



activity
report.



COVIVIO FONDATION 2020-2024

COVIVIO

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Covivio, a European-scale real estate operator, set up its Foundation in 2020 to bring together its various corporate philanthropy initiatives, with an ambition to promote equal opportunities.

This ambition is based on the observation that in today's fractured society, many people are being left behind. It is fruitless to think we can build a harmonious city on a fractured society. Covivio's Purpose - to "Build sustainable relationships and well-being" - makes it an urgent responsibility to get involved with the people and organisations that can help reveal or rebuild futures and life paths for the left-behind.

Through its Foundation, Covivio plays an active role in the life of the community and contributes to better "living together", by focusing its action on projects that promote greater equality of opportunity. With this objective in mind and seeking to establish a firm grounding in the regions, the Covivio Foundation coordinates and structures Covivio's financial and skills sponsorship projects in the countries and cities where the Group is active.

Promoting greater equality of opportunity is a long-standing commitment for Covivio, which looks to support projects along the entire pathway to successful social integration: access to education and training, work and housing, support into work, social inclusion, reintegration of vulnerable populations, etc.

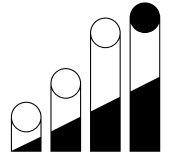
The Covivio Foundation is keen to forge close links with its members and gives priority to supporting medium-sized associations wishing to restructure or expand. Covivio's teams can then mobilise and share their expertise to give practical support in deploying the association's strategy.

Lastly, the Covivio Foundation leverages its teams, who get involved in the projects, by:

- Uniting employees around common projects, reinforcing team spirit,
- Offering them the opportunity to commit to a project where they can share their expertise and know-how, with a particular focus on skills-based volunteering,
- Helping to take small steps towards a fairer society, in which everyone looks after each other,
- Positioning Covivio as a socially responsible actor, by increasingly connecting its teams to the society in which they live and work,
- Finally, we are multiplying our potential impact by leveraging our assets and working with our customers, who become a force for good in the fight for equal opportunities

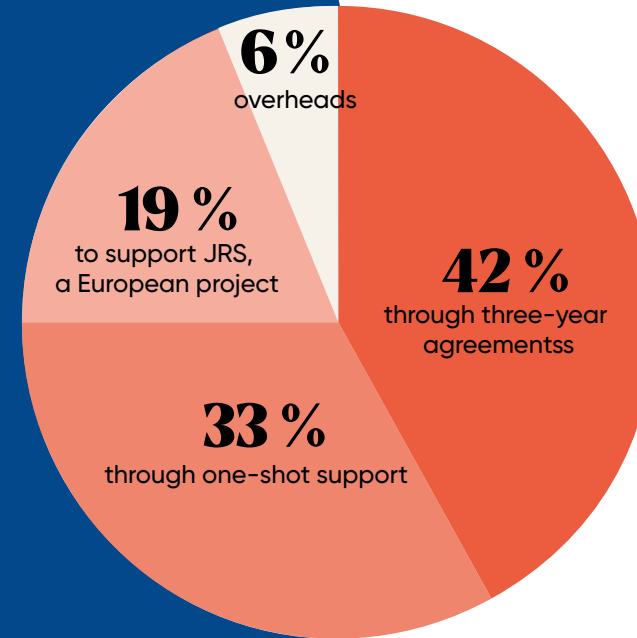
In the 3 countries where it operates, the Covivio Foundation currently supports around twenty associations that share the same values and whose complementary projects support vulnerable groups through their reintegration into working life and society, restoring their confidence. Through its long-term approach, the Foundation enables the associations it supports to sustain their projects, triggering a virtuous cross-fertilisation effect, reinforced by the direct commitment of Covivio employees.

FACTS & FIGURES



3 countries covered:
France, Germany and Italy

- 2020** • Creation of the Covivio Foundation
- 2021**
 - Launch of the first call for projects in France, leading to the roll-out of three-year agreements
 - Launch of the Foundation's first "one shot" supports in Europe
 - Launch of the Socovivio employee commitment programme, with an online digital platform for managing the charitable projects where employees can contribute
- 2022**
 - Launch of an initial call for projects in Italy and Germany leading to the roll-out of three-year agreements
 - 1st Socovivio Week in France and Socovivio Days in Italy - annual meetings celebrating the commitment of Covivio teams
- 2023**
 - First European project supported by the Foundation in the 3 countries where it operates: support for JRS activated in France, Italy and Germany
 - 2nd Socovivio Week in France and Socovivio Days in Italy, with a similar scheme gaining momentum in Germany
- 2024**
 - Publication of the 1st activity report of the Covivio Foundation
 - Extension of the Foundation's activities and 5-year budget
 - 3rd Socovivio Week in Europe
 - Launch of a new call for projects in France leading to the roll-out of three-year agreements



Amount of donations made

A budget of **1,7 million** over 5 years to cover the project finance and operating costs of these initiatives.

