

CORPORATE SUSTAINABILITY REPORT 2012



**SOCIETE  
DE LA  
TOUR EIFFEL**



## CONTENTS

---

### **01 EDITORIAL**

- 02 FROM TRANSPARENT APPROACH...
- 03 ... TO TANGIBLE INPUT
- 04 KEY FIGURES FOR 2012
- 05 REPORTING FOR 2012  
PERFORMANCE INDICATORS
- 06 METHODOLOGICAL NOTE

### **09 A COMMITMENT TO COPROATE CITIZENSHIP**

- 11 GENDER DIVERSITY
- 11 TRANSPARENCY AND ETHICS
- 11 CORPORATE GOVERNANCE  
AND SOCIAL RESPONSIBILITY
- 12 CORPORATE CARBONE®  
FOOTPRINT

### **14 ASSET MANAGEMENT BASED ON AN ENVIRONMENTAL STRATEGY**

- 16 AN INTRINSICALLY EFFICIENT  
PORTFOLIO
- 17 KEY INDICATORS FOR 2012

### **19 A PROACTIVE ROADMAP FOR 2015**

- 20 A MULTI-YEAR ACTION PLAN
- 22 DEVELOPMENTS WITH HIGH  
ENVIRONMENTAL QUALITY
- 23 THE ENVIRONMENTAL RIDER,  
AN IMPROVEMENT RACHET
- 24 AN INNOVATIVE APPROACH  
TO ENVIRONMENTAL  
MANAGEMENT
- 25 SHARING POINTS OF VIEW

### **26 CONCLUSION**

### **28 APPENDICES**

- 29 OVERVIEW OF REGULATORY  
ART. 225: GRENELLE 2
- 32 GRI CORRESPONDENCE
- 34 DETAILED EPRA INDICATORS  
PER ASSET
- 36 CONFIRMATION OF AUDITOR'S  
PRESENCE AND LIMITED  
ASSURANCE REPORT

# EDITORIAL



## “ACCEPTING OUR RESPONSIBILITIES.”

Corporate Sustainability has become a major issue that impacts our strategy on several levels. First, it is important to our occupiers because energy efficiency is part of their selection criteria and of course, meeting their requirements is an essential factor for us. Second, it is important for investors who want to know our performance and approach. For them, we are ready to compare, rate and improve ourselves through a Sustainable Development policy. Finally, it is important for our teams, who are not only involved as employees of Société de la Tour Eiffel, but also as individuals, as part of the global effort to control our environmental footprint.

Our strategy is so affected by the CSR that it has led us to define two new approaches. One is macroeconomic, and involves redefining our portfolio to highlight assets of high environmental quality. The other is microeconomic, and involves having an effective investment policy designed to fine-tune the improvement in our performance.

Our investments are mainly focused today on assets that are sustainable development-certified or qualify for certification, and are located close to public transport facilities: they are superior quality, more attractive and participate at our level in the global effort to improve the sustainability of the planet. We wish to accelerate this process, which also induces other equally significant benefits (reduced vacancy rates, secure rents, attraction for major occupiers, etc.).

The need to set goals in terms of sustainable real estate for our entire portfolio occurred early on in our strategic analysis, in 2005, when we turned our attention to high quality assets, such as in Rueil, Porte des Lilas, Vélizy and Massy. Integrating such considerations was welcomed by our occupiers, encouraging us to continue in the same vein. Today, our portfolio flagship is of that ilk, and we are striving to bring the remainder of our properties up to the same mark, not only to meet regulatory requirements but also because of market expectations.

We published our first CSR report last year, before it became mandatory, although it had little impact. But being a pioneer also means being a pathfinder, and immediate returns cannot be expected. Our approach is a long-term initiative and we aim to anticipate investor demand in the same way we have done with occupiers. The developments that can be seen in this 2012 Report are another step on the way.

**Renaud Haberkorn**, Chief Executive Officer

# FROM TRANSPARENT APPROACH...

“THE OBJECTIVE OF SOCIÉTÉ DE LA TOUR EIFFEL IS TO GRADUALLY BUILD ITS CREDIBILITY ON ENVIRONMENTAL ISSUES, IN A STRUCTURED AND METHODOICAL MANNER.”

This is the second year that Société de la Tour Eiffel has produced a corporate sustainability report. Now a regulatory requirement, it is designed not only to meet all the obligations of Grenelle II legislation but also to deploy the group's strategy with its stakeholders.

The property mapping which began last year has continued and now covers most of the portfolio – five other business parks and three office buildings were added in 2012. This new step allows us now to structure a multi-year action plan aimed at improving the performance of our assets and the measurement of that performance. **Progress can therefore be monitored by all our partners.**

It is with this objective in mind that this year, the company has presented its environmental data in accordance with the guidelines defined by the GRI (Global Reporting Initiative) and the recommendations of the EPRA (European Public Real Estate Association), reporting on its performance to several large market organisations such as GRESB (Global Real Estate Sustainability Benchmark), IPD (Investment Property Databank) or GRI.

The **quest for transparency and comparability** is also reflected in the active participation of Société de la Tour Eiffel in the creation of the Sustainable Real Estate Observatory (OID), which helps measure our progress and anticipate market trends.

The action taken in the future will revolve around three major issues:

- **A comprehensive development strategy** for the portfolio, focusing on assets corresponding to the quality criteria compatible with the environmental goals we have set ourselves;
- **Constructive discussions** with occupiers to create an environment conducive to the implementation of joint action plans and efficient work policies;
- **A process to manage and analyse** environmental indicators for the portfolio in order to anticipate future regulations.



## GLOBAL REPORTING INITIATIVE

Société de la Tour Eiffel has adopted the 3.1 guidelines issued by the **GRI** to prepare its Corporate Sustainability Report. The resulting commitment and transparency meet the **B+ level, verified by Sinteo**.

The GRI correspondence index can be found in the appendix.

## ... TO TANGIBLE INPUT



AS OF 2012, SOCIÉTÉ DE LA TOUR EIFFEL WILL BE APPLYING EPRA<sup>(1)</sup> RECOMMENDATIONS AND USING THE INDICATORS FROM THE GRI PROTOCOL. FOR 2013, THE COMPANY INTENDS TO EXPAND THE SCOPE OF THE RECOMMENDED INDICATORS AND COMPLY WITH THE MOST ADVANCED INTERNATIONAL STANDARDS.

FOR SEVERAL YEARS, SOCIÉTÉ DE LA TOUR EIFFEL HAS BEEN ACTIVELY CONTRIBUTING TO THE IMPLEMENTATION OF THE ENVIRONMENTAL IPD DATABASE.



An MSCI Brand



SOCIÉTÉ DE LA TOUR EIFFEL HAS PARTICIPATED IN THE CREATION OF THE SUSTAINABLE REAL ESTATE OBSERVATORY. OID IS AN INDEPENDENT ASSOCIATION COMPOSED OF PRIVATE AND PUBLIC SECTOR PARTICIPANTS IN COMMERCIAL PROPERTY. THE POOLING OF CONFIDENTIAL TECHNICAL DATA ON THE BUILDINGS OPERATED BY THE COMPANY USING A UNIFORM METHOD PROVIDES STATISTICAL INDICATORS REPRESENTATIVE OF THE ENERGY PERFORMANCE OF OFFICE SPACE IN FRANCE.

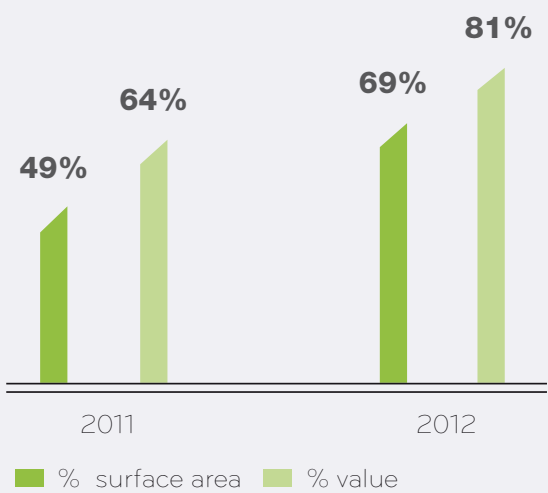
SOCIÉTÉ DE LA TOUR EIFFEL IS AN ADHERENT OF THE FRENCH FEDERATION OF REAL-ESTATE COMPANIES (FSIF) AND AS SUCH IS A MEMBER OF THE SUSTAINABLE DEVELOPMENT COMMITTEE.



(1) EPRA's Best practices Recommendations (September 2011).

