

Paris, 5 September 2019



Pride in working for the company, support for the strategy, confidence in the management, etc. Covivio gives the floor to its teams

For the third time, Covivio measured the level of involvement and commitment of its French employees through the Barometer survey, conducted by the Kantar Institute, and based on the HiPO (High Performance Organization) model. These latest results confirm Covivio's values and strong corporate culture.

The 2019 findings show that the overall commitment level among Covivio employees is much higher than the Kantar benchmark for private-sector employees in France. The main stand-out aspects are engagement and pride in working for the company, confidence in the management at all levels, and change management effectiveness.

Real pride in working for the company confirmed

The survey reveals that 88% of Covivio employees are satisfied with their job (+18 points over the Kantar benchmark), 85% are proud to work for Covivio and gladly talk about it in their entourage (+14 pts*) and 89% say they would recommend their company (+25 pts).

Clear confidence in the management and strategy

93% of respondents say they have confidence in the management team (+40 pts) and 80% in their line manager (+10 pts). This climate of confidence is largely attributable to the internal dissemination of Covivio's strategic directions: 88% of employees say they are familiar with the Group strategy (+23 pts) and 91% support and firmly believe in Covivio's strategic directions. 99% of employees are optimistic regarding Covivio's future (+31 pts).

The employees also highlight Covivio's operational efficiency: 83% of employees say that decisions are made swiftly (+13 pts) and 83% praise the speed in which they are implemented (+15 pts).

Changes in the company led with internal teams' support

According to 70% of respondents, the changes implemented by Covivio are going in the right direction (+30 pts) and led at a satisfactory pace for 68% of employees (+19 pts). Furthermore, these changes are well experienced by the teams. 81% say they have been helped by their management to adapt to these changes (+23 pts), for 79% these changes are well managed (+18 pts) and 76% say they have been sufficiently informed about it (+21 pts).

Regarding innovation, 80% of employees say that Covivio is proactively encouraging innovation in the company while, for 63% of teams, new ideas are firmly supported and encouraged in their department (+5 pts).

A good place to work!

91% of employees say they find their work interesting (+15 pts) while 86% deem they can develop their skills and competencies within Covivio (+ 25 pts). The high level of job satisfaction can be explained by the positive atmosphere in the company (90% of respondents, +14 pts) and the good work-life balance (84%, +11 pts).

*All variations are indicated relative to the Kantar benchmark.

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"As a responsible employer, the results of this survey are critical in assessing the relevance of the actions we carry out every day within the company. They encourage us to continue our efforts regarding improving quality of work life and professional development," explains **Covivio Human Resources Director Elsa Canetti**.

"After the results of 2015 and 2017, already among the highest we've ever measured, the 2019 scores are even higher. This level of performance is driven by the company's sound financial position, the employees' support for Covivio's strategy, and its effective HR and management policy," **concludes Eric Chauvet, Consultancy Director at Kantar TNS**.

Kantar TNS methodology:

Sample > all Covivio France employees, i.e. 290 people

Participation rate > 71%

Time frame > the survey took place from 23 April to 13 May 2019

Data collection method > fully confidential and secure online data collection.



CONTACTS

Press Relations

Géraldine Lemoine

Tel : + 33 (0)1 58 97 51 00

geraldine.lemoine@covivio.fr

Laetitia Baudon

Tel : + 33 (0)1 44 50 58 79

laetitia.baudon@shan.fr

Investor Relations

Paul Arkwright

Tel : + 33 (0)1 58 97 51 85

paul.arkwright@covivio.fr



ABOUT COVIVIO

Thanks to its partnering history, its real estate expertise and its European culture, Covivio is inventing today's user experience and designing tomorrow's city.

A preferred real estate player at the European level, Covivio is close to its end users, capturing their aspirations, combining work, travel, living, and co-inventing vibrant spaces.

A benchmark in the European real estate market with €23Bn in assets, Covivio offers support to companies, hotel brands and regions in their pursuit of attractiveness, transformation and responsible performance.

Its living, dynamic approach opens up exciting project and career prospects for its teams.

Covivio's shares are listed in the Euronext Paris A compartment (FR0000064578 – COV) and the MTA market (Mercato Telematico Azionario) on the Milan stock exchange, are admitted to trading on the SRD and are included in the composition of the MSCI, SBF120, Euronext IEIF "SIIC France" and CAC Mid100



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indices, in the “EPRA” and “GPR 250” benchmark European real estate indices, EPRA BPRs Gold Awards (financial + sustainability), CDP (A), Green Star GRESB, and in the ESG FTSE4 Good, DJSI World & Europe, Euronext Vigeo (World 120, Eurozone 120, Europe 120 and France 20), Euronext® CDP Environment France EW Oekom, Ethibel and Gaïa ethical indices.

Covivio is rated BBB+/Stable outlook by Standard and Poor’s.