



Paris, 8 July 2025

Covivio awarded Great Place To Work 2025® in its 3 countries: Germany, France and Italy

82% of employees strongly recommend Covivio as a great place to work!

Committed to the well-being of its employees, Covivio has renewed its Europe-wide satisfaction survey for the 4th time. New this year: the barometer is conducted in partnership with Great Place to Work®, the global benchmark for quality of life at work. This approach echoes the Group's purpose, "Building sustainable relationships and well-being", and its desire to offer its teams a stimulating and fulfilling working environment.

*"We are delighted and proud to have been awarded the Great Place to Work® label in the three countries where we operate. This certification testifies to our daily commitment to a working environment based on trust, openness and collaboration. The label also rewards our HR policy of supporting and developing all our talents. Continued progress is imperative, and the Great Place to Work approach will help us to achieve this", says **Elsa Canetti, Chief HR Officer.***

Between 28 April and 16 May 2025, Great Place to Work® surveyed all Covivio employees in Germany, France and Italy (862 respondents out of 1,062 employees), focusing on 3 major aspects: management (credibility, respect and fairness); work and pride in belonging; and conviviality between colleagues. In order to assess Covivio's results and put them into perspective, Great Place to Work® compares them to the "Employees Europe 2024" benchmark, a representative statistical sample of European employees from all sectors (outside the scope of Great Place to Work accredited companies).

How do Covivio employees view their employer?

The survey reveals particularly positive indicators, with an average of 75% favourable responses to the various questions, and 82% of our employees believing that our company is an excellent place to work.

Focus on the key points of the survey!

(Results compared with the Employees Europe 2024 Benchmark)

Management credibility is a strong point, thanks in particular to its accessibility, competence, honesty and integrity.

> **For 82% of Covivio employees, management is accessible and easy to talk to (+23pts vs benchmark)**

> **86% of employees believe that management manages the company honestly and ethically (+26pts benchmark).**

The working conditions offered by Covivio to its European employees are widely appreciated, both for the physical facilities and for the benefits enjoyed by employees: the quality of the workspace, the work/life balance, the appropriate resources, and the support provided for psychological and emotional well-being.

> **90% of employees say they have the resources and equipment they need to do their job (+21pts vs benchmark).**

> **For 82%, the quality of the premises makes for a pleasant working environment (+24pts vs benchmark).**

Employees show a great deal of pride, both in their individual contributions and in the collective successes and sense of belonging to the company. This pride fosters commitment, reinforces team spirit and fosters long-term loyalty.

> **83% of employees say they feel like a fully-fledged member of the company, whatever their position (+19pts benchmark).**

> **80% of employees are proud to tell others that they work for Covivio (+19pts benchmark).**

The conviviality within the company is also praised by employees, reflecting a strong social dimension. When management embodies the company's values and employees identify with them, this creates a unified and positive corporate culture, conducive to a motivating and high-performance working environment.

> **82% say they can be themselves at Covivio (+16pts benchmark).**

> **87% of new employees say they feel welcome (+19pts benchmark).**

#wearecovivio Covivio, a committed company

For several years now, Covivio has been deploying an active HR policy in favour of the well-being and development of its employees, through several concrete initiatives aimed at improving their quality of life at work: tailor-made induction and training programmes, managerial support, commitment to diversity and inclusion, etc. This approach is also part of a Europe-wide employer brand programme designed to enhance the experience of employees, strengthen their commitment and attract new talent. By encouraging exchanges between its different countries and by crossing viewpoints and cultures, Covivio is contributing, on a European scale, to creating links and a strong culture of belonging between all its employees.

COVIVIO
PRESS RELEASE

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ABOUT COVIVIO

Drawing on its history of partnerships, its property expertise and its European culture, Covivio is inventing today's user experience and designing tomorrow's city.

Covivio is the preferred real estate operator on a European scale, getting closer to end users, capturing their aspirations, combining work, travel and living, and co-selling living spaces.

A benchmark European operator with €23 billion of assets, Covivio helps companies, hotel brands and local authorities meet their challenges in terms of attractiveness, transformation and responsible performance.

Covivio's raison d'être is to build well-being and lasting relationships, expressing its role as a responsible property operator to all its stakeholders: customers, shareholders and financial partners, in-house teams, local authorities and future generations. In addition, Covivio's lively approach to real estate opens up exciting prospects and career paths for its teams.

Covivio shares are listed on Compartment A of Euronext Paris (FR0000064578 - COV), admitted to the SRD and included in the MSCI, SBF120, Euronext IEIF "SIIC France" and CAC Mid100 indices, in the EPRA and GPR 250 benchmark indices for European property companies, and in the FTSE4 Good, CAC SBT 1.5°C, DJSI World and Europe, Euronext Vigeo (World 120, Eurozone 120, Europe 120 and France 20), Euronext® CDP Environment France EW, Stoxx ESG, Ethibel and Gaïa and has been awarded the EPRA BPRs Gold Awards (financial reporting and sustainable development), CDP (A), GRESB (90/100, 5-Star, 100% public disclosure), Vigeo-Eiris (A1+), ISS-ESG (B-) and MSCI (AAA).

Ratings requested:

Financial component : BBB+ / Stable outlook by S&P