# KEY FIGURES FOR 2012

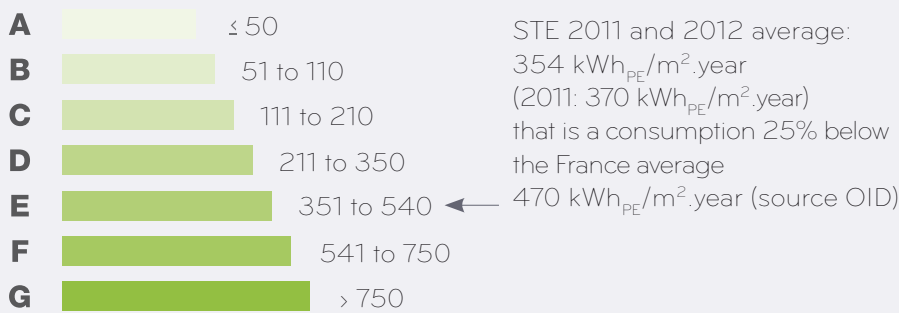
## MAPPED PORTFOLIO



81%

Percentage of portfolio mapped in 2012 in value, representing 69% of the portfolio's floor space

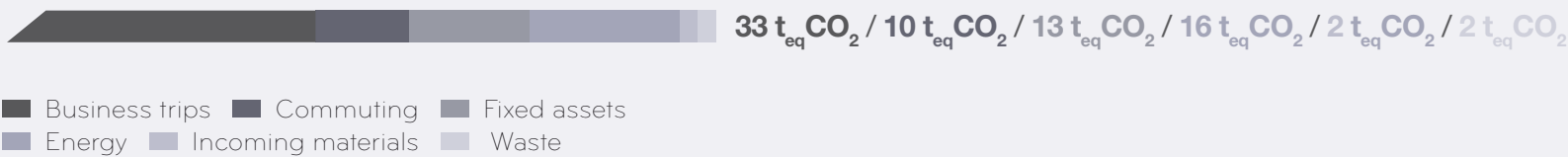
## AVERAGE PORTFOLIO CONSUMPTION



354 kWh<sub>PE</sub>/m².year

Average energy consumption of the property assets of Société de la Tour Eiffel, i.e. 25% lower than the French average

## CARBONE® FOOTPRINT



3 T CO<sub>2</sub>e

per person, Corporate carbon footprint in 2012 embracing 27 employees, i.e. a decrease of 50% compared with 2011

# REPORTING FOR 2012

## PERFORMANCE INDICATORS

All the consolidated indicators by category are presented below, and a selection of key indicators is detailed in the appendix for each asset within the scope of consolidation.

Category	Reference	Reliability	Unit	Indicators	
				Year % of the portfolio mapped	
GLOBAL	GRI CRESS - EPRA	Collecting data rate (2012)		2012 69%	2011 49%
<b>ENERGY</b>					
CarbonScreen® mark - intrinsic performance	-	100%	/100	54	55
Total energy consumption	EN 3 & 4	71%	MWh <sub>FE</sub>	55,460 ✓	35,345
<i>including fossil fuels</i>	EN 3		MWh <sub>FE</sub>	1,510	1,311
<i>including electricity</i>	EN 4		MWh <sub>FE</sub>	48,892	31,869
<i>including district heating</i>	EN 4		MWh <sub>FE</sub>	5,058	2,165
... Per m <sup>2</sup>	CRE 1		kwh <sub>FE</sub> /m <sup>2</sup>	148 ✓	152
	CRE 1		kwh <sub>FE</sub> /m <sup>2</sup>	354 ✓	369
<b>GHG</b>					
Total emission	EN 16	71%	T CO <sub>2</sub> e	5,545 ✓	3,444
<i>including direct emissions</i>	EN 16		T CO <sub>2</sub> e	353	307
<i>including indirect emissions</i>	EN 16		T CO <sub>2</sub> e	5,191	3,137
... Per m <sup>2</sup>	EN8		kg CO <sub>2</sub> e / m <sup>2</sup>	15	15
<b>WATER</b>					
Total consumption	EN8	61%	m <sup>3</sup>	56,815 ✓	48,699
... Per person	CRE3		m <sup>3</sup> / nbETP	5.8	5.4
<b>WASTE</b>					
Total mass	EN22	32%	T	550	662
... Per person	-		kg/nbETP	91.5	168.5
% of upgraded waste*	EN22		%	87%	75%

✓ Indicators audited by Pricewaterhouse Coopers.

\* Recovered and/or recycled waste: waste collected according to type (CIW / household, paper, cardboard etc.)

# METHODOLOGICAL NOTE

The reporting is based on the indicators defined by Decree No. 2012-557 of 24 April 2012, in the version applied to listed companies, and the recommendations of EPRA.

For corporate data, the two entities Société de la Tour Eiffel (STE) and Tour Eiffel Asset Management (TEAM) are presented jointly for the sake of consistency.

For data relating to assets held by STE, the scope of CSR reporting covers 81% of the portfolio in value and 69% in surface area divided between the four types of assets held by the Société de la Tour Eiffel:

- Offices;
- Business parks (also referred to as Parcs Eiffel);
- Stand alone light industrial;
- Warehouses, sorting centres.

Assets excluded from the scope indicated above of the 2012 report meet one of more of the following criteria:

- Assets under **development**; the Montrouge site which is currently under construction;
- Assets held for **sale** or actually sold in 2012 – whether comprised or not in the company's asset inventory;
- Assets deemed **irrelevant** for the purposes of the company's asset management strategy.

The data published for 2012 covering the period 1 January 2012 to 31 December 2012 have been reviewed by PricewaterhouseCoopers Audit, the statutory auditors for Société de la Tour Eiffel.

> A DETAILED METHODOLOGICAL GUIDE IS AVAILABLE ON OUR WEBSITE, IN THE CSR SECTION.



Category	Reference	Reliability	Indicators		
Offices	GRI CRESS - EPRA	Collecting data rate (2012)	Unit	Year % of the portfolio mapped	
				2012 79%	2011 70%
ENERGY					
CarbonScreen© mark - intrinsic performance	-	100%	/100	60	58
Total energy consumption	EN 3 & 4		MWh <sub>FE</sub>	33,389 ✓	21,645
including fossil fuels	EN 3		MWh <sub>FE</sub>	0	1 311
including electricity	EN 4		MWh <sub>FE</sub>	29,023	20,334
including district heating	EN 4		MWh <sub>FE</sub>	4,365	0
... Per m <sup>2</sup>	CRE 1		kwh <sub>FE</sub> /m <sup>2</sup>	264 ✓	239
	CRE 1		kwh <sub>PE</sub> /m <sup>2</sup>	626 ✓	594
GHG					
Total emission	EN 16	100%	T CO <sub>2</sub> e	3,372 ✓	1,972
including direct emissions	EN 16		T CO <sub>2</sub> e	0	0
including indirect emissions	EN 16		T CO <sub>2</sub> e	3,372	1,972
... Per m <sup>2</sup>	EN 8		kg CO <sub>2</sub> e /m <sup>2</sup>	27	22
WATER					
Total consumption	EN 8	85%	m <sup>3</sup>	36,722 ✓	28,523
... Per person	CRE 3		m <sup>3</sup> /nbETP	6.6	6.4
WASTE					
Total mass	EN 22	48%	T	350	488
... Per person	-		kg/nbETP	109.1	176.7
% of upgraded waste <sup>(1)</sup>	EN 22		%	100%	80%

(1) Waste collected according to type (CIW/household, paper, cardboard, etc.)

✓ Indicators audited by Pricewaterhouse Coopers.

PARCS EIFFELS	GRI CRESS - EPRA	Collecting data rate (2012)	Unit	2012 88%	2011 42%
<b>ENERGY</b>					
CarbonScreen© mark - intrinsic performance					
Total energy consumption	EN 3 & 4	56%	MWh <sub>FE</sub>	16,448 ✓	7,778
including fossil fuels	EN 3		MWh <sub>FE</sub>	197	0
including electricity	EN 4		MWh <sub>FE</sub>	16,251	7,778
including district heating	EN 4		MWh <sub>FE</sub>	0	0
... Per m <sup>2</sup>	CRE 1		kwh <sub>FE</sub> /m <sup>2</sup>	82 ✓	82
	CRE 1		kwh <sub>PE</sub> /m <sup>2</sup>	209 ✓	213
<b>GHG</b>					
Total emission	EN 16	56%	T CO <sub>2</sub> e	1,411 ✓	653
including direct emissions	EN 16		T CO <sub>2</sub> e	46	0
including indirect emissions	EN 16		T CO <sub>2</sub> e	1,365	653
... Per m <sup>2</sup>	EN 8		kg CO <sub>2</sub> e / m <sup>2</sup>	7	7
<b>WATER</b>					
Total consumption	EN 8	57%	m <sup>3</sup>	17,365 ✓	15,676
... Per person	CRE 3		m <sup>3</sup> /nbETP	np	np
<b>WASTE</b>					
Total mass	EN 22	28%	T	26	26
% of upgraded waste	EN 22		%	94%	94%

✓ Indicators audited by Pricewaterhouse Coopers.

Category	Reference	Reliability	Indicators		
				Year % of the portfolio mapped	
LIGHT INDUSTRIAL	GRI CRESS - EPRA	Collecting data rate (2012)	Unit	2012 25%	2011 25%
<b>ENERGY</b>					
CarbonScreen© mark - intrinsic performance	-	100%	/100	40	40
Total energy consumption	EN 3 & 4	100%	MWh <sub>FE</sub>	3,210 ✓	3,401
including fossil fuels	EN 3		MWh <sub>FE</sub>	0	0
including electricity	EN 4		MWh <sub>FE</sub>	2,518	2,485
including district heating	EN 4		MWh <sub>FE</sub>	692	917
... Per m <sup>2</sup>	CRE 1		kwh <sub>FE</sub> /m <sup>2</sup>	95 ✓	101
	CRE 1		kwh <sub>PE</sub> /m <sup>2</sup>	213 ✓	217
<b>GHG</b>					
Total emission	EN 16	100%	T CO <sub>2</sub> e	362 ✓	410
including direct emissions	EN 16		T CO <sub>2</sub> e	0	0
including indirect emissions	EN 16		T CO <sub>2</sub> e	362	410
... Per m <sup>2</sup>	EN 8		kg CO <sub>2</sub> e / m <sup>2</sup>	11	12
<b>WATER</b>					
Total consumption	EN 8	36%	m <sup>3</sup>	656 ✓	4,500
... Per person	CRE 3		m <sup>3</sup> / nbETP	np	np
<b>WASTE</b>					
Total mass	EN 22		T	174	149
	-	36%			
% of upgraded waste	EN 22		%	59%	55%
<b>WAREHOUSES/ SORTING CENTRES</b>					
	GRI CRESS - EPRA	Collecting data rate (2012)	Unit	2012 71%	2011 71%
<b>ENERGY</b>					
CarbonScreen© mark - intrinsic performance	-	100%	/100	37	0
Total energy consumption	EN 3 & 4	33%	MWh <sub>FE</sub>	2,414 ✓	2,521
including fossil fuels	EN 3		MWh <sub>FE</sub>	1,313	0
including electricity	EN 4		MWh <sub>FE</sub>	1,101	2,521
including district heating	EN 4		MWh <sub>FE</sub>	0	0
... Per m <sup>2</sup>	CRE 1		kwh <sub>FE</sub> /m <sup>2</sup>	182 ✓	191
	CRE 1		kwh <sub>PE</sub> /m <sup>2</sup>	314 ✓	335
<b>GHG</b>					
Total emission	EN 16	33%	T CO <sub>2</sub> e	400 ✓	408
including direct emissions	EN 16		T CO <sub>2</sub> e	307	307
including indirect emissions	EN 16		T CO <sub>2</sub> e	92	102
... Per m <sup>2</sup>	EN 8		kg CO <sub>2</sub> e/m <sup>2</sup>	30	31
<b>WATER</b>					
Total consumption	EN 8	30%	m <sup>3</sup>	2,072 ✓	0
... Per person	CRE 3		m <sup>3</sup> /nbETP	np	np
<b>WASTE</b>					
Total mass	EN 22	0%	T	0	0
	-				
% of upgraded waste	EN 22		%	0%	0%

✓ Indicators audited by Pricewaterhouse Coopers.