Actions or projects supported

33 associations supported since the Foundation was set up

26 associations supported at the end of 2024

15 of which have been supported for at least 3 years

Socovivio programme in Europe

More than **430 employees** have taken part in a project since 2021

representing over

3,500 hours of volunteering

conducted with **46 associations**

THE BOARD OF DIRECTORS

The Board of Directors, which meets 2 or 3 times a year, sets the Foundation's roadmap, directs the budget, approves the main projects to be funded, oversees the European coordination of the initiatives supported and ensures good communication between the Foundation and Covivio's teams. It is made up of 3 qualified external members and 5 internal members:



Alix d'Ocagne
Independent Director of Covivio and Chairwoman of the Foundation Board



Nathalie Blum
Independent member



Bruno Derville
Senior Advisor



Anne Lhuillier
Independent board member, sponsorship & philanthropy



Géraldine Lemoine
Covivio Chief Communication Officer and Vice-chairwoman of the Foundation



Yves Marque
Chief corporate Officer, Covivio



Tugdual Millet
CEO Hotels, Covivio



Giovanna Ruda
Chief Corporate Officer, Covivio (Italy)

METHOD OF OPERATION AND ALLOCATION OF FINANCIAL SUPPORT

Covivio has chosen to support associations over 3 year periods through calls for projects, in order to offer them long-term support (from €15,000 to €30,000 per year per project). In parallel, "one shot" support can also be activated during the year to respond to one-off requests (maximum €10,000 per project per year, up to a total of €30,000 per country).

Covivio has chosen a participatory and decentralised mode of governance, in keeping with its philosophy of closely linking the Foundation to the everyday business of the company. Thus, the projects and associations supported by the Covivio Foundation are first studied and analysed by the Local Committees, made up of Group employees in each country where we operate. The committees then propose the projects to the Board of Directors on the basis of clearly defined common criteria.



PARTNER ASSOCIATIONS

The Covivio Foundation currently supports around twenty associations in its 3 countries: promoting the integration of refugees in France, through training in catering professions; helping teenagers from disadvantaged backgrounds in Germany develop their soft skills through sport; helping create and manage a community bakery in Italy, employing young people with physical and learning disabilities, etc.

These are just a few examples of projects supported over periods of 1 to 3 years, which often cross-fertilise from one country to another.

<p>ACTIV'ACTION</p> <p>PUBLIC ACTION</p> <p>Young people Personal development / Coaching</p>	<p>ARTICLE 1</p> <p>PUBLIC ACTION</p> <p>Young people Mentoring</p>	<p>LA CRAVATE SOLIDAIRE</p> <p>PUBLIC ACTION</p> <p>General public Personal development / Coaching</p>
<p>OSONS ICI ET MAINTENANT</p> <p>PUBLIC ACTION</p> <p>Young people Personal development / Coaching</p>	<p>REFUGEE FOOD</p> <p>PUBLIC ACTIONS</p> <p>Refugees Training & education Housing, food aid & administrative support</p>	<p>WAKE UP CAFÉ</p> <p>PUBLIC ACTIONS</p> <p>Prisoners & ex-prisoners Personal development / Coaching Training & education</p>
<p>FRATRIES</p> <p>PUBLIC ACTION</p> <p>Disabled people Housing, food aid & administrative support</p>	<p>KABUBU</p> <p>PUBLICS ACTION</p> <p>Young people Refugees Integration through sport & culture</p>	<p>PLAY INTERNATIONAL</p> <p>PUBLICS ACTION</p> <p>Young people Refugees Integration through sport & culture</p>
<p>JRS</p> <p>PUBLIC ACTIONS</p> <p>Refugees Personal development / Coaching Housing, food aid & administrative support</p>	<p>FRANCESCA RAVA</p> <p>PUBLICS ACTION</p> <p>Young people Prisoners & ex-prisoners Training & education</p>	<p>MISSION BAMBINI</p> <p>PUBLIC ACTION</p> <p>Young people Training & education</p>
<p>LA STRADA</p> <p>PUBLIC ACTION</p> <p>Young people Training & education</p>	<p>VIA LIBERA</p> <p>PUBLIC ACTION</p> <p>Disabled people Training & education</p>	<p>AL FARABI MUSIC ACADEMY</p> <p>PUBLIC ACTION</p> <p>Young people Integration through sport & culture</p>
<p>LEBENSILFHE</p> <p>PUBLIC ACTION</p> <p>Disabled people Housing, food aid & administrative support</p>	<p>OLIVER KAHN STIFTUNG</p> <p>PUBLIC ACTION</p> <p>Young people Integration through sport & culture</p>	<p>RUHRWERKSTATT</p> <p>PUBLIC ACTION</p> <p>Young people Mentoring</p>
<p>TAFEL BERLIN & DEUTSCHLAND</p> <p>PUBLIC ACTION</p> <p>General public Housing, food aid & administrative support</p>		

ACTIV'ACTION FRANCE

The association aims to transform job seeking process into a constructive experience based on mutual support and self-confidence, by organising workshops to help participants rebuild social connections and take charge of their lives.

Support from the Foundation
€48,000 over 3 years

35 employees

€1,550,000
Operating budget

Source of funding
PRIVATE 35% - PUBLIC 55%
SELF-FINANCING 10%



ARTICLE 1 FRANCE

Article 1 supports young people aged 16 to 25 from disadvantaged backgrounds in their career choices, studies and integration into the world of work, and helps them achieve their ambitions and fulfil their potential.

Support from the Foundation
between **€25,000** and **€50,000**
per year since 2020

80 employees

€17,500,000
Operating budget

Source of funding
PRIVATE 38% - PUBLIC 62%



PROJECT SUPPORTED

The project will **support 100 young people under the age of 30 each year** through a **collective self-help** format based on 3 initiatives: outreach workshops (going out to meet young people to build trusting relationships); self-help workshops (intergenerational or specific workshops for young people in the project areas to help them regain their self-confidence and develop their potential); collective self-help formats (sharing best practice on mobilising and engaging the "young" so they can play a full part in their neighbourhoods and wider society).

MAIN IMPACTS TO DATE

226 young people have been **supported** in workshops since the project began. 35 collective co-building activities, collective cafés and seminars have also been organised in the various action areas.

