sub> equivalent, down 3% from last year. It is estimated using an annual carbon footprint assessment taking into account Scopes 1, 2 and 3.

<sup>(1)</sup> Figures adjusted for climate variability. See table of EPRA indicators on page 48.

**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 10 minutes from Paris hosts unique exhibitions and events to learn about ecology in a hands-on way. Yann Arthus-Bertrand is the Chairman of GoodPlanet.

FONDATION  
**GoodPlanet**



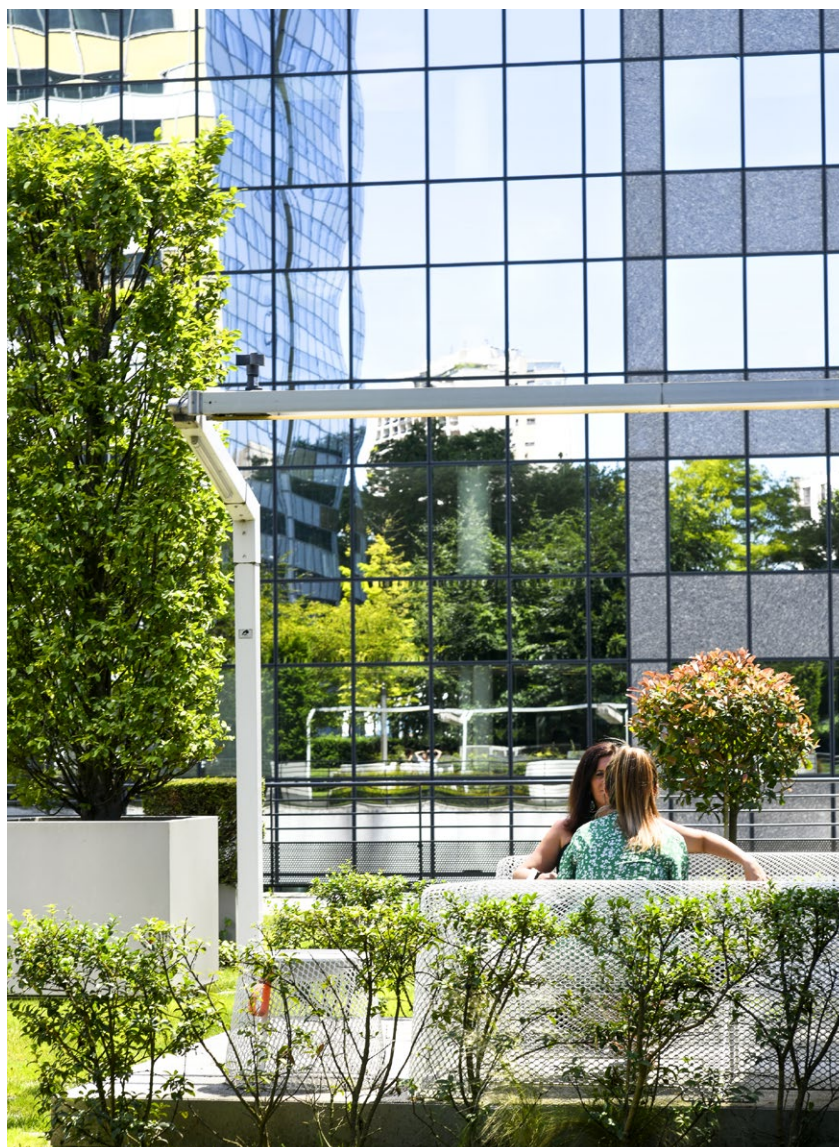
## 4. Resilience of real estate assets

Since 2020, the entirety of Vitura's real estate portfolio has undergone risk mapping using the French R4RE Bat-ADAPT platform. This approach is part of the Company's climate risk management policy and aims to assess the exposure of assets to major climate hazards, as well as their intrinsic technical vulnerability.

The data is cross-referenced to establish a risk profile for each asset and to rank physical climate risks according to three levels (low, medium and high) in order to prioritize adaptation actions. The main risks identified at the portfolio level are heat waves, floods, heavy rainfall, and the effects of urban heat islands.

To strengthen the resilience of its assets in the face of these risks, Vitura has taken several actions, including:

- carrying out climate adaptation audits on the Europlaza and Arcs de Seine buildings, to identify exposure and vulnerability levels and define work needed to be done on technical equipment;
- implementing protocols for emergency situations such as pandemics and floods, regularly updated and strengthened by drawing on all the lessons learned from the Covid-19 crisis;
- developing and maintaining dense and diversified vegetation to help regulate temperature, humidity and preserve water resources.