# A COMMITMENT TO CORPORATE CITIZENSHIP



## 2012 HIGHLIGHTS

- > Implementation of a free share allocation plan for employees
- > **70%** of Asset Managers are female
- > **100%** of employees have permanent contracts
- > **45%** of employees have taken at least one training course

## OUR SOCIAL VALUES

As at 31 December 2012, Société de la Tour Eiffel had a compliment of **25 employees**. Of these, 40% of the executives were female, representing **70% of the Asset Managers**. This year, the Company has again implemented a plan to grant free shares to employees, in order to encourage their involvement.

## 2012 SOCIAL DATA

	AT 31/12/2012	AT 31/12/2011
<b>STAFF</b>		
Number of employees <sup>(1)</sup>	25	25
<i>including male</i>	10	10
<i>including female</i>	15	15
Average age of employees	43	42
<b>STAFF MOVEMENTS</b>		
External recruitment	1	4
Departures (fixed-term contracts ending in 2012)	1	2
Voluntary turnover rate (%)	4	8
<b>REMUNERATION</b>		
Total payroll (in € thousands)	2,546	2,387
Employee shareholders of the company (%)	100	>90
<b>TRAINING</b>		
Total hours of training	209	445
% of employees trained	45	96
<b>WORKING TIME - ABSENCE</b>		
Absenteeism rate (%)	3	2.8
<i>including work accidents</i>	0.1	0

(1) Net of Directors.

“Because of its size, Société de la Tour Eiffel maintains direct contact with each of its employees in addition to regular meetings with staff representatives. An annual audit on employee health and safety is conducted to assess the working conditions and environmental hazards of each employee. Our recruitment policy is fluid and in tune with our long-term requirements. Certain functions are outsourced (accounting, IT) enabling the company to concentrate on its core business. However, it does use service providers for project management for example, and ensures that each subcontractor complies with French legislation and respects employees’ rights in particular.”

Sylviane Beaumont,  
Human Resources Manager

## GENDER DIVERSITY

Gender diversity and parity are important values within Société de la Tour Eiffel. The company refuses all forms of discrimination in hiring, ensures equal access to vocational training and equality of remuneration.

During the past year Mercedes Erra joined the Board of Directors. Her appointment is a first step towards increased female participation and represents an opportunity for the company.

Parity is bound to gain ground in the future and the exception to become the norm.

## TRANSPARENCY AND ETHICS

Société de la Tour Eiffel has established internal control procedures and an audit schedule in order to avoid conflicts of interest or insider trading. The Rules of Procedure of the Board of Directors includes specific provisions to promote exemplary conduct by its members.

Société de la Tour Eiffel applies all the transparency rules required of listed companies. The reference document filed with the AMF is available on the website.

## CORPORATE GOVERNANCE AND SOCIAL RESPONSIBILITY

### A RELATIONSHIP OF TRUST

Mapping provides an opportunity to strengthen ties with Société de la Tour Eiffel partners by discussing the outcome involving them in the resulting remedial measures.

This results on the one hand in an environmental management specification to monitor the buildings in concert with Property Managers and in the actioning of the green lease rider with occupiers.

### 2012 HIGHLIGHTS

- > **Arrival** in September of Renaud Haberkorn, the new Managing Director
- > Extension for **5 years** of the Société de la Tour Eiffel Foundation and the appointment of **Mercedes Erra** to the Board of Directors
- > **€150,000** dedicated to the next multiannual action program of the Foundation



### Focus on the Société de la Tour Eiffel Foundation

Established in 2007, the Société de la Tour Eiffel Foundation embodies the company's social commitment.

In January 2012, the Board of Directors of the Société de la Tour Eiffel decided to extend its activities for five years under the presidency of Robert Waterland, one of the founding directors, and to appoint Mercedes Erra to the Board.

Support for young students in key moments of their careers will continue to be its central focus, privileging projects related to the history of the company and the legacy of Gustave Eiffel. The sum of €150,000 has been allocated for the implementation of the multi-year program.

<http://www.fondationsocietetoureiffel.org/>

# CORPORATE CARBONE® FOOTPRINT

CARBONE® FOOTPRINT FOR SOCIÉTÉ DE LA TOUR EIFFEL IN 2012



■ Business trips ■ Commuting ■ Fixed assets  
■ Energy ■ Incoming materials ■ Waste

## CORPORATE ENVIRONMENTAL DATA

	AT 31/12/2012	AT 31/12/2011
<strong>EMISSIONS OF GREENHOUSE GASES</strong>		
<strong>Société de la Tour Eiffel (tCO<sub>2</sub>e)</strong>	<strong>82</strong>	<strong>153</strong>
For business trips	33	108
For Energy	21	17
<strong>Total per employee (tCO<sub>2</sub>e)</strong>	<strong>3.0</strong>	<strong>5.9</strong>
<strong>CONSUMPTION</strong>		
<strong>Energy (kWh)<sup>(1)</sup></strong>	<strong>218,468</strong>	<strong>179,591</strong>
<strong>Water (m<sup>3</sup>)</strong>	<strong>226</strong>	<strong>383</strong>
<strong>Paper (t)</strong>	<strong>1.8</strong>	<strong>2.2</strong>
<strong>TRAVEL</strong>		
<strong>Commuting (km)</strong>	<strong>131,000</strong>	<strong>129,000</strong>
By car and two-wheeled vehicles	36,000	35,000
By public transport	95,000	94,000
<strong>Business trips (km)</strong>	<strong>275,000</strong>	<strong>306,000</strong>
By air		156,000
By rail		115,000
By professional vehicle	33,000	35,000

(1) The scope has been extended this year to include common areas.

**2012 HIGHLIGHTS**

> **2<sup>nd</sup>** corporate Carbone® footprint carried out by the group

> **3.0 t CO<sub>2</sub>e** per employee

> **47%** reduction in emissions compared with 2011.



## IMPROVEMENT IN THE CARBON FOOTPRINT

In 2012 Société de la Tour Eiffel carried out the second evaluation of its carbon footprint using the Bilan Carbone® method. The study analysed the emissions of greenhouse gases linked to its activity, including the consumption of energy, fuel, water and paper. The decision to perform **an environmental assessment largely exceeding the regulatory framework** reflects the will of Société de la Tour Eiffel to take tangible action in order to maintain the working environment of its employees and the living environment of its partners.

The study shows an impressive improvement including a 47% reduction in emissions mainly due to a decrease in air travel last year: company staff made three times fewer flights.

This major fact, however, should not distract from in-house disciplines aimed at limiting the company's carbon footprint such as waste sorting and recycling, reducing paper consumption or the choice of economic company vehicles.

## WHAT IS A TON OF CO<sub>2</sub> EQUIVALENT?

The unit used in the Carbone® footprint method is a tonne of CO<sub>2</sub> equivalent (**tCO<sub>2</sub>e**), which represents the emission of greenhouse gases of each studied workstation, converted into the CO<sub>2</sub> equivalent. In the Bilan Carbone® footprint method, **six different greenhouse gases** are assessed, which are then related to a common unit in order to facilitate understanding and communication.



# ASSET MANAGEMENT BASED ON AN ENVIRONMENTAL STRATEGY





In 2012 Société de la Tour Eiffel extended the scope of the data collection and the analysis of environmental indicators for its property portfolio. That extension covers:

- **All categories of property:** business parks, office buildings, light industrial sites, warehouses;
- All the assets with tenants subject to **a lease with an environmental rider agreed** before July 2013. These assets were the subject of a detailed inventory in terms of their technical facilities, tenants fixtures and fittings and stringent reading of consumption data;
- **The overall scope of the use of each asset is reviewed.** It therefore includes both the share of consumption controlled by Société de la Tour Eiffel and that controlled by its tenants;
- **The complete environmental impact of the assets:** energy consumption, emissions of greenhouse gases, production and sorting of waste, water consumption, intrinsic qualities of the asset compared with influences such as the number of workstations, weather conditions, and the levels of operating contracts;

- **All occupiers are made aware of the study and included within scope**, be they industrial, for which energy cost control methods are commonplace, or CAC 40-listed companies that have introduced a structured CSR policy for all their areas of activity, without overlooking SMEs and SMIs occupying small floor areas.

Reflecting the company's pragmatism which, over and above the comprehensive data collection, seeks to implement an environmental management processes adapted to both its assets and tenants, and this action makes a significant improvement to the widest possible range of environmental indicators.

