

## ESG policies of Société de la Tour Eiffel

Société de la Tour Eiffel has implemented four policies that summarize the group's approach to environmental, social and governance (ESG) issues.

1. Governance policy ;
2. Environmental policy ;
3. Social policy ;
4. ESG policy for development projects.

These policies are reviewed annually by management, updated and communicated to all employees.

These policies follow on the next pages.

## 1. GOVERNANCE POLICY

Through this policy, the governance of the Société de la Tour Eiffel (Tour Eiffel) aims to support the societal and environmental responsibility of the company in its activities and operations. In fact, Tour Eiffel goes beyond the requirements of the regulations and extends its obligation of financial transparency to non-financial indicators with the same rigor and determination.

### Engaging Governance in ESG issues

#### Governance Approach

From 2022 onwards, the Board of Directors of Tour Eiffel will deal with ESG (environmental, social and governance) issues on an annual basis in order to provide key guidance and to approve the proposals of the CSR Committee and Executive Management (creation of an ESG Committee, emanating from the Board of Directors on 29 April 2022). The Board of Directors will ensure that the Tour Eiffel strategy is ambitious and goes beyond regulations on environmental and social aspects. It will also pay particular attention to the following fundamental elements: compliance with the principles of the Global Compact, the fight against conflicts of interest and corruption, business ethics, gender equity and the rights of whistleblowers.

#### CSR Committee

The Executive Management chairs the CSR Steering Committee, created in 2014. The Committee is supported by all employees of the company, and notably by the expertise of the CSR & Innovation and CSR Project Manager who are members of the Committee, to which the Technical Director or the HR Manager for instance may be invited.

The committee meets once a month to discuss key CSR issues and their progress. The most significant issues are reported to the Eiffel Tower's management during the Executive Committee meetings. Cross-functional meetings are organized to discuss current issues or joint projects. Communication by e-mail and posters may be sent to all employees depending on the decisions and developments taken by the committee. Targeted reporting is done quarterly to all departments.

The CSR Committee has the following missions:

- To define strategic objectives and approaches,
- To monitor the progress of the three-year CSR action plan and refine the annual objectives,
- To monitor improvements in the context of the ISO 9001 and 14001 "Do Check Act" plan,
- To take regulatory, innovation and market changes into account,
- To list key actions and information from the green committees on operating assets conducted with tenants each year,
- To decide on the key meetings to be held between the various departments to improve the CSR strategy in all business lines,
- To improve the tools strategy to involve stakeholders through surveys and questionnaires on CSR issues (employees, tenants),
- To monitor the environment regulatory on issues implying the CSR Committee,
- To raise awareness among Société de la Tour Eiffel employees.

#### ESG Committee

Since 2022, an ESG Committee has been formed as specialized committee of the Board of Directors.

The ESG Committee meets at least 3 times a year and comprise four members, among them two are independent (one is the Chairwoman) and one is appointed to the Audit Committee.

It monitors the deployment of the Group's commitments and orientations in ESG matters and reports to the Board, giving advice and recommendations.

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This governance at the highest level allows for cross-functional reflection on the company's strategic approach and promotes the strong inclusion of ESG issues in all processes and activities, and in all strategic company's decisions.

## 2. ENVIRONNEMENTAL POLICY

The Société de la Tour Eiffel aims to improve control of its environmental impact, and has defined the significant reduction of the environmental footprint of its properties as one of its strategic priorities. In implementing this policy, the Eiffel Tower Group wishes to underpin its commitments and highlight its actions in terms of respect for the environment.

This ambition concerns the Eiffel Tower Group's two operating divisions:

- Investment and development;
- Portfolio management, including Asset Management, Rental and Technical Management.

Société de la Tour Eiffel is also committed to reducing its environmental footprint in relation to its corporate activities. Since 2022, the company has been converting its fleet of vehicles to hybrid and electric vehicles, and changing IT equipment only when it is no longer working, for example.