TAKING IT FURTHER

To support the association's activities, Covivio's teams have volunteered to contribute their skills in areas such as digital strategy, developing a donation campaign and thinking about commercial offers for companies, among others. ●



What always fills me with pride and amazement is the magic that happens in peer support projects. People leave the workshops feeling optimistic and full of self-confidence, thanks to the help of the other participants, who were strangers just 3 hours earlier..."

Anne Jourde, Director of Operations, Activ'Action

"Thank you for this extraordinary workshop. You don't feel sorry for yourself and you hardly ever talk about your own situation. Everyone is firmly focused on finding solutions that can be shared with the other participants in a spirit of goodwill!"

What participants say

PROJECT SUPPORTED

In particular, Covivio supports the **MAISON** programme, which aims to **develop communities of young people in student accommodation**. This programme selects highly motivated students with grants and offers them a fast track to social housing. By running intensive projects and training workshops, the programme aims to transform the residence into a space for socialising, learning and commitment.

MAIN IMPACTS TO DATE

The programme is being rolled out in 3 cities: **Paris, Lyon and Rennes**, with **127 residents**. Some twenty high-impact projects led by MAISON residents are currently underway, including:

- helping secondary school students choose the right career by holding a career forum
- helping single parents free up their time by organising homework help and fun activities for children.

TAKING IT FURTHER

Several Covivio employees acted as mentors for Article 1 projects. Business experts also shared their backgrounds and experience with young people at dedicated meetings. Covivio hosted several of these meetings on its own premises, as well as seminars and coaching workshops. ●



As a sponsor of the MAISON programme, Covivio has chosen to help scholarship students studying away from home to find affordable accommodation in student residences. With MAISON, young people become part of a close-knit community, create lasting links with students from different backgrounds and build their career plans with confidence."

Chei-Line Heng, Head of Corporate Relations, Article 1



LA CRAVATE SOLIDAIRE FRANCE

La Cravate Solidaire takes concrete action to promote equality and combat discrimination in recruitment by helping jobless people to regain their confidence and be in the best possible position to succeed in their next job interview.

Support from the Foundation
€75,000 over 3 years

79 employees

€2,780,854
 Operating budget

Source of funding
PRIVATE 65% - PUBLIC 35%



PROJECT SUPPORTED

Covivio supports the "Ateliers Coup de Pouce aux Jeunes pousses" programme, which provides support for **young people under 30** who are actively looking for work, thanks to the expertise of skilled volunteers. Each young person gets an individual workshop in 4 stages: they are welcomed into a warm environment, given a professional outfit which they can choose with the help of image coaches, taken through a mock interview with HR coaches and finally get a professional photo session.

MAIN IMPACTS TO DATE

Over the period, more than **1,400 young people** received support. **93%** said they were **satisfied** with their visit to the workshop. What's more, **65% succeeded** in their **interviews** and went on to employment or vocational training. Of these, 55% went on to a job and 45% to training.

TAKING IT FURTHER

Over the last 2 years, **collections** have been held at **17 Covivio sites** in Eastern France, the Paris region, Bordeaux, Marseille and Lyon: more than **500 kg of clothes** have been collected. As part of Socovivio Week in 2023 and 2024, several sorting sessions were organised in the Paris region and Metz. Nearly 40 employees took part in these solidarity days and around twenty contributed their image management or human resources skills to help out with the "Coup de Pouce" workshops. ●



OSONS ICI ET MAINTENANT FRANCE

OIM supports young people aged between 16 and 30 so they can live up to their potential, find long-term employment and build the future, with short programmes (Fabrik) and long programmes (Katapult) based on careers in the ecological and social transition. More than 7,850 young people have been supported since 2015.

Support from the Foundation
€55,000 over 3 years

23 employees

€1,200,000
 Operating budget

Source of funding
PRIVATE 40% - PUBLIC 60%



PROJECT SUPPORTED

The Foundation has provided support for young people aged 16 to 25 who are "NEET" (not in employment, education or training) as part of the Katapult "100% Transition" programme (from couch to long-term employment in 9 months). In total, over 3 years, the 3 programmes supported by Covivio have helped **34 young people**.

MAIN IMPACTS TO DATE

At the end of the programmes, participants are asked to compare their desires and plans with those they had when they started the process. They are encouraged to develop life plans, start training or look for a job.

TAKING IT FURTHER

Several Covivio employees took part in skills-based volunteering workshops on subjects such as: refining the content of training courses offered to companies, developing the associated communications, optimising the association's general resources, reflecting on strategic developments, etc. ●



Thanks to the financial support of the Foundation and the skills of our employees, we are able to help our clients find jobs in the Paris and Moselle regions. In addition to this support, the Foundation has also generously provided us with 200 m² of space at CAP18 (a logistics site north of Paris) to store new clothes for our wardrobes, providing our clients with high-quality outfits. We're particularly proud of this collaboration with the Foundation and the company!"

Michaël Cienka, Development Manager,
 Cravate Solidaire



There were ups and downs, but it was the best year of my life!"

"It's incredible to think that we've gone from 'no hope' to 'totally hopeful'"

"I experienced 100% Transition as an enormous process of healing and evolution. I was able to get back into a rhythm and enter working life smoothly, and feel useful."

What the participants say



REFUGEE FOOD FRANCE

Refugee Food is a global project that is part association, part work-integration company and part training organisation. Its mission is to change the way we look at refugees, to facilitate their professional integration into the catering industry, and to work towards fair, sustainable and diversified food that is accessible to all.