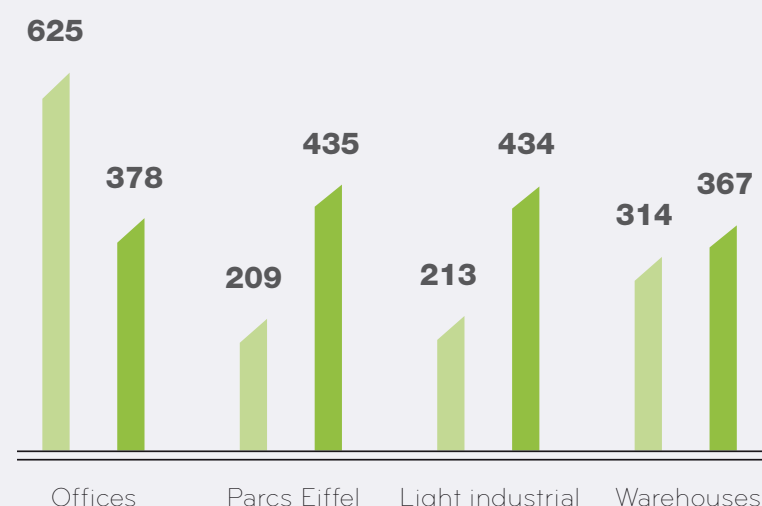
Aware of its role as a precursor and federator for new best practices, Société de la Tour Eiffel has focused its approach on the conscientious management of environmental performance.

# AN INTRINSICALLY EFFICIENT PORTFOLIO

All of the company's assets that have been mapped have been positioned on the CarbonScreen® benchmark (see below). The overall average score for the audited property portfolio is 54 out of 100, a performance 6 points above the average benchmark (covering 5.2 million square meters of commercial property in France). The mapping of the property portfolio conducted in 2011 covering nearly 50% of the assets, and extended in 2012 to nearly 70% of the assets, has highlighted the specific features of the assets of Société de la Tour Eiffel from the environmental point of view:

- The average overall consumption for the audited property portfolio represented **354 kWh<sub>PE</sub> / sq. m per year**, or about 25% less than the French average; as a whole, the buildings are therefore relatively energy-efficient;
- **Over 70% of the assets are subject to standard occupation**, i.e. their energy consumption reflects their intrinsic performance;
- However, **improvements are being sought on office blocks** featuring large, densely occupied, floor plates.

COMPARISON BETWEEN THEORETICAL AND ACTUAL ANNUAL CONSUMPTION  
(annual average consumption of the mapped assets in kWh<sub>PE</sub>/m²)



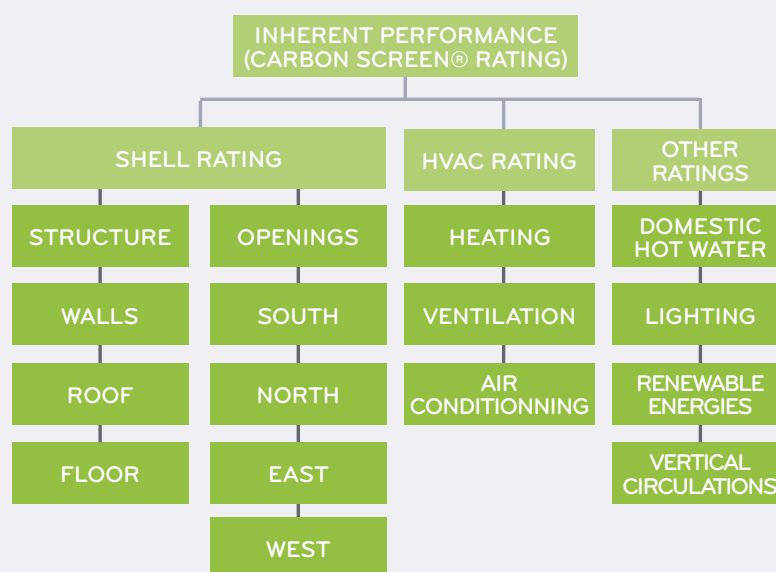
Average STE : 354 kWh<sub>PE</sub>/m². year

■ Actual energy consumption (2012)  
■ Theoretical energy consumption obtained from CarbonScreen®

## WHAT IS CARBONSCREEN®?

Société de la Tour Eiffel relies on CarbonScreen®, a rating system designed and implemented by Sinto. The CarbonScreen® rating is not measured in kWh<sub>PE</sub>/sq.m./year to avoid the risk of confusion, but is a digital indicator with a scale of 0 to 100. It takes into account three factors: the renovation cycle, technological developments, and the date of construction of the building.

CarbonScreen® is the leading benchmark for the energy performance of commercial buildings in France with nearly 1,000 sites.



# KEY INDICATORS FOR 2012

## A GLOBAL VISION OF ENVIRONMENTAL ISSUES

### ENERGY CONSUMPTION

Surface area (m²)	Distribution of surface areas across the energy performance scale (kWh <sub>PE</sub> /m².an)		Value (M€)	Number of assets
0	0%	<b>A</b> ≤50	0.00	0
27,420	7%	<b>B</b> 51 to 110	28.88	2
68,381	18%	<b>C</b> 111 to 210	105.56	3
164,755	44%	<b>D</b> 211 to 350	192.48	9
36,838	10%	<b>E</b> 351 to 540	152.55	3
70,058	19%	<b>F</b> 541 to 750	193.55	5
10,933	3%	<b>G</b> >750	51.63	2
378,385	Total perimeter		724.65	24

The energy performance characteristics for the property portfolio are generally superior to the average for French commercial property<sup>(3)</sup>. **Most of the sites are rated from B to D.**

This, however, understates Société de la Tour Eiffel’s implication in this area. The strategic office assets, which are intrinsically energy-efficient and certified, are frequently the subject of intensive occupation by large corporations and mainly rated E to F.

### IMPACT ON CLIMATE CHANGE

Surface area (m²)	Distribution of surface areas across the GHG performance scale (kg CO <sub>2</sub> e / m²)		Value (M€)	Number of assets
41,328	11%	<b>A</b> ≤5	62.09	2
204,386	54%	<b>B</b> 6 to 15	289.47	11
84,634	22%	<b>C</b> 16 to 30	255.73	7
48,037	13%	<b>D</b> 31 to 60	117.36	4
0	0%	<b>E</b> 61 to 100	0.00	0
0	0%	<b>F</b> 101 to 145	0.00	0
0	0%	<b>G</b> >145	0.00	0
378,385	Total perimeter		724.65	24

Due to the low carbon content of French electricity, linked to the historical dominance of nuclear energy, **all of the buildings are rated from A to D.**

(1) Source: OID, <http://o-immobilierdurable.com/>.

## WASTE MANAGEMENT

The widespread use of CSR reporting in 2012 showed the difficulty of establishing the traceability of tenant waste production. In 2013, a study will be conducted on all of our sites to determine the possibilities of measurable selective collection of waste especially in the Parcs Eiffel.

According to available data, most of the waste from buildings is at present **selectively sorted at the initiative of tenants**.



## WATER CONSUMPTION

The average water consumption of an office occupant is approximately **32 litres per person per working day**. This consumption is moderate compared with the average all uses water consumption per capita in France of 200 litres per day<sup>(1)</sup>.

The widespread use of water-saving devices throughout the property portfolio is nevertheless an important factor for optimising water consumption, which is heavily dependent on occupant behaviour.

## PROTECTING BIODIVERSITY

Société de la Tour Eiffel is continuing its commitment to the protection of biodiversity in business parks (management of landscaping minimising the parks' impact on fauna and flora, installation of beehives favouring plant pollination) and generally being attentive to gardens and landscaping throughout the property portfolio.

## REFRIGERANT-RELATED POLLUTION

A census of all the risk refrigerants (R22 in particular) was completed in 2012. Multi-annual work schedules now include the eradication of these gases before the regulatory deadline of 2015.

(1) Source: [http://www.eaufrance.fr/site-156/groupes-de-chiffres-cles/?id\\_article=468](http://www.eaufrance.fr/site-156/groupes-de-chiffres-cles/?id_article=468)

# A PROACTIVE ROADMAP FOR 2015



With input from several internal working groups, a social responsibility and sustainability steering committee established a blueprint for 2013-2015. It is structured around three focal issues involving all of the Group's employees:

- At the corporate level, Société de la Tour Eiffel must **assume its responsibilities** and establish a pro-active, exemplary policy on social, societal and environmental issues;
- The environmental issue is a driver behind the strategy to **refocus the portfolio** on quality assets that are sustainable development-certified or qualify for certification;
- Finally, **this strategy applies to each asset** in the existing portfolio through pro-active, pragmatic initiatives implemented by the asset and property managers.