### Controlling environmental impact

#### Contributing to energetic transition

Thanks to its collaboration with partner AEGILIM, an energy management consultancy, Société de la Tour Eiffel now has full control over the energy mapping of its real estate assets (98% of assets at the end of 2022 are covered by fluid data collection). This reliability of building energy data means that we can look forward with confidence to the coming years, and in particular to the first deadline of the French DEET regulation, set for 2030 (40% reduction in consumption or achievement of absolute values defined by decree).

The Eiffel Tower Group's ambition is to systematically reduce the energy consumption of its properties (in particular by ensuring that all equipment is in good working order) and to encourage its tenants to adopt energy-saving behaviour through environmental committees, for example.

For its development projects, the company seeks to carry out an upstream feasibility study on the production of renewable energies and aims to ensure that all eligible projects include the installation of renewable energy production systems (photovoltaic, geothermal, etc.).

Projects are systematically subjected to dynamic thermal simulation.

#### Contributing to the fight against global warming

Société de la Tour Eiffel has embarked on a Mitigation Plan which involves measuring the greenhouse gas (GHG) emissions generated by its business activities, and implementing actions to reduce these emissions across all of the Company's business lines, with targets for various timeframes.

This Mitigation Plan, detailed in the 2022 Extra-Financial Performance Statement, complements the company's CSR action plan, insofar as longer-term objectives have been set that aim to comply with a series of national programs and texts that aim to achieve carbon neutrality by 2050.

### **Adapting heritage to the effects of climate change**

As the building sector is particularly exposed to the risks inherent in climate change, Société de la Tour Eiffel is taking steps to identify the sensitivity of its assets to these physical risks, so as to be able to react in the event of significant exposure.

The Société had defined a mapping of acute and chronic climatic risks for all its assets. Since 2021, some twenty adaptation audits have been carried out on its assets; another twenty are planned for 2023. The aim of these audits is to analyze their exposure to the consequences of climate change. The audit reports then contain recommendations which are used as a decision-making tool. The Company's objective is to have its entire real estate portfolio audited.

In addition, crisis management scenarios for natural hazards (flooding, fire) and/or accidental hazards (hydrocarbon leaks and technical installations) are implemented at certified sites only.

For its development projects, the company favours the installation of sunshades or high-performance glazing on buildings at high risk of heat islands.

### **Involving stakeholders in environmental performance**

Société de la Tour Eiffel is convinced of the need to involve as many stakeholders as possible in its environmental approach in order to have a significant impact, contributing to the mitigation of climate change.

Governance is involved through CSR Committees, and employees are also involved through training/awareness-raising sessions on ESG issues. As for external stakeholders, the company imposes virtuous environmental practices on its suppliers and service providers through the Responsible Purchasing and Supplier Relations Charter and through an assessment of service providers working on construction sites and operating assets. Since 2022, a questionnaire has gradually been sent to service providers to ascertain their ESG practices (196 in early 2023).

Lastly, environmental committees with tenants, held at least once a year, enable us to monitor the environmental actions implemented on the assets concerned, either by the lessor or by the lessees.

In addition, this policy is sent to all employees, and made available to tenants on the Kolimmo collaborative platform.

### **Reasonable use of natural resources: waste and water**

The Société de la Tour Eiffel is convinced that the circular economy of buildings is one of the major ways of contributing to climate change mitigation and is stepping up its commitments in this area. Similarly, Société de la Tour Eiffel is aware of the importance of preserving biodiversity in order to maintain the planet's climatic equilibrium.

As part of its development projects, processes have been put in place to promote actions linked to the circular economy, notably through a circular economy study of eligible CAPEX, the estimation of greenhouse gases avoided by the re-use of materials in circular economy operations, and the commitment of several renovation projects to the Re-use Booster. Since 2022, the use of an environmental consultant has been generalized for all Capex on assets in operation.