PROJECT SUPPORTED

The Covivio Foundation supports the Tournesol programme, a **training course leading to a qualification** as a catering kitchen assistant. The people taking part in this programme are beneficiaries of international protection or new arrivals with a residence permit authorising them to work. The course lasts 5 and a half months and includes French language classes, vocational training, 6 weeks' work experience in a company, themed workshops and personalised support to help prepare beneficiaries for their transition to the world of work once they have completed the course.

MAIN IMPACTS TO DATE

Since 2021, 4 cohorts, totalling **47 people**, have been trained through the Tournesol programme. At the end of their training, trainees can be recruited on permanent or fixed-term contracts, or on work-study or vocational training contracts. Some choose to follow further training to develop their skills. Tournesol achieves a **75% job placement rate** after training.

TAKING IT FURTHER

Covivio and Refugee Food have developed multiple forms of collaboration: use of Refugee Food's catering services for group events, participation of Covivio teams in solidarity missions and skills-based volunteering (setting up a CRM, proofreading contracts, carbon audits, training in social networks, etc.), regular donations of furniture or IT equipment, Refugee Food menu offered in company restaurants in Covivio buildings, etc. ●

Support from the Foundation
€90,000 over 3 years

50 employees

€1,640,000
Operating budget

Source of funding
PRIVATE 21% - PUBLIC 29%
SELF-FINANCING 50%



"I've learnt a lot and I'm very happy, especially with my French. The team is available and attentive. Thank you so much for helping us. Thanks to my diploma, I can work and the French courses have enabled me to meet new people and make new friends."

Yemane Yared, former Tournesol graduate trainee

WAKE UP CAFÉ FRANCE

Created in 2014, the Wake Up Café association accompanies prisoners looking for support to help them into long-term work without reoffending. It offers full-time courses aimed at full rehabilitation, individually tailored inside-outside support and a self-help community that plays a key role in combatting reoffending and isolation.

Support from the Foundation
€85,000 over 4 years

59 employees

€3,700,000
Operating budget

Source of funding
PRIVATE 50% - PUBLIC 50%



PROJECT SUPPORTED

Since 2022, the Covivio Foundation has been supporting Wake Up Café in setting up **integration programmes**, capitalising in particular on the **Quai Liberté**, a barge that has become a restaurant, training centre and events venue. The courses supported last 6 to 12 weeks and combine training (cooking, customer relations, hygiene, etc.), workshops (emotional and conflict management, etc.), work placements and meetings.

MAIN IMPACTS TO DATE

Around forty Wakeurs are trained each year in the kitchen, catering and reception professions, some of whom are then hired on the Quai Liberté.

TAKING IT FURTHER

Since the partnership was set up, **around fifty** Covivio employees have taken part in **HR workshops** covering the following tasks: proofreading CVs and covering letters, skills assessment, preparing for job interviews, job search tools (websites, applications), reading job descriptions and employment contracts, etc. ●



"Working at Quai Liberté as a chef has had a huge impact on my life. A big thank you to Wake up Café for everything you've been able to do for me, my life and my family: without you, I think I'd have gone back to prison; that's all I knew and you've shown me how beautiful life can be. I'll never forget this experience!"

Tristan, Wakeur in training at Quai Liberté



FRATRIES FRANCE

FratRIES develops and offers accommodation in city centres, where young working people with and without disabilities live together and have everything they need to make a success of their journey towards independence and employment. Each home is overseen by a manager and a team of social workers.

2023 support from the Foundation

€10,000 per year

4 employees

€1,326,000

Operating budget

Source of funding
PRIVATE 99% - PUBLIC 1%



PROJECT SUPPORTED

FratRIES has already opened 3 houses in Nantes, Colombes and Rennes, accommodating 64 flatmates. A further 3 homes will be added to the network in 2024, and 11 projects are under consideration for 2025. Since the association was set up, it has delivered 1,240 days of support towards independence for its residents. Thanks to the Foundation, a studio has been fitted out to accommodate a young person with ASD (autism spectrum disorder) at the Colombes home.

TAKING IT FURTHER

Covivio and FratRIES regularly discuss housing issues, to identify future sites or investment formats for raising new funds. ●



I'm really happy living in my flat, which is very nice and suits my way of life. What's more, I feel that I'm becoming more independent: I cook, I clean, I read and I garden on my terrace. The house manager and carers are with me when I need them. When I want to see other people, I know I'm welcome at the flat!"

What Guillaume, a studio tenant in Colombes, has to say

FRATRIES

KABUBU FRANCE

Created in 2018, Kabubu aims to facilitate the social and professional inclusion of people living in exile through the strength and values of sport. It runs inclusive sporting activities, workshops to raise awareness of migration issues and tailored, personalised training programmes.

2023 support from the Foundation

€10,000 per year

16 employees

€700,000

Operating budget

Source of funding
**PRIVATE 45% - PUBLIC 45%
10% SALES OF SERVICES**



PROJECT SUPPORTED

Thanks to the Foundation's support, Kabubu offers weekly **climbing lessons** and **introductory swimming courses**. Covivio has also made its premises available for sports sessions and dance rehearsals organised by the association.

TAKING IT FURTHER

Covivio held **collections of clothing and sports equipment** at its sites to support the association in its activities. Also, Covivio took in **around twenty** Kabubu employees at one of its buildings during the Paris Olympics (the association's premises on the Seine were shut down for two weeks during the Games). ●



My name is Mamadou, I'm 18 and I'm from Guinea. I came across Kabubu through a friend I was staying with in a hostel. I regularly take part in running and climbing, as well as volleyball, yoga and football with the association. I get a lot out of sport with Kabubu. Mentally, it's good for me to meet people and build relationships. I'm happy to meet new people and do sport. Physically too, sport makes me feel good."