## 5. Resources, waste and the circular economy

As part of a policy of resource conservation, waste management related to building operations continues to improve. In 2025, waste produced per full-time equivalent (FTE) had already decreased by 10% compared with 2024.

This performance is based on the implementation of structured and measurable actions, including:

- comprehensive data collected on waste generated for the entire scope 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);

- the widespread adoption of selective sorting across all properties;
- the rollout of bio-waste sorting solutions (compost bins or dedicated containers) at 75% of the properties.

In addition, specific measures are being implemented in restaurant areas to limit waste at source, in particular:

- measures to combat food waste;
- promoting local products and fresh and seasonal produce;
- using service providers to collect unsold food;
- the recovery of bio-waste through methanization.



## 6. Water consumption

Water consumption across Vitura's portfolio decreased 6% over the period, as a result of the implementation of a series of measures aimed at strengthening control over usage.

These measures include:

- the automated collection of water consumption data, enabling close and reactive monitoring;

- the installation of automatic faucets;
- the deployment of devices to reduce water flow rates;
- preventive maintenance and monthly meter checks to limit leaks and consumption deviations;
- the optimization of green space irrigation thanks to automatic watering systems.



## 7. Biodiversity

All of Vitura's buildings have dense, diverse green spaces, accessible to all tenants. From the acquisition phase and throughout the operation of the assets, Vitura implements a policy aimed at preserving and developing biodiversity through structural actions.

As such, the real estate portfolio includes 21,500 sq.m of green space, including trees, shrubs and herbaceous plants, helping to reduce the impact of heat islands which are worse during heat waves.

This approach is also supported by:

- the biotope coefficient, which is 24% across the portfolio;
- the installation of nesting boxes on most sites to encourage the presence of local wildlife;
- the elimination of pesticides at certain sites;
- the completion of ecological studies to identify the species of flora and fauna to be preserved at each site.



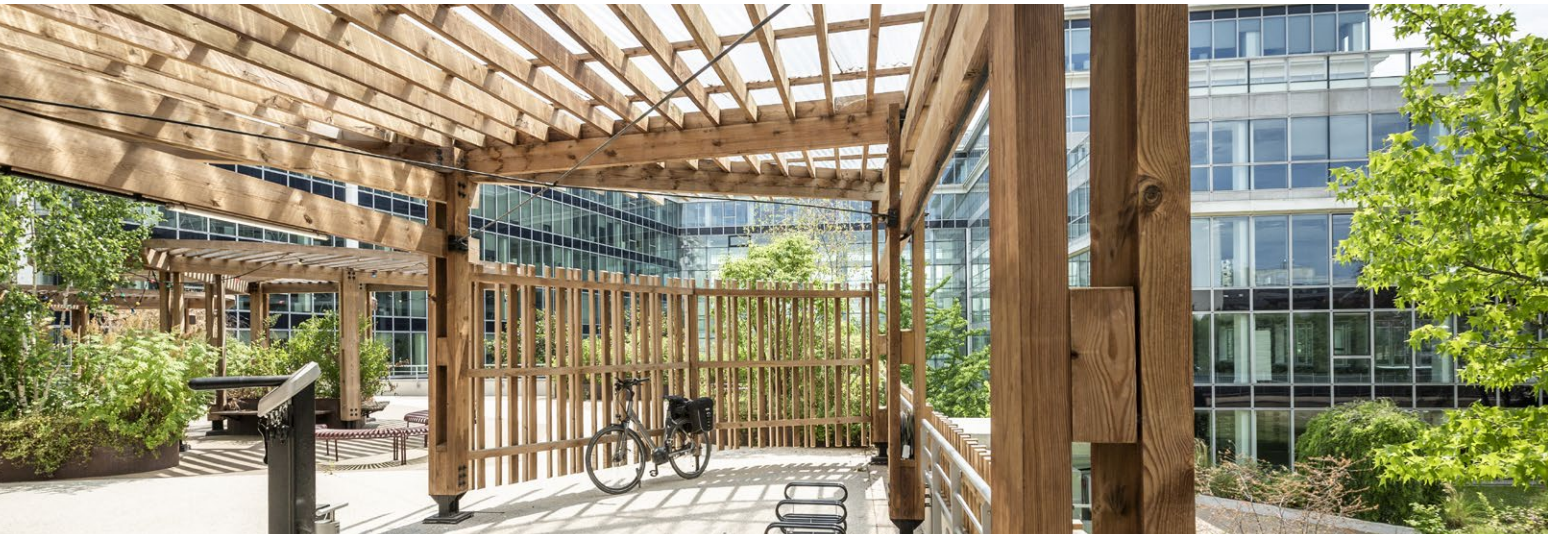
## 8. Mobility

Vitura encourages the use public and low-impact transportation to reduce the carbon footprint of its sites. Currently, 75% of buildings are located less than 200 meters from a public transport stop.