Actions in favor of the selection of construction and renovation materials have been initiated, for example with the use of low-carbon concrete, or the choice of environmentally-friendly paints from ALGO PAINT, and plant-based glue for carpets. In addition to the rigorous choice of environmentally-friendly materials on its building sites, a clean building site charter is

systematically signed and enforced for all development projects, which are subject to sorting and monitoring of building site waste.

With regard to property under management, Société de la Tour Eiffel has set up partnerships with companies working to optimize waste management (Cy-Clope: recycling of cigarette butts, Greenwishes, Lemon Tri and Cèdre: waste sorting and reporting). Aspiring to assess its environmental impact on a global scale, Société de la Tour Eiffel has systematically carried out a Life Cycle Assessment (LCA) on its construction and restructuring projects since 2022.

Each year, the company aims to progressively reduce water consumption at its operating properties. At the end of 2022, a rational water management policy was also produced for all Tour Eiffel activities (Management, Development, Corporate). Since 2022, the company has been progressively installing meters and sub-meters, and has also launched network audits.

The installation of rainwater harvesting systems is continuing, as is the installation of hydro-economy equipment on Tour Eiffel's buildings. Optimization of building water management is integrated right from the design stage of development projects.

Tour Eiffel is aiming to manage and monitor 100% of its managed buildings before 2024, and is also committed to improving the management and monitoring of construction site waste. Waste sorting is also a corporate practice.

### **Preserving biodiversity**

In 2021, the company launched a sustainable management program for its green spaces, which will be extended in the future. It helps to reduce water consumption on real estate assets and protect the flora and fauna present on assets in general and Business Parks in particular.

In this context, the Group aims to plant projects with local and adapted species, to limit waterproofing and to increase the revegetation of surfaces. This approach should be complemented by a strategy of de-artificializing soils in order to enrich local biodiversity and thus combat its collapse.

### **Continuous improvement of methods**

For over 10 years, Société de la Tour Eiffel has been deploying a voluntary, cross-functional CSR approach that is fully in line with its strategic orientations.

The Company's teams have been working to achieve continuous improvement, as illustrated by the automation of extra-financial data in an evolving IT tool (My Even), which makes CSR reporting more reliable and provides a complete overview of the real estate portfolio (rental status, technical and environmental data, etc.).

The company is committed to deploying a policy of environmental certification for the majority of the assets in its portfolio (target: 80% of real estate assets certified), reflecting its commitment to controlling the impact of its buildings/.

Development projects also aim for "Construction" or "Renovation" certification.

The company's CSR Department is also dealing with Innovation to further move forward on these issues.

The environmental policy is reviewed every year. The CSR & Innovation Director is in charge to implement it under the supervision of the CSR internal committee and that of the specialised Board ESG Committee.

### 3. SOCIAL POLICY

The Société de la Tour Eiffel aims to improve control of the social impact of its activities on its stakeholders by integrating it into its strategy. With this policy, Société de la Tour Eiffel group wishes to support its social commitments and to highlight its actions in the areas of health, safety, quality of life and well-being for all and also more generally, in terms of respect of human rights, tax regulation, fight against corruption and unfair competition.

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#### Social impact or co-construction in Stakeholders relations

As they are the key to achieving the sustainable value creation model it has opted for, stakeholder relations are at the heart of the company's concerns. Five categories stand out in particular.

- Tenants, without whom Société de la Tour Eiffel would not be sustainable,
- Regions, without which it would have no reality,
- Employees, without whom it would not be able to develop its strategy,
- Suppliers, who help the Real Estate Company in its mission,
- And the Investors, without whom it would have the means suited to its means.

#### Tenants: proximity – direct relations without intermediation

An integrated operator, the Company has an in-house team of accounting managers, technical staff, client managers and asset managers, ensuring regular and personalised exchanges with its tenants. The lessor-lessee relationship is based on more than just the property on offer, it is based on dialogue, a tool for understanding each other's expectations and improving tenant satisfaction.