What the participants say

kabubu
L'AMITIÉ PAR LE SPORT

PLAY INTERNATIONAL FRANCE

PLAY International has been developing education through sport programmes for young people since 1999. It uses sport as an educational and therapeutic tool, but also as a means of social inclusion.

Support 2023 and 2024 from the Foundation

€10,000 per year

58 employees

€3,300,000

Operating budget

Source of funding
PRIVATE 20% - PUBLIC 80%



PROJECT SUPPORTED

PLAY focuses on social and educational innovation by co-creating practical educational content, tools and solutions that can be used on the ground by anyone involved in education, social work or humanitarian support. The Foundation has chosen to support the **"Living Together"** programme, which uses sports games and sport to **raise awareness among children aged between 8 and 12 about health and social issues** in deprived neighbourhoods.

TAKING IT FURTHER

The Foundation supports PLAY International by hosting the "Vertigo" vertical solidarity race at Covivio's CB21 Tower in Paris-La Défense. All the money raised by this race, around **€100,000** each year, is donated to the association. ●



We were lucky enough to work with a Covivio employee as part of the "Toutes en Sport" project in Burundi and Rwanda, which aims to create "safe spaces" for girls to play sport safely and inclusively. She was always available, a good listener, a fount of ideas and came up with creative ideas for converting containers into safe and functional changing rooms."

Margot Clément, Head of Development & Partnerships, PLAY International

PLAY
INTERNATIONAL
| GROUPE SOS |

JRS FRANCE, ITALY, GERMANY

Founded in 1980, JRS International is an NGO whose mission is to accompany, serve and defend forcibly displaced people. JRS is present in 58 countries, including 23 in Europe, and works to provide basic needs, education, psycho-social support and advocacy. Each local entity defines the projects that best meet the needs and objectives of JRS.

JRS focuses in particular on: developing and realising the social and professional plans of the people it helps; developing activities that bring nationals and exiles together; ensuring equal access to education, training and employment; and improving command of the national language.

PROJECT SUPPORTED

The aim of the "Promoting the integration of refugees - harnessing their talents" project is to support forcibly displaced people (asylum seekers and refugees) in France, Germany and Italy who want to integrate, by giving them the chance to overcome the obstacles that stop them using their talents and forging lasting links in their host societies. The Covivio Foundation's support is aimed **at helping at least 300 people** integrate into society and the workplace over a three-year period.

MAIN IMPACTS TO DATE

The partnership was activated at the beginning of 2024 in the Covivio Foundation's 3 countries of operation.

TAKING IT FURTHER

Several project formats have been identified where Covivio teams can contribute, such as:

- Language cafés for learning national languages
- Sharing information about the housing market to help people find accommodation, understand the administrative steps involved, etc.
- Internship opportunities for students and young professionals
- HR support and personalised career coaching. ●



Support from the Foundation
**€100,000 per year
over 3 years**

90 employees
France - Italy - Germany

€6,500,000
Operating budget

Source of funding
PRIVATE 79% - PUBLIC 21%



As an Afghan student, I am currently living in a student residence called Job Campus, which encourages mixing and exchanges between Italian and international students. I take part in various activities, including Italian lessons, to help me feel part of Italian culture. Coming from a country where the lives of women, in particular, are subject to many constraints, I feel that studying here and living at Job Campus has changed my life."

JRS Italy, Parvin, participant living in Padua

FRANCESCA RAVA ITALY

The Francesca Rava Foundation is committed to fighting poverty in the areas of health, education and food. It also works to care for orphans and abandoned or struggling children, as well as supporting young adults in situations of social exclusion and empowering women and girls.

Support from the Foundation
€75,000 over 3 years

17 employees

€11,400,000
Operating budget

Source of funding
PRIVATE 99% - PUBLIC 1%



PROJECT SUPPORTED

The aim of the "Palla al Centro" project is to support and **train young adults in detention** to become gardeners by upgrading and maintaining the green spaces at the Beccaria detention centre in Milan. The project, which takes in **5 young** inmates aged between 14 and 25 each year, aims to build a bridge between life in detention and life on the outside.

MAIN IMPACTS TO DATE

10 young adults have taken part in the programme, which also has an impact on more than 500 indirect beneficiaries (prison officers, centre directors and staff, families, visitors, etc.). Currently, 5 young people are taking part in the renovation and gardening course, under the guidance of two professional gardeners, with the help of Covivio volunteers and educators from the Francesca Rava Foundation.

TAKING IT FURTHER

Several initiatives have enabled Covivio teams to get involved with the Francesca Rava Foundation: regular solidarity initiatives and Socovivio Days, Take a Child to Work Day, etc. ●



"I'm delighted that Covivio has given me this opportunity to volunteer. Prison is not a place like any other, it's a place that has a strong impact, full of emotions and energy, and I believe that this kind of initiative is an added value for the young inmates and for us, the volunteers. As a volunteer, I enjoyed acting as a bridge to the real world. I hope that I have succeeded, if only a little, in helping those who spend their days in prison to forget the distance that separates them from the outside world."

Cecilia Casadei, Covivio volunteer



MISSION BAMBINI ITALY

Founded in Italy in 2000, the Mission Bambini Foundation's mission is to help and support children and young adults who are "NEET" (not in education, employment or training) in vulnerable situations or who have suffered physical or mental violence.