## A MULTI-YEAR ACTION PLAN

## CSR STRATEGY 2012 - 2015: 3 FOCAL POINTS, 21 COMMITMENTS

Commitments	Scope	Actions carried out in 2012
<b>FOCUS 1 - CORPORATE                      SHOULDER OUR RESPONSIBILITY AND BE CENTRAL TO SOCIAL AND ENVIRONMENTAL CHALLENGES AFFECTING OUR BUSINESS</b>		
Maximize the company's extra-financial transparency	STE	Application of GRI CRESS guidelines and follow-up of EPRA recommendations Validation of data by an outside third party Report compliant with GRI level B+
Motivate employees	STE	Training on sustainable real estate for all Tour Eiffel Asset Management teams
Controlling the environmental impact of head office	STE	Production of a Carbon footprint for the second year
Continue to develop the Société de la Tour Eiffel Foundation	STE	Decision to extend the activity of the Foundation for five years
Involve stakeholders outside the group	STE and third-party service providers	Drafting of a charter with the property managers
Be involved in think tanks and marketplace initiatives	STE	Involvement of STE in the following organisations: OID, IPD, FSIF, EPRA
<b>FOCUS 2 - PORTFOLIO                      REFOCUS OUR STRATEGY ON A PORTFOLIO WITH HIGH ENVIRONMENTAL QUALITY</b>		
Control and monitor the environmental impact of the portfolio	Portfolio	80% of the property portfolio mapped
Develop 100% green buildings (approved and certified) and control the overall impact of constructions	Offices	Montrouge development under way and study of new certified projects
Develop 100% of new buildings using a verified environmental management system	Parcs	Delivery of the Air building in Vénissieux (LEB)
Hold 25% green assets (approved or certified)	Offices	Divest properties at risk
Reduce energy consumption and emissions of greenhouse gases	Offices & Parcs	20% of green CAPEX (including R22 and asbestos removal)
Mainstream the signature of green leases	Offices & Parcs	Legal and operational structure of environmental appendices with tenants
Mainstream the signing of facility management contracts including environmental clauses	Portfolio	Integration in 2012 of specific clauses in the mandate of a property manager
<b>FOCUS 3 - ASSETS                      APPLY THE OBJECTIVES OF THE PORTFOLIO TO EACH ASSET THROUGH ACTIVE MANAGEMENT TO CREATE VALUE</b>		
Audit high energy-consuming buildings	Offices	Energy audit of the Colombelles building
Set up monitoring	Offices & Parcs	Engage a specialised consultant to identify the Office and Parcs solutions to be deployed
Certify assets in service	Offices & Parcs	Identify relevant assets and tenants for the deployment of BREEAM-In-Use certification
Eradicate risk refrigerants	Portfolio	Audit R22 facilities on the sites, and establish the eradication procedure, appoint staff. Construction of the Quai Aulagnier site (Asnières)
Ensure accessibility of buildings for the disabled	Offices	
Facilitate waste management	Portfolio	
Control the use of water	Parcs	
Protect biodiversity in business parks	Portfolio	Install bee-hives to favour the pollination of plants

Actions scheduled	Reference CSR Report 2012	Measuring the objective	Status	Ref
NESS				
Report compliant with GRI level A+	p. 2		<div></div>	1.1
Drafting of an internal responsibility charter Employee awareness campaign	p. 10		<div></div>	1.2
Carbon footprint monitoring and implementation of an internal responsible procurement policy	p. 12		<div></div>	1.3
Facilitation and monitoring Foundation activity	p. 11		<div></div>	1.4
Integration of the PM charter for new mandates General use of a charter of sustainable commitments for service providers	p. 24		<div></div>	1.5
GRESB, GRI Reporting Circle of exchanges with users	p. 3		<div></div>	1.6
2013: Continue mapping, Automation and formalization of an environmental management platform for the portfolio Ultimately, extension of reported indicators and general use of BREEAM-In-Use scoring	p. 5 to 8 and 17	% of surface area mapped	<div></div>	2.1
Delivery of the Montrouge building (LEB and BREEAM)	p. 22	% of assets certified	<div></div>	2.2
Design of several new buildings in the parks, on the basis of a monitored environmental management scheme	p. 22	% of assets certified	<div></div>	2.3
Environmental rating procedure of sites studied on acquisition (present performance, potential for improvement)		% value of assets	<div></div>	2.4
25% of green CAPEX (including R22)	p. 5 to 8 and 17	% reduction in energy indicators and GGE	<div></div>	2.5
100% environmental appendices for tenants for leases of more than 2,000 sq. m	p. 23 to 25	% of green leases	<div></div>	2.6
Inclusion of specific clauses for any new property management mandate			<div></div>	2.7
In 2013: audits of at least the sites in Asnières, Aubervilliers and Massy		% of assets audited	<div></div>	3.1
In 2013: Facilities for Aygalades - B9 (Marseille), Tanneries - D1 (Strasbourg) and Topaz (Vélizy)		% of assets equipped	<div></div>	3.2
In 2013: Implement BREEAM-In-Use certification for the Domino (Paris) and Citizen (Rueil) sites		Number of certifications	<div></div>	3.3
In 2013: withdraw equipment using R22 up to 30% of the identified volumes in 2012	p. 18	% weight of risk refrigerants	<div></div>	3.4
Audit the relevant assets and establish a work program		% surface area accessible	<div></div>	2.6
Identify all the provisions for selective waste collection at the local level	p. 18	% surface area of selective waste collection	<div></div>	3.6
Study the installation of sub-meters Installation of water-saving equipment	p. 18	% surface area equipped	<div></div>	3.7
Join in a certification initiative for management work of green spaces	p. 18		<div></div>	3.8

# DEVELOPMENTS WITH HIGH ENVIRONMENTAL QUALITY

Since 2007, Société de la Tour Eiffel's portfolio development has been largely through new buildings that are either certified (HEQ, BREEAM, et.) or standard-compliant. The company is now targeting double certifications and is testing energy performance guarantees.

## **AIR, A 2005 LEB-EQUIVALENT BUILDING WITH 2,300 SQ. M, THE RESULT OF INTELLIGENT COOPERATION BETWEEN LESSOR AND LESSEE**

With a floor area of 2,300 sq. m, the 2005 LEB-equivalent building (controlled by Bureau Veritas), AIR is designed to accommodate a hundred employees of the SPIE Sud-Est operational management division in Lyon, previously installed in premises that were too cramped.

The project, launched in 2009, was the subject of joint discussions between the teams of Société de la Tour Eiffel, the lessor, and SPIE Sud-Est. Energy management for the building is optimized through the use of thermal insulation, the small proportion of windows, enhanced solar shading and advanced technical facilities using the latest innovations in energy management and automation.

A rare occurrence in real estate, SPIE Sud-Est was entrusted with the management of the electricity work package of its future head office. The lighting is fully controlled by personal presence cells in the ceilings, which adapt to the ambient light. Wiring "over IP" allows telephone and information systems and use in the same cable so that all of the occupants benefit from the technological advantages of the system. Stormwater management is organised by means of a retention and infiltration system. Finally, special attention was paid to visual comfort (favouring natural light) and olfactory comfort (with good ventilation and fragrant tree species planted in the surrounding shrubbery).

The consistency between the intrinsic quality associated with building design and its use by a tenant with occasionally specific needs represents the major challenge in the management of new or recent assets, whether they are certified or not. Certification initiatives for assets in service of the BREEAM In-Use type will be undertaken in 2013 in order to implement best practices. If necessary, energy audits will be undertaken to identify paths for potential optimization.

For instance, an energy audit carried out in 2012 on the Caen Colombelles property, which was delivered in 2005, highlighted the excessive consumption stemming from the tenant's activities which triggered the establishment of a corrective action plan.

## 20%

of the value of the property portfolio is certified.



# THE ENVIRONMENTAL RIDER, AN IMPROVEMENT RACHET

The findings from the mapping and reporting work undertaken since 2011 proves that it is essential to involve occupiers in order to minimize the environmental impact of buildings which are often intrinsically energy-efficient but whose use or operation leads to overconsumption.

Tour Eiffel Asset Management has chosen **to expand** the content of **the environmental appendix beyond regulatory requirements**, and **to formalize** as follows:

- **The standard use of a reliable and sustainable reporting** and recording system for facilities and energy and environmental indicators based on the information provided by the interested parties;
- **The systematic** and coordinated **search for improvement performance rachets**;
- **The shared commitment** towards service charge economies.



## SMART-METERING AS A TOOL FOR CONTROLLING AND MANAGING THE ENVIRONMENTAL IMPACT

An initiative by SCLE, a Société de la Tour Eiffel tenant with 2,000 sq. m located in the centre of the Aygalades business park in Marseille.

SCLE (a power line construction company) was founded in 1969, its main activities being railway electrification (for SNCF, the French Railway Board), the automation of large electrical facilities (EDF) and telecommunications (PTT). Over the years, the company has expanded its activities to industry and export, new technologies and railway signalling.

On the building it occupies, SCLE has developed and implemented **SMART'EO**, an advanced energy management system. The solution takes into account the optimization of the use, storage and production of multi-fluid energy, including electricity, water, gas, and steam. It calls upon site metering to collect and analyse energy consumption data according to use (type of usage, geographic location), the provision of monitoring dashboards so that staff can understand the issues involved in energy efficiency, and the development of energy controlled strategies, optimizing on-site economic and energy performance.

**SCLE is thus anticipating future statutory energy optimization requirements and can provide Société de la Tour Eiffel with experience feedback on the consumption measurement and control of the building it occupies.**

# AN INNOVATIVE APPROACH TO ENVIRONMENTAL MANAGEMENT

Tour Eiffel Asset Management has implemented a framework for following up environmental riders to the leases.

The **approach** enables the expectations of the respective asset and property managers to be aligned such as:

- **Organized, reliable and verifiable mapping**, providing a broad selection of data for fail-safe monitoring of environmental indicators;
- **Homogenous management of environmental** lease riders tailored for tenants;
- **A rigid**, rigorous and comprehensive framework for the approach, so that occupiers can be effectively involved and informed.

The collection and archiving of this vast amount of new environmental data allows Société de la Tour Eiffel to measure and compare the effect of its concerted actions and thus improve the performance of its property portfolio.

**An environmental check list** annexed to the lease is a practical basis for environmental monitoring: it provides a single, uniform means for sharing information in support of decisions aimed at improving the environmental and energy efficiency of the assets.

## EXTRACT OF AN ENVIRONMENTAL MANAGEMENT MANUAL



The specification consists of three sections, concerning the asset manager, property manager, facility manager and occupier:

- **Component 1:** technical inventories to record and share information on the building;
- **Section 2:** identification of the various indicators and an analysis of site performance in terms of influencing factors (workstations, weather, and so on);
- **Section 3:** the mutual action plan and measurement of the anticipated efficiency subsequently obtained.