Every year, we survey this tenant satisfaction, alternatively in the Greater Paris and in the Regions. Our questions cover various aspects : health and safety, building accessibility and the variety of the services we offer.

The pillars of tenant relations in the Company rely on :

- The fact it is **an integrated operator** : our management of the entire real estate cycle allows us to keep up with the expectations of our tenants, offer them solutions that meet their needs and act swiftly and effectively.
- **Proximity** : because of our direct management, with no intermediation, we have a close bond with our tenants and all stakeholders. We build lasting relationships of trust with our clients, in a transparent approach, to enable better communication.
- **Safe and secure premises** : the health and safety of users in our properties is the number 1 priority for Société de la Tour Eiffel. To guarantee this, in accordance with regulatory standards and beyond, our buildings are subject to regular inspection and continuous monitoring.
- A **diversified service offering** : fitness centres, restaurant, crèche, and even PropTech, we present a diversified offering to our tenants and their employees. 76% of the assets in our portfolio now have at least one service and we are constantly updating our proposals to keep up with changing needs.

## Territories: Assisting and contributing to their transformation

Société de la Tour Eiffel is committed to the regions and is working towards a societal transition. As a sustainable real estate company, it anchors itself locally builds , long-term relationships with all stakeholders for the benefit of all.

### Dialogue with local players

- For each of its development projects, the company communicates efficiently and regularly with the public authorities (including town halls and planners) in order to integrate its projects into the region in full cooperation within the regional CSR strategy.
- National membership to promote the sustainable city : going beyond traditional dialogue with local stakeholders, Société de la Tour Eiffel renews every year its membership of the Palladio Foundation, which sponsors the “Université de la ville de demain” (University of tomorrow’s city) project. Thus, the company belongs to a circle of public and private players, encouraging renewal of the methods of cooperation and dialogue between those who design, construct, govern and live in the city.
- National membership to promote sustainable architecture : in 2022, Société de la Tour Eiffel was one of the first to sign the UNISSON(S) Manifest, a movement led by the French Institute for Building Performance (IFPEB), whose aim it is to bring together construction, planning, landscaping and industrial players to encourage the emergence of biodiversity-friendly, low-carbon architecture.
- Cultural influence :in 2022, Société de la Tour Eiffel signed a tenancy-at-will lease with POUISH, an arts centre and incubator. 250 artists now benefit from a workshop on the Aubervilliers campus, promoting cultural development.
- Support of its regions : for many years, Société de la Tour Eiffel has supported Cap au Nord, a network of entrepreneurs in the 13th to 16th arrondissements of Marseilles, where its Les Aygalades business park is located. The aim is to help put companies, institutions and organisations in touch with one another, to assist with development and implementation, to spearhead proposals to large economic decision-makers, and to be proactive when it comes to the needs of the region.
- The company also sponsors the rugby club in Massy, where one of its campuses is based, to help increase the region’s influence and promote the sport.

### Dialogue with the ecosystem

For over ten years, Société de la Tour Eiffel has supported and got involved with various professional associations.

- The Sustainable Real Estate Observatory (OID), an association under Law 1901, recognised as being in the public interest and bringing together private and public professionals from the whole real estate value chain and promoting sustainable development in the sector. Société de la Tour Eiffel is one of the founding members of the OID and Odile Batsère, CSR Director, is Treasurer of the association.
- The Federation of Real Estate Companies (FEI), whose objective is to promote and defend the points of view of its members in accordance with the general economic interest. Bruno Meyer, Deputy Chief Executive Officer of Société de la Tour Eiffel, is Treasurer of the Federation.
- The French Real Estate Research Institute (IEIF), from which the company finds out about shifts in the market and real estate investments in France and Europe.