Support from the Foundation

€64,500 over 3 years

34 employees

€6,000,000

Operating budget

Source of funding

PRIVATE 98% - PUBLIC 2%



PROJECT SUPPORTED

"AllenaMenti per il Futuro" is a **reorientation and empowerment programme** aimed at **young people** aged 18 to 24 in very vulnerable situations. It aims to restore their confidence and "reactivate" their potential. The initiative, which was launched in 2016 and is being rolled out in Milan and Rome, involves around **30 young people a year**. The programme revolves around drawing up an educational pact and a personalised career path, backed by a package of psychological support, independence training and preparation for looking for work.

MAIN IMPACTS TO DATE

60% of participants successfully completed the last programme: 80% went into training and 77% improved their behavioural and cross-disciplinary skills.

TAKING IT FURTHER

The Covivio teams worked with the association's teams on **team-building** activities in Rome and Milan. Participants also visited the Group's sites in the two cities. ●



The latest programmes, both in Rome and Milan, were marked by the strong commitment of the participants who all completed the programme, openly confronting their individual issues to develop their soft skills and improve their psychological well-being. Despite their widely varied profiles, the group forged significant bonds between its members. There was a strong willingness to support and listen to each other. Likewise, the empathy between the members of the team contributed to the success of the programme. All of which gives us even more energy and determination to continue."

Felice Garofalo, Senior Corporate Fundraiser,
Mission Bambini



LA STRADA ITALY

La Strada was founded in 1981 in the south of Milan to meet the needs of disadvantaged people. The association (and cooperative) organises and manages services and projects for the reception, care and training of minors and adults, with the aim of promoting independence and social integration.

Support from the Foundation

€63,000 over 3 years

17 employees

€3,300,000

Operating budget

Source of funding

PRIVATE 80% - PUBLIC 20%



PROJECT SUPPORTED

Covivio supports the "Scuola bottega" project, which seeks to **prevent vulnerable teenagers from dropping out of school** through courses, learning-by-doing workshops, educational visits and school guidance leading to a secondary school leaving certificate. Every year, **around 15 young people aged between 14 and 18**, either unaccompanied foreign minors or vulnerable Italian and foreign teenagers, take part in the programme.

MAIN IMPACTS TO DATE

Over the last 2 years, out of the **21 young people** who have followed the programme, **15** are attending a new secondary school or have returned to school (71%), 2 have found a job (9%) and 3 are receiving sponsorship at work (14%).

TAKING IT FURTHER

Covivio teams took part in and organised a number of workshops, including IT courses, language courses, mock interviews and an introduction to the world of business. In April 2024, young participants and Covivio employees ran the Milan marathon together. ●



Our cooperative fights against school drop-out on a daily basis, helping struggling children to get their secondary school leaving certificate. The results are encouraging: 99% of the children who take this exam achieve their goal. Some of them even go on to university! For us, this is an essential mission that we share with the Covivio Foundation, which has been supporting us for several years."

Arianna Castronovo, Head of Communications
and Fundraising, La Strada



VIA LIBERA ITALY

Via Libera is a solidarity cooperative run by the L'Impronta group, founded in Milan in 2004. As an extension of the group's social activities (socio-educational support, home interventions, housing solutions, etc.), Via Libera focuses on the integration of vulnerable people through employment, in particular those suffering from mental and physical disabilities.

PROJECT SUPPORTED

In 2024, the Covivio Foundation is supporting phase 2 of the "Buoni come il pane" project, previously financed in 2022-2023, involving the **expansion of a community bakery** for employees with and without disabilities. The project also includes a commercial component focusing on the sale of surplus food, helping to create **4 new jobs** and **combat food waste**. In 2021, Covivio supported the development of a rural solidarity farm run by the L'Impronta group, whose produce is now sold in the bakery.

MAIN IMPACTS TO DATE

The project is currently being rolled out, with the **recruitment of 6 vulnerable people**.

TAKING IT FURTHER

Covivio teams have been involved with Via Libera on a number of solidarity initiatives: **team building** at the solidarity farm, **theatre workshop** for project participants, use of the association's **catering** service, etc. ●



Support from the Foundation
€70,000 over 3 years

**71 employees including
29 with disabilities**

€3,000,000
Operating budget

Source of funding
PRIVATE 98,5% - PUBLIC 1,5%



From the farm to the bakery, the L'Impronta Group is making its mark on the south of Milan, thanks in particular to our collaboration with the Covivio Foundation. A partnership that goes beyond financial support and also includes the involvement of teams in volunteering, participation of our educators in organising events for the children of Covivio employees, or the use of our catering services for Covivio's internal and external events."

Via Libera/L'impronta Group, Andrea Foschi,
Head of Communications

AL FARABI MUSIC ACADEMY GERMANY

The Al-Farabi Music Academy, founded in Berlin in 2016, aims to promote social inclusion and break down prejudice towards refugees through music. Its activities, which are primarily aimed at refugee children from immigrant or socially disadvantaged backgrounds, also include local residents and non-refugees, with a view to forging links of solidarity across society as a whole.

PROJECT SUPPORTED

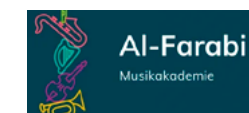
To develop the sense of community and self-confidence of the young people involved, the academy offers **instrumental lessons, intercultural concerts** in social centres and **homes for the elderly**, and visits to the Berlin Konzerthaus (a historic concert hall). The performances and concerts are particularly unifying moments for the community as a whole and a source of self-esteem for the participants in the programme.

MAIN IMPACTS TO DATE

The Al-Farabi Youth Ensemble was founded and developed in 2023 by and with young people from hostels and local music schools. **Several major concerts** have been organised in a number of Berlin's leading music venues.