**100%**  
of green leases drafted at year-end 2012  
and tenants alerted

To promote constructive dialogue between interested parties, Société de la Tour Eiffel has already formed an all-party forum for monitoring buildings, facilitating prompt access to the environmental data for the site. The entity will be operational in March 2013 and will enable proactive management of environmental performance.

# SHARING POINTS OF VIEW

**Jean-Marc Peyron**, Lawyer  
Herbet Smith Freehills

---

**JEAN-MARC PEYRON:** The so-called green lease in fact refers to a rider covering environmental aspects but this does not change anything from the legal point of view. It simply involved a choice between integrating the terms and conditions in different lease clauses or grouping them in a schedule. Grenelle II legislation opted for the latter, but the two elements generally combine.

**ODILE BATSERE:** What have our European colleagues chosen?

**J.-M. P.:** The approach is specifically French. There are contractual initiatives in Germany and the United Kingdom (as well as the Carbon Act in the latter case), but there are no lessor-lessee provisions such as the process that has now been launched in France.

**O. B.:** As a matter of fact we recently agreed two new leases which included the rider. Older leases require updating. In all, twenty of our tenants occupy lots in excess of the statutory threshold for green leases of 2,000 sq. m. They were contacted in June and we have met with some, and sent out the proposed rider.

**J.-M. P.:** An efficient environmental approach requires that the lessor and lessee have a common objective. Have your tenant relations made your task easier?

**O. B.:** Yes, but we didn't wait for the environmental issue in order to dialogue with our major tenants. Regular meetings, usually every six months, are arranged and we took advantage of such an occasion to broach the subject.

**J.-M. P.:** In any event, a green lease assumes a much more developed contractual approach than that required by the current legal or regulatory provisions, which are in fact somewhat limited and not particularly restrictive. Only three years ago, questions of this kind would have been viewed as a form of interference by tenants and so this reflects a real change.

**Odile Batsere**, Asset Management Director  
Société de la Tour Eiffel

---

**O. B.:** There were two types of reaction: that of tenants already alerted to the issue, having implemented an initiative who were very open-minded, whereas others were unaware of the subject which therefore caused concern, even reluctance. This was to be expected. What surprised me more is that some major tenants informed us that it was their first acquaintance with an environmental rider, which means that we are well ahead of the market.

**J.-M. P.:** Had you never asked any sustainability information from you tenants before?

**O. B.:** Never, not even in the case of renovation.

**J.-M. P.:** The green lease therefore enables your tenants to be made aware to his issue. It can be used as an information exchange vector.

**O. B.:** It is going to encourage a sharing of action and responsibility. In the end however, the tenants are the true beneficiaries of this procedure.

**J.-M. P.:** Going forwards on the reciprocal responsibilities issue, how do you contemplate the property managers involvement?

**O. B.:** It is crucial, in particular in the multi-tenancy context. Instructions have to be suitably modified to accommodate these additional obligations, as for all implicated party. We wish they were fully involved in the future.

**J.-M. P.:** Tenants and property managers have been mentioned. What about the tenants' employees? Staff representatives, Health, Safety and Works committees are generally very demanding in such circumstances.

**O. B.:** We have no obvious direct contact with them. But their interventions, linked their interventions on environmental issues are pro-active, they are systematically channelled to us through their Human Resources and their Real Estate departments, pressurising companies to intervene into the appropriate course of action.

# CONCLUSION





**Frédéric Maman**, Deputy Managing Director  
and board member of Société de la Tour Eiffel  
Director of Tour Eiffel Asset Management

---

#### WHAT IS YOUR ASSESSMENT OF THE FIRST TWO YEARS?

The momentum generated last year is still in motion: we have completed the mapping, extended the list of indicators, and communicated the five key indicators requested by the EPRA.

Our approach remains gradual and flexible, so that we can appropriately monitor the eco-friendly trends that will no doubt accentuate in our profession in the coming years. That is why, even if the regulatory objectives are still limited, we still seek to anticipate future obligations and share our environmental and social approach with associations such as the OID or EPRA.

#### HOW DOES THIS APPROACH FIT IN WITH THE DEVELOPMENT STRATEGY OF SOCIÉTÉ DE LA TOUR EIFFEL?

The approach is fully integrated into our processes of creating value, whether through asset management or development operations, as evidenced by our two latest projects, the Eiffel O2 (Montrouge) and Air (Lyon). The integration of environmental issues is absolutely essential for real estate operators today, and even more so for listed entities. It must be part of the company's DNA, since it will gradually become one of the decisive selection criteria for occupiers.

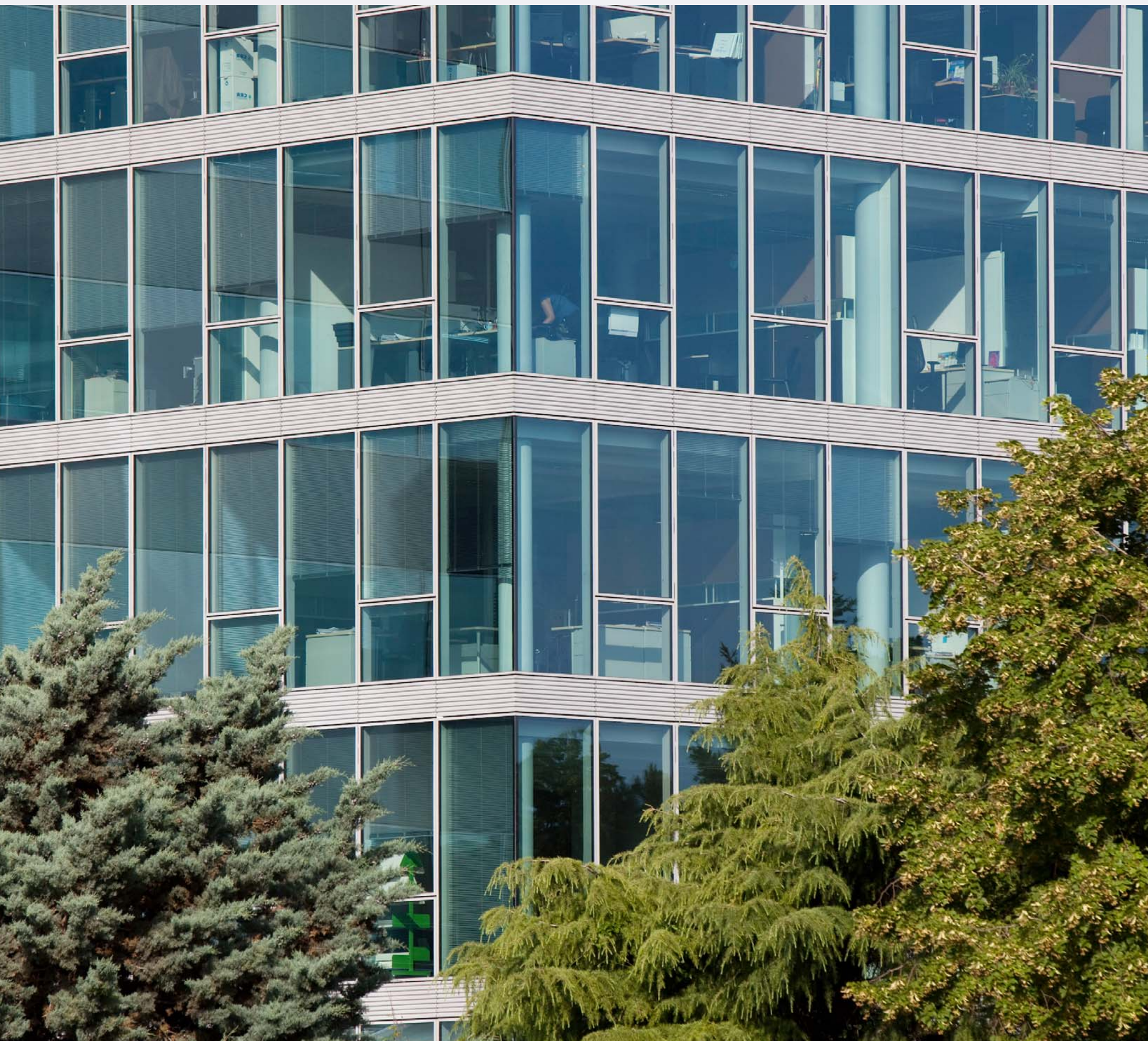
#### DOES THE APPROACH HELP YOU CREATE VALUE?

It assists us on both the quantitative and qualitative levels. It is unthinkable today to carry out development or a renovation without integrating environmental issues which improves the intrinsic quality and sustainability of properties as well as the comfort of occupiers and the portfolio value is thus enhanced through increased asset marketability and liquidity.

#### WHAT DEVELOPMENTS ARE PLANNED FOR THE COMING YEARS?

First we are going to finalise the diagnostic phase and then initiate improvements as defined in our three-year plan. Our participation in the Sustainable Real Estate Observatory (OID) and adoption of EPRA guidelines will also highlight the company's adherence, profile and performance in the environmental arena.