- The Regional Observatory for Commercial Real Estate (ORIE), an association under Law 1901, whose objective is to observe and analyse market developments, ensure ongoing collaboration between authorities and professionals, implement a mutual information method and carry out the research and studies it deems necessary.
- The College of Sustainable Development Directors (C3D), an association under Law 1901, whose objective is to work to make companies more responsible.
- The Institute for Performance and Innovation in Real Estate (IP2I), an association under Law 1901, is a place for research, exchange, reflection and prospecting focused around this topic.
- Cercle 30, an association under Law 1901, which aims to help young real estate professionals get to know each other and create a mutual aid and collaboration network for all real estate professions.
- Adivet : Association of vegetal roofs and facades, created end fin 2002, which aims at encouraging exchanges and efficient cooperations, necessary between decision-makers, ingénieurs, entrepreneurs, manufacturers,, etc in order to promote and harmonise choices in terms of vegetalisation and encourage its development to give romm to nature in the city.

### Employees: Growing the teams, key to the company's success

To offer a meaningful evolution, to encourage the upskilling and the well-being of employees, to nurture a spirit of trust and solidarity : Société de la Tour Eiffel unfolds a demanding RH policy to attract and retain talents, based on administrative monitoring, clarity of strategy, transparency, listening HR package RH suited to the employees' expectations, investment in training well above the regulatory obligations. We make every effort to offer those who are part of our Group or join us real working comfort.

#### **An initiative example**

In early 2023, Société de la Tour Eiffel launched a partnership with the "Vendredi" platform for its employees, the aim being to allow them to participate in volunteering or skills sponsorship actions offered by the many associations involved in its initiative. To do this, management has set aside one day of work per year for any employee who wants it. This citizen-minded platform also raises awareness of key subjects for society, through content and stimulating challenges.

### Suppliers

More than simply providing services, Suppliers are part of the Société de la Tour Eiffel value creation chain and, in 2020, it introduced a Responsible Purchasing – Supplier Relations charter (lien vers le document svp), under which it imposes on its service providers the CSR commitments to which it itself subscribes. In 2023, it is in the process of launching a questionnaire with a panel of regular service providers, from all the Company's operational departments and support functions, in order to find out more about their practices in this area, with the aim of defining a policy in relation with them that is realistic, ambitious and provides incentives, particularly in terms of carbon and social issues. The real estate Company decides to encourage suppliers to be evaluated by Ecovadis, as it defied itself to do it.

### Investors

The Company is committed to total transparency with this group of stakeholders. In particular, it voluntarily publishes its Extra-Financial Performance Declaration, which is audited by an independent third-party organisation.

Since 2022, the Company has also decided to publish, again on a voluntary basis, the information needed to calculate the mandatory indicators of negative impact on the environment as part of the reporting process under Regulation 2019/2088, known as the Disclosure Regulation, to which financial players are subject (SFDR). This information, disclosed in the appendix to the Extra-Financial Performance Declaration, will enable the real estate company's shareholders to quickly gather the information they need to calculate their own indicators.

The Company is also careful to limit the risk of environmental obsolescence of its assets, as this could ultimately have an impact on their financial value.

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## Due Diligence Processes

Société de la Tour Eiffel is committed to respecting the principles of the United Nations, the OECD and the International Labour Organization. In this document, it presents the due diligence processes in place on the themes of respect for human rights, taxation, the fight against corruption and against unfair competition. To date, it is not the subject of any controversy on these subjects.

## Respect for Human Rights

Société de la Tour Eiffel undertakes to:

- Promoting and enforcing the protection provided by international law on human rights within their sphere of influence;
- Ensuring the Company is not an accomplice to violations of human rights.

The Société de la Tour Eiffel group follows recognised international directive: annual signature of the principles of the United Nations Global Compact with publication of a progress report, annual evaluation by GRESB or by an Ecovadis rating. Furthermore, the property company believes in the need for gender equality and ensures this within the company, particularly in terms of remuneration (adherence to the Charter in favour of parity in the real estate sector).