TAKING IT FURTHER

In addition to the participation of Covivio teams in the various activities organised by the Al-Farabi Academy, the two partners are looking into potential collaborations with other associations supported by the Covivio Foundation in Berlin, such as JRS and SAFE-HUB. ●



Support from the Foundation
€60,000 over 4 years

3 employees

€280,500
Operating budget

Source of funding
PRIVATE 50% - PUBLIC 50%



The partnership between the Al-Farabi Music Academy and the Covivio Foundation began 4 years ago. The involvement of the teams is a very important aspect of our collaboration: the employees regularly come to our concerts in Berlin, and even to the Panthéon in Paris in 2023, when we celebrated the 60th anniversary of the Élysée Treaty of Franco-German friendship. We are proud to be part of the network of projects supported by the Covivio Foundation."

Peter Bleckmann, Director of the Al-Farabi
Musikakademie

LEBENSILFGE GERMANY

Lebenshilfe Oberhausen, founded in 1963, provides support and care for disabled people of all ages within its network of 21 establishments. The association offers a wide range of services (speech therapy, occupational therapy, physiotherapy, administrative support, etc.) to help them integrate fully into society.

PROJECT SUPPORTED

The "Leichte Sprache - Leben im Pott" (Easy Language) project enables **people with speech and language difficulties** to **deal with complex content** using simple language, in the fields of education, health or law. The association adapts texts, forms and contracts using simple words, short sentences and images.

MAIN IMPACTS TO DATE

Many administrative documents have been adapted and training sessions organised for participants. In particular, Lebenshilfe has produced a "tenant's dashboard" kit containing all the important information needed to move in and live in your own flat. A **Digital Manager post has been created** to improve communications about the project and associated services. An **initial newsletter** has been sent out.

TAKING IT FURTHER

Covivio's teams have worked to make the benefits of the programme available to many of their customers. Covivio is also helping Lebenshilfe network with other organisations, such as JRS Deutschland, which shares the challenge of helping its beneficiaries better understand certain administrative processes. ●



Support from the Foundation
€36,000 over 3 years

9 employees

€733,000
Operating budget

Source of funding
PRIVATE 79% - PUBLIC 21%



We have particularly supported the digitisation of the activities of the Easy Language programme. A key element of this project is the new monthly newsletter, which informs people with or without disabilities about what the association has to offer. We are particularly pleased that the topic of housing is covered by this project and delighted to have an experienced partner working alongside us."

Barbara Lipka, Director of Communications Germany
Covivio, member of the Foundation's Local Committee

OLIVER KAHN STIFTUNG GERMANY

The Oliver Kahn Foundation works with children and young adults from disadvantaged backgrounds to promote integration and develop soft skills through the values of sport. As part of this work, the Foundation has designed the SAFE-HUB learning centres, where the principles of safety, respect and caring are paramount.

PROJECT SUPPORTED

The Covivio Foundation is supporting the "EduFootball" programme at the **SAFE-HUB in Berlin**. The aim of this programme is to provide support and training to young people, boys and girls alike, through recreational and sporting activities, with a view to developing their interpersonal skills. The educators and coaches focus on the values of setting an example, self-control and solidarity.

MAIN IMPACTS TO DATE

Berlin's SAFE-HUB was inaugurated in November 2023. **320 children aged between 6 and 12** use the pitch every week as part of EduFootball programmes, and it is also open to 12 partner organisations in the neighbourhood for their activities. The children of tenants in Covivio-owned homes near the SAFE-HUB also take part in the programme.

TAKING IT FURTHER

Covivio teams have taken part in the EduFootball programme, helping to organise tournaments and screenings of football matches. Some of our tenants have also taken on coaching roles. ●



Support from the Foundation
€91,000 over 4 years

4 employees

€327,000
Operating budget

Source of funding
PRIVATE 100%



Thanks to the support of the Covivio Foundation, the SAFE-HUB Berlin team is developing football education programmes, training coaches and creating fun events for young people from disadvantaged backgrounds and their families. This helps them to feel valued and safe. The Covivio team, which is particularly committed and motivated, makes a major contribution to this objective of living together better."

Oliver Kahn, Director of the Oliver Kahn Foundation

RUHRWERKSTATT GERMANY

Ruhrwerkstatt, founded in Oberhausen in 1977, promotes the personal, professional and cultural development of disadvantaged and vulnerable people, regardless of their age or social and cultural background. The aim is to offer everyone equal opportunities for personal and professional fulfilment.

PROJECT SUPPORTED

The aim of the project supported by the Covivio Foundation is to **help pupils** in their final year of secondary school make the **transition to the world** of work in various towns in the Ruhr region. The programme, aimed at young people in vulnerable situations, is based on the principle of mentoring by volunteers with solid professional experience. Their role is to help the young people with their research and application procedures or to register for training courses. Each mentor supports a single young person and spends an average of two hours a week with them.

MAIN IMPACTS TO DATE

For this third year of the project, the association has set up a **network of 26 role models** who advise the mentors and regularly exchange views with everyone involved in the programme.

Experts are invited to speak to volunteers on various subjects of interest, through online digital workshops for all mentors and coordinators: "Rights and obligations in training", "Two-year introduction to the training profession - how to quick-start a career", "Funding opportunities during training", etc.

