

Paris, 8 March 2022

## Gender parity: how far has Covivio come?

*Covivio is committed to gender equality on a daily basis, notably through its internal Ex-Aequo programme, which aims to promote equal opportunity between men and women within the company. The group's genuine commitment to equity issues was recently acknowledged in the Equileap 2022 rankings, which places Covivio among the top 100 companies worldwide that have made the most progress in terms of gender equality.*

### Women-Men: Covivio's figures

**50%/50%**

Women/Men permanent employees in Europe

**36%**

women on the Management Committee

**53%**

women managers

**91/100**

Gender equality index 2022

**35**

participants in the internal Ex-Aequo programme

### Gender equality: what concrete initiatives?

Covivio acts on a day-to-day basis to ensure that men and women have the same opportunities and prospects within the company.

Among the group's actions, Covivio:

- > signed the Diversity Charter and adopted an inaugural company agreement in 2011
- > extended its action by signing the Charter of commitment to gender balance and professional equality between men and women in companies and organisations in the real estate sector in 2021
- > has pledged to propose equally balanced lists of candidates for hiring and promotion
- > has adopted the same financial arrangements for paternity and maternity leave
- > continues work on several initiatives in favour of work-life balance and parenting in the company, notably by providing child-minding places, implementing a scheme dedicated to family carers, and adopting a policy allowing people to work from home two days a week.



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Furthermore, Covivio organises in-house awareness-raising actions to allow all employees to appropriate the subject: dedicated e-learning module, quizzes, round-table discussions, support for associations active in the area (e.g. Valore D in Italy), and more.

**What is the Ex-Aequo programme?**

Covivio's approach to gender equality is embodied in its Ex-Aequo programme, which is built on three pillars: awareness-raising, HR initiatives (recruitment, remuneration, training, etc.) and mentoring. Covivio uses the programme to offer dedicated support from a member of the top management to those women in the group who want it, to ensure their development and fulfilment within the company. The programme, which is based on national or international tandems, currently has 35 participants in Europe (France, Germany and Italy).

**They tell us more!** *Marielle Seegmuller, Operations Director (France) and Marianne Pereira, Product Communication Project Manager (France)*

**EX AEQUO INTERVIEWS**  
**Mentor/Mentee**  
with:

Marielle Seegmuller  
Marianne Pereira

**— What do you like best about the mentor/mentee relationship?**  
I find extremely interesting to get to know each other. This is definitely not a single-way relationship. This is a rewarding & inspiring experience for both parties. The mentor brings to the table his/her experience. The mentee stimulates the exchange with her questions and thoughts.

Marielle Seegmuller  
Operations Director

**— What do you expect from your mentor and the Program?**  
I expect it to make me question myself, grow and open me up to development opportunities that I would not have thought of. And on a more operational and practical level that we discuss our respective tips to make life at work and everyday life easier.

Marianne Pereira  
Product Communication Manager

*Géraldine Lemoine, Communications Director (France) and Nicole Alfes, Data Protection Officer (Germany)*

**EX AEQUO INTERVIEWS**  
**Mentor/Mentee**  
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Géraldine Lemoine  
Nicole Alfes

**— What do you like best about the mentor/mentee relationship?**  
The best part of mentoring is for me a precious and rare thing: taking time to discover, share and reveal oneself, of course, but also as a duo. In professional life, we rarely take this time. And I think that's the most stimulating and enriching aspect of the mentor-mentee relationship.

Géraldine Lemoine  
Chief Communication Officer

**— As a Mentee, what does the Ex Aequo Program offer you?**  
The opportunity to experience Covivio on a European level, to grow together even more as a global team and to benefit from each other and with each other. I can actively create my future and that of Covivio and get to know inspiring and interesting people.

Nicole Alfes  
Data Protection Officer

# COVIVIO

## PRESS RELEASE

### Covivio's commitment to equality and diversity rewarded!



Covivio features as one of the most advanced companies in the world in terms of gender equality in the [Equileap global ranking](#). It ranks 8<sup>th</sup> in France and 45<sup>th</sup> worldwide! The Equileap ranking acknowledges the group's work in favour of gender balance and diversity!

The study evaluated gender equality in 3,895 companies representing 102 million employees worldwide and operating in 23 countries, based on 19 criteria studied in depth.

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### 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 27 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.

Covivio's shares are listed in the Euronext Paris A compartment (FR0000064578 - COV) and on the MTA market (Mercato Telematico Azionario) of the Milan stock exchange, are admitted to trading on the SRD, and are included in the composition of the MSCI, SBF 120, Euronext IEIF "SIIC France" and CAC Mid100 indices, in the "EPRA" and "GPR 250" benchmark European real estate indices, EPRA BPRs Gold Awards (financial + extra-financial), CDP (A-), 5 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, ISS ESG, Ethibel and Gaia ethical indices and also holds the following awards and ratings: EPRA BPRs Gold Awards (financial report and sustainability), CDP (B), GRESB (5-Star, Sector Leader), Vigeo-Eiris (A1+), ISS-ESG (B-) and MSCI (AAA).

#### Notations solicited:

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

Extra-financial part: A1+ by V.E (part of Moody's ESG Solutions) / 83/100 by S&P