The Company is firmly committed to respecting labour rights by recognising the freedom of association and the right to collective bargaining of its employees. It categorically condemns all forms of forced labour and child labour, and is committed to eliminating all discrimination in employment.

To guarantee this compliance, Société de la Tour Eiffel has taken various measures depending on the stakeholders potentially concerned.

### 1. Employees

The Company attaches particular importance to the respect for human rights and is committed to comply with all of the French Labour Code of Law, which integrates the obligations of eight Fundamental Conventions of the International Labour Organisation (ILO). More specifically, the Company refuses any discrimination in hiring and career promotions, and ensures gender parity at every level. It strictly applies the principle of equal opportunity, in terms of pay, access to vocational training and all other corporate issues. It has undertaken to comply with the law on the

employment of disabled people. It prohibits all forms of harassment, as indicated in its charter of ethics and stipulated in the group's internal regulations.

International agreements: Tour Eiffel is committed to respecting all international agreements and principles related to human rights, such as the United Nations Universal Declaration of Human Rights and the standards of the International Labour Organization (ILO).

Repair of impacts: In the event of a noted human rights violation, the Company will take immediate measures to remedy the situation.

## **2. Value Chain**

The Group operates exclusively on French territory and only contracts with recognised companies that respect French law, which notably prohibits human trafficking, child labour and forced labour. The Group requests a written commitment to respect French legislation on labour law.

In addition, it publishes its commitments in terms of human rights, in accordance with the guiding principles of the United Nations in the Group's internal charter of ethics.

Signature by service providers of the Group's Responsible Purchasing – Supplier Relations charter is mandatory. This document stipulates in particular the obligation to respect the Universal Declaration of Human Rights and the ILO conventions. It provides that in the event of non-compliance with these clauses, this may result in termination of the contract without prejudice to possible damages.

## **3. Communities Affected**

The company has adopted various policies to ensure respect for the human rights of communities affected by its activities.

Some actions taken:

- Information for local residents during the launch of major construction or renovation projects by means of posters, with contact details allowing them to exchange information if necessary or file possible appeals;
- Ensure mutual understanding and continued involvement by maintaining transparent communication with community members, providing clear information on potential impacts throughout the project process.

## **4. Customers**

The Company sets out its commitments to human rights relevant to its tenants through a series of concrete actions designed to ensure:

- No discrimination: Guarantee equal access to all commercial premises and offices, without discrimination based on race or religion.
- Decent premises: commit to providing premises that meet quality, safety and health standards, in accordance with fundamental human rights.

Steps are being taken by the Company to provide recourse in the event of an impact on tenants' rights, including a whistle-blower procedure that is accessible from outside the Company.

- Complaint and appeal procedure: Tour Eiffel has established a formal complaints procedure for tenants to report any issues, as well as clear mechanisms for conflict resolution.
- Protection of whistle-blowers: The Company has established a whistle-blower protection policy

In 2023, Tour Eiffel did not receive any material criminal charge regarding the non-respect of human rights, corruption, non-compliance with business ethics or its corporate policy.

## **Taxation**

The Group does not consider tax evasion to be a relevant risk, due to its status as a listed real estate investment company (SIIC) which exempts it from corporate tax.

This tax expense is transferred to shareholders in the form of taxation on dividends. The payment of these dividends is managed by the securities holding bank, which declares them to the General Directorate of Public Finance (DGFIP) for all shareholders, regardless of their place of tax residence, in accordance with the annual directives of the DGFIP.

It also asks its Suppliers and Service Providers for a tax clearance certificate to only work with companies that comply with tax regulations.

## **Fighting against Corruption, Bribery and Extortion**

Société de la Tour Eiffel is actively engaged in the fight against corruption, covering all of its forms such as extortion and bribery. This approach involves the drafting of a charter of ethics and the implementation of various measures adapted to different parties involved in its value chain.