# APPENDICES



## OVERVIEW OF REGULATORY ART. 225: GRENELLE 2

Categories	Sub-category	Indicators	Page of report	Comment
Social information	Employment	The total number and distribution of employees by gender and geographic area	11	All the employees live in the Paris region
		Hires and fires	11	The only fixed-term contract, a replacement, ended during the year.
		Remuneration and changes	11	Group payroll grew by 7% to stand at €3,049k
	Work organisation	Organisation of working time	-	161 hours of overtime were worked in 2012. Most employees nevertheless have "executive" status
		Absenteeism	11	172 days of absence were recorded, including 10 following an accident at work.
	Labour relations	The organisation of social dialogue, including procedures for informing, consulting and negotiating with staff	-	Intense and regular dialogue is maintained, with a monthly meeting of staff representatives.
		Assessment of collective bargaining agreements	-	Real estate convention 3090 applies.
	Health and safety	Occupational health and safety conditions	-	An audit of the premises (safety and air quality) was carried out in 2012. The results were satisfactory.
		Assessment of agreements with trade unions or employee representatives on occupational health and safety	-	The findings of the audit cited above were sent to staff and recommendations issued with staff delegates.
		Workplace accidents, including their frequency and severity, and occupational diseases	11	One accident at work occurred but was not serious (sprain).
	Training	Policies implemented for training	-	For three years the company has spent more than the financial commitments required by law on vocational training.
		Total hours of training	11	216 hours of training were followed in 2012.
	Equal treatment	Measures taken to promote equality between women and men	12	Société de la Tour Eiffel refuses any form of discrimination in hiring, ensures equal access to vocational training and offers equal pay for work of equal value.
		Measures taken to promote the employment and integration of disabled people	-	The company purchases many supplies from the Ateliers La Ruche, which employs 80% of workers with disabilities.
		Policy against discrimination	-	No employment discrimination, equal access to vocational training, application of the "equal pay for work of equal value" rule, etc.
	ILO (Actions in favour of)	Respect for freedom of association and right to collective bargaining	-	In the course of its business, Société de la Tour Eiffel complies with French law and encourages its partners to do the same.
		Elimination of discrimination in respect of employment and occupation	-	
		Elimination of forced or compulsory labour	-	Contracts with providers on worksites in particular contain a clause to this effect.
		Effective abolition of child labour	-	

Categories	Sub-category	Indicators	Page of report	Comment
Environmental information	General environment policy	The organisation of the company to take into account environmental issues, and where appropriate environmental assessment or certification approaches	Complete	Nicolas de Saint-Maurice, Financial Engineering and Development Director, supervises these issues.
		Training and information for employees in environmental protection	-	To develop their understanding of these issues, asset managers have been trained in environmental certification.
		Resources devoted to the prevention of environmental risks and pollution	Complete	"The whole approach of Société de la Tour Eiffel fits in with this framework.
		The amount of provisions and guarantees for environmental risks	-	210 hours have been invested in this project by its backers".
	Pollution and waste management	Measures to prevent, reduce or repair emissions to the air, water and soil seriously affecting the environment	Complete	The whole approach of Société de la Tour Eiffel fits in with this framework.
		Measures for waste prevention, recycling and disposal	7-10 & 13	On its premises, the company sorts and recycles waste, toners and plastic caps, which are taken care of by an association.
		Taking into account noise and other forms of pollution specific to an activity	-	The Montrouge site in 2012 has the guarantees of the Vinci Oxygen eco-commitment approach. In its premises, the company has provided anti-noise headphones.
	Sustainable use of resources	Water consumption and supply according to local constraints	7-10 & 17	Mapping of the property portfolio covers this indicator.
		Consumption of raw materials and measures to improve efficiency in their use	-	On its premises, the company has bought double-sided photocopiers to limit (successfully this year) paper consumption.
		Energy consumption Measures taken to improve energy efficiency and the use of renewable energy	7-10 & 17	Mapping of the property portfolio covers this indicator.
		Land use	-	The Parcs Eiffel systematically include 30% of green space. Demolition waste is recovered as gravel for roads.
	Climate change	Greenhouse gas emissions	7-10 & 13	On its premises, the Company has completed a corporate carbon footprint°. The mapping was used to estimate the emissions due to the property portfolio.
		Adaptation to the impacts of climate change	19-20	The action plan presented covers this indicator.
	Protection of biodiversity	Measures to preserve or enhance biodiversity	-	On several rooftops, beehives have been installed.

Categories	Sub-category	Indicators	Page of report	Comment
Societal information	Territorial, economic and social impact of the activity	On employment and regional development	-	Michèle Picard, Mayor of Vénissieux, has praised the "creation of a skill and business centre" made possible by the quality of Société de la Tour Eiffel buildings.
		On neighbouring and local populations	-	The Parc des Tanneries in Strasbourg is partially open to the public and is part of an eco-neighborhood.
	Relations with stakeholders *	Conditions for dialogue with stakeholders	21	Implementation of green annexes, environmental management specifications and participation in market institutions: OID, EPRA, etc.
		Partnership or sponsorship actions	12	The Société de la Tour Eiffel Foundation has been renewed for five years.
	Subcontractors and suppliers	Integration of social and environmental issues in the purchasing policy	23	A charter was signed with the Property Managers to encourage better environmental practices and ensure the inclusion of social and societal issues.
		The importance of outsourcing and the integration in relations with suppliers and subcontractors of their social and environmental responsibility	23	
	Fair practices	Actions taken to prevent corruption	-	The Rules of Procedure contains provisions strengthening the regulations to prevent conflicts of interest and insider trading.
		Measures taken to promote the health and safety of consumers	-	The whole approach of Société de la Tour Eiffel fits in with this framework. 210 hours have been invested in this project by its backers.
	Human rights	Actions undertaken	-	This topic is not very appropriate to the activities of Société de la Tour Eiffel, but the company promotes the issue among its providers.

\* Individuals or organisations interested in the company's business, including social integration associations, educational institutions, associations for the protection of the environment, consumer associations and local residents

GRI CORRESPONDENCE

Sub-category	Indicators	Reference	Comment
Strategy and Analysis	1.1 Statement	3	x
	1.2 Key impacts, risks and opportunities	MR § 4: Future prospects and risk management	x
Organizational Profile	2.1 Name	Société de la Tour Eiffel	x
	2.2 Primary brands, products and/or services	IS: “Company” and “Portfolio” headings	x
	2.3 Operational structure	MR § 2.6: Activities of the principal subsidiaries and accounts “table of subsidiaries and holdings”	x
	2.4 HQ location	20 rue de la Ville L’Eveque - Paris	x
	2.5 Countries of operation	France	x
	2.6 Nature of ownership and legal form	MR § 5.2: Group ownership structure Page 1 § 3.1 Composition of the Board of directors and senior management	x
	2.7 Markets served	IS: "Company" and "Portfolio" headings	x
	2.8 Scale of the organization	IS: "Company" and "Portfolio" headings	x
	2.9 Changes in 2012	MR § 1: Business and highlights	x
	2.10 Awards received	None	x
	3.1 Period	2012 + CSR: § methodology	x
Report parameters	3.2 Date of most recent report	CSR: 3	x
	3.3 Reporting cycle	CSR: 3	x
	3.4 Contact	contact@societetoureiffel.com	x
	3.5 Process for defining content	CSR: Published methodology MR § 2: Economic and financial results	x
	3.6 Boundaries	CSR: Published methodology + entire company	x
	3.7 Specific limitations	None	x
	3.8 Basis for reporting on leased assets	MR §: Rental risks; only operating lease: irrelevant topic (100% of the companies owned by parent company)	x
	3.9 Measurement and calculations	CSR: Published methodology	x
	3.10 Re-statements of information	None	x
	3.11 Significant changes in methodology	CSR: 3	x
	3.12 Table	Here	x
	3.13 External assurance	CSR: Appendix Statutory auditors’ report on the consolidated financial statements)	x
Governance, Commitments, and Engagement	4.1 Governance structure	MR § 3: Corporate Governance	x
	4.2 Highest governance body and executive	MR § 3: Corporate Governance	x
	4.3 Composition of highest governance body	MR § 3: Corporate Governance	x
	4.4 Communication with highest governance body	CSR: Appendix 225; Site: GSM notices and results	x
	4.5 Compensation of highest governance body, senior officers and executives	MR § 3.5: Remunerations, allowances and benefits of corporate officers	x
	4.6 Conflict of interest	Specific provision of the rules of procedure on conflicts of interest	x
	4.7 Process to compose the highest governance body	Appendix 7.4 of the MR: Chairman’s internal control report	x
	4.8 Internal code of conduct relevant to economic, environmental, and social performance	Rules of procedure / Site	x
	4.9 Procedure of assessment of eco/env/soc performance by the highest governance body	The size of the company allows executives on the Board to follow all the subjects.	x
	4.10 Process for evaluating the highest governance body own performance	Self-assessment every three years.	x
	4.11 Precautionary approach	MR §: Risks related to changes in sustainable development	x
	4.12 External charter	CSR: 5	x