TAKING IT FURTHER

A workshop focusing on the process of job application was held in collaboration with Covivio's HR department. Around 15 mentors and training sponsors took part, bringing the total number of participants to nearly **30**. Other workshops are currently being developed. ●



Support from the Foundation
€45,000 over 3 years

110 employees

€1,100,000
Operating budget

Source of funding
PRIVATE 1% - PUBLIC 99%



Thanks to Covivio's support, pupils from three schools in Oberhausen were supported by volunteer mentors during their transition from school to training. Covivio also offered useful workshops to help young people prepare for job interviews and better understand all aspects of the application process. This cooperation allows us to show how we can bring about lasting, positive change when we work together."

Artur Sotula, Coordinator of the "Bildungsbrücke" project, Ruhrwerkstatt

BERLINER TAFEL & TAFEL DEUTSCHLAND GERMANY

The Tafel network is the largest network of food banks in Germany. Its mission is to collect food and help vulnerable people by distributing meals and food.

PROJECT SUPPORTED

The Covivio Foundation supports the main activities of Berliner Tafel and Tafel Deutschland in Berlin and the other main German cities. In addition, the Foundation supports other schemes set up by the network, such as the Kimba programme (see below) run by Berliner Tafel and the workshops for older people run by Tafel Deutschland.

MAIN IMPACTS TO DATE

Every year, the Kimba programme enables some **4,000 young people** to learn how to **prepare** healthy and vegetarian dishes using regional ingredients, through cookery classes held at the association's premises, schools and nurseries.

A quarter of Tafel's customers are over 64. As well as providing support and financial assistance by distributing food, Tafel Deutschland organises **workshops for older people** to help them get more out of the social life of their neighbourhood: senior cafés, visits, cultural activities, etc.

TAKING IT FURTHER

Covivio's teams get involved and take part in many of the Tafel network's activities: collecting food from shops, sorting food on site, helping to distribute baskets and organising special events such as clean-up campaigns. ●



Support from the Foundation
€21,000 in 2023

Employees
80 Tafel Deutschland
44 Berliner Tafel

+€20,000,000
Operating budget

Source of funding
PRIVATE 98% - PUBLIC 2%



We would like to thank Covivio for its support and the quality of our relationship. Having a leading real estate company as a partner opens the way to new forms of collaboration, including commercial or residential rental. Together, we can build a long-term partnership."

Ryan Harty, Head of International Relations, Tafel Deutschland

OTHER COVIVIO PROJECTS LINKED TO THE FOUNDATION

As well as being European in scope, the Foundation's approach is original in that it offers a range of support options to partner associations: financial sponsorship, skills-based volunteering, solidarity initiatives, providing space within our estate, in-kind donations (furniture and IT equipment), hosting of solidarity events, etc.

Raising awareness & engaging tenants

2 years ago, Covivio launched the **WeCare programme**, which aims to promote the Group's values in tandem with the Foundation's projects and, more broadly, its corporate Purpose. The programme runs communication projects in all or some of our Covivio buildings and Wellio sites, addressing social and environmental themes. In 2023 and 2024, the following customer awareness campaigns were carried out in collaboration with 3 of our partners:

PLAY INTERNATIONAL

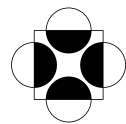
For the 3rd year running, Covivio hosted PLAY International's Vertigo charity race at its CB21 building in Paris-La Défense. The event raises nearly €100,000 for the charity each year, with 500 runners taking part.

REFUGEE FOOD

Organised in June 2023 during their annual festival to mark World Refugee Day, a special menu was devised by the association's beneficiaries and offered in the restaurants of 4 Covivio buildings in France. Around 500 of our customers chose the meals. In addition, a call for volunteers for food aid was distributed to 10 Covivio properties.

CRAVATE SOLIDAIRE

Collections were organised, and people contributed more than 500 kg of professional clothing from 17 Covivio/Wellio buildings and sites. A call for volunteers was also launched.



Donations and free event space

The Foundation also regularly donates furniture and IT equipment: for example, in Germany, the SAFE-HUB project was given a set of meeting room furniture. At the same time, we also make available free space within our estate for solidarity initiatives and events organised by our partner associations. Training, seminars, governance meetings and other events have all been hosted on our premises. During the Paris Olympic Games, Covivio went a step further by welcoming Kabubu's team into one of its buildings as their own offices were shut down for the duration of the Games. In a more permanent project, Covivio has been hosting the largest dressing room and clothes sorting centre for Cravate Solidaire at its CAP 18 site north of Paris for over 2 years now.



Engaging our employees

In general, the Foundation's projects aim to involve Covivio's teams as much as possible in the projects and initiatives it supports.

This is how the Socovivio commitment programme came into being in 2021: it allows any employee to devote 8 hours a year of their working time to a solidarity initiative they choose from the selection offered on our European platform. Crucially, projects are designed to avoid falling into the trap of solidarity team-building, which would ultimately consume more time for the associations than would actually be useful to them!



Since the programme was set up,

more than **430 employees** have taken part in an initiative, representing more than **3,500 hours** of solidarity, supporting **46 associations**

While financial support remains essential, our aim is to develop 360° partnerships that go further and enable us to create strong, tailored links with each of the associations we support.

Each year, in addition to the €300,000 in financial donations, Covivio invests €230,000 in sponsorship in kind and skills-based volunteering. We'll be continuing in the same vein until the end of 2024, as we launch a new call for 3-year projects in France (to be followed by calls for projects in Germany and Italy in 2025) and the deployment of projects to further involve our employees in Europe. We also aim to link the Foundation's work more closely to our day-to-day activities, and to open the doors of our premises to associations where this is appropriate. We are committed to raising awareness and mobilising our entire ecosystem for the cause we support. In short, an exciting and meaningful roadmap for Covivio and its teams.

COVIVIO

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