### **Stakeholders**

A strict policy regarding gifts and invitations, prohibiting any employee from soliciting, accepting, proposing or offering benefits (payments, travel, gifts, benefits in kind or other), unless they are of low value, within the framework of their duties.

### **Employees**

Employees are required to avoid any situation that could generate a conflict between their personal interests and those of the Company. The Company has developed a whistle-blower procedure to prevent among other things conflicts of interest, aimed at detecting any delicate situations within the company. The whistle-blower procedure is indicated to all new employees via the welcome booklet with an in-house adviser.

An ethics adviser has also been appointed to provide employees with an accessible resource in the event of ethical questions, including corruption, in addition to the whistle-blower procedure. Contacts with the adviser are held in utmost confidentiality and information is passed on to general management in an anonymous manner. This approach is designed to establish a climate of trust for employees, encouraging them to consult the adviser in complete safety and without fear of reprisal.

The Company has taken significant measures to raise awareness among its employees regarding the fight against corruption. Since 2022, employees have undergone specific mandatory training on the prevention of corruption. Awareness-raising covers cases of both passive and active corruption, and includes real-life scenarios.

To fight corruption, a system of calls for tenders through a platform has been in place for many years.

An overhaul of the Company's internal regulations is planned to clarify the measures taken to remedy violations of anti-corruption procedures and standards.

These initiatives demonstrate the Company's ongoing commitment to raising awareness among its teams regarding this major issue.

To date, no case of corruption or money laundering has been noted.

### **Shareholders**

The internal regulations of the Board of Directors provide for internal control and conflict of interest management procedures that help prevent conflicts of interest and acts of fraud within the Company. In addition, the Investment Committee in particular carefully examines possible conflicts of interest before making decisions concerning the real estate operations of the property company. These procedures are expected in the Middlenext Code to which the Company refers and are provided for in the Code of Ethics of the Fédération des Entreprises Immobilières, which became the Fédération des Entreprises Immobilières in 2022, which the Company has adopted.

### **Unfair Competition**

Société de la Tour Eiffel is committed to and requires its employees to respect all applicable competition laws and regulations through the in-house charter of ethics.

Neither the Company nor its managers have been accused of any infringement of competition laws.

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#### 4. ESG POLICY : DEVELOPMENT PROJECTS

As part of its CSR policy, the Société de la Tour Eiffel aims to improve the ESG (environmental, social and governance) impact of its development projects. These projects include two types of work:

- Renovation: of buildings in a phase of heavy restructuring and/or extension,
- Construction: of new buildings with a view to long-term management.

#### Controlling the ESG impact of development projects

##### Consideration of ESG issues during the different phases of Development projects

The design and renovation work carried out by the Société de la Tour Eiffel includes, as far as possible, measures to promote the use of bio-sourced materials and to respect the health and well-being of people:

- To deploy a policy of certifications with a minimum level of "Very Good" and environmental labels for development projects
- To protect the planet's resources by integrating circular economy processes,
- To monitor waste emissions and recycling shares,
- Use of partners such as Tricycle and adherence to the Reuse Booster approach (commitment for construction sites),
- Signatures of the companies intervening on the building sites, of a Clean Building Site Charter,
- To reduce the impact of land artificialization,
- Consideration of biodiversity within the sites.

The Company's aim is to renovate and build in an environmentally efficient, locally integrated, flexible to changes in use and rich in services for occupants and stakeholders way.

To achieve this, the Société de la Tour Eiffel strives to:

- Anticipate new occupant expectations by working on the most flexible design possible,
- Maintain a long-term dialogue with local stakeholders,
- Hire as locally as possible for development operations.

##### Continuously improve the ESG impact of Development projects

The Société de la Tour Eiffel has a CSR Action Plan composed of performance monitoring indicators, actions and commitments with precise deadlines.

All the company's employees are aware of ESG issues and the CSR, Development, and Asset Management departments, including Technical and Rental Management, work together to respect these commitments and to deepen the enhance of the CSR policy.