

Paris, 29 June 2021



Covivio - 2021 Employee Barometer:

- > **93% approve decisions taken to tackle crisis**
 - > **79% feel proud of working at Covivio**
- > Survey covering over 900 employees in Europe

For the second time in Europe and the fourth time in France, Covivio has measured the level of its employees' involvement and engagement through a survey conducted by Kantar using its HiPO (High Performance Organization) model. Despite the health crisis and its impact on people's relationship to work, the results corroborate Covivio's values and corporate culture and testify to a high level of staff morale within the Company.

Covivio launched the survey in France in 2015 then extended it in 2019 across Europe, focusing on Germany and Italy where the Group is active. The aim is to give employees a voice and identify the key strengths of Covivio's corporate culture, as well as areas for improvement in terms of quality of life at work and operating procedures.

The 2021 Barometer was slightly less positive than the 2019 survey but nonetheless confirmed three key takeaways:

- > Covivio's employees' confidence in the way the Group tackled the health crisis
- > Confidence in safety arrangements upon return to the office
- > Overall employee engagement, which remains well above the Kantar benchmark*, particularly in terms of trust in management, commitment to Group strategy and the potential for skills development.

Focus: Europe results

Crisis management unanimously approved (non-benchmarked theme)

- 93% of employees believe that Covivio made the right decisions in overcoming the crisis and 94% felt they had been adequately informed about the Group's situation during the period.
- 96% said the Group had achieved a successful business recovery.

Staff pride and engagement comforted

- 83% are satisfied with their job (+10 points compared to the Kantar benchmark).
- 79% are proud to work for Covivio and willingly share this with their entourage (+7 pts¹).
- 79% say they are willing to recommend Covivio to their friends and acquaintances (+5 pts).

¹ All variations indicated are relative to the Kantar benchmark.

Renewed confidence in strategy and management

- 81% of employees affirm their full trust in top management (+18 pts).
- This trust is primarily based on a clear understanding of strategy: 81% say they are familiar with Covivio's strategic objectives (+4 pts), while 80% clearly see how their work contributes to the achievement of these objectives (+5 pts).

Focus: France results

Still proud to work for the Company

- 77% of Covivio employees are proud to work for the Group and willingly share this with their entourage (+6 pts).
- 78% are satisfied with their job (+8 pts) and 76% say they are willing to recommend Covivio to their friends and acquaintances (+9 pts).

Workplace safety: positive perception of health crisis management

- 97% believe Covivio made the right decisions to overcome the crisis and 96% felt they had been adequately informed about the Company's situation.
- 93% feel Covivio made employee health a priority and 92% believe the Group will continue to guarantee their safety at work once they return to the office.

Employee confidence in Group management and strategy

- 78% of employees support and firmly believe in Covivio's strategic guidelines (+8 pts) and 85% say they are familiar with them (+21 pts).
- This trust is extended to the management team, as 86% say they trust top management (+28 pts).
- 92% of employees are optimistic about Covivio's future (+24 pts).

Good change management in terms of both management and communication

- 71% of employees say that changes at Covivio are well managed (+10 pts) and 70% say they are carried out at a satisfactory pace (+21 pts).
- In addition, 77% confirm that their line managers have helped them adapt to these changes and 74% (+19 pts) say that they are given adequate information.

Appreciation for work tasks and team atmosphere

- 87% of employees feel their work is interesting (+11 pts) and 81% say they are able to develop their skills and competencies (+20 pts).
- Regarding atmosphere, 90% feel good in their team (+14 pts) and 80% claim to have a positive work-life balance (+7 pts).

"The engagement of our teams during the crisis is highly commendable and we are proud of having succeeded in maintaining an effective and mutually supportive workforce. We now need to continue our efforts to remain an attractive company in which we can develop, improve collectively and take pleasure in working together to fulfil our ambitions". **Elsa Canetti, Human Resources Director, Covivio.**

"Again this year, Covivio's results are well above the benchmarks, particularly in terms of the future: confidence in strategy, confidence in management and confidence in the future of the Company. As such, the slight dip in some results demonstrates the strength of Covivio's corporate culture and the resilience of its teams." **Eric Chauvet, Senior Insight & Data Manager, Kantar TNS.**



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PRESS RELEASE

Kantar TNS methodology:

Sample

- > France: all Covivio France employees, i.e. 300 people
- > Europe: all Covivio Europe employees, i.e. 931 people

Participation

- > France: 77%
- > Europe: 79%

Survey period > 15 to 29 March 2021

Survey technique > secure anonymous online collection.



CONTACTS

Relations Presse

Géraldine Lemoine

Tél : + 33 (0)1 58 97 51 00

geraldine.lemoine@covivio.fr

Laetitia Baudon

Tél : + 33 (0)1 44 50 58 79

laetitia.baudon@shan.fr

Relations Investisseurs

Paul Arkwright

Tél : + 33 (0)1 58 97 51 85

paul.arkwright@covivio.fr

Quentin Drumare

Tél : + 33 (0)1 58 97 51 94

quentin.drumare@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 26 Bn€ in assets, Covivio offers support to companies, hotel brands and territories in their pursuit for attractiveness, transformation and responsible performance.

Build sustainable relationships and well-being, is the Covivio's Purpose who expresses its role as a responsible real estate operator to all its stakeholders: customers, shareholders and financial partners, internal teams, local authorities but also to future generations and the planet. Furthermore, its living, dynamic approach opens up exciting project and career prospects for its teams.

Notations solicited:

Financial part: BBB+ / Stable outlook by Standard and Poor's

Extra-financial part: A1+ by Vigeo-Eiris



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