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Diversity and equality: Covivio, a committed European player

To mark European Diversity Month, Covivio is reaffirming its commitment to diversity and equality. Committed to combating all forms of discrimination, the Group is deploying concrete actions across its operations in Europe. A signatory of the Diversity Charter since 2010 and of the United Nations Global Compact since 2011, Covivio is working in particular to promote gender equality and the inclusion of people with disabilities throughout the company and via its Foundation.

Covivio is committed to supporting people with disabilities

In 2021, Covivio launched its first disability mission, before signing a partnership agreement with the French “*Association nationale de gestion du fonds pour l'insertion professionnelle des personnes handicapées*” (AGEFIPH) in 2023.

With this agreement, Covivio has committed to concrete objectives for progress by 2026:

- Continue to raise awareness and training for managers,
- Strengthen career support for employees with disabilities within the Group's teams.

Several concrete actions were deployed in 2024: welcoming a disabled employee in the IT team during "DuoDay" initiative, thematic conferences on mental health and reconciling chronic illness and professional activity, information about the Recognition as a disabled worker, disabled sports activities during the Week for the Employment of Disabled People, organisation of solidarity markets in collaboration with ESATs¹.

As part of its Foundation, Covivio supports several associations in this area:

- In France, "Fratrïes", which develops and offers housing in city centres, where young working people with and without disabilities live together and have all the conditions they need to make a success of their journey towards independence and employment.
- In Italy, the "L'Impronta" association works to integrate vulnerable people into the labour market, particularly those with mental and physical disabilities.
- Finally, in Germany, the Foundation supports "Lebenshilfe", which provides support and care for disabled people of all ages through a wide range of services (speech therapy, occupational therapy, physiotherapy, administrative support, etc.).

Lastly, Covivio promotes inclusive recruitment and bases its practices on a process that guarantees equal treatment for candidates at every stage, as well as diversity in the profiles recruited. Since 2023, Covivio has also been a member in France of the "Tremplin Handicap"

¹ Etablissement ou service d'aide par le travail

association, which works to ensure the success of the academic career and professional integration of young people with disabilities.

Inclusion also has its place in the working environment!

In 2024, Covivio examined the link between the work environment and the implementation of inclusive policies in companies. With this in mind, a study [entitled "From workplace to living space - Scenarios and recommendations for designing more inclusive workspaces"](#) was carried out with the support of Total Tool, a design company, and Professor Giulio Ceppi of Milan Polytechnic University, an expert in the Design for all and Design for inclusion approaches. The recommendations for inclusive design focus particularly on diversity and individuality in three areas: disability, gender and culture.

Key figure: At Covivio, 93.7% of our buildings are accessible to people with reduced mobility.

Parity: priority to gender equality

Covivio's HR policy is in line with the objectives of the collective agreements signed since 2011, in addition to the requirements of the Diversity Charter signed in 2010, and the Charter Equality in Real Estate (signed in 2021), in particular through the systematic analysis of pay gaps within the same job population, starting from a positioning of less than 5% of the median. In 2024, Covivio's score on the French Gender Equality Index is 94/100 (compared with 95/100 in 2023).

In Germany, Covivio is a member of "Charta der vielfalt", an initiative that promotes inclusion and diversity in the workplace through recruitment, training and skills development. Two people have been appointed to deal with discrimination and can be contacted by employees in the event of a complaint. In France, an e-learning module entitled "Preventing sexist behaviour" was distributed to all employees on the occasion of the national day against sexism in 2024.

In Italy, a partnership has been signed with "Valore D", the main professional association committed to gender equality in Italy. Employees can access information on this issue and take part in events and initiatives proposed by the association (conferences, mentoring programmes, etc.).

Ex-Aequo, a Europe-wide programme to promote equal opportunities for men and women

To support the progression of women within the Group, Covivio has been rolling out the Ex-Aequo programme since 2017, which has two components:

- Actions to raise awareness of gender equality among all employees
- A mentoring programme designed to support and guide women who so wish in their professional careers, with the help of a mentor who is a member of Covivio's European management team. For the 2025-2026 cycle, 25 French, Italian and German women are benefiting from this programme. More than 100 women have taken part in the scheme since its inception.

Mentees and mentors have their say

What does the Ex Aequo programme offer you as a woman at Covivio?

"For me, the greatest value of this programme is having been able to benefit from the exchanges: both in the relationship with my mentor and with the other mentees, regardless of where they work. The feedback I received was always honest and very valuable to me. It's had a huge influence on my future career. I was also able to define my strengths and areas for development more easily. It was a great experience and I'm delighted to continue to be part of the fantastic Covivio-Ex-Aequo team as a former mentee!" **Nicole Alfes, Group Data Protection Officer, Covivio Germany.**

"The Ex Aequo programme gives me the chance to create a strong relationship with my mentor. Thanks to her, I feel more confident in my day-to-day work. And above all, we also create real bonds between mentees and have a great time together." **Clara Dumange, Marketing & Communication Manager, France**

How do you see the role of mentor?

"A mentor is not a professional coach, or a teacher, or someone who has all the answers. It's someone who puts their experience at the service of another person, in the hope of helping them to see situations from a different angle." **Giovanna Ruda, Executive Director, Italy**

"My role is first and foremost to listen to how the mentees feel in the company and to understand what they expect. It's often easier to confide in us than in their manager. It's also an opportunity to talk about things we don't often talk about, like soft skills or how to interact with stakeholders, colleagues and so on. It's also a chance for them to dare to ask the questions: "What do I want to do?", "How can I contribute to the company?" **Olivier Estève, Deputy CEO**

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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.

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A benchmark in the European real estate market with €23.1 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), 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, and in the ESG FTSE4 Good, CAC SBT 1.5°C, DJSI World & Europe, Euronext Vigeo (World 120, Eurozone 120, Europe 120 and France 20), Euronext® CDP Environment France EW, ISS ESG, Ethibel and Gaïa ethical indices and also holds the following awards and ratings: CDP (A-), GRESB (88/100, 5-Star, 100% public disclosure), ISS-ESG (B-) and MSCI (AAA).

Notations solicited:

Financials part: BBB+ / Stable outlook from S&P