The Company also provides users with the following facilities and services to promote sustainable mobility:

- electric vehicle charging stations;

- 460 bicycle stations across the entire portfolio;
- bicycle tire pumping stations;
- pop-up bicycle repair workshops;
- paper and digital guides and information displays on low-impact transportation.





## **DATA: A LEVER FOR MANAGING THE SUSTAINABLE PERFORMANCE OF BUILDINGS**

**Interview with Benjamin Mercuriali, founder and CEO of AEGILIM, a consultancy specializing in managing and optimizing the energy performance of commercial real estate assets, which supports Vitura with its energy data collection and analysis platform.**

**You work as an external Energy Manager for office property companies. Why do they need an automated energy data collection platform?**

In reality, a real estate company with a portfolio of office buildings manages a wide variety of technical, contractual and rental situations. Energy data is often fragmented between operators, suppliers, property managers and tenants. Without a dedicated platform, data collection relies on e-mail exchanges, invoices and Excel files. This is time-consuming, unreliable and difficult to use on a portfolio-wide scale. The platform makes it possible to automate data retrieval, and consolidate and homogenize it. It offers a clear vision, building by building, across the entire portfolio. This is the essential basis for structured energy performance management.

**Are regulations the main driving force behind this approach?**

They play a key role. The French tertiary sector energy efficiency decree (*Décret Tertiaire*) imposes consumption reduction trajectories over several decades. It is impossible to demonstrate compliance with these objectives without reliable, historical data. But beyond this obligation, investors expect precise, comparable and auditable ESG indicators. The platform secures this dimension: it structures the data, tracks it and produces consistent reporting for finance departments, asset managers and shareholders.

**How does this create value for a real estate company?**

Value is created across several levels. Firstly, on an operational level. When data is regularly monitored, deviations can be detected more quickly: an incorrectly adjusted ventilation system, heating that operates at the wrong time of year or abnormally high consumption in a vacant unit. These adjustments generate direct savings. Secondly, on a strategic level. By analyzing a building's energy performance, the real estate company can assess investments that are required in the short, medium and long term.

Finally, in terms of assets. Energy performance now influences the liquidity and value of an office asset. A building aligned with regulatory objectives and equipped with solid ESG indicators is more attractive to investors and tenants alike.

**What exactly is your role as Vitura's external service provider?**

I would like to point out that, in 2013, Vitura was one of the first real estate companies to commit to collecting this data. It did so long before it became a legal obligation, with the publication of the tertiary sector decree, or an economic necessity, with soaring energy

prices. Going even further, Vitura has decided to include in its leases a commitment to sign a mandate authorizing the automatic transmission of energy data. We drew up a precise map of the property: we identified all the Delivery Points and meters associated with each building, and matched them with the surface areas concerned - common areas, rental units and other uses. This structuring stage ensures the reliability of the analysis perimeters, avoids double-counting and guarantees the completeness of the data collected. Once this base has been consolidated, we can deploy automatic connections with energy suppliers to feed up-to-date data directly into the platform. The data flows are then verified, harmonized and consolidated at the level of each building, and then of the portfolio as a whole, providing a coherent and comparable reading of energy performance. My role is to transform this structured data into a genuine decision-making tool, committed to sustainable performance and asset value enhancement. Today, energy data is no longer a peripheral technical issue: it has become a regulatory, financial and strategic challenge for all commercial real estate companies.

**How can mastering energy data transform the lessor-lessee relationship and accelerate asset performance?**

In multi-tenant buildings, energy performance is a shared issue. Part of the consumption depends on occupant usage. Controlling energy data makes the relationship between lessor and lessee more transparent and collaborative. This objectivity makes it possible to implement joint actions within the framework of green leases. Data thus becomes a lever for aligning interests: it strengthens cooperation and accelerates the improvement of energy performance and asset value.

- PRIORITY 3 -

# Having a positive social and societal footprint

## VITURA'S SOCIAL FOOTPRINT ESSENTIALLY COMPRISES FOUR DIFFERENT LEVELS

1

### NATIONAL LEVEL

A strategy aligned with UN Sustainable Development Goals. A climate pathway consistent with the Paris Agreement and the Global Compact principles.

