

Paris, 13 June 2023

2023 internal engagement survey: Covivio questions its employees in Europe

- > 85% satisfied with their job
- > 79% say they are willing to recommend Covivio as an employer
 - > 94% optimistic about the company's future

For the third time, Covivio questioned its employees in Europe to measure their commitment and engagement through a survey carried out by Kantar TNS market research firm. The 2023 results confirm the Company's positive mindset and strong internal culture at European level, at a time when retaining talent is a critical aspect of the Group's HR policy.

Covivio launched this initiative in 2015 in France, before extending it to Germany and Italy, the other countries in which it operates, in 2019. The survey, which sheds light on Covivio's European employees' perception of the company and degree of satisfaction in terms of multiple aspects (team engagement, trust in management, quality of life at work, organisational efficiency, etc.), helps the group to understand its strengths as an employer and identify areas for improvement.

2023 survey: takeaways

- > Overall employee engagement is still above the Kantar benchmark ¹, particularly in terms of trust in management and team engagement;
- > Trust in the company confirmed, despite a challenged economic environment;
- > Covivio, a company where it is good to work and thrive!

Focus on main European results

Continued team engagement and pride of belonging

- 85% of employees are satisfied with their job (+12 percentage points versus Kantar benchmark),
- 79% say they are willing to recommend Covivio to their friends and acquaintances (+5 pp²),
- 77% are proud to work for Covivio and willingly share this with their entourage (+5 pp),
- 80% consider the level of employee engagement in their team to be excellent (+6 pp).

¹ Kantar methodology allows us to compare the individual results of companies involved in the process with a benchmark survey of private sector employees in each country.

² All percentage point differences are relative to the Kantar benchmark.

Trust in group strategy and management

- 78% of employees confirmed their trust in the senior management team (+15 pp) and 83% in their immediate manager (+5 pp),
- 94% of employees are optimistic about Covivio's future,
- A trusting environment mainly fuelled by efficient dissemination of group strategy among employees: 80% say they are aware of the company's objectives (+3 pp).

Good level of group-wide organisational efficiency

- 81% of employees say that decisions are taken quickly (+4 pp),
- 80% appreciate their speed of execution (+6 pp), while 74% consider that teams are organised in such a way as to make the work more efficient (+7 pp).

Assignments and quality of life at work valued (*non-benchmarked theme*)

- 93% say their work is interesting,
- 91% of employees are satisfied with their physical working conditions,
- 90% consider the work atmosphere to be good within their team, while 80% claim to have a positive work-life balance.

Covivio's CSR commitments: how do employees perceive them? (*non-benchmarked theme*)

For the first year, Covivio asked its employees about the group's commitment to CSR issues:

- 76% say the company has a positive impact on society and the environment,
- 89% consider that Covivio is committed to societal issues and 85% to environmental challenges.

"The results of this latest survey vindicate the merits of our daily efforts at European level to establish the right conditions for team engagement: proximity, trust, challenges and empowerment. This feedback shows that the HR policy and corporate culture that Covivio is developing are in tune with team expectations and the challenges facing our business sector, whether we are talking about overall strategy or CSR policy. But the battle's never over, and we are focusing on areas of improvement to remain an attractive and stimulating company among the leaders in its industry." **Elsa Canetti, Covivio Chief Human Resources Officer.**

Kantar TNS methodology:

Sample

- > All Covivio Europe employees, i.e. 987 people

Participation rate: 83%, up 4 pp versus the last survey in 2021

Survey period > 8 to 22 March 2023

Survey technique > secure anonymous online collection.



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A PROPOS DE COVIVIO

Fort de son histoire partenariale, de ses expertises immobilières et de sa culture européenne, Covivio invente l'expérience utilisateur d'aujourd'hui et dessine la ville de demain.

Acteur immobilier de préférence à l'échelle européenne, Covivio se rapproche des utilisateurs finaux, capte leurs aspirations, conjugue travailler, voyager, habiter, et coinvente des espaces vivants.

Opérateur européen de référence avec 26 Md€ de patrimoine Covivio accompagne les entreprises, les marques hôtelières et les territoires dans leurs enjeux d'attractivité, de transformation et de performance responsable.

Construire du bien-être et des liens durables, telle est ainsi la Raison d'être de Covivio qui exprime son rôle en tant qu'opérateur immobilier responsable auprès de l'ensemble de ses parties prenantes : clients, actionnaires et partenaires financiers, équipes internes, collectivités, générations futures. Par ailleurs, son approche vivante de l'immobilier ouvre à ses équipes des perspectives de projets et de parcours passionnants.

Le titre Covivio est coté sur le compartiment A d'Euronext Paris (FR0000064578 - COV), ainsi que sur le marché MTA (Mercato Telematico Azionario) de la bourse de Milan, admis au SRD et rentre dans la composition des indices MSCI, SBF120, Euronext IEIF « SIIC France », CAC Mid100, dans les indices de référence des foncières européennes « EPRA » et « GPR 250 », ainsi que dans les indices ESG FTSE4 Good, CAC SBT 1.5°C, DJSI World et Europe, Euronext Vigeo (World 120, Eurozone 120,



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Europe 120 et France 20), Euronext® CDP Environment France EW, Stoxx ESG, Ethibel et Gaïa et bénéficie des reconnaissances et notations EPRA BPRs Gold Awards (rapport financier et développement durable), CDP (B), GRESB (5-Star, 100% public disclosure), Vigeo-Eiris (A1+), ISS-ESG (B-) et MSCI (AAA).

Notations sollicitées :

Volet financier : BBB+ / perspective Stable par S&P

Volet extra-financier : A1+ par V.E (partie de Moody's ESG Solutions) / 83/100 par S&P



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