Sub-category	Indicators	Reference	Comment
Governance, Commitments, and Engagement	4.13 Membership in associations	CSR: 5	x
	4.14 Stakeholder groups	CSR: 6; MR §: Rental risks MR §: Banking financing and main covenants at 31/12/2011 MR § 5: Société de la Tour Eiffel's shareholders MR § 6.2: Activities of the company foundation	x
	4.15 Identification of stakeholder groups to engage	No criteria	x
	4.16 Approach to stakeholder engagement	Regular meetings as required	x
	4.17 Key topics raised that way	None in particular; Site: GSM results	x
Disclosure on Management approach	Economic (Performance, market presence, indirect impacts)	MR § 1: Business and highlights	x
	Environment (Materials, energy, water, bio-diversity, emissions, compliance, products, transport)	CSR Report	x
	Human rights (Investment and procurement practices, security, non-discrimination, child labour, etc.)	CSR: 11-12	x
	Labour (Employment, management relations, occupational health and safety, training, diversity and equality)		x
	Society (Local communities, corruption, public policy, anti competitive behavior, compliance)	CSR: 12	x
	Product responsibility (User health and safety, product labeling, marketing, customer privacy, compliance)	Certification of properties, tenant communication, health and safety in properties (CSR; MR § : Risks related to changes in sustainable development)	x
Indicators	1 Direct economic value generated and distributed (EC1)	MR § 2: Economic and financial results	x
	2 Risk due to climate change and sustainability (EC2)	MR §: Risks related to changes in sustainable development	x
	3 Significant financial assistance received from government (EC4)	No significant financial assistance was received in 2012.	x
	4 Materials used (EN1)	CSR 8	x
	5 Direct energy consumption (EN3)	CSR 7 & 8	x
	6 Indirect energy consumption (EN4)	CSR 7	x
	7 Building energy intensity (CRE1)	CSR 7	x
	8 Initiatives on energy efficiency (EN6)	CSR 16 to 21	x
	9 Total water withdrawal (EN8)	CSR 7	x
	10 Biodiversity (EN11)	Appendix	x
	11 GHG (EN16)	CSR 7 & 10	x
	12 GHG (EN17)	CSR 7 & 10	x
	13 GHG reduction (EN18)	CSR 10 & 16 to 21	x
	14 Mitigation of environmental impacts (EN26)	CSR 16 to 21	x
	15 Total workforce (LA1)	CSR 10	x
	16 Collective agreements (LA4)	CSR 10	x
	17 Absenteeism, injuries, etc. (LA7)	CSR 10	x
	18 Proportion of significant operations with human rights concerns (HR1)	Appendix	x
	19 One society indicator (SO 2-8)	Annual Report	x
	20 Certifications (CRE8)	CSR Report	x

MR = 2012 management report  
IS: Internet site  
CSR: Corporate Social Responsibility report

# DETAILED EPRA INDICATORS PER ASSET FOR 2012

Name	Category	Surface area (m²)	Energy consumption (kwhPE/m²)	GHG emissions (kg CO <sub>2</sub> e / m²)	Water consumption (m³/ nbETP)	Waste production (kg/nbETP)
Asnières Quai Dervaux	Offices	10,391	362.4	11.8	22.2	nd
Bobigny	Offices	6,597	308.7	10.1	nd	nd
Champigny	Offices	14,153	621.1	20.2	7.3	54.3
Caen - Colombelles	Offices	17,525	595.0	19.4	4.3	nd
Grenoble Polytec	Offices	5,133	266.7	8.7	4.7	34.8
Massy/Ampère	Offices	16,339	721.1	23.5	6.9	241.3
Paris Porte des Lilas	Offices	12,341	533.7	17.4	9.3	nd
Plessis-Robinson	Offices	16,597	613.0	33.9	9.1	nd
Rueil-Malmaison	Offices	6,829	777.1	25.3	10.4	47.5
Vélizy Energy 2	Offices	5,444	721.7	26.7	nd	167.1
Vélizy Topaz	Offices	14,106	534.8	55.9	2.4	93.9
Saint-Cloud	Offices	4,104	1 825.6	59.4	nd	nd

Name	Category	Surface area (m²)	Energy consumption (kwhPE/m²)	GHG emissions (kg CO <sub>2</sub> e / m²)
Aix - Parc du Golf	Parcs Eiffel	23,089	197.2	6.4
Lille - Parc des Prés	Parcs Eiffel	24,740	227.5	7.4
Lyon - Parc du Moulin à Vent	Parcs Eiffel	36,041	218.0	7.1
Marseille - Parc des Aygalades	Parcs Eiffel	17,728	107.2	3.5
Montpellier - Parc du Millénaire	Parcs Eiffel	23,600	138.1	4.5
Nantes - Parc du Perray	Parcs Eiffel	14,541	302.6	9.9
Orsay - Parc Orsay Université	Parcs Eiffel	17,211	278.7	9.1
Strasbourg - Parc des Tanneries	Parcs Eiffel	35,259	258.8	8.4
Le Bourget - Parc de l'Espace	Parcs Eiffel	9,692	62.1	6.1

Name	Category	Surface area (m <sup>2</sup> )	Energy consumption (kwhPE/m <sup>2</sup> )	GHG emissions (kg CO <sub>2</sub> e / m <sup>2</sup> )	Water consumption (m <sup>3</sup> / nbperson)
Aubervilliers	Light industrial	21,692	154.0	5.0	nd
Montpellier	Light industrial	12,003	320.5	21.1	0.05

Name	Category	Surface area (m <sup>2</sup> )	Energy consumption (kwhPE/m <sup>2</sup> )	GHG emissions (kg CO <sub>2</sub> e / m <sup>2</sup> )	Water consumption (m <sup>3</sup> / nbperson)
Caen (Mondeville)	Warehouses	13,230	313.9	30.2	nd
Gennevilliers	Warehouses	20,569	nd	nd	nd
Mitry-Mory	Warehouses	9,756	nd	nd	nd

# CONFIRMATION OF AUDITOR'S PRESENCE AND LIMITED ASSURANCE REPORT ON THE SOCIAL, ENVIRONMENTAL AND SOCIETAL DATA

## FINANCIAL YEAR ENDING 31 DECEMBER 2012

For the attention of Renaud Haberkorn, Managing Director,

As requested and in our capacity as Statutory Auditors of Société de la Tour Eiffel, we hereby present our report on the social, environmental and societal data presented in the consolidated management report under for the year ending 31 December 2012, pursuant to the provisions of Article L.225-102-1 of the French Commercial Code of Law.

## MANAGEMENT'S RESPONSIBILITY

The Board of Directors is responsible for preparing a management report including the consolidated social, environmental and societal data as provided under Article R. 225-105-1 of the Commercial Code (hereinafter referred to as the "Information"), established in accordance with the Protocol used (hereinafter referred to as the "Guidelines") by the Company, which may be consulted at the company's head office.

## INDEPENDENCE AND QUALITY CONTROL

Our independence is defined by the regulations, the code of ethics of the profession as well as the provisions of Article L. 822-11 of the Commercial Code. In addition, we have implemented a quality control system that includes documented policies and procedures to ensure compliance with the ethical rules, professional standards and applicable laws and regulations.

## RESPONSIBILITY OF THE AUDITOR

It is our responsibility, based on our work:

- To certify that the information required is contained in the management report or, in the event of an omission, is subject to an explanation in accordance with the third paragraph of Article R. 225-105 of the Commercial Code and Decree No. 2012-557 of 24 April 2012 (Certificate of Attendance);
- To conclude with moderate assurance that the information is faithfully presented, in all material respects, in accordance with the Guidelines used (moderate assurance report).

To assist us in our work, we have called on our experts in corporate societal responsibility.

## 1. CONFIRMATION OF PRESENCE

We performed the following in accordance with the professional standards applicable in France:

- We compared the information contained in the management report with the list provided for in Article R. 225-105-1 of the Commercial Code;
- We verified that the information covered the scope of consolidation, namely the Company and its subsidiaries within the meaning of Article L. 233-1 and the companies it controls within the meaning of Article L. 233-3 of the French Commercial Code;
- In case of omission of certain consolidated data, we verified that explanations were provided in accordance with the provisions of Decree No. 2012-557 of 24 April 2012.

Based on the above, we hereby confirm the presence in the management report of the requisite Information.

2. MODERATE ASSURANCE REPORT

NATURE AND SCOPE OF UNDERTAKING

NWe acted in accordance with ISAE 3000 (International Standard on Assurance Engagements) and the professional standards applicable in France. We implemented the procedures described below in order to obtain moderate assurance that the Information does not contain any material anomalies liable to call into question their sincerity, in all material respects, in accordance with the Guidelines. A higher level of assurance would have required a more extensive review.

We performed the following:

- We assessed the appropriateness of the Guidelines in terms of their relevance, completeness, neutrality, clarity and reliability, taking into account, where appropriate, best practices.
- We checked the implementation within the scope of consolidation of a process to collect, compile, process and control the completeness and consistency of the Information. We took note of the internal control procedures and risk management procedures relating to the preparation of the Information. We conducted interviews with the persons responsible for social and environmental reporting.
- We selected consolidated information to test and determined the nature and extent of the tests taking into account their importance in terms of the environmental and social impacts associated with the activity and characteristics of the group and its societal commitments.
  - For the consolidated quantitative information that we considered to be the most important, namely the indicators  
“Final energy consumption”,  
“Primary energy consumption”,  
“Emissions of greenhouse gases”,  
“Water consumption”, identified by the symbol ✓:
    - within the scope of consolidation, we implemented analytical procedures and verified, on a test basis, the calculations and the consolidation of such information;
    - at the level of the assets we selected (Caen - Colombelles, Massy / Ampere, Plessis Robinson, Vélizy Topaz, Lyon - Parc du Moulin à Vent and Marseille - Parc des Aigalades, Aubervilliers and Caen - Mondeville), according to their

representativeness by asset type, their contribution to the consolidated results, their location and risk analysis, we:

- o conducted interviews to verify the correct application of the procedures;
- o following soundings, implemented detailed tests, consisting in verifying the calculations and reconciling the data with the back-up documents.

The resulting sample depending on the relevant indicator, represents between 29% and 52% of the quantitative environmental information we tested.

- For the consolidated qualitative information that we considered to be the most important, we conducted interviews and reviewed the related documentary sources in order to corroborate the information and appreciate their sincerity.
- For the other published consolidated information, we assessed consistency with our knowledge of the company and, where appropriate, through interviews or by consulting documentary sources.
- Finally, we assessed the relevance of the explanations, if any, for the absence of certain information.

CONCLUSION

On the basis of the instructions carried out, we did not identify any material anomalies likely to call into question the fact that the Information is presented, in all material respects, in a sincere manner, in accordance with the Guidelines.

Neuilly-sur-Seine, March 1<sup>st</sup>, 2013

One of the Auditors  
Pricewaterhouse Coopers Audit

Yves Nicolas  
Partner  
Statutory Auditor



Sylvain Lambert  
Partner in the Sustainable  
Development Department