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 LEVEL

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

# 1. Buildings tailored to their tenants



## Health, safety, comfort and well-being

The health, comfort and well-being of tenants are key priorities for Vitura. A number of structural actions are therefore in place:

- the regular monitoring by property managers of regulatory facilities audits to ensure the absence of non-compliance;
- the tracking of tenant satisfaction through quarterly information meetings and an annual survey on comfort, well-being and access to amenities;
- the organization of events on the sites to promote the well-being of tenants, of which 35% are based on social or sustainability issues;
- a staff canteen at every property that meets the most stringent CSR standards;
- awareness-raising workshops on ESG issues;
- access to green spaces for all and the installation of plants and flowers in shared indoor spaces, enhancing tenants' connection with nature;
- a range of wellness services, including gyms, exercise classes, consultations with physical therapists, relaxation spaces and lounges.



## Accessibility

Vitura regularly carries out an accessibility analysis for its buildings and, if necessary, puts in place the required corrective actions. The most recent accessibility audit was carried out in 2024 on the Europlaza site, covering all aspects: external pathways, access and reception conditions, circulation in buildings, toilets, interior doors and locks, floor coverings and layout and equipment for information and comfort.

This audit confirmed that the building complies with the French Labor Code (*Code du travail*) and with the strictest applicable requirements of France's regulation on buildings open to the public (*Établissements Recevant du Public – ERP*).



# 2. Stakeholder engagement

Since its creation, Vitura has been actively committed to environmental, social and societal change, and recognizes the importance of mobilizing all of its stakeholders. To achieve this, the Company implements several concrete actions:

- setting up "green committees" in each of its buildings to inform tenants about the main ESG indicators;
- raising awareness among tenants around ESG issues;
- involving service providers in Vitura's CSR approach, through the inclusion of ESG clauses in its main contracts;
- the signature of a responsible purchasing charter by all suppliers taking part in the environmental management system;
- involving tenants in Vitura's CSR approach through the requirement to sign environmental appendices included in each lease;
- regularly circulating satisfaction surveys among tenants to collect feedback on service quality and ESG initiatives.



# 3. Attentiveness and respect for employee satisfaction

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

Employee well-being is a key aspect of the Company's strategy. In 2025, 100% of employees reported that they were satisfied in the annual satisfaction survey. Several management measures contribute to maintaining this high level of satisfaction, including:

- organizing events dedicated to employee well-being, with particular emphasis on physical and sporting activities;
- 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), as well as the Company's sustainable development commitments.

"In 2025, 100% of employees reported that they were satisfied in the annual satisfaction survey."

## Partnerships and corporate sponsorship

Vitura is involved in several real estate and sustainable development organizations. This involvement allows Vitura to remain closely attuned to market and public expectations while positioning itself at the forefront of ESG best practices and standards.



**The Observatoire de l'Immobilier Durable (OID)** is an independent French association that brings together public and private actors in the real estate sector to promote ecological transition and the environmental, social and societal performance of commercial real estate. It produces studies, indicators and reports on responsible real estate and supports professionals in integrating sustainability and ESG issues.



**The European Public Real Estate Association (EPRA)** promotes financial transparency, best practices for reporting and sustainable performance in the real estate sector in Europe, thereby facilitating comparison and attractiveness for investors.



**Institut de l'Épargne Immobilière et Foncière** is an organization specialized in the study and analysis of real estate savings and real estate investment. It provides research, statistical data and publications for finance and real estate professionals to support them in their investment decisions and portfolio management strategies.



**The Fédération des Entreprises Immobilières (FEI)** is a professional organization that represents and supports actors in the French real estate sector. It aims to promote best practices, defend the interests of its members and contribute to the sustainable and responsible development of the real estate market.



**The Global Real Estate Sustainability Benchmark (GRESB)** is an organization that evaluates the environmental, social and governance performance of real estate companies worldwide. It provides investors with reliable and comparable benchmarks for integrating sustainability into their real estate investment decisions.



**The Global Compact France** is the French branch of the United Nations Global Compact, which brings together companies and organizations committed to sustainable development and social responsibility. It supports its members in integrating 10 principles relating to human rights, work, the environment and anti-corruption at the heart of their strategies and activities.





## 4. Regional and employment market impact

Vitura considers regional impact to be an essential link in the real estate value chain. In 2025, the Company contributed to maintaining 538 indirect jobs. In addition, it encourages the involvement of local stakeholders, in particular by involving local associations in events organized at its